

Diversity, Inclusion and Racial Equity

Highlights of MPRB's ongoing efforts

Since 2011 the MPRB has initiated a range of diversity and inclusion efforts and is working to integrate racial equity into all aspects of our organization. We recognize that system-wide change takes time, both within the Minneapolis park system and our workforce, so we take proactive measures to examine, assess and measure improvements. This timeline touches on key actions and milestones of our ongoing efforts.

2011

- MPRB's Community Outreach Department created to lead efforts to connect with and better serve diverse and underserved communities.

2012

- Community engagement training for 70 employees across the organization on skills for identifying stakeholders and reaching diverse and underserved audiences
- Mandatory customer service training for all full- and part-time customer service staff emphasizing cultural awareness

2013

- Community Outreach Department expanded with the hiring of five community engagement coordinators
- Expanded outreach and recruiting efforts to obtain a diverse candidate pool for Park Agent positions

2014

- Joined the Government Alliance on Race and Equity (GARE) as part of the leadership cohort
- Progressed on organizational capacity-building through training, use of racial equity tools in pilot projects and developing a common understanding about equity goals and key strategies to achieve them
- Participation of more than a dozen staff in the Midwest GARE Racial Equity Convening
- Expanded outreach and recruiting efforts to obtain a diverse candidate pool for Police Officer and Park Patrol Agent positions

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2015

- Continued training on racial equity, use of racial equity tools and communicating about race, with more than 20 staff participating
- Piloted use of racial equity tools in projects including the Bossen Field Master Plan, Chain of Lakes Master Plan, South Service Area Master Plan, RecQuest and Urban Agriculture Implementation Plan
- Participated in contracting equity roundtable convened by City Of Minneapolis Civil Rights Department

2016

- Joined 13 other local and regional agencies in Minnesota as part of GARE's yearlong Advancing Racial Equity - learning cohort
- Development a budget goal to conduct research and identify potential racial disparities in MPRB's hiring process and if necessary, develop strategies to eliminate them
- Began conducting implicit bias training for interview panels and hiring managers
- Continued use of racial equity tools in policy decisions and master plans
- Instituted a new ordinance to address racial and economic equity in new neighborhood park projects
- Began incorporating racial equity into the 2017 budget process
- Development of a draft Racial Equity Action Plan

Related terms — but very different meanings

Diversity acknowledges the uniqueness of individuals, groups and communities. It incorporates but is not limited to: race, gender, age, national origin, ethnicity, sexual orientation, disabilities, socio-economic status, education, geographic location, values, beliefs, behaviors, culture, and experiences.

Inclusion acknowledges the ways people experience being connected, engaged, valued and included in the workforce. It is rooted in the belief that every individual deserves dignity and respect.

Equity acknowledges that people's barriers to success and quality of life directly correlate to educational, health, income, employment, civil and social disparities, as well as their ability to access resources. Unlike equality, equity doesn't mean the same access or the same treatment.

Racial Equity acknowledges that past policies, practices and strategic investments have created barriers to success based on race and is rooted in the proactive development of policies, practices, and strategic investments that aim to eliminate racial disparity trends, to mitigate institutional bias in hiring and promotional practices, and to ensure that race can no longer makes a person's outcomes and opportunities predictable.