

Equity/Anti-Displacement Recommendations and Actions

Action Item	Suggested Metrics: How might/do we measure success?	Next steps/ milestones	What resources are needed? Existing? New?
Recommendation #1: Prevent direct and indirect displacement of current residents; develop metrics for continued assessment			
<p>Action Item 1.1: NEW INITIATIVE Consider metric to assess local tax revenue vs. local tax expenditures within Green Zones compared to other neighborhoods to assess equitable public investments</p>	<p>Intentional investments to prevent displacement by the City through its contracting and/or tax incentive efforts.</p>		
<p>Action Item 1.2: NEW INITIATIVE Define a set of principles that provide a lens for doing work within the Green Zones for all city departments. // Use Green Zone principles/framework as a lens for all City departments' work. - Developing a community benefits agreement as a means of addressing these principles and ensuring intentional investments are made in the SSGZ.</p>	<p>What/where is the accountability exploring such principles or abandoning them?</p>	<p>Community and City staff from all departments convene to develop set of principles that City can be held accountable to.</p>	<p>1) Willingness to take risks to prioritize needs of residents vs lobbying groups or people with resources 2) City Coordinator have more say/outreach over complex and integrated service delivery within Green Zone 3) Managing well-funded lobbying interests that don't represent the fundamental principles of GZ especially lobbying groups around housing</p>
<p>Action Item 1.3: NEW INITIATIVE Stabilize housing costs and foster housing stability (e.g., community land trust, rent stabilization, co-ops, homeownership, utility cost reduction, etc.)</p>		<p>Connect with Rondo Community Land Trust and City of Lakes Community Land Trust</p>	<p>Need to determine if rent control or rent stabilization is feasible. What does the path forward look like? This is a concrete measure for a core value of Green Zones.</p>

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Recommendation #2: Create EJ/Green Zones position at City of Minneapolis, liaison to community			
<p><u>Action Item 2.1:</u> NEW INITIATIVE Identify, or hire, Green Zone Ombudsperson to work as liaison between community members (residents or people who work or worship in GZ) and city staff /elected officials.</p> <p>2.1.2. Expand punitive powers of the Civil Rights Department for neglectful or abusive landlords.</p> <p><i>Note: Ombudsperson could represent both South and North Side Green Zones. [Priority is to employ someone within the GZ if possible.]</i></p>		<p>City work with community to define the role of the ombudsman that are missing from other City roles (define need and want)</p>	
<p><u>Action Item 2.2:</u> PLANNED INITIATIVE Capture the learnings from the Green Zone process to inform future work and staff</p>		<p>Write evaluation and final report for the Southside Green Zone Task Force, reflecting on lessons learned. Share this with City staff and City Council. Incorporate community and Task Force lessons learned (in their own words)</p>	

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Recommendation #3: Solutions should be community-driven and community-owned, as possible			
<p><u>Action Item 3.1:</u> NEW INITIATIVE City will identify a process to better respond to complex challenges within the Green Zones by giving City staff authority to make changes to City process through a pilot program.</p>	<p>Identifying metrics that show people who are (or were) most impacted by the harm and injustices of under investments will be positively impacted by the community-driven solutions the City implements.</p>	<p>Develop process in line with Green Zones principles (see 1.2, above)</p>	<p>City Coordinator should have control/ leverage over multiple departments to address complex issues to service delivery in the Green Zones.</p>
<p><u>Action Item 3.2:</u> NEW INITIATIVE City should engage community prior to decision making within Green Zones whenever possible – allow for community decision-making whenever possible</p> <p>3.2.1: NEW INITIATIVE The City will create a community steering team made up of residents, including renters, low-income, immigrant/refugee and youth, (who will be paid for their time on this team) to engage prior to considering any decisions that may negatively impact Green Zones goals.</p> <p>3.2.1.1. Create a community steering committee to review landlord tenant disputes.</p> <p>3.2.2 NEW INITIATIVE Develop a process that is founded in decolonization practices - Offered as further explanation/definition:</p>	<p>City adapts policies to address complex issues within SSGZ agreed to by community steering team.</p>	<p>Define what are those practices of decolonization? Who/where are they determined?</p>	<p>Commitment to partner with community in the development and implementation of all Green Zone Action Items</p> <p>Commitment to consult community on sale of land for particular forms of large development to ensure that affordable housing remains a priority.</p>

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<p>The City of Minneapolis will acknowledge its history of intentional under investments in the SSGZ, and make a commitment to make targeted, coordinated intentional investments in SSGZ, and the people most impacted by these past actions.</p>			
<p><u>Action Item 3.3: NEW INITIATIVE</u> City should partner with organizations that work on housing and food holistically, particularly smaller organizations and local individuals.</p>	<p>There will be long-term affordable & sustainable housing in SSGZ.</p>		<p>Create a LOGIC model or comparable planning document with partner then make those available online.</p> <p>Service delivery partnership. Find ways to contract that don't limit small organizations from participating (paying after service is complete causes problems for cashflow).</p>
<p>Recommendation #4. Advance workforce development for local residents and businesses in the Green Zones through implementing Action Items</p>			
<p>Action Item 4.1 NEW/ACTIVE INITIATIVE Promote local I.P.O.C hiring Discussion: 4.1 should be tied into City hiring (recruiting) and promotion practices. Don't just rely on local businesses to provide/hire for local jobs. 4.1.1 Connect employers with workers through geographic specific job bank/ website 4.1.2 NEW INITIATIVE Require Zip code based contracting to utilize local business</p>	<p>Residents hired in 2-5 mile radius</p> <p>Green Zone solar projects installed by people from the Green Zone [Note: Can include in RFP criteria (bonus points or requirements)]</p> <p>Energy efficiency engagement conducted by</p>	<p>Identify policies and incentives to encourage internal and private hiring of local I.P.O.C.</p>	<p>Commit to change job requirements to be more inclusive of those that have historically had less access to educational resources. Count different types of experience to counter paper application discrimination.</p> <p>Incentives for local hires, (once hired) from moving out of GZ area.</p> <p>Staff time to capture information about the existing and potential skills and resources in the community, and the existing and</p>

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<p><i>Note: The federal government does not allow any locality to use local preference on projects that depend on federal dollars for their funding. That limits the use of local preference, but it hasn't made much difference except in the field of transportation, where many roads and bridges are partially funded by the feds. Most other procurement dollars spent by cities and states do not have a federal component.</i></p>	<p>people from the Green Zone [Note: Minneapolis will be releasing engagement RFA and small business pilot with community based organizations]</p> <p>Any job (provided by the City or via City through contracts) include metrics that meet these requirements</p>		<p>upcoming jobs that are available from local employers. Find a way to put this information out so that it can inform hiring, training and strategic business decisions on both sides.</p>
<p>Action Item 4.2 NEW/ACTIVE INITIATIVE Reduce unnecessary background checks 4.2.1 NEW INITIATIVE Prevent employers from using credit scores to determine employability 4.2.2 or 4.4 NEW INITIATIVE Establish green job training program for people who have been formerly incarcerated</p>			<p>Minneapolis Workforce Development staff working with Twin Cities Rise! on an exciting project, called the MN Employer Fair Chance Hiring Toolkit. This new resource provides strategic guidance and practical tools to employers, with the goal of eliminating barriers to employment. The Toolkit launches 4.26.18.</p>
<p>Action Item 4.3 NEW/ACTIVE INITIATIVE Increase business ownership and jobs for people of color 4.3.1 NEW/ACTIVE INITIATIVE Increase community wealth building and independence by fostering the creation of co-ops and community owned businesses</p>	<p>Less heavy industry in community of color (change zoning to light production, processing, e.g., bike shop, distillery, etc.)</p> <p>When removing heavy industry jobs, make sure job</p>	<p>Consult Nexus and other organizations who are doing this work to discuss what barriers exist</p>	

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	opportunities are available + job readiness is prioritized for those in “heavy industry jobs”		
<p>Action Item 4.4 NEW/ACTIVE INITIATIVE Increase training and certification programs for living wage green jobs that offer skill development and career advancement opportunities.</p> <p>4.4.1 Solar installer training 4.4.2 Energy efficiency training audits and commissioning 4.4.3 Expand opportunities for training in weatherization 4.4.4 Green jobs developed out of SGZ initiative include training/ certification to provide jobs to new workers (rather than movement between already active workforce as a means of preventing displacement)</p>	<p>4.4.3 Survey what homes are in need of weatherizing. Prioritize low income families.</p>	<p>4.4.1 Minneapolis developing study of solar job pathways and potential (scope being developed by Energy Vision Advisory Committee of the Clean Energy Partnership) (Laura Dorley, CM Fletcher)</p> <p>4.4.2 Center for Energy and Environment will be releasing job gap study summer 2018 on energy efficiency (Elena Foshay)</p>	<p>4.4 Identify in-demand certifications and work collaboratively with developers/investors not only to locate local contractors, but also to develop their workforce locally, as jobs are created. A number of solar workforce certifications exist. Perhaps explore registered apprenticeship for technical careers (grants available through MN DEED). Century College has recently been partnering with local employment service agencies to provide training in renewables to Minneapolis residents.</p> <p>4.4.1 How can the City support solar fields established in public spaces which provide green jobs ot community? Can the City’s Franchise Fee funds support this?</p> <p>4.4 How can mentoring be tied into green job training</p>

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Action Item 4.5 NEW/ACTIVE INITIATIVE Community-owned clean energy projects that incorporate job training opportunities	Highest rate of solar production in Green Zone	Identify opportunities for clean energy programs (e.g., blueprint for 100% renewable electricity) and ensure that all projects incorporate job training opportunities for local I.P.O.C.	
Recommendation #5. Increase climate resiliency, prioritizing vulnerable and overburdened communities.			
5.1: ACTIVE INITIATIVE Tree canopy/ shading at bus stops on main streets. Ecosystem and green infrastructure benefits		Continue to work with community organizations and leaders on culturally aware/ competent climate preparedness. Identify opportunities to expand work and include more partners.	
Recommendation #6. Existing environment (tree canopy, garden programs, parks, bike paths, etc.) and energy incentive programs should prioritize Green Zones.			
6.1 ACTIVE INITIATIVE New City Church fruit tree program and backyard farms (with neighbors throughout zone) 6.2: NEW INITIATIVE Dania Hall – vacant lot on Cedar Ave (opportunity for greening and community space)		Ensure City programs and initiatives are targeted/ piloted in the Green Zones to increase opportunities and investment here first. Work with community partners to ensure unintended consequences are addressed.	6.2: What is history of redevelopment? RFP in 2010. 6.3 Looking for community based organizations and neighborhood associations willing to accept, transport and plant the trees 6.5 Specific planning opportunity?

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<p>6.3: NEW/ACTIVE INITIATIVE City tree program will have 100 free trees in Green Zones in 2018</p> <p>6.4: NEW/ACTIVE INITIATIVE Lake St light rail station – integrate into development</p> <p>6.5: PLANNED INITIATIVE Xcel Energy time-of-use rate pilot</p> <p>6.6: NEW INITIATIVE Fire station gardens</p> <p>6.7: NEW INITIATIVE Bike boulevard through Green Zone area – along 10th Ave (north-south) etc.</p>			<p>When does it start? How do you sign up? Who benefits?</p> <p>MN Green is a plant redistribution program: MNHS saves plants that growers, garden centers, individuals and groups cannot sell. Then we donate them to community gardens and green spaces.</p>