

Strategic Racial Equity Action Plan (SREAP)
Q3 2020 Update Addendum

Policy and Government Oversight Committee – Race Equity Subcommittee
Wednesday, October 28, 2020

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SREAP Quarter 3, 2020 Update – Workforce

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Average tenure of men of color who voluntarily leave the City.	4.4 years* 06.01.15- 05.31.20	4.4 years* 10.01.19- 09.30.20

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Analyze voluntary employee separation rates by Department, Division, etc. to identify areas of opportunity.	Department level voluntary turnover analysis was completed using 2019 data identifying areas of opportunity. Division level was paused due to shift in priorities in response to COVID-19.
Review results of previous employee pulse surveys and take action to improve the workplace.	Analysis of previous pulse surveys was paused to set up work reassignment surveys and explore the potential for a COVID response survey. Survey is scheduled to launch in November and will include COVID and Racial Equity questions.
Enhance workforce reporting to enable City leaders to make more informed data driven decisions about their workforce.	The enhancement off workforce reporting has slowed due to changing priorities related to COVID19 and sharp increase of compliance-related data requests related to the MPD investigation, early retirement incentive data, as well as an additional request from MDHR regarding MFD.
Partnership with coordinator’s office to elevate and communicate various opportunities for employees and leaders — including caucus spaces	HR partnered with the City Coordinator’s office regarding the definitions of various opportunities for employees and leaders. City Coordinator’s office will communicate opportunities to the enterprise. (complete)
Redesign of employee orientation to include information on how the SREAP aligns with City goals	Completed.
Continued engagement and outreach to departments regarding the ADHR policy and process	Redesign of website completed, materials updated, quarterly communication to employees. Other strategies are currently being implemented.

Partnership with department leaders to assess, review and implement any additional workplace changes needed in response to the COVID-19 and the impact of George Floyd's death.	Pulse survey is scheduled to be launched in November.
Workgroup complete the Respect In the Workplace draft for review by stakeholders and refer to for approval	Draft of policy completed. Review scheduled for fourth quarter.
Continued support for Employee Resource Groups.	Monthly meetings with ERG leaders and Executive Sponsors, partnering with City Coordinator in a series of feedback meetings with MBEN, revising STAR awards based on feedback from ERG's.

COMPLETE NARRATIVE QUESTIONS *(provide your answers using boxes below each question)*

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

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2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

Budgetary concerns due to COVID-19, as well as the killing of George Floyd continue have had a direct impact on the workforce. While the HR efforts to support the work has continued to impact HR's capacity, the following efforts are currently underway:

Survey designed gather feedback regarding the City's recent furlough process. (October)

Review and analysis of impact of furlough, retirement and layoff process on BIPOC employees

(October 2020– January 2021)

Launching of the pulse survey in (November 2020)

Our hope is that the information gathered will assist in gaining additional insights and perspectives to support the City during these unrepresented times.

SREAP Quarter 3, 2020 Update- Spend

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)			Q3
Detail	Ownership	Availability*	Utilization**
Percent availability & utilization with African American, Hispanic American, and Native American-owned suppliers on professional/ technical contracts, by industry	African American-owned	3.55%	15%
	Hispanic American-owned	0.68%	0%
	Native American-owned***	1.14%	0%
<p>*Availability is based on the 2016 MN Joint Disparity Study and will not be updated until a new disparity study is commissioned.</p> <p>** Utilization is based on actual spend with for-profit professional services providers for contracts under \$175,000, not contract award.</p> <p>***Updated 6/2020</p>			

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Finalize methodology for including both primary and secondary spend	There is not currently a system to track secondary (subcontracting spend) outside of those contracts with goals. This will require additional resources for technology and/or staff. No additional resources were requested in the 2021 budget and no further progress can be made.
Development of plan to roll out utilization and availability, along with vendor lists, to departments.	In progress. New coordinating team has been convened and will be continuing to develop this. A list of Target Market Program suppliers is made available to all departments. A TMP utilization report, by departments, will be published on Citytalk in 4 th quarter.
Utilizing the Living Cities grant funds, we will be looking at ways to increase participation of more service providers in achieving the goals.	Vendor selected to develop training and will be rolled out in Q4. Additional details in the next report.

COMPLETE NARRATIVE QUESTIONS (provide your answers using boxes below each question)

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

COVID19 initiatives from the City contributed to this increase to some extent, where specific types of consulting services were in need.

2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

Procurement is experiencing increased interest in Target Market Program participation from the suppliers. The program being in its 4th successful year, more and more suppliers are coming to realize that it is beneficial for them and trusting the process.

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Inclusive Procurement Training: One major component of increasing the participation of diverse suppliers in City contracting is the participation of City's contract managers – one who makes the selection of consultants for professional services.

As part of the Living Cities Foundation initiative, we have rolled out training sessions for both higher level managers with purchasing power as well as department/division directors. Training was mainly focused on why it is important to embrace "Inclusive Procurement" as a practice in making contracting decisions. Following these trainings, Procurement staff will continue to support city contract managers with tools and information they need to make a conscious effort to continue the practice of Inclusive Procurement in the city.

Development of new vital few projects: Original action plan has been executed and the newly formed coordinating team will be developing new vital projects.

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

With COVID19, all meetings have to be virtual and this does not seem to be a successful method of delivering information to our suppliers.

We are in the process of trying to reach out to small, specific groups of suppliers to solicit their participation in city contracting opportunities.

Support we need is in the identification of small businesses, especially those located in Minneapolis, that we can reach out to.

SREAP Quarter 3, 2020 Update - Data

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Number and percent of “need” for racially disaggregated data in RCAs	X	35 (out of 314)
Number and percent of times racially disaggregated data was included in RCAs	X	16

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Enhance 2021 Results Minneapolis reporting templates to give departments the opportunity to show how their work advances racial equity.	Complete.
Collaborate with the Internal Audit department to build a racial equity impact analysis into the City audit process.	Complete.
Collaborate with Prime Digital Academy to evaluate the REIA implementation and develop a racially disaggregated data hub prototype.	Prime Digital Academy evaluation complete. Data hub prototype incomplete.

COMPLETE NARRATIVE QUESTIONS (provide your answers using boxes below each question)

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

N/A

2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

We anticipate that both the addition of Race Equity considerations in Results and Audit will result in a deeper consideration of racial equity in City programming. Additionally, the Division of Race Equity has continued to provide technical assistance and one-on-one support to departments completing the REIA in the legislative process.

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Develop a racially disaggregated data hub prototype.
Survey staff to improve REIA support offerings.

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

With the City responding to so many crises and issues, the REIA often is getting brought in at the back end of the process, which limits the effectiveness of the tool. We hope to offering assistance and support to departments, so that the tool is used as early in the decision-making process as possible.

SREAP Quarter 3, 2020 Update - Engagement

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Number and percent of “need” for any kind of equity analysis in ABC deliberation	X	x
Number and percent of times an equity analysis was conducted	N/A	N/A

PLANNED ACTIVITIES

Planned Activities for Q1/Q2	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Communicate available REIA resources, trainings, and job aids to ABC staff.	Complete. Attended ABC staff meeting.
Provide direct support and assistance to ABCs utilizing a REIA on policy support guidance.	Not Complete. Have not rolled out ABC specific REIA form and process guide.
Set-up reporting mechanism to capture when ABCs are using and REIA in their policy guidance.	Complete.

COMPLETE NARRATIVE QUESTIONS (provide your answers using boxes below each question)

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

N/A

2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

We have been collaborating with the Clerk's office on communicating the REIA out to ABC staff. We plan to bring together staff who work with the Charter Commission, Planning Commission, RECAC, and TEC to provide guidance on development of an ABC specific REIA form and guide. We think having a specific form for ABC staff will increase use of a racial equity impact analysis by ABCs in policy deliberations and decision-making.

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Collaborate with staff who support Planning Commission, Charter Commission, RECAC, and TEC to develop an ABC specific REIA form and process guide.

Provide direct support and assistance to ABCs utilizing a REIA on policy support guidance.

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

Due to COVID and a large amount of vacancies on ABCs, there's been a general reduction in activity by ABCs. As we develop an ABC specific REIA form, we anticipate it's use on recommendations coming in for key City priorities, such as community safety and budget recommendations.

SREAP Quarter 3, 2020 Update – Public Safety

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Number/percent of high-quality, culturally responsive youth development programs serving BIPOC ages 10 to 24 in higher violence areas in Minneapolis.	N/A	N/A
Number/percent of BIPOC participants in each high-quality, culturally responsive youth development programs	N/A	N/A

Please refer to question 4 for narrative on incomplete metrics of urgencies.

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Solidify definition for “higher violence areas in Minneapolis”	Incomplete. The plan remains to engage the Health Department’s Research Division for support in focusing this definition. That division continues to be consumed by their role providing critical epidemiological support for the City’s COVID-19 response including contact tracing and case investigation.
Solidify definition for “high-quality, culturally responsive youth development programs”	Incomplete We completed a proposed operational definition during Q1. During Q2, Commissioner Musicant was slated to present to Council to ask them to approve the proposed operational definition so that we could move forward. That presentation was canceled because of COVID-19 and has yet to be rescheduled.
Compile information about existing youth development programs (number, reach, quality) starting with City-funded programs	Current phase is complete, though the full picture will require additional investment and work (see question #2 below).
Compile information about current City budget spending on youth development and violence prevention programming	Incomplete. An initial phase was completed with 2018 budget information. Despite this progress, there were limitations. There was only a 62% response rate on the survey. A larger percentage of respondents would provide a clearer picture of the City’s

	<p>investments. Further, we were only able to conduct the survey for City-funded programs. There is a huge number of programs that exist without City funding but that nonetheless impact the full picture of investment in high-quality, culturally responsive youth development programs serving Black, Indigenous, and People of Color ages 10 to 24 in higher violence areas in Minneapolis. With that in mind, additional investment, time, and work would be needed for a more complete picture.</p>
<p>Ongoing Minneapolis Youth Investment Task Force meetings through April 2020</p>	<p>Incomplete.</p> <p>Both the March and April Task Force meetings were cancelled due to COVID-19. The Mayor's office has put this project is on hold indefinitely.</p>
<p>Launch pilot program, What's up 612!, with Minneapolis Youth Coordinating Board (YCB)</p>	<p>Incomplete.</p> <p>A new set of databases were created and initial outreach to afterschool providers began. However, the City's IT department hasn't had capacity to help YCB visualize the collected data until Q4. Additionally, afterschool providers had fewer opportunities to promote due to COVID-19. And, YCB is currently in a staff transition with their Communications Associate, who is responsible for maintaining What's Up 612!</p>
<p>Update the Children's Budget for the City with 2019 information, which will help inform the process of compiling information about investment in youth development programming.</p>	<p>Incomplete.</p> <p>YCB does have 2019 estimates for the Children's Budget. But, they are still waiting for some departments to submit and verify their information. A final version is expected to be completed by the end of the year.</p>

COMPLETE NARRATIVE QUESTIONS *(provide your answers using boxes below each question)*

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

The Health Department and the Office of Violence Prevention continue to be closely involved in the City's work around transforming community safety. For Q3, this involvement included staff participation on the Future of Community Safety Workgroup and contributing to creation of an outline for a community engagement plan and deliverables. The outline, which was approved by City Council in September, calls for a nearly yearlong process of engagement activities. The public safety SREAP priority is inextricably tied to that engagement process, as the direction of how the public safety SREAP strategy is operationalized is likely to be impacted by broader public safety policy changes that result from the engagement.

Additionally, to address the significant increase in serious violence that has taken place over the last six months, the Health Department's Office of Violence Prevention (OVP) planned and implemented the Minneapolis Strategic Outreach Initiative. This initiative complements the OVP's existing continuum of community-oriented violence prevention, intervention, and response, by filling a gap for proactive, street-based violence interruption and intervention. In addition to providing street-based violence

interruption, Outreach Workers work to connect community members to supports and resources. Like all the OVP's efforts, the initiative is intended to promote safe, healthy, and thriving communities.

Finally, this summer a number of partners (YCB, MPS Community Education, Minneapolis Parks and Rec, YMCA, YWCA, Hennepin County Libraries, and the YCB Youth Outreach Team) collaborated to put on Positive Pop-Up Parks. This opportunity was meant to fill some of the gap in youth development programming created by COVID-related cancellations. The collaboration offered outdoor activities 5 days a week over 7 weeks this summer put on by trained youth workers. COVID-19 guidelines were enforced (and approved by the MN Children's Cabinet). In addition to activities, free sack lunches, masks and hand disinfectant were provided. Activities included giant chess, art projects, story walks, STEM activities, and book giveaways.

2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

The ongoing work around transforming community safety described above has significant potential to move the City toward the goal.

Ongoing progress toward full implementation of the new What's Up 612! also has potential to inform and impact the goal. What's Up 612! will help us understand the scope of youth development opportunities in the City. The new What's Up 612! is expected to offer functionality to connect program locations in WU612 to Ward and neighborhood info. This would allow for reports on what opportunities are available in a specific ward and/or neighborhood. That information could be connected to a map of higher-violence areas and allow for targeting/promotion of opportunities in those areas.

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

- During Q4, transforming community safety engagement efforts are planned. This is expected to include a survey and community engagement sessions. Given the potential for policy and systems change to result from that engagement, it is reasonable to assume that the engagement may contribute to the future direction of this goal area.
- 2019 City Children's Budget for youth development programs will be completed.
- During Q4, YCB is partnering with Ignite Afterschool (MN's Statewide Afterschool Network) to solicit input from young people and families about the impact of COVID-19 on their involvement in OST.
- Planning for and potentially implementation of Child-Friendly Cities will take place in Q4. This initiative will focus on child-friendly emergency management strategies, increased opportunities for youth voice, and increased opportunities for children and youth to learn about their rights via the UN Convention on the Rights of the Child.

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

Because of COVID-19, focus and time resources continue to be dramatically redirected in the Health Department. A significant part of the Department continues to be an active as part of the Incident Management Team response. Commissioner Musicant continues to serve as the Incident Commander.

In addition to COVID-19, unforeseen but essential work around community rebuilding, ensuring the wellbeing of people who are unsheltered or homeless, and community engagement around a comprehensive community-oriented public safety structure continue to be pressing priorities for the Health Department.

Further, during the past six months there has been a dramatic increase in serious violence in the City. That has resulted in a need to focus time and energy around short-term planning on more immediate public safety responses. That has included planning and implementing a street-based violence interrupter initiative on a very tight timeline.

Similarly, Chief Arradondo's (the co-process owner) time continues to be impacted by COVID-19, the aftermath of the murder of George Floyd, and the dramatic increase in serious violence.

As a result, while the commitment to ensuring public safety in a racially equitable way and to ensuring BIPOC ages 10 to 24 in higher violence areas in Minneapolis have access to youth development programming has not wavered, some of activities have been paused to allow for attention to more immediate priorities.

In addition to the internal impact of limiting capacity to engage directly in SREAP work, COVID-19 has externally caused backward progress as well. Specifically, pandemic conditions have decreased the availability of positive pro-social activities for young people as schools, parks, and other options have had to limit or discontinue programming.

Steps to address any barriers:

As the COVID-19 pandemic continues, the Health Department continues to look for ways to make the incident response more efficient. This includes efforts to reduce the size of the incident management team by incorporating certain aspects of the response into regular Department operations.

As described above, to address the significant increase in serious violence that has taken place over the last six months, the Health Department's Office of Violence Prevention has planned and implemented the Minneapolis Strategic Outreach Initiative. Using informal mediation, non-physical conflict resolution, and interruption expertise, trusted community members work on our streets to stop conflicts before they happen and as they happen. They also foster healing and mobilize communities to reject violence through strategies like awareness building, community gatherings, and peace walks. And, they work to connect people to jobs, housing, mental health and chemical dependency services, and other resources and supports. Many of these trusted community members on neighborhood-specific teams have themselves experienced violence or are familiar with the impact violence has on communities. They have strong relationships with young adults, neighborhood members, community leaders, and service providers. The initiative complements the OVP's existing continuum of community-oriented violence prevention, intervention, and response, by filling a gap for proactive, street-based violence interruption and intervention. Like all the OVP's efforts, the initiative is intended to promote safe, healthy, and thriving communities.

As described above, an effort was made to fill some of the gap in youth development programming

created by COVID-related cancellations. A number of partners (YCB, MPS Community Education, Minneapolis Parks and Rec, YMCA, YWCA, Hennepin County Libraries, and the YCB Youth Outreach Team) collaborated to put on Positive Pop-Up Parks. The collaboration offered outdoor activities 5 days a week over 7 weeks this summer put on by trained youth workers. COVID-19 guidelines were enforced (and approved by the MN Children's Cabinet). In addition to activities, free sack lunches, masks and hand disinfectant were provided. Activities included giant chess, art projects, story walks, STEM activities, and book giveaways.

Additional support to continue making progress toward the goal:

- Recommend that the City Council support youth-oriented community outreach, including Cedar-Riverside Outreach Team funding
- Recommend that the City advocate for equitable broadband access for all residents so that young people can better access online youth engagement and educational opportunities
- Recommend that the Minneapolis Youth Investment Task Force or a similar process be reconvened to determine a way to expand youth opportunities
- Recommend that the City Council, the Mayor, and the City involve young people in decision-making about policy and funding priorities, consistent with guidance from the Child Friendly Cities Initiative.

SREAP Quarter 3, 2020 Update - Housing

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Number of affordable and subsidized rental units preserved and youth stably housed in 55411, 55412 and 55404, since January 2019 (cumulative)	686	1,215*
Number of households served and amount recovered through Legal Aid habitability cases in 55411, 55412 and 55404	18; \$25,670	13; \$22,970
In ZIP codes 55411, 55412, and 55404, the percentage of safety, health and habitability violations that require citations	1.3%	5.2%**
Attendees who report satisfaction with City sponsored educational opportunities for rental property owners	90%	93%

*This includes children in families that received assistance through the COVID-19 Emergency Housing Assistance program with Stable Homes Stable Schools. This is a cumulative number & expect this increase to be much smaller from quarter to quarter in the future.

**This percentage is closer to what we should expect as a benchmark going forward. Q2 was abnormally low as we delayed sending citations in many cases as part of our COVID response.

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Development of Opportunity to Purchase ordinance	In-progress: Staff are working with Twin Cities LISC and the Coalition for Nonprofit Housing and Economic Development (CNHED) to conduct policy analysis around Opportunity to Purchase policy options. The report will be complete with a presentation to Council in Q4.
Present the Opportunity to Purchase report to Council and draft ordinance language	In-progress: The report to Council will take place in Q4, with ordinance drafting and engagement occurring in late 2020 and early 2021.

<p>Shift our engagement and education efforts for the renter protection ordinances to renters and advocacy groups as well as hold listening sessions with neighborhood associations and other partners to identify ways we can move the needle on our three prioritized focus areas 1) renter outreach, education and engagement, 2) internal process improvement, and 3) prioritizing renter safety.</p>	<p>In-progress: Staff focused on training and education in Q3, including: instructional guides for owners and renters, a property owner webinar, pushing out communications materials to community partners and rental property owners and collaborating with NCR on how to best engage with additional renters directly.</p> <p>Future work includes finalizing video shorts for renters, translation of instructional guides and an additional property owners workshop.</p>
<p>Continue to explore expanded virtual inspection programming, paying special attention to renter impacts in SREAP zip codes</p>	<p>In-progress: Staff have developed and piloted a renter-led inspection process that utilizes both in-person and virtual components. Communications and toolkits are being developed prior to launch.</p>

COMPLETE NARRATIVE QUESTIONS *(provide your answers using boxes below each question)*

Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

1. Planning toward internal reorganization in Regulatory Services provides structural changes to support and advance Renter First approach.
2. CPED and Regulatory Services worked with the Mayor's office to include \$25,000 for the Tenant Resource Center (TRC) in the 2021 recommended budget. The TRC provides onsite eviction prevention resources to Hennepin County residents. It is currently operating virtually, but when open is located at the Urban League in the 55411 zip code.
3. Worked with HR to classify Rental Housing Liaisons as an official job title.
4. Staff from CPED, Regulatory Services, Finance and the City Attorney's office have been convening, along with Legal Aid and Hennepin County, to prepare a response to the Right to Counsel Staff Direction, which is examining whether the City should pursue a Right to Counsel policy. A report back to Council is anticipated in Q4.
5. Launching of the Single Room Occupancy work group.
6. Continued work on revisions of the City's Short Term Rental ordinance, a goal of which is to protect affordable housing.
7. CPED staff finalized a community preference policy, which will go to Council for approval in Q4. The preference policy aims to prevent involuntary displacement.
8. CPED staff have been finding ways to create alternative housing and shelter options to respond to the increase in unsheltered homelessness. In addition, staff have spent significant time identifying how to use federal COVID response dollars to assist with homelessness response and eviction prevention.
9. As part of the COVID response efforts, CPED staff identified a need to provide additional

funds to Legal Aid for eviction prevention, recognizing that when an eviction moratorium expires, there will be a need for significant amount of legal representation. We have committed \$1.2 million for Legal Aid for the next two years for eviction prevention work.

1. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

1. The expansion of our work with Legal Aid will provide eviction prevention services to households in 55411, 55412 and 55404.
2. Planning toward internal reorganization in Regulatory Services provides structural changes to support and advance Renter First approach.
3. Changes to the SRO ordinance and efforts to allow and fund alternative housing options will have a significant impact into the future toward filling a much needed gap in our affordable housing continuum and providing options for some of our lowest income and most vulnerable residents to remain in the community without being displaced.

2. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

1. Planning and implementation of the internal reorg in Regulatory Services
2. Finalize planning on renter-led rental licensing inspections via hybrid model (i.e. combination of in-person and virtual)
3. CPED staff will bring funding recommendations for Affordable Housing Trust Fund for Council approval in Q4, which will create new affordable housing opportunities throughout the city.
4. Hennepin County is acquiring properties, including a former VOA site, that will become long-term, low barrier housing for people who have experienced homelessness. This site will be used for people currently living in hotels, contracted by Hennepin County, to provide alternative shelter during COVID-19.
6. We anticipate opening two new, low-barrier, culturally specific homeless shelters in Q4. Both projects are jointly funded by the City, County and State and will provide needed indoor shelter options for people residing in encampments.
7. Finalize Short Term Rental ordinance revisions and bring to council for adoption.
8. Staff will request \$1.25 million in funding for AVIVO to acquire three buildings located in the 55404 zip code using the NOAH preservation fund. These buildings include 103 beds of transitional recovery housing and 10-unit NOAH property.
9. Continued policy development work on Single Room Occupancy.
10. Staff will request Council action to close on financing for Olson Townhomes, which will preserve 92 units of affordable housing just south of Olson Memorial Highway and bordering the 55411 zip code. This development has a Section 8 Housing Assistance Payment contract, which ensures rents are limited to 30% of a household's income. The financing will be used to build new units, but the old units will not be demolished until after construction, ensuring that residents will not be displaced.

11. CPED staff will close on \$1.5 million in funding for the new housing stabilization program.

3. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

The City saw an immense increase in the number of large homeless encampments this summer. As described under activities completed, this translated into enormous amounts of work being done by CPED to respond to emergency shelter options and filling gaps in our affordable housing continuum. Regulatory Service has been working on policies such as SROs and alternative shelter options that would further support this emergency work long-term. We will continue to address housing barriers through the activities outlined for Q4, including supporting partners in acquiring affordable properties and closing on current projects that maintain affordable housing.

The COVID-19 pandemic required a retooling of our work, including community outreach, policy input and enforcement activities. We continue to be mindful of the disproportional impacts of the pandemic on BIPOC and BIPOC renters in particular. Regulatory Services' reorg will further support our renter-centric work and hold noncompliant property owners accountable.

The pandemic has also resulted in budgetary constraints and we are addressing these barriers by continuing to prioritize SREAP activities and BIPOC constituents throughout our work. With the killing of George Floyd and the subsequent social unrest, we have been responding to community concerns, deepening the work of Renter First and further utilizing renter-centric tools. Both departments are responding to the multiple crises with an approach that seeks to create more opportunity in the future. We've been focused on not just doing the things we know work; we've also been thinking creatively about filling gaps in the systems.

SREAP Quarter 3, 2020 Update - Economic Development

UPDATED SUCCESS MEASURES (Metric of Urgency)

SUCCESS MEASURES (MoU)	Q2	Q3
Count/percent and reason for all business-related contacts with City or our intermediaries, by business owner race/ethnicity	N/A	N/A
Count/percent of issues solved, and how solved, by business owner race/ethnicity	N/A	N/A
Relationship management indicators, by business owner race/ethnicity	N/A	N/A
Database entries of BIPOC-owned businesses	N/A	N/A

The strategic need and underlying “why” remain the same, however, the context for the challenge that we face in achieving this outcome is different than it was when the initial SREAP plan was developed. The Minneapolis Forward Community Now coalition is in process with a series of recommendations for specific action steps (tactical plan) for retaining and growing BIPOC-owned businesses in the new context of recovery from the COVID-19 pandemic and civil unrest. These recommendations and the associated action planning will shape the details of the success measures and MoU moving forward.

PLANNED ACTIVITIES

Planned Activities for Q3	Please write <i>complete</i> for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why.
Begin implementing recommendations from the Small Business Program Review: <ul style="list-style-type: none"> Program modifications 	In process. Business support programs are being updates as new funds rounds come on line. <ul style="list-style-type: none"> Business Technical Assistance Program (B-TAP), complete Great Streets Business District Support, In process
SREAP Tactical Planning	In process via Minneapolis Forward Community Now Coalition. Early priorities include: <ul style="list-style-type: none"> System navigation expansion and overall business climate assessment Develop pipeline for strategic real estate investments Restore properties destroyed in the events after the death of George Floyd Alignment of volunteer resources
Planned activities for Q3 were not detailed in the previous update, please provide planned Q3 activities.	Q3 (July-Sept) planned activities included: <ul style="list-style-type: none"> Commercial Property Development Fund Guidelines Cultural Districts Ordinance

	<ul style="list-style-type: none"> Continuation of B-TAP and Small Business Team support
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COMPLETE NARRATIVE QUESTIONS *(provide your answers using boxes below each question)*

1. Are there activities that you completed that you didn't plan for that you believe contribute to the metrics in this priority? Explain.

Q3 (July-Sept) responsive (unplanned) activities included:

- Securing SBA Disaster Declaration for May/June civil unrest
- Damage assessment following 8/26 civil unrest
- Minneapolis Forward Coalition Now planning support

2. What completed activities had (or do you anticipate having) the most direct impact on the metric? What outcomes have been achieved that are moving the City toward in the goal in the priority area?

The Commercial Property Development fund is expected to have a significant impact on property ownership by BIPOC entrepreneurs, an important strategy for long term sustainability and wealth creation.

The Cultural Districts Ordinance is also expected to have a significant impact on the health and stability of commercial districts with large numbers of BIPOC-owned businesses, which overlap with the areas hardest hit by both COVID impacts and civil unrest.

3. What activities do you have planned for Q4 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Priority near term projects included in the Minneapolis Forward Community Now Coalition recommendations include:

- Navigation assistance
- System navigation expansion and overall business climate assessment
- Develop pipeline for strategic real estate investments
- Restore properties destroyed in the events after the death of George Floyd
- Alignment of volunteer resources

4. How have unforeseen factors impacted your ability to implement the activities for your priority area? What steps are you taking to address any barriers? What additional support, if any, do you need to continue making progress towards your goal?

BIPOC- owned businesses continue to see severe negative impacts from COVID-19, deepening the challenge that needs to be addressed. At the same time, financial relief programs to address business owner needs have largely ended and we continue to have to conduct outreach and support in a remote environment.