

Meeting Minutes

Minneapolis Civil Rights Commission

Contract Compliance Committee

September 11th, 2018

6:00pm-7:00pm

Robbins Urban Wellness Retreat

Attendance: Commissioner Robbins, Commissioner Farrar

Absent: Commissioner Turner-Smith

- 1) Review and approve minutes
- 2) Review and approve agenda
- 3) Commissioner Robbins introduced the City of Minneapolis Innovation Team and shared Contract Compliance committee's goals as follows:
 - A. Determine an ideal percentage to increase spend with MBE/WBEs to achieve equity goals
 - B. Determine the gaps and opportunities in spending
 - C. What sectors are in need of services/vendors
 - D. What efforts are being done?
 - E. How can the Commission support their efforts to achieve equity?
- 4) The City of Minneapolis Innovation team lead by Brian Smith, presented on spending disparities within the City of Minneapolis. His colleague, Nicholas Campbell, shared a presentation with statistics showing the City's current spend against aspirational goals. Key facts we learned:
 - A. 11% of City of Minneapolis Contracts are awarded to women and minority owned businesses from 2011-2016.
 - B. 18% of MBE/WBEs in the Twin Cities Metropolitan area who can perform on City procurements and contracts.
 - C. Minneapolis City Council set an aspirational goal of 25% of contracts awarded to MBE/WBEs.
 - D. It should be noted that our committee previously made a recommendation that the goal would be similar at 20% increase in spend with women and minority businesses.
 - E. The Innovation Team is an outcome of a 2015 Staff Direction by Council Member Elizabeth Glidden MDCR, the City Attorney, CPED and others, to convene a Supplier Diversity committee to address these disparities. However, efforts only got underway in 2017 with the creation of the dashboard and a Supplier Diversity committee that is rarely attended.
 - F. WBE/MBEs are underrepresented across all sectors, but particularly with Prime contracting opportunities.
 - G. When the spend between Women of Color and White Women are disaggregated, it reveals greater disparity in spend leaving WOC accounting for less than 5% in most categories.
 - H. The Target Market Program is a great, yet somewhat, counterintuitive initiative that came out of the staff direction. It's race and gender neutral.
- 5) Commissioner Farrar challenged some of the data analysis methodology. However, the Innovation Team stated that their efforts are previously uncharted. The deeper they dive into the numbers, the more disparity and/or opportunity to create tools and methods

to track various aspects. The City of Minneapolis has not previously emphasized spend tracking or minority hiring, for that matter. It doesn't have the infrastructure in place to track all sectors, etc.

- 5) Brian Smith shared that there's been some push back from department heads on participating in tracking and/or making a greater attempt to contract WBE/MBEs. They feel that the Commission could be instrumental in driving change and implementing spend increases, but noted the lack of capacity, leadership and accountability needed to be effective. Feels a strong directive from the Mayor and City Council could have stronger impact. Commissioner Robbins asked to be invited to next Supplier Advisory Council meeting. The Innovation Team was invited to the next meeting to explore next steps.

The meeting adjourned at 6:10pm.

The next meeting will be Tuesday October 9th at 5pm at the Robbins Urban Wellness Retreat, 3900 Thomas Avenue North, Minneapolis, MN 55412.