

**Macalester-Groveland Community Council (MGCC)**  
**Inclusivity and Equity Strategic Action Plan**  
**PHASE 2**

Adopted 9/11/2019

**Goal 1: Increase the active participation by underrepresented groups in MGCC's internal structures so that we better reflect the demographics of the neighborhood.**

**Action Step 1:** Create and implement standardized practices for live streaming of MGCC meetings, beginning with meetings of the Board of Director of the Macalester-Groveland Community Council in September 2019.

**Milestone:** Report to Board of Directors on live streaming and present draft live streaming practices by February 2020.

**Action Step 2:** Examine potential bylaw changes relating to active participation in MGCC public board and/or committee meetings via electronic methods.

**Milestone:** Report to Board of Directors on potential bylaw changes by January 2020.

**Action Step 3:** Analyze current barriers to participation and expand outreach to student and renter populations to increase participation and build a base network.

**Milestone:** Create and build upon a list of school faculty and staff, students, and renters to draw upon for input, outreach, and filling board/committee positions. Report to Board of Directors by March 2020.

**Goal 2: Increase the active participation by underrepresented groups in MGCC's programming, projects and events so that we better reflect the demographics of the neighborhood.**

**Action Step 1:** Implement changes to current programming and events to make them more inclusive and meaningful for underrepresented groups, including renters and students.

**Milestone:** Implement changes to two regular MGCC programs/ events. ITF and CBC to evaluate event before, during, and after to consider the following questions:

- Who is this for?
- What is the purpose?
- Were the changes made (if any) beneficial to our community?

Report back to the Board of Directors in July 2020.

**Action Step 2:** Incorporate small-scale pop-up events, geared toward underrepresented communities, into regular programming throughout the year.

**Milestone:** Plan and host one event per quarter. Report to Board on progress in April 2020.