

Advisory Team Meeting #15

October 13, 2021

Location: Community Development Building, 419 Bush Street
6:00 p.m.

Summary notes are below. An audio recording of this meeting is also available on the website at www.red-wing.org/1032/Policy-and-Practice-Project-Meetings

Team Members Present

Steve Blaine, Sara Kern, Alexis DeVries, Michael Lickness Holmes, Rachael Savage, Thomas Young, Yaneth Santiago Huerta, Samantha Malcom

Team Members Absent: Marvin Bradford, Cory Koplín, Cholwe Hantuba Walker, Liz Magill

Facilitator: Michelle Leise, City of Red Wing Community Engagement Facilitator

Meeting Notes

Welcome and Check-In

The meeting began at 6:05 p.m. Team Members were asked to describe their favorite activities to do with kids.

Review Recent Revisions to the City's Draft Strategic Racial Equity Action Plan

Michelle provided an overview of the draft Strategic Racial Equity Action Plan. She noted that the Human Rights Commission, community organizations, and the community will have an opportunity to also provide comments. She referenced a Letter to the Editor submitted by RedHeart RedHeart. She reviewed supporting data and background information. She detailed proposed goals and objectives for 2022. She referenced past comments from the Advisory Team and from community members. She reviewed the approval process by the City Council.

Team members were asked to provide feedback regarding the draft plan, which were then discussed.

Comments and suggestions for the plan include the following:

- Make language revisions relating to accountability in the acknowledgment of systemic racism and legal status.
- Expand the definition of anti-racism and clarify terms such as BIPOC.
- Clarify demographic information and data relating to median household income.

- Communication of the plan was discussed.
- Create an action step around more accountability for City staff and board and commission members' responsibilities and reporting requirements to the Council on actions they are taking related to equity
- Create safe places and safe spaces to share information.
- Add more information relating to hiring practices, prioritizing equity goals, and tools to measure progress.
- Clarify youth outreach activities.
- Historic plaques were further discussed.
- A potential partnership with the Red Wing Visitors & Convention Bureau was discussed.
- Providing free childcare for board and commission members was endorsed.
- Track board and commission applicant demographic data.
- Offer applications in Spanish, and provide language interpreters for meetings.
- Highlight the importance of law enforcement engaging with youth. Involve the parents in this process.
- Offer racial equity training opportunities to the community.
- Remove educational requirements that are not mandatory from City applications
- Eliminate gender-specific language from City documents.
- Provide funding or other resources to community event organizers as an incentive to encourage more diversity.
- Evaluate current housing policies in terms of flexibility and allocate funds to support increased affordable housing stock.
- Create a landlord incentive fund.
- Add Hispanic Outreach and the African-American community in the resolution language at the beginning of the document.

Implementation of the plan was discussed in terms of how the Advisory Team could assist with education and communication. Suggestions included the following:

- Host town hall and open house-type meeting
- Engage in one-on-one and small-group conversations about what is happening in the community; share this information; and develop and implement specific, effective solutions to address issues.
- Work with economic partners, such as the Chamber of Commerce.
- Encourage City Council and City leaders to set the tone, lead by example, and hold others accountable for their responsibilities and actions.

Additional/similar ideas written on sticky notes from Advisory Team members:

Add more accountability into the plan – possibly under Red Wing’s 5 key principles

Add in more examples in the beginning racism resolution of how people of color have had to endure

Add into the racism resolution language “despite their legal status”

Add all minority groups into the resolution language - not just BIPOC

Being anti-racist also means holding people and the government accountable.

Try to explain why there is such a big difference in the incomes between whites and Blacks on the data page - “Median Household Income” graph.

It’s confusing why we show a separate graph for Hispanic/Latinx as part of our population (Michelle explained this is how the census reports it since this is not a race category – it’s identified as an ethnicity category)

Under the Poverty orange shaded box, add a category for a one-adult and two-adult household.

For other groups that helped provide input into the Racial Equity Plan, include the Red Wing non-violent protest group, now called Unity in the Community.

Question – will there be repercussions or consequences if someone within City government is found not to be practicing and prioritizing racial equity?

Under 1.C. – good because we need a safe space to share.

5.A. We need more tangible ways to hold people accountable.

Will there be equity performance reviews? Something concrete that can be implemented?

Include Youth Outreach in list of some of the groups involved with implementation.

1.A. Will this address all populations? Race, sexual orientation, gender identity, etc.?

The item with the idea about historic plaques – this could also be a partnership with the Red Wing Visitor’s Bureau.

Include research into Eli Fields, who worked at the St. James.

Under free childcare – love this idea!

Could there be an annual matrix shared of demographics of boards and commission members – how representative are the City government volunteer groups?

Make City applications available in Spanish, with translations paid for by the City.

Police officers connecting with kids through engagement – very important!

When event organizers in town need to reach out to more populations in Red Wing, will there be resources available to organizers to excel at this? Maybe the City can provide a list or resource center with names and numbers of other organizations in town.

Involve parents, too, in the internship programs available through the City and Ignite

Can the racial equity trainings for City staff and volunteers also be available to the community at large?

Remove all education requirements that aren't mandatory for job applications at the City.

Review all City documents to eliminate all gendered language.

Evaluate current housing policies that are preventing new residential housing projects like parking requirements.

Think about offering funding to help incentivize landlords to fix up their properties

Allocate some funding to support more building of affordable housing stock.

RedHeart's letter: RedHeart suggested putting a longer version of the full letter in the plan.

Add Hispanic Outreach and the African American community to the groups mentioned in the resolution language at the beginning of the document.

Begin Discussion of Housing Issue #1: Undocumented Residents & Housing

Michelle briefly mentioned that housing issues would be discussed in more detail during the next Advisory Team meeting. She requested feedback regarding areas relating to housing about which the Advisory Team would like more information.

Summarize and Discuss Next Steps

Michelle indicated she will forward follow-up questions to the Advisory Team.

Adjourn

The meeting ended at 8:05 p.m.