

**Community Outreach Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
Outdoor Movies in the Parks Series	Offering movies in other languages as part of the Movies in the Park Series (Spanish Subtitles, Spanish Audio & vice versa, and French Subtitles/French Audio & vice versa)	Started showing movies in other languages in 2014	<p>Desired Outcome: To diversify the offerings of movies in other languages to accommodate a growing population in Minneapolis of cultures that are underserved. An average of 205 people per movie attend our movies in other languages.</p> <p>Movies in the Park Series are shown June-August (Mon - Sat.)</p> <p>2016: 5 offered</p> <p>2015: 3 offered</p> <p>2014: 3 offered</p>	<p>2016: \$2,750</p> <p>2015: \$1,640</p> <p>2014: \$1,640</p>	<p>2014-2016:</p> <p>This is the third year in a row of Partnering with the Twin Cities Black Film Festival to show one movie per month (June, July &amp; August) as part of the Music and Movies in the Park Series. This partnership started in 2014 and has drawn an average of 130 attendees per date.</p>

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Racial Equity Action Plan	<p>MPRB is committed to creating/developing/fostering a culture that values and advances racial equity. Minneapolis residents view the MPRB as an effective and inclusive government that engages all communities. MPRB workforce reflects the diversity of community across the breadth and depth of the organization. MPRB investments in contracting and procurement benefit the diversity of the community. The MPRB provides programs and services that are responsive and reflective of community needs.</p>	2015	<p>All (505) full-time staff participate in introductory racial equity training by end of 2017.</p> <p>2016: Plan to Board</p> <ul style="list-style-type: none"> <li>-Led planning efforts for Racial Equity Commissioner sessions with GARE (Government Alliance on Race and Equity)</li> <li>- Commissioner feedback will inform Racial Equity Action Plan priorities</li> <li>- Commissioners received introductory racial equity training and provide guidance on priorities to staff.</li> <li>- Update all staff on status of the organization’s racial equity work</li> </ul>	<p>2016: \$5,000- MN cohort training</p> <p>\$1,000- GARE membership network</p> <p>78 staff participated.</p> <p>-Hosting optional racial equity information sessions for staff</p> <p>2015: Investment: \$2,500 consultant (GARE) fees</p>	Partnership with GARE (Government Alliance on Race and Equity)

**Community Outreach Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
Bilingual Information Ambassadors	Minneapolis Park & Recreation Board Bilingual Information Ambassadors are responsible for providing information about MPRB programs, services and facilities customers using bilingual skills (Spanish or Somali). Information Ambassadors represent the Park Board on the phone and in person in both an office and in the MPRB Information Booth at events and festivals. Information Ambassadors work under the combined direct supervision of both the Director of Customer Service and the Manager of Community Engagement.	2014 (May through September)	<ul style="list-style-type: none"> <li>-Provide park patrons with information about the MPRB in both English and Spanish or English and Somali.</li> <li>-Respond to basic public inquiries regarding MPRB services, facilities, programs and events.</li> <li>-Communicate directly with the public in person and over the phone explaining procedures and gathering facts and pertinent information regarding problems and complaints</li> <li>-Provides customer service using recreation management software for registrations, reservations and fees.</li> <li>-Gather data from event attendees, including contact for information for mailings, general and project specific feedback.</li> <li>-Perform administrative work including word processing, email and data collation.</li> <li>-Help to identify areas of need for translation of information into Spanish or Somali.</li> <li>-Organize and ensure that materials are prepared for each event</li> </ul>	<p>2016: 18-24 hours per week \$7,682</p> <p>2015: 18-24 hours per week \$6,804</p> <p>2014: 18-24 hours per week \$6,930</p>	

**Community Outreach Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

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Information Swap Booth	The booth provided information on MPRB programs and services for all ages and communities of color as well as collecting information from those groups on how to better serve or meet their needs. Some of the 2015 Info: Booth events included Cultural Events, Job Fairs, MPRB Events, City of MPLS Events, local Organization Events and Festivals.	2014	2016: 38 events  2015: 60 events , 12 Partnerships  2014: 45 events 7 Partnerships	2016: 20 hours week \$19,022  2015: 20 hours week \$16,848  2014: 12 hours week \$10,296	

**Environmental Management Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
<p>Greening Teen Teamworks</p> <p>Teen Teamworks serves Minneapolis residents ages 14-24, who are under-represented in the workforce. Based on historical hiring practices, 95% of youth will come from communities of color and a minimum of 30% youth with disabilities; learning disabilities documented on Individual Education Plans; deaf, hard-of-hearing or deaf-blind; and other disabilities. An aggregate of the last decade of youth served by Teen Teamworks consist of 76% Black or African-American, 10% Hispanic or Latino, 10% Asian-American, 2% Native American and 2% White.</p>	<p>Greening Teen Teamworks results in all Teen Teamworks (TT) youth and supervisors gaining knowledge about water quality and watersheds and then learning to take action to improve water quality. Environmental Education staff train TT crews how to care for stormwater outlets, catch basins, and shorelines. TT crews must also create and deploy a water quality focused educational campaign or program specific to their park or neighborhood.</p>	<p>2011</p>	<p>2016: 2 part-time staff 915 hours of staff time to reach 240 youth &amp; 14 supervisors</p> <p>2015: 2 part-time staff 760 hours of staff time to reach 249 youth &amp; 21 supervisors</p> <p>2014: 2 part-time staff 581 hours of staff time to reach 237 youth &amp; 22 supervisors</p> <p>2013: 1 part-time staff 230 hours of staff time to reach 250 youth &amp; 22 supervisors</p>	<p>The MPRB incurs minimal direct costs associated with this program. The MPRB investment consists of indirect costs such as supervision, computers, phones, administrative support, etc.</p>	<p>Funding for this program comes from the Mississippi Watershed Management Organization (MWMO).</p> <p>2016: \$11,800 2015: \$9,800 2014: \$7,900 2013: \$3,600</p>

**Environmental Management Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
JD Rivers' Children's Garden	JD Rivers' Children's Garden provides free garden programs to children and youth, mostly from North and South Central Minneapolis. With approximately 80% of participants children of color. Children learn to plant, weed, water, harvest, and eat their vegetables. Programs focus on healthy eating, nature, pollinators, and more.	1982	2016: 543 children & 161 adults 996lbs of produce harvested <ul style="list-style-type: none"> <li>• 451 lbs for programs</li> <li>• 545 lbs to food shelves</li> </ul> 2015: 779 children & 170 adults 650lbs of produce harvested <ul style="list-style-type: none"> <li>• 375 lbs for programs</li> <li>• 275 lbs to food shelves</li> </ul> 2014: 930 children  2013: 812 children	2016: \$18,431 YTD  2015: \$18,617  2014: \$37,701  2013: \$27,643	The MPRB investment shown only reports direct costs of the program. It does not account for indirect costs such as supervision, computers, phones, vehicles, administrative support, etc.

**Environmental Management Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
<p>Conservation Corp MN Youth Outdoors (CCM YO) crew</p>	<p>Conservation Corp MN Youth Outdoors (CCM YO) crew provides services for urban park conservation projects in Minneapolis parks. CCM YO’s program goals are to provide young people with environmental stewardship and service-learning opportunities while restoring and protecting natural resources. During the 2016 school year, the program involved youth from North Commons and Powderhorn park neighborhoods. CCM YO staff work with MPRB staff to recruit youth from diverse backgrounds to participate in the program. The mission of Conservation Corps is to <i>“help young people from diverse backgrounds become more connected to the environment, engaged in conservation, involved in the community and prepared for future employment...”</i>.</p>	<p>2012</p>	<p>2016: 1 CCM YO adult crew (4 people ) and 20 youth participants in the educational program</p> <p>2015: 1 CCM YO adult crew (4 people) and 20 youth participants in the educational program</p> <p>2014: 1 CCM YO adult crew (4 people) and 20 youth participants in the educational program</p> <p>2013: 3 CCM YO adult crews (12 people) with 36 youth participants</p>	<p>2016: \$43,470 YTD</p> <p>2015: \$79,040</p> <p>2014: \$79,040</p> <p>2013: \$200,000</p>	<p>The MPRB investment shown only reports direct contractual costs of the program. It does not account for indirect costs such as supervision, field support and administrative support.</p>

**Athletic Programs, Aquatics & Ice Arenas Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment/ Resources/ Comments</b>
<b>Aquatics Program:</b> Swimming Lesson Scholarships	Teaching children personal safety and swimming skills in the water	2015	2015: 104 participants 60% were of color  2016: 124 participants, 60% were of color	2015: \$4,680  2016: \$6,500	Ongoing
Lifeguard Training Clinics and Course Scholarship Program	Youth 15 and over had the opportunity to attend a skills clinic in preparation for lifeguard training courses and receive a scholarship to take the training course. Recruitment was in the communities where aquatic facilities were located.	2016	2016: 48 Youth Participants, 16 were persons of color	\$9,000	Ongoing
Swimming Suits Available	Have swimming suits available for youth who do not own a swim suit so could not swim in our facility.	2015	2015: 160 swim suits donated to youth at Webber NSP  2016: 40 swim suits were donated for youth at North Commons Waterpark	Donated	Ongoing



**Athletic Programs, Aquatics & Ice Arenas Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment/ Resources/ Comments</b>
<b>Youth Athletics:</b> Fundamental Baseball	Northside Fundamental baseball was funded and developed to include coaches' lesson plan, uniforms and equipment for all teams, clinics and an end of season family event.	2015	<p>2014: Fundamental baseball was a struggling sport in North Minneapolis. There were 4 teams and 60 participants.</p> <p>2015: New Program - 11 Teams - 165 participants, 80% were of color.</p> <p>2016: Added NE - 23 Teams - 345 Participants, 80% were of color.</p>	<p>2015: \$10,000</p> <p>2016: \$10,000</p>	Ongoing
Fundamental Soccer	A new Northside Fundamental Soccer program for 5-7 yrs. was implemented with 20 children learning soccer fundamentals and playing games.	2016	2016: 20 Participants, 60% were of color	\$5,000	Ongoing
Girls' Sports Recruiter	Specialized outreach to inner city parks that do not have girls' sports participation. Program began with girls' softball.	2016	2016: Created one new combined girls softball team from East Phillips, Phillips and Little Earth, 80% were of color.	\$10,000	Ongoing

**Recreation Centers and Programs Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment / Resources / Comments</b>
Summer Meals	36 neighborhood Recreation Centers throughout the Minneapolis park system offer free nutritionally balanced meals in the summer months to youth ages 18 and younger. Select sites serve reduced-waste meals, focusing on reducing both food and packaging waste.		2011: 95,148 2012: 97,358 2013: 124,720 – due to increased capacity (additional sites plus food trucks) 2014: 125,027 2015: 129,273		Of the 17 parks listed as Racially Concentrated Areas of Poverty, 16 of them are serviced by this program, with the only exception being Webber Recreation Center. Webber has a small building with limited space and a day care program, and had insufficient space for storing and serving meals. Webber will be revisited for 2017 with the addition of the natural swimming pool and increased storage capacity.
Nite Owlz	Nite Owlz offers late night weekend teen programming for youth at nine Recreation Centers throughout the urban core of Minneapolis.		2015: 10,663 2014: 10,242 2013: 11,449 2012: 11,526 2011: 6,397	\$203,600 annual	Nite Owlz sites: Farview Folwell North Commons Bottineau Logan Brian Coyle Rev. Dr. Martin Luther King, Jr. Phillips Powderhorn

**Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment / Resources / Comments</b>
StreetReach Outreach	Engaging youth and intervening in negative behaviors to increase safety and promote positive youth behaviors in Minneapolis' most economically disadvantaged neighborhoods. StreetReach staff connects with 23,000+ youth annually, de-escalating conflict, referring youth to services and activities, engaging in mentoring relationships, and ensuring safe environments for large group gatherings. Parks, pools, athletic activities and streets are safer for youth due to StreetReach presence.	2006 Developed with Minneapolis Public Health Department as pilot initiative to reach most marginalized teens.	<p>2016: 69 days with 22 part-time staff (days are through Sept., 2016) 23,000+ youth contacts (actual number TBD) 345 referral/engagement hours through Sept. 2016</p> <p>2015: 66 days with 12 part-time staff 23,017 youth contacts 392 referral/engagement hours</p> <p>2014: 60 days with 5 part-time staff 5,214 youth contacts 303 referral/engagement hours</p> <p>2013: 53 days with 5 part-time staff 1,908 youth contacts 240 referral/engagement hours</p>	<p>2016: \$72,880</p> <p>2015: \$30,000</p> <p>2014: \$18,000</p> <p>2013: \$15,900</p>	<p>2006-2010: \$20,000 x 2 years from City of Minneapolis Public Health</p> <p>\$25,000 x 3 years from Federal funds for Gang Intervention and Prevention grant</p> <p>\$20,000 x 2 years from MN State for Gang Prevention grant</p>

### Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
Pop-Up Parks	Pop-Up Violence Prevention, Pop-Up Family and Nature, Pop-Up Bicycle Shop, and Pop-Up Adventure Sports Tents burst with music, art, games, crafts, dance and more, and literally pop-up in neighborhoods that are particularly challenged with street safety and transportation issues, as well as at festivals and events to encourage youth to join in their community's gatherings. Pop-Up Parks bring the park to the youth!	<p>2013: Pop-Up Library began with AmeriCorps VISTA Literacy project.</p> <p>2014 (Developed Pop-Up Violence Prevention Tent with Mpls. Public Health Department).</p> <p>2015: Added Family and Events (in 2016 it became Family and Nature), and Pop-Up Bicycle Shop.</p>	<p>2016: 124 events (actual numbers TBD)</p> <p>2015: 100 events 6,406 youth served 406 program hours</p> <p>2014: 49 events 2,397 youth served 245 program hours</p> <p>2013: 25 events 450 youth served 73 program hours</p>	<p>2016: \$25,265</p> <p>2015: \$25,265 \$3,000 AmeriCorps VISTA match</p> <p>2014: \$3,000 AmeriCorps VISTA match</p> <p>2013: \$2,500 AmeriCorps VISTA match</p>	<p>2016: \$20,000 City of Mpls.</p> <p>2015: \$20,000 City of Mpls. AmeriCorps VISTA volunteer staff</p> <p>2014: \$20,000 City of Mpls. AmeriCorps VISTA volunteer staff</p> <p>2013: \$20,000 City of Mpls. AmeriCorps VISTA volunteer staff</p>

## Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity

Program/Activity	Description	Year Commenced	Outcomes/Outputs	MPRB Investment	Other Investment / Resources / Comments
Youthline Outreach Mentorship Program	Engaging youth in positive programs and activities at 17 urban core parks: Folwell Farview North Commons Harrison Logan Rev. Dr. M. Luther King, Jr. Whittier Peavey Phillips Stewart East Phillips Longfellow Sibley Corcoran Powderhorn Luxton Van Cleve	1991	2016: 18 parks 2,266 youth served 2,333 program hours (actual numbers TBD)  2015: 15 parks 4,131 youth served 3,367 program hours  2014: 17 parks 4,029 youth served 3,639 program hours  2013: 17 parks 3,968 youth served 3,159 program hours  1991-2012: 5000+ youth served annually 21,840 program and outreach hours annually (approx. 30 hours weekly at each park)	2016: 10 full-time Youth Program Specialists  2015: 10 full-time Youth Program Specialists  2014: 11 Full-time Youth Program Specialists  2013: 11 Full-time Youth Program Specialists  1991-2012: 11-16 Full-time Youth Program Specialist	2016: \$50,000 Mpls. Youth Coordinating Board  2015: \$50,000 Mpls. Youth Coordinating Board  2014: \$50,000 Mpls. Youth Coordinating Board  2013: \$50,000 Mpls. Youth Coordinating Board  1991-2012: \$25,000 The McKnight Foundation \$25,000-\$50,000 Mpls. Youth Coordinating Brd.
Village Parks	Teens explore Minneapolis' diverse languages and culture through music, games, food, field trips and conversation, acquiring leadership skills, friendships and new skills to enhance personal development. The program is a partnership with Concordia Language Villages.	1989	1989-2016: 30-35 youth( ages 14-17) served annually 40 program hours annually	1989-2016: \$10,000 annually for 2 part-time staff and program supplies	\$7,500 annually from Concordia Language Villages. This has been a partnership program since 1989. Each teen participant receives a one to two-week scholarship to a Concordia Language Villages Camp.

**Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment / Resources / Comments</b>
<p>Teen Teamworks</p> <p>Teen Teamworks serves Minneapolis residents ages 14-24, who are under-represented in the workforce. Based on historical hiring practices, 95% of youth will come from communities of color and a minimum of 30% youth with disabilities; learning disabilities documented on Individual Education Plans; deaf, hard-of-hearing or deaf-blind; and other disabilities. An aggregate of the last decade of youth served by Teen Teamworks consist of 76% Black or African-American, 10% Hispanic or Latino, 10% Asian-American, 2% Native American and 2% White.</p>	<p>Engages youth in high quality work and educational experiences that promote skill acquisition through project-based instruction, the mastery of work readiness competencies, and 21<sup>st</sup> century employment skills.</p>	<p>1985</p>	<p>43 work sites including summer camps, Freedom School, park maintenance, park computer labs, Green Team environmental projects, garden crew, aquatics, cultural and language programs, and recreation centers</p> <p>2016: 240 youth 14 supervisors 7 educational staff 4 class assistants</p> <p>2015: 249 youth 21 supervisors 5 educational staff 3 class assistants</p> <p>2014: 237 youth 22 supervisors 5 educational staff 3 class assistants</p> <p>2013: 250 youth 22 supervisors 5 educational staff 4 class assistants</p> <p>2012: 330 youth 19 supervisors 5 educational staff 3 class assistants</p>	<p>2016: \$248,666</p> <p>2015: \$237,325</p> <p>2014: \$251,953</p> <p>2013: \$144,000</p> <p>2012: \$144,000</p>	<p>2016: \$100,000 Dept. of Employment and Economic Dev. (DEED) \$426,516 City of Minneapolis \$25,000 other</p> <p>2015: \$100,000 DEED \$582,866 City of Mpls \$24,187 other</p> <p>2014: \$200,000 DEED \$411,676 City of Mpls \$38,818 other</p> <p>2013: \$264,451 DEED \$420,161 City of Mpls \$54,405 other</p> <p>2012: \$265,549 DEED \$469,508 City of Mpls \$46,295 other</p>

**Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment / Resources / Comments</b>
Specialty Camp	Led by Park Pathway/Teen Teamworks youth with adult leaders, specialty camps for children ages 7 to 12 provide active, outdoor, skill-building and recreational opportunities at Whittier, East Phillips, Bryant Square and Folwell parks. Camps include Urban Exploring, Urban Bike, Language and Culture, Multicultural Arts, Culture Kitchen and Mde Maka Ska Swim.	2010	2016: 15 camps 74 camp days 300 children served 382 camp hours 2015: 17 camps 106 camp days 311 children served 480 camp hours 2014: 18 camps 97 camp days 301 children served 408 camp hours 2013: 12 camps 82 camp days 283 children served 342 camp hours	2016: \$155,000  2015: \$155,000  2014: \$120,000	
Freedom School	Children’s Defense Fund model of literacy, learning and recreation program for children 1 <sup>st</sup> -5 <sup>th</sup> grade at Folwell park for six weeks of summer.	2014	2016: 33 school days 48 children served 264 program hours 2015: 33 school days 48 children served 264 program hours 2014: 33 school days 42 children served 264 program hours	2016: \$25,000 camp funds  2015: \$25,000 camp funds  2014: \$25,000 camp funds	2016: TBD  2015: \$25,000 Otto Bremer  2014: \$25,000 Otto Bremer

**Youth Development Department Highlights – Diversity, Cultural Awareness, Racial Equity or Economic Equity**

<b>Program/Activity</b>	<b>Description</b>	<b>Year Commenced</b>	<b>Outcomes/Outputs</b>	<b>MPRB Investment</b>	<b>Other Investment / Resources / Comments</b>
Global Quest	Middle school age children participate in a language and cultural learning program through music, dance, art, stories and food at Longfellow and Whittier parks, February to May.	2015	2016: 32 program hours 25 children served  2015: 32 program hours 15 children	Park space and Rec Center and Youth Program Dept staff support.	2016: \$16,000 Concordia Language Villages for this partnership program  2015: \$8,000 Concordia Language Villages for this partnership program



**Minneapolis Park & Recreation Board****Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

<b>YEAR(S)</b>	<b>Type</b>	<b>Key activities, initiatives or outcomes</b>
2011	New Policies	Community Engagement Policy adopted that widens the methods and processes used to engage the community, increasing access and participation in decision-making for park projects. These methods go beyond the standard set of meetings and public hearing for projects, which can limit access to the decision making process, especially in racially concentrated areas of poverty. Ordinance revised and approved by Board of Commissioners.
2011	New Programs	<ul style="list-style-type: none"><li>(1) Summer Food Program served 95,000 lunches at 35 park sites</li><li>(2) Indigenous Music and Movies featured Tuesday nights in August at Father Hennepin Bluff Park</li><li>(3) Get Outdoors Day hosted at Powderhorn Park to introduce outdoor activities to inner city youth and families and address racial inequity in these activities.</li><li>(4) VISTA member awarded to develop six Park Literacy sites (East Phillips, Farview, Folwell, Logan, Luxton, Powderhorn)</li><li>(5) Twins Community Fund grant paid for uniforms, equipment and Negro League educational program materials for Northside Fundamental Baseball program</li><li>(6) Youthline managed \$50,000 federal grant funding family outreach program promoting physical fitness and good health practices. Six family festivals held throughout summer/fall at North Commons, Farview, Folwell parks.</li><li>(7) 200 Teen Teamworks youth participated in a guided canoe tour of Mississippi River. Teen Teamworks is a summer employment program for low income and at risk Minneapolis youth.</li><li>(8) Park Police partnered with numerous organizations in a collaborative program to reclaim Peavey Park and address livability issues in the surrounding neighborhood.</li><li>(9) MPRB employed more than 170 youth to help North Minneapolis recover from tornado through the Northside Community Relief Team</li><li>(10) 800 new trees planted in North Minneapolis as part of Northside Treecoverly program after tornado</li></ul>

**Minneapolis Park & Recreation Board****Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

<b>YEAR(S)</b>	<b>Type</b>	<b>Key activities, initiatives or outcomes</b>
2011	Capital Investments	Capital improvement projects focused on meeting diverse community needs in Upper South, North and Northeast Minneapolis and other projected growth areas, per guidance from the MPRB comprehensive plan. Upper South, North and Northeast Minneapolis include the majority of the Racially Concentrated Areas of Poverty (RCAPs) in Minneapolis. Specific projects are: (1) East Phillips Park Cultural and Community Center opened (2) Freedom Form #2 sculpture renovated and relocated at Rev. Dr. Martin Luther King, Jr Park (3) Frank Quilici Field opened at Shingle Creek Park (4) Synthetic turf soccer fields opened at Stewart and Currie parks (5) Victory Memorial Drive rededicated on its 90th anniversary (6) New boardwalk opened along north edge of Wirth Lake (7) Twins, Toro, MPRB rebuilt baseball fields at North Commons Park (8) Basketball courts resurfaced at Loring, Cedar Field, East Phillips parks (9) North Mississippi Regional Park trails repaired after tornado (10) Field lighting upgraded at Bottineau Park
2011	Tornado Response	Farview Recreation Center served as the disaster recovery center and N Commons Recreation Center was opened as a shelter for residents of N Minneapolis who needed emergency housing following the tornado that hit N Minneapolis.
2011	New Projects	(1) Superintendent began meeting with the NAACP, Urban League, Minneapolis Public Schools, the Rev. Dr. Martin Luther King Jr. Legacy Committee and local churches and businesses to strengthen community relations and increase collaboration with organizations and agencies that serve communities of color. (2) MPRB partnered with Minneapolis Public Schools to include a four-page parks insert in Community Education mailings that was delivered to 200,000 Minneapolis households to ensure that all households in Minneapolis received information about MPRB programs and services.

**Minneapolis Park & Recreation Board****Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

<b>YEAR(S)</b>	<b>Type</b>	<b>Key activities, initiatives or outcomes</b>
2012	Capital Investments	<p>Capital improvement projects focused on meeting diverse community needs in Upper South, North and Northeast Minneapolis and other projected growth areas, per guidance from the MPRB comprehensive plan. Upper South, North and Northeast Minneapolis include the majority of the Racially Concentrated Areas of Poverty (RCAPs) in Minneapolis. Specific projects are:</p> <ol style="list-style-type: none"><li>(1) Renovated Wirth Beach opened</li><li>(2) Phillips Community Center reopened</li><li>(3) RiverFirst design unveiled for Scherer site</li><li>(4) Ball fields renovated at Northeast Park</li><li>(5) Victory Dog Park upgraded</li><li>(6) RiverFirst property purchased</li><li>(7) Northside Treecoverly program planted 3,100 trees in four North Minneapolis neighborhoods</li></ol>
2012	New Projects	<ol style="list-style-type: none"><li>(1) Special Leadership Camps implemented by Community Outreach Department for Teen Teamworks crew. Camps focused on communication strategies and building self-esteem. Teen Teamworks is a summer employment program for low income and at risk Minneapolis youth.</li><li>(2) Teen Teamworks Park Pathways group launched. Group focuses on language and culture education, recycling initiatives and mentoring children aged 9-12 who participate in MPRB athletic teams.</li><li>(3) Teen Teamworks job program expanded to serve 302 youth, including Park Pathways program, internships, work opportunities with the Urban League and placement of eight deaf or hard of hearing members and 12 special needs members.</li><li>(4) Three teams from the Liga Hispana De Beisbol receive training, coach certification, practice space at Dr. Rev. Martin Luther King, Jr. Park and participate in MPRB youth baseball league.</li><li>(5) MPRB participated in "Summer Strong" collaboration between many public agencies to highlight safe, fun opportunities for all young people during summer. A focus within the park system was areas where free lunches are served.</li></ol>

**Minneapolis Park & Recreation Board**  
**Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

YEAR(S)	Type	Key activities, initiatives or outcomes
2013	New Programs	<ul style="list-style-type: none"> <li>(1) Swim Lessons began at Wirth Lake</li> <li>(2) Nearly 275 students of color participated in week-long water safety courses and more than 40 low-income kids receive swimming lessons at Lake Calhoun</li> <li>(3) Rev. Dr. Martin Luther King, Jr. Legacy Council honored the 50th Anniversary of the March on Washington with "March to Close the Gaps" from Sabathani Community Center to Rev. Dr. Martin Luther King, Jr. Park, followed by Freedom Jazz Festival at park.</li> <li>(4) MPRB hosted seminar at Central Gym for parents/guardians of Minneapolis youth involved in gang activity, drugs or other negative behavior</li> </ul>
2013	New Projects	<ul style="list-style-type: none"> <li>(1) New public art project displayed at Rev. Dr. Martin Luther King, Jr. Park. Mosaic quilts installed on the exterior of the rec center building interpret the textile patterns of diverse cultures in our community.</li> <li>(2) Twin Cities Mobile Jazz Project launched at Harriet Bandshell. This free summer concert series includes sites throughout the park system and is intended to unite community, promote creativity in our youth, and show unconditional support.</li> <li>(3) Gary Vang (2013) and Michael Thao (2014), members of all-Hmong Boy Scout Troop 100, completed Eagle Scout Projects at Gateway Park with help from MPRB staff</li> <li>(4) MPRB Human Resources Department worked with MPRB Community Outreach Department to enhance distribution of job applications to recruit individuals from communities of color to apply for MPRB positions.</li> <li>(5) MPRB Human Resources and Community Outreach departments host job fairs to recruit individuals from communities of color to apply for MPRB positions.</li> </ul>
2013	Capital Investments	<p>Capital improvement projects focused on meeting diverse community needs in Upper South, North and Northeast Minneapolis and other projected growth areas, per guidance from the MPRB comprehensive plan. Upper South, North and Northeast Minneapolis include the majority of the Racially Concentrated Areas of Poverty (RCAPs) in Minneapolis. Specific projects are:</p> <ul style="list-style-type: none"> <li>(1) New wading pool opened at Farview Park</li> <li>(2) Renovated pavilion and education kitchen opened at Theodore Wirth Regional Park</li> <li>(3) Synthetic ball fields installed at Farview and North Commons parks</li> <li>(4) New tennis court installed at Lind Bohanan Park</li> <li>(5) New playground opened at Marshall Terrace Park</li> <li>(6) Park Capital Plans maps showed focus on historically underserved communities</li> <li>(7) Upper riverfront initiatives included schematic drawings for Hall's Island and Scherer property, purchase of a riverfront parcel and groundbreaking ceremony at Sheridan Memorial Park</li> </ul>

**Minneapolis Park & Recreation Board**  
**Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

YEAR(S)	Type	Key activities, initiatives or outcomes
2013-14	New Programs	Community Outreach Department framework implemented:  (1) MPRB Outreach Booth re-launched to share information about the MRPB programs and services with and gather information from underserved communities at park and non-park events. (2) Summer Highlights brochure translated to Somali and Spanish (3) Project Re-Connect initiative created 10-person council comprised of youth aged 14-17 representing North Commons, Farview and Folwell parks. Youth Council receives training and makes recommendations to Minneapolis Park Police.
2014	New Policies	Board of Commissioners approved the Urban Agriculture Plan, with specific language to address racial equity.
2014	New Programs	(1) MPRB took over Running Wolf Fitness Center at Phillips Park (2) Youthline staff took teens on a Wilderness Inquiry canoe voyage on the Mississippi River, a campout at Fort Snelling and historical sightseeing on segways (3) The Children's Defense Fund Freedom School held for six weeks at Folwell Park (4) Farview Park hosted inaugural youth Hmong Flag Football Tournament (5) Indoor movie series honored Black History Month at Central Gym (6) MPRB received grant to increase healthy meals and nutrition education offered at rec centers (7) Pop-Up Parks began traveling across diverse, low-income neighborhoods six nights per week during the summer (8) Urban Explorers day camp paired children of color aged 8-13 with mentors who took them on adventures across the Minneapolis park system (9) 120 kids from North Commons Youth Football Program participated in NFL's Punt, Pass and Kick Competition at Winter Park (Vikings HQ) (10) Music and Movies in the Parks series began showing movies in other languages (11) Music and Movies in the Park Series began partnering with the Twin Cities Black Film Festival to show one movie per month (June, July & August)
2014	Capital Investments	(1) First universally accessible play area in park system opened at Minnehaha Regional Park (2) Sheridan Memorial Park opened along the Mississippi River providing additional park access to a historically underserved area of Northeast Minneapolis.
2015	Revised Policies	Park Police revised Impartial Policing Policy that was adopted in 2001. This policy prohibits law enforcement action based solely on one's race.

**Minneapolis Park & Recreation Board****Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

YEAR(S)	Type	Key activities, initiatives or outcomes
2015	New Projects	<ul style="list-style-type: none"><li>(1) Racial Equity Toolkit piloted in Bossen Field Master Plan, Calhoun-Harriet Master Plan and RecQuest</li><li>(2) Voices for Racial Justice provided racial equity consultation and assisted with community engagement for RecQuest and the Calhoun-Harriet Master Plan</li><li>(3) Calhoun-Harriet Master Plan Equity Subcommittee made recommendations to full Calhoun-Harriet Community Advisory Committee</li><li>(4) South Service Area and Downtown Service Area Master Planning began, MPRB will eventually create a comprehensive, cohesive set of master plans for all neighborhood parks within each service area. Service area master plans align future park and recreation facilities with community needs with the explicit intent of addressing racial equity.</li><li>(5) Service Area Equity Fact Sheets created showing MPRB capital improvement, maintenance and recreation investments by service area</li><li>(6) Bde Make Ska added to Lake Calhoun entry signs to honor Dakota people and educate the public about the lake's Dakota name</li></ul>
2015	New Programs	<ul style="list-style-type: none"><li>(1) Girl Interrupted Conference aimed at girls ages 14-18 overcoming adversity</li><li>(2) Pop Up Parks and Bike Shop expansion to serve low income, diverse neighborhoods across the city.</li><li>(3) New fundamental youth sports model for soccer piloted in North and Northeast/Southeast service areas</li><li>(4) Provided outdoor recreation experiences for urban core youth ages 12-17 to foster connections to outdoors</li><li>(5) Swim lessons at Webber Natural Swimming Pool</li><li>(6) Book Nooks to promote youth literacy created at East Phillips and Elliot rec centers in partnership with the MN Literacy Council.</li><li>(7) Outdoor career internships created for young adults aged 16-24</li><li>(8) About two dozen Youthline staff and youth participants attend the Brothers and Fathers Institute</li><li>(9) Street Reach partners MPRB staff from Youth Development, Park Police and rec centers to engage young people and prevent potential crime issues</li><li>(10) Movies in the Park program offered enhanced diversity of movies and increased communication about movies to underserved communities</li></ul>

**Minneapolis Park & Recreation Board**  
**Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

YEAR(S)	Type	Key activities, initiatives or outcomes
2015	Capital Investments	<p>Capital improvement projects focused on meeting diverse community needs in Upper South, North and Northeast Minneapolis and other projected growth areas, per guidance from the MPRB comprehensive plan. Upper South, North and Northeast Minneapolis include the majority of the Racially Concentrated Areas of Poverty (RCAPs) in Minneapolis. Specific projects are:</p> <ul style="list-style-type: none"> <li>(1) Webber Natural Swimming Pool opened</li> <li>(2) Concept plan approved for new Welcome Center at Theodore Wirth Regional Park</li> <li>(3) New playground opened at Rev. Dr. Martin Luther King, Jr. Park highlighting African-American inventors and the civil rights movement</li> <li>(4) Board approves construction of Phillips Pool</li> </ul>
2016	New Policies	<ul style="list-style-type: none"> <li>(1) MPRB is reviewing existing processes used to develop professional services agreements using an equity tool kit and will make adjustments as needed</li> <li>(2) MPRB is reviewing existing processes used to develop catering contracts using the equity tool kit and will make adjustments as needed</li> <li>(3) MPRB launched pilot program to use racial equity lens for budget requests and impacts</li> </ul>
2016	New Projects	<ul style="list-style-type: none"> <li>(1) MPRB will redesign Peace Games to be a multicultural festival to increase cultural awareness and reduce biases that can foster racial inequities. <b>In January 2016 a cross cultural committee with representation from community agencies/organizations and the Community Outreach Department was formed. This committee is working to redesign the Peace Games into a larger multicultural event now known as the Minneapolis International Festival.</b></li> <li>(2) Customer Service Department applied the Racial Equity Toolkit in revising the current catering contract process. <b>Efforts to date include: articulation of goal, collection of and analysis of data, creating of a draft procedure; 7/22/2016 presentations of efforts to date to the Board of Commissioners; stakeholder meetings; goal implementation process, timeline and continuous schedule beginning in September 2016.</b></li> <li>(3) <b>The creation of the Urban Agriculture Plan included dozens of meetings with stakeholders engaged in ensuring food access to communities of color. The final plan includes language specifically addressing racial equity in provision of urban agriculture opportunities in the MPRB system. Since adoption of the plan, an implementation team that includes members who represent the interests of communities of color has been working to break down barriers and improve service delivery.</b></li> </ul>

**Minneapolis Park & Recreation Board**

**Service Delivery - Diversity, Cultural Awareness, Racial Equity, or Economic Equity Actions/Initiatives**

YEAR(S)	Type	Key activities, initiatives or outcomes
2016	New Programs	<p>(1) Streetreach expanded. Streetreach staff work collaboratively with other park staff to assess the atmosphere at parks and surrounding neighborhood and provide intervention services for youth that provide positive alternatives for youth and foster park safety.</p> <p>(2) Developing Green Prescription Program (initial focus is under-represented and underserved communities). The Green Prescription Program creates a link between wellness and park activities. By targeting underserved and under-represented populations, especially immigrant populations, this program helps introduce individuals to the park system and fosters long-term equitable access to resources the MPRB provides.</p> <p>(3) Swimming Lesson Scholarship Postcard translated into Spanish: Many areas of the City have Latino families who do not speak and or read English. Working with Community Outreach the postcard was translated and distributed through the parks and at aquatic facilities. More than 30 participants were able to receive swimming lesson scholarships.</p> <p>(4) Lifeguard Training Clinics and Course Scholarship program: Youth 15 and over had the opportunity to attend a skills clinic in preparation for the lifeguard training courses and receive a scholarship to take the training course. 48 youth received scholarship funding to take the Lifeguard Training certification course.</p> <p>(5) Swimming suits - worked with community members to have swimming suits available for youth who did not own a swim suit and could not swim at our facilities. Since 2015, almost 200 youth received a swim suit they could keep.</p> <p>(6) Adult Athletics unit is working with Community Outreach and developed a soccer officials outreach and marketing plan. Translated soccer officials' information into Spanish and Somali. Outreach included taking translated fliers to community partners and posted on our Facebook page. Fliers were also distributed at Community Outreach and Recreation Center events.</p>



Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2011	MPRB Creates Community Outreach Department	New department formed to focus on diversity and inclusion, cultural competencies and citywide special events.
2011	MPRB Initiatives Environmental and Organizational Analysis	Superintendent asks for and initiates contract in October 2011 with consultants Drs. Betty Webb and Gary Miller to assess internal and external responsiveness of the MPRB.
2011	Performance Review Training (annual training)	Annual training for supervisors and employees for annual performance review process that provides ongoing feedback to employees about performance.
2011	Increased internal communications	Expanded information sharing with staff through monthly Open Forum meetings in the parks, use of MPRB intranet for easy access to organizational assessment reports, and monthly employee newsletter providing information on organization activities.
2011	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.
2011	Employee Newsletter Survey	94 employees responded to online/print survey related to Superintendent's monthly newsletter for employees aimed at improving internal communications
2011	Employee Holiday Party	Executive Team hosted and paid for a holiday party for all staff; no public funds used.
2011	MPRB Website	Communications and Marketing Department is responsible for managing the primary communication tool of the MPRB, <a href="http://www.minneapolisparke.org">www.minneapolisparke.org</a> . The website has offered Google Translation beginning in 2011. The online translation languages currently available include Spanish, Somali, Hmong, French, Chinese, German, Vietnamese, Laotian, Russian, Arabic, Hindi, Khmer, Croatian, Serbian and 100 other language options.
2011-2012	Respect in the Workplace/Prevention of Child Sexual Abuse Training	Mandatory training provided to staff on topics of respecting a diverse workplace, harassment, retaliation, and preventing child abuse.
2012	Performance Review Training (annual training)	Annual training for supervisors and employees for annual performance review process that provides ongoing feedback to employees about performance.

**Minneapolis Park & Recreation Board**  
**Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives**

YEAR(S)	Description	Key activities, initiatives or outcomes
2012	Environmental & Organizational Analysis (EOA) Letter & Interim Report, January 25, 2012	<p>Consultants Drs. Betty Webb and Gary Miller provide interim report on internal and external responsiveness of the MPRB. The report identified strengths, challenges/barriers and opportunities for the organization to improve internal and external relationships. Organizational climate barriers included allegations of disparate treatment of minority employees, underrepresentation of people of color in leadership positions, uneven and sometimes absences of cultural competency, complaints about Human Resources, lack of communication, and a "heavy-handed" management approach. The report also identifies barriers/challenges related to recreation centers, engagement of community stakeholders, clarity of direction and strategic priorities, and Board leadership and governance. The report made five recommendations: (1) Clearly and collaboratively develop a set of strategic priorities that will enable the organization to achieve the impact it desires; (2) Build a strong Human Resources Department and the corresponding practices that will ensure a competent, motivated, well-trained staff including a pipeline to build a diverse workforce throughout the organization; (3) Reinvent the previous Diversity Council that is chaired by the Superintendent with functions to build racial/cultural bridges; (4) Ratchet up the visibility, value and expectations of the entire recreation division and recreation centers in particular. This includes investing in upgrading the facilities; and (5) Strengthen and support the new Community Outreach Department.</p>
2012	Superintendent's Report on Improving Workplace Climate and Community Connections, April 4, 2012	<p>In response to the EOA the Superintendent held 10 employee listening sessions in January and February of 2012. The April report outlines additional information heard in the listening sessions and affirms leadership's commitment to addressing the workplace climate concerns. The report also explains the difference between the Environmental and Organizational Assessment Consulting Project led by Drs. Webb and Miller and the Organizational Performance Consulting Project led by Kerry Laycock. The report set forth strategies for workplace safety, embracing diversity, examining resource allocations for parks and programs, organization-wide training in diversity and community listening and engagement, developing a professional development strategy, establishing an employee recognition program, building a strong Human Resources Department, continuing the Organizational Performance Project, communicating MPRB strategic priorities, continuing open forums for employees, creating social events for staff, developing an employee orientation program, developing and implementing a supervisory training program, continuing Broad Leadership meetings, providing adequate resources to Community Outreach Department, making facility and equipment investments, and implementing organization-wide communications strategy. The report also described the Steering Committee and Project Teams for the Organizational Performance Consulting Project. Over 70 people were involved and the project teams were: Leadership Team Structure Project Team, Community Needs and Organizational Structure Project Team, Environmental Stewardship Project Team, and Performance Measurement Project Team.</p>

<b>Minneapolis Park &amp; Recreation Board</b>		
<b>Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives</b>		
<b>YEAR(S)</b>	<b>Description</b>	<b>Key activities, initiatives or outcomes</b>
2012	Indiana University Executive Development Program	Began sending supervisory staff to Indiana University Executive Development Program with the goal of sending MPRB staff in a supervisory position each year to the 2 Year Program. In 2012 we sent 8 staff to start off in the program, and plan to send 4 new staff each year, so that there are 4 staff in Year 1 and 4 staff in Year 2 each year, until all supervisory staff in the organization have completed the Program.
2012	Environmental & Organizational Analysis Final Report, May 21, 2012	Final report provided by Drs. Webb and Miller. A sixth recommendation is added to the report: Engage the Board of Commissioners in a set of development activates that focus on - grounding their work in the system's Strategic Priorities, using a management tool to enhance management oversight, and creating disciplined process and protocols.
2012	Broad Leadership Team Meetings - Priority Setting	Supervisory staff of the organization (involving over 60 employees) met every other month. The focus for 2012 was getting to know each other and setting organizational workplace priorities and beginning to implement the priorities. Aligning Organizational Priorities, June 13, 2012 and Seven Top Priorities for Workplace Climate & Community Connections, June 20, 2012 articulate the priorities that were set by the team and how they relate to existing organization direction. In August, the group identified the top seven priorities: <ul style="list-style-type: none"> <li>· Address resource allocations for parks and programs based on data.</li> <li>· Include occupational health and ergonomics in job design and equipment selection.</li> <li>· Evaluate and revised HR and Administrative policies to reflect state of the art business practices.</li> <li>· Develop strategies and programs for recruitment and hiring of diverse candidates.</li> <li>· Build a strong HR department that implements best practices through external assessment.</li> <li>· Collect and report data on community's needs and organization's services to meet community needs.</li> <li>· Provide ongoing, organization-wide diversity training and infuse organization's culture.</li> </ul>
2012	Customer service training	Mandatory training was provided to all full-time and part-time employees during 24 sessions emphasizing cultural awareness and customer service skills
2012	Community engagement training	Training for 70 employees across organization on building skills related to identifying stakeholders and reaching diverse and underserved audiences
2012	Job description update	Job descriptions begin to include standard language from the MPRB Mission Statement and a new section titled "The Way We Work," which outlines standards for employee conduct.
2012	Annual Employee Recognition Initiated	The MPRB introduced an annual employee recognition program where staff that received degrees, certifications and awards throughout the previous year are recognized by the Superintendent and Board of Commissioners.
2012	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.
2012	Employee Holiday Party	Executive Team hosted and paid for a holiday party for all staff; no public funds used.

Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2013	Broad Leadership Team - Implementation of Priorities	Superintendent's Workplace Climate & Community Connections Update, May 2013 provides the Board of Commissioners with an update on the prioritization work completed by staff in response to the Webb and Miller Environmental and Organizational Analysis report. Broad Leadership Team continues working to implement priority projects.
2013	Indiana University Executive Development Program	Sent 8 staff who completed Year 1 Program in 2012 to Year 2 Program and sent 3 staff to Year 1 Program.
2013	Park Police Recruitment	Expanded outreach and recruiting efforts targeted at obtaining diverse candidates for park agents, including creation of new brochure reflecting diversity of agents. 3 of 11 (27%) Park Patrol Agents hired were employees of color and 1 of 11 (9%) Park Patrol Agents hired was a female.
2013	Park Police marked squad cameras	Since 2013, MPRB marked squad cars have been equipped with digital camera systems. This has resulted in more Park Police officer accountability, better evidence and arrests, and a reduction in conduct complaints.
2013	Job Fair	Job fair held in partnership with Emerge, Urban League, and NAACP.
2013	Community Outreach Department Expanded	Additional resources and support provided to the Community Outreach Department with the hiring of five community engagement coordinators. Coordinators begin work to improve internal diversity awareness and community outreach services.
2013	Communications Survey	119 employees responded to online/print survey related to communications, including Superintendent's open forum meetings, budget meetings and monthly newsletter for employees, as well as general internal communications of organization
2013	Annual Employee Recognition	The MPRB's annual employee recognition program was held. This program recognizes staff that received job related degrees, certifications and awards throughout the previous year.
2013	Application for Management Improvement Fund for Racial Equity	The MPRB applied for and received a grant through the St. Paul Foundation in the Racial Equity Capacity-Building category to develop a Strategic Diversity & Inclusion Plan.
2013	Workforce Diversity update	Demographics of the organization show an increase in employees of color from 2010 to 2013 on the executive team, manager level and professional level.
2013	Work Process, Efficiency and Performance Improvements Projects and Benefits Summary Report	Kerry Laycock summarizes progress on 20 projects he is leading to improve performance, safety and efficiency within the organization. The work builds on the findings for the Environmental & Organizational Analysis.
2013	Harassment and Discrimination Training	Mandatory training on sexual harassment and discrimination.
2013	Customer Service Training	Mandatory customer service training.
2013	Performance Review Training (annual training)	Annual training for supervisors and employees for annual performance reviews process that provides ongoing feedback to employees about performance.
2013	Enhanced hiring practices	Human Resources worked with Community Outreach to develop procedures to enhance the distribution of applications to increase diversity of workforce.
2013	Human Resources Department Reorganized	Human Resources Department was reorganized to provide enhanced level of service to organization.

Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2013	Employee Holiday Party	Executive Team and Department heads hosted and paid for a holiday party for all staff; no public funds used.
2013-2014	Somali/Muslim Cultural Awareness Training	More than 420 people participate in Somali/Muslim cultural awareness training.
2013	Employee BBQ	Superintendent hosted and paid for a BBQ to thank staff for their work; no public funds used.
2013	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.
2014	Employee Holiday Party	Executive Team and Department heads hosted a holiday party for all staff.
2014	Indiana University Executive Development Program	Sent 3 staff who completed Year 1 Program in 2012 to Year 2 Program and sent 5 staff to Year 1 Program.
2014	Park Police Recruitment	Expanded outreach and recruiting to increase diverse candidate pool for police officer and park patrol agent positions, and provided funding for cadet training program. 2 of 6 (33%) Park Patrol Officers hired were employees of color. 4 of 12 (33%) Park Patrol Agents hired were employees of color and 5 of 12 (40%) Park Agents hired were female with 2 of the 5 females employees of color.
2014	Community Outreach Department Framework	Visibility and role of the Community Outreach Department is supported as it completes its strategic planning. The resulting framework articulates the vision and work priorities for the department moving forward: <ul style="list-style-type: none"> <li>• Build organizational capacity to engage and serve the diverse communities of Minneapolis.</li> <li>• Proactively support developing and sustaining organizational capacity to recruit and retain a workforce reflective of the community.</li> <li>• Build relationships with underserved communities, and serve as the bridge for the organization to provide equitable access to and use of parks, programs, opportunities, and information.</li> <li>• Proactively support data-driven decision making around engaging and serving diverse communities throughout the organization.</li> <li>• Produce and support community events that connect people across cultures to the parks and each other.</li> </ul>
2014	Human Resources, Community Outreach and Recreation Staff attend National Training for Racial Equity	Key staff gained connections to government organizations addressing racial equity. Attendance at the conference set the stage for the MPRB becoming a member of the Government Alliance on Race and Equity.
2014	Performance Review Training (annual training)	Annual training for supervisors and employees for annual performance reviews process that provides ongoing feedback to employees about performance.
2014	Annual Employee Recognition	The MPRB's annual employee recognition program was held. This program recognizes staff that received degrees, certifications and awards throughout the previous year.
2014	Somali/Muslim resource guide created	The Somali/Muslim resource guide summarizes earlier cultural competency training and incorporates questions raised during the training sessions.

Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2014	Latino/Hispanic Cultural Awareness Training	More than 150 employees participate in Latino/Hispanic cultural awareness training
2014	All MPRB department heads and the executive team attend "Convening on Racial Equity"	Two-day training provided to leadership across the organization with an introduction to racial equity best practices and strategies.
2014	Bilingual Information Ambassador program	Spanish, Somali and Hmong speaking Customer Service staff were hired to improve communication between employees and community members. <b>Customer Service provides multi-language phone lines to assist the English Language Learner population. Specifically, phone numbers exist for Spanish, Somali and Hmong. Key customer service documents are also translated into multiple languages based on trends in inquiries identified through outreach and phone inquiries.</b>
2014	Inclusion, Diversity, Equity and Access Initiative (IDEA) Launched	The IDEA Initiative is launched to develop and implement a strategic diversity and inclusion plan that focuses on creating a work culture and climate that supports goals related to inclusion, diversity, equity and access of the organization and the communities served by the MPRB.
2014	MPRB Initiates Another Culture and Climate Assessment	MPRB receives grant from St. Paul Foundation to conduct climate and culture assessment and develop a Strategic Diversity & Inclusion Plan. A workplace climate and culture assessment begins that focuses on identifying what is working well and what needs improvement through employee focus groups and an employee survey.
2014	Safety Consultant Hired	A full-time Safety Consultant was hiring to coordinate workplace safety for the MPRB.
2014	Government Alliance on Race and Equity (GARE)	MPRB joined Government Alliance on Race and Equity in 2014 as part of the leadership cohort.
2014	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.
2015	Indiana University Executive Development Program	Sent 5 staff who completed Year 1 Program in 2014 to Year 2 Program and sent 3 staff to Year 1 Program.
2015	Performance Review Training (annual training)	Annual training for supervisors and employees for providing annual performance reviews across the organization.
2015	Racial Equity Training on Racial Equity Concepts and Toolkits	Government Alliance on Race and Equity (GARE) provides training to over 20 employees on racial equity, the use of racial equity tools, and communicating about race to build organizational capacity and assist with piloting a racial equity toolkit on planning projects.
2015	Employee Holiday Party	Executive Team and Department Heads hosted and paid for a holiday party for all staff; no public funds were used.
2015	Hired Two Additional Staff into Human Resources Department	To increase capacity within the Human Resources Department two additional staff members were hired.

Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2015	Annual Employee Recognition	The MPRB's annual employee recognition program was held. This program recognizes staff that received professional degrees, certifications and awards throughout the previous year.
2015	Racial Equity Toolkit Piloted in Planning Projects	Project staff began to develop racial equity capacity by using racial equity toolkits on master planning projects that focused on a neighborhood park, regional park, an entire service area, and an organization-wide plan for recreation centers.
2015	Culture and Climate Assessment Final Report	Final summary report of the next Culture and Climate Assessment is completed and presented to Commissioners and Staff in April. The report identified specific strategies, and implementation of strategies. The report identifies the need to develop strategies to address workplace culture and climate; change; communication and feedback; performance feedback and evaluation; employee recognition; managerial effectiveness; work-life balance; application of human resources policies; job knowledge, resources and training; and inclusion, diversity, equity and access. The report recommends that the following need immediate attention: responsiveness to daily inquiries and issues from the public and commissioners; communications around change; performance evaluation process; recognition of employees; training and development for managers and supervisors; and inclusion, diversity, equity an access planning, training, and implementation.
2015	Culture and Climate Assessment Information Sessions	From May through July seven information sharing sessions were held for staff to learn about the assessment and provide feedback.
2015	Culture and Climate Assessment Action Plan	In October the executive team shared an action plan to address the issues identified in the Culture and Climate Assessment. The action plan was developed based on feedback received from employees, previous work and input from the consultant team that prepared the assessment (Vaughn-Lee and Associates). Staff from across the organization were invited to participate.
2015	Culture and Climate Assessment Teams	Leads from each team included in the Culture and Climate Assessment action plan began to meet to track progress and coordinate. The team leads currently meet monthly.
2015	NRPA Reccreditation	As part of the MPRB's reaccreditation through the National Park and Recreation Association's Commission for Accreditation of Park and Recreation Agencies, the MPRB's Human Resources and Administrative Policies are evaluated and revised as needed to meet best practices.
2015	Employment Initiatives	Staff continue to expand means of introducing youth of color to careers in parks and recreation through: (1) Teen Teamworks Program expansion to include park and recreation career exploration and internship opportunities and (2) Participating in City of Mpls Urban Scholars program
2015	Park Police Recruitment	Continued expanded outreach and recruiting to increase diverse candidate pool for park patrol agent positions, and provided funding for cadet training program. 5 of 10 (50%) Park Patrol Agents hired were employees of color and 2 of 10 (20%) Park Patrol Agents hired were female with 1 of the 5 females an employee of color.
2015	Equity and Inclusion Project Manager position	A full-time staff position within the community outreach department was transitioned to a one year Equity and Inclusion Project Manager position to accelerate development of a racial equity action plan for the MPRB.

<b>Minneapolis Park &amp; Recreation Board</b>		
<b>Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives</b>		
<b>YEAR(S)</b>	<b>Description</b>	<b>Key activities, initiatives or outcomes</b>
2015	Ergonomics Training	Training was offered to all staff to provide guidance on how to address ergonomic issues within an office setting.
2015	MPRB staff participate in NRPA panel discussion titled "The Opportunity for Parks and Recreation to Advance Racial Equity"	Staff had the opportunity to publicly discuss racial equity initiatives and exchange ideas with other parks and recreation professionals
2015	Communications Survey	116 employees responded to expanded online/print survey related to internal communications, Superintendent's open forum meetings, budget meetings and monthly newsletter for employees
2015	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.
2015	Environmental Stewardship - Crewleader and Foreman Training	To enhance leadership skills, crewleaders and foreman participated in a six day training focus on leadership, performance, Human Resource policies, and organizational structure.
2015	ADA Coordinator	Identified and trained staff member to be the ADA Coordinator for the organization to help address accessibility throughout the organization.
2015	Religion in the Workplace and Accommodations - Supervisor Training	Park Police supervisors participate in a one day training focused religious accommodations in the workplace
2016	On-Boarding Training Team	On-Boarding team developing a new training to replace the existing training for all new staff. The training orients staff to the organization and its policies and procedures.
2016	Indiana University Executive Development Program	Sent 3 staff who completed Year 1 Program in 2015 to Year 2 Program and sent 5 staff to Year 1 Program.
2016	Employee Training Record Retention Program	Initiating an Employee Training Record Retention Program to track all In-house and External Training that employees receive throughout the organization.
2016	Recognition Team	Team is developing a recognition policy and training program that focuses on recognition of employees. This policy and training will set expectations for recognition of employees from supervisors as well as from peer to peer.
2016	Recreation Competencies Complete	To support enhancement of skills and knowledge within the Recreation Department a new competency model has been completed. The model was approved by the bargaining unit that represents recreation staff. The model encourages ongoing learning and provides compensation as employees develop skills sets.
2016	Started GARE Advancing Racial Equity - MN Cohort and Steering Committee for Racial Equity Action Plan	(1) joined with 13 other MN jurisdictions (includes 7 staff members from MPRB) (2) year long process with following deliverables - racial equity training curriculum and set of trained facilitators to implement training - racial equity tool to be used in policy, practice, program and budget decisions - Racial Equity Action Plan - participation of two MPRB commissioners in elected official cohort



Minneapolis Park & Recreation Board		
Workforce - Diversity, Cultural Awareness, Racial Equity or Economic Equity Actions/Initiatives		
YEAR(S)	Description	Key activities, initiatives or outcomes
2016	Racial Equity Information Sessions offered to staff	Community Outreach Department hosted racial equity information sessions for staff. 78 employees participated in the sessions and received an update on the organization's racial equity work.
2016	Executive Leadership and Commissioner sessions began	Initiated sessions with commissioners and executive team to develop common language for racial equity and priorities
2016	Environmental Stewardship - Director Training	Environmental Stewardship Directors participate in a three day training focused on leadership and supervisory skills, and bias identification.
2016	OSHA Training	Mandatory OSHA training for all staff to meet to meet safety requirements for the organization.
2016	In progress: Workforce disparities	Staff team working to identify and remove racial disparities in hiring processes
2016	In progress ADA Self-Evaluation & Transition Plan Implementation	Develop and lead staff ADA work team to begin implementation of recommendations from ADA Self-Evaluation & Transition Plan
2016	Park Police Officer Bias Training	All park police officers-completed "implicit bias" training offered by League of Minnesota Cities in 2016. All park police officers will be certified in "Crisis Management" by the end of 2016.
2016	Park Police Recruitment	Continued expanded outreach and recruiting to increase diverse candidate pool for police officer and park patrol agent positions, and provided funding for cadet training program. 1 of 2 (50%) of Park Police Officers hired were employees of color. 7 of 15 (47%) of Park Patrol Agents hired were employees of color and 6 of 15 (40%) Park Patrol Agents hired were female with 3 of the 6 females employees of color.
2016	Training Position Added to Human Resources Department	To coordinate and enhance training across the organization a trainer was added to the Human Resources Department Budget. Hiring of this position is anticipated for Summer/Fall 2016.
2016	Workforce Diversity update	Demographics of the organization show an increase in people of color from 20.5% to 24.8% of total workforce between Dec. 31, 2010 and March 28, 2016, with strides made in 6 of the 8 job categories - officials and administrators, technician, service worker, paraprofessional, administrative support, and service - maintenance job categories.
2016	Harassment Training (ongoing)	All certified and appointed hires, certified seasonal re-call employees annually as part of recall meeting, and asset management permit employees for summer receive harassment training as part of their on-boarding training.