

Racial Equity, Inclusion, and Belonging (REIB): Building a More Inclusive City – 2024 Progress and Initiatives

Facing the challenge of racial inequity

Racial inequities have deep roots in Minneapolis, posing persistent challenges. The tragic murder of George Floyd in 2020 thrust the city into the heart of a global reckoning on race and systemic racism, underscoring the urgent need for change. Efforts to address racial inequities in Minneapolis are not new. For the past 20 years, the City has prioritized racial equity – a journey marked by tensions, disagreements, and setbacks, but also by meaningful progress. This started with the establishment of the Civil Rights Department, partnering with the Government Alliance on Race & Equity (GARE), and eventually forming the Racial Equity, Inclusion, and Belonging (REIB) Department in 2022. REIB's mission is to continue these efforts and embed racial equity into every aspect of city life, ensuring that every resident, community member, business, and city staff can thrive regardless of race. Its creation marked a dedicated, city-wide commitment to advance racial equity, inclusion, and belonging in City operations, policies, and programs.



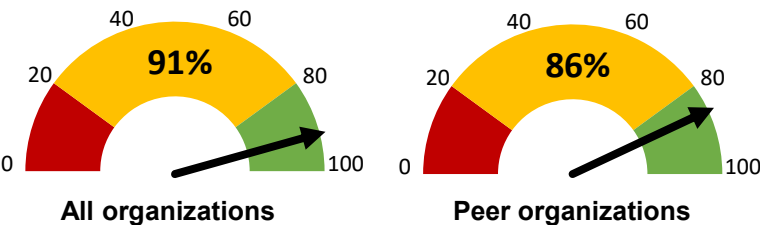
A group of colorful wooden people on a black board.

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ACHIEVEMENTS

In a 2023 racial equity report, the City of Minneapolis scored **49.3 out of 100**, placing the city in the 91st percentile of all participating organizations. When compared to other large cities, Minneapolis ranked in the 86th percentile among peers.

This reflects the progress we've made in advancing racial equity, though we recognize there is still work ahead. This result highlights our commitment to building a more equitable community for all. It also drives us to continue working toward greater racial justice and inclusion. We are determined to keep improving and make a greater impact on racial equity in Minneapolis and beyond.



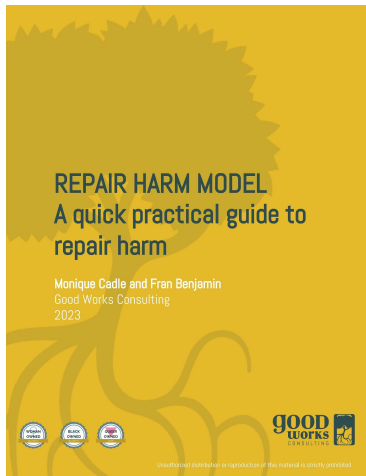
RECOMMENDATIONS

Areas where the city can enhance its efforts include increasing transparency by collecting and sharing more detailed workforce demographic data, providing additional support and resources for teams working on racial equity, and engaging communities of color earlier in the budgeting process within the City.

RESULT

The recommendations outlined in the report will guide future strategies to strengthen the city's racial equity initiatives, improve transparency and resource allocation, and support ongoing progress toward a more inclusive and equitable environment for all residents.

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REPAIR HARM MODEL			
1. Truth Tell	2. Seek to Understand	3. Remediate	4. Follow-Up + Through
Recognize and openly state the occurrence of harm, and your role in it.	Using empathetic listening skills, seek to understand the experience of those harmed. NOTE: This should be done on the timeline and terms of those harmed; this may require patience.	Take tangible action that the self-, social-, and systems-levels to rectify the harm caused. At this self-level this requires authentic apology.	Use your authority and resources to ensure remedial actions sustain. Ask for feedback, and update actions accordingly. Go back to steps 1-3 as needed.
Internal Check: I may not have been harmed here, have I though?	Internal Check: Am I listening to understand or listening for an opportunity to share my perspective?	Internal Check: What have I learned from listening to those harmed that will repair the situation? What other resources can I learn from to identify other ways to repair?	Internal Check: Am I regularly tending to this matter to ensure the successful remediation? Am I avoiding the situation now that I've addressed it?
External Action: "I recognize you were harmed and I'm sorry, responsibility."	External Action: "I hope to learn from this experience and my aim is to center your needs in the harm that was caused."	External Action: "I apologize for..." "The action I have taken is..."	External Action: "What's the progress on XYZ action..." "May I ask how things have been going since we first addressed this matter?"

Racial Equity Training

In partnership with Good Works Consulting, REIB developed training to educate city leaders and staff about racial equity. These sessions focused on concepts like "Repair Harm" and "Thoughtful Confrontation," which help address historical and current injustices.

REIB will be expanding its training offerings in 2025 to further improve and build upon the Racial Equity Impact Assessment (REIA), ensuring continued progress and a deeper understanding of racial equity principles.

Looking ahead

As REIB continues its important work, the department remains deeply committed to its long-term mission of advancing racial equity, inclusion, and belonging in Minneapolis. While progress has been made, there is much more to be done. Key initiatives and focus areas include:

- New initiatives like the StoryCorps will foster meaningful dialogue and healing within the community.
- Improving the hiring and retention of employees of color.
- Addressing racial inequities in areas such as housing, public safety, and economic development.
- Ensuring that all residents, regardless of race, could thrive and fully participate in the life of the city.

The department's continued focus on collaboration with community partners, refining strategies, and engaging city leaders will ensure that Minneapolis moves closer to a future where every resident feels valued, included, and empowered to succeed. The work of REIB is not just about creating change—it's about creating a future where racial equity is embedded in every aspect of city life, and where every individual belongs.



StoryCorps is an independent non-profit organization that creates an archive of community-centered stories, allowing individuals to record and share their personal experiences and perspectives. This initiative aims to move Minneapolis toward a future grounded in racial equity and justice by harnessing the power of conversations to heal racial divisions.

