



Minneapolis
Park & Recreation Board

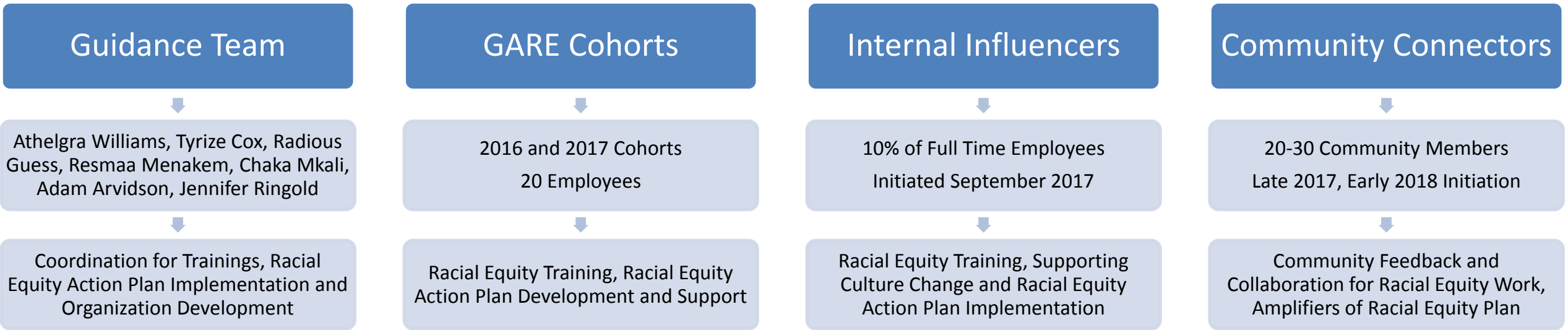
Racial Equity Information Sessions

September 29, 2017 2:00pm HQ

October 2, 2017 10:00am HQ

October 2, 2017 1:00pm SSOC

October 4, 2017 8:00am SSOC



Organizational Outcomes

1. MPRB has the internal capacity to support race equity planning solutions;
2. MPRB staff, representing diverse racial and ethnic backgrounds, speak honestly and listen to each other;
3. MPRB staff understand and see themselves reflected in the effects of personal, structural and institutional racism;
4. Racial equity conversations are meaningful for beginners, and to those who have worked on these issues for a long time;
5. Racial equity conversations look at the Black and White nature of race, and at other ethnic and cultural aspects;
6. MPRB responds to the national culture and how it is applicable at the local level, and in the workplace;
7. MPRB recognizes our community's racial equity challenges and assets, and creates plans for social justice change; and
8. MPRB advances deliberative democracy around issues of race, and provide skills for bridging differences.

Staff Level

- Increase knowledge of the Racial Equity Action Plan;
- Increase awareness of personal biases and experience with racial equity;
- Build specific personal and professional skills around race equity; and
- Expand knowledge and competence to work more effectively in a racially diverse and culturally proficient environment.

Phase 1: Design and Program Flow

- ❖ 1.1 Ongoing Meetings with the Guidance Team
- ❖ 1.2 Training Design - Community Outreach Department and External Consultants
- ❖ Timeline: Through December 2018
- ❖ Evaluation and Assessment – goals, objectives, outcomes and evaluations with continuous feedback. (Review, reassess and report).

Phase 2: Building Internal Training Capacity

- ❖ 2.1 Attend GARE Speaker Series
- ❖ 2.2 GARE Training of Trainers (Annie, Athelgra, Elise, & Mae)
- ❖ 2.3 Director Accountability
- ❖ 2.4 Identify 60 Internal Influencers
- ❖ 2.5 One-to-One's with Justice Leadership Solutions
- ❖ 2.6 Quarterly Racial Equity Mixers / Debriefs
- ❖ 2.7 2-Day Cultural Somatic Training | *formerly* Psychological 1st Aide
- ❖ Timeline: Now Through October, 2018
- ❖ Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.

Phase 3: All Staff Racial Equity Training Kickoff

- ❖ Three (3) to Five (5) All Staff Racial Equity Training Workshops
- ❖ 3.1 Led by GARE
- ❖ 3.2 Co-Led with MPRB Staff - Annie, Athelgra, Elise, Mae, Carrie, Radiums and additional trainers, identified via Internal Influencers
- ❖ Timeline: Between NOW and February 2018
- ❖ Purpose: to help staff understand basic principles outlined in the Racial Equity Plan:
 - ❖ Value multiple perspectives, culture is something everybody has, VABB/ACT, head-heart-hands-healing, and co-responsibility (helping staff understand their own and others' realities)
- ❖ Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.

Phase 4: Racial Equity Circle Talks

- ❖ All Staff Racial Equity Circle Talks
- ❖ 4.1 Training of Facilitators/Recorders (60 Internal Influencers led)
- ❖ 4.2 All Staff Training hosted by Community Outreach Department
- ❖ 4.3 Internal Influencers will serve as facilitators/recorders
- ❖ Timeline: February – May, 2018
- ❖ Purpose: to consciously recognize and articulate the assumptions underlying race equity work
- ❖ Evaluation and Assessment - goals, objectives, outcomes and evaluations with continuous feedback.

Phase 5: Racial Equity Competencies

- ❖ **5.0 Racial Equity** – Develop Curriculum: Novice, Intermediate, and Advanced – implement as needed
- ❖ **5.1 Implicit Bias** – Develop Curriculum: Novice, Intermediate, and Advanced – implement as needed
- ❖ **5.2 Cultural Competency** – Develop Curriculum: Novice, Intermediate and Advanced – implement as needed
- ❖ **5.3 Systems Change** – Develop Curriculum: Novice, Intermediate and Advanced – implement as needed
- ❖ Timeline: Begin August 2018 (ongoing)
- ❖ Evaluation and Assessment: goals, objectives, outcomes and evaluations with continuous feedback.
- Purpose: To continue to develop competency in these categories based on skill and organizational need.

Please contact any Guidance Team Member with questions and/or one on one time.

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