2021 Diversity, Equity, & Inclusion Commission

2021 Diversity, Equity, & Inclusion Commissioners
Joelle Allen, Chair (April 2024)
Sheri Hixon (April 2022)
Thomas Huling (April 2022)
Melissa Johnson (April 2022)
Chris Mitchell (April 2023)
Ruth Paradise (April 2023)
Teresa Sit (April 2024)
Ajani Woodson (April 2024)

Note: Terms run May 1-April 30

Council Liaison
Maurice Harris

City Staff
Kiarra Zackery, Equity and Inclusion Manager
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2021 Overview

Starting with its first meeting in July, the Golden Valley Diversity, Equity, & Inclusion Commission (DEIC) had a successful and eventful 2021.

Budget
For 2021, the City Council approved a budget of $3,500 for the DEIC. The DEIC spent $2,350 (67 percent) of its budget for professional fees for speaker honorariums; a cash prize for the literary contest winner; tickets to sponsor a table at the 2022 Martin Luther King, Jr Holiday Breakfast; a workshop with Native Governance Center; and hosting a procurement lunch and learn.

Meetings
The DEIC held six regular meetings and had an option to attend the City’s Joint Board/Commission/Council Meeting in February 2022.

DEIC History
The Golden Valley City Council appointed the Rising TIDES Task Force in 2018 to provide recommendations on how to fulfill the City’s newly adopted Equity Plan. After researching options and engaging with the Golden Valley community on various equity-based topics, the Task Force proposed creating a more permanent body of appointed community members committed to diversity, equity, and inclusion. This new commission would also replace the Golden Valley Human Rights Commission (HRC).

Quarter 3: June-September 2021

BAEGV Disability Inclusion
The Rising TIDES Task Force hosted its final Building An Equitable Golden Valley Forum on Dis/ability Inclusion with DEIC Vice Chair Ajani Woodson and Chair Joelle Allen serving as a panelist and planning committee member respectively. Other panelists include Eric Black from MDI, Danielle Loewen from Lunds and Byerly’s, and Nicole Rabinowitz from Inclusive Networking.

Land Acknowledgement Research
DEIC members Ruth Paradise, Jonathan Kim and Sheri Hixon formed a subcommittee to continue research on land acknowledgements; a continuance of the Human Rights Commission’s directive from Council.
Quarter 4: October-December 2021

Lunch and Learn
As a continuation of the Rising TIDES recommendation to increase supplier diversity, the DEIC hosted a Lunch and Learn with commercial custodial companies from the Metro Area. The Equity and Inclusion Manager, Chair Joelle Allen and Public Works Director, collaborated to provide a facilities tour, walkthrough the RFP process and answer questions from potential contractors for custodial services contracts for City Hall Campus and Brookview. Ultimately, a Minnesota-based Black owned business won the City Hall Campus contract after attending the event.

Building An Equitable Golden Valley Forum: Introducing the DEIC
The Quarter 4 Building An Equitable Golden Valley Forum highlighted each member of the DEIC and provided the community with the opportunity to give their input on the Commission’s work for the next year.

MLK Day Literary Contest
The DEIC’s annual literary contest is open to students in grades K-12 who live in Golden Valley or attend a school within Golden Valley school districts. Students were asked to submit written work (essay, song, or poetry) responding to a prompt under the theme of “Beloved Community.”

The DEIC collected contacts at all of the schools within the districts Golden Valley serves. City staff created fliers and sample newsletter and social media posts for the schools to advertise the contest. The contest was also advertised on the City website and social media sites, as well as with in the SunPost.

The winner received tickets to the General Mills-sponsored MLK Day event and a $150 cash prize.

Updated logo from grade 5-8 winner Renee Woolever
2021 Sampling Of Media Coverage

New Diversity, Equity, And Inclusion Commission Replaces HRC

The City of Golden Valley’s efforts to advocate for equity reached a milestone June 15, 2021, when the City Council voted to replace its Human Rights Commission (HRC) with a Diversity, Equity, and Inclusion Commission (DEIC).

The new commission is an extension of research and work by the Rising TIDES Task Force over the last 2-1/2 years.

The HRC served the Golden Valley community for more than 50 years, providing guidance to the City Council on human rights issues, helping build community by creating opportunities for dialogue on human rights issues, sponsoring educational opportunities, and directing persons to resources on human rights.

The Rising TIDES Task Force was created in 2018 to provide recommendations on how to fulfill the City’s newly adopted Equity Plan. Stemming from the Task Force’s work was a proposal to create a more permanent body of appointed community members committed to diversity, equity, and inclusion.

The DEIC will operate similarly to the HRC. It will be comprised of residents and community members and will report to and take direction from the City Council in matters relating to diversity, equity, inclusion, and human rights.

Building An Equitable Golden Valley (BAEGV) Events

BAEGV events were promoted in social media posts, the City newsletter, the City website, and via news releases to local media.

City of Golden Valley, MN - Local Government

Posted by Loomly
Oct 19, 2021

The City’s next equity forum, Oct 28, 6–7:30 pm will feature a presentation and discussion on the City’s equity plan and an introduction of the new Diversity, Equity, and Inclusion Commission. The event will be held virtually via Cisco Webex and will have an opportunity for attendees to participate at home.

https://www.goldenvalleymn.gov/new... See More
Hobbs Human Rights Award And MLK Literary Contest

Beyond social media posts, the MLK Literary Contest was advertised in the City newsletter and the City website.

City Partners With Hennepin County For Embedded Social Worker Program

Gold Coast social workers in the Gold Coast Police Department will Noblesville support to the community. This program is to continue to address the Police Department’s and City’s goals to provide quality and better access to those with mental health issues, the elderly, and other populations. The program utilizes local professionals in mental health and substance use.

Meet The Team

City and County staff presented the program in a Nov 10 virtual information session and answered questions from community members who caught a recording of the event.

Learn more at www.goldenvaleymn.gov and search “community health.”

City Will Roll Out New Website in Early December

The City of Golden Valley will debut a new website in early December 2021. While the current website will continue working (www.goldenvaleymn.gov), individual web pages will be changed, making scrolling and moving pages on the current site may be a longer time. The project was originally scheduled for 2020 but was delayed due to COVID. In 2021, the City issued a RFP that generated responses from 18 vendors.

The contract was awarded to a company that has worked with the city in the past. Prior to working with the contractor, the City surveyed residents in 2020 and 2021 to see what was needed and what about the current site and what aspects could be improved. The new site will include search and structure to show goals for the overall and redesign of the new sites will include in the website.

Nominate A Community Leader For The Bill Hobbs Human Rights Award

The Golden Valley Diversity, Equity, and Inclusion Commission (DEIC) is now accepting nominations for the Bill Hobbs Human Rights Award, which recognizes members in the community who work to build an environment that promotes fair and equal treatment for everyone. https://www.goldenvaleymn.gov/newsarchive... See More

Deadline for MLK Human Rights Contest is Dec 22

To honor the legacy of Martin Luther King Jr., the Golden Valley Diversity, Equity, and Inclusion Commission (DEIC) is sponsoring the MLK Human Rights Contest for students in grades K-12 who live in Golden Valley, attend a school in Golden Valley, or attend a Robbinsdale Area District or Hopkins district school. The DEIC will announce this year’s theme after Oct 8, November meeting. Check the City website for details.

The deadline to enter the contest is Dec 22, 2021.

For more information, visit the Community Outreach tab on the DEIC’s web page: www.goldenvaleymn.gov/boards/deic/index.php

City of Golden Valley, MN - Local Government

Posted by Loomly
Jul 8, 2021 · 

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https://www.goldenvaleymn.gov/newsarchive... See More

City of Golden Valley, MN - Local Government

Posted by Loomly
Nov 7, 2021 · 

The DEIC’s Dr Martin Luther King Jr Human Rights Contest has begun!

The contest is open to K–12 students who live in Golden Valley, attend a school in Golden Valley, or attend a Robbinsdale Area District or Hopkins District school. https://www.goldenvaleymn.gov/newsarchive... See More

City of Golden Valley, MN - Local Government

Posted by Loomly
Nov 18, 2021 · 

To bring the conversation of human rights to a younger audience, the annual Martin Luther King Human Rights Contest is once again open to students in all grades K–12 who live in Golden Valley, attend a school in Golden Valley, or attend a Robbinsdale Area District or Hopkins District school. Sponsored by the Golden Valley Diversity, Equity, and Inclusion Commission (DEIC) is sponsoring the MLK Human Rights Contest. See More

City of Golden Valley, MN - Local Government

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Dec 7, 2021 · 

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2022 Proposed Work Plan

Goals

• **Cultural Appreciation and Recognition**
  The DEIC wants to create opportunities for everyone to feel represented within their work and seeks to recognize and celebrate the diverse backgrounds and identities of Golden Valley community members. The Commission will do this through the Building An Equitable Golden Valley forums and the Land Acknowledgement Action Plan.

• **Building Community**
  It is important to the DEIC to bring community together to learn and get to know each other. With every event, gathering, meeting, and forum, the Commission considers how it is building relationships and awareness.

Tentative Outline

**Q1 (Jan-Mar):**
- Sweet Potato Comfort Pie MLK Event
- Land Acknowledgement Workshop with Native Governance Center
- Black History Month BAEGV Quarterly Forum

**Q2 (Apr-Jun):**
- Environment Justice BAEGV Quarterly Forum (in partnership with Environmental Commission)
- Researching Public Asset Naming Policy (in partnership with Open Space and Recreation Commission)
- Inclusive Employee Calendar recommendations

**Q3 (Jul-Sep):**
- Welcome Packet development
- Human Rights Day + Bill Hobbs Award Planning
- Housing BAEGV Quarterly Forum
- Land Acknowledgement Action Plan: Identify artists for art piece
- Land Acknowledgement Action Plan: Develop relationship with schools

**Q4 (Oct-Dec):**
- Human Rights Day + Bill Hobbs Award
- Begin MLK Planning (multimedia contest, Sweet Potato Comfort Pie, General Mills Breakfast)
- Engage and Celebrate Golden Valley BAEGV Quarterly Forum
- Final report: Recommendations for 2023 equity plan