

Local Planning Highlights

September 19, 2019

Land Use Advisory Committee



Objectives

- Inform committee of Local Planning Highlights resource
- Provide example of local community's equity initiatives
- Solicit feedback from the committee

City of St. Louis Park

2040 Comprehensive Plan



Racial Equity Chapter



Vision for Racial Equity

St. Louis Park's vision for racial equity is to commit to being a leader in racial equity and inclusion in order to create a more just and inclusive community for all. The goal is to ensure all practices, programs and services of the city are fair, inclusive and equitable to all. From an elected, appointed and staffing perspective, our organization will mirror the community. We will strive for racial equity by building understanding of the issues in our organization and intentionally and proactively take measures that break down barriers to a just and inclusive community.

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3-25 | Racial Equity

St. Louis Park
MINNESOTA



Comprehensive Plan

- Framing the Comprehensive Plan around the City's Vision and Purpose supported with Racial Equity Goals and Strategies

Chapter 1

Plan Vision & Purpose

St. Louis Park Vision 3.0

The City of St. Louis Park created its Vision 3.0 in 2017 culminating in the following five Strategic Priorities for the 2040 Comprehensive Plan:

- » St. Louis Park is committed to being a leader in racial equity and inclusion in order to create a more just and inclusive community for all.
- » St. Louis Park is committed to continue to lead in environmental stewardship.
- » St. Louis Park is committed to providing a broad range of housing and neighborhood-oriented development.
- » St. Louis Park is committed to providing a variety of options for people to make their way around the City comfortably, safely and reliably.
- » St. Louis Park is committed to creating opportunities to build social capital through community engagement.



Racial Equity and Inclusion



Environmental Stewardship



Housing and Neighborhood Oriented Development



Mobility



Community Engagement

What Does a Comprehensive Plan Include?

A Comprehensive Plan includes key community elements that set forth the future direction of the city. Certain elements are required by State law to be addressed, including land use, transportation, housing, surface water management, public facilities, and capital improvements.

St. Louis Park's plan includes additional community elements including Economic Development & Redevelopment, Racial Equity, Climate & Energy, Community Health & Safety, and Plan by Neighborhood.



Local Planning Highlights

- Local community showcase
- Highlight effective planning practices
- Variety of communities and topics
- Resource for other communities
- In collaboration with the local community



<https://metro council.org/Handbook/Local-Planning-Highlights.aspx>

Vision 3.0: Inclusive Community Engagement

- Participation from historically underrepresented groups
- Variety of engagement methods
- Voluntary demographics cards




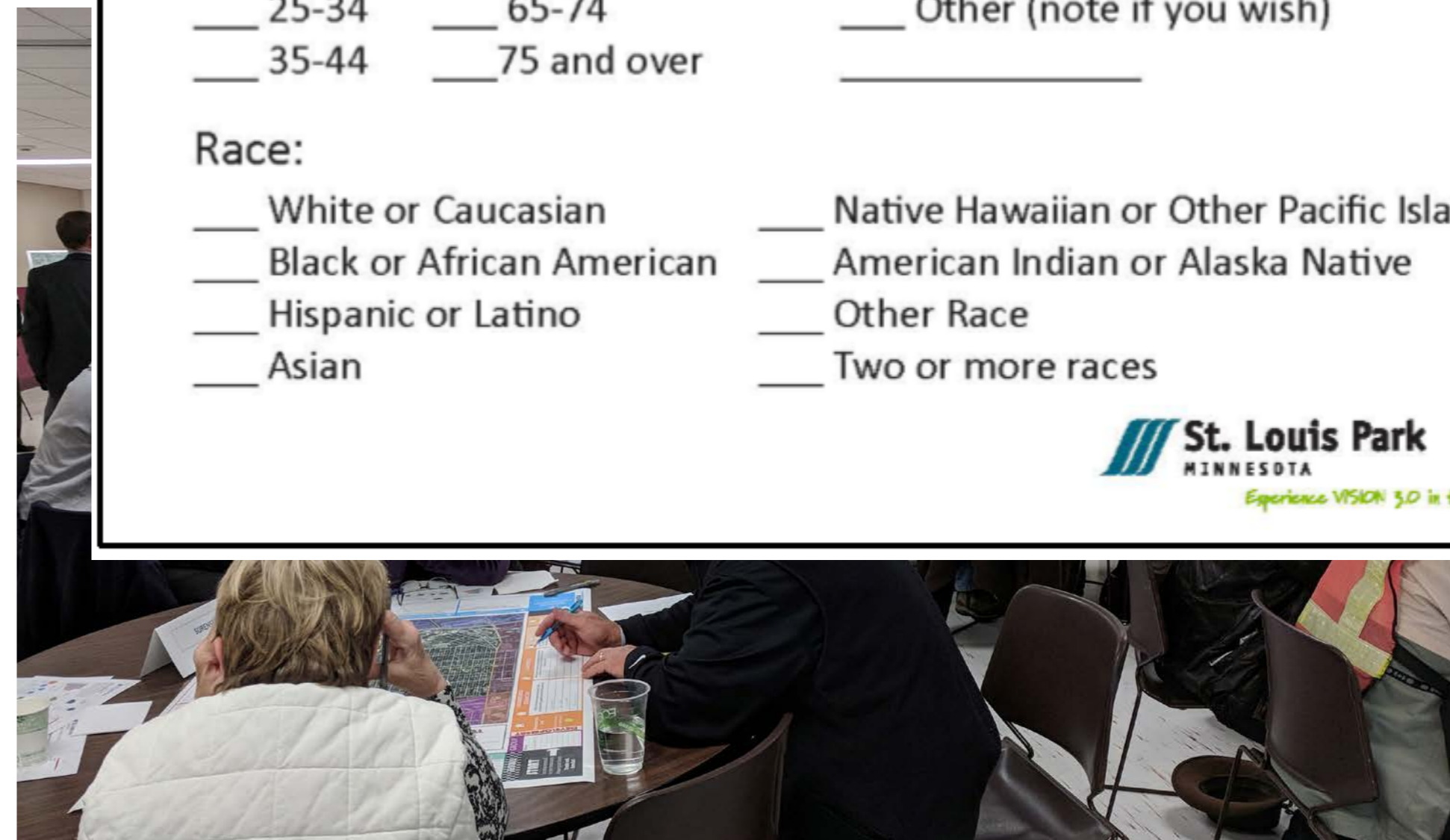
Please complete for our Vision outreach efforts!

Address: _____ OR
Neighborhood: _____

Age: _____ Gender: _____
___ 12-17 ___ 45-54 ___ Female
___ 18-24 ___ 55-64 ___ Male
___ 25-34 ___ 65-74 ___ Other (note if you wish)
___ 35-44 ___ 75 and over _____

Race: _____
___ White or Caucasian ___ Native Hawaiian or Other Pacific Islander
___ Black or African American ___ American Indian or Alaska Native
___ Hispanic or Latino ___ Other Race
___ Asian ___ Two or more races

 **St. Louis Park**
MINNESOTA
Experience VISION 3.0 in the Park



St. Louis Park's Internal Education/Training

- League of Minnesota Cities (LMC)
Government Alliance on Race & Equity (GARE)
Center for Social Inclusion (CSI)
- Roles, responsibilities, and opportunities for government to advance racial equity
- Analyze policies and practices from a racial equity perspective



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

Other Internal Initiatives

- Year-round professional development opportunities
- Full-time staff for racial equity work
 - Racial Equity Manager
 - Community Organizer
 - Outreach staff

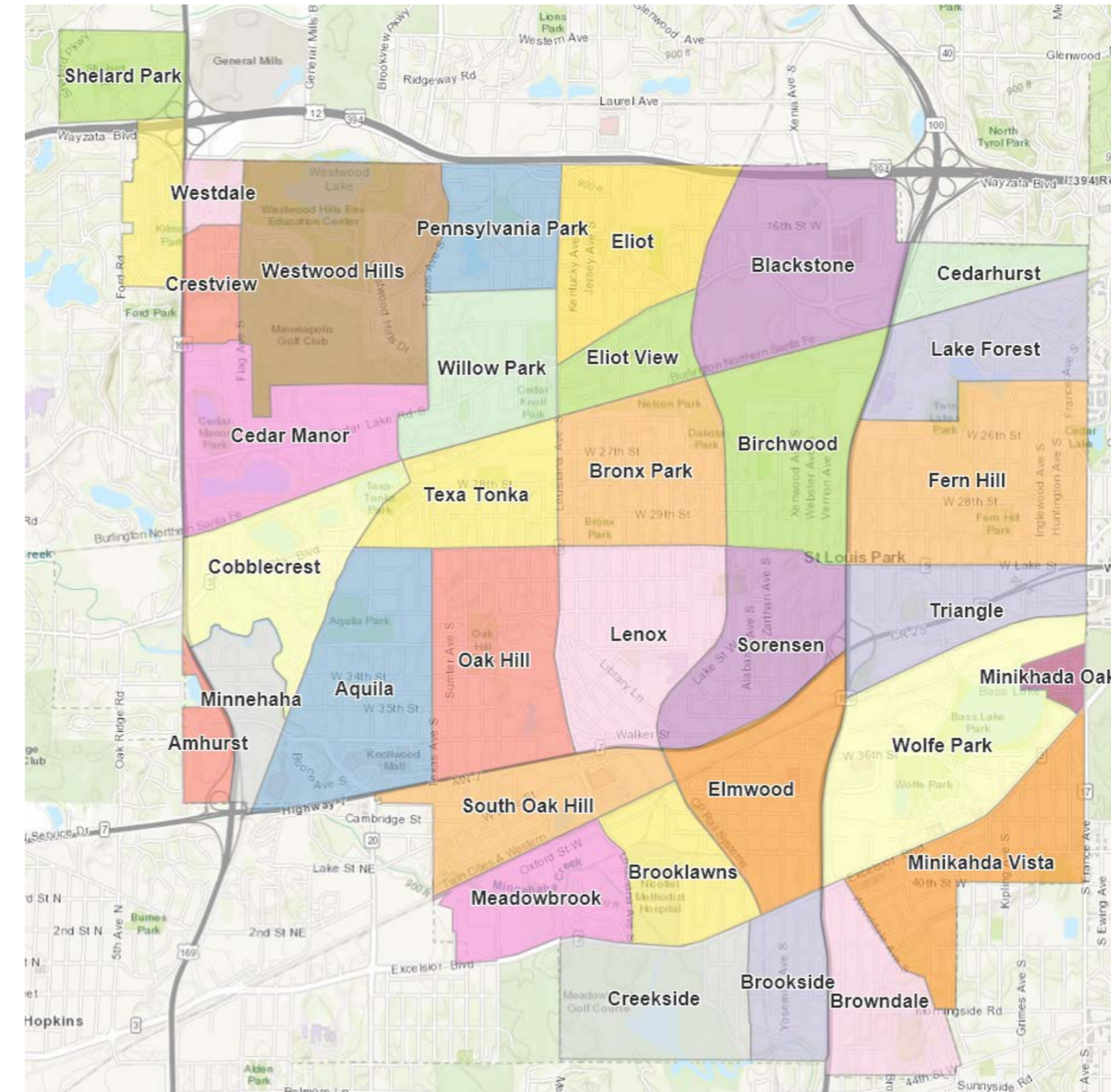
Relationship Building in the Community

- Reconnect the community
- Restore trust
- Local partnerships
- Neighborhood associations



Neighborhood Revitalization Grant Program

- Special funds designated for racial equity and inclusion projects
- Awarded funds to 10 local neighborhoods totaling \$2,500 (2019)
- Projects include:
 - Racial Equity Book Club
 - Community Discussions and Courageous Conversations
 - Targeted Engagement Strategies



Evaluation Framework: Intercultural Development Inventory (IDI)

- Individualized, cross-cultural assessment of intercultural competence
- Completed by all supervisors, managers, Council Members, and leadership staff (2018)
- Completed by 125 City staff including one-hour individual coaching sessions (2019)



**INTERCULTURAL
DEVELOPMENT
INVENTORY**

Evaluation Framework: Multicultural Organization Development (MCOD)

- Organizational assessment of developmental issues, opportunities, and challenges to incorporating social justice and racial equity into everyday practices
- Example of results:
 - Diversify the City's personnel profile (race, gender, etc.)

Seeking Feedback!

- What additional information in this highlight would be helpful?
- Is this information useful to inform your local conversations?
- Would you use this type of resource in your community?
- Are there other ways this resource can be improved?
- What other resources would you like to see?
- Do you have a local suggestion for a highlight on another topic?
- Other comments?

Questions?

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