

# City of Red Wing's Racial Equity Plan

Residents of color will be central to helping shape the strategies and the ways each step is implemented.

*Last updated: June 18, 2020. Plan to be monitored by City Council and Human Rights Commission.*

*Numbers after each plan initiative denote the specific strategy in the City's Strategic Plan.*

Green: Accomplished | Orange: In Process | Red: Not happening yet or barrier

## **What We Mean by Racial Equity:**

When race can't be used to predict success.

When we have fairness and justice for all people.

When we have successful systems and structures that work for everyone.

When every resident has the opportunity to realize their full potential without the limits of unfair policies and practices.

### **Goal #1: The City of Red Wing staff and elected and appointed leaders understand and are committed to achieving racial equity.**

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
<b>POLICIES, PLANS, AND PRACTICES</b>						
<ul style="list-style-type: none"> <li>• <b>Complete policies and projects now in process.</b> <ul style="list-style-type: none"> <li>➤ Complete Memorandum of Understanding with Prairie Island Indian Community regarding project planning and sacred land in 2020. (#27b)</li> </ul> </li> </ul>	Fall 2020	-Community Developmt. -Engineering -Public Works -Administration	In Process			
<ul style="list-style-type: none"> <li>➤ Complete artistic cultural history entrance to He Mni Can-Barn Bluff with Prairie Island Indian Community in 2020 and hold celebration event hosted by City and PIIC. (#21, 27a, and #60)</li> </ul>	Summer 2020 - Spring 2021	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> <li>➤ Continue planning and implementation of Rental License Program in 2020-2021. (#5)</li> </ul>	Summer 2020 - to Summer 2021	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> <li>• <b>Identify new City new policies, plans, and practices that need review.</b> Prioritize those policies, bring to Council for review, and implement changes that lead</li> </ul>	Summer 2020 and ongoing	-Administration -Department Heads				

<p>to more equitable results, especially for residents of color. This step will involve working with community advisors, members of the public, City Council, boards and commissions, and city staff members. (#59)</p>						
<p><b>PLANNING AND EVALUATION</b></p> <ul style="list-style-type: none"> <li>• <b>Incorporate City’s Racial Equity Tool</b> into the everyday business of developing, implementing, and evaluating plans, policies, and practices. (#59)</li> </ul>	2020	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Dept. Heads</li> </ul>				
<p><b>TRAINING</b></p> <ul style="list-style-type: none"> <li>• <b>Implement Racial Equity Training with all staff.</b> Training will include creating a common language and becoming aware of implicit and explicit bias.</li> </ul>	Early 2021	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Administrative Services</li> </ul>				
<ul style="list-style-type: none"> <li>• <b>Implement de-escalation training for all staff, Council, board, and commission members.</b></li> </ul>	2020	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Administrative Services</li> </ul>				
<ul style="list-style-type: none"> <li>• <b>Administer Employee Racial Equity assessment.</b></li> </ul>	2021 – before and after training	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Administrative Services</li> </ul>				
<p><b>HIRING</b></p> <ul style="list-style-type: none"> <li>• <b>Implement evidence-based practices that result in hiring people of color</b> for permanent and seasonal employment. (#76)</li> </ul>	2021	<ul style="list-style-type: none"> <li>-Administrative Services</li> </ul>				
<ul style="list-style-type: none"> <li>• <b>Implement an apprenticeship/mentor program</b> within the City to help students and adults get the skills they need for various positions in government. Program will include a focus on getting students and adults of color into the program. (#56)</li> </ul>	2021	<ul style="list-style-type: none"> <li>-Administration</li> <li>-Administrative Services</li> <li>-Dept. Heads</li> </ul>				

**GOAL #2: Residents view Red Wing as an effective and inclusive government that engages community.**

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
<b>PLANS, POLICIES, AND PRACTICES</b>						
<ul style="list-style-type: none"> <li>• <b>Increase diversity of representation on elected and appointed government bodies to better reflect the full community.</b> Make specific efforts to reach out and engage communities of color. #66</li> </ul>	Summer 2020 and ongoing	-Administration -Administrative Services	In Process			
<ul style="list-style-type: none"> <li>• <b>Create an ombudsman-style program, which includes a process for any member of the public who may benefit from an independent review and/or moderator to bring a concern or complaint against a city department, government body, or official.</b> (#69)</li> </ul>	Start developing process in 2020	-Administration				
<b>COMMUNICATIONS &amp; ENGAGEMENT</b>						
<ul style="list-style-type: none"> <li>• <b>Convene and/or collaborate in having community conversations, with a focus on connecting with residents of color, to get input on City policies and practices.</b> First priority will be focused on residents' conversations with the police department but other areas will also be covered. Purpose is for the City to listen openly to residents' experiences, identify policies and practices that can improve, and implement changes where needed. (#61, #62)</li> </ul>	Summer 2020 and ongoing	-Administration -Department staff when needed				
<ul style="list-style-type: none"> <li>• <b>Increase Spanish translation of communications in all departments, including written and verbal communication</b> (i.e. via front-desk workers, public safety departments, and website/written materials). (#64)</li> </ul>	Start summer 2020 and ongoing	-Administration -Administrative Services				

<ul style="list-style-type: none"> <li>• <b>Implement a “This is Your Government” series</b> that engages residents and informs on how the local Red Wing government works, details on elected and appointed positions, and how residents can participate in the decisions that affect them. Emphasis will be on residents who have never been involved before, including residents of color. (#64)</li> </ul>	<p>Late 2020 or early 2021</p>	<p>-Administration -Administrative Services</p>				
<ul style="list-style-type: none"> <li>• <b>Create monthly hard copy of City Beat (also in Spanish)</b> to be included in utility bills and at key locations where priority populations will see it. (#64)</li> </ul>	<p>Summer 2021</p>	<p>-Administration -Administrative Services</p>				

**Goal #3 All residents feel their neighborhood is safe and any racial disproportionalities in the criminal justice system are eliminated.**

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
<b>POLICIES &amp; PRACTICES</b>						
<ul style="list-style-type: none"> <li>• <b>Approve Resolution Supporting Police Accountability and Reform Legislative Priorities</b></li> </ul>	Summer 2020	-Administration				
<ul style="list-style-type: none"> <li>• <b>Implement a Public Safety Policies and Practices Task Force</b> that reviews and advises Council on policies and practices for our local public safety departments. Task Force includes members from the community. (#62)</li> </ul>	Begins Summer 2020	-Administration -Police Department				
<ul style="list-style-type: none"> <li>• <b>Public safety policies will be available in an easily accessible place</b> on city website. (#64)</li> </ul>	Begins Fall 2020	-Police Department				
<ul style="list-style-type: none"> <li>• <b>Police officers will begin wearing body cameras.</b> (#41)</li> </ul>	Summer 2020	-Police Department -Fire Department	In Process			
<b>DATA</b>						
<ul style="list-style-type: none"> <li>• Police Department will continue participating in the county Criminal Justice Advisory Board and will <b>share local data, including data that may identify potential racial disparities</b>, through the police website and with Council at regular intervals. (#65)</li> </ul>	Ongoing	-Police Department				
<b>RELATIONSHIP BUILDING</b>						
<ul style="list-style-type: none"> <li>• <b>Police Department will keep improving its community-policing framework</b> that integrates police officers directly into the neighborhoods in which they serve. (#40)</li> </ul>	2020 and ongoing	-Police Department				

<ul style="list-style-type: none"> <li>• <b>Police and Fire Departments will continue participation in fun activities and public safety/community health activities</b> that focus on building positive relationships with young people of color and their families. (#61)</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>-Police Department</li> <li>-Fire Department</li> </ul>				
<p><b>TRAINING</b></p> <ul style="list-style-type: none"> <li>• <b>Continue racial equity training, including de-escalation training,</b> in policies and practices specific to police. (#40)</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>-Police Department</li> <li>-Administrative Services</li> </ul>				
<p><b>HIRING</b></p> <ul style="list-style-type: none"> <li>• <b>Expand hiring practices</b> so that police and fire department employees better reflect the demographics of the community. (#39)</li> </ul>	2021	<ul style="list-style-type: none"> <li>-Administrative Services</li> <li>-Police Department</li> <li>-Fire Department</li> </ul>				

#### 4. All residents have access to healthy life outcomes without racial inequities.

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
<p><b>DATA</b></p> <ul style="list-style-type: none"> <li>• <b>Create 2040 Online Report Card</b> that will consistently measure successes, gaps, progress, and challenges over time based on the goals set out in the 2040 Plan and city’s Strategic Plan. <b>Include details by race (when possible) to identify racial disparities. We measure what matters.</b> (#65)</li> </ul>	Summer 2020 – Winter 2021 and ongoing	-Administration -Community Developmt.	In Process			
<p><b>HOUSING</b></p> <ul style="list-style-type: none"> <li>• <b>Implement Rental License Program and develop a resource that informs renters, landlords, and new homeowners about rights and responsibilities.</b> Include specific steps to reach residents of color. (#5, #6)</li> </ul>	Summer 2020 – Summer 2021 and ongoing	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> <li>• <b>Explore ways to improve housing conditions in Red Wing’s two mobile home parks.</b> (#2)</li> </ul>	Summer 2020	-Administration -Community Developmt.				
<ul style="list-style-type: none"> <li>• <b>Create easy-to-find resources in English and Spanish that share what housing options and programs are available to residents so people know all the housing opportunities and programs available to them.</b> (#64)</li> </ul>	2020	-Administration -Administrative Services				
<ul style="list-style-type: none"> <li>• <b>HRA will use Racial Equity tools and framework as it goes through its upcoming Strategic Plan Process.</b> (#59)</li> </ul>	2020-2021	-Housing & Redevelop. Authority				

<p><b>ARTS AND CULTURE</b></p> <ul style="list-style-type: none"> <li>Arts and Culture Commission will work with the community, including engaging with residents of color, to <b>create temporary and permanent art installations of all kinds that hold up Red Wing’s multi-cultural past, present, and future.</b> Work will include one project that memorializes George Floyd in some way. (#43, 45)</li> </ul>	<p>Summer-Fall 2020 and ongoing</p>	<p>-Arts and Culture Comm. -Community Developmt.</p>				
<p><b>EDUCATION AND LEARNING</b></p> <ul style="list-style-type: none"> <li><b>Provide community book read and additional events</b> via the Human Rights Commission that cover racism and ways to make positive change. First book is entitled <i>Waking Up White: And Finding Myself in the Story of Race</i> by Debby Irving. (#58)</li> </ul>	<p>Summer 2020</p>	<p>-Human Rights Comm.</p>	<p>In Process</p>			
<ul style="list-style-type: none"> <li>Collaborate on opportunities with Human Rights Commission, Downtown Main Street and/or Chamber of Commerce to <b>provide businesses (including retail, manufacturing, services, and real estate) with bias training and related materials.</b> (#58)</li> </ul>	<p>2020-2021</p>	<p>-HRC -Administration</p>				
<ul style="list-style-type: none"> <li>Support events where community members share heritage, culture, history, and experiences, <b>specifically the history that has negatively affected people of color in our city and surrounding area.</b> (#58)</li> </ul>	<p>Fall 2020 and ongoing</p>	<p>-Administration</p>				
<ul style="list-style-type: none"> <li>Support and advocate for <b>more culturally diverse programming and learning experiences through the Sheldon Theatre, Public Library, Community Recreation, Park Naturalists Program, and other city-based avenues.</b> (#58)</li> </ul>	<p>Ongoing</p>	<p>-Sheldon -Public Library -Comm. Recreation -Public Works (Park Naturalist)</p>				
<ul style="list-style-type: none"> <li><b>Support community-led initiatives that address healthy life outcomes and build community capacity,</b> specifically those focused on residents of color. (#60)</li> </ul>	<p>Ongoing</p>	<p>-Administration</p>				