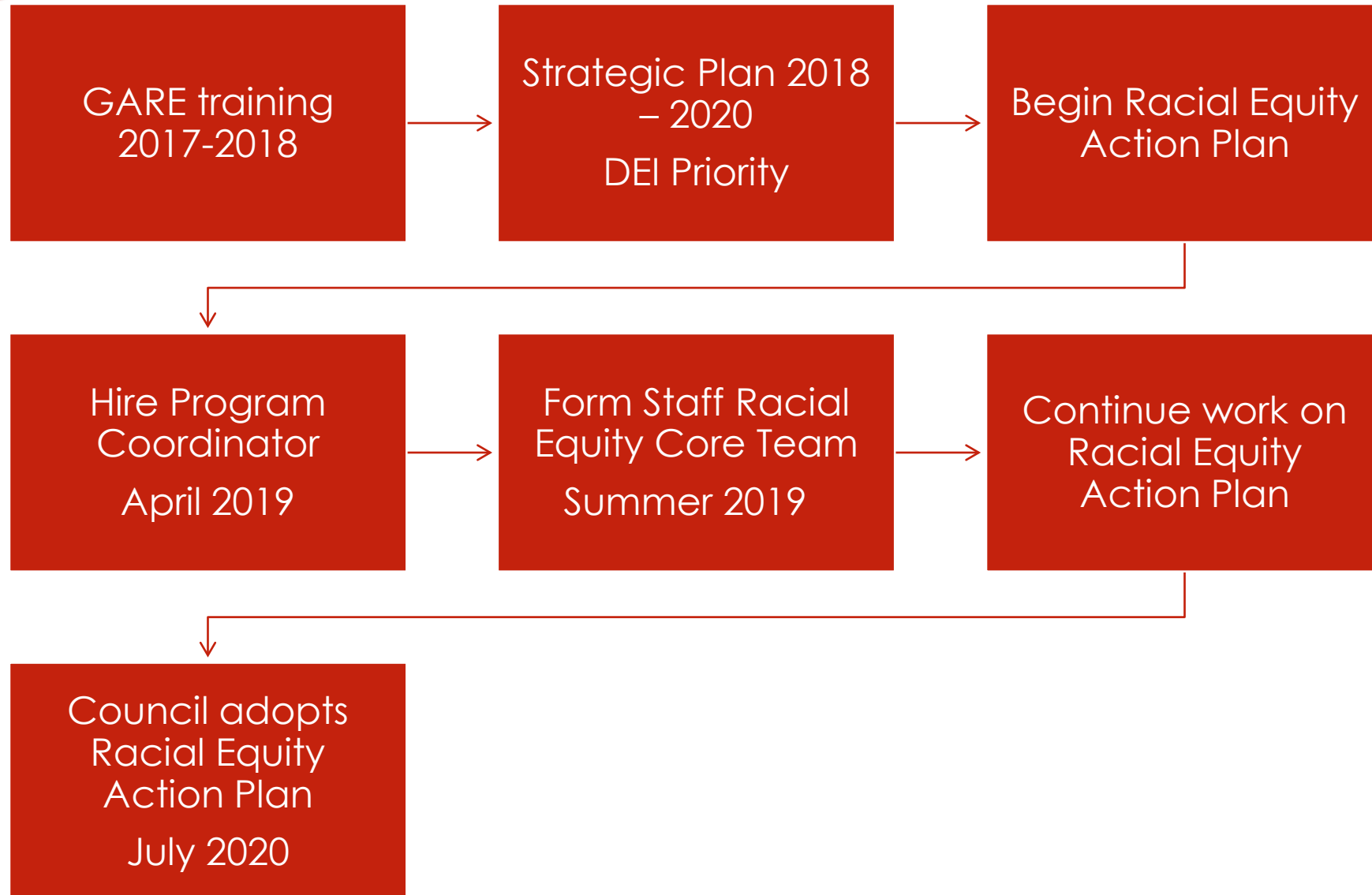




# RACIAL EQUITY ACTION PLAN UPDATE

August 2021

# HISTORY





# **RACIAL EQUITY STATEMENT**

*The City of Northfield values all members of our community and recognizes the demographic makeup of our citizens will continue to change. Therefore, the City of Northfield strives to improve outreach and engagement to increase racial equity in the Northfield community. In addition, the City wants to build upon existing policies and procedures to ensure they are equitable for the Northfield community.*



# THE NEED FOR A PLAN

- Intentional about institutional culture change.
- Design strategies to focus improvements.
- Institutional racism
- Keep this work a priority for the City



## THREE AREAS OF THE PLAN

**Normalizing** conversations about race and equity (staff training, etc.)

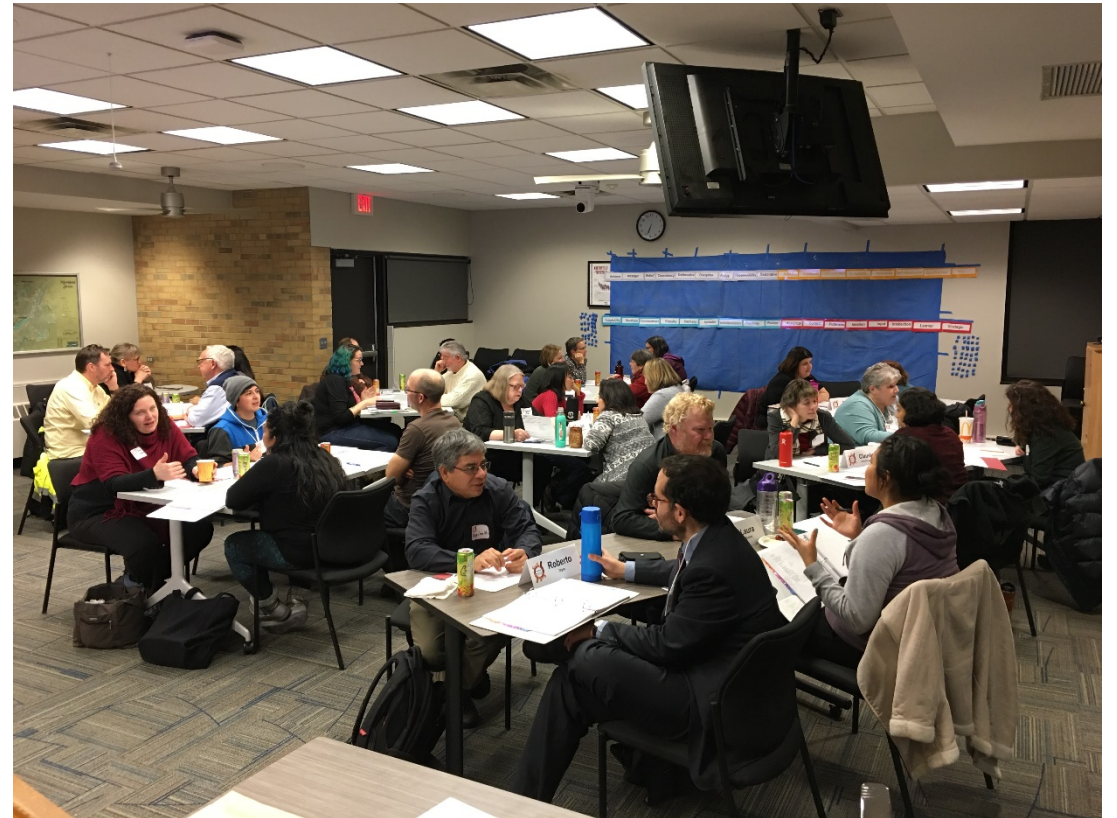
**Organizing** by building organizational capacity within government and engaging the community

**Operationalizing** by using data and racial equity tools to guide and evaluate



# 2020- DESPITE THE PANDEMIC WE DID STUFF!

- Book Conversations – A Good Time for the Truth: Race in Minnesota
- Staff survey
- Demographic data – Boards & Commissions
- Growing Local: Northfield Emerging Leaders Program pilot
- EDA work with consultant on work plan with minority owned businesses
- Land Acknowledgement Statement (HRC and Council)



# 2021 – SO FAR

- Beyond Diversity 101 training for all staff (2 sessions and recording)
- Northfield Racial & Ethnic Equity Collaborative
- Police policy review with community task force
- Hired part-time translator/interpreter
- Pride in the Park – June 5





# NORTHFIELD RACIAL & ETHNIC EQUITY COLLABORATIVE

- City, School District, HCI, Strive Together as “backbone” team
- Institutional leaders from – Carleton, St. Olaf, Hospital, Rice County, FiftyNorth, YMCA, Community Action Center, Adult Basic Education, Northfield Area Interfaith Association, Northfield Shares, Rice County Neighbors United, Union of Youth, Three Rivers Community Action, Chamber of Commerce, Allina Health, Minnesota Humanities Center
- Three work group focus areas – Housing, Employment & Business, Building Awareness
- Enterprise Community Partners Technical Assistance for Housing



# COMING SOON.....

- Advanced training for Manager/Supervisors– Sept 2021
- Hispanic Heritage Celebration – Sept 18
- Employee learning and conversation opportunities
- Recruitment strategy – with Circa/Jobs in Minneapolis
- *Wanbli Mitakuye Oyasin/We are all Related* – sculpture by John Sterner ~ April 2022 install
- Limited English Proficiency Plan

