



Division of Race & Equity

2019

YEAR IN REVIEW



About the Division of Race & Equity

A team of bold, focused and interdependent racial equity leaders, the Division of Race & Equity drives culture change throughout the City of Minneapolis. The division grew out of the City's racial and transgender equity work of the past decade. In December 2017, the City Council formalized this work and gave it a base of operations by naming the Division of Race & Equity.

We work to integrate racial equity concerns into all levels of City policy and practice. By doing so, we aim to dismantle systemic disparities and institutionalized racism to improve the lives of residents. We collaborate with City staff and community members to:



Data suggests that the Division of Race & Equity is creating wide-ranging and sometimes unforeseen positive effects for some of the most aggrieved communities in Minneapolis. While our work has only recently begun to move into the broader City enterprise at all levels, the community has already benefited from our programs and efforts.

We are building on this foundation to create a more racially equitable Minneapolis — a city that prioritizes the development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism and ensure that outcomes and opportunities for all people are no longer predictable by race.

TABLE OF CONTENTS

- About the Division of Race & Equity 3
- 2019 goals..... 4
- Strategic & Racial Equity Action Plan (SREAP) 5
- Programs funded by the ReCAST grant 6
- Collaboration with City departments and community partners 12



2019 goals



5 goals

shaped our efforts and achievements last year.

- 1 Develop and establish a framework to implement the Strategic & Racial Equity Action Plan (SREAP)
- 2 Ensure effective and efficient operation of programs funded by the ReCAST grant
- 3 Expand department, staff, resident and policymaker capacity to advance racial and transgender equity
- 4 Provide racial and transgender equity policy support in collaboration with department staff, appointed boards and commissions, policymakers, other jurisdictional partners and residents
- 5 Coach staff to ensure team members grow professionally while navigating change and responding to the challenges of leading racial and transgender equity efforts

Much of our work toward the first two goals — implementing the Strategic & Racial Equity Action Plan (SREAP) and operating programs funded by the ReCAST grant — also meant progress on the third and fourth goals. SREAP contains seven priorities that define specific tactics for advancing racial equity, both within the City and for the community and residents we serve. And through the activities funded by our ReCAST grant, we worked in the community to empower marginalized voices and strengthen the capacity of residents, community partners and City staff to confront the challenges of racial and transgender inequity.

We also collaborated with a number of community partners and City departments to spearhead and advance other important racial equity initiatives. These ranged from helping appointed boards and commissions consider the racial equity impacts of their policy advice to an internal book club around equity and diversity to a racial equity decision-making matrix for the Upper Harbor Terminal project. From internal department-level efforts to comprehensive collaborations with external partners, in 2019 we made notable progress in our work to advance the City's racial equity values.

Strategic & Racial Equity Action Plan (SREAP)

Since its inception in 2017, the Division of Race & Equity has worked with the City Council, the Mayor's Office, other City departments, community partners and residents to create a strategy for aligning the City's racial equity goals with department plans and budgets. After several strategy workshops, work sessions and community engagement sessions, the final Strategic & Racial Equity Action Plan (SREAP) was adopted by City Council in July 2019.

The SREAP establishes seven clear, measurable and actionable priorities to reduce racial disparities in Minneapolis. Four of the priorities center around the City's internal processes and how departments function. The other three priorities center around the community and residents, particularly City policy on housing, economic development and public safety.

Each priority is owned by one or more departments (process owners) that are responsible for implementing and tracking the progress of the priority. We collaborate closely with the process owners to help them make headway on their priorities and identify other teams or community members who could be valuable partners. We update City Council regularly on progress toward the SREAP priorities.



Programs funded by the ReCAST grant

The Resiliency in Communities After Stress and Trauma (ReCAST) grant has funded many of our flagship programs. Started in 2016 with funding from the Department of Health and Human Services' Substance Abuse and Mental Health Services Administration (SAMHSA), the ReCAST grant supports communities that have experienced civil unrest such as demonstrations of mass protest, civil disobedience or community harm, often in connection with law enforcement issues.

Through the activities funded by ReCAST, we provide community members and City staff with knowledge and tools to help them cope with trauma-induced stress and respond with more resiliency. By working with City staff and community members, often in integrated, collaborative activities and endeavors, we strive to develop deeper trust and understanding between the City and its residents.

The stronger this trust and understanding, the more effective, productive and beneficial our work can be to the community. In 2019, several of the projects we funded through ReCAST aimed to elevate the community's stories, give residents a voice and promote a positive relationship between residents and the City.



Northside oral history project

In 2018 we started collecting the stories of elders in the Plymouth/Penn area around the civil unrest in 1967 and the more recent shooting of Jamar Clark. We especially wanted to hear from residents who had lived in the area for decades and could provide a perspective that spans from then to now — insight into what has changed, what hasn't, their view of the events and their hopes for the future.

We captured 43 stories the first year, and in 2019 we partnered with four community and faith-based organizations to continue to promote the project. With these partnerships, we added 48 more stories and strengthened our relationships with youth, mosques and churches in the area.

In the next stage of the project, we'll be engaging community artists to create artwork from individual residents' stories. To involve the community and garner its support, City staff worked with residents to choose projects for the second round of the selection process. Residents then made the final selections by voting, both online and in person. The selected projects are:

- Docuseries of elders' stories by Bully Creative
- Interior mural at Franklin Middle School
- Mural by artist Charles Caldwell
- Special edition of the community newspaper Insight News

319 community votes

48 more stories (91 total)

Stonewall oral history project

Retellings of the Stonewall uprising often erase the leadership of trans and gender-nonconforming people of color. To reclaim those narratives, our Stonewall oral history project focuses on voices from the BIPOC (Black, Indigenous and People of Color) trans and gender-nonconforming community. We partnered with community leaders to engage BIPOC members of the trans and gender-nonconforming community and capture and share their stories.

11 stories

Personal interviews

One-on-one interviews created space for the BIPOC trans and nonbinary community to reflect on the uprising. BIPOC trans and nonbinary community members spoke about the legacy of the Stonewall era and important leaders such as Marsha P. Johnson, Sylvia Rivera and Miss Major.

BIPOC panel

This discussion was an honest conversation within the BIPOC trans and nonbinary community about the change that's still needed in Minneapolis. Panelists discussed the economic disparities in housing and pay that the community continually faces, as well as Minneapolis' unique position in having two BIPOC trans leaders sitting on City Council.

Video poem

Co-written by Baki Porter and Minneapolis City Council Vice President Andrea Jenkins, this poem powerfully defines queerness and the freedom to be oneself as part of the BIPOC trans and nonbinary community. The poem was performed at a trans community space and resulted in a three-part video series that's been shared at the Trans Equity Summit and trainings throughout the city.

400-year commemoration

In partnership with other City staff and community members, we designed a commemoration to coincide with national and international commemorations of the 400th anniversary of the enslavement of people of African descent in North America (1619). We brought together City staff and residents to remember the histories of African American people, recover their stories of oppression, resistance and liberation, and reimagine a future that is not based on the harm of African American people.

As part of the City's commemoration, we developed a robust online educational toolkit that explores the diversity of the African American experience and the intersections of identity within the community. We also contracted with 14 organizations to host various activities throughout August and September, including during the Week of Resilience, August 19–23. The entire Minneapolis commemoration program took place from June to September and established the City as a regional leader in publicly recognizing the ongoing impact of slavery.

5,689 attendees
(August – September)



"I was grateful for the experience of listening to the panel, the passion, the candid words, getting info about activism at the state level, hearing people talk about reparations and economics, the truth."

— Lunchtime session attendee

Capacity Building Institute

From the beginning of the Division of Race & Equity, we have worked to strengthen the community's resilience and ability to cope with trauma by providing capacity-building support and training tools and resources. In 2019 we continued this training for community cultural healers, faith-based leaders and those who counsel youth and their families. We focused on contracting with experienced provider organizations with a track record in this kind of training instead of providers that would need to start from the ground up. This allowed the contracting organizations to hold more training events and has made the institute more sustainable going forward.

We were also mindful of serving our diverse community by contracting with organizations whose staff is of varying races, backgrounds, experience and practice philosophies. By focusing our efforts on seasoned organizations with some training infrastructure already in place, as well as organizations that are staffed by and serve a diverse population, we were able to expand and deepen our reach.

9 provider organizations **~1,245 participants**



Participants who said:

"I believe this training should be offered again."	100%
"I now have tools and resources to apply to my area of expertise in my work and in the community."	95%
"I now have tools and resources that I can share with others."	95%



"The facilitators are so knowledgeable and nurturing. They demonstrate passion for their craft and, all the while, make space for the experiences and wisdom of those in the room. I feel grateful for the chance to participate."

— Participant

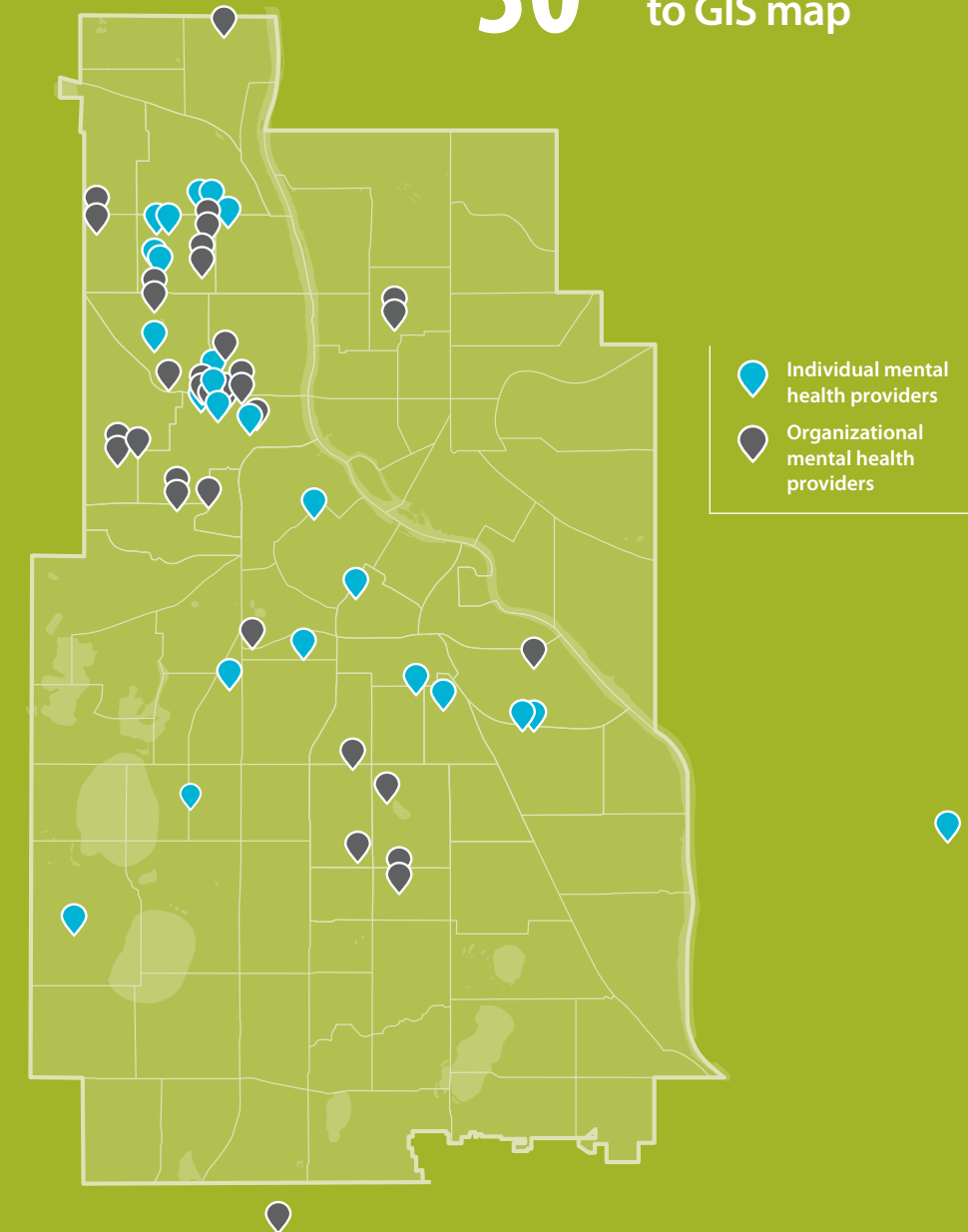
ReCAST Connect

This program for connecting the community with traditional and nontraditional behavioral and mental health providers grew tremendously in 2019. In addition to providing funds for services and connecting community members with service providers, we added more than 30 new providers to the ReCAST Connect GIS map, a digital tool to help community members quickly locate a provider. We also enhanced the program by offering education units toward providers' professional licenses, helping with pricing, and streamlining the payment process. These efforts made the program more robust, transparent and valuable to both providers and community members.

~1,515
community members served

\$154,000
in services

30+ providers added to GIS map



"Again, going through the trainings helped me better clarify my mission and vision as a healer. I was being asked questions I had never asked myself — it allowed me to think and reimagine and restructure my mission as a healer."

— ReCAST Connect provider



Providers who reported:

An increase in the number of people reaching out to receive or participate in services	94%
An increase in the number of people they're able to work with	88%
New collaborations or partnerships with community providers and organizations	93%
Sharing of resources with community providers or organizations they had not previously shared with	86%
New connections with community providers or organizations they were not previously connected with	86%

Year of Learning

Through this yearlong program, we offered training in embodied anti-racism to City staff. Being anti-racist means believing and acting in a way that repairs racist policies and practices rather than simply refuting them. Embodied anti-racism is the practice of being aware of how our bodies move and speak in ways that reinforce racist beliefs despite what we think. Our training worked to shift the focus from participants' minds and beliefs to their bodies and actions, which is where racism most often expresses itself.

Participants explored how our bodies respond to racialized stress, and they practiced moving from defensive responses (fight, flee, freeze, collapse) to social engagement during race-related interactions. Our ability to positively engage with one another is key to repairing wounds and experiencing healing within and across communities.

Monthly sessions provided safe community spaces where staff could experiment with strategies while surrounded by others with shared lived experiences. Staff members also received mental health first aid and self-care strategies to help them professionally and personally.

56 City staff **9** sessions



Responses to: "How has your participation in the Year of Learning impacted the City on an enterprise level?" (n=56)

90% of respondents plan to participate in the community of practice with their racial community in 2020

100% of BIPOC respondents say they have colleagues who would be interested in participating in the community of practice in 2020

93% of white respondents say they have colleagues who would be interested in participating in the community of practice in 2020

Youth participatory budgeting

Whenever possible, we share decision-making power with the community. In 2019, we gave community youth voting power over where to direct funds for youth-serving projects. This grew out of our work in previous years with the Trauma Troopers, a team of youth researchers that helped us identify four areas where youth feel unsupported: law enforcement, public transit, community support and talking to youth about trauma.

In July 2019 we added more funds for youth-oriented organizations and encouraged them to submit proposals addressing one or more of these areas. We then invited young people in the community to vote for the projects they found most appealing. In-person voting was held at the Central Library, East Lake Library, North Regional Library and the Brian Coyle Neighborhood Center.

With the collective input from the youth who stood to gain or lose the most from the results, we gave funding to several projects, including a Minnesota Muslim helpline, the Minneapolis Youth Olympics and a dialogue between Latino youths and the police.

1,000+ youth votes **\$112,500** in funding



Collaboration with City departments and community partners

The Division of Race & Equity partnered with numerous City departments and other organizations throughout the year to develop policy and programs aimed at reducing racial and transgender inequities.



Supporting appointed boards and commissions

We play a crucial role in helping the City's appointed boards and commissions (ABCs) consider issues of equity in their work. In fact, one of the seven priorities of the Strategic & Racial Equity Action Plan (SREAP) is to improve the capacity of ABCs to advance the City's racial equity goals. To do this, they must have an understanding of the relevant issues and data. We help provide this insight and analysis.

One of the primary ABCs we support is the Racial Equity Community Advisory Committee (RECAC). Last year we worked diligently to connect RECAC members with department leaders to discuss policy initiatives such as preventing evictions in City wards with low income and high housing insecurity. We also provided relationship-building support, including bringing in mental health professionals to facilitate capacity- and trust-building and strengthen the group's ability to collaborate as a productive advisory body. Finally, we helped committee members create a required plan to evaluate the City's progress in advancing racial equity.

We also supported the Transgender Equity Council (TEC) in 2019. The Trans Equity project coordinator is staffed out of the Division of Race & Equity but provided administrative support and general oversight for the council, including helping to fill vacancies and onboard new members. The project coordinator also researched and built relationships with City departments and outside organizations that could potentially partner with the TEC. Last winter, these relationships developed into a collaboration between the TEC and the Police Conduct Oversight Commission to investigate the misreporting of hate crimes based on gender identity by the Minneapolis Police Department.

By building relationships and laying the groundwork for the RECAC and TEC projects, we helped these two ABCs achieve significant progress toward their equity goals in 2019 — and set them up for future success.

Minneapolis Trans Equity Summit

Established in 2014, the City of Minneapolis' annual Trans Equity Summit celebrates the trans and gender nonconforming community. A free all-day event offering performances, speakers, community resources and breakout sessions, the summit is an opportunity for the trans and gender nonconforming community to connect with resources and other members. While the community has always had a voice in shaping the summit, in 2019 we shifted further from a City-planned event to a more community-based event. We invited active participation from community members so the summit would be focused around their needs.

Based on the input, the 2019 summit included an inaugural healing justice space for those seeking physical, mental or spiritual support. Practitioners offered services from acupuncture to tarot readings to craniosacral bodywork. The response was overwhelmingly positive, with attendees frequently naming the space as the highlight of the event. Building off of this enthusiasm, we intend to grow the healing justice space for the 2020 summit.

Average ratings:

Summit



Speakers



74% of attendees said they gained tools and resources to share with others

450+ attendees (highest in history)



"I like that activists also use the time to try to focus on the intersection of race and LGBTQ, because we need to help trans women of color in so many ways."

— Attendee

"The keynote was great. I loved hearing from Phillipe Cunningham and Andrea Jenkins. The best part of my day was the awesome networking that I was able to do. Also — that healing justice space was fab!"

— Attendee

Conversion therapy ban

In November 2019 the City of Minneapolis banned “conversion therapy,” a dangerous and discredited practice that tries to change someone’s sexuality, gender identity or gender expression. The policy was the outcome of a broad collaboration among more than 20 community partners and City departments, including our Trans Equity staff. They helped edit the ordinance language, particularly the revised ordinances defining gender identity and sexuality for the City of Minneapolis.

Racial equity development matrix

At the request of the Community Planning & Economic Development (CPED) department and the Mayor’s Office, we led the development of the City’s first racial equity development matrix. This tool supports the Collaborative Planning Committee, a City-established community group, in advising City staff and the development team on the Upper Harbor Terminal project.

A 48-acre multimillion-dollar redevelopment project, the Upper Harbor Terminal is the largest remaining single-owner development opportunity along the Mississippi river. Just over two miles from downtown Minneapolis, it offers nearly a mile of riverfront in north Minneapolis. The City wants to ensure not only that the development of the site doesn’t have negative consequences for the residents of north Minneapolis, but that it actively offers economic and social opportunity to the community.

Our staff collaborated closely with the Mayor’s Office, CPED staff, the Collaborative Planning Committee, City Council Ward 4, and other local and national organizations focused on advancing racial equity in economic development. The racial equity development matrix helped the team consider economic inclusion, displacement prevention, affordable housing, environmental justice and other racial equity factors when shaping the course of the development.

PolicyLink

In 2019, the City of Minneapolis was one of 10 jurisdictions in PolicyLink’s All-In Cities Chief Equity Officer Policy Network. In partnership with the Government Alliance on Race and Equity, the CEO Policy Network gives participants a valuable opportunity to develop a community of practice in support of government chief equity officers, gain technical assistance in advancing a policy priority within each member jurisdiction, and create a framework for success with other chief equity officers as these roles grow across the nation.

Reading for equity and diversity (READ) book club

A Citywide book club, READ holds discussions on books related to equity and diversity. Titles are chosen from employee suggestions and may be novels, essays, memoirs, journalistic accounts or historical narratives. Book discussions can be a more casual and inviting forum for talking about equity and diversity, and may lead to questions and connections that might not occur in a standard office setting. We’ve also developed guidance for departments that want to host their own READ discussions.

Climate action and racial equity fund

This fund offers grants for place-based community-driven initiatives and projects that reduce local greenhouse gas emissions, align with the goals of the Minneapolis Climate Action Plan, and advance the goals of the City’s Strategic & Racial Equity Action Plan (SREAP). Division staff collaborated with the Minneapolis Foundation and the McKnight Foundation to develop the request for proposals, inserting racial equity considerations into the RFP and the scoring mechanisms. We also participated in two rounds of grant review to ensure racial equity would be an element of the final funded projects.

TRAUMA-RELATED SERVICES AND COMMUNITY COLLABORATIONS

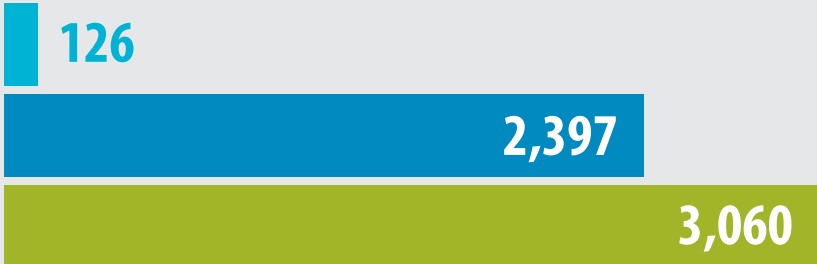
● 2017 (Y1) ● 2018 (Y2) ● 2019 (Y3)



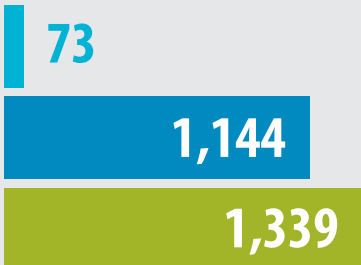
Professionals in mental health or related field who received training in trauma-informed approaches



Individuals outside of mental health field who received training in trauma-informed approaches, violence prevention, mental health literacy and related topics



Youth and family members referred to trauma-informed behavioral health services



Organizations and community representatives that are collaborating, coordinating and sharing resources with each other



*Due to programming changes in the Capacity Building Institute, events that used to be counted in the “Professionals in mental health or related field...” category are now counted in the “Organizations and community representatives...” category. This accounts for the significant changes in these numbers.



**Contact the Division
of Race & Equity or
learn more online.**

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*All photos courtesy of ReCAST Minneapolis unless otherwise noted.
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