

# RACIAL EQUITY ACTION PLAN

November 16, 2016

# Equity, Inclusion and Diversity

- Focus Areas
  - ▣ Racial Equity
  - ▣ ADA
  - ▣ Gender Inclusion
- Lead Division and Department
  - ▣ Division - Deputy Superintendent's Office
  - ▣ Department - Community Outreach

# What is the Racial Equity Action Plan?

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- It is an internal working document that will guide racial equity work for the next two years.
- It captures ongoing work from the past years, work that was initiated this year, and new initiatives.
- It establishes timelines, accountability, and performance measures for each action.

# How was it developed?

- Through a year long process in conjunction with 13 other jurisdictions as part of a local cohort of the Government Alliance on Race and Equity (GARE).
  - ▣ Research and Awareness:
    - Exploration, Best Practices, Literature Review, Intro to Equity
  - ▣ Capacity Building and Engagement:
    - Professional Development, Internal Assessments, Training Development, Performance Measures
  - ▣ Impact and Sustainability:
    - Policy and Processes, Enhanced Service Delivery, System-wide Change

# Contributions to the Plan

- What we have heard through:
  - ▣ Individual and organizational relationships
  - ▣ Community dialogues as part of projects (ex: South Service Area Master Plan, RecQuest, Calhoun-Harriet, Bossen Field, Urban Agriculture Plan)
  - ▣ Our Park Meetings
  - ▣ Open Time
- Racial Equity Steering Committee
  - ▣ Juli Wiseman, Athelgra Williams, Jennifer Ringold, Corky Wiseman, Calvin Noble, Adam Arvidson, Teresa Chaika, Mae Brooks, Taylor Cisco, Julie Caniglia, Huy Ngyuen, Shawn Hockett, Sherenia Gibbs, Lisa Beck
- Workforce Assessments

# What's in the Plan?

- 5 Focus Areas
- 23 Actions
  - ▣ 17 are in progress or build on previous actions
  - ▣ 8 will need Board action when complete or involvement to implement
  - ▣ 7 will need community engagement or outreach to implement

# 5 Focus Areas

- 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 our diverse community.
- E. The MPRB provides programs and services that are responsive and reflective of community needs.

# Next Steps – Looking to 2017

- Staff
  - ▣ Information sharing about the action plan
  - ▣ Racial Equity development and training
- Community
  - ▣ Community dialogues and listening sessions
- Commissioners
  - ▣ Budget goals for 2017



# Department Goals – Budget 2017

Finance Goals & Benchmarks			
Goal	Comp Plan Goal	Strategic Direction	Racial Equity Action Plan
Develop and implement the use of racial equity tools within the MPRB budget process to provide assessment of racial equity in the distribution of funds and racial equity impacts of budget decisions.	Financially Independent and sustainable parks prosper.	1,2,3,4	A4
<b>Benchmarks</b>			<b>Target Date</b>
Research and identify racial equity tools best practices for budgeting and racial equity budgeting processes utilized by other governmental entities.			2/15/2017
Develop a structured and phased implementation plan for racial equity tools that will be utilized in the MPRB budget process.			3/30/2017
Review implementation plan with Executive Team, obtain feedback, modify plan and obtain Executive Team approval of the plan.			5/15/2017
Develop forms and instructions for 2018 budget process and provide training to staff responsible for budget development.			6/1/2017
Continue the implementation of the plan until fully executed. Evaluate the process, review outcomes, and make modifications as needed.			ongoing



Thank you!