An aerial photograph of a river valley. In the foreground, a marina is filled with numerous boats docked at piers. A road with cars runs along the right side of the marina. In the middle ground, a large bridge spans across the river. The background features rolling green hills and a large body of water under a clear blue sky.

RED WING



POLICY & PRACTICE PROJECT

Improving inequitable systems so
government works better for everyone.

The [Policy and Practice Project](#)
is a multi-year project started by the
Red Wing City Council in the summer of 2020.

**The purpose is to identify and improve
government policies and practices that are
negatively affecting some residents,
especially residents of color.**

This project strives to help Red Wing become a more sustainable, healthy, accessible, resilient, and equitable community where every person feels at home.

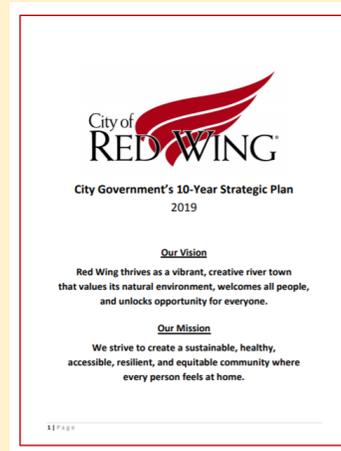


This project follows through on goals set forth in three key City plans:



Red Wing 2040 Community Plan

“In this 2040 Plan, we commit to reviewing our current policies and practices and developing new ones that take into account who benefits, who is burdened, and how we can lessen any negative or unintended consequences. We use this opportunity to reaffirm and recommit our pledge to working toward a more equitable, fair, and just community.”



Red Wing 10-Year Strategic Plan

“We will be more purposeful in monitoring, evaluating, reassessing, and improving our policies and systems so they are fair and equitable for all.”

| What Needs to Be Done | When | Staff Lead Team | Progress | How Much Did We Do? | How Well Did We Do It? | How Are People Better Off? |
|---|---------------------------|---|------------|---------------------|------------------------|----------------------------|
| POLICIES, PLANS, AND PRACTICES | | | | | | |
| • Complete policies and projects now in process. | | | | | | |
| ➢ Complete Memorandum of Understanding with Prairie Island Indian Community regarding project planning and sacred land in 2020. (#27b) | Fall 2020 | Community Development, Engineering, Public Works Administration | In Process | | | |
| ➢ Complete artistic cultural history entrance to He Mini Can-Barn Bluff with Prairie Island Indian Community in 2020 and hold celebration event hosted by City and PIC. (#21, 27a, and #60) | Summer 2020 - Spring 2021 | Community Development, Administration | In Process | | | |
| ➢ Continue planning and implementation of Rental License Program in 2020-2021. (#5) | Summer 2020 - Summer 2021 | Community Development, Administration | In Process | | | |
| • Identify new City policies, plans, and practices that need review. Prioritize those policies, bring to Council for review, and implement changes that lead | Summer 2020 and ongoing | Administration Department Heads | | | | |

Red Wing Racial Equity Plan

We will meet our goals when “Race can’t be used to predict [a person’s] success; when we have fairness and justice for all people; when we have successful systems and structures that work for everyone; and when every resident has the opportunity to realize their full potential without the limits of unfair policies and practices.”



The City of Red Wing acknowledges that institutional and systemic racism and the bias of white privilege exists in policies and practices throughout society, including in every level of government.



Minnesota has one of the country's largest quality-of-life disparities between white residents and residents of color.

**Eliminating
systemic racism** requires
understanding and
focusing on systems
and policies –
not individual people.



A **policy is a written guideline that helps the City follow through with its laws. Policies are sometimes called rules or procedures.**

A **practice is the way people work in their day-to-day environment—
an informal way of doing things that creates a culture within a department or institution.**

Systemic racism refers to the systems in every facet of life that perpetuate racism—intentionally or unintentionally.

Often we've used these systems for so many years they are now “baked into” our way of doing things.

Organizations in charge of these systems may not see or understand how they are furthering the inequities that ultimately lead to wide disparities in people's health, economics, education, and well-being.

Being successful requires a
community-based approach.

At the center of this work must be residents
who sometimes or often experience negative
aspects of government policies and practices.



The **Advisory Team** is a diverse group
of 12 residents of varying ages, backgrounds,
and experiences.

Advisory Team

Read, listen, learn about the system being studied. Discuss perspectives from each other, staff, the public, and experts. Find consensus & make recommendations to Council that improve RW policies/practices.

Everyone Can Play a Role in This Project

City Staff

Read, listen, learn about best practices & how residents experience the policy/practice. Provide info. & perspective. Offer ways for team to see system from staff's point of view. Share thoughts with Council on recommendations.

PROJECT GOAL

To identify and improve inequitable policies and practices throughout city government that can negatively affect some residents, especially residents of color.

The Public

Read, listen, learn about the system being studied. Attend public meetings. Provide thoughts to Advisory Team in surveys & website. Contact Council members with input during decisions.

City Council

Read, listen, learn about the system being studied. Attend public meetings. Consider all perspectives during recommendations. Make final decisions on policy or practice changes.

Parts of the Team During Phase 1

September 2020 to February 2022: Public Safety & Policing

Community Advisory Team

Steve Blaine

Juan DeLaFuente

Alexis DeVries

Michael Holmes

Sara Kern

Cory Koplín

Doug Larsen

Liz Magill

Sam Malcom

Yadira Ramos

Thomas Young

Cholwe Walker

Police Department Staff Leads

Chief Roger Pohlman

Training Officer Cory Huberty

Lead Facilitator

Dominique Johnson,
Center for Policing Equity

Assistant Facilitator

Michelle Leise, City of Red Wing
Community Engagement Specialist

Our Mayor and City Council

Mayor

Sean Dowse

City Council Members

President Dean Hove

John Becker

Kim Beise

Evan Brown

Erin Buss

Becky Norton

Laurel Stinson

The Advisory Team's Process for this Project



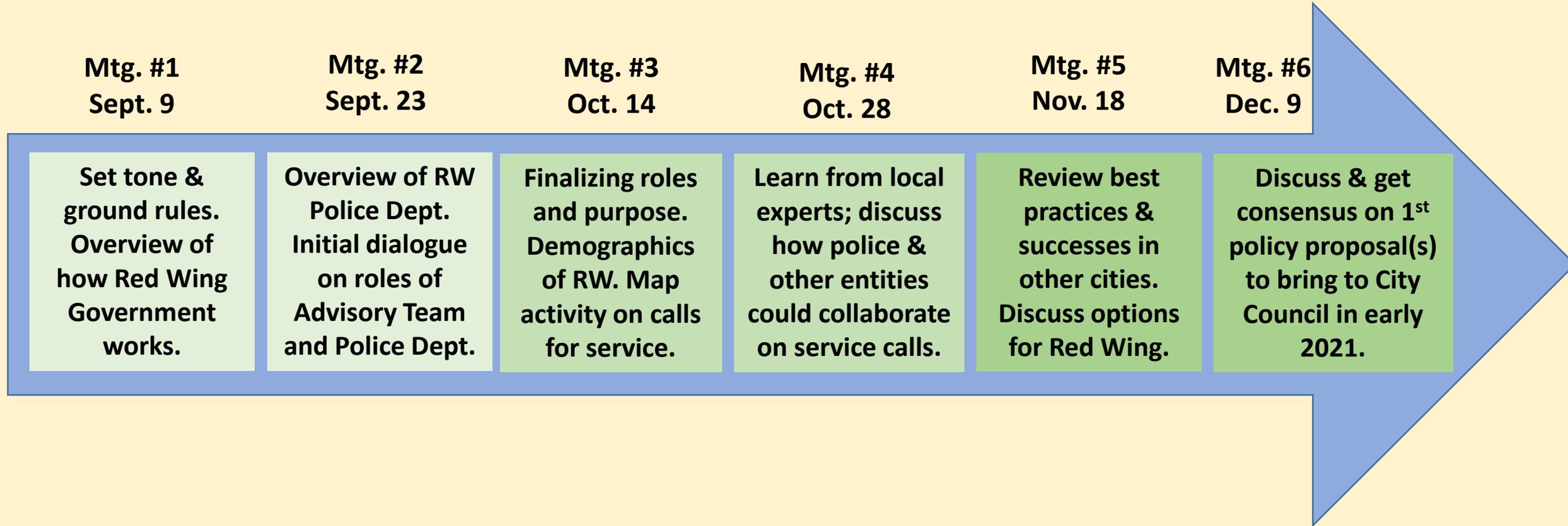
COVID-19 has been a challenging and unprecedented time for everyone. During this time, we must acknowledge the increase in racial tensions that directly and negatively impact Black, Brown, and other vulnerable communities.

These tensions arise from racial disparities that have happened over generations and are evident today in housing, education, public safety, healthcare, and more.

In the Advisory Team, we give people the space and time to channel their emotion into actionable, impactful, and sustainable policy change.

We commit to finding common ground and showing respect through all discussions, disagreements, and dialogue.

The Advisory Team's Roadmap Through 2020



Mtg. #1
Sept. 9

Set tone & ground rules. Overview of how Red Wing Government works.

Mtg. #2
Sept. 23

Overview of RW Police Dept. Initial dialogue on roles of Advisory Team and Police Dept.

Mtg. #3
Oct. 14

Finalizing roles and purpose. Demographics of RW. Map activity on calls for service.

Mtg. #4
Oct. 28

Learn from local experts; discuss how police & other entities could collaborate on service calls.

Mtg. #5
Nov. 18

Review best practices & successes in other cities. Discuss options for Red Wing.

Mtg. #6
Dec. 9

Discuss & get consensus on 1st policy proposal(s) to bring to City Council in early 2021.