

Racial Equity

Kevin Frazell, ICMA-CM
League of Minnesota Cities



ICMA 2016 | SEPT 25-28

KANSAS CITY

102nd ANNUAL CONFERENCE

Who am I?

- Why Am I Here?
- What will I accomplish?
- What can you glean from listening to me?

LOCAL

Minnesota ranked No. 1 in national poll for well-being of children

Decline in substance abuse, child deaths propel Minnesota to the top in a national poll

By Jeremy Olson Star Tribune



Minnesota ranked the top 10.

CITY PAGES

News Music Food & Drink Arts & Leisure Calendar Movies Best Of Promotions

Minnesota Has the Worst Financial Racial Inequality in America, According to Study

Wednesday, February 4, 2015 by Ben Johnson in **News**



advertisement

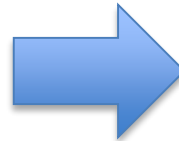
HAPPENING TODAY

MAEP: AUSTIN SWEARENGIN

Sep 14th All Day at **Minneapolis Institute of Art**



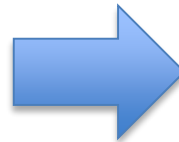
Jamar Clark | November 15, 2015



4th Precinct | Minneapolis, MN



Philando Castile | July 6, 2016



Governor's Mansion | St. Paul, MN

Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...



Csi CENTER FOR SOCIAL INCLUSION

ADVANCING RACIAL EQUITY: THE ROLE OF GOVERNMENT

The Government Alliance on Race and Equity (GARE), a joint project of CSI and Haas Institute for a Fair & Inclusive Society, will be hosting "Advancing Racial Equity: the Role of Government," a day-long convening on November 10th immediately before this year's Facing Race conference in Atlanta, Georgia.



[Register for the convening today >](#)

- CONVENING - ADVANCING RACIAL EQUITY
- CSI AT FACING RACE
- TALKING ABOUT RACE
- ENERGY DEMOCRACY FOR ALL
- OUR STORY
- ABOUT US

DONATE

Make a donation

- \$ 25
- \$ 50
- \$ 75
- \$ 100
- Other

PUBLICATIONS

ENERGY DEMOCRACY: CO-OP POWER – A PROFILE IN COOPERATIVE OWNERSHIP

In this profile, we feature Co-op Power, founded in 2004 as a multi-race, multi-class, consumer-owned energy cooperative that promotes

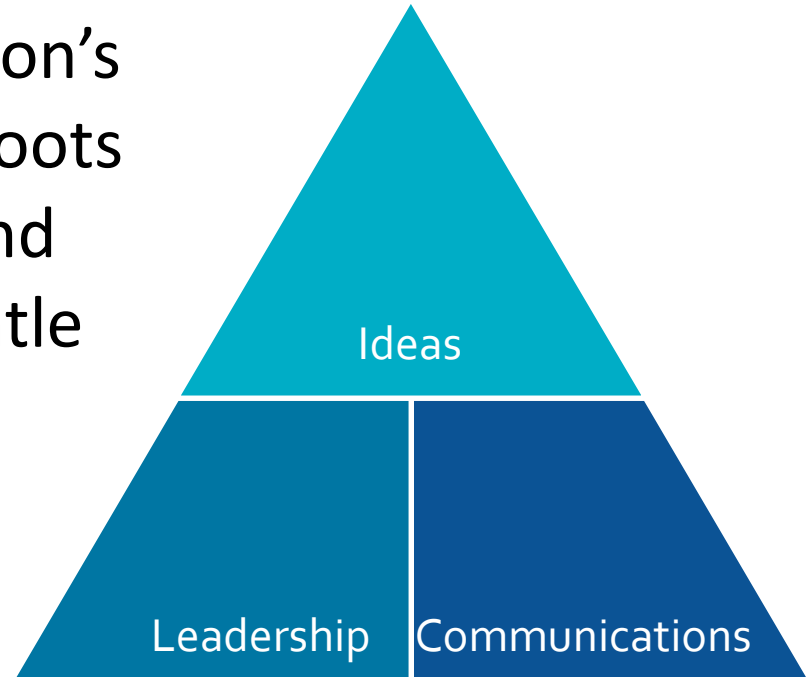
LATEST TWEETS

15 years after 9/11 we reflect on @theCSI founding in the aftermath of that day. Read on [#15YearsLater #Solidarity](#) <https://t.co/dLzBfo3l9Q> 10:16:58 PM September 13, 2016

How can local gov drive [#racialequity](#)? Join [#GARE](#) on Nov 10 <https://t.co/Gjmw9fBIOP> <https://t.co/CgGh4X3XCt> 03:28:27 PM September 13, 2016

Center for Social Inclusion

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity.



SOLUTIONS THAT WORK FOR EVERYONE



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY

[SUBSCRIBE TO OUR NEWSLETTER](#)

[HOME](#)

[ABOUT](#)

[OUR APPROACH](#)

[TOOLS & RESOURCES](#)

[EVENTS & TRAININGS](#)

[BLOG](#)

[GET INVOLVED](#)



NETWORKS

We support and build local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Government Alliance on Race and Equity – (GARE)

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Supporting jurisdictions at the forefront
- ✓ Expanding jurisdictions – in 30 states and over 100 cities – all levels of government
- ✓ Providing tools and resources to put theory into action

Individual racism:

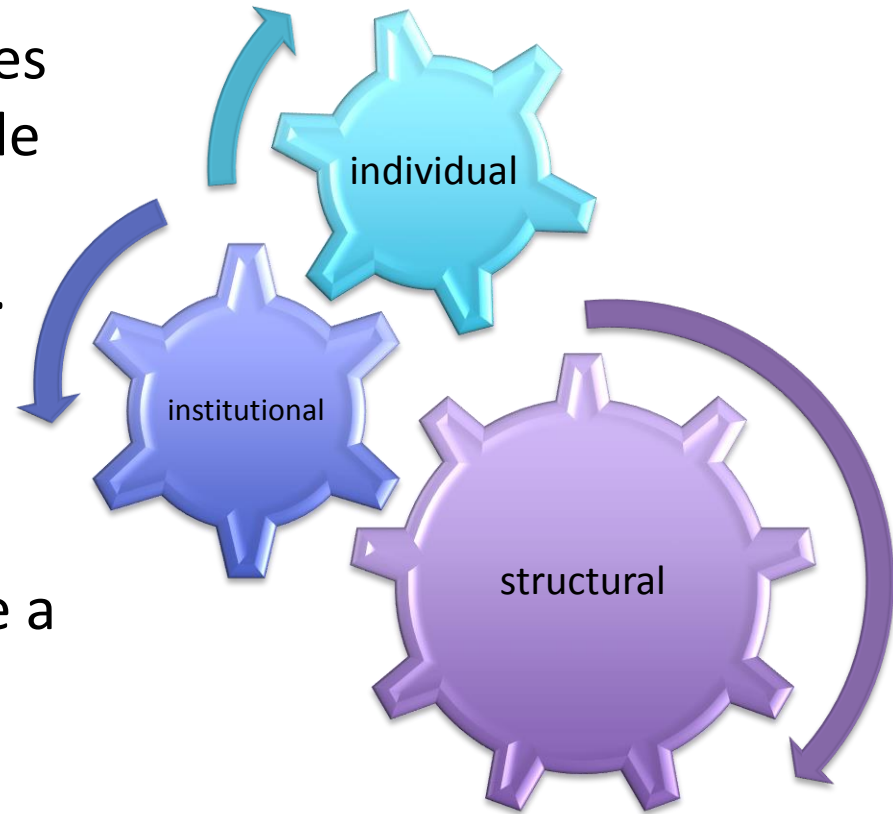
- Pre-judgment, bias, or discrimination by an individual based on race.

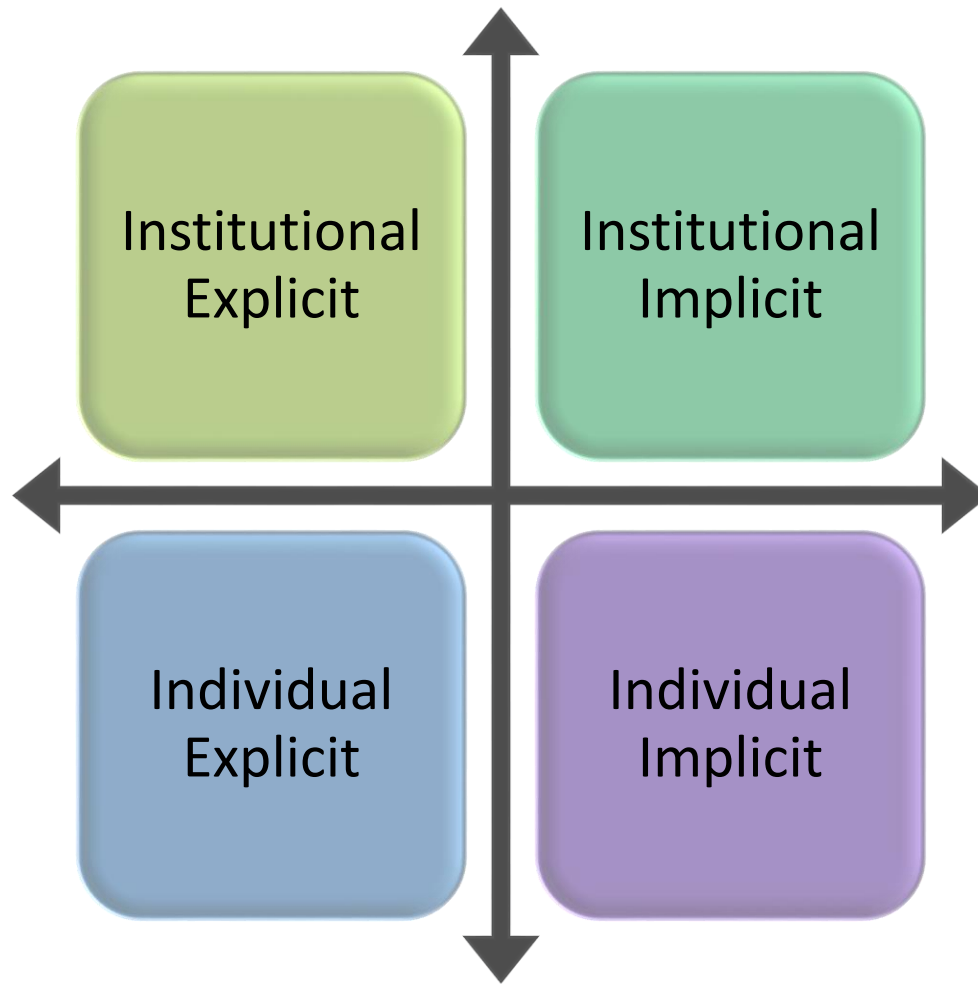
Institutional racism:

- Policies, practices and procedures that work better for white people than for people of color, often unintentionally or inadvertently.

Structural racism:

- A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.





Institutional / Explicit

Policies which explicitly discriminate against a group.

Example:

Police department refusing to hire people of color.

Institutional / Implicit

Policies that negatively impact one group unintentionally.

Example:

Police department focusing on street-level drug arrests.

Individual / Explicit

Prejudice in action – discrimination.

Example:

Police officer calling someone an ethnic slur while arresting them.

Individual / Implicit

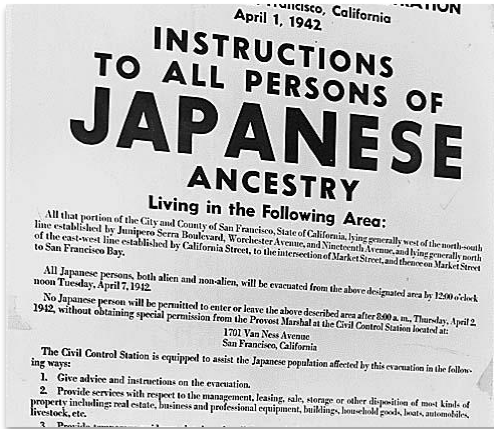
Unconscious attitudes and beliefs.

Example:

Police officer calling for back-up more often when stopping a person of color.

History of government and race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

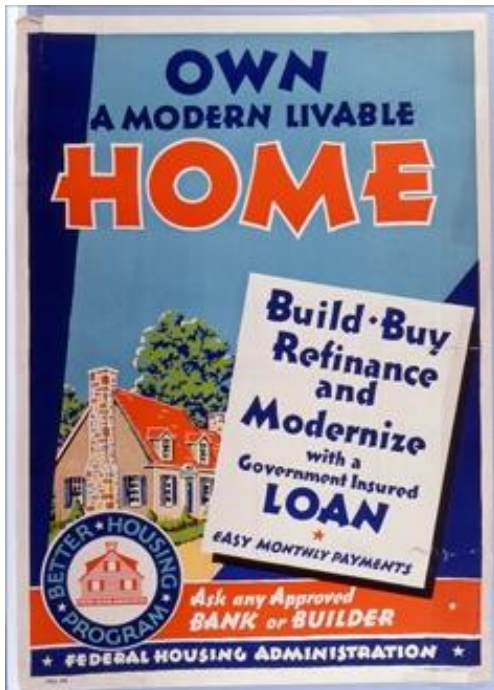
Government for racial equity



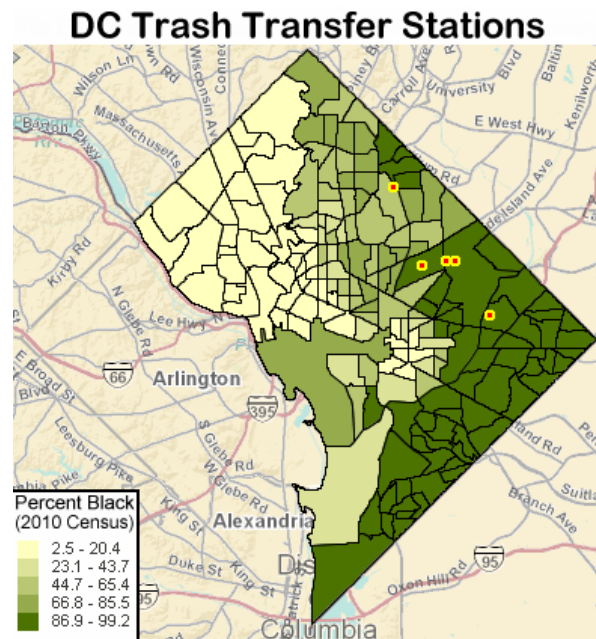
Proactive policies, practices and procedures that advance racial equity.

Race in governmental policies

Federal Housing Administration



Location of city facilities



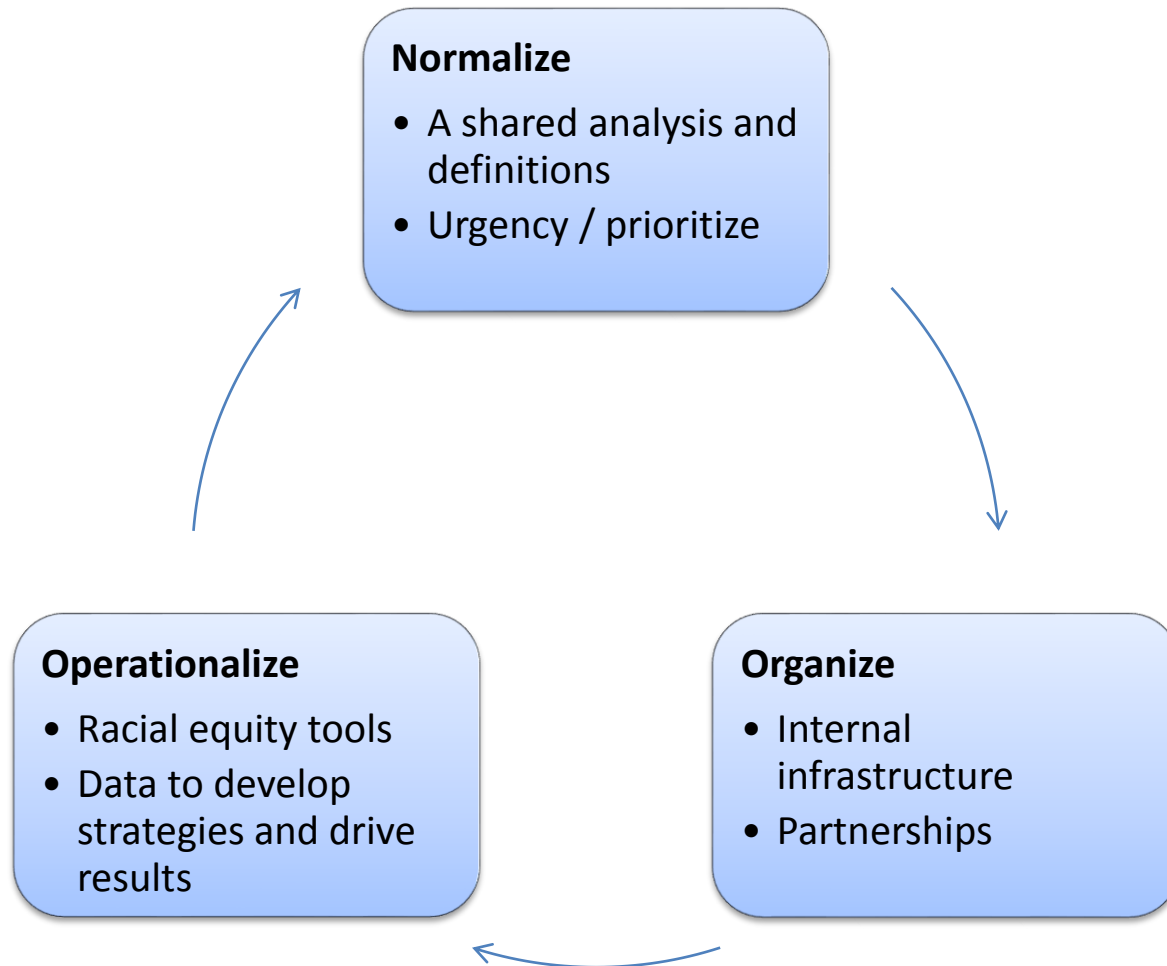
Streetlighting



Racial equity means:

- “Closing the gaps” so that race does not predict one’s success, while also **improving outcomes for all**
- To do so, have to:
 - ✓ Target strategies to focus improvements for those worse off
 - ✓ Move beyond “services” and focus on changing policies, institutions and structures

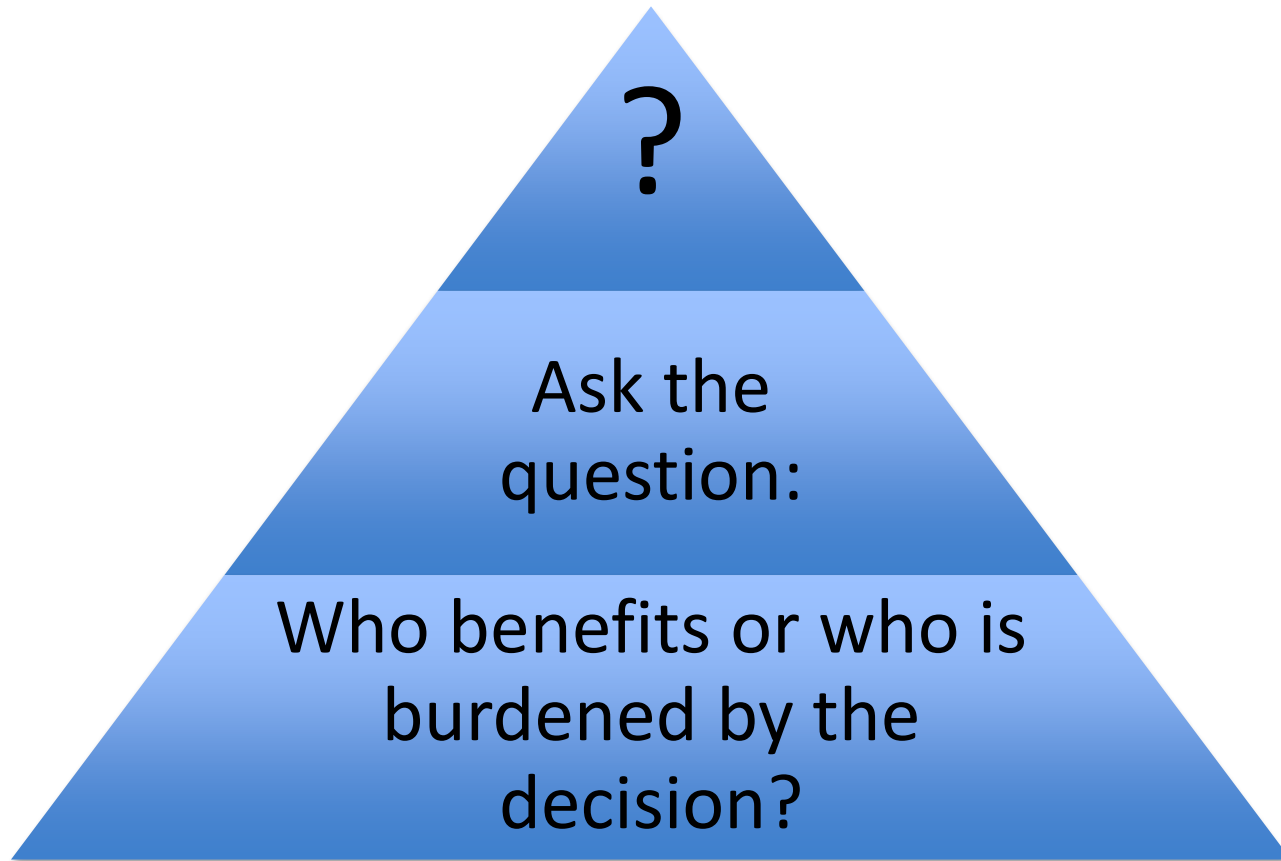
National best practice



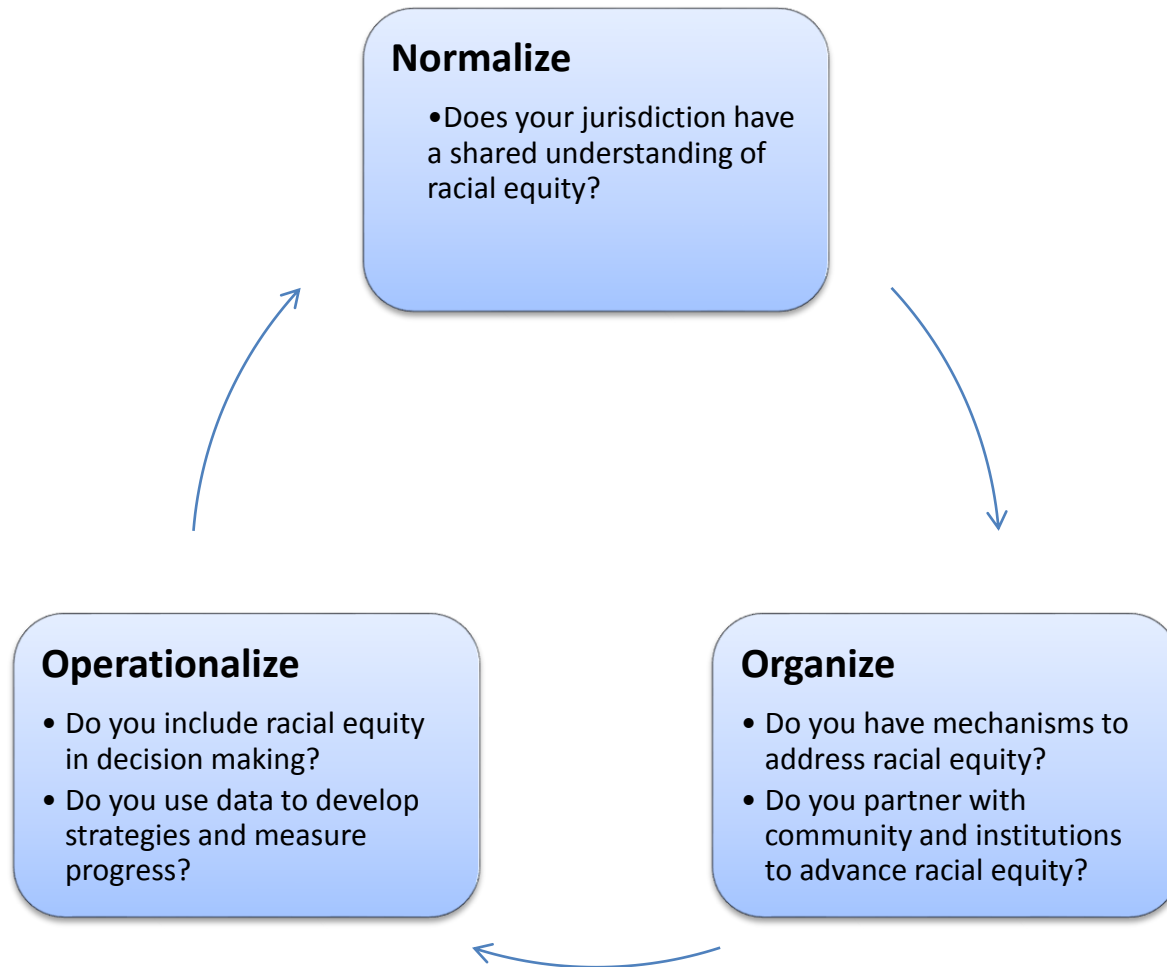
What is a Racial Equity Tool process?



What if I don't have enough time?



Assessing our organization



Participating Local Jurisdictions

- Minneapolis
- Minneapolis Parks Board
- Brooklyn Center
- Brooklyn Park
- Maplewood
- Woodbury
- Hopkins
- Bloomington
- St. Louis Park
- Duluth
- Red Wing
- Mankato
- Ramsey County

Sample Race Equity Action Plan – Brooklyn Park



City of Brooklyn Park: Our Racial Equity Narrative

Eliminating the racial inequities in our community will help us achieve our mission: Brooklyn Park, a thriving community, inspiring pride, where opportunities exist for all. City leaders and staff hold the responsibility and opportunity of creating an equitable, inclusive democracy that provides positive outcomes for everyone. Proactively addressing racial inequities will increase our tax base, create more effective systems that benefit all community members, and improve trust with communities of color. Because our demographics today sit where most other local jurisdictions will be in 2040, we lead this work for the region. Ultimately, if we do not talk about race, we leave over half of our residents behind and behave counter to our mission.

The number of people of color in Brooklyn Park increased rapidly over a 20 year period, from 10 percent in 1990 to over 50 percent today, including 20% foreign-born. One in four of our residents speak a language other than English. A \$70,000 difference in average household income exists between the north and south of the City. People of color in our community are often disconnected from opportunities, as evidenced by the Met Council –identified racially concentrated area of poverty in the Zane Ave corridor. In many ways, our development pattern splits us into two cities, but we commit to tapping into the undiscovered assets of all Brooklyn Park residents and ensuring a united Brooklyn Park.

Although we recognize a growing need for attention to race in our community, systems change slowly. While 47% of our commissioners identify as people of color, all seven of our City Council members are white. Therefore, giving power to people of color in policy making remains a challenge. Staff of color increased from 4.6% in 2009 to 12% in 2016 (seasonal employees are not included in those numbers). However, our workforce make up needs to evolve further to reflect the community we serve.

As an innovative city that does not shy away from challenges, we continue to make great strides in Brooklyn Park. Our crime rate sits at a thirty year low, new businesses continue to invest here, housing construction remains strong, and planned improvements move forward, including trail connections and light rail transit. We share the responsibility of ensuring all residents benefit equitably from the high quality of life we offer. Our current unique position will allow us to build upon our new, supportive staff leadership, community relationships, and diversifying workforce. By analyzing our policies and practices to make small and large changes, we can transform our organization and community into places where opportunities truly exist for all. This work must start immediately as the decisions we make now will have great impacts in the future.

The Brooklyn Park Advancing Racial Equity cohort team includes: Wokie Freeman (Admin), Lidiya Girma (Admin-Community Engagement), Erik Hansen (Community Development), Josie Shardlow (Admin-Community Engagement), Beth Toal (Admin- Human Resources), Paula Van Avery (Police) and Paul Vang (Recreation and Parks)

City of Brooklyn Park *Working* Racial Equity Plan

Action	Persons responsible	Timeline	Performance measure	Progress report
1) Building consciousness, commitment and capacity of senior leadership at the City				
Create an awareness of racial equity issues and their importance.	ARE Team (all)	Starting Sept	<ul style="list-style-type: none"> Managers openly declare commitment to racial equity to their department staff. Managers encourage staff to openly have conversations about race and racial equity. Senior Management Team begins to have conversations about racial equity with City Council 	Senior leadership (managers and some supervisors) have completed the org. assessment and have had conversations about it.
Develop shared meaning and terminology/concepts (basic understanding).	Lidiya and Beth	Before Oct 3		Community Development had a facilitated conversation around racial equity and will be continuing the dialogue with more opportunities for trainings.
Continue to send leadership staff to Beyond Diversity trainings.	Josie	Starting Sept		108 sworn officers participated in Cultural Awareness, Communication, and Conflict Resolution for Law Enforcement training
Develop written commitment to improve racial disparities in the City of BP.	Done	-		Most of SMT has attended Beyond Diversity training.
Train managers/supervisors in Foundations of intercultural competence (half day workshop)	Wokie	Nov 10		One of the goals in the BP2025 draft community plan includes language about racial equity.
Focused conversation on short video at September managers meeting and update them on racial equity statement and plan.	Josie/Wokie	Sept 8		

Action	Persons responsible	Timeline	Performance measure	Progress report
2) Developing racial equity resources				
Network with other jurisdictions around how they developed a shared commitment around racial equity.	ARE Team (all) to develop post-cohort plan	By January	<ul style="list-style-type: none"> Staff uses the resources provided and upload/share additional resources. Staff become IDI certified and share learnings with staff. 	<p>We have a shared "Racial Equity" folder that we can continue to fill with resources and encourage staff to use.</p> <p>Beth and Wokie are registered for the IDI training in Mpls in October.</p>
Create a shared folder filled with resources that provide terminology, concepts, facts (national and regional) and illustrations that help to explain what racial equity looks like.	Josie to clean up, Mary to ask people to add/use. All Team members to add resources.	Start in Sept and continue		
Train two staff in Intercultural Development Inventory so they can serve as a resource to staff teams.	Beth and Wokie	October		
Action	Persons responsible	Timeline	Performance measure	Progress report
3) Providing increased opportunities for racial equity trainings for staff (opt-in opportunities)				
Develop internal trainings i.e. lunch and learn Put together a series of short films on racial equity with discussions	Erik and Beth (Josie if needed)	First one in December	An increased number of staff attend racial equity trainings.	50+ staff have attended the Beyond Diversity training offered by the Osseo Area Schools District.
Continue to promote and encourage attendance at Beyond Diversity Training	Josie	School year 2016-2017		
Put together workshops with outside consultants/trainers (profession specific trainings)	Wokie Paula to look into police-specific	Nov. 10 th with managers/supervisors		

Action	Persons responsible	Timeline	Performance measure	Progress report
4) Develop effective communications campaign to create consciousness and commitment from all City staff				
Illustrate the benefits of achieving racial equity to staff (socioeconomic/tangible benefits). Use fun ways to ease staff into thinking about how racial equity applies to their work.	Wokie and Mary (ARE team as resources)	Start in September or October (ongoing)	<ul style="list-style-type: none"> There is an increased awareness among staff of the City's commitment to racial equity. Column in Full Moon with racial equity concepts. 	Have included some racial equity concepts and links to resources in the Full Moon in recent months.
Action	Persons responsible	Timeline	Performance measure	Progress report
5) Creating safe spaces within the City for cross-departmental staff conversations about racial equity				
Establish a reoccurring conversation around racial equity at the City	Wokie to invite staff to host a conversation on a topic	September	<ul style="list-style-type: none"> Leadership encourages staff to take part in conversations around racial equity. Leadership attends racial equity conversations as participants and not just observers. 	We had our first informal conversation around racial equity headed by leadership around the recent cop related shootings. Staff has indicated a need for more conversations like this moving forward.
Leadership helps to create safe spaces for open and re-occurring dialogue.	Included in conversations with SMT, communications plan, and Mgrs/Spvrs training	Ongoing starting September		Community Development team did a follow up conversation on Beyond Diversity in August 2016 and will continue these conversations as it's one of their strategic priorities for their dept.

Action	Persons responsible	Timeline	Performance measure	Progress report
6) Integrating racial equity into policies, procedures and practices				
Incorporate racial equity component into Wellness Program.	Teresa/Beth	When Wellness gets revamped	<ul style="list-style-type: none"> Harassment trainings include a racial equity component. Orientation video includes racial equity component. Racial equity is openly discussed in decision making processes. Communities of color have more opportunities to be a part of decision making at the City. Accountability measures are put in place to make sure policies, plans, practices and procedures are equitable for the community. 	<p>Code Enforcement staff have revamped their outreach materials to make language more accessible. They have shifted their procedures to be more proactive in dealing with code violations (more leniency and educating residents about codes while giving less power to complainants).</p> <p>Rec and Park is looking into the pay structure for their community gardens with an equity lens.</p> <p>Community Engagement Planning Guide that will help departments think through engagement processes uses racial equity lens.</p>
Use portion of harassment training to focus on racial equity basics.	Beth and Lidiya	Trainings start in October		
Imbed racial equity into City training for new employees.	Beth/Mary helping with video	2017 – completed by the time seasonal hires start		
Use racial equity lens in developing all City plans, policies, procedures and engagement processes.	ARE team and allies to help all staff	Ongoing		
Create accountability measures for staff: Integrate expectations for racially equitable work into performance reviews	Beth	When performance management system gets updated		
Community Indicators				
<ul style="list-style-type: none"> Percent of the community that is aware of the City's commitment to racial equity (and is able to hold the City accountable) Percent of population who believe advancing racial equity should be a priority of government Percent of population who understand the jurisdiction's commitment to racial equity 				

Questions/Comments?





ICMA 2016 | SEPT 25-28

KANSAS CITY

102nd ANNUAL CONFERENCE

