Brian Martin, MVRPC, made opening remarks addressing the death of George Floyd, national protests of police use of force, and the necessity to emphasize racial equity within the work of this committee and the equity work of the Equity Initiative Manager, who is soon to come on board at MVRPC. Martin acknowledged that events in the past month since this group last met have brought about shifts in focus both personally and for the many organizations represented in this meeting. He stressed the importance of making sure this equity work continues to reflect developing priorities and strategies.

Matt Lindsay, MVRPC, provided a brief overview of the overall purpose of the Regional Equity Initiative (REI) and the specific purpose of this session.

*Overall Purpose: The REI will implement an Equity Plan that will address racism and other disparities in our region.*

*Purpose of Session: To develop consensus on the REI’s vision and mission statements and the duties of the Equity Initiative Manager.*

Lindsay then shared the results of part 1 of the pre-survey made available to all participants. Based on voting a majority of votes were in favor of the following vision and mission statements:

*Vision: A region of engaged citizens, businesses, and institutions that recognizes the communities impacted by racism and other disparities, acknowledges the policy and systemic causes of racism and other disparities, and takes inclusive actions to eliminate causes and mitigate the effects of racism and other disparities.*

*Mission: Through intentional inclusion of impacted communities and collaboration with organizations addressing equity issues, the REI develops and supports policy change and systemic transformation to eliminate causes and mitigate the effects of racism and other disparities.*

The participants we then divided into three breakout “rooms” to discuss these statements and report back suggested edits or changes. The breakout rooms were facilitated by Brian Martin, Serena Anderson, and Matt Lindsay. Suggested revisions from the various rooms are presented below.

**ACTIVITY 1: Vision & Mission**

**VISION**

Anderson Group:

*An engaged region that recognizes people are impacted by racism, acknowledges the policy and systemic causes, and takes inclusive actions to eliminate inequities.*
Martin Group:

A region of engaged citizens, businesses and institutions that recognizes policies and systemic causes of racism and other disparities, the communities impacted, and takes inclusive and decisive actions to eliminate and mitigate these disparities.

MISSION

Lindsay Group:

To eliminate racism through intentional inclusion of impacted communities and collaboration with organizations addressing equity issues, the REI develops and supports policy change and systemic transformation to eliminate causes and mitigate the effects of racism and other disparities.

From Anderson Group:

Promote equity, health equity, social justice and anti-racism through all organizations and enhance efforts aimed at addressing and dismantling racism, and understanding how it affects Social Determinates of Health throughout our community.

Lindsay then reviewed all the input provided through the pre-survey regarding the core work of the REI in the areas of 1) Inclusion, 2) Organizational Collaboration, and 3) Policy Change & Systemic Transformation. The input was also provided to all attendees in advance of the meeting, and served as the basis of the second breakout room activity. Each breakout room was asked to select or write their top three core work elements from each of the three categories, for a total of nine items. These were reported back to the larger group after the breakout sessions ended.

ACTIVITY 2 – Core Work

Lindsay group

Inclusion

- There’s a need to develop a glossary of terms to be used to inform this work moving forward — ie, this is what we mean, we need different sectors to have a shared understanding, people understand terms (racism, inclusion, diversity) differently.
- There’s a need to work with key regional institutions and employers to encourage them to assess their hiring and promotional practices. Institutions and people need to look inward.
- We should involve those who are adversely impacted at the front of the process — plan with, not for, them.

Building Partnerships/Organizational Collaboration

- We need to build a consensus agenda of how we work at this — it needs to involve individuals from the grassroots and include diverse voices.
- We need to identify members of the leadership council who can serve as a resource and create that collective table and serve as a central point for information.
- We need to tap region-wide funding to support equity issues – by its nature, racism and segregation occur in communities where wealth is in short supply. We need to tap regional wealth to address these issues.
**Policy Change/Systemic Transformation**

- We need accountability structures with deliverables related to local institutions.
- Segregation of housing is a major problem. Affordable housing needs to be distributed throughout the region, not concentrated.
- We need to address racism as a public-health issue. Doing so, will force us to look at all sectors.

**Martin Group:**

**Inclusion**

- Training
- Involving those adversely impacted on the front of the process and plan with and not for. Abandon the “Savior” approach and recognize the power of those impacted to be leaders in helping those who plan and invest in positive systemic change
- Development of a plan to identify non-traditional community members and engage them in the work. Making sure that all voices are represented at the table.

**Collaboration**

- Create an easy access point and framework for collaboration and collective impact.
- A needs assessment to ensure that we are providing what the community needs and not duplicating other coalition efforts.
- Public Commitments of collaboration to do the work to create equity and end systemic racism.

**Policy Change and Systemic Transformation**

- Housing
- Education
- Total transparencies of law enforcement, criminal justice, and judicial systems
- Health

Anderson Group: see diagram on **Policy Change and Systemic Transformation**.
Lindsay reviewed next steps generated from the session input, and reminded the group that the next scheduled meeting is Tuesday, July 28, 2020. The session ended at approximately 4:30 PM.