

Strategic Racial Equity Action Plan (SREAP)
Q1 2021 Update Addendum

Committee of the Whole
Thursday, April 29, 2021

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Workforce

Metrics of Urgency

SUCCESS MEASURES (MoU)	Q4	Q1
Average tenure of men of color who voluntarily leave the City.	4.9 years* 01.01.2016- 12.31.2020	5.0 years* 04.01.2016- 3.31.2021

The average tenure from the last hire date to voluntary termination date over the past five years for Men of Color.

Planned Activities

Planned Activities for Q1	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 includes COVID and Racial Equity questions to identify potential growth areas.
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. Currently working on public facing dashboard to provide more transparency into employee demographics.
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 enterprise results have been analyzed. Used the information in the design of additional strategies to support leaders, managers, and employees—including the formation of two workgroups return to the workplace plans, as well as the employee care and support workgroup.
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.	Will be presenting recommendations to Executive Committee 2 nd quarter 2021.

Maintaining engagement and collaboration with Employee Resource Groups	Engaged ERGs in the following ways: Employee care and support strategies regarding the current and future trials surrounding George Floyd's killing, inclusive holidays, wellness programming, also established a new STAR award honoring the work of ERG's; hold monthly meetings with executive sponsors and ERG leaders.
Reviewing and Updating Policies (Harassment, Discrimination, etc.)	Awaiting review by City Attorney's Office
Leadership development (racial equity lens)	<p>1. The Metamorphosis Leadership Development program is currently in the design phase. Its purpose is to foster DEI awareness and skill in the City's top-level leaders (department heads and directors). Over the next four years, we plan to:</p> <ul style="list-style-type: none"> •Provide assessments and coaching to leaders •Design and deliver cohort-based learning experiences to increase senior leader equity & inclusion competencies •Provide department-level funding to support DEI learning experiences that focus on department-specific learning <p>2. A Respectful Workplace is currently under design. It will include knowledge and skill building designed to co-create a more respectful and inclusive workplace. The program will be an expected part of a new employee's onboarding journey.</p> <p>3. The City and its History of Systemic Racism will be an eLearning program engaging the learner around the history of the City's perpetuation of systemic racism, and its active mission to put programming in place to actively overcome the resulting community disparities</p>
Champion the Pay Equity Study with a focus on race at the City and the State level	Scheduled for 3 rd quarter
Enhancement of Racial Equity Impact Analysis process to align City's role as an employer and meet the needs of an everchanging workforce	See #2 below
Continuing review of collective bargaining agreements and discussion with our labor partners	Ongoing
Deliver quarterly updates to Enterprise Leadership and Employee Resource Group Leadership	In process

COMPLETE NARRATIVE QUESTIONS

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 Q2 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.

Spend

Metrics of Urgency

SUCCESS MEASURES (MoU)				
Detail	Ownership	Availability*	Utilization 2020**	Utilization Q1 2021
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%	0%
	Hispanic American-owned	0.68%	1.36%	0%
	Native American-owned***	1.14%	0%	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 service providers for contracts under \$175,000, not contract award.</p> <p>***Updated 6/2020</p>				

Success Measure/MoU is being shown as cumulative total as of the reporting quarter.

Planned Activities

Planned Activities for Q1	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).
Finalize methodology for including both primary and secondary spend (MDCR)	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 <u>TMP utilization report, by departments</u> , is published on Citytalk with 4 th quarter, 2020 information.
	Following the Inclusive Procurement training for department staff with purchasing responsibility, in Q1 2021, Procurement have done follow-up meetings with most 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.
	Original action plan designed by the Supplier Diversity Team has been executed and the newly formed coordinating team will be developing new vital projects.
	Procurement continues to reach out to BIPOC

	<p>owned small businesses into the Target Market Program. An effort is being 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.</p>
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COMPLETE NARRATIVE QUESTIONS

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

Please note that the metrics in this report is based purely on the spend directly related to the contracts awarded in Quarter 1. Since the contracts are all started between Jan and March of 2021, the consulting services under the contract are only in progress and payments are only made after the services are complete, or in progress.

Contracts awarded to BIPOC businesses during Q1 amounts are as follows:
 African American – 5.24% of all contracts under \$175,000 or \$67,500
 Native American - 1.16% of all contracts under \$175,000 or \$15,000

Detailed information is available upon request.

2. What activities do you have planned for Q2 that you believe will impact the metric and contribute to achieving the goal for your priority area?

We are working on on-demand Spend Data reports that will be available to departments on a monthly basis that would allow them to review their spending with BIPOC businesses. This is in the process of development.

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?

Remote meetings with vendors are not as effective as in-person. So we look forward to getting back to doing these interactions in-person.

Departments need to acknowledge the need to be inclusive in their spending and work towards that City goal. We need support on this from the leaders as well.

Data

Metrics of Urgency

SUCCESS MEASURES (MoU)	Q4	Q1
Number and percent of “need” for racially disaggregated data in RCAs	27, 8.7%	41, 13.1%
Number and percent of times racially disaggregated data was included in RCAs	19, 54.2%	35, 82.9%

Data MoUs are a quarterly count. The metric is measured by taking the total number of RCA’s that should include an REIA and dividing that over the total number of RCA’s. The second metric takes the number of RCA’s that include an REIA and divide that over the total number of RCA’s that should have included an REIA.

Planned Activities

Planned Activities for Q1	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. As this is not a formal project, we are dependent upon IT to have capacity to complete this dashboard. IT is willing, but do not have capacity to move this work forward at the moment.
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. This work will be paused.
Read through all submitted REIAs and evaluate current needs based off of “What data is unavailable or missing? How can you obtain additional data”	Incomplete. R&E is now operating with a team of 3 staff and did not have capacity to complete this work in Q1.

COMPLETE NARRATIVE QUESTIONS

1. Were there unplanned activities that had a direct contribution to the metrics in this priority? Explain.
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R&E drafted additional questions around gender identity and accessibility for the Racial Equity Impact Analysis

Compiled a list of federal, state, and local datasets with disaggregated gender identity and accessibility data.

In the process of creating a toolkit to provide City staff with foundational gender identity knowledge

2. What activities do you have planned for Q2 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Update the SharePoint site to include new datasets and toolkits. Connect with Departments so they're aware of the new questions and resources

Integrate additional equity language and questions to the Racial Equity Impact Analysis.

Complete a quality assessment of past REIAs.

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 & Equity's now consist of three staff, 2 full-time & 1 part-time employee, however the level of work for our division remains unchanged. This has greatly impacted our ability to provide proactive support and evaluation of the Racial Equity Impact Analysis. Similar to last quarter's update, we are looking to a strong partnership with the City Clerk and IT to ensure this work moves forward.

Community Engagement

Metrics of Urgency

SUCCESS MEASURES (MoU)	Q4	Q1
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 <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).
Work with targeted ABCs on using REIA in policy guidance to the City (CLIC, Planning Commission, and Charter Commission).	In process. The Division introduced the REIA to these targeted ABCs but wanted to create a system/process for tracking ABC REIAs before touching base with them once again.
Create ABC specific process guidance for using an REIA.	Complete.
Develop ABC page on REIA SharePoint site.	In process. We spent Q1 developing language and tools for ABC staff. Resources will be live and readily available on SharePoint in Q2.
Create tracking system for capturing when an REIA is used in ABC policy guidance.	Complete.

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 Q2 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).

Collaborate with the Clerk's office on implementing the ABC REIA and the tracking system.

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. In addition to this hurdle, the Division of Race & Equity is down to 2 full-time staff and 1 part-time staff. We've lost over half our team in less than a year which has greatly impacted our capacity.

Public Safety

Metrics of Urgency

SUCCESS MEASURES (MoU)	Q4	Q1
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

We continue to not be in a position to capture the identified metrics of urgency. This is in part due to capacity restraints related to the Health Department’s ongoing leadership of the City’s COVID-19 response and reimagining community safety engagement work, as well as involvement with supporting community wellbeing during trials of the former officers involved in the killing of George Floyd. It is also because the necessary systems do not yet exist to track this type of data across all programs throughout the City. Part of the long-term work needed in this goal is to conceptualize and realize a way to track citywide participation in youth development programming.

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).
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”	Complete pending approval A proposed operational definition is complete. We still need to bring that definition to Council for approval (a presentation to do that was planned during 2020, but the presentation was cancelled because of COVID-19).
Compile information about existing youth development programs (number, reach, quality) starting with City-funded programs	Initial phase complete. An initial phase of this activity specifically for City-funded youth programs has been completed. However, because of lack of systematic tracking infrastructure across the City, the information itself is not complete. Additional investment and work would be needed to compile all relevant

	<p>information from across the City enterprise.</p> <p>Initial phase complete, but with significant limitations.</p> <p>In 2020, an initial phase was completed with 2018 budget information. However, there was only a 62% response rate on the survey that was sent to City departments to capture this information. A higher response rate would provide a more accurate picture of the City's investments.</p>
<p>Compile information about current City budget spending on youth development and violence prevention programming</p>	<p>Ongoing.</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 began to explore the potential for creating a local, public, dedicated youth fund based on similar efforts successful in other areas.</p> <p>In Q1 2021, staff representing the entities mentioned above reviewed nine local sources of Minneapolis youth data and identified themes to inform the focus of a youth fund. A partnership was established with the Minneapolis Regional Chamber of Commerce, who recruited Park Street Public to co-develop a campaign for a youth fund pro-bono. At the end of Q1, staff were working to set up initial planning meetings with Park Street Public.</p>
<p>Ongoing Minneapolis Youth Investment Task Force meetings through April 2020</p>	<p>Previously, a new set of databases had been created and initial outreach to afterschool providers had begun. In Q4 2020, YCB began working with IT on visualizations and YCB hired a Communications Associate with ability to help with relaunch.</p> <p>In Q1 2021, YCB developed marketing assets to invite youth development providers to submit their info into the program finder. Data collection from youth development providers began and will continue into Q2. YCB staff continue to work with the City's IT department toward being able to visualize the collected data. YCB and the Health Department secured an Urban Scholar for summer 2021, and half of their time will be dedicated program finder outreach and data collection.</p>
<p>Launch pilot program, What's up 612!, with Minneapolis Youth Coordinating Board</p>	<p>YCB and the Health Department held 4 virtual continuous program improvements sessions in Q1 2021. Two of the sessions catered to organizations with limited data collection capabilities and the other two sessions catered to organizations with more robust data collection capabilities. The sessions guided youth development organizations through an interactive process of reviewing their</p>
<p>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.</p>	

	program data, identifying areas for quality improvement, and making a quality improvement plan of action.
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.	The YCB board requested additional time to review and approve the Youth Master Plan recommendations. A Youth Master Plan Study Session was hosted by YCB in Q1. At the Study Session, elected officials from YCB’s board were able to dialogue and revise recommendations. Recommendations and any amendments will be voted on during Q2 (at the May YCB Board meeting).

COMPLETE NARRATIVE QUESTIONS

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

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2. What activities do you have planned for Q2 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Ongoing community engagement efforts related to reimagining community safety activities are planned. Given the potential for policy and systems change to result from that engagement, this engagement could potentially impact the future direction of this goal area.

The Health Department and YCB are engaged in efforts to build out a portion of an implementation plan related to the City Council’s resolution declaring racism a public health emergency focused on establishing a long-term sustainable source of funding for youth development programming for BIPOC youth. Given the close alignment between that and the public safety goal area of the SREAP, any progress on that could potentially impact this.

American Rescue Plan funding represents an opportunity for ARP funds coming to the City to be dedicated to supporting high-quality, youth development opportunities for BIPOC youth. YCB has also been in dialogue with Minnesota Department of Education (MDE) about how ARP funding going to MDE that is reserved for afterschool and summer learning opportunities should be distributed equitably. This influx of funding, if coordinated and prioritized for BIPOC youth development opportunities, could greatly impact this work.

YCB staff will continue to work with the City’s IT department to visualize the data collected from the What’s up 612! program finder; the hope is for that data to be available in Q2.

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?

Focus and time continue to be dramatically redirected in the Health Department because of the department's leadership of the City's response to the COVID-19 pandemic. In addition to COVID-19, other public safety-related work—continued efforts around reimagining community safety and supporting community wellbeing during trials of the former officers involved in the killing of George Floyd during Q1 2021. As a result, while the commitment to this goal has not wavered, given available staff capacity some of the activities continue to be overshadowed by more immediate priorities.

In addition to the internal impact of limited capacity to engage directly in SREAP work, COVID-19 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.

The trial of Derek Chauvin and the recent death of Daunte Wright (an Edison High School alum) have required that focus and time be re-dedicated to preventing re-traumatization of young people and youth workers.

Housing

Metrics of Urgency

SUCCESS MEASURES (MoU)	Q4	Q1
Number of affordable and subsidized rental units preserved and youth stably housed in 55411, 55412 and 55404, since January 2019 (cumulative)	1,545	1,764
Number of households served and amount recovered through Legal Aid habitability cases in 55411, 55412 and 55404	28; \$46,705	19; \$41,212
In ZIP codes 55411, 55412, and 55404, the percentage of safety, health and habitability violations that require citations	5.8%	6%
Attendees who report satisfaction with City sponsored educational opportunities for rental property owners	94%	94%

Planned Activities

Planned Activities for Q1	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).
Continued policy development work on Single Room Occupancy to provide additional housing options.	In process: Policy work on track. We anticipate that the ordinance will be considered in Q2 2021.
Continued implementation work on the Regulatory Services internal reorganization, which creates a Renter First structure within the department.	In progress: On track with creating one Inspections division and Alternative Enforcement Team.
Continued implementation work on the hybrid inspection program, which is renter-led so that renters have more agency in the inspection process.	In progress: On track and currently using hybrid inspections with checklist with the aid of renters.
Develop and implement SOP around Tenant Relocation Assistance funds	In progress: On track and mostly complete with an identified process.
Continue co-chair role in Tenant Resource Center, which focuses on preventing housing displacement for Northside residents (includes zip codes 55411 and 55412)	On track
Continue discussions with Council offices on Tenant Opportunity to Purchase policy options and next steps.	Not on track: Council passed a staff direction to provide draft ordinance in July. Departments are not on track for this but have issued an RFP for consultant assistance with drafting ordinance.
Begin work on additional tenant protection policies, including Just Cause and Pay or Quit Notice.	In progress: Presented at POGO on 4/14 about the upcoming ordinances and staff are working on drafting language and bringing to Council in May.
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	In progress: The City is working with local jurisdictional partners to launch Emergency Rental Assistance in April 2021. City processors assisted Hennepin County with processing applications in March and early April through it's early Emergency Rental Assistance sprint.

will work with local providers to focus outreach and marketing efforts in the SREAP zip codes.	
Additional planning for when the eviction moratorium lifts is also planned in Q1.	In progress: Embedding Renter First in the eviction protections.
Awarded funding under Minneapolis Homes using the City's new community preference policy. SREAP zip codes are within the preference policy geographic boundaries.	In progress; Minneapolis Homes will be brought to Council in Q2. In Q1, CPED contracted \$500,000 HOM down payment assistance program to assist with home purchase – the program provides up to \$10,000 of down payment assistance to homebuyers to purchase homes through two non-profit administrators. It has a 70% rate of service to BIPOC households.

COMPLETE NARRATIVE QUESTIONS

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

Selected an Eviction Prevention Lab (EPLL) participant, over the next 18 months staff will participate in a nationwide peer-to-peer network of 30 cities and their partners to gain exposure to best practices, policies, and tools to prevent evictions. By providing capacity building, human-centered problem-solving work sessions, and opportunities for shared learning, this network will help cities develop and refine equitable interventions that prevent evictions.

Staff will meet quarterly, engaging with experts and organizations working in the field, access to a shared resource hub, and opportunities for cross-city collaboration or hands-on work sessions. The EPLL will equip staff and our partners with tools to better address evictions locally. Lessons learned from this network will include how to operationalize racial equity in an eviction strategy; how to facilitate or strengthen relationships with tenants, landlords, courts and community stakeholders; and how to utilize data for developing actionable policy recommendations.

We participated in the Harvard Bloomberg study on how landlords are responding during the pandemic. The goal of this work is to better understand the magnitude of rental nonpayment, how landlords are adapting to the challenges presented by the pandemic, and how rental markets across the country are faring overall. We provided information so that they could survey Minneapolis property owners and managers to understand how the COVID-19 pandemic has exacerbated preexisting housing challenges for many U.S. renter households. This analysis will be very helpful to the City so that we can understand how rental property owners, or landlords, are managing this enormous financial strain.

2. What activities do you have planned for Q2 that you believe will impact the metric and contribute to achieving the goal for your priority area?

Continue work on ordinances, including Opportunity to Purchase, Single Room Occupancy, and Renter Eviction Protections. Continue hybrid inspections while transitioning into more in-person inspections. On-going embedding of Renter First into policies and processes.

In Q2 we will launch Emergency Rental Assistance program and receive additional federal funds that will be added to the program.

We will begin our participation in the Eviction Prevention Lab. We will also receive and review results from the Harvard Bloomberg study on how landlords are responding during the pandemic

Staff anticipate a May closing on Beam, located in 55411; it is 92 units of affordable housing (50% AMI, 60% AMI, and 80% AMI utilizing Average Income)

In Q2, City Council will consider adoption of new AHTF program policies and procedures and NOFA that include:

- New preference policy for former (since January 1, 2007) and existing residents of the Neighborhood Stabilization Program (NSP)-designated areas of the city who self-certify to having experienced or being at risk of involuntary displacement due to extreme economic forces.
- Addition of Equitable Development points for projects that demonstrate a commitment to equity and inclusion through meaningfully involving community members most affected by housing instability and housing disparities to inform the project proposal.

In Q2 CPED will contract \$275,000 for homebuyer education and capacity building – contracts are with the Minnesota Homeownership Center, who has a network of non-profit HUD certified counseling agencies that provide homebuyer education, capacity building, and foreclosure prevention services. The program is city-wide, 30% of households served (350 households) were located in 55411, 55412, and 55404 in 2020.

In Q2, expected award of Minneapolis Homes Financing and missing middle rental pilot, the first funding round with Council approved changes in place

*Half of units approved will apply the Minneapolis preference policy for homebuyers

*Expected increase of multi-unit, passive, and perpetually affordable ownership units.

In Q2 CPED will begin public engagement for home improvement program changes to better center BIPOC and low-wealth homeowners in programming

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?

Staff and leadership in both departments have been preparing for and responding to the pressures of the trial of Derek Chauvin. The uncertainty of the moratorium lifting, alongside continuing budget shortfalls and not being able to hire the needed staff have been some of the factors that have impacted our work. Overburdened staff in other departments impact our staff's ability to work on complex issues that require input or work by multiple departments.

Staff in multiple departments, including CPED and Regulatory Services, continue to spend significant time on homelessness response, including responding to encampments and determining how to utilize new federal resources that are dedicated to homelessness response.

Economic Development

Metrics of Urgency

SUCCESS MEASURES (MoU)	2020	Q1
Number and percent of BIPOC business owners and entrepreneurs receiving technical assistance and/or training (where race/ethnicity is known)	683, 77%	79, 81%
Number and percent of BIPOC business owners and entrepreneurs served by City financing programs (where race/ethnicity is known)	105, 61%	N/A

Technical Assistance MoU – Measured by the number of BIPOC businesses served by Business Technical Assistance Program (B-TAP) providers that were invoiced for during a given quarter, compared to the total number of businesses during the same invoicing period.

Please note that although B-TAP has invoicing deadlines four times in a contract year, services provided during that contract year may be invoiced up to the final period. The Q1 data below includes services invoiced by Jan 31, 2021. The next invoice period ending April 30 will be reported on the Q2 SREAP update. Trends are more reliable on a year-to-year basis.

Financing Program MoU- Measured by the number and percent of BIPOC businesses with 2% loans (+other programs) closed during a given quarter

Planned Activities

Planned Activities for Q1	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).
Restarting the 2% loan program following a year-long hiatus	Complete
Continued development of the CPDF project pipeline	Complete
Release of new RFPs for B-TAP, Great Streets Façade service contracts	Partially 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
Implementation of Minneapolis Forward priorities	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 2% loan was re-opened at the beginning of 2021, after a year-long hiatus. It has taken some time to rebuild the pipeline for applications, and so no loans were closed in Q1

2. What activities do you have planned for Q2 that you believe will impact the metric and contribute to achieving the goal for your priority area?

The final contract period for 2020-2021 contracts will be reported for Q2. New B-TAP contracts will be executed and in place with a larger pool of service providers as of April 30.

Forgivable loans for businesses located near the intersection of 38th and Chicago will be processed during Q2.

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?

Click or tap here to enter text.