



2020 CITY COUNCIL MEETING STAFF REPORT

To: Honorable Mayor and City Council Members
From: Michelle Leise, Community Engagement Specialist
Meeting Date: June 8, 2020
Agenda Item Number: 7.B.

Title – The City of Red Wing’s Racial Equity Plan and the Work Ahead

Purpose –The purpose of this presentation is to briefly review the city’s work with the Government Alliance on Race and Equity, provide a brief update on the city’s current work, and get direction on prioritizing the Racial Equity Plan so our city works harder with more focus to become a better place to live for everyone, specifically for our residents of color.

Recommended Action – Discuss and give guidance for staff to prioritize an updated Racial Equity Plan.

Attachments –

- City of Red Wing’s Commitment to Racial Equity
- City of Red Wing’s Racial Equity Plan 2016 - 2019, which needs to be updated now in 2020

Alignment with 2019 Strategic Plan –

#59. Be more purposeful in monitoring, evaluating, reassessing, and improving our policies and systems so they are fair and equitable for all. This includes continuing to strengthen the city’s “Health in All Policies” approach in all facets of our work, including incorporating our health-equity toolkit into policy decisions, so this approach becomes the normal way we operate.

#60. Build stronger relationships with communities where trust has been broken or still needs strengthening, in order to form long-lasting, respectful, shared commitment. This includes Prairie Island Indian Community, our Hispanic community, and residents of all backgrounds who may feel isolated, unwelcome, or disconnected.

Background –

The first steps of racial equity work have been happening at the City government level with some good work accomplished, but much more needs to happen. In 2016, through a partnership with Live Healthy Red Wing, a group of City staff members from police, public works, and engineering, along with the current community engagement specialist and a current Human Rights Commission member, created a team that went through a two-year training program with the Government Alliance on Race and Equity (GARE). Through that training, the City’s first Racial Equity Plan was created (see attachment).

Racial equity, as defined in the Plan, is when we have fairness and justice for all people; when race can't be used to predict success; when we have successful systems and structures that work for everyone, and when every resident has the opportunity to realize his or her highest potential without the limits of unfair policies and practices.

The training and plan were instrumental in creating a more equitable and data-driven planning process in building Red Wing's 2040 Community Plan. Many of the items in the original Racial Equity Plan were geared toward making sure the City reached out into more neighborhoods and locations to hear what people wanted for their future and ensuring their voices were heard throughout the Plan. Equity is one of Plan's five key principles upon which the goals and strategies are built.

That first Racial Equity Plan was an initial step in what needs to be many more steps and leaps moving forward if we as a government entity are to make concrete, measureable change. The work of building trust in communities where trust has been rightly broken with government over decades and centuries will take time, money, and will.

From the 2040 Plan, the City's 10-Year Strategic Plan followed in 2019, with the vision that Red Wing thrives as a vibrant, creative river town that values its natural environment, welcomes all people, and unlocks opportunity for everyone. That plan's mission states that the city strives to create a sustainable, healthy, accessible, resilient, and equitable community where every person feels at home.

A foundation of long-term planning has been laid, but plans are just words unless changes to policies and practices follow. Calls to action specific to race are identified in the Red Wing 2040 Community Plan. Some of these are as follows:

- In the Lifelong Learning category: Provide more resources for Hispanic/Latino individuals
- In the Public Safety category: Address racism and intolerance in the community
- In the Community Connections and Accessible Leadership category: Provide better communication and engagement with all populations; engage in more efforts toward equity, diversity, inclusion, and community building; offer more resources and representation for immigrants
- In the Getting Around category: Improve public transit, and work on residents being allowed to obtain a driver's license regardless of immigration status.

Below are initiatives currently happening at the City of Red Wing:

--A city staff team of five departments is working with staff from the Prairie Island Indian Community to create a MOU and build a process in which both communities communicate directly and early in land planning projects, making sure sacred lands are considered before City projects are approved;

--The City and Prairie Island Indian Community have been working over the last two years to plan and build a historic and artistic cultural interpretation area at the base of He Mni Can-Barn Bluff. The project is planned to be complete in late 2020.

--The 2040 Strategy Team is working to create the City's online Report Card, which includes measurements on racial disparities. This will be a city/community tool used for many purposes, including helping to understand quality of life differences between residents based on race, among other factors.

--The Police Department has recently begun incorporating Verbal Judo de-escalation training throughout their program. Verbal Judo uses words to de-escalate situations.

--The Police Department will institute the wearing of body cameras later this year in 2020.

--The Police Department has forged ties with organizations such as Hispanic Outreach and HOPE Coalition. This includes participating in the Safe Harbor Coalition, the Law Enforcement Education Committee, and a year-long project with Hispanic Outreach and HACER (Hispanic Advocacy and Community Empowerment through Research). In addition, Chief Pohlman has participated actively in the Leaders Partnering to End Poverty training coalition (now called Hands for Hope) and other community initiatives.

--The Police Department leads the educational program GREAT (Gang Resistance Education and Training) to 5th and 7th graders at Twin Bluff Middle School, which also includes fun sports games with students. In addition, the police department organizes events to build relationships with families and young people in the community, including Kops & Kids.

--The City is working to implement a Rental License Program with the purpose of ensuring that all residents, especially those who may feel ignored by the system, have a safe, healthy place to live.

-- A majority of Public Library staff has gone through racial equity training in the past year. More training, including cultural awareness training, is ongoing and consistently prioritized.

--An equity group will be meeting with community members of color, including young people, to listen to their stories on what it's like to live in Red Wing and what would make it better. Although this has happened in the past, there will be more focus and time spent on this to pinpoint specific changes that need to be made within our city systems and practices.

--The Arts and Culture Commission and Youth Commission have been created; both will be intentional in representing a diverse group of people.

--City Council implemented an inclusive Statement of Intent, which is spoken aloud before every Council meeting.

--Ordinance was created in prohibiting graffiti on He Mni Can-Barn Bluff in acknowledgement of the bluff as sacred space to the Mdewakanton Dakota.

--The Human Rights Commission has worked to put a process in place to better document human rights concerns from the public.

Discussion –

With Council direction, staff would come back to the Council's June 22 meeting with an updated Racial Equity Plan. This will be a working document and staff will regularly report to Council and the Human Rights Commission on its progress. We don't want to take a long time in planning since we have the 2040 Plan and Strategic Plan as our base. It's time for action, and staff, along with Council, can put together a strong Racial Equity Plan and begin initiatives for the next weeks, months, and year ahead.

Recommended Action – Discuss and give guidance for staff to prioritize an updated Racial Equity Plan.

City of Red Wing's Commitment to Racial Equity

Written by the Red Wing Government Alliance on Racial Equity team (GARE) originally on December 2016. Updated June 2, 2020.

We commit today to prioritize building a culture of inclusion and racial equity in Red Wing because all residents are vital to the spirit and success of our community. We desire to become a place where people of all races, ages, abilities, incomes, and backgrounds thrive and feel heard and connected. Our city will be a place where our elected officials, schools, businesses, non-profits, boards, employees, and commissions all reflect the community. It will be a place where people feel welcome and proud to call home.

Red Wing's past includes times of inclusion and racism. There have been moments when multiple populations have worked together and supported each other. There have also been periods of systemic racism in which processes within government and other organizations have misled and demoralized people. Today we still find racial separations where groups of residents are hidden, misunderstood, diminished, or not listened to in our city's decision-making processes.

We now recommit with more focus to improving city policies, plans, and practices – to consider the intended *and unintended* impacts that affect residents' quality of life. Together we will prioritize our Racial Equity Plan to create meaningful change now, not later. This plan includes working with residents of color to identify unfair policies and practices, create concrete, measureable change, and over time, build trust.

Actively creating a community of racial equity requires everyone's help. It's a broad movement that focuses on systemic changes sustained over time. We will stumble and make mistakes, but moving forward is the only way. Creating an inclusive Red Wing will make our town more vibrant in knowledge and ideas, stronger in skills and business, richer in relationships and connections. This is us. This is Red Wing's commitment.



RED WING POLICE DEPARTMENT
ROGER D. POHLMAN, CHIEF OF POLICE

MEMORANDUM

DATE: June 4, 2020
FROM: Chief Roger D. Pohlman
RE: Community Outreach Programs of the Red Wing Police Department

Listed below are programs and partnerships that the Red Wing Police Department participates, and encourages to build lasting relations and collaborations in an effort to make Red Wing a better place for ALL our community members. I would prefer that this list remain confidential, as we enjoy these partnerships for the value and diversity they bring to our community and Department.

Government Alliance for Racial Equity: RWPD desires to have our Training Officer as part of this team. Officer Scott Kochendorfer initially represented RWPD, and attended training to through GARE to become a cultural awareness instructor

Hispanic Outreach: RWPD values our partnership with Hispanic Outreach. In 2018, Chief Pohlman testified with Representative Barb Haley before the House Education and Finance subcommittee on the value of SRO's. A member of the committee (believe from Brooklyn Center) commented after the presentation that he wanted it on the record the good work that RWPD is doing with their Hispanic community and should be a model for the State.

- Two officers of RWPD were part of the Law Enforcement Education Committee within the Hispanic Outreach.
- Chief Pohlman was part of HACER (Hispanic Advocacy and Community Empowerment through Research group).
- Continue to offer informational and concern meetings with our Hispanic Community to address the role of law enforcement on immigration and driver's license issues.

Hope Coalition: RWPD partnership with Hope Advocates to contribute to the safety and security of their clients.

- Partnership on the Safe Harbor Coalition, which is chaired by Investigator Keegan Quinn.

- Partnership on the Homeless Response Committee.
- Working with advocates, one African American resident was suffering severe anxiety from the number of police vehicles going past her residence. The advocate brought her to my office in the LEC and we had a wonderful conversation that began a great friendship and trust.

Gang Resistance Education And Training (GREAT): Life skills course taught at the 5th and 7th grades, geared to help youth develop goals and develop problem solving/decision making skills to better succeed in life. Perfect program to contribute to a police athletic league.

- February 2020, RWPD had eight officers lined up to play a basketball game on a Thursday after school program. Due to a runaway being located, only three officers were able to attend, still was very successful. See attached photos.
- GREAT curriculum and courses are passed onto the Patrol Officers to reinforce the skills learned, during patrol contacts in the evenings or weekends.

Leaders Partnering to End Poverty: Blandin foundation, bringing community members together to work toward the elimination of social problems within our community. Chief Pohlman participated. Program is now called “Hands for Hope”.

Kops & kids: Annual Christmas shopping program for less fortunate youth to ensure that all families may enjoy the giving of Christmas and family celebration.

Special Olympics: National Charity of Law Enforcement, RWPD has partnered with Special Olympics Minnesota (SOMN) to help provide funding and opportunities for more than 40 Red Wing SOMN athletes. RWPD is entering it’s sixth year of fundraising for this program. Also, Regional SOMN bowling tournament, RWPD members have assisted with handing out awards to the competitors. See attached photo.

American Foundation for Suicide Prevention: RWPD partnership with this program, contributed to AFSP funding the Mental Health for First Responders 8 hour course, which all RWPD members completed in 2018. RWPD/Chief Pohlman also visits with the surviving family members, providing them a book from AFSP on grieving after a suicide.

National Alliance for the Mentally Ill: Partnership to aid in the education and understanding of mental illness in our community. Led to the creation of a database, that families/guardians of mentally ill persons can provide information on emotion triggers, calming effects and behavior of our mentally ill community members so the officer can mitigate response and provide for a positive outcome.

Verbal Judo: De-escalation program that utilizes words to de-escalate situations. Officer Cory Huberty/Training Officer attended instructor certification to teach Verbal Judo in February 2020. Verbal Judo de-escalation is incorporated throughout the RWPD training programs, from options in use of force simulation to response to calls for service.

These programs are supported by Department Policies and our Value words of “Accountable; Compassionate; Consistency; Fairness, Integrity, Professionalism, Respect and Teamwork”. Also, the PD Vision and Mission statement considers our history and changing needs of our community, to provide for the highest quality of life! This is our culture that we are trying to build and maintain, This is who we are – Community Focused!

Vision:

The vision of the Red Wing Police Department is to be a leader in the law enforcement community through collaboration and innovation, recognizing the historic and diverse nature of our community and contributing to the highest quality of life for our citizens.

Mission:

The Red Wing Police Department mission is to safeguard lives, and protect property, whereby, our community may enjoy a sense of peace and security. We will meet the ever changing needs of our community through investment in our employees and building partnerships with our citizens and businesses that we are sworn to protect and serve.

City of Red Wing's Racial Equity Plan 2016 – 2019

Note: This plan runs through 2019. Current and future work will be included in an updated plan in late June, 2020. See attached document for current work happening.

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

Racial Equity: When we have fairness and justice for all people; when race can't be used to predict success; when we have successful systems and structures that work for everyone, and when every resident has the opportunity to realize his or her highest potential without the limits of unfair policies and practices

GOAL #1: The City of Red Wing staff and elected leaders understand and are committed to achieving racial equity.				
Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress
1) Form Core Team and expand to Equity Leadership Team. – Convene a Racial Equity Core Team responsible for attending initial GARE learning meetings and expanding the team and work. Core Team will expand into an Equity Leadership Team that includes members of administration, HR, library, planning, communications, and others.	Mar. 2016- June 2017 & ongoing	Core Team & Equity Leadership Team	Core Team meetings attended; Equity Leadership Team formed and meeting quarterly.	Core Team created through GARE process Expand team in 2020.
2) Draft and monitor Racial Equity Plan. Core Team will create Racial Equity Plan as a working document for department directors, City Council, and others. Human Rights Commission will monitor.	Fall 2016 – Spring 2017	Core Team, Equity Leadership Team, Human Rights Commission (HRC)	Revised plan finalized; beginning implementation and monitoring	Council approves Plan 5/8/17; Increase monitoring
3) Incorporate Racial Equity Tool. Department directors will participate in an introductory workshop learning and using the GARE Racial Equity Tool -- locally called Health, Equity, and Excellence in All Policies (HEEAP). Complete Streets Committee (police, public works, planning, engineering) will pilot the use of the HEEAP Sheet toolkit and give feedback for future use across departments.	2017 – early 2018	Core Team, Equity Leadership Team, City staff	Number of departments that have used the HEEAP Racial Equity Tool; revise visual of the HEEAP Sheet created based on staff feedback	HEEAP training in 2017; In 2020 Plan; HEEAP included in Staff Reports to Council
4) Implement Racial Equity Training. Department directors and other staff will participate in three trainings through GARE (Government Alliance on Racial Equity). Trainings will include creating a common language, implicit and explicit bias, and piloting use of the Racial Equity Tool (HEEAP). City Council, members of city and school boards and commissions, and interested non-profit leaders will also participate in three trainings from GARE. <i>Plan more trainings for 2019.</i>	Dec. 2016 – Spring 2017	Core Team, Strategic Equity Leadership Team, HRC	Percent of directors who have attended racial equity training	1 st trainings 12/7/16 & 2/21/17 - staff, boards, comm., & community; more to come
5) Administer Employee Racial Equity survey – Conduct employee racial equity survey.	Fall 2018	Strategic Equity Leadership Team, HRC	% of employees who can identify examples of institutional racism	Plan for 2021

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

Outcomes and Actions	Timeline	Accountability	Performance Measure	Progress
1) Learn how city staff can improve engagement with residents. Hold staff meetings with department representatives with most interaction with the public. Identify policies and procedures that need reviewing and updating.	January 2019 and ongoing	Community Engagement Specialist	Periodic staff meetings with list of policies/procedures to improve.	Start with focus in 2020
2) Establish communication and engagement strategies for effective and inclusive engagement with Red Wing’s diverse communities.	January 2019 and ongoing	Community Engagement Specialist	Strategies forming; first implementation steps beginning	In process
3) Identify high-priority policies and plans to be reviewed to ensure they’re equitable, and seek better ways to engage community.	Start summer 2018	Community Engagement Specialist; HRC	Policy guidance developed; initial policies/plans identified to be reviewed	In process
4) Implement second Latino community survey and leadership training and work with leaders to implement policies/procedures that create a welcoming environment & opportunities for resident input.	Spring '17- Spring '18	Live Healthy Red Wing Hispanic Outreach	# of people in training; # of policies/projects completed	Complete; Policy work continues in 2019
5) Implement apprenticeship/internship pilot project. The City of Red Wing will work with the Red Wing High School to implement an inclusive hiring program for city summer workers 18 years and older so they learn skills and potentially be trained for future employment.	Winter-Spring 2018	Public Works and Community Engagement Specialist; HR Department	Summer program enlists 80% or more of seasonal help from local students with attention paid to students who want apprenticeships & internships	In process
6) Implement a Citizens Academy that engages residents and informs on how city government works and how residents can participate in decisions that affect them.	2019	Community Engagement Specialist & Communications Team	Number classes held and number of participants.	In process

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

Community Indicator	Outcomes and Actions	Timeline	Accountability	County Performance Measure	Progress
<p><i>Note: Metrics will be updated in 2020 based on measurements requested by RW 2040 Teams</i></p> <ul style="list-style-type: none"> • Arrest rate for youth and adults • Conviction rate for youth and adults • Level of trust in the criminal justice system 	<p>1) Police representative will participate in Racial Equity Training, including a “train-the-trainer” segment so officer can train local peers here at home. Work to plan more in 2019.</p>	Nov. 2016	Red Wing Police Department	Training completed; future local trainings planned and being implemented	Completed
	<p>2) Red Wing Police Department and Hispanic Outreach will form a collaborative to delve into the issues of community and local law enforcement relations.</p>	Winter 2017- Fall 2018	Hispanic Outreach and RW Police Department	Committee formed and holding meetings to build relationships. Moving toward Action Plan.	This portion complete. Plan more in 2019.
	<p>3) Continue Criminal Justice Advisory Board (CJAB). The Criminal Justice Advisory Board includes Police, Sherriff, County Attorney, Court Administration, Public Defenders, Probation, and the County Administrator. This board is responsible for facilitating and enhancing communication between criminal justice partners and for promoting collaboration in the development of criminal processes and procedures.</p>	Ongoing	Criminal Justice Advisory Board and Police Chief	Criminal Justice Advisory Board continues to meet monthly	In process
	<p>4. Criminal Justice Advisory Board will share and analyze departmental data from the criminal justice partners within the group.</p>	Spring 2017 – Summer 2018	Criminal Justice Advisory Board	An annual review of departmental data relating to race will be undertaken by the Criminal Justice Advisory Board for the purpose of identifying racial disproportionalities within the criminal justice system.	In process

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

Community Indicator	Outcomes and Actions	Timeline	Accountability	County Performance Measure	Progress
<p>Note: Metrics will be updated in 2020 based on measurements requested by RW 2040 Teams</p> <ul style="list-style-type: none"> • % of neighborhoods that have access to affordable, healthy food retail, parks and other natural resources • Percent of eligible children participating in federally-sponsored school meal programs • Percent of those eligible to participate in SNAP who use the benefit • Rate of food insecurity • Percent of population that is obese • Percent of population with diabetes 	<p>1) Form Community Voices Task Force and Action Teams with citizens and representatives of community and government agencies, and those representing diverse populations. Responsible for planning strategies to engage the community during the Red Wing 2040 Community Plan planning process.</p>	Winter 2017	RW Special Projects Manager, Community Engagement Specialist, Mayor	Community Voices Action Team convened	Completed
	<p>2) Increase effective use of community data. Create Red Wing Report Card that focuses on indicators in 10 categories measuring access to quality of life for ALL residents and guides opportunities for strategic intervention. Create system for sustaining Report Card to show successes, gaps, progress, and challenges over time.</p>	Fall 2016- June 2017	Community Engagement Specialist and other City staff; RW 2040 Implementation Team	Report Card completed and presented to community; sustainable Report Card process implemented at City level	Completed 1 st part; Will implement 2040 online Report Card with new data that shows inequities in RW
	<p>3) Strengthen partnerships and collaborations. Continue to build partnerships and trust with Prairie Island Indian Community, Hispanic Outreach, and others who can help build sense of community and shed light on policies/practices that may not be fair or equitable</p>	Summer '17 - Spring 2018	Community Engagement Specialist and Human Rights Commission	Number of new or strengthened relationships	In progress
	<p>6) Highlight and support active transportation initiatives, including new Transportation Plan that prioritizes ADA accessibility and a commitment to safe and effective transportation for all modes and abilities, especially in neighborhoods with diverse populations.</p>	Ongoing	Complete Streets Committee: Engineering Dept. Police Dept. Public Works, Planning Department	Transportation Plan completed- incorporates equity lens	Completed
	<p>7) Incorporate equity into guiding principles of City of Red Wing's Red Wing 2040 Community Plan.</p>	Fall 2017 – Summer 2018	2040 Steering Committee: Special Projects Manager, Community Engagement Specialist, City Council	RW 2040 Community Plan approved with equity as guiding principal	Completed; also in City's Strategic Plan
	<p>8) Support community-led initiatives that address healthy life outcomes and build community capacity. Build City-community relationships and collaborations. Focus on health prevention, asset-based approaches to community development, and health impact assessments / racial equity impact assessments.</p>	Winter – Summer 2018	Community Engagement Specialist, Live Healthy Red Wing, City Council	# of initiatives supported	In process

