

CITY OF MINNEAPOLIS

# Practicing Equity in Inspections

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MEHA/MAHCO Fall Training

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# Introduction

In 2015, the Division of Race and Equity recruited Racial Equity Coordinators, enterprise wide, to gain capacity for training and facilitation in the advancement of racial equity in the City of Minneapolis.

Markeeta & Sylvia



# Objectives

- Defining Equity
- The Work on Equity in Minneapolis
- Dialogue on Equity in Inspections
- Equity Toolkit, Targeted Universalism



# Equality for Everyone

## Equality for All

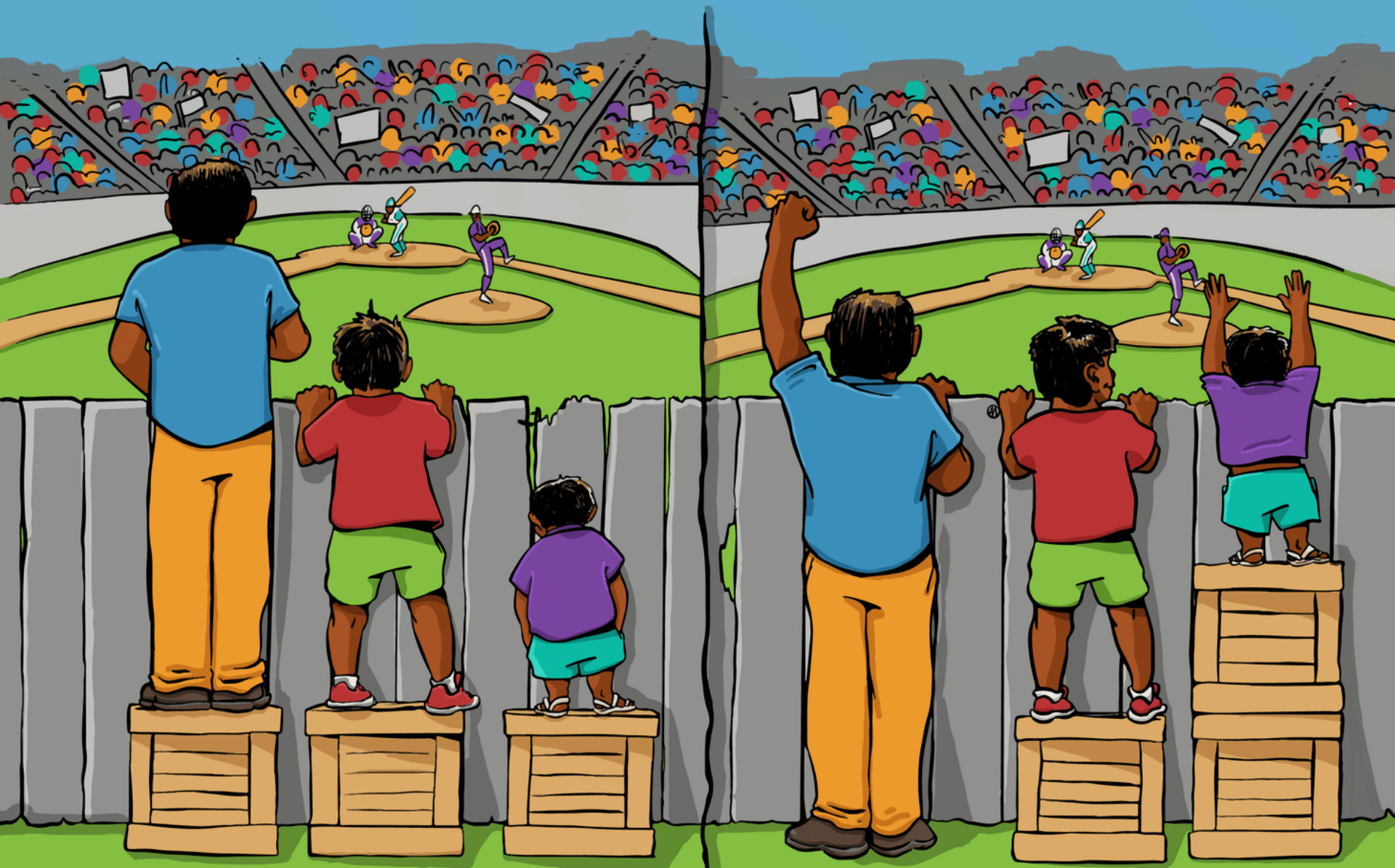
The achievements of the modern black freedom struggle, which followed the victory in the *Brown* decision, have reverberated throughout society and provide a model for social change. They have given inspiration and encouragement to other Americans fighting for equal rights and access to opportunities regardless of race, ethnicity, religion, age, sexual orientation, or disabilities.

**National Museum of American History, Behring Center** “*Separate Is Not Equal: Brown v. Board of Education*”.

# What is Equity?

## How Does Equity Differ From Equality?





**EQUALITY**

**EQUITY**



“But if you shovel the ramp, we can all get in.”

# Minneapolis City Council

**Equity:** Fair and just opportunities and outcomes for all people.

**Racial equity:** The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.





# Racial Inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do. (GARE, Race Forward and the Center for Social Inclusion)

Education		Jobs	Housing
Criminal Justice		Arts and Culture	
Health	Environment	Equitable Development	



# Why an Equity Framework?



# Equity

Working Towards Equity:  
A deliberate action via  
establishment of policies  
and practices driven by a  
need to undue historical  
injustices to groups of  
people.

Equity is ACTION, leading  
towards equality.

Equity is just and fair inclusion into a society in which all can participate, prosper, and reach their full potential. Unlocking the promise of the nation by unleashing the promise in us all. (PolicyLink)





# A Focus on Equity: Urban Scholars

- Internship
- Diverse racial and ethnic backgrounds
- Leadership Institute
- Professional Development



# A Focus on Equity:

## Step Up Program

- 1600 youth employed
- Connects Minneapolis youth 14-21 to paid internships
- Aids organizations workforce diversification
- Builds a base of young, skilled workers

The logo for the Step Up program. The word "STEP" is in blue, and "UP" is in orange. The letter "U" in "UP" is stylized with an upward-pointing arrow integrated into its top curve.

**STEP-UP**

# A Focus on Equity:

## Cities Connecting Children to Nature

Partnership of NLC and CNN

‘Cities can play a role in closing the "nature gap," particularly among low-income children and children of color.’ (CCCN)





# A Focus on Equity:

## Minneapolis Environmental Education (MEE)

Advancing environmental education through experiential learning opportunities to underserved communities



# A Focus on Equity:

## Division of Race & Equity

- Racial Equity Coordinators
- Racial Equity Community Advisors
- Racial Equity Action Plan

# A Focus on Equity

2015 City of Minneapolis Establishes a Division of Race and Equity

Hire 41% workforce of color

Hire 45% Workforce of women by 2022

- Target Market Program
- Minneapolis Green Zones
- Transgender Equity Council
- MPRB Racial Equity Action Plan
- Governmental Alliance on Race And Equity (GARE)

# Equity in Inspections:

## A Dialogue

- Part 1
  - – Silently jot down responses to 3 questions
- Part 2
  - – Partner with another person in the room
  - – 1 talker : 1 listener for the whole time
- Part 3
  - – Listener and talker switch roles
- Part 4
  - – Free-flowing exchange between partners

# Equity in Inspections:

## A Dialogue

1. Is this a thing? Does equity in inspections exist in your work?
2. If not, do you see a need in your community for this considering Equity in Inspections?
3. How do you advance equity in your work?



# Equity in Inspections:

## A Dialogue

- Race
- Ability
- Income
- Language
- Age
- Mental Health



# Equity in Inspections:

## A Dialogue

- Who's our customer?
- Landlord/Business Owner
- Tenant
- Extend Enforcement Timeline
- Delay or Encourage Police Presence, Crime Prevention Specialist, Plain clothes officers
- Dissemination of information

# Equity In Inspections, Example

- Asian Food Restaurant
- Non English Speaking Business Owner
- Sewage on Street/Blvd/Walk

How To Respond?









# Equity in Inspections, Example

- Duplex
  - Family at 1<sup>st</sup> level
  - Vacant at 2<sup>nd</sup> level
  - Sewage in Basement
  - Landlord Unreachable
- How to Respond?



# Lay it on the Line



# Targeted Universalism

- Video
- Explanation, Questions
- Activity



# Targeted Universalism

<https://www.youtube.com/watch?v=wgGcftWpwUQ>



The equity movement will be forged in the dismantling of outdated and oppressive structures that hold the nation back, and the radical reimagining of systems that foster inclusion, ownership, and shared prosperity. (PolicyLink)

