

Advisory Team Meeting #13

August 11, 2021

6:00 to 8:00 p.m.

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

Team Members Present

Michael Holmes, Steve Blaine, Sara Kern, Alexis DeVries, Cory Koplin, Liz Magill, Thomas Young

Team Members Absent: Juan DeLaFuente, Cholwe Walker, Samantha Malcom, Yadira Ramos, Doug Larsen

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

Meeting Notes

Watch video from the August 9 Council Meeting on Advisory Team Recommendations

After the welcome and check in, the team watched the videotape of Michael presenting the team's recommendations to the Council and listened to the Council's questions and reactions.

Discuss Details to Provide to Council on the Recommendations During Budget Conversations

The team then reviewed the document that was put together a week ahead of time for this meeting. (That is listed on the website.) The document outlined details on each recommendation. The team spent the rest of this meeting walking through each item to add details, comments, or additional ideas.

The team's additions and comments made during this meeting are highlighted below.

➤ **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: The City would list an additional question on their grant request form asking event organizers to explain how they will make their event more inclusive. It could be a simple question such as ***What steps are you taking to ensure that all residents feel welcome at your event?*** Staff will also review the local grant applications from philanthropic groups to see if there is a consistent way of asking this question.

It could be through planning, programming, promotions, outreach, or whatever the organizers think is best for their event.

Budget: None

Time: Low

Staff Accountability: City Council and Community Engagement. Community Engagement can prepare criteria and the IT department 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 in 2021. Policy begins in 2022.

➤ **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. Possibly create a community wide engagement event or set of events where people would gather in their parks and kids or adults could paint the brown toy/equipment boxes. Then the City could help document each box with photos, etc. and showcase each one to the rest of the community. History on each neighborhood area could

be provided to people, and if they want, neighbors could incorporate that information into their paintings, too. Possible partners: ArtReach, the art classes at the high school,

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.

It was noted that the Parks and Rec program from years ago in the neighborhood parks was wonderful and if there's ever a chance to get that back, it would be beneficial to all families.

➤ **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 It would be great to have Council members also out in the community like this.

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:

➤ **Support an African American Heritage Event and/or Cultural Heritage Event**
(Team removed the word "create" and focus on "support")

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

Practice: Provide key support for this citywide event.

How: City funding would go to a local person or people who would organize the event so the celebration is planned specifically by BIPOC people in our community.

Budget: Medium

Time: Low-medium for staff

Staff Accountability: Community Engagement

Timing: Planning starts in 2022 and happens in summer 2022?

Could seek out additional funds from local or regional groups.

➤ **Utilize a Community Group to Help Inform the City’s Engagement Practices (Delete this one)**

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.

Based on Council’s general direction and the team’s consensus, this recommendation will be removed and does not need to go further.

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.

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: The City could help with some funds toward an initiative that is already happening. The group Growing Red Wing’s Voice is raising dollars to bring in someone to train facilitators in this area. This is a way the City could support this kind of effort without running it.

Budget: Medium

Time: Low

➤ **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.)

How could the City help further this idea? The City could act as a convener to bring people and organizations together in one room to discuss what the community wants and is prepared to do.

Maybe the school district could do a survey to ask the kids themselves what they would want so the students are involved in the process the entire way.

Some members asked about the City possibly acquiring a building and other groups would run it. Some liked this idea and some had concerns about that. This needs more research with our Community Development Department.

Ideas for location: the old Chief Theatre and lots of different vacant buildings. Possibly the City could help with making investments to the infrastructure or looking for grants to do improvements.

➤ **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.

Ideas:

--Art in the Alley type of projects that are permanent on buildings.

--A space that is constantly revolving with different artists – a "living" mural

--This needs more research with others to see how to accomplish this.

Due to time, the meeting had to finish. The group will revisit thoughts on the Neighborhood Mentors Program idea and the Neighborhood Grant Program idea at a future date.

Michelle gave a short update on the Strategic Racial Equity Action Plan that continues to be revised. The team will review this policy and practice plan one more time at a future meeting.

The meeting was two hours and ended at 8:00.