

# Draft vision and goals for 2SLGBTQIA+ equity work at the City of Minneapolis

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## About this document

This document is a first draft of a vision and goals for the City of Minneapolis' 2SLGBTQIA+ equity work in the Neighborhood and Community Relations Department. The City's 2SLGBTQIA+ equity manager, Shor Salkas, compiled this draft after conversations with leaders from community organizations, City staff, community members and Minneapolis residents between fall 2025 and spring 2026.

We welcome and encourage you to share feedback online or to request a conversation by May 15, 2026. We plan to release an updated draft in June 2026.

- [Use the online comment form](#)
- Request a conversation by emailing [2SLGBTQIA.equity@minneapolismn.gov](mailto:2SLGBTQIA.equity@minneapolismn.gov)

## How to best approach this document

The work and practice of equity, inclusion, and systems change are ever changing and evolving, and we invite you to read and consider this document with that mindset. The vision and goals are here to be “guiding lights” for this work.

These guiding lights are meant to give this work structure and accountability to lead us into the future considering an ever evolving cultural and political landscape that will require us to be responsive and thoughtful.

## Guiding lights for 2SLGBTQIA+ equity work at the City of Minneapolis

The vision and goals are informed by the many issues, concerns and dreams we heard from you during our first round of community conversations.

### What we heard

At nearly every community conversation, participants emphasized these community needs and cornerstone issues that are impacting the daily lives of people in our communities:

- Housing security and homelessness.
- Safety and addressing violence and responses to violence.
- Health care, mental health care, and gender affirming care.
- Economic stability and necessity for job and small business resources.
- Access to arts, culture, and visibility of our communities.
- Ongoing discrimination, including racism, ablism, transphobia, homophobia and other forms of systemic oppression.

### Vision

The Office of 2SLGBTQIA+ Equity envisions a city where 2SLGBTQIA+ communities can live safely, joyfully and authentically without fear of identity-based discrimination or harm.

Minneapolis is home to large and thriving 2SLGBTQIA+ communities.<sup>1</sup> We acknowledge that 2SLGBTQIA+ communities exist at the intersections of all communities of culture, religion, disability and neurodiversity.

We envision doing this work in a way that:

- Honors the knowledge and wisdom of Black and Indigenous communities.
- Keeps accessibility at the forefront.
- Uses a relationship-based approach.

The Office of 2SLGBTQIA+ Equity serves as a hub and support system for City of Minneapolis to prioritize community engagement and systems change work to advance 2SLGBTQIA+ equity within the City and alongside our communities. This ongoing work requires our commitment for the long-haul, including our commitment to partnership with our communities through transparency and accountability.

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<sup>1</sup> 2SLGBTQIA+ stands for Two-Spirit (2S), lesbian, gay, bisexual, transgender, queer, intersex, asexual, with the plus (+) as an acknowledgement that there are many more identities and experiences that can and do fit within these communities. This current iteration of the community acronym is one that is often being used by community organizations that the City of Minneapolis works with, and we know and understand that community language is always changing.

Our office seeks to celebrate the 2SLGBTQIA+ community’s significant contributions and address unique issues in Minneapolis. We are committed to making Minneapolis more culturally agile by lifting up all members of the community, especially those with intersecting and historically marginalized identities.

### Measures of success

If we are successful in achieving our goals, we would see:

- More evidence of **thriving, connected and resourced** 2SLGBTQIA+ communities. This could be through data and stories.
- City of Minneapolis leadership, staff, partners and communities understand the value in building **trust, respect, and relationships** as capacity building for advancing 2SLGBTQIA+ equity.
- A government system, the City of Minneapolis, with **greater understanding** of their role in advancing and enacting 2SLGBTQIA+ equity work and initiatives across all departments.

### Goals for 2026 – 2030

Over the next five years, the Office of 2SLGBTQIA+ Equity will prioritize the following goals<sup>2</sup> to support meaningful change for our 2SLGBTQIA+ communities. We will follow up with a detailed action plan corresponding to each of these goals.

#### Goal 1: Connection

- The Office of 2SLGBTQIA+ Equity will be a responsive partner and bridge between the City of Minneapolis government and residents.
- We will connect communities to the government enterprise, respond to emergencies and provide ongoing, relevant communication relevant to community needs.

#### Goal 2: Engagement opportunities

- The Office of 2SLGBTQIA+ Equity will provide meaningful opportunities for 2SLGBTQIA+ people and communities to engage with culturally relevant programming and with the City enterprise.
- The City of Minneapolis will continue collaborating on keystone events like the Trans Equity Summit that offer opportunities for communities to engage with each other and showcase resources to meet communities’ needs.
- The City of Minneapolis will convene a 2SLGBTQIA+ equity task force or advisory group to promote consistent engagement and accountability with community members.

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<sup>2</sup> These are high-level goals. An action plan to support these goals will be released in June 2026 to support achieving these goals.

### Goal 3: Systems change

The Office of 2SLGBTQIA+ Equity will work within the City of Minneapolis enterprise on relevant systems change issues<sup>3</sup> to make the City more inclusive, equitable and responsive to 2SLGBTQIA+ people and communities.

The systems change work will look like, but is not limited to:

- **Responsiveness to community needs:** work alongside City of Minneapolis departments that interface, provide services to and contract with 2SLGBTQIA+ communities on addressing community issues and needs centering those most impacted by the issue with care and nuance.
- **Capacity building:** support City of Minneapolis employees to have a clearer understanding of community cultural norms and needs, and how to apply this knowledge to their work.
- **Policy and practice:** assess City of Minneapolis internal policies related to best practices for 2SLGBTQIA+ inclusion and support with revision and writing of policies that support inclusion.
- **Community engagement:** provide opportunities for City staff across departments to consider meaningful approaches to engaging with 2SLGBTQIA+ communities and how to plan them.
- **Culture change and visibility:** work alongside elected officials and City staff to promote visibility of 2SLGBTQIA+ employees and elected officials, elevate their work and initiatives related to our communities, and reinforce the importance of visibility of our communities

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<sup>3</sup> For more information about what “systems change” is referring to consult the [Waters of Systems Change](#).