



One Minneapolis

Equitable systems and policies lead to a high quality of life for all

What strategies are working?

WE ARE ACTIVELY WORKING TO BROADEN COMMUNITY ENGAGEMENT AND DIVERSIFY LEADERSHIP.

- The Neighborhood and Community Relations Department has staff members dedicated to reaching out to protected classes.
- The City has a good boards and commissions process in place to involve residents in local government.
- One Minneapolis Fund engagement grants are being used to cultivate a more diverse leadership base and broaden community engagement.
- For the first time in 25 years, the City conducted a survey of neighborhood board diversity. Now we have a baseline for measuring improvement.

WE ARE WORKING TO BROADEN OPPORTUNITIES AND ACCESS.

- The City takes a systematic approach to Americans with Disabilities Act (ADA) compliance and the ways we deliver goods and services.
- Efforts to implement business and workforce inclusion goals for women and minorities are going well.
- Through the City's internal business planning process, departments are intentionally boosting minority recruitment and training.
- The City has a system in place to provide for language translation services.
- The Business Technical Advisory Program is working to help small businesses get started.
- The City is partnering with other governmental entities to share best practices on addressing race and equity issues.
- Minneapolis was the first site in Minnesota to conduct same-sex marriage ceremonies.
- The City's Transgender Issues Work Group was established in March 2014, and the region's first Transgender Equity Summit was held in September.

DISCRIMINATION COMPLAINT SYSTEMS ARE IN PLACE.

- The City has a good policy for engaging people who believe they have been discriminated against in Minneapolis.
- The City has a good internal process for hearing complaints from employees who believe they have been discriminated against in the workplace.

WE ARE ENGAGING YOUNG PEOPLE.

- The Minneapolis Youth Cabinet is engaged and focusing on issues surrounding youth homelessness, housing and employment.
- The Urban Scholars program is creating opportunities for college students to experience public sector employment.
- The STEP-UP program is giving high school students work experience and exposing them to career opportunities.
- The City is building a pipeline into future City employment with the Fire, Police, Public Works and Regulatory Services departments. By providing training to young people, we are increasing the diversity of our job applicant pool.
- The City has reached out to public service and nonprofit partners to connect young people of color to career opportunities.

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What strategies are not working?

NEIGHBORHOOD ORGANIZATIONS AND ADVISORY GROUPS AREN'T AS DIVERSE AS THE CITY'S POPULATION.

- Neighborhood organizations don't reflect the diversity of our population. In addition, we don't think broadly enough about diversity in neighborhood organizations. Renters and students are examples of underrepresented groups.
- We aren't addressing obvious barriers to participation in neighborhood organizations. For example, an association in a college area holds its elections in the summer when college students are away.
- Board and commission representatives don't reflect Minneapolis' diversity.
- Rather than recruiting new participants for advisory groups, we tap the same groups and individuals all the time.

WE AREN'T DOING ENOUGH TO ADDRESS UNIVERSAL ACCESS.

- Universal access is not a common theme when City programs and projects are planned. It appears that City staff do not fully understand ADA requirements. As a result, we have a history of mill and overlay projects and facility updates that did not incorporate ADA elements.
- The Minneapolis One Read program doesn't incorporate audio books.
- The permitting process for parades and outdoor festivals isn't addressing accessibility needs. For example, the City allowed the accessible portable toilet to be placed in an area that wasn't accessible to wheelchairs.
- We don't give enough thought to how we post data. We can't have transparency in government if some documents are not in an accessible format.

WE DON'T DO ENOUGH TO SPUR MINORITY HIRING.

- There aren't enough educational facilities available to prepare minorities for high demand jobs. Without training, minority hiring won't increase and we won't keep up with market demand.
- The City isn't collecting information on its internal product use. We need better purchasing data to ensure we comply with our goals to buy products from small businesses and businesses that are women-owned and minority-owned.

WE AREN'T REACHING OUT IN THE MOST EFFECTIVE MANNER.

- Our "one size fits all" approach to community engagement doesn't work. We don't do a good job of engaging cultural communities or understanding their concerns. We don't always ask the community how our proposals, policies and projects will impact them.
- Sometimes simply translating a document isn't the best approach. Translating a written document into another language isn't appropriate if oral language is the norm for that community. Additionally, documents written in "governmentese" aren't helpful to most people.
- We have too much of a "build it and they will come" approach to services. Young people and cultural communities are missing out because they don't know about services and programs.
- Parts of our city lack crucial assets. Some neighborhoods don't have access to low-cost groceries and fresh foods. Because schools outsourced driver's education, the cost of driver's education is prohibitive for residents with low incomes. In addition, there are no driver's licensing testing stations in the city.

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COMPLAINT-BASED SYSTEMS HAVE LIMITATIONS.

- Because our system to address discrimination is complaint-based, it can be alienating to the community.
- When a City employee feels discriminated against, the City must determine if a legal threshold is met. When the issue doesn't meet the threshold, the employee may feel the problem was ignored.

OUR FOCUS ON DISPARITIES ISN'T BROAD ENOUGH.

- There's a lot of focus on overcoming race and language barriers, but not much focus on issues related to sexual orientation or gender identity.
- There are still disparities in housing and employment.

Working in partnership, what strategies could we pursue?

IMPROVE ADA COMPLIANCE.

- Improve ADA compliance training so facility improvements, Public Works projects and special events are inclusive. Work with the statewide ADA task force to improve the City's permitting process.
- Post data in an accessible format so we achieve transparency in government.
- Include audio books in the One Read book selection process.

LISTEN BETTER AND EXPAND OPPORTUNITIES FOR ENGAGEMENT AND INVOLVEMENT.

- Listen to the needs of the communities within Minneapolis. Ask about the barriers residents face and needs we should address. Ensure community members are comfortable expressing their views by holding listening sessions in venues that are safe, welcoming and nonjudgmental.
- Have more conversations around safety issues facing the transgender community, especially with the Police Department and Metro Transit.
- Learn about the various cultures within our community.
- Stop tapping the same groups and individuals for civic engagement. Reach out for new participants.
- Build our capacity for civic engagement and nurture new leaders. Offer leadership development training so individuals who are placed on a board or commission can participate effectively.
- Get out there and share information about services and programs that young people and cultural communities can take advantage of so they can succeed.

MAP OUT NEW STRATEGIES AND FIND WAYS TO ENHANCE OR IMPLEMENT POLICIES.

- Prepare for the turnover of workers by ensuring every kid is valued and ready for a career.
- Ensure there are educational opportunities available to prepare minorities for high demand jobs.
- Find an appropriate way for the City to help address disparities in housing and employment.
- Prepare a comprehensive equity strategy so we aren't going in so many directions.

BUILD PARTNERSHIPS AND COLLABORATE ON ISSUES.

- Partner with the State, Hennepin County and other cities to leverage our efforts. We are all talking about similar issues, so let's have a conversation about combining resources to get the biggest bang for our buck. We shouldn't be spending different pots of money on the same thing.
- Learn about the best practices employed by cities, counties and state agencies.

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- Think regionally about employment. The labor shortage is facing everyone. We all have a vested interest in working together to address issues around recruitment, retention and equity. Hiring is a regional issue, and there are lots of opportunities for collaboration.
- Invite agencies and other municipalities to ensure equity in procurement and contracting. Seek best practices to help businesses participate.

COLLECT DATA SO WE CAN BETTER MEASURE OUR PROGRESS.

- Collect data on diversity so we have a better baseline. We need to see where we are successful and where we need to improve. This effort should go beyond race to include ADA compliance and other issues.
- Collect data on the City's internal product use so we can comply with our goals to buy products from small businesses and businesses that are women-owned and minority-owned.

Note: Participants were asked to focus on protected classes

This conversation had representatives from Mayor's office, City Attorney's Office, City Council Office, City Coordinator's Office, Civil Rights, Human Resources, Neighborhood and Community Relations, State of Minnesota Human Resources Department, Outfront Minnesota, Minnesota State Council on Disability, League of Women Voters and Rainbow Health.