



INCLUSIVITY TASK FORCE MEETING

Wednesday, February 16th, 2022* | 6:30pm

<https://zoom.us/join> | Sign-up at www.macgrove.org/participate to receive Meeting ID #

This meeting is being held remotely online via Zoom.

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alexa Golemo

AGENDA

(6:20 – 6:30 pm: Tech Check)

- 6:30 I. Introductions
- 6:45 II. Additions or Deletions to Agenda
- 6:47 III. Approval of January 2022 Minutes
- 6:50 IV. 2022 Equity & Inclusivity Strategic Action Plan
 - *See pg. 2 for draft*
- 7:20 V. Facilitated Conversation Re: Underrepresented Communities, *Lissa Jones-Lofgren*
 - *See pg. 3 for demographic survey results*
- 7:55 VI. Updates/Announcements
 - “Not for Sale” Online Viewing, *History Theatre*: February 17 – 27
 - “Not for Sale” Community Discussion: March 1
www.macgrove.org/event/not-for-sale-viewing/
- 8:00 VII. Adjourn

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**Macalester-Groveland Community Council (MGCC)
2022 Inclusivity and Equity Strategic Action Plan
DRAFT**

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 specific engagement and outreach plans for underrepresented groups.

Milestone 1: Analyze MGCC internal demographic survey results with equity consultant. (March 2022)

Milestone 2: Use analysis of past MGCC issues/meetings to understand the underrepresented communities impacted by and missing from internal structures. (May 2022)

Milestone 3: Create an engagement plan/process for Macalester College students. (October 2022) *

**The process for creating this plan will later be replicated for other underrepresented groups.*

Action Step 2: Survey for outgoing volunteers OR pursue equity/inclusion training for MGCC leadership (Exec committee members and committee chairs).

Milestone 1:

Milestone 2:

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: Create a community engagement plan for the Equitable Development Scorecard from June through December.

Milestone 1:

Milestone 2:

Action Step 2: Partner with Community Building Team (CBT) to create a new program or event built on previous equity work in 2021.

Milestone 1:

Milestone 2:

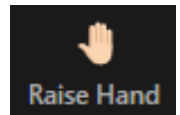
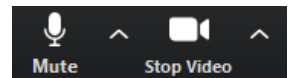
	2021		2010		2015-2019 Preliminary Data	
	MGCC (38 responses)		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
AGE	Responses	Count	Responses	Responses	Responses	Responses
18-24 years	2.63%	1	19.50%	12.30%	20.80%	11.40%
25-34 years	13.16%	5	13.90%	18.10%	13.60%	18.50%
35-44 years	21.05%	8	10.80%	12.40%	10.70%	12.90%
45-54 years	21.05%	8	11.80%	11.60%	12.50%	11.10%
55-64 years	18.42%	7	13.40%	10.70%	11.00%	10.50%
65-74 years	23.68%	9	6.70%	5.50%	7.90%	6.50%
75-84 years	0.00%	0	3.30%	2.60%	1.60%	2.70%
	MGCC '21		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
GENDER	Responses	Count	Responses	Responses	Responses	Responses
Male	45.95%	17	47.00%	49.40%	46.90%	49.30%
Female	54.05%	20	53.00%	50.60%	53.10%	50.70%
	MGCC '21		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
EDUCATION	Responses	Count	Responses	Responses	Responses	Responses
Less than high school	0.00%	0	1.80%	13.30%	suppressed	13.40%
High school diploma or GED	0.00%	0	7.70%	21.30%	6.20%	20.70%
Some college or associate's degree	5.26%	2	18.80%	25.50%	17.00%	25.20%
Bachelor's degree	47.37%	18	38.60%	23.70%	39.60%	24.10%
Graduate or professional degree	47.37%	18	33.10%	16.30%	36.40%	16.70%
	38		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
	MGCC '21		Responses	Responses	Responses	Responses
RACE/ETHNICITY	Responses	Count	Responses	Responses	Responses	Responses
White Alone, not Hispanic or Latino	89.47%	34	86.80%	53.40%	88.60%	51.40%
Black or African American	0.00%	0	2.40%	15.30%	1.90%	15.80%
American Indian or Alaskan Native	0.00%	0	suppressed	suppressed	suppressed	0.6%
Asian or Pacific Islander	2.63%	1	3.80%	17.30%	3.50%	18.60%
Other Race	0.00%	0	suppressed	suppressed	suppressed	0.2%
Two or More Races	5.26%	2	2.90%	4.00%	2.60%	4.00%
Hispanic or Latino total	5.26%	2	4.00%	9.40%	3.20%	9.20%
	MGCC '20		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
TYPE OF HOUSING UNIT	Responses	Count	Responses	Responses	Responses	Responses
Owned Single Family Detached	89.19%	33	63.10%	41.60%		
Owned Multifamily (condo)	2.70%	1	3.60%	5.10%	63.80%	47.10%
Duplex/Triplex	0.00%	0	7.00%	10.50%		
Rented Single Family Detached	0.00%	0	5.00%	6.80%		
Rented Multifamily (townhome)	2.70%	1	suppressed	1.90%	30.10%	46.50%
Rented Unit in Apartment Building	5.41%	2	20.50%	33.60%		
	MGCC '20		MAC-GROVE	ST. PAUL	MAC-GROVE	ST. PAUL
INCOME	Responses	Count	Responses	Responses	Responses	Responses
Less than \$35,000	3.13%	1	22.70%	35.60%	17.50%	30.60%
\$35,000-\$49,999	6.25%	2	10.50%	13.60%	9.80%	13.00%
\$50,000-\$74,999	6.25%	2	17.70%	17.90%	14.50%	18.40%
\$75,000-\$99,999	21.88%	7	10.30%	11.60%	12.10%	12.50%
\$100,000 or more	62.50%	20	38.90%	21.20%	46.10%	25.60%



Committee eMeetings via Zoom

Zoom Protocol

- **Log in Early** – Please log into *Zoom* at least 5 minutes early so the meeting can start in time. Click “Join with Computer Audio.” Use this time to test your speaker and microphone.
- **Security Precautions:** A Zoom link will be sent out to community members who signed up via www.macgrove.org/participate. Please do not share this link with others. In the unlikely event of an external disruption during the meeting, the Zoom meeting may be terminated, and a new Zoom link will promptly be emailed to all participants.
- **Internet Quality** – When possible, physically connect your computer directly to your internet source. If using WIFI, position yourself in an area with the best signal. Remember to disconnect from VPN and turn off unnecessary apps to optimize internet bandwidth.
- **Video** – All Board and Committee members are encouraged to participate using video. However, if you are experiencing poor video/audio quality, click “Stop Video”. As a last resort, you can join by phone.
- **Mute Your Microphone** – To minimize background noise, remember to mute your microphone at the beginning of the meeting. (Mute button is on the lower left corner of the Zoom screen). To speak, press and hold the spacebar on your keyboard to temporarily unmute yourself. Or, unclick the Mute button for an extended conversation.
- **View Settings** – Customize how you view meeting participants on your screen using the settings on the upper right corner of your Zoom screen. Gallery View statically arranges all participants in a grid pattern. Speaker View dynamically brings the current speaker to the forefront.
- **Raising your Hand** – If you would like to provide feedback or ask a question, please click the “raise your hand” icon. If for some reason you do not see an icon labeled “raise hand”, you can also send a message in the chat. You can take yourself off mute to speak, once you have been recognized by the Chair. (See *Committee Meeting Protocol* below)
- **Questions or Day-of-Meeting Troubleshooting** - Contact MGCC Staff at mgcc@macgrove.org and we will do our best to assist you.



Committee Meeting Protocol

- MGCC meetings are **recorded** and made available at www.macgrove.org for one month. Please reach out to staff if you have concerns about being recorded.
- **If you would like to comment**, please raise your hand and wait to be recognized. (See *Raising your Hand* above) When recognized, please first state your name and address.
- **This is a place for civil and respectful dialogue.** It does not mean everyone has to agree, but it means we have to treat one another well. Please keep your comments brief and to the point. At about the two-minute mark, the Chair will let you know that your time is almost up.
- After receiving public comments and inquiries, the Committee members will have the opportunity to ask final questions and to discuss the issues at hand. Only voting members of a committee may vote on a motion. If you are not sure whether you are currently a voting member of a committee, please ask the staff member in attendance.

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