



**A BRIDGE TO  
THE FUTURE**  
BUILDING A COMMUNITY OF CHOICE

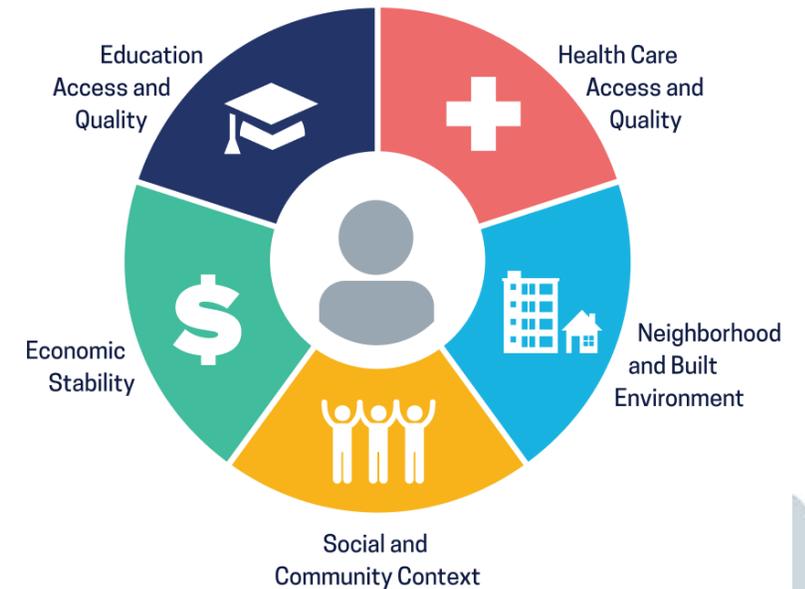
Racial Equity Strategic Planning  
Committee  
Council Update



# How it came to be?

- Acknowledged Bloomington has significant racial disparities in many aspects of community wellbeing (income, housing, health, etc.
- Acknowledged the conditions in which people live, work, and play have a significant impact on their health (social determinates of health)
- Declared Racism a Public Health Crisis
- More than a declaration, follow-up, and follow-through

## Social Determinants of Health



# How it came to be?

- Council asked staff to bring forth recommendations for addressing racial disparities
- Requires comprehensive solutions; we can't do this alone
- Staff convened a community group to help identify issues and solutions
- Final product is a report that will be delivered by staff



# Committee Purpose

- The committee is charged with identifying collaborative policy and operational strategies needed to disrupt racial disparities
- This strategic direction will be captured in a report and presented to City Council



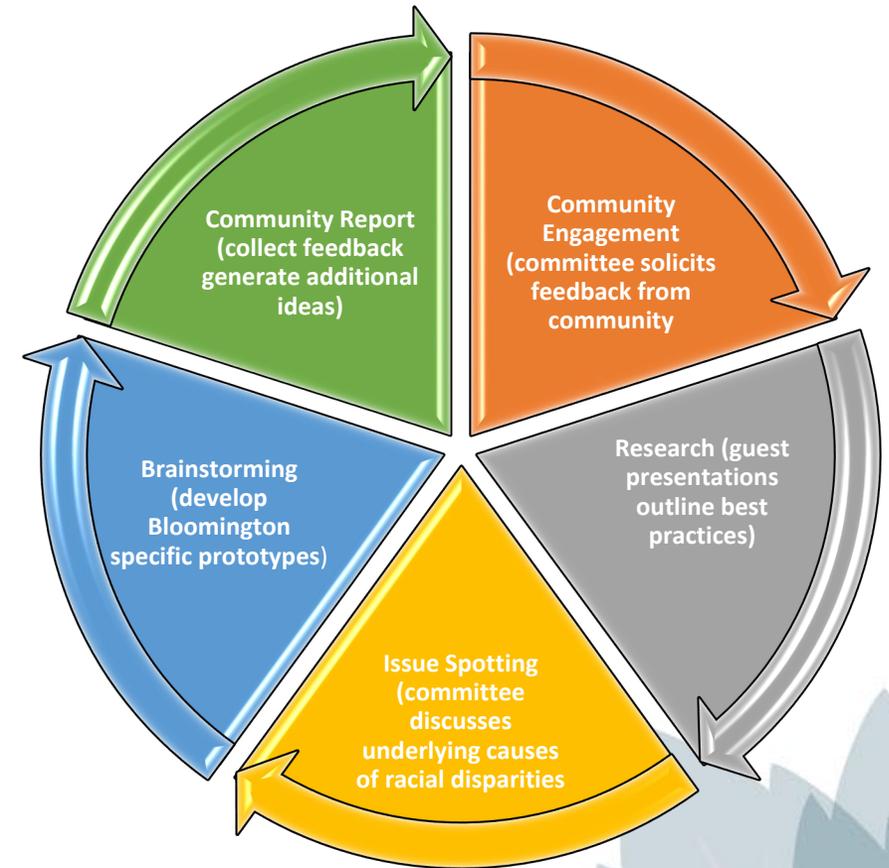
# Committee Composition

- The RESPC is comprised of residents, nonprofits (including Cornerstone, VEAP, and Bridging), employers (including representatives from Quality Bicycle Products, U.S. Bank, The Toro Company, and the local Radisson Blu) financial and lending institutions, cultural and community advocacy organizations, Bloomington Public Schools staff and students, City of Bloomington staff, and a City Council representative.
- Includes representation from HRC, ABH, MAC
- Other City staff listen in and participate in the discussion
- Purposefully centering BIPOC perspective with the goal of allowing their voice to directly affect how the solution will address the inequity at hand
- Focus on collaborative problem solving; every perspective has value

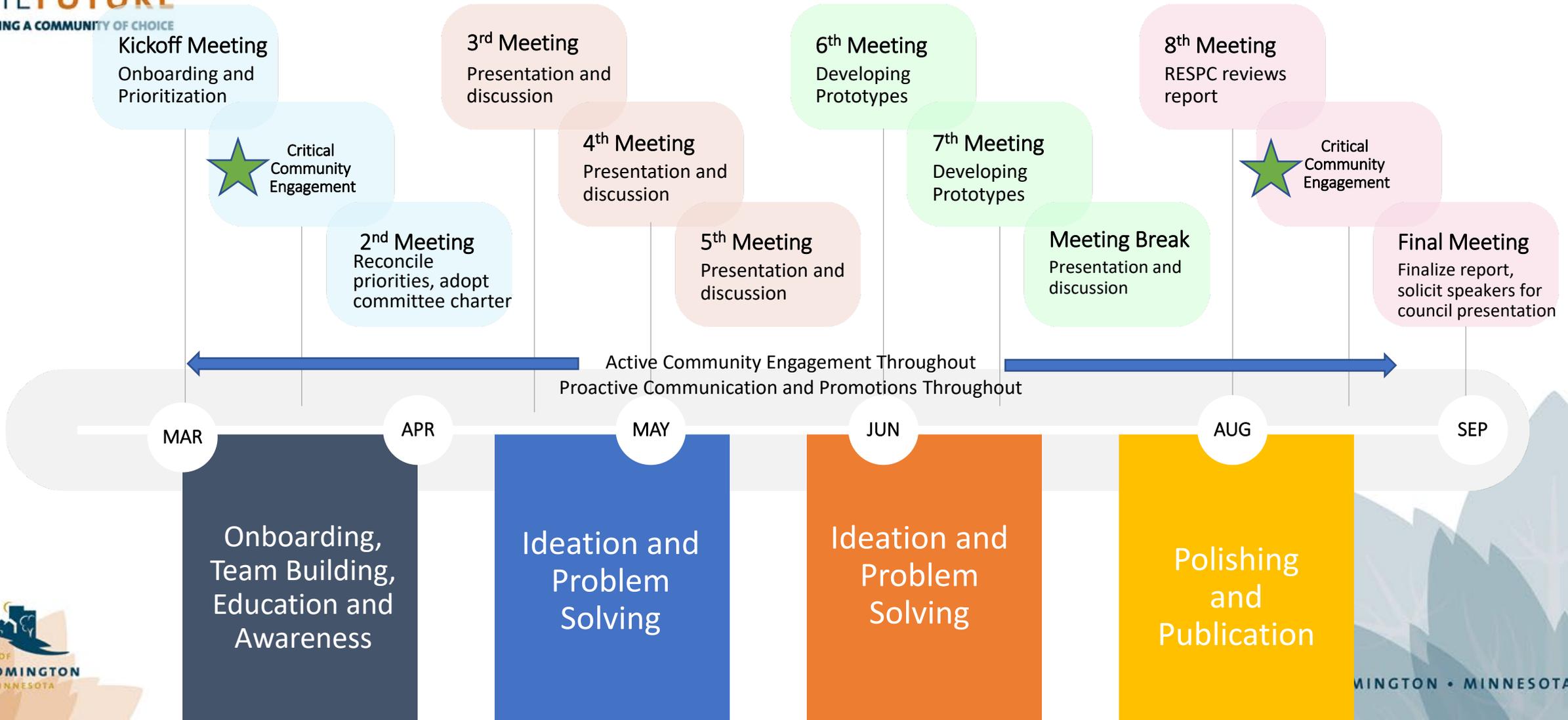


# Strategic Planning Process

- Utilize the human-centered design process to develop prototypes
- Focus on authentic community engagement – shared power
- Guided by experienced practitioners (research and process)
- Equity takes a different path; modifying systems is different from a traditional strategic plan
- Flexible and responsive, adaptability is key



# Meeting Timeline





# Additional Charter Highlights

- **Influences**
  - Summer break
  - Pandemic response
- **Dependencies**
  - Allocation of resources
  - Continued partnership and participation from committee members
- **Risks (of moving forward)**
  - Staying within scope, focused, and on schedule
  - Engagement efforts may continue to be limited by COVID-19 restrictions
  - Work product does not meet City Council expectations
- **Risks (of not moving forward)**
  - Issues outside of the City's direct control continue to go unaddressed
  - Missed opportunity to build trust, hear from voices that we don't typically hear from
  - Lack of direction for resource allocation and policymaking

# OUTREACH

# ENGAGEMENT

The International Association for Public Participation (IAP2) Federation has developed this Spectrum to help groups define the public's role in any public participation process. This process is adopted into the City of Bloomington Outreach and Engagement Toolkit. Contact your COED liaison for support in implementing.

## INFORM

## CONSULT

## INVOLVE

## COLLABORATE

## EMPOWER

FLOW OF INFORMATION



PUBLIC PARTICIPATION GOAL

To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.

To obtain public feedback on analysis, alternatives and/or decisions.

To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.

To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.

To place final decision making in the hands of the public.

CITY COUNCIL

PUBLIC MEETING

COMMISSION/  
ADVISORY BOARD

TASKFORCE

VOTING

PROMISE TO THE PUBLIC

We will keep you informed.

We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.

We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.

We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.

We will implement what you decide.



# Transparency and Engagement

- Public participation goal
  - We respect your expertise and appreciate your willingness to serve in this capacity. We recognize that we can not solve this problem alone and invite you to help develop innovative and creative solutions to the issues that have plagued our community for far too long.
- Promise to the public
  - We trust your wisdom in generating prototypes for disrupting racial disparities.
  - We will raise concerns, seek to find common ground, and incorporate your advice and recommendations into the decisions as much as possible



# Transparency and Engagement

- Council Participation and Engagement
  - Updates shared via One Weekly, City's webpage, City Council meetings
  - Share your feedback/questions with Council liaison
  - Invite constituents to provide input via digital engagement site
- Implementation and follow through
  - Not expecting surprises, but may need to reconcile differences in approach/ modify strategies
  - Endeavor to true committee's advice and recommendations, follow-up with committee and public as needed



# QUESTIONS?

