

## RECOMMENDATIONS: For Budget Year 2022

### Advisory Team to Review These:

#### ➤ **Help Make Community Events More Welcoming to and Reflective of Diverse Residents**

*Relates to City Strategic Plan #58: Support and advocate for more intergenerational and culturally diverse programming and learning experiences.*

**Policy:** City-supported community events will be inclusive – and organizers must demonstrate how they're becoming more inclusive in their funding requests.

**How:** Create criteria that organizations must follow in order to receive City funds that support events, and include this on the form that organizations fill out when requesting funds. For example, if an organization requests \$5,000 for activities, that organization must first outline in its request how it will make the event more inclusive through planning, programming, promotions, outreach, etc.

**Budget:** None

**Time:** Low

**Staff Accountability:** City Council and Community Engagement. Community Engagement can prepare criteria and IT can update the online form. City Council will approve the additions and Council will enforce the guidelines when it makes those budget decisions.

**Timing:** Change draft form and get Council approval in summer 2021. Policy begins immediately during 2022 budget talks.

#### ➤ **Expand City Involvement in the School District's Flight Paths Program and Ignite's Learn to Earn program.**

*Relates to City Strategic Plan #56: Develop mentor-apprenticeship programs that may attract and train talented students and young adults to work for city government. In addition, partner with the school district, our state college, and other community partners to support mentor-internship opportunities at the City of Red Wing.*

**Practice:** The City will be a major partner in the high school's career-path program and will also participate in Red Wing Ignite's Learn to Earn program.

**How:** Students will be paired with staff in a wide variety of City departments based on those students' interests. Staff would mentor students in the various positions and careers.

**Budget:** Low to none

**Time:** High

**Staff Accountability:** HR Department would be the main contact with the school district and Ignite. Department heads, deputy directors, and staff members would participate.

**Timing:** Work with school staff in fall 2021. School would have students available in winter/spring semester of 2022.

➤ **Purchase Play Equipment and Build Large Bins for Neighborhood Parks.**

*Relates to City Strategic Plan Strategy #23: Increase support for facilities, spaces, and programming that encourage free or low-cost recreational opportunities in the outdoors.*

**Practice:** The City will provide free play equipment and storage boxes for children of all ages in the neighborhood parks.

**How:** Public Works will build and monitor the boxes. Neighbors will paint. Public Works parks staff will monitor equipment.

**Budget:** Low

**Time:** Low-Medium

**Staff Accountability:** Public Works staff will build. Public Works parks staff will monitor equipment and boxes. Community Engagement will purchase equipment when needed.

**Timing:** Build three more boxes in 2021. Build the rest over winter 2022 and place in parks in spring 2022. Continue to monitor and evaluate.

➤ **Continue Program of Police Officers Playing in Parks with Kids.**

*Relates to City Strategic Plan Strategy #40: Maintain and improve our community policing framework that focuses on top-quality equity training, ensures practices are fair and consistent for everyone, and integrates police officers directly into the neighborhoods in which they serve.*

**Practice:** The Police Department will expand its community policing by engaging in fun activities with families and children in parks and indoor spaces.

**How:** The Police Department will create a calendar of dates they will be present in various parks throughout the spring, summer, and fall. Consider indoor dates at school gymnasiums or the Y in winter months.

**Budget:** Low

**Time:** Medium-High

**Staff Accountability:** Police Department

**Timing:** Begin in fall 2021 as schedules allow. Create calendars for 2022 that are more intentional and planned.

Advisory Team to brainstorm more on these:

*The Council said this is important but they are not sure how the City can do this.*

➤ **Create and/or support an African American Heritage Event and Cultural Heritage Event**

*Relates to City Strategic Plan #58: Support and advocate for more intergenerational and culturally diverse programming and learning experiences.*

**Policy:**

**How:**

**Budget:** Medium

**Time:**

**Staff Accountability:**

**Timing:**

**Questions:**

- Who would plan, organize, and host the event(s)? Who could be partners in the work?
- Are there already current events/spaces that could expand to host one or both of these?
- How much money should be requested for 2022?

*Two Council members said they were not totally supportive of this one. Discuss – is this something the team still wants? If so, discuss why and how to fill in the blanks below.*

➤ **Utilize a Community Group to Help Inform the City's Engagement Practices**

*Relates to City Strategic Plan Strategy #60: Build stronger relationships with communities where trust has been broken or still needs strengthening; and Strategy #62: Continue to find ways for the public to give input into the decisions that affect them.*

Idea: Form a small group of about five residents of different backgrounds who would provide ideas, feedback, and guidance to the City's Community Engagement Facilitator (CEF). The CEF and community team would meet regularly to discuss initiatives, outreach and engagement avenues, and evaluation of engagement efforts. The purpose is to improve the City's engagement methods to better reach all communities in Red Wing. The team would be paid from the CEF's current budget.

**Practice:**

**How:**

**Budget:**

**Time:**

**Staff Accountability:**

**Timing:**

## RECOMMENDATIONS: For Budget Year 2023

### ➤ Create a “Lift Up Leaders” Program for Residents with Diverse Backgrounds

*Relates to City Strategic Plan Strategy #66: Encourage more people of different ages and backgrounds to get involved with and participate in city government, especially as appointed and elected positions.*

**Policy:** The City of Red Wing will sponsor a regular Lift of Leaders Program for residents of diverse backgrounds.

**How:**

**Budget:** Medium

**Time:** Medium-High

**Staff Accountability:** Community Engagement help plan and implement.

**Timing:** Research successful programs and plan program in 2022. Cohort will start in 2023.

-- The purpose is to help emerging leaders be ready to join boards, commissions, and other places of leadership in our community. A local program would need more research but could be similar to one in Northfield, MN called “Growing Local: Northfield Emerging Leaders Program.” For details on the Northfield program, visit <https://www.ci.northfield.mn.us/1323/Leadership-Program>

--The program could be done in partnership with other Red Wing entities. Funding could be through grants, local and state partnerships, and some City dollars.

### ➤ Help support a community Teen Center

*Relates to the City’s vision statement under “How We’ll Act” in the Strategic Plan: We will create and maintain strong partnerships, be responsive to residents, and foster an active, healthy community where everyone feels welcomed, connected, represented, and encouraged to shape Red Wing’s future. (Multiple goals and strategies relate to this item from the 2040 Plan. However, there is not a specific City Government Strategic Plan strategy related to this item.)*

**Policy:**

**How:**

**Budget:**

**Time:**

**Staff Accountability:**

**Timing:**

**Questions:** Who are major partners? How could the community utilize current resources already in place and build upon those in new ways?

- **Work with Community Partners to Implement a Public Graffiti Wall and potentially a Digital Mural.**

*Relates to City Strategic Plan #45: Support and encourage the creative use of indoor and outdoor spaces for artistic activities, projects, performances, and programs.*

**Policy:**

**How:**

**Budget:**

**Time:**

**Staff Accountability:**

**Timing:**

**Questions:**

--Are there zoning guidelines the City would need to open up? Should this type of art and public space be considered and added to the upcoming Arts and Culture Plan?

## **RECOMMENDATIONS: For 2024**

- **Build a System of Neighborhood Mentors for Newcomers**

*Relates to City Strategic Plan Strategy #68: Research and discuss potential programs or practices revolving around building stronger neighborhoods*

**Policy:**

**How:**

**Budget:**

**Time:**

**Staff Accountability:**

**Timing:**

The purpose is to make Red Wing a more welcoming place for newcomers and build a sense of community and belonging. This potential program would pair new residents with someone in their neighborhood who is willing to be a type of welcome-mentor to the neighborhood and the community. For instance, mentors can help families with children navigate childcare options and/or get them connected with the schools. Mentors can help seniors or young adults get involved with available opportunities that meet their needs. Research needs to happen into how and who would run this program. If a nonprofit would organize the program, it is possible the City could provide support.

➤ **Create a Neighborhood Grant Program**

*Relates to City Strategic Plan Strategy #68: Research and discuss potential programs or practices revolving around building stronger neighborhoods.*

**Policy:**

**How:**

**Budget:**

**Time:**

**Staff Accountability:**

**Timing:**

The purpose of this item is for neighborhood residents to come together and get projects accomplished in their area (a trail, sidewalk, mural, safety improvement, garden, etc.) based on their own knowledge and wishes for their neighborhood. A program like this could start small and grow each year. Program development needs more discussion on how neighborhoods would connect, how the program would be funded and run, etc. Opportunities exist through a variety of grants and some City funding. *The Advisory Team is clear that before a program like this is put into place, there must be a way for low-income and non-organized neighborhoods to utilize these funds.*

(One more page follows)

**RECOMMENDATION FOR CITY GOVERNMENT THAT HAS A DIFFERENT FOCUS THAN THOSE BEING DISCUSSED AT THIS TIME:**

- Provide better education, outreach, and resources in order to decrease drug overdoses.

**RECOMMENDATIONS FOR THE RED WING COMMUNITY AT LARGE:**

- Incorporate more STEAM Programming (Science, Technology, Engineering, Arts, and Math) throughout the community—not just schools but also in nonprofits, organizations, etc.
- Provide better education, outreach, and resources in order to decrease drug overdoses.
- Build better system for residents to get back into society locally after incarceration.
- Increase one-on-one mentorship opportunities in all areas – for adults and children and teens.
- Hold more family events like scavenger hunts and architecture hunts throughout the city and in different neighborhoods. These are events that are free, families can do on their own time, and are easily accessible.
- Create a series of neighborhood contests to spur ideas for fixing things up and being creative.
- Create an indoor park for families with young children – especially needed in winter.