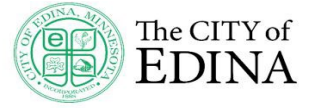
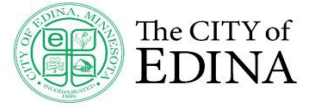


Racial Equity Work Plan



ACCOUNTABILITY & DATA COLLECTION	IN PROGRESS CONTINUATION IN 2022 FROM RACE & EQUITY IMPLEMENTATION PLAN			
	GOAL:	TARGET	STATUS	PROGRESS
	Evaluate feasibility and advisability of increasing the amount of police-community data collected by the City.	2019 - Q2	In Progress/ Continuation in 2022	Training and rollout for new RMS/CAD system will start in late Q1 2023 for system and workflow management.
	Investigate available data to desegregate maps of resident population by race and how this data can be linked to allocating funds through City budgeting processes (CIP, PACS, Operating)	2019 - Q4	In Progress/ Continuation in 2022	PACS Funding Policy Project Scheduling which incorporated equity criteria such as community demographics, neighborhood characteristics and project cost was approved on City Council consent on December 20, 2022.
	NEW WORK PLAN ITEMS IN 2022			
	GOAL:	TARGET	STATUS	PROGRESS
	Complete final report of the 2018 Racial Equity Implementation Plan and incorporate race & equity goals into ongoing department work plans. (Operationalize equity plans)	2022 - Q1	Completed	2022 Department work plans have been created. Race & Equity Division has met with directors to discuss work plan items with race & equity intersections and how to incorporate race & equity lens in work plan completion. Final report of 2018 Race & Equity Implementation Plan has been presented to City Council on June 21, 2022. Quarterly Race & Equity work plan updates will be provided in the Council packets and an annual report will be delivered via presentation at Council meeting.
	Assess and align City-wide internal demographic data collection process.	2022 - Q4	In Progress	Interviews with various City departments and divisions about current data and collection methods concluded. Recommendations of potential solutions will be completed by end of Q4 2022.
	Create/refine Values ViewFinder strategy, tools, and templates for alignment of (Community Engagement, Sustainability, Community Health, and Race & Equity) into City decision-making, and provide quarterly resources and activities	2022 - Q2	Completed	Values Viewfinder has conducted staff and community workshops for Strachauer Park to guide concept designs. The Values Viewfinder has provided leadership staff training on the use of the tool in 2022. The team will continue to partner with staff members on City projects and build staff capacity to use the tool in 2023.
	Support the Capital Improvement Plan (CIP) Process	2022 - Q4	Completed	The Capital Improvement Plan was approved by City Council on December 20, 2022.
Support City departments in work plan development process to further integrate race & equity goals	2022 - Q4	Completed	Internal staff with department and division leaders to discuss work plan items for 2023 and discussions on how to further integrate a race & equity lens into some work plan goals.	
CITY FACILITIES & SERVICES	IN PROGRESS/ON HOLD - CONTINUATION IN 2022 FROM RACE & EQUITY IMPLEMENTATION PLAN			
	GOAL:	TARGET	STATUS	PROGRESS
	Deliver staff training on scholarship fund availability to ensure residents are provided the opportunity to apply for financial assistance.	2019 - Q1	Completed/ Continuation in 2022	Winter seasonal employees were provided high-level information about scholarships; however, in 2023 a more robust training will be provided.
	Review and identify if barriers to utilization of Park and Recreation programs exist and elicit solutions from community members and users.	2019 - Q4	On Hold/ Continuation in 2022	Staff members from Parks & Recreation and Race & Equity determine how to conduct survey, methods and questions. This item will be continued in 2023.
	Ensure facilities have wayfinding signage and printed materials in multiple languages.	2019 - Q4	On Hold/ Continuation in 2022	Inventory of park signage at Centennial Lakes Park has been completed. This item will continue in 2023.
	Employees will be trained on how to support first-time guests of City facilities.	2020 - Q4	Completed/ Continuation in 2022	Winter seasonal employees provided high-level training such as City's equity value, LanguageLine information, and scholarship information. In 2023, more training will be provided for customer facing staff members.
	NEW WORK PLAN ITEMS IN 2022			
	GOAL:	TARGET	STATUS	PROGRESS
	Complete a route redesign process for snowplow routes.	2022 - Q3	In Progress	Public Works and Race & Equity has reviewed three years of citation and towing data to determine if there are barriers and impacts as a result of snowplowing process. Data will be reviewed at the end of 2022-2023 winter season to see if additional trends and patterns are occurring.
	Study and review the feasibility of parks & recreation scholarship program, recommendation changes or updates	2022 - Q4	In Progress	Staff members have reviewed data to determine which Parks & Recreation programs are accessed with scholarship funds and what the funding amount/methods are.
ENGAGEMENT & COMMUNICATIONS	IN PROGRESS CONTINUATION IN 2022 FROM RACE & EQUITY IMPLEMENTATION PLAN			
	GOAL:	TARGET	STATUS	PROGRESS
	Evaluate and improve the police department's current Community Outreach Programs. Consider opportunities for community members to engage with the department.	2019 - Q2	Ongoing	Community Engagement Officer in collaboration with Parks & Recreation, Police Department and Fire Department created <i>Art Together</i> events for children and families to work on art projects to promote community engagement and positive interaction with each other. The <i>Art Together</i> events were held at Fred Richard Playground Pavilion were successful.
	During Community Outreach Program Evaluation, the police department will develop communication strategies to publicize and promote the department through communication methods including social media.	2019 - Q2	Ongoing	Community Engagement Officer position will be full-time position in Q1-2023. Community Engagement Officer and Race & Equity Division will work more closely to promote department and grow community engagement efforts in the city.
	NEW WORK PLAN ITEMS IN 2022			
	GOAL:	TARGET	STATUS	PROGRESS
	Host biannual Public Works Open House	2022 - Q2	Completed	Public Works Open hosted over 1,700 community members on May 19, 2022. The event marketing on Edina Edition and event activity card was translated in Spanish, Somali, and English to align with the City's English Proficiency standards.
	Plan, partner with community members to host City's Juneteenth event	2022 - Q2	Completed	The City's first Juneteenth commemoration event was held on June 19 at Centennial Lakes Park with participation from community organizations, food vendors and entertainment artists. Planning for 2023 Juneteenth event will start in late 2022 Q4/2023 Q1.
	Continue to produce <i>Stories We Share</i> on Better Together Edina site	2022 - Q4	Ongoing	Production on more <i>The Stories We Share</i> is ongoing. Additional videos will be completed and posted to Better Together by end of 2022 Q4.
	Outreach to larger Edina employers to identify housing needs of employees	2022 - Q2	In Progress	Initial marketing has started to some Edina employers; however, more marketing to connections with employers will continue into 2023.

Racial Equity Work Plan



COMMUNITY ENGAGEMENT	Manage Just Deeds Program	2022 - Q4	In Progress	In coordination with Just Deeds attorneys, the process has become more efficient such as all required documents are sent to the property owners for their signature and City staff members are made of aware of the initial reachout to the property owners. Plans to increase awareness of Just Deeds Program and education of process to community will start in late Q1 2023.
	Continue implementation of recruitment and selection strategy for Boards and Commissions to better reflect community diversity	2022 - Q4	In Progress	New Boards and Commissioner members have been onboarded. A data assessment will be conducted prior to the 2023 onboarding process.
	Provide formal staff training on Plain Language and Limited English Proficiency policies, media relations and crisis communications	2022 - Q4	Completed	Plain Language training was offered in Q3-2022. Communications Department staff attended all City department meetings provided Limited English Proficiency training and how to use LanguageLine to assist community members when needed.
	Evaluate and improve current Public Safety community outreach programs in public safety departments; create new opportunities for community engagement through communication strategies and promotions; create assessments	2022 - Q4	In Progress	Continuing to partner with Minnetonka, Eden Prairie, Plymouth to create a collaborative marketing program to promote community engagement and police officer recruitment. Police have had opportunities to engagement and create aware of Cadet Program on multiple media platforms, connect with various colleges and the POST Board to draw interest and applications submissions.

DEVELOPMENT & ENFORCEMENT OF POLICIES				
IN PROGRESS/ON HOLD - CONTINUATION IN 2022 FROM RACE & EQUITY IMPLEMENTATION PLAN				
GOAL:	TARGET	STATUS	PROGRESS	
Develop City-wide procedure and policy for responding to complaints that are perceived by staff as possibly racially motivated. Collect data on complaints that seem discriminatory in nature, including who makes the complaints and about whom. Apply this policy to complaints against those belonging to other protected groups.	2019 - Q2	In Progress/ Continuation in 2022	Moved into 2022. Bias and Discrimination Form has been added to City website for community members to complete. Staff are reviewing resident correspondence, creating staff resource guides and technology solutions to support in better communication and monitoring of public complaints and complaints where bias and discrimination are visible.	
Review process on using affordable housing funds received from the opt-out option and develop a policy to ensure funds will be used with a race and equity lens.	2019 - Q4	In Progress/ Continuation in 2022	Staff currently use affordable housing funds to create or participate in programs that provide affordability for residents through different options. Staff uses Housing Strategy Plan and Comprehensive Plan while administering programs that promote and support housing affordability in the City when using the opt-out option funds.	
Review policy and outline requirement and enforcement mechanism to ensure associations and vendors that utilize/rent City facilities are operating in accordance with the city's expectation regarding race equity and inclusion. Post the policy throughout City facilities.	2019 - Q4	On Hold/ Continuation in 2022	This item will be moved into 2023 work plan. Staff will plan an engagement process to receive input.	

DEVELOPMENT & ENFORCEMENT OF POLICIES				
NEW WORK PLAN ITEMS IN 2022				
GOAL:	TARGET	STATUS	PROGRESS	
Identify zoning and land use regulations that create barriers to affordability and inclusion.	2022 - Q4	In Progress	There are two items that are being reviewed which Accessory Dwelling Units and sketch plan review process, which both have intersections of race & equity. The two items will be brought to City Council by Q1-2023.	
Review and recommend ordinance for Accessory Dwelling Unit	2022 - Q4	In Progress	Planning Commission working with City staff member in researching the Accessory Dwelling Unit ordinance, the impact on community and recommended proposal. Anticipated completion of research and recommendation by end of 2022 Q4 or 2023 Q1.	
Administer and enhance programs to preserve and grow single family homeownership opportunities: Home preservation program, housing rehab program, Come Home 2 Edina, First Generation Homebuyer program.	2022 - Q2	In Progress	At end of 2022, 7 homes closed in Affordable Housing single family homeownership programs, 5 of the homes were purchased by first time home buyers, 2 homes were purchased by first generation home buyers.	
Preserve and enhance affordable housing to prevent displacement of populations.	2022 - Q4	In Progress	Launched Naturally Occurring Affordable Housing (NOAH) program in 2022. Email, postcards and mailings sent to make community of the program and application process for Resilient Home Grant program.	
Explore viability of equity and inclusion goals when TIF and other public financing is included in private projects	2022 - Q3	Completed	Staff have updated the TIF policy to include development of goal faith efforts in projects in Q4-22. Economic Development staff are discussion equity and inclusion good-faith effort goals in contracting, workforce development, recruiting for future TIF financing projects in the City. Contracting and workforce development good-faith goals are in alignment with the Department of Human Rights goals. These potential goals are not enforceable; however, developers are willing to have the conversation to determine what goals, if any can be added into the contract.	

EMPLOYEE TRAINING & DIVERSITY				
IN PROGRESS CONTINUATION IN 2022 FROM RACE & EQUITY IMPLEMENTATION PLAN				
GOAL:	TARGET	STATUS	PROGRESS	
Develop diversity recruiting strategy for City employees that identifies specific actions to be taken on an annual basis to more closely reflect demographics or Hennepin County.	2019 - Q4	In Progress/ Continuation in 2022	City of Edina staff members will be attending the People of Color Career Fair on October 27, 2022. Race & Equity staff analysed and disaggregated end-year employee data to determine patterns in retention. Human Resources staff have met with Race & Equity about recruiting and hiring data and strategies to invite wider diversity in applicants.	
Train employees on the City code of conduct, safety and security procedures, language interpretation services and cost options.	2019 - Q4	Completed/ Continuation in 2022	Part-time/seasonal employee have received code of conduct, safety & security training as well as information of race & equity, Limited English Proficiency and scholarships in onboarding. In 2023, onboarding training will continue to be refined.	
Set goals of increasing the percentage of fulltime staff who are people of color and/or fluent in a language other than English.	2019 - Q4	Completed/ Continuous in 2022	Baseline employee demographic information has been reviewed and establish baseline information such increase of Black, Indigenous, People of Color (BIPOC) staff members. In 2019, 4.5% of staff were BIPOC, at the end of 2021, there was 6.8% BIPOC staff members. Waiting to get end of year demographics and will be shared at Race & Equity annual report and goals will be incorporated in strategic plan.	
Research the City's participation in, or establishment of, a program like Pathways to Policing to develop future candidates for careers in local law enforcement for people of color.	2021 - Q4	Completed/ Continuation in 2022	The Cadet Program has been implemented, which focuses on recruiting individuals who are currently in an educational program and become licenses as Minnesota peace officer at the end of the two year Cadet Program. Three cadets have started in Q3-22.	
NEW WORK PLAN ITEMS IN 2022				
GOAL:	TARGET	STATUS	PROGRESS	
100% of Full-time staff to complete staff race & equity training	2022 - Q1	In Progress	Three race & equity trainings were offered and 25 staff members attended race & equity training in 2022. In 2021, 88% of full-time staff completed race & equity training. Race & equity trainings will be offered three times in 2023 to allow newer full time staff members to attend.	
Explore participation with neighboring communities in a "pathways" firefighter program designed to recruit non-traditional candidates	2022 - Q4	In Progress	Fire Department continues to meet with surrounding schools districts and fire departments to discuss the feasibility of partnering to create programs in schools such an introduction to fire safety in middle schools. Fire staff is exploring options to partner with youth organizations in cities outside of Edina.	

Racial Equity Work Plan

Support Century College FireMedic internship program	2022 - Q4	In Progress	2022 Firemedic intern to start in Q4-2022.
Create and facilitate professional development opportunities for staff such REAT 360	2022 - Q4	Completed	REAT Training Group offered supplemental training and discussion about culture awareness to internal staff members.
Host an event for staff to engage in different culture, traditions with others	2022 -Q4	In Progress	Staff members planned a cultural event on Q1-2023. All staff members have been invited to participate.