

Meeting Minutes
Minneapolis Transgender Equity Council
Regular Meeting
May 10, 2018

Attendees: Tim Beaver, Nathalie Crowley, EJ Dean, Milin Dutta, Charlie Ito, Kate Nelson, Elise Niedermeier, Zeam Porter, Freya Richman
Absent: Nova Bradford, Taylor Rose Payer, Nic Puechner, Michael Rossman, Destiny Xiong
Staff/Guests: Jenny Chayabutr, CM Phillipe Cunningham, Alex Griffin, Mel Groves, Ray Lockman, Abdi Mukhtar, Nuria Rivera-Vandermyde

Welcome and Approval of the Agenda, March 8, 2018 Meeting Minutes, and April 12, 2018 Meeting Minutes

Freya Richman welcomed meeting attendees at 6:30 p.m. A quorum of members was in attendance at 6:34 p.m.

EJ Dean moved approval of the agenda. Approved.

Freya Richman moved approval of the March 8, 2018 Meeting Minutes as amended and April 12, 2018 Meeting Minutes as written. Approved.

Announcements

Minneapolis 2040

A two-page document about Minneapolis 2040, an update to the city's comprehensive plan, was distributed at the meeting. A copy is attached.

Upcoming meetings related to Minneapolis 2040:

- Open houses May 12-31, a complete list can be found at <https://minneapolis2040.com/may-open-houses/>.
- The Public Health Advisory Committee, also a City advisory board, invites Transgender Equity Council members and regular participants to attend their May 22 meeting to hear a presentation on the Minneapolis 2040 Comprehensive Plan. Jenny will forward the meeting details.

Training for City employees

Charlie Ito shared that he and Destiny, also a member of the Transgender Equity Council and an employee in the City's Human Resources department, have had conversations with about gender expansive, gender inclusive training for City staff.

Ask to the Transgender Equity Council (TEC): If you know of any trainers let Jenny, Charlie, and Destiny know. Jenny will forward this request to the TEC by email.

Discussion: Issues the Transgender Equity Council should address

Update and check-in conversation with Councilmember Phillipe Cunningham

7:10 p.m.

How are folks feeling about where we're at right now?

- Feel it's moving too slow. Want to do things. Think we should try and do things. What can we do without checking? E.g. do something for Pride.
- Mindful of our role as an advisory. Would like us to focus more on our ideas, our recommendations.
- Each time we meet here the numerous lists/layers of things that need to change.
- Aren't sure who are our allies; what boards, other advisory groups.
- Because it's brand new – trepidation about putting pen to paper; analysis paralysis. Because everything sets a precedent. If the TEC doesn't set an agenda, it will always be people setting the agenda for us.
- Non-hierarchical leadership great, but also makes it a little harder. [noted it's more efficient to have a hierarchy, more about responsibility than power.]
- TEC to write the "rules" – bylaws, work plan. Here to create these new systems. Bylaws. Don't let perfect be the enemy of good.

Handout from Phillipe.

What is your definition of transgender equity?

What is your vision of what it looks like to achieve transgender equity?

Take the fence down (and repair – people that missed the game)

Celebrate

Youth

Accessible

Having a voice

Access to succeed

Community, access to space

Goal – so we have a shared definition of what we're striving for.

Next: Phillipe to synthesize. Bring draft to next meeting for people to vote on.

Task:

Volunteers to meet with Phillipe before next meeting.

EJ, Freya, Milin, Zeam, Alex.

Freya to bring in the definitions she brought in.

Policies – action item that was most identified (Jenny's note: facilitated session with Beth)

City departments that directly impact transgender equity:

Fire department (often the first people at the scene providing medical care at a crisis)

CPED – Employment and Training, also housing
Coordinator’s office division of Race & Equity
Public Health department (youth and adolescent health, sexual health, and healthy homes)
Human Resources
Communications
Neighborhood & Community Relations
311
Civil Rights (non-discrimination. Also, all the immigration work goes through Civil Rights-
Municipal ID)
City Attorney’s dept.
Finance and Property Services
Police

Public policy advocacy within the system. Three (3) spaces you are effective:

- To analyze previous passed policies and... to identified gaps... (get wording from Phillipe)
- Analyzing policies, practices, and procedures in development. E.g. budget season. To be combing through the budget to see where there are gaps around trans equity.
- To create or advocate for new policies or procedures. E.g. Worked with MPD to create a new policy – how they interact with transgender people.

Phillipe handed out visual about Legislative Process (Nuria can provide something simplified).
Explained Council operates on two week cycles. Work constantly churning every 2 weeks.
Intent to make notice
Make notice
Start the work
-> goes to committee.

Slow, but a million things happening at once. Figuring out where your priorities are. One example, is the budget process. Minneapolis 2040 is another example. Recommend taking that on as an analysis. For structure, think about having ad hoc committees take on projects. E.g. analyze Minneapolis 2040.

Council’s job is the process. TEC’s job is to add a lens to the work that is happening or should be happening. E.g. could develop legislation and give it to Phillipe. Staff can help with resources – bring someone in – how to you write a resolution, ordinance...

For recommendations looking at (what committee works on) and committee is about operationalizing equity.

Next step:

Do an overview, e.g. looking at the Health department programs and initiatives. What they do.

Note: we don’t have jurisdiction over health care. We don’t have jurisdiction over over MPS,

Schools, Human Services (Hennepin County), but do have them at the table.

If not ready to give a recommendation, can have Council give a staff direction.

Zeam left around 7:58.

Phillipe – think it would be helpful to have sub-committees meeting in the 2nd week of the “cycle.”

Idea from Nuria: a comprehensive brochure of resources at the City and County for transgender and GNC people.

Nuria does an onboarding for new directors. Will look at and may revise that, and circulate that around.

When you bring ideas we (i.e. CM Cunningham) can help brainstorm....

People that have applied (e.g. talking about elders).

Nuria noted study sessions. City Services, Economic Development...

Next one is June 14 – transportation. All materials and summarize will be posted online. When posted, Jenny will send the summaries. Haven't done Police/Safety yet.

Maybe a Communications sub-committee, Public Safety sub-committee.

As a board, need to have a work plan

[Jenny made announcement – if anyone would like to be involved in planning the 5th annual Minneapolis Trans Equity Summit email Jenny. Jenny to include this in the minutes.]

[Jenny's note – invite Phillipe to speak at the Summit]

If there was a work plan template, would an ad hoc group be willing to come together? Phillipe will follow up with Jenny.

EJ moved to create a work plan design committee. All in favor.

Milin, Kate, Charlie, EJ to meet before next meeting.

The sub-committee to think about for the broader body – send me by email by this date.

Freya asked what are some things people are thinking about?

City-wide training for City employees (enterprise wide mandatory training on gender identity; and clear policy on...ask Freya)

Housing subcommittee

Recommendation – decide on your top 1-3 priorities.

Have heard

Housing

Multi-generational equity (youth and elders)

Workforce ... (can ask Phillipe)

Could be a vote/electronic survey that goes out. To select the 1-3 priorities. It narrows down the knowledge needed.

Elise would love to have a sub-committee that dives deeper into Parks and Rec.

Jenny to clarify that the next meeting is not at the Wedge Table, it is at the Wedge Co-op.

Nathalie moved to adjourn the meeting at 8:30 p.m.

Next meeting: June 14, 2018, 6:30 p.m., Community Room at the Wedge Table, Wedge Community Co-op, 2105 Lyndale Ave S, Minneapolis, MN 55405

Submit proposed and written comments about agenda items to: jenny.chayabutr@minneapolismn.gov

For reasonable accommodations or alternative formats please contact Jenny Chayabutr at 612-673-2509 or e-mail jenny.chayabutr@minneapolismn.gov. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-673-2157 or 612-673-2626. Para asistencia 612-673-2700 - Rau kev pab 612-673-2800 - Hadii aad Caawimaad u baahantahay 612-673-3500.