

OFFICE OF RACIAL EQUITY, INCLUSION & BELONGING (ORIEB)

SHOWCASE

**PREPARED BY:
CITY OF BLOOMINGTON
OFFICE OF RACIAL EQUITY,
INCLUSION, AND BELONGING
STAFF**



2023 OREIB TEAM



MIKE SABLE

Assistant City
Manager



FAITH JACKSON

Chief Equity & Inclusion
Officer



PA DAO YANG

Equity & Inclusion
Program Specialist



ISELA CERESO MENDIOLA

Office Support Specialist



MISSION & PURPOSE

We create, lead, manage, and support systems change throughout the organization to ensure equity, inclusion, and belonging is emphasized.

RELATIONSHIPS & PARTNERSHIPS

Conferences Attended:

- Race Forward (November 2022)
- Welcoming Interactive (March 2023)
- Puerto Rico (Sept 2023)
- IAP2 Conference (Sept 2023)



New Relationships Formed:

- Increased partnership with Normandale Community College
- Bloomington Community Members attended our City of Bloomington's Authentic Community Engagement Committee Session
- Welcoming Week from Welcoming America brought La Raza Radio Station, City of Richfield, Minnesota's DMV, and us for a Driver's License for All radio segment



Inclusive Culture

in City of Bloomington Departments

Culture Agility Training for Staff

Cultural Agility is the words and behaviors that you and I intentionally demonstrate with others throughout the day that invite, welcome, and support a relationship that is equitable, healthy, and based on mutual trust and respect.



Bloomington City staff participated in Culture Agility Training

- From March to June 2023
- Training was a Certificate Program
- Staff participated in 6, 2 hour long sessions
- 22 Staff participated
- 13 Staff were awarded a Certificate of Completion



WORKFORCE DIVERSITY

BLOOM IN BLOOMINGTON INTERNSHIP PROGRAM

Bloom in Bloomington is a youth workforce development program that matches young people aged 16 – 24 with summer internship experiences within the city of Bloomington. The program aims to provide young people with opportunities to explore career paths from a wide variety of employers, build valuable work experience and develop leadership skills.

Mission

Bloom in Bloomington strives to support and grow a more diverse, and accessible workplace for our community by matchmaking young people with employers in local government, nonprofit, and private sectors.

Vision

Bloom in Bloomington dreams of a world where employment disparities are eliminated, our workforce reflects the diversity of the community and young people of all identities can feel seen by their government and be empowered to reach their full potential.





CRAFTING LONG-TIME CONNECTIONS

Bloom interns celebrate at their graduation ceremony. Left to right: Isela Mendiola, Lareicia Harrison, Ruby Cibik, Jordan Jackson, Weemon Yeakehson, Jazzmyrna Alcenat, Eman Mohamed and Alexis Gutierrez Navarro.

Bloom in Bloomington as inaugural year wraps up

The first year of Bloom in Bloomington is in the books. The program launched last May with 10 interns and corporate partners Mall of America and Larkin Hoffman. Last week, an intern graduation ceremony marked the end of the inaugural year. Mayor Tim Busse, City Manager Jamie Verbrugge, Chief Equity Officer Faith Jackson and Special Projects and Initiatives Manager Sean Lundy spoke to the interns and their families, friends and other City staff at the event. Weemon Yeakehson also gave a speech about her experience as an intern at the City.

Bloom in Bloomington will host their second year this upcoming summer 2024!



EQUITABLE PROGRAMS & SERVICES

moving from issues to innovation

Language Access Plan Policy

- Provides the City with guidance, process, practices, and procedures on how to support Limited English Proficient (LEP) communities
- City of Bloomington has 18+ diverse languages spoken
- The Top 5 languages are: Spanish, Somali, Vietnamese, Cambodian (Khmer), and Mandarin Chinese
- Language Access Workgroup formed in January 2023
- Language Premium Pay Policy approved on February 2023
- City-wide trainings were established in April 2023 through December 2023
- OREIB co-founded and collaborated with Minnesota municipal and state agencies to form the Minnesota Language Access Network

Welcome Week

- We participated in Welcome Week created by Welcoming America
- A nonprofit leading a movement of inclusive communities becoming more prosperous by ensuring everyone belongs, including immigrants; connecting a broad network of nonprofits and local governments and support in becoming truly welcoming places
- Welcoming Week: September 8 – 17, 2023
 - Organizations and communities bring together neighbors of all backgrounds to build strong connections and affirm the importance of welcoming and inclusive spaces in achieving collective prosperity
 - We collaborated with other organizations to bring a Driver's License for All Segment on the radio for our Spanish-Speaking communities! (Refer to page 3).



Meeting Community Where They Are At...

Equity-Pop Up's

Bloomington
Juneteenth

One on One
Festival

Police Racial Equity
Action Team (REAT)
Community Cookout

Young Builders and Designers
Lego Mosaic photo competition
and installation in Police
Department



WELCOME TO BLOOMINGTON PROGRAM UPDATES

Phase 1:

Welcome to Bloomington Design Group

October 2022 - February 2023

From the meetings, the design group has been able to identify 5 activities for new residents:

- Bucket List
- New Resident Meetings
- Neighborhood Events
- Resource Fair
- Cultural Fair

Phase 2:

Welcome to Bloomington Implementation Team

June 2023 - September 2023

Implement details for the 5 activities created by the Design Group

Phase 3:

•Establish relations with property managers to establish connections with new residents

•Outreach to partners to ensure program awareness

Design Group Members

Ann Marie Terpstra

Cameron M. Perket*

DeJurnett “Dee” Buford*

Dwayne Lowman

E. Guille Garza*

Erika Brown

Hiedi Hecker*

Jessi Martinez*

John Hesse

Jovon Dwayne Dukes

Latisha Moening*

Laura McCarthy

Lona Dallessandro

Loreena Hilton

Megan Schlotfeldt

Mollie Bousu

Olga Quintanilla

Eric Pone*

Pat Conrad

Patricia Riley*

Priscilla Roberts*

Robyn Latzke

Sandra Seelhammer

Sarah Thorp*

Trisha Gilbert*

Implementation Team Members

Amy Sundstrom*

Barb Schuster*

Eric Pone*

Erika Brown

E. Guille Garza*

Joey Oslund*

Jovon Dukes*

Kim Zemple*

Kristina Reed*

Lee Davis*

Mollie Bousu

Patricia Riley*

Sue Martell*

Vidya Munusami

*Resident/Community Partner

RACIAL EQUITY DIVIDENDS PUBLIC SECTOR PARTICIPATION

Earlier this year, we participated in the inaugural survey conducted by Center for Economic Inclusion (CEI) to create the 2023 Racial Equity Dividends Index Public Sector. 22 Minnesota communities participated and Bloomington received positive feedback! As specific individual results are not shared, we received our report and scored high in various categories.

The City of Bloomington scores are:

- 2023 Overall Score: 58.7 out of 100 points
- 2023 Percentile (All Organizations): 95%
- 2023 Percentile (Peer Organizations): 100%

The City of Bloomington scored high is the following categories:

- Leadership
- Budgets & Finance
- Public Safety
- Public Policy



THANK YOU

We welcome questions & connection opportunities by contacting us at: equity@bloomingtonmn.gov

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