



**Agenda**  
**Minnetonka Diversity, Equity & Inclusion Task Force Special Meeting**  
**Wednesday, June 15, 2022**  
**6:00 p.m.**  
**Minnetonka Community Center – Minnehaha Room**

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1. Roll call
2. Welcome by Acting City Manager
3. Acceptance of minutes from Oct. 26, 2021 task force meeting
4. Acceptance of minutes from March 24, 2022 task force meeting
5. Review survey results with Turnlane
6. Update on police data collection
7. Acceptance of minutes from June 15, 2022 special task force meeting
8. Adjournment

**Meeting Minutes**  
**Minnetonka Diversity, Equity & Inclusion Task Force Meeting**  
**Tuesday, Oct. 26, 2021**  
**6:30 p.m.**  
**Minnetonka Community Center**

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**Meeting Agenda**

**Called to order by Councilmember Kissy Coakley at 6:36 p.m.**

**1. Welcome by Councilmember Kissy Coakley**

Councilmember Coakley welcomed the task force and stated that due to Mayor Wiersum's excused absence she would be presiding over the meeting.

**2. Roll call**

Members Present: Kissy Coakley, Mary Pat Blake, Sandy Johnson, Karyn Sciortino-Johnson, Dr. Tyrone Carter, Mary Pat Noonan, Elena Imaretska, Dr. Nerita Hughes, Todd Schoolman, Rabbi David Locketz, Rickey Brown

Staff: Mike Funk, Scott Boerboom, Andrew Wittenborg, Moranda Dammann

Guests: Alex Clark and Delaine Thomas

**3. Acceptance of minutes from the September 28 task force meeting**

The September minutes were accepted without changes.

**4. Comments from Acting City Manager by Mike Funk**

Mike Funk thanked the DEI taskforce for their work and commitment and gave an update on recruitment process for Senior DEI Coordinator position. Chief Boerboom spoke on police department recruitment and extended an invite to task force members for upcoming open house.

Consultants from Turnlane, Alex Clark and Delaine Thomas, then welcomed the group and gave an overview of the agenda. Members were asked to pair up for one-on-one to converse and create connections amongst one another.

**5. Affirm – our emerging community engagement approach**

Alex reviewed the recommendation for engaging the community based on the input provided by the task force at the Sept. 28 meeting. Various community engagement options were listed, such as community conversations, a community survey and having a presence at events within the community. Members provided input on the execution, details and follow through of the options. Members expressed they felt movement in the process and were pleased to see a targeted approach to community engagement. A

timeline and communication strategy with the engagement options were proposed and approved by the task force.

**6. Lead – agreeing on roles and actions**

With the direction from Turnlane consulting, focus groups were created for each community engagement event. These focus groups consisted of community conversations, direct outreach and survey distribution. Posters were created for members of the task force to sign up for their desired area of interest.

**7. Connect and share – fostering belonging within and between task force members**

Members were asked to pair up and discuss questions asked by Turnlane. Members reconvened as a group and shared portions of their conversations with the larger group.

The meeting was concluded by Alex who thanked everyone for their time and commitment.

**8. Adjournment**

The meeting was adjourned at 9:06 p.m.

Respectfully submitted,

Moranda Dammann  
Acting Assistant City Manager

**Meeting Minutes**  
**Minnetonka Diversity, Equity & Inclusion Task Force Meeting**  
**Thursday, March 24, 2022**  
**6 p.m.**  
**Minnetonka Community Center**

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**Meeting Agenda**

**Called to order by Alex Clark with Turnlane at 6:07 p.m.**

**1. Welcome by Turnlane**

Alex Clark gave a short welcome and thanked the task force members for attending the meeting.

**2. Roll call**

Members Present: Mary Pat Blake, Sandy Johnson, Dr. Tyronne Carter, Mary Pat Noonan, Dr. Nerita Hughes, Rickey Brown

Staff: Mike Funk, Scott Boerboom, Sarissa Falk

Guests: Alex Clark and Delaine Thomas

**3. Acceptance of Minutes from the October 26 Task Force Meeting**

Minutes were not ready and therefore not accepted at this meeting.

**4. Comments from Acting City Manager by Mike Funk**

Mike Funk provided a short welcome, thanked the members for their leadership and participation and highlighted the importance of their work. Mike briefly talked through work that had been completed by the council and the IDC (Internal Diversity Committee), and confirmed the council and the city staff supports the task force. Mike further described a presentation he saw from Peter Leatherman which stated 40% of Minnesotans thought race relations in the last five years have gotten worse. Mike concluded this proves the task force has more work to do and they must keep moving forward in a positive way. After Sarissa Falk, Executive Assistant was introduced, Mike reaffirmed Mayor Brad Wiersum and council member Kissy Coakley will no longer serve on the task force. Mike also reassured city staff is to serve as resources and support the task force.

**5. Review of work since last in-person meeting in October**

Delaine Thomas with Turnlane introduced an ice breaker for the entire group, and each person said one exciting thing that happened since the last time they met as group in October.

Delaine briefly talked through the meeting agenda and stated the objectives of the meeting. Alex explained the timeline and tasks for the upcoming months with the desire to provide the council recommendations in the September. Delaine and Alex reviewed where the group left off with the October meeting and explained what Turnlane completed even though the task force was unable to meet due to a variety of reasons.

This included the community survey opening on November 10, Turnlane distributing a survey to the task force and meeting with ICA and MCEE. The task force distributed flyers for community survey participation and held a virtual community conversation on December 9. In January Turnlane chatted more deeply with some folks from the task force, half of the IDC and all seven of the council members to gather a more robust context. They agreed on the dual track process of reconvening the task force to a smaller group and committing to the long-term development of a permanent commission.

Alex then provided a space for members to ask questions and members reiterated frustrations with quorum issues and thanked city staff and Turnlane for reconvening the group.

Delaine highlighted key takeaways from the conversations Turnlane conducted with the IDC, the task force and the council, and shared council's DEI vision statement which was adopted at the March 21 council meeting. Members described the vision statement as softy and lofty and felt it needed to be changed. Alex and Mike suggested the task force provide recommendations to the council regarding the vision statement and offered that this may be a task for the permanent commission.

Turnlane asked what lessons were learned from the first year of the task force. Members were proud of identifying actionable initiatives and developing a focus group but thought sixteen members was too large. A sense of trust was also built within the task force and they are looking forward to using the data collected to make informed decisions. Distributing community survey flyers was described as a really good experience because it allowed members opportunities to visit different buildings within the community.

## **6. Reconvene Task Force**

Delaine listed the members who concluded their term with the task force and explained those members had scheduling and participation challenges and other priorities. Additionally, elected officials were no longer serving on the task force with the intent of elevating residents' voices.

Alex introduced the addition of appointing co-chairs and their responsibilities, and explained in detail the commitments, requirements, expectations and principles of the task force. Members expressed frustrations with not receiving updates on the hiring status of the DEI coordinator and disappointments in the entire process of the task force. Mike explained the city had two unsuccessful recruitments but the current posting closed and interviews were underway. With the frustrations being expressed Alex asked the members if there were other ongoing items that should be included in future meetings on a regular basis. Members responded with wanting information on the IDC including their practices and knowing which city departments serve on the committee. They also wanted to have IDC representatives attend their DEI meetings. Members again expressed frustrations in the lack of communication from Turnlane and the city, and the absence of meetings since October. Turnlane stated they too experienced frustrations with the engagement from the group and the challenges with quorum, and explained they had been communicating with the city on how to move forward with the task force over the past few months. Turnlane acknowledged that they could have been more open with the task force on what they were trying to accomplish. Mike offered information on the different dynamics that occurred within the city and the

task force and how the dynamics caused dysfunction. He confirmed that members of any board or commission are the voices for the community, and the staff liaison, including Turnlane, are there to support.

It was collectively decided that the official vote for the co-chairs would wait until the next meeting since two members requested to be taken off the list and two other members were absent. Sandy Johnson and Rickey Brown offered to serve as the acting co-chairs until the official vote in April.

## **7. Review Data Methods**

Turnlane and the members discussed the process of data collection and analysis from the community surveys. Turnlane recommended the research of best practices and emerging standards within other city governments should fall under the new permanent commission's scope. It was decided to come back to this topic later in the meeting because members explained they were hoping to do this work.

Delaine reviewed the research methods the members decided upon at previous meetings. This included conducting one survey, two community conversations, five focus groups and a few small group circles. One community conversation was completed in December, no focus groups were held to date and no small group circles occurred. Delaine presented Turnlane's proposed path forward which included hosting one more community conversation and three more focus groups, and the small group circles were to be determined based on availability. Members commented on the importance of hosting focus groups, targeting certain populations and ensuring diversity within the groups. The demographics from the community survey was presented by Alex. They had 859 responses and after cleaning the data this number decreased to 554 responses. Criteria for exclusion included submitting answers for at least 25 percent of the questions. Alex provided a snapshot of the responses to community member type, racial demographics, gender identity, limits in daily activity, sexual orientation and identity and income level. Age was asked as an open field but the data still needed to be organized. Members discussed how to analyze the data to understand whether it represents Minnetonka's population with particular attention to the racial demographics. It was concluded that more work needs to be done in order to have a well-represented sample in the broad data set. A full review of the data analysis will occur in April and the members agreed to proceed with the research methods plan Turnlane presented.

The subcommittee provided an update on their police data analysis. They reviewed data on traffic stop reports, pedestrian stop reports and adult arrest reports which was provided to them by Minnetonka's police department. The data collection came from three resources: Hennepin County, Logis System and Minnetonka. The subcommittee explained that analyzing the data was difficult because the data was inconsistent, incomplete or duplicated, and race data was not carried in the records. They further stated the need to determine how to analyze the data to pull a report to spot issues or trends. In order to do this the systems must be reengineered to gather the data they need to prove as evidence that Minnetonka has or does not have a bias base profile issue. The subcommittee provided an example on what a best practice data set and analysis would look like. A second example showed best practices for racial profiling within traffic stops through tables and bar charts; and how to determine disparities between the percentage of the population and percentage of people stopped in each race and ethnicity category. It was explained that individuals pulled over in Minnetonka

are not always residents of Minnetonka but are visitors from other areas.

After the subcommittee provided their update, Scott Boerboom, Police Chief, showed a public dashboard used by the police department to establish bench marks for officer initiated activity. Once the bench mark data is established they will be able to view police officer performance and determine outliers. Scott and Mike clarified that the police department is limited in what data they provide for traffic stops and arrest reports because the data collection softwares they utilize do not belong to Minnetonka. Scott concluded that he is working with the subcommittee to improve the police data collection process and analysis. Members were impressed by the dashboard but expressed the need for the city to better communicate with the task force and the community on systems being utilized and how to navigate them.

## **8. Renew Timeline**

Turnlane and the members discussed which communities they wanted to reach out to for the focus groups. Turnlane recommended Resource West and ICA and after discussion members decided on Bishop Johnson and ICA.

Data collection for the community survey will stop in May, and Turnlane explained the data from each method will be looked at collectively at one time but will be segmented separately.

Future meetings were not scheduled due to time constraints at the meeting.

The meeting ended with members suggesting Scott or a representative from the police department go through the dashboard with the task force at another meeting. It was agreed that presentation would occur.

## **9. Roles and Responsibilities in Advancing Next Steps**

## **10. Adjournment**

The meeting was adjourned at 9:34 p.m.

Respectfully submitted,

Sarissa Falk  
Executive Assistant

**Diversity, Equity & Inclusion Task Force**  
**Item #5**  
**Special meeting of June 15, 2022**

**Brief Description:** Review survey results with Turnlane

**Background**

At the July 27, 2021 DE&I Task Force meeting, members provided direction to engage a facilitator who could assist the group with telling its own stories and hearing about each other's priorities before doing community engagement and having strategic discussions.

Following referrals from task force members and examining relevant experience, Alex Clark and Delaine Teabout Thomas of Turnlane were selected to facilitate the group. Alex and Delaine facilitated the Aug. 28, 2021 task force meeting and began to develop the community survey. At the Oct. 26, 2021 task force meeting, the task force discussed the questions, timing, member participation to distribute survey and communications strategy.

Following this meeting, the community survey opened on Nov. 10 and ran until the middle of Jan. Flyers were created and translated into six languages and members of the task force distributed flyers across the city of Minnetonka. Turnlane disturbed the survey to local non-profits and the city of Minnetonka used social media platforms to promote. The survey was offered in English, Spanish, Somali, and Arabic. Following the survey, Turnlane gathered and analyzed the data. The survey received 859 responses, however after cleaning the data this number decreased to 554 responses. Criteria for exclusion included submitting answers for at least 25 percent of the questions. .Attached is the English flyer and the survey results.

The consultants from Turnlane will present a high level of the findings and conclusions from the community survey.



# Diversity, Equity, & Inclusion (DEI) Task Force

DEI Community Survey Analysis  
June 2022

Developed by Turnlane for the  
DEI Task Force and the City of Minnetonka



# Background

## **Task Force Creation**

Dating back to 2016, the City of Minnetonka has undertaken various efforts to foster greater diversity, equity, and inclusion (DEI) within city operations and the broader Minnetonka community. In 2020, following the murder of George Floyd, the City Council recognized more needed to be done to elevate this work and made another commitment to these efforts through adding to its strategic profile a strategic priority focused on community inclusiveness. This strategic priority included four key strategies, one of which was to “actively engage the community”. To facilitate engagement with community members, the DEI Task Force, a group composed of 16 individuals who are either community members or city staff, was created and first convened in 2021. The group’s charge and objectives are as follows:

*Charge:* Work collaboratively to engage the community, broaden policy outcomes and respond to the community’s needs, views and expectations. The task force will advise the city council.

*Objectives:*

- Share and explore existing DEI efforts and activities already occurring in Minnetonka
- Gain an understanding of community views and expectations on DEI using community survey results and tools available through the city's community engagement platform
- Review best practices in other communities
- Identify potential community partners for DEI activities to leverage resources (e.g., nonprofits, faith community, schools, businesses)
- Define DEI vision and mission
- Identify short and long term goals
- Report recommendations to the city council

## **Community Input**

As a core part of its efforts, the Task Force worked in 2021 and 2022 to gather input from community members about community life within Minnetonka, which would inform the development of recommendations to the City Council that would create a more inclusive Minnetonka for all. While many methods for community engagement were considered, the Task Force employed two – an online community survey and a community conversation (held virtually due to COVID-19). Any next steps from this community input were to be determined by the Task Force.

# Overview of the Community Survey

## Online Survey

The following report summarizes survey data from Minnetonka community members as part of a 12-month long process within the Minnetonka city government being led by the Diversity, Equity, and Inclusion (DEI) Task Force. The purpose of the survey was to provide an opportunity to those who live, work, study, and/or visit Minnetonka to share experiences about community life and interactions with city staff and departments. This information was then to be used by the DEI Task Force to recommend short-term and long-term DEI goals and actions for the City Council to consider and adopt.

This information was collected November 2021 – January 2022 through an anonymous and confidential online survey, which included both multiple-choice and open-ended questions. The survey included this confidentiality statement:

*CONFIDENTIALITY. This survey is confidential and is being administered by Turnlane, a third-party partner to the Minnetonka DEI Task Force and the City of Minnetonka.*

The survey was offered in four languages – Arabic, English, Somali, and Spanish.

The results in this report are intended to *represent responses of community members, not formal research*. Through this online survey, we sought to understand what people’s experiences are and what they say they know. Since these are community member responses and not research, responses are presented as-is, and may not reflect actual Minnetonka city policy and/or practices.

## Survey Hosted on Qualtrics

English ▾

Thank you for taking the time to participate in the 2021 Minnetonka Community Diversity, Equity, and Inclusion (DEI) Survey. This survey is an opportunity for those who live, work, study, and/or visit Minnetonka to share experiences about community life and interactions with city staff and departments.

This survey takes approximately 5-20 minutes to complete.

**SURVEY PURPOSE.** Data collected from this survey will be used by the Minnetonka DEI Task Force, a group consisting of community members, in 2022 to recommend short-term and long-term DE&I goals and actions for the city council to adopt.

**CONFIDENTIALITY.** This survey is confidential and is being administered by Turnlane, a third-party partner to the Minnetonka DEI Task Force and the City of Minnetonka.

## Survey Respondent Inclusion Criteria

A total of 859 survey responses were submitted. Providing answers to at least 25% of the survey questions was required for a survey submission to be included in the analysis process. After applying the 25% question response criteria, 554 submissions were analyzed, which are reflected in the following slides.

Of note, the 305 surveys that were omitted from analysis did not contain a single response to a socio-demographics question, likely because those questions were positioned within the second part of the survey. Therefore, nothing can be gleaned about the identities of those who submitted surveys with less than 25% of questions being answered.

# Socio-Demographics

The following pages highlight aggregated socio-demographic information from respondents who submitted responses. These questions were presented within the second half of the survey and submitting such information was not a requirement for providing input. As such, socio-demographic information for many individuals who submitted a survey response is not reflected in the following slides.

# Socio-Demographics Overview

- Most survey responses were submitted by those who live in Minnetonka (444 of 554).
- While individuals with various identities participated in the survey, the following includes the *highest response counts to socio-demographic questions*:
  - **Gender**: woman (264)
  - **Race**: white (306)
  - **Sexual orientation/identity**: straight (337)
  - **Age**: between 40-49 years old (96)
  - **Highest level of education completed**: 4-year college degree (196)
  - **Household income**: between \$100,000-\$250,000 (165)
  - **(Dis)Ability status**: experience life without daily limitations / able-bodied (396)
  - **Veteran status**: do not identify as a veteran (412)
  - **Primary language spoken at home**: English (452)
  - **Zip code**: 55345 (208)
  - **Place of residence**: Homeowner (396)
  - **Residence type**: Single-family home (181)
- For many socio-demographic questions, respondents did not submit answers – this category is included where it is most helpful to see all response types represented. Refer to the “N = \_” to see how many responses are included in each analysis.
- To compare the socio-demographics of survey responses to the city’s demographics, please refer to the community profile data developed by the Metropolitan Council [here](#).

# Who participated in the survey

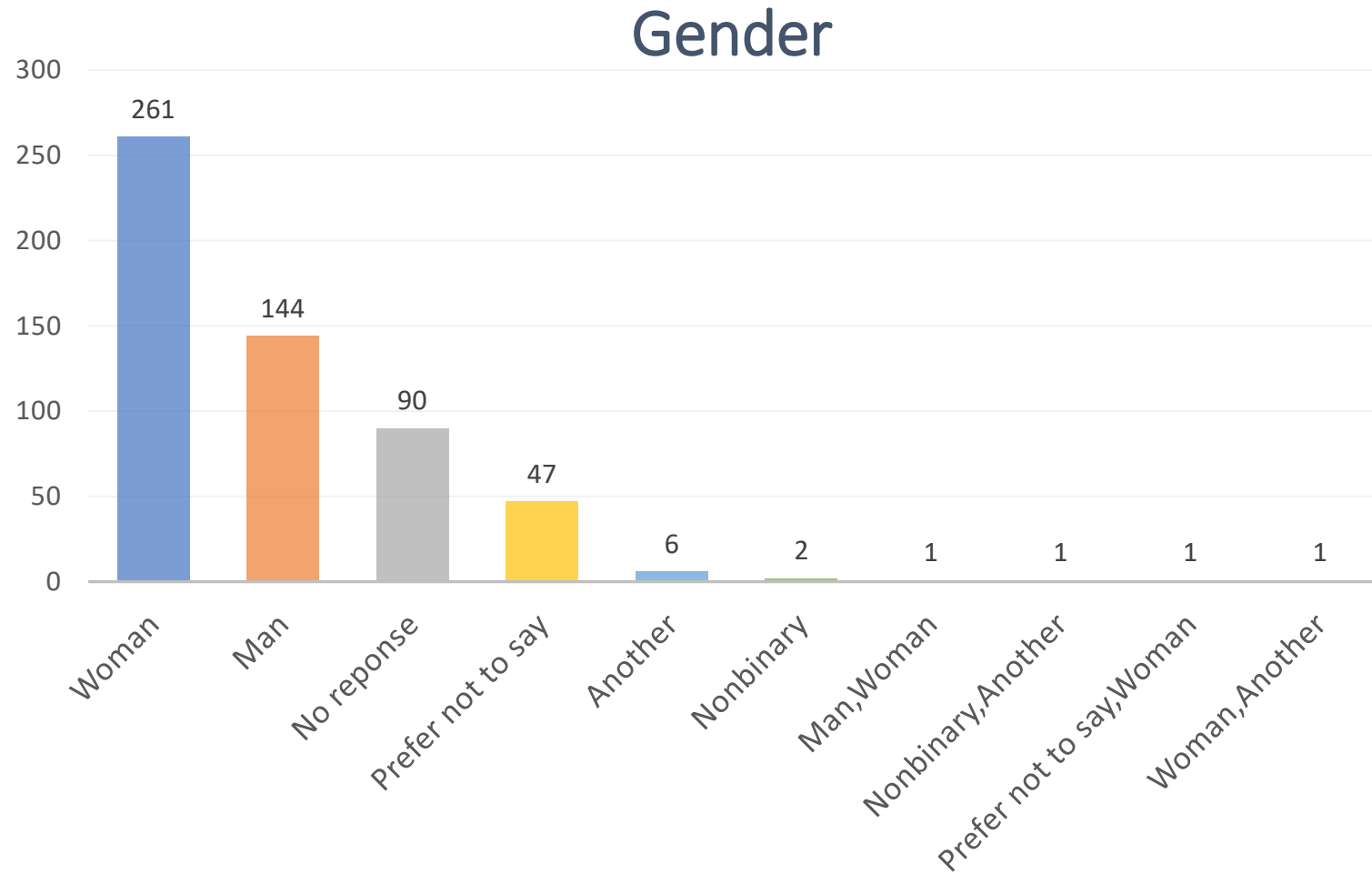
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<b>Select all that apply:</b>	<b>Count</b>
I live in Minnetonka.	444
I work in Minnetonka.	119
I visit Minnetonka.	62
I am a guardian/parent of an open-enrolled student who attends a school in Minnetonka.	41
I am a student at a school in Minnetonka.	10

N = 676

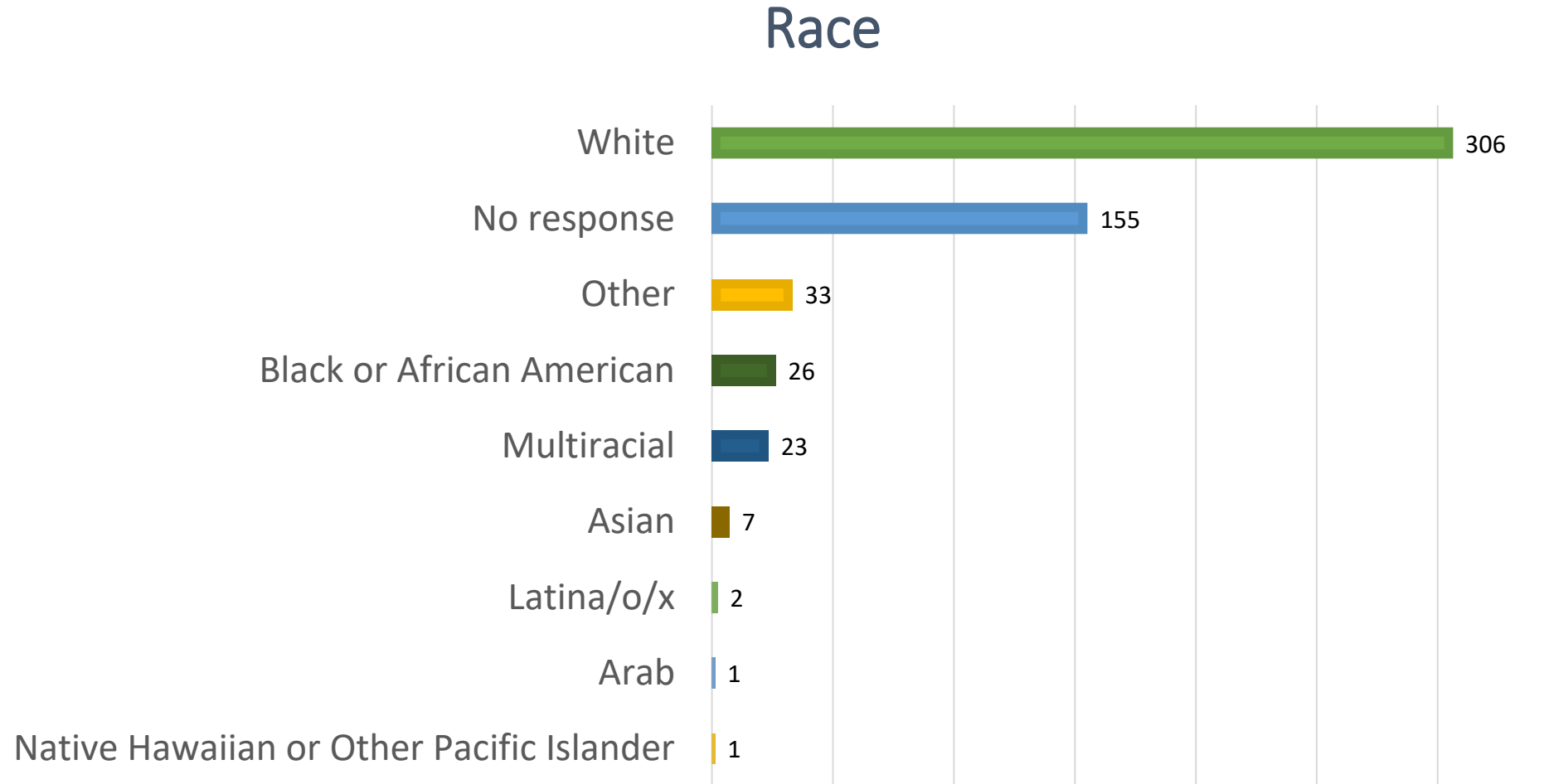
Note: respondents could select more than one option.

# Who participated in the survey



N = 554

# Who participated in the survey



N = 554



# Who participated in the survey

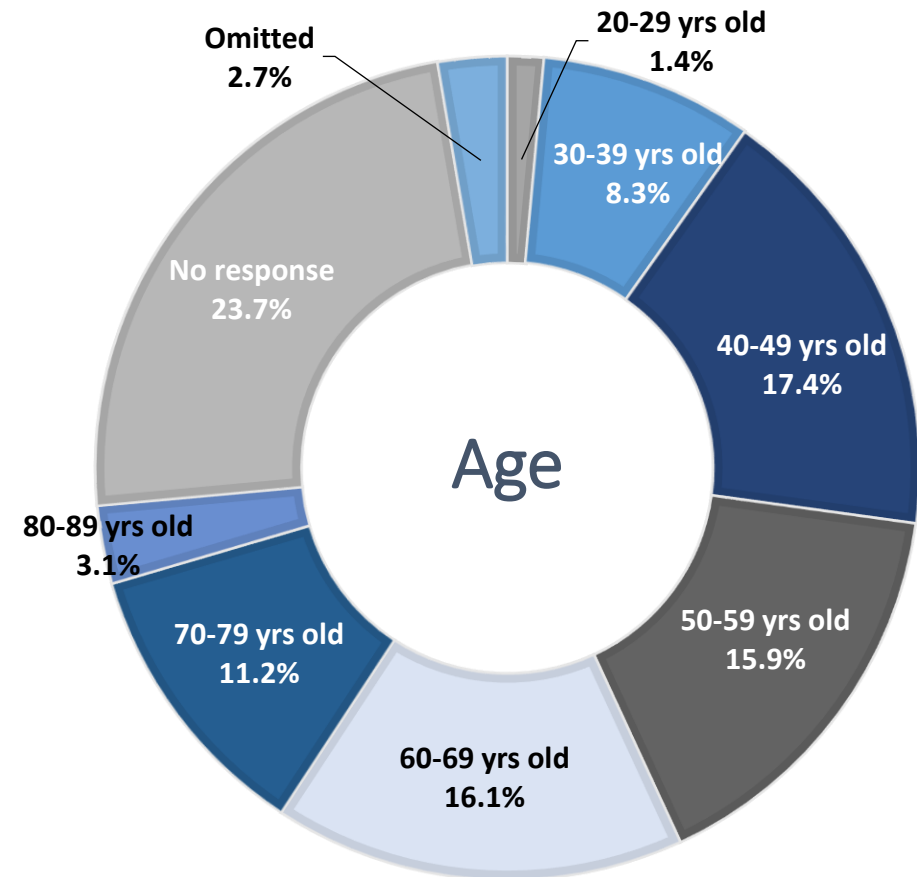
## Age Statistics

**Mean:** 55.62

**Median:** 55

**Mode:** 61

Note: Fifteen responses were omitted from analyses because answers were unclear or suggested the individual did not want to share their age.

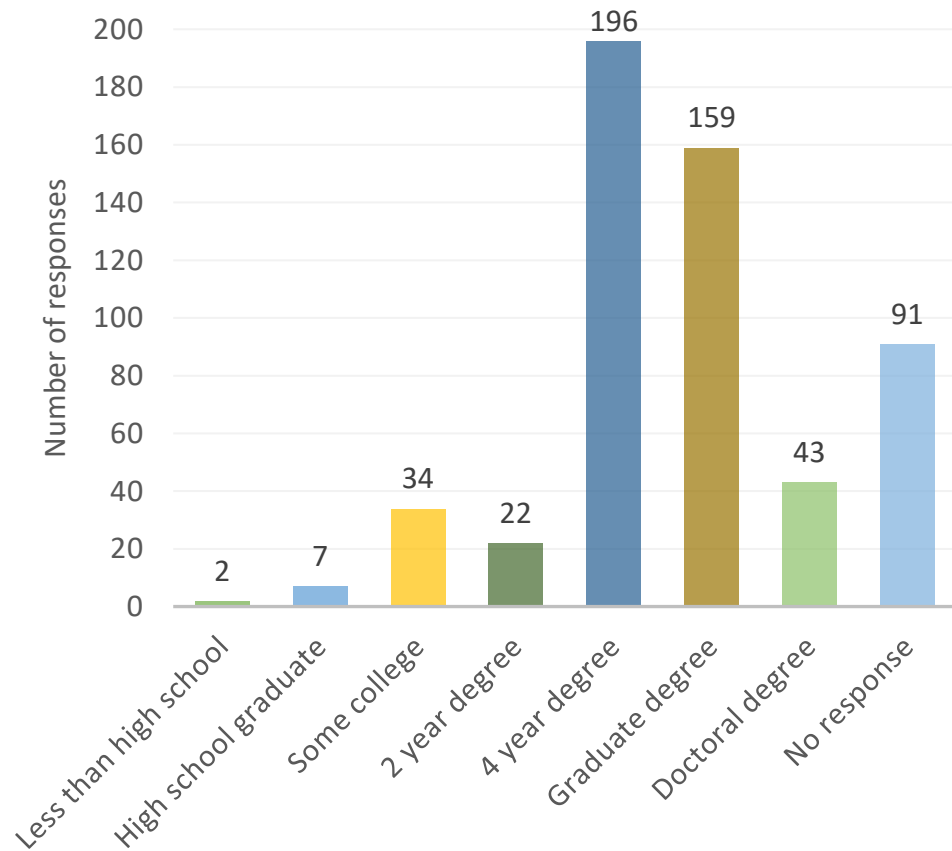


N = 554

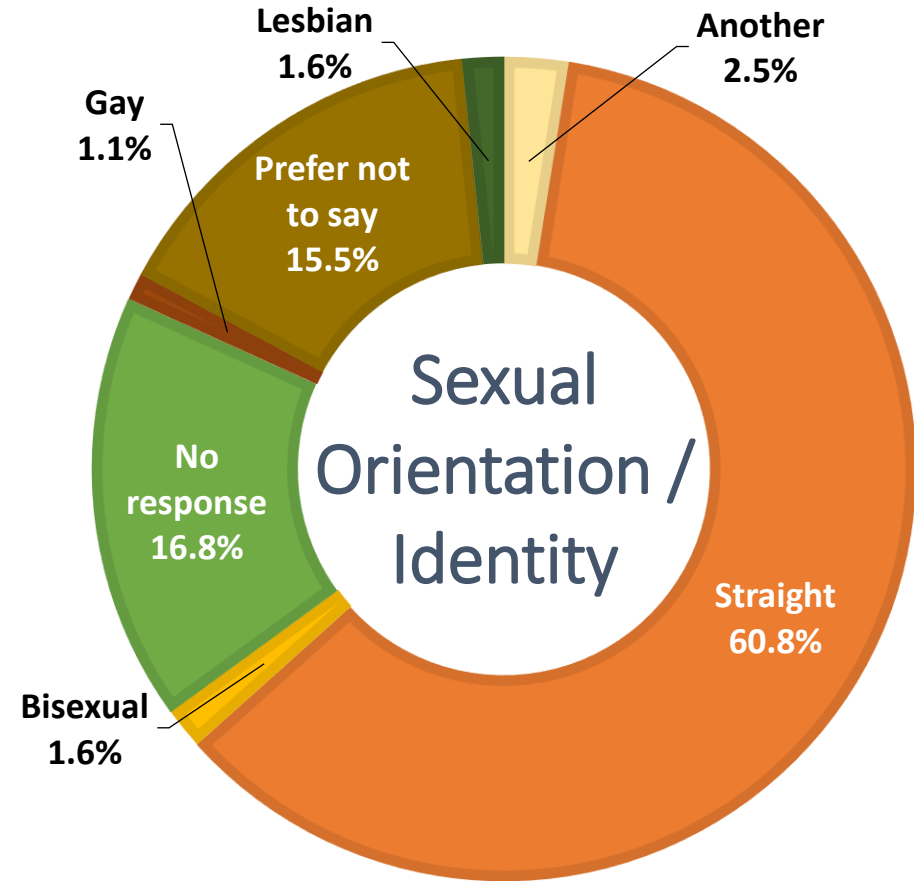
Note: the visual above represents age groups that accounted for over 1% of respondents. In addition to the above, 1 identified as under 20 years old and 1 identified as over 90 years old.

# Who participated in the survey

## Highest Level of Education Completed

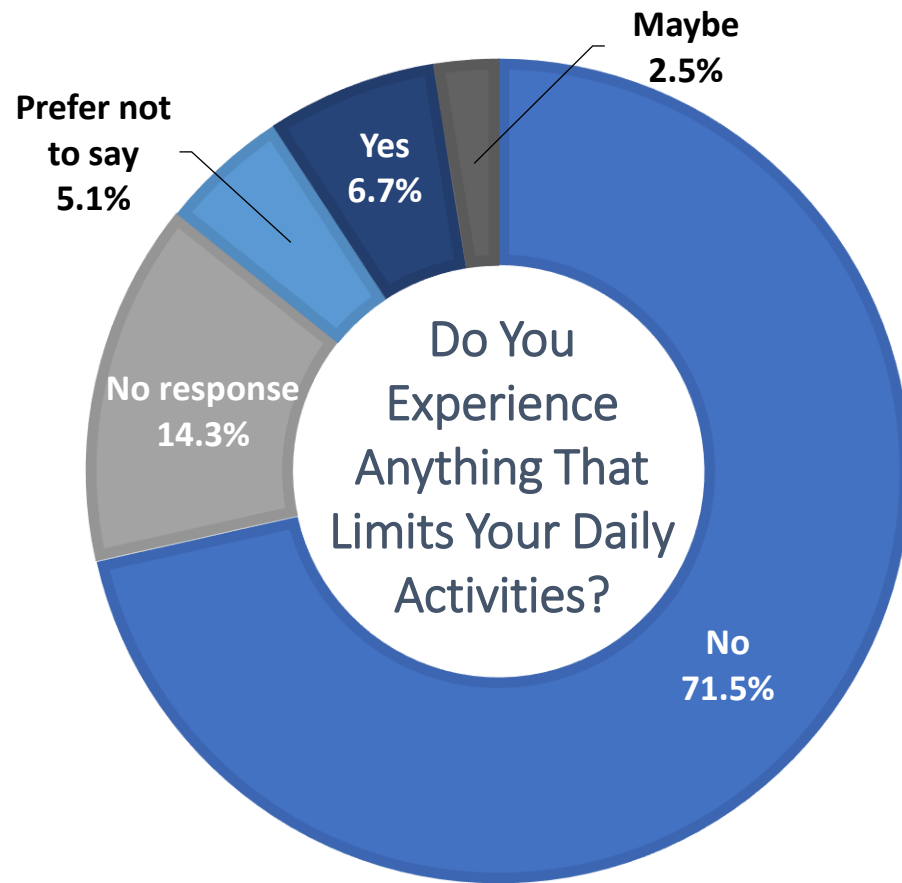


N = 554

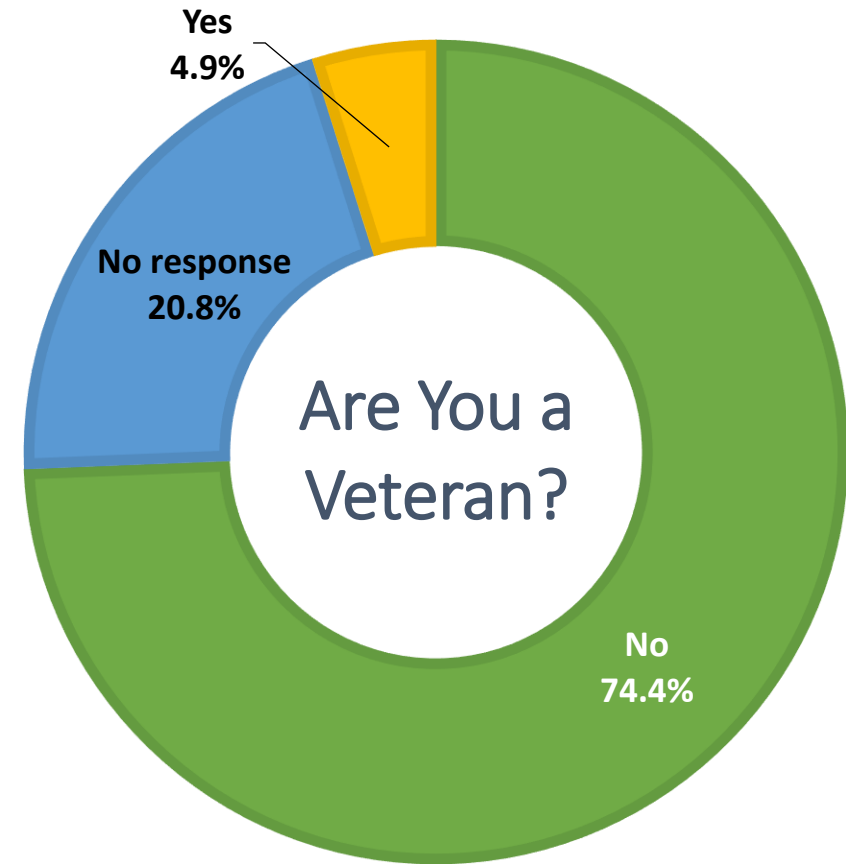


N = 554

# Who participated in the survey



N = 554



N = 554

# Who participated in the survey

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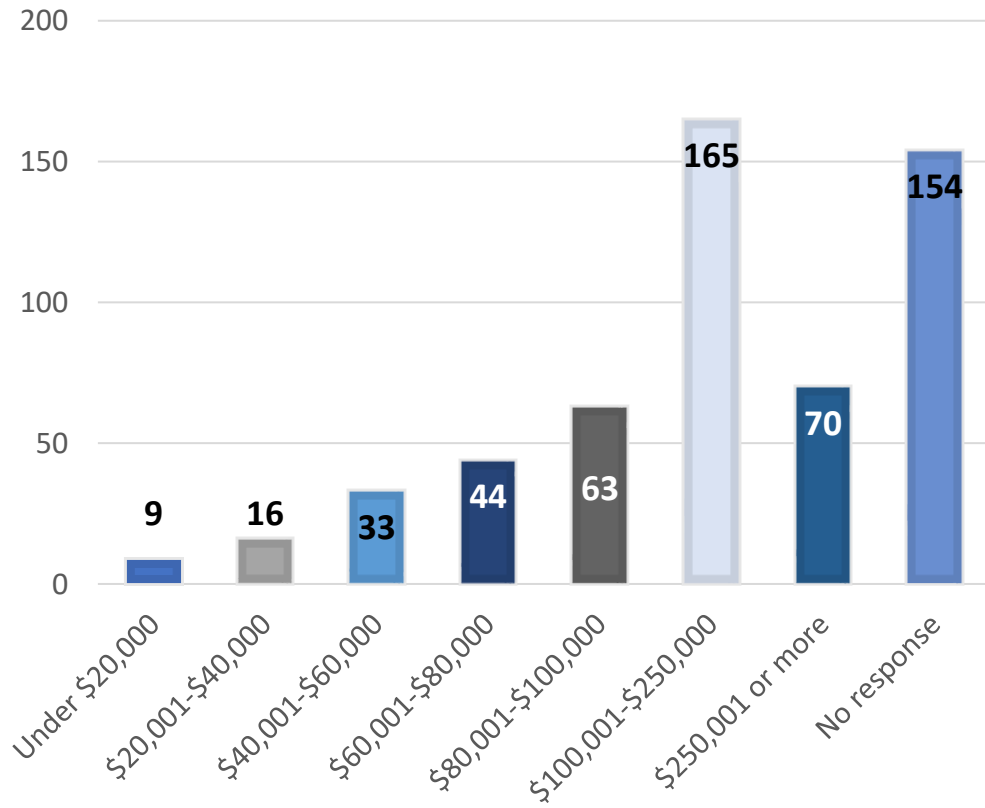
<b>Which language(s) do you primarily speak at home?</b>	<b>Count</b>
English	452
No response	94
Other	12
Spanish	5
Mandarin	3
Somali	1
Arabic	1
Tamil	1
Hmong	1

N = 570

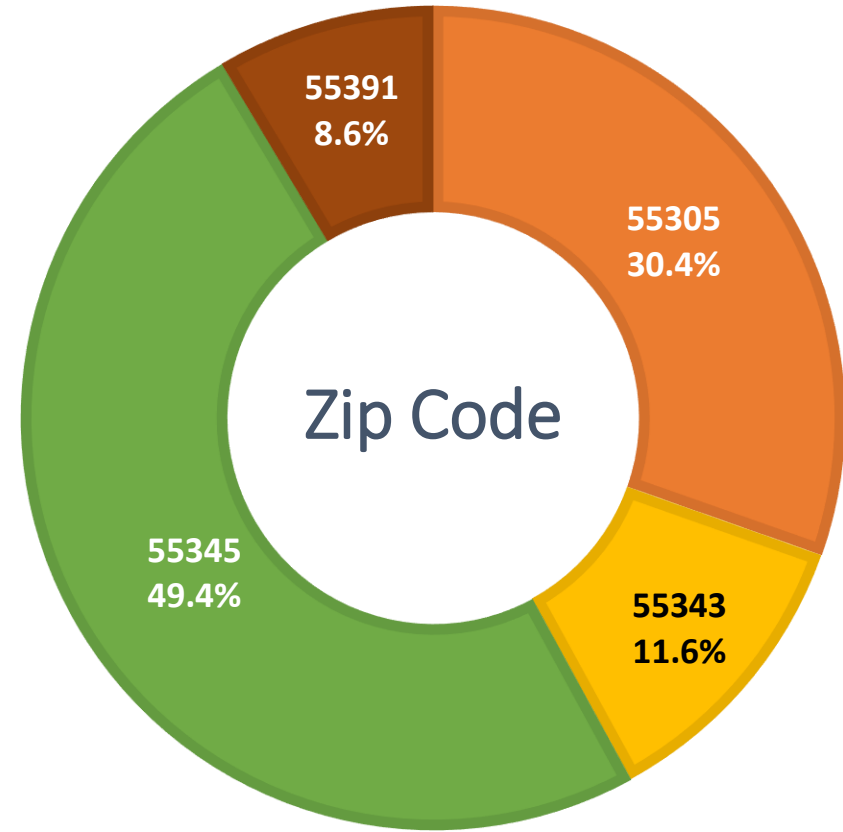
Note: respondents could select more than one language.

# Who participated in the survey

## Household Income

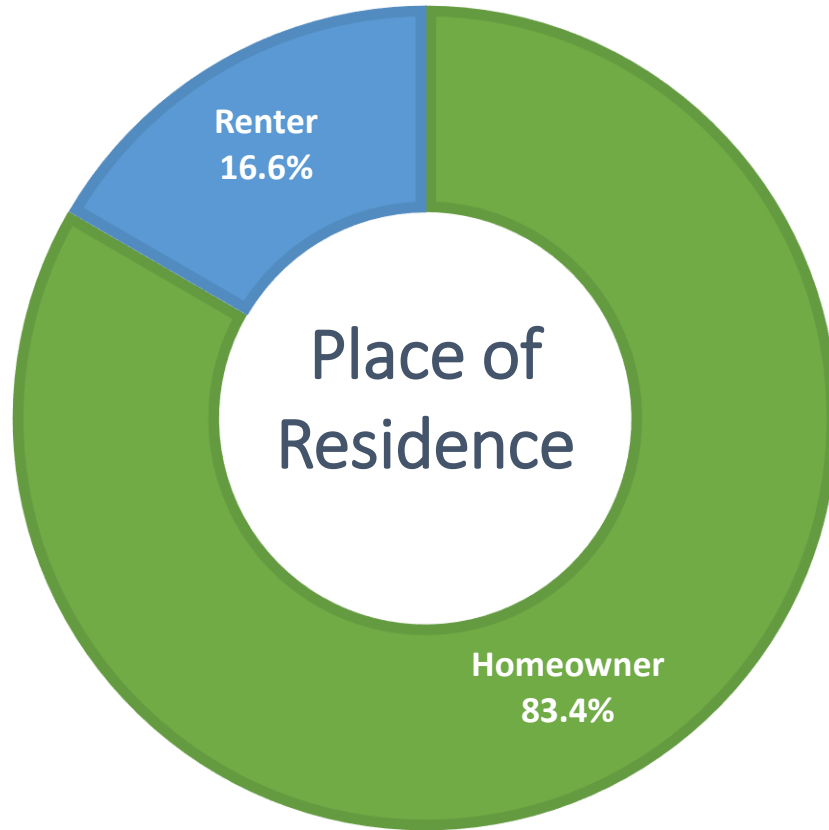


N = 554

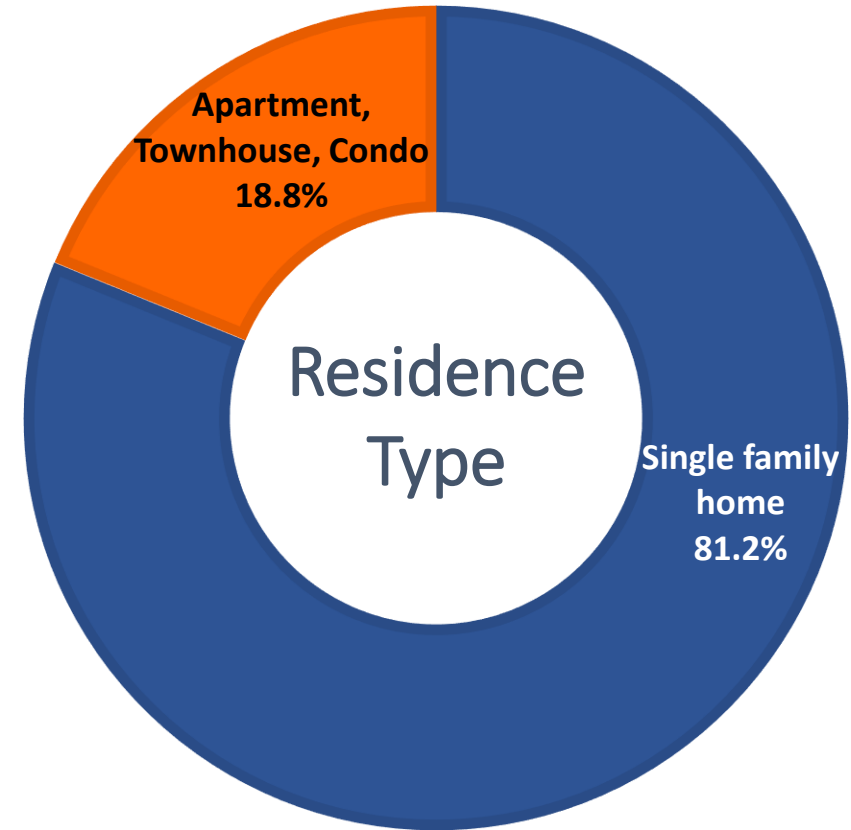


N = 421

# Who participated in the survey



N = 475



N = 223

# Multiple-Choice Questions

The following slides include analyses for a set of multiple-choice questions that asked about experiences from and perceptions about Minnetonka community life and the Minnetonka City government.

The survey included the following clarifying language:

*For the purposes of several questions throughout this survey, identities can be used to mean the following: Identities can be used to mean qualities, beliefs, personality, looks, and/or expressions that make a person, such as race, ethnicity, gender, social class, sexual orientation, physical (dis)abilities, and religion/religious beliefs.*

Note: The average statistics are calculated through the following values:

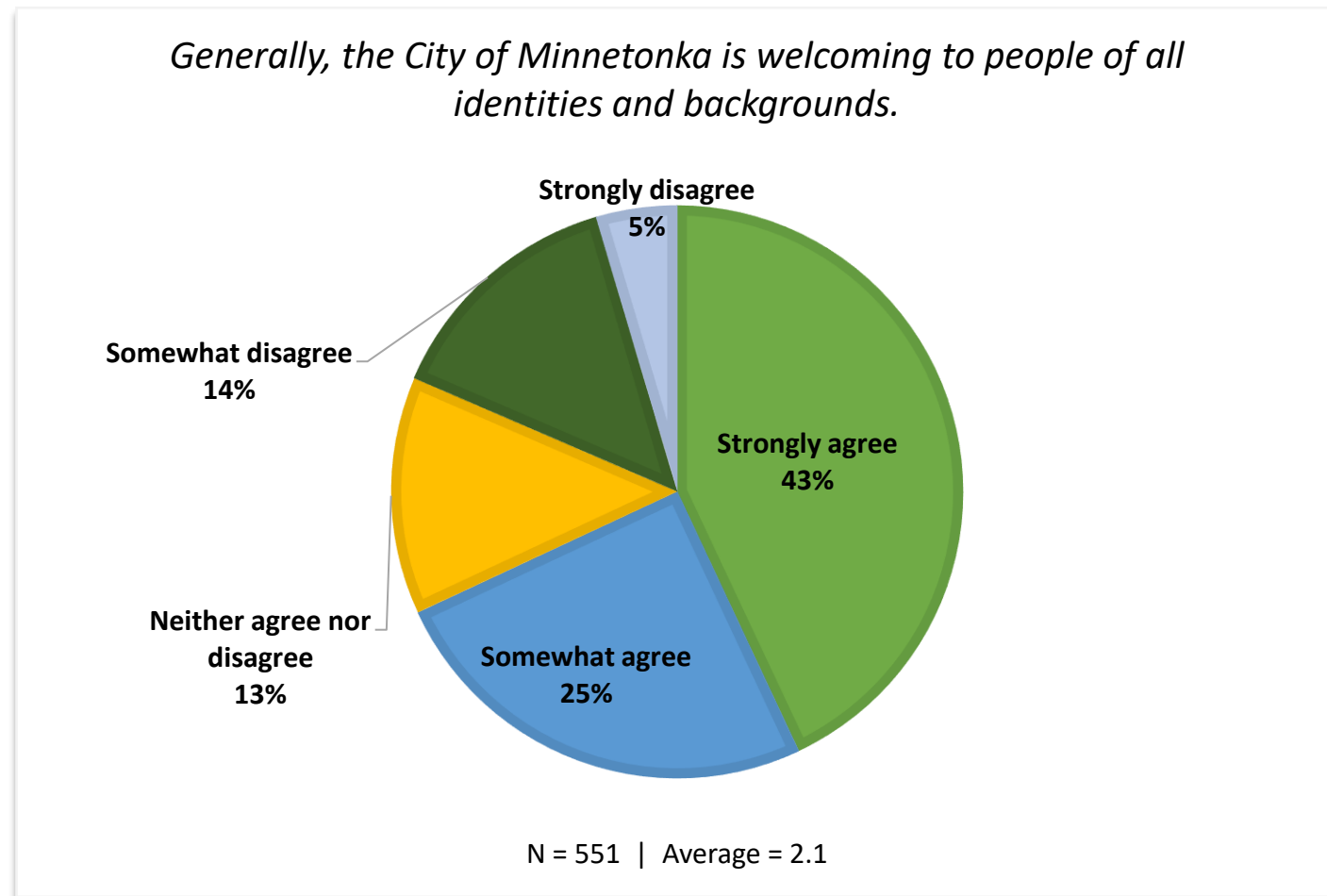
- Strongly agree = 1
- Somewhat agree = 2
- Neither agree nor disagree = 3
- Somewhat disagree = 4
- Strongly disagree = 5

# General Question About Community Life



# General Question About Community Life

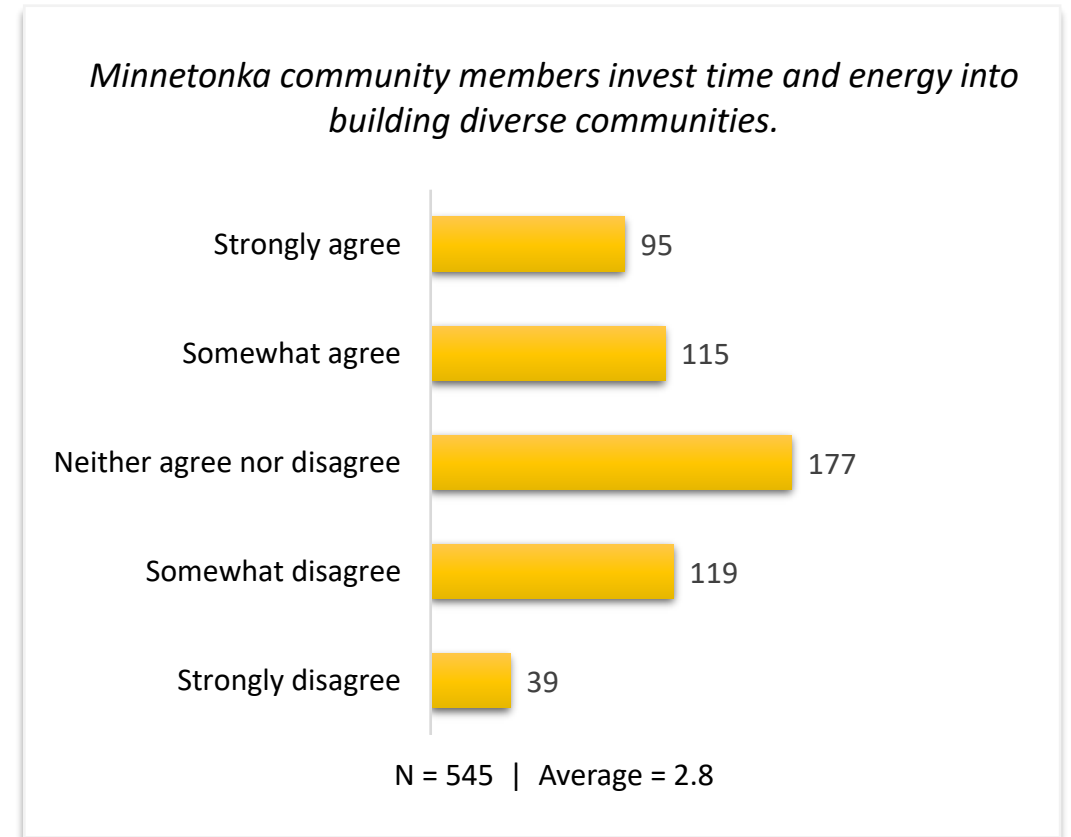
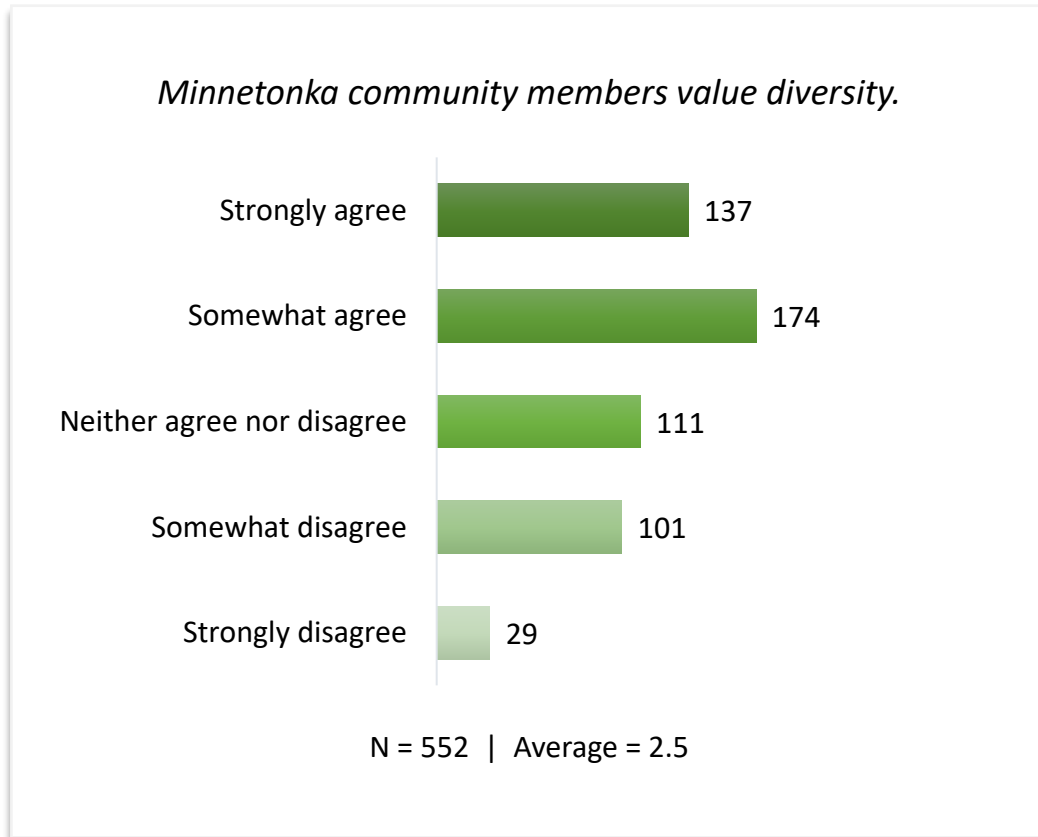
One question asked survey respondents about the extent to which they experience the City of Minnetonka as welcoming to all.



# Diversity

# Diversity: Perceptions of Minnetonka Community Members

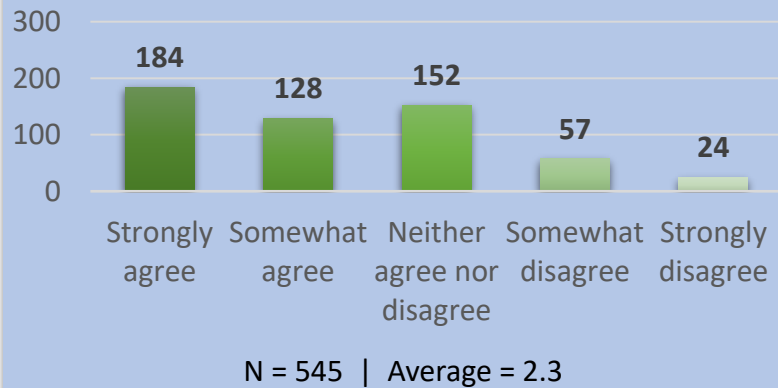
Two questions asked about survey respondent perceptions of Minnetonka community members related to diversity.



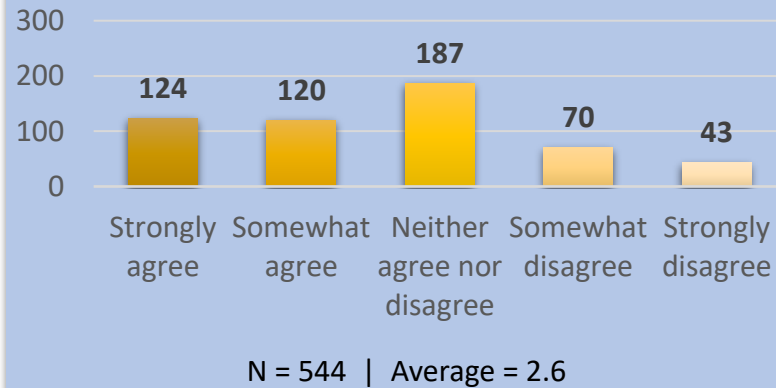
# Diversity: Perceptions of the Minnetonka City Government

Two questions asked about survey respondent perceptions of the Minnetonka city government related to diversity and one related specifically to experiencing or noticing positive change due to the city's DEI work.

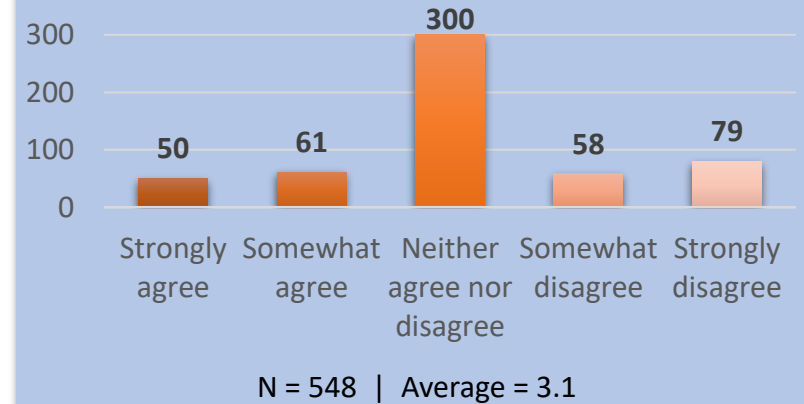
*The Minnetonka city government values diversity.*



*The Minnetonka city government invests time and energy into building diverse communities.*



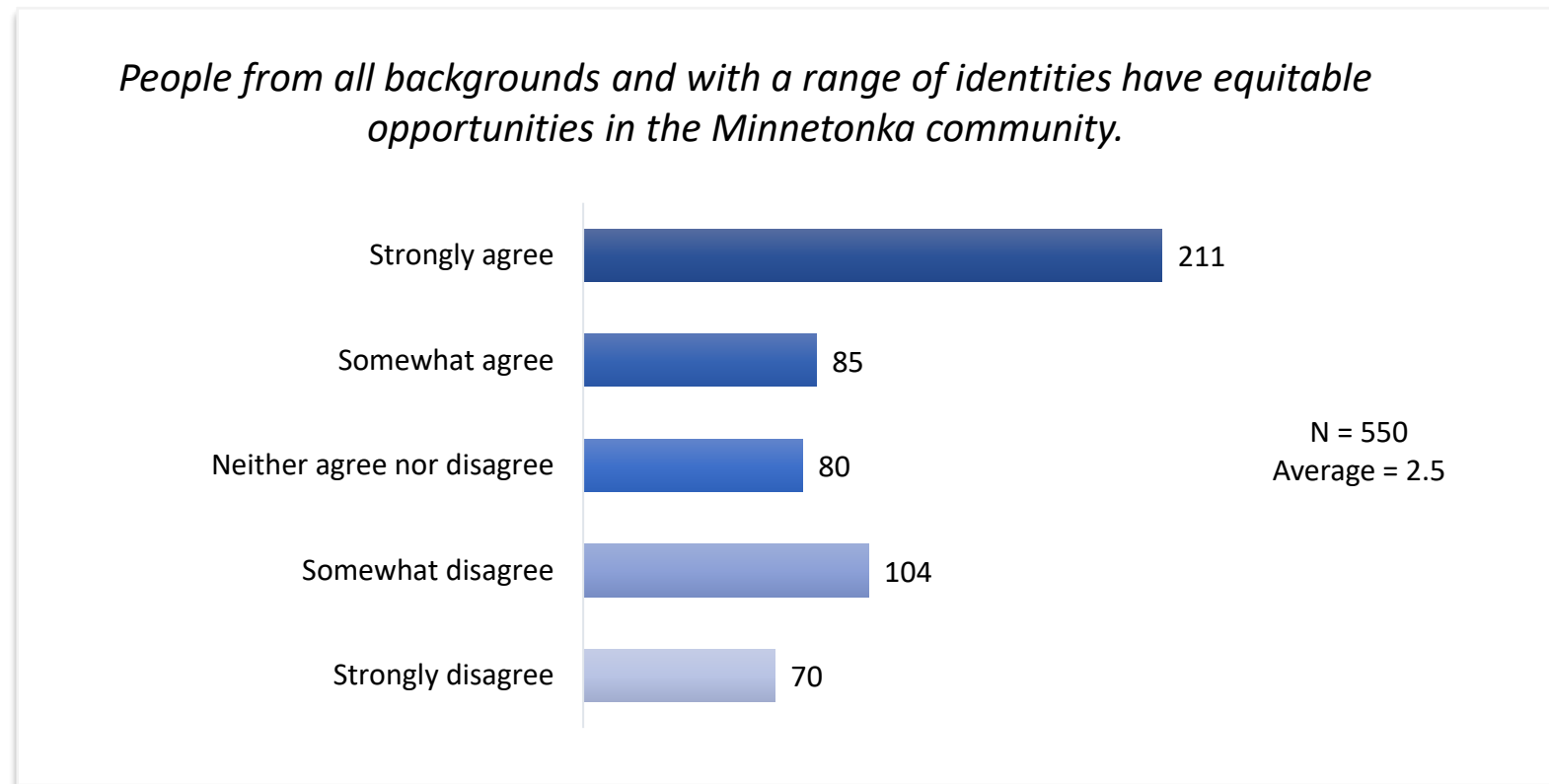
*I have experienced or noticed positive change due to the diversity, equity, and inclusion work done by the City of Minnetonka.*



# Equity

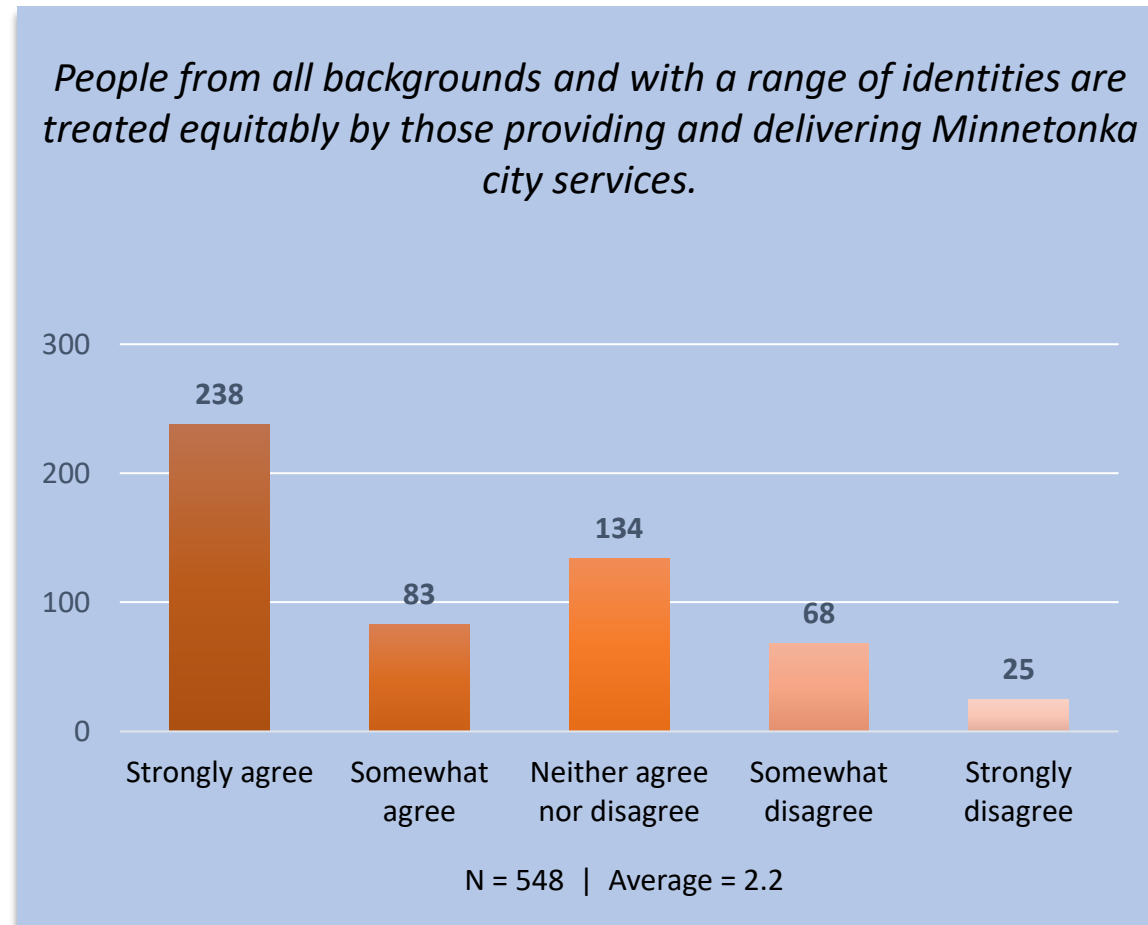
# Equity: Perceptions of the Minnetonka Community

One question asked about survey respondent perceptions of whether all people, regardless of backgrounds and identities, have equitable opportunities in the Minnetonka community.



# Equity: Perceptions of the Minnetonka City Government

One question asked about survey respondent perceptions of whether all people, regardless of backgrounds and identities, are treated equitably by those who work for the Minnetonka city government.



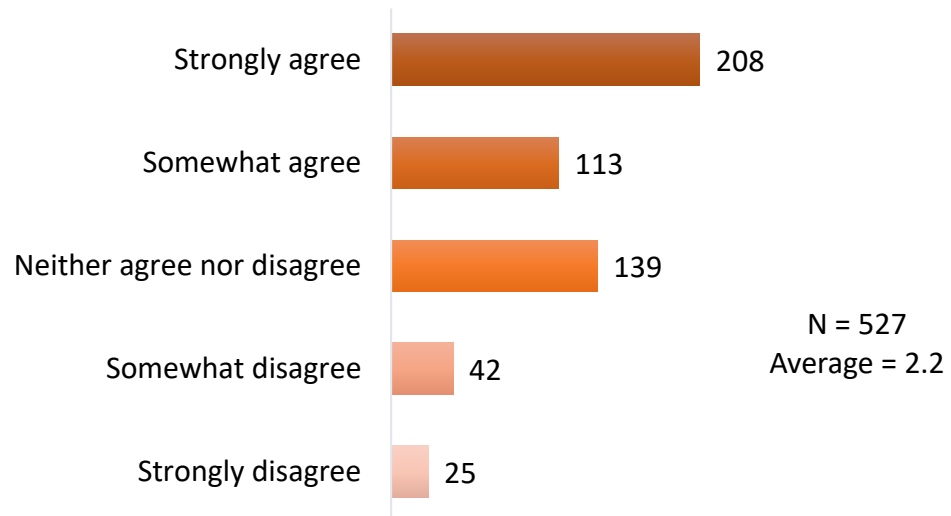
# Inclusion and Belonging



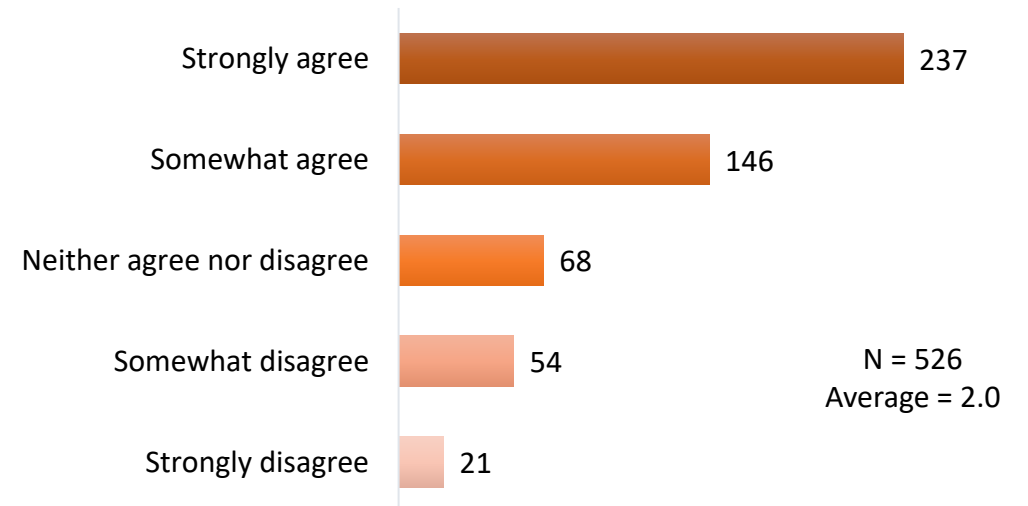
# Inclusion & Belonging: Perceptions of the Minnetonka Community

One question asked about survey respondents feeling as though their background and identity are valued within the Minnetonka community, while another question asked about the extent to which respondents feel a sense of belonging in the Minnetonka community.

*I feel my unique background and identity are valued within the Minnetonka community.*

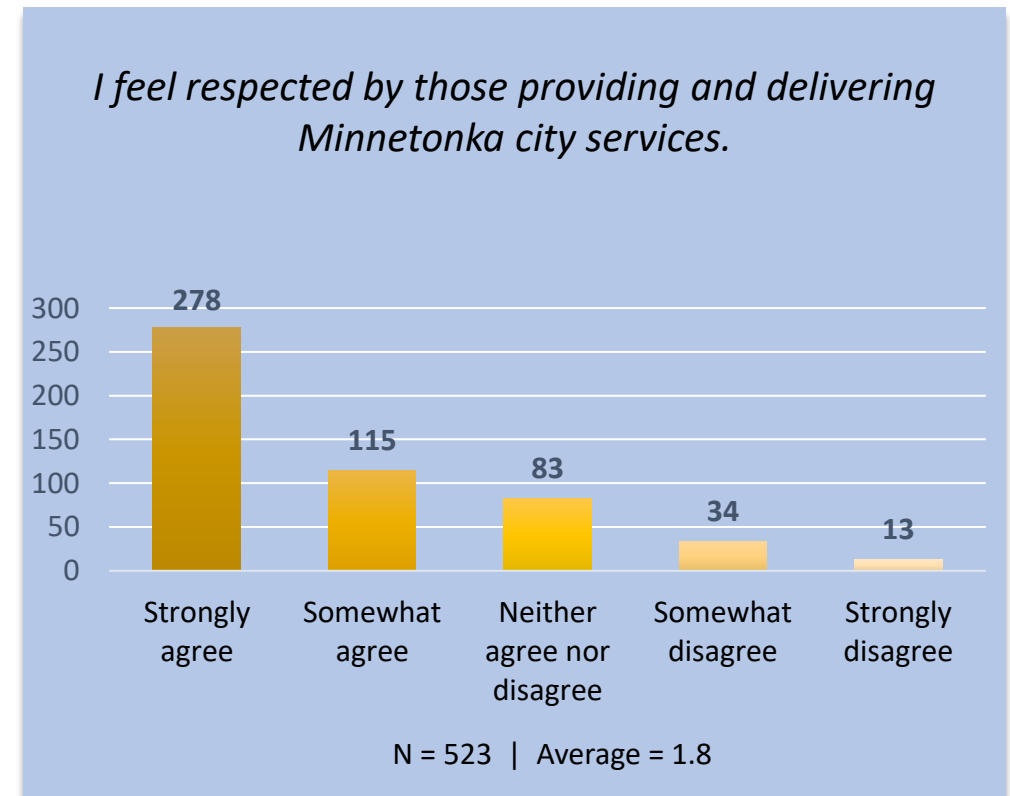
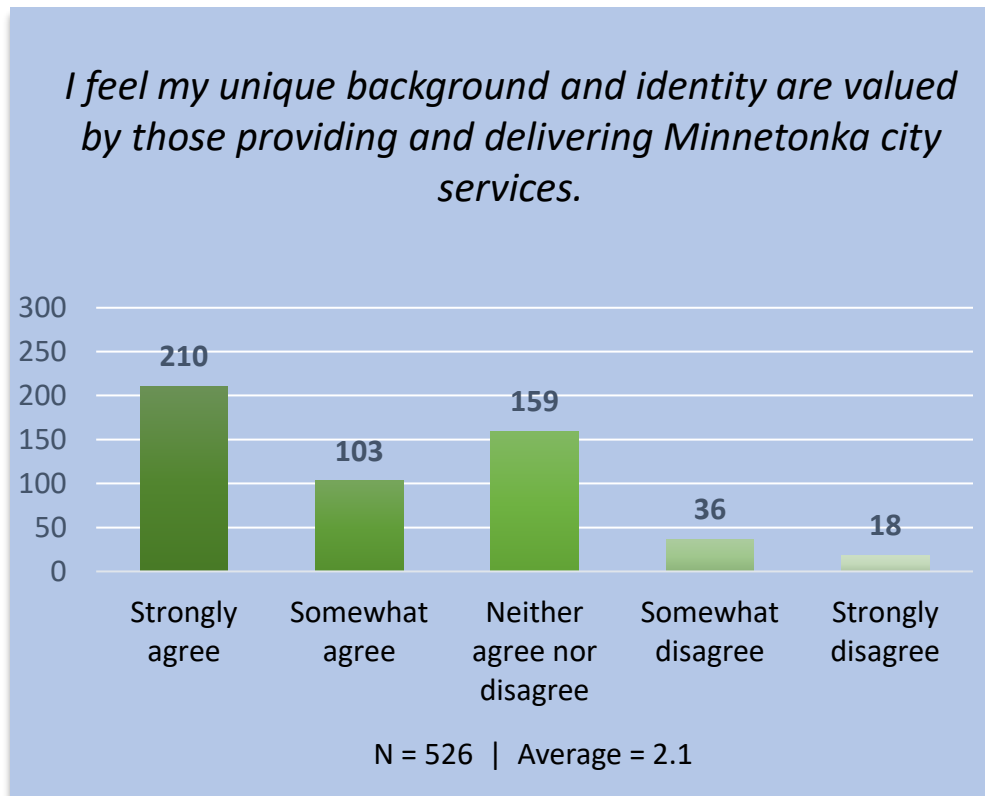


*I feel a sense of belonging within the Minnetonka community.*



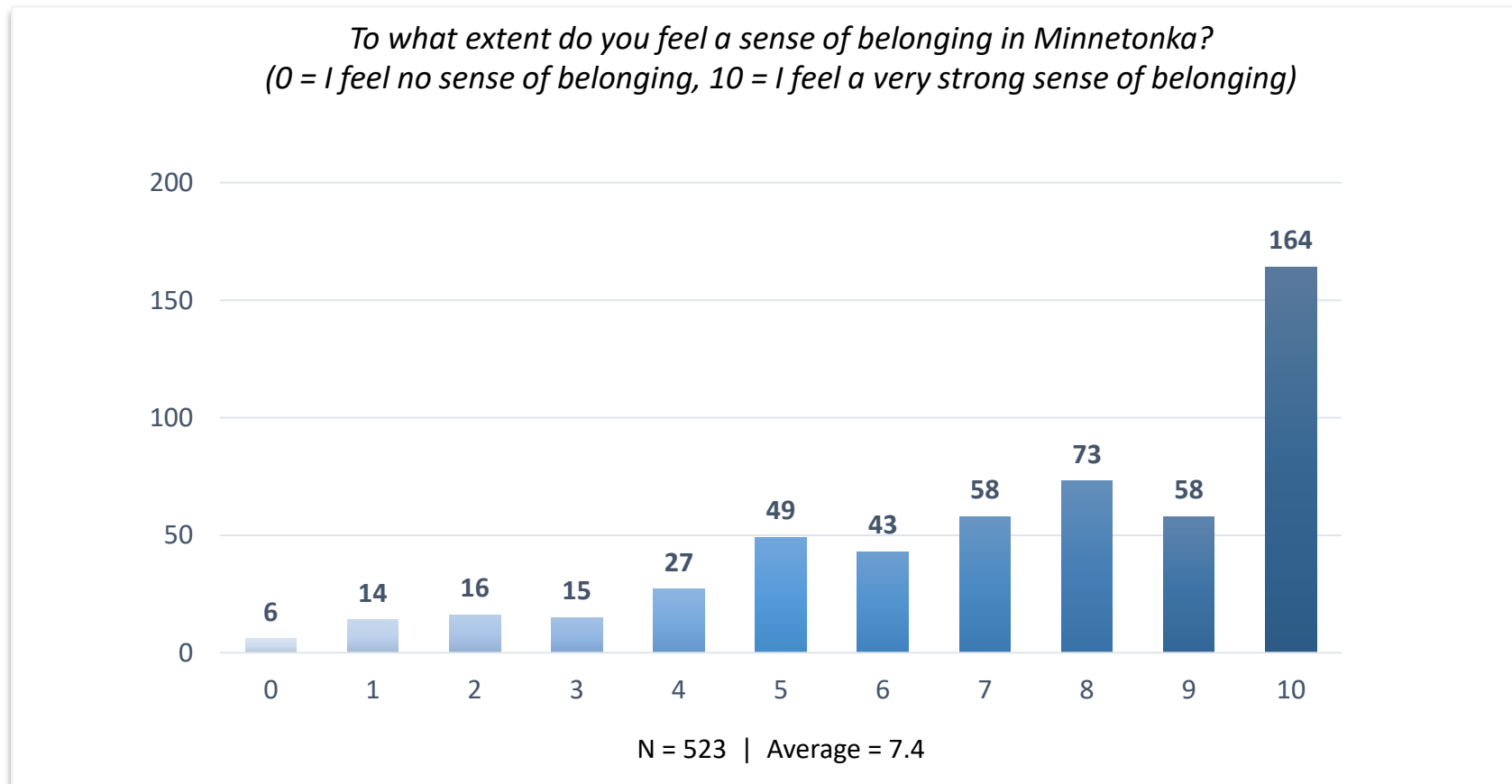
# Inclusion & Belonging: Perceptions of the Minnetonka City Government

One question asked about survey respondents feeling as though their background and identity are valued by those providing and delivering Minnetonka city services, while another asked about the extent to which respondents feel respected by those same individuals.



# Inclusion & Belonging: Personal Experiences

One question asked about the extent to which survey respondents experience a sense of belonging in Minnetonka on a scale of 0-10.



# Sharing Experiences

The following pages include aggregated information from respondents who submitted answers to questions that asked about their experiences of exclusion in the Minnetonka community and in interactions with City of Minnetonka staff.

The survey included this statement on terms used in this section:

*For the purposes of the following questions,*

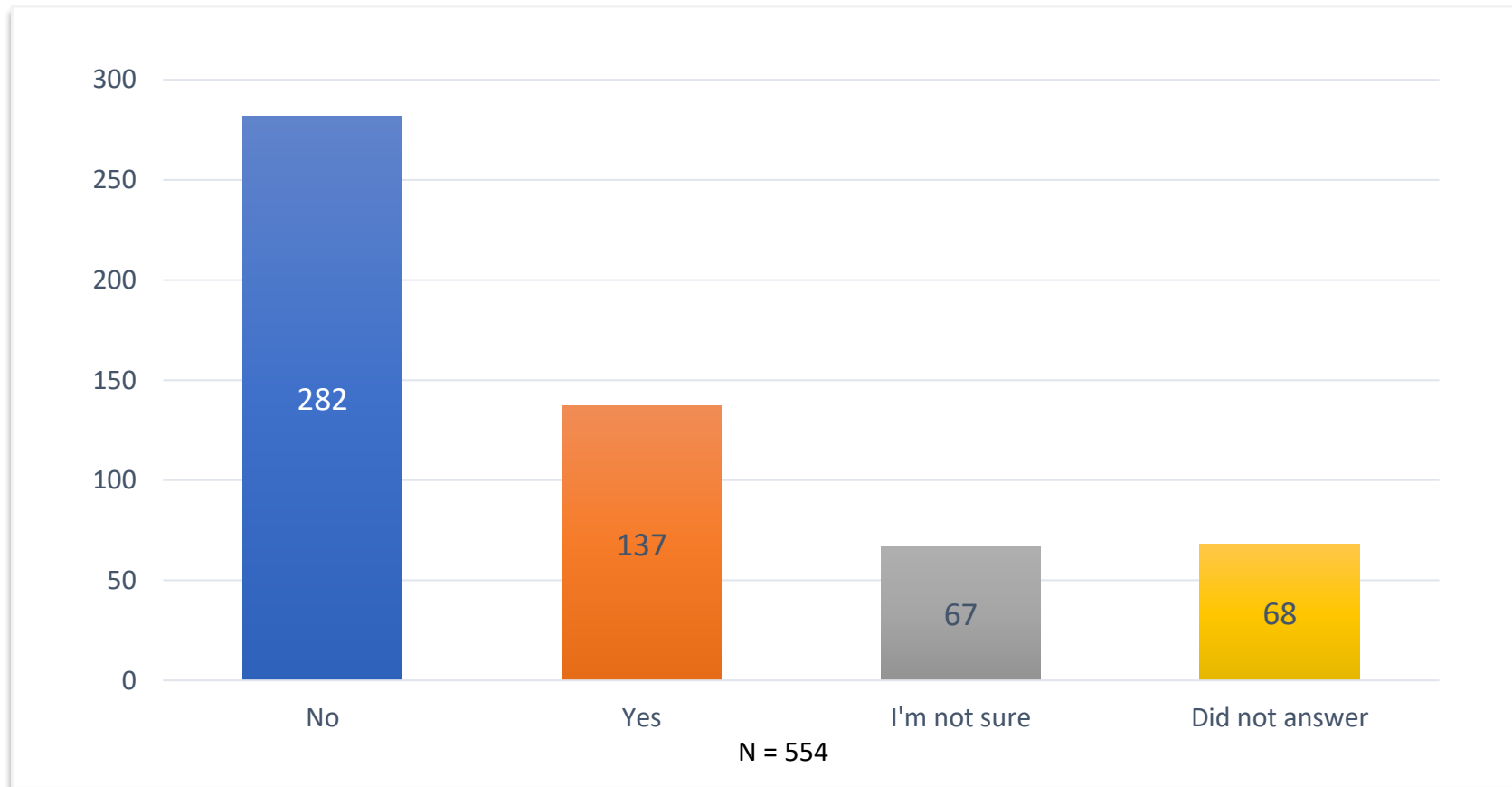
- *exclusion can be used to mean any action that causes someone to feel disrespected, left out, or that they do not belong (e.g., inappropriate jokes, slurs, rumors, hurtful gossip, isolating behaviors)*
- *discrimination can be used to mean unequal treatment of members of various groups based on race, ethnicity, gender, social class, sexual orientation, physical (dis)ability, religion/religious beliefs, and other categories.*

Open-ended question responses were separately analyzed by two Turnlane consultants to mitigate the risk of bias.

# Experiences of Exclusion or Discrimination

Question 21:

Have you experienced or witnessed acts of exclusion or discrimination ***within the Minnetonka community*** because of your or someone else's identities?



## Question 21: Experiences of Exclusion Within the Minnetonka Community

*Have you experienced or witnessed acts of exclusion or discrimination within the Minnetonka community because of your or someone else's identities? If yes, please explain in detail, including when, where, and with whom this occurred.*

143 individuals submitted responses to the follow up question to provide explanation. Some individuals cited more than one experience or observation of exclusion or discrimination. Three responses were omitted for not answering the question. The following includes the aggregated set of answers submitted with a tally of how many times a theme was mentioned. Only themes mentioned seven or more times are presented.

Major Themes	Experienced	Observed	Heard About	Proximity Unclear
Racism	6	20	4	1
Schools	10	11	3	4
Micro-Aggressions*	9	12	2	3
Child Affected**	12	2		
City Council	3	8		2
Disagrees with Survey/DEI Efforts	10			
LGBTQ+	1	7		2
Housing	2	6		1
General Exclusion	3	1		4
Police/Policing	1	3	2	1
Religion	4	2		1
Low Income		6	1	

\* Micro-aggressions are defined as a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

\*\* Responses where a child within a household experienced exclusion or discrimination were coded as “Experienced” if a parent submitted the response.

## Quotes from Question 21

The following includes specific descriptions of experiences or observations of exclusion or discrimination that were submitted in question #21.

“I've witnessed it in the racial bullying in Minnetonka High School (Asian hate and shoving due to the corona virus).”

“I have seen bias, harassment, and bullying in the schools, particularly as to LGBTQ members.”

“I have seen a white woman yell at a server with a Spanish accent to F---ing learn English.”

“As a female minority, I notice that police cars follow me when driving.”

“I am mixed race and generally pass as Caucasian, but have been ignored at stores. I have heard slurs in my presence.”

“My son, who is black, had the police called on him for walking down the street.”

“This question is very interesting and feels as though this committee is trying to drum up division and hate within our community.”

“I am half Jewish - the anti-Semitism is rampant here.”

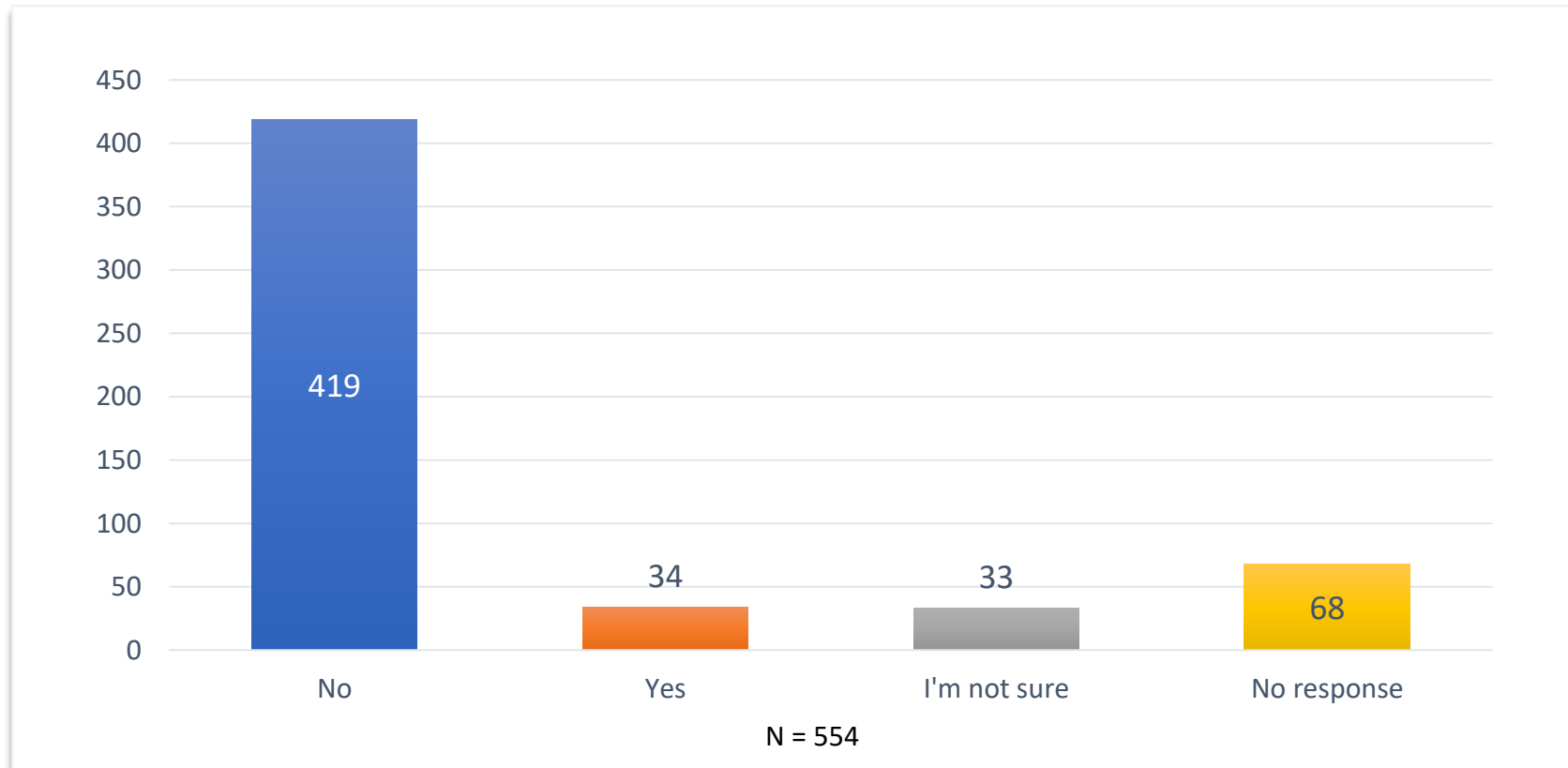
“I've heard language that was clearly derogatory toward gays and I've seen behavior that was offensive toward less affluent families.”

“A current city council member has said in public that, "those people need to learn to pull themselves up by their bootstraps like we did," referring to people of color.”

# Experiences of Exclusion or Discrimination

Question 23:

Have you experienced or witnessed acts of exclusion or discrimination ***when interacting with City of Minnetonka government staff*** (i.e., from someone delivering a service that is provided by the city) because of your or someone else's identities?





## Question 23: Experiences of Exclusion When Interacting with City of Minnetonka Staff

*Have you experienced or witnessed acts of exclusion or discrimination when interacting with City of Minnetonka government staff (i.e., from someone delivering a service that is provided by the city) because of your or someone else's identities? If yes, please explain in detail, including when, where, and with whom this occurred.*

54 individuals submitted responses to the follow up question to provide explanation. Some individuals cited more than one experience or observation of exclusion or discrimination. The following includes the aggregated set of answers submitted with a tally of how many times a theme was mentioned. Only themes mentioned three or more times are presented.

Major Themes	Experienced	Observed	Heard About	Proximity Unclear
Police/Policing	6	1	2	
Disagrees with Survey/DEI Efforts	8			
City Staff	3	2	1	
City Council	2	3		
Only Positive Experiences with City Staff	4			
Micro-Aggressions*		3		
City Government	1	2		
Child Affected	3			
Racism	1	1	1	

\* Micro-aggressions are defined as a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

\*\* Responses where a child within a household experienced exclusion or discrimination were coded as “Experienced” if a parent submitted the response.

## Quotes from Question 23

The following includes specific descriptions of experiences or observations of exclusion or discrimination that were submitted in question #23.

“A member of the police department. My child is a child of color; I am white. He was stopped and questioned at night following a shift at work wanting to know what he was doing in the area. He had on a visible work shirt from his job while being questioned.”

**“The City staff I've interacted with have always been very professional.”**

“The City of Minnetonka works with and alongside the Minnetonka School district, who has been found in violation of federal civil rights laws!”

“When reporting acts of vandalism to the police department nearly 2 years ago the response I received was dismissive and seemed strongly influenced by the gender the officer perceived me to have”

“...multiple city staff have treated seniors with disrespect when the seniors were critical of a project...”

“That same city council person has said other condescending things about a black person in my presence.”

**“Minnetonka is becoming the problem. Not the solution. Stop DEI.”**

“It disturbs me that our leadership seemed disinterested in a system that would bring in more voices.”

“City inspectors treat homeowners like enemies.”

“I overheard an election judge make a comment to a man with an Asian background about how his name was a Funny name and gave him a hard time regarding how it was spelled.”

# Summary

As previously noted, the presented information synthesizes responses to a confidential online survey about respondent lived experiences within the Minnetonka community.

This report will be presented to the DEI Task Force at the June 15, 2022, Task Force meeting.

The information within this report may then be used by the DEI Task Force, city administration, and/or the City Council to determine possible recommendations on policies, practices, and strategies for the City to implement as a means to fostering greater inclusiveness and belonging in Minnetonka.

Questions about the survey can be directed to Alex Clark of Turnlane ([alex@turnlane.org](mailto:alex@turnlane.org)).



**Diversity, Equity & Inclusion Task Force**  
**Item #6**  
**Special meeting of June 15, 2022**

**Brief Description:** Update on police data collection

**Background**

During the March 24, 2022 DEI Task Force meeting, a subcommittee provided an update on police data analysis. At this same meeting, Police Chief Scott Boerboom showed a public dashboard used by the police department to establish benchmarks for officer initiated activity. Once the benchmark data is established, they will be able to view police officer performance and determine outliers.

It was requested by task force members to have the subcommittee provide additional updates.