

INCLUSIVITY TASK FORCE MEETING
SEPTEMBER, 2022

Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alexa Golemo

Attendees: Alexa Golemo (staff), Alyssa Mitchell (staff), Lissa Jones-Lofgren (coach), Marsha Berry, Craig Skone, Kensey Lipstreuer, Kate Baxter-Kauf (chair), Catherine Plessner

Guest: Steve Boyd-Smith

I. Introductions

Attendees introduced themselves.

II. Additions or Deletions to Agenda

No additions or Deletions to the agenda.

III. Approval of July 2022 Minutes

Motion for approval made and carried.

IV. Getting the language right: Inclusivity and Building an Inclusive Culture *Lissa Jones-Lofgren*

The work of the ITF is the work of the entire MGCC Board. The work of inclusion involves everyone who's at table because we're more likely to identify more intersections and to be more responsive to more people the more intersections we have represented. A simple way to start thinking about this is for the Board and each committee to ask, "Who is most affected by deliberations and decisions? Are they here?" The Equitable Development Scorecard will help us discover, and ask, a couple of key questions that could tectonically shift what happens in a room.

V. 2022 Inclusivity and Equity Strategic Action Plan & Planning for MGCC's Inclusivity Work in 2023

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.

Completed

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)

We have had many discussions that have given us a good idea about who are missing most of the time: people who rent housing, people of color, LBGT people and people with ability challenges.

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.*

We have not specifically done this but, as part of our Equitable Scorecard work, we have done two formal engagement processes with classes at Macalester College and St. Catherine University. Anecdotally, we have also had some success with more college students at our meetings about housing justice, restrictive covenants and redlining.

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)

The Board and Committee Retreat provided members the opportunity to begin this process. Plans are being made for Committee Chairs to have more training going forward to help us have healthy ways of talking with each other.

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)

Work going forward.

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

Work going forward.

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

Work going forward.

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

Work going forward.

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

Work going forward

VI. Updates and Announcements2023

Community Clean-up on October 8, 2022

VII. Adjourned

Respectfully Submitted

Catherine Plessner