

# ***CITY OF WILLMAR***

## **HUMAN RIGHTS COMMISSION**

**5:00 PM, TUESDAY, APRIL 16, 2019**

**MULTI-PURPOSE ROOM**

**KANDIYOHI COUNTY HISTORICAL SOCIETY**

### **AGENDA**

1. Meeting Called to Order
2. Approval of Human Rights Commission Meeting Minutes from 3-19-19
3. Public Comment
4. GARE Work Update – Willmar Vision Statement
5. Initial Work on Racial Equity Statement (please review the statements from Eagan and Richfield as an example and we will craft one for Willmar)
6. Other Business
7. Determine Next Meeting Date
8. Adjourn

## City of Eagan Racial Equity Statement - Embracing Equity in Eagan

The City of Eagan is committed to building a racially equitable and inclusive community. Eagan is taking purposeful action to advance this commitment by:

- Reviewing current practices through a racially equitable lens.
- Transforming the methods in which we develop policies, procedures and programs to ensure that each reflects the principles of equity and fairness for all community members.
- Developing a mechanism to measure progress and evaluate outcomes.

The City of Eagan's strategic plan reflects the importance of equity and inclusion through the following desired outcomes:

- Ensure that all community members equitably benefit from the economic prosperity of the city, and that hiring practices and procurement activities of the organization also follow equitable practices.
- Foster an environment in which all community members feel connected and authentically engaged.

The City of Eagan will drive the initiative for becoming an equitable and inclusive community with passion and optimism.

## City of Richfield's Racial Equity Statement

Richfield is a diverse community where everyone should have the opportunity to thrive. We believe that race should not be a determining factor of success. Who we are and what we do, as the city government, should reflect our community.

Richfield will be a strong, united community where everyone, regardless of race and background, feels welcome, safe, and valued. The norm will be to confront racism and to be aggressive in addressing racial inequity. The City will establish and implement intentional policies, practices, and programs to ensure racial equity. Through a racial equity lens, the City will continually review policies, practices, and programs, assessing for unintended consequences, and adjusting as needed. The City - its staff, commissions, and city council - will better represent and reflect the demographics of our community. City facilities (e.g. City Hall, Public Works Facility, Wood Lake Nature Center, Community Center, etc.) will be safe and welcoming for everyone. The City will support community leaders in all sectors (government, community organizations, education, and business) who are proactive in advocating for racial equity and advancing opportunities for all residents.

The City needs to include and elevate voices from people of color, immigrants, and indigenous people in this process. We need to seek input from the community, engage with partners, and provide training opportunities for City staff to be best equipped to normalize, organize, and operationalize. We need to:

- Normalize: Talk. We need to have difficult conversations about race, knowing it will not be comfortable. We need to name issues, identify and address coded language, and call out biases. We need to explore and acknowledge our local history and recognize racial disparities and inequities within our community and organization.
- Organize: Plan. We need ongoing commitment from leadership -- City Council, City Manager, and Department Heads -- to support this change. We need to collect and analyze data to understand where racial inequity exists and the barriers it creates to success.
- Operationalize: Act. We need to make changes to programs, policies, and practices in ways that promote racial equity. We need to identify gaps and strategize ways to fill those gaps so everyone can thrive. We need to continually collect and analyze data to ensure progress is made.

Richfield has deep community roots, with residents who are committed to fostering a community where all members are valued. We have strong leadership in local government, education, business, and community groups that want to see racial equity become the norm. We are situated in a large urban center where we have access to media, technology, and experts to support our efforts. We are a community that is racially diverse and that diversity offers a wealth of resources to draw upon.

Our job is to serve and support all members of our community. Historically, government policies have perpetuated inequities; revised governmental policies need to be part of the solution. We share the responsibility to lead the community to be *The Urban Hometown* that is equitable for all residents. We all benefit when we live, work, and play in a community where everyone has the opportunity to thrive.