



## **2021 – July 2022 MPRB Racial Equity Action Plan**

*An internal working document*

*January 2021- July 2022 (extended on 11/15/2021)*

*October 2021 - January 2022 Update*

The Minneapolis Park and Recreation Board (MPRB) has been working on racial equity since 2011. The Racial Equity Action Plan is an internal working document that guides the organization's racial equity agenda. This plan was originally for just 2021 but has been extended through June 2022. It serves as a bridge to the 2022-2023 plan. While this is a one and a half-year plan, the intent is to update the plan every two years based on ongoing collaborative staff and community input. The Racial Equity Action Plan is designed to be the heartbeat of its racial equity work at MPRB. The Racial Equity Action Plan is a lens that establishes priorities, timelines, accountability, and performance measures. The MPRB has five goals to guide its racial equity work. These goals support the ongoing internal transformational change to ensure a continued high level of service to the evolving community and staff at the Minneapolis Park & Recreation Board. They are:

- A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.**
- B. Minneapolis residents view the MPRB as an effective and inclusive government that engages all communities.**
- C. MPRB workforce reflects the diversity of community across the breadth and depth of the organization.**
- D. MPRB investments in contracting and procurement benefit the diversity of the community.**
- E. The MPRB provides programs and services that are responsive and reflective of community needs.**

In 2022, the 2022-2023 Racial Equity Action Plan will be created to further these five goals and to advance the direction of the Parks for All – Comprehensive Plan 2021-2036 which was approved in October 2021.

## ***Parks and Equity***

Minneapolis has had an amazing shift in cultural and racial demographics over the past twenty years. As a result, the city is more diverse in terms of age, race and ethnicity, and recreational needs of its residents. Minneapolis and the Twin Cities region face some of the biggest, race-based disparities in the country.

Nationwide, parks play a vital role in the health and wellbeing of community members as well as the livability of our cities. Historically disadvantaged communities, including immigrants, experience poorer general health and shorter life spans than white community members. Research shows that the number one prescription for healing health and educational disparities is to provide access to parks and open space.

### ***Definition of racial equity for MPRB:***

When race is no longer a predictor of access to parks and recreation, health, well-being, and quality of life.

### ***Commitment:***

The MPRB commits to racial equity through its actions and outcomes and being a local and national model for racial equity in parks and recreation.

**A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>1) <b>Convene a racial equity accountability committee</b> – Convene an internal leadership team (with representatives from each division) responsible for high-level accountability and oversight of implementation.</p> <p>2) <b>Continue to implement system-wide racial equity training</b> – Provide introductory Racial Equity Training to all employees, including new employees as part of onboarding. Use a “train-the-trainer” model to continue to build internal expertise. Develop tiered model for training implementation connected to service delivery and competencies.</p> <ul style="list-style-type: none"> <li>a. Supervisors - Provide Racial Equity Toolkit training and RE101 to new hires</li> <li>b. New Certified Full-Time Hires – RE101</li> <li>c. Certified Part-Time – RE101</li> <li>d. Part-time (seasonal, provisional) – develop and implement a RE101 specific to this group</li> </ul>	<p>July 2022</p> <p>July 2022</p>	<p>Deputy Superintendent and Equity, Inclusion and Accessibility Coordinator</p> <p>Director of Human Resources</p>	<p>Monthly meetings held</p> <p>% of MPRB employees who</p> <ul style="list-style-type: none"> <li>• Attend complete w/in each training group</li> </ul>	<p>Meetings set for the year. First meeting held in January. Quarterly written updates anticipated. Next update end of March.</p> <p>Retrieving past data /complying numbers &amp; percentages – Training has been delayed due to COVID. Will re-introduced in 2022.</p>	<p><i>Existing Staff Resources</i></p> <p><i>Revision of existing RE101 for part-time (provisional and seasonal)</i></p>

A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>3) <b>Racial Equity Toolkit implementation</b> - Examine the applicability of the Community Engagement Plan Template / Racial Equity Toolkit for initiatives that do not trigger the Community Engagement Policy, building on information gained/lessons learned during the 2017-2018 REAP Action A2 implementation, and develop a stand-alone Toolkit if warranted.</p>	<p>July 2022</p>	<p>Deputy Superintendent and Director of Strategic Planning</p>	<p>Racial Equity Toolkit specific to MPRB Complete</p>	<p>Reviewed previous data from A2 and interviewed staff that had worked on that action. Analyzing data and scheduling meeting to begin the brainstorming on a new tool.</p>	<p><i>Existing Staff Resources</i></p>

**A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>4) <b>Commissioner development</b> – Provide Commissioners with racial equity training, education, support and coaching that aligns with the training received by staff to support alignment of staff and commissioners on racial equity and to support the commissioner’s role as organizational leaders and with their decision-making in regard to racial equity.</p>	July 2022	Board President	# of commissioners that have participated in MPRB identified and provided training, education, support and coaching to align commissioners and staff in a common approach.	Commissioners have expressed interest in training and initial training will be part of the Feb 23 Board Retreat. REAP as presented as part of Commissioner Onboarding.	<i>Funding for trainings and/or consultants.</i>
	<p>5) <b>2022-2023 – Racial Equity Action Plan development</b> – With guidance from the Parks for All – Comprehensive Plan develop the 2022-2023 plan.</p>	Due June 31, 2022	Director of Human Resources and Deputy Superintendent	Completed plan	Comprehensive Plan approved in October. Extending existing REAP through June 2022 to allow for new plan development. Need to repost position.	<i>Existing Staff Resources</i>
	<p>6) <b>Grow Internal Influencers</b> - Continue to convene 2017/2018 and 2019/2020 Internal Influencer cohorts and complete trainings for 2019/2020 cohort and plan for the 2022/2023 cohort</p>	July 2022	Deputy Superintendent and Internal Influencer Guidance Team	Trainings complete for 2019/2020 cohort and determine membership and training schedule for 2022/2023 cohort	Conducted survey of existing internal influencers to gain insight into next steps. Developed a new approach for existing internal influencers, including a charter. Will evaluate opportunities for new cohort in 2022.	<i>Existing Staff Resources</i>

**B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>% of Minneapolis residents who believe the MPRB values community participation and engagement (by neighborhood and by race/ethnicity) – <b>Question for community surveys</b></p>	<p>1) <b>Tracking engagement</b> - Demonstrate that participants engaged through the Community Engagement Policy reflect the demographics of the communities served by the program, service, and/or project to support equitable delivery of programs, services and/or projects through 2022. <i>(D2 Performance Goal) Analysis of engagement will only be for items that require and develop a Community Engagement Plan, under the rules of the CE Policy (Consult, Involve, and Partner levels of engagement). Tracking will be possible because CE Plans require a baseline analysis of project area demographics. There will be many examples to track within the Planning Division, some examples within Recreation and Customer Service, and limited examples in other departments.</i></p>	2021	Director of Strategic Planning; Citywide Program Achievement position	% by race and ethnicity of those participating in community engagement in relation to % by race and ethnicity for the program, service or project. (2021 milestone of D2 Performance Goal)	<p><b>Complete:</b> A detailed analysis has shown that tracking of demographic information is not consistent enough to accomplish this action. Instead, we will produce a research summary including some pertinent data and outlining guidance for improving practices organization-wide related to the collection of demographic data.</p>	<i>Existing Staff Resources</i>
	<p>2) <b>Develop inclusive outreach and engagement training</b> – Prepare introductory training on inclusive outreach and engagement for employees that routinely engage with the public starting in 2022. Develop a curriculum that includes materials and instruction for ongoing training in engagement methods and meeting facilitation skills for appropriate staff.</p>	2021	Director of Human Resources; Equity, Inclusion and Access Coordinator; Trainer	Training curriculum complete and training schedule for 2022 developed	Curriculum complete, developing schedule for 2022.	<i>Existing Staff Resources</i>

**B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>% of Minneapolis residents who are aware of MPRB’s commitment to racial equity (by neighborhood and by race/ethnicity) – <b>Question for community surveys</b></p>	<p>3) <b>Develop and implement Language Access Action Plan</b> - Provide a systematic approach for addressing translation and interpretation needs of residents and park visitors. The plan will include: strategies to communicate through traditional and non-traditional methods in regular communications; priorities for implementation; and methods for ongoing assessment and adaptation as community demographics change.</p>	<p>2021</p>	<p>Director of Communications and Marketing and Equity, Inclusion and Accessibility Coordinator</p>	<p>Plan developed and launched.</p>	<p><b>Complete</b> Development of a 2021-2022 LAAP was finalized in Mar 2021. This internal working document outlines initiatives and priorities based on available funds, with a 2021 focus on translation of documents, multi-cultural radio promos of jobs and programs, and piloting a language phone line. Implementation of initiatives is underway.</p>	<p><i>\$15,000 allocated within C&amp;M 2021 Budget</i></p>
	<p>4) <b>Create MPRB101 for Minneapolis residents, including underrepresented and underserved communities</b> - Develop orientation training and materials that allow for more active and immediate contributions by participants who are unfamiliar with the MPRB and its processes.</p>	<p>July 2022</p>	<p>Director of Strategic Planning and Director of Customer Service</p>	<p>Curriculum for MPRB 101</p>	<p>Directors met and determined the best MPRB101 would be a dedicated web landing page in multiple languages, with content that can also be utilized in community meetings or distributed to community. Some website items have been developed and others are in progress.</p>	<p><i>Existing staff resources</i></p>

**B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>% of Minneapolis residents who are aware of MPRB’s commitment to racial equity (by neighborhood and by race/ethnicity) – <b>Question for community surveys</b></p>	<p><b>Continued from page 8 - Create MPRB101 for Minneapolis residents, including underrepresented and underserved communities</b> - Develop orientation training and materials that allow for more active and immediate contributions by participants who are unfamiliar with the MPRB and its processes.</p> <p>5) <b>Implement a traffic enforcement pre-charge diversion program for vehicle equipment violations.</b> This program will provide drivers in violation of certain motor vehicle equipment laws with no cost repair vouchers instead of citations and fines. For more information, <a href="#">click here</a>.</p>	<p>2021</p>	<p>Director of Park Safety and Security</p>	<p>Program developed and launched.</p> <p>Number of vouchers issued in lieu of citations</p>	<p>Work Plan:            April 1 2021:            Determine content: COMPLETE            September 1 2021:            Produce content for review: IN PROGRESS            April 1 2022: Content review complete, begin developing web page            May 1 2022: Submit final content            July 1 2022: Launch MPRB 101 page</p> <p><b>Complete.</b> Work rules were developed and issued on January 26, 2021. The pre-charge diversion program, “Lights On!” was launched and equipment repair vouchers are being issued. Through Q3 (2021), 233 vouchers have been issued. That outcome represents 16.5% of all traffic stops.</p>	<p><i>Existing staff resources</i></p>

**B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>% of Minneapolis residents who are aware of MPRB’s commitment to racial equity (by neighborhood and by race/ethnicity) – <b>Question for community surveys</b></p>	<p>6) <b>Develop Demographic Data Collection Standards</b> – work across the organization to create standard data collection practices for demographic data. Consistent demographic data collection across the organization will allow for improved analysis and decision-making, allowing data to be utilized to illustrate success and areas of improvement for a wide variety of programs and services.</p>	<p>July 2022</p>	<p>Director of Strategic Planning</p>	<p>Standards developed and communicated across the organization</p>	<p>NEW</p>	<p><i>Existing staff resources (Data Insights Team)</i></p>
	<p>7) <b>Research and report on the Elwell Law</b> – develop a report on the Elwell Law that details how it was applied to Minneapolis parks. This work will assist in determining how to best address inequities created by this form of project funding.</p>	<p>July 2022</p>	<p>Deputy Superintendent, Archive and Records Specialist</p>	<p>Final report presented to staff</p>	<p>Archive and Records Specialist hired and will develop workplan in February.</p>	<p><i>Existing staff resources</i></p>
	<p>8) <b>Develop and implement multicultural advertising plan to promote use of regional parks</b> – Develop plan for multicultural and language specific broadcast and digital platforms to promote regional parks, per \$40,000 grant from Met Council Regional Park System Competitive Equity Grant Program, to increase awareness and use by BIPOC, Latinx and Somali community members of MPRB’s regional parks, programs and services. <i>(2022 Budget Goal)</i></p>	<p>2022</p>	<p>Director of Communications and Marketing</p>	<p>Plan developed and implemented</p>	<p>NEW</p>	<p><i>\$40,000 Met Council Grant</i></p>
	<p>9) <b>Improve Tree Inventory System</b> - Utilize computerized tree inventory system to track stump grinding and assign work to contractors. <i>(2022 Budget Goal)</i></p>	<p>2022</p>	<p>Director of Forestry</p>	<p>Implement procedure for use of computerized tree inventory related to stump grinding.</p>	<p>Gathering input from Forestry Foremen on current methods for distributing stump grinding lists to contractors.</p>	<p><i>Existing staff resources</i></p>

**C. MPRB workforce reflects the diversity of community across the breadth and depth of the organization.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>1) <b>Reflect the city’s working age demographics in MPRB workforce</b> - Continue to reflect the race, ethnicity and gender of Minneapolis’ working age population in the MPRB’s workforce through 2022, focusing on seasonal hiring and recruitment in 2021. <i>(D1 Performance Goal and 2021 Budget Goal)</i></p>	2022	Director of Human Resources	% of workforce by job classification for each race and ethnicity	Completed for 2020/posted on MPRB site; Will post 2021 after end of year; Adjusted recruiting techniques for Lifeguards and park keepers	<i>Existing staff resources</i>
	<p>2) <b>Grow youth employment</b> - Strengthen and expand MPRB’s youth employment programs (ages 14 - 24) for underrepresented youth in non-traditional careers by a sustainable grow of 25% by 2022. <i>(A2 Performance Goal)</i></p>	2021	Director of Environmental Management and Assistant Superintendent of Recreation	% increase in youth employment	Planning for the summer work season is underway. Youth recruitment will begin in late Feb/early March. Piloting more intensive recruitment lead by adult site supervisors going to where teens gather (school, Ys, park athletic events, etc).	<i>Existing staff resources.</i>
	<p>3) <b>Reflect Minneapolis Demographics in Athletics and Aquatics Staffing</b> – Expanding marketing and outreach into underserved communities to increase our staff to better reflect he populations in Minneapolis. <i>(2022 Budget Goal)</i></p>	2022	Director of Athletics Programs, Aquatics, Golf and Ice Arenas	Increase employment in Athletics and Aquatics of underserved communities by 10% in 2022	Met with Street Reach leadership on recruiting strategies in February, and will be working with Rec Centers and MPS on marketing job opportunities	<i>Existing staff resources.</i>



**D. MPRB investments in contracting and procurement benefit the diversity of the community.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>Number of new vendors who identified as Small and Underutilized Businesses -The City of Minneapolis Target Market Program is aimed at expanding opportunities for historically underutilized small businesses. In 2018, 479 businesses enrolled in the program and are potential vendors for Park Board purchases.</p> <ul style="list-style-type: none"> <li>Percentage of overall spending with Small and Underutilized Businesses</li> </ul>	<p><b>1) Revise contracting and procurement practices to demonstrate racial equity in contracts across the system.</b></p> <p>a. Develop and implement a policy and procedure for the acquisition of Professional Services utilizing the Racial Equity Toolkit.</p> <p><b>2) Understand contracting and procurement targets established by the City of Minneapolis and develop specific strategies to move towards those targets to ensure contracting and procurement dollars are accessible to and benefiting the diversity of Minneapolis small business owners.</b></p> <p>a. Finance Director will utilize the City of Minneapolis Diversified Spending dashboard to understand and report out to the Executive Team and Department Heads the results and trends for MPRB procurement</p> <p>b. Finance Director will work with Executive Team to identify key staff with procurement authority that will participate in the City of Minneapolis Inclusive Procurement Training and will participate in the quarterly check-ins with the City throughout 2021</p>	<p>July 2022</p> <p>July 2022</p>	<p>Director of Finance</p> <p>Director of Finance; Executive Team</p>	<p>a. Policy developed and implemented with evidence-based usage</p> <p>Specific strategies identified and implementation plan established Tracking and reporting mechanism established and implemented</p>	<p>Developed independent contractor up to \$5,000 form and provided training for its implementation to comply with City’s freelance worker protection ordinance and improve small contract vendor relationships and processes. Working to develop specific outcomes and actions for the next REAP.</p> <p>This item is on hold. The City is transitioning the Diversified Spending Dashboard to a new platform and it currently unavailable. Also, training has been delayed due to COVID. Will re-introduced in 2022</p>	<p><i>Existing staff resources</i></p> <p><i>Existing staff resources</i></p>

**D. MPRB investments in contracting and procurement benefit the diversity of the community.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>Number of new vendors who identified as Small and Underutilized Businesses -The City of Minneapolis Target Market Program is aimed at expanding opportunities for historically underutilized small businesses. In 2018, 479 businesses enrolled in the program and are potential vendors for Park Board purchases.</p> <ul style="list-style-type: none"> <li>Percentage of overall spending with Small and Underutilized Businesses</li> </ul>	<p>3) <b>Develop Asset Management Equity Metrics-</b> Develop and implement an equity criteria-based system for funding allocations</p> <p>a. <i>Develop life-cycle based maintenance programs for key assets that require time and conditon based maintenance interventions to significantly extend their useful life, and that integrates the MPRB Equity Metrics.</i></p> <p>b. <i>Develop a system that will more accurately predict maintenance needs for new parks as they are designed and brought online and that integrates the MPRB Equity Metrics.</i></p>	<p>2021</p>	<p>Director of Asset Management</p>	<p>Metrics complete</p>	<p><b>Complete.</b> Developed systems to utilize metrics in Life-Cycle rehabilitation programs and current and future Park Maintenance Budgeting. Developed contracts for court and Regional trail rehab.</p>	<p><i>Existing staff resources</i></p>

D. MPRB investments in contracting and procurement benefit the diversity of the community.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>4) <b>Develop Special Assessment Relief and Deferment Policy and Procedure</b> - Review and recommend changes to the Special Assessment Hardship Policy and Procedures utilizing the racial equity toolkit to understand the correlation between levied assessments on home ownership and to minimize unintended consequences and practical difficulties.</p> <p>5) <b>Develop a 3-year rehabilitation plan for specific facilities</b> - Include a racial equity lens when working with Asset Management staff to develop three-year NPP20 Rehabilitation plan for the park system, focusing on Roof, ADA, HVAC and Sidewalk funds. <i>(2021 Budget Goal)</i></p>	<p>Q3 2021</p> <p>2021</p>	<p>Director of Finance; Director of Forestry</p> <p>Director of Design and Project Management</p>	<p>Policy and procedure complete</p> <p>Plan is complete and reflects an equity lens</p>	<p><b>Complete.</b> Board Approved on 10/6/2021</p> <p><b>Complete.</b> Assessments are complete for the Roofs, ADA, HVAC and sidewalk/paving conditions across the neighborhood park system. Still developing methods to best use a racial equity lens to park assets that we are still renovating on a worst-first basis. New process: If we have a tie with worst first, we use the equity metrics to break the tie.</p>	<p><i>Existing staff resources</i></p> <p><i>Existing staff resources</i></p>

**D. MPRB investments in contracting and procurement benefit the diversity of the community.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>6) <b>Use racial equity lens when seeking grants and donations</b> - Develop and implement a plan using racial equity lens to seek grants and donations that address the needs and interests of underrepresented and underserved residents.</p>	<p>2021</p>	<p>Grant and Donation position</p>	<p>Plan is complete and actions are taken to pursue funding/donations.</p> <p>Percent grant/donation funding directed to underrepresented and underserved residents.</p>	<p>Donation procedure is completed and in PBIIntra.</p>	<p><i>Existing staff resources</i></p>

**E. The MPRB provides programs that are responsive and reflective of community needs.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
Participation in MPRB programming by Minneapolis residents increases, especially by communities of color and low- income residents.	<p><b>MPRB recreation programming is responsive and reflective of community needs.</b></p> <p>1) <b>Increase the number of youth focused programs</b> supporting the social/emotional, career and life skill development of young people ages 2-5, 6-11, and 12-17 years old by 20% by 2022 (including those that strengthen relationships with their elders, caregivers and/or parents), focusing on underserved youth first. <i>(A1 Performance Goal)</i></p>	2021	Program Advancement Administrator; Director of Aquatics, Ice, Athletics and Golf; Director of Youth and Recreation Centers; Director of Environmental Management	% increase in youth programming	<p><b>November</b> – no update  <b>December</b> – no update  <b>January 2022</b> – submitted 2021 Q4 report for Exec Team review</p>	<i>Existing staff resources</i>
	<p>2) <b>Integrate Racial Equity lens into program development, review and approval</b> - As part of the 2021 rollout of the reorganization and the implementation of the Citywide Program Advancement position, develop and implement practices for program development, review and approval that includes a racial equity lens.</p>	2021	Citywide Program Advancement Position	Demonstration of racial equity lens in program review practices	<p><b>March</b> – drafted Program Equity Impact tool  <b>April</b> – presented tool to Assistant Superintendent of Recreation. Working with data analysts to create citywide program distribution report/analysis.</p>	<i>Existing staff resources</i>

E. The MPRB provides programs that are responsive and reflective of community needs.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p><b>E2 Continued - Integrate Racial Equity lens into program development, review and approval</b> - As part of the 2021 rollout of the reorganization and the implementation of the Citywide Program Advancement position, develop and implement practices for program development, review and approval that includes a racial equity lens.</p>	2021	Citywide Program Advancement Position	Demonstration of racial equity lens in program review practices	<p><b>May</b> – met with program proposal team to brainstorm strategies around incorporating this goal into future MPRB program proposals  <b>June</b> – drafted and finalized language for program proposal form  <b>July</b> – no update  <b>August</b> – finalized MPRB Grant Funded program proposal form  <b>July</b> – no update  <b>August</b> – finalized MPRB Grant Funded program proposal form  <b>September</b> – distributed MPRB Grant Funded program proposal form to programming staff and managers  <b>October</b> – trained Recreation Centers management team on Racial Equity component of MPRB Grant Funded program proposal form</p>	<i>Existing staff resources</i>

E. The MPRB provides programs that are responsive and reflective of community needs.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>3) <b>Implement community gardens</b> - Install 2 Community Gardens in Minneapolis parks located in or adjacent to Areas of Concentrated Poverty (ACP) or United States Department of Agriculture (USDA) Food Deserts. <i>(2021 Budget Goal)</i></p>	<p>July 2022</p>	<p>Director of Environmental Management; Community Garden Coordinator</p>	<p>Two gardens installed</p>	<p><b>CEPRO site-</b> Garden plot applications were actively promoted with the community. Applications will be reviewed by community and staff members mid-February. Garden is anticipated to be at capacity for Spring 2022. Installation is pending for Spring, in collaboration with MPRB Trades. <b>Peavey:</b> Promotion of garden postponed due to installation delays. Work continues with MPRB Planning to finalize site plan in conjunction with other park projects. If install occurs in the spring, space may be used as a pantry garden and program space for MPRB Recreation and Hope Academy in 2022 and actively promoted as a community garden for 2023.</p>	<p><i>Existing staff resources</i></p>

E. The MPRB provides programs that are responsive and reflective of community needs.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>4) <b>Increase responsiveness of field space use</b> - Develop an athletic facility field space availability chart for MPRB green spaces. <i>(2021 Budget Goal)</i></p>	<p>July 2022</p>	<p>Director of Aquatics, Ice, Athletics and Golf</p>	<p>Chart completed</p>	<p>Will be ordering signs in spring of 2022 and installing them, and have a chart complete with the Permits Lead.</p>	<p><i>Existing/budgeted resources</i></p>

**E. The MPRB provides programs that are responsive and reflective of community needs.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>5) <b>Creation and implementation of Creation Spaces.</b> It will include the design, procurement, and implementation of two creation spaces in the MPRB system in 2021 and 2022. A creation space is a flex space designed around the unique needs of experiential learning, venture development, and engagement with the public. These could be focused around music production, video production, graphic design, or other STEM related learning opportunities. <i>(2021 Budget Goal)</i></p> <p>6) <b>Introduce non-traditional golfing youth to the MPRB golf courses in 2021.</b> Partner with the Recreation Centers to offer free golf to youth at least one day per week for the summer months when youth are out of school. Golf will provide tee times and free club use at Wirth Par 3 and/or Fort Snelling Golf Courses. <i>(2022 Budget Goal – continue to increase exposure of underserved communities to golf courses through partnerships with Recreation Centers and Community Partners)</i></p>	<p>2021 – 2022</p> <p>2022</p>	<p>Assistant Superintendent of Planning; Assistant Superintendent of Recreation; Director of Information Technology</p> <p>Director of Golf, Ice, Athletics and Aquatics</p>	<ul style="list-style-type: none"> <li>• Programming defined for on existing and three proposed Creation Spaces in 2021</li> <li>• Design accomplished for three proposed Creation Spaces in 2021</li> <li>• Physical development of two Creation Spaces in 2021 and one in 2022</li> <li>• Operationalizing two Creation Spaces in 2021</li> </ul> <p>Youth on the golf course one day per week.</p>	<p>BTR Architects has been engaged and has developed designs for Harrison, Luxton and Whittier Recreation Centers. Manager is being hired. Job descriptions complete and posting pending for specialist positions.</p> <p>Continuing the program in 2022 and working with MPS on a summer school option to expose youth to the game at Hiawatha and Columbia Learning Centers and golf courses. Will continue to work with Recreation Centers on golf programs. Meeting with Rec Center Supervisors in March to book dates.</p>	<p><i>Existing staff resources</i></p> <p><i>Existing/budgeted resources</i></p>

**E. The MPRB provides programs that are responsive and reflective of community needs.**

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>7) <b>Plan and pilot welcoming wayfinding from Wirth Beach to the west gate of Eloise Butler Wildflower Garden &amp; Bird Sanctuary.</b> Implement the project “Pathways to Nature” as described in successful proposal to Metropolitan Council’s Equity Grant Program. The project was awarded \$200,000. Half the funds will support a new accessible front entry at EBWG. Half the funds are dedicated to welcoming wayfinding which addresses barriers to regional park use by communities of color (as identified by MPOSC research). <i>(2022 Budget Goal)</i></p>	2022	Manager of Environmental Education	Community content is gathered, prototypes are deployed, feedback received from park visitors.	NEW	<i>Grant Funding and Existing staff resources</i>
	<p>8) <b>Increase participation in adult volleyball, broomball and pickleball –</b> Work to increase participation in adult volleyball and broomball leagues and expand pickleball offerings in Minneapolis. <i>(2022 Budget Goal)</i></p>	2022	Director of Aquatics, Ice, Athletics and Golf	Increase participation in adult volleyball, broomball, and pickleball by 5% in 2022	Will be working with Recreation Centers and outreaching to community members looking for what gaps we currently have in offerings.	
	<p>9) <b>Implement New Funding for Youth –</b> Implementation of the property tax levy youth investment funding. <i>(2022 Budget Goal)</i></p>	2022	Direct of Youth and Recreation Center Programs		In process of hiring new positions. 8 Youth Specialists being hired Creation Space Mgr. being hired Other positions not posted for hire as of this date.	