

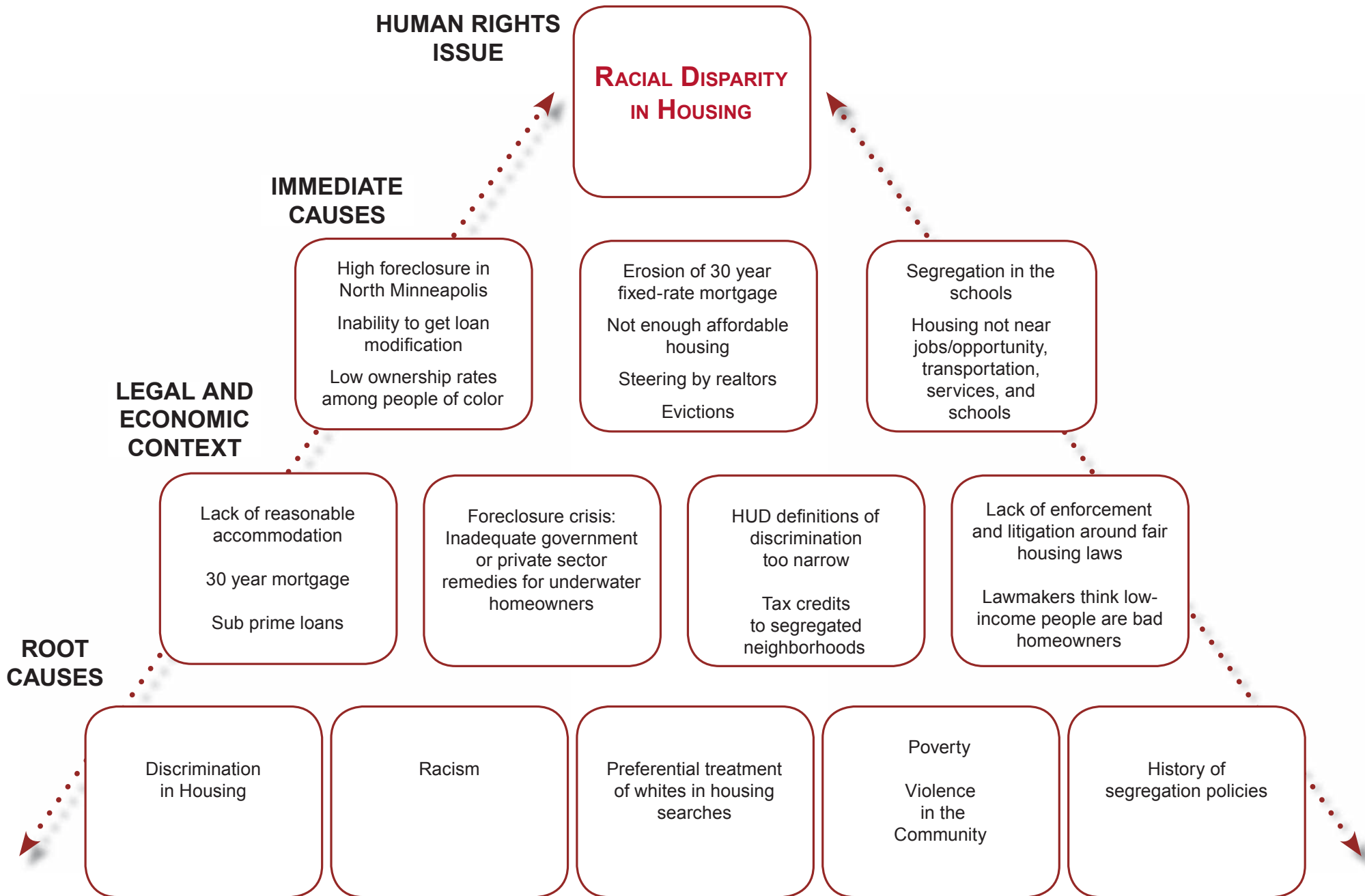


ONE

MINNEAPOLIS

A Call to Action!

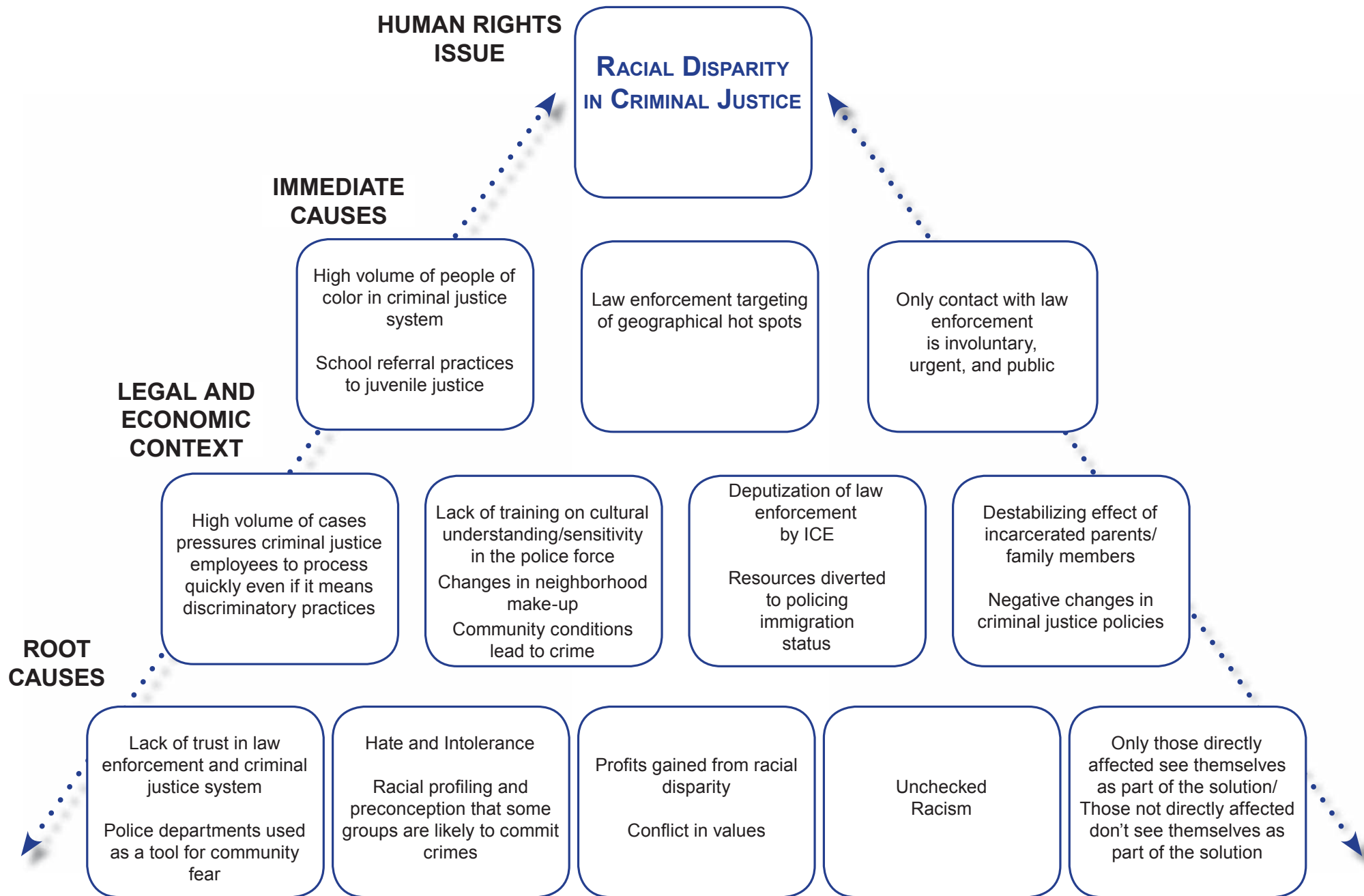
RACIAL DISPARITY IN HOUSING



Potential Solutions

- Address single-race charter schools
- Housing policy needs to integrate our schools
- Construct housing near public transit
- Policies that put subsidized housing into integrated areas
- Adopt affirmative action marketing plan to combat steering
- More litigation of fair housing violations
- Adopt equal opportunity policy
- Enforce fair housing laws
- Employee performance evaluations

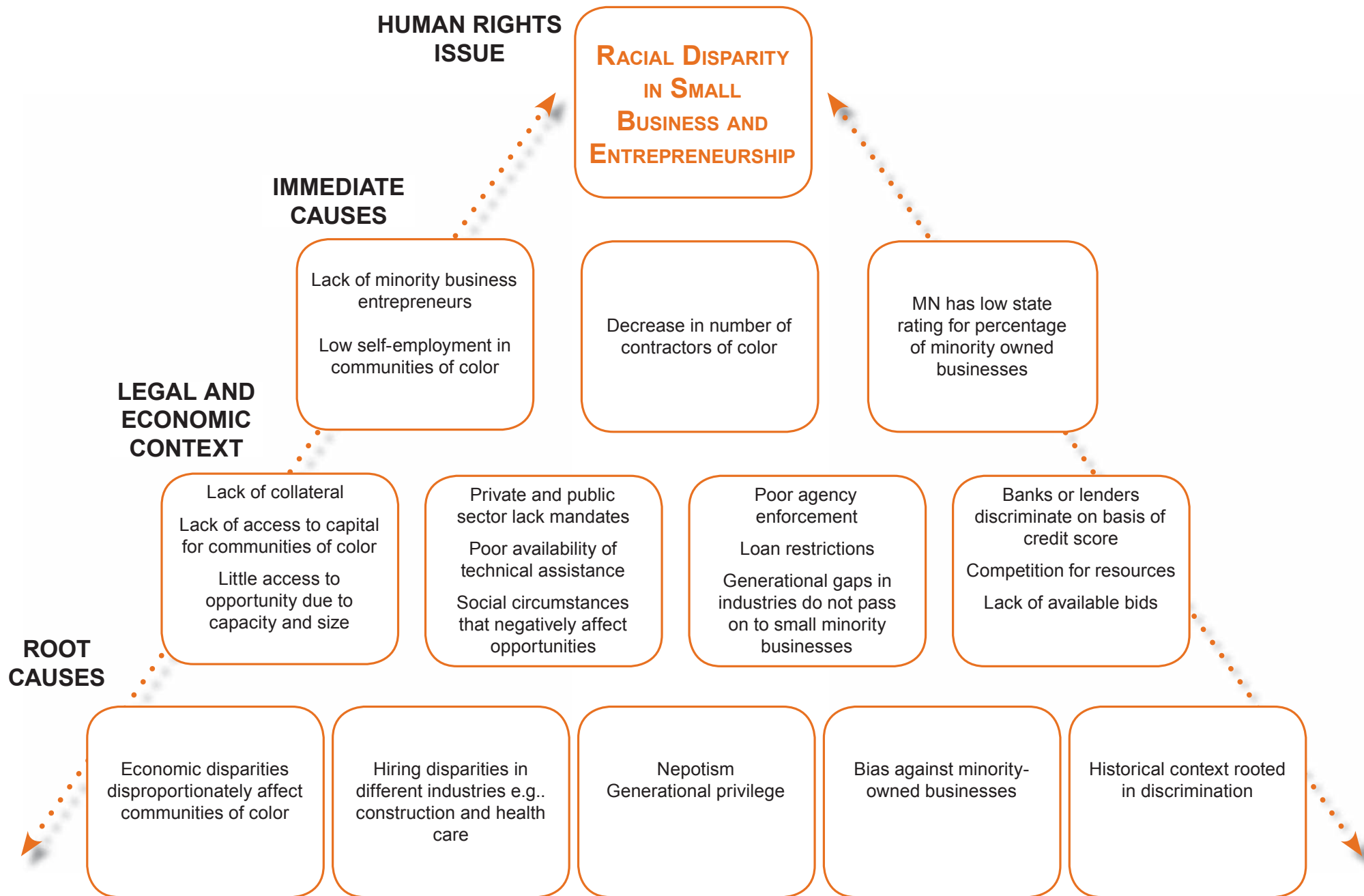
RACIAL DISPARITY IN CRIMINAL JUSTICE



Potential Solutions

- Asset-based community building model (versus problem-based)
- Create opportunities outside of law enforcement system for cultural exchange and communication between law enforcement and community
- Family Strengthening Project
- Diagnose and treat mental illness and addiction
- Second Chance Coalition
- U-Visa for immigrants who are victims of crime - builds community trust
- “Build a bigger boat” - change conversation to include everyone not just those directly involved
- Public Policy change - “Ban the box” in application process
- Higher Education Notice Act
- Change perspective from reducing the numbers to addressing the cause
- Reduce community dependence on law enforcement
- Educate public about incarceration and expungement

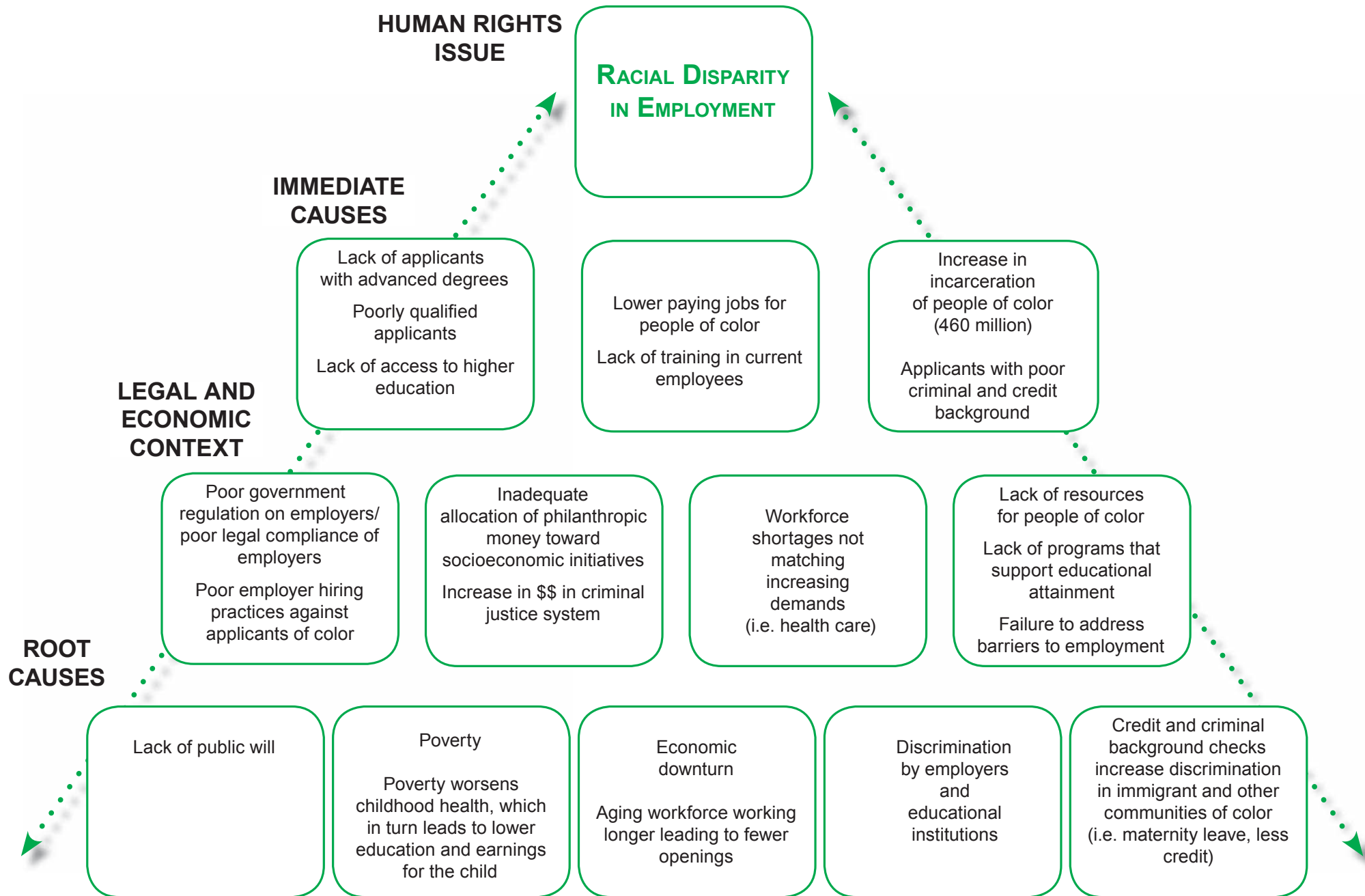
RACIAL DISPARITY IN BUSINESS AND ENTREPRENEURSHIP



Potential Solutions

- Measure impact and progress of specific communities of color in regions throughout the state on economic indicators
- Increase access to capital - micro-grants, micro-loans
- Survey progress and disparities of minority-owned businesses
- Promote online bidding system for better access to opportunities
- Training and development program for minority entrepreneurs (ex. MEDA)
- Build relationships between minority clients and larger corporations and local ethnic minority associations
- Create lending and financing programs for minority entrepreneurs
- Invest in diverse entrepreneurs and ethnic economies
- One on One business consulting
- Compliance contracts with cities and minority-owned businesses to set standards
- Meet and greet and build relationships
- Network between cities and minority-owned businesses
- Provide ongoing support for minority entrepreneurs (eg loan assistance)
- Leverage spending power through government programs

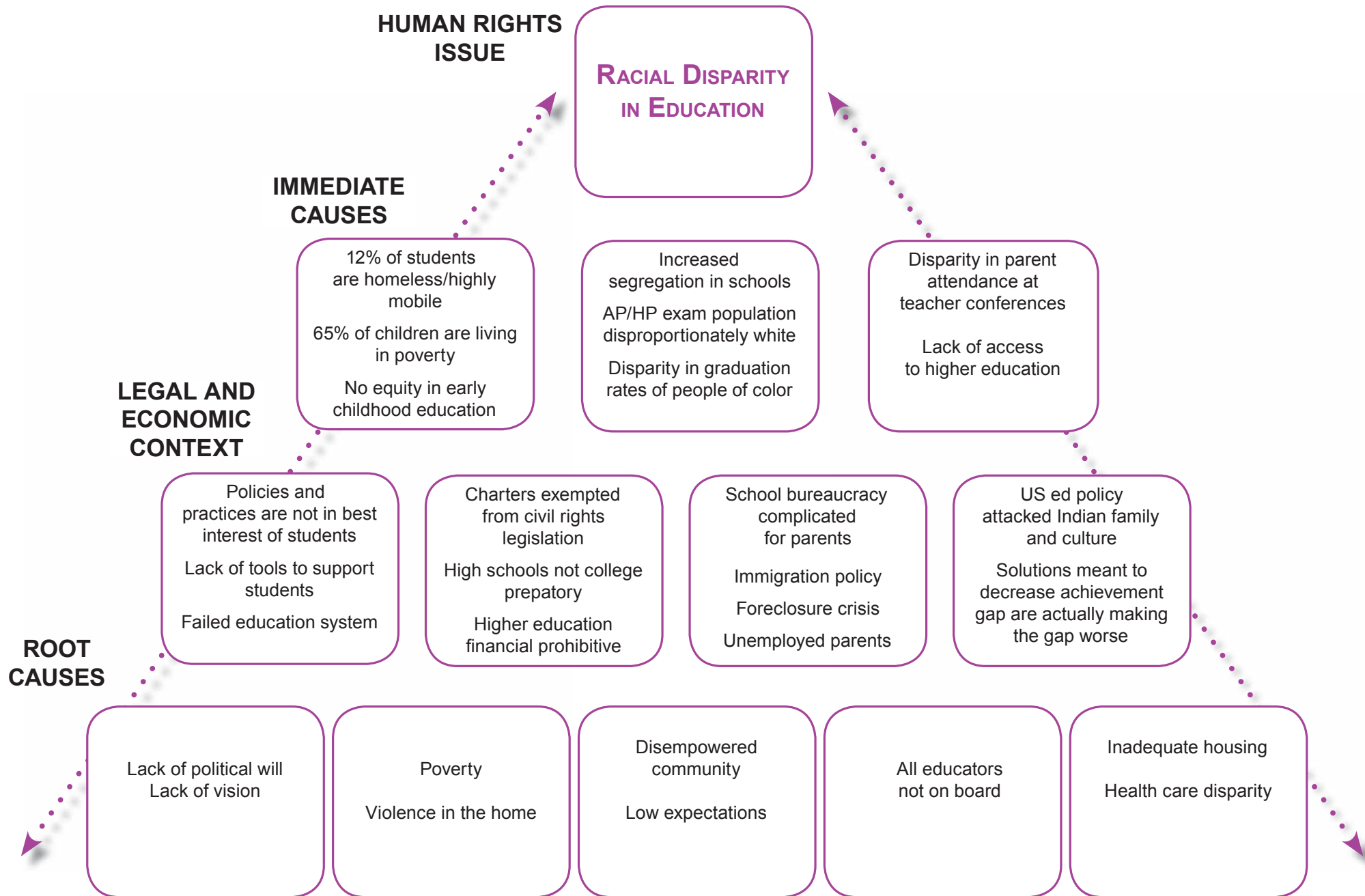
RACIAL DISPARITY IN EMPLOYMENT



Potential Solutions

- Building coalitions with local business, educational, and political leaders (e.g. greater MSP coalition)
- Educational support for future generations (e.g. ONE Minneapolis)
- Promote free or affordable tuition for high school students of color graduating on time
- Collaborate with specialized schools to recruit and increase promotion in demand areas (health care)
- Focus on innovation with local Fortune 500 companies to increase jobs (agribusiness, medical)
- Monitor and report annual disparities and progress for state
- Increase oversight through administrative agencies to focus on internal disparities
- Increase funding for programs investing in communities of color
- Allocate resources for economic infrastructure in communities of color
- Build healthier communities = better opportunities and educational attainment
- Increase minimum wage in state
- Increase outreach and enforcement on employers
- Enforce policies that increase equality and decrease discrimination with employers
- Eradicate barriers towards employment for communities of color (EEOC)
- Hold leaders and institutions accountable

RACIAL DISPARITY IN EDUCATION



Potential Solutions

- Make charter schools subject to civil rights law
- Raise parental expectations with support for students (tutoring)
- Build stability in the family (economic, health care, housing, etc.) - collaborate with community organizations to achieve this
- Better support and awareness about the importance of math/science
- Create targeted geographic achievement zones
- Engage, support parents to start with the children at birth (NAZ Model)
- Informal meetings for parents, teachers, and providers

RACIAL DISPARITIES IN MINNEAPOLIS

Overarching Causes of Disparity

Overarching Solutions

IMMEDIATE CAUSES

- High case loads
- High foreclosure rates among minorities
- High unemployment rate among minorities
- Too few jobs
- Segregation in schools
- Not enough affordable housing
- Increase in incarceration of people of color
- Lack of collateral
- Lower paying jobs for people of color
- Lack of technical support and assistance
- Lack of access to capital
- Criminal record affects access to credit and employment

LEGAL AND ECONOMIC CONTEXT

- Lack of access to education and training
- Lack of political will
- Jobs not near housing
- Lack of access to resources
- Lack of enforcement of laws and policies already in place
- Over-burdened system
- Apathetic rights-holders
- Violence in home
- Low expectations
- History of segregation
- Poverty
- Discrimination
- Racism
- Hate and Intolerance
- Nepotism
- White privilege
- Dis-empowered rights-holders

ROOT CAUSES

- Change conversation to include everyone in accountability and enforcement of laws
- Leverage spending power
- Increase oversight and monitoring
- Make all schools subject to civil rights law
- Empower families and communities
- Increase access to capital
- Empower communities
- Increase funding for children, education, and training
- Build “healthier” communities
- Increase integration of race, culture, and class
- Allocate resources to invest in communities of color
- Asset-based community building
- Build relationships
- Change public opinion and shift public will
- Interrupt cycle of poverty

