



Agenda
Minnetonka Diversity, Equity & Inclusion Task Force Meeting
Tuesday, June 15, 2021
6:30 p.m.
Minnetonka Community Center – Dining Room

1. Roll call - introduction of task force members
2. Acceptance of minutes from May 11, 2021 task force meeting
3. Finalize task force ground rules
4. Defining diversity, equity and inclusion
5. City and police department overview
6. City DE&I efforts
7. Community DE&I efforts
8. Community engagement/feedback
9. Next meeting: Tuesday, July 27 at 6:30 p.m., Minnetonka Community Center
10. Adjournment

**Diversity, Equity & Inclusion Task Force
Item #2
Meeting of June 15, 2021**

Brief Description: Minutes of May 11, 2021

Attached are the May 11, 2021 Minnetonka Diversity, Equity and Inclusion Task Force minutes for review and acceptance by the task force.

**Minutes
City of Minnetonka
DE&I Task Force Meeting
Monday, May 11, 2021**

Members Present: Brad Wiersum, Kissy Coakley, Mary Pat Blake, Dr. Tyronne Carter, Dario Chavez, Dr. Nerita Hughes, Elena Imaretska, Bishop David Johnson, Sandy Johnson, Rabbi David Locketz, Mary Pat Noonan, Todd Schoolman, Karyn Sciortino-Johnson

Staff: Geralyn Barone, Scott Boerboom, Scott Marks, Rachel Meehan, McKaia Ryberg

1. Welcome – Mayor Brad Wiersum

Mayor Brad Wiersum welcomed task force members and staff at 6:36 p.m. and provided information on the technical and logistical set up for the meeting. Wiersum then made welcoming comments and provided information on the city's diversity, equity and inclusion efforts and shared the history of the group's establishment and the purpose for the meeting.

2. Introduction of task force members

Each member of the task force and members of staff introduced themselves by sharing their name, their connection with the Minnetonka community and their previous involvement with diversity, equity and inclusion work and efforts.

Wiersum thanked members for participating and shared information on how members were selected with the intention of having a diversity of perspectives represented. Wiersum then shared insight on the desire for having a committee and community that is diverse.

Wiersum turned the conversation over to Geralyn Barone to review the task force.

Barone commented that some task force members were unable to make it to this meeting and some previously listed members had decided to withdraw from sitting on the task force. She ran through the roster and updated members on the status of those not in attendance.

3. Task force review

Barone summarized general elements of the task force and informed the members that they will be advising the city council on what things they would like to see happen in the community in relation to diversity, equity and inclusion. Barone then discussed the logistics and information on the future meetings including time of the meetings, location and recurrence. She summarized the coming work that the task force will be addressing and the schedule for future meetings. Barone then gave information on the public meeting requirements and the official record methods for the task force meetings.

Barone requested the group brainstorm ways to engage and collect community feedback on diversity, equity and inclusion matters before the next task force meeting. She also

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highlighted the strategic profile which was included in the task force packet and emphasized the Community Inclusiveness priority.

Barone asked the group to accept the schedule as presented in the packet under agenda item three, so that public meeting posting requirements for the task force meetings could be met. She asked if there were any objections or concerns with the meeting schedule. The group had no objections and accepted the meeting schedule.

Task force members asked various questions of the city manager and mayor about the upcoming topics in the schedule as outlined in their packet. Barone and Wiersum shared their insight to the future conversation with the city council and the council's engagement and commitment to diversity, equity and inclusion matters.

Barone provided an update on the Diversity, Equity and Inclusion Coordinator job position which was posted for recruitment and not yet filled. The task force members shared ideas for filling the position and the candidate which is selected and asked questions about the position and recruitment process.

Barone directed the conversation to group member, Elena Imaretska, to facilitate a conversation about establishing the ground rules for the task force.

4. Establish task force ground rules

Imaretska broke the task force into small groups for the facilitated conversation. The group worked in smaller teams to participate in Imaretska's discussion exercises. Members and staff utilized post it notes to share ideas with the large group on ideal behaviors to embrace as a team when meeting and working on the task force matters. Imaretska recorded responses.

Imaretska then asked the small groups to discuss amongst themselves how they would like the task force to make decisions. She facilitated a conversation with all members and recorded responses, themes and ideas. Barone acknowledged that a decision making process may not need be established at the first few meetings and as the group continues to meet and eventually make recommendations there can be a later discussion on how decision making can be structured.

5. Task force members' interests

The group members each shared their main takeaways from the evening and any suggestions/comments for the work assigned to the task force moving forward.

6. Adjournment

Wiersum shared closing remarks and closed the meeting by thanking the members for volunteering their time at 8:57 p.m.

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Respectfully submitted,

McKaia Ryberg
Assistant to the City Manager

Diversity, Equity & Inclusion Task Force
Item #3
Meeting of June 15, 2021

Brief Description: Finalize task force ground rules

At the May 11, 2021 task force meeting, the group identified ground rules for conducting its meetings. The task force is asked to review, amend and finalize the following draft ground rules.

Minnetonka DE&I Task Force Ground Rules (DRAFT)

- Be courageous, direct, authentic and honest
- Show intention and listen to understand while assuming positive intent
- Think big while keeping the whole community in mind and move towards solutions
- Include everyone who wishes to speak and do so in a timely manner
- Come open to learn and check your pre-conceived notions and discomfort of not knowing all the answers at the door
- Honor lived experiences, and acknowledge privileges and biases
- Allow for disagreement, yet send powerful words with love

Diversity, Equity & Inclusion Task Force
Item #4
Meeting of June 15, 2021

Brief Description: Defining diversity, equity and inclusion

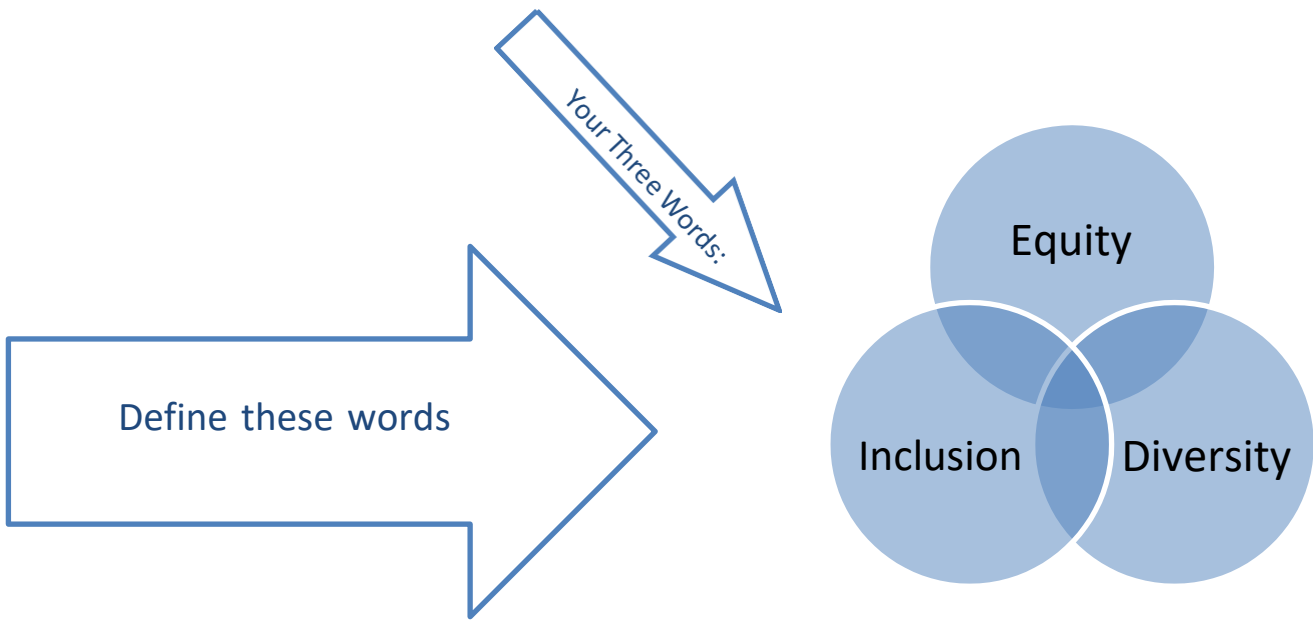
DE&I Task Force Member Dr. Nerita Hughes will facilitate a short exercise to assist the task force with defining what diversity, equity and inclusion means to group members. The goal is to ensure common language around cultural awareness.

For this exercise, task force members will be placed in groups of four to five people to answer “What words come to mind when you think about diversity? Equity? Inclusion?” Themes will be gathered, and collectively everyone will agree on the group’s “working definitions”.

As guidance for preparing for this exercise, see the attached worksheet and glossary of inclusive terms provided by Dr. Hughes.

Experiences, Ideas, and Opinions

The first rule is to ensure common language around cultural awareness



Glossary of Diversity, Equity and Inclusion Terms

Ableism - discrimination against persons with mental and/or physical disabilities; social structures that favor able-bodied individuals. (The National Multicultural Institute)

Acculturation - the process of learning and incorporating the language, values, beliefs, and behaviors that makes up a distinct culture. This concept is not to be confused with assimilation, where an individual or group may give up certain aspects of its culture in order to adapt to that of the prevailing culture. (The National Multicultural Institute)

Affirmative Action - proactive policies and procedures for remedying the effect of past discrimination and ensuring the implementation of equal employment and educational opportunities, for recruiting, hiring, training and promoting women, minorities, people with disabilities and veterans in compliance with the federal requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP). (Society for Human Resources Management)

Ageism - discrimination against individuals because of their age, often based on stereotypes. (The National Multicultural Institute)

Ally - a person who takes action against oppression out of a belief that eliminating oppression will benefit members of targeted groups and advantage groups. Allies acknowledge disadvantage and oppression of other groups than their own, take supportive action on their behalf, commit to reducing their own complicity or collusion in oppression of these groups, and invest in strengthening their own knowledge and awareness of oppression. (Center for Assessment and Policy Development)

Anti-Oppression - Recognizing and deconstructing the systemic, institutional and personal forms of disempowerment used by certain groups over others; actively challenging the different forms of oppression. (Center for Anti-Oppressive Education)

Anti-Racism - the work of actively opposing discrimination based on race by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, which is set up to counter an individual's racist behaviors and impact. (Time's Up)

Today, anti-racism is perhaps most closely associated with Ibram X. Kendi, the founding director of American University's anti-racist research center who popularized the concept with his 2019 book "How to be an Anti-Racist." In it, he wrote: "The only way to undo racism is to consistently identify and describe it — and then dismantle it." (Business Insider)

Belonging - the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. In order for people to feel like they belong, the environment (in this case the workplace) needs to be set up to be a diverse and inclusive place. (SHRM)

Bias - a positive or negative inclination towards a person, group, or community; can lead to stereotyping. (Thiederman)

Bigotry - intolerant prejudice which glorifies one's own group and denigrates members of other groups. (Dismantling Racism Institute)

BIPOC - An acronym for Black, Indigenous and People of Color. The term has increased in use and awareness during 2020 after the Black Lives Matter resurgence against racism and police brutality in the wake of the George Floyd shooting. BIPOC is meant to emphasize the particular hardships faced by Black and Indigenous people in the US and Canada and is also meant to acknowledge that not all people of color face the same levels of injustice.

Bisexuality - romantic and/or sexual attraction to people of more than one sex and/or gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree. (Ochs)

Bullying - intimidating, exclusionary, threatening or hostile behavior against an individual. (Sierra Club Employee Handbook)

Bystander - A person who is present at an event or incident but does not take part. Similar to an onlooker, passerby, nonparticipant, observer, spectator.

Cisgender - a gender identity where an individual's self-perception of their gender aligns with their perceived sex. (The National Multicultural Institute)

Classism - biased attitudes and beliefs that result in, and help to justify, unfair treatment of individuals or groups because of their socioeconomic grouping. Classism can also be expressed as public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equal economic, social, and educational opportunity. (The National Multicultural Institute)

Collusion - when people act to perpetuate oppression or prevent others from working to eliminate oppression. Example: able-bodied people who object to strategies for making buildings accessible because of the expense. (Adams, Bell and Griffin)

Colonialism - control by individuals or groups over the territory/behavior of other individuals or groups. (Horvath) Imperialism refers to the political or economic control, either formally or informally, and creating an empire.

Colorblind - term used to describe personal, group, and institutional policies or practices that do not consider race or ethnicity as a determining factor. The term "colorblind" de-emphasizes or ignores race and ethnicity as a large part of one's identity. (The National Multicultural Institute)

Conscious Bias - in its extreme is characterized by overt negative behavior that can be expressed through physical and verbal harassment or through more subtle means such as exclusion.

Corporate Social Responsibility - a business model that helps a company be socially accountable to itself, its stakeholders, and the public. CSR initiatives seek to make a positive impact on local communities and the environment. It is the way through which a company achieves a balance of economic, environmental and social imperatives. (UNIDO)

Cultural Assimilation – when an individual, family, or group gives up certain aspects of its culture in order to adapt to the dominant culture. (The National Multicultural Institute)

Cultural Competence - refers to an individual's or an organization's knowledge and understanding of different cultures and perspectives. It's a measure of an individual's or a workforce's ability to work with people of different nationalities, ethnicities, languages, and religions.

In short is the ability to interact effectively with people from different cultures. This ability depends on awareness of one's own cultural worldview, knowledge of other cultural practices and worldviews, tolerant attitudes towards cultural differences, and cross-cultural skills. (Dr. Richard T. Alpert, Ph.D.)

It involves knowledge, awareness and interpersonal skills that allow individuals to increase their understanding, sensitivity, appreciation and responsiveness to cultural differences and the interactions resulting from them. It is a process of learning that leads to the ability of an organization and/or employees to collaborate in a diverse work environment by effectively responding to the challenges and opportunities posed by the presence of social cultural diversity. (The National Multicultural Institute)

Cultural Intelligence (CQ) - the capability to adapt, relate and work effectively across cultures. People with high CQ are not experts in every kind of culture. Instead they have the skills to go into new environments with confidence, and to make informed judgments based on observations and evidence as opposed to stereotypes and biases. They recognize shared influences among particular groups.

Developing CQ allows one to be attuned to the values, beliefs and attitudes of people from different cultures and to respond with informed empathy and real understanding. (*Cultural Intelligence* by Christopher Earley and Soon Ang)

Cultural Sensitivity - being aware that cultural differences and similarities between people exist without assigning them a value. (Southeastern University)
Cultural sensitivity skills can ensure the ability to work effectively alongside people with different cultural attitudes and behaviors.

Cultural Pluralism - recognition of the contribution of each group to a common civilization. It encourages the maintenance and development of different life styles, languages and convictions. It strives to create the conditions of harmony and respect within a culturally diverse society. (Institute for Democratic Renewal and Project Change)

Culture - a social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication. (Institute for Democratic Renewal and Project Change)

Denial - the refusal to acknowledge the societal privileges that are granted or denied based on an individual's identity components. Those who are in a stage of denial tend to believe, "People are people. We are all alike regardless of the color of our skin." In this way, the existence of a hierarchical system of privileges based on ethnicity or race are ignored. (Institute for Democratic Renewal and Project Change)

Disability - physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities. (The Department of Justice)

Replaces the term *Handicap* or *The Handicapped*, which do not reflect the individuality, equality or dignity of people with disabilities.

Discrimination - unfavorable or unfair treatment towards an individual or group based on their race, ethnicity, color, national origin or ancestry, religion, socioeconomic status, education, sex, marital status, parental status, veteran's status, political affiliation, language, age, gender, physical or mental abilities, sexual orientation or gender identity. (Sierra Club Employment Policy, Employee Handbook)

Diversity - psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist. (The National Multicultural Institute)

Emotional Tax - the combination of being on guard to protect against bias and feeling different from peers at work because of gender, race, and/or ethnicity and the associated effects on health, well-being, and ability to thrive at work. It particularly affects BIPOC employees. (Catalyst)

Employee Resource Group (Business Resource Group) - ERGs are communities of employees organized around a common dimension (similar backgrounds, experiences or interests) to network, share views, learn from others, further professional growth and development, and drive business.

Empowerment - when target group members refuse to accept the dominant ideology and take actions to redistribute social power more equitably. (Adams, Bell and Griffin)

Environmental Equity - measures the amelioration of the myriad inequities and disproportionate impacts that groups in society have faced, especially in the realm of environmental protection and access to nature and the environmental goods that aren't equally shared.

Equal Employment Opportunity - (EEO) Title VII of the Civil Rights Act of 1964 prohibit discrimination in any aspect of employment based on an individual's race, color, religion, sex, or national origin. (The National Multicultural Institute)

Equality - evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness. (Kranich)

Equity - the guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups. (UC Berkeley Initiative for Equity, Inclusion, and Diversity).

ESL - (E)nglish as a (S)econd (L)anguage. A term used to describe language learning programs in the United States for individuals for whom English is not their first or native language. (The National Multicultural Institute)

Essentialism - the practice of categorizing an entire group based on assumptions about what constitutes the “essence” of that group. Essentialism prevents individuals from remaining open to individual differences within groups. (The National Multicultural Institute)

Ethnicity - a social construct which divides people into smaller social groups based on characteristics such as values, behavioral patterns, language, political and economic interests, history, and ancestral geographical base. (Adams, Bell and Griffin)

Ethnocentrism - the practice of using a particular ethnic group as a frame of reference, basis of judgment, or standard criteria from which to view the world. Ethnocentrism favors one ethnic group’s cultural norms and excludes the realities and experiences of other ethnic groups. (The National Multicultural Institute)

Eurocentrism - the practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups. (The National Multicultural Institute)

Feminism - theory and practice that advocates for educational and occupational equity between men and women; undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women’s contributions to society. (The National Multicultural Institute)

Gaslighting - a form of psychological manipulation in which a person or a group covertly sows seeds of doubt in a targeted individual or group, making them question their own memory, perception, or judgment, often evoking in them cognitive dissonance and other changes, including low self-esteem.

Gay - people of the same sex who are attracted sexually and emotionally to each other. More commonly utilized to describe male attraction to other males. (The National Multicultural Institute)

Gender - the socially constructed ideas about behavior, actions, and roles a particular sex performs. (The National Multicultural Institute)

Gender Identity - a personal conception of one’s own gender; often in relation to a gender opposition between masculinity and femininity. Gender expression is how people externally communicate or perform their gender identity to others. (The National Multicultural Institute)

Gender-Neutral - used to denote a unisex or all-gender inclusive space, language, etc. Examples: a gender-neutral bathroom is a bathroom open to people of any gender identity and expression; gender-neutral job descriptions are used to attract qualified, diverse candidates.

Gender Expansive (gender non-confirming) - used to describe those who view their gender identity as one of many possible genders beyond strictly man or woman. These individuals have

expanded notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or context. Some gender-expansive individuals identify as a man or a woman, some identify as neither, and others identify as a mix of both. (PFLAG)

Global Environmental Racism - race is a potent factor in sorting people into their physical environment and explaining social inequality, political exploitation, social isolation, and quality of life. Racism influences land use, industrial facility siting, housing patterns, infrastructure development, and “who gets what, when, where, and how much.” Environmental racism refers to any policy, practice, or directive that differentially affects or disadvantages (whether intended or unintended) individuals, groups, or communities based on race or color. (Second National People of Color Environmental Leadership Summit)

Harassment - unwelcome, intimidating, exclusionary, threatening or hostile behavior against an individual that is based on a category protected by law. (Sierra Club Employee Handbook)

Hazing - verbal and physical testing, often of newcomers into a society or group, that may range from practical joking to tests of physical and mental endurance. (The National Multicultural Institute)

Heterosexism - social structures and practices which serve to elevate and enforce heterosexuality while subordinating or suppressing other forms of sexuality. (University of Maryland)

Hispanic - the U.S. Census Bureau defines Hispanic as people who classified themselves as Spanish, Hispanic, or Latino categories, which also included the subgroups Mexican, Mexican American, Chicano, Puerto Rican or Cuban. (The National Multicultural Institute)

Homophobia - a fear of individuals who are not heterosexual. Often results in hostile, offensive, or discriminatory action against a person because they are gay, lesbian, bisexual, transgendered, queer identified, or because they are perceived to be. These actions may be verbal or physical and can include insulting or degrading comments; taunts or ‘jokes’; and excluding or refusing to cooperate with others because of their sexuality. (The National Multicultural Institute)

Human Rights - the basic rights and freedoms to which all humans are entitled, often held to include the right to life and liberty, freedom of thought and expression, and equality before the law. (The American Heritage Dictionary of the English Language)

Identity-First Language - many people with disabilities embrace Identity-First Language, which positions disability as an identity category. In identity-first Language, the identifying word comes first in the sentence and highlights the person's embrace of their identity. (PWD Australia)

In recent years, many self-advocates (particularly in the autism community) have expressed preference for identity-first language such as “autistic,” “autistic person,” or “autistic individual” comparing this phrasing to the way we refer to “Muslim” or “African American” or “LGBTQ” individuals. (University of Kansas Department of Special Education, AutisticAdvocacy.org)

Identity Group - a particular group, culture, or community with which an individual identifies or shares a sense of belonging. Individual agency is crucial for identity development; no person

should be pressured to identify with any existing group, but instead the freedom to self-identify on their own terms. (The National Multicultural Institute)

Implicit Bias - Implicit biases are negative associations that people unknowingly hold. They are expressed automatically and without conscious awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves.

Implicit biases may be held by an individual, group, or institution and can have negative or positive consequences.

Inclusive Language - words or phrases that include all potential audiences from any identity group. Inclusive language does not assume or connote the absence of any group. An example of gender inclusive language is using "police officers" instead of "policemen". (The National Multicultural Institute)

Inclusion - the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

Indigenous - originating from a culture with ancient ties to the land in which a group resides. (University of Maryland)

Individual Racism - the beliefs, attitudes, and actions of individuals that support or perpetuate racism; can occur at both a conscious and unconscious level, and can be active or passive. Examples include telling a racist joke, using a racial epithet, or believing in the inherent superiority of Whites. (Adams, Bell and Griffin)

Institutional Racism - refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for Whites and oppression and disadvantage for people from groups classified as People of Color. An example includes City sanitation department policies that concentrate trash transfer stations and other environmental hazards disproportionately in communities of color. (Potapchuk, Leiderman, Bivens and Major)

Intent vs. Impact - this distinction is an integral part of inclusive environments; intent is what a person meant to do and impact is the effect it had on someone else. Regardless of intent, it is imperative to recognize how behaviors, language, actions, etc. affect or influence other people. An examination of what was said or done and how it was received is the focus, not necessarily what was intended. (Workforce Diversity Network)

Internalized Racism - occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures and ideologies that undergird the dominating group's power. (Bivens)

Intersectionality - the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another. (African American Policy Forum)

As coined by Kimberlé Crenshaw, it is a framework for understanding how different aspects of a person's social and political identities (e.g., gender, race, class, sexuality, ability, physical appearance, etc.) combine to create unique modes of discrimination and privilege. Intersectionality identifies advantages and disadvantages that are felt by people due to this combination of factors. (Time's Up)

"-isms" - a way of describing any attitude, action or institutional structure that subordinates (oppresses) a person or group because of their target group: race (racism), gender (sexism), economic status (classism), age (ageism), religion, sexual orientation, language, etc. (Institute for Democratic Renewal and Project Change)

Invisible Disability (Hidden Disability) - an umbrella term that captures a whole spectrum of hidden disabilities or challenges that are primarily neurological in nature. Invisible disability, or hidden disability, are defined as disabilities that are not immediately apparent.

Latino/a - individual living in the United States originating from, or having a heritage relating to Latin America. (University of Maryland)

Latinx - a gender-neutral or nonbinary alternative to Latino or Latina.

Lesbian - a woman whose primary sexual attraction is to other women. (UC Berkeley Gender Equity Resource Center)

LGBTQ (QIA) - acronym for "Lesbian Gay Bisexual Transgender Queer (Questioning Intersex Allies)." The description of the movement expanded from gay and lesbian to LGBTQ and some include questioning, intersex, allies, same-gender-loving, asexual, pansexual, and polyamorous. (Queers United Activists)

Marginalization - the placement of minority groups and cultures outside mainstream society. All that varies from the norm of the dominant culture is devalued and at times perceived as deviant and regressive. (The National Multicultural Institute)

Microaggressions - the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (Wing Sue)

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (e.g., commenting that a Black person "talks white" if they are articulate and eloquent or moving to the opposite side of a street to avoid interacting with a particular racial group).

Micro-inequity - subtle, often unconscious, messages and behavior that devalue, discourage and impair workplace performance. It can appear as individuals who are overlooked, singled out or ignored and is based on characteristics such as race, gender, ability, etc. Micro-inequities

can be conveyed through facial expressions, gestures, tone of voice/choice of words. The term coined in 1973 by MIT professor Mary Rowe. (Maryville.edu)

Microinsults - communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a marginalized individuals. (Diversity in the Classroom, UCLA Diversity & Faculty Development)

Microinvalidations - Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. (Diversity in the Classroom, UCLA Diversity & Faculty Development)

Multicultural - of or pertaining to more than one culture. (The National Multicultural Institute)

Multiculturalism - the practice of acknowledging and respecting the various cultures, religions, races, ethnicities, attitudes, and opinions within an environment. The theory and practice promotes peaceful coexistence of all identities and people. (University of Maryland)

Neo-Colonization - term for contemporary policies adopted by international and western "1st world" nations and organizations that exert regulation, power and control over "3rd world" nations disguised as humanitarian help or aid. These policies are distinct but related to the "original" period of colonization of Africa, Asia, and the Americas by European nations. (University of Maryland)

Neurodiversity - refers to the variation in the human brain regarding sociability, learning, attention, mood and other mental functions. (Thomas Armstrong, author of *The power of Neurodiversity: Unleashing the Advantages of Your Differently Wired Brain*).

According to the UK-based Autism Awareness Centre, it recognizes that all variations of human neurological function need to be respected as just another way of being, and that neurological differences like autism and ADHD are the result of normal/natural variations in the human genome.

The term was first coined by Judy Singer, a sociologist on the autism spectrum and the neurodiversity movement stresses that neurological differences should be valued and add value to the workplace.

Non-binary - an adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. (Human Rights Campaign)

Norm - an ideal standard binding upon the members of a group and serving to guide, control, or regulate power and acceptable behavior. (Effective Philanthropy)

Oppression - the systemic and pervasive nature of social inequality woven throughout social institutions as well as embedded within individual consciousness. Oppression signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups. (Adams, Bell and Griffin)

Pan-Africanism - describes the theory relating to the desire to educate all peoples of the African diaspora of their common plight and the connections between them. Some theorists promote linking all African countries across the continent through a common government, language, ideology, or belief. (University of Maryland)

Pansexuality - a term reflective of those who feel they are sexually, emotionally, and spiritually capable of falling in love with all genders. (Queers United Activists)

Pay Equity - compensating employees the same when they perform the same or similar job duties, while accounting for other factors, such as their experience level, job performance and tenure with the employer. (SHRM)

It ensures the fairness of compensation paid to employees for performing comparable work, without regard to gender or race or other categories protected by law (such as national origin or sexual orientation). It includes fairness both in terms of base pay and in total compensation, including bonuses, overtime, employee benefits, and opportunities for advancement.

Pay equity does not mean that all employees are paid the same. Generally, pay equity focuses on ensuring those employees performing comparable work are receiving comparable compensation. (Trusaic)

People/Person of Color - is not a term that refers to real biological or scientific distinction between people, but the common experience of being targeted and oppressed by racism. While each oppressed group is affected by racism differently and each group maintains its own unique identity and culture, there is also the recognition that racism has the potential to unite oppressed people in a collective of resistance. For this reason, many individuals who identify as members of racially oppressed groups also claim the political identity of being People of Color. This in no way diminishes their specific cultural or racial identity; rather it is an affirmation of the multiple layers of identity of every individual. This term also refrains from the subordinate connotation of triggering labels like “non-White” and “minority.” (Office of Racial and Ethnic Concerns of Unitarian Universalist Association)

People/Person-First Language - emphasizes the individuality, equality and dignity of people with disabilities. Rather than defining people primarily by their disability, people-first language conveys respect by emphasizing the fact that people with disabilities are first and foremost just that—people. (The Employer Assistance and Resource Network on Disability Inclusion (EARN))

People/Person with Disabilities - refers to individuals with a disability. This term utilizes Person-First Language, which posits that a person isn't a disability, condition or diagnosis but rather, a person has a disability, condition or diagnosis. (ADA)
Replaces the terms, *Handicap*, *The Handicapped*, *The Disabled*, *Wheelchair-bound*, *Cripple*, which do not reflect the individuality, equality or dignity of people with disabilities. (NDA Ireland)

Performative Allyship - (versus Allyship) - is when someone from a nonmarginalized group (white, able-bodied, etc.) professes support and solidarity with a marginalized group in a way that either isn't helpful or that actively harms that group. Performative allyship refuses to engage with the complexity below the surface or say anything new. It refuses to acknowledge any personal responsibility for the systemic issues that provided the context for the relevant tragedy. (Policy Exchange)

Personal Gender Pronoun - the pronoun or set of pronouns that an individual personally uses and would like others to use when referring to them. Replaces the term *Preferred Gender Pronoun*, which incorrectly implies that their use is optional. (PFLAG)

Polyamory - the practice or acceptance of having more than one intimate relationship at a time with the consent of all involved. (Queers United Activists)

Prejudice - a pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or groups toward another group and its members. Such negative attitudes are typically based on unsupported generalizations (or stereotypes) that deny the right of individual members of certain groups to be recognized and treated as individuals with individual characteristics. (Institute for Democratic Renewal and Project Change)

Privilege - power and advantages benefiting a group derived from the historical oppression and exploitation of other groups. (University of Maryland)

Psychological Safety - a climate in which people are comfortable being (and expressing) themselves without repercussions. (Amy Edmonson)

It is about creating an environment where employees feel empowered to express an idea or contribution fully, without fear of negative consequences to themselves, their status or their career. It includes being courageous enough to showcase their vulnerability, to own their mistakes and turn them into learning, and trust that their work environment and co-workers will not shame them for doing so.

Queer - term used to refer to people or culture of the lesbian, gay, bisexual, transgender community. A term once perceived as derogatory is now embraced by some members of the LGBTQ community. (The National Multicultural Institute)

Race - a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time. (Adams, Bell and Griffin)

Racial and Ethnic Identity - an individual's awareness and experience of being a member of a racial and ethnic group; the racial and the ethnic categories that an individual chooses to describe him or herself based on such factors as biological heritage, physical appearance, cultural affiliation, early socialization, and personal experience. (Adams, Bell and Griffin)

Racial Equity - the condition that would be achieved if one's racial identity no longer influenced how one fares. Racial equity is one part of racial justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. (Center for Assessment and Policy Development)

Racism - individual and institutional practices and policies based on the belief that a particular race is superior to others. This often results in depriving certain individuals and groups of civil liberties, rights, and other resources, hindering opportunities for social, educational, and political advancement. (The National Multicultural Institute)

Racism (endorsed by Dismantling Racism Training) - A system of advantage based on race. A system of oppression based on race. A way of organizing society based on dominance and subordination based on race. Penetrates every aspect of personal, cultural, and institutional life. Includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color. Racism = Prejudice + the POWER to implement that prejudice. (Exchange Project of the Peace & Development Fund)

Religionism - the individual, cultural and institutional beliefs and discrimination that systematically oppress non-Christians, which includes Anti-Semitism and Islamophobia. (National Coalition of Christians and Jews)

Reverse Discrimination - unfair treatment of members of a dominant or majority group. (Society of Human Resources Management); according to the National Multicultural Institute, this term is often used by opponents of affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against. The Supreme Court considers it to be illegal to consider race and other demographic categories in hiring and other employment related decisions.

Safe Space - a space in which an individual or group may remain free of blame, ridicule and persecution, and are in no danger of coming to mental or physical harm. (The National Multicultural Institute)

Sex - system of classification based on biological and physical differences, such as primary and secondary sexual characteristics. Differentiated from gender, which is based on the social construction and expectations of the categories "men" and "women." (University of Maryland)

Sexual Orientation - the direction of one's sexual attraction toward the same gender, opposite gender, or other genders. It is on a continuum and not necessarily a set of absolute categories. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

Social Justice - a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole (Adams, Bell and Griffin)

Social Power - access to resources that enhance chances of getting what one needs or influencing others in order to lead a safe, productive, and fulfilling life. (Adams, Bell and Griffin)

Stakeholder Capitalism - a model of environmental, social, governance, and data stewardship (ESG&D) focused on environmental and social risks and opportunities. This model posits that companies should consider all their stakeholders—not just the owners but also employees, customers and suppliers for the long-term success and health of the business—as opposed to the shareholder-primacy model which focuses on financial and operational costs and benefits and can engender entrenched inequality and damage to the environment. (World Economic Forum; Quartz)

Stereotype - a positive or negative set of beliefs held by an individual about the characteristics of a certain group. (The National Multicultural Institute)

Supplier Diversity - a corporate program which encourages and ensures the use of minority-owned, women-owned, veteran-owned, LGBT-owned, veteran-owned, and other historically underutilized business determined by the U.S. Small Business Administration (SBA) in the procurement of goods and services for any business or organization.

The Supplier Diversity program concept first introduced in 1953 with the establishment of the Small Business Administration. (SBA.gov)

Tolerance - acceptance and open-mindedness to different practices, attitudes, and cultures; does not necessarily mean agreement with the differences. (University of Maryland)

Transgender - an individual whose gender identity differs from the societal expectations of their physical sex. Transgender or “trans” does not imply any form of sexual orientation. Cisgender is a gender identity where an individual’s self-perception of their gender matches their sex. For example, a cisgendered female is a female with a female identity. (The National Multicultural Institute)

Two-Spirit - A term used within some American Indian (AI) and Alaska Native (AN) communities to refer to a person who identifies as having both a male and a female essence or spirit. The term--which was created in 1990 by a group of AI/AN activists at an annual Native LGBTQ conference--encompasses sexual, cultural, gender, and spiritual identities, and provides unifying, positive, and encouraging language that emphasizes reconnecting to tribal traditions. (PFLAG)

Unconscious Bias - the subliminal tendency to favor certain people or groups of people based upon learned stereotypes. It can be interchangeable with the term “implicit bias. (Mercer). It refers to social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing. (UCSF, Office of Diversity & Outreach)

Underrepresented Groups (URG) - a group that is less represented in one subset (e.g., employees in a particular sector, such as IT) than in the general population. This can refer to gender, race/ethnicity, physical or mental ability, LGBTQ+ status, and many more. The term also refers to populations who are not represented in STEM professions in proportions equal to White STEM workers. (IGI Global)

Replaces the term *Underrepresented Minorities (URM)*, as minority groups will soon be the majority in the U.S. Underrepresented Groups is inclusive of LGBTQ+ individuals as well as Veterans and People with Disabilities.

Upstander - a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

Veteran - A person who served in the Armed Forces of the United States during a period specified and was honorably discharged or released under honorable circumstances. Armed Forces is defined as the Army, Navy, Marine Corps, Air Force, and Coast Guard, including all components thereof, and the National Guard. (Emory University)

White Centering - putting your feelings as a White person above the Black and POC causes you’re supposed to be helping. Layla F. Saad explains in her book, *Me and White Supremacy*, “White centering is the centering of White people, white values, white norms and white feelings

over everything and everyone else.” White centering can manifest as anything ranging from tone policing and white fragility to white exceptionalism and outright violence.

White Privilege - refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are White. White people who experience such privilege may or may not be conscious of it. (McIntosh)

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Diversity, Equity & Inclusion Task Force
Item #5
Meeting of June 15, 2021

Brief Description: City and police department overview

City overview

In an effort to increase the DE&I Task Force's understanding of the City of Minnetonka and its scope, City Manager GERALYN Barone will present a brief overview regarding the form of government, community characteristics, and city services. Task force members are encouraged to explore the following links prior to the June 15 meeting to learn more about the community.

- City of Minnetonka [website home page](#)
- [Community profile](#), including demographics, economy and jobs, income and poverty, housing, transportation and land use/development
- [City organizational chart](#)
- [City Council](#), including form of government and [strategic profile](#)
- [Minnetonka City Charter](#)

Police Department

Much of the conversation on diversity, equity and inclusion centers on police actions and practices. Police Chief Scott Boerboom and Community Engagement Officer Scott Marks will provide an overview of the Minnetonka Police Department with a focus on hiring, training, use of force, mental health calls, mutual aid and officer wellness. See below for more information on the city's website.

- [Minnetonka Police Department](#)
- [2020 Annual Report](#)
- Minnetonka Police [Policies and Training](#)

Summary

This information and the presentations by Ms. Barone, Chief Boerboom and Officer Marks are intended to provide background for future DE&I Task Force discussions.

Diversity, Equity & Inclusion Task Force
Item #6
Meeting of June 15, 2021

Brief Description: City DE&I efforts

Background

The City of Minnetonka has been involved in a variety of diversity, equity and inclusion efforts for a number of years. Last summer and fall, the Minnetonka City Council had extensive discussions regarding these efforts, resulting in the addition of a strategic priority on community inclusiveness in the city's updated strategic profile. Based on that council support, city efforts have intensified, both internally within the city organization and externally to the community. Following is a summary of a number of these and some previous efforts.

Internal Efforts

Previous efforts

In 2017, city staff established an internal diversity and inclusion (D&I) committee to assist in identifying organizational obstacles to city employment and services and develop an implementation plan to reduce or remove those obstacles. The initial purpose was to help in retaining a positive workplace culture while unprecedented turnover occurred in the organization. The group was initially formed to help identify what the current workplace culture was, what had been lost and gained, and what was needed to do to ensure employees felt welcomed and included.

Beginning in 2018, with the support of the city council, city of Minnetonka staff began participation in the yearlong Government Alliance on Race and Equity (GARE) introductory cohort learning program. GARE is a national network of government personnel working to achieve racial equity and advance opportunities for all. A goal for participation in the GARE program was to assist the staff D&I committee with one band of the inclusion spectrum, race and equity, by helping build capacity to analyze policies, practices and procedures.

As part of the cohort tasks, staff collected demographic information, created a racial equity narrative and learned the use of a racial equity toolkit for the evaluation of policies and procedures from a race and equity standpoint. Throughout the course of the cohort work, staff began the process of creating a racial equity statement and racial equity plan.

Core Planning Team (CPT)

During the summer of 2020, an internal CPT began meeting weekly to discuss enhancing the city's DE&I efforts. The team consists of the city manager, assistant city manager, police chief, community engagement police officer, human resources manager, communications manager, assistant to the city manager, administrative intern and contractual facilitator of the Internal Diversity Committee (see below). The group now meets biweekly to oversee and guide both internal and external DE&I efforts.

Internal Diversity Committee (IDC)

Staff leadership, managers, and employees have had various touchpoints with diversity, equity, and inclusion efforts over the past year. These have come in many forms, through communications, committees, and organization-wide participation in a culture assessment.

There has been a multitude of engagement that has illustrated the city has an activated and energized workforce that is committed to advancing equity within the organization.

This all stemmed from the intentional effort of creating the Internal Diversity Committee last summer, consisting of 25 employees who meet monthly and represent all city departments: Administrative Services, Community Development, Legal, Finance, Fire, Police, Public Works, and Recreation Services.

These employees have courageously taken on efforts to serve as ambassadors for current and future DE&I activities. The purpose of the committee is to actively listen, learn, and engage with one another to embed DE&I values throughout the organization. Through this introspective approach, employees are enabled to engage with one another in the development of their intercultural competencies and hold themselves and others accountable for creating a path towards inclusivity.

Facilitated by Halston Sleets and her team at Root'D Relations, the IDC meetings have focused on the following:

- Grounding in definitions through the development of shared language regarding diversity, equity, and inclusion
- Examining power and privilege and movement towards action
- Understanding and disrupting patterns of implicit bias

Employees indicated that this work requires more time to create the culture shifts necessary to make this work sustainable, which led to the creation of subcommittees. These subcommittees have a consistent rhythm of connecting and collaborating to embed these DE&I principles into city operations. This has been performed by:

- Facilitating the city's development of an equity toolkit that will analyze city projects, programs, policy review, and initiatives through a critical lens.
- Establishing a foundation and common language to connect our DE&I efforts across the organization.
- Identification of employee trainings and activities that are DE&I centered in order to build the skills necessary to foster self-discovery, build inter-cultural capacity and enable informed advancement of racial equity.

DE&I Coordinator

The city's contract with Root'D Relations will be phasing out with the addition of a new in-house Diversity, Equity & Inclusion Coordinator. The recruitment process is in progress, with finalist interviews conducted on June 8 and a contingent offer expected shortly. Members from the DE&I Task Force, Karyn Sciortino Johnson and Sandy Johnson, participated in semifinalist interviews.

Resource library

City staff is in the process of compiling an extensive electronic resource library that will be available to all city employees through the city's intranet and potentially to the community at large via the city's website. The intent is to offer a wide range of resources to educate employees, stimulate conversations, and activate employees to positive action.

The library includes a variety of information mediums (e.g., articles, books, audiobooks, Ted Talks, movies, podcasts, websites) on topics such as race, gender, sexual identity, disability, religion, and mental health. Once completed, the resource library can be made available to the task force members.

Boards and commissions recruitment

There are five advisory boards to the city council comprised of Minnetonka residents who serve in a volunteer capacity: Planning Commission, Economic Development Advisory Commission, Park Board, Senior Citizen Advisory Board, and Sustainability Commission. Annually, new members are recruited, some are interviewed by the city council, and a few are appointed by the mayor with city council approval to fill any vacancies.

A key strategy in the city's strategic profile updated in 2020 is to "Foster an inclusive boards and commissions recruitment process to increase diversity". Under city council guidance, staff updated the online application and significantly expanded outreach in promoting vacancies. A total of 129 applications were received for the various groups. Twelve percent of the applicant pool identified as non-white or BIPOC (Black, Indigenous, people of color). Following interviews and appointments, new membership on the city's advisory boards and commissions has made positive strides toward increased diversity.

External Efforts

Police Community Engagement Outreach

In 2017, the position of community engagement officer within the police department was created. Officer Scott Marks leads outreach efforts with the support of fellow officers to increase engagement externally in the community by a variety of methods. One of the most notable was the establishment of the faith leaders' consortium, inviting leaders of each local place of worship to join together for an ongoing dialogue. The police department, acting as a catalyst to the effort, has now created a network that is self-sustaining within the community. The group holds regular meetings to address topics of common concern and importance and has been active in hosting several community events over the past year.

On other fronts, Officer Marks has engaged with management staff of several multi-family apartments with underrepresented populations to initiate conversations on improving connections with the city. He has done extensive work in the area of mental health, partnering with the Hennepin County social worker who is embedded in the police department and serving on the board of [Relate Counseling](#). Officer Marks also serves on the [Minnetonka Family Collaborative](#) board, and Police Captain Andy Gardner serves on the board of [Sojourner Project](#).

Over the past five years, Police Chief Scott Boerboom has regularly engaged with residents representing the BIPOC community through a law enforcement/BIPOC community coffee group and a Black men's group. He has participated as a panelist in a number of community forums, some sponsored by the Hopkins Race & Equity Initiative ([HREI](#)) and others as an outgrowth of the coffee and faith leaders groups called "We are Better Together". He and other police personnel have attended community vigils and other events hosted by local faith leaders.

Just Deeds

The City of Golden Valley's Human Rights Commission launched the [Just Deeds](#) project in July 2020, which is now expanding to interested cities. Residents in participating cities are able to

contact the city to find out whether a racially restrictive covenant appears in the historic title records for their properties. The city serves as a coordinator, putting the resident in touch with volunteer attorneys who verify whether there is any historic covenant. If there is a covenant, the volunteer attorney prepares an instrument to discharge the covenant from the title.

Although racially discriminatory covenants have not been enforceable for decades, legislation enacted in 2019 allows property owners to remove these covenants from their property. The city council took action on Feb. 22, 2021 to join the Just Deeds project, making that project available to Minnetonka residents.

The city's website page for Just Deeds launched on April 5, allowing residents to contact the city if they are interested in discovering whether their property had a racially discriminatory covenant filed on it. Since then, 75 residents have contacted the city. Twelve of those properties are identified in the [Mapping Prejudice](#) database as having racial covenants, and those have been referred to volunteer attorneys who will assist the owners in removing the covenants. The remaining properties are being referred to title companies, and those companies will research the histories of the properties to verify that there is no covenant.

The city attorney has located a total of six city-owned properties that have covenants, including Mayflower Park. Of the six properties, two (including the park) are abstract, and the city will be filing discharge documents on these. The other four are torrens, and the city attorney confirmed that the restriction no longer appears on the certificate of title for three of the four. She is doing further title research to determine if additional action is necessary on the fourth property.

DE&I Task Force

Earlier this year, the city council agreed to the formation of a community-based Diversity, Equity & Inclusion Task Force comprised of community members from a variety of backgrounds who would serve in an advisory capacity to the city council. The task force held its first meeting on May 11, 2021 and is scheduled for a second meeting on June 15, 2021. A page on the city's website has been dedicated to the [task force](#).

Key objectives of the group are to:

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

Diversity, Equity & Inclusion Task Force
Item #7
Meeting of June 15, 2021

Brief Description: Community DE&I efforts

Background

In addition to city DE&I activities, there are a host of community-based groups independently involved in these efforts. In order to leverage resources, the city council has asked the DE&I Task Force to identify potential community partners that might be interested in collaborating with the city. Future discussions will focus on how that engagement might occur.

The following list is not all inclusive, and task force members will be asked to identify other potential partners.

School Districts

Minnetonka is served by three public school districts: [Hopkins](#), [Minnetonka](#) and [Wayzata](#), and a number of charter and private schools including [Eagle Ridge Academy](#) and [Lionsgate Academy](#). [District 287](#) also has a presence in Minnetonka.

Business Groups

For many years, Minnetonka was served by the TwinWest Chamber of Commerce. Last year, TwinWest merged with the [Minneapolis Regional Chamber](#) and continues to serve the business community. Another business group serving the city is [Greater MSP](#).

Faith Community

[St. Luke's Presbyterian Church](#) has offered a community dialogue series entitled [Dismantling Racism](#). This has produced the [West Metro Dismantling Racism Network](#) that disseminates information on the topic.

[Minnetonka United Methodist Church](#) has established a Commission on Religion on Race Ministry, producing a [covenant document](#).

[Grace Apostolic Church](#), particularly Bishop David Johnson, has proactively engaged with the Minnetonka Police Department. In late May, the church hosted a "We are Better Together" event attended by community members, city councilors, and law enforcement personnel.

[Bet Shalom Congregation](#), led by Rabbi David Locketz, sponsors a variety of [social action activities](#), including fighting structural racism.

Pastor Satise Roddy of [Oasis Church](#) has organized community vigils over the past year.

Nonprofits

[ICA Food Shelf](#) has been a long-time partner of the city. During the pandemic, ICA administered a rental assistance program on behalf of the city.

Another group closely affiliated with the city is [Resource West](#), which city staff often refer residents for support services.

Other Groups

The [Hopkins Race & Equity Initiative](#) (HREI) is a collaborative effort between the City of Hopkins, its police department, the Hopkins School District and Gethsemane Lutheran Church. The group has often invited Minnetonka city officials and staff to participate in its activities.

The [Minnetonka Collective](#) is a grassroots group that focuses on increasing a sense of community and creating ways for folks who live, work and play in Minnetonka to connect and know each other in meaningful ways.

Minnetonka Coalition for Equitable Education ([MCEE](#)) is a citizens' advocacy group within the Minnetonka School District.

Diversity, Equity & Inclusion Task Force
Item #8
Meeting of June 15, 2021

Brief Description: Community engagement/feedback

As the DE&I Task Force moves toward developing a city DE&I vision, mission and goals, it will be important to hear from the community. At the June 15 task force meeting, the group will be asked to identify the logistics of engagement. Some examples are provided below, and the task force should discuss the merits of these and the addition of others.

- **Who to engage**
 - Residents (homeowners and renters)
 - Businesses and workforce
 - Schools and students
 - Shoppers, service users, faith congregations
 - *Others?*
- **How to engage**
 - [Minnetonka Matters](#) e-platform
 - Community conversations/circles
 - Open house/forum
 - Direct outreach
 - *Other?*
- **Where to engage**
 - City events (Summer Festival, Farmer's Market)
 - "Beehives" of existing activity (e.g, senior center, apartments, schools, places of worship, athletic fields/arenas)
 - Scheduled events
 - *Other?*
- **Content of feedback desired**
 - *Define what the task force wants to know*
 - *Define what to ask*
- **Who can assist in engaging**
 - Task force members
 - City staff
 - Facilitators
 - *Others?*

Community Survey

One set of data recently received are the results of the annual community survey commissioned by the city and administered by a professional survey firm. This year, respondents were asked a number of questions regarding inclusion. Attached are two documents – the complete survey results and a more refined document with the inclusion questions sorted by residential longevity, household type, age, ethnicity, gender, and geographic location (crosstabs).

Following are general highlights from the survey. Note that these results are but one piece of information for consideration by the task force as it develops recommendations to the city

council for short-term and long-term goals. Creating opportunities for other community engagement avenues will provide a more holistic picture for the task force to consider.

Methodology

The survey results are based on a telephone survey of 400 randomly selected residents of the city of Minnetonka conducted by the Morris Leatherman Company. Survey responses were gathered by professional interviewers across the community between April 13 and May 6, 2021. The average interview took 32 minutes. The non-response level was 5%. All respondents interviewed in this survey were part of a randomly generated cellphone and landline sample of Minnetonka residents. In general, random samples such as this yield results projectable to their respective universe within +/-5% in 95 out of 100 cases.

Residential Demographics

The typical adult Minnetonka resident lived in the city for 10.1 years. Twenty-six percent moved there during the past five years, while 25% resided there for more than 20 years. Fifteen percent report they intend to move from Minnetonka during the next ten years, while six percent intend to do so during the next five. Fifty-four percent foresee no move during the next 30 years.

Twenty-six percent of the households contain seniors; in fact, 22% of the households are composed exclusively of senior citizens. Thirty-one percent of the households have school-aged children or preschoolers. The typical Minnetonka adult resident is 48.5 years old. Twenty-three percent are under 35 years old, while 38% are 55 years old or older. Women outnumber men by four percent in the sample. Seventy-nine percent indicate they are “white”; six percent are “African-American”; five percent are “Asian-Pacific Islander”; and four percent are either “Hispanic-Latinx” or “Mixed/Bi-racial”. Ninety-four percent report “English” is the only language spoken at home; “Spanish” is spoken in two percent of Minnetonka households.

Seventy-one percent own their present residences. The typical residential property has an approximate value of \$373,500. Nine percent post values of under \$250,000, while 45% estimate values between \$250,000 and \$400,000, 28% state values of between \$400,000 and \$600,000, and nine percent estimate the value of their residential property is over \$600,000. No one thinks the value of their home decreased during the past year; fifty percent see an increase in their home value. Twenty-six percent live in Ward One, while 25% each reside in Wards Two or Three, and 24% live in Ward Four.

Quality of Life Issues

Fifty-five percent of the city, a drop of eight percent in one year, rate their quality of life as “excellent”, while another 44% rate it as “good”, an increase of seven percent since the 2020 study. A small two percent rate their quality of life as “only fair”.

“Friendly people” is the most liked aspect of the community, posted by 16% of the sample, as well as double the 2020 level. Following closely behind are “quiet”, at 15%, “safety” or “Lake Minnetonka”, each at 15%, and “schools” at 12%. “Trees and nature” are posted by seven percent.

A remarkably high 33%, up seven percent in one year, report there is “nothing” they like least about living in the community. Four issues emerge at moderate or low level of concern: “high taxes”, again at 18%, “lack of sidewalks” at seven percent, “no diversity” at 6%, and “traffic congestion” or “too much development”, each at five percent. Among the small subgroup

posting “no diversity”, six percent of the overall sample, 50% suggest “the city should address affordable housing”.

If they were to describe the city of Minnetonka to a friend or relative, 17%, down eight percent in one year, would point to “welcoming/friendly”, 14% would cite “quiet and peaceful”, 12% would say “safe”, nine percent would point to “nature/beauty”, and eight percent would mention “parks and trails”.

A comparatively large 64% report “daily” or “a few times a week” contact with their neighbors. Thirty percent say they have contact either “once a week” or “a few times a month”. Only six percent indicate “once a month” or “less often” contact. Eighty-seven percent feel comfortable discussing neighborhood problems with their neighbors; twelve percent do not. An exceptionally large 68% rate Minnetonka as “very welcoming”; twenty-eight percent rate the community as “somewhat welcoming”. Only four percent rate the city as “not too welcoming” or “not at all welcoming”, pointing to its lack of welcoming of all people of color.

Ninety-four percent rate the city of Minnetonka as “excellent” or “good” in treating all residents with respect; three percent rate it lower. Ninety-three percent rate the city as “excellent” or “good” in creating a welcoming community to residents of all backgrounds; six percent rate it as “only fair” or “poor”. Eighty-seven percent positively rate the city in treating all residents fairly; four percent negatively rate it. Eighty-six percent highly rate the City of Minnetonka in providing services to residents of all backgrounds; three percent rate the city lower. Sixty-two percent believe creating a diverse, inclusive, and fair community should be a “high priority” or “moderate priority”. Thirty-five percent see it as a “low priority” or “not a priority at all.”

THE MORRIS LEATHERMAN COMPANY
3128 Dean Court
Minneapolis, Minnesota 55416

City of Minnetonka
2021 Residential Study
FINAL APRIL 2021

Hello, I'm _____ of the Morris Leatherman Company, a polling firm located in Minneapolis. We've been retained by the City of Minnetonka to speak with a random sample of residents about issues facing the city. Even in this difficult time with COVID and its impact on the community, city representatives and staff need your opinions and suggestions about city's future and current city services and offerings. I want to assure you that all individual responses will be held strictly confidential; only summaries of the entire sample will be reported. (DO NOT PAUSE)

- | | |
|--|--|
| 1. Approximately how many years have you lived in Minnetonka? | LESS THAN ONE YEAR.....3%
ONE TO TWO YEARS.....9%
THREE TO FIVE YEARS...14%
SIX TO TEN YEARS.....27%
ELEVEN - TWENTY YEARS.23%
OVER TWENTY YEARS.....25%
DON'T KNOW/REFUSED.....0% |
| 2. As things now stand, how long in the future do you expect to live in Minnetonka? | LESS THAN TWO YEARS....1%
TWO TO FIVE YEARS.....5%
SIX TO TEN YEARS.....9%
11 TO 20 YEARS.....17%
TWENTY TO THIRTY YRS..15%
OVER THIRTY YEARS.....20%
DON'T KNOW/REFUSED....34% |
| 3. How would you rate the quality of life in Minnetonka -- excellent, good, only fair, or poor? | EXCELLENT.....55%
GOOD.....44%
ONLY FAIR.....2%
POOR.....0%
DON'T KNOW/REFUSED.....0% |
| 4. How would you rate the City's job of handling the COVID-19 pandemic - excellent, good, only fair or poor? | EXCELLENT.....35%
GOOD.....62%
ONLY FAIR.....3%
POOR.....0%
DON'T KNOW/REFUSED....1% |

IF "ONLY FAIR" OR "POOR," ASK: (N=11)

5. Why did you rate the city's job as (only fair/poor)?

CLOSED BUSINESSES, 18%; AGAINST MASK MANDATE, 64%; TOO SLOW TO TAKE SERIOUSLY, 18%.

6.	How would you rate the City's communication about the COVID-19 pandemic - excellent, good, only fair or poor?	EXCELLENT.....26% GOOD.....69% ONLY FAIR.....5% POOR.....0% DON'T KNOW/REFUSED.....1%
7.	What do you like most about living in Minnetonka?	UNSURE.....0% FRIENDLY PEOPLE.....16% SAFE.....13% OPEN SPACES.....5% PARKS.....4% SCHOOLS.....12% TREES/NATURE.....7% TRAILS.....4% THE LAKE.....13% LOCATION.....2% QUIET.....15% HOUSING/NEIGHBORHOOD...4% CLOSE TO JOB.....2% SCATTERED.....4%
8.	What do you like least about living in Minnetonka?	UNSURE.....14% NOTHING.....33% HIGH TAXES.....18% NO DIVERSITY.....6% TRAFFIC CONGESTION.....5% STREET MAINTENANCE.....4% LACK OF SIDEWALKS.....7% LACK OF PUBLIC TRANSIT.2% TOO MUCH DEVELOPMENT...5% NO ENTERTAINMENT.....3% SCATTERED.....3%

IF "NO DIVERSITY," ASK: (N=22)

9. What, if anything, do you think the city should do to address the lack of diversity?

UNSURE, 18%; AFFORDABLE HOUSING, 50%; CULTURAL EVENTS, 9%; END SYSTEMATIC RACISM, 9%; LESS SNOBBERY, 9%; SCATTERED, 5%.

10. If you were to describe the City of Minnetonka to a friend or relative, how would you describe the city?

UNSURE, 1%; QUIET AND PEACEFUL, 14%; NATURE/BEAUTY, 9%; PARKS AND TRAILS, 8%; WELCOMING/FRIENDLY, 17%; GREAT PLACE TO RAISE KIDS, 4%; SAFE, 12%; LAKES, 5%; CLEAN/WELL-MAINTAINED, 5%; SMALL TOWN FEEL, 5%; NICE NEIGHBORHOODS, 2%; AFFLUENT, 3%; GOOD SCHOOLS, 5%; SCATTERED, 10%.

11.	How often do you have contact with your neighbors - daily, a few times a week, once a week, a few times a month, once a month or less often?	DAILY.....29% FEW TIMES A WEEK.....35% ONCE A WEEK.....13% FEW TIMES A MONTH.....17% ONCE A MONTH.....2% LESS OFTEN.....4% DON'T KNOW/REFUSED.....0%
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12.	Do you feel comfortable discussing neighborhood problems with your neighbors?	YES.....87% NO.....12% DON'T KNOW/REFUED.....2%
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13.	How welcoming, if at all, do you think Minnetonka is - is it very welcoming, somewhat welcoming, not too welcoming or not at all welcoming?	VERY WELCOMING.....68% SOMEWHAT WELCOMING....28% NOT TOO WELCOMING.....3% NOT AT ALL WELCOMING...1% DON'T KNOW/REFUSED.....1%
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IF "NOT TOO WELCOMING" OR "NOT AT ALL WELCOMING," ASK: (N=13)

14. Who do you think does not feel welcomed in Minnetonka?

LGBTQ, 15%; SENIORS, 8%; ALL PEOPLE OF COLOR, 69%; AFRICAN-AMERICANS, 8%.

For each of the following, please rate the City of Minnetonka as excellent, good, only fair or poor.

	EXC	GOO	FAI	POO	DKR
15. Creating a welcoming community to residents of all backgrounds.	47%	46%	5%	1%	2%
16. Treating all residents with respect.	47%	47%	2%	1%	3%
17. Treating all residents fairly.	49%	38%	2%	2%	10%
18. Providing services to residents of all backgrounds.	47%	39%	2%	1%	11%

IF "ONLY FAIR" OR "POOR," ASK: (N=24)

19. Is there a particular city service which needs to improve?

UNSURE, 8%; NO, 8%; RECREATION PROGRAMS, 4%;
 COMMUNITY CELEBRATIONS, 17%; OUTREACH PROGRAMS, 8%;
 LOW INCOME HOUSING, 13%; DIVERSITY CLASSES FOR WHITE
 PEOPLE, 25%; POLICE, 13%; SCATTERED, 4%.

20. Should it be high priority, moderate priority, low priority or not a priority at all for the City of Minnetonka to create a diverse, inclusive and fair community?	HIGH PRIORITY.....21% MODERATE PRIORITY.....41% LOW PRIORITY.....20% NOT A PRIORITY AT ALL.15% DON'T KNOW/REFUSED.....4%
--	--

Changing topics.....

I would like to read you a list of a few city services. For each one, please tell me whether you would rate the quality of the service as excellent, good, only fair, or poor. If you have no opinion, just say so.... (ROTATE LIST)

	EXC	GOO	FAI	POO	DKR
21. Police services?	63%	34%	1%	0%	2%
22. Pavement repair and patching on city streets?	28%	52%	18%	2%	1%
23. Trail maintenance?	47%	50%	2%	0%	1%
24. Park maintenance?	56%	42%	2%	0%	0%
25. Community planning?	39%	47%	4%	1%	9%
26. Fire protection?	52%	43%	1%	0%	5%
27. Recycling service?	47%	49%	2%	0%	3%
28. Snow plowing?	27%	63%	10%	0%	1%
29. Storm water management?	17%	74%	3%	0%	6%
30. Water and sanitary sewer services?	23%	72%	2%	0%	4%
31. Recreational services and programs?	40%	52%	3%	0%	5%
32. Senior services?	31%	48%	2%	0%	20%
33. Natural resources management?	37%	51%	1%	0%	12%
34. Residential assessing services?	30%	57%	1%	0%	13%

IF ANY SERVICES WERE RATED EITHER "ONLY FAIR" OR "POOR," ASK: (N=144)

- | | |
|---|---|
| 35. What changes or improvements, if any, would be needed in that service for it to be rated "excellent" or "good?" | UNSURE.....4%
FASTER RESPONSE.....12%
FIX POTHoles.....36%
BETTER PLOWING.....17%
BETTER DEVELOPMENT
DECISIONS.....8%
TOO MUCH GROWTH.....2%
LARGER RECYCLING BINS..5%
LOWER COST.....5%
MORE STREET LIGHTS.....2%
MORE PUBLIC INPUT.....2%
PICK-UP LITTER.....2%
BETTER PARK RESTROOMS..2%
SCATTERED.....3% |
|---|---|

Moving on....

- | | |
|--|---|
| 36. When you consider the property taxes you pay and the quality of city services you receive, would you rate the general value of city services as excellent, good, only fair, or poor? | EXCELLENT.....22%
GOOD.....67%
ONLY FAIR.....7%
POOR.....0%
DON'T KNOW/REFUSED.....5% |
|--|---|

As you may know, the City of Minnetonka receives no local government state aid and largely relies on property taxes to fund basic services.

- | | |
|--|--|
| 37. If you could increase the budget by one percent, which ONE of these major areas would you prioritize for the increase -- police and fire protection, street maintenance, parks and trails, or some other city service? | POLICE/FIRE.....36%
STREETS.....25%
PARKS AND TRAILS.....21%
OTHER SERVICE.....5%
NONE OF ABOVE (VOL)....5%
DON'T KNOW/REFUSED.....9% |
| 38. Would you favor or oppose an increase in YOUR city property taxes if it were needed to maintain city services at their current level? | FAVOR.....81%
OPPOSE.....6%
DON'T KNOW/REFUSED....13% |

IF "OPPOSE," ASK: (N=25)

39. What service would you be willing to see cut?

UNSURE, 20%; NOTHING/BUDGET BETTER, 12%; RECREATION PROGRAMS, 20%; ADMINISTRATION, 12%; TRAIL MAINTENANCE, 4%; STREET MAINTENANCE, 4%; ACROSS THE BOARD, 28%.

Moving on....

40.	Over the past year, have you called 9-1-1 in Minnetonka?	YES.....18%
		NO.....82%
		DON'T KNOW/REFUSED.....0%

IF "YES," ASK: (N=73)

41.	What was the reason?	DON'T KNOW/REFUSED.....0%
		MEDICAL EMERGENCY.....63%
		ACCIDENT.....34%
		CRIME.....3%

42.	How would you rate the way Hennepin County 911 employees handled the situation - excellent, good, only fair, or poor?	EXCELLENT.....53%
		GOOD.....44%
		ONLY FAIR.....3%
		POOR.....0%
		DON'T KNOW/REFUSED.....0%

43.	Over the past year, have you called the Minnetonka Police Department for any reason other than 9-1-1?	YES.....12%
		NO.....88%
		DON'T KNOW/REFUSED.....0%

IF "YES," ASK: (N=50)

44.	What was the reason?	DON'T KNOW/REFUSED.....0%
		ANIMAL CONTROL.....46%
		MEDICAL ISSUE.....30%
		NEIGH DISTURBANCE.....14%
		SPEEDING.....2%
		MINOR ACCIDENT.....2%
		VANDALISM.....4%
		SCATTERED.....2%

45.	How would you rate the way police employees handled the situation -- excellent, good, only fair, or poor?	EXCELLENT.....52%
		GOOD.....46%
		ONLY FAIR.....2%
		POOR.....0%
		DON'T KNOW/REFUSED.....0%

46.	Are there areas in Minnetonka where you do not feel safe?	YES.....13%
		NO.....87%
		DON'T KNOW/REFUSED.....1%

IF "YES," ASK: (N=51)

- | | |
|--|---|
| 47. In which areas do you not feel safe? | AREAS WITH NO
SIDEWALKS.....37%
BUSY INTERSECTIONS....29%
PARKS.....6%
RIDGEDALE.....16%
TRAILS.....6%
SCATTERED AREAS.....6% |
| 48. What makes you feel unsafe? | NO ROOM TO WALK.....33%
DARK.....8%
SPEEDING.....26%
RISING CRIME.....6%
LOITERING.....16%
WILDLIFE.....4%
SHORT CROSSWALK TIME...4%
SCATTERED.....3% |
| 49. What would make you feel more safe? | SIDEWALKS.....35%
MORE POLICE PATROL....35%
STREET LIGHTS.....14%
MORE PEOPLE AROUND....2%
REDEVELOPMENT.....2%
LONGER CROSSWALK TIME..4%
SLOWER SPEED LIMITS....6%
SCATTERED.....2% |
| 50. Are there streets in the city where you do not feel safe walking? (IF "YES," ASK:) What streets are those? | DON'T KNOW/REFUSED.....0%
NO.....72%
MINNETONKA BOULEVARD..13%
HOPKINS CROSSROAD.....11%
SCATTERED.....4% |
| IF A STREET IS GIVEN, ASK: (N=111) | |
| 51. What makes the street unsafe? | DON'T KNOW/REFUSED.....0%
NO SIDEWALKS.....28%
SPEEDING TRAFFIC.....39%
TOO MUCH TRAFFIC.....29%
NO CROSSWALKS.....3%
DISTRACTED DRIVERS.....2% |

I would like to read you a list of public safety problems.

52. Please tell me which one you consider to be the greatest concern in Minnetonka? If you feel that none of these concerns are serious in Minnetonka, just say so. (READ LIST)

Personal safety?.....	4%
Burglary?.....	6%
Speeding and other traffic violations?.....	25%
Drugs/Opioids?.....	6%
Underage drinking?.....	8%
Juvenile crimes?.....	6%
Identity theft?.....	3%
Domestic abuse?.....	1%
Police and community relations?.....	0%
Something else?.....	2%
None are serious (VOL).....	29%
Don't Know/Refused.....	10%

IF A CONCERN IS GIVEN, ASK: (N=233)

53. Have you ever personally contacted the police about your concern?	YES.....	30%
	NO.....	68%
	DON'T KNOW/REFUSED.....	2%

Looking ten years into the future....

54. What do you think will be the greatest public safety concern facing the community?	UNSURE.....	22%
	NOTHING.....	13%
	UNDERAGE DRINKING.....	5%
	TRAFFIC CONGESTION....	10%
	SPEEDING.....	17%
	JUVENILE CRIME.....	6%
	DISTRACTED DRIVING....	11%
	DRUGS/OPIOIDS.....	6%
	IDENTITY THEFT.....	2%
	BURGLARY.....	6%
	SCATTERED.....	2%

55. Do you feel speeding on Minnetonka residential streets is an issue of concern?	YES.....	35%
	NO.....	65%
	DON'T KNOW/REFUSED.....	0%

IF "YES," ASK: (N=139)

56. How serious of a concern is it -- very serious, somewhat serious, not too serious, or not at all serious?	VERY SERIOUS.....	27%
	SOMEWHAT SERIOUS.....	66%
	NOT TOO SERIOUS.....	7%
	NOT AT ALL SERIOUS....	1%
	DON'T KNOW/REFUSED.....	0%

57. During the past year, do you think speeding on residential streets has gotten better, gotten worse, or stayed about the same?	GOTTEN BETTER.....	13%
	GOTTEN WORSE.....	25%
	STAYED ABOUT THE SAME.	60%
	DON'T KNOW/REFUSED.....	2%

58. During the past year, have you been stopped by a Minnetonka Police officer for a traffic violation? YES.....12%
 NO.....88%
 DON'T KNOW/REFUSED.....0%

IF "YES" ASK: (N=47)

59. Did the police officer act in a professional manner? YES.....100%
 NO.....0%
 DON'T KNOW/REFUSED.....0%

IF "NO," ASK: (N=0)

60. Why do you feel that way?

NOT APPLICABLE.

61. Over the past year, have you called the Minnetonka Fire Department for any reason other than 9-1-1? YES.....1%
 NO.....98%
 DON'T KNOW/REFUSED.....1%

IF "YES," ASK: (N=4)

62. What was the reason?

MINOR FIRE DAMAGE, 25%; LARGE NEIGHBOR FIRE PIT FIRE, 50%; MINOR MEDICAL ISSUES, 25%.

63. How would you rate the way fire employees handled the situation -- excellent, good, only fair, or poor? EXCELLENT.....50%
 GOOD.....50%
 ONLY FAIR.....0%
 POOR.....0%
 DON'T KNOW/REFUSED.....0%

64. When you consider the police and fire services provided by the City of Minnetonka and the property taxes you pay, how would you rate the value -- excellent, good, only fair or poor? EXCELLENT.....22%
 GOOD.....71%
 ONLY FAIR.....3%
 POOR.....0%
 DON'T KNOW/REFUSED.....4%

There has been a lot of discussion in the media about police officers wearing body cameras. The Minnetonka Police Department began using body cameras in 2020.

65. Does the use of body cameras create more trust between the community and law enforcement in Minnetonka? (WAIT FOR RESPONSE) Do you feel strongly that way?

STRONGLY YES.....	43%
YES.....	49%
NO.....	4%
STRONGLY NO.....	1%
DON'T KNOW/REFUSED.....	4%

Moving on....

66. In general, do you think the City is doing too much, too little, or about the right amount in protecting the environment?

TOO MUCH.....	5%
TOO LITTLE.....	7%
ABOUT RIGHT AMOUNT....	87%
DON'T KNOW/REFUSED.....	1%

67. How concerned are you about threats to the city's natural amenities, such as wetlands, ponds, streams and forested areas -- are you very concerned, somewhat concerned, not too concerned, or not at all concerned?

VERY CONCERNED.....	6%
SOMEWHAT CONCERNED....	16%
NOT TOO CONCERNED.....	33%
NOT AT ALL CONCERNED..	46%
DON'T KNOW/REFUSED.....	0%

IF "VERY CONCERNED" OR "SOMEWHAT CONCERNED," ASK: (N=86)

68. What are you most concerned about?

DON'T KNOW/REFUSED.....	0%
LAKE WATER QUALITY....	34%
TOO MUCH GROWTH.....	21%
INVASIVE SPECIES.....	21%
CHEMICAL RUN-OFF.....	6%
WATER POLLUTION.....	8%
LITTERING.....	2%
OVERFISHING.....	5%
LAKE WEEDS.....	4%

How would you rate City efforts in the protection of each of the following types of land -- would you say the City of Minnetonka has done an excellent job, good job, only fair job, or poor job?

	EXC	GOO	FAI	POO	DKR
69. Wetlands, ponds and streams?	30%	60%	10%	0%	0%
70. Forested areas?	31%	61%	7%	1%	0%

71. How would you rate the overall quality of the natural environment in Minnetonka -- excellent, good, only fair, or poor?

EXCELLENT.....	31%
GOOD.....	61%
ONLY FAIR.....	7%
POOR.....	1%
DON'T KNOW/REFUSED.....	1%

72.	How would you rate the water quality in city lakes, ponds and streams -- excellent, good, only fair, or poor?	EXCELLENT.....28%
		GOOD.....58%
		ONLY FAIR.....12%
		POOR.....1%
		DON'T KNOW/REFUSED.....1%

I would like to read you a list of issues relating to the local environment and sustainability. For each of the following, please tell me if that issue is very important for the City to take action on, somewhat important, not too important or not at all important? (ROTATE)

	VRI	SMI	NTI	NAA	DKR
73. Energy conservation?	25%	27%	28%	19%	1%
74. Water conservation?	25%	30%	24%	21%	1%
75. Expanded mass transit options?	8%	21%	37%	33%	1%
76. Climate change?	13%	32%	28%	26%	1%
77. Reducing waste?	24%	26%	24%	26%	1%
78. Improving storm water management?	12%	20%	32%	34%	3%
79. Improving the fuel efficiency of city vehicles?	17%	30%	23%	28%	3%
80. Creation of a climate action plan?	13%	28%	23%	35%	2%

IF "VERY IMPORTANT" OR "SOMEWHAT IMPORTANT," ASK: (N=264)

81.	Would you be willing to see a property tax increase to fund the City's work on these issues? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY YES.....10%
		YES.....55%
		NO.....18%
		STRONGLY NO.....10%
		DON'T KNOW/REFUSED.....6%

The City provides information about protecting our lakes, creeks and wetlands in the Minnetonka Memo, on the city's website and city-sponsored events.

82.	Have you seen any of this information?	YES.....65%
		NO.....34%
		DON'T KNOW/REFUSED.....1%

IF "YES," ASK: (N=257)

83.	How helpful was this information to you -- very helpful, somewhat helpful, not too helpful, or not at all helpful?	VERY HELPFUL.....34%
		SOMEWHAT HELPFUL.....51%
		NOT TOO HELPFUL.....13%
		NOT AT ALL HELPFUL.....2%
		DON'T KNOW/REFUSED.....1%

- | | | |
|-----|--|--|
| 84. | Have you done anything during the past year to reduce run-off and pollutants from entering lakes and wetlands through the storm sewer system? (IF "YES," ASK:) What would that be? | UNSURE.....3%
NO.....28%
ENVIRONMENT FRIENDLY
LAWN CARE.....20%
CLEAN DRAINS/GUTTERS...9%
ECO-FRIENDLY PRODUCTS.18%
RAIN GARDEN/BARREL.....5%
SWEEP LAWN CLIPPINGS/
LEAVES.....12%
COMPOST.....5% |
| 85. | Does your household participate in an organic waste program with a private hauler? | YES.....35%
NO.....65%
DON'T KNOW/REFUSED.....1% |
| | IF "NO," ASK: (N=259) | |
| 86. | Could you tell me one or two reasons why your household does not participate in a composting program? | DON'T KNOW/REFUSED.....5%
NOT ENOUGH.....17%
RENT/ASSOCIATION.....18%
TOO EXPENSIVE.....2%
BAD SMELL.....15%
COMPOST AT HOME.....10%
NO INTEREST.....31%
SCATTERED.....2% |
| 87. | Were you aware of the organics waste dumpster located at the Recycling Center at the Public Works building? (IF "YES," ASK:) Have you ever used this service? | NO.....30%
YES/YES.....31%
YES/NO.....38%
DON'T KNOW/REFUSED.....2% |

Beginning in 2022, Hennepin County will require all cities to make curbside organic waste collection available to all single family homes.

88. Which of the following options would you support the City of Minnetonka doing to meet this requirement:
- | | |
|---|---------------------------|
| A) Require all licensed garbage haulers to offer organic waste collection to customers along with their garbage service; | OPTION A.....30% |
| B) Select a single hauler to provide organics waste collection to residents on a subscription basis; OR | OPTION B.....34% |
| C) Select a single hauler to provide citywide organics waste collection in which every household pays for the service similar to the current recycling program? | OPTION C.....11% |
| | NONE (VOL.).....13% |
| | DON'T KNOW/REFUSED....13% |

Moving on....

89. Does your household participate in the curbside recycling program?
- | | |
|-------------------------|-----|
| YES..... | 86% |
| NO..... | 13% |
| DON'T KNOW/REFUSED..... | 1% |

IF "NO," ASK: (N=52)

90. Could you tell me one or two reasons why your household does not participate in the curbside recycling program?
- | | |
|-------------------------|-----|
| DON'T KNOW/REFUSED..... | 0% |
| NOT ENOUGH..... | 25% |
| RENT/ASSOCIATION..... | 67% |
| BINS ARE TOO SMALL..... | 8% |

Moving on....

The City strives to balance the rights of individual property owners to reasonably develop their properties, with the interests of the wider community.

91. How successful do you think the City has been in maintaining this balance -- very successful, somewhat successful, neither successful nor unsuccessful, somewhat unsuccessful, or very unsuccessful?
- | | |
|-------------------------|-----|
| VERY SUCCESSFUL..... | 28% |
| SOMEWHAT SUCCESSFUL... | 47% |
| NEITHER SUC/UNSUC..... | 15% |
| SOMEWHAT UNSUCCESSFUL.. | 4% |
| VERY UNSUCCESSFUL..... | 0% |
| DON'T KNOW/REFUSED..... | 7% |
92. Do you feel Minnetonka residents have appropriate opportunities for input into the zoning and development decision-making process?
- | | |
|-------------------------|-----|
| YES..... | 76% |
| NO..... | 15% |
| DON'T KNOW/REFUSED..... | 9% |

IF "NO," ASK: (N=58)

93. What change or improvement would you like to see made? (DO NOT READ LIST)	DON'T KNOW/REFUSED.....0%
	DON'T LISTEN.....47%
	NOT ENOUGH
	OPPORTUNITIES.....24%
	MORE PROACTIVE
	COMMUNICATION.....22%
	HOLD IN-PERSON
	MEETINGS.....7%

I would like to read you a list of characteristics of a community. For each one, please tell me if you think Minnetonka currently has too many or too much, too few or too little, or about the right amount.

	MANY /MCH	FEW/ LITT	ABT RGHT	DK/ REFD
94. Affordable rental units?	23%	39%	37%	1%
95. Luxury rental units?	45%	18%	36%	1%
96. Condominiums?	29%	22%	47%	3%
97. Townhouses?	28%	20%	51%	2%
98. Starter homes for young families?	13%	40%	44%	2%
99. Single family homes costing less than \$300,000?	7%	46%	43%	4%
100. "Move up" housing?	38%	18%	39%	6%
101. Higher cost housing?	43%	18%	37%	2%
102. Assisted living for seniors?	16%	18%	49%	18%
103. Nursing or memory-assistance homes?	11%	16%	50%	23%
104. One-level housing for seniors maintained by an association?	7%	23%	52%	19%
105. Affordable housing, defined by the Metropolitan Council as a single family home costing less than \$293,000?	12%	47%	34%	7%
106. Parks and open spaces?	20%	14%	66%	1%
107. Trails and sidewalks?	20%	23%	58%	0%
108. Liquor stores?	14%	28%	55%	4%
109. Service and retail establishments?	10%	21%	69%	10%
110. Entertainment and dining opportunities?	6%	25%	69%	1%
111. Full-time job opportunities?	4%	25%	65%	6%

112. If you were going to move from your current home for a change in life style, how committed would you be to stay in Minnetonka -- very committed, somewhat committed, not too committed or not at all committed?

VERY COMMITTED.....	46%
SOMEWHAT COMMITTED....	39%
NOT TOO COMMITTED.....	8%
NOT AT ALL COMMITTED...	3%
DON'T KNOW/REFUSED.....	5%

Moving on....

For each of the following, please tell me if it is a major problem in Minnetonka, a minor problem, or not a problem at all.

	MAJ	MIN	NOT	DKR
113. Maintenance and upkeep of residential homes?	1%	18%	81%	0%
114. Maintenance and upkeep of residents' yards?	0%	23%	76%	1%
115. Eyesores on residential properties, such as external storage of personal property?	1%	28%	69%	2%
116. Maintenance and upkeep of business properties?	0%	24%	76%	1%
117. Off leash dogs?	1%	20%	77%	2%

IF OFF LEASH DOGS ARE A MAJOR PROBLEM, ASK: (N=5)

118. Where in the City do you think off leash dogs are a major problem?

BEACHES/LAKES, 20%; NEIGHBORHOOD STREETS, 20%; NEIGHBORHOOD PARKS, 60%.

119. Noise?	7%	29%	63%	1%
-------------	----	-----	-----	----

IF NOISE IS A MAJOR PROBLEM, ASK: (N=29)

120. What is the main cause of the noise problem?	DOGS.....	24%
	MUSIC.....	14%
	FIREWORKS.....	7%
	TRAFFIC.....	52%
	SCATTERED.....	3%

IF ANY ARE A MAJOR PROBLEM IN #113-119, ASK: (N=30)

121. Did you report the problem(s) to the city?	YES.....	50%
	NO.....	23%
	DON'T KNOW/REFUSED....	27%

IF "YES," ASK: (N=15)

122. Were you satisfied or	SATISFIED.....	93%
dissatisfied with the	DISSATISFIED.....	7%
response you received?	DON'T KNOW/REFUSED.....	0%

IF "NO," ASK: (N=7)

123. Why didn't you report the problem?

CITY WON'T CARE, 28%; NOT ENFORCEABLE, 43%;
NOWHERE ELSE TO STORE BOATS, 29%.

On another topic....

For each of the following Minnetonka facilities or offerings, please tell me if you or members of your household have visited it during the past year. Then, for each one you or members of your household have visited, please rate it as excellent, good, only fair or poor. If you have no opinion, just say so....

	NOT	EXC	GOO	FAI	POO	DKR
124. Parks?	7%	41%	50%	1%	1%	1%

IF RESPONDENT USES PARKS, ASK: (N=372)

125. What park amenities does your household use most often?

ATHLETIC FIELDS.....	13%
PICKLEBALL.....	3%
OFF-LEASH DOG WALKING.....	5%
OUTDOOR ICE RINKS.....	1%
PLAYGROUND EQUIPMENT.....	19%
TENNIS COURTS.....	5%
WALKING TRAILS.....	40%
BASKETBALL.....	5%
BEACH.....	3%
OTHER (OPEN SPACES/PICNIC).....	2%
DON'T KNOW/REFUSED.....	4%

	NOT	EXC	GOO	FAI	POO	DKR
126. Minnetonka Senior services?	72%	7%	22%	0%	0%	0%
127. The Williston Fitness Center?	59%	19%	22%	1%	0%	0%

IF RESPONDENT USES WILLISTON FITNESS CENTER, ASK: (N=169)

128. What amenities do you use most often?

FITNESS AREA.....	18%
GYM.....	19%
POOL.....	18%
TENNIS COURTS.....	12%
GROUP FITNESS CLASSES.....	21%
INDOOR PLAYGROUND.....	3%
BATTING CAGES.....	9%
OTHER (VOL.).....	0%
DON'T KNOW/REFUSED.....	1%

	NOT	EXC	GOO	FAI	POO	DKR
129. Minnetonka Community Center?	58%	11%	32%	0%	0%	0%
130. Shady Oak Beach?	47%	19%	34%	1%	0%	0%
131. Glen Lake Skate Park?	80%	5%	14%	1%	0%	0%
132. Gray's Bay Marina?	53%	21%	26%	1%	0%	0%
133. Ice Arena?	78%	13%	9%	0%	0%	0%

IF RESPONDENT USES ICE ARENA, ASK:

134. Do you primarily use the ice arena for figure skating and lessons, public skating and open hockey or youth hockey?

ICE SKATING/LESSONS...	17%
PUBLIC SKATING/OPEN...	61%
YOUTH HOCKEY.....	20%
OTHER (VOL.).....	2%
DON'T KNOW/REFUSED.....	0%

	NOT	EXC	GOO	FAI	POO	DKR
135. Trails?	11%	47%	40%	2%	0%	0%

IF RESPONDENT USES TRAILS, ASK: (N=356)

136. Do you use trails primarily for recreational purposes, commuting, or to go to a specific destination?

RECREATIONAL.....	80%
COMMUTING.....	8%
SPECIFIC DESTINATION...	3%
ALL (VOL.).....	10%
DON'T KNOW/REFUSED.....	0%

137. Do you use trails daily, multiple times a week, weekly, multiple times a month, monthly or less often?

DAILY.....	17%
MULTIPLE/WEEK.....	42%
WEEKLY.....	15%
MULTIPLE/MONTH.....	12%
MONTHLY.....	8%
LESS OFTEN.....	6%
DON'T KNOW/REFUSED.....	0%

138. If trails and sidewalks in your neighborhood were connected, would you be much more likely, somewhat more likely or not any more likely to walk, bicycle or take to get to public transit?

VERY LIKELY.....	39%
SOMEWHAT LIKELY.....	29%
NOT ANY MORE LIKELY...	30%
DON'T KNOW/REFUSED.....	2%

139. Does the current mix of recreational facilities in the city adequately meet the needs of your household?

YES.....	96%
NO.....	3%
DON'T KNOW/REFUSED.....	1%

IF "NO," ASK: (N=10)

140. What additional recreational facilities would you like to see offered?

MORE TRAILS, 30%; ICE RINK, 30%; PRESCHOOL FACILITY, 40%.

141. Do you or members of your household currently leave the city for park and recreation facilities or activities? (IF "YES," ASK:) What would that be?

DON'T KNOW/REFUSED.....	2%
NO.....	49%
GOLF.....	7%
LAKES/BOATING.....	13%
TRAILS.....	7%
SPORTS LEAGUES.....	8%
WATER PARK.....	3%
POOL.....	2%
DOG PARK.....	2%
MOUNTAIN BIKING.....	2%
ICE ARENA.....	2%
PLAYGROUND.....	3%

I would like to read you a short list of events offered by the City of Minnetonka. For each one, tell me first if you are aware of it. For those you have heard of, tell me if you have participated in it.... (ROTATE)

	NOT AWA	YES PAR	YES NOT	DK/ REF
142. Farmers Market at the Civic Center Campus?	10%	62%	28%	1%
143. Tree Sale?	22%	22%	56%	1%
144. Winters Farmers Market?	20%	35%	45%	0%

145. Are there other city-wide activities you would like to see offered? (IF "YES," ASK:) What would those be?	UNSURE.....19%
	NO.....61%
	COMMUNITY GARDEN.....11%
	CONCERTS.....7%
	SCATTERED.....2%

Moving on to public transit....

Prior to the pandemic....

146. Have you taken a bus in Minnetonka during the past two years?	YES.....24%
	NO.....76%
	DON'T KNOW/REFUSED.....0%

IF "YES," ASK: (N=96)

147. How often do you take a bus -- daily, couple times a week, weekly, couple times a month, monthly, or less often?	DAILY.....6%
	COUPLE TIMES/WEEK.....19%
	WEEKLY.....7%
	COUPLE TIMES/MONTH.....28%
	MONTHLY.....2%
	LESS OFTEN.....38%

148. Typically, what is your reason for taking the bus?	AVOID CONGESTION.....19%
	SHOPPING.....13%
	SCHOOL.....4%
	SPORTING EVENT.....14%
	SAVE MONEY.....9%
	STATE FAIR.....8%
	SPECIAL EVENT.....18%
	WORK.....13%
	SCATTERED.....3%

149. How satisfied are you with the bus service -- very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?	VERY SATISFIED.....44%
	SOMEWHAT SATISFIED....48%
	NOT TOO SATISFIED.....6%
	NOT AT ALL SATISFIED...2%
	DON'T KNOW/REFUSED.....0%

IF "NO" IN QUESTION #146, ASK: (N=303)

150. Why haven't you taken the bus?	PREFER TO DRIVE.....56%
	AGE/HEALTH.....24%
	INCONVENIENT TIMES.....2%
	NO NEED.....13%
	NO ROUTE TO DESTINATION.....2%
	NEED CAR.....3%

- | | |
|---|--|
| 151. Are there any changes or improvements which would make you consider using the bus? | UNSURE.....6%
MORE PICK-UP TIMES....1%
ROUTE TO DESTINATION...6%
NO.....88% |
| 152. Have you or members of your household used transportation services, such as Uber or Lyft? (IF "YES," ASK:) Do you use them frequently, occasionally or rarely? | NO.....62%
YES/FREQUENTLY.....2%
YES/OCCASIONALLY.....17%
YES/RARELY.....19%
DON'T KNOW/REFUSED.....0% |

The Southwest Light Rail Transit will be a high-frequency train serving the southwest metro area. The Southwest LRT line will connect to other rail lines and high-frequency bus routes in downtown Minneapolis, providing access to other areas in the Twin Cities.

- | | |
|---|--|
| 153. Were you aware Minnetonka will have a light rail station in the Opus area along Highways 169 and 62? | YES.....58%
NO.....42%
DON'T KNOW/REFUSED.....0% |
| 154. How likely are you or members of your household to use this service when it opens in 2024 - very likely, somewhat likely, not too likely or not at all likely? | VERY LIKELY.....10%
SOMEWHAT LIKELY.....21%
NOT TOO LIKELY.....20%
NOT AT ALL LIKELY.....45%
DON'T KNOW/REFUSED.....4% |

Changing topics....

- | | |
|--|---|
| 155. How much first-hand contact have you had with the Minnetonka City Staff -- quite a lot, some, very little, or none at all? | QUITE A LOT.....1%
SOME.....19%
VERY LITTLE.....37%
NONE AT ALL.....44%
DON'T KNOW/REFUSED.....0% |
| 156. From what you know, how would you rate the job performance of the Minnetonka City Staff -- excellent, good, only fair, or poor? | EXCELLENT.....15%
GOOD.....64%
ONLY FAIR.....5%
POOR.....0%
DON'T KNOW/REFUSED....17% |

During the COVID-19 pandemic, City Hall has been closed and then re-opened with limited staff....

157. Have you noticed any difference in the level of service provided by the City of Minnetonka? (IF "YES," ASK:) What have you noticed?

UNSURE, 6%; NO, 85%; LONGER WAIT TO GET SERVICE, 4%; FASTER SERVICE, 2%; SCATTERED, 3%.

158. During the past year, have you visited or contacted Minnetonka City Hall in person, or on the telephone?

YES.....	25%
NO.....	75%
DON'T KNOW/REFUSED.....	0%

IF "YES," ASK: (N=101)

159. On your last contact with the City, which department did you contact -- the Police Department, Fire Department, Water and Sewer, Utility Bill-Assessor's Office, Planning/Zoning, Park Maintenance, Street Maintenance, Natural Resources, Building Inspections, Engineering, Recycling, Recreation Services, General Service Desk, Senior Services, or Administration or City Council?

POLICE DEPARTMENT.....	7%
FIRE DEPARTMENT.....	0%
WATER AND SEWER.....	8%
UTILITY BILLING.....	11%
ASSESSOR'S OFFICE.....	5%
PLANNING/ZONING.....	6%
PARK MAINTENANCE.....	7%
STREET MAINTENANCE.....	8%
NATURAL RESOURCES.....	2%
BUILDING INSPECTIONS...	1%
ENGINEERING.....	0%
RECYCLING.....	12%
RECREATION SERVICES...	12%
GENERAL INFORMATION...	13%
SENIOR CENTER.....	7%
ADMIN/CITY COUNCIL.....	2%
DON'T KNOW/REFUSED.....	0%

Thinking about your last contact with the City, for each of the following characteristics, please rate the service as excellent, good, only fair, or poor....

	EXC	GOO	FAI	POO	DKR
160. Ease of reaching a City Staff member who could help you?	32%	42%	25%	2%	0%
161. Courtesy of the City Staff?	40%	43%	18%	0%	0%
162. Efficiency of the City Staff?	35%	53%	12%	1%	0%
163. Professionalism of the City Staff?	35%	55%	9%	0%	1%

Moving on....

164. What is your primary source of information about Minnetonka City government and its activities?	UNSURE.....1% MINNETONKA MEMO.....51% LOCAL NEWSPAPER.....11% CITY WEBSITE.....25% WORD OF MOUTH.....7% STAR TRIBUNE.....4% SOCIAL MEDIA.....2%
--	---

165. If you could choose the best way for you to receive information about your City government and the issues facing the community, what would it be?	MINNETONKA MEMO.....48% MAILINGS.....12% LOCAL NEWSPAPER.....7% E-MAILS.....4% CITY WEBSITE.....20% WORD OF MOUTH.....4% SOCIAL MEDIA.....5%
--	--

The City publishes a monthly newsletter, "Minnetonka Memo," sent to each home.

166. Do you receive this newsletter? (IF "YES," ASK:) Do you regularly read the newsletter?	NO.....9% YES/YES.....67% YES/NO.....23% DON'T KNOW/REFUSED.....1%
--	---

IF "YES/YES," ASK: (N=269)

167. How would you evaluate its content and format -- excellent, good, only fair, or poor?	EXCELLENT.....44% GOOD.....52% ONLY FAIR.....3% POOR.....0% DON'T KNOW/REFUSED.....0%
--	---

168. How would you evaluate its usefulness -- excellent, good, only fair or poor?	EXCELLENT.....48% GOOD.....49% ONLY FAIR.....3% POOR.....0% DON'T KNOW/REFUSED.....0%
---	---

In order to provide a cost-savings for the city, the newsletter could be offered every other month....

169. Would you support or oppose this change? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY YES.....21% YES.....43% NO.....13% STRONGLY NO.....15% DON'T KNOW/REFUSED.....9%
--	---

170. Have you or any member of your household accessed the City of Minnetonka's website, Minnetonkamn.com, for information about city services, news, and events?

YES.....	65%
NO.....	35%
DON'T KNOW/REFUSED.....	0%

IF "YES," ASK: (N=258)

171. How would you evaluate the City's website - excellent, good, only fair or poor?

EXCELLENT.....	33%
GOOD.....	63%
ONLY FAIR.....	3%
POOR.....	0%
DON'T KNOW/REFUSED.....	1%

IF "ONLY FAIR" OR "POOR," ASK: (N=8)

172. Did you rate the website as (only fair/poor) because of its content or the ease of navigation?

CONTENT.....	38%
NAVIGATION.....	62%
BOTH (VOL.).....	0%
DON'T KNOW/REFUSED.....	0%

The City streams its City Council and other public meetings on its website. Meetings are archived and can also be viewed any time after their original airing.

173. Have you ever viewed meetings from the city's website? (IF "YES," ASK:) Do you typically watch the meetings live?

NO.....	74%
YES/YES.....	4%
YES/NO.....	22%
DON'T KNOW/REFUSED.....	0%

The City uses social media, such as Twitter, Facebook, an e-newsletter and an on-line citizen request program, as an additional method of communicating with residents....

174. Have you used any of the City's social media?

YES.....	30%
NO.....	70%
DON'T KNOW/REFUSED.....	0%

IF "YES," ASK: (N=121)

175. How would you rate the City's social media -- excellent, Good, only fair or poor?

EXCELLENT.....	30%
GOOD.....	67%
ONLY FAIR.....	3%
POOR.....	0%
DON'T KNOW/REFUSED.....	0%

IF "ONLY FAIR" OR "POOR," ASK: (N=4)

176. What should the City do to improve its social media?

MORE INTERACTIVE, 25%; MORE TIMELY, 25%; BETTER MONITORING OF COMMENTS, 50%.

Changing topics....

177. Did you vote in the 2019, 2020 or both elections?	2019.....	2%
	2020.....	69%
	BOTH.....	14%
	NO.....	16%
	DON'T KNOW/REFUSED.....	0%

IF "2019," "2020," OR "BOTH," ASK: (N=336)

178. Did you vote early, at the polling place or by absentee ballot?	EARLY.....	18%
	POLLING PLACE.....	39%
	ABSENTEE BALLOT.....	43%
	DON'T KNOW/REFUSED.....	0%

IF "EARLY" OR "POLLING PLACE," ASK: (N=192)

For each of the following, please rate the City as excellent, good, only fair or poor....

	EXC	GOO	FAI	POO	DKR
179. Information provided prior to the election?	59%	35%	2%	0%	5%
180. Courtesy of the election staff?	70%	29%	1%	0%	0%
181. Efficiency of the election staff?	64%	34%	2%	0%	0%
182. Organization of the polling place?	63%	35%	2%	0%	1%
183. How many minutes did you wait in-line to vote?	NO WAIT.....	10%			
	1 TO 4 MINUTES..	34%			
	5 MINUTES.....	30%			
	6 TO 10 MINUTES..	18%			
	OVER 10 MINUTES..	9%			

Now, just a few more questions for demographic purposes....

Could you please tell me how many people in each of the following age groups live in your household; please be sure to include yourself....

184. First, persons 65 or over?	0.....74%
	1.....10%
	2 OR MORE.....16%
185. Adults under 65?	0.....22%
	1.....14%
	2.....58%
	3 OR MORE.....6%
186. School-aged or pre-school children?	0.....70%
	1.....14%
	2.....15%
	3 OR MORE.....2%
187. Do you own or rent your present residence?	OWN.....71%
	RENT.....29%
	REFUSED.....0%
IF "OWN," ASK: (N=284)	
188. Which of the following categories would contain the approximate value of your residential property -- under \$250,000, \$250,000-\$400,000, \$400,000-\$600,000, or over \$600,000?	UNDER \$250,000.....9%
	\$250,000-\$400,000.....45%
	\$400,000-\$650,000.....32%
	OVER \$600,000.....5%
	DON'T KNOW.....4%
	REFUSED.....6%
189. Over the past year, do you feel your home value was increased, remained stable or decreased? (IF "INCREASE" OR "DECREASE," ASK:) Is that a lot or a little?	INCREASED/A LOT.....14%
	INCREASED/A LITTLE....36%
	REMAINED STABLE.....39%
	DECREASED/A LITTLE.....0%
	DECREASED/A LOT.....0%
	DON'T KNOW/REFUSED....10%
190. What is your age, please? (READ CATEGORIES)	18-24.....6%
	25-34.....17%
	35-44.....20%
	45-54.....20%
	55-64.....18%
	65 AND OVER.....20%
	REFUSED.....0%

191. Which of the following categories represents your ethnicity --	WHITE.....79%
White, African-American, Hispanic-Latinx, Asian-Pacific Islander, Native American, or something else? (IF "SOMETHING ELSE," ASK:) What would that be?	AFRICAN-AMERICAN.....6%
	HISPANIC-LATINX.....4%
	ASIAN-PACIFIC ISLANDER.5%
	NATIVE AMERICAN.....1%
	SOMETHING ELSE.....0%
	MIXED/BI-RACIAL.....4%
	DON'T KNOW.....0%
	REFUSED.....1%

192. Is a language other than English spoken in your home? (IF "YES," ASK:) What would that be?

NO, 94%; SPANISH, 2%; SCATTERED, 4%.

193. Gender	MALE.....48%
	FEMALE.....52%

194. Ward	WARD ONE.....26%
	WARD TWO.....25%
	WARD THREE.....25%
	WARD FOUR.....24%

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 001

Q11. How often do you have contact with your neighbors?

	<---RESIDENTIAL LONGEVITY--->				<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400 100% (A)	101 100% (B)	107 100% (C)	92 100% (D)	100 100% (E)	103 100% (F)	120 100% (G)	284 100% (H)	115 100% (I)	89 100% (J)	161 100% (K)	150 100% (L)
Daily	116I 29%	23 23%	40AB 37%	26 28%	27 27%	35 34%	41 34%	92AI 32%	23 20%	23 26%	49 30%	44 29%
Few times a week	140FL 35%	37 37%	40 37%	34 37%	29 29%	22 21%	49 41%	97 34%	43 37%	32 36%	65L 40%	43 29%
Once a week	53 13%	14 14%	15 14%	7 8%	17D 17%	12 12%	20 17%	39 14%	14 12%	9 10%	26 16%	18 12%
Few times a month	67CGK 17%	16 16%	9 8%	20C 22%	22C 22%	29A 28%	10 8%	47 17%	20 17%	13 15%	18 11%	36AK 24%
Once a month	8 2%	1 1%	3 3%	1 1%	3 3%	2 2%	-	5 2%	3 3%	1 1%	1 1%	6AK 4%
Less often	16CGHK 4%	10ACE 10%	-	4C 4%	2 2%	3 3%	-	4 1%	12AH 10%	11AKL 12%	2 1%	3 2%
Don't know/refused	-	-	-	-	-	-	-	-	-	-	-	-

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 002

Q11. How often do you have contact with your neighbors?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Daily	116CG 29%	100AC 32%	16 19%	48 25%	68 33%	46AGH 44%	13 13%	27G 27%	30G 32%
Few times a week	140BE 35%	102 32%	38AB 46%	77AE 40%	63 30%	30 29%	44AF 44%	35 35%	31 33%
Once a week	53D 13%	46 15%	7 8%	17 9%	36AD 17%	13 13%	14 14%	16 16%	10 11%
Few times a month	67 17%	54 17%	13 16%	37 19%	30 14%	11 11%	22F 22%	15 15%	19 20%
Once a month	8 2%	5 2%	3 4%	6 3%	2 1%	3 3%	2 2%	3 3%	-
Less often	16 4%	10 3%	6 7%	7 4%	9 4%	1 1%	6 6%	5 5%	4 4%
Don't know/refused	-	-	-	-	-	-	-	-	-

(sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 003

Q12. Do you feel comfortable discussing neighborhood problems with your neighbors?

	<---RESIDENTIAL LONGEVITY--->				<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Yes	347BIJ	81	98B	79	89	90	118A	265AI	82	63	154AJL	130J
	87%	80%	92%	86%	89%	87%	98%	93%	71%	71%	96%	87%
No	46GHK	20ACE	8	9	9	11	1	17	28AH	23AKL	6	17K
	12%	20%	7%	10%	9%	11%	1%	6%	24%	26%	4%	11%
Unsure	7H	-	1	4AB	2	2	1	2	5AH	3	1	3
	2%		1%	4%	2%	2%	1%	1%	4%	3%	1%	2%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 004

Q12. Do you feel comfortable discussing neighborhood problems with your neighbors?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Yes	347DG	279	68	155	192AD	94G	81	91G	81
	87%	88%	82%	81%	92%	90%	80%	90%	86%
No	46E	34	12	32AE	14	7	18AF	9	12
	12%	11%	14%	17%	7%	7%	18%	9%	13%
Unsure	7	4	3	5	2	3	2	1	1
	2%	1%	4%	3%	1%	3%	2%	1%	1%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 005

Q13. How welcoming, if at all, do you think Minnetonka is?

	<----RESIDENTIAL LONGEVITY---->				<--HOUSEHOLDS-->			<--AGE OF RESPONDENT-->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Very welcoming	272	68	75	63	66	71	91A	199	73	57	109	106
	68%	67%	70%	68%	66%	69%	76%	70%	63%	64%	68%	71%
Somewhat welcoming	110	30	24	25	31	28	25	76	34	29	46	35
	28%	30%	22%	27%	31%	27%	21%	27%	30%	33%	29%	23%
Not too welcoming	11	2	6A	1	2	2	4	8	3	-	6	5
	3%	2%	6%	1%	2%	2%	3%	3%	3%		4%	3%
Not at all welcoming	2H	-	-	2A	-	-	-	-	2AH	2A	-	-
	1%			2%					2%	2%		
Don't know/refused	5H	1	2	1	1	2	-	1	3H	1	-	4AK
	1%	1%	2%	1%	1%	2%		*	3%	1%		3%

 (sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL
 Note: Percentage less than 0.5 printed as *.

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 006

Q13. How welcoming, if at all, do you think Minnetonka is?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Very welcoming	272G	220	52	124	148	86AGHI	56	64	66G
	68%	69%	63%	65%	71%	83%	55%	63%	70%
Somewhat welcoming	110F	83	27	61	49	14	41AFI	35FI	20
	28%	26%	33%	32%	24%	13%	41%	35%	21%
Not too welcoming	11	10	1	4	7	3	1	2	5
	3%	3%	1%	2%	3%	3%	1%	2%	5%
Not at all welcoming	2	2	-	-	2	-	-	-	2A
	1%	1%			1%				2%
Don't know/refused	5B	2	3AB	3	2	1	3	-	1
	1%	1%	4%	2%	1%	1%	3%		1%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 007

Q14. Who do you think does not feel welcomed in Minnetonka?

	<---RESIDENTIAL LONGEVITY--->				<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	13 100% (A)	2 100% (B)	6 100% (C)	3 100% (D)	2 100% (E)	2 100% (F)	4 100% (G)	8 100% (H)	5 100% (I)	2 100% (J)	6 100% (K)	5 100% (L)
All people of color	9B 69%	-	5 83%	3 100%	1 50%	1 50%	3 75%	6 75%	3 60%	2 100%	4 67%	3 60%
LGBTQ	2 15%	2AC 100%	-	-	-	-	-	-	2 40%	-	1 17%	1 20%
Seniors	1 8%	-	-	-	1A 50%	1A 50%	-	1 13%	-	-	-	1 20%
African Americans	1 8%	-	1 17%	-	-	-	1 25%	1 13%	-	-	1 17%	-

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 008

Q14. Who do you think does not feel welcomed in Minnetonka?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	13	12	1	4	9	3	1	2	7
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
All people of color	9F	9	-	2	7	-	1	2	6F
	69%	75%		50%	78%		100%	100%	86%
LGBTQ	2E	1	1	2AE	-	1	-	-	1
	15%	8%	100%	50%		33%			14%
Seniors	1	1	-	-	1	1	-	-	-
	8%	8%			11%	33%			
African Americans	1	1	-	-	1	1	-	-	-
	8%	8%			11%	33%			

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 009

Q15. Creating a welcoming community to residents of all backgrounds?

	<---RESIDENTIAL LONGEVITY--->					<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->			
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Excellent	186	45	53	48	40	47	63	134	52	41	80	65
	47%	45%	50%	52%	40%	46%	53%	47%	45%	46%	50%	43%
Good	184	46	47	35	56AD	51	50	133	50	39	70	75
	46%	46%	44%	38%	56%	50%	42%	47%	43%	44%	43%	50%
Only fair	20	6	6	6	2	3	6	13	7	3	10	7
	5%	6%	6%	7%	2%	3%	5%	5%	6%	3%	6%	5%
Poor	4	-	1	2	1	1	1	2	2	2	1	1
	1%		1%	2%	1%	1%	1%	1%	2%	2%	1%	1%
Don't know/Refused	6HK	4AC	-	1	1	1	-	2	4AH	4AK	-	2
	2%	4%		1%	1%	1%		1%	3%	4%		1%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

Tables Prepared by the Morris Leatherman Company.

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 010

Q15. Creating a welcoming community to residents of all backgrounds?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Excellent	186B	139	47AB	82	104	49	47	52	38
	47%	44%	57%	43%	50%	47%	47%	51%	40%
Good	184C	159AC	25	97	87	50	43	43	48
	46%	50%	30%	51%	42%	48%	43%	43%	51%
Only fair	20B	11	9AB	8	12	4	9A	3	4
	5%	3%	11%	4%	6%	4%	9%	3%	4%
Poor	4	4	-	1	3	1	-	-	3A
	1%	1%		1%	1%	1%			3%
Don't know/Refused	6	4	2	4	2	-	2	3	1
	2%	1%	2%	2%	1%		2%	3%	1%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 011

Q16. Treating all residents with respect?

	<---RESIDENTIAL LONGEVITY--->				<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Excellent	188	45	55	45	43	45	66A	140	48	42	83	63
	47%	45%	51%	49%	43%	44%	55%	49%	42%	47%	52%	42%
Good	189	51	45	41	52	50	48	129	59	42	70	77
	47%	50%	42%	45%	52%	49%	40%	45%	51%	47%	43%	51%
Only fair	8	-	6ABD	-	2	2	4	7	1	-	5	3
	2%		6%		2%	2%	3%	2%	1%		3%	2%
Poor	3H	1	-	2	-	-	-	-	3AH	2	-	1
	1%	1%		2%					3%	2%		1%
Don't know/Refused	12	4	1	4	3	6	2	8	4	3	3	6
	3%	4%	1%	4%	3%	6%	2%	3%	3%	3%	2%	4%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 012

Q16. Treating all residents with respect?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Excellent	188	145	43	87	101	50	47	45	46
	47%	46%	52%	45%	49%	48%	47%	45%	49%
Good	189	154	35	98	91	49	49	51	40
	47%	49%	42%	51%	44%	47%	49%	50%	43%
Only fair	8D	8	-	-	8AD	3	1	2	2
	2%	3%			4%	3%	1%	2%	2%
Poor	3	2	1	1	2	1	-	-	2
	1%	1%	1%	1%	1%	1%			2%
Don't know/Refused	12	8	4	6	6	1	4	3	4
	3%	3%	5%	3%	3%	1%	4%	3%	4%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 013

Q17. Treating all residents fairly?

	<----RESIDENTIAL LONGEVITY---->				<--HOUSEHOLDS-->			<--AGE OF RESPONDENT-->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Excellent	195B	40	55	47	53	50	60	141	53	36	85	74
	49%	40%	51%	51%	53%	49%	50%	50%	46%	40%	53%	49%
Good	153	50ADE	39	31	33	36	51	104	49	44AL	60	49
	38%	50%	36%	34%	33%	35%	43%	37%	43%	49%	37%	33%
Only fair	6H	2	1	3	-	-	1	2	4AH	2	2	2
	2%	2%	1%	3%			1%	1%	3%	2%	1%	1%
Poor	6	-	5ABD	-	1	1	3	5	1	-	4	2
	2%		5%		1%	1%	3%	2%	1%		2%	1%
Don't know/Refused	40GK	9	7	11	13	16A	5	32	8	7	10	23AK
	10%	9%	7%	12%	13%	16%	4%	11%	7%	8%	6%	15%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 014

Q17. Treating all residents fairly?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	----	----	-----	----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Excellent	195	155	40	96	99	47	55	51	42
	49%	49%	48%	50%	48%	45%	54%	50%	45%
Good	153G	122	31	71	82	49AG	29	41	34
	38%	38%	37%	37%	39%	47%	29%	41%	36%
Only fair	6	5	1	3	3	2	-	-	4AGH
	2%	2%	1%	2%	1%	2%			4%
Poor	6D	6	-	-	6AD	1	1	2	2
	2%	2%			3%	1%	1%	2%	2%
Don't know/Refused	40F	29	11	22	18	5	16AFH	7	12F
	10%	9%	13%	11%	9%	5%	16%	7%	13%

(sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
 Prepared on 03 Jun 2021

TABLE 015

Q18. Providing services to residents of all backgrounds?

	<----RESIDENTIAL LONGEVITY---->				<--HOUSEHOLDS-->			<--AGE OF RESPONDENT-->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	399	101	107	91	100	102	120	283	115	89	161	149
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
Excellent	187	41	51	48	47	50	59	134	52	37	78	72
	47%	41%	48%	53%	47%	49%	49%	47%	45%	42%	48%	48%
Good	156	45	46	29	36	32	49	108	48	39	67	50
	39%	45%	43%	32%	36%	31%	41%	38%	42%	44%	42%	34%
Only fair	8	3	-	5ACE	-	-	3	7	1	3	4	1
	2%	3%		5%			3%	2%	1%	3%	2%	1%
Poor	4	-	2	2	-	-	1	2	2	2	1	1
	1%		2%	2%			1%	1%	2%	2%	1%	1%
Don't know/Refused	44K	12	8	7	17AC	20A	8	32	12	8	11	25AK
	11%	12%	7%	8%	17%	20%	7%	11%	10%	9%	7%	17%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 016

Q18. Providing services to residents of all backgrounds?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL	White	POC	Female	Male	Ward One	Ward Two	Ward Three	Ward Four
	-----	-----	---	-----	-----	-----	-----	-----	-----
TOTAL	399	316	83	191	208	104	101	101	93
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Excellent	187	146	41	81	106	53	47	46	41
	47%	46%	49%	42%	51%	51%	47%	46%	44%
Good	156E	124	32	85AE	71	46	36	40	34
	39%	39%	39%	45%	34%	44%	36%	40%	37%
Only fair	8	5	3	2	6	-	5AF	1	2
	2%	2%	4%	1%	3%		5%	1%	2%
Poor	4	4	-	-	4	-	1	1	2
	1%	1%			2%		1%	1%	2%
Don't know/Refused	44F	37	7	23	21	5	12	13F	14F
	11%	12%	8%	12%	10%	5%	12%	13%	15%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
Prepared on 03 Jun 2021

TABLE 017

Q19. Is there a particular city service which needs to improve?

	<---RESIDENTIAL LONGEVITY--->				<---HOUSEHOLDS--->			<---AGE OF RESPONDENT--->				
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	24 100% (A)	6 100% (B)	6 100% (C)	9 100% (D)	3 100% (E)	5 100% (F)	8 100% (G)	18 100% (H)	6 100% (I)	5 100% (J)	11 100% (K)	8 100% (L)
Diversity classes	6 25%	-	4AB 67%	2 22%	-	-	3 38%	5 28%	1 17%	-	5A 45%	1 13%
Community celebrations	4 17%	1 17%	-	2 22%	1 33%	3A 60%	1 13%	3 17%	1 17%	-	1 9%	3 38%
Low income housing	3 13%	1 17%	-	2 22%	-	-	1 13%	3 17%	-	2 40%	1 9%	-
Police	3H 13%	1 17%	-	2 22%	-	-	-	-	3AH 50%	2 40%	1 9%	-
Unsure	2 8%	2A 33%	-	-	-	-	1 13%	2 11%	-	1 20%	1 9%	-
No	2 8%	-	1 17%	-	1 33%	1 20%	1 13%	2 11%	-	-	1 9%	1 13%
Outreach programs	2 8%	-	1 17%	1 11%	-	-	1 13%	2 11%	-	-	1 9%	1 13%
Recreation programs	1 4%	1 17%	-	-	-	-	-	-	1 17%	-	-	1 13%
Scattered	1 4%	-	-	-	1A 33%	1 20%	-	1 6%	-	-	-	1 13%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

Tables Prepared by the Morris Leatherman Company.

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 018

Q19. Is there a particular city service which needs to improve?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL ----- -----	White ----- -----	POC ----- -----	Female ----- -----	Male ----- -----	Ward One ----- -----	Ward Two ----- -----	Ward Three ----- -----	Ward Four ----- -----
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
TOTAL	24 100% %	19 100% %	5 100% %	7 100% %	17 100% %	5 100% %	7 100% %	4 100% %	8 100% %
Diversity classes	6 25%	4 21%	2 40%	- -	6 35%	- -	3 43%	2 50%	1 13%
Community celebrations	4 17%	4 21%	- -	2 29%	2 12%	2 40%	- -	1 25%	1 13%
Low income housing	3 13%	2 11%	1 20%	- -	3 18%	- -	3A 43%	- -	- -
Police	3 13%	3 16%	- -	1 14%	2 12%	- -	- -	- -	3A 38%
Unsure	2 8%	1 5%	1 20%	1 14%	1 6%	- -	1 14%	1 25%	- -
No	2 8%	2 11%	- -	- -	2 12%	2A 40%	- -	- -	- -
Outreach programs	2 8%	2 11%	- -	1 14%	1 6%	- -	- -	- -	2 25%
Recreation programs	1 4%	- -	1 20%	1 14%	- -	1 20%	- -	- -	- -
Scattered	1 4%	1 5%	- -	1 14%	- -	- -	- -	- -	1 13%

(sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI

2021 City of Minnetonka Residential Study Breakdowns I
Prepared on 03 Jun 2021

TABLE 019

Q20. Should it be a high priority, moderate priority, low priority or not a priority at all for the City of Minnetonka to create a diverse, inclusive and fair community?

	<----RESIDENTIAL LONGEVITY---->					<---HOUSEHOLDS-->			<--AGE OF RESPONDENT-->			
	TOTAL	5 Yrs or Less	6-10 Years	10-20 Years	Over 20 Years	Seniors	Kids	Home- owner	Renter	18-34	35-54	Over 54
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
TOTAL	400	101	107	92	100	103	120	284	115	89	161	150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
High priority	82FHL 21%	29ACE 29%	16 15%	21 23%	16 16%	14 14%	24 20%	47 17%	34AH 30%	27AL 30%	32 20%	23 15%
Moderate priority	162 41%	36 36%	47 44%	40 43%	39 39%	39 38%	52 43%	115 40%	47 41%	36 40%	68 42%	58 39%
Low priority	81I 20%	19 19%	20 19%	13 14%	29AD 29%	26 25%	19 16%	65AI 23%	16 14%	14 16%	28 17%	39A 26%
Not priority at all	59 15%	11 11%	19 18%	15 16%	14 14%	18 17%	21 18%	47 17%	12 10%	10 11%	29 18%	20 13%
Don't know/Refused	16 4%	6 6%	5 5%	3 3%	2 2%	6 6%	4 3%	10 4%	6 5%	2 2%	4 2%	10A 7%

(sig=.05) (all_pairs) columns tested T=ABCDE, T=AF, T=AG, T=AH, T=AJKL

2021 City of Minnetonka Residential Study Breakdowns II
 Prepared on 03 Jun 2021

TABLE 020

Q20. Should it be a high priority, moderate priority, low priority or not a priority at all for the City of Minnetonka to create a diverse, inclusive and fair community?

	<--ETHNICITY-->			<---GENDER--->		<---LOCATION OF RESIDENCE--->			
	TOTAL -----	White -----	POC ---	Female -----	Male -----	Ward One -----	Ward Two -----	Ward Three -----	Ward Four -----
TOTAL	400	317	83	192	208	104	101	101	94
	100%	100%	100%	100%	100%	100%	100%	100%	100%
	%	%	%	%	%	%	%	%	%
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
High priority	82BF 21%	54 17%	28AB 34%	33 17%	49 24%	13 13%	29AFH 29%	16 16%	24F 26%
Moderate priority	162 41%	130 41%	32 39%	80 42%	82 39%	34 33%	50AF 50%	42 42%	36 38%
Low priority	81G 20%	65 21%	16 19%	40 21%	41 20%	23G 22%	11 11%	30AG 30%	17 18%
Not priority at all	59CG 15%	54AC 17%	5 6%	32 17%	27 13%	31AGHI 30%	6 6%	9 9%	13 14%
Don't know/Refused	16 4%	14 4%	2 2%	7 4%	9 4%	3 3%	5 5%	4 4%	4 4%

 (sig=.05) (all_pairs) columns tested T=ABC, T=ADE, T=AFGHI