



## INCLUSIVITY TASK FORCE MEETING

Thursday, February 4th, 2021 | 6:30pm | <https://zoom.us/join>

**Chair:** Kate Baxter-Kauf

**Secretary:** Cathy Plessner

**Staff Contact:** Alexa Golemo & Britta Sherrill

Kensey Lipstreuer, Craig Skone, Ane Dolan, Ann Punyko, Saura Jost, Cathy Plessner

### Minutes

6:30 I. Introductions /Additions or Deletions to Agenda

Addition to Item IV. Needs Assessment – from Kensey

6:33 II. Approval of January 2021 Minutes

Motion to approve January 2021 Minutes (Art Punyko, Craig Skone)

Vote: Motion passes.

6:35 III. Review 2020 Internal Demographic Survey Results

Census data is old at this point. Comparison of data from MGCC from previous years is more helpful.

2016 vs 2020: Demographics have trended older. More females. More renters and more diversity overall.

Question about who took the survey: This is an internal survey for board and committee members in September of 2020. We continue to use the same survey so results have value from comparison.

Comparison between Mac-Grove and St Paul is interesting. MN Compass data.

When the survey pool is so small, 1-2 people taking or not taking the survey makes a huge difference. And 1-2 people getting involved on the board or committee members makes a huge difference.

Work to do in matching types of housing units compared to Mac-Grove statistics. Gap in renter housing.

Conversation around how to be more welcoming to underrepresented community members.

It will still be a while before we get new census data.

We see a lot more diversity in our neighborhood than we see in our org. Can we target locations that would have greater numbers of underrepresented community members (renters, ages, etc.)

Limitations to census data.

Discussion about number of duplexes in the neighborhood. Apartment buildings around Mac-Grove have larger populations in one place and would be good places for outreach.

6:45 IV. Inclusivity Action Plan – Pursue Action Steps

Action Step 1: Milestone 1:

CBT is working on a survey online

Kensey presented Needs Assessment regarding activities MGCC is doing, from CBT

Goal of March for survey so people interested in elections will see it

Action Step 1: Milestone 2:

Committee members can bring accomplishments to ITF meetings for Community Accomplishments Report.

Can we ask committee chairs to contribute accomplishments (participation metrics, motions, etc.)

Bring to Board for discussion and idea gathering.

ITF members at committees will look for potential accomplishments to bring to ITF.

Discussion of Equity Training options. Committee members will do more research before March meeting.

- We want it to be accessible and applicable to the community over abstract and academic.

7:30 V. Updates/Announcements/Other Business

February Tasks:

- Research alternatives for equity training topics that will help us create a safe, respectful, and inclusive environment for underrepresented community members.
- Bring community accomplishment ideas to next ITF meeting.

7:35 VI. Adjourn