

Thursday, November 9, 2023  
6:00 P.M.

Brooklyn Park City Hall – Meeting Room A203  
5200 85<sup>th</sup> Avenue North

## COMMUNITY LONG-RANGE IMPROVEMENT COMMISSION (CLIC)

CLIC Officers: Brenda Reeves, Chair, Tekoa Cochran, Vice Chair  
CLIC Members: Andrea Boyle, Nicholas Campbell, Patrick Chittester, Etta Gbeizon-Bornor, Mary Hoogheem, Cindy Johnson, Shelley Marbut, Edna McKenzie, Amy Nop, Beauty Ojo, Umebe Onyejekwe, John Pharr, John Schaefer

City: CLIC Council Liaison Christian Eriksen and CLIC Staff Liaison Mitch Robinson

If you need these materials in an alternative format or need reasonable accommodations for a Community Long-range Improvement Commission meeting, please provide the City with 72-hours' notice by calling 763-424-8000 or emailing Josie Shardlow at [josie.shardlow@brooklynpark.org](mailto:josie.shardlow@brooklynpark.org). Si usted necesita esta información en español, llame al 763-424-8000 y solicite un intérprete; Yog xav tau kev pab, 763-424-8000.

***Our Vision: Brooklyn Park, a thriving community inspiring pride where opportunities exist for all***

- I. ORGANIZATIONAL BUSINESS
  - 1. CALL TO ORDER/ROLL CALL
  - 2. APPROVAL OF AGENDA
- II. CLIC STATUTORY BUSINESS
  - 3. CONSENT
    - 3.1** Consider Approving CLIC October 12, 2023 Draft Minutes
    - 3.1A** CLIC October 12, 2023 Draft Minutes
  - 4. GENERAL AGENDA ITEMS
    - 4.1** Racial Equity Principles
      - 4.1A** Race Forward Principles
      - 4.1B** Workshop Worksheet
      - 4.1C** Racial Equity Principle Examples
    - 4.2** Sub-Committee Discussion
  - 5. STANDING ITEMS
    - 5.1 Community Engagement
    - 5.2 Future Planning
  - 6. VERBAL REPORTS AND ANNOUNCEMENTS
    - 6.1 City Council Report: Council Member Christian Eriksen
    - 6.2 Staff Liaison Update: Mitch Robinson
    - 6.3 Open Discussion
  - 7. ADJOURNMENT
    - 7.1 Adjournment

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**DRAFT**  
**MEETING OF THE COMMUNITY LONG-RANGE IMPROVEMENT COMMISSION (CLIC)**  
**City of Brooklyn Park**  
**October 12, 2023, CLIC Meeting Minutes**

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**I. ORGANIZATIONAL BUSINESS**

- 1. CALL TO ORDER:** Vice Chair Tekoa Cochran called the meeting to order at 6:03 p.m.

**ROLL CALL PRESENT:** Brenda Reeves, Chair

**PRESENT:** Andrea Boyle, Patrick Chittester, Tekoa Cochran, Etta Gbeizon-Bornor, Mary Hoogheem, Cindy Johnson, Shelley Marbut, Amy Nop, Beauty Ojo, Umebe Onyejekwe, John Pharr, John Schaefer

**City Staff and Council Present:** Staff Liaison Mitch Robinson, Council Liaison Christian Eriksen

BAC Staff Liaison Dolly Lee, Dan Ruiz (Public Works Director), Brad Tullberg (Rec and Parks Director)

**EXCUSED:** Nicholas Campbell

**ABSENT:** Edna McKenzie

Roll Call established a quorum did exist.

- 2. APPROVAL AGENDA**

2.1 MOTION COCHRAN, MOVE TO APPROVE OCTOBER 12, 2023, AGENDA, SECOND PHARR, MOTION PASSED UNANIMOUSLY

**II. CLIC STATUTORY BUSINESS**

- 3. CONSENT**

3.1 MOTION COCHRAN, SECOND PHARR TO APPROVE SEPTEMBER 14, 2023, MINUTES. MOTION PASSED UNANIMOUSLY APPROVING THE SEPTEMBER 14, 2023, MEETING MINUTES

- 4. GENERAL AGENDA ITEMS**

4.1 Capital Equipment Plan (CEP)/Capital Improvement Plan (CIP) Overview

Dan Ruiz and Brad Tullberg presented and answered questions regarding the 2024-2028 CEP/CIP

4.2 Sub-Committee Discussion

Mobility – Nicholas, Shelley, Edna

- No update

Housing – Tekoa, Cindy, Beauty, Brenda

- Continue researching other cities
- Meeting with City staff on 10/16/23 to discuss establishing a Housing Commission

Friendly and Safe City for All Ages – Mary, Etta, Umebe, Tekoa, Andrea

- Reached out Brooklyn Bridge Alliance for Youth
- Met with residents doing work with the youth

## **5. STANDING ITEMS**

### 5.1 Community Engagement

- No Update

### 5.2 Future Planning

- No update

## **6. VERBAL REPORTS AND ANNOUNCEMENTS**

### 6.1 City Council Report: Council Member Christian Eriksen

- Development moratorium ends in November
  - Council looking to decrease tax dependency on single family homes

### 6.2 Staff Liaison Update by Mitch Robinson

- Racial equity principles for November

### 6.3 Open Discussion

## **7. ADJOURNMENT**

### 7.1 Adjournment

MOTION COCHRAN, SECOND GBEIZON-BORNOR . MOTION PASSED UNANIMOUSLY

Meeting ended at 7:56 p.m.

Respectfully Submitted,  
Mitch Robinson

# City of Brooklyn Park Community Long-Range Improvement Commission

Agenda Item:	4.1	Meeting Date:	November 9, 2023
Agenda Section:	GENERAL AGENDA ITEMS	Originating Department:	Staff Liaison
Resolution:	N/A		
Ordinance:	N/A		
Attachments:	N/A		
Item:	Racial Equity Principles		

## Proposed Action:

Racial Equity Principles presentation and facilitated workshop

## Overview:

- A. Race Forward's Principles for Racially Equitable Policy Platforms
- B. Racial Equity Principles Workshop Worksheet
- C. Racial Equity Principles Example

## **Race Forward's Principles for Racially Equitable Policy Platforms**

*We the undersigned call for racial equity to be a key principle across all of the issue areas and every policy in these platforms.*

We believe that racial equity requires willful eradication of policies and practices in our government that deepen the ongoing harm from the legacies of slavery, genocide, segregation and the myriad of racialized and often deadly oppression woven into our institutions across society. Our history requires those seeking elected office to make clear commitments to meaningful reparations for communities that have been harmed. Without an intentional dismantling of structural racism we continue to live in a culture and system of white supremacy that threatens our democracy and is ultimately divisive and detrimental for all. To that end, we offer the following principles to guide the policy development of this platform:

1. **Fix systems; not people:** Understand that policies and institutions are at the root of the inequities we see across all indicators of success — whether by race, ethnicity, class, gender, sexual orientation, and ability. Instead of fixing people, which often manifests in policy solutions that criminalize communities of color, fix systems by creating policy that allows us all to live healthy lives — affordable housing, quality K-12 education, healthcare for all, a just immigration system, respect for the inherent sovereign rights of tribal nations, climate justice decarceration and more.
2. **Create racially equitable solutions that benefit all:** When we create family-friendly policies to address the needs of women in the workplace, parents of all genders benefit. When the Americans with Disabilities Act in 1991 created curb cuts in sidewalks across the United States, it also benefited people with strollers and carts, elders, and others. When we protect low-wage workers of color who are disproportionately essential workers on the frontlines of the pandemic — the farmworkers, grocery store clerks, factory workers, deliverers — we protect the country as a whole. Ensuring racial equity in all policies will benefit everyone.

3. **Ensure that solutions are grounded in and emerge from the experience of communities of color, by engaging leaders of color who are accountable to those communities:** Engaging community and national leaders of color who are working in and accountable to communities most harshly impacted by the issue at hand can ensure that policies will have an effective and racially equitable impact. It will also ensure that the wide range of innovative and creative solutions emerging from community efforts are incorporated into the policy platforms.
4. **Commit to collecting race/ethnicity data and use it to track and target the greatest needs:** All policies should include a commitment to track and disaggregate data with a race explicit, but not race exclusive approach. Data should be collected across lines of race, ethnicity, class, gender, sexual orientation, ability, immigration status, and more — with regard to the impacts of that policy. We cannot solve inequities without understanding who is most negatively impacted and why. Tracking and disaggregating data allows us to craft policy solutions that target resources, investments, and programs to the communities that are most impacted by a particular problem. Data should be disaggregated to include information on subpopulations and subgroups that are usually obscured in the “other” category and that follow accepted practices for handling small numbers and counts.
5. **Set measurable, results-based equity goals with specific attention to racial impacts:** Each policy area should set measurable equity goals that outline how communities of color most negatively impacted by a particular issue will be better off as a result. This requires always asking how a proposed solution will directly impact people of color and other oppressed communities, assessing for unintended consequences, preventing harms and maximizing equity.

By incorporating racial equity across the policy platforms of our political parties, we can set a path for multiracial inclusive democracy that realizes our highest ideals.



## Racial Equity Principles Workshop Worksheet

### Individually

Read Race Forward's principles.

- Underline key words
- Make note of phrases you like or don't like
- Make note of any questions or concerns you have around how their principles are worded.

### In pairs/small groups

Answer these questions together:

1. What language should we **change** to best apply to the City of Brooklyn Park?
2. What examples or ideas are missing from these principles that we should **add**?
3. What **visuals** could accompany the principles to best illustrate them for Brooklyn Park?
4. **What will be the benefit** of having principles like these in the City of Brooklyn Park to our work and the city's next strategic plan?

Organization	Sector	Guiding Principles	Notes
<b>Minnesota State Colleges and Universities</b>	Local Education	<p><b>1. Understanding and building a shared knowledge on the foundation and origins of racism in the United States</b></p> <p>While there are many ways to undertake and understand the origins of racism, defining perspective through a critical race theory lens sets a solid foundation. Critical race theory is one approach to examine established systems as it intersects with issues of race and to challenge approaches to advance racial justice. Historically, the concept of basing systemic privilege on race or ethnicity has been a significant factor in the creation marginalized communities. In order to move from a space of marginalization, organizations need to confront systemic privileges to effect change. As the third largest public education higher system in the United States and the largest and most diverse higher education provider in Minnesota, we have the revolutionary ability to transform the political, economic, and social environment through educational equity.</p> <p><b>2. Creating a trauma-informed approach to institutional change through an equity lens</b></p> <p>In order to address racism, not only understanding historical roots are essential, but also the impact of the sordid history on affected Black, Indigenous, Asian, and Latinx communities. Developing an anti-racist framework requires organizations to be trauma-informed. Being trauma-informed is based on the awareness of the prevalence and impact of trauma that supports safety, collaboration, trust, empowerment and choice. In order to effectuate this perspective, we are advancing the critical review of policies, practices, and procedures through an equity lens. We are starting to dig through the data to understand the disparate impacts, listening to historically marginalized communities to contextualize the impact of this data, and engaging with community members, centering their voice in the dialogue that needs to occur to make long-standing, sustainable, inclusive changes.</p> <p><b>3. Advancing an anti-racist strategy in collaboration with communities</b></p> <p>Higher education institutions cannot work within a vacuum. It is vital that Minnesota State colleges and universities localize an anti-racist framework around the needs of the community it serves. Speaking with local municipalities, non-profit organizations, school districts, businesses, and citizens creates context to how discussions and actions regarding race will resonate within the community. Race in the context of metropolitan and suburban areas will look different than race in Greater Minnesota. However,</p>	



		<p>there are some non-negotiables that must permeate every community. Bringing various stakeholders of the community together helps to ensure the community as a whole will hold each other accountable for their actions.</p> <p><i>We are under no illusions becoming an anti-racist organization is hard work and a tall order. It will require continuous education, listening, learning, collaboration, and building trust. We want to make sure all voices are at the table engaging in activating a new order. Education is a vital first step to unraveling complex challenges we must face together. Steadfast in our commitment to achieve Equity 2030, there is a lot of work to be done, and we will do it together, for everyone.</i></p>	
<b>Osseo Area Schools</b>	Local Education	<p>School district administration will develop, support, model, and sustain equity-focused and culturally responsive training for staff and students.</p> <p><b>B.</b> School district administration will develop practices that create multiple pathways to success in order to meet the needs of our diverse students, and will actively encourage, support and expect high academic achievement for each student.</p> <p><b>C.</b> School district administration will monitor policies, programs and practices to assess educational equity and work to eliminate racial and ethnic disparities in all district and school-level programs.</p> <ol style="list-style-type: none"> <li><b>1. Students at the Center</b> The school district will provide each student with high quality culturally responsive pedagogy.</li> <li><b>2. Equity Leadership Development</b> The school district will recruit, employ, support and retain a workforce that reflects the diversity, including racial diversity, of enrolled students, as well as culturally competent administrative, instructional and support personnel.</li> <li><b>3. Culturally Responsive Leading, Learning, and Teaching Practices</b> Consistent with state regulations and school district policy, the school district will provide materials and assessments that reflect the diversity of students and staff and are geared towards the understanding and appreciation of race, culture, economic status, language, ethnicity, ability and other</li> </ol>	

		<p>differences that contribute to the uniqueness of each student and staff member.</p> <p><b>4. Family and Community Engagement and Empowerment</b></p> <p><b>5.</b> Each school and program will seek community input and create a welcoming culture and inclusive environment that reflects and supports the racial and cultural diversity of the school's student populations, their families, and communities.</p>	
<b>Robbinsdale Area Schools</b>	Local Education	<p><b>1.</b> Implement policies and practices that open pathways to academic excellence for all students;</p> <p><b>2.</b> Utilize culturally responsive teaching and personalized learning for all students;</p> <p><b>3.</b> Engage family and community members as partners; and</p> <p><b>4.</b> Engage and empower students by amplifying student voice.</p>	
<b>Anoka Hennepin Schools</b>	Local Education	<p><b>1.</b> Improve the district's multicultural resources.</p> <p><b>2.</b> Improve multicultural learning opportunities for all students.</p> <p><b>3.</b> Promote support for families in need.</p> <p><b>4.</b> Improve student achievement.</p> <p><b>5.</b> Provide program evaluation through data-driven decision.</p> <p><b>6.</b> Increase the number and retention of teachers, administrators and staff of color.</p> <p><b>7.</b> Provide all students the opportunity to embrace different cultures and be involved in their educational environment.</p>	
<b>University of Southern California</b>	National Education	<p><b>1.</b> Clarity in language, goals, and measures is vital to effective equitable practices.</p> <p><b>2.</b> Equity mindedness should be the guiding paradigm for language and actions</p> <p><b>3.</b> Equitable practices and policies are designed to accommodate differences in the context of students' learning not to treat all students the same</p> <p><b>4.</b> Enacting equity requires a continual process of learning, disaggregating data, and question assumptions about relevance and effectiveness.</p> <p><b>5.</b> Equity must be enacted as a pervasive institution and systemwide principle.</p>	
<b>District of Colombia Public Schools</b>	National Education	<p><b>1. Policy:</b> Supporting schools in responding to incidents of hate and bias</p> <p><b>2. Identity and Mindsets:</b> Providing continuous professional development opportunities for school-based and Central Office staff to increase their capacity as equity leaders.</p>	

		<ol style="list-style-type: none"> <li><b>Practice:</b> In collaboration with the Office of Teaching and Learning, we developed a LEAP Foundations training module to build teachers' culturally and socially awareness.</li> <li><b>Culture:</b> Providing individualized equity support to approximately 25 percent of DCPS schools, including support to school-based Equity Committees and supporting the development and implementation of school equity plans.</li> </ol>	
<b>Chicago Public Schools</b>	National Education	<ol style="list-style-type: none"> <li><b>(Use) Liberatory Thinking-</b>The reimagining of one's assumptions and beliefs about others and their capabilities by interrupting internal beliefs that undermine productive relationships and actions.</li> <li><b>(Catalyze) Inclusive Partnerships-</b> Bring together and engage diverse individuals from educational institutions, communities, caregivers, and families to collectively create solutions and build trust that mitigate or solve complicated or complex problems.</li> <li><b>(Direct) Resource Equity-</b> Create equitable student experiences in learning-ready environments and consistently prioritize and allocate people, time, and money to align with levels of need and opportunity.</li> <li><b>(Design) Fair Policies &amp; Systems-</b> Promote equitable opportunities to reach equal positive academic and socioemotional outcomes for all student and stakeholder groups with an emphasis on those who are most impacted by structural inequality and inequity.</li> </ol>	
<b>Texas Tech School of Law</b>	National Education	<ol style="list-style-type: none"> <li>Ensuring an extensive offering of diversity events over the course of the 2020-2021 academic year</li> <li>Holding an Allyship and Engagement event for student leaders</li> <li>Hosting a student Diversity Advisory Board Retreat</li> <li>Appointing Directors of Diversity from the Law Faculty and Staff</li> <li>Forming and working with an Alumni Special Committee on Diversity, Equity, Inclusion, and Justice</li> <li>Appointing a Director of Immigration Programming and working to reestablish the Law School's Immigration Law partnership with TTU's Dream Resources Center</li> <li>Organizing at least one lecture or speaking event on reform measures in policing and police-community relations</li> <li>Working with student focus groups to improve Law School Diversity offerings and support</li> </ol>	

<b>Health Care Organizations*</b>	Local Business	<p>*Includes the following organizations: <i>Allina Health, Allina Health Aetna, Blue Cross Blue Shield of Minnesota, CentraCare, Children's Minnesota, CCM Health, Entira, Essentia Health, Gillette Children's Specialty Healthcare, HealthPartners, Hennepin Healthcare, Institute for Clinical Systems Improvement (ICSI), Medica, M Health Fairview, Minnesota Association of Community Health Centers, Minnesota Community Care, Minnesota Medical Association, MN Council of Health Plans, Minnesota Community Measurement, Natalis Counseling &amp; Psychology Solutions, North Memorial Health, Nura Precision Pain Clinic, Planned Parenthood, Portico Healthnet, PrairieCare, PreferredOne, Southside Community Health Services, Stratis Health, UCare, University of Minnesota Physicians, and Voyage Health</i></p> <ol style="list-style-type: none"> <li>1. Re-examine our organizational policies with an equity lens and make any policy changes needed to promote equity and opportunity.</li> <li>2. Seek to understand different perspectives, experiences and appropriately adapt our behaviors to improve culturally responsive care.</li> <li>3. Work to eliminate decisions that negatively impact underrepresented and underserved groups.</li> <li>4. Improve access to and consumer experience for all needed care services- primary, specialty care, and hospital care.</li> <li>5. Partner with policymakers, employers, and community advocates to remove the economic barriers to health equity.</li> <li>6. Continue to build pathways that support our patients in addressing their health-related social needs and provide connections to community resources.</li> <li>7. Commit to hiring locally and promoting Black, Indigenous, people of color and other underrepresented and underserved people into leadership roles. We commit to be employers that hire, develop, retain and support a diverse workforce.</li> <li>8. Renew and expand our organizations' commitment to providing anti-racism and implicit bias training for all leaders and staff.</li> <li>9. Advocate for increased funding for social needs, social services and programs that promote social justice.</li> <li>10. Advocate for investments that create innovative solutions to achieve enduring improvements in access, quality and health outcomes for the communities we serve.</li> </ol>	
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<b>General Mills</b>	Local Business	<ol style="list-style-type: none"> <li>Equitable Food Access</li> <li>Equity in Education</li> <li>Equity in Representation</li> </ol>	
<b>Tesla</b>	National Business	<ol style="list-style-type: none"> <li>Provide transparency in our DEI programs and results to set goals, measure our progress, identify areas of improvement, and celebrate successes.</li> <li>Integrate accountability measures for organizational, team and individual progress and results into our business operations.</li> <li>Focus on sustainable solutions that solve problems at the root cause and reimagine new programs with diversity, equity and inclusion principles embedded in the design.</li> <li>Share knowledge to aid in personal and professional learning and development.</li> </ol>	
<b>Greater Houston Partnership</b>	National Business	<ol style="list-style-type: none"> <li>We will institute policies and procedures that promote acceptance, respect and opportunity for all human beings.</li> <li>We will practice and encourage behaviors that build trust and understanding rather than resentment and bias.</li> <li>We will set measurable goals and practice rigorous accountability in our diversity, inclusion and outreach efforts and within our own institutions.</li> <li>We will acknowledge missteps and correct course when warranted.</li> <li>We will support advancing equity in the communities in which we live and operate, understanding that our long-term success depends on our shared progress.</li> <li>We will regularly engage with and listen to underserved communities to deepen our understanding of the inequities experienced and seek lasting solutions.</li> <li>We will identify specific and concrete ways to foster the advancement and success of underrepresented groups, institutions, and individuals.</li> <li>We will promote the application of these principles within our spheres of influence.</li> </ol>	

<b>Partners for a Healthy Durham</b>	National Business	<ol style="list-style-type: none"> <li>1. Cultivate community power and leadership</li> <li>2. Transform inequitable systems using justice and accountability</li> <li>3. Operationalize internal equity</li> <li>4. Connect our humanity</li> <li>5. Admit language and history matter</li> </ol>	
<b>NAZ</b>	National Business	<ol style="list-style-type: none"> <li>1. Brave conversations</li> <li>2. With us, not for us</li> <li>3. Power sharing</li> </ol>	
<b>Minnesota Council of Non-Profits</b>	Local Non-Profits	<ol style="list-style-type: none"> <li>1. <b>Advance public policy changes that counter systemic racism:</b> Identify current and past policy decisions that contribute to racial disparities; engage in advocacy and engagement campaigns to enact policy changes to make Minnesota a place where all can thrive; support nonprofits in their own advocacy work to advance racial equity; and center racial and ethnic equity and inclusion in the development of policy agendas.</li> <li>2. <b>Recognize the leadership of BIPOC-led and serving nonprofits, and nonprofits advancing racial equity, and ensure they have the tools and resources they need to succeed:</b> Develop strategic partnerships and authentic relationships with communities, policy and organizational leaders of color, and legislative allies; design events and resources that respond to the needs and priorities of these nonprofits, reduce barriers to MCN events and resources for these nonprofits; use MCN's communications platforms to lift up the work of BIPOC organizations; and advocate for government policy, contracting philanthropic practices to allow these nonprofits equitable access to public and philanthropic dollars.</li> <li>3. <b>Convene and equip the nonprofit sector to advance racial equity:</b> Support the development of race conscious organizational practices and integration of race and race equity into leadership programs; provide training opportunities related to Diversity, Equity, Inclusion, and Access/racial justice; disaggregate research data by race/ethnicity; spotlight productive work by nonprofits in regards to increase equity; and ensure MCN's staff, board, membership and processes reflect Minnesota's race/ethnicity.</li> </ol>	
<b>Women's Foundation of Minnesota</b>	Local Non-Profits	<ol style="list-style-type: none"> <li>1. Employ a multi-solution approach to address people in communities who live multi-issue lives.</li> <li>2. Apply an Intersectional Equity Framework™ to yield more effective and efficient solutions.</li> </ol>	

		<ol style="list-style-type: none"> <li>3. Adopt a learner-growth mindset to co-create solutions.</li> <li>4. Ground your Intersectional Equity Frameworks in hope that real change is possible.</li> </ol>	
<b>Metropolitan Council</b>	Local Non-Profits	<ol style="list-style-type: none"> <li>1. Using our influence and investments to build a more equitable region</li> <li>2. Creating real choices in where we live, how we travel, and where we recreate for all residents, across race, ethnicity, economic means, and ability</li> <li>3. Investing in a mix of housing affordability along the region's transit corridors</li> <li>4. Engaging a full cross-section of the community in decision-making</li> </ol>	
<b>Center for Urban Racial Equity</b>	National Non-Profits	<ol style="list-style-type: none"> <li>1. <b>Movement Solidarity:</b> We believe racial equity work must be connected and guided by racial justice movements including movements for Black Lives.</li> <li>2. <b>Naming and Confronting Racism:</b> We believe deliberate and focused attention on the various manifestations of racism—interpersonal, cultural, institutional and structural—is required to transform the policies, systems and practices that produce unfair and unjust outcomes by race.</li> <li>3. <b>Systemic Analysis:</b> We believe racial equity change happens by asking and seeking to understand the ways in which history, the distribution of power and resources, and policies, systems and practices work together to create and reinforce racial inequities and injustices. Racial equity work fundamentally seeks to shift power and resources and transform systems and practices to materially change conditions for Black and brown people.</li> <li>4. <b>Shift Power:</b> At its core, the practice of racial equity is a practice of prioritizing leadership of and solutions from people and communities most closely impacted by the issues and injustices we seek to change.</li> <li>5. <b>Intersectionality:</b> We believe analysis and action shaped by the ways that gender, class, sexuality, and other forms of oppression intersect with race contributes to a fuller understanding of racial inequities and better targeted strategies to address them.</li> <li>6. <b>Sustained Commitment:</b> A commitment to long-term, sustained investment in time, money, resources and people is required of governments, institutions and organizations that aspire to make racial equity real at the individual, organizational, community and societal levels.</li> </ol>	
<b>Legal Voices</b>	National Non-Profits	<ol style="list-style-type: none"> <li>1. We are guided by anti-racist values. White supremacy and systemic racism are deeply embedded in the history, fabric, and institutions of this country, including the legal system. A strong anti-racist analysis is fundamentally</li> </ol>	



		<p>important to our mission, and we must actively work to dismantle systems of oppression and institutional barriers that have prevented women of color and LGBTQ+ people of color from living their lives with dignity, autonomy, and equality.</p> <ol style="list-style-type: none"> <li>2. We honor and support the self-determination of communities of color and other marginalized communities and aim to build their power. We recognize that long-lasting social change comes from the leadership and power of communities of color and other marginalized communities</li> <li>3. in social movements. We therefore intend to leverage our resources, technical knowledge, and role within the legal system in support of these movements.</li> <li>4. We value building authentic relationships with and being accountable to communities of color and other marginalized communities. True collective power can be realized only when people feel fully seen and valued for their unique contributions. We honor the diversity and lived experiences of those we are in partnership with as a guiding principle in our work, and we are committed to building long-lasting, meaningful relationships in authentic, community-centered ways.</li> </ol>	
<b>Race Forward</b>	National Non-Profits	<ol style="list-style-type: none"> <li>1. <b>Fix systems; not people:</b> Understand that policies and institutions are at the root of the inequities we see across all indicators of success — whether by race, ethnicity, class, gender, sexual orientation, and ability. Instead of fixing people, which often manifests in policy solutions that criminalize communities of color, fix systems by creating policy that allows us all to live healthy lives — affordable housing, quality K-12 education, healthcare for all, a just immigration system, respect for the inherent sovereign rights of tribal nations, climate justice decarceration and more.</li> <li>2. <b>Create racially equitable solutions that benefit all:</b> When we create family-friendly policies to address the needs of women in the workplace, parents of all genders benefit. When the Americans with Disabilities Act in 1991 created curb cuts in sidewalks across the United States, it also benefited people with strollers and carts, elders, and others. When we protect low-wage workers of color who are disproportionately essential workers on the frontlines of the pandemic — the farmworkers, grocery store clerks, factory workers, deliverers — we protect the country as a whole. Ensuring racial equity in all policies will benefit everyone.</li> <li>3. <b>Ensure that solutions are grounded in and emerge from the experience of communities of color, by engaging leaders of color who are</b></li> </ol>	



		<p><b>accountable to those communities:</b> Engaging community and national leaders of color who are working in and accountable to communities most harshly impacted by the issue at hand can ensure that policies will have an effective and racially equitable impact. It will also ensure that the wide range of innovative and creative solutions emerging from community efforts are incorporated into the policy platforms.</p> <p><b>4. Commit to collecting race/ethnicity data and use it to track and target the greatest needs:</b> All policies should include a commitment to track and disaggregate data with a race explicit, but not race exclusive approach. Data should be collected across lines of race, ethnicity, class, gender, sexual orientation, ability, immigration status, and more — with regard to the impacts of that policy. We cannot solve inequities without understanding who is most negatively impacted and why. Tracking and disaggregating data allows us to craft policy solutions that target resources, investments, and programs to the communities that are most impacted by a particular problem. Data should be disaggregated to include information on subpopulations and subgroups that are usually obscured in the “other” category and that follow accepted practices for handling small numbers and counts.</p> <p><b>5. Set measurable, results-based equity goals with specific attention to racial impacts:</b> Each policy area should set measurable equity goals that outline how communities of color most negatively impacted by a particular issue will be better off as a result. This requires always asking how a proposed solution will directly impact people of color and other oppressed communities, assessing for unintended consequences, preventing harms and maximizing equity.</p>	
<b>City of Minnetonka</b>	Local Cities	<ol style="list-style-type: none"> <li>1. We earnestly commit to a beautiful, sustainable and healthy environment as a vital part of a stable, prosperous and thriving community.</li> <li>2. We responsibly deliver excellent public services and provide affordable opportunities to ensure access to all we serve.</li> <li>3. We ethically uphold community trust through proactive, inclusive public engagement, transparent communications, and the careful stewardship of our financial, natural, and capital assets.</li> <li>4. We nimbly lead our city into the future by anticipating community needs, pursuing service innovation and adoption of new technologies, and forging collaborative partnerships with all sectors of society.</li> </ol>	

<b>City of Roseville</b>	Local Cities	<ol style="list-style-type: none"> <li>1. Use Disaggregated Data and Information One of the drivers of disparity is the inability or unwillingness to examine results of policies and activities for segmented racial, ethnic or cultural groups. To achieve equity, therefore, we must collect and analyze quantitative and qualitative information in this way. Collect data segmented (at minimum) by census-based racial and ethnic categories and use that data to create options and make decisions.</li> <li>2. Make Data-Driven Decisions Another driver of disparity is the unwillingness to use segmented data to make decisions that ensure parity. Consider racial and ethnic information as we work. Compare results for each group against their presence in our service areas and against results of the other groups. Provide these analyses when making recommendations.</li> <li>3. Leverage Existing Assets We have valuable assets at our fingertips: knowledgeable staff, board members, partners, community members, technical experts and professional services, state agencies and more. Tap into these institutional resources at all phases of your work.</li> <li>4. Use Existing Authority Senior leaders, supervisors, other staff members and the City Council have individual powers within their jobs and roles. Explore and utilize these authorities as necessary to deliver on this Equity Plan.</li> <li>5. Make Policy Changes We have dozens of policies – those with an external focus and those with an internal focus. While delivering on this SREAP, uphold or strengthen policies that will deliver strong equity results. Be ready to change policies that create barriers.</li> <li>6. Use Equity to Balance Decisions When making decisions, give equity sufficient weight. Use segmented data, historical information, and quality comparisons. Develop a method for considering equity results balanced against financial and other business results, such as a decision matrix<sup>15</sup> or balanced scorecard<sup>16</sup>. This will ensure People of Color get due consideration, and that their interests are respected.</li> </ol>	
<b>Metro Transit</b>	Local Cities	<ol style="list-style-type: none"> <li>1. Equitable Land Use practices require that the overall vision, plan, and implementation includes local communities' assets, aspirations, potential, and preferences. They aim to keep current residents in the area and develop projects that promote people's health, well-being, and prosperity.</li> <li>2. Equitable Economic Development practices require evidence that policies and programs work to prioritize community based financial intelligence, sustainable wealth creation, and high quality job opportunities that prevent unwanted displacement of residents and small businesses from low-income communities and communities of color.</li> </ol>	

		<ol style="list-style-type: none"> <li>Equitable Community Engagement practices involve the local community members most affected in the development project (especially low-wealth people, people of color, neighborhood groups, community organizations, people living with disabilities, and new immigrants)</li> <li>Equitable Transportation practices integrate transit into walkable, livable, and affordable land use practices to enhance healthy living within low-income communities and communities of color.</li> <li>Equitable Housing practices give families of all income levels access to housing that costs no more than 30% of their household income.</li> </ol>	
<b>City of San Francisco</b>	National Cities	<ol style="list-style-type: none"> <li>Investigate and challenge “race-neutral” or colorblind policies with positive intentions that may have negative, disparate impacts in practice on people of color. For example: using educational requirements and qualifications not related to job function.</li> <li>Commit to reviewing and conducting all internal policies and practices with a racial equity lens, specifically: hiring, recruitment, promotions, discipline, compensation, and leadership appointments.</li> <li>Disaggregate and transparently share departmental data by race and gender for management and staff. This also includes disaggregating racially-monolithic classifications such as “Asian.”</li> <li>Strengthen racial and ethnic diversity of employees at all levels from staff positions to managerial and director level positions.</li> <li>Create and maintain responsive systems and feedback loops for employees to safely voice their concerns to maintain internal accountability.</li> <li>Base data and decision-making around local and regional demographics that acknowledge the historical segregation, outmigration and displacement of people of color, especially the Black, Latinx and indigenous community from San Francisco and the Bay Area.</li> <li>Provide continuous, standardized supervisorial, implicit/explicit bias, and anti-racism training opportunities for all staff, especially Department leadership, mid-level managers and other individuals in a position to hire, fire, manage, and develop teams.</li> <li>Adopt policies and strategies that will dismantle occupational segregation, which funnels and concentrates Black, Latinx and indigenous workers into lower classification positions.</li> </ol>	
<b>City of Seattle</b>	National Cities	<ol style="list-style-type: none"> <li>Power of history: Honor the history of racial justice organizing that birthed the Race and Social Justice Initiative.</li> </ol>	

		<ol style="list-style-type: none"> <li>2. City role and impact: Understand the City of Seattle's institutional power and footprint in local communities most impacted by structural racism.</li> <li>3. Accountability: Accept responsibility for institutional actions and harm, and work to restore relationships, share information and follow-through with commitments.</li> <li>4. Value community: Value the wisdom, expertise, and leadership of communities most impacted; and compensate community members for their contributions to the institution.</li> <li>5. Show up for community: Respect, support and show up for communities organizing for racial justice and systems-change.</li> <li>6. Learn from community: Center and learn from those who are burdened by the multiplicity of institutional harm.</li> </ol>	
<b>City of Chicago</b>	National Cities	<ol style="list-style-type: none"> <li>1. <b>Build a culture of inclusion and diversity</b> - We must unlearn narratives and practices that promote exclusion, division, and oppression. Instead, we must nurture narratives and practices that embrace belonging, mutuality, and unity. We must build the capacity to execute in ways that maximize the wealth of talent and collective genius our city has to offer.</li> <li>2. <b>Deepen our spectrum of engagement</b> - We must shift power at "decision-making tables" and learn how to co-create solutions with those most impacted by the problems, as they are experts in their own experiences.</li> <li>3. <b>Routinize equity impact analyses in our process and practice</b> - We must interrogate systems that seem neutral for unintended impacts and work to mitigate harmful outputs. We must ensure that the benefits and burdens of the decisions we make flow in a fair and just manner.</li> <li>4. <b>Invest in our healing</b> - We must acknowledge harms that have been created intentionally and unintentionally, whether by individuals, events, or systems. We must commit to repairing harm where we have agency and authority to create impact. We must learn from our past mistakes and adopt restorative practices and mindsets into our strategies and work environments.</li> <li>5. <b>Be accountable for equitable progress</b> - We must use data and metrics to have honest and transparent conversations about the impact of our work.</li> </ol>	

**Brooklyn Park** 

# City of Brooklyn Park Community Long-Range Improvement Commission

<b>Agenda Item:</b>	4.2	<b>Meeting Date:</b>	November 9, 2023
<b>Agenda Section:</b>	GENERAL AGENDA ITEMS	<b>Originating Department:</b>	Staff Liaison
<b>Resolution:</b>	N/A	<b>Prepared By:</b>	Mitch Robinson
<b>Ordinance:</b>	N/A		
<b>Attachments:</b>	1	<b>Presented By:</b>	Mitch Robinson
<b>Item:</b>	Sub-Committee Update		

## Proposed Action:

### Overview:

Sub-committee to help facilitate ideas for community participation in:

- Friendly and Safe City for All Ages
- Housing
- Mobility