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**EXECUTIVE SUMMARY**

**TITLE:** Advancing Race Equity

**RECOMMENDED ACTION:** The City Council is asked to discuss next steps related to advancing race equity.

**POLICY CONSIDERATION:** Is any other information needed?

**SUMMARY:** On January 26 and 27, 2017, Council participated in their annual workshop. The majority of the January 27 meeting consisted of conversation on advancing racial equity and putting ideas into action. On February 13, 2017 Council had a follow up discussion on next steps for advancing race equity action items.

The discussion at the special study session will be facilitated by Gordon Goodwin, consultant from Center for Social Inclusion. The focus will be on further defining next steps for numbers 3 and 4 noted below, particularly related to providing guidance to the Human Rights Commission (HRC) as follow up to the January joint meeting.

**Council Action Plan: 2/13/17 Measurable Steps for 2017**

1. Gather information during Vision process on advancing racial equity, hearing voices and include this in all areas of Vision/Comp Plan. *Comment: in process*
2. Workforce Initiatives *Comment: staff will incorporate into action plans when they are developed in April 2017*
  - Staffing: Initiatives to include avenues for success in hiring and advancing racial equity at our workplace.
  - Contractors and wealth creation (opportunities that open up inclusion with underrepresented groups/vendors).
3. Council to work on connecting with potential leaders in the community to diversify boards, commissions and involvement in other areas.
4. Council to work with HRC to continue to increase awareness in advancement of racial equity in the community, including outreach.

**FINANCIAL OR BUDGET CONSIDERATION:** Not applicable.

**VISION CONSIDERATION:** St. Louis Park is committed to being a connected and engaged community.

**SUPPORTING DOCUMENTS:** None

**Prepared by:** Nancy Deno, Deputy City Manager/HR Director  
**Approved by:** Tom Harmening, City Manager