



Mayor Jacob Frey and the Minneapolis Youth Congress sign the Child Friendly Cities Initiative Memorandum of Understanding

## 2023 MINNEAPOLIS LOCAL ACTION PLAN

### CHILD FRIENDLY CITIES INITIATIVE

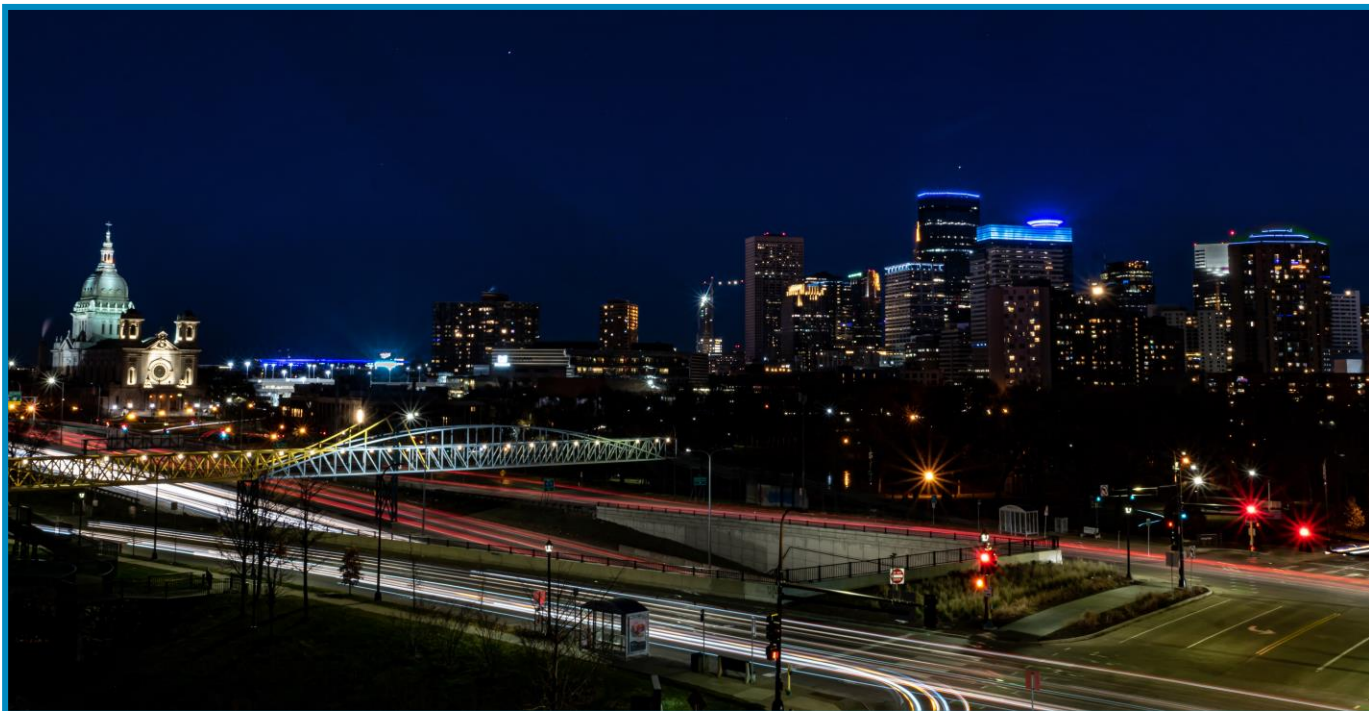
CITY OF MINNEAPOLIS HEALTH DEPARTMENT  
MINNEAPOLIS YOUTH COORDINATING BOARD



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## FROM THE OFFICE OF MAYOR JACOB FREY



Minneapolis skyline glows blue for World Children's Day

Minneapolis is thrilled to advocate for children's rights and is proud to shoulder UNICEF's Child Friendly City Initiative (CFCI). A child-friendly city ensures that the voices, needs and priorities of children are an integral part of public policies, programs and decisions. Thus, a "child-friendly city" is a city that is fit for all. CFCI provides meaningful opportunities for cities to collaborate with child and youth-led social justice initiatives and to amplify existing efforts in realizing children's rights, especially for children and young people of color and other historically marginalized groups.

Originally created in 1996, UNICEF's Child Friendly Cities Initiative uses a child rights-based framework to build a roadmap for establishing safer, more just, equitable, inclusive, and child-responsive cities and communities around the world. The framework consists of two pillars: goals and results to be achieved and strategies for achieving these goals and results.

As of February 14, 2020, the City of Minneapolis has been committed to planning and implementing more meaningful programs and efforts that focus on emergency management and preparedness planning, youth voice and decision-making spaces, community safety, and child rights education and awareness. Our team, led by the health department and the Minneapolis Youth Coordinating Board (YCB), has been working hard these past two years to bring forward an action plan based on feedback from high school age youth and parents with young children. The City of Minneapolis looks forward to becoming one of the first cities in the nation to be designated a child friendly city by UNICEF. These changes will ensure every child in Minneapolis is heard and prioritized in city decision making.

Mayor Jacob Frey  
City of Minneapolis

# INTRODUCTION TO MINNEAPOLIS CFCI

## Introduction to CFCI, the Action Plan & Strategic Team

### Child Friendly Cities Initiative

UNICEF USA's Child Friendly Cities Initiative (CFCI) was launched globally in 1996 to protect children's rights in an increasingly urbanized and decentralized world. CFCI supports municipal governments in realizing the rights of children at the local level using the United Nations Convention on the Rights of the Child (CRC) as its foundation. UNICEF USA's Child Friendly Cities Initiative (CFCI) represents a community-based commitment to elevating and prioritizing the voices of children in local governance and decision-making.

### Convention on the Rights of the Child + CFCI Goal Areas

CFCI is rooted in the 1989 [UN Convention on the Rights of the Child](#) (CRC). The CRC is the most widely supported and comprehensive international human rights treaty. It outlines the full range of civil, cultural, economic, political and social rights to which every human is entitled and recognizes the essential role and importance of parents and families.

Even though the United States is the only country in the world which has not yet ratified the Convention, the Convention remains a powerful tool not only for advocacy and programming but also for guiding our everyday behavior with children. This treaty provides a framework to help governments ensure that children and families have certain rights and protections:

- Children should be free from discrimination.
- Government policies should be based on the best interest of the child.
- Children should survive and develop to their full potential.
- Children's views and perspectives are important.

In 1989, Minneapolis Mayor Don Fraser signed onto the newly minted CRC as an early advocate, setting a tone that the City of Minneapolis values and prioritizes children and youth.



Natalie's (Minneapolis child) depiction of CRC article #30

The CFCI Goal Areas reflect the 54 articles of the CRC and provide a framework of action for the Child Friendly Cities Initiative which are (\*CRC Articles applies to multiple CFCI Goal Areas):



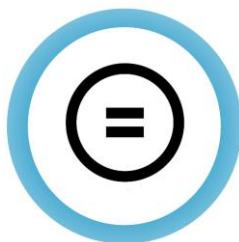
**Safety and inclusion:** Every child and young person is valued, respected and treated fairly within their communities and by local authorities.

CRC Articles: 1, 2, 3, 4, 5, 6, 9, 10, 11, 16, 17, 19\*, 20\*, 21\*, 23\*, 25\*, 28\*, 29\*, 30, 31\* 32\*, 33\*, 34\*, 35\* 36\*, 37\*, 38, 39\*, 40\* 41\*



**Children's participation:** Every child and young person has their voice, needs and priorities heard and considered in public laws, policies, budgets, programs and decisions that affect them.

CRC Articles: 7, 8, 12, 13, 14, 15, 23\*, 31\*, 32\*, 37\*, 40\*, 41\*, 42\*



**Equitable social services:** Every child and young person has access to quality essential social services.

CRC Articles: 18, 19\*, 20\*, 21\*, 23\*, 24\*, 25\*, 26, 27\*, 28\*, 29\*, 31\*, 32\*, 34\*, 35\*, 36\*, 37\*, 39\*, 40\*, 42\*



**Safe living environments:** Every child and young person lives in a safe, secure and clean environment.

CRC Articles: 24\*, 25\*, 27\*, 33\*, 34



**Play and leisure:** Every child and young person has opportunities to enjoy family life, play and leisure.

CRC Articles: 23\*, 31\*

## CFCI Strategies

CFCI utilizes two pillars of strategy to achieve goals and results for children and youth:

COMMUNITY BUILDING	CHILD-FRIENDLY GOVERNANCE
<ul style="list-style-type: none"><li>• developing sustainable mechanisms for meaningful and inclusive child and youth participation</li><li>• increasing child rights awareness and capacity development</li><li>• encouraging child and youth projects, campaigns, and civic actions</li></ul>	<ul style="list-style-type: none"><li>• establishing a coordinating unit for children, such as a Children’s Cabinet</li><li>• appointing advocates or ombudsmen for children</li><li>• implementing child-responsive budgeting</li><li>• advocating for child-responsive policymaking</li><li>• supporting child-sensitive urban planning</li><li>• preparing child-responsive disaster emergency response</li></ul>

## CFCI Local Action Plan

The CFCI Local Action Plan lays out priorities and strategies for improving the wellbeing of Minneapolis children and young people. It is based upon the results of local government and community assessment data, integrating the voices of Minneapolis young people and parents.

The Local Action Plan Process consists of four main components:



**Conduct Situational Analysis** | Compile local government data regarding children and young people. Distribute surveys to target community groups. Analyze and visualize government and community data.



**Develop Local Plan of Action** | Host in-person huddles with target community groups to examine data and propose solutions. Prioritize issues and solutions into a written Local Action Plan.



**Implement CFCI Strategies** | Implement CFCI Local Action Plan strategies and activities over one year.



**Monitor and Evaluate Progress** | Measure success of CFCI Local Action Plan strategies and activities.

## Our Vision, Mission, Guiding Principles for a Child-Friendly Minneapolis

Minneapolis' vision, mission and guiding principles for a Child-Friendly Minneapolis began with a focused conversation facilitated by the Minneapolis Youth Congress in November 2020 with our local Executive Committee. A small work group turned this conversation into the following guidance:

**VISION:** CFCI Minneapolis' vision is a future where all children and youth in Minneapolis feel safe and heard, are provided opportunities to participate and lead, find agency, and thrive.

**MISSION:** CFCI Minneapolis' mission is to lead the state and the country by creating equitable and just spaces for children, youth, and families to share power and mobilize collective action to champion local cultures, development, education, health, and safety through a global children and youth rights lens.

**GUIDING PRINCIPLES:** Guided by a spirit of hope, we continually strive to uphold the rights of children and youth in innovative and relevant ways by embracing:

- **Youth Leadership.** Our city's children and youth are sought out and encouraged to lead in peer to peer and intergenerational decision-making. (Article 12)
- **Inclusion and Collaboration.** Our city's children and youth feel heard and feel free to share their thoughts with their own voices and through their lived experiences (Article 13)
- **Safe and courageous spaces.** Our city's children and youth are safe at home, in school and in their communities (Article 19)
- **Accessibility.** Our city will be intentional about making sure that all programs and services are accessible to all children and youth (Articles 2 and 23)
- **Accountability.** Our city is accountable to the rights of children and youth and the United Nations Convention on the Rights of the Child and children, youth and adults are accountable to one another. (Articles 42 and 43)

## Child-Friendly Minneapolis Team

In May 2019, a trio of Minneapolis-based child rights advocates participated in UNICEF USA's conference in Jacksonville, Florida focused on bringing the Child Friendly City Initiative to the United States.



On February 14, 2020,

Mayor Jacob Frey signed the Memorandum of Understanding with UNICEF USA to become a CFCI Candidate City. On August 12, 2020, International Youth Day (an annual observance to celebrate young peoples' voices, actions and meaningful, equitable engagement) UNICEF USA launched the Child Friendly Cities Initiative in the United States.

An Executive Committee of Minneapolis City staff and community child rights advocates was formed, along with three sub-committees: Child Rights Education, Emergency Management and Planning, and Engagement. The CFCI Team over the past 3 years has engaged over 300 Minneapolis youth and adults. We are grateful for all the youth and parents who participated in the community assessments, and to our passionate CFCI champions sustaining this body of work!

MUNICIPAL BODIES	CFCI EXECUTIVE COMMITTEE	YOUTH COUNCILS	CFCI INTERGENERATIONAL TEAM
<ul style="list-style-type: none"> <li>Minneapolis Health Department</li> <li>Minneapolis Youth Coordinating Board</li> <li>Minneapolis Public Schools</li> <li>Minneapolis Parks and Rec</li> <li>Minneapolis Neighborhood and Community Relations (NCR) Department</li> <li>Minneapolis Youth Cabinet</li> </ul>	<p><b><u>Community Volunteer</u></b> Gretchen Musicant Dr. Chuck Oberg Rachel Peterson Dr. Cristina Baker Kristi Rudelius-Palmer Maddy Wegner</p> <p><b><u>MPLS Health Dept</u></b> Luisa Pessoa-Brandao Meghan Burian Roe Reinberg Sarah Schiele</p> <p><b><u>MPLS YCB</u></b> Ann DeGroot Leopoldino Jeronimo Min Lee Rachel Oberg-Hauser Carina Sibley Deby Ziesmer</p> <p><b><u>MPLS Public Schools</u></b> Cindy Hillyer</p> <p><b><u>MPLS Parks and Rec</u></b> Heidi Pope</p> <p><b><u>MPLS NCR</u></b> Christina Kendrick Michelle Rivero</p> <p><b><u>Former Exec Members</u></b> Julie Ashburn Fatou Barry Mikayla Ferg Andrea Kittleson Noya Woodrich</p>	<ul style="list-style-type: none"> <li>The Minneapolis Youth Congress is a representative body of youth that influences decisions and policies relevant to youth. MYC works with elected officials, focusing on the welfare of the youth in the City of Minneapolis.</li> <li>The CityWide Student Leadership Board provides a systematic process for gathering and sharing youth voice with Minneapolis Public School decision makers.</li> </ul>	<ul style="list-style-type: none"> <li>Minneapolis Health Department</li> <li>The Minneapolis Youth Coordinating Board staff</li> <li>Urban Scholars summer intern, Fatou Barry</li> <li>Step Up summer interns, Alexis Brown and Abdirahman Muse</li> <li>Parents with young children</li> <li>High school age youth</li> </ul>



# SITUATION ANALYSIS RESULTS

## Child Equity Profile

### Minneapolis

City of Lakes

**Total Children Population**

**85,422**

**Children Make Up 20% of Minneapolis**

Total Minneapolis Residents: 425,336

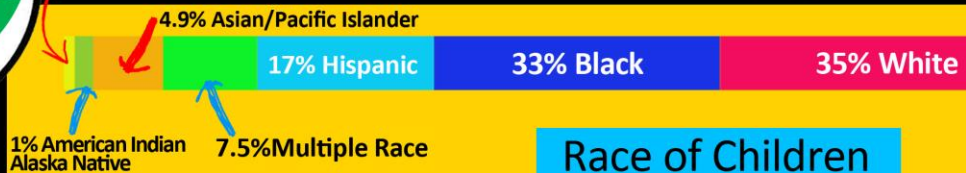
**Gender**

50.3% Male  
49.8% Female

**Age**

33% Under 5  
67% 5-18

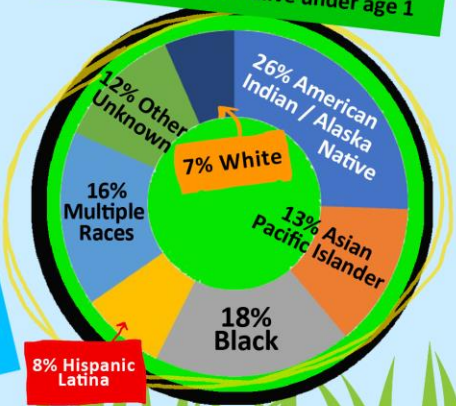
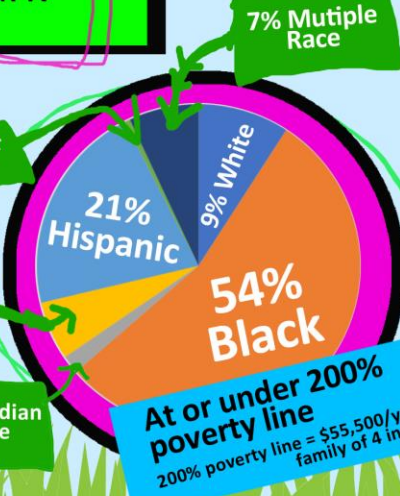
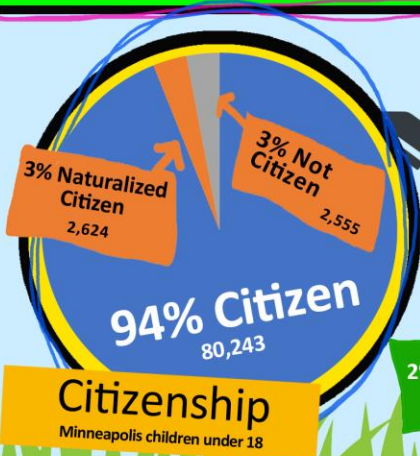
0.7% Other Race



**98% of Minneapolis residents live within 6 blocks of a park\***

**2014-16 Infant Mortality Rate by Race of Mother<sup>+</sup>**

Infant mortality is the death of a Minneapolis infant born alive under age 1



We are reporting our children's demographics based on Census data collection. We recognize that children have wonderful variety in who they are and how they identify themselves. Our community is committed to valuing them holistically and using language that reflects their whole selves.

\* Data Source: Trust For Public Land

<sup>+</sup> Data Source: Minnesota Department of Health, Birth Cohort Infant Mortality

Date Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates (2016-2020) IPUMS USA, University of Minnesota



# Community Assessments Summary

## Methodology

Community Assessments were conducted in two parts:

1. A digital survey consisting of about 60 questions housed in SurveyMonkey. Questions were categorized by the 5 CFCI goals and a section on demographics. Nearly all questions were affirmative statements with the following multiple-choice responses: Mostly True, Sometimes True, Rarely True, or Not Sure, while the remaining questions were either open-response or demographics.
2. Three In-Person Reflection Huddles with 59 young people and parents with young children took place after the online surveys were completed and summarized.

Digital surveys were drawn from a convenience sample of high school students surveyed on iPads over the lunch hour during the fall 2021 school semester. While digital surveys from parents with young children were also drawn from a convenience sample of emails sent to school and community early childhood center users and fall 2021 as well. The surveys were mostly identical, with some questions being unique to the respective target group. Survey results were translated onto a 1-10 point scale with 1 being rarely agree and 10 being mostly agree. Each group was desegregated by gender, sexuality, race, and neighborhood. These results can be found [here](#).

In-person reflection huddles took place in March and June 2022. Due to our two target groups with separate surveys, it was decided to have a huddle specifically for youth and 2 huddles for parents. The youth huddle consisted of young people in the Minneapolis Youth Congress and the Minneapolis Public School CityWide Student Leadership Board. The parents huddles were conducted at two separate child care centers: LaCreche located on the northside and Joyce Preschool located on the southside. Food was provided and participants were offered a \$50 gift card.



Aurelia (Minneapolis child) depiction of CRC article #3

Huddles were modeled after a “What, So What, Now What” approach where participants were presented with the digital survey results. They were asked to objectively describe the data, then make meaning of the data via a series of reflections questions, and then develop potential recommendations or solutions.

The CFCI Intergenerational Committee reviewed and analyzed the survey results along with the transcriptions of the huddles to determine the top 4 priorities in this Local Action Plan.

## Target Groups

The CFCI Executive Committee intentionally selected two target groups for the community assessments:

- Minneapolis High School Age Young People (ages 10-18)
- Minneapolis Parents with Young Children (under the age of 5)

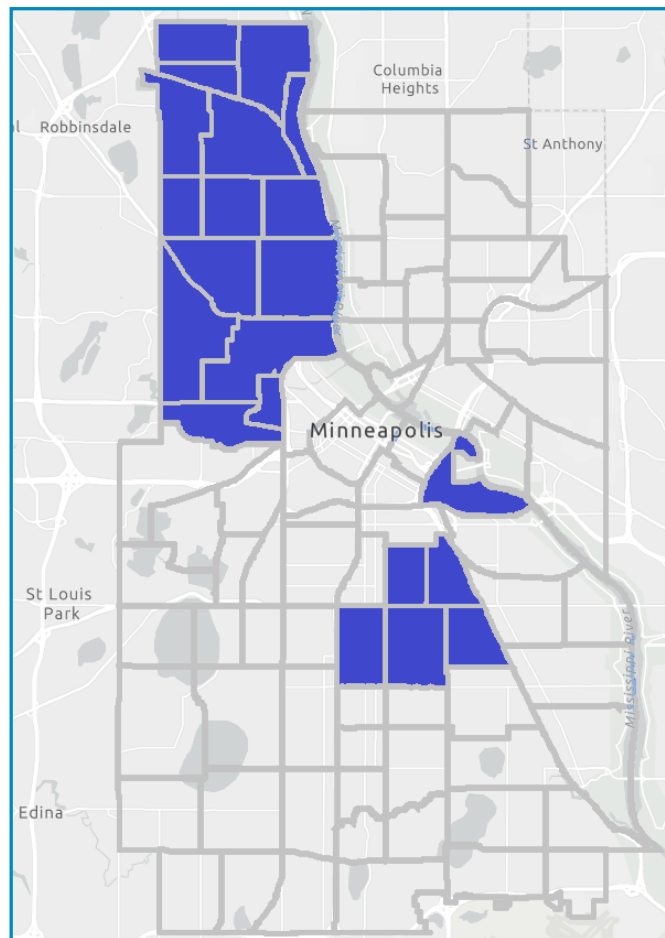
	High School Age Young People	Parents with Young Children																																				
# Community Assessments Completed	173	85																																				
# Participants at In-Person Huddles	26	33																																				
Survey Participants by Race/Ethnicity	<table border="1"> <caption>Survey Participants by Race/Ethnicity - High School Age Young People</caption> <thead> <tr> <th>Race/Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Asian or Pacific Islander</td> <td>~10%</td> </tr> <tr> <td>African American/Black</td> <td>~45%</td> </tr> <tr> <td>East African</td> <td>~10%</td> </tr> <tr> <td>Middle Eastern/North African</td> <td>~5%</td> </tr> <tr> <td>Native</td> <td>~5%</td> </tr> <tr> <td>Latino/a/x</td> <td>~15%</td> </tr> <tr> <td>White</td> <td>~30%</td> </tr> <tr> <td>A race/ethnicity not listed</td> <td>~10%</td> </tr> </tbody> </table>	Race/Ethnicity	Percentage	Asian or Pacific Islander	~10%	African American/Black	~45%	East African	~10%	Middle Eastern/North African	~5%	Native	~5%	Latino/a/x	~15%	White	~30%	A race/ethnicity not listed	~10%	<table border="1"> <caption>Survey Participants by Race/Ethnicity - Parents with Young Children</caption> <thead> <tr> <th>Race/Ethnicity</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Asian or Pacific Islander</td> <td>~20%</td> </tr> <tr> <td>African American/Black</td> <td>~40%</td> </tr> <tr> <td>East African</td> <td>~15%</td> </tr> <tr> <td>Middle Eastern/North African</td> <td>~10%</td> </tr> <tr> <td>Native</td> <td>~5%</td> </tr> <tr> <td>Latino/a/x</td> <td>~25%</td> </tr> <tr> <td>White</td> <td>~20%</td> </tr> <tr> <td>A race/ethnicity not listed</td> <td>~10%</td> </tr> </tbody> </table>	Race/Ethnicity	Percentage	Asian or Pacific Islander	~20%	African American/Black	~40%	East African	~15%	Middle Eastern/North African	~10%	Native	~5%	Latino/a/x	~25%	White	~20%	A race/ethnicity not listed	~10%
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Youth Survey Participants by Age	<table border="1"> <caption>Youth Survey Participants by Age</caption> <thead> <tr> <th>Age Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Aged 10-13</td> <td>8%</td> </tr> <tr> <td>Aged 14-18</td> <td>92%</td> </tr> </tbody> </table>	Age Group	Percentage	Aged 10-13	8%	Aged 14-18	92%																															
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## Target Groups by Location

Additionally, the CFCI Executive Committee prioritized the following geographical areas in Minneapolis:

- Northside
- Phillips
- Powderhorn
- Cedar-Riverside

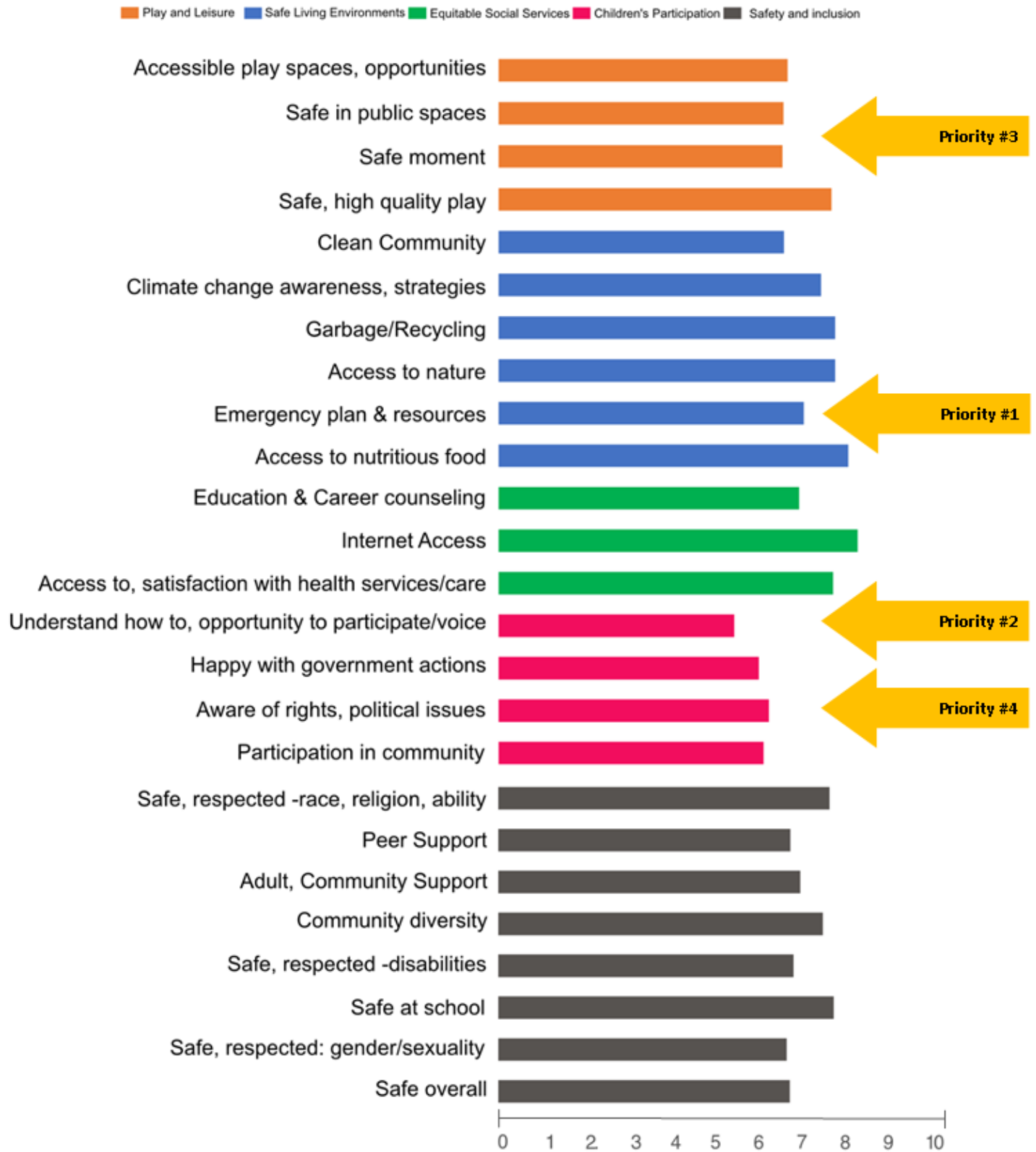
These neighborhoods have the highest concentration of children and young people, people of color and immigrant families, and are historically under resourced. The blue highlighted neighborhoods in the map below represents where these communities are in Minneapolis.



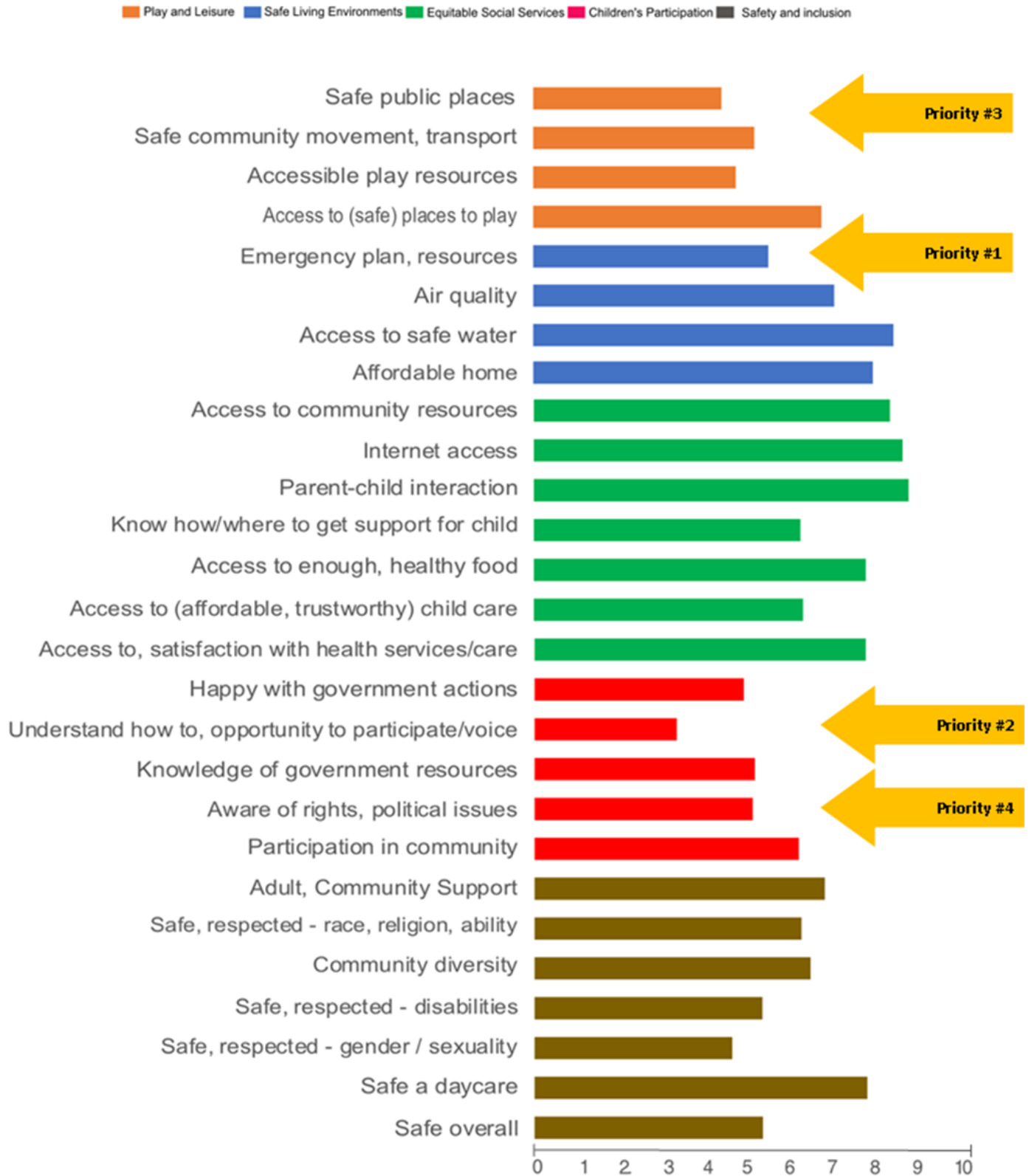
## Findings

The charts below show responses from our two target groups' level of agreement on the five CFCI goals. A longer bar corresponds with higher level of agreement with the given survey item. Specifically, they indicate that both groups rated topics related to children's participation lowest and rated topics on relationships and necessities highest. There were notable differences between how different demographic groups responded to these topics.

# High School Age Youth Community Assessment Results



# Parents with Young Children Community Assessment Results



# LOCAL ACTION PLAN PRIORITY AREAS



## Priority 1: Emergency Management + Preparedness Planning

Minneapolis Emergency Preparedness and Operations plans ensure/include the needs of children, young people, and their caregivers.



## Priority 2: Youth Voice in Decision Making Spaces

Young people are involved in planning and/or decision making for their communities.



## Priority 3: Community Safety

Gather and amplify community safety experiences and solutions from young people and parents with young children to decision-makers.



## Priority 4: Child Rights Education + Awareness

Develop and implement strategies, involving young people and adults alike, to raise awareness of child rights across Minneapolis.

# PRIORITY 1: EMERGENCY MANAGEMENT + PREPAREDNESS PLANNING

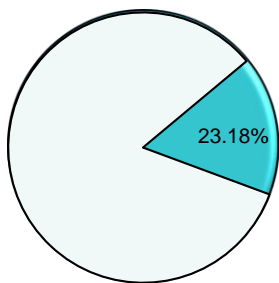


Youth workers at the PARTNERS with Youth Conference

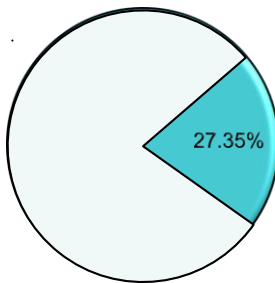
CFCI Goal Area 4 states that every child and young person lives in a safe, secure, and clean environment. This goal area includes the following CRC articles:

- Article 6: Every child has the right to life. Governments must do all they can to make sure that children survive and develop to their full potential.
- Article 24: Every child has the right to the best possible health outcomes. Governments must provide quality health care, clean water, nutritious food, and clean environments to ensure children are healthy.
- Article 27: Every child has the right to a standard of living that is good enough to meet their physical, social, and mental needs. Governments must help families that cannot afford to provide this.

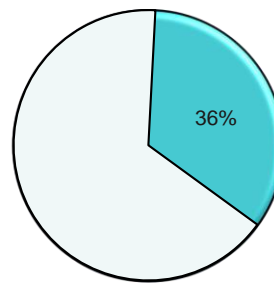
The results of the community assessment surveys revealed that family emergency planning is a relatively low priority for Parents with Young Children and High School Age Youth.



23.18% Youth Survey Respondents know about the emergency plan



27.35% Parents Survey Respondents are not sure about the emergency plan



36% Parents Survey Respondents know about the emergency plan



During the youth huddle, young people recommended that emergency preparedness information and workshops for families would be useful.

Emergency management and preparedness planning was identified as a priority due to the impact of three compounding incidents in Minneapolis that disproportionately impacted children, youth and families. The Drake Fire in December of 2019, the COVID 19 pandemic, and the murder of George Floyd by Minneapolis police and the resulting racial reckoning. A review of previous disaster after-action reports showed that while these reports showed thoughtful review of the emergencies, there was little to no discussion of children, youth or caregiver specific needs. A review of the current literature on child-responsive emergency preparedness, response and recovery led to the following recommendations for the City of Minneapolis.

- The needs of children, youth and their caregivers must be centered and specifically planned for in the event of emergencies and include the needs of children with disabilities and other vulnerable groups.
- Child-responsive emergency planning should include outreach and education to families on how to prepare for disasters.
- Children, youth and their caregivers must have access to quality, accurate and understandable information during and following an emergency or disaster.
- Child-responsive emergency plan must address recovery efforts and be responsive to ongoing needs of children, youth and their caregivers, particularly around mental health.
- Schools, government, and communities should work together on child-responsive preparedness, response and recovery efforts.
- Child-responsive emergency planning must be inclusive of marginalized communities and responsive to their needs to reduce disproportionate impact.



Dylan's (Minneapolis child) depiction of CRC article #14

## Priority 1 Theory of Change



## Priority 1 Action Plan

Strategies we will put into action	One-year activities to realize this strategy	Individuals, groups, and organizations responsible for implementing activities	Human, financial, and other resources needed to implement activities	Measurement indicators to monitor and evaluate plan
City residents are informed of considerations in the Health Department Emergency Operations Plan for children and their caregivers.	<ul style="list-style-type: none"> <li>• Develop communication strategy with Minneapolis Health (MHD) Department communications coordinator</li> <li>• Schedule meeting with MHD and City comms</li> <li>• Develop message and identify communication channels for sharing with public</li> <li>• Create a calendar for messages</li> </ul>	<ul style="list-style-type: none"> <li>• Child Friendly Cities Initiative Executive Committee</li> <li>• Minneapolis Health Department Staff</li> <li>• Youth Coordinating Board (YCB)</li> </ul>	<ul style="list-style-type: none"> <li>• Maternal, Child Health emergency mgmt toolkit (ASPR)</li> <li>• MHD and City Comms</li> </ul>	<ul style="list-style-type: none"> <li>• City residents have increased awareness of emergency resources and information for children and their caregivers.</li> <li>• Increased City communications about emergency plans</li> </ul>
Emergency after-action process will include opportunities for children and their caregivers to provide input on response actions by the City.	<ul style="list-style-type: none"> <li>• Develop feedback process for youth and caregivers to participate in after-action reporting</li> <li>• Coordinate workgroup of City staff to develop process for community engagement of children and their caregivers</li> <li>• Implement process to collect input from children and caregivers</li> <li>• Share community feedback with MHD and City Emergency Operations staff</li> </ul>	<ul style="list-style-type: none"> <li>• Minneapolis Health Department Staff</li> </ul>		<ul style="list-style-type: none"> <li>• Inclusion of children and caregiver feedback in after-action reports of incidents</li> <li>• Input from children and caregivers is used to improve future preparedness, response, and recovery efforts.</li> </ul>
Strengthen cross-enterprise work to ensure child and caregiver responsive emergency response.	<ul style="list-style-type: none"> <li>• Identify City departments to include in workgroup</li> <li>• Convene workgroup of City staff</li> <li>• Develop actions City can take to ensure child and caregiver responsive emergency response</li> </ul> <p>CFCI staff will attend relevant meetings as necessary</p>	<ul style="list-style-type: none"> <li>• Minneapolis Health Department staff</li> <li>• Neighborhood and Community staff</li> <li>• YCB staff</li> <li>• Emergency Operations staff</li> </ul>		<ul style="list-style-type: none"> <li>• Workgroup convened</li> <li>• 4 meetings of workgroup</li> </ul>
Expand partnerships with local, county and state-level on efforts for child friendly emergency preparedness and response efforts.	<ul style="list-style-type: none"> <li>• Identify local efforts</li> <li>• Outreach/build partnerships and coalitions</li> <li>• Attend relevant meetings with partner organizations as necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Minneapolis Health Department staff</li> </ul>		<ul style="list-style-type: none"> <li>• 3 local initiatives identified</li> <li>• Up to 3 of partnerships</li> <li>• 4 meetings attended</li> </ul>

# PRIORITY 2: YOUTH VOICE IN DECISION MAKING SPACES

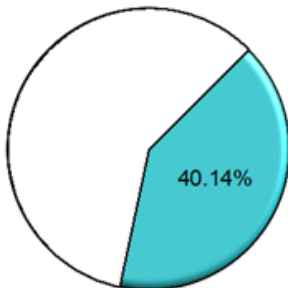


The Minneapolis Youth Congress hosting the Teen Job Fair

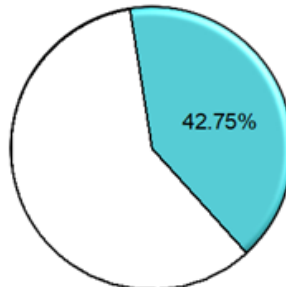
CFCI Goal Area 2 states that every child and young person has their voice, needs, and priorities heard and taken into account in public laws, policies, budgets, programs, and decisions that affect them. This goal area reflects numerous articles in the CRC including:

- Article 12: Every child has the right to have a say in all matters affecting them and to have their opinions and suggestions taken seriously by the government, school boards, parents, and civil society.
- Article 13: Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law.
- Article 15: Every child has the right to meet with other children and to join organizations, as long as this does not stop other people from enjoying their rights.

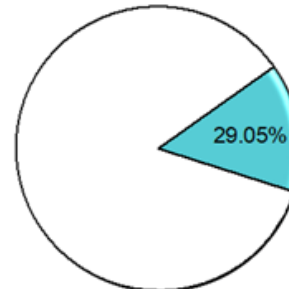
The Children’s Participation results from the Community Assessments with high-school age youth scored the lowest of any CFCI Goal Area. The following statements within the Children’s Participation section were ranked the lowest:



**40.14% Survey Respondents know how to give their opinion on city planning (e.g. bike routes, bus lines) and services (e.g. public safety) for young people in the city**



**42.75% Survey Respondents are aware of the children’s rights or the Convention on the Rights of the Child (CRC)**



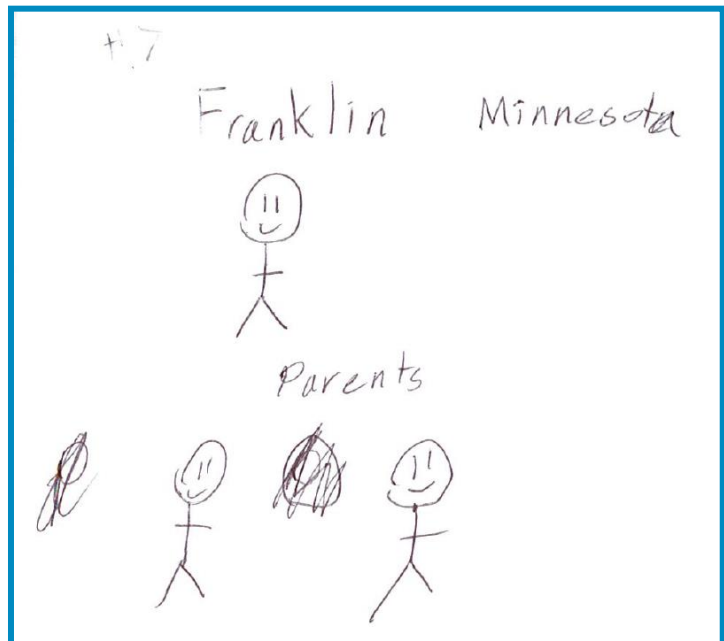
**29.05% of Survey Respondents don’t have meaningful opportunities to voice ideas and concerns about decisions that affect them**

During a huddle discussion, young people discussed that the City lacks structured and intentional opportunities for them to have a seat at decision-making tables and have a voice in decisions that affect their well-being and that of their communities. They recommended that the City should create more opportunities for young people to share their opinions and feedback.

Minneapolis has 54 boards, commissions, and advisory committees, which are groups that advise the Mayor and City Council on specific policy areas. The process of recruitment, application, and selection of new members looks different for each board. The City of Minneapolis website notes that they seek out candidates from “diverse backgrounds, life experiences, and perspectives;” however the process for applying and serving is not easily assessable (City of Minneapolis. (2020). *Boards, commissions and advisory committees*. City of Minneapolis. <https://lims.minneapolismn.gov/boards?page=2>). Youth participation on Minneapolis City Boards, Commissions, and Advisory Committees is limited.

According to the 2018 Appointed Boards and Commissions Diversity Survey Report conducted by the Minneapolis’s Neighborhood and Community Relations Department, only about 2% of board members were in the 18-24 age group, despite that 18-24-year-olds represent about 14% of Minneapolis’s population. In addition, the report also notes that “the applicant pool shows that applicants ages 18-24 are applying at a percentage rate of 7%, [but] only 2% of those applicants are getting seated on a board or commission.” Less than half of applicants in this age group are being seated on a board, which may indicate a bias towards this group. The survey does not collect data for participation of high school youth under the age of 18, so it is likely that participation for this age group is minimal or nonexistent. Although there is no specific statute prohibiting the participation of youth under 18 on boards, commissions, or advisory committees, the lack of inclusion of this group in the data indicates that participation of high school-age youth has not been a priority for the City (Minneapolis Neighborhood and Community Relations Department. (2019). *2018 appointed boards and commissions diversity survey report*. [https://lims.minneapolismn.gov/Download/RCA/8218/Final\\_2018ABCDiversitySurveyReport.pdf](https://lims.minneapolismn.gov/Download/RCA/8218/Final_2018ABCDiversitySurveyReport.pdf)).

Priority 2’s goal is that young people (ages 15-24) are involved in planning or decision making for their communities. The City and the Minneapolis Youth Coordinating Board (YCB) will develop a Youth on Boards program where young people are trained, paid and supported to serve as voting members of City Boards and Commissions. Current adult Board members will also receive training and support to welcome and share power with young people.



Franklin’s (Minneapolis child) depiction of CRC article #18

## Priority 2 Theory of Change



## Priority 2 Action Plan

Strategies we will put into action	One-year activities to realize this strategy	Individuals, groups, and organizations responsible for implementing activities	Human, financial, and other resources needed to implement activities	Measurement indicators to monitor and evaluate plan
<p>Design and implement Youth on Boards program.</p>	<ul style="list-style-type: none"> <li>Identify, prep, and onboard 3-5 City Boards to host young people.</li> <li>Recruit, prep, and onboard up to 10 young people to serve on boards.</li> <li>Match young people and boards.</li> <li>Coordinator provides ongoing support and consultation to young people and boards.</li> <li>Conduct an implementation evaluation.</li> <li>Submit funding application to Wallace Foundation</li> </ul>	<ul style="list-style-type: none"> <li>YCB Staff</li> <li>Neighborhood and Community Relations Staff</li> <li>City Clerk Staff</li> </ul>	<ul style="list-style-type: none"> <li>0.25-0.5 FTE Coordinator</li> <li>Funds for Youth Stipends</li> <li>Funds for Transportation, Food, etc.</li> <li>Specific Training for Adults and Young People</li> </ul>	<ul style="list-style-type: none"> <li>Increase the youth applicant pool.</li> <li>Young people learn 1) about roles/structures of Boards and how decisions are made; 2) skills in communication and facilitation.</li> <li># young people feel a sense of belonging and feel they are taken seriously via survey.</li> <li># Adults learn power sharing techniques via survey.</li> <li>Adults shift how Board mtgs are held to accommodate young people.</li> <li>Wallace Foundation application submitted</li> </ul>

# PRIORITY 3: COMMUNITY SAFETY

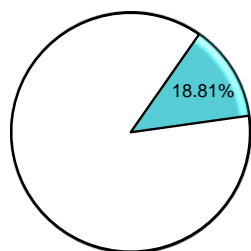


Members of the Minneapolis Youth Congress at a full Youth Congress meeting

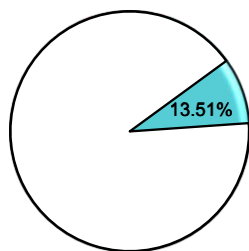
Goal area one of the CFCI framework states that every child and young person is to be valued, respected, and treated equally within their communities and schools, as well as by local governments, parents, and fellow young people. This goal area includes the following CRC articles:

- Article 6: Every child has the right to life. Governments must do all they can to make sure that children survive and develop to their full potential.
- Article 19: Every child has the right to be properly cared for and protected from violence, abuse, and neglect by their parents or anyone else who looks after them.
- Article 27: Every child has the right to a standard of living that is good enough to meet their physical, social, and mental needs. Governments must help families that cannot afford to provide this.
- Article 31: Every child has the right to relax, play, and to join in a wide range of leisure activities.

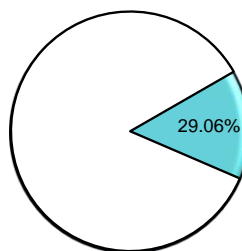
There were differences between our two target groups regarding their perceptions on safety in Minneapolis. The following statements within the Safety and Inclusion and Play and Leisure sections were ranked the lowest by High School Age Young People:



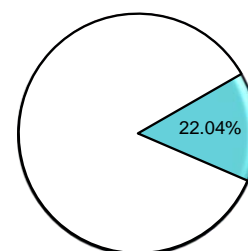
Survey Respondents feel safe in their community



Survey Respondents feel valued by peers in their community



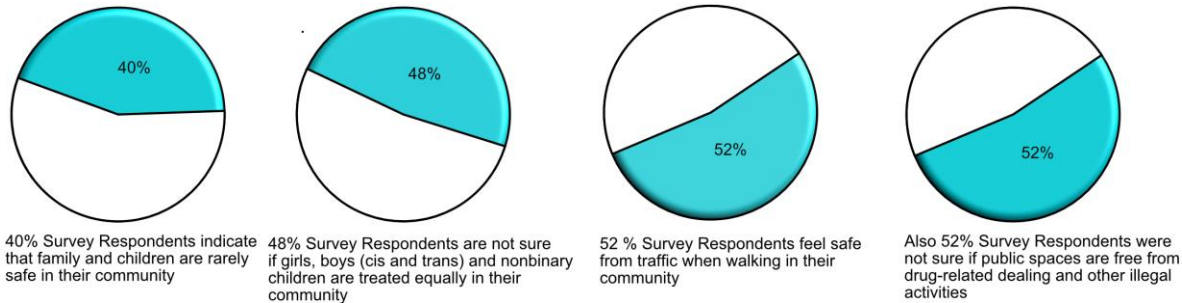
Survey Respondents are not sure if girls, trans and nonbinary, people are safe in their community



22.04% Survey Respondents are not sure if LGBTQR are treated with respect in their community



The following statements within the Safety and Inclusion and Play and Leisure sections were ranked the lowest by Parents with Young Children:



During the huddles with both High School Age Young People and Parents with Young Children, concerns and perceptions about safety got the most airtime out of the five goal areas. Safety was a greater concern for Parents with Young Children. One’s level of safety depended on, in part, that individual’s identities. Those who identified as Latinx, or LGBTQ+ rated their perception of safety lower than their white and/or straight peers. Specific concerns ranged from bullying, to safety and accessibility at local parks, to increased housing and rent prices, to sharing outdoor space with unhoused people, to safety on public transportation, and stress surrounding barriers to immigration. While several solutions were proposed, it varied by community and experience. On a positive note, a strong majority of High School Age Young People rated that they felt safe at school, and a stronger majority of Parents with Young Children rated that their daycares were safe places.

All people deserve safety in their homes, workplaces, parks, and other community spaces—safety not only from violence, but from the economic, social, and environmental conditions that fuel violence in the first place. Within the United States, however, access to physical safety—just like access to clean air, economic mobility, and high-quality schools—is shaped by where someone lives, with many of our most unsafe places reflecting decades of systemic disinvestment.

Based on many quality-of-life measures, Minnesota is often cited as one of the best places to live in the US. However, those measures belie significant racial disparities. In Minnesota, People of Color face significantly worse outcomes in many areas. They are twice as likely to live in poverty, less likely to graduate from high school, and less likely to own their own homes. They are more likely to experience unemployment and incarceration. They also face worse health outcomes, including higher rates of mortality and chronic disease. As the state’s largest city, Minneapolis has a role in driving those racial disparities. Minneapolis has grown increasingly segregated, and that segregation perpetuates significant inequities in many of the measures described above. Compared to the rest of the state, Minneapolis also experiences higher levels of violent crime. Within Minneapolis, the burden of violence becomes even more disproportionate based on geography, race, and age.

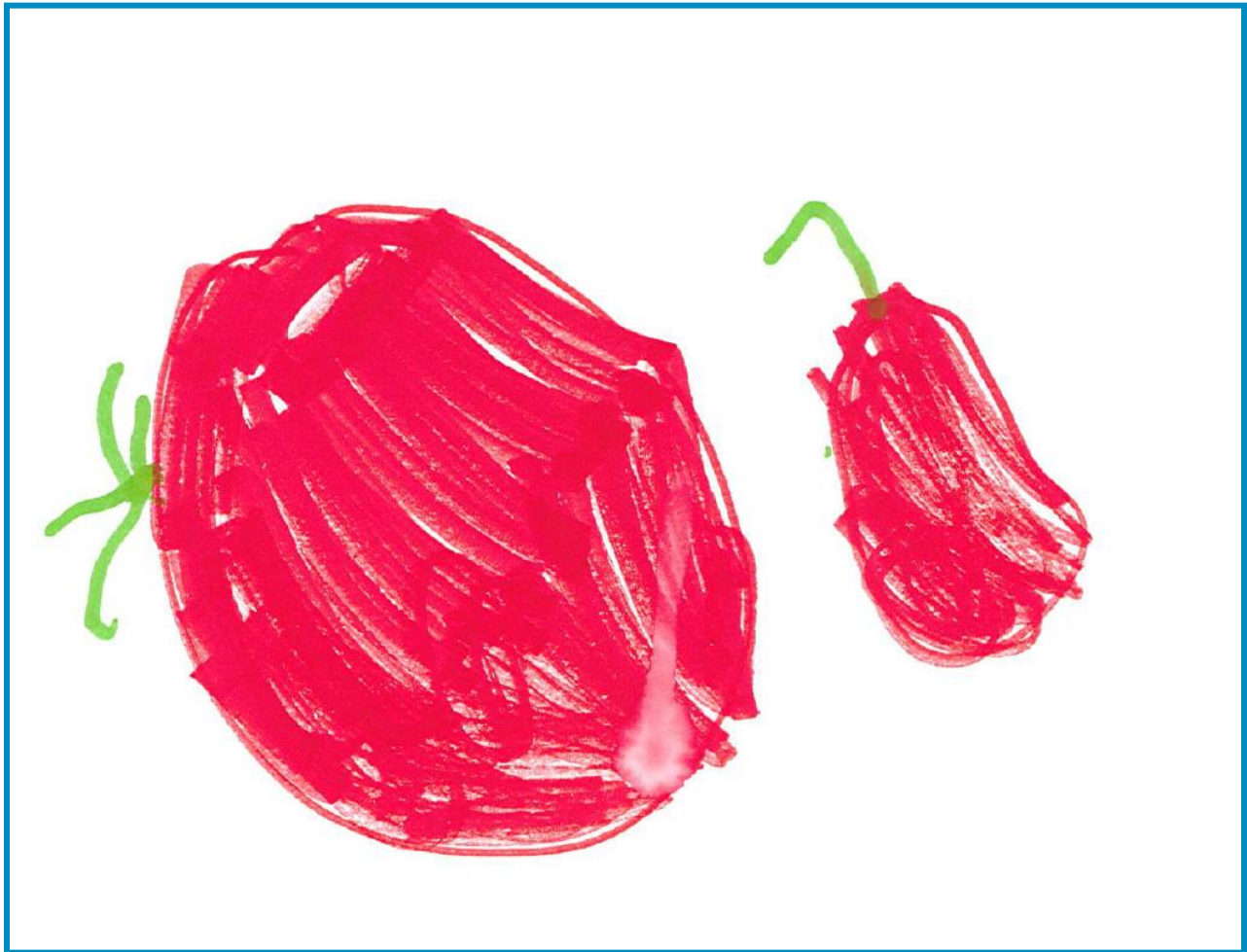
That burden heavily impacts young people. In 2019, homicide accounted for 39% of deaths among youth age 15 to 25 in Minneapolis. In 2020, there were 1,715 incidents of violence where the victim was ages 10-24. Youth gunshot injuries increased from 97 in 2018 to 225 in 2020. In 2020, there were 352 incidents of domestic violence in households with youth under 18. Minnesota Student Survey (MSS) data illustrates the impact of that violence. The 2019 MSS included a

Mental Wellbeing assessment which determined that 22% of participating Minneapolis Public School students scored less than 4 out of 10 on a mental wellbeing composite. The survey also showed that 11% of responding female 9th graders reported having experienced verbal abuse from their partners, 11% of 9th graders reported experiencing sexual coercion from their partners, and about 14% of 9th graders scored 4 or higher in ACEs.

Violence in its multiple forms has lasting impacts on individuals, relationships, and entire communities. This is particularly true when violence impacts young lives. It also presents an opportunity to critically consider the intersections between racial inequity and violence. Following the tragic murder of George Floyd in 2020, events in Minneapolis were a catalyst for demonstrations for racial justice around the world. Mr. Floyd’s murder and the events that followed have led to a reimagining of what community safety looks like in Minneapolis.

Minneapolis is on the precipice of reimagined systems of community safety and young people’s voices should be centered and prioritized.

Priority 3’s goal is to gather and amplify community safety experiences and solutions from young people and parents with young children to decision-makers.



Adam’s (Minneapolis child) depiction of CRC article #27

## Priority 3 Theory of Change



## Priority 3 Action Plan

Strategies we will put into action	One-year activities to realize this strategy	Individuals, groups, and organizations responsible for implementing activities	Human, financial, and other resources needed to implement activities	Measurement indicators to monitor and evaluate plan
<p>Gather community safety experiences and solutions from young people and parents with young children. Partner with young people to present findings and solutions to local elected officials and decision-makers.</p>	<ul style="list-style-type: none"> <li>• Create an intergenerational team to design a community engagement process.</li> <li>• Engage young people and parents with young children re: safety experiences.</li> <li>• Analyze and summarize engagement results into a report.</li> <li>• Present findings to local elected officials and relevant decision-makers.</li> </ul>	<ul style="list-style-type: none"> <li>• Caryn Scheel</li> <li>• Young People</li> <li>• Office of Violence Prevention</li> <li>• YCB</li> </ul>	<ul style="list-style-type: none"> <li>• Stipends for young people on intergenerational team</li> <li>• Incentives for community participants.</li> </ul>	<ul style="list-style-type: none"> <li>• # youth and adults on intergenerational team</li> <li>• Creation of community engagement plan.</li> <li>• # community participants</li> <li>• # engagements</li> <li>• Creation of report with recommendations</li> <li>• # presentations to decision-makers</li> </ul>

## PRIORITY 4: CHILD RIGHTS LEARNING + ENGAGEMENT

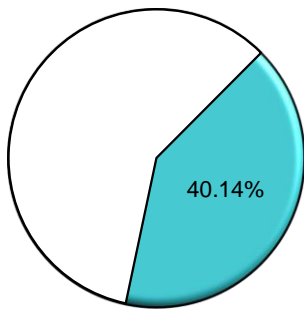


Child receives a book at a Minneapolis clinic via the Reach Out and Read Initiative

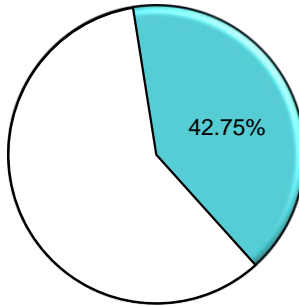
Article 42 of the UN Convention on the Rights of the Child states that governments should make the principles and provisions of the CRC widely known, by appropriate and active means, to adults and young people alike. Article 42 aligns with the following CFCI Goals:

- Safety and inclusion: Every child and young person is valued, respected, and treated fairly within their communities and by local authorities.
- Children's participation: Every child and young person has their voice, needs and priorities heard and considered in public laws, policies, budgets, programs, and decisions that affect them.
- Equitable social services: Every child and young person has access to quality essential social services.

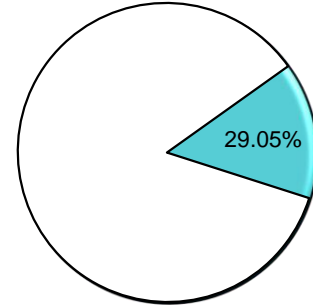
As mentioned in Priority 2, the Children’s Participation results from the Community Assessments with high-school age youth scored the lowest of any CFCI Goal Area:



40.14% Children Survey Respondents know how to give their opinion on city planning

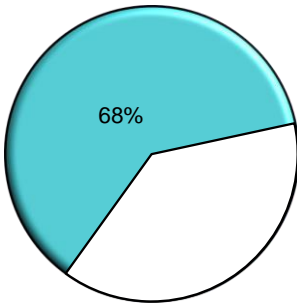


42.75% Survey Respondents are aware of the children’s rights or the Convention on the Rights of the Children (CRC)

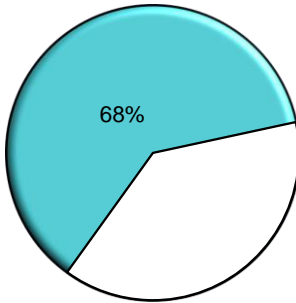


29.05% Survey Respondents have meaningful opportunities to participate in the communities’ decision making processes

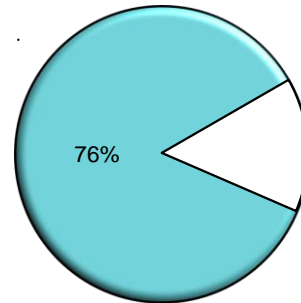
Additionally, Children’s Participation results with Parents with Young Children assessments also indicated lower levels of awareness:



68% Survey Respondents were not aware of children’s rights convention on the rights of the child



68% Survey Respondents were not sure there is a place to voice their opinion



76% Survey Respondents reported not to be involved in decision-making for my community

Minneapolis and Minnesota have a long and deep history of research, practice, and advocacy in healthy youth development including [University of Minnesota’s Dr. Gisela Konopka’s 1973 groundbreaking “Fundamental Requirements for Healthy Development of Adolescent Youth”](#) that became the cornerstone of the positive youth development framework and field. While much of this work predated the creation of the UN Convention on the Rights of the Child, local early childhood and youth development fields, and educators have yet to incorporate a child rights lens into their work.

Priority 4’s goal is to develop and implement strategies, involving young people and adults alike, to raise awareness of child rights across Minneapolis. Priority 4 recognizes the role that health care professionals, educators, and young people have in promoting child rights. The Child Rights Learning sub-committee proposes to take the following strategies to spread the awareness and use of the CRC in Minneapolis:

- Distribute free books about child rights to children and their families through Minneapolis hospitals and clinics in partnership with Reach Out and Read.
- Develop a child rights training program and intergenerational training corps, and make training available across Minneapolis in formal and informal settings.
- Advance the inclusion of child rights in Minnesota’s social studies K-12 standards.
- Document the history and development of child rights and youth development initiatives in Minnesota and make public.

## Priority 4 Theory of Change



## Priority 4 Action Plan

Strategies we will put into action	One-year activities to realize this strategy	Individuals, groups, and organizations responsible for implementing activities	Human, financial, and other resources needed to implement activities	Measurement indicators to monitor and evaluate plan
Expand Reach Out & Read Initiative	<ul style="list-style-type: none"> <li>Expand ROR Initiative to 3 additional Minneapolis children's hospitals/clinics.</li> <li>Identify and fund the next book for ages 4-7.</li> <li>Create ongoing promo tools.</li> </ul>	<ul style="list-style-type: none"> <li>Dr. Chuck Oberg</li> <li>Betsy Schaefer Roob</li> <li>Dr. Diana Cutts</li> <li>Hennepin County Pediatrics</li> </ul>	<ul style="list-style-type: none"> <li>Funding to purchase books</li> </ul>	<ul style="list-style-type: none"> <li># of added hospitals/clinics</li> <li># of books distributed</li> <li>Identification of new book</li> <li>Creation of promo tools</li> </ul>
Research and develop a sustainable youth-adult leadership structure for child rights learning and training in Minneapolis.	<ul style="list-style-type: none"> <li>Explore the creation of an ongoing cohort within the Minneapolis Youth Congress and/or a separate CFCI youth council.</li> <li>Build relationships with relevant city departments and local school-based UNICEF USA chapters.</li> <li>Co-create youth-adult leadership structure with engaged young people and adult partners.</li> </ul>	<ul style="list-style-type: none"> <li>Kristi Rudelius-Palmer</li> <li>Maddy Wegner</li> <li>Ann DeGroot</li> <li>UNICEF USA chapter representatives</li> <li>City of Minneapolis Neighborhood and Community Relations Dept.</li> <li>Rachel Peterson</li> <li>Dr. Chuck Oberg</li> </ul>	<ul style="list-style-type: none"> <li>Funding for incentives for young people</li> </ul>	<ul style="list-style-type: none"> <li># young people engaged</li> <li># City Departments engaged</li> <li># of in-kind hours of volunteer time donated to effort</li> <li># engagements with young people</li> </ul>
Assess interest and develop strategies for incorporating child rights education into school settings.	<ul style="list-style-type: none"> <li>Consult with MPS Director of Social Studies Curriculum on possible integration strategies.</li> <li>Assess teacher interest on child rights.</li> </ul>	<ul style="list-style-type: none"> <li>Maddy Wegner</li> <li>Kristi Rudelius-Palmer</li> <li>Ann DeGroot</li> <li>MPS Director of Social Studies Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Connections to MPS</li> </ul>	<ul style="list-style-type: none"> <li># of teachers assessed and consulted</li> <li># of educators interested in further child rights training</li> </ul>



# CLOSING

## Monitoring, Evaluation & Learning

Staff from the Executive Committee developed a monitoring and evaluation plan based on indicators from each priority’s action plans. Progress on priorities will be monitored at monthly committee meetings, resulting in a final report to UNICEF USA after one year of implementation.

## Acknowledgements

The Minneapolis CFCI Local Action Plan is built on the shoulders of many people, projects, strategies, policies, and entities with the shared goal of ensuring that our children and young people are safe and thrive. We acknowledge and have gratitude for the following:

<b>Young People</b>	<ul style="list-style-type: none"> <li>• Minneapolis Park and Recreation Board’s Youth Advisory Council</li> <li>• Minneapolis Public Schools CityWide Student Leadership Group</li> <li>• Minneapolis School-Based Clinics Teen Health Empowerment Council</li> <li>• Minneapolis Youth Congress</li> </ul>
<b>Projects, Programs, and Strategies</b>	<ul style="list-style-type: none"> <li>• Better Together Hennepin</li> <li>• City of Minneapolis Youth Cabinet</li> <li>• Hennepin County Child and Teen Checkups</li> <li>• Hennepin County Libraries Teen Tech Centers</li> <li>• Hennepin County’s Be@School</li> <li>• Hennepin County’s Transition Age Youth Network</li> <li>• Metro Transit Go-To Cards for MPS High Schoolers</li> <li>• Minneapolis Children’s Budget</li> <li>• Minneapolis Public School’s Office of the Ombudsperson</li> <li>• Minneapolis School-Based Clinics</li> <li>• Minneapolis Youth Master Plan</li> <li>• Minneapolis Youth Violence Prevention Blueprint for Action</li> <li>• Minnesota Student Survey</li> <li>• Safe Routes to Schools initiative</li> <li>• Step Up and other youth employment programs</li> <li>• Youth Connection Center in Minneapolis</li> <li>• Youth Services Network</li> </ul>
<b>Policies</b>	<ul style="list-style-type: none"> <li>• City of Minneapolis ban on “conversion therapy” for minors</li> <li>• City of Minneapolis Racism is a Public Health Emergency Resolution</li> <li>• City of Minneapolis Strategic + Racial Equity Action Plan</li> <li>• Fostering Independence Grants</li> <li>• Minors consent laws</li> <li>• Safe Harbor Minnesota</li> <li>• Tobacco 21 Ordinance</li> <li>• Unemployment insurance benefits for young people</li> </ul>
<b>Entities</b>	<ul style="list-style-type: none"> <li>• Hennepin County</li> <li>• Minneapolis Park and Recreation Board</li> <li>• Minneapolis Public Schools</li> <li>• Minneapolis Youth Coordinating Board</li> <li>• Over 100 youth-serving public and nonprofit providers</li> </ul>

## For More Information:

- UNICEF USA CFCI Initiative: <https://www.unicefusa.org/mission/usa/childfriendlycities>
- Convention on the Rights of the Child: <https://www.unicef.org/child-rights-convention>
- City of Minneapolis CFCI: <https://www2.minneapolismn.gov/government/programs-initiatives/child-friendly-city/>

## Accessibility

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- Hadii aad Caawimaad u baahantahay 612-673-3500