



2021 MPRB Racial Equity Action Plan

An internal working document

January 2021

The Minneapolis Park and Recreation Board (MPRB) has been working on racial equity since 2011. The Racial Equity Action Plan is an internal working document that guides the organization's racial equity agenda. This plan is for 2021 and serves as a bridge to the 2022-2023 plan. While this is a one-year plan, the intent is to update the plan every two years based on ongoing collaborative staff and community input. The Racial Equity Action Plan is designed to be 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 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 the diversity of the community.**
- E. The MPRB provides programs and services that are responsive and reflective of community needs.**

In 2021, the 2022-2023 Racial Equity Action Plan will be created to further these five goals and to advance the direction of the Parks for All – Comprehensive Plan which is expected to be approved in 2021.

Parks and Equity

Minneapolis has had an amazing shift in cultural and racial demographics over the past twenty years. As a result, the city is more diverse in terms of age, race and ethnicity, and recreational needs of its residents. Minneapolis and the Twin Cities region face some of the biggest, race-based disparities in the country.

Nationwide, parks play a vital role in the health and wellbeing of community members as well as the livability of our cities. Historically disadvantaged communities, including immigrants, experience poorer general health and shorter life spans than white community members. Research shows that the number one prescription for healing health and educational disparities is to provide access to parks and open space.

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 being a local and national model for racial equity in parks and recreation.

A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>MPRB employees and commissioners understand, are committed to, and have the infrastructure needed to advance racial equity.</p> <p>1) Convene a racial equity accountability committee – Convene an internal leadership team (with representatives from each division) responsible for high-level accountability and oversight of implementation.</p> <p>2) Continue to implement system-wide racial equity training – Provide introductory Racial Equity Training to all employees, including new employees as part of onboarding. Use a “train-the-trainer” model to continue to build internal expertise. Develop tiered model for training implementation connected to service delivery and competencies.</p> <ul style="list-style-type: none"> a. Supervisors - Provide Racial Equity Toolkit training and RE101 to new hires b. New Certified Full-Time Hires – RE101 c. Certified Part-Time – RE101 d. Part-time (seasonal, provisional) – develop and implement a RE101 specific to this group <p>3) Racial Equity Toolkit implementation - Examine the applicability of the Community Engagement Plan Template / Racial Equity Toolkit for initiatives that do not trigger the Community Engagement Policy, building on information gained/lessons learned during the 2017-2018 REAP Action A2 implementation, and develop a stand-alone Toolkit if warranted.</p>	<p>2021</p> <p>2021</p> <p>2021</p>	<p>Deputy Superintendent and Equity, Inclusion and Accessibility Coordinator</p> <p>Director of Human Resources</p> <p>Deputy Superintendent and Director of Strategic Planning</p>	<p>Monthly meetings</p> <p>% of MPRB employees who</p> <ul style="list-style-type: none"> • Attend complete w/in each training group <p>Racial Equity Toolkit specific to MPRB Complete</p>		<p><i>Existing Staff Resources</i></p> <p><i>Revision of existing RE101 for part-time (provisional and seasonal)</i></p> <p><i>Existing Staff Resources</i></p>

A. MPRB is committed to creating/developing/fostering a culture that values and advances racial equity.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	4) Commissioner development – Provide Commissioners with racial equity training, education, support and coaching that aligns with the training received by staff to support alignment of staff and commissioners on racial equity and to support the commissioner’s role as organizational leaders and with their decision-making in regard to racial equity.	2021	Board President	# of commissioners that have participated in MPRB identified and provided training, education, support and coaching to align commissioners and staff in a common approach.		<i>Funding for trainings and/or consultants.</i>
	5) 2022-2023 – Racial Equity Action Plan development – With guidance from the Parks for All – Comprehensive Plan develop the 2022-2023 plan.	Due December 31, 2021	Director of Human Resources and Deputy Superintendent	Completed plan		<i>Existing Staff Resources</i>
	6) Grow Internal Influencers - Continue to convene 2017/2018 and 2019/2020 Internal Influencer cohorts and complete trainings for 2019/2020 cohort and plan for the 2022/2023 cohort	2021	Deputy Superintendent and Internal Influencer Guidance Team	Trainings complete for 2019/2020 cohort and determine membership and training schedule for 2022/2023 cohort		<i>Existing Staff Resources</i>

B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
% of Minneapolis residents who believe the MPRB values community participation and engagement (by neighborhood and by race/ethnicity) – Question for community surveys	MPRB employees and commissioners have outreach and engagement skills to advance racially inclusive outreach and engagement.					
	<p>1) Tracking engagement - Demonstrate that participants engaged through the Community Engagement Policy reflect the demographics of the communities served by the program, service, and/or project to support equitable delivery of programs, services and/or projects through 2022. <i>(D2 Performance Goal)</i></p> <p>2) Develop inclusive outreach and engagement training – Prepare introductory training on inclusive outreach and engagement for employees that routinely engage with the public starting in 2022. Develop a curriculum that includes materials and instruction for ongoing training in engagement methods and meeting facilitation skills for appropriate staff.</p>	<p>2021 - 2022</p> <p>2021</p>	<p>Director of Strategic Planning; Citywide Program Achievement position</p> <p>Director of Human Resources; Equity, Inclusion and Access Coordinator; Trainer</p>	<p>% by race and ethnicity of those participating in community engagement in relation to % by race and ethnicity for the program, service or project. (2021 milestone of D2 Performance Goal)</p> <p>Training curriculum complete and training schedule for 2022 developed</p>		<p><i>Existing Staff Resources</i></p> <p><i>Existing Staff Resources</i></p>

B. Minneapolis Residents view the MPRB as an effective and inclusive government that engages all communities.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
% of Minneapolis residents who are aware of MPRB's commitment to racial equity (by neighborhood and by race/ethnicity) – Question for community surveys	3) Develop and implement Language Access Action Plan - Provide a systematic approach for addressing translation and interpretation needs of residents and park visitors. The plan will include; strategies to communicate through traditional and non-traditional methods in regular communications and emergency situations; priorities for implementation; and methods for ongoing assessment and adaptation as community needs change	2021	Director of Communications and Marketing and Equity, Inclusion and Accessibility Coordinator	Plan developed and launched.		<i>\$15,000 allocated within C&M 2021 Budget</i>
	4) Create MPRB101 for Minneapolis residents, including underrepresented and underserved communities - Develop orientation training and materials that allow for more active and immediate contributions by participants who are unfamiliar with the MPRB and its processes.	2021	Director of Strategic Planning and Director of Customer Service	Curriculum for MPRB 101		<i>Existing staff resources</i>
	5) Implement a traffic enforcement pre-charge diversion program for vehicle equipment violations. This program will provide drivers in violation of certain motor vehicle equipment laws with no cost repair vouchers instead of citations and fines. For more information, click here .	2021	Director of Park Safety and Security	Program developed and launched. Number of vouchers issued in lieu of citations		<i>Existing staff resources</i>

C. MPRB workforce reflects the diversity of community across the breadth and depth of the organization.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	<p>The MPRB is a model government employer advancing racial equity.</p> <p>1) Reflect the city’s working age demographics in MPRB workforce - Continue to reflect the race, ethnicity and gender of Minneapolis’ working age population in the MPRB’s workforce through 2022, focusing on seasonal hiring and recruitment in 2021. <i>(D1 Performance Goal and 2021 Budget Goal)</i></p> <p>2) Grow youth employment - Strengthen and expand MPRB’s youth employment programs (ages 14 - 24) for underrepresented youth in non-traditional careers by a sustainable grow of 25% by 2022. <i>(A2 Performance Goal)</i></p>	<p>2021</p> <p>2021</p>	<p>Director of Human Resources</p> <p>Director of Environmental Management and Assistant Superintendent of Recreation</p>	<p>% of workforce by job classification for each race and ethnicity</p> <p>% increase in youth employment</p>		<p><i>Existing staff resources</i></p> <p><i>Existing staff resources.</i></p>

D. MPRB investments in contracting and procurement benefit the diversity of the community.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
<p>Number of new vendors who identified as Small and Underutilized Businesses -The City of Minneapolis Target Market Program is aimed at expanding opportunities for historically underutilized small businesses. In 2018, 479 businesses enrolled in the program and are potential vendors for Park Board purchases.</p> <ul style="list-style-type: none"> Percentage of overall spending with Small and Underutilized Businesses 	<p>1) Revise contracting and procurement practices to demonstrate racial equity in contracts across the system.</p> <p>a. Develop and implement a policy and procedure for the acquisition of Professional Services utilizing the Racial Equity Toolkit.</p>	2021	Director of Finance	a. Policy developed and implemented with evidence-based usage		<i>Existing staff resources</i>
	<p>2) Understand contracting and procurement targets established by the City of Minneapolis and develop specific strategies to move towards those targets to ensure contracting and procurement dollars are accessible to and benefiting the diversity of Minneapolis small business owners.</p> <p>a. Finance Director will utilize the City of Minneapolis Diversified Spending dashboard to understand and report out to the Executive Team and Department Heads the results and trends for MPRB procurement</p> <p>b. Finance Director will work with Executive Team to identify key staff with procurement authority that will participate in the City of Minneapolis Inclusive Procurement Training and will participate in the quarterly check-ins with the City throughout 2021</p>	2021	Director of Finance; Executive Team	Specific strategies identified and implementation plan established Tracking and reporting mechanism established and implemented		<i>Existing staff resources</i>
	<p>3) Develop Asset Management Equity Metrics- Develop and implement an equity criteria-based system for funding allocations</p>	2021	Director of Asset Management	Metrics complete		<i>Existing staff resources</i>
	<p>4) Develop Special Assessment Relief and Deferment Policy and Procedure - Review and recommend changes to the Special Assessment Hardship Policy and Procedures utilizing the racial equity toolkit to understand the correlation between levied assessments on home ownership and to minimize unintended consequences and practical difficulties.</p>	Q3 2021	Director of Finance; Director of Forestry	Policy and procedure complete		<i>Existing staff resources</i>

D. MPRB investments in contracting and procurement benefit the diversity of the community.						
Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
	5) Develop a 3-year rehabilitation plan for specific facilities - Include a racial equity lens when working with Asset Management staff to develop three-year NPP20 Rehabilitation plan for the park system, focusing on Roof, ADA, HVAC and Sidewalk funds. <i>(2021 Budget Goal)</i>	2021	Director of Design and Project Management	Plan is complete and reflects an equity lens		<i>Existing staff resources</i>
	6) Use racial equity lens when seeking grants and donations - Develop and implement a plan using racial equity lens to seek grants and donations that address the needs and interests of underrepresented and underserved residents.	2021	Grant and Donation position	Plan is complete and actions are taken to pursue funding/donations. Percent grant/donation funding directed to underrepresented and underserved residents.		<i>Existing staff resources</i>

E. The MPRB provides programs that are responsive and reflective of community needs.

Indicator	Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress Report	Resources Needed
Participation in MPRB programming by Minneapolis residents increases, especially by communities of color and low- income residents.	MPRB recreation programming is responsive and reflective of community needs.					
	1) Increase the number of youth focused programs supporting the social/emotional, career and life skill development of young people ages 2-5, 6-11, and 12-17 years old by 20% by 2022 (including those that strengthen relationships with their elders, caregivers and/or parents), focusing on underserved youth first. <i>(A1 Performance Goal)</i>	2021	Program Advancement Administrator; Director of Aquatics, Ice, Athletics and Golf; Director of Youth and Recreation Centers; Director of Environmental Management	% increase in youth programming		<i>Existing staff resources</i>
	2) Integrate Racial Equity lens into program development, review and approval - As part of the 2021 rollout of the reorganization and the implementation of the Citywide Program Advancement position, develop and implement practices for program development, review and approval that includes a racial equity lens.	2021	Citywide Program Advancement Position	Demonstration of racial equity lens in program review practices		<i>Existing staff resources</i>
	3) Implement community gardens - Install 2 Community Gardens in Minneapolis parks located in or adjacent to Areas of Concentrated Poverty (ACP) or United States Department of Agriculture (USDA) Food Deserts. <i>(2021 Budget Goal)</i>	2021	Director of Environmental Management; Community Garden Coordinator	Two gardens installed		<i>Existing/budgeted resources</i>
	4) Increase responsiveness of field space use - Develop an athletic facility field space availability chart for MPRB green spaces. <i>(2021 Budget Goal)</i>	2021	Director of Aquatics, Ice, Athletics and Golf	Chart completed		<i>Existing staff resources</i>

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Participation in MPRB programming by Minneapolis residents increases, especially by communities of color and low- income residents.	<p>MPRB recreation programming is responsive and reflective of community needs.</p> <p>5) Creation and implementation of Creation Spaces. It will include the design, procurement, and implementation of two creation spaces in the MPRB system in 2021 and 2022. A creation space is a flex space designed around the unique needs of experiential learning, venture development, and engagement with the public. These could be focused around music production, video production, graphic design, or other STEM related learning opportunities. <i>(2021 Budget Goal)</i></p>	2021 – 2022	Director of Information Technology; Assistant Superintendent of Recreation; Assistant Superintendent of Planning	<ul style="list-style-type: none"> • Programming defined for on existing and three proposed Creation Spaces in 2021 • Design accomplished for three proposed Creation Spaces in 2021 • Physical development of two Creation Spaces in 2021 and one in 2022 • Operationalizing two Creation Spaces in 2021 		<i>Existing/budgeted resources</i>
	<p>6) Introduce non-traditional golfing youth to the MPRB golf courses in 2021. Partner with the Recreation Centers to offer free golf to youth at least one day per week for the summer months when youth are out of school. Golf will provide tee times and free club use at Wirth Par 3 and/or Fort Snelling Golf Courses.</p>	2021	Director of Golf, Ice, Athletics and Aquatics	Youth on the golf course one day per week.		<i>Existing/budgeted resources</i>