

Racial Equity, Inclusion, and Belonging (REIB):

Building a More Inclusive City – 2024 Progress and Initiatives

Facing the challenge of racial inequity

Racial inequities have deep roots in Minneapolis, posing persistent challenges. The tragic murder of George Floyd in 2020 thrust the city into the heart of a global reckoning on race and systemic racism, underscoring the urgent need for change. Efforts to address racial inequities in Minneapolis are not new. For the past 20 years, the City has prioritized racial equity – a journey marked by tensions, disagreements, and setbacks, but also by meaningful progress. This started with the establishment of the Civil Rights Department, partnering with the Government Alliance on Race & Equity (GARE), and eventually forming the Racial Equity, Inclusion, and Belonging (REIB) Department in 2022. REIB’s mission is to continue these efforts and embed racial equity into every aspect of city life, ensuring that every resident, community member, business, and city staff can thrive regardless of race. Its creation marked a dedicated, city-wide commitment to advance racial equity, inclusion, and belonging in City operations, policies, and programs.



A group of colorful wooden people on a black board.

Strategic approach to addressing systemic inequities

REIB has taken a strategic approach to advance racial equity, focusing on building a solid framework that can be applied throughout the enterprise. Key initiatives include:



Strategic and Racial Equity Action Plan (SREAP)

Details Minneapolis' efforts to promote racial equity with specific initiatives and measurable progress in key areas.



Racial Equity Dividends Index

Tracks Minneapolis' progress in racial equity, highlighting successes and suggesting improvements in transparency, workforce data, and community engagement.



Organizational Assessment

Evaluates REIB's interactions with internal stakeholders, offering feedback to strengthen relationships, improve collaboration, and support ongoing racial equity efforts.



Racial Equity Training

Provides city leaders and staff with training on racial equity, focusing on key concepts to address historical and current injustices.

These efforts aim to build lasting change by making racial equity an integral part of how the city operates.

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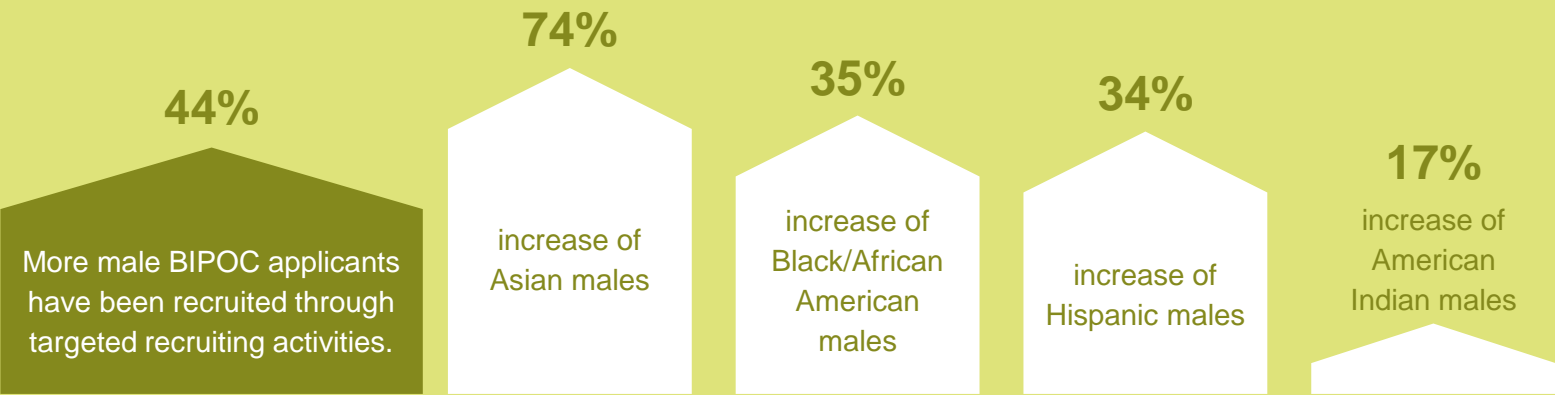


A person using an app on an iPad while sitting at a desk in front of a fireplace.

Strategic and Racial Equity Action Plan (SREAP)

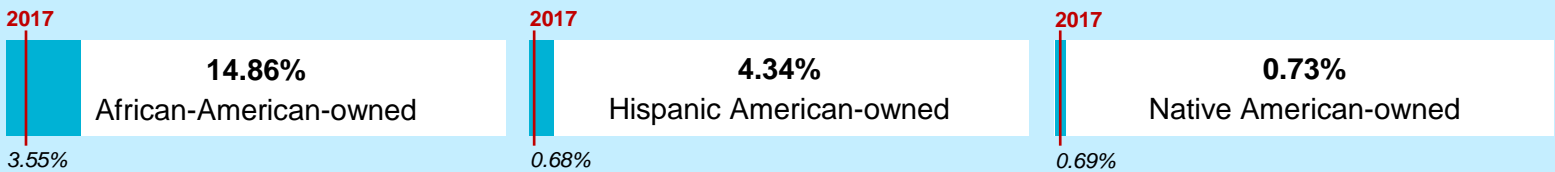
The City of Minneapolis is working to advance racial equity through its Strategic & Racial Equity Action Plan (SREAP). The SREAP has four priority areas: workforce, spending, housing, and economic development. For each priority area, the city has set goals and identified metrics to track progress. Here are some of the highlights of the city's progress so far:

Workforce: Increasing opportunity for growth in BIPOC Male Applicants in 2023-2024



A person pointing at a chart on a whiteboard.

Spending: Supporting growth in diverse vendors for contracts under \$175k



It is important to note that the available data does not track Asian-American-owned vendors, which limits the ability to fully capture the diversity of businesses engaged by the City. Nevertheless, based on data from 2017 to Q3 2024, the City of Minneapolis has made significant progress in working with racially and ethnically diverse vendors. To further support this growth, the City has attracted more vendors into its Target Market Program. This program focuses on contracts worth up to \$175,000 and is race- and gender-neutral, giving priority to small businesses by allowing them to compete against other small businesses for city contracts. It helps level the playing field for smaller enterprises, encouraging their participation in city procurement processes. While these efforts demonstrate the City's commitment to supporting small and diverse businesses, further work is needed to ensure all groups experience steady progress.

Strategic and Racial Equity Action Plan (SREAP) continued

Housing: Advancing racial equity in access and support for affordable housing

As of Q2, 2024, the City has maintained



1808
affordable and subsidized
rental units

It also provides additional legal support to renters, resulting in more households being served through Legal Aid habitability cases. The City now offers the Rental Property Ownership workshop online, along with in-person sessions, and provides translations in Hmong, Oromo, Spanish, Somali, and Vietnamese.



The front of a house surrounded by trees with changing colors, likely due to the season.

Economic Development: Empowering BIPOC Entrepreneurs and Small Businesses

As of Q3 2024, the City has made significant strides in empowering local BIPOC business owners:

657

business owners and
entrepreneurs received
technical assistance and
training

31

small business loans were
closed to support their growth



A group of people posing for a photo in a living room, with their hands on each other's shoulders in a train-like formation.

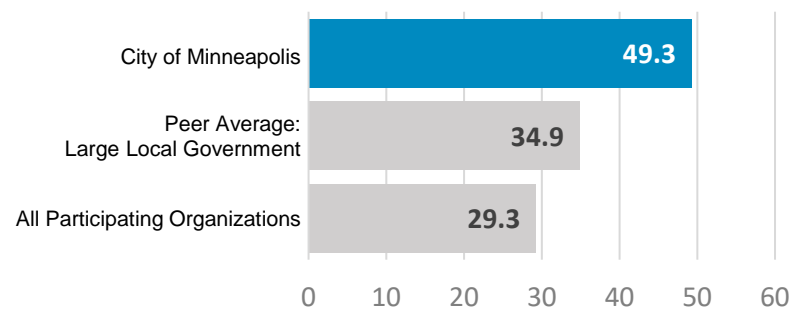
The SREAP also includes priority areas such as public safety, data, and community engagement. The city is currently working to develop a comprehensive plan to revise and strengthen the SREAP, which will include revisiting the work on all priority areas. The revised SREAP will work towards ensuring that each business line within the City of Minneapolis holds a clear responsibility for advancing racial equity.

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Racial Equity Dividend Index

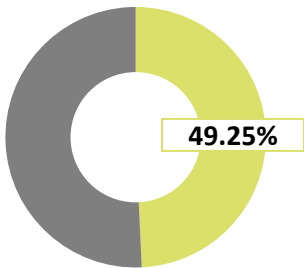
Created in collaboration with the Center for Economic Inclusion. This index assesses the City’s progress in areas like housing, public safety, and community development, while also highlighting areas where improvement is needed.

Racial Equity Index Score Comparison



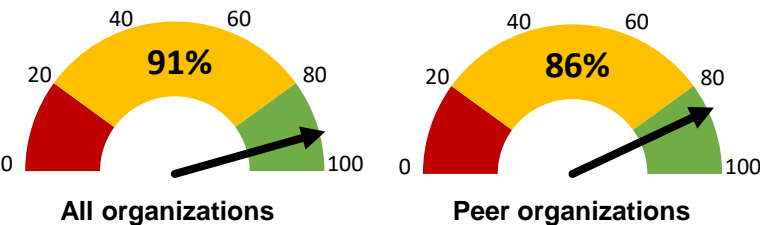
Data presented courtesy of the 2023 Center for Economic Inclusion Racial Equity Dividend Index report.

Racial equity standards fully in place



ACHIEVEMENTS

In the 2023 racial equity report, the City of Minneapolis scored **49.3 out of 100**, placing the city in the 91st percentile of all participating organizations. When compared to other large cities, Minneapolis ranked in the 86th percentile among peers.



This reflects the progress we’ve made in advancing racial equity, though we recognize there is still work ahead. This result highlights our commitment to building a more equitable community for all. It also drives us to continue working toward greater racial justice and inclusion. We are determined to keep improving and make a greater impact on racial equity in Minneapolis and beyond.

RECOMMENDATIONS

Areas where the city can enhance its efforts include increasing transparency by collecting and sharing more detailed workforce demographic data, providing additional support and resources for teams working on racial equity, and engaging communities of color earlier in the budgeting process within the City.

RESULT

The recommendations outlined in the report will guide future strategies to strengthen the city’s racial equity initiatives, improve transparency and resource allocation, and support ongoing progress toward a more inclusive and equitable environment for all residents.

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Organizational assessment

An internal assessment was conducted to evaluate the interactions between the REIB Department and internal stakeholders. The goal of the assessment was to identify opportunities for strengthening relationships and enhancing collaboration across departments. This assessment was completed in partnership with Research in Action, a Minneapolis-based social benefit corporation dedicated to using community expertise to drive actionable solutions for racial justice.

ACHIEVEMENTS

As part of the assessment, a survey was distributed to city leaders to gather insights on their perceptions of REIB, their experiences working with the department, and their understanding of REIB's key terms and values. The survey also explored how these terms are applied in daily tasks within the city departments. The survey results were shared in July 2024 and provided valuable feedback for shaping the future of the department's operations and engagement with city leadership.



Magnifying glass with a red person-shaped cutout and several white person-shaped cutouts.

RESULTS

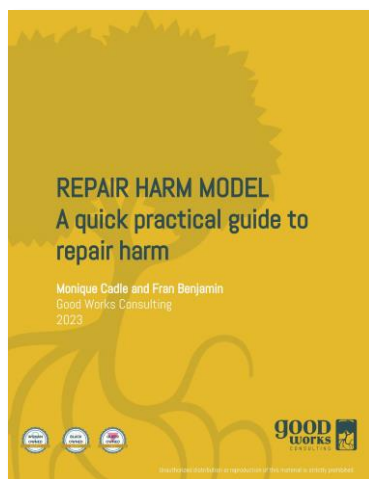
The assessment's findings and the recommendations outlined in the report will help guide future efforts to improve the effectiveness of the REIB Department, enhance interdepartmental collaboration, and further the city's commitment to racial equity.

One of the key outcomes of the assessment was the development of a formal definition of racial healing. This concept was defined as follows:

Racial healing

Refers to the process of recognizing, addressing, and reconciling interpersonal and collective racism, its historical roots, and its current impacts on society. It involves acknowledging past injustices and harms caused by racial discrimination and working to repair the damage while fostering understanding, empathy, and respect among racial groups. This process seeks to heal the wounds created by racism, build bridges between communities, and create an inclusive society where all individuals belong and can thrive, free from the barriers of racial prejudice and inequity.

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REPAIR HARM MODEL			
1. Truth Tell	2. Seek to Understand	3. Remediate	4. Follow-Up + Through
Recognize and openly state the occurrence of harm, and your role in it. Internal Check: I may not have been harmed here, have I though? What emotions or body sensations arise for me knowing the possibility exists that people were harmed here? External Action: "I recognize you were harmed and it is my responsibility."	Using empathetic listening skills, seek to understand the experience of those harmed. NOTE: This should be done on the timeline and terms of those harmed; this may require patience. Internal Check: Am I listening to understand or listening for an opportunity to share my perspective? External Action: "I hope to learn from this experience and my aim is to center your needs in the harm that was caused."	Take tangible action that the self-, social-, and systems-levels to rectify the harm caused. At the self level this requires authentic apology. Internal Check: What have I learned from listening to those harmed that will repair the situation? What other responses can I learn from to identify other ways to repair? External Action: "I apologize for..." "The action I have taken is..."	Use your authority and resources to ensure remedial actions sustain. Ask for feedback, and update actions accordingly. Go back to steps 1-3 as needed. Internal Check: Am I regularly tending to this matter to ensure the successful remediation? Am I avoiding the situation now that I've addressed it? External Action: "What's the progress on XYZ action..." "May I ask how things have been going since we first addressed this matter?"

Racial Equity Training

In partnership with Good Works Consulting, REIB developed training to educate city leaders and staff about racial equity. These sessions focused on concepts like "Repair Harm" and "Thoughtful Confrontation," which help address historical and current injustices. REIB will be expanding its training offerings in 2025 to further improve and build upon the Racial Equity Impact Assessment (REIA), ensuring continued progress and a deeper understanding of racial equity principles.

Looking ahead

As REIB continues its important work, the department remains deeply committed to its long-term mission of advancing racial equity, inclusion, and belonging in Minneapolis. While progress has been made, there is much more to be done. Key initiatives and focus areas include:

- New initiatives like the StoryCorps will foster meaningful dialogue and healing within the community.
- Improving the hiring and retention of employees of color.
- Ensuring greater inclusion of diverse vendors in city contracts.
- Addressing racial inequities in areas such as housing, public safety, and economic development.
- Ensuring that all residents, regardless of race, could thrive and fully participate in the life of the city.

The department's continued focus on collaboration with community partners, refining strategies, and engaging city leaders will ensure that Minneapolis moves closer to a future where every resident feels valued, included, and empowered to succeed. The work of REIB is not just about creating change—it's about creating a future where racial equity is embedded in every aspect of city life, and where every individual belongs.



StoryCorps is an independent non-profit organization that creates an archive of community-centered stories, allowing individuals to record and share their personal experiences and perspectives. This initiative aims to move Minneapolis toward a future grounded in racial equity and justice by harnessing the power of conversations to heal racial divisions.

