

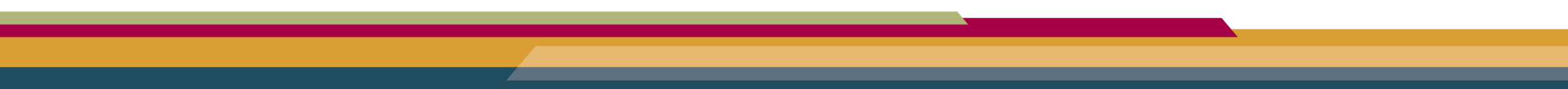
Race Equity Initiative

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and

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LMC board priority—history

- High profile incidents around the country and in MN
 - Realization of disparate impacts of public services
 - MN identified as having largest racial disparities on many indicators (income, education, employment)
 - Economic considerations
 - Cities looking for resources, information and support
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Involvement with Government Alliance on Race and Equity (GARE)-history

- The Government Alliance on Race and Equity is a national network of government working to achieve racial equity and advance opportunities for all.
- 2015 City County workshop
- 2016 MN cohort

2016 GARE cohort participants


- Bloomington
 - Brooklyn Center
 - Brooklyn Park
 - Duluth
 - Hopkins
 - Mankato
 - Maplewood
 - Minneapolis
 - Minneapolis Park Board
 - Ramsey County
 - Ramsey Co. Workforce Solutions
 - Ramsey Co. Workforce Innovation Board
 - Red Wing
 - St. Louis Park
 - Woodbury
 - 4 state agencies
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- A decorative footer consisting of several horizontal bars in different colors: a light green bar at the top, a dark red bar below it, a yellow bar, and a dark blue bar at the bottom. The bars are of varying lengths and are positioned at the bottom of the slide.

Major board priority in 2016

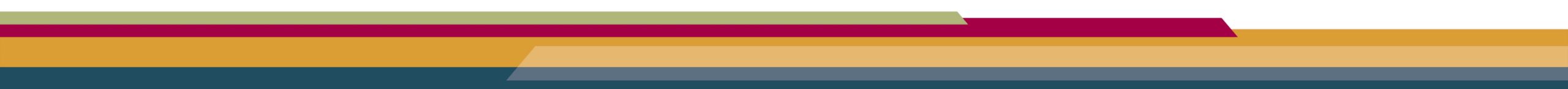
LMC goals

- Develop programs, services and communication materials to help cities reduce disparate impacts of service delivery
- Cultivate and maintain a culture at LMC to promote awareness among staff, board and committees

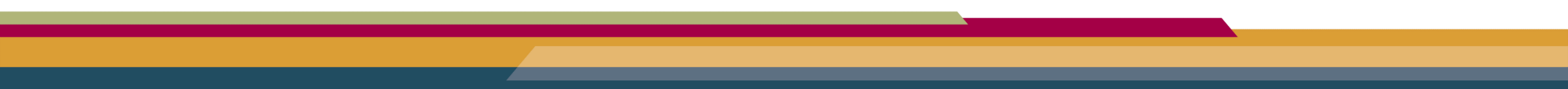
Different perspectives

- Demographic changes not uniform around the state
 - 57% of cities report some diversity in their community
 - 48% of cities under 2500 report diversity
 - 79% of cities over 2500 do so
 - Cities identified benefits of increasing diversity: more opportunities to learn about other cultures (45%), wider range of perspectives (31%), more variety in community events (23%)
 - Cities identified challenges too: different languages spoken, communicating and engaging with residents, and tensions in the community
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Objectives

- *Support elected officials network*
 - *Focus on race equity at 2017 experienced officials conference*
 - *Continue LMC's work with Government Alliance on Race and Equity (GARE)*
 - Develop resources and materials for all cities
 - Normalize conversation through education and awareness
 - Convene conversations with other organizations
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Continue work with GARE

- Support 2017 cohort
 - LMC itself has a team of 13 staff participating in 2017 cohort
 - Support advanced cohort
 - Support GARE position for Minnesota: Gordon Goodwin
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2017 cohorts (intro and advanced)

- Intro group: Bloomington, Northfield, St. Anthony, St Louis Park, Shoreview, White Bear Lake, Woodbury, Edina, Golden Valley, Mpls Park and Rec Board, state, Three Rivers Park district, Hennepin Co Library, Met Council, Dakota Co, Hennepin Co Judicial District
 - Advanced group: Bloomington, Red Wing, St Louis Park, Hopkins, Mankato, Maplewood, Minneapolis, Mpls Park and Rec Board, state, Ramsey County, Hennepin County
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Questions?

