

# Minneapolis Park and Recreation Board Racial Equity

## Guiding Statements

September 2017

### *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 becomes a local and national model for racial equity in parks and recreation.

### *Strategy:*

Use the Racial Equity Action Plan to affect change in all levels of the MPRB's work.

The Racial Equity Action Plan is an internal working document that guides the organization's racial equity agenda. The current plan is for 2017-2018 and will be updated every two years based on ongoing collaborative staff and community evaluation. The Racial Equity Action Plan is 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 creates/develops/supports a culture that values and advances racial equity.
- B. Minneapolis residents view the MPRB as an effective and inclusive governmental organization that engages all communities.
- C. MPRB workforce and hiring practices reflect 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.