

**Addenda  
Minnetonka City Council Meeting  
Meeting of January 08, 2024**

**ITEM 7B – Racial Equity Dividends Index Results**

The results of the Racial Equity Dividends Index are attached.



14600 Minnetonka Blvd. | Minnetonka, MN 55345 | 952-939-8200 | minnetonkamn.gov

**TO:** City Council  
**FROM:** Jayce Alexander, Senior Diversity, Equity and Inclusion  
**DATE:** 1-8-2024  
**SUBJECT:** Change Memo for 1-8-2024

---

**ITEM #7B – Racial Equity Dividends Index**

The results of the Racial Equity Dividends Index have been attached.



# 2023 RACIAL EQUITY DIVIDENDS INDEX SCORE REPORT

City of Minnetonka

2023 OVERALL SCORE: **38.8 out of 100 points**

2023 PERCENTILE (ALL ORGANIZATIONS): **91%**

2023 PERCENTILE (PEER ORGANIZATIONS): **100%**

---

## Introduction

By completing the *2023 Racial Equity Dividends Index for the Public Sector* survey, you and your organization have taken an important step to assess your progress toward building and benefiting from the dividends of racially equitable workplaces and communities.

The Center for Economic Inclusion developed the Racial Equity Dividends Index for the Public Sector for city, county, and other local governments. The score report includes your organization's full set of answers accompanied by quantitative scoring and peer comparison with other participating organizations to give leaders in government a clear sense of current progress and future opportunities for inclusive, antiracist action, leveraging local governments' power as employers, service providers, and policymakers.

*Thank you for being a partner in the goal of building racially equitable and inclusive workplaces in Minnesota.*

## Scoring

All 67 multiple-choice questions about racial equity standards in the survey are weighted equally and scored out of 100 possible points. Organizations score full points for each "Yes" answer given, indicating the presence of a racial equity standard, and zero points for other answers. Questions with answers of "not applicable" are excluded from scoring. Racial equity outcomes data related to workforce demographics and procurement spending are included for comparison purposes and do not affect an organization's score.

# Table of Contents

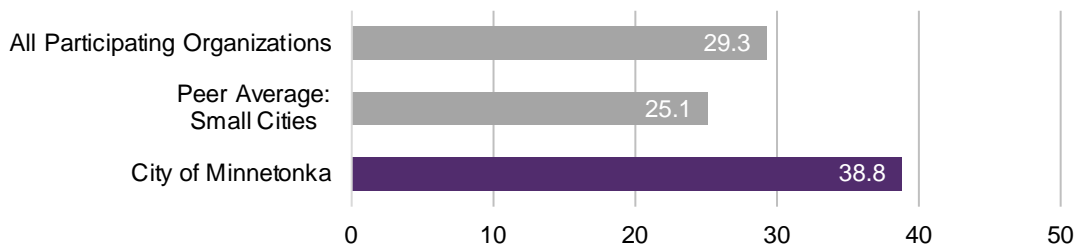
<b>Peer Comparison</b> .....	3
<b>City of Minnetonka Score Overview</b> .....	3
<b>Dimensions of the Racial Equity Dividends Index</b> .....	4
Leadership.....	4
Hiring.....	6
Culture, Retention, & Advancement .....	8
<i><b>Racial Equity Outcomes Data: Workforce</b></i> .....	10
Procurement .....	12
<i><b>Racial Equity Outcomes Data: Procurement</b></i> .....	14
Budgets & Finance.....	15
Community & Economic Development .....	16
Workforce Development.....	17
Housing, Transportation, & Land Use.....	18
Public Safety.....	19
Public Policy .....	21
<b>Recommendations</b> .....	22
<b>Case Study</b> .....	22
<b>About the Index</b> .....	23
<b>Next Steps</b> .....	23

# Peer Comparison

This score report benchmarks City of Minnetonka's scores against other participating **Small Cities**.

PEER DEMOGRAPHICS	Resident population	Resident racial demographics	Full-time employees	Government Type
<b>Small Cities</b>	36,493	23.4% Black, Indigenous, Hispanic, or Asian	191	City
<b>City of Minnetonka</b>	<b>53,809</b>	<b>17.3% Black, Indigenous, Hispanic, or Asian</b>	<b>271</b>	<b>City</b>

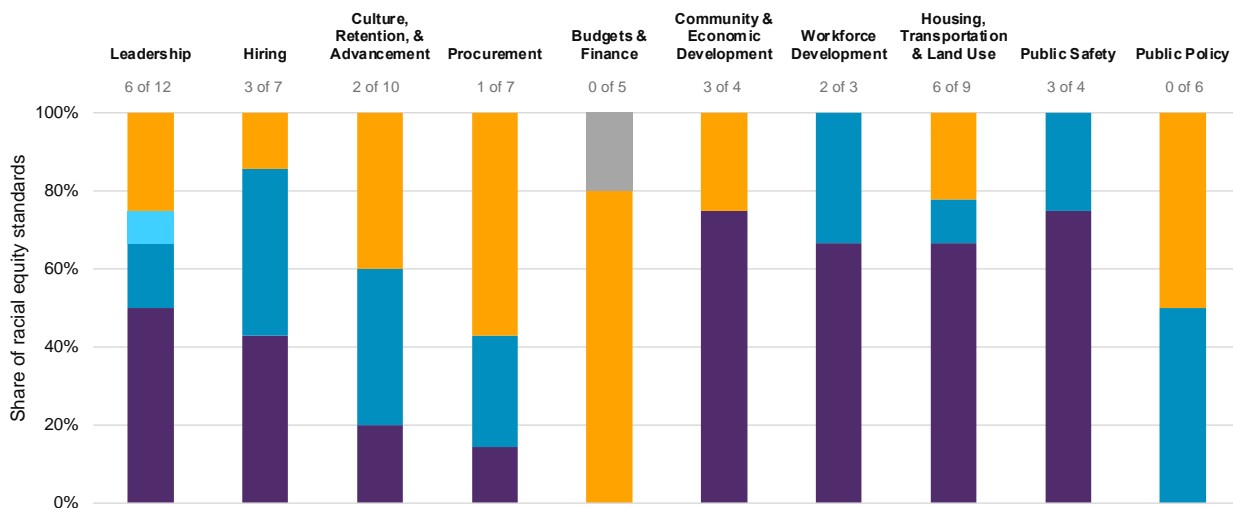
## INDEX SCORE COMPARISON



## City of Minnetonka Score Overview

26 out of 67 racial equity standards fully in place

■ Yes 
 ■ Somewhat 
 ■ Somewhat less 
 ■ No 
 ■ Not sure 
 ▨ Not applicable





















# Dimensions of the Racial Equity Dividends Index

## LEADERSHIP

**Your Score: 6 out of 12** (peer average: 2.8) ■ Yes ■ Somewhat ■ Somewhat less ■ No ■ Not sure

Question	Your Answer	Peer Answers
Does your organization have a <b>Chief Diversity, Equity, and/or Inclusion Officer</b> , or a full-time senior-level employee dedicated to advancing inclusion and racial equity across the organization?	<span style="color: purple;">■</span>	
Does your government participate in <b>cross-sector partnerships or civic organizations</b> that have explicit goals to reduce racial inequities and support racial equity?	<span style="color: purple;">■</span>	
Does your organization provide <b>internal teams working on racial equity</b> with an annual budget and executive-level sponsors?	<span style="color: purple;">■</span>	
<p><b>Actions your organization currently takes:</b></p> <p><i>We have one or more internal teams working on racial equity, diversity, and inclusion within our organization</i></p> <p><i>We provide annual budgets for internal teams working on racial equity, diversity, and inclusion</i></p> <p><i>We have identified at least one executive sponsor for internal teams working on racial equity, diversity, and inclusion</i></p>	<p>✓</p> <p>✓</p> <p>✓</p>	<p>91% of peers took this action</p> <p>64% of peers took this action</p> <p>64% of peers took this action</p>
Does your organization collect data and take action to ensure that <b>appointed board and commission members are representative of the racial demographics of the community</b> the board is intended to serve?	<span style="color: purple;">■</span>	





<p>Does your organization <b>regularly publish data</b> on the demographics of your workforce disaggregated by race and ethnicity?</p>		
<p>Does your organization currently have an <b>organization-wide racial equity strategy</b>?</p>		
<p>Does your organization follow a <b>regular process at the onset of major projects and initiatives to determine how to engage residents</b>, particularly among Black, Indigenous, Hispanic/Latine, and Asian communities, in order to incorporate their perspectives throughout?</p>		
<p>Does your organization <b>regularly publish population-level data on resident demographics, economic outcomes, and quality of life</b>, disaggregated by race/ethnicity, on your organization's website?</p>		
<p>Does your organization follow a <b>consistent process to measure community satisfaction with services</b>, disaggregating resident perspectives by race, and take action to improve services?</p>		
<p>Has your organization <b>conducted a racial equity assessment</b> within the past 3 years?</p>		
<p>Does your organization <b>actively maintain an Open Data Portal</b> that publishes datasets that disaggregate data by race or otherwise relate to racial equity across your organization?</p>		

<p>Does your organization's <b>senior leadership reflect</b> the current racial demographic of your region?</p> <p>Leadership demographics match or exceed regional demographics for:</p> <p><i>Black</i></p> <p><i>Indigenous</i></p> <p><i>Hispanic</i></p> <p><i>Asian</i></p> <p><i>White</i></p>	          	  <p>0% of peers answered yes</p> <p>0% of peers answered yes</p> <p>8% of peers answered yes</p> <p>17% of peers answered yes</p> <p>100% of peers answered yes</p>
---	--	--

















## HIRING

Your Score: 3 out of 7 (peer average: 2.9)

■ Yes 
 ■ Somewhat 
 ■ No 
 ■ Not sure

Question	Your Answer	Peer Answers
<p>Does your organization <b>publish salary information</b> for job postings?</p>		
<p>Has your organization <b>eliminated the use of prior salary information</b> to inform pay and hiring decisions?</p>		















<p>Does your organization take <b>ongoing actions to remove bias from application processes?</b></p> <p><b>Actions your organization currently takes:</b></p> <p><i>Reviewing job qualifications and removing unnecessary criteria on a regular basis</i></p> <p><i>Consistently creating racially diverse hiring committees</i></p> <p><i>Focusing background checks on job-specific factors</i></p> <p><i>Implementing second-chance hiring practices</i></p>	        	  <p>100% of peers took this action</p> <p>25% of peers took this action</p> <p>92% of peers took this action</p> <p>33% of peers took this action</p>
<p>Does your organization <b>invest in local talent pipelines</b> through paid internships, training partnerships with community colleges or workforce development providers, scholarships for students who are not related to employees, and/or other substantial career exposure opportunities?</p>		
<p>Does your organization intentionally <b>recruit from racially diverse talent pools</b>, including schools, workforce development programs, and other community-based organizations with high shares of Black, Indigenous, Hispanic/Latine, and/or Asian people?</p>		
<p>Does your organization set <b>enterprise-wide goals for hiring, retaining, and advancing</b> Black, Indigenous, Hispanic/Latine, and Asian workers and hold organizational leadership accountable for meeting these goals?</p> <p><b>Actions your organization currently takes:</b></p> <p><i>We set goals across our organization for hiring a racially diverse workforce</i></p> <p><i>We set goals across our organization for retaining employees of color</i></p> <p><i>We set goals across our organization for promoting employees to produce racially diverse leadership teams</i></p> <p><i>We take action to hold leadership accountable for meeting these goals</i></p>	        	  <p>42% of peers took this action</p> <p>8% of peers took this action</p> <p>8% of peers took this action</p> <p>0% of peers took this action</p>
<p>Does your organization <b>require hiring managers to consider a racially diverse slate of candidates</b> during the application and interview stages?</p>		

# CULTURE, RETENTION, & ADVANCEMENT

Your Score: 2 out of 10 (peer average: 1.8) ■ Yes ■ Somewhat ■ Somewhat less ■ No ■ Not sure

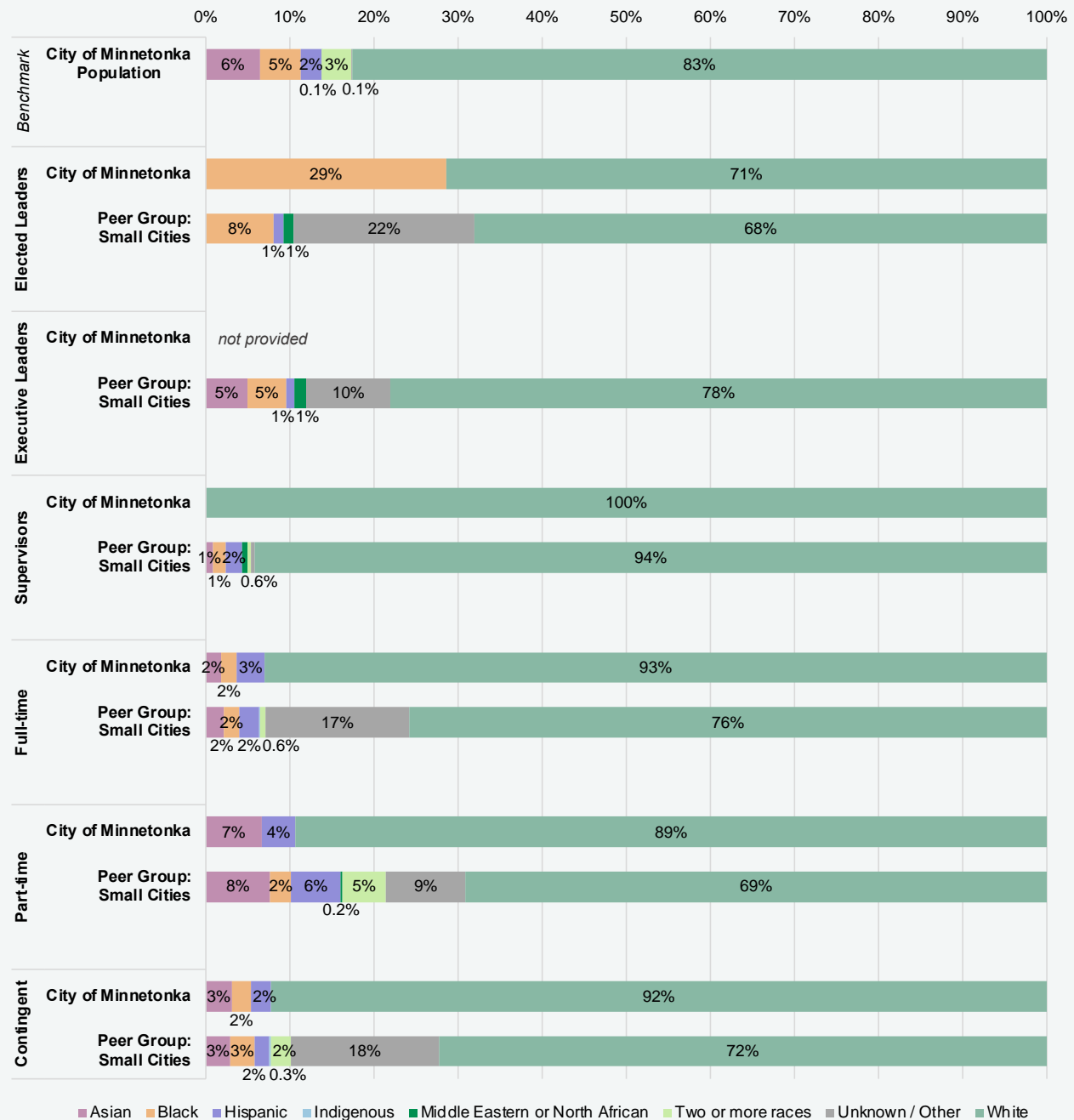
Question	Your Answer	Peer Answers
<p>Does your organization <b>provide benefits to all full-time employees</b>?</p> <p><b>Benefits provided by your organization:</b></p> <p><i>Health insurance</i></p> <p><i>Paid leave</i></p> <p><i>Paid family leave</i></p> <p><i>Access to a retirement account</i></p>	<p style="text-align: center;">■</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">100%</p> <p>100% of peers provide this benefit</p> <p>100% of peers provide this benefit</p> <p>92% of peers provide this benefit</p> <p>100% of peers provide this benefit</p>
<p>Does your organization have <b>clear standards for promotions</b> that are shared with all employees?</p>	■	<p style="text-align: center;">33% 50% 17%</p>
<p>Does your organization take steps to <b>increase the economic wellbeing of non-exempt employees</b>?</p> <p><b>Actions your organization currently takes:</b></p> <p><i>We provide schedules at least one week in advance to all non-exempt employees and strive to keep schedules consistent week-to-week</i></p> <p><i>We offer all non-exempt employees the opportunity to work full-time if desired</i></p> <p><i>We provide all non-exempt employees a minimum number of hours per week</i></p>	<p style="text-align: center;">■</p> <p style="text-align: center;">⊘</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">8% 92%</p> <p>92% of peers took this action</p> <p>17% of peers took this action</p> <p>50% of peers took this action</p>
<p>Does your organization <b>regularly survey employees about their sense of belonging and equity</b> in the workplace, disaggregate results by race, and share insights with employees?</p> <p><b>Actions your organization currently takes:</b></p> <p><i>We have surveyed employees about their sense of belonging and inclusion in the past two years</i></p>	<p style="text-align: center;">■</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">8% 67% 25%</p> <p>67% of peers took this action</p>

<p>We have disaggregated survey results by race</p> <p>We have shared insights from employee surveys back with employees</p>	 	<p>17% of peers took this action</p> <p>58% of peers took this action</p>
<p>Does your organization <b>pay all employees a family-sustaining wage</b> for Minnesota?</p> <p><i>Note: The Center for Economic Inclusion defines a family-sustaining wage for Minnesota based on the MIT Living Wage Calculator. In 2023, this is \$24.98 per hour, or approximately \$52,000 for a full-time employee.</i></p>		
<p>Does your organization have <b>employee resource groups or similar entities specific to Black, Indigenous, Hispanic, and/or Asian workers</b> for the purposes of enabling mutual support, mentorship, professional development, and more?</p>		
<p>Does your organization <b>measure employee pay by race and ethnicity</b> at least once per year and taken action to ameliorate any pay gaps between workers in similar roles with equivalent skills, experiences, and qualifications?</p>		
<p>Does your organization <b>invest in professional development opportunities</b> for workers including certificates, tuition reimbursement, educational grants, and coaching and measure participation in these opportunities by race and ethnicity of employees at least once per year?</p>		
<p>Does your organization <b>provide formal mentorship opportunities</b> specific to Black, Indigenous, Hispanic, and/or Asian workers?</p>		
<p>Does your organization offer <b>regular learning opportunities for staff to understand and apply antiracist practices</b> to their work and make efforts to increase organization-wide participation?</p>		

# Racial Equity Outcomes Data: Workforce

The following section displays data on racial equity outcomes within your organization across several critical dimensions. Workforce-related data includes the racial demographics of your organization's workforce and leadership, number of workers earning a family sustaining wage, and hiring, retention, and promotion rates by race and ethnicity compared with peers.

## Workforce by Race and Ethnicity<sup>12</sup>



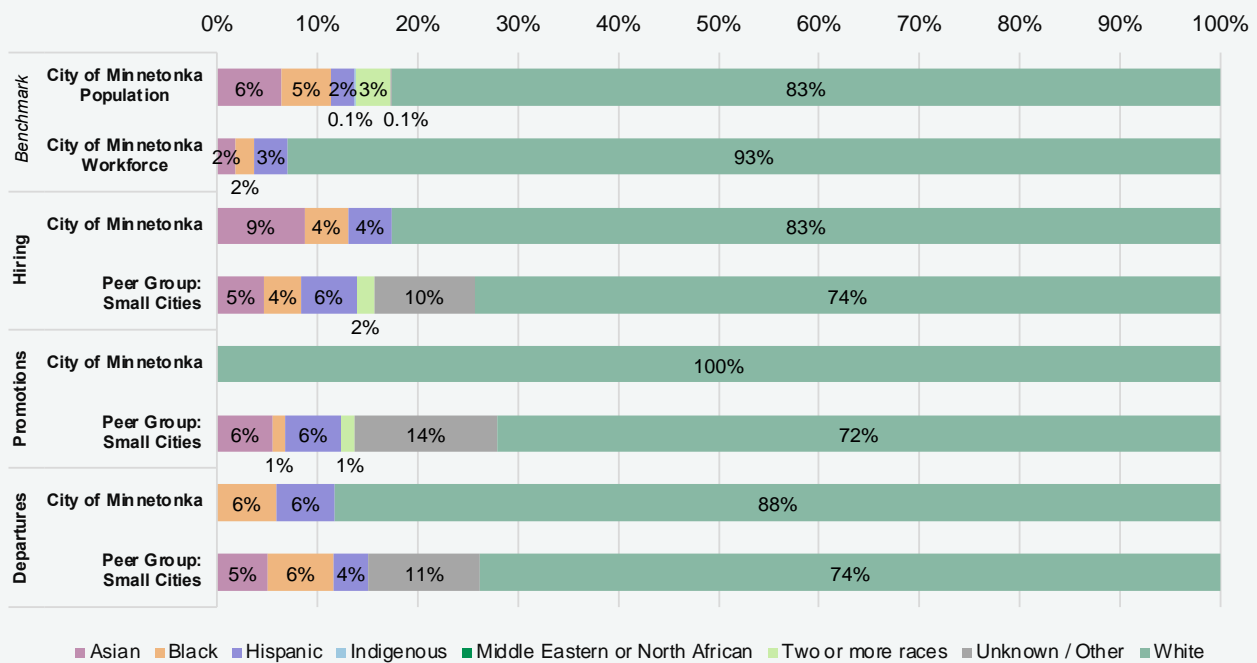
<sup>1</sup> Population data for the City of Minnetonka comes from the 2021 5-Year American Community Survey

<sup>2</sup> 0.5% of Supervisors in this peer group identify as Two or more races and 0.4% identify as Unknown/Other. 0.1% of Full-time staff in this peer group identify as Indigenous.

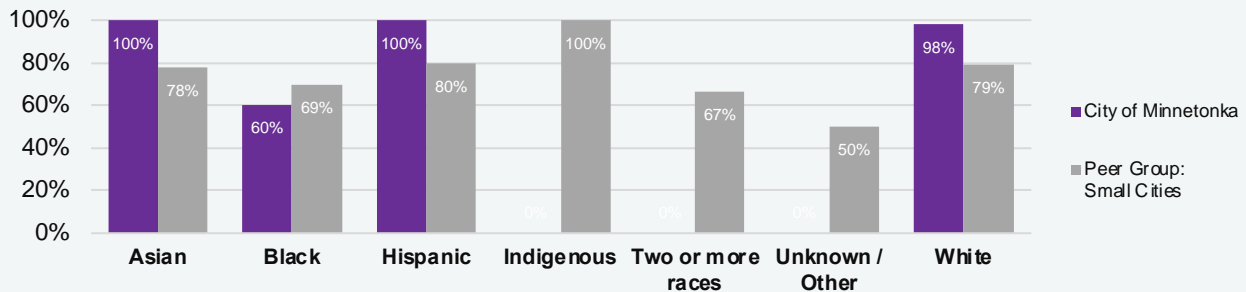
### City of Minnetonka Workforce by Race and Ethnicity

	Asian	Black	Hispanic	Indigenous	Middle Eastern or North African	Two or more races	Unknown	White (non-Hispanic)
Elected leaders	0	2	0	0	0	0	0	5
All senior appointed leaders	<i>not provided</i>							
All managers of at least 1 full-time employee	0	0	0	0	0	0	0	72
All permanent full-time employees	5	5	9	0	0	0	0	252
Permanent part-time employees	5	0	3	0	0	0	0	67
Contingent workers	24	18	18	0	0	0	0	716

### Hiring, Promotion, and Departure rates by Race and Ethnicity<sup>3</sup>



### Percent of Employees Earning a Family-Sustaining Wage by Race and Ethnicity<sup>4</sup>







<sup>3</sup> Hiring data displays the racial demographics of full-time employees who were hired in the past year. Promotions data displays the racial demographics of full-time employees who were internally promoted in the past year. Departures data displays the racial demographics of full-time employees who left the organization in the past year.







<sup>4</sup> The Center for Economic Inclusion defines a family-sustaining wage for Minnesota based on the MIT Living Wage Calculator. In 2023, this is \$24.98 per hour, or approximately \$52,000 for a full-time employee.

# PROCUREMENT

Your Score: 1 out of 7 (peer average: 0.3)

■ Yes ■ Somewhat ■ No ■ Not sure

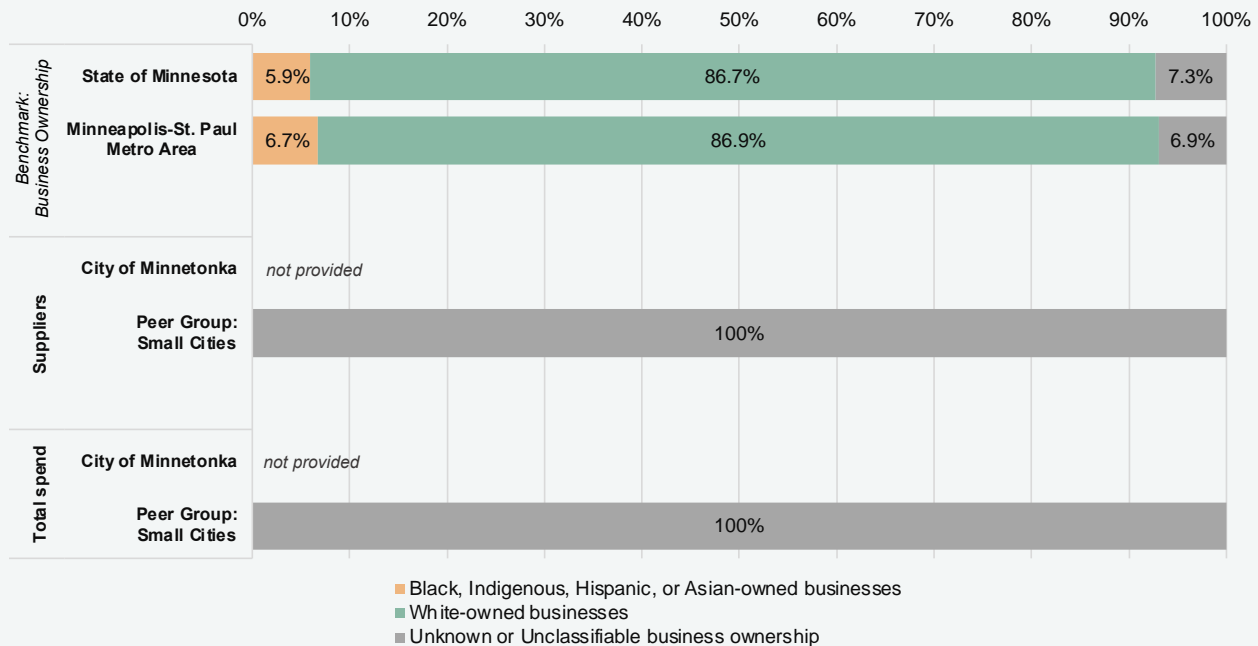
Question	Your Answer	Peer Answers
<p>Has your organization taken action to <b>reduce prohibitive barriers for suppliers</b>, including reducing the size of contracts, lowering annual revenue or bonding requirements, simplifying submittal processes, and shortening supplier payment terms to 15-30 days?</p> <p><b>Actions your organization has taken:</b></p> <ul style="list-style-type: none"> <li><i>We have taken action to reduce the size of our contracts to enable smaller suppliers, including ones led by Black, Indigenous, Hispanic, or Asian owners, to compete</i></li> <li><i>We have taken action to lower our minimum threshold for suppliers' annual revenue</i></li> <li><i>We have taken action to adjust insurance requirements</i></li> <li><i>We have taken action to simplify submittal processes for bids from suppliers</i></li> <li><i>We pay most or all of our suppliers on a monthly basis</i></li> </ul>	<p>■</p> <p>✓</p> <p>⊘</p> <p>⊘</p> <p>✓</p> <p>✓</p>	 <p>25% 58% 17%</p> <ul style="list-style-type: none"> <li>25% of peers took this action</li> <li>8% of peers took this action</li> <li>17% of peers took this action</li> <li>42% of peers took this action</li> <li>75% of peers took this action</li> </ul>
<p>Does your organization have a <b>Minority Business Enterprise (MBE) procurement strategy</b> with measurable goals?</p>	<p>■</p>	 <p>17% 83%</p>
<p>Does your organization require that <b>all RFP and bid processes track the number of bids</b> received from Black, Indigenous, Hispanic, and Asian-owned business and seek out additional bids if no bids from these groups have been received?</p>	<p>■</p>	 <p>17% 83%</p>
<p>Does your organization <b>invest financial and human capital resources in building a racially diverse pipeline of suppliers</b> via a dedicated budget, staff time, and education for procurement leaders within your organization?</p>	<p>■</p>	 <p>8% 92%</p>

<p>Does your organization <b>regularly collect and share data</b> internally on the racial diversity of its suppliers?</p>		
<p>Does your organization <b>measure the racial diversity of its Tier 2 suppliers</b>?</p>		
<p>Has your organization <b>participated in a disparity study within the past 5 years</b> to evaluate the outcomes of race-neutral supplier diversity programs and provide legal justification for race-conscious strategies?</p>		

## Racial Equity Outcomes Data: Procurement

The following section displays data on racial equity outcomes across several critical dimensions. Procurement-related data includes the number of suppliers owned by Black, Indigenous, Hispanic, and Asian individuals and the amount of total procurement spending going to these suppliers.

### Procurement spending with Black, Indigenous, Hispanic, or Asian-owned businesses<sup>5</sup>



### City of Minnetonka Procurement spending with Black, Indigenous, Hispanic, or Asian-owned businesses

Total number of suppliers	<i>not provided</i>
Total number of suppliers that are owned by Black, Indigenous, Hispanic, or Asian individuals	
Total number of suppliers that are owned by White individuals	
Total number of suppliers with unknown business ownership	
Total spend	<i>not provided</i>
Total spend with businesses owned by Black, Indigenous, Hispanic, or Asian individuals	
Total spend with businesses owned by White individuals	
Total spend with businesses of unknown ownership	

<sup>5</sup> Data for the State of Minnesota and the 15-county Minneapolis-St. Paul metro area comes from the 2021 Annual Business Survey. Suppliers data displays the percentage of all suppliers that are owned by Black, Indigenous, Hispanic, or Asian individuals within the past year. Total spend data displays the percentage of all procurement spending going to businesses owned by Black, Indigenous, Hispanic, or Asian-owned businesses within the past year.



# BUDGETS & FINANCE

Your Score: 0 out of 5 (peer average: 0.4)

■ Yes ■ Somewhat ■ No ■ Not sure

Question	Your Answer	Peer Answers
<p>Does your <b>organization invest assets in Community Development Financial Institutions (CDFIs)</b> or other depository institutions whose missions prioritize wealth-building and investment in underinvested communities?</p>	<p>■ Not sure</p>	<p>20% 50% 30%</p>
<p>Do you <b>analyze and act to mitigate the impacts of taxes, fines, fees, and other revenue-generating activities</b> on Black, Indigenous, Hispanic/Latine, and Asian communities?</p>	<p>■ No</p>	<p>17% 8% 75%</p>
<p>Do you <b>proactively seek input</b> from Black, Indigenous, Hispanic/Latine, and Asian communities in the <b>early stages of developing your operating and capital budgets</b>?</p>	<p>■ No</p>	<p>8% 83% 8%</p>
<p>Do you have a <b>standardized process for analyzing the impact of potential budgets on Black, Indigenous, Hispanic/Latine, and Asian communities</b> (often described as a budget equity tool)?</p>	<p>■ No</p>	<p>100%</p>
<p>Does your organization <b>invest its financial assets using Environmental, Social, and Governance (ESG) criteria</b> or otherwise screen its financial investments to avoid organizations and sectors that perpetuate racial inequities?</p>	<p>■ No</p>	<p>83% 17%</p>

# COMMUNITY & ECONOMIC DEVELOPMENT




**Your Score: 3 out of 4** (peer average: 1.2) ■ Yes ■ Somewhat ■ Somewhat less ■ No ■ Not sure

Question	Your Answer	Peer Answers										
<p>Do you have <b>community development programs that explicitly seek to support stronger social capital ties, resident voice, and neighborhood improvements</b> in Black, Indigenous, Hispanic/Latine, Asian, and other historically disinvested communities?</p>	<span style="color: purple;">■</span>	<table border="1"> <tr> <td>Yes</td> <td>Somewhat</td> <td>No</td> </tr> <tr> <td>42%</td> <td>25%</td> <td>33%</td> </tr> </table>	Yes	Somewhat	No	42%	25%	33%				
Yes	Somewhat	No										
42%	25%	33%										
<p>Are your <b>economic development job creation subsidies only available to companies that create jobs that pay family-sustaining wages</b> or a similar wage threshold?</p> <p><i>Note: The Center for Economic Inclusion defines a family-sustaining wage for Minnesota based on the MIT Living Wage Calculator. In 2023, this is \$24.98 per hour, or approximately \$52,000 for a full-time employee.</i></p>	<span style="color: orange;">■</span>	<table border="1"> <tr> <td>Yes</td> <td>Somewhat</td> <td>No</td> </tr> <tr> <td>40%</td> <td>20%</td> <td>40%</td> </tr> </table>	Yes	Somewhat	No	40%	20%	40%				
Yes	Somewhat	No										
40%	20%	40%										
<p>Does your organization have <b>initiatives to support entrepreneurship and business development</b> among Black, Indigenous, Hispanic/Latine, Asian, and other communities historically underrepresented in business ownership?</p>	<span style="color: purple;">■</span>	<table border="1"> <tr> <td>Yes</td> <td>Somewhat</td> <td>No</td> </tr> <tr> <td>27%</td> <td>55%</td> <td>18%</td> </tr> </table>	Yes	Somewhat	No	27%	55%	18%				
Yes	Somewhat	No										
27%	55%	18%										
<p>Does your organization <b>analyze the racial demographics of business owners receiving your economic and business development services</b> on at least an annual basis?</p>	<span style="color: purple;">■</span>	<table border="1"> <tr> <td>Yes</td> <td>Somewhat</td> <td>Somewhat less</td> <td>No</td> <td>Not sure</td> </tr> <tr> <td>17%</td> <td>17%</td> <td>25%</td> <td>33%</td> <td>8%</td> </tr> </table>	Yes	Somewhat	Somewhat less	No	Not sure	17%	17%	25%	33%	8%
Yes	Somewhat	Somewhat less	No	Not sure								
17%	17%	25%	33%	8%								

# WORKFORCE DEVELOPMENT

Your Score: 2 out of 3 (peer average: 0.2)


■ Yes 
 ■ Somewhat 
 ■ Somewhat less 
 ■ No 
 ■ Not sure

Question	Your Answer	Peer Answers
<p>Do your workforce development programs <b>survey past program participants about their job placement experiences</b>, disaggregate results by race, and use this information to guide future partnerships and job placements?</p> <p><i>Actions your organization currently takes:</i></p> <p><i>Most or all of our workforce development programs survey past program participants about their job placement experiences</i></p> <p><i>Most or all of our workforce development programs disaggregate survey results by race</i></p> <p><i>We use survey results to guide future partnerships and job placements, across all or most of our workforce development programs</i></p>	<p style="text-align: center;"> <span style="color: purple;">■</span>  <span style="color: teal;">✓</span>  <span style="color: teal;">✓</span>  <span style="color: teal;">✓</span> </p>	<div style="text-align: center;">  <p>25% 25% 50%</p> </div> <p>25% of peers took this action</p> <p>50% of peers took this action</p> <p>50% of peers took this action</p>
<p>Does your organization <b>follow a consistent process to facilitate partnerships between local workforce training partners and local businesses</b> to support training of Black, Indigenous, Hispanic/Latine, Asian, and other historically underrepresented communities for job opportunities?</p>	<p style="text-align: center;"> <span style="color: purple;">■</span> </p>	<div style="text-align: center;">  <p>10% 50% 40%</p> </div>
<p>Do your workforce development initiatives <b>prioritize placing participants into jobs that pay family-sustaining wages</b>?</p> <p><i>Note: The Center for Economic Inclusion defines a family-sustaining wage for Minnesota based on the MIT Living Wage Calculator (in 2023, this is \$24.98 per hour) but alternative family-sustaining wage definitions also exist.</i></p>	<p style="text-align: center;"> <span style="color: teal;">■</span> </p>	<div style="text-align: center;">  <p>75% 25%</p> </div>

# HOUSING, TRANSPORTATION, & LAND USE

**Your Score: 6 out of 9** (peer average: 3.1) ■ Yes ■ Somewhat ■ Somewhat less ■ No ■ Not sure











Question	Your Answer	Peer Answers
Does your organization have a <b>zoning code that allows for higher density construction near commercial and transportation corridors</b> and job centers?	<span style="color: purple;">■</span>	100%
Do your transportation-related capital investments include <b>dedicated programs using own-source revenue to expand and improve alternatives to single-occupancy cars</b> for residents?	<span style="color: purple;">■</span>	58% <span style="color: teal;">■</span> 25% <span style="color: orange;">■</span> 8% <span style="color: gray;">■</span> 8%
Does your organization take action to <b>reduce cost burdens for low-income users of public transportation</b> , including through reduced fare programs, subsidies, and more?	<span style="color: purple;">■</span>	43% <span style="color: orange;">■</span> 43% <span style="color: gray;">■</span> 14%
Does your organization have <b>programs to offer homeownership opportunities for first time homebuyers</b> , including through loans and grants, and analyze program participation by race?	<span style="color: purple;">■</span>	40% <span style="color: teal;">■</span> 30% <span style="color: orange;">■</span> 30%
Does your jurisdiction <b>require inclusionary zoning for housing projects developed with city funding</b> or in-kind contributions, such as land or infrastructure investment?	<span style="color: purple;">■</span>	33% <span style="color: teal;">■</span> 42% <span style="color: orange;">■</span> 25%
Does your organization <b>prioritize repairs to roads and other transportation infrastructure based on a systematic evaluation of both the infrastructure grade and the disparities experienced</b> by currently and historically underserved communities?	<span style="color: purple;">■</span>	25% <span style="color: orange;">■</span> 67% <span style="color: gray;">■</span> 8%

<p>Do you have <b>policies to incorporate principles of environmental justice in major new development projects</b> you permit via community benefits agreements, permitting requirements, or more?</p>		
<p>Has your organization <b>named the racially inequitable impact of past land use policies it has made and embraced a race-conscious, restorative framework</b> in its comprehensive plan or similar strategic land use report?</p>		
<p>Does your jurisdiction provide a <b>legal right to counsel for tenants facing eviction</b>?</p>		

## PUBLIC SAFETY

**Your Score: 3 out of 4** (peer average: 2.3) ■ Yes ■ Somewhat ■ Somewhat less ■ No ■ Not sure

Question	Your Answer	Peer Answers
<p>Do your <b>law enforcement agencies have use-of-force policies</b> that meet the following guidelines from the U.S. Department of Justice?</p> <p><i>Policies that your agencies have instituted:</i></p> <ul style="list-style-type: none"> <li><i>Require that officers strictly limit the use of deadly force</i></li> <li><i>Require that officers be regularly trained in de-escalation tactics</i></li> <li><i>Affirm that officers have an affirmative duty to intervene to stop any officer from engaging in excessive force</i></li> <li><i>Affirm that officers have an affirmative duty to render medical aid when needed</i></li> <li><i>Require that officers receive training on the use-of-force policy on an annual basis</i></li> </ul>	<p><span style="color: purple;">■</span></p> <ul style="list-style-type: none"> <li><span style="color: purple;">✓</span></li> <li><span style="color: purple;">✓</span></li> <li><span style="color: purple;">✓</span></li> <li><span style="color: purple;">✓</span></li> <li><span style="color: purple;">✓</span></li> </ul>	<p><span style="color: purple;">■</span> 100%</p> <ul style="list-style-type: none"> <li>100% of peers took this action</li> <li>100% of peers took this action</li> <li>100% of peers took this action</li> <li>100% of peers took this action</li> <li>100% of peers took this action</li> </ul>

<p>Does your government <b>invest in alternative crisis response teams</b> to provide services to individuals with developmental disabilities, individuals who are experiencing health crises, and others who call 911 or otherwise seek help?</p>		
<p>Does your government have <b>programs and staff focused on diversion opportunities from the criminal justice system</b> and towards care-based services?</p>		
<p>Do your <b>law enforcement agencies publish racially disaggregated data on law enforcement activities</b> on at least an annual basis?</p> <p><i>Categories for which data is published on at least an annual basis:</i></p> <p><i>Racially disaggregated data on officer use of force</i></p> <p><i>Racially disaggregated data on internal and external complaints about police conduct</i></p> <p><i>Racially disaggregated data on arrests</i></p> <p><i>Racially disaggregated data on traffic and pedestrian stops</i></p> <p><i>We publish data on some of the categories above, but not disaggregated by race</i></p>	        	  <p><b>33%</b> of peers took this action</p> <p><b>8%</b> of peers took this action</p> <p><b>25%</b> of peers took this action</p> <p><b>25%</b> of peers took this action</p> <p><b>42%</b> of peers took this action</p>

# PUBLIC POLICY

Your Score: 0 out of 6 (peer average: 1.4)

■ Yes 
 ■ Somewhat 
 ■ No 
 ■ Not sure

Question	Your Answer	Peer Answers
Has your organization identified racial equity as a public policy priority?	<span style="color: orange;">■</span>	 <p>83% 8% 8%</p>
Do you have a strategy to seek input from residents, particularly Black, Indigenous, Hispanic/Latine, and Asian residents on local ordinance development?	<span style="color: orange;">■</span>	 <p>42% 33% 25%</p>
Does your organization advocate to other government entities (including city, county, state, and the federal government) for public policy changes that would improve economic outcomes for Black, Indigenous, Hispanic/Latine, and Asian communities?	<span style="color: teal;">■</span>	 <p>9% 36% 45% 9%</p>
Do you have a strategy to communicate relevant changes to local ordinances to residents of different cultural communities and backgrounds, including through translation of documents into multiple languages when deemed necessary and through multiple communication methods (including digital, print, and in-person gatherings)?	<span style="color: teal;">■</span>	 <p>8% 75% 17%</p>
Does your organization lobby other government entities (including city, county, state, and/or the federal government) to oppose public policies that have historically exacerbated racial inequities?	<span style="color: orange;">■</span>	 <p>67% 25% 8%</p>
For ordinances developed and passed by your jurisdiction's elected leaders, does your organization use a racial equity tool to analyze impacts on Black, Indigenous, Hispanic/Latine, Asian, and other communities of color?	<span style="color: teal;">■</span>	 <p>50% 50%</p>

## Recommendations

---

- **The City of Minnetonka can strengthen its efforts in building inclusive workplaces that retain Black, Indigenous, Hispanic, and Asian workers.** Minnetonka's workforce data shows that while these communities represent 17% of the city's residents, they represent just 7% of full-time employees. Furthermore, no Black or Brown workers at the city are supervisors. Fully implementing racial equity hiring and culture standards like creating racially diverse hiring committees when feasible, holding leadership accountable for meeting establishing diverse hiring goals, and creating clear standards for promotions can support Minnetonka's ability to hire, retain, and benefit from the ideas of talented Black and Brown employees.
  - **The City of Minnetonka can conduct a disparity study to evaluate the outcomes of race-neutral supplier diversity programs and provide legal justification for race-conscious strategies.** Minnetonka can strengthen the impact of its economic impact by understanding and addressing racial disparities in supplier programs. For respondents across the Index, this measure is an area of significant opportunity in strengthening economic inclusion and wealth building for diverse communities.
  - **The City of Minnetonka has an opportunity to make progress towards racially equitable procurement strategies.** The City did not provide supplier demographic data in the Index and has fully implemented just one of the seven racial equity standards. One opportunity is to begin gathering data on the racial diversity of existing suppliers and setting goals for increased investment, so that the share of MBE suppliers at least mirrors the racial demographics of the city (16% Black, Indigenous, Hispanic, or Asian) or region (25%). This can help Minnetonka build wealth among Black and Brown communities while benefitting from promising new ideas and improving the services that the city provides its residents.
- 

## Case Study

### ***Informed by a new disparity study, the City of Boston sets bold targets for purchasing with minority business enterprises***

In 2021, the Mayor of the City of Boston, Massachusetts signed an executive order "Establishing Equitable Procurement Goals in Support of Minority and Woman-Owned Businesses." The executive order built upon the city's supplier diversity program, first established in 2008. A disparity study commissioned by the city and completed in 2021 revealed that "minority-owned business enterprises are available for 5.7% of City contract and procurement dollars," but were awarded only 2.5% of city procurement spending.

To remedy these disparities, the City set an 'overall annual aspirational goal' of 10% minority-owned business enterprise utilization on 'discretionary contract and procurement spending,' along with accompanying goals for women-owned business utilization, through 2027.

Pursuit of this goal is aided by earlier work by the City to support diversification of supplier contracts, including: creation of a performance tracking system to measure contracts awarded to diverse vendors, paying vendors on faster timelines, reducing bonding requirements for City contractors, simplifying paperwork, "breaking up large contracts into multiple small contracts to



increase accessibility for small businesses,” and providing technical assistance to diverse vendors around capital access and announcement of contracts.

Visit [these links](#) for more information about this case study.

## About the Index

The 2023 Racial Equity Dividends Index for the Public Sector (Public Sector Index) is designed to support leaders in city and county governments in their efforts to build racially equitable workplaces and communities.

The Public Sector Index was developed by the Center for Economic Inclusion and draws from the insights of expert practitioners and organizations at the forefront of racial equity in local governments, including PolicyLink, Brookings Metro, the Harvard Institutional Antiracism and Accountability Project, the Urban Institute, the Government Alliance on Race and Equity, academic researchers, and others. Center staff selected and defined standards that are recognized as policies and practices that support tangible progress towards racially equitable outcomes within local governments.

The structure of the Public Sector Index has been adapted from the Center’s Racial Equity Dividends Index for the Private Sector, which launched in 2022, and has been adjusted to reflect the unique structure and responsibilities of public sector organizations. 2023 marks the launch of the Public Sector Index for city and county governments in Minnesota. The Public Sector Index will be distributed annually going forward.

## Next Steps

We hope that this 2023 Racial Equity Dividends Index score report provides you a clear assessment of the opportunities to take meaningful actions to strengthen relationships and improve outcomes for Black, Indigenous, Hispanic, Asian, and White employees, suppliers, and communities.

The Center for Economic Inclusion equips public- and private-sector leaders and employers with the knowledge and tools to build, scale, and institutionalize anti-racist workplaces. Through purposeful, research-driven action, our mission is to close racial wealth gaps and build racially equitable and inclusive regional economies. Our team of activators and strategists leverage data, insights, and wisdom from Black, Indigenous, Hispanic, and Asian communities to fulfill your vision for an organization that is good for your employees, customers, and the communities you serve.

Contact our team for support with learning more about your Racial Equity Dividends Index score, to develop strategies for moving from awareness to action and accountability, or to participate in one of our learning programs at [action@centerforeconomicinclusion.org](mailto:action@centerforeconomicinclusion.org).