

# Strategic & Racial Equity Action Plan (SREAP)

Planning for a stronger, more equitable Minneapolis

## Operational priorities

	STRATEGIC NEED	WHY	THE CHALLENGE	SUCCESS MEASURE	GOAL	WHO OWNS
<b>Diversify Our Spend</b>	Increase the percent count of, and spend* with, racially and ethnically diverse for-profit suppliers across all departments.	Racially and ethnically diverse businesses help drive a flourishing economy.	The City uses the services of BIPOC-owned† businesses at a much lower rate than the services of white-owned businesses. The biggest disparity is in contracts for professional technical services.	Percentages of BIPOC suppliers available for and used for professional and technical contracts.	Increase the City's contracts with African American, Hispanic American and Native American suppliers of professional and technical services based on their availability in the marketplace.	<ul style="list-style-type: none"> <li>• Procurement</li> <li>• Civil Rights</li> </ul>
<b>Diversify Our Workforce</b>	Increase the retention of People of Color and Indigenous People in the City's workforce.	A workforce that reflects the city's population enlarges our access to great ideas, strengthens innovation and problem-solving, and ensures we do our fair share to provide decent-paying jobs to all communities.	Over a five-year period, male employees of color left the City sooner than white males, women of color and white females, regardless of generation.	Tenure of male BIPOC employees who voluntarily leave their jobs.	Among City employees who voluntarily leave their job, no racial or gender gap exists.	<ul style="list-style-type: none"> <li>• Human Resources</li> </ul>
<b>Use Data That Shows Results by Race</b>	Improve the use of racially disaggregated data for decision-making in the legislative process.	The mayor and City Council committees shape and define local laws, regulations and policies that affect community members every day. Therefore, it's important for council committees and the mayor's office to consider how their recommendations impact all racial and ethnic groups in the city.	Requests for Committee Action (RCA) forms are not giving committees the information they need to consider racial equity in their discussions.	How often racially disaggregated data in RCAs is called for versus how often it's included.	100% of relevant RCAs include racially disaggregated data.	<ul style="list-style-type: none"> <li>• Division of Race &amp; Equity</li> <li>• City Clerk</li> </ul>
<b>Engage Diverse Communities</b>	Improve the capacity of appointed boards and commissions (ABCs) to advance the City's racial equity work.	ABCs advise the mayor, council and departments on City policies and practices. To make effective recommendations, they should consider the impact that policies and practices have on all racial and ethnic groups in the city.	ABCs are not considering racial equity when they deliberate. Of the 241 actions that 17 ABCs took in 2017, only 16% indicated any consideration of racial equity.	How often consideration of racial equity is called for in an ABC's deliberations versus how often they consider it.	100% of relevant ABC recommendations have considered racial equity.	<ul style="list-style-type: none"> <li>• Division of Race &amp; Equity</li> <li>• City Clerk</li> <li>• Neighborhood &amp; Community Relations</li> </ul>

\* All purchases made, with or without a contract.

† BIPOC stands for "Black, Indigenous and People of Color."

## Policy priorities

	STRATEGIC NEED	WHY	THE CHALLENGE	SUCCESS MEASURE	GOAL	WHO OWNS
Promote Housing Stability	Reduce involuntary displacement in rental housing for Black, Indigenous, People of Color and Immigrant communities.	Affordable, safe housing is a crucial foundation for BIPOC communities, and the City relies on property owners to provide stable rental housing situations. By more effectively leveraging our rental licensing authority, we can help BIPOC renters access the housing they need.	BIPOC communities in Minneapolis experience involuntary displacement at a higher rate than white communities.	In ZIP codes 55411, 55412 and 55404: <ul style="list-style-type: none"> <li>• Number of affordable and subsidized rental units preserved and youth stably housed</li> <li>• Number of households served and amount recovered through Legal Aid habitability cases</li> <li>• Percent of safety, health and habitability violations that require citations</li> <li>• Percent of attendees who report satisfaction with City-sponsored educational opportunities for rental property owners</li> </ul>	Renters in ZIP codes 55411, 55412 and 55404 have access to safe, habitable, affordable and stable homes.	<ul style="list-style-type: none"> <li>• Regulatory Services</li> <li>• Community Planning &amp; Economic Development</li> </ul>
Support Inclusive Economic Development	Increase the number of Minneapolis-based businesses owned by Black, Indigenous, and People of Color; and increase businesses with BIPOC ownership that are still in business after 5 years.	Business ownership is a crucial lever in increasing BIPOC household and community wealth, and it contributes to the city's overall economic growth.	While there has been some growth in new BIPOC businesses, racial gaps in business ownership, revenues and employment persist.	By race/ethnicity: <ul style="list-style-type: none"> <li>• Number of business contacts with City</li> <li>• Number of issues solved and how</li> <li>• Types of interactions and their success rate</li> <li>• Number of new businesses we enter into our database</li> </ul>	BIPOC businesses that interact with the City meet or exceed national average business survival benchmarks.	<ul style="list-style-type: none"> <li>• Community Planning &amp; Economic Development</li> </ul>
Improve Public Safety	Increase the number of Black, Indigenous, and People of Color ages 10 to 24 years living in higher-violence areas who participate in high-quality youth development programs.	High-quality youth development programs are a key protective factor against violence.	Since 2003, funding for youth programs has diminished across Minnesota, leading to a combined gap in investment of \$24 million over the last 20+ years.	<ul style="list-style-type: none"> <li>• Number of high-quality culturally responsive youth development programs in higher-violence areas</li> <li>• Number of BIPOC participants in each program</li> </ul>	In higher-violence areas, significantly decrease the number of BIPOC youth ages 10 to 24 who become victims or perpetrators of violence.	<ul style="list-style-type: none"> <li>• Minneapolis Health Department</li> <li>• Minneapolis Police Department</li> </ul>