



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) 2022 Inclusivity and Equity Strategic Action Plan

Approved by MGCC Board of Directors on Thursday, March 10th, 2022

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. (April 2022)

Milestone 2: Use analysis of past community issues to understand the underrepresented communities impacted by these issues and missing from internal structures, including board and committees. (May 2022)

Milestone 3: Create an engagement process for Macalester College students. (October 2022)
** The process for creating this plan will later be replicated for other underrepresented groups.*

Action Step 2: Pursue equitable and inclusive meeting facilitation by MGCC leadership (executive committee members, committee chairs, and staff).

Milestone 1: Pursue formal training opportunities for MGCC leadership. (June 2022)

Milestone 2: Plan bi-annual meeting of MGCC leadership for discussion on equitable and inclusive meeting formats and facilitation. (November 2022)

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: Get feedback on the pieces of the draft Equitable Development Scorecard from Macalester College.

Milestone 1: Create a community engagement plan with measurable goals for the Equitable Development Scorecard. (June 2022)

Milestone 2: Implement community engagement plan with measurable goals. (December 2022)

Action Step 2: Partner with Community Building Team (CBT) on MGCC programming and events.

Milestone 1: Expand communication and outreach methods for MGCC programming and events. (December 2022)

Milestone 2: Modify current MGCC programming and events to be more welcoming and inclusive to underrepresented communities. (December 2022)

All MGCC meetings are held online via Zoom at this time. Board meetings are recorded and posted online at www.macgrove.org. All times are approximate. Agenda is subject to change due to additions or deletions. MGCC meetings are open to the public. Community members are encouraged to attend. For more information, please call 651-695-4000 or visit www.macgrove.org.