

Racial Equity Plan Progress – 2022

Green: In Progress; Yellow: On Hold; Red: Barrier; White: Not Started Yet

Last Updated: March 5, 2022

Action	Who is Responsible	Start Time	Prog	Finish Time	Where We Are Now	Next Steps
(1.A.1.) Implement a human rights complaint documentation system.	Comm. Eng. & Council	1 st Quarter		Evaluate 4 th Quarter	--Council approved Human Rights Resource Connection pilot program in February. --Staff was provided a dedicated phone line and email March 7.	--City will have a human rights awareness campaign and communicate about the program starting May 15. --HRC committee will weigh in with feedback.
(1.B.1.) Post the approved Acknowledgment Statement of Tribal Land on numerous public property sites.	Comm. Dev. Comm. Eng. APC	1 st Quarter		2 nd Quarter (1 st sign)	--City working with Goodhue County on sign at History Museum to be installed by April program on Boarding Schools for Native children.	--Comm. Dev. ordering sign for museum. -- PIIC THPO & City staff decide one more location for 2022 – Bay Point Park? (Master sign plan will be created in 2023.)
(1.B.2.) Produce videos on at least three topics and/or locations that highlight Black, Native American, and Hispanic/Latinx history in RW.	Comm. Eng. & Admin Services	3 rd Quarter		4 th Quarter	--Comm. Engagement to work with community organizations on details.	--Start working on hiring interns to help produce the videos and text.
(1.B.3.) Research areas where plaques should be placed on buildings or geographic sites and draft the language.	HRC & HPC with City Staff	3 rd Quarter		4 th Quarter	--Residents have provided three locations so far. Comm. Eng. and interns to work with community groups on the history.	--Staff will bring ideas to HPC and HRC for input and feedback.
(1.B.4.) Produce brochure in collaboration with PIIC to share information with residents about Native burial mound locations and importance of land stewardship.	Comm. Eng. & Admin Services	2 nd Quarter		4 th Quarter	--PIIC is providing online maps to City GIS so we can start working on the brochure.	--City staff will work with PIIC THPO to draft language

(1.B.5.) Co-host event at He Mni Can-Barn Bluff with PIIC to celebrate the plaza project.	Comm. Dev. & Comm. Eng.	2 nd Quarter		3 rd Quarter	--PIIC and City have done preliminary planning.	--City staff work with PIIC Communicat. staff and THPO on planning, promotion & implementation.
(1.C.1.) Plan and host community conversations and stories of life experiences.	HRC	2 nd Quarter		Ongoing	--HRC is forming a committee on this topic.	--HRC to plan strategy and steps for holding events in 2022
(2.A.1.) Pilot a childcare/ transportation/interpretation program for board and commission members during meetings for one year and evaluate.	Comm. Eng. & Admin Services	1 st Quarter (childcare) 2 nd Quarter (transp.) 3 rd Quarter (interpret)		Ongoing	--Childcare pilot set up with Y. --Trial to start April 1.	--Finalize and promote to current b/c members. --Add to board/commission applications.
(2.A.2.) Give Council and board/ Commission members option to mark their demographic identities once they are elected or appointed.	Comm. Eng. & Admin Services	3 rd Quarter		Ongoing		--Adding to onboarding process June 1. Will start collecting from b/c members at same time so City can document. This is optional for b/c members.
(2.B.1.) Begin using the HEEAP Policy Tool more systematically in planning and evaluating policies, practices, and projects.	Admin & Dept. Heads	1 st Quarter		Ongoing	--Staff is currently meeting with boards/commissions to share the tool and how to use it in general b/c decisions.	--Find additional ways to normalize the practice with staff and boards/commissions.
(3.A.1.) 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 neighborhoods and populations.	Admin & Dept. Heads	2 nd Quarter		3 rd Quarter	--Staff will be meeting with each department in summer to find out what data each group wants to collect.	--Meetings with each department. Will be reported to Council in late summer or early fall.
(3.B.1.) Complete the Red Wing Report Card.	Comm. Eng. & Comm. Dev.	1 st Quarter		3 rd Quarter	--Finishing up first five sections (Demographics, Housing, The Economy, Lifelong Learning, and Physical & Mental Health). The Environment will be next.	-- Council will see Housing sheet in mid-March. Staff will present a new sheet regularly in spring and summer. --Find a sustainable way to do the Report Card regularly—perhaps contract with a data company. Research and get quotes. Not enough capacity to do internally.

(4.A.1.) Continue working with the Advisory Team on Government Policies and Practices.	Comm. Eng.	1 st Quarter		4 th Quarter	--Just finished Housing recommendations.	-- Plan for sustainability on how boards/commissions/Council/staff will continue the policy work beyond 2022.
(4.B.1.) Reinvigorate program where police officers connect with kids and families in parks and other locations.	Police Dept.	2 nd Quarter		Ongoing	--Police now have more specific process for this engagement and will begin more time in parks, etc.	--Advisory Team to meet with police chief and other department heads in April to talk about good ways to get out into the community and neighborhoods.
(4.C.1.) Increase use of Spanish translations in City communications, including board/commission applications, and the use of language interpretation resources, especially in law enforcement.	Communic. Comm. Eng. Police Dept.	1 st Quarter		3 rd Quarter	--Staff getting quotes from Hispanic Outreach and JR Language Translation Services --Police staff is planning changes for this summer in providing more language translation options.	--Start translating documents regularly through agreement with partner. --Research and purchase 3-5 interpretation equipment for meetings. --Add translation button to homepage on website. --Campaign with H.O. to show people how to change their FB pages to another language * Work with County and State on how to make languages more inclusive at police department.
(4.D.1.) Meet with HOPE Coalition to build partnerships and trust with Police Department.	Police					*Police and HOPE Coalition staff met twice in February.
(5.A.1.) Hold at least one racial equity/cultural responsiveness training in 2022 for all staff, Council, boards, and commissions.	Admin Services & Comm. Eng.	1 st Quarter		4 th Quarter	--Council approved \$7,500. --City staff has talked with school district and Goodhue County about their trainings and recommendations.	--Staff researching options, including school's suggestions and AMAZEworks, which is also working with Goodhue County.
(5.A.2.) Charge each board or commission to plan its own action steps for helping drive equitable changes in 2022.	Admin Council Comm. Eng.	1 st Quarter		2 nd Quarter	--Staff currently meeting with boards/commissions in their workshops to discuss equity in their work plans.	--B/C will provide a short report to Council on their proposed action steps in June.

(5.B.1.) Each board/commission or their staff liaisons will present to Council their group's action steps in creating a more equitable community – and provide a report to Council on their work at the end of the year.	Admin. Dept. Heads Council Comm. Eng.	1 st Quarter		2 nd Quarter	--Reports to be presented to Council in June.	--Provide template to staff liaisons so reports are consistent when they go to Council.
(5.B.2.) Each department will present to Council their group's action steps in helping create a more equitable community – and provide a report to Council on their work at the end of the year.	Admin Dept. Heads Council	1 st Quarter		4 th Quarter	--Staff has met with all departments; department heads will provide reports to Council in April.	--Dept. heads will provide end-of-year reports to Council. Council Administrator discusses these action steps with Dept. Heads in monthly meetings and progress reports.
(5.C.1.) Expand City's 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.	Admin Services & All Dept. Heads	1 st Quarter		Ongoing	--Flight Paths organizer joined City's Project Team meeting Feb. 16 to discuss ideas with staff.	--City to plan outreach in school and community to get more seasonal workers for summer 2022. --Public Works also discussing involvement with Ignite's Learn to Earn Program.
(5.D.) Allow more flexibility in hiring requirements.					--HR is researching new way to hire full-time and seasonal workers --HR is continuing to offer virtual options for job interviews	
(5.E.) Create and prioritize an internal staff team, with representation from all departments and employee levels that will focus on building racial equity knowledge and skills throughout the organization.	Comm. Eng. Admin	2 nd Quarter		Ongoing	--Staff met with Goodhue County to learn more about their internal staff teams' processes and current activities.	
(6.A.1.) Financially support organizing and implementation of a new event celebrating Black history and culture.	Council Comm. Eng.	1 st Quarter		2 nd Quarter	--Council approved \$10,000 for planning and implementing this event.	--Discuss with Advisory Team – should this be a Juneteenth event on June 19 th ? Should it be organized by a professional event planner or grassroots?

(6.A.2.) Financially support the Hispanic Heritage Festival and other events that focus on welcoming a variety of cultures.	Council				--Council approved \$5,000 for this event.	--Staff met with Lucy and is providing funding in March.
(6.A.3.) Add a line to the City's grant application asking event organizers to describe how their planning and programming will reach out to all residents, including diverse communities.	Admin Council	1 st Quarter		1 st Quarter		--Connect with Tammie to alter the PUPP by March 15.
(6.A.4.) Review City's basic PUPP form and discuss ways to offer any resident an incentive to reach out more to people in the community.	P.W. Comm. Eng.	1 st Quarter		1 st Quarter		--Need to meet with Tammie at Public Work to revise PUPP language by March 15.
(6.B.1.) 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 St.	Comm. Eng.	1 st Quarter		4 th Quarter and 2023	--Staff continues to meet as part of the steering committee: Goodhue County, City, PIIC, and Red Wing Arts.	--Art/engagement professionals, Jeremy Fields and Collins Provost of Thrive Unltd., soon to do engagement with teen students.
(6.B.2.) Create a pamphlet about City & community programs with no- or low-cost options to families.	Comm. Eng.	2 nd Quarter		2 nd Quarter	-- Community engagement intern will research and do this project.	
(6.C.) Review language on leases, contracts, and requests for proposals so services provided on City-owned land are in keeping with City's vision and missions and follow federal and state guidelines for inclusive contracting. Implement changes when needed.	Public Works & Council	1 st Quarter		3 rd Quarter	--Public Works is working on updating the contracting process and templates.	
(6.D.1.) Complete an archeology study at the Hwy. 19 & Hwy. 61 property to be aware of Native resources on this city-owned land.	Comm. Dev.	2 nd Quarter		3 rd Quarter?		--Community Development to start this work soon.

(6.E.) Provide and support more inclusive programming, promotion, and programming.	Comm. Eng HRC?	1 st Quarter		3 rd Quarter	--Council approved \$10,000 for event around Black history and culture (possibly Juneteenth)	--May be an opportunity to partner with Seitu Jones, well-known artist in Twin Cities doing a fellowship in May at the Anderson Center around Black history in Red Wing and engagement with community.
(6.E.1.) Plan for a library lockers pilot program in one high-priority neighborhood.	Library					--Library Director, Jessica McGee, will put pilot program together and present.
(7.A.1.) Take steps based on the Housing Instability and Homelessness Plan, taking into consideration racial disparities and historic discrimination in this area.	Admin Council Comm. Eng.	1 st Quarter		Ongoing	--Housing Strategy Partners meeting on Feb. 22 to name leads on various strategies. Committees are meeting.	--Council passed Resolution on Feb. 28 to work with Three Rivers Community Action. They will provide a feasibility report to Council in April.
(7.A.2.) Revisit current zoning parameters that may be limiting the increase of housing units people can afford.	Comm. Dev.	2 nd Quarter		4 th Quarter	--Advisory Team provided Council with recommendations in this area.	--Community Development to make plan to bring these items forward.
(7.B.1.) Increase education and awareness of landlord and tenant rights and responsibilities. Partner with Goodhue County and HRA.	Comm. Eng. & Admin Services				--Brochure in English and Spanish is created and at area locations about resources connected to the Rental License Program. --Resources have been added to the City's website.	--Staff will work with housing partners to create a more robust communication plan around this.
(7.C.) Work with economic development partners to help educate the business community and broader community about implicit bias in the retail/business/services industries and how to mitigate bias.	Comm. Eng. HRC Admin Services	2 nd Quarter?			--Work with Chamber of Commerce? --Connect later in the year with the Economic Development group?	--This could be part of the human rights awareness campaign.
(7.D.1.) City and Port Authority will include a focus on business owners, visitors, and residents who are Black, Indigenous, Bi-Racial, Hispanic/Latinx, Asian, and other persons of color. Include grant opportunities and other resources.	Port Authority & Council				--Port reviewing their work plan and budget and looking at the different ways to do this.	--Port looking at ways to begin a grant/loan program focused on BIPOC business owners or soon-to-be owners.

(7.E.) Act as a convener, when appropriate, to bring community partners together around complex issues at the local level.	Comm. Eng. Council	1 st Quarter		Ongoing	--The City is doing this now with the Housing partners.	
(7.F.) Participate in community conversations when City leadership is desired around complex topics such as quality of life issues for all who live in Red Wing.	Comm. Eng. Council			Ongoing		