

As a part of its Strategic and Racial Equity Action Plan, and in conjunction with focus areas identified by the Government Alliance on Race & Equity (GARE), the City Council hereby approves the following enterprise operational goals and associated policy statements with respect to its workforce, its spend, its use of racially-disaggregated data, and its engagement with the broader community:

1. Strategic Need for Racially Diverse Workforce

- **Minneapolis Policy Goal: Increase the retention of People of Color and Indigenous People in the City's workforce.**

Statement: Racially and ethnically diverse employees are key to serving residents and other customers with excellence. A workforce that mirrors our population increases City government access to great ideas, strengthens innovation and problem-solving, and ensures we are doing our fair share in providing decent-paying jobs to all our communities.

2. Strategic Need for Racially Equitable Contracting:

- **Minneapolis Policy Goal: Increase the percent count of, and spend with, racially and ethnically diverse for-profit suppliers across all departments.**

Statement: Racially and ethnically diverse businesses help drive the City's economic growth. Diversifying our City government's vendor base increases our access to high-quality products and services, supports competitive pricing, and ensures we are doing our fair share in supporting important sources of income and jobs in racially and ethnically diverse communities.

3. Strategic Need for Racially Disaggregated Data:

- **Minneapolis Policy Goal: Improve the use of racially-disaggregated data for decision-making in the legislative process.**

Statement: In the City's legislative process, the standing committees play a critical role exercising primary oversight of specific areas of municipal policy as well as those departments and divisions within their purviews. In particular, committees deliberate and recommend City ordinances (local laws, regulations, and policies) which usually regulate persons or property and usually relate to matters of a general and permanent nature. Standing committees are also responsible for evaluating and making recommendations on all matters referred to them. Ensuring policymakers have access to racially-disaggregated data will help improve decision-making and outcomes from the legislative process.

4. Strategic Need for Engaging Diverse Communities:

- **Minneapolis Policy Goal: Improve the capacity of appointed boards and commissions (ABCs) to advance the City's racial equity work.**

Statement: The role of appointed boards and commissions is to advise the Mayor and Council on City policies and practices. Enabling ABCs to consider the impact on all racial and ethnic groups when developing and presenting policy recommendations will advance the City's long-range racial equity goals.