

## Strategic & Racial Equity Action Plan

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### What is the Strategic & Racial Equity Action Plan?

The Strategic and Racial Equity Action Plan is a four-year plan that will embed racial equity principles into the goals, operations, programs, services, and policies of the City. With the elimination of racial disparities as the primary aim, the plan provides City leaders with a common focus and direction for prioritizing work and resources.

### Why does the City need a Strategic & Racial Equity Action Plan?

Despite Minneapolis' reputation as one of the most progressive, thriving cities in the country, it has some of the worst racial disparities out of all major cities in America. In socio-economic indicators across the board, there are significant and persistent gaps that exist between white residents and People of Color, Indigenous, and Immigrant residents. The SREAP will lead to improved outcomes for all residents through the deployment of race and equity standards in City operations and service delivery.

### What is different about this plan compared to past strategic plans?

For the first time, the City of Minneapolis has merged its strategic planning process with a racial equity framework to better align race equity action goals with department operational plans and budgetary considerations. The plan will guide priorities and resource decisions for the next four years.

### How does this plan relate to the City's Comprehensive Plan?

The Minneapolis 2040 Comprehensive Plan has fourteen goals adopted by City Council, which includes 100 policies with related action steps. The first of the fourteen Comp Plan goals is to eliminate disparities. To achieve this goal, a targeted number of policy areas from Minneapolis 2040 have been identified as policy priorities for the plan.

### What will the Strategic and Racial Equity Plan include?

The plan will focus on areas established as best practice racial equity action planning elements by the [Government Alliance on Race & Equity](#). These include both internal operational goals around data, engagement, workforce, and spend, as well as a set of external policy goals.

### How will the plan impact racial equity in Minneapolis?

The plan will be used to prioritize work and guide resources toward strategies and projects that address the root-causes of racial disparities and improve outcomes for People of Color, Indigenous, and Immigrant residents.

## What are the policy goals in the Strategic and Racial Equity Action Plan?

A targeted number of policy areas from Minneapolis 2040 have been identified as policy priorities for the first year of the plan, including housing, economic development, public safety. Additional policy may be prioritized in future iterations of the plan. The initial goals that have been adopted by City Council are outlined below:

- **Housing:** Reduce evictions among communities of color so that disparities are eliminated between Black, Indigenous, People of Color communities and white people.
- **Economic Development:** Increase the number of businesses owned by people of color so that the disparity between Black, Indigenous, People of Color communities and white people is eliminated.
- **Public Safety:** Eliminate the disproportionate impact of violence in Black, Indigenous, People of Color communities.

## What is the process for developing the Strategic and Racial Equity Plan?

The strategies and action steps in the plan will be developed by applying a process improvement approach, called [Metrics of Urgency™](#), to the operational and policy goals adopted by City Council. The approach leverages data and subject matter experts to identify metrics, strategic needs, and vital few projects that the City will focus on to improve outcomes in each of the goal areas.

## Who is involved in the Strategic and Racial Equity planning process?

City staff who are process owners, data experts, and subject matter experts in each of the goal areas are participating in the planning sessions alongside external stakeholders identified as subject matter experts.

## When will the Strategic and Racial Equity Plan be adopted?

The final plan will be adopted by City Council in May 2019.

## How can I get involved or provide feedback on the plan?

You can find upcoming dates for community engagement sessions and/or submit comments on the plan at [minneapolismn.gov/Coordinator/Equity/SREAP](http://minneapolismn.gov/Coordinator/Equity/SREAP). You can also email [RaceEquity@minneapolismn.gov](mailto:RaceEquity@minneapolismn.gov) with any questions or comments.

## How can I stay updated throughout the planning process?

You can add your name to an email list by filling out the survey at [minneapolismn.gov/Coordinator/Equity/SREAP](http://minneapolismn.gov/Coordinator/Equity/SREAP).