

Racial Equity Plan Progress – 2022

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

Last Updated: April 6, 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 in February a Human Rights Resource Connection pilot program. --Staff was provided a dedicated phone line and email in March.	--Target date is July 1 to begin a City human rights awareness campaign. --HRC committee will weigh in with feedback on campaign ideas and design ahead of time.
(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 County and PIIC on sign at History Museum to be installed this spring.	--Comm. Dev. ordering sign for museum. -- PIIC THPO & City will collaborate on another location for 2022. (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 where physical recognitions of some kind should be placed on or near buildings or geographic sites that have cultural history in Red Wing that is not acknowledged today.	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 has provided maps with areas of archeological interest to City staff.	--City staff will work with PIIC THPO to draft the language and design.

(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 Communications 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 (transp.) 3 rd (interpret)		Ongoing	--Childcare pilot set up with Y. --Program to start May 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.	--Work with Admin. Services to add to onboarding process starting June 1.
(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	--Housing section is complete. --Finishing up Economy and Demographics in April. --Lifelong Learning and Physical and Mental Health in May. --Environment in June.	--Find a sustainable way to do the Report Card regularly in future years. Not enough capacity to do internally on ongoing basis.

(4.A.1.) Continue working with the Advisory Team on Government Policies and Practices.	Comm. Eng.	1 st Quarter		4 th Quarter	--Advisory Team's Housing Recommendations were incorporated into the City's housing strategies in January 2022.	-- Plan for sustainability on how boards/commissions/Council/staff will continue the equity-in-all-policies 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 and other locations this summer.	--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.	Admin. Services, Comm. Eng., Police Dept.	1 st Quarter		3 rd Quarter	--Staff getting quotes from Hispanic Outreach and JR Language Translation Services --Police department looking into advancing translation in documents.	--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 local and county police to get translated signs in lobby and all necessary documents.
(4.D.1.) Meet with HOPE Coalition to build partnerships and trust with Police Department.	Police				--HOPE staff has met multiple times with police staff in 2022.	
(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 for training. --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 this summer.

(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 summer.	--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 this spring.	--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 and plans with staff.	--City doing broader outreach for seasonal workers for summer. --Public Works also discussing involvement with Ignite's Learn to Earn Program.
(5.D.) Allow more flexibility in hiring requirements.					--Admin. Services researching ways to broaden outreach for full-time and seasonal workers. Also continuing to offer virtual options for job interviews	--Admin. Services will be discussing ideas with Advisory Team in May.
(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 staff teams' processes and activities. --Core team has been formed so far with Administration, Administrative Services, Police, and Library as steering committee.	--GARE Training to happen week of April 18 th for steering committee.
(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.	--HRC Committee is spearheading Red Wing's first annual Juneteenth event on Sunday, June 19 th in Central Park. Details will follow.

(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 this spring.
(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		2 nd Quarter		-- Advisory Team suggests that City staff assist program organizers with outreach so this is not overly time-intensive for event organizers. Plan next steps on how City can assist.
(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		2 nd Quarter		
(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.	--Engagement with PIIC and Red Wing communities to start in late spring/early summer. City is a partner but not leading this portion of the work.
(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 in early summer.	
(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		4 th Quarter	--Community Development has identified this in their planning for 2022.	--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 --Library, Sheldon, and others looking at opportunities. Will speak with Advisory Team in June.	--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 looking at Neighborhood Library Locker pilot program for those who aren't able to attend the library regularly.	--Library Director, Jessica McGee, will put pilot program together and present. This program has worked well in other communities.
(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 are meeting quarterly as a large group, with committees meeting in between.	--Council passed Resolution on Feb. 28 to work with Three Rivers Community Action. Three Rivers will provide a feasibility report on affordable and supportive housing to Council in May.
(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 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.

<p>(7.E.) Act as a convener, when appropriate, to bring community partners together around complex issues at the local level.</p>	<p>Comm. Eng. Council</p>	<p>1st Quarter</p>		<p>Ongoing</p>	<p>--The City is convening the Housing Strategy Partners group on quarterly basis.</p>	
<p>(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.</p>	<p>Comm. Eng. Council</p>			<p>Ongoing</p>	<p>--City participates in two other citywide collaborations: the Economic Development Partners group and the Red Wing Youth Partnership collaboration.</p>	