

# Northeast Minnesota Equity Summit | October 27, 2021

## *Jamboard Themes*

### **WHAT IS WELCOMING?**

- Positive Interactions with Neighbors / Community Members
- Public Representations of Diversity
- Spaces of Belonging and Inclusivity
- Clean and Well-Functioning Community Infrastructure
- Evidence of Happiness / Kindness
- Visibility of Children Playing
- Sharing Among Community Members
- Safety

### **BOLD, NEW RISKS**

- Engaging the Needs of Community Members
- Valuing Diversity in Our Communities
- Broadening Community Participation

### **FURTHER LEARNING**

- Connecting People and Resources
- Championing Success of Underrepresented Community Members
- Enabling Diversity in Political Representation
- Fostering Spaces of Belonging and Inclusivity
- Investing in Youth Success
- Broadening Community Participation

### **WATCH & PRESERVE**

- Connecting People and Resources
- Increasing Opportunities for Success
- Championing Success of Underrepresented Community Members
- Expanding Cultural Understanding
- Fostering Spaces of Belonging and Inclusivity
- Broadening Community Participation
- Encouraging Public Representations of Diversity

# Jamboard Themes | WHAT IS WELCOMING?

Positive Interactions with Neighbors / Community Members	Public Representations of Diversity	Spaces of Belonging and Inclusivity	Clean and Well-Functioning Community	Evidence of Happiness/Kindness
<ul style="list-style-type: none"> <li>• Knowing your neighbors</li> <li>• Acceptance</li> <li>• Authentic Vulnerability</li> <li>• environment for consent</li> <li>• Someone to greet me and say, "Hello".</li> <li>• Eye contact</li> <li>• A hot-dish from a new neighbor!</li> <li>• People outdoors</li> <li>• Warmth</li> <li>• People say hi and being friendly in neighborhoods, shops, etc.</li> <li>• Seeing many people out on the streets and sidewalks (vibrant)</li> <li>• Connections</li> <li>• Pedestrians!</li> <li>• Diverse workforce, leaders, art, teachers, community events</li> <li>• People helping other people</li> <li>• Opportunities; invitations that are personal</li> <li>• People who reach out</li> <li>• People and groups interacting</li> <li>• Opportunities to bring generations together</li> </ul>	<ul style="list-style-type: none"> <li>• Varieties of Food</li> <li>• Multi-ethnic shops downtown (example of grocery stores)</li> <li>• Stores that meet the basic needs of all its community members.</li> <li>• Colors, Signage, that reflect different cultures</li> <li>• Smell of many different foods</li> <li>• Different groups of people (and smells from different foods!)</li> <li>• A vibrant, colorful main street.</li> <li>• Music/arts</li> <li>• Colors in the streets</li> <li>• Welcome sign in different languages</li> <li>• Art</li> <li>• Music</li> <li>• Bright color</li> <li>• Food</li> <li>• Public art, music, and color that represents different demographics</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusive schools</li> <li>• Feel valued</li> <li>• opportunities for shared leadership</li> <li>• Open Hearts and Minds</li> <li>• People accepted for who they are</li> <li>• BIPOC community members looking relaxed in their skin.</li> <li>• people that one can relate to</li> <li>• Acknowledgement</li> <li>• Variety</li> <li>• Open to new ideas and contributions</li> <li>• Less big intimidating loud trucks with big flags waving</li> <li>• Tone of conversations</li> </ul>	<ul style="list-style-type: none"> <li>• Clean streets</li> <li>• Human-centered roads and street design</li> <li>• Fresh air</li> <li>• Open, transparent governance and organizations</li> <li>• Clean, Fresh Smell</li> <li>• Gardens and Trees</li> <li>• Flowers, a clean space.</li> <li>• Accessible outdoor spaces</li> <li>• Cleanliness</li> <li>• Pride in ownership of buildings, public spaces, sidewalks, streets.</li> <li>• Clean streets</li> </ul>	<ul style="list-style-type: none"> <li>• Feel joy</li> <li>• Laughter</li> <li>• Smiling faces</li> <li>• Smiling faces</li> </ul>
<b>Visibility of Children Playing</b>				<ul style="list-style-type: none"> <li>• Inclusion / presence of children</li> <li>• Children playing outside</li> <li>• Kids playing outside and feeling comfort in their environment</li> </ul>
<b>Sharing Among Community Members</b>				<b>Safety</b>
				<ul style="list-style-type: none"> <li>• Shared wealth</li> <li>• Coats/gloves on trees</li> </ul>

# Jamboard Themes | WHAT IS WELCOMING?

When you think of a "Welcoming Community", what do you see, hear, smell, taste, and/or feel?



# Jamboard Themes | FURTHER LEARNING

Connecting People and Resources	Championing Success of Underrepresented Community Members	Enabling Diversity in Political Representation	Fostering Spaces of Belonging and Inclusivity
<ul style="list-style-type: none"> <li>• How to address complex needs of people looking for work?</li> <li>• Find other people regionally/locally doing similar work</li> <li>• Pulling together the strategies and best practices and learnings that were shared today - there were so many</li> <li>• Want to learn more about LISC</li> <li>• Would like a resource guide of what we learned today</li> <li>• More about the organizations that were highlighted</li> <li>• Is there a way for individuals and groups to have a common place (maybe a google doc or new tech that I don't know about) to share what their projects are, when their events are etc... something like this could help so much for avoiding duplication, knowing when and who to collaborate with, when to plan events that don't overlap...</li> <li>• More time for questions with presenters!</li> <li>• housing issues; removing barriers; housing summit</li> <li>• learning more about aging and disabilities to be more ready for change coming from climate change (e.g., storm events, etc.)</li> <li>• We vs me.</li> <li>• MORE DATA</li> <li>• So many great ideas - how do we get connected and reach out and collaborate more?</li> <li>• How we can all network better together</li> </ul>	<ul style="list-style-type: none"> <li>• Breaking down systems, how to reduce barriers</li> <li>• Learn more about how to support Black/Indigenous trans people</li> <li>• How to retain black/ indigenous professionals in Duluth</li> <li>• How to be better without putting burden on BIPOC community to teach/show the way</li> <li>• Where to focus our energy/ resources to get BIPOC community members connected to good jobs</li> <li>• How to make work intentional and be a good ally, how to be more intentional</li> <li>• More equitable distribution of wealth/resources</li> <li>• Build with people of color, not FOR</li> <li>• How to have authentic allyship - how to be good allies</li> <li>• Providing tools/tips/tricks for BIPOC folks to run for office</li> </ul>	<ul style="list-style-type: none"> <li>• How to run for office</li> <li>• how to run for office; more open to new folks to run</li> <li>• How to get into leadership positions</li> <li>• protecting sovereignty</li> </ul>	<ul style="list-style-type: none"> <li>• Creating a community culture of kindness vs criticism.</li> <li>• Where are places people feel comfortable? How can we replicate those?</li> <li>• How do we overcome our own awkwardness?</li> </ul>
<b>Investing in Youth Success</b>		<b>Broadening Community Participation</b>	
		<ul style="list-style-type: none"> <li>• Where are the places we can build social networks? How do we build bridges for students K-12 and college?</li> <li>• Reaching out to youth in the 18-26 range</li> <li>• more young people involved with school boards</li> </ul>	

# Jamboard Themes | FURTHER LEARNING

Related to today, what topics are important to you and/or what do you want to learn more about?

How to address complex needs of people looking for work?	Breaking down systems, how to reduce barriers	Learn more about how to support Black/Indigenous trans people	How to retain Black/Indigenous professionals in Duluth	<b>How to run for office</b>	How to be better without putting burden on BIPOC community to teach/show the way	Find other people regionally/locally doing similar work	Pulling together the strategies and best practices and learnings that were shared today - there were so many	Where to focus our energy/resources to get BIPOC community members connected to good jobs
Creating a community culture of kindness vs criticism.	Want to learn more about USC	How to make work intentional and be a good ally, how to be more intentional	Would like a resource guide of what we learned today	More equitable distribution of wealth/resources	<b>Build with people of color, not FOR</b>	More about the organizations that were highlighted	How to run for office; more open to new folks to run	Where are the places we can build social networks? How do we build bridges for students K-12 and college?
common place (maybe a google doc or new tech that I don't know about to share what their projects are, where their events are etc... something like this could help so much for avoiding duplication, knowing when and where)	How to have authentic allyship - how to be good allies	Where are places people feel comfortable? How can we replicate those?	How to reach people that aren't in the "Choir" - outside of the typical "service" area.	More time for questions with presenters!	<b>How to get into leadership positions</b>	housing issues; removing barriers; housing summit	Providing tools/tips/tricks for BIPOC folks to run for office	Learning more about aging and disabilities to be more ready for change coming from climate change (e.g., storm events, etc.)
Reaching out to youth in the 18-26 range	<b>We vs me.</b>	<b>MORE DATA</b>	Bridging divides between folks on opposite ends of the political spectrum	protecting sovereignty	How do we overcome our own awkwardness?	more young people involved with school boards	So many great ideas - how do we get connected and reach out and collaborate more?	How we can all network better together-

# Jamboard Themes | BOLD, NEW RISKS

## Engaging the Needs of Community Members

- Making childcare a priority
- How do we overcome barriers to navigating?
- Equality laws are limiting equity opportunities - how do we navigate these things that were supposed to help but are now a barrier?
- Changing language and expectations
- Work hard to move away from assumptions and truly meet people where they are at.
- Implement a community campaign of kindness
- Need to be intentional about ending homelessness
- Employers like MDI connecting with more workforce segments.

## Valuing Diversity in Our Communities

- Actively attracting immigrant workers to our community
- Giving up your seat to a person of color
- BIPOC community representation on town boards and city councils!
- Identify white supremacy in all bodies/places/ policies - including places where it's perpetuated by people of color
- Make sure BIPOC students are graduating from high school and colleges. Community needs to take responsibility for that - not just the colleges.
- Be an advocate, even if it is uncomfortable
- Change cultural environment in northern rural MN
- Amplify new, underrepresented voices and listen more than we speak.

## Broadening Community Participation

- More connection between Duluth and the rest of NE MN!
- Reach out to participants to find out more of "why" they came to the summit.
- Unite Minnesota
- Put pressure on people in power for ACTUAL change.
- Break down silos - people say "if we're not in this program, we can't help you"

# Jamboard Themes | BOLD, NEW RISKS

What bold new risks could we explore or take?

More connection between Duluth and the rest of NE MN!

Reach out to participants to find out more of "why" they came to the summit.

**Making childcare a priority**

Actively attracting immigrant workers to our community

Giving up your seat to a person of color

How do we overcome barriers to navigating?

BIPOC community representation on town boards and city councils!

Identify white supremacy in all bodies/places/policies - including places where it is perpetuated by people of color

Equality laws are limiting equity opportunities - how do we navigate those things that were supposed to help but are now a barrier?

Changing language and expectations

Work hard to move away from assumptions and truly meet people where they are at.

Implement a community campaign of kindness

Need to be intentional about ending homelessness

Employers like MDI connecting with more workforce segments.

**Unite Minnesota**

Make sure BIPOC students are graduating from high school and colleges. Community needs to take responsibility for that - not just the colleges.

Break down silos - people say "if we're not in this program, we can't help you"

Be an advocate, even if it is uncomfortable

Change cultural environment in northern rural MN

Amplify new, underrepresented voices and listen more than we speak.

# Jamboard Themes | WATCH & PRESERVE

Connecting People and Resources	Increasing Opportunities for Success	Championing Success of Underrepresented Community Members	Expanding Cultural Understanding
<ul style="list-style-type: none"> <li>Our collaboration is working- but there truly needs to be some sort of a road map booklet of all services- this is NO small undertaking</li> <li>New collaborative partnerships/ relationships between organizations</li> <li>How we communicate and get information out into the BIPOC communities.</li> <li>Amplify existing work</li> <li>Creating mentors and contacts to get started</li> <li>Strategies, approaches, toolkits and ideas that can help inform our work</li> <li>A FULL resource guide to help community members figure out where they can get help. All the services are too disjointed.</li> </ul>	<ul style="list-style-type: none"> <li>Livable wage jobs that do not require a degree.</li> <li>Home ownership</li> <li>Retain our current BIPOC, LGBTQ+ residents</li> <li>Encourage: More projects where people can be free to serve their community in the ways they know are best instead of making grant guidelines so specific.</li> <li>Lower documentation requirements for applying and reporting and/or provide supporting roles who can assist with meeting the documentation requirements for those who are just starting.</li> </ul>	<ul style="list-style-type: none"> <li>Formation/ elevation of BIPOC-led organizations</li> <li>Respect of the voices for BIPOC community</li> <li>The increase of funding resources for BIPOC led agencies and businesses.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing conversations about equity.</li> <li>More listening sessions about other cultures and communities.</li> <li>Companies receiving local, state and federal funding doing real work around DEI.</li> </ul>
Fostering Spaces of Belonging and Inclusivity	Broadening Community Participation	Encouraging Public Representations of Diversity	
<ul style="list-style-type: none"> <li>KINDNESS!!!!!!</li> <li>Preserve each person's dignity.</li> <li>Changing the status quo of what it is to be BIPOC in the SLC and Duluth communities</li> </ul>	<ul style="list-style-type: none"> <li>Changing the language of community engagement.</li> <li>How do we engage people who are reluctant to come to the table for these sorts of conversations?</li> </ul>	<ul style="list-style-type: none"> <li>Large billboards of diversity in the community.</li> <li>Public art about ethnicity, cultures, equity.</li> </ul>	

# Jamboard Themes | WATCH & PRESERVE

What is working that needs to be carefully watched, preserved, and/or encouraged?

Our collaboration is working- but there truly needs to be some sort of a road map booklet of all services- this is NO small undertaking	Ongoing conversations about equity.	New collaborative partnerships/relationships between organizations	Large billboards of diversity in the community.	Formation/elevation of BIPOC-led organizations	KINDNESS!!!!!!	How we communicate and get information out into the BIPOC communities.	Respect of the voices for BIPOC community
The increase of funding resources for BIPOC-led agencies and businesses.	<b>Amplify existing work</b>	More listening sessions about other cultures and communities.	Public art about ethnicity, cultures, equity.	Changing the language of community engagement.	Livable wage jobs that do not require a degree.	Companies receiving local, state and federal funding doing real work around DEI.	creating mentors and contacts to get started
<b>Preserve each person's dignity.</b>	Changing the status quo of what it is to be BIPOC in the SLC and Duluth communities	How do we engage people who are reluctant to come to the table for these sorts of conversations?	<b>Home ownership</b>	Retain our current BIPOC, LGBTQ+ residents	the ways they know are best instead of making grants guidelines so specific. Lower documentation requirements for applying and reporting and/or provide supporting roles who can assist with meeting the	Strategies, approaches, toolkits and ideas that can help inform our work	A FULL resource guide to help community members figure out where they can get help. All the services are too digitized.