

## Community Engagement Assessment

*Please fill out this form if your project, program, or initiative includes community engagement. All Community Engagement Assessments should be filed as Petitions and Communications with the MPRB Board of Commissioners and submitted to the MPRB Engagement Portal on SharePoint.*

**Staff Lead:** Carrie Christensen

**Division/Department:** Strategic Planning

**Level of Engagement:** Consult

**Project, Program, or Initiative Name:** Indigenous Acknowledgement and Reconciliation Action Plan

**Project Description (100 words recommended):**

MPRB is embarking on an Indigenous Reconciliation Action Plan to provide guidance for staff and commissioners to take action on systems, processes, relationships, and sites related to acknowledgement, truth, and reconciliation of historical and contemporary Indigenous land, people, and nations. This work will include a range of approaches including but not limited to policy development, partnerships, trainings, and sites of significance mapping.

Review the criteria to determine the level of engagement that your program, project, or initiative falls under. Provide an explanation of how your project meets the criteria in the Justification section below.

Level of Engagement	Inform	Consult	Involve	Partner
<b>Engagement Goal</b>	To provide stakeholders with factual, accessible, balanced, and timely information to help them understand the project, program, or initiative.	To obtain stakeholder feedback on project, initiative, or program analysis, alternatives, or decisions.	To work directly with stakeholders throughout the process to ensure that perspectives are consistently understood, considered, and reflected in project, program, or initiative decisions.	To partner with stakeholders in each aspect of decision making in order to develop and implement collaborative project, program, or initiative solutions.
<b>Criteria to Determine Level of Engagement</b> (Which level of engagement best describes your project?)	<ul style="list-style-type: none"> <li>This is a decision that should be based on technical, operational, or safety constraints only.</li> <li>This is a project, program, or initiative that does not result in a change in the type, location, or extent of the current facility or service.</li> </ul>	<ul style="list-style-type: none"> <li>This project takes place in a park that has been master planned.</li> <li>This a new city-wide initiative or program.</li> <li>This is a new public policy or public policy update.</li> <li>The outcome is likely to change based on community input.</li> </ul>	<ul style="list-style-type: none"> <li>This project requires a CAC.</li> <li>This project does not have other policy guidance such as an existing master plan or public policy.</li> </ul>	<ul style="list-style-type: none"> <li>This program, project, or initiative is being developed in partnership with another agency or organization.</li> </ul>
<b>MPRB Promise</b>	MPRB will keep you informed.	MPRB will keep you informed, listen to and acknowledge feedback, work to integrate stakeholder feedback into the alternatives, and provide feedback on how public input influenced the decision.	We will work with stakeholders for advice and innovation in formulating solutions and to incorporate recommendations to the extent possible.	The MPRB and partner entity will be accountable to their roles as negotiated in the partnership and regularly evaluate overall success of the partnership.
<b>Examples of project types</b>	Repaving a parking lot, cutting down a tree, beach or swimming pool closures, ADA improvements, rehab	Approved master plan design implementation, city or service area wide program development, public policy development, Participatory Project Scoping	Master plans, any process that includes a formal public body making recommendations.	Jointly owned and/or operated facilities, co-creation, public/private partnership, community led projects.

This engagement grid was adapted from the IAP2 International Federation 2014 Public Participation Spectrum.

**Justification (100 words recommended):** Please explain how your project meets the criteria in the Engagement Grid on pg. 2. Provide a justification for each criterion corresponding to the Level of Engagement that will guide your project.

This planning process is taking an action oriented approach and will engage community and stakeholders in a variety of ways based on the focus areas. In all cases, the plan actions and recommendations will be shared with Tribal Councils and community leadership to ensure that MPRB is working in alignment with Tribal and community values, expertise, and protocol.



Date of Board P+C: November 1, 2023

Date of Most Recent Update:

*Please fill out this form if your project, program, or initiative includes community engagement beyond the “Inform” level. All Community Engagement Plans should be filed as Petitions and Communications with the MPRB Board of Commissioners and submitted to the MPRB Engagement Portal on SharePoint (<https://minneapolisparcs.sharepoint.com/planning/SitePages/Home.aspx>.)*

**Staff Lead:** Carrie Christensen

**Department or Division:** Strategic Planning

**Project Name:** Indigenous Acknowledgement and Reconciliation Plan

**Engagement Level:** Consult

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This plan serves as a guide for the community engagement process for the Indigenous Acknowledgement and Reconciliation Plan. The Community Engagement Plan may be modified as circumstance warrants during project duration. Substantial modifications are to be consistently communicated to stakeholders and the MPRB Board of Commissioners.

As required by the Minneapolis Park and Recreation Board Community Engagement Policy, this project requires a Community Engagement Plan because the project falls under the *consult* category of community engagement for which MPRB is required to obtain stakeholder feedback on project, initiative, or program analysis, alternatives, and collaboratively agreed upon decisions. This CE Plan was used with a GARE Racial Equity Tool Kit framework.

**Key Stakeholders should be engaged in the creation of this plan. Please explain who was engaged:**

*This is to be filled out before the CE Plan is submitted to the Board as a P+C.*

The 11 Tribal Councils of MN have been notified of this CE plan and feedback has been requested.

## 1. **Project Description**

### 1a. **Project Overview:**

MPRB is embarking on an Indigenous Reconciliation Action Plan to provide guidance for staff and commissioners to take action on systems, processes, relationships, and sites related to acknowledgement, truth, and reconciliation of historical and contemporary Indigenous land, people, and nations. This work will include a range of approaches including but not limited to policy development, partnerships, trainings, and sites of significance mapping.

**1b. MPRB Outcomes** *(What goals, strategies, or values in the MPRB Comprehensive Plan does this project, program, or initiative relate to?):*

The following goals and strategies in Parks for All, MPRB Comprehensive Plan 2021-2036, are guiding our work:

**Goal 1:** Foster belonging and equity

**Strategy 3:** Amplify Indigenous stories, histories, cultural practices and connections to land through employment, partnerships, reconciliation planning, programming, ceremony, foraging, land management, interpretation and proactive community engagement across projects and programs.

**Goal 7:** Connect through communications and technology

**Strategy 4:** Educate staff and the community on critical issues facing the city and region, specifically: .....indigenous acknowledgment, history, rights, culture and perspectives;

**Goal 8:** Cultivate a thriving workforce

**Strategy 11:** Develop, evolve, and train staff and commissioners on: native acknowledgement practices that incorporate the complexities of treaties, tribal differences, personal experience and layered place-based histories...

#### **1c. Project Timeline:**

<b>2023</b>	September-October		Project Scoping Identify Priorities	DRAFT Workplan Dakota Tours / Follow-up Owamni Festival
	November	<b>PROJECT LAUNCH</b>	Launch	Annual letter to Tribal councils and community  Share Launch Presentation – receive input from MPRB Commissioners and Tribal Councils
			Publicly Launch Project	
	November-April		Engage Stakeholders	Maybe a sponsored lunch with/at MUID  Convene advisory committee  Invite MIAC MCT / Tribal Executives 4 Dakota Nations, and  Formal presentation to each Nation What Where is their interest?  Include Participants from City/MPRB Winter 2023 Conversations  Engage with community, staff and partners
<b>2024</b>	January	<b>RESEARCH</b>	Values Based Priorities MPRB Policies	
	February		Financial Training Tour Development	
	March		Mapping Acknowledgement	

	April		Projects Agreements	
	May		Share Out Plan Details and Updates	Loop back on actions and work with stakeholders and updates to MPRB Board and Tribal Councils and local leaders
	June		Feedback	Review   Align
	July		Feedback	Review   Align
	August			Share Recommendations and progress
	ONGOING		This work will continue beyond 2024 and this will be updated to reflect the work.	

**1d. Project Funding:**

<u>Supplemental Sources</u>	<u>Amount</u>	<u>Expiration</u>
General Fund	\$80,000	2025
Total:	\$80,000	

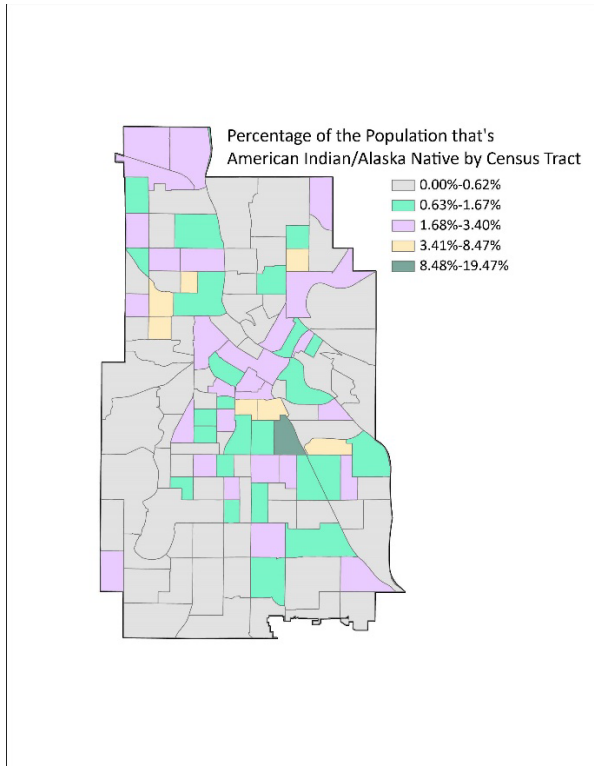
**2. Project Data:**

**2a. What are the boundaries of the community engagement area?** *(For regional facilities include neighborhoods adjacent to the park and city/regional boundaries.)*

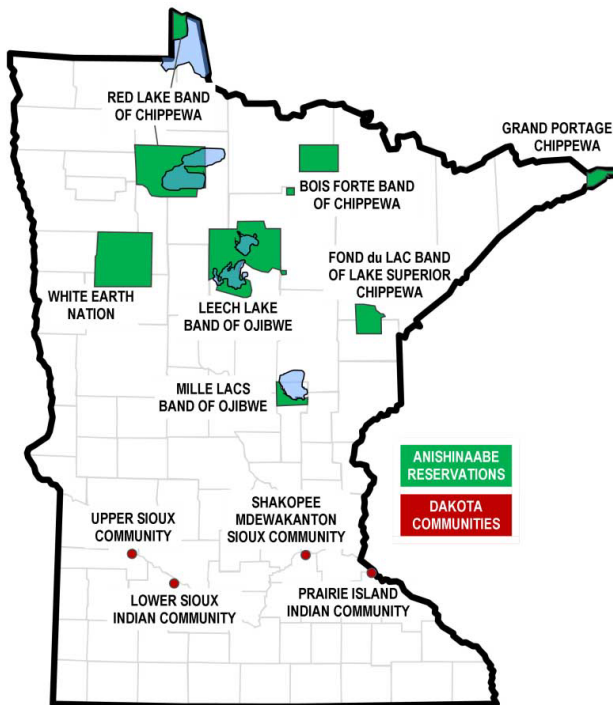
City of Minneapolis

**2b. What are the demographics of the community engagement area?** *(Please refer to percentages of the population when possible and note the sources of the data.)*

The American Indian population of Minneapolis is 1% of the residential population. A map of the population density is included below.



There are several regional Native tribal communities and they will also be consulted in the engagement and 11 federally recognized tribal governments. Map source: MnDOT



**2c. List any key findings or excerpts from relevant plans or policies that are informing this project, program or initiative, especially if community was engaged in the policy or plan:**

*This plan is building off the current policies and work of MPRB including but not limited to the following list:*

This is a list of projects that are currently underway or have been recently completed at MPRB that involve Indigenous community or leadership that represent groundwork for this action plan.

- Bde Maka Ska Cloud Man Phase 2 interpretation
- Bde Maka Ska name reclamation
- Bde Maka Ska Refectory public art
- Cedar-Isles Master Plan
- East Phillips Open Spaces Plan
- Vegetation Molestation Ordinance
- Friends of The Falls/Upper Lock and Dam
- Bde Psin and Hiawatha Golf Course
- Land disposition guidelines (pg 64 of Parks for All)
- MPRB 140 Anniversary stories
- Culturally specific youth park care crews and Outdoor Career Pathways
- Guidelines for habitat restoration in culturally sensitive sites
- Parks for All Comprehensive Plan
- Pioneers Monument future
- Proposal to rename Sibley Park
- Twin Lake beach restoration
- Water Works public art
- Water Works site w/Owamni restaurant

**2d. What are the data gaps? What additional research needs to be done to understand the project stakeholders and project scope?**

What MPRB policies and procedures need development or review within the context of this work?

Of the strategy direction from the comprehensive plan, what should be the priorities for action this year, and what should be the near and long-term priorities? What is the plan for those near and long-term priorities?

What are the parks in Minneapolis that are most significant to the Indigenous community, either for current residents or as sites of significance that are more historic?

**3. Community Engagement:**

**3a. Identify Project Stakeholders**

<b>Project Stakeholder</b> <i>(students, ethnic communities, neighborhood groups, community leaders)</i>	<b>Outreach: How will you reach out to the stakeholder?</b> <i>(i.e. go to parks, neighborhood listserv, engage with cultural media)</i>	<b>Engagement: How will they participate?</b> <i>(i. e. online survey, focus group, community open house, intercept survey)</i>	<b>Reflecting Back: How will stakeholder groups be reflected back to about the project progress or outcomes?</b> <i>(Posted on project website, ribbon cutting, e-blast, site visit, celebration)</i>
Tribal Councils (11 Federally recognized tribes in MN)	Annual update and in person meetings	Annual update, project launch, and action plan review	Launch information and review at key milestones
Elders (55+ who self-identify as Indigenous)	Individual and group conversations	Identify sites of significance; oral story telling recorded by video or recording device	Loop back after input is provided
Partner agencies (City of Minneapolis, etc)	Advisory committee	Individual meetings	Follow up upon implementation of distinct initiatives or procedures
Job training organizations	Individual outreach	Focus groups	Follow up upon implementation of distinct initiatives or procedures
Indigenous residents of Minneapolis	Events and online	Surveys and conversations	Online and through Gov D (eblast) outreach
Neighborhood and community organizations	Online outreach	Surveys	Online and through Gov D (eblast) outreach
Youth (who self-identify as Indigenous)	Events	Surveys and conversations	Online
Regional tribal communities	Going to reservation site visits and events	Conversations	Online
Local community leaders	Going local events and individual follow up	Listening and note taking and conversations	Individual follow-up
American Indian Community Organizations (MUID, NACDI, AIOIC, IHB, NACC)	Email outreach to all and attend meetings as invited	Listening and note taking and conversations	Online and through Gov D (eblast) outreach

**If needed, describe the outreach, engagement, or reflection methods you will use that are referenced above:**

Engagement with each aspect of the plan will be tailored to the outcome. For public policies, a policy creation or update process will be followed including public engagement and Board approval. For partnership conversations, including workforce development, policy updates or development,

**3b. Advisory Committees:**

<b>Technical Advisory Committee:</b> This roster is a list of agencies and groups that are on the TAC
The project manager and Indigenous Parks Liaison are working on forming a Dakota advisory group to review actions and ideas throughout the process. More information will be shared as this group takes shape.

<b>Project Advisory Committee:</b> This roster is a list of MPRB departments and divisions that are on the PAC: <i>there is a workgroup of staff from across the agency collaborating on Indigenous projects happening at MPRB that meets monthly who will serve as the PAC</i>
Recreation
Police
Planning
CCVP
Environmental Stewardship
Youth Employment
Events
Archives
Communications
Asset Management

**3c. Will a Community Advisory Committee be required for this project, program, or initiative? Y/N**

No

**4. Analysis:**

**4a. What questions will you be asking community to respond to in your outreach and engagement?**

What ideas do you have for how MPRB should be incorporating acknowledgement and reconciliation of Indigenous land, people, and nations into our work, spaces, and policies?

What is the best way to engage with the 11 tribes in Minnesota?

What are sites of significance for the Dakota people in the MPRB system?

What MPRB policies should be developed or updated to further Indigenous reconciliation?

What are some training opportunities and resources for staff and leadership at MPRB?

What are the values that should be guiding this work?

What are the priorities for this work?

**4b. How will your community engagement outreach, engagement, and methods make MPRB a more equitable system?**

This plan will focus on improving relationships and supporting the Indigenous people and nations of the region. The engagement will be done in a way to ensure that the actions taken are in alignment with Tribal and community leadership. MPRB is committed to including Indigenous voices and seats at the table to provide input on issues that lift up the values named in the work.

**4c. Identify one or more key project milestones when project evaluation will be performed** *(i.e. Draft design review, draft policy review, project mid-point)*

When the final recommendations are presented to the MPRBB Board of Commissioners and the Tribal Councils in summer 2024, the plan will be updated.

**5. Evaluation Summary:** *To be completed at one or more project milestones as identified in 4c.*

**5a. Who was engaged during the process?** *(i.e. demographic info from online survey participants, the CAC, and community engagement whenever possible. Refer back to Section 2 in the CE Plan and how your engagement reflects the diversity of the community in the engagement area.)*

**5b. How did the engagement inform the project outcome?** *(i.e. public tabulation and amendments following a public comment period)*

**5c. Please describe any new or innovative engagement methods used during the process:**

**5d. What recommendations do you have for future engagement around this topic, park, or area?**

**5e. What, if any, were the unintended outcomes of your CE Plan?**

**5g. Were there any barriers to successful implementation of your CE Plan?**

**5h. Were you adequately resourced, including staff support, expertise, and funding?**

**5i. If applicable, how can this project, program, or initiative, or MPRB continue to partner and deepen relationships with underrepresented communities?**