



Improving Social and Racial Equity

A community movement to improve
inclusivity across Moorhead






Inclusive Moorhead Wins

Website: A page on the Resilient Moorhead website will be dedicated to Inclusive Moorhead and will include the “Social and Racial Equity Study”, an executive summary, the process of development, the project plans with performance measures, meeting information, and contact information to get involved

Resources Allocated

- Inclusive Project Plan with goals and measures completed
- \$195,000 allocated in grants allocated to support strategies in December 2022
- Presentation to City of Moorhead Human Rights Commission- desire to partner
- Co-lead of Inclusive Moorhead, Karen Pifher, is awarded Human Rights Award from City of Moorhead Human Rights Commission in Dec 2022
- In-Kind resources allocated:
 - \$5,000+ in volunteer time committed since September 2022
 - More than 15 organizations partnering to collectively implement projects with diverse leadership across project plan



Strategy 1: Relationship building: Build relationships between people and organizations across class, race, ethnicity, gender and ability

Performance Measure: measure improvements/expansions in relationships between organizations and people over time. Social relationship analysis - use as a baseline for orgs and use survey annually to measure changes in individual relationships. Track attendance and diversity in attendees.

1. Rotating hosts quarterly to highlight different cultural experiences.
 - First hour is food and cultural experience, networking (social hour)
 - Two hours of review of plan, measuring progress, updating changes/actions, and celebrations
1. Social Network- learn how to use the relationship mapping and engage in intentional relationship expansion activities
2. Develop an improved communication plan to share opportunities for participation across organizations
3. Host an informal monthly breakfast to support networking

Allocated \$15,000 to support co-leads positions, cultural experiences and food at events and child care services through July 2023

We have improved racial/ethnic, disability community and Human Relations partnerships and participation since September 2022. Decrease in formal representation at meetings (paid organizational leadership positions).

100% positive feedback from Inclusive Moorhead Group on project plan.



Strategy 2: Improve policy and processes that improve inclusivity within organizations and businesses

Performance Measure: # of organizations that have completed a DEI assessment and implementation plan

1. Develop a local team of professionally trained diverse persons to lead DEI assessments and implementation plans within organizations and businesses
2. Recruit 3-5 businesses per year to participate in a DEI community of practice cohort to complete assessments and implementation plans
3. Expand use of I-WE within organizations
4. Explore “Welcoming America” standards and implementation opportunity with the City of Moorhead Human Rights Commission/City of Moorhead

Currently applying for an \$800,000 grant through Clay County Public Health over four years to support this initiative. The majority of funds would support this project, and also would fund interpretive and translation services as well as a portion of the Inclusive Moorhead co-leadership positions.



Strategy 3: Improve inclusive representation and processes in leadership or decision making spaces

Performance Measure: # of formal decision making spaces that have an inclusive representation process or commitment

1. Conduct an assessment to identify where formal decision making spaces are across the community and diversity within each
2. Launch a “Growing Local” project within Moorhead to build capacity of BIPOC people to learn how to engage and participate in formal representation spaces
3. Expand opportunities for participation in West Central Initiative project launch to support building capacity of people to learn about how to run for elected offices
4. Demonstrate inclusive planning processes that center people most impacted as the primary decision makers (Recovery Village, Jasmin Childcare Project)

Allocated \$35,000 to support further exploration and planning for the the Recovery Villiage
\$120,000 allocated to support the Jasmin Childcare development

Researching potential funds to support initiative #1. Approval from U of M Ext to launch growing local in 2023. We will be recruiting people to participate in initiative #3 in 2023 when launched. Reports from the initial studies for each of the projects in #4 will be complete by January 1, 2023



Strategy #4: Improve Community Education to build individual skills and knowledge that support inclusion

Performance Measure: % of attendees that gained new skills and knowledge that supports inclusion

1. Create a calendar of events for culturally diverse activities throughout the year
2. Expand community education on diversity of African countries/cultures and history
3. Expand culturally diverse participation in current community events (Moorhead parade, Welcome Week, Pangea etc)
4. Support expansion of cultural activities that “Do It Together” that bring people from diverse places to focus on an activity
5. Expand digital/video and storytelling to support community healing and improve mental wellbeing
6. Support website development to share opportunities and embed information

\$25,000 allocated from a grant to support the digital/video and storytelling work to support community healing.



Romkey Park Multi-Use Building Development

1. Prioritization of community engagement that prioritizes the neighborhood and people most impacted in identifying what opportunities align or are desired for this space
2. Partnerships with ESHARA, CAPLP, faith communities, and local business have been engaged to reach local people in the survey process

Barriers: Weather, translation/interpretation, lack of trust (similar to findings from social and racial equity study), illness (lower participation at events)

Preliminary Findings: Highest two priorities of survey respondents are child care and a space to gather to host events and activities (open to community use). Twenty-two people (primarily racially diverse persons) want to participate/engage in planning as the project moves forward

Survey Closing: Dec 22nd and final report will be complete by Dec 31st



Recovery Village Gap Analysis

1. Prioritization of community engagement that prioritizes people experiencing substance use disorder, living in recovery, or serving people experiencing substance use disorder
2. Partnerships with agencies serving people experiencing substance use disorder and providing mental health services to gather surveys

Barriers: Lack of trust (similar to findings from social and racial equity study), stigma

Preliminary Findings: 47% of people who completed the survey are people living in Recovery, 31% of respondents either currently are, or have experienced homelessness.

High intersection of critical access to addiction/recovery and support services, transportation, independent housing, employment and physical and recreation opportunities are identified as top needs to to be successful in recovery. 99% of respondents identified that if these services were available in one space/neighborhood (a recovery village) they would have utilized them

Survey Closing: Dec 22nd and final report will be complete by Dec 31st