

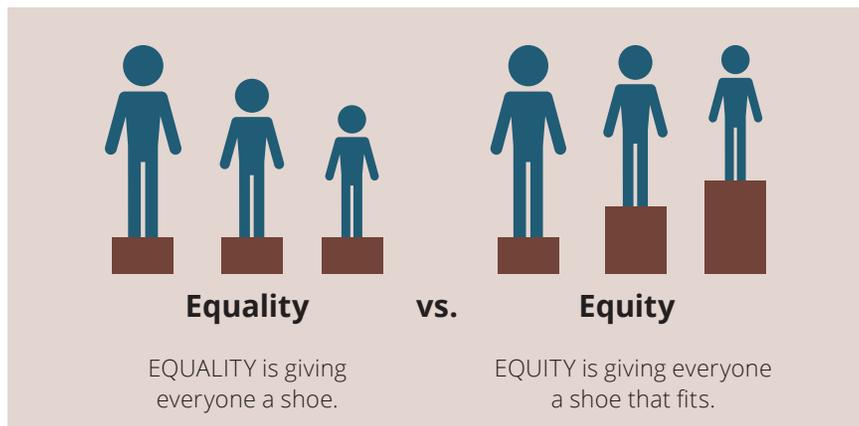
Racial Equity

"As we conduct city business and make decisions that affect our community, we want to hear from the full range of people who represent our community. To make that happen, it is important that we are deliberate and intentional about reaching out to get input from people who were historically not part of the decision-making process. The result of St. Louis Park's work on racial equity will result in more effective delivery of city services to all of our neighborhoods and make our community a more equitable, inclusive, and welcoming place to call home."

Mayor Jake Spano, City of St. Louis Park, MN

"We all do better when we all do better."

Senator Paul Wellstone



If the practices, programs and services of the city are not fair, inclusive and equitable to all, the potential of the community and those it serves is diminished. From an elected, appointed and staffing perspective, our organization does not mirror the community. We will strive for racial equity by building understanding of the issue in our organization and intentionally and proactively take measures that break down barriers to a just and inclusive community.



Diversity Lens

The Human Rights Commission created the Diversity Lens initiative in 2008 to facilitate respect for diversity and the various world views represented by the citizens of St. Louis Park. Through open education, information dissemination and community interaction the initiative encourages each resident, business, city official, staff member and visitor to appreciate that each person has developed a unique lens through which they view the world.



Experience **LIFE** in the Park

Questions? Contact Nancy Deno, Deputy City Manager/HR Director at ndeno@stlouispark.org or 952.924.2519.



Experience **LIFE** in the Park

Racial Equity

City of St. Louis Park 2016

In 2016, a team from the City of St. Louis Park is attending a year-long advanced racial equity training from the League of Minnesota Cities (LMC) and Local and Regional Government Alliance on Race and Equity (GARE). The “Advancing Racial Equity: the Role of Government” workshop will provide an introduction to the roles, responsibilities and opportunities for government to advance racial equity.

Why the city is participating:

- Gain understanding of race and equity.
- Develop a shared racial equity analysis including definitions.
- Analyze policies and practices from a racial equity perspective.
- Strategize with others on how government can advance racial equity.

What the city wants to accomplish:

Develop a racial equity action plan that includes the following:

- A racial equity statement for City of St. Louis Park.
- Racial equity training program for ongoing employee support, communication and engagement.
- Communication plan, both internal and external.
- Racial equity tools to help with policy, practice, programs and decisions.
- Policy and practices that help advance racial equity.

Understanding Bias

Racial bias can be explicit and implicit.

Explicit Bias

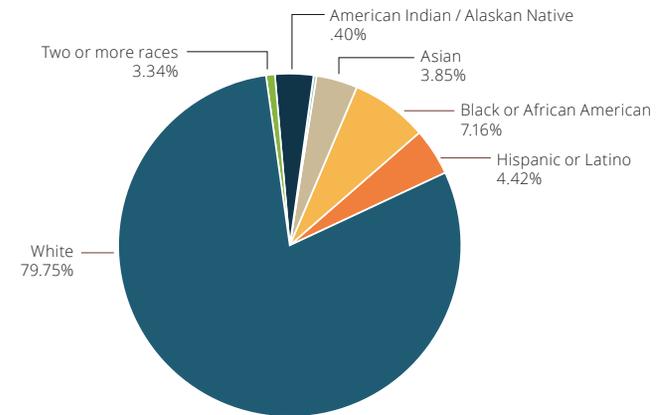
Expressed directly
 Aware of bias / operates consciously
 Example: Sign in the window of an apartment building:
 “We don’t rent to _____”

Implicit Bias

Expressed indirectly
 Unaware of bias / operates subconsciously
 Example: A property manager doing more criminal background checks on African-Americans than whites.

Where Are We Now: A Snapshot

2010-2014 St. Louis Park Population by Race



St. Louis Park Benefit Earning Employees

As of March 2017

# of Employees	Percentage	Description
249	93.61%	White or Caucasian
4	1.50%	Black or African American
3	1.13%	Hispanic or Latino
5	1.88%	Asian
1	0.38%	Native Hawaiian or Other Pacific Islander
1	0.38%	American Indian or Alaska Native
0	0.00%	Other Race
3	1.13%	Two or More Races
266	100%	Total

93.61% White / 6.39% Non-White

2016 St. Louis Park Public Schools, K-12 by Race

