

**Racial Equity Community Advisory Committee  
Meeting Minutes**

July 17<sup>th</sup>, 2019 – 6:00PM

Minneapolis City Hall 350 S 5<sup>th</sup> Street Minneapolis 55415 MN

**Board/Commission Members:** Board/Commission Members: Noel Gordon, Kameron Lindsey, Samantha Pree-Stinson, C Terrence Andersen, Kate Redden, Adedotun Salami, Elizabeth Adams, Qannani Omar (Quorum 6)

**Absent:** Aaron Hill, Josie Shardlow, Joo Hee Pomplun

**Staff:** Joy Marsh Stephens, Melanie Plucinski, 612-673-3828

**Call to Order**

Chair Kameron Lindsey called the meeting to order at 6:08

**Adoption of the Agenda**

Chair motioned to adopt agenda as written, agenda has been approved and adopted as written

**Acceptance of Minutes for June 2019**

Chair motioned to accept meeting minutes as written, motion carried. Member noted that there are outstanding meeting minutes for past months that need to be brought forward to the Committee for approval. Outstanding minutes will be sent to members via email prior to next meeting.

**Announcements**

1. There is a vacancy in Ward 12 as well as the Park Board and School Board.
2. Friday starts Black Business Week with many events and CVP Jenkins will be hosting office hours "Afternoons with Andrea". Tuesday there is an event on Workforce strategies at Sabathani 5:30 – 8:30, Davis Center 8:30 and Wednesday there is a networking event at the Gold Room from 5:00 – 7:00. Saturday artist event at Flow.

**Consent**

3. Lisa Tabor, Culture Brokers, S+REAP
  - Strategic Needs for the three external policy priorities will be presented to be approved by City Council next week with the CoW on July 25th. The most up to date MOUs were shared with RECAC members.
    - For new members, Lisa gave a brief overview of the SREAP.
      - Metrics of Urgency/Vital Few process was described
  - Review of strategic needs for external policy priority areas
    - Housing – Involuntary displacement vs evictions was explained. The City is in a unique position to build better relationships with landlords. There is opportunity to help landlords be good landlords, there are many other organizations that work on tenants' rights, this is what the City has authority to impact in relation to the SREAP.
      - Member notes that the solutions are targeting low-hanging fruit and there are other things that could be more impactful.

- The City could commit to open up access to doing work and making things happen. Community organizations have the power to influence, but lack capital.
    - Cultural Districts are working on housing co-ops and funding for those efforts
    - Agreement that this strategy doesn't represent everything that the City is doing related to this policy area.
  - Public Safety – Review of strategic need, solutions around having some funds to start to put money back into the pool of youth violence prevention.
  - Economic Development – Focused on businesses that interact with the City or the City's products.
- Member discussion:
  - With the SREAP operational priority of Workforce, there is need to target diversifying workforce at the departmental leadership level, not just workforce in general
  - It is within the realm of RECAC work to write a letter with recommendations
  - A member or members should assume responsibility to meet with Council members and leaders to influence accountability
  - This is not just submitting a letter, but in-person conversations
  - It is positive that the elements of this plan were constructed by folks who are impacted by racial inequity (MOU sessions, community engagement)
  - Diversity is practiced in two ways, people who want to do things the way we have always done and people who want to bring full intention to the work
- RECAC members would like to make a statement on implementation as far as whether BIPOC staff are doing the work, and are at the decision-making tables
  - RECAC will establish a process for making recommendations, so that the RECAC is following this same process every time
    - On the budget recommendation work members used a google doc

## Reports

4. 30% Spend Diversity Resolution, Presentation by Velma Korbel, Director of Civil Rights
  - Two years prior to starting work on the SREAP the City started a Diversity in Spending work group, specifically focusing on BIPOC businesses and women-owned businesses
  - This resolution is a starting point that takes action on this priority area. The data the City has is not perfect, this is resolution is an actionable starting point to making positive progress.
    - Data shows that there is a 26.3% pool of vendors to pull from
    - In the City there is a minority owned business goal and a woman owned business goal
    - The SREAP economic inclusion work focuses on growing and sustaining BIPOC businesses
      - The resolution is action on this policy priority
    - Resolution will be presented to the Council on the 25<sup>th</sup>, along with SREAP external policy priorities

## Business from the Previous Meeting / Discussion

5. Capacity Building
  - Staff presented capacity building opportunity and Kente Circle proposal document.
    - Member requested to add the goal: Support Council Members to decide about who is filling RECAC seats for Wards.

- If there are open seats, RECAC members have recommendations of who could fill the seat that knows and understands racial equity work
  - There is value in seating someone who does work outside of race equity, there is beauty in working and collaborating with people who bring diverse perspectives
- Civil Rights commission has subcommittees, it may be helpful for the RECAC to see what processes these groups have and go through in order to make recommendations
  - Staff to consider talking to administrators for those groups and bringing some of their processes to RECAC
  - Workforce advisory had a paid facilitator for their first year

#### **New Business**

#### **Unfinished Business**

#### **6. Tracking legislation**

- Member motioned to table until next meeting as item on the agenda to give context to new members and to the discussion on the budget, motion carried

#### **Additions to the agenda**

#### **Adjournment**

Chair Kameron Lindsey motioned to adjourn, 7: 45, motion carried

#### **Next Meeting: August 21st, 2019**

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