City of St. Anthony Village Racial Equity Plan

Internal Goal: The City of St. Anthony staff, elected and appointed leaders recognize and are committed to racial equity efforts.				
Community Indicator	**Outcomes and Actions**	**Timeline**	**Accountability**	**Performance Measure**
▪ **City employees understand, are committed to, and have the needed resources to advance racial equity in their roles** ▪ **Residents have an understanding on how their local government works. Specifically how to communicate with officials and how to participate in decisions**	## Create a shared understanding of racial equity **GARE Introductory Cohort** The team participating in the Government Alliance on Race and Equity (GARE) 2017 cohort, along with staff leadership, will create a Racial Equity Plan as a working document for department directors, City Council, and others. Implementation will begin in 2018.	2017	GARE Cohort & Staff Leadership	Racial Equity Plan finalized and implementation steps are underway
	Inclusion Committee Form a staff-driven Inclusion Committee to serve as a resource to employees by providing education about areas of diversity, support city's goals by promoting diversity, cultural competency and community interaction, and to raise awareness of city's diversity initiative and its purpose at the city.	Ongoing	Committee members & Staff Leadership	Inclusion Committee convened, meeting quarterly with dept. heads and providing resources and training opportunities to staff
	GARE Implementation Cohort The Inclusion Committee will participate in the 2018 GARE Implementation Cohort designed for jurisdictions that participated in the introductory cohort and are ready for support on plan implementation & peer-to-peer strategizing. Continuing GARE participation will allow the Inclusion Committee members to work towards becoming "subject matter specialists" to be well-equipped to support racial equity efforts.	Ongoing	Advanced GARE cohort & Staff Leadership	Cohort sessions are attended and peer exchanged ideas are explored and applied where appropriate
	## Build capacity and skills to advance racial equity **Departmental Racial Equity Assessments** The Implementation Team will provide department directors with resources for performing a departmental assessment of their delivery of services from a racial equity perspective. With the help of the GARE Racial Equity Toolkit department directors will review policies and practices to identify and remove any barriers to racial equity and embed racial equity into routine decision-making in a sustainable manner. The Racial Equity Tool is a simple set of questions: ▪ Proposal: What is the policy, program, practice or budget decision under consideration? What are the desired results & outcomes? ▪ Data: What's the data? What does the data tell us?	2018 – 2019	Inclusion Committee & Department Heads	Assessments and identified mitigations are continuing and staff leadership and department heads hold regular check-ins to track progress

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	▪ Community engagement: How have communities been engaged? Are there opportunities to expand engagement? ▪ Analysis and strategies: Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences? ▪ Implementation: What is your plan for implementation? ▪ Accountability and communication: How will you ensure accountability, communicate, and evaluate results? The following subject areas have been identified through 2017 GARE participation as proven strategies that can advance racial equity. These, along with other ideas from 2018 GARE participation and feedback from residents, will be reviewed: **City Wide** – Review policies and practices on hiring, on-boarding, retention, and upward mobility. Specifically minimum qualifications (education and experience equivalencies) and the role of seniority in promotions & benefits. **Administration, Human Resources & Finance** – Further efforts to build a "virtual city hall" so access to city business is inclusive for all, regardless of work schedules, languages spoken, etc. **Fire Department** – Review code enforcement policies and practices to ensure resources are being applied equitably across the city. **Public Works Department** – Expand seasonal workers job scope to offer an internship experience highlighting all aspects of department's activities. **Liquor Operation Department** – Implement front-line training specifically focused on effectively serving diverse customers. **Department of Justice COPS Program Technical Assistance** **Police Department** – Implement guidance received from the Department of Justice's COPS program. ▪ Comprehensive overhaul of Principles and Practices manual ▪ Develop data-driven strategic plan on conducting vehicle & pedestrian stops ▪ Develop community engagement strategic plan ▪ Develop training, polices, practices and procedures to facilitate employee professional development			

External Goal: Residents view their jurisdiction as an effective and inclusive government.				
Community Indicator	**Outcomes and Actions**	**Timeline**	**Accountability**	**Performance Measure**
▪ **Residents believe the city values community participation and engagement** ▪ **Residents and visitors are aware of the City's commitment to address racial equity in the city**	Assure St. Anthony is a welcoming village for everyone **Coordination with Community Efforts** Utilize existing infrastructure to work towards shared goals by collaborating and coordinating efforts with St. Anthony Villagers for Equity & Community, Dare 2 Be Real, St. Anthony Community Services and the St. Anthony branch of the Hennepin County Library system.	Ongoing	Staff Leadership	Staff attends meetings with community groups regularly
	Diversification of Commissions Utilize all formal and informal channels to communicate when commission opportunities become available, specifically targeting higher density and rental properties to be represented.	Ongoing	Staff Leadership	Increased number and greater diversity in applications for future commission openings
	New Resident Information Sessions Hold sessions with city representatives at locations around the city to inform residents on how their city works, how they can participate in decisions, and hear what barriers residents are encountering when seeking city services. *Feedback from these sessions will be used to gather up to date resources for residents, improve print and electronic communications, enhance future sessions, and inform departments on policies and/or processes to refine in order to ensure everyone has access to city services.*	2018 – 2019	Staff Leadership	Multiple Sessions have been held in various locations within the city
	Students in Government Provide opportunities for St. Anthony High School students to spend time with city staff and elected officials to learn how the city functions and how they can participate now or in the future in the community in which they choose to live.	Ongoing	Staff Leadership	Session held at least annually that includes all departments
	Communications Plan Work with the team building a city-wide communications plan to ensure it provides employees with outreach and engagement tools to communicate racial equity initiatives.	Late 2017 – Early 2018	Inclusion Committee & Department Heads	Inclusion Committee and Department Heads have provided input on the plan