

ORDINANCE

By Glidden

Amending Title 2, Chapter 21 of the Minneapolis Code of Ordinances relating to Administration: City Coordinator.

The City Council of the City of Minneapolis do ordain as follows:

Section 1. That Section 21.10 of the above-entitled ordinance be amended to read as follows:

21.10. - Office of the city coordinator; functions. There shall be an office of city coordinator as a branch of city government which shall provide administrative and management services for the city, including but not limited to planning, budgeting and fiscal management, program monitoring and evaluation, personnel, data processing, ~~and purchasing, and coordination of enterprise related efforts around racial equity, through the establishment of a division of race and equity.~~ The coordinator shall coordinate city activities as directed by the city council and shall supervise Emergency Management, 311, the Minneapolis Convention Center, 911, human resources, finance and property services, intergovernmental relations, communications, neighborhood and community relations, information technology, and such other activities as the city council may direct. ~~The Minneapolis Emergency Communications Center shall be a division of the coordinator's office and its user board shall be responsible for its operation.~~

The city coordinator after consultation with city ~~agencies~~ departments shall recommend to the city council and mayor a management system for all ~~agencies~~ departments.

Section 2. That Chapter 21 of the Minneapolis Code of Ordinances be amended by adding thereto a new Section 21.15 to read as follows:

21.15. - Racial Equity (a) Definitions. For the purposes of this section, the following definitions shall apply:

(1) Equity. Fair and just opportunities and outcomes for all people.

(2) Racial Equity. The development of policies, practices and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race.

(3) Racial Equity Action Plan. A comprehensive plan to incorporate and embed racial equity principles and strategies into operations, programs, services and policies.

(4) Racial Equity Framework. A comprehensive approach and understanding of racial equity principles and strategies that clearly articulates the differences between individual, institutional and systemic racism as well as implicit and explicit bias.

(b) Declaration of Purpose. Through this ordinance, and the creation of a division of race and equity, the City declares its intent to purposefully integrate, on an enterprise wide basis, a racial equity framework that will advance racial equity in all the City does in order to ultimately achieve equity for all people.

Such intent is an express manifestation of the City's commitment to apply and embed racial equity principles throughout the City's broad range of operations, programs, services and policies.

(c) Duty of all City Departments. Each department shall be responsible for working with the city coordinator's office to ensure alignment of their work with the City's racial equity framework and in advancing the work set forth in section 21.15(d) as applicable. Each department shall incorporate race equity goals into strategic planning and budgetary planning, including annual business plans. Each department shall also make data regarding progress toward these goals and advancement of the work set forth in section 21.15(d) available to the city coordinator's office, which in turn shall at least annually report progress on these goals to the city council and mayor.

(d) Duties. The city coordinator's office, through its division of race and equity, shall be responsible for:

(1) Developing and adapting a racial equity framework that clearly articulates vision, purpose and definitions to guide departments in incorporating racial equity principles into their operations, programs, services and policies.

(2) Coordinating and supporting efforts by all departments to increase racial equity in all the City does, including but not limited to enterprise endeavors such as supplier and workforce diversity efforts; increased community engagement efforts particularly in relation to the City's cultural communities and strengthening support to the City's advisory boards and commissions; and increasing training and supporting the capacity building of staff with regards to the City's racial equity framework.

(3) Assisting all departments in their inclusion of racial equity principles in all aspects of strategic planning and budgetary planning, including annual business plans.

(4) Assisting, in collaboration with the departments of civil rights, human resources, and finance and property services, as well as other departments as applicable, in developing, setting and/or supporting existing goals for individual City departments regarding supplier diversity, workforce diversity, diversity of boards and commissions and any other goals as determined by the city council and mayor that impact the racial equity framework.

(5) Working with the human resources department in designing and/or ensuring the City offers a broad based curriculum aligned with the City's racial equity framework and targeted to meet differing needs.

(6) Identifying focus areas and supporting the development of policies and actions that improve racial equity in institutional and organizational practices including hiring, training, retention and promotion and business practices such as contracting, procurement, and grant writing.

(7) Developing analytical tools to support all departments in identifying the racial equity impacts of policies and decisions and identifying ways in which to amplify positive impacts and mitigate negative impacts.

(8) Assisting departments in developing guidelines which can be implemented across departments for outreach, communication and community engagement to improve the scope and effectiveness of City efforts to ensure that all communities receive information and have the opportunity to shape city policies and services.

(9) Providing a forum for exchange of information and identification of opportunities for collaboration across departments on practices that advance racial equity.

(10) Analyzing data in collaboration with pertinent City departments and creating and maintaining a website and other informational tools that document the City's efforts and progress in advancing racial equity.

(11) Conducting periodic review regarding the City's efforts to advance racial equity, including periodic reporting regarding each individual City department's efforts to advance racial equity.

(12) Assisting departments who staff the City's advisory boards or commissions in increasing diversity of appointments and membership, as well as supporting and staffing, as applicable, any community advisory boards that are or may be tasked with advancing the City's racial equity efforts.

(13) Developing, in coordination with departments, community partners and policymakers, the City's racial equity action plan, and monitoring progress of its implementation.

(14) Working with the office of internal audit to determine metrics and measures by which to evaluate the City's progress and alignment with the City's racial equity framework and with the City's existing goals as outlined in Section 21.15(d)(4).

(e) *Goal Setting.* All City departments shall incorporate the goals outlined in Section 21.15(d)(4) into their annual business plans, strategic plans and budget requests and shall make data regarding progress toward these goals available to the city coordinator's office. The city coordinator shall measure progress toward these goals and shall at least annually report to the city council and the mayor regarding the City's progress, both at an enterprise and departmental level, toward such goals as well as make recommendations to the city council and the mayor regarding modifications to those goals and/or accountability measures to ensure continued progress toward those goals.

Such goal setting shall also be incorporated into performance reviews as applicable.

(f) *Annual report.* The city coordinator shall provide to the city council and the mayor, on at least an annual basis, a formal report in a council committee on the progress in advancing racial equity, including progress on the city's racial equity action plan and specific departmental progress towards supplier and workforce diversity goals, diversity of boards and commissions and any other goals as determined by the city council and mayor that impact the racial equity framework. The report may also include recommendations regarding possible improvements to this Chapter.