



## AGENDA Equity Commission

New Brighton City Hall; 803 Old Hwy 8 NW  
Upper Level Conference Room  
June 15, 2023 | 6:30 p.m.

Equity Commissioners will attend the meeting in person. Meeting options for members of the public include:

- **Attend the meeting in person:** Attendees who are ill are asked to wear masks and comply with social distancing parameters.
- **Watch the meeting electronically:** Tune into CTV Chanel 8023 (CenturyLink) or Channel 16 (Comcast). To observe the meeting as a livestream or a webcast, visit [www.newbrightonmn.gov](http://www.newbrightonmn.gov), hover over "How Do I...," click on "Public Meetings" under View, choose appropriate Commission and date.
- **Join the meeting electronically:** Join using Zoom app: Meeting ID: 898 6240 2361, Passcode 867530 or visit <https://us02web.zoom.us/j/89862402361?pwd=MWtPeIRNTGt2RmR2TktwSkM0R1VHdz09>

### I. Call to Order

### II. Roll Call

- |   |  |
|---|--|
| <input type="checkbox"/> Chair Lindsay Spooner        | <input type="checkbox"/> Commissioner Carlos Herrera     |
| <input type="checkbox"/> Vice-Chair Kami Miller       | <input type="checkbox"/> Commissioner Ellen Weber        |
| <input type="checkbox"/> Commissioner Sanja Obradovic | <input type="checkbox"/> Commissioner Cathy Forbes       |
| <input type="checkbox"/> Commissioner Jonas Lim       | <input type="checkbox"/> Commissioner Jason Steffenhagen |
| <input type="checkbox"/> Commissioner Kristin Lau     |  |

### III. Approval of Agenda

### IV. Approval of 5.18.2023 Minutes

### V. Business Items

- Equity Strategic Action Plan (ESAP) Update
- Public Safety Follow-up Discussion
- Community Engagement Discussion

### VI. Vice Chair Update – Kami Miller

- What have we noticed around the City?

### VII. City Staff Update – Hue Schlieu, DEI Coordinator

### VIII. City Council Update – Kari Niedfeldt-Thomas, Mayor

### IX. Adjournment – Next meeting: July 20, 2023



**MINUTES**  
**New Brighton Equity Commission**  
**Regular Meeting – May 18, 2023**  
**6:30 p.m.**

**I. Call to Order**

The meeting was called to order at 6:30 p.m.

**II. Roll Call**

Members Present: Commissioners Cathy Forbes, Carlos Herrera, Kristin Lau, Kami Miller (6:37 p.m.), Lindsay Spooner, Jason Steffenhagen, and Ellen Weber.

Members Absent: Commissioners Sanja Obradovic, and Jonas Lim

Also Present: Assistant City Manager Jen Lehmann, DEI Coordinator Hue Schlieu, Public Safety Director Tony Paetznick, Public Safety Commissioner Tom Harkins, and Councilmember Graeme Allen

**III. Approval of Agenda**

Motion by Commissioner Steffenhagen, seconded by Commissioner Weber to approve the agenda as presented.

Approved 6-0

**IV. Approval of Minutes**

Motion by Commissioner Weber, seconded by Commissioner Lau to approve the minutes from the April 20, 2023 meeting.

Approved 6-0

**V. Business Items**

**A. Public Safety Department Overview**

At the November 17, 2022, Equity Commission meeting, Commissioners received an update on the City's Bias Crime process. The Equity Commission also received insight on resident perceptions of public safety during the December 15, 2022, presentation of the City's Resident Survey. Today's presentation and conversation with Director Paetznick provides a more comprehensive overview on New Brighton's approach to public safety, staff training, data collection, and community-led partnerships.

Director Paetznick provided the Commission with an overview from the Public Safety Department. He explained the New Brighton Department of Public Safety, in partnership with the community, is dedicated to protect, serve, and educate. We value and promote a respect for human dignity by ensuring a common goal of a safe community. He reviewed the distinctives of his agency and described the organizational staffing chart. He commented on the policing services that were provided to the community, discussed the neighborhood oriented policing model and reviewed crime stats from 2022, noting the use of force events and community survey data with the Commission. Factors that are known to affect the volume and type of crime occurring in a community was discussed. He commented on the actions residents could take to assist with lowering property crimes. He provided further comment on the Fire Division, described how the organization was staffed and noted the calls for service in 2022.

Discussion included:

- Further discussion ensued regarding the LISTEN portion of the City's website.
- The diversity within the Public Safety Department was discussed.
- Staff described how they work to recruit and retain officers.
- The role of Next Door or social media was discussed.
- Historical data for Part 1 and Part 2 crimes was reviewed.
- Staff described how they were working with multi-family housing residents to address car thefts.
- The level of data collected by the department was discussed, along with the training received by officers.
- The benefits of community policing was discussed.
- The Commission asked if the department faced any language barriers in the community. Director Paetznick explained he had several officers that were bilingual. He noted the department also worked with cultural liaisons within the school district in order to better understand the cultures in the community.
- The Ramsey County appropriate response dispatch model was further described along with how social workers, community responders and mental health responders were being considered.
- The cooperative efforts between the Fire Division and the Lake Johanna Fire Department was described.
- The manners in which the department supports its officers health, safety and wellness physically, mentally and spiritually was discussed.
- The Commission thanked Public Safety Director Paetznick for his tremendous efforts on behalf of the community.

## **VI. Chair Update – Lindsay Spooner**

### **A. What have we noticed around the City?**

Chair Spooner stated she delivered the Equity Commission work plan with the City Council at a recent worksession meeting. She explained during the next year there would be more community outreach, collaboration with other Commissions, and next level steps. She reported in June the Commission would be revisiting the Equity Strategic Action Plan.

## **VII. City Staff Update – Hue Schlieu, DEI Coordinator**

### **A. Equity Commission Electronics Use Waiver**

Schlieu stated State law requires that all City employees and officials follow data practices and record management laws. Additionally, state law mandates that the public be provided with the ability to communicate with all elected and appointed officials. To help meet these requirements, the City has historically provided commissioners with City email addresses and City-owned electronic devices to be used to conduct City business. This waiver informs Commissioners of the risks of using personal devices and emails so each individual can make an informed choice that is best for them. The waiver helps the City document each individual commissioner's preferred way for the public to contact them. It also helps staff know who to ask for data from personal devices to make sure the City is meeting its legal obligations regarding data and records. Two paper copies of this waiver will be available for each commissioner when they arrive to the meeting. She asked that each Commissioner complete and sign both forms and that one copy was provided to staff.

Schlieu invited the Commission to attend the upcoming City sponsored concert series which would begin on Thursday, June 8 at 6:00 p.m. at Veterans Park.

Schlieu stated that joint commission meetings are reserved for anticipation of joint action or policy recommendations to Council.

Schlieu stated the City recently underwent a Pay Study, which included updating job descriptions. Per the Equity Strategic Action Plan, the City included an equity competency statement to all job descriptions.

#### **VIII. Report from Council Liaison**

Councilmember Allen provided the Commission an update from the City Council. He described the efforts of the Equity Strategic Action Team and commented on the Juneteenth events that were being planned. He reported the Council has opted to have Ramsey County administering elections going forward. He noted the Council received an update on the Climate Action Plan. He encouraged the public to visit the farmers market in June at the Community Center.

#### **IX. Adjournment**

The meeting adjourned at 8:21 p.m.

Respectfully submitted,

Hue Schlieu  
DEI Coordinator

## REQUEST FOR COMMISSION CONSIDERATION

<b>ITEM DESCRIPTION: Equity Strategic Action Plan (ESAP) Update</b>
<b>DEPARTMENT HEAD'S APPROVAL:</b>
<b>CITY MANAGER'S APPROVAL:</b>
<b>No comments to supplement this report</b> ____ <b>Comments attached</b> ____

### Background:

An Equity Strategic Action Plan (ESAP) is a comprehensive document that outlines an organization's efforts to identify and dismantle systemic barriers to fairness, inclusion, and access within its operations, policies, and practices. When used with fidelity, an ESAP is a living document that reflects growth as tasks are accomplished and goals are achieved.

The creation and implementation of New Brighton's ESAP is one of the many outcomes of the work begun by the New Brighton Inclusive Community Task Force, whose recommendations were adopted by the City Council in September 2019. The ESAP was finalized in March 2022 and is reflective of the Equity Framework.

### Task Overview:

The Equity Commission is tasked with:

- Understanding the objective of the ESAP
- Providing feedback for the completed/in progress work
- Offering suggestions for tasks to be added to the ESAP

### Financial Impact:

None.

### Resources:

- Presentation
- [Equity Framework](#)



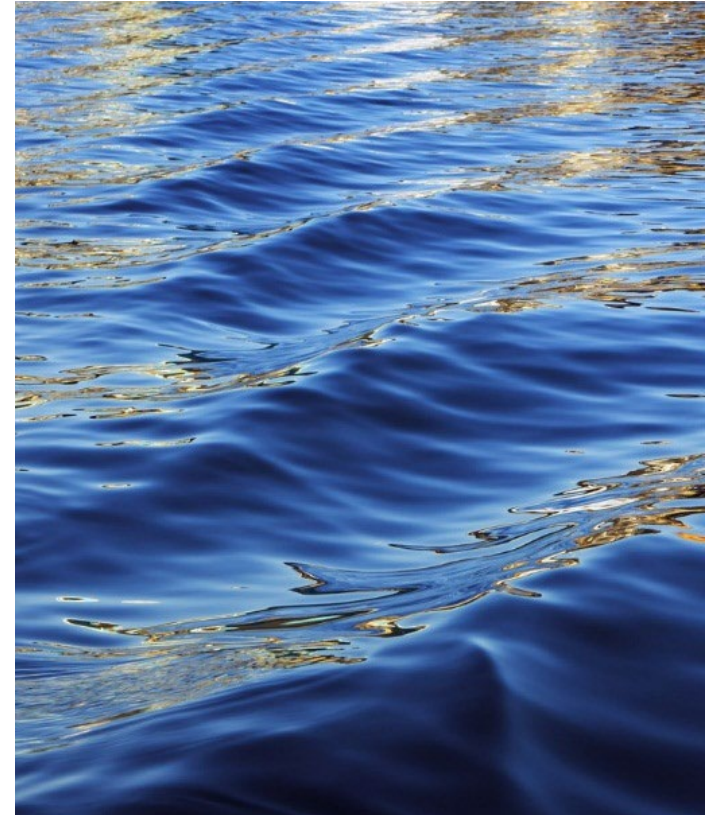
Hue Schlieu  
DEI Coordinator





# Equity Strategic Action Plan (ESAP) Update

June 15, 2023



# Agenda

- Overview of Original ESAP
- Progress Report
- Next Steps



# New Brighton's ESAP

- Based on Equity Framework approved by Council in September 2021
- Result of work initiated by the Inclusive Community Task Force
- Finalized in March 2022
- Outlines City's efforts to increase equity in operations, policies, and practices
- Four Categories
  - Data Collection and Oversight
  - Culturally Competent and Diverse Workforce
  - Policy Development and Oversight
  - Equitable Community Engagement

## Equity Strategic Action Plan

Updated March 2022

### I. Data Collection and Oversight

1. Begin tracking demographic information for all City of New Brighton programs
2. Resident Survey is disaggregated by race/ethnicity and reported on to Equity Commission – future changes made based on data
3. Develop metric dashboard that includes key indicators of DEI advancement (metrics come from various departments and sections of ESAP) and share out publicly on quarterly basis – key indicators to be identified by Equity Commissions and DEI Strategy Team
4. Begin exploring *available data* to breakout City maps by race/ethnicity and how it might be connected to City budgeting processes and others

### II. Culturally Competent and Diverse Workforce

1. Conduct analysis of hiring process from start to finish to account for gaps in DEI understanding
2. Develop performance measures related to demographic data in applications for employment
3. Develop performance measures related to demographic data for current employees
4. Begin mandatory Equity Training Series (I-III) based on
5. Update job descriptions to reflect cultural competency as a core competency of being a City of New Brighton employee
6. Incorporate DEI into annual performance reviews based on job description updates

### III. Policy Development and Oversight

1. Develop decision [matrix](#) that weighs equity in policy related decisions; incorporate into governance decisions ([MET Council example](#))
2. Become member of [Government Alliance on Race and Equity](#) to assist in further policy creation and education
3. Create affordable housing policy to promote stable housing in New Brighton (City Council key initiative)
4. Work with Open to Business to understand/recommend changes for promoting women and minority owned business development
5. Analyze and recommend changes to purchasing policy to reflect focus on working with minority and women owned businesses ([Ramsey County CERT Program](#))
6. Continue Americans with Disability Act transition plan and promote throughout

### IV. Equitable Community Engagement

1. Develop key stakeholder list for diverse communities in New Brighton that can be accessed easily by team
2. Identify next phase and plans for New Brighton Public Safety community oriented policing model (City Council key initiative as well)
3. How City can support community based celebrations of diversity and culture
4. Ensure all future Citizen Surveys include questions and focus on diversity and equity
5. Have staff partner with [Public Participation Partners](#) to become certified and learn best practices on equitable engagement

## Equity Strategic Action Plan

Equity Commission

Just Deeds Coalition

Community Iftar

Indigenous People's Day

Juneteenth

ADA Transition Plan

DEI Glossary

Human Rights Violations

Resident Feedback

[Home](#) > [Government](#) > [Departments](#) > [Administration](#) > [Diversity, Equity, and Inclusion](#) > Equity Strategic Action Plan

## Equity Strategic Action Plan

An Equity Strategic Action Plan (ESAP) is a comprehensive document that outlines an organization's efforts to identify and dismantle systemic barriers to fairness, inclusion, and access within its operations, policies, and practices. When used with fidelity, an ESAP is a living document that reflects growth as tasks are accomplished and goals are achieved.

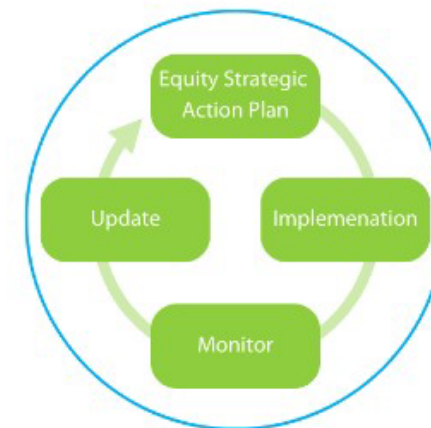
[ESAP Original Version 2022.03](#)

[ESAP Progress Report 2023.05](#)

### Equity Framework

New Brighton City Council adopted the Equity Framework below on September 14, 2021. The framework is foundational to our Equity Strategic Action Plan as it includes our City's commitments and principles.

[Equity Framework 2021.09](#)



### BACKGROUND

### EQUITY STATEMENT

### COMMITMENTS

### PRINCIPLES

The creation and implementation of the Equity Strategic Action Plan continues the work begun by the [New Brighton Inclusive Community Task Force \(PDF\)](#). This group of appointed citizens met regularly in 2018 to discuss how the City of New Brighton can be more inclusive and welcoming to all people. [Recommendations from the Task Force \(PDF\)](#) were presented to the City Council and adopted in 2019. While some of the Task Force's recommendations were enacted, our organization has learned there are no quick and easy solutions. We need to build capacity in order to effectively address issues of equity in our community.





# Equity Strategic Action Plan


Progress Report\_May 2023



Data Collection and Oversight	Status	Highlights
Explore available data to breakout City maps by race/ethnicity in relation to City budgeting	NA: Change	Opportunities to use GIS system in a more expansive way
Develop metric dashboard that includes key indicators of DEI advancement	Exploratory	Determining desired metrics, exploring third party reports
Track demographic information for all City programs	In Progress	Determined City-wide consistent racial groups
Disaggregate Resident Survey by race/ethnicity and share with Equity Commission	Completed	POLCO shared report at Equity Commission meeting_Dec 2022

Culturally Competent and Diverse Workplace	Status	Highlights
Develop performance measures related to demographic data in employment applications	NA: Remove	Will shift to more actionable accountability
Develop performance measures related to demographic data for current employees	NA: Remove	Will incorporate this in City equity dashboard
Incorporate DEI into annual performance reviews based on job description updates	Not Started	Interested in a tiered evaluation to scaffold growth
Analyze hiring process to account for gaps in DEI understanding	In Progress	Finalizing analysis to prepare recommendations
Update job descriptions to reflect cultural competency as a core competency	Completed	Equity competency added to all job descriptions_May 2023
Begin mandatory Equity Training Series (I-III)	Completed	LIR Cultural Coaching led 3-part training series_Apr 2023

Policy Development and Oversight	Status	Highlights
Update procurement policy to increase equity for marginalized business owners 	Exploratory	Determining key values and policy points
Create affordable housing policy to promote stable housing in New Brighton	Exploratory	Beginning conversations
Develop decision matrix to incorporate into governance decisions 	In Progress	Finalizing resource, awaiting input from stakeholders
Work with Open to Business to promote women and BIPOC business	Completed	Open to Business restarting office hours at City Hall_May 2023
Become a member of Government Alliance on Race and Equity (GARE)	Ongoing	Became members_Jun 2022
Continue American with Disabilities Act transition plan and promote throughout	Ongoing	ADA Transition Plan adopted by Council_Nov 2021

Equitable Community Engagement 	Status	Highlights
Partner with Public Participation Partners	NA: Remove	Not needed
Explore next phase for Neighborhood Orienting Policing model	Exploratory	Beginning conversations
How City can support community-based celebrations of diversity and equity	In Progress	Hosted first annual Community Iftar_Apr 2023
Develop key stakeholder list accessible to City staff	In Progress	Currently compiling

# Equity Strategic Action Plan


Version 2\_June 2023



Data Collection and Oversight	Status	Highlights
Develop and make accessible GIS (geographic information system) equity maps	Exploratory	Exploring available data and discussing best ways to share
Develop metric dashboard of DEI advancement	Exploratory	Determining desired metrics, exploring third party reports
Track demographic information for all City programs	In Progress	Updated Parks & Rec demographic data collection_May 2023

Culturally Competent and Diverse Workplace	Status	Highlights
Curate resources and facts to share in ongoing staff communication	Not Started	Administrative Intern will take on this task
Incorporate DEI into annual performance reviews based on job description updates	Exploratory	Interested in a tiered evaluation to scaffold growth
Analyze hiring process to account for gaps in DEI understanding	In Progress	Finalizing analysis to prepare recommendations
Promote gender pronouns in e-signatures	In Progress	ESAT presenting case to Senior Leadership and colleagues

Policy Development and Oversight	Status	Highlights
Update procurement policy to increase equity for marginalized business owners 	Exploratory	Determining key values and policy points
Create affordable housing policy to promote stable housing in New Brighton	Exploratory	Beginning conversations
Develop decision matrix to incorporate into governance decisions 	In Progress	Adding worksheet and rubric to decision-making guide

Equitable Community Engagement 	Status	Highlights
Compose a land acknowledgement with ESAT and Equity Commission	Not Started	Set to begin Q3 2023 and finish Q4 2023
Explore next phase for Neighborhood Oriented Policing model	Exploratory	Beginning conversations
Host and support community-based celebrations of diversity and equity	In Progress	Parks & Rec hosted Juneteenth Celebration concert_Jun 2023
Compile key stakeholder list accessible to City staff	In Progress	Currently compiling
Update DEI website to inform residents of current progress and initiatives	Ongoing	Major updates completed_May 2023



Hue Schlieu  
DEI Coordinator  
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# EQUITY FRAMEWORK

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Draft Date: 09.10.2021

Initiated by Lisa Tabor, CultureBrokers® LLC

Completed by: DEI Strategy Team: Ahmed Ali, Lisa Carlton, Matt Farmer, Benjamin Gozola, Jackie Hays, Zoë Kesselring, Devin Massopust, Charles Prasek, Terri Spangrud, Taylor Wodnick, and Jamie Xiong

Available at [www.newbrightonmn.gov/equity](http://www.newbrightonmn.gov/equity)

## OUR MISSION

By working in partnership with our citizens, we are committed to guaranteeing that their investment in New Brighton will be protected and will be returned to them in financial and social dividends. New Brighton is the city that works for you.

## OUR VISION

To be the preferred place to live, work and play.

## OUR VALUES

- Respect for Residents, Businesses and Visitors
- Effective Communication with Residents of New Brighton
- Promote a Healthy Business Climate
- Understand Our Past as We Invest in the Future
- Recognize the Importance of Working with Neighboring Communities
- Provide for the Safety and Security of the Community
- Accountability and Integrity in Service Delivery

## OUR GOALS

- Assuring clean, well-kept living environment
- Fostering safe, cohesive neighborhoods
- Being leaders in developing a vital and compatible business community
- City government providing quality services

## OUR EQUITY STATEMENT

We are committed to making New Brighton the preferred place to live, work and play for everyone. As an organization, The City of New Brighton understands that inequities exist in our community based on factors such as race, ethnicity, language, age, gender, sexual orientation, ability, and other

differences. We know that the government has played a role in these systemic inequities. To succeed in our city's mission and vision, live up to our values, and accomplish our goals, we commit to addressing these inequities through access, opportunity, and quality services so that outcomes do not vary based on the differences above. We commit to the following as we strive for equity:

- We welcome and value people of all characteristics, backgrounds, and experiences.
- We will cultivate and maintain a workforce which reflects the community and our commitment to diversity.
- We will create a community in which all people are connected to each other with sense of shared purpose of achieving the city's mission, vision, and values.
- We will evaluate decisions with equity in mind.

## INTRODUCTION

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### BACKGROUND

The creation and implementation of the Equity Strategic Action Plan continues the work begun by the New Brighton Inclusive Community Task Force. This group of appointed citizens met regularly in 2018 to discuss how the City of New Brighton can be more inclusive and welcoming to all people. Recommendations from the Task Force were presented to the City Council and adopted in 2019. While some of the Task Force's recommendations were enacted, our organization has learned there are no quick and easy solutions. We need to build capacity in order to effectively address issues of equity in our community.

The Inclusive Community Task Force also did not provide recommendations directly related to racial equity. The Equity Strategic Action Plan builds off the work started by the Task Force and more comprehensively addresses issues and recommendations that were first identified by the Task Force. Our organization has also learned that the demographic fabric of New Brighton has changed. This makes the creation, execution, and follow-up of the plan even more important and urgent.

According to U.S. Census data, Black/Indigenous/People of Color (BIPOC) residents make up 31.2% of New Brighton's population compared to 19.9% in 2010. Specific populations of residents have seen increases in population numbers over the same time period: the population of people in New Brighton that identify as Black or African American has increased by 98% from 2010; Hispanic or Latino resident numbers has increased by 65%; and residents identifying as having more than one race increased by 133%. Almost half (46.5%) of all residents under age 18 in New Brighton are BIPOC residents. This compares to 26.8% for BIPOC residents age 18+. This highlights how our future population in New Brighton will continue to become increasingly diverse. The past and anticipated change in our overall demographics require us as an organization to review our practices, policies, and procedures to ensure our diversity, equity, and inclusion goals can be fully met.

At a societal level, we have seen how important it is for municipalities to intentionally address issues of equity especially in light of the COVID-19 pandemic and nationwide issues related to policing. Our Public Safety Department has been proactive in accomplishing its mission: "The New Brighton

Department of Public Safety, in partnership with the community, is dedicated to protect, serve and educate. We value and promote respect for human dignity by ensuring a common goal of a safe community." We encourage all those interested to visit our Listen webpage that was set up to provide transparency in our policing services and data. While we have not experienced significant problems related to policing, we recognize the need to be constantly improving and building trust in the communities we serve. This holds true for all of our municipal departments and the entirety of our organization.

## OUR COMMITMENTS

The City of New Brighton commits to the long-term work of becoming culturally competent, welcoming and inclusive of all people both within and outside our organization, as well as in the range of issues and challenges that we engage in. This includes (but is not limited to):

- Supporting, engaging, serving and including people with different racial, ethnic, economic, ages and religious backgrounds as well as those with varying physical abilities, gender identities and sexual orientations.
- Entering intercultural relationships with humility, prepared to listen, learn, follow others' lead. Then, taking actionable steps to adapt our methods and practices for mutual benefit.
- Incorporating the Equity Strategic Action Plan into policies, practices, and procedures at an organizational level and for accountability purposes, measuring our progress on items within the Plan.
- Reaching beyond our traditional constituencies and familiar stakeholders.
- Recruiting, hiring, retaining, and developing a culturally competent staff whose demographics more closely mirror those of New Brighton.
- Recruiting, retaining, and developing culturally competent Commission members whose demographics more closely mirror those of New Brighton.
- Investing the required resources to ensure the successful execution and maintaining of the plan. Resources include, but are not limited to funding, personnel, time, and education and training.

## PRINCIPLES

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The following principles must be front and center when executing our equity initiatives:

### USE DISAGGREGATED DATA AND INFORMATION

One of the drivers of disparity is the inability or unwillingness to examine the results of policies and activities for segmented racial, ethnic, cultural, or underrepresented groups. To achieve equity, therefore, we must collect and analyze quantitative and qualitative information in this way. Collect data segmented by census-based racial, ethnic and underrepresented categories and use that data to create options and make decisions.



## **MAKE DATA-DRIVEN DECISIONS**

Another driver of disparity is the unwillingness to use segmented data to make decisions that ensure parity. Consider racial, ethnic and underrepresented information as we work. Compare results for each group against their presence in our service areas and against results of the other groups. Provide these analyses when making recommendations.

## **LEVERAGE EXISTING ASSETS**

We have valuable assets at our fingertips: knowledgeable staff, public officials, partners, community members, technical experts and professional services, intergovernmental agencies and more. Tap into these institutional resources at all phases of your work.

## **USE EXISTING AUTHORITY**

Senior leaders, supervisors, other staff members, and public officials have individual powers within their jobs and roles. Explore and utilize these authorities as necessary to deliver on this Equity Plan.

## **MAKE POLICY CHANGES**

We have dozens of policies – those with an external focus and those with an internal focus. While delivering on this Equity Plan, uphold or strengthen policies that will deliver strong equity results. Be ready to change policies that create barriers.

## **USE EQUITY TO BALANCE DECISIONS**

When making decisions, give equity sufficient weight. Use segmented data, historical information, and quality comparisons. Develop a method for considering equity results balanced against financial and other business results, such as a decision matrix<sup>1</sup> or balanced scorecard<sup>2</sup>. Recognize where historic injustices have occurred, and the depth and extent of that damage. Use best efforts to act to the explicit benefit of those groups. This will ensure People of Color and underrepresented individuals and groups get due consideration, and that their interests are respected.

## **DEFINITIONS<sup>3</sup>**

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### **CULTURE**

Culture is a social system that includes a group's shared language, customs, beliefs, values and institutions. Culture affects thoughts and actions, often without us or others even being aware.

### **CUSTOMERS**

The people who serve as employees of the city. This includes residents, business owners, visitors, and guests of our city.

### **DIVERSITY**

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<sup>1</sup> <http://asq.org/learn-about-quality/decision-making-tools/overview/decision-matrix.html>

<sup>2</sup> <http://asq.org/learn-about-quality/balanced-scorecard/overview/overview.html>

<sup>3</sup> These definitions are used by CultureBrokers in the Diamond Inclusiveness System. They are adapted from multiple sources.

The presence of variety in one place. We often measure it in the race, ethnic background, gender, age, class, culture, sexual orientation, or ability/disability. Diversity may also describe a set of actions to accommodate variety.

### **ETHNICITY**

Describes a group of people who share a distinct culture, religion, language or place of origin. It is a category independent of Race. Therefore, in the U.S., people of the same ethnicity may be members of different races, such as Black Hispanics (such as people from Cuba, Brazil or Dominican Republic).

### **EQUITY**

Freedom from systemic bias or favoritism. Parity across differences. Product and service access, opportunity, quality and outcomes that do not vary by race, ethnicity, language, age, gender or other meaningful differences.

### **INCLUSION**

Including all different types of people and treating them all fairly and equally.

### **PEOPLE OF COLOR**

The term used in this plan as shorthand to describe a person who identifies as a member of at least one of the following racial census categories: Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, Some other race, and Hispanic. **We recognize the problems inherent in using such a broad term.** However, we use it only to increase plan readability.

### **PUBLIC OFFICIALS**

City staff (see staff definition), elected, and appointed officials including but not limited to city council members and commissioners.

### **RACE**

A race is a grouping of humans into categories based on shared physical or social qualities generally viewed as distinct by society.

### **SENIOR LEADERS**

Devin Massopust – City Manager

Jennifer Fink – Director of Parks and Recreation

Craig Schlichting – Director of Community Assets and Development

Gina Foschi – Interim Director of Finance

Tony Paetznick – Director of Public Safety

### **STAFF**

All people actively supervised by our organization and involved in accomplishing our work, including paid employees, volunteers, and interns (paid or unpaid).

## **UNDERREPRESENTED INDIVIDUALS AND/OR GROUPS**

Individuals or groups who have been denied access and/or suffered past discriminations. This is measurable by an imbalance in the representation in common pursuits. This includes but is not limited to people with a different race, ethnicity, language, age, gender, ability/disability, sexual orientation, or other meaningful differences. May also be described as any subset of a population that holds a smaller percentage within a significant subgroup than in the general population.



Item: 2
Report Date: 6/5/2023
Commission Meeting Date: 6/15/2023

## REQUEST FOR COMMISSION CONSIDERATION

ITEM DESCRIPTION: Public Safety Follow-Up Discussion	
DEPARTMENT HEAD'S APPROVAL:	
CITY MANAGER'S APPROVAL:	
No comments to supplement this report ____ Comments attached ____	

**Background:** At the May 18, 2023, Equity Commission meeting, Director Paetznick presented a comprehensive overview on New Brighton's approach to public safety, staff training, data collection, and community-led partnerships.

**Task Overview:** The Equity Commission is tasked with:

- Discussing what areas of the presentation stood out, where does Commissioners see opportunity for collaboration or input, and what additional information is desired

**Financial Impact:** None.

**Resources:**

- May 18, 2023, [Public Safety Department Overview](#)

Hue Schlieu  
DEI Coordinator

## REQUEST FOR COMMISSION CONSIDERATION

<b>ITEM DESCRIPTION: Community Engagement Discussion</b>
<b>DEPARTMENT HEAD'S APPROVAL:</b>
<b>CITY MANAGER'S APPROVAL:</b>
<b>No comments to supplement this report</b> ____ <b>Comments attached</b> ____

**Background:**

Creating an equitable city is ultimately about ensuring that all residents feel safe, welcomed, and valued. Equity Commissioners acknowledge the importance of engaging with residents and receiving feedback to effectively accomplish that goal. Connecting with residents also allows us to tackle the equity issues most important to them.

**Task Overview:**

The Equity Commission is tasked with:

- Discussing the overall goal community engagement is set out to accomplish
- Discussing how Commissioners and/or the City should engage with residents (e.g. community listening sessions)
- Discussing what topics to prioritize when connecting with residents

**Financial Impact:**

None.

**Resources:**

None.



Hue Schlieu  
DEI Coordinator