Wayzata City Council Workshop Meeting Agenda
Wayzata City Hall, 600 Rice Street
Meeting Held Remotely
TUESDAY, APRIL 20, 2021

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Pursuant to Minnesota Statute Sec. 13D.015, and the Executive Orders and Emergency Declarations related to the COVID19 pandemic, this City Council Workshop meeting is being conducted by electronic means using the audio and video conferencing platform, Zoom. Members of the public may watch and listen to the meeting by logging into Zoom, or by calling 312-626-6799 on a phone, and entering Zoom Meeting ID 961 0311 8175, Passcode 615598.

WORKSHOP TOPICS FOR DISCUSSION:

1. Update of City's Diversity, Equality, and Inclusion Initiative and Educational Event (5:30-5:50 pm)

City Council Workshop
City Council Agenda Report

MEETING DATE: April 20, 2021	**WORKSHOP AGENDA ITEM:** 1
TITLE: Update of City's Diversity, Equality, and Inclusion Initiative and Educational Event (5:30-5:50 pm)	
PREPARED BY: Aurora Yager, Administrative Services Director, Emily Goellner, Community Development Director	
REVIEWED BY: Jeff Dahl, City Manager	

DISCUSSION OBJECTIVE:

To receive an update on the City's Diversity, Equity, and Inclusion Initiative and discuss educational event about racial covenants in Wayzata.

BACKGROUND:

Last summer, the City staff presented a Diversity, Equality, and Inclusion Work Plan to the Council (the updated Work Plan is attached). Staff will provide a progress update of this initiative at the meeting.

In addition, thanks to staff working on this initiative and the City's Heritage Preservation Board, staff has become aware of previously established private property deed restrictions, or racial covenants, within the community that prevented Black, Indigenous, People of Color, Jewish people, and others from owning properties.

Although racial covenants have been illegal and unenforceable for decades, they remain on the titles of these private properties today. The extent of these practices in Minneapolis and Hennepin County have been made apparent through the work of Mapping Prejudice, the PBS documentary, “The Jim Crow of the North”, and have been recently reported in local newspapers. It is known that racial covenants exist in the Highland and Holdridge neighborhoods of Wayzata.

Growing awareness about local racial covenants has sparked interest in putting on an educational event for the community. Several community groups such as Interfaith Outreach, Wayzata Community Education, and many more have come together to plan a virtual event on May 13. At the workshop, staff will provide more info about the event and the role of the City.

ATTACHMENTS:

1. Diversity, Equality, and Inclusion Work Plan

Inclusion in Wayzata

Takeaways and Work Plan

Takeaways:

- Commit to making diversity, equality, and inclusion an ongoing priority that permeates the organization. It is not a box to check.
- Create a plan to act.
- Build awareness and train staff, Council, and Commissions on bias, equity/equality and inclusion every year. Mix up the trainings to keep it engaging.
- Focus on race initially, but expand to other areas such as multigenerational workforce, religion, etc. to be sure we are building our understanding and capacity for inclusion.

Steps Taken:

- A group of Staff and two Council members met with the group Citizens 4 Racial Equity
- In 2020 all city staff received training on implicit bias.
- An employee engagement survey was completed in February 2021 and is being analyzed to identify parts of our culture that we are proud of and want to enhance, and areas of improvement we want to focus on.

Next Steps:

1. Identify appropriate training/trainers for 2021.
2. Review results of employee survey with managers to set goals surrounding the feedback we heard from employees.
3. Create a mission statement/overarching goal for this initiative to better incorporate across the organization.