

INCLUSIVITY TASK FORCE MEETING

July 20, 2022

Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alyssa Mitchell

Attendees: Alexa Golemo, Lissa-Jones Lofgren, Art Punko, Craig Skone, Kensey Lipstreuer

I. Introductions Additions or Deletions to Agenda

No new attendees and no additions or Deletions.

II. Approval of May 2022 Minutes

Moved Approval Motion Carried

III. Board & Committee Retreat Debrief, *Lissa Jones-Lofgren, Equity Consultant*

How would you describe our work as the Inclusivity Task Force? It's important for each of us to have a way to describe the purpose of ITF in order to find the essential similarity in our narrative about the work of ITF. We are assigned to think about a thirty-second, or minute, explanation. Rather than "other" it, we want to move the work that began with the ITF into the work of the Board. It will become everyone's responsibility to expand what we know, who we know and how we know what we know. A shared example is: "We are a committee of the Community Council that attempts to move ourselves and neighbors as far as we can in a direction of being as inclusive as possible in our structures and the work that we do." We want people to know that "we want you to be here".

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

The purpose of the survey is to track how well MGCC as a group represents the community as a whole. The survey is annually sent to current Committee and Board members around June or July. We had 31 responses out of 44 members this year which was slightly better than last year. All of the St. Paul data is from the 2020 Census except for the residents' type of housing. MGCC seems to be over-represented in the 64-74 age group. Gender representation is better. We added Transgender as a category this year and that is not currently included on the Census. MGCC tends to have very well educated members so we are

missing the knowledge and perspective gained through other means. There's little change in race and ethnicity. Although it is representative of the community, we can do better. We're currently 90% white and the community is 86% white but, St. Paul as whole, is 50% white. We often discuss that housing type MacGrove is 63% single family owned homes and as an organization 87% of our members live in this housing. This has remained the same since 2016 and is far away from the 60/40 ratio of our community. The MacGrove community as a whole has high incomes. Our committee and board members are on the high end of the whole.

We need to find new ways to actively recruit people who we wouldn't naturally run into at a meeting or have dinner with. Assume nothing and ask others to join. Make a Board matrix of skills we need. Reach out, organization to neighborhood organization, and ask them how we can build a bridge. Find out what's important to our constituents that we can align with the rest of us humans and make them feel welcome.

How do we create movement to meet our aspirations within the 2022 Inclusivity & Equity Strategic Action Plan with the trends we see in the demographic survey results from year-to-year? *Lissa Jones-Lofgren*

V. Getting the language right: Inclusivity, *Lissa Jones-Lofgren*

Ruminate on the definition of Inclusivity. Build a language that is specific to MacGrove. We want to know what the words mean to us when we say *inclusivity, diversity, equity, accessibility* in meetings. This will lead to transparent conversations so we can come to consensus and agreement so people know what they're dealing to help us evolve and expand our definitions over time to include more people at the table.

VI. **Updates and Announcements**

We agreed to meet again in September
Adjourned

Respectfully Submitted

Catherine Plessner