

INCLUSIVITY TASK FORCE MEETING

May 18, 2022

Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alyssa Mitchell

Attendees: Alexa Golemo, Lissa-Jones Lofgren, Joan Pasiuk, Regina Purins, Art Punko, Craig Skone, Saura Jost , Kensey Lipstreuer, Deb Burns

I. Introductions Additions or Deletions to Agenda

Attendees introduced themselves. No additions or Deletions.

II. Approval of April 2022 Minutes

Moved Approval Motion Carried

III. **Getting the language right, / Building a _____ Culture.** *Lissa Jones-Lofgren, Equity Consultant*

Landlord - Renter - Homeowner - Student - Rent Stabilization

To build our awareness of the impact words have on ourselves and others, we took note and discussed the effect words have on our bodies. One of ITF's goals is to reduce our capacity to do harm. People react differently based on their power. We say words that we think are neutral policy descriptors or temporal descriptors, when they are not. Words come with pejorative connotations that are said out loud or not. Words influence the decisions that we make about whether policies are worth endorsing, or whether those people who are related to it are worth endorsing. Words and adjectives matter. That's why we use them. Interrogating words honestly will align their impact with our intent.

IV. **2022 Demographic Survey**, *Alexa Golemo, Exec. Director*

Since 2016 MGCC has done an annual Demographic Survey of our forty to fifty Board and Committee Members. The 2021 Census increased the gender categories to Male, Female, Transgender and None of the Above. In 2022 MGCC Survey will use the same gender categories to be more inclusive and align with the Census. We need everyone's help to get people to complete the Survey. We had a disappointing 38/50 responses last year. The more people who fill it out every year, the better we will understand who we are representing

and who we are not representing. Greater participation will give us benchmarks for inclusive community engagement.

V. **Goal 2, Action Step 1, Milestone 1**, Kate Baxter-Kauf, Chair

Alexa and Kate finished the class with the Macalester students. The students have delivered their projects and materials to MGCC. Our work begins at the July ITF meeting.

VI. **Updates and Announcements**

St. Catherine University's Welcoming the Dear Neighbor program is hosting the first meeting showcasing Mapping Prejudice's preliminary redlining maps for Ramsey County. We will use this opportunity on June 15 as our ITF meeting.

On August 3, 2022 MGCC will partner with Mapping Prejudice and Welcoming the Dear Neighbor for a Deed Reading event. Ramsey County's method of replication of deed made many deeds unreadable. The purpose is for residents to bring their deeds, learn more about the Ramsey County map and share lived history.

Adjourned

Respectfully Submitted

Catherine Plessner