

CITY OF FALCON HEIGHTS
Falcon Heights Task Force
City Hall
2077 West Larpenteur Avenue

AGENDA
February 7, 2017
7:15 P.M. to 9:30 P.M.

- I. Call to Order
- II. Review Agenda
- III. Discussion of Community Values for Policing
- IV. BREAK (5 Minutes)
- V. Discussion on features of the Current Police Contract
- VI. Updates on Community Conversations
- VII. Next Meeting – February 7, 2017
- VIII. Announcements and Updates
- IX. Adjourn

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Tuesday January 31, 2017 Falcon Heights Task Force on Inclusion and Policing Meeting Minutes

Attendance: Melanie Leehy, Randy Gustafson, Sack Thongvanh, Mayor Peter Lindstrom, Michael Wade, Kate Thompson, Kathy Quick, Ken Morris, Amy Johnson, Kay Andrews, Jim Ballentine, Peter Demarath and Dan Johnson-Powers.

Jay Colond was absent due to an illness.

I. Call to Order

Meeting was called to order at 7:19pm.

II. Review Agenda

There was agreement on the agenda with no changes needed.

III. Review Meeting Minutes

Minutes from the Jan. 10, 2017 meeting were reviewed. Two changes were needed. One was in section 3 where "my" should be changed to "by" and the other was in section 4 where the community meeting should be described as multiple groups of 8-10 people.

IV. Discussion of Draft Statements of Falcon Heights Community Values Provisional statements were made available prior to the meeting for members to read and use to develop language for the community meetings. Four small groups were formed to discuss the draft statements.

Draft statement topics:

Trust and Transparency

Equity and Justice

Welcome and Inclusion

Safety

Active Citizenship

Regarding the process of communicating values there should be no dead ends or surprises meaning there should be no values that do not have actions and no free floating suggestions that are not rooted in community values.

Members reconvened and shared thoughts from the small group discussion. Falcon Heights is often an example for other cities hopefully this can be the case with policing. One value to consider is courage particularly courage to speak up if you see something. What is our definition of community? If a white officer doesn't see a black man as a member of the community then he might not receive equal treatment. Many pass through the city and the task force will need to do the best it can to represent everyone in the larger community.

Everyone owns some responsibility in relationships. An example of community policing was given but the black person felt singled out from the group of mostly white people. Other experiences were shared and how interactions with police can be interpreted. Police may have good intentions but the impact of an experience can be more important to the person and larger community. Random and planned community engagement by police is needed.

People in the community need to engage each other as well. There appears to be a lack of understanding of the history that has led to the current circumstances for many. We need to see ourselves in each other and the importance of working inter-generationally. There is a need to work on history and the future.

There was agreement that the value categories were accurate although more may be needed. They will serve as guard rails that can be tightened up with further discussion. Active Citizenship needs to include the entire community. Engagement among community members can't be legislated but needs to be aspired to. Other values suggested were leadership, service and courage.

Policing directives were mentioned. Do we have directives we want the police to follow? Life safety, property and environment are examples from firefighting. Protection is certainly important. Sack described the experience with the protest at Falcon Heights City last summer. Requests were made of the protesters that were respected. Eventually the protesters left but the city did not tell them to leave.

Another suggestion was having respect being a category by itself. Perhaps this is covered in Equity and Justice or Welcome and Inclusion but could be called out more.

V. Break - meeting continued at 8:42pm.

VI. Community Engagement Planning - Design Team Members of the design team introduced themselves and described the process of the community conversations. The structure of the meetings enables a collaborative problem solving. People engage more deeply when asked to solve a problem and relationships are formed in this process. We want people to attend as many meetings as they can. Meetings will use the draft value statements to encourage community responses along with possibly generating new statements. The process is not static and will draw on wisdom of the members.

A wide net will be cast into the community to gather input. Invitations will be sent to community groups and activist groups. Personal invitations are also needed. Task force members will need to reach out to their networks.

By sitting in dialog in small groups people tend to engage more productively. Facilitators will work to set a productive tone. Others can be brought in to help if needed. Someone may be asked to leave if the meeting is not productive. Format has been successful in the past. People realize when they have the talking piece they have the privilege of speaking. Refreshments and childcare could help attendance.

What will the ethnic makeup be among the facilitators? The pool of mediators is somewhat diverse but the final makeup will depend on who signs up.

People with childcare ideas should talk to Sack. High school students could be involved with groups and provide childcare. Task force members were encouraged to reach out to young people as they can feel left out of the community.

The first general invitation will be sent out tomorrow Wednesday Feb. 1. Perhaps childcare can be added to future invitations. Location will be just for the first meeting.

The role of the task force in the five sessions is to be involved and observe. One of the co-facilitators will take notes during the small group discussions.

Will police be involved? Sack is reaching out to them. There was some disagreement about police involvement and whether they should be in uniform or not. Participation could help them be better officers. Facilitators can help guide difficult conversations. The design team has a protocol in place for meetings for foster these interactions in a safe way.

Members were encouraged to embrace courage. People of color deal with challenging situations on a frequent basis and courage is needed to say what is happening.

VII. Next Meeting Feb. 7, 2017

Discussion will continue regarding the community meeting on February 16.

VIII. Announcements and Updates

Melanie and Randy gave an update on the task force to the city council.

Thank you's were extended to the design team for their attendance and the work they have done.

IX. Adjournment

Meeting adjourned around 9:40pm.

Actions:

Task force members to invite community members to the meeting on Feb. 16. Email Sack your thoughts around policing and what you would like to discuss at the next couple of task force meetings. Members have a copy of the Falcon Heights police contract.

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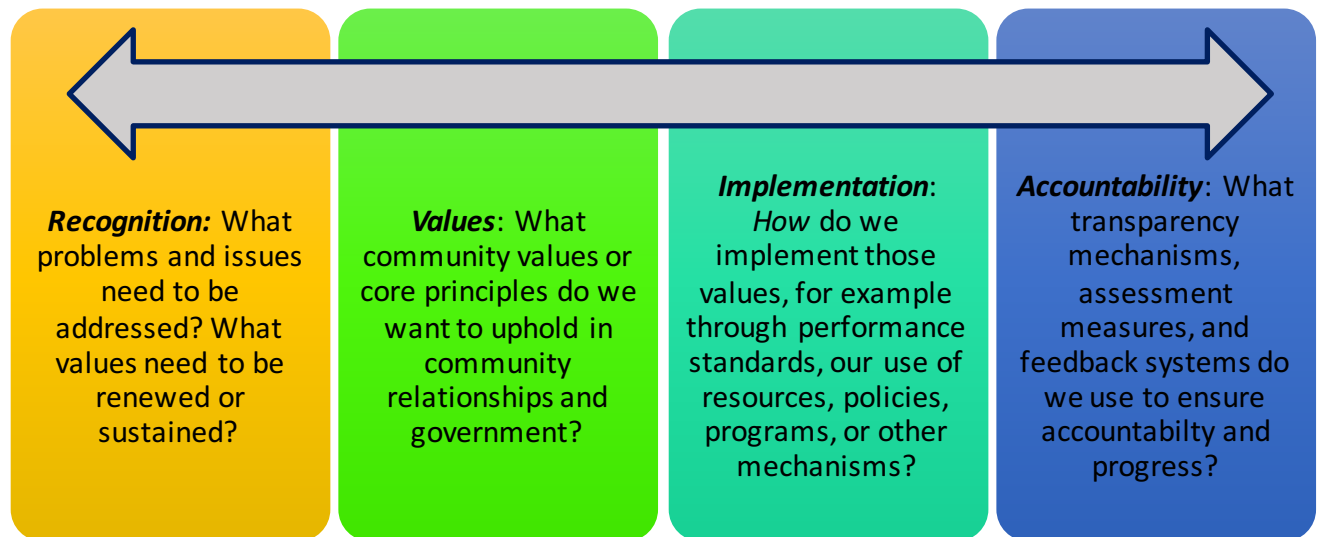
To: Falcon Heights Task Force on Inclusion and Policing
From: Kathy Quick, Task Force Co-Facilitator
Date: February 5, 2017
Re: Resources for Moving into Assertions of Community Values for Policing

At the January 31 meeting, the Task Force worked on articulating values for the community of Falcon Heights residents and guests. At the February 7 meeting, you will be working to elaborate those statements into community values specifically about policing and public safety.

To support these discussions, I am writing to convey three resources for your consideration. To be clear, I am offering these on my individual behalf as *resources* that I believe you may find useful. These are not instructions from me, nor are they statements on behalf of the task force.

1) ***Process diagram connecting problems, values assertions, implementation guidelines, and accountability.***

This diagram may be a useful orienting device for holding all of the pieces of your work together. Clearly, these pieces are related. When Task Force or Community Conversation discussions focus on a part of this bigger picture, the facilitation teams are paying close attention to all of the ideas and input. We will continue to work to support momentum and integration between concerns, action, and accountability.



2) ***Example of translating community values into policy guides.*** Moving from statements of values into guidelines for implementation and accountability measures is tricky. The words used to assert values can be simultaneously powerful and vague. Sometimes the ambiguity is productive, and sometimes it leads to misunderstandings, contradictions, or a lack of accountability in implementation. To help you think ahead to how to spell out values in implementation guidelines and accountability measures, I am attaching an example. The example illustrates how “equity” can be interpreted in multiple ways in government policies

and programs. This example concerns equity in providing a desired *good* (namely improving access and welcome for diverse cultural groups to enjoy Carver County’s regional parks and recreational amenities); in Falcon Heights the equity discussion is about both providing desired service and avoiding harm.

3) ***Second draft of statement of community values.*** These are my notes of key themes from the Task Force’s January 31 discussion of community values. I apologize for omissions or misunderstandings.

- These statements will have more meaning if we give examples of how we bring the values to life. However, this discussion made clear that context matters when giving examples. For example, waving – or not waving – at strangers, neighbors, police officers, etc. can be read in many ways. Another example is that activities that fall loosely under the category of “community policing” can be experienced as positive or hostile.
- By “community” we mean residents and guests. We mean everyone, a united community, not a community or communities distinguished or divided along race or other lines.
- “Leadership” may be another keyword or theme to add. The city is already recognized for its leadership in several areas. Now, we should commit to learning and change that will allow us become known for our leadership in creating community relationships of mutual respect and inclusion, equity in community service and response to concerns, and in working to recognize and heal historic patterns of disparity and exclusion.
- Accountability is an additional word to accompany trust and transparency. For example, transparency with data, procedures, and responsiveness to concerns is important for accountability.
- We expect government leaders to respond promptly and effectively to serious concerns.
- Equity needs to be a core value in government service, leadership, and responsiveness. It is unacceptable for privileged residents to get attention if other groups and serious issues are neglected.
- Protection from discrimination came up several times.
- Protecting individuals from harm applies to residents and guests.
- Courage may be needed to name, report, and confront prejudice, discrimination, and hostility. We expect residents and guests to take responsibility to do that.
- Every person has some place in this work. We have to get past a culture of not liking to be confronted, and instead take recognize that everyone has responsibility and some learning to do.
- Good intentions are important but not sufficient to predict, explain, or excuse the experienced impact of individual actions and patterns of action.
- Many need more awareness and understanding of the historic experience of different cultures and groups in this region.
- “Respect” may be an overarching keyword for this whole set of statements.

The following is a provisional, second draft of the community values that I created to integrate the major themes of your discussion. The italicized text indicates changes since the last time you saw this. ***Please regard this as a resource for additional consideration, not as a final, consensus-based, or recommended version.*** Indeed, I strongly caution against trying to revise and finalize these value statements until you have the benefit of the community conversations. I offer this second draft to record some of the major themes of your most recent discussion.

SECOND DRAFT, PROVISIONAL Statement of Community Values

We assert and uphold these values for *our community, including residents and guests, in our relationships with one another and in leadership, service, and policies of city government (including, but not excluded to, policing on behalf of the city).*

Leadership. *We aspire to become known for our leadership in creating community relationships of mutual respect and welcome, for equity in service and responsiveness to the community, and for working to recognize and heal historic patterns of disparity and exclusion.*

Trust, transparency, and accountability. We value relationships of mutual trust among community members and city government. We value transparency, communication, and respecting diverse perspectives in governance.

Equity and justice. We value protecting and treating all residents and visitors equally and fairly under the law. *We value equity in the provision of public services and in the city's response to concerns. We recognize the persistent work we must do, individually and collectively, to reject and remedy prejudice, bias, and discrimination within individuals, the community, and in our government and policing.*

Welcome and inclusion. We value diversity, welcoming all people with respect and dignity, and creating authentic relationships that *recognize our shared humanity* despite our differences. We recognize and working together to heal and strengthen our community.

Safety: We value safety, including protecting *residents and guests* from personal harm and protecting groups from prejudice, *discrimination*, and hostility.

Active Citizenship. We value taking individual and collective responsibility to uphold these values, including by *having the courage* to name and *confront* problems and to pursue solutions and healing when these values are not upheld. *We recognize that everyone has responsibility and some learning to do.*

About this resource: This is being provided as an example of translating a community value (equity) into policy actions, for discussion by the Falcon Heights Task Force on Inclusion and Policing.

Increasing Engagement with Communities of Color

A Toolkit for Carver County Parks and Recreation

Chuck Demler | Kaela Dickens | Joseph Hartmann | Laurel Nightingale | Kalli Perano

MPP Professional Paper

In Partial Fulfillment of the Master of Public Policy Degree Requirements
The Hubert H. Humphrey School of Public Affairs
The University of Minnesota

Submitted May 11, 2016

Signature below of Paper Supervisor certifies successful completion of oral presentation and completion of final written version:

Kathy Quick, Assistant Professor

May 11, 2016
Oral presentation

May 11, 2016
Paper completion

Sam Pertz, Parks & Trails Supervisor

Date

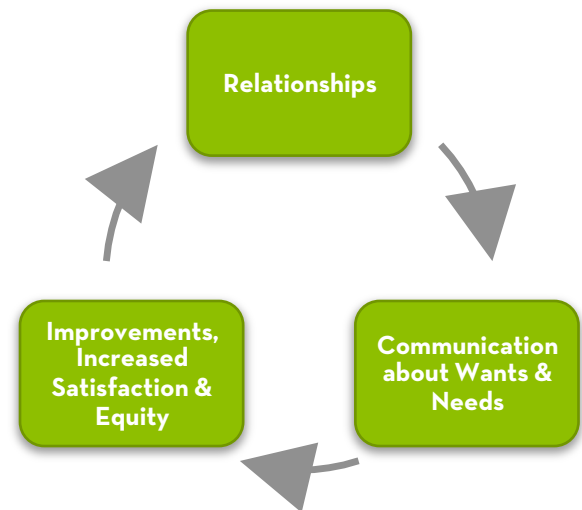
Part I: Why is Engagement Important?

The original question Carver County posed for this research concerned the equity of its programs, amenities and services. **Are they meeting the parks and recreation needs of the communities of color in Carver County?** But without knowledge of those communities' current needs and desires, it is impossible to answer this question. To begin to identify and understand those needs, we recommend you start with engagement.

Engagement yields relationships. Relationships foster communication about wants and needs. Only when you have an understanding of someone's wants and needs can you begin to address them. **When you address the needs that the community itself identified, you are beginning to move towards equity.**

The Role of "Equity" in Parks & Recreation Participation

At its core, equity is an appeal to fairness and justice. Public agencies aim to serve their communities as a whole, but defining what is equitable for everyone can become extremely complex. This is partially due to the fact that Minnesota is currently facing economic, educational, and health disparities across the state⁴, which means different communities have vastly different needs and access to goods and services. While many of the root causes of these disparities lie in historical exclusion and oppression, current systems often perpetuate their existence. Without critically examining how different populations experience these inequities on a daily basis, disparities will surely continue.



Carver County Parks and Recreation's stated mission is to "provide a variety of quality recreational experiences, services, and lands that meet the needs of the residents of Carver County and Carver County Regional Park users"⁵. **As you continue to work toward equitable outcomes, we encourage you to consider what equity means to that mission and how it can be operationalized.** It is important to emphasize that there is no one way to define and apply equity; each definition comes with its own advantages and limitations.

In the context of the parks planning process, equitable outcomes should reflect the collective values, desires, and needs of the communities that the parks are meant to serve. Concepts like equity of opportunity, resources or results have traditionally been used to determine if parks services are equitable. Other definitions based on needs, preferences, or demands could also be beneficial, provided that Carver County staff have strong partnerships with key stakeholders and open lines of communication with residents to sufficiently understand the needs, preferences, or demands of the community.

The Tool: Defining Equity in Multiple Contexts

The **Equity Table** that follows highlights several examples of how equity can be applied in a parks and recreation context and should be used to consider how these varied definitions change what achieving equity looks like. **Different initiatives may require different definitions of equity** and we encourage you to reference the chart to think about which definition of equity makes the most sense for you in each context, and as the engagement process evolves. Based on our research and interviews with professionals in the field, we recommend that you consider equity of needs, preferences, and demand. These definitions require robust channels of communication to be successful and the tools included in this report are meant to help you identify key stakeholders and build lasting relationships with the communities you serve to ensure that all communities are equitably served in the future.

What does “Equity” look like in this context?

Equity of:	Definition	Example	Advantages	Limitations
Preferences	Those with the most interest in the program should receive the most consideration for services	Staff should elicit responses from residents about what park services they desire	Parks staff can engage with members from different backgrounds to ensure that diverse needs are being addressed	Not all preferences are expressed through the use of a service or through requests or complaints about a service
Demand	Active interest in a service is shown through use of a service or through requests and complaints for services	Producing goods or services to match what park users want or holding elected park officials accountable to the electorate	Doesn't force services on reluctant residents against their wishes	Some people will not express their demand for services, so relying on markets ignores some people's preferences
Needs	Those needing more of a park service should get more	Parks funding to prioritize by greatest need, indicated by median family income or mean housing value	Those with the greatest needs will see the greatest benefit when their needs are met	Unequal treatment or outcome requires some debatable basis for the inequality
Resources	Equal amenities should be available to residents who visit parks	Regional parks should contain one acre per 800 residents	Quantitative metrics like acreage are easier to measure than metrics like satisfaction	Financial limitations mean that not all needs for services can be met
Results	Equal outcomes should be achieved within each park	Each regional park should serve approximately the same number of permit holders	Comparable activity leads to more consistent expectations and experiences for user across parks	Equal level of activity may not lead to equal level of satisfaction for each visitor
Funding	Funding should be spread equally among all of the parks, regardless of size, need, or preference	Proceeds from the Legacy amendment get divided equally among regional parks for infrastructure improvements	Funding allocation decisions are transparent and straightforward	Equal expenditures for regional parks may not lead to equal conditions, satisfaction, etc.
Opportunity	Services should be equally available to all residents who visit parks	Regional parks should be within a half mile of all residents	Quantifiable standards like distance make it easy to assess whether or not equality is being upheld	Equal distance to services for all residents impossible in practice due to geography
Ability or Willingness to Pay	People who use a service should pay for it and nonusers should not pay.	Parks and recreation services are handled by private, third-party interest	Nonusers are often forced to pay for services for users through taxation in other concepts of equity	Even when charges are imposed, the question of how much to charge must be addressed