

INCLUSIVITY TASK FORCE MEETING

November 16, 2022

Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alyssa Mitchell

Attendees: Kate Baxter-Kauf, Catherine Plessner, Alyssa Mitchell, Alexa Golemo, Marsha Berry, Craig Skone, Art Punyko, Steve Boyd-Smith, Gene Johnson, Angelica Anderson (Guest)

I. Introductions

Attendees introduced themselves.

II. Additions or Deletions to Agenda

No additions or Deletions to the agenda.

III. Approval of October 2022 Minutes

Motion for approval made and carried.

IV. Review & practice with initial Inclusion Rubric, Alexa Golemo, Exec. Director (Lissa-Jones Lofgren was unable to attend.)

Analyze

1. Who is most impacted by the recommendations/decisions we are making?

The word “Stakeholder” provides the opportunity for multiple right answers than “Who”. What do we do if they aren’t there? How will we know determine who’s there?

Reflect:

2. Are people who represent those who will be most impacted at the recommendation decision-making table?

Some questions will need to be tweaked for CBT because they build “community” which doesn’t require permits. An example, “Who are we excluding by location or time of an event?” Be aware of who’s in the room and make them comfortable to share their perspective.

Connect

3. If the people most affected aren’t connected, MGCC will actively seek them out to build relationship and to create space to participate in the future.

Provide information to build comfort about what to expect.

**V. Bringing the Inclusion Rubric into MGCC Board & Committees
2023 ITF Planning**

ITF Next Steps

October - December 2022

Review rubric of 3 questions with Lissa

Mac-Grove history project

Assemble list of questions or topics for future education

Plan for ITF meetings

Scorecard Timeline

Public Scorecard Education

April - May

Kick-off at Annual Meeting with Alliance

WSCO and other DCs come to ITF meetings

Public education series on scorecard in preparation

Use Rubric

Have ITF members at committee meetings to remind Chairs and members to use it as part of the discussions.

January - March

Rubric for use at all committees & board of directors

Practice using rubric in preparation for future scorecard Education on scorecard "topics" with Review of Mac recommendations

Retreat

January 2023

Lay the groundwork and set expectations with board and committees

Allow for committee planning with equity emphasis

Apply for Grant

Spring 2023

Apply for potential funding for scorecard creation

Scorecard Engagement

May - October

Use Macalester recommendations and rubric to start engagement with community

In October, we can access our progress and next steps

VI. Final Staff Report

We understand how using the Rubric will help us with us to follow up the with the Action Steps.

We've taken a step back from using the Macalester College student recommendations to focus on the Rubric. We still have the recommendations and plan to use them next year.

ITF and CBT continue to collaborate on ways to make events more welcoming and inclusive.

We met the spirit of the Action Plan, we just took a little divergence.

VII. Updates and announcements

Give to the Max Day tomorrow. Only 50% of our expenses are covered by our grant from the City of St. Paul so every donation is appreciated.

Housing and Land Use and Transportation meetings are rescheduled for different nights in November because of Thanksgiving.

Frost Fest is January 28, 2023 at the Groveland Rec Center

VIII. Adjourned

Respectfully Submitted

Catherine Plessner