

2023-2026 RACIAL EQUITY ACTION PLAN



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Park & Recreation Board

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INTRODUCTION

The Racial Equity Action Plan (REAP) is an internal document facilitating racial equity work at the Minneapolis Park and Recreation Board (MPRB). The REAP guides the organization's racial equity work by establishing priority actions, timelines, and status reporting. Covering the four years from 2023-2026, this edition of the REAP aligns with [Parks for All, The MPRB Comprehensive Plan 2021-2036](#), and the [2023-2026 Strategic Directions](#) the Board of Commissioners set.

The REAP can be updated annually with new actions as needed. This may include:

- Board of Commissioners directives set by resolutions.
- 2023-2026 Budget Actions that require an equity lens.
- Actions that emerge from community engagement.
- Actions identified by Internal Influencer workgroups.
- Actions tied to the MPRB Comprehensive Plan 2021-2036.

Note: The first addition of the REAP was established 2016
Document owners: Director, Human Resources and Deputy Superintendent



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RACIAL EQUITY

MPRB recognizes that parks affect everyone's quality of life. As such, MPRB is committed to advancing racial equity in the park system and its workforce. At MPRB, racial equity is when race is no longer a predictor of access to parks and recreation, health, well-being, and quality of life. Similarly, the City of Minneapolis defines racial equity as the development of policies, practices, and strategic investments to:

- Reverse racial disparity trends.
- Eliminate institutional racism.
- Ensure that outcomes and opportunities for all people are no longer predictable by race.

*"The Minneapolis Park and Recreation Board **dismantles historic inequities** in the provision of park and recreation opportunities for all people to gather, celebrate, contemplate, and engage in activities that promote health, wellbeing, and community, and the environment."*



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PLAN ALIGNMENT

The REAP advances [Parks for All, The MPRB Comprehensive Plan 2021-2036](#), through the [Priority Comprehension Plan Strategies](#) set by the Board of Commissioners in the first year of their term. The 2023-2026 Strategic Directions are:

- Strategic Direction A: Act boldly for our climate future.
- Strategic Direction B: Cultivate each community's place and honor cultural traditions in Minneapolis parks
- Strategic Direction C: Implement quality youth and intergenerational programs.
- Strategic Direction D: Care for park assets to meet evolving needs and practices.
- Strategic Direction E: Steward our natural resources.

For regular plan updates, please visit the [MPRB Parks for All Implementation Plan Dashboard](#). The REAP dashboard page includes the following:

- Action Item Status
- Strategic Direction
- Start Year
- Department Lead



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STRATEGIC DIRECTIONS A-E

Actions across all Strategic Directions

- Convene racial equity accountability committee.
- Deliver organization-wide racial equity training.
- Create MPRB information videos in multiple languages.
- Build and support racial equity awareness among the Board of Commissioners.

Progress Updates
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STRATEGIC DIRECTION B

Cultivate Each Community's Place and Honor Cultural Traditions in Minneapolis Parks

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- Compile and share Elwell Law information.
- Expand access to MPRB historic collections.
- Develop and implement multicultural advertising program to promote use of regional parks.
- Expand multilingual, multicultural graphic, video, and digital material.
- Develop and implement a culturally inclusive community intervention model.
- Develop a public art plan and policy that shares narratives and elevates voices beyond the dominant cultural.
- Implement welcoming wayfinding from Wirth Beach to Eloise Butler Wildflower Garden and Bird Sanctuary.
- Ensure contacts and procurement dollars are accessible.
- Undertake indigenous reconciliation planning and develop a Board Room land acknowledgement.



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STRATEGIC DIRECTION C

Implement Quality Youth and Intergenerational Programs

- Provide courses that build technology security awareness.
- Recruit diverse candidates for park patrol agents and park officers.
- Develop city-wide recreation programs and special events that focus on intergenerational opportunities.

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STRATEGIC DIRECTION D

Care for Park Assets to Meet Evolving Needs and Practices

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- Enhance revenue generation and decrease expenses in Enterprise Fund and Adult Athletic Operations, with an equity lens.
- Fully integrate equity metric data into Level of Service standards for our top ten assets.
- Promote tree preservation and transparency in project impacts to trees.
- Analyze and ensure equitable distribution of Park or Trail Plan implementation work across the system.



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STRATEGIC DIRECTION E

Steward Our Natural Resources

- Promote tree preservation and transparency in project impacts to trees.

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