

Transgender Equity Council Training Subcommittee Minutes

Special Meeting

November 6, 2020 - 02:30 PM

Online Meeting

Members : Ray Lockman, Grant Berg, and Destiny Xiong (Quorum - 8)

Members Absent: Shor Salkas (Chair), Hunta Williams (Chair), Chase Bakken, Nicolas Cruz, Emma Grey, Alma Miklasevics, Kai Pavus, and Morgen Sedlacek (Quorum - 8)

Others Present: Emily (U of Minnesota student)

Staff : Track Trachtenberg

Call To Order – 2:35 PM

1. Roll Call.
2. Adoption of the agenda.

Discussion

3. Gender Inclusivity 101 Staff Training
 1. IT feedback: only 6 respondents, generally positive (and someone said it worked well on Zoom)
 2. Wish we had a question on feedback surveys about “what more do you want out of this training; what would you want out of a 201-level training.” It says “what other training do you find helpful” but people took that differently
 3. Anecdotal – have heard that culture and language in IT hasn’t changed despite the training. If six people want to change their behavior but the larger culture hasn’t changed, then it’s not effective
 4. Is there support for supervisors to have a follow-up conversation in team meetings? Use this strategy in the County – *DESTINY, take this idea to IT supervisors*
 1. This has been an ongoing conversation with HR (how does this become part of supervisory curriculum rather than an a la carte addition?)
Destiny is trying to add this as part of HR’s plan in Strategic and Racial Equity Action Plan
 1. Furloughs and layoffs have had a really disproportionate impact on BIPOC employees, at both City and County. MPD didn’t agree to do furloughs while AFSME (most diverse union) did
 2. City thinking about doing a supervisory-level training around anti-discrimination and harassment, rather than having everyone take the same training, because supervisors have a different level of responsibility. Have talked through things that need to be specifically mentioned in that training – Destiny has brought up gender identity, microaggressions.

2. Can't require this in the County either, but sometimes the trainer will provide a "Conversation Guide" for supervisors – *RAY will share an example with Destiny*
 1. Supervisor performance reviews in the County also now include feedback from your direct reports, in order to build accountability (not a full 360, just direct reports). In addition, all supervisors are required to take a training on using the County's new Racial Equity Impact Tool
 2. Can other folks come to HR meetings to support this work? - *DESTINY will follow up*
5. No other dept requests – everyone is focused on furloughs, layoffs, etc.
4. ASL Interpreter Training
 1. Training delayed because City wants to find a way to make this work sustainable rather than funding continual one-off trainings – how do we ensure that future interpreters get trained as well? - *TRACK, follow up with NCR*
5. Council Recommendations
 1. Not sure if presenting to Council, but regardless of what format these recommendations come in, worth elevating the last two years' recommendations again (and emphasizing that they are repeat recommendations that need support):
 1. Gender Inclusivity 201 training/ensuring 101 is required for all departments - *TRACK, add to POGO presentation*
 2. Training and inclusion requirements for anyone the City contracts with, including interpreters and translators
 2. Other recommendations:
 1. Don't cut trans equity budget! (It has actually been moved to ongoing funds?!)
 1. Layoffs are going to cause restructuring of positions/shifting work priorities – this is where this is likely going to happen
 2. If people get bumped into new roles, they may also end up doing work that they don't have the experience or expertise for (thinking about: staff administering Step Up! program which may work with trans youth in schools, etc.). People and departments aren't interchangeable – how do you document the real work that's happening, including the relationships and "soft skills"? Can people who are leaving the City write their position descriptions/expectations of restructuring so that it captures what they've held?

6. Next Steps

1. CTUL (Centro de Trabajadores Unidos en la Lucha/Center for Workers United in Struggle) connection – they’re trying to train their staff and base/members around trans equity, and would also be willing to bring a conversation on wage theft and their work to the TEC – *REPORT BACK TO TEC NEXT WEEK*

Adjournment – 3:28 PM

Notice:

A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

You can participate via phone at

[+1 612-276-6670](tel:+16122766670)

Conference ID: 212 159 702#

Notice: This meeting may involve the remote participation by members, either by telephone or other electronic means, due to the local public health emergency (novel coronavirus pandemic), pursuant to the provisions of MN Statutes Section 13D.021

Next Transgender Equity Council Training Subcommittee meeting: Dec 4, 2020

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