DRAFT

Edina Race & Equity Task Force

Synthesis of Broader Edina Community Input
(community meetings and online survey)
January, 2018

Overview & Survey Design

The following includes synthesized information from an anonymous seven question online survey that was open to the Edina community in the fall of 2017.

The survey and this report are a part of a year-long process within the Edina city government being led by the Edina resident-led Race & Equity Task Force. The purpose of the Task Force is to examine Edina city government policies and operations as a way to understand how city practices may contribute to unequal treatment of its community members.

Survey Design

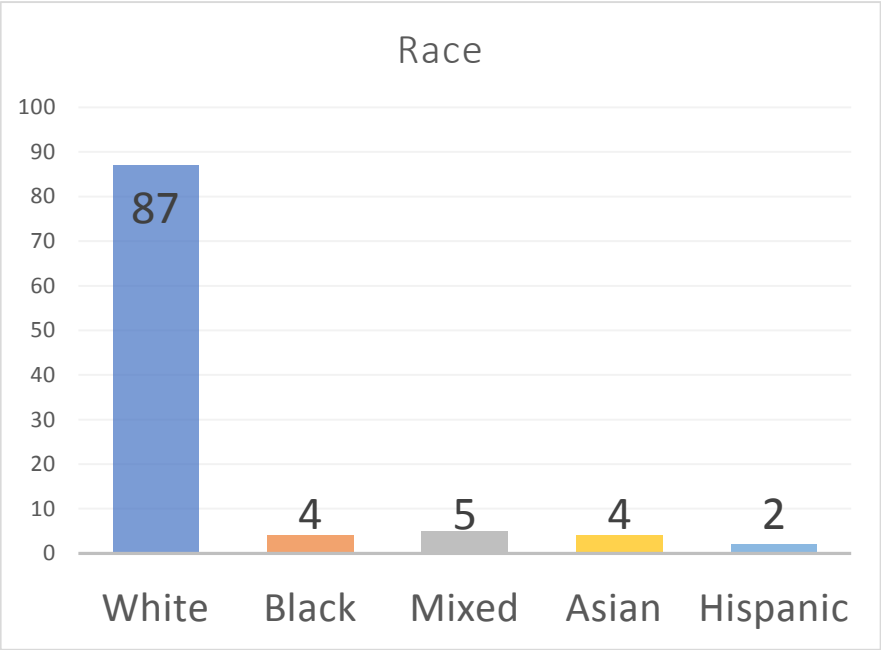
The survey used the same standard set of questions that had been used during one-on-one interviews and small group discussions with Edina community members and leaders in 2017. The survey largely relied on open text boxes (see right for example) for all questions except for question 6. With this design, the number of themes or examples in this summary vary from the number of individuals who submitted a completed survey.

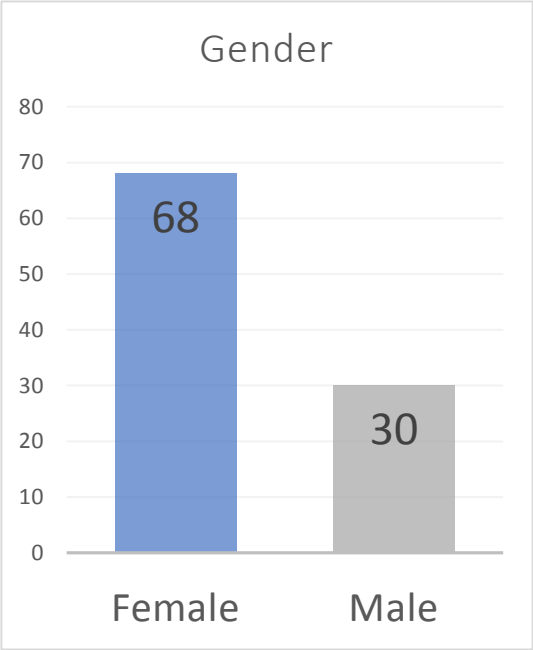
The results in this report are intended to represent survey responses of community members, not formal research. With this survey, we sought to understand what people's experiences are and what they say they know. Since these are survey responses and not research, responses are presented as-is, and may not reflect actual Edina city policy and/or practices.

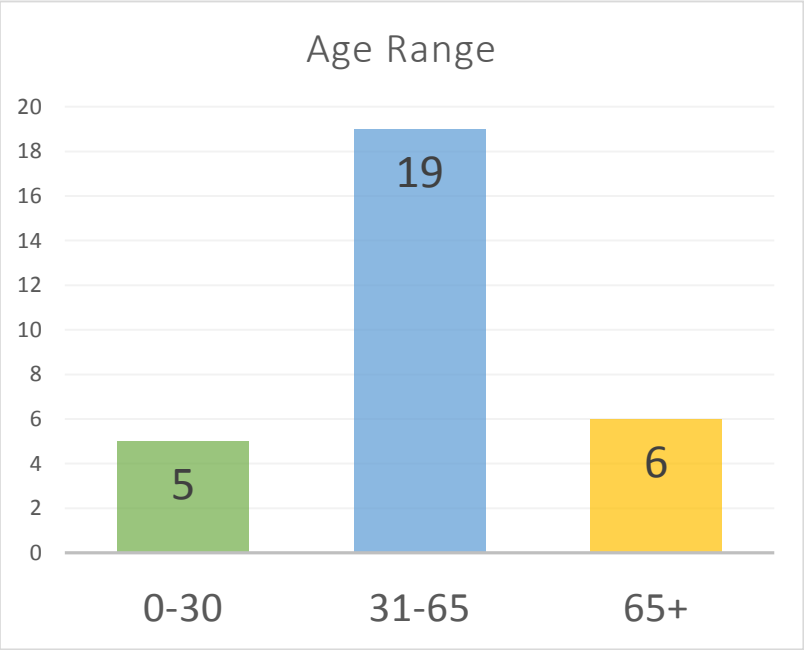
* 1. Please describe your experiences, observations, and/or reports of race-based discrimination that have occurred in Edina including interactions with city government employees, within the city's facilities, services, and organization (such as communication practices, boards and commissions or elected officials).

Respondent Demographics

A total of 219 Edina community members completed the survey, however, submitting demographic information in question #7 was optional and many respondents opted out of providing this information. The following includes a summary of all information that was submitted.







Question 1

Please describe your experiences, observations, and/or reports of race-based discrimination that have occurred in Edina including interactions with city government employee, within the city's facilities, services, and organization (such as communication practices, boards, and commissions or elected official).

219 individuals submitted responses for question #1. Some individuals cited more than one experience, observation, or report of race-based discrimination while 130 cited having no experiences, observations, or reports. The following includes the aggregated set of answers submitted with a tally of how many times a theme was mentioned.

Themes	Experienced	Observed	Heard About
Reverse Racism	12	0	17
Police/Traffic Incident	3	7	14
Micro-Aggressions*	4	5	0
Schools	0	3	6
Racial Slurs	2	0	4
City Services	1	0	0
City Hall	1	3	0
Neighborhoods	0	2	1
Race-Based Violence	1	0	0

* Micro-aggressions are defined as a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Quotes from Question 1

The following includes specific descriptions of experiences, observations, and/or reports of race-based discrimination that were submitted in question #1.

"One of my biggest observations is how many people of color are pulled over by police officers in the city. In a two week period of time I saw five African-American people pulled over and in that same period of time I saw no white people pulled over."

"As a female minority, I notice that police cars follow me when driving."

"Our family is Asian and we had a burglary in our home. We called the Police and they were not interested in the details or indicated that they would take any efforts to investigate. They were only going to make a report that we could use for insurance claim. We made multiple visits to the main police office in City Hall but never got any follow up."

"Most experiences with racism are not direct like this. It's much more subtle, yet pervasive. It's ingrained in the culture here, like an intrinsic sense of superiority. There is an overall sense of, "You are OTHER. I will be polite and let you sit, but the truth is you don't belong at our lunch table." Also, I have not noticed any people of color on any board or commission, except the young woman who is an intern or doing research with the city council."

"I am white and I am discriminated almost daily. People look at me in a weird way, call me cracker and expect me to be rude and entitled"

"I was invited to skate in the high school's hockey captains practices at Braemar Arena. In the locker room after the first practice, some senior guys started calling a younger, black player racial slurs and eventually started punching him and choking him while calling him the n-word."

Question 2

If you shared an example in the previous question, what did you do or wish that you had done to respond to the incident/situation?

162 individuals submitted responses for question #2 while 57 skipped it entirely.

Themes	Did Something	Wish Had Done Something
Contacted Authorities/Officials	9	5
Directly Intervened	5	8
Got Involved in the Community	5	2
Thought About it later and reflected on what I could have done	5	0
Talked About It	4	1
Stood Up for Myself	2	0
Observed the Situation	0	1

Nothing to be done/not an issue	11
Wish I knew what to do/didn’t know what to do	1

Quotes from Question 2

The following includes specific descriptions of experiences, observations, and/or reports of race-based discrimination that were submitted in question #2.

"I probably wish I would have been able to contact someone within the city to relate the incident, but frankly I felt that nothing would happen even if I did, and I might be labeled a "troublemaker" rather than a good citizen."

"I did my best to listen to those who had described experiences of discrimination. I think it is important to foster an environment where different groups within the community feel safe having discussions about other people's life experiences."

"Being both new and young, I sat in the locker room in shock. I did not know what to do."

"Unfortunately, not much I could have done."

"You're trying to fix something that isn't a problem!"

"I suggested specific ways for the city to more fully understand the level of bigotry and discrimination in the city"

"I don't have to do anything about it. Others are."

"I wish I would have pulled over and quietly and peacefully witnessed what was going on. I have concerns about doing that in that I might be arrested."

Question 3

What are spaces, places, and faces within the city of Edina that you feel a sense of belonging and that you matter?

(Note: “faces” is equivalent to people)

219 individuals submitted responses to question #3 (zero skipped the question). Many individuals cited more than one space, place, or face. The following includes the aggregated set of answers submitted with a tally of how many times that space, place or face was mentioned.

Spaces				
Everywhere	62		All Welcome Signs	4
Neighbors/Neighborhood	40		Community Center	3
Schools	35		Hospital/Medical Facility	3
Church/Places of Worship	26		Social Media Groups	2
Parks	18		Theaters	1
Sports	12		Gym	1
Nowhere	9		Parades	1
Libraries	9			

Places				
50th and France	11		YMCA	2
Jerry's	8		Girls/Boys Scouts	1
City Hall/Offices	7		Cub Foods	1
Southdale	7		50th and Vernon	1
Centennial Lakes	5		Edinborough	1
Arts Center	3		Senior Center	1
Galleria	3		Edina Pool	1
Police Department	2			

Faces				
Police	4		Private Groups/Clubs	1
City Council/Mayor	3		First Responders	1

Quotes from Question 3

The following includes specific spaces, places, and faces within the city of Edina where respondents noted feeling a sense of belonging and that they matter.

"Edina Public Schools, especially leadership at VVMS"

"Almost anywhere in Morningside when meeting and talking to merchants/people on the street, the feeling is almost universally a pleasant experience. I've experienced the same when I've stopped by City Hall and met with or talked to City employees."

"Jerry's supermarket is a welcoming place."

"Centennial Lakes park is very inclusive and quite diverse."

"The parks and school system provide a sense of belonging."

"My church community, because they see me as a multi-faceted contributing member, not just a face. I think the local library is also welcoming in a different way -everyone who is there has a common purpose."

"As I am white, I feel I belong everywhere. I'm not so sure about people of color."

Question 4

*What are spaces, places, and faces within the city of Edina that you **do not** feel a sense of belonging and that you are not welcomed?*

219 individuals submitted responses to question #4. Many individuals cited more than one space, place, or face. The following includes the aggregated set of answers submitted with a tally of how many times that space, place or face was mentioned.

Spaces				
None. (I feel welcomed everywhere.)	103		Parks	1
Schools/School Board	30		Community Center	1
Neighbors/Neighborhood	12		Social Media Groups	1
Sports	4		Libraries	1
Everywhere	3		Private Groups/Clubs	1
All Welcome Signs	3		Trump Signs	1
Church/Places of Worship	2		Minority Neighborhoods	1

Places				
Southdale	12		Arts Center	3
Country Clubs	7		Dave and Buster's	3
Country Club Neighborhood	5		Galleria	2
Jerry's	5		Perkins	1
50th and France	5		50th and Vernon	1
City Hall/Offices	5			

Faces	
Police/Police Department	4
City Council/Mayor	3

Quotes from Question 4

The following includes specific spaces, places, and faces within the city of Edina where respondents noted not feeling a sense of belonging and that they are not welcomed.

"No, I feel I belong anywhere in Edina."

"Yes, Indian Hills and Interlachen neighborhoods. I drive through these areas almost every day and always get weird looks from people in their yards or in their cars. I am super uncomfortable in these parts of town due to the looks and attitudes I get from people there."

"Jerry's is a place I don't feel safe because of the hateful comments from neighbors telling others to "go back to your country" or "disabled children are bringing Edina test scores down."

"The Edina Public Schools, especially the high school."

"I feel a little uncomfortable at City Council meetings."

"In neighborhoods like Country Club, some people have an old-fashioned idea that they own the entire town, and that Edina is for people who look and act like they do."

Question 5

Is there anything else you'd like us to know?

185 individuals submitted responses for question #5 while 34 skipped the question. Of the 185 submissions, 85 were omitted because of answers that did not provide sufficient context and detail to make sense of (e.g. "no", "test", "don't waste our time"). The following includes the aggregated set of answers submitted with a tally of how many times a theme was mentioned.

Themes	
Wanting racial equity change in Edina community, more equitable practices	30
Concern with schools School district issues (rankings, leadership, teachers, etc) – 10 Over-emphasis of race-based programing in schools – 8 Race-Based Discrimination is happening – 3 Reverse Racism is happening – 3	24
Does not believe there are race issues in Edina	24
People are the problem, not the government/policies	17
Don't waste time/tax dollars on this project	12
Nothing needs to change	8
Support of schools push for diversity	7

Edina Race & Equity Task Force

Synthesis of Large Community Conversations

January, 2018

Overview of the Large Community Conversations

The following includes summarized information that was collected from two large community conversations hosted on October 23rd, 2017 and December 4th 2017 at Southview Middle School.

These conversations were led and facilitated by the Citizens League and Joi Unlimited. Those attending were engaged in a number of one-on-one and small group conversations on the topics of community life in Edina and race-based discrimination.

Each conversation had 35-50 attendees. All information in this report maintains confidentiality of those who shared their perspectives and experiences.

Large Community Conversations

Question 1: Have you experienced, observed, and/or heard race-based discrimination in Edina's city government, specifically within facilities, services, and institutions?

Examples of race-based discrimination within the Edina city government

Services

- Lack of public transit contributes to a lack of diversity and inclusion in Edina
- City planning, housing and transportation seem to lack inclusion

Representation

- All-white city council limits diversity of perspective and lived experience

Facilities

- Librarians of color are treated with with less respect by community members

Policing

- Traffic stops appear to be based on racial and economic profiling
- Various experiences of condescending approach and micro-aggressions towards people of color
- Police asked young African American teenagers to show receipts for their nice bikes

Examples of race-based discrimination outside of the Edina city government

Other examples within the city of Edina or about the city of Edina

- Black men feel uncomfortable walking alone in Edina neighborhoods
- A person of color had their car vandalized with racial slurs
- Racist comments and slurs are often heard by white community members from white community members
- Neighbors call police for suspicious behavior of people of color in neighborhoods
- Election brought out a lot of racism
- People have observed a lot of social media bullying/slurs
- Community members observe and experience segregation and exclusive elitist attitudes in social groups
- Micro-aggressions are common in the workplace
- Community members heard about the EHS incident and Thomas video through the media
- Heard someone say, "we don't talk like that in this community"

Schools/Education

- Race-based bullying and racial slurs
- Only teaching white history
- Experienced unwelcoming feelings at school board events
- Racist graffiti in bathrooms and walls at schools
- Segregation in school groups/ committees
- Suspicion of high rate of black students in special education
- Racial minorities are asked for identification when entering schools
- Reverse racism from teachers is heard about

Large Community Conversations

Question 2: If you have experienced, observed, and/or heard race-based discrimination, what did you do or wished that you had done to respond to the incident/situation?

Answers to this question suggest that community members have a variety of approaches and differing levels of comfort in responding to and taking action when experiencing, observing, or hearing about instances of race-based discrimination. Some took direct and explicit steps while others expressed that there was nothing that could be done.

- Challenges people's beliefs and thought processes
- Internalized it
- Regretted their own actions
- Followed up with the school, talked to school administration
- Checked in with the individuals who were targeted
- Went to the police
- Got involved in the community, engaged in the change
- Now says hi to everyone
- Experienced feelings of anger
- Asked questions to understand the motivations of those who expressed race-based discrimination
- Tried to connect with others who struggled after the election
- Wished for more conversations on race but didn't think anyone in Edina could lead one
- Didn't do anything because they didn't know what to do or how to respond
- Fearful of being insulting when asking about culture, language, and nationality
- Wished they knew what to do
- Wished they had spoken to city hall
- Wished they had stood up for themselves
- Wished they had used white privilege to teach other white people
- Wished they had confronted the situation
- Wished they had said something or called someone out
- Wished they knew how to respond to cyber comments
- Wished they knew how to confront police about race-based discrimination and bias
- Wished they could have done something

Large Community Conversations

Question 3: What are spaces, places, and faces within the city of Edina that you feel a sense of belonging and that you matter?

The third question is intended to understand where people feel most welcome and comfortable in Edina. Community members who shared their perspectives and experiences during the large community conversations mentioned a number of spaces, place, and faces that are included below.

Spaces

Community members felt welcomed in these spaces:

- Neighborhoods
- Less affluent/affordable housing neighborhoods
- Parks
- Homes and apartment buildings
- Sporting activities and kids practices
- Gyms
- Places of worship
- Coffee shops
- Anywhere/everywhere
- Nowhere/very few places
- Libraries
- Schools
- Grocery stores

Places

Community members felt welcomed at these locations:

- Edinborough neighborhood
- Creek Valley Park, Arden Park, Pamela Park
- Braemar Ice Arena
- YMCA
- Christ Presbyterian Church
- Our Lady of Grace
- 50th and France
- City Hall
- Edina Community Center
- Snuffy's
- Edina pool
- Southdale Pediatrics
- Southdale
- Jerry's
- Lunds
- Target
- Edina Liquor store

Faces

- Neighbors
- Groups like this

Our Lady of Grace Catholic Church

Large Community Conversations

Question 4: What are spaces, places, and faces within the city of Edina that you do not feel a sense of belonging and that you are not welcomed?

A number of spaces, places, and faces were mentioned when discussing where community members *do not* feel welcomed or a sense of belonging (see below). Many people of color mentioned that they did not feel welcomed or a sense of belonging everywhere in Edina.

Spaces

Community members did not feel a sense of belonging or welcomed in these spaces:

- Everywhere
- School buses
- No where
- General Sports
- Shopping Centers and most retail spaces
- Neighborhood
- Edina Youth sports
- Some places at night
- Schools
- Hockey Games
- In conversation about race and inequities

Places

Community members did not feel a sense of belonging or welcomed at these locations:

- YMCA
- Police station
- Southdale
- 50th and France
- Galleria
- Edina art fair
- City council chamber meetings
- Jerry's
- Edina hockey association: Hockey Games
- Target
- Country Club / golf course
- Aquatic center
- Caribou and Einstein's on 100 and 77th

Faces

- Neighbors
- Jerry's costumers and staff

50th & France area

Edina Race & Equity Task Force

Synthesis of Small Group Community Discussions

January, 2018

Overview of Small Group Community Discussions

The following includes synthesized information from three small group community conversations that took place in the fall of 2017. They were led by various Race & Equity Task Force and Working Group members. Each discussion was attended by __-__ community members. Roughly X% of those attending were people of color.

During these conversations, attendees were asked the same four questions as other community members had been asked throughout the process of the Race & Equity Task Force. They included:

- Have you experienced, observed, and/or heard race-based discrimination in Edina's city government, facilities, services, and institutions?
- If yes to the previous question, what did you do or wished that you had done to respond to the incident/situation?
- What are spaces, places, and faces within the city of Edina that you feel a sense of belonging and that you matter?
- What are spaces, places, and faces within the city of Edina that you do not feel a sense of belonging and that you are not welcomed?

Small Group Community Discussions

Question 1: Have you experienced, observed, and/or heard race-based discrimination in Edina's city government, specifically within facilities, services, and institutions?

Examples of race-based discrimination within the Edina city government

Policing

- Race-based traffic stops
- A person of color in the community gets pulled over by police frequently
- Heard about a racist police incident by the Hilton
- A community member almost solely sees minorities being pulled over by the police
- As a person of color, a community member is always concerned about being pulled over

Parks

- Parks → people asked what a nanny of a different race is doing with two children, racial slurs written in nanny's car; nanny's husband has some issues.

Examples of race-based discrimination outside of the Edina city government

Neighbors, Neighborhoods, and Housing

- Hears racial slurs by neighbors
- Experienced housing discrimination in attempting to purchase a home, filed a complaint with HUD
- Neighbor thought a person of color had stolen her dog
- A neighbor wrote a mean note and placed it in the mailbox of a neighbor of color
- In apartment building Indian child and American child had a spat. American parent no longer talked to Indian family.
- Often hear people using terms like "those people"

Schools

- Community member's child is regularly called names
- Students of color targeted and bullied using derogatory language and stereotypical racial slurs
- Edina high school kids posting on Facebook in clansmen outfits – followed by unity rallies
- Spray paint on the sidewalk "Welcome N-word" in principals first week

Other examples within the city of Edina or about the city of Edina

- Often hears racial slurs/micro-aggressions
- Hear biased comments at Edina Art Center. "People coming from developing countries do not have etiquette about cleaning their household".
- Saw a white parent pull their kid closer to them when an African American was walking by

Small Group Community Discussions

Question 2: If you have experienced, observed, and/or heard race-based discrimination, what did you do or wished that you had done to respond to the incident/situation?

Answers to this question suggest that community members have a variety of approaches and differing levels of comfort in responding to and taking action when experiencing, observing, or hearing about instances of race-based discrimination. Some directly intervened in the moment while others expressed an unknowing of what to do.

- Called the police
- Tried to educate kids but not always sure the best way to
- Spoke to teacher/administration
- Tried to be present and a witness
- Employed a “kill ‘em with kindness” attitude
- Talked about race with others
- Asked for clarification on what was said when racial slurs were expressed
- Didn’t know what to say or if it was ok to say something
- Didn’t know what to do but wants to learn how to respond
- Wish they knew how to respond

Small Group Community Discussions

Question 3: What are spaces, places, and faces within the city of Edina that you feel a sense of belonging and that you matter?

The third question is intended to understand where people feel most welcome and comfortable in Edina. Community members who shared their perspectives and experiences during the small group community discussions mentioned a number of spaces, place, and faces that are included below.

Spaces

Community members felt welcomed in these spaces:

- Nowhere
- Grocery Stores
- Schools
- Shopping
- Sport activities
- Church
- Schools
- Libraries
- Malls
- Parks

Places

Community members felt welcomed at these locations:

- High School for some
- Jerry's
- Lunds
- Galleria
- Nordstrom
- Target
- Lifetime Fitness
- YMCA
- Community Center

Faces

- Circle of familiarity/People they are close to and know their views
- Friends

Southdale YMCA

Small Group Community Discussions

Question 4: What are spaces, places, and faces within the city of Edina that you do not feel a sense of belonging and that you are not welcomed?

A number of spaces and places were mentioned when discussing where community members *do not* feel welcomed or a sense of belonging (see below). Many people of color mentioned that they did not feel welcomed or a sense of belonging everywhere in Edina.

Spaces

Community members did not feel a sense of belonging or welcomed in these spaces:

- Everywhere
- Grocery Stores
- Upscale restaurants and stores
- New neighborhoods
- Work
- Car dealerships
- Certain parks
- Gym

Places

Community members did not feel a sense of belonging or welcomed at these locations:

- Country Club
- Galleria
- Apartment Building
- Police Station
- Community Center
- Jerry's
- Walmart
- Parklawn of 77th
- Country Club pool
- Lunds/Byerlys
- Jerry's
- 50th and France
- Macy's

Galleria