

Addendum A: Strategic Racial Equity Action Plan

Activities for 2022 - DRAFT

All the proposed actions fall within the goals of the 2040 Community Plan and the City's Strategic Plan.

The numbers and letters listed at the end of each activity designate which strategy and action they fall under in the Strategic Racial Equity Action Plan. Departments listed in italics are leads.

In this version, the sources of ideas are listed in red. These notations will not be in the final draft.

• Strategy #1: Acknowledge Harm and Build a System of Accountability

- **1. Implement a human rights complaint documentation system.** City will pilot a program in 2022, evaluate after one year, and consider improvements. (1.A) *Administration & City Council*
-HRC
- **2. Post the Acknowledgement Statement of Tribal Land on numerous public property sites.** The first published statement was installed at He Mni Can-Barn Bluff in spring 2021, in collaboration with Prairie Island Indian Community. Continue with at least two more sign locations in 2022. (1.B.) *Community Development and Advisory Planning Commission* - **HRC, TH Interviews**
- **3. Produce videos on at least three topics and/or locations that highlight local Native American, African American, and Hispanic/Latinx history in Red Wing.** (1.B.) *Community Engagement and Administrative Services*
- HRC, Hispanic Outreach, and Some Residents
- **4. Research areas where plaques should be placed on buildings or geographic sites and draft the language. Look for grants to pay for projects requiring higher funding.** Current recommendations are to (a) rewrite language at the Bay Point Park teepee to better reflect this area's Native American history; and (b) designate the site of the current Salvation Army as the former location of the Equal Rights Meat Market. (1.B.) *Human Rights Commission and Historic Preservation Commission with City staff* - **HRC, Some Residents**
- **5. City of Red Wing and Prairie Island Indian Community co-host an event at the base of He Mni Can-Barn Bluff to celebrate the history and new improvements.** (1.B.) *Community Development and Community Engagement*
- City Staff & Prairie Island Indian Community
- **6. Plan and host community conversations and stories of life experiences.** (1.C.) *Human Rights Commission* - **HRC and Advisory Team**

• Strategy #2: Build a More Inclusive Decision-Making Process

- **7. Pilot a childcare/transportation program for board and commission members during meetings for one year and evaluate.** Add questions to the board/commission application to see if applicant desires one or both services. The Advisory Team tried this in 2021 and found it successful in removing barriers to participation. The Y is a partner with the City in providing the childcare. Transportation options will be discussed. Evaluate after six months and one year to gauge demand and success. (2.A.) *Community Engagement and Administrative Services* - **City Staff and Advisory Team**
- **8. Add optional demographic questions to the board/commission application.** This will help the City document how populations are or are not represented in local government. Numbers, not names, will be used in the data. (2.A.) *Community Engagement and Administrative Services* - **City Staff**
- **9. Begin using the HEEAP Policy Tool more regularly in planning and evaluating policies, practices, and projects.** (2.B.) *Administration and Department Directors* - **City Staff**

• Strategy #3: Expand the Use of Data

- **10. Identify data in each department that is (or should be) collected that helps point out potential inequity gaps in services, amenities, and/or programming for different neighborhoods and populations. Departments will present their data to Council.** If data is desired that is not being collected, research to see if it is possible to find or gather this data in the coming year. (3.A.) *Administration and Department Heads* - **TH Interviews, Some Residents, City Staff**
- **11. Complete the updated Red Wing Report Card.** Prioritize the updating and maintaining of this online resource. (3.B.) *Community Engagement* - **City Council, City Staff, TH Interviews & Some Residents**

• Strategy #4: Engage People Who Are Not Often Heard

- **12. Continue working with the Advisory Team on Government Policies and Practices.** Team will bring its recommendations to Council throughout the year. (4.A.) *Community Engagement and City Council* - **City Staff**
- **13. Reinvigorate program where police officers connect with kids and families in parks and other locations.** (4.B.) *Police Department* - **Advisory Team**
- **14. Work with Hispanic Outreach to increase use of Spanish language in City communications.** (4.C.) *Community Engagement & Administrative Services* - **Hispanic Outreach and Some Residents**

- **Strategy #5: Create a Culture within the City Organization that Prioritizes Equity**
 - **15. Expand City involvement with the school district's Flight Paths program and Ignite's Learn to Earn program to ensure all students have access to learning about jobs and careers in the City's multiple departments.** (5.A.) *Administrative Services* - **Advisory Team and Some Residents**
 - **16. Hold at least one racial equity/cultural responsiveness training in 2021 for all staff, Council, board, and commissions.** (5.B.) *Administrative Services and Community Engagement* - **HRC**
 - **17. Research programs that allow flexibility in hiring stipulations, when appropriate, to open up more opportunities for residents who may not have the required licensures or education.** (5.A.) *Administrative Services* - **City Staff**
 - **18. Create and prioritize an internal staff team to help drive internal equity improvements.** (5.C.) *Administration* - **City Staff**
- **Strategy #6: Increase equity in services and programming related to City-owned property and institutions.**
 - **19. Financially support the organizing & implementation of a new event celebrating African-American culture, and financially support the Hispanic Heritage Festival.** (6.A.) *City Council* - **Advisory Team and Some Residents**
 - **20. Add an item to the City's grant application asking community event organizers to explain how their planning and programming will reach out to all residents, including diverse communities.** This only applies to event organizers asking for City funds. City will require this before dedicating City dollars to a citywide event. (6.A.) *Administration and City Council* - **Advisory Team**
 - **21. Discuss options on the City's Private Use of Public Property form that would incentivize event organizers to reach out to more people in the community.** (6.E.) *Administration* - **City Staff**
 - **22. Complete an archeology study at the Hwy. 19 & Hwy. 61 property to be aware of Native resources on this city-owned land.** (6.C.) *Community Development* - **Prairie Island Indian Community and City Staff**
 - **23. Review Marina leases and update language as needed.** (6.C.) *Public Works & City Council* - **City Staff**
 - **24. Each department and each board and commission will report to Council how they are making their programs/decision-making/services/information more inclusive.** (6.B.) *Administration, Department Heads, Community Engagement, and Staff Liaisons* - **HRC and City Staff**
 - **25. Create a pamphlet with City and community programs that offer no- or low-cost options to families.** (6.B.) *Community Engagement* - **Advisory Team**

- **26. Enact details around the communications plan set forth in the Memorandum of Understanding between the City of Red Wing and Prairie Island Indian Community. (6.C.)**
*Community Development - **Prairie Island Indian Community and City Staff***
- **27. Support with time and/or funds the art and engagement project "Mural Honoring the Dakota People" on the City's Accessory Building at 320 Bluff Street. (6.B.)** *City Council and Community Engagement - **Prairie Island, Goodhue County, City Staff***
- **Strategy #7: Increase equity in economic development and housing.**
 - **28. Increase education and awareness of landlord and tenant rights and responsibilities. Partner with Goodhue County and the HRA to produce and get out the information to all, including in other languages. (7.B.)** *Community Engagement and Administrative Services*
– City Staff and Some Residents
 - **29. Work with the Chamber of Commerce and other partners to help lead discussions and education on implicit bias in economic industries.** *Community Development and Human Rights Commission - **City Staff and HRC***
 - **30. Take steps toward more affordable and transitional housing, based on the community action plan by North Star Policy Consulting, taking into consideration the racial disparities and historic discrimination in this area. (7.A.)** *Administration and City Council*
– City Staff and Some Residents
 - **31. In upcoming economic development plans and programs by the City and Port Authority, include a focus on BIPOC business owners, visitors, and potential residents, including grant(s) opportunities. (7.C.)** *Port Authority and City Council - **City Staff and HRC***