

# Inclusivity Task Force update

Current goals, action steps, and research

# Roadmap

1. Guiding goals and action steps
2. Additional demographic research
3. Program and event survey
4. Moving forward
  - Alternative methods of participation (live stream)

# Goals and action steps

## Goal 1:

Increase the active participation by underrepresented groups in **MGCC's internal structures** so that we better reflect the demographics of the neighborhood.

- **Action step 1:** Examine **alternative methods of participation** to the traditional meeting model.
- **Action step 2:** Explore, **research and collect additional sources of information/data** other than Wilder, particularly data on

## Goal 2:

Increase the active participation by underrepresented groups in MGCC's **programming, projects and events** so that we better reflect the demographics of the neighborhood.

- **Action step 1:** **Review existing events** to identify content that is meaningful to underrepresented groups. **Identify potential gaps** in our programming and examine **how existing events could be more welcoming.**

# Goal 1 - Research and collect additional information

*Whos not at the table? Additional neighborhood context*

Readily available data at neighborhood scale:

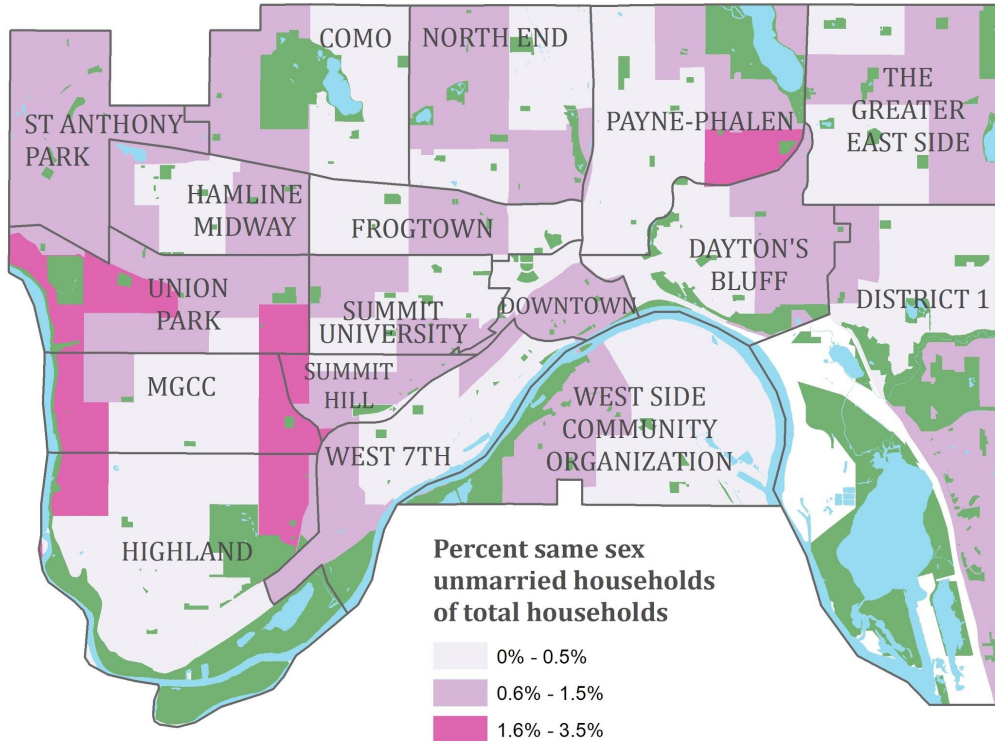
- Race, income, age, gender, education, tenancy, primary language, tenure, population, jobs

Action items:

1. LGBT
2. Ability groups
3. Religious affiliation

# 1. LGBT data

Percent same sex unmarried households by census tract 2017



**Percent SS unmarried households varies from 0%-3.5% in Mac-Grove**

*Data source:* American Community Survey 2017 five year estimate

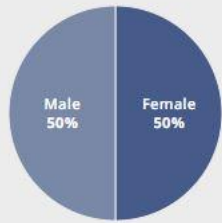
*Pros:* Neighborhood scale

*Limitations:* same sex unmarried households definition, large margins of error

# 1. LGBT data cont.



## Characteristics of LGBT People: Minnesota x



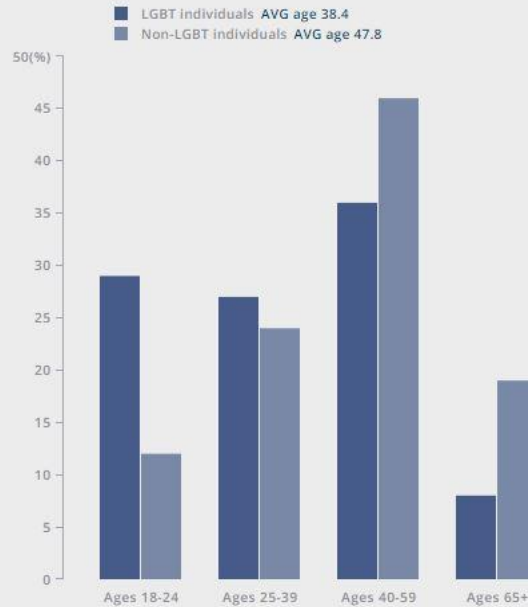
GENDER



% RAISING CHILDREN



RACE/ETHNICITY



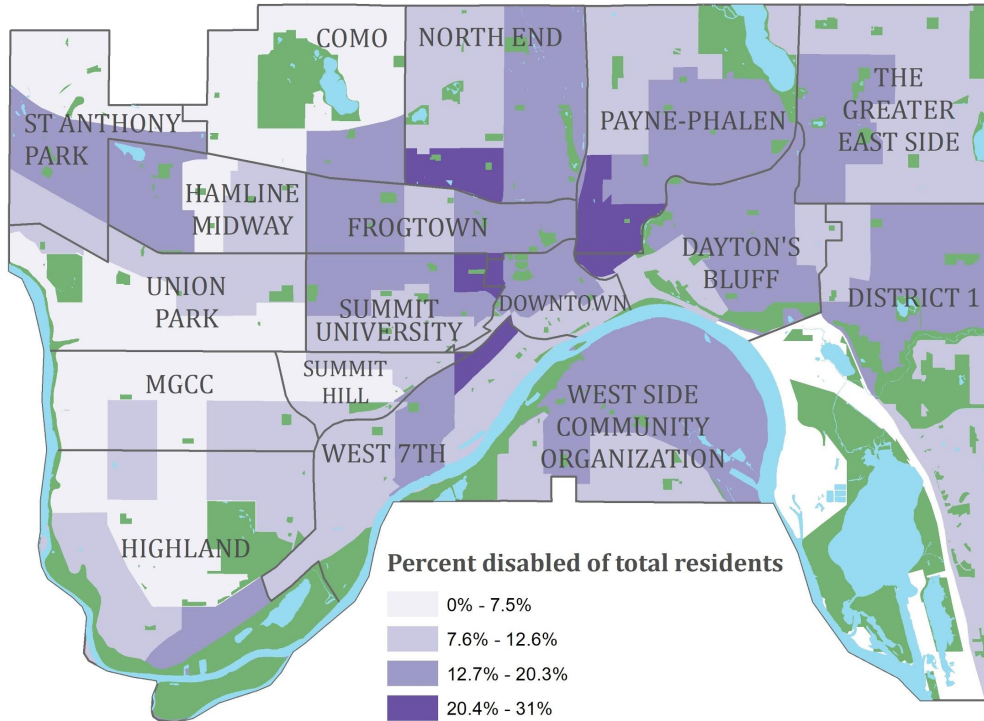
AGE DISTRIBUTION

**Data source:** [Williams Institute at UCLA](#) most comprehensive LGBT spatial survey

**Limitations:** State scale

## 2. Ability groups data

Percent disabled by census tract 2017



**Percent disabled varies from 0%-12.6% in Mac-Grove**

*Data source:* American Community Survey 2017 five year estimate

*Pros:* Neighborhood scale

*Limitations:* large margins of error

# 3. Religious affiliation

## Adults in the Minneapolis metro area



### Religious composition of adults in the Minneapolis metro area

Christian	70%	Non-Christian Faiths	5%
▶ Evangelical Protestant	15%	Jewish	1%
▶ Mainline Protestant	27%	Muslim	< 1%
▶ Historically Black Protestant	4%	Buddhist	1%
Catholic	21%	Hindu	< 1%
▶ Mormon	1%	Other World Religions	1%
▶ Orthodox Christian	1%	▶ Other Faiths	1%
Jehovah's Witness	1%	Unaffiliated (religious "nones")	23%
▶ Other Christian	< 1%	Atheist	3%
		Agnostic	4%
		▶ Nothing in particular	16%
		Don't know	2%

*Source:* Pew religious landscapes poll

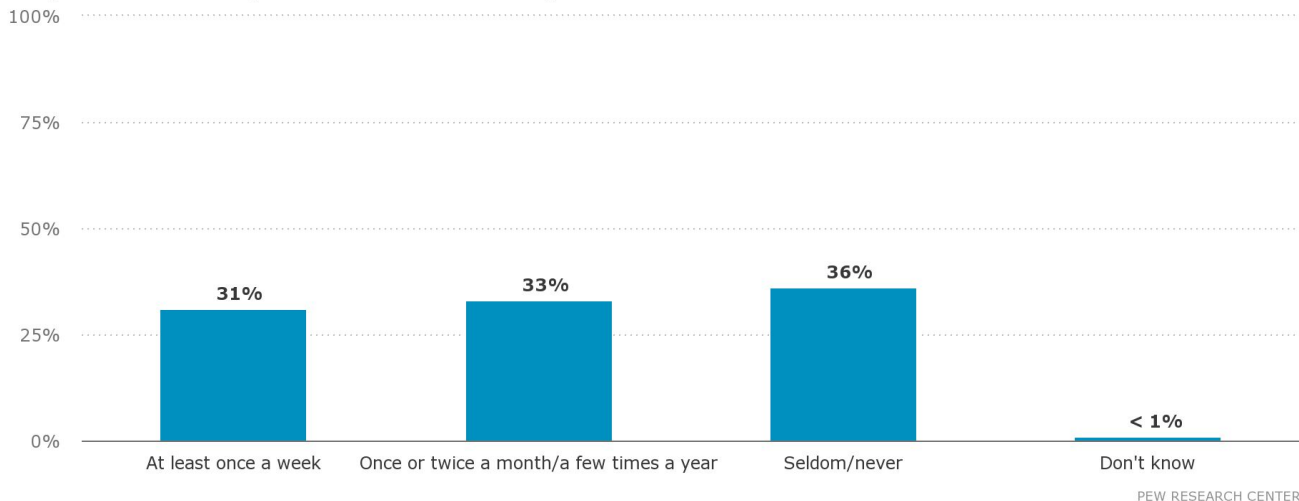
*Limitations:*  
Minneapolis/St. Paul metropolitan regional scale



### 3. Religious affiliation cont.

#### Attendance at religious services among adults in the Minneapolis metro area

% of adults in the Minneapolis metro area who attend religious services...



**Source:** Pew religious landscapes poll

**Limitations:**  
Minneapolis/St. Paul metropolitan regional scale

#### Mac-Grove Religious establishments connected with MGCC:

- Calvary Evangelical Lutheran Church
- CityLife Church
- Immanuel Lutheran
- Macalester-Plymouth United Church
- Mt. Zion Temple
- Nativity of Our Lord Catholic Church
- Pilgrim Lutheran Church

## Goal 2 - Inclusive programming and events

*Why do people show up?*

Identify potential gaps in our programming and examine how existing events could be more welcoming.

**Action step 1:**

Developing a survey to get feedback on program, event, and project participation

# Survey goals and format

**Goal: Identify potential gaps** in our programming and examine how **existing events** could be more welcoming.

**Section 1: Program and event awareness**

**Section 2: Demographics**

- *Line up with board survey*

**Potential mediums:**

- Pen and paper
- Laptop/tablet
- QR code
- Take home handouts

# Moving forward - alternate modes of participation

*Examine alternative methods of participation to the traditional meeting model*

## Potential live streaming options

- Facebook live
- You Tube
- Zoom (third party tool)

# Moving forward - alt methods of participation cont.

## Purpose

1. Live video open to the public
2. Video conferencing
3. Polls and surveys

## Considerations

1. Purpose addressed
2. Costs
  - a. Subscriptions
  - b. Equipment
3. Privacy
4. Community reach
  - a. Barriers to entry
  - b. ADA accessible
5. Online participation
  - a. Real time feedback/questions
6. Monitoring/effort by staff