



Ends Policies with DRAFT Interpretations

D. Sabol, Executive Director

August 2016

The Diversity Council is a catalyst. It identifies and publicizes issues and opportunities, facilitates dialog, empowers individuals and organizations, convenes change agents, brokers action, and communicates outcomes through fee-for-service trainings, consultation, board/committee participation, community education, outreach, and policy advocacy. It measures success in terms of movement, not by prescribing change, but by compelling strategic and effective response to key issues affecting the region.

Global Ends Policy

Policy

An equitable and inclusive community, where all individuals are empowered, conscientious, and courageous.

Civic Equity Ends Policy

Policy

Civic Equity is the realization of a society where all individuals receive equitable access to resources, protections, and opportunities. Each person enjoys: (a) equal treatment under law, both through law enforcement and the judicial system; (b) equitable access to and representation in the political process; and (c) equal opportunity to engage in the design of and benefit from inclusive public policy.

Interpretation

The Diversity Council establishes and/or maintains relationships with crucial entities at the local, state, and regional level that impact its Civil Equity focus areas, and provides resources and activities for individual development and participation in thoughtful and deliberate civic action. Its activities include environmental scanning, assessment, interpretation, and implementation of actions related to civic participation and inclusive government.

1. Improving trust and understanding between citizens and law enforcement/judicial system by convening a minimum of 3 community dialogs and facilitating or participating in 2 – 4 inter-

Diversity Council

organizational planning sessions. Affiliates include but are not limited to: MN Third Judicial District, Olmsted County's Sheriff/Corrections Offices, Rochester Police Department, Legal Assistance of Olmsted County, Southern Minnesota Regional Legal Services, and Mediation & Conflict Solutions.

2. Establishing equitable processes and dividends in public policy planning related to regional growth and development, by integrating underrepresented viewpoints and convening or participating in 3 – 4 public policy discussions. Affiliates include but are not limited to: DMC EDA Community Leaders Forum, Rochester Area Chamber's Diverse Interests Roundtable, MN Disability Services Region 10 Quality Council, MaxAbility Task Force, and the Office of the MN Secretary of State.
3. Developing diverse and engaged leadership in civic circles. DC is participating and/or delivering:
 - The Ready to Lead initiative relates directly to the development of skills important to government and nonprofit board participation. DC will continue in this collaborative work by a)convening and certifying two cohorts of 10-12 individuals from underrepresented groups and fostering them into board and committee membership; a)consulting on and lobbying for change in local governmental board/committee appointment processes; and c) increasing diverse membership on local NPO boards by 10 percent.
 - The Art of Participatory Leadership builds facilitation, grassroots organizing, and convening skills. Dc will a)convene the Winter 2016/17 cohort of 18 individuals; b)support initiatives that arise from the class through mentoring and, as appropriate, fiscal sponsorship; c)use the project aspect of the training to connect graduates with critical opportunities for continued community impact.
 - Community Leaders Creating Change, a new DC leadership initiative, provides individuals from underrepresented populations with self-advocacy skills and an understanding of bias. DC will: convene an initial cohort Of 15 – 20 individuals; b)provide real-life experience in community action; and c)create connections between graduates and civic organizations and initiatives.

Educational Equity Ends Policy

Policy

Educational Equity exists when all individuals are fully prepared for the roles of their choice, regardless of personal or social circumstances. Educational Equity requires systems of support that result in full access to opportunities that lead to personal growth.

Interpretation

Diversity Council

The Diversity Council focuses on three educational issues: addressing the school to prison pipeline by building individual advocacy skills in students, strengthening and diversifying career pathways, and improving communication and connectivity between existing and developing educational resources and potential students.

1. Deploying youth programming and curriculum modules that address individual empowerment, self-advocacy, advocacy for others, bias, and active participation in school culture - all central to creating positive school and life experiences and a foundation for success and reducing criminal behaviors.
 - Spark!/Spark research-based anti-bias student and whole family trainings and workshops. DC will a)reach 15,000 grades K through 8 students; b)reach 50 - 75 families with whole family curriculum and resources; c)reach 400 grades 8 through 12 students with curriculum and interactive skill building forums.
 - Peacemakers Camp interactive advocacy, self-expression, and leadership skills sessions. DC will: a)host 5-8 camps with various partner organizations; b)reach a diverse array of students; c)adapt the curriculum as appropriate to fit specific community needs and requests as they arise.
 - Student Leaders Creating Change student empowerment and leadership development workshops that improve school culture. DC will: a)establish SLCC afterschool programs for Somali and Hispanic youth in partnership with Somali Rebuild Organization and Rochester Boys and Girls Club; b)engage a minimum of 15 at-risk youth; 3)include siblings and families in related activities as possible.
2. Involvement in discussions and activities regarding improved access to and participation in educational programs that promote college readiness, vocational exploration, and skill development for individuals from underrepresented populations. DC will a)actively engage with a minimum of 4 community efforts around education; b)foster the continuation and formalization of at least 2 current educational efforts by participating in and promoting those efforts; c)actively publicize educational issues and solutions through its local and regional media outlets. Affiliates include but are not limited to: Winona State University, Rochester Technical and Community College, Workforce Development, Inc., Rochester Public Schools, University of Minnesota Rochester, MN Department of Education, MN Educational Equity Partnership, Olmsted County Department of Corrections, Rochester Area YMCA.

Health Equity Ends Policy

Policy

Diversity Council

Health Equity is the attainment of the highest level of wellbeing for all individuals, regardless of personal or social determinants of health. Health Equity requires social, economic, and environmental conditions that result in full access to opportunities that lead to healthy lives.

Interpretation

The Diversity Council monitors critical Health Equity issues in the region, moving to advocacy and action as prescribed by collaborative examination and inclusive design. Focus is on creating impact in three main areas: poverty/homelessness, sustainable employment, and community connectedness, which disproportionately impact marginalized populations.

1. By establishing or supporting “meta councils” in focus areas, DC will a) collect both quantitative and qualitative information regarding crucial health-related community issues, planning processes, and activities that impact wellness and access to equitable health; b) critically review and publicize related information in a broad and inclusive manner; c) convene around, advocate for, and support actions related to 3 - 4 publically identified health equity topics. Affiliates include “MaxAbility Taskforce, Olmsted County Opportunity Roundtable, and MN State Quality Assurance Council - Region 10 Quality Council.
 - DC will continue its efforts at collaboration with Mayo Clinic in areas of diversity and inclusion, particularly with the Office of Diversity and Inclusion, through MERGS, and with departments seeking supports and resources. DC will a) meet regularly with Mayo staff and teams as determined by Mayo; b) participate in planning and implementing the Supplier Diversity Initiative; and c) forward Mayo’s goals related to Community Engagement and Health Equity.
2. Deploying programs and initiatives that directly impact focus areas.
 - enCounter Poverty Southeastern Minnesota (enCPSEMN) community-based response to poverty that includes collaborative visioning (exploring service gaps and redundancies, improving communications and access, maximizing funding potential), cooperative programming, and the development of educational tools that expose individuals to the challenges of poverty in ways that build empathy and lead to action. DC will a) inventory and convene a network of providers consisting of at least 75 organizations of varied size and scope; 2) establish and populate an interactive metadata site reflective of these organizations and their services; c) align with the goals of Olmsted County Public Health Community Health Needs Assessment.
 - EquityLogic™ adult educational platform focused on advancing employment for individuals from marginalized communities. Trainings and consultation are provided to employers of all sizes to affect inclusive leadership, organizational culture, policies, and practices. DC will a) deliver workplace development training for **6-8** entities from the public, private, or nonprofit sectors; b) with **70** percent of participants reporting an increase in knowledge and/or skills; c) **50** percent of participating organizations provide one lead or referral; and d) **1** participating entity reporting a significant, sustained change in workplace culture.

Diversity Council

- The Human Library program proven to increase understanding, empathy and equity at the community level by reducing bias and improving cultural understanding at the individual level. DC will a) launch the Human Library initiative using a collaborative model; b) implement 3 pop-up libraries and 1 major public event; c) execute 2 workplace events with key organizations.
3. Staying abreast of trends in health equity at the national, state, and regional levels and supporting external educational programs and resources that help meet community goals. Affiliates include but are not limited to: SMIF Prosperity Initiative, SEMN Workforce Development Board - Minority Employment and Income Disparities Workgroup, and Science Museum of Minnesota - Race Exhibit Community Exhibit Development Team.