

Strategic Racial Equity Action Plan (SREAP)
Q4 2020 Update Addendum

Policy and Government Oversight Committee – Race Equity Subcommittee
Wednesday, February 10, 2020

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SREAP Quarter 4, 2020 Update - Workforce

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)	Q3	Q4
Average tenure of men of color who voluntarily leave the City.	4.4 years* 10.01.15-09.30.20	4.9 years* 01.01.2016-12.31.2020

PLANNED ACTIVITIES

Planned Activities for Q4	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. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
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 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.	Launched Pulse Survey with additional questions regarding racial equity and COVID. Departmental results have been provided to Department Heads and planning enterprise results are scheduled for first quarter 2021.
Workgroup complete the Respect In the Workplace draft for review by stakeholders and refer to for approval	Awaiting review by the City Attorney's office.

Discussion with the Executive Committee to study the feasibility for an inclusive holiday framework.	Planning to launch survey to employee groups in first quarter 2021.
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COMPLETE NARRATIVE QUESTIONS *(provide your answers using boxes below each question)*

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

Employee resource group, MBEN, that communicated concerns related to furloughs. We deepened the engagement with the Employee Resource Groups and analyzed the impact of the proposed furloughs and planned for post furlough impact analysis.
 As a result of the killing of George Floyd, we are exploring options for more inclusive holidays. In response to collaboration between multiple Employee Resource Groups, we have facilitated the creation of a new recognition award.
 Employee Resource Groups have provided valuable insight to developing a Mental Health Wellness campaign.
 Special presentation to the Employee Resources Groups seeking feedback regarding concerns about COVID-19 vaccination.

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

The HR Workplan

- Analyze and Enhance Pulse Survey
- Maintaining engagement and collaboration with Employee Resource Groups
- Reviewing and Updating Policies (Harassment, Discrimination, etc.)
- Leadership development (racial equity lens)
- Champion the Pay Equity Study with a focus on race at the City and the State level
- Enhancement of Racial Equity Impact Analysis process to align City's role as an employer and meet the needs of an everchanging workforce
- Continuing review of collective bargaining agreements and discussion with our labor partners
- Deliver quarterly updates to Enterprise Leadership and Employee Resource Group Leadership

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?

Due to COVID, it has delayed our ability to communicate at an individual department level and we have shifted to focus on an enterprise level.

-Support through dedicated and intentional time on the Enterprise Leadership agenda to communicate results and clear expectations set for Department Heads to review, communicate and act on results.

-Continued enterprise-wide support, engagement and recognition of the City's Employee Resource Groups.

SREAP Quarter 4 ,2020 - Spend

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)			2020*
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%	25.78%
	Hispanic American-owned	0.68%	1.36%
	Native American-owned****	1.14%	0%
<p>*These metrics are a cumulative yearly measure, not a quarterly</p> <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 Q4	Please write complete for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
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.	A list of Target Market Program suppliers is made available to all departments. A TMP utilization report, by departments , is published on Citytalk with 3 rd quarter, 2020 information. Final 2020 report will be available once the fiscal year is closed (Feb/March).
Utilizing the Living Cities grant funds, we will be looking at ways to increase participation of more	As part of the Living Cities Foundation initiative, we have rolled out training sessions for both

service providers in achieving the goals.	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.
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.	Inclusive Procurement training was rolled out during Sept-Dec 2020, and about 104 city staff with authority to make contract award decisions participated in it. A recording of the session will be made available to all staff who is interested in attending it. It will also be used as part of new employee training on purchasing activities.
Development of new vital few projects: Original action plan has been executed and the newly formed coordinating team will be developing new vital projects.	

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

Trainings were conducted from Sept-Dec of 2020. Procurement received very positive reaction from the contract managers and we think this is boosting awareness of the need to include BIPOC businesses in city purchases as well as how to make it happen.

We definitely hope to increase participation from the department contract managers in this effort.

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?
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In Q1 2021, Procurement – along with MDCR representative - is planning to do follow-up meetings with departments to identify upcoming purchases and ways to source them in a way that is inclusive and also fitting into the department’s project timelines.

Procurement will be reaching out to BIPOC owned small businesses into the Target Market Program. An effort will be made to contact businesses with those purchase categories where city does not have enough representation, to make it a Target Market Program only eligible purchase.

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?

We have seen many changes to the normal purchasing processes due to unforeseen events in 2020.

Emergency purchases makes it impossible to provide ample time for the small businesses to respond to the city needs – so this hurts Procurement’s ability to source it to vendors in Target Market Program or in MDCR’s ability to establish SUBP goals for larger projects.

It will be helpful when we establish emergency regulations to have some considerations in the regulation to assure participation of small businesses.

SREAP Quarter 4, 2020 Update - Data

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)	Q3	Q4
Number and percent of “need” for racially disaggregated data in RCAs	35, 11.1%	27, 8.7%
Number and percent of times racially disaggregated data was included in RCAs	16, 45.7%	19, 54.2%

PLANNED ACTIVITIES

Planned Activities for Q4	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. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
Develop a racially disaggregated data hub prototype.	In progress. The Division of Race & Equity is collaborating with IT to create a racially disaggregated dashboard. We’ve identified key metrics that will be displayed in the first iteration of the dashboard.
Survey staff to improve REIA support offerings.	Incomplete. Due to limited staff capacity, the Division of Race & Equity was unable to create an evaluation for continuous improvement. We anticipate a survey going out in Q1, with an analysis in Q2 of 2021.

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

N/A

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Continue collaborating with IT to develop a racially disaggregated data hub prototype.
Survey staff to improve REIA support offerings.
Read through all submitted REIAs and evaluate current needs

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 Division of Race and Equity has lost three staff members between July and December. This has directly impacted our capacity to provide proactive support to City staff completing the REIA. We have reallocated staff capacity to ensure that the priorities detailed in SREAP continue to be at the forefront of our work. We are looking to a strong partnership with the City Clerk and IT to ensure work is completed in a timely manner.

SREAP Quarter 4, 2020 Update - Engagement

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)	Q3	Q4
Number and percent of “need” for any kind of equity analysis in ABC deliberation	X	N/A
Number and percent of times an equity analysis was conducted	N/A	N/A

PLANNED ACTIVITIES

Planned Activities for Q4	Please write complete for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
Provide direct support and assistance to ABCs utilizing a REIA on policy support guidance.	In progress. We have not provided direct support but have met with key staff to introduce the REIA to the ABC policy guidance process.
Collaborate with staff who support Planning Commission, Charter Commission, RECAC, and TEC to develop an ABC specific REIA form and process guide.	In Progress. With the help of the Clerk’s Office, the Division of Race & Equity has identified the Capital Long Range Improvement Commission (CLIC), the Planning Commission, and the Charter Commission as initial targeted ABCs. We are currently working with staff/ committee members on a formal implementation and ABC specific process.

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.
-

N/A

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Work with targeted ABCs on using REIA in policy guidance to the City (CLIC, Planning Commission, and Charter Commission).

Create ABC specific process guidance for using an REIA.

Develop ABC page on REIA SharePoint site.

Create tracking document for capturing when an REIA is used in ABC policy guidance.

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?

Developing the infrastructure to create a specific ABC Racial Equity Impact Analysis (REIA) process has taken more time than anticipated. With over 50 ABCs, implementation of a meaningful racial equity process, requires thoughtful collaboration with ABC City staff and committee members. Also, due to the nature of ABCs, there is no reporting structure in place that captures when ABCs are giving policy guidance to Council and the Mayor. The Division of Race & Equity is working closely with the City Clerk and key ABC staff to identify solutions to the gaps that exist within the current boards and commissions structure. Lastly, the Division of Race & Equity is working with limited capacity, due to losing three employees between July and December.

SREAP Quarter 4, 2020 Update – Public Safety

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)	Q3	Q4
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

PLANNED ACTIVITIES

Planned Activities for Q4	Please write complete for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
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. The Research 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 of 2020. During Q2 2020, Commissioner Musicant was slated to present to Council to ask them to approve the proposed operational definition. That presentation was canceled because of COVID-19. We hope to bring this before Council in Q1 2021.
Compile information about existing youth development programs (number, reach, quality) starting with City-funded programs	An initial phase of this is complete, but necessary ongoing work to compile all relevant information will require additional investment and work.
Compile information about current City budget spending on youth development and violence prevention programming	Incomplete. In 2020, an initial phase was completed with 2018 budget information. Despite this progress,

	<p>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 investments.</p>
<p>Ongoing Minneapolis Youth Investment Task Force meetings through April 2020</p>	<p>Incomplete.</p> <p>This task was re-envisioned in Q4 2020. Staff of the Minneapolis Youth Coordinating Board (YCB), the Health Department, Pillsbury United Communities, and the Minneapolis Chamber of Commerce attended a Children's Funding Institute in December. The Children's Funding Institute provided information and resources about creating a local, public, dedicated youth fund based on similar efforts successful in other areas. The group that attended will continue to meet in 2021, with one potential outcome being to launch a campaign calling for creation of Children and Youth Fund.</p>
<p>Launch pilot program, What's up 612!, with Minneapolis Youth Coordinating Board</p>	<p>Incomplete.</p> <p>Previously, a new set of databases had been created and initial outreach to afterschool providers had begun. In Q4 2020, The City's IT department assigned a team member who began working with YCB to build out the visualization. Additionally, the YCB has hired a new Communications Associate who will begin in Jan 2021. We anticipate that with work from the new Communications Associate and IT, this project will make headway in Q1 and Q2 2021.</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>Complete.</p> <p>YCB has completed the 2019 City Children's Budget. Though information from a few City departments was incomplete, it will be used as is and we will work to obtain more complete data in future iterations.</p>
<p>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.</p>	<p>Complete.</p> <p>This was completed in Q4 2020. Information from these conversations will be incorporated into defining a scope for a potential Children and Youth Fund.</p>

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

Long-term, discussions around ways the City may transform its community safety system are certain to impact the public safety goal. The Health Department and the Office of Violence Prevention continue to be closely involved in that work. In Q4, this included overseeing Phase 1 of the transforming community safety engagement process. Phase 1 of the engagement process involved a community survey, stakeholder interviews, policymaker interviews, community engagement sessions prioritizing voices often represented in City engagement, and research. Phase 1 engagement was done in Q4 2020 toward the goal of a report back to City Council in Q1 of 2021.

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Further transforming community safety engagement activities are planned. This is expected to include a report to City Council, informational community meetings, launch of a “Meeting-in-a-Box” facilitation tool, engagement sessions with communities underrepresented in initial Phase 1 engagement, and more. 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. The ongoing work around transforming community safety described above has significant potential to move the City toward the goal.

YCB and the Health Department will host continuous program improvement sessions for youth development organizations in Minneapolis. The sessions will guide organizations through a process of reviewing their program data, identifying areas for quality improvement, and making a quality improvement plan.

We hope to bring a proposed operational definition for “high-quality, culturally responsive youth development programs” before Council for approval.

Working with the new YCB Communications Associate and IT, continue efforts to lay the groundwork for the What’s Up 612! program finder.

Youth Master Plan recommendations—which are aligned with and can help inform other efforts discussed here—will be completed and approved by the YCB Board in Q1 2021.

Continued work on a dedicated Children and Youth Fund rooted in local public/private partnership. Specifically, Q1 2021 will focus on identifying a scope of the fund, a funding mechanism, and the initial stages of a campaign.

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?

Because of COVID-19, focus and time continue to be dramatically redirected in the Health Department. In addition to COVID-19, unforeseen but essential work around community engagement related to transforming community safety was a pressing priority during Q4 2020. Further, during Q4 2020 there continued to be a need to focus time and energy around short-term planning on more immediate strategies to respond to the dramatic upswing in violent crime in Minneapolis (and cities across the country).

As a result, while the commitment to this goal has not wavered, some of activities remained 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 continued to create 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.

Additional support to continue making progress toward the goal:

Recommend that the City Council support youth-oriented community outreach.

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 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.

In this time of exceptional staffing constraints because of COVID, additional staff support would increase the ability to make measurable progress.

SREAP Quarter 4, 2020 Update – Economic Development

UPDATED SUCCESS MEASURES (Metrics of Urgency)

OLD SUCCESS MEASURES (MoU)	UPDATED SUCCESS MEASURES (MoU)*	Q3	2020
Count/percent and reason for all business-related contacts with City or our intermediaries, by business owner race/ethnicity	Number of BIPOC business owners and entrepreneurs receiving technical assistance and/or training (where race/ethnicity is known)		682**
Count/percent of issues solved, and how solved, by business owner race/ethnicity	Percent of BIPOC business owners and entrepreneurs receiving technical assistance and/or training (where race/ethnicity is known)		77%**
Relationship management indicators, by business owner race/ethnicity	Number of BIPOC business owners and entrepreneurs served by City financing programs (where race/ethnicity is known)		105**
Database entries of BIPOC-owned businesses.	Percent of BIPOC business owners and entrepreneurs served by City financing programs (where race/ethnicity is known)		61%**

* MOUs have been adjusted to reflect the availability of relevant data.

** Cumulative yearly measure, not a quarterly measure.

PLANNED ACTIVITIES

Planned Activities for Q4	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. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
COVID-19 BTAP emergency response	Complete
B-TAP Professional Series: targeted workshops supporting business recovery	Complete
Great Streets Business District Support: establish 2021 contracts	Complete
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 	In process

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

The pandemic and civil unrest focused the area of work on delivery of service towards those impacted by the events. As a result, CPED has modified the MOUs to more accurately address this focus.

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

- Restarting the 2% loan program following a year-long hiatus
- Continued development of the CPDF project pipeline
- Release of new RFPs for B-TAP, Great Streets Façade service contracts
- Implementation of Minneapolis Forward priorities

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?

Limitations on business operations due to the continued COVID pandemic and fluctuations in those regulations, as well as limitations on in-person activities have an impact on the capacity to complete and effectiveness of planned activities.

SREAP Quarter 4, 2020 Update - Housing

UPDATED SUCCESS MEASURES (Metrics of Urgency)

SUCCESS MEASURES (MoU)*	Q3	Q4
Number of affordable and subsidized rental units preserved and youth stably housed in 55411, 55412 and 55404, since January 2019 (cumulative)	1,215**	1,545
Number of households served and amount recovered through Legal Aid habitability cases in 55411, 55412 and 55404	13; \$22,970	28; \$46,705
In ZIP codes 55411, 55412, and 55404, the percentage of safety, health and habitability violations that require citations	5.2%***	5.8%
Attendees who report satisfaction with City sponsored educational opportunities for rental property owners	93%	94%

* Process owners intend to change the first MoU to include number of affordable and subsidized rental units preserved and families stably housed in 55411, 55412 and 55404.

**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 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 Q	Please write complete for each activity you completed. If there are activities you did not complete, please provide a brief explanation on why. If planned activities are no longer relevant, please state why (i.e. other programming is taking precedent).
Planning and implementation of the internal reorg in Regulatory Services	Complete: Planning and initial rollout is complete; ongoing work around updating procedures, practices, and change management continues.
Finalize planning on renter-led rental licensing inspections via hybrid model (i.e. combination of in-person and virtual)	Complete: Planning and initial rollout is complete; ongoing implementation, assessment and tweaking work continues
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.	Complete: staff brought recommendations to BIHZ on December 8, which were approved by the full Council on December 18. Recommendations include 952 units; 907 are new construction and 45 are stabilization/preservation. 55404 – 44 units; 55411 – 63 units
Hennepin County is acquiring properties, including a former VOA site, that will become long-term, low barrier housing for people who	Complete: Hennepin County acquired 4 properties that will become long-term, low barrier housing for people who have experienced

<p>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.</p>	<p>homelessness after the City’s SRO ordinance is adopted.</p>
<p>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.</p>	<p>Complete: Both shelters opened prior to the end of 2020. Homeward Bound, a culturally specific shelter serving Native Americans opened on December 4 and Avivo Villages, a low-barrier shelter opened on December 30. Avivo Villages will open to full capacity in Q1 2021.</p>
<p>Finalize Short Term Rental ordinance revisions and bring to council for adoption.</p>	<p>Complete: Ordinance was adopted by Council in December 2020.</p>
<p>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.</p>	<p>Complete: Staff brought this request to BIHZ on October 6 and it was approved by the full council on October 16, 2020.</p>
<p>Continued policy development work on Single Room Occupancy.</p>	<p>In process: Policy work on track. We anticipate additional stakeholder engagement in February and that the ordinance will be considered in Q2 2021.</p>
<p>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.</p>	<p>Complete: Staff brought this request to BIHZ on October 6 and it was approved by the full council on October 16, 2020.</p>
<p>CPED staff will close on \$1.5 million in funding for the new housing stabilization program.</p>	<p>Complete: All 7 contracts effective as of 10/1/2020. City provided \$1.5 million in grant funds through the Housing Stabilization Pilot program to support housing stabilization services for tenants in 1-4 unit rental properties to the following organizations: InquilinXs UnidXs Por Justicia, Hispanic Advocacy and Community Empowerment through Research, Powderhorn Park Neighborhood Association, the Nia Project, Lutheran Social Services, Urban Homeworks and</p>

	Al-Maa'uun.
	City provided \$300,000 in increased support for the Minnesota Homeownership Center to support foreclosure prevention services provided by multiple non-profit organizations.

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

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.

2021 budget investments in the Renter Relocation Revolving Fund (\$100k) Tenant Resource Center (\$25k) support housing and financial stability for renters at risk of losing their homes

2021 budget investments in Stable Homes Stable Schools will allow it to become a permanent program. This program prevents displacement of families with school-aged children in 55411, 55412 and 55404.

In Q2 through Q4 of 2020, staff processed and delivered payments to Minneapolis renters through the Gap Funds for Housing Emergency Rental Assistance program. In total, the program served 507 households in the three SREAP zip codes, making up almost a third of households served by the program. These funds allowed renters in the SREAP zip codes and city wide to make up rental arrears experienced due to COVID related income losses, helping them remain stably housed.

2. What activities do you have planned for Q1 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Continued policy development work on Single Room Occupancy to provide additional housing options.

Continued implementation work on the Regulatory Services internal reorganization, which creates a Renter First structure within the department.

Continued implementation work on the hybrid inspection program, which is renter-led so that renters have more agency in the inspection process.

Develop and implement SOP around Tenant Relocation Assistance funds

Continue co-chair role in Tenant Resource Center, which focuses on preventing housing displacement for Northside residents (includes zip codes 55411 and 55412)

Continue discussions with Council offices on Tenant Opportunity to Purchase policy options and next steps.

Begin work on additional tenant protection policies, including Just Cause and Pay or Quit Notice.

The City received \$12.8 million in COVID Emergency Rental Assistance Funds. Staff will be working with jurisdictional and non-profit partners to get a program up and running in Q1 2021. Funds will be used to help provide housing stability for renters city-wide and in the SREAP zip codes. Staff will work with local providers to focus outreach and marketing efforts in the SREAP zip codes.

Ensuring that this funding is available as soon as possible is critical for multiple reasons. First, we do not know how long the eviction moratoriums at the state and federal level will remain in place and we want as many renters as possible to be current on rent when the moratorium lifts. Second, it's important to ensure that rental property owners have needed funds to maintain building ownership and high-quality maintenance in order to keep renters safely and stably housed.

Additional planning for when the eviction moratorium lifts is also planned in Q1.

In Q1, we will be awarding funding under Minneapolis Homes using the City's new community preference policy. SREAP zip codes are within the preference policy geographic boundaries.

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 pandemic has created more housing instability, but it has also brought federal resources to the city that we would not have had otherwise that have allowed us to respond. Implementing these resources has also taken significant staff time. We have centered our response on meeting SREAP goals. We delivered the emergency housing assistance out of the Tenant Resource Center and have used resources in ways that align with our SREAP priorities.