

# INCLUSIVITY TASK FORCE MEETING

March 15, 2023

## Minutes

Chair: Kate Baxter-Kauf

Secretary: Catherine Plessner

Staff Contact: Alyssa Mitchell

Attendees: Alexa Golemo, Alyssa Mitchell, Lissa-Jones Lofgren, Craig Skone, Marsha Berry, Art Punyko, Athena Adkins, Deb Burns

### **I. Introductions**

There were no new attendees.

### **II. Approval of January 2023 Minutes**

Motion for approval made and carried.

### **II. Continuing our work in 2023**

1. What are our goals/projects for 2023?

We have been working to promote and use the Rubric. The Transportation Committee's method has been to declare it at the beginning of the meeting to frame their agendas and discussions with the rubric in mind. Housing and Land Use (HLU) has more barriers; urgent decisions, complexity of the topics, and time constraints at meetings due to the number of people who attend and want to speak. Perhaps, for a time period, someone could be dedicated to offer that lens of the rubric to the HLU in advance of the meeting so that it could be considered without having to take additional time.

Sometimes a tradition can kill innovation and change. Like the Supreme Court decision to desegregate schools, at the end of the Decision it says, "Please implement this with all deliberate speed." What that really meant was, go as slowly as possible hoping that the circumstances would change and desegregation would not become necessary. Dr King's "Justice delayed, justice denied", speaks to how time can be used as the enemy of progress.

Maybe to support people in the process of change, we can change our approach about how we support them in getting ready for their meeting. In addition to having the Rubric graphic prominent on meeting materials, we could designate a committee member to find ways to continually integrate it into the discussions. It's good to practice and come back to tell us what you think of it. Things are hard when we haven't done them before. Tension arises when we ask people to shift and when we don't understand how to do it. Doing the pre-work offering a method or a model you can follow, here's how we would do it if it was us.

Change is about hearts and minds, about policy and practice and about structure and behavior. There have to be new mental models that go along with this. It can't be an extra thing that the committee is being asked to do. We have to change our mindset. Like when we used to say "One more for the road." and now we say, "Friends don't let friends drive drunk." Now it's super easy to align our behavior and our policies and our practices because our mental model is, "Friends don't let friends drive drunk." What's the mental model, the mind shift, that the committee might need to make in order for this to be, "Of course we have to do this." We would be remiss, no longer in alignment if we didn't do this. One of the ways we get to that, is to begin to identify the values that are in conflict and what's causing this tension. So, there's an urgency to get the work done, and there's pressure to do it in this particular way. Which one of those are we going to let go so we can hold the other thing? There is no judgement. If you choose to hold on to the urgency piece, "Oh we just don't have time.", that tells you something about where the committee is and what other work might need to be done to get them to the point, "This is actually more important and we're willing to let this urgency go so we can hold on to this." Core values are things that you're willing to let something else go so we can hold on to it.

The Rubric art work on today's ITF agenda was very simple, very inviting, very friendly, in its message to analyze, to reflect and then to connect. We are open to consider a more user-friendly name than Rubric. Having the questions posed in the Rubric actually put in the meeting as an agenda item for the committee chair to ask the questions and note the answers in the meeting minutes. How do we have people make plans about us, without us? Nobody wants that. It would be helpful for ITF to have an agenda item to check in about what happens at committees to create a coaching environment.

Education on Equity Scorecard topics is a 2023 goal. The Executive Director of The Alliance is coming to our Annual Meeting to do a Scorecard 101. We can crowd source ideas on doing education on specie topics. Alexa is meeting with Ramsey County about the money they are offering through grants around creating scorecards, etc. We are working on finding more ideas to do outreach to renters and students. We will actualize the next steps to use of the information from the research the St. Catherine University and Macalester students did for MGCC. We will continue to look for ways to use our website effectively. One suggestion is to have pictures that show the variety of density and businesses. Do more outreach to schools. Perhaps have an education round table to discover what schools and their students would want and build relationships.

Establishing coalitions puts a harder stamp on the idea of advisor. Advisory means we can give input but, you can do whatever you want to do. If there are a larger number of people across multiple constituencies, saying that we have the same pain and we would like the same solution, that's power. That makes a lot of good coalition for change. The vacant At-Large Education Board position provides an opportunity to build connections. We can work on a comprehensive list of schools in our area and opportunities to work collaboratively with neighboring district councils on projects, like transportation safety.

This was our last meeting with our consultant Lissa-Jones Lofgren. She feels ITF is in a good place for her departure. There's a time for coaching and there's a time for action. We have been getting coaching with action, taking action at the same time. Now Lissa thinks it's safe for us to go ahead without a coach. We know what we're doing and we

know what questions to ask to get to the root of the ideas that we want to generate with people. We have the right spirit for our neighbors. We have practiced for a good while. We know how to have conversations that can invite people to expand without threatening who they are. Lissa thinks we're ready and that we have everything we need to climb the mountain. We all shared our gratitude for her help in getting us here.

### **III. Adjourned**

Respectfully Submitted  
Catherine Plessner

7:30 IV.

Introductions

Approve January 2023 ITF Meeting Minutes Continuing our work in 2023

- What are our goals/projects for 2023?
- How do we move from thought to action?
- What support is needed?

Adjourn







