



The Macalester-Groveland Community Council fosters citizen participation in government and community decisions that make our neighborhood a great place to live, work, learn, and play.

**Macalester-Groveland Community Council (MGCC)
2021 Inclusivity and Equity Strategic Action Plan**

Approved by MGCC Board of Directors on January 14, 2021

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: Explore equity training opportunities for MGCC Board and Committee members.

Milestone 1: Research and review alternatives for equity training topics that will help us create a safe, respectful, and inclusive environment for underrepresented community members (April 2021).

Milestone 2: Put together an equity training opportunity for July Board and Committee Retreat. (July 2021).

Action Step 2: Develop accessible materials to educate community members about MGCC and train interested community members digitally.

Milestone 1: Develop a list of educational topics and preferred formats (videos, FAQs, etc.) and research existing educational materials (Zoom, etc.) (June 2021).

Milestone 2: Pursue the creation of 2-3 high-priority educational materials. (September 2021).

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: Develop a community outreach and communications plan that utilizes volunteer resources and social media platforms while celebrating community accomplishments.

Milestone 1: Develop survey to (1) ask community members how they would rate our current programs and activities, communications, and outreach and (2) what they want and need from MGCC programming and communications (March 2021).

Milestone 2: Create a monthly community accomplishments report (February 2021).

Action Step 2: Work with MGCC board and committees to incorporate equity and inclusivity work into their 2021-2022 committee work plans.

Milestone 1: Explore opportunities for programming with other District Councils and neighborhoods outside of Mac-Grove (September 2021).

Milestone 2: Work with each committee to pursue at least one equity focused topic/program in 2021 (December 2021).