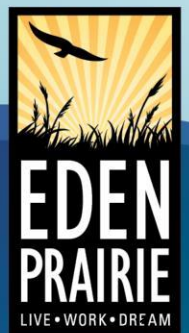


City of Eden Prairie

RACE EQUITY REPORT

Eden Prairie **2021** Race Equity Report



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Acknowledgements

This report would not have been possible without the support of the Eden Prairie City Council, City staff and community members.

The Eden Prairie Human Rights and Diversity Commission extends its deepest gratitude to all of community members that took the time to share their perspective throughout the initiative. There is power in the voices of our residents and we are honored that our community chose to invest energy in the success of this project.

Similarly, the commission would like to thank the City Council and City staff that devoted time to sharing their unique perspectives and partnering on the drafting of recommendations. We look forward to continued partnership through the implementation of strategies that make Eden Prairie a more equitable and inclusive community.

Lastly, we would like to thank DeYoung Consulting Services for their close partnership throughout the initiative. Their expertise and guidance was crucial to the success of this project.

Executive Summary

Introduction

Following the murder of George Floyd in May 2020, the Twin Cities metro area became the epicenter of a national conversation about racism, inequity and justice. The Eden Prairie City Council seized the opportunity to reflect inward about the experience of residents, particularly residents of color. Leaning on the expertise of the Eden Prairie Human Rights and Diversity Commission (HRDC), Eden Prairie City Council directed the HRDC to examine the current experience of residents and generate recommendations to further equity and inclusion within the City.

The Human Rights and Diversity Commission identified six major areas of inquiry as priorities of focus for the City. HRDC enlisted the partnership of DeYoung Consulting Services to develop a project framework, examine each area and create a list of recommendations for presentation to the City Council.

The HRDC, in partnership with DeYoung Consulting Services, developed the following project statement:

Project Statement

The City of Eden Prairie would like to find ways for the City to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion. We will be actively engaging with the community to learn about our members' needs. We will also complete a review of current policies and procedures to identify barriers. As a result, we hope this project will create and strengthen community relationships, encourage shared decision making and minimize disparities wherever possible.

Areas of Inquiry

The HRDC and City staff determined that the assessment would focus on the following areas of inquiry (see page 16 for full descriptions):

1. Emergency Response
2. Facilities and Programs: Accessibility and Culture
3. Recruiting, Hiring and Retention
4. Connection to Community
5. Community Experience
6. Developing Future Leaders

Methodology

The initiative design focused on gathering information from internal and external stakeholders. The design included a documentation and literature review, both conducted by DeYoung Consulting Services. Key internal stakeholders were identified by City staff for participation in individual interviews or small group discussions. In order to gather feedback from community members, the Human Rights and Diversity Commission identified key cultural liaisons that assisted the commission in recruiting a diverse set of residents for participation in World Café conversations. Lastly, the City administered a survey citywide that resulted in over 800 responses.

Based on the analysis of the information gathered during each step of the initiative, DeYoung Consulting Services identified a number of strengths and opportunities for growth. Based on DeYoung’s findings and feedback from City staff, the HRDC created a set of recommendations and suggested actions for consideration by City Council and staff.

Summary of Overarching Findings: Strengths and Opportunities

Table 1: Overarching Findings: Strengths and Opportunities

| Strengths | Opportunities |
|--|---|
| <p>Sense of Safety: Participants consistently shared that they perceive Eden Prairie as a safe community.</p> <p>Appreciation for Involvement of Staff and Elected Officials: Participants shared appreciation for the work that elected officials and staff do to support community members.</p> <p>Appreciation of Park System: Participants shared their appreciation for the beauty and availability of the City’s park system.</p> | <p>Inconsistent Commitment to Equity: Participants shared their belief that the City is not serious about addressing racial disparities. Participants expressed that the City has given verbal commitments in the past but that it is often seen as performative.</p> <p>Experience of BIPOC Residents vs White Residents: Participants shared a sense of pride that Eden Prairie offers a level of excellence to residents. However, disparities began to emerge when considering disaggregated data.</p> <p>Lack of Diversity Among City Staff and Leadership: Internal and external stakeholders shared strong recognition that the City’s staff and leadership continue to lack the diversity seen in the broader Eden Prairie community.</p> <p>Impact of Socioeconomic Status: Stakeholders spoke not only of disparities based on racial identity, but also the impact of a significant wealth gap that exists in Eden Prairie as an intersectional issue.</p> |

Recommendations

A summary of the recommendations for each area of inquiry is listed below. Rationale and suggested actions can be found beginning on page 26.

Emergency Response

1. Culture/De-Escalation Training: Enhance or expand current training for both Police and Fire personnel. Ensure training occurs frequently so it remains “top of mind”, with a focus on cultural understanding, de-escalation, and implicit bias.
2. Consider implementation of Police Sub-Beats: Assign officers to be liaisons to specific geographic areas/neighborhoods (“sub-beats”) to increase mutual understanding and strengthen relationships. Partner with Fire where appropriate.
3. Explore additional initiatives or programs that support crime prevention and community building initiatives.
4. Community Gathering & Listening Sessions: Promote relationships, transparency, and trust through regular public safety gatherings with an emphasis on the BIPOC experience in the City.

Facility and Programs: Accessibility and Culture

1. Diversify the Park and Rec workforce to reflect community make-up.
2. Ensure everyone has equitable access to facilities and programming and are treated with respect & dignity.
3. Expand diverse and inclusive programming through the City’s facilities, parks and events.

Recruiting, Hiring and Retention

1. Strengthen recruiting and hiring practices to attract a more diverse city workforce.
2. Build upon efforts to enhance, sustain, and foster an inclusive work environment to retain a diverse city workforce.
3. Enhance professional/career development opportunities, and performance management processes to support and strengthen a more diverse city workforce.
4. Improve data collection, reporting, and strategic use of data to support the recruitment, hiring, and retention of a more diverse city workforce.

Connection to Community

1. Communicate Eden Prairie’s commitment to racial equity and celebrate the diversity of our community with internal and external stakeholders.
2. Track and analyze ongoing community data to determine effectiveness of efforts and improvements from baseline information.
3. Ensure all limited- and non-English speaking residents have equitable access to city services, programs, activities & information.
4. Ensure everyone has equitable access to services provided by the City and opportunities for

- providing input to city leadership.
5. Broaden partnerships to include organizations that have culturally specific communication channels.

Community Experience

1. Community Events: Devote more resources to promoting block parties and community events to gather residents of different cultures.
2. Provide additional support and resources to community members and organizations working on similar diversity, equity and inclusion efforts.

Developing Future Leaders

1. Partner with Eden Prairie Schools to share insights from community outreach sessions and work towards common goals.
2. Encourage youth employment opportunities with the City of Eden Prairie through internships, summer employment and career opportunities.
3. Expand youth development program accessibility for underserved youth by reducing barriers to participation.
4. Identify opportunities to raise the voices of young people in our community. Partner with young residents to identify ways for them to grow self-advocacy skills and opportunities.

Next Steps

Based on the community feedback gathered throughout this initiative, the Eden Prairie Human Rights and Diversity Commission (HRDC) has generated a list of recommendations and suggested actions for consideration by City Council and staff. Following the presentation of the final report to City Council, it will be sent to City staff for implementation.

City staff will review the recommendations and suggested actions and begin creating plans for implementation. Staff may find that additional community engagement is needed to develop next steps. The HRDC will remain engaged with staff to assist in identifying best practices, providing feedback, and facilitation of additional community engagement as needed.

HRDC will maintain an ongoing advisory role throughout implementation. City staff will provide the HRDC with an initial implementation plan within 6 months and continue to provide summary reports to the HRDC on a semi-annual basis.

Introduction

City of Eden Prairie Overview

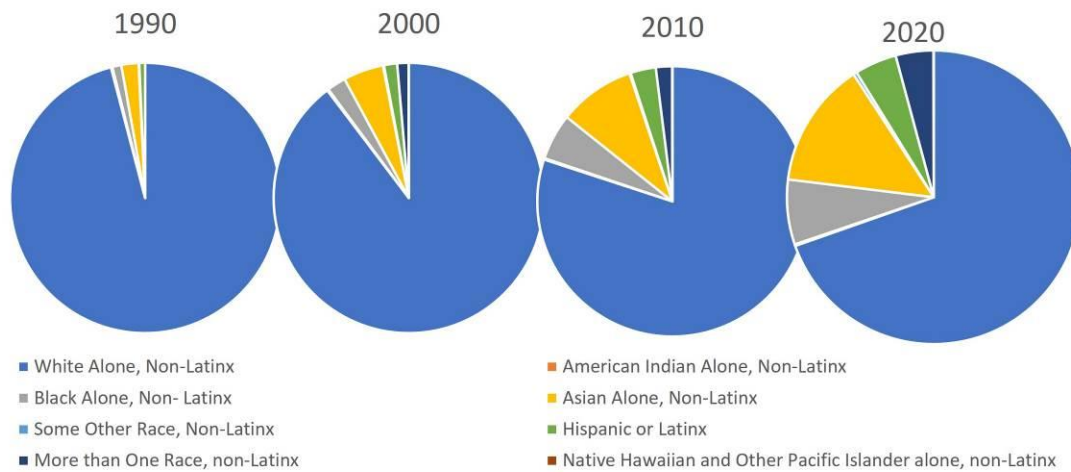
Eden Prairie is located in the southwest part of the Minneapolis–St. Paul metro area providing a perfect balance of small town feel and big city amenities.

Eden Prairie provides an ideal environment for living well. In addition to attractive residential neighborhoods and housing options, the City boasts nearly 10,000 acres of land designated for parks and open spaces, miles of scenic views and a multitude of breathtaking lakes and beaches.

Demographics

Eden Prairie is home to 64,198 residents¹. While most residents of Eden Prairie are white, the community has continued to diversify over time. Looking back to Census data from 1990, 95.92% of Eden Prairie residents are listed as white alone, non-Latinx. Census data from 2020 shows that white alone, non-Latinx residents make up 69.64% of Eden Prairie residents while the number of residents identifying as Asian (13.86%), Black (7.15%), Hispanic/Latinx (4.63%) and more than one race (4.16%) have increased over time. Full data table available in Appendix A.

Population by Race and Ethnicity in Eden Prairie



Source: Metropolitan Council Community Profile for Eden Prairie

¹ Census 2020

Eden Prairie Schools reports an even more racially diverse population of students. Of the 8,606 students enrolled during the 2020-21 school year, 53.9% of students were White followed by Black or African American (16.1%), Asian (14.6%), Hispanic or Latino (8.8%) and two or more races (6.2%).²

Furthermore, Eden Prairie is home to a large community of foreign-born residents. 17.1% of residents report that they were not a US citizen or nation at birth³. They remain non-citizens or have achieved citizenship through the naturalization process. 21% of residents report that they speak a language other than English at home⁴

Eden Prairie City Structure

The City of Eden Prairie is a “Plan B” city. This means that Eden Prairie has a council-manager plan of government where all policy and legislative decisions are the responsibility of the City Council.

City Council

Eden Prairie residents are represented by the mayor and four City Council members. The mayor serves four-year terms and Council members serve four-year, at-large, staggered terms. The mayor and each Council member have one vote apiece. City elections take place in even-numbered years on Election Day in November.



Figure 1 Eden Prairie City Council

The Council delegates all administrative duties to a City Manager. The City Manager is accountable to the Council for the effective administration of City business in accordance with Council decisions. The City Manager also oversees the day-to-day administrative duties and hires City staff. In addition, the City manager may be removed by the Council at any time, subject to the contractual terms of the employment agreement.

City Staff

Eden Prairie's staff members are responsible for executing the mission, vision and policies established by the City Council. City services are provided by a staff that includes about 275 regular full-time employees and several hundred regular part-time and seasonal employees.

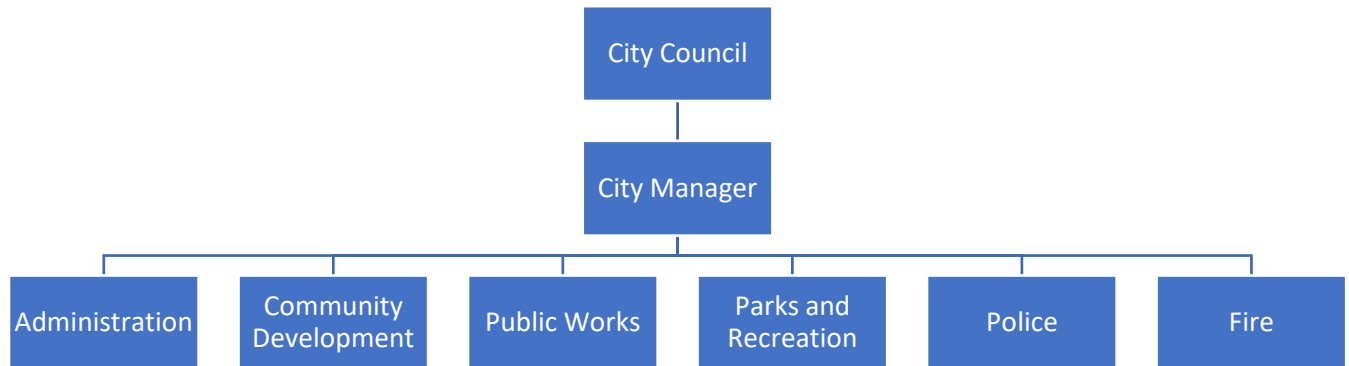
² Minnesota Report Card for Eden Prairie School District, MN Department of Education

³ American Communities Survey 2015-2019

⁴ American Communities Survey 2015-2019

Eden Prairie Organizational Chart

Eden Prairie's core service operations are divided between six City departments and led by directors who report to the City Manager. For a more detailed description of the City's organizational structure, see Appendix B



The Eden Prairie Promise

The Eden Prairie Promise is our promise to work together to accomplish excellence and provide outstanding services for the benefit of the community. We do this through carrying out our vision, mission, values, goals and work plan.

Eden Prairie Promise

- We are a service organization.
- We take pride in what we do.
- We cultivate a supportive, encouraging and productive culture with a strong customer focus.
- We promote wellness and plan work/life balance into our goals.
- We value differences and foster inclusion.



City of Eden Prairie Values

The City achieves success by exhibiting our core values, listed below.

COLLABORATION: Establish partnerships and operate collectively.

We develop positive relationships inside and outside our organization. We build teams to create cohesive systems. We work toward a common goal and consistently find ways to bridge gaps. We care about people and build meaningful experiences to advance opportunities for all. We share our talents, skills and knowledge for the greater good.

INNOVATION: Respect the past and plan the future.

We are a learning organization, committed to advancing in a world that is ever-changing. We encourage initiative to challenge the status quo and continue to improve, while honoring what has been done before. We progressively seek out innovative trends and pioneer new ideas to implement the vision of the City. We engage others and utilize feedback to learn, develop and grow.

INTEGRITY: Demonstrate character and honor.

We are honest, ethical and trustworthy. We protect the City's resources, including property, money and time. We take responsibility and follow through on our word. We uphold our values and align them with our goals and priorities.

PERFORMANCE: Drive results and exceed expectations.

We strive to achieve excellence. We are problem solvers. We seek and implement long-term solutions. We deliver positive and measurable results.

RELATIONSHIPS: Create positive experiences and deliver high-quality services.

We create a welcoming and inclusive atmosphere. We strive to exceed customer expectations with each unique interaction. We focus on listening and understanding the needs of others. We exhibit positive attitudes, even when faced with adversity. We embrace diverse perspectives, experiences, lifestyles and cultures.

City-Wide Goals

To keep ourselves accountable, the City tracks performance measures in the six goal areas listed below.

COMMUNITY WELL-BEING AND SAFETY

We provide unique and diverse opportunities for the community to live well. We protect and serve our community by delivering exceptional and community engaging public safety services.

HIGH-QUALITY EFFICIENT SERVICES

We deliver cost-effective, efficient and responsive services to residents and the public.

PRESERVED AND BEAUTIFUL ENVIRONMENT

We establish objectives and strategies that support upholding the natural beauty, physical development and history of the community.

SENSE OF COMMUNITY

We promote a sense of community by providing recreational amenities, programming and events for the entire community. We focus on inclusive and collaborative community engagement initiatives.

INNOVATIVE AND SUSTAINABLE PRACTICES

We implement initiatives aligned to our strategy to be forward-thinking, progressive and environmentally conscious.

ECONOMIC VITALITY

We enhance the quality of life in Eden Prairie by sustaining a diverse and prosperous economic base while supporting business growth and development.

Reading this Report

This report begins with an overview of the City of Eden Prairie and explanation of the methodology used to conduct the assessment, key players who were included, and the data gathering and analysis process.

This is followed by a summary of the feedback received from internal and external stakeholders. The summary is structured to reflect overall strengths and opportunities for growth identified by participants.

The report concludes with specific recommendations, rationale and suggested actions connected to each of the six areas of inquiry. These recommendations are based on information gathered during outreach, document and best practice reviews and based on the knowledge and expertise of DeYoung Consulting, Human Rights and Diversity Commissioners and City staff.

In most cases, examples of participants' comments supporting the findings are provided following the narrative summary. Unless otherwise indicated (one person said this), quotes are representative of comments made by multiple stakeholders. When possible, an attempt was made to offer data from all pertinent sources (focus groups, interviews, and best practices and documentation review) before drawing conclusions.

Quotes (as indicated by quotation marks) are not necessarily verbatim but written to reflect participants' words as closely as possible. Some researchers did not record comments in quotation format, but rather by summary (no quotation marks). Every effort has been made to "blind" the responses to ensure anonymity.

Definitions

Our working definitions of DEI are taken from Racial Equity Tools⁵:

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. Though the definition of diversity can be broad, for purposes of this assessment we focused on racial and ethnic diversity.

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus, we also include work to address root causes of inequities — not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Inclusion involves authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision-making/policy-making in a way that shares power.

BIPOC is an acronym that stands for Black, Indigenous, and People of Color⁶

Eden Prairie Race Equity Initiative Project Team

Eden Prairie Human Rights and Diversity Commission (HRDC)

The Eden Prairie Human Rights and Diversity Commission acts in an advisory capacity to the City on matters of diversity, civil and human rights, and the Americans with Disabilities Act. Commissioners are appointed by City Council to serve three-year terms, with exceptions as determined by the City Council. Commissioners are residents of Eden Prairie that are selected through an application and interview process that evaluates their lived, professional, or personal experience in the areas of human rights and diversity.

The Commission's roles and responsibilities of the commission include, but are not limited to:

- Enlist the cooperation of agencies, organizations and individuals in the community to promote awareness and appreciation of diversity
- Review and investigate alleged ADA violations submitted to the City via the ADA Grievance procedures
- Work with community volunteers to promote the City's Manifesto and provide response and support to victims of incidents of bias

⁵ <https://www.racialequitytools.org/glossary>

⁶ www.merriam-webster.com

The Human Rights and Diversity Commission’s work is guided by the Eden Prairie Manifesto.

Eden Prairie Manifesto

That we, as representatives of Eden Prairie businesses, city government, educational and religious institutions, accept special roles and responsibilities in fostering diversity in our community. We are dedicated to upholding the rights of every individual in our community to freedom, dignity, and security regardless of religious affiliation, race, ethnic heritage, gender, age, sexual orientation, physical or mental ability, or economic status.

Representing all sectors of Eden Prairie, we publicly declare our intentions:

- To continue the development of a multicultural community which will not tolerate acts of harassment and intolerance;
- To establish, communicate and encourage community standards that respect diversity; and
- To promote acceptance and respect for individuals in an atmosphere of caring for others.

Adopted by the Eden Prairie City Council on the 18th day of May 1993.
Reaffirmed by the Eden Prairie City Council on the 4th day of January 2000.
Reaffirmed by the Eden Prairie City Council on the 16th day of June 2020.

Dr. Jean L. Harris
Mayor, Eden Prairie

We are and remain intolerant of intolerance.

Currently, the Eden Prairie Human Rights and Diversity Commission is led by Chair Greg Leeper and Vice Chair Shahram Missaghi. Eleven additional commissioners currently serve on the Eden Prairie Human Rights and Diversity Commission. 4-6 Student Commissioners serve 9 month terms from September-May each year.

Megan Yerks, Community Services Coordinator for the City of Eden Prairie acts as the staff liaison for the Eden Prairie Human Rights and Diversity Commission.

DeYoung Consulting

The City of Eden Prairie released a request for proposals from organizations interested in supporting the Eden Prairie Race Equity Initiative. All proposals were reviewed by a review team comprised of City and Commission leadership. The review team recommended DeYoung Consulting Services and City Council approved a contract for services.

DeYoung Consulting Services is certified as a minority-owned business by the Midwest Minority Supplier Development Council (MMSDC). They were awarded the 2010 Supplier of the Year Award by

MMSDC for sales growth, quality services and commitment to community. They are a specialized consulting company providing training, organizational development, evaluation, and outreach and communications services since 1996. They work with educational, nonprofit, corporate, and public institutions to ensure that they achieve their outcomes.

Their work is defined by their commitment to key values, including collaboration, rigor, integrity, and respect. These values translate into work that is done with precision, reliability, and accountability.

City Staff

City staff participated in the initiative by giving feedback during the internal interview phase of the initiative as well as during the final review of findings and recommendations. Internal participation was led by a staff leadership team made up of Rick Getschow, City Manager; Christine Ruzek, Human Resources Manager; and Megan Yerks, Community Services Coordinator/Staff Liaison to the HRDC.

Project Overview

The Eden Prairie Human Rights and Diversity Commission, City staff and DeYoung Consulting began the initiative by creating the framework below.

Project Statement

The City of Eden Prairie would like to find ways for the City to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion. We will be actively engaging with the community to learn about our members' needs. We will also complete a review of current policies and procedures to identify barriers. As a result, we hope this project will create and strengthen community relationships, encourage shared decision making and minimize disparities wherever possible.

Areas of Inquiry

The HRDC and City staff determined that the assessment would focus on the following areas of inquiry:

1. Emergency Response

This area of inquiry includes a review of the policies and practices of emergency response services in Eden Prairie including police and fire response services. It examines both the intention of emergency response procedures and the experience of community members as they are implemented. It includes research into best practices and initiatives to strengthen the partnership between emergency services and community members.

2. Facility/Program Accessibility and Culture

This area of inquiry focuses on the experience of residents while utilizing public-facing City facilities

including City Center, Community Center, Senior Center, Art Center, Outdoor Center, parks and any other public-facing facility. It explores topics such as accessibility, language supports, diversity of programs and events, code of conduct expectations for participants and enforcement. It includes input from the community about their experience with customer-facing staff and leaders and recommendations about how to ensure that all feel welcome at City facilities.

3. Recruiting, Hiring and Retention

This area of inquiry includes a review of the City's process for recruiting, hiring and retaining employees with a focus on diversity and inclusion. It also includes an assessment of the current professional development that is offered to staff and ways to ensure that all employees have access to training opportunities that are focused on equity in their area of responsibility. It includes recommendations that will encourage diversity in hiring. It explores the internal policies that are used to ensure that employees experience a workplace free of discrimination or are able to report concerns without fear of retaliation.

4. Connection to Community

This area of inquiry examines the relationship between the City and its residents. It focuses on the strategies the City uses to communicate information with residents, reviews current communication plans or makes recommendations about how to ensure that residents are receiving information in a way that meets their needs. It explores opportunities to build stronger trust with the community through partnerships with community organizations, neighborhood or resident groups, multifamily properties, neighboring cities, etc.

5. Community Experience

This area of inquiry focuses on learning about the experiences of Eden Prairie residents from their perspective. It focuses on how residents of Eden Prairie relate to one another and their experience with the Eden Prairie community as a whole. It includes conversations about racial disparities that exist in Eden Prairie and their impact on residents. It identifies strategies for building a community that provides equitable access to resources and opportunities and actively strives to eradicate institutional racism in all its forms.

6. Developing Future Leaders

This area of inquiry focuses on strategies that the City can implement to empower youth and young adults to prepare them as the next generation of leadership. This focuses on equitable access to youth development opportunities and building career pathways for young residents. It also includes investigation into the ways that the City can provide additional opportunities for youth to actively participate in leadership initiatives through advocacy work, internships, educational programs, volunteer opportunities or partnership with community organizations.

Methodology

The research design included both internal and external outreach through document review, best practice review, individual interviews, focus groups, World Cafes, and an online survey.

Internal Outreach: DeYoung Consulting worked with City staff to identify City staff and leadership to participate in individual interviews or focus groups. Participants were selected based on their diverse lived experiences, professional expertise, or positional authority. To review the full Interview Protocols, see Appendix E, F and G.

Community Outreach: DeYoung Consulting worked with the HRDC to identify community liaisons to recruit community members for World Café Sessions. Community liaisons were residents selected to represent a diverse group of Eden Prairie residents. They were selected based on their personal lived experience, standing within the community and connection to diverse community members. Community Liaisons and community members all participated in one of a series of World Café Sessions⁷. Due to COVID-19 restrictions, all World Café sessions were held virtually. DeYoung also conducted a virtual World Café Session for commissioners to provide their own feedback. To review the full World Café protocol, see Appendix H.

Community Organization Outreach: HRDC Commissioners conducted interviews with non-profit organizations that serve residents of Eden Prairie with a focus on organizations with a diverse client base and high level of resident contact. Individual protocols were developed for interviews, focus groups, and World Cafes that centered on the six areas of inquiry. To review the full interview protocol, see Appendix I.

Equity and Inclusion in Eden Prairie Survey: The City administered an online survey to residents in August 2020. The survey was designed and administered by the City of Eden Prairie's civic engagement platform, Polco. The City of Eden Prairie posted it on the City's website and invited residents to participate through various City communications platforms. The City also distributed the survey through local non-profit organizations that serve Eden Prairie residents. The survey included several questions to rate the City of Eden Prairie and the experience of residents in the broader Eden Prairie community in areas of equity and inclusion. Furthermore, respondents had the opportunity to self-report demographic data as part of the survey which allowed the City to identify areas where disparities may exist. To review the full summary report and disaggregated data, see Appendix J and K.

⁷ A World Café session is a structured conversational process for knowledge sharing in which groups of people discuss a topic at several small tables like those in a café.

TABLE 2: Stakeholder Participation

| Internal Outreach: City Leadership and Staff | |
|---|---|
| Individual Interviews: <i>30-60 minute interviews with individual City staff</i> | 19 participants from the following departments: <ul style="list-style-type: none"> • City Council • Administration • Police • Fire |
| Focus Groups: <i>60-90 minute small group discussion</i> | 11 participants were involved in the following focus groups: <ul style="list-style-type: none"> • Front Line Staff • Diverse Employees • Police Leadership |
| External Outreach: Community Members, Non Profit Organizations | |
| World Cafes Sessions <i>2 hour world café sessions with diverse groups of residents. Youth focused session included young residents ages 16-24.</i> | Session One: 9 participants Session Two: 7 participants Session Three: 10 participants Session Four (Youth): 6 participants |
| Focus Group <i>Small group discussion</i> | HRDC Commissioner Focus Group: 3 participants |
| Community Organization Interviews <i>Interviews with individual organizations that serve residents of Eden Prairie.</i> | 14 participants from 6 community organizations |
| Equity and Inclusion in Eden Prairie Survey <i>Online survey conducted in August 2020</i> | 812 respondents |

Document Review

DeYoung Consulting completed a documentation review of select City policies, procedures and data. 37 Eden Prairie documents were assessed and categorized into three of the six inquiry areas as detailed below:

- **Recruiting, Hiring and Retention (47%):** Hiring process, EEO stats and summary, recruitment partnerships, retention data, trainings, Employee Handbook, HR work plan, employee survey, action plans relating to employee engagement or Diversity, Equity and Inclusion, performance evaluation, IDI results, and Race and Equity plan
- **Connection to Community (19%):** Partnership information, Communications work plan, social media posts, City website, Equity and Inclusion survey, Eden Prairie Promise, Quality of Life community survey results
- **Police (33%):** EPPD Policies, data around use of force and arrests, civilian oversight, training, response to 21st Century Policing Report, personnel diversity data

DeYoung developed the following rating scale for use during the documentation review:

Pre-Emerging and Emerging: At the Pre-Emerging stage, there is not yet a recognition of DEI concepts. In the Emerging stage, an organization's DEI efforts are nascent. The organization is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a city-wide constituency for the effort. In organizations in an Emerging Stage, representational diversity is low, but awareness may exist for those who have the greatest proximity to Black, Indigenous, People of Color (BIPOC) and diverse communities and/or have a vested interest in the work. Awareness of and accountability for DEI among most leaders is low.

Developing: At this stage, the organization is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion and equity effort. In organizations in the Developing Stage, DEI is developing in multiple areas and varies in complexity. A wide range of growth and definition takes place as accountability, representation and ownership for DEI develops across the organization. Efforts begin to transition from being compliant and performative to authentic.

Transforming:

At this stage, an organization has fully institutionalized DEI into the fabric of its institution, and continues to assess its efforts to ensure progress and sustainability. It is at this point that the organization has reached its goals, but recognizing the ever-changing environment, it continues to assess its continuing progress and the sustainability of its achievements. DEI efforts in the Transforming Stage produce transformative changes internally and in the communities served. Critical challenges are defined with complexity and faced with dynamic solutions that address sustainability and targeted goals. Ownership and accountability measures for DEI are felt and understood across the organization.

To see the full Document Review Summary, see Appendix D.

Best Practices Review

Best practices were drawn from a partial literature review and DeYoung consulting's prior experience and expertise. Initially, literature was reviewed for best practices that aligned with three of the six areas of inquiry: Recruiting, Hiring and Retention; Connection to Community; and Emergency Response (specifically, police response). The Human Rights and Diversity Commission approved a review framework for this review, which guided each of the three inquiry areas as follows:

- Recruiting, Hiring and Retention best practice review was framed by HR functions such as sourcing, training, performance management and employee relations.
- Emergency Response best practice review was reframed as "policing" best practices, as suggested by HRDC, and was guided by the six pillars of the 2015 Final Report of The President's Task Force on 21st Century Policing.
- Connection to Community best practice review was framed around community partnerships and communication goals and actions, informed in part by King County Equity and Social Justice Strategic Plan 2016-2022.

Toward the end of the project, two additional inquiry areas were added to the best practices review: Facilities and Programs: Accessibility and Culture and Community Experience.

Data Analysis

Qualitative analysis software was used to code the interview, focus group and listening session notes by question topics and to draw out common themes. Both inductive and deductive approaches were used in the analysis. Data was analyzed across all stakeholder groups, as well as for particular themes that emerged within individual groups.

Limitations

A number of limitations had an impact on the scope and focus of the project:

- Due to COVID restrictions, all stakeholder data gathering opportunities were held virtually, limiting the number of individuals who could participate in each session. The prioritization of intentional outreach into communities of color also limited the number of participants because each participant group needed to be representative of City demographics. These limitations contributed to a small sample size; where possible, additional support for themes drawn from this data are provided using existing quantitative data that included larger sample sizes, comparison to best practices, etc.
- Though, overall, the assessment focused on six areas of inquiry, due to a restricted timeline, a desire to be intentional and prioritization, the document review was limited to three focus areas (Recruiting, Hiring and Retention; Connection to Community; and Emergency Response).
- Finally, participants all opted in into the project; therefore, we may not have captured viewpoints from those that chose not to participate, which could be different from those who did.

Overarching Findings

Throughout this initiative, DeYoung and HRDC Commissioners connected with City staff and community members to learn of their lived and professional experience in Eden Prairie. The stories shared by participants fostered the human element of this initiative as we considered the intention of Eden Prairie’s policies and procedures as well as the impact that they have on residents. Participant insights were central in the development of this report and the recommendations contained within it.

Throughout the project, we heard participants express excitement about the existence of the initiative, one representative of a community organization shared that they *“think the City has a big heart and puts themselves out there, this conversation shows how much they care”*. While others expressed uncertainty of what impact the project could have. One participant shared their thoughts by saying *“There have been multiple conversations with committees but no action. There is no information about what the committees are getting done”*.

DeYoung Consulting noted that participants often spoke with a sense of great pride that Eden Prairie offers a level of excellence that surpasses other communities and that other cities struggle with issues that do not affect Eden Prairie. But themes emerged throughout the initiative that gives the clarity of about work that remains to be done.

Overall Strengths and Assets

DeYoung shared that several clear strengths emerged through analysis of the information gathered.

Sense of Safety

One such strength is the perception that Eden Prairie is a safe community. This sense of safety is one reason why community members choose to live in the City, and students say they feel safe at school. When asked to rate the Eden Prairie community on providing a safe and secure environment for residents of all backgrounds, 77% of respondents gave a rating of “good” or “excellent”.⁸

Appreciation for Involvement of Staff and Elected Officials

DeYoung noted that another strength that emerged across areas of inquiry was that some elected officials are especially appreciated by community members. Officials’ public commitments to racial equity, attempts to acknowledge the need for change and willingness to show up at relevant events were appreciated. Some participants also expressed appreciation for Council members whom they perceive as “present” and listening to the community. Representatives from community organizations shared appreciation for the work that staff do to support community members and their willingness to work in partnership with community.

⁸ Eden Prairie Equity and Inclusion Survey, 2020



Figure 2 Staring Lake

Appreciation of Park System

DeYoung shared that a third clear asset in Eden Prairie is its park system. There is a strong perception among community members that Eden Prairie parks are beautiful, well maintained, useful and appreciated. One community member shared *“The parks and the trails are phenomenal. I do a lot of outdoor stuff around here. And for me, the facilities, the parks... are just second to none”*. A Park and Recreation staff member shared that Eden Prairie was designed so that every resident has a neighborhood park within half mile of their home. They also noted current initiatives that focus around making park spaces more accessible. Two Park and Recreation staff members shared that there is a recent focus on bringing additional opportunities to neighborhoods through their local parks, such as pop-up splash pads, fitness in the park programs, and specialized programs and equipment for individuals with disabilities.

Opportunity Areas

While analyzing the data and experiences shared by participants, DeYoung also identified a number of areas where Eden Prairie has the opportunity for growth.

Inconsistent Commitment to Equity

One theme that DeYoung identified was the perception of participants that the City is not serious about closing racial disparities. They noted that community members report being given verbal commitments but that they are often seen as performative. They noted that community members expressed that they would like to see action from the City and an acknowledgement of blind spots or shortcomings. DeYoung also found that participants are aware of City staff that implement programs meant to spark change, but that progress may be impeded when City leadership does not acknowledge

the issues at hand. One City employee shared that *“a more intangible barrier is our reputation of doing such a good job and sometimes that leads to complacency in terms of continuing to reach for improvement. Transparency requires that we justify public spending, and there is not a community-wide agreement about equality and what the City should be doing.”*

Experience of BIPOC Residents vs White residents

DeYoung also noted that participants shared a sense of pride that Eden Prairie offers a level of excellence that surpasses that of neighboring communities. DeYoung specified that participants referenced internal workplace culture, services provided by emergency responders and overall community experience as strengths. This is consistent with data gathered in the aggregated Quality of Life Survey⁹.

However, disaggregated data from the 2020 Eden Prairie Equity and Inclusion survey as well as community input from the World Café sessions shows that this perception of excellence is not universal. When considering disaggregated data, disparities begin to appear and present opportunities for further investigation. For example, when asked to rate the City of Eden Prairie (local government) on treating all residents with respect, 84% of respondents gave a rating of Good or Excellent. However, only 64% of Black or African American respondents gave a rating of Good or Excellent.

As an example, DeYoung found that most participants gave Eden Prairie emergency services strong ratings. Many spoke of the timeliness, helpfulness, and politeness they experienced. Participants reported that police were prompt and friendly and that leadership have been responsive to recent community events. However, many also spoke of a strained relationship between Eden Prairie Police and BIPOC communities. When speaking of their personal experience with Eden Prairie Police, one Somali American resident shared *“To be honest, the police do a good job. We’re really thankful. We only have trouble with them when they recognize the color of skin. I feel that they treat us differently than they do with a white person.”* Participants also noted that regional issues impact residents of Eden Prairie even if they happen outside of the city. A second community member shared *“They don’t realize that what’s going on in Minneapolis affects us here in Eden Prairie. Are there any resources for the police to understand our communities and better serve us? I’m not against the police, I just want to know what they have set up to better understand our community.”* Community feedback gathered throughout the project indicates that further exploration is needed to uncover and address disparities.

Lack of Diversity Among City Staff and Leadership

Another theme identified throughout the analysis of community feedback was the need for City staff and leaders to be representative of the community which they serve. According to 2020 Census data, 70% of Eden Prairie residents are White. The next largest racial/ethnic groups are Asian (14%), Black or African American (7%), and Hispanic or Latino (4%). Through analysis of EEO data, DeYoung found that there was a dramatic increase of new hires at the City of Eden Prairie that identify as BIPOC from 7% in

⁹ biennial community survey that gathers residents' opinions and suggestions about current and future needs in the City. Past surveys are available online at www.edenprairie.org/qualityoflife

2017 to 20% in 2020.

However, both internal stakeholders and community members shared a strong recognition that the City's staff continues to lack diversity and that increased diversification would benefit both staff and residents. A city staff member explained that *"A possible challenge that the City faces is that the majority of staff members are white-presenting, so it may not come off as inclusive or committed to employing a diverse workforce. This could consequently result in seeming less attractive to BIPOC individuals seeking employment at the City."* A representative of a community organization shared that *"[residents] feel outcasted if they don't see others that look like them"*. When speaking about Eden Prairie Fire Department, one community member shared their concerns, saying *"I haven't seen any Somali people hired by the fire fighters. Is it because they aren't allowed? They aren't applying? There are a lot of Somali people in our community. I wonder why there aren't any in the fire department. I wish our community would be a part of these emergency response departments to represent us."*

Impact of Socioeconomic Status

Lastly, many stakeholders spoke not only of disparities based on racial identity, but also the impact of a significant wealth gap that exists in Eden Prairie as an intersectional issue. Representatives of community organizations and community members both spoke of barriers facing low-income residents. While socioeconomic factors do not impact BIPOC communities exclusively, it is a significant factor for many residents of color. DeYoung also noted that during conversations with internal stakeholders, participants often conflated the concept of community partnership with charity work. DeYoung reports that when asked about ways that BIPOC community members could provide input, many internal stakeholders spoke of food giveaways or other charity-oriented programs. Representatives from community organizations also shared barriers that many residents face due to their socioeconomic status, from difficulty with affordable housing to feeling that their youth were excluded from opportunities because the families could not afford to participate. Organizations noted that financial barriers make it difficult for many BIPOC residents to fully participate in opportunities provided by the City and beyond.

Recommendations

Emergency Response

Recommendation #1:

Culture/De-Escalation Training. Enhance or expand current training for both Police and Fire personnel. Ensure training occurs frequently so it remains “top of mind”, with a focus on cultural understanding, de-escalation, and implicit bias.

Rationale

According to Census data, the non-white population of Eden Prairie increased from 4.8% of total population to 30.36% in the past thirty years. The rise in population diversity in Eden Prairie brings new challenges for emergency response personnel. Those challenges include overcoming language barriers, understanding diverse cultural practices, and becoming aware of one’s own implicit biases. This calls for a broad and deep commitment to ongoing training that is specifically designed for the encounters that emergency service personnel experience in their day-to-day work. It should be noted that there is regular anti-bias and de-escalation training already required of officers. We are suggesting more frequent, situation-specific training opportunities to better understand the various communities in Eden Prairie and prevent/reduce encounters driven by misunderstanding.

Eden Prairie’s 2020 Equity and Inclusion Survey indicates that overall, residents hold the Police and Fire Departments in Eden Prairie in high regard. However, some members of the BIPOC community feel targeted, disrespected, and misunderstood by emergency response personnel. When discussing policing, some interviewees spoke of feelings of intimidation and mistrust.

One external stakeholder said, “[Police] need to de-escalate situations. They need soft skills training to have conversations with people.” Some internal stakeholders reported that, “there is recognition that officers could become more knowledgeable about how to address people in a way that builds more trust and sense of respect (e.g. de-escalation or understanding cultural norms.)”

The Equity and Inclusion Survey also showed that, when asked to rate the EPPD on being welcoming, respectful of all, and fair to all, white respondents responded with “Good” or “Excellent” more frequently than non-white residents did. The DeYoung group reports that DEI is not prevalent in EPPD training, nor does it appear to be integrated systemically (although some racial equity best practices appear in policies).

Many police and fire departments across the country struggle with the complex and on-going

challenges that come with serving diverse communities. Enhancing and expanding upon the training that's already in place for Eden Prairie Emergency Response personnel will help ensure our community becomes an even more welcoming place for all residents and continues to build on its reputation as a safe and desirable place to live.

Suggested Actions

- Continue to explore additional curricula, models, and resources being used in neighboring communities related to cultural intelligence, crisis intervention, and de-escalation.
- Continue to meet or exceed the training standards set by the MN POST Board (Police). Continue to implement POST requirements to ensure all EPPD officers receive required training.
- Identify and gather BIPOC community leaders who are willing to partner with the City to attend and/or teach training sessions. Focus on sharing cultural norms and traditions, basic communication and language tips, and a two-way exchange of ideas and perspectives.

Recommendation #2:

Consider implementation of Police Sub-Beats. Assign officers to be liaisons to specific geographic areas/neighborhoods (“sub-beats”) to increase mutual understanding and strengthen relationships. Partner with Fire where appropriate.

Rationale

A pillar of the Eden Prairie Police Department (EPPD) is building trust in community. DeYoung noted that EPPD has adopted a number of practices to build trust with the community, such as coordination with the Human Rights and Diversity Commission and community engagement events. DeYoung reports that stakeholders noted that there is an opportunity to continue building on this trust by working to fill potential gaps in relationships with communities and neighborhoods. To fill these gaps, community members have suggested assigning EPPD officers to specific geographic “sub-beats” in the city. Police sub-beats would allow EPPD to get to know the residents in these areas on a more personal level, build relationships with community members, and increase communication between police and the community. When appropriate, these sub-beats would also allow for additional interaction between community members and other city functions, like fire and medical response services. The type of communication and personal relationship that can develop from police sub-beats would strengthen the trust between EPPD and the community.



Figure 3 Kickin' It with the Cops Event, 2019

Suggested Actions

- **Community Outreach:** Develop and execute both formal and informal outreach activities. Encourage officers and firefighters to stop by parks and other public places to informally engage with residents. Plan and schedule formal outreach events (“talk in the park”) where residents can drop by to meet and interact with officers and firefighters.
- **Expansion of Supportive Services:** Explore inclusion of chaplains, liaisons, social workers, and BIPOC community leaders into sub-beat outreach activities when appropriate.
- **Build Deep Community Partnership:** Identify community leaders and organizations to build relationships through sub-beat programs.
- **Create Youth Partnership Opportunities:** Provide opportunities for teen/young adult residents to share their experiences with the Police Department, give feedback, and provide ideas for relationship building with community youth.
- **Ride-Alongs:** Encourage and provide ride-alongs with the neighborhood officer and/or the local fire station.

Recommendation #3:

Explore additional initiatives or programs that support crime prevention and community building initiatives.

Rationale

The overall objective of this project is to build trust, facilitate positive interactions, and foster understanding between the police/fire departments and immigrants, communities of color, and historically underrepresented communities in the city. With the murder of George Floyd and other local and national police/BIPOC interactions, thinking “outside the box” and creating a new mechanism of community outreach is necessary for the betterment of our city and our community. Having a police community liaison would increase trust and build belonging among minority communities.

In addition, the aim of this work is to create opportunities where law enforcement and community members could build bridges and foster relationships. Thus, city leadership, and especially the police department, should be trained on the best ways to perform outreach and connect/engage with BIPOC communities to drive an authentic transformation.

Furthermore, we need to learn from our neighbor cities’ initiatives. The Eden Prairie Police Department has a reputation of being a strong department. However, there are initiatives that the department hasn’t implemented yet to better reach immigrant and low-wealth communities.

Suggested Actions

- **Consider Adding an Emergency Services Community Liaison (civilian role):** This liaison would serve as a bridge between residents and Police/Fire to build relationships and trust with an emphasis on BIPOC and other underrepresented communities. Work with BIPOC community

members and leaders to elicit feedback on expectations and community need, work in partnership with the community to develop roles and responsibilities of liaison.

- Evaluate Chaplain Program: Conduct a review of the current Chaplain program to ensure that faith leaders are representative of the variety of faith traditions that residents observe.
- Community Engagement Opportunities for Emergency Response Services: Develop specific community engagement opportunities to focus on relationship building between emergency responders and community members.
- Begin Partnership with Hennepin County to Embed a Social Worker into the Eden Prairie Police Department: Contract with Hennepin County to embed a full-time social worker devoted to supporting Eden Prairie Police. Social worker will provide follow up and services as needed after police contact.
- Research Civilian Advisory and Support Committees: Investigate potential roles for community members to support, advise, and build partnerships with the Eden Prairie Police Department.
- Implementation of Supportive Services in Place of Criminalization: Consider implementation of additional programs and policies that provide residents with support in place of criminal consequences. Current examples include “Lights On!” vouchers to repair vehicle lights that are not functioning in compliance with MN law.

Recommendation #4:

Community Gathering & Listening Sessions. Promote relationships, transparency, and trust through regular public safety gatherings with an emphasis on the BIPOC experience in the City.

Rationale

Based on external feedback and survey results, residents consistently perceive Eden Prairie to be a safe community. Internal stakeholders (police and fire personnel) are motivated to help people and “service beyond expectation” is a guiding philosophy. There is a feeling, though, that BIPOC residents are sometimes treated differently than others in the community. Some residents spoke of a sense of being over-policed and unsupported. There is mistrust around how determinations are made around traffic stops and arrests, and general anxiety related to interacting with the police. There is some recognition among internal stakeholders that officers could become more knowledgeable about addressing people in a way that builds trust and respect. One mentioned that they felt the biggest threat to strong police work was preconceived notions that can develop among some officers. Feedback regarding the Fire Department was minimal, but there was a comment from a resident who would like to see a more diverse department.

One method for addressing concerns and building trust is open and honest dialogue among all stakeholders. In addition to a free exchange of ideas and views, context and perspective are important. There may be cultural or policy factors that are important to internal or external stakeholders of which the other group is unaware. Understanding these variables, including qualitative (“feelings and perceptions”) and quantitative (arrest rates and traffic stop data) are key to closing these gaps.

Suggested Actions

- **Community Listening Sessions:** Hold regular (2-4 times per year) community listening sessions with Police and Fire representatives. Rotate locations to possibly include City Hall, Fire Stations, Community Center, neighborhood locations, etc.
- **Provide Follow Up:** Track questions/follow-up items and report back with updates in subsequent meetings.
- **Discussion of City Data:** Review and discuss community information and emergency response data with residents. This would include 911 call volume, police dispatches, fire dispatches, arrest rates, etc. Discuss Equity & Inclusion Survey results specific to emergency services. Provide context and open discussion around areas of concern. Post these data on a regular/ongoing basis, with comments/context, to promote transparency and trust.

Recommendations

Facilities and Programs- Accessibility and Culture

Recommendation #1:

Diversify the Park and Rec workforce to reflect community make-up.

Rationale

The overwhelming majority of residents show a strong appreciation for the City's parks, playgrounds, facilities and programming. At the same time, there is an opportunity to mirror the increasing diversity of Eden Prairie by developing goals to increase the number of employees from diverse backgrounds and have staff trained in cultural competence and humility. Our city is home to people from all walks of life. A workforce which reflects the diversity of the community it serves is more likely to understand the needs of the community. Promoting workforce diversity is a key element for ensuring equitable service, and benefits of a diverse workforce include better connection with community, understanding differing viewpoints and ability to work as a cohesive team.

Suggested Actions

- Build community partnerships to increase opportunity for diverse youth: Partner with Eden Prairie School District, The International School of Minnesota and youth serving organizations in Eden Prairie to broaden entry points to City employment opportunities such as internships, community center staff, summer program staff, etc.
- Contract with BIPOC residents to be coaches, mentors, exercise class leads, and instructors.
- Diversify workforce: by participating in Job Fairs at local higher educational institutions such as Hennepin Technical College Eden Prairie Campus (and other similar campuses in Hennepin County) and partnering with non-profits working in job placement for clients such as CHOICE Inc., and PROP.
- Workforce training: Implement ongoing interactive training on topics such as cultural humility, implicit bias, applicable policies and processes which address diversity, equity and inclusion, City's ongoing efforts towards inclusion, and why D&I initiatives matter. Recruit and use BIPOC consultants to conduct such trainings.

Recommendation #2:

Ensure everyone has equitable access to facilities and programming and are treated with respect & dignity.

Rationale

Equitable access to facilities and programming that is safe, inclusive, culturally relevant and welcoming to everyone provides an opportunity for all to fully participate, and in a meaningful way, be part the community, invest in the city and in their family's growth. Just and fair access creates cohesive and stronger communities. However, costs associated with facility rental fees, class time and location may be barriers to participation for some residents. Though scholarships are available in some cases, making an application for assistance can be difficult since the process is multi-layered and duplicative.

Suggested Actions

- BIPOC Partnership: Work with BIPOC communities to identify barriers to participation and work collaboratively to reduce & eliminate those barriers including but not limited to location, transportation, fee structure, cost, etc.
- Using an equity lens, review the City's current Code of Conduct, Grievance Procedure and Discrimination Policies for staff and program participants. Revise or create policy to ensure that all programs and activities provide safe and equitable experience.
- Ensure policies set clear expectations for staff and participants and include information about how to report concerns for review. Train staff on relevant policies and procedures and empower them to enforce policies and resolve concerns.
- Remove barriers to encourage full participation in programs at City facilities by continuing to expand no-cost community-based programs in neighborhoods that are underrepresented in current program offerings. Additional actions could include: implementation of simplified fee waiver system, reducing financial barriers by offering free/low cost opportunities, reduced/low cost facility rental opportunities, increased accessibility to affordable childcare for participants, eliminating paperwork redundancies when possible. Simplified outreach materials to residents to raise awareness of services, including one page infographic



Figure 4 Summer Camp Participants, 2020

Recommendation #3:

Expand diverse and inclusive programming through the City's facilities, parks and events.

Rationale

The demographics of Eden Prairie are shifting. The City has grown in the last several years and is increasingly more diverse and includes people of many religions, languages, economic groups and other cultural groups. In order to build an inclusive, welcoming city and instill a sense of belonging, we need to understand and appreciate the many cultures represented in our city. One way to include community members, increase participation in programs at City facilities is to diversify class offerings and offer unique classes so that community members can learn about each other and other cultures. An appreciation of cultural diversity and exposure to others goes hand-in-hand with an equitable and just society.

Suggested Actions

- Diversify programming and class offerings: Continue to develop diverse programs, activities and classes that are culturally specific at Community Center, City Hall, Outdoor Center, etc. using community feedback. Consider factors such as time of day, transportation, locations of activities/classes, instructors, etc. that may impact BIPOC participation. Current examples include: Women's only swim, sensory friendly spaces and offerings, PeopleFest!. Future considerations could include: *Learn/Explore a new sport*: Cricket, badminton, Becoming an Outdoors Woman (BOW) programming in partnership with MN DNR, offer additional women's only options, Learning from Place Series (MN Humanities Center).
- Build Diversity, Equity and Inclusion goals into work plans: Build DEI goals into department work plans to ensure that they are prioritized during program development. Seek input from staff, BIPOC community members and organizations to identify service gaps. Task staff with tracking the feedback and suggestions received from community members. Consult with BIPOC residents and community organizations during program development, implementation, and review.
- Eden Prairie Cultural Center: Create a dedicated conspicuous space within the Community Center that highlights BIPOC art, exhibits, raises awareness about a sport/program (in conjunction on when it is being offered) and culture.
- Share experiences of residents with broader community: Work directly with residents to capture their perspective and experiences and find ways to share them with the broader community. Current initiatives include: Real Talk with Rick podcast, First Person Plural public art exhibit at Purgatory Creek Park.
- Evaluate programs and events through a DEI lens: Analyze and evaluate diverse programs for cultural relevancy and community engagement. Include participant feedback and community input into the evaluation process.

- Develop resources to build the capacity of neighborhoods or communities to host community building programs: Design community event opportunities that can be adopted by specific neighborhoods to encourage relationships and mutual understanding between residents. Current Example: Night to Unite.
- Continue to consider equity and inclusion of residents during park development projects. Current example: addition of the Splash Pad at Nesbitt Preserve Park in 2022.

Recommendations

Recruiting, Hiring and Retention

Recommendation #1:

Strengthen recruiting and hiring practices to attract a more diverse city workforce.

Rationale

Studies have shown that diverse workforces are now more likely than ever to outperform non-diverse workforces. By hiring diverse candidates, Eden Prairie staff will be more reflective of the community it serves. In doing so, Eden Prairie will have the ability to strengthen its reputation and be a leader in creating inclusive environments to attract employees and residents.

Suggested Actions

- Build partnerships to create a diverse pipeline of candidates: Establish and nurture ongoing partnerships that can be leveraged to build an ongoing diverse pipeline of candidates. Potential partners could include: DEED workforce services, vocational schools, job training services or community organizations.
- Invest in in-person recruitment efforts that are likely to build relationships with candidates, build capacity, and thus be more effective than merely online recruitment.
- Include Diversity, Equity and Inclusion questions in candidate screening: In screening candidates, ask about their experiences with racial equity and diversity, equity, and inclusion.
- Incorporate virtual interviews: Increase accessibility by allowing candidates to self-select an in-person or virtual format for first-round interviews.
- Strengthen training and processes for interviewers and hiring managers to promote diversity, equity, and inclusion in the interviewing and onboarding.

Recommendation #2:

Build upon efforts to enhance, sustain, and foster an inclusive work environment to retain a diverse city workforce.

Rationale

A diverse group of employees ensures a broad array of ideas and skill sets that can lead to better innovation and decision making. By fostering an inclusive work environment, Eden Prairie can be a

leader in creating a positive workplace, one that enhances the work experience of all members, minimizes turnover costs, and has the opportunity to outpace comparable cities regardless of geography.

Suggested Actions

- Communicate DEI values widely, including in employee handbook, employee onboarding, other internal communications.
- Offer an ongoing, robust DEI training program for all city employees that would include engagement with instruments such as the Intercultural Development Inventory (IDI).
- Support managers and senior leaders in becoming more inclusive leaders, with learning approaches that emphasize reflection, iteration, and adaptability.
- In collaboration with champions and partners, operationalize DEI values and communicate examples of inclusive behaviors.
- Increase staff knowledge of race equity, and how to impact structural racism in the community by facilitating difficult conversations related to race and racism, through avenues such as brown bag lunch discussions.

Recommendation #3:

Enhance professional/career development opportunities, and performance management processes to support and strengthen a more diverse city workforce.

Rationale

DeYoung notes that there is recognition by the City of the importance of Diversity, Equity and Inclusion (DEI) and internal support for doing more meaningful DEI work. DeYoung outlined opportunities to increase the diversity of city workforce and commissions and increase sense of inclusion and equity internally. DeYoung's findings indicate that the City's workforce and leadership should be more diverse. *"Reflecting the overall community population brings in needed and possibly missing perspectives in the City's operations."* Embedding DEI competencies into the City can ensure a climate of welcome, inclusion and equity for all. Ensuring there are no racial or other disparities in employee retention, and diversity is equitably advanced up the organization.

Suggested Actions

- Develop a city employee resource group for BIPOC employees.
- Build a city employee mentoring program for BIPOC employees.
- Develop a career development toolkit with tools, resources etc. on a broad array of topics that are actionable for employees
- Create career pathing with knowledge, skills and abilities needed (individual contributor and people leader tracks)
- Add organizational DEI values and practices to employee performance evaluations.

Recommendation #4:

Improve data collection, reporting, and strategic use of data to support the recruitment, hiring, and retention of a more diverse city workforce.

Rationale

DeYoung's findings indicate that the City would benefit from making diversity, equity and inclusion a strategic priority, ensuring strategies and goals are set, resources and infrastructure are committed, actions are taken and progress is tracked.

This ensures DEI is tied to measurable goals and leadership is held accountable for positive change. Public transparency and communication of Eden Prairie's commitment to DEI expresses a shared understanding of race equity language, needs, and potential changes both internally and externally.

Suggested Actions

- Evaluate current data collection categories and practices and strengthen in partnership with HRDC
- Begin including key metrics in internal and external reporting mechanisms
- Publish key metrics on city website and similar locations
- Use DEI data to benchmark, set goals, and evaluate effectiveness in growing a more diverse city workforce across departments.
- Ensure that data are collected, analyzed, and used to create action plans across the employee life cycle (i.e., from recruiting/hiring to exit)

Recommendations

Connection to Community

Recommendation #1:

Communicate Eden Prairie's commitment to racial equity and celebrate the diversity of our community with internal and external stakeholders

Rationale

Increasing efforts to effectively communicate the city's ongoing efforts to pursue racial equity in all aspects of city life will increase understanding by the general populace of the city. The City of Eden Prairie should affirm its long-standing commitment to racial equity in all aspects of city life and should broadly communicate existing policies which promote racial diversity, equity and inclusion. This includes utilizing a variety of communication tools to ensure all residents receive and understand the City's commitment to racial equity. Making the City's residents aware of the City's commitment also holds the City accountable to its residents.



Figure 5 Recording the Real Talk With Rick Podcast

Suggested Actions

- Review and enhance anti-bias policies: Review *Harassment Prevention and Respectful Workplace* policy to ensure it meets best practice standards. Broadly communicate the City's commitment to diversity, equity and inclusion as exhibited in the *Eden Prairie Promise* to both internal and community stakeholders. Consider implementation of additional resources that support staff or community members with the tools to address concerns as well as resources for supervisors to respond. Future tools to consider: Restorative Justice practices and/or Upstander Intervention training.
- Foster belonging: by using a racial equity framework/vision & inclusivity to engage with BIPOC communities. Acknowledge, clearly articulate racial equity, implicit and explicit bias, individual and structural racism. Implement racial equity tools to change or modify policies, programs and practices that are perpetuating inequities. Ensure everyone, internal & external stakeholders, feel safe and welcomed where they live, work and play.

- Communicate DEI values widely: Internally this could include the employee handbook, employee onboarding, other internal communications. Externally this could be reflected through the City’s various communication channels.
- Create opportunities for two-way communication: use the City’s various communication channels to inform, educate, and raise awareness about diversity and inclusion topics and the many cultures that create our community. Continue to use social media to celebrate the diversity of Eden Prairie through culturally relevant posts that engage community members from diverse backgrounds and instill a sense of belonging.

Recommendation #2:

Track and analyze ongoing community data to determine effectiveness of efforts and improvements from baseline information

Rationale

The demographics of Eden Prairie are shifting. The City has grown more diverse over the last thirty years. Census data shows that non-white population has increased from less than 5% of the population in 1990 to over 30% in 2020. In order to effectively respond to the needs of a diverse community, data should be collected, tracked on an ongoing basis, existing data examined, and disaggregated to proactively address any issues with disparities. DeYoung Consulting found that the City does not commonly disaggregate the data collected during community engagement. The Eden Prairie Equity and Inclusion survey found that ratings from Black and Hispanic residents were materially lower than White residents across several categories. Those disparities can only be seen when analyzing disaggregated data. Using best practices to analyze available data allows the City to obtain crucial information that can be used to advance racial equity in the City’s policies and practices.

Suggested Actions

- Collect representative data and Disaggregate data: Regularly collect and analyze data to proactively address racial disparities; evaluate & compare how BIPOC communities experience Eden Prairie. Transparently share with community what was learned and next steps that will be taken. Continue to consider community demographics in data collection. Use polling tools to ensure data samples are representative of overall City population. Increase and target outreach to under-represented communities until data samples are representative of overall city population.
- Conduct further analysis of the 2020 Eden Prairie Equity and Inclusion Survey: Review and discuss 2020 Eden Prairie Equity and Inclusion Survey. Conduct further investigation into disparities. Develop an action plan for a follow-up survey to determine preferred communication methods to be used when developing a follow-up city-wide survey.
- Work in partnership with BIPOC and underrepresented communities to explore community engagement opportunities, findings and determine where additional action may be needed. Consider community feedback in data collection strategies by seeking and incorporating input

from residents to create or modify community engagement strategies (i.e., surveys, online engagement, etc.) to more effectively capture a broad range of experiences, identify & eliminate blind spots; hold conversation/listening sessions.

- Develop a two-way feedback loop process by creating the opportunities for community members and City staff/leadership to discuss ideas and create plans of action: Conduct Community Review of Data by hosting community sessions to share information in a non-threatening format (share not only at city council meeting) but session(s) at Community Center or other venue that is a safe place/non-intimidating location to maximize participation.

Recommendation #3:

Ensure all limited- and non-English speaking residents have equitable access to city services, programs, activities & information.

Rationale

Eden Prairie residents with limited English proficiency may find it difficult to engage with the city due to an inability to understand the scope of services and options available. It is important to commit to ensuring equitable access to information about City services and other opportunities. One way to ensure equitable access to information and engage communities with limited English proficiency is language access. One example of this barrier to feedback is the Eden Prairie Equity and Inclusion survey was published only in English, thus limiting responses from those for whom English is not their primary language. Some internal stakeholders noted that they could do better at connecting with community members with limited English proficiency. Ensuring reliable access to a language line, providing training, and encouraging City staff to learn a new language or improve language skills can help them support residents with limited English proficiency. Making City surveys available in language other than English will increase and encourage increased participation from community members, and identify needs of the community.

Suggested Actions

- Language Access: Provide consistent, high quality, culturally appropriate translation & interpretation services to eliminate barriers & improve access for those with limited English proficiency; use plain inclusive language. Draft, adopt and implement *Language Access Policy*.
- Continue accessibility efforts: Work to achieve Section 508 ADA compliance as well as 2.0 A and AA website accessibility standards for individuals with disabilities. Ensure information is easily viewable on all devices and printable to allow for printing in multiple languages. Use plain, inclusive language and incorporate the use of infographics when possible.
- Create awareness of translation services: Use communication channels to make the community aware of available translation and interpretation services.
- Training/Knowledge: Ensure public facing employees receive ongoing mandatory training to demonstrate knowledge of how to access/request translation & language interpretation

services. Increase the presence of multilingual employees in customer facing positions. Encourage staff to learn basic language skills in the languages commonly spoken in Eden Prairie.

- **Community Engagement Opportunities:** Ensure residents have equitable access to community engagement opportunities such as but not limited to: surveys, open comment periods, public hearings, etc.

Recommendation #4:

Ensure everyone has equitable access to services provided by the City and opportunities for providing input to city leadership

Rationale

As Eden Prairie has grown more diverse, many residents new to the City may find navigating City services, completing surveys, actively participating in city sponsored initiatives to be a challenging, complex, unfamiliar and intimidating experience. Immigrant and refugee communities may not be familiar with how the City operates and how things in the U.S. work. By reaching deeper into our diverse community and determining the best methods of engagement and feedback, all residents will have access to opportunities the city has to offer.

Suggested Actions

- **Increase engagement from underserved communities:** Identify communities that have lower engagement levels, identify barriers and create strategies to build relationships that foster ongoing communication.
- **Collaborate with community leaders and residents to identify best communication strategies:** Gather feedback from residents and community leaders about how they currently receive information from the City to evaluate strengths and opportunities. Encourage feedback about additional communication strategies that the City could implement to ensure that residents receive information in the ways that work best for them.
- **Ensure that all residents know how to communicate with City leadership:** Identify current barriers to communication and strategies for increasing access to City leadership. Ensure that all residents understand open podium procedures and other public comment periods.
- **Continue to create additional community-based opportunities for Council Members and City leadership to interact with residents from underrepresented communities.** Past examples include: Coffee with a Council Member, Kickin' it with the Cops.

Recommendation #5:**Broaden partnerships to include organizations that have culturally specific communication channels****Rationale**

Partnerships benefit everyone. Fostering collaboration, improving and deepening ties with a diverse group of community organizations, will help bring residents together and understand each other. There are opportunities for Eden Prairie to build relationships in the community, and increase involvement from diverse communities. City staff efforts to work directly with BIPOC communities have been received positively and the City should leverage these opportunities to broaden and increase such opportunities with diverse communities and reach out to additional communities within the city.

Suggested Actions

- Focus on reciprocity to maintain effective partnership with community partners. Provide resources or other support to build the internal capacity of partners.
- Community Liaison Network: Create a community liaison network of community members and leaders that provide deeper connections to the City's BIPOC communities.
- Emphasize ongoing communication over project-based communication: Strive to keep community members invested in ongoing relationship with City representatives through communication strategies as opposed to project-based communication.
- Build relationships with culturally specific organizations: Identify organizations with culturally specific communication channels, work to broaden and deepen partnerships collaboratively with them. For example, Minnesota Humanities Center (Learning from Place: series), Islamic Resource Group (IRG), Reviving the Islamic Sisterhood of Empowerment (RISE), Native Governance Center, India Association of Minnesota, Eden Prairie Chinese Association, and others.

Recommendations

Community Experience

Recommendation #1:

Community Events. Devote more resources to promoting block parties and community events to gather residents of different cultures.

Rationale



Figure 6 Culture 'N Motion Event, 2018

Eden Prairie residents consistently express their satisfaction with the overall friendliness and positive atmosphere in their communities, yet also speak of experiencing a lack of feeling and belonging. Residents continually describe Eden Prairie as a city historically made up of white residents and perceive a general disconnect within the community between different ethnic groups. Through survey data, residents spoke of sometimes experiencing xenophobia, and BIPOC stakeholders expressed feeling an overall sense of detachment from their communities. Furthermore, BIPOC survey participants note general discomfort around white residents. A member of the Human Rights and Diversity Commission reflected on the disparity, stating *“the major problem I see is that we are a total of*

two different communities divided by a huge wall.” In support, the results of the Equity and Inclusion Survey suggest that residents perceive and experience the city differently depending on their racial background. White residents consistently rate the city as “good” when asked to describe their feeling of belonging, connectedness, and sense of being welcomed and respected. Ratings of “excellent” or “good” were about 15 percentage points higher in White communities than those of Black, Asian, Asian Indian, or Pacific Islander, and Arabic and Middle Eastern residents.

To combat this sense of division, the recommendation is to increase community engagement through regular events to build a stronger sense of belonging. Devoting city resources to community events promoting diversity, cultural learning, and outreach will allow residents to build diverse relationships with others and strengthen mutual trust in the community.

Suggested Actions

- **Build Partnerships with Diverse Sports Organizations:** Partner with different sports clubs (e.g. cricket, soccer, etc.) to organize exhibition matches. Allocate time to explain the history of the game and how it is played.
- **Use City Parks for Community-Based Outreach:** Utilize city parks for cross-neighborhood games/gatherings to allow community members to build relationships with residents that live near the parks.
- **Identify and Recognize Culturally Specific Celebrations:** Coordinate events around culturally specific celebrations. Allocate time to explain the history of these traditions and the various elements within them. Work directly with culturally specific organizations or residents in the planning and implementation.
- **Show A Strong Presence at Community Events:** Encourage City staff at all levels, not just Council or Department Heads, to periodically attend community/cultural events as well as city events. Ensure staff are easily identifiable as city representatives. Allow staff time to occasionally attend during business hours when possible. Promote events for staff to attend on their own time outside of business hours on a voluntary basis.

Recommendation #2:

Provide additional support and resources to community members and organizations working on similar diversity, equity and inclusion efforts.

Rationale

Throughout this initiative, community members and organizations have expressed interest in partnering with the City of Eden Prairie to further the mission of creating an inclusive and equitable community in Eden Prairie. Many have expressed uncertainty about the best way for them to bring change in our community and expressed a sense of anticipation for the release of the Race Equity Report as a guiding tool. Additionally, 76% of respondents to the EP Equity and Inclusion survey indicated that creating a diverse, inclusive and fair community should be a moderate or high priority for the City of Eden Prairie. While much of the report is specific to the scope of City services, the Human Rights and Diversity Commission (HRDC) is uniquely positioned to partner with community members and organizations to bring the impacts of this report further into our community. Working alongside community partners as they develop their own goals allows our entire community to feel the impact of the EP Race Equity Report through their relationships with one another.

Building partnerships with community members and organizations is mutually beneficial as it allows the HRDC to connect more deeply with the community, while allowing community members and organizations to benefit from the resources of HRDC. This connection already exists through current partnership projects but could be expanded through further engagement. Encouraging community partners to engage in conversations about their role in providing equitable access to resources and opportunities allows the Commission to be a driver of change within Eden Prairie. Furthermore,

encouraging community members and organizations to advance their own cultural competency and humility creates the opportunity for deeper dialogue and builds a more inclusive city.

Suggested Actions

- Provide opportunities for non-profit organizations and community members to engage in personal/professional development or education on issues of diversity, equity and inclusion. Use these platforms to increase cultural competency/cultural humility and develop strategies to build a more inclusive community.
- Partner with community members and organizations to facilitate further community conversations through listening sessions, panel discussions, etc.
- Continue to build a presence in community collaboratives through representation at community meetings and collaborative initiatives. Promote dialogue to support individual or organizational goals around diversity, equity and inclusion and provide partnership when appropriate .
- Identify community partners and organizations currently engaged in diversity, equity and inclusion work and build relationships, identify opportunities for partnership or capacity building. Facilitate relationships by inviting these individuals and groups to ongoing Commission meetings to share their work and discuss opportunities for partnership and support
- Provide opportunities for community members and organizations to build relationships with each other through engagement and networking activities.
- Explore opportunities for community wealth building with a focus on initiatives that address current racial and economic disparities. Examples could include: entrepreneurship, homeownership, or individual wealth building and preservation initiatives.

Recommendations

Developing Future Leaders

Recommendation #1:

Partner with Eden Prairie Schools to share insights from community outreach sessions and work towards common goals.

Rationale

During the course of the initiative, many community members mentioned the important role that Eden Prairie Schools plays in the education and develop of the city's young people. Themes of school campus climate, racial equity in opportunity, relationships with teachers and school leaders, and accessibility issues regarding extracurricular activities.

Inasmuch as the City of Eden Prairie and Eden Prairie Schools are distinct entities, our recommendation is that city representatives meet with school leaders to share applicable findings in more detail and offer any assistance.

Suggested Actions

- Share information with EPS: Meet with district leadership to share the work done during the EP Race Equity Initiative and insights gleaned. Share the City's plans with EPS and look for opportunities for partnership.
- Build youth driven partnerships: Increase partnership between the HRDC, City Staff and EPS through connection to student groups, affinity groups, etc.

Recommendation #2:

Encourage youth employment opportunities with the City of Eden Prairie through internships, summer employment and career opportunities.

Rationale

By engaging residents early and often through community programs, Eden Prairie will have the ability to create candidate pools with the required/desired skills for regular employment. The City will also be uniquely positioned to grow, develop and cultivate its talent through experiences of those that are already employed and sharing their knowledge.

Suggested Actions

- Partner with youth in Eden Prairie to identify barriers and strategies to increase participation: Learn from young people about what opportunities they are most interested in, barriers to participation and ways to drive diverse engagement from our youth.
- Build partnerships to drive youth participation: Partner with youth serving organizations to build a diverse pipeline of candidates for internship and employment opportunities.
- Contract with a youth-serving organization to support young adults in employment with the City of Eden Prairie: Build a partnership with an organization that can serve as a case manager to help young people overcome barriers to employment at the City of Eden Prairie. Local example: Partnership between Mall of America and Oasis for Youth where a case manager helps young people find and maintain employment at Mall of America through tangible supports to overcome barriers such as transportation as well as building employment skills through coaching and conflict mediation.
- Continue to partner with higher education institutions to provide career pathways for youth: Current example: Partnerships between Public Works and St Paul College. Build pathways for young people to identify high demand jobs with the potential for long term stability and living wages.
- Expand opportunities for young people to learn more about City career pathways: Current strategies include participation in career fairs, round table events, job shadowing opportunities, mentorship, capstone project partnership, and invitations to tour the Eden Prairie Environmental Learning Center at the Water Treatment facility. Partner with young residents and youth serving organizations to identify additional opportunities or barriers to participation in existing opportunities.

Recommendation #3:

Expand youth development program accessibility for underserved youth by reducing barriers to participation.

Rationale

Youth leadership development was highlighted as an important area of concern for our community members. Unfortunately, two main sets of barriers were highlighted. First, many BIPOC youth and families are not aware of the community-based leadership development opportunities available to them. Thus, it is critical that these opportunities be identified and better communicated to these communities.

Second, many BIPOC youth experience accessibility barriers to the opportunities, including lack of network/connections, limited ability to engage in (non-paid) volunteer/internship and development activities, and difficulty navigating application/sign-up processes.

Suggested Actions

- Explore opportunities to provide City program in partnership with youth-serving organizations: Current example: on site art programming with the YMCA at Briar Hill and Treehouse.

- Connect with local organizations to build upon youth development programs and efforts: Support existing youth serving organizations through financial and non-financial resources to expand and maintain their capacity.
- Continue to utilize the Passport to Fun program: Work directly with PROP for cross-referrals and to maximize scholarship benefits for each household member. Maintain the increase in the annual maximum fee assistance amount from \$100 to \$200 per individual, which is then enhanced with PROP support. Provide free open gym, open skate and open swim at the Community Center.
- Partner with families to identify additional barriers and create action plans for support: This could include items such as transportation, scheduling conflicts, strict scheduling, cumbersome paperwork processes and verifications, etc.
- Create opportunities for mentorship of BIPOC youth: Investigate the opportunity to create spaces where BIPOC youth can be mentored by adults from the community. Future example could include: Coach-like figures at open gym or parks highly utilized by BIPOC youth.

Recommendation #4:

Identify opportunities to raise the voices of young people in our community. Partner with young residents to identify ways for them to grow self-advocacy skills and opportunities.

Rationale

Young residents often hold unique perspectives that shape the future of the Eden Prairie community. By creating opportunities for youth to develop self-advocacy skills, young residents will develop skills needed to shed light on their individual needs. By including young residents in the civic engagement process, they will be encouraged to stay engaged and the City will benefit from their perspective as youth and as the future of our community.



Figure 7 Human Rights Award Recipient 2019

Suggested Actions

- Continue to utilize the Student on Commission program to educate students on how local government functions as well as incorporate their perspective into commission work.
- Create opportunities for youth to interact with City Leadership to share their perspectives and experiences. Current example: Martin Luther King Jr Words in Action Contest. Future examples could include youth listening sessions, special open podium invitations or presentations.

Next Steps

Based on the community feedback gathered throughout this initiative, the Eden Prairie Human Rights and Diversity Commission (HRDC) has generated a list of recommendations and suggested actions for consideration by City Council and staff. Following the presentation of the final report to City Council, it will be sent to City staff for implementation.

City staff will review the recommendations and suggested actions and begin creating plans for implementation. Staff may find that additional community engagement is needed to develop next steps. The HRDC will remain engaged with staff to assist in identifying best practices, providing feedback, and facilitation of additional community engagement as needed.

HRDC will maintain an ongoing advisory role throughout implementation. City staff will provide the HRDC with an initial implementation plan within 6 months and continue to provide summary reports to the HRDC on a semi-annual basis.

Appendix Guide

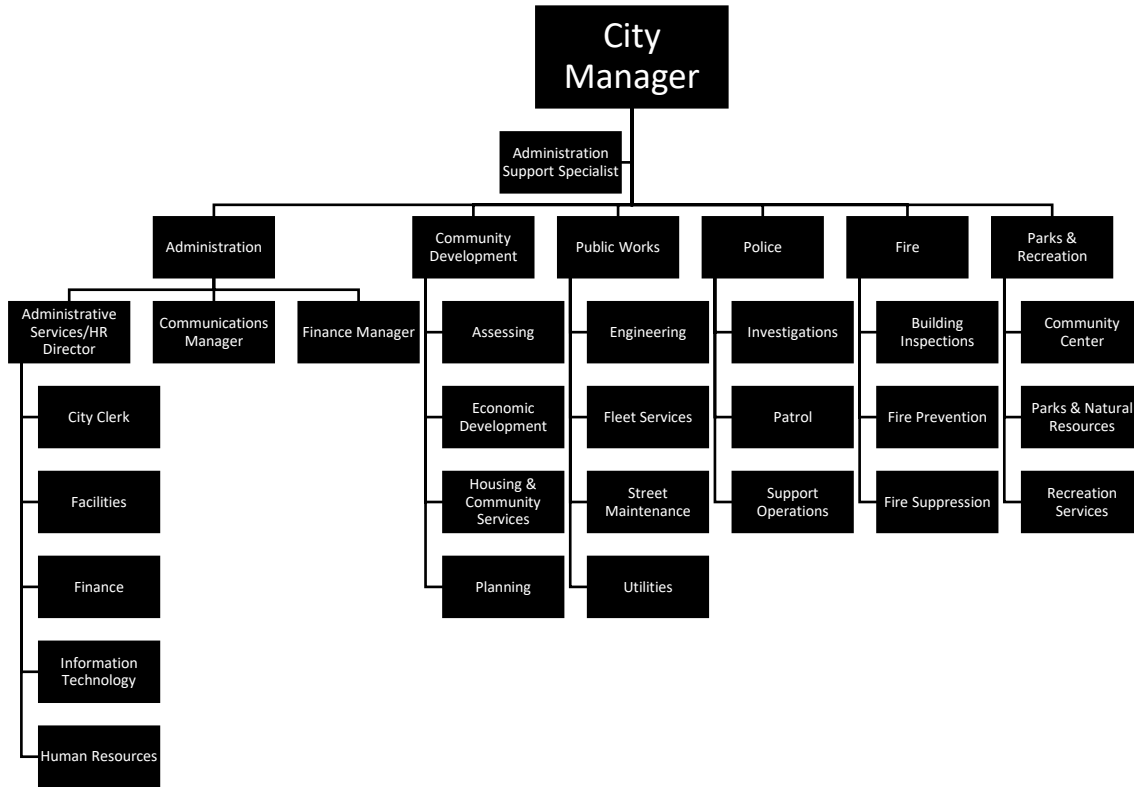
- A. Population by Race and Ethnicity in Eden Prairie 1990-2020
- B. City Structure
- C. Possible Framing for Eden Prairie Internal Review
- D. Eden Prairie Documentation Review Summary
- E. Eden Prairie Race and Equity Project - Internal Interview Questions (Emergency Response)
- F. Eden Prairie Race and Equity Project - Internal Interview Questions (Connection to Community)
- G. Eden Prairie Race and Equity Project - Internal Interview Questions (Recruiting, Hiring and Retention)
- H. Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Member)
- I. Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Organization)
- J. Eden Prairie Equity and Inclusion Survey: Summary Report
- K. Eden Prairie Equity and Inclusion Survey (Results Disaggregated by Race)

Appendix A: Population by Race and Ethnicity in Eden Prairie 1990-2020

| | 1990 | 2000 | 2010 | 2020 |
|--|---------|--------|--------|--------|
| White Alone, Non-Latinx | 95.92% | 89.67% | 80.03% | 69.64% |
| American Indian Alone, non-Latinx | .17% | .18% | .16% | .17% |
| Asian alone, non-Latinx | 2.06% | 4.81% | 9.13% | 13.85% |
| Black Alone, non-Latinx | 1.08% | 2.26% | 5.53% | 7.15% |
| Hispanic or Latinx | .7% | 1.57% | 3.03% | 4.63% |
| Native Hawaiian or Other Pacific Islander alone, non-Latinx | No Data | .02% | .03% | .03% |
| More than one race, non-Latinx | No Data | 1.36% | 1.95% | 4.16% |
| Some other race alone, non-Latinx | .07% | .12% | .15% | .39% |

Source: Metropolitan Council Community Profile: Eden Prairie
<https://stats.metc.state.mn.us/profile/detail.aspx?c=02394614>

Appendix B: City Structure



Administration Department

The administration department is responsible for working closely with the City Manager, who works with the City Council, to support the overall operation of the City and its five operating Departments. Supporting Divisions include the City Clerk, Communications, Facilities, Finance & Liquor Store Operations, Human Resources & Support Services and Information Technology.

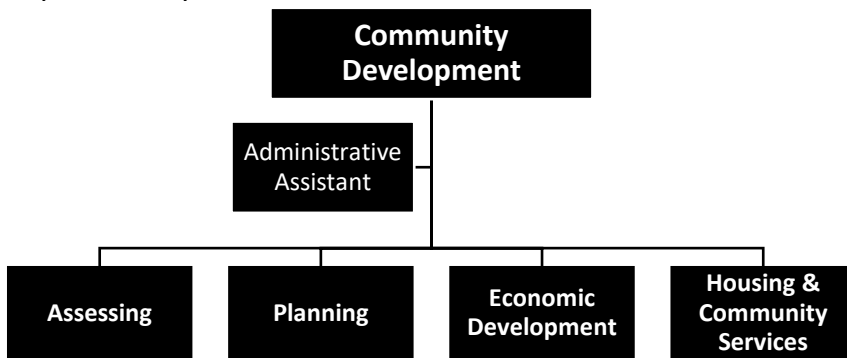


- The **City Clerk Division** is responsible for the administration of elections, official records and City Code, records management, publication of legal notices and data practices, and serves as the Data Practices Compliance Officer and Responsible Authority.
- The **Communications Division** is responsible for the City's public relations, media relations, internal communications, television broadcasting, still and video photography, publication of a monthly newsletter, publishing stories on the intranet, advising senior management and crisis communications. The division's goal is to provide effective, two-way communications to all stakeholders in the City to increase the stature of the City among residents, employees, businesses, city employees and other publics.
- The **Facilities Division** is responsible for the daily operations, preventive maintenance, remodeling, and long term maintenance programs of the 24 facilities owned by the City. The facilities include the city center, community center, senior center, water treatment plant, utilities facility, maintenance facility, fire stations, liquor stores and park shelters.
- The **Finance Division** provides financial management for the City and has oversight of all financial activity. This includes capital improvement planning, budget coordination, debt management and the day-to-day accounting of the City's financial transactions. The finance division oversees the City's liquor store operations.
- The **Human Resources Division** enables the City to attract and retain individuals to maintain a successful service-based organization by: (1) developing innovative systems for the recruitment, retention and development of staff; (2) providing solution-driven support to managers; (3) administering competitive benefits and compensation programs; (4) advising managers and employees on performance management and employee relations; 5) administering risk and safety programs. The human resources division oversees the support services division which provides front desk receptionist duties, dispersing and receiving mail, copy center operations and back up administrative support throughout the City.
- The **Information Technology (IT) Division** delivers information services, technology and telecommunication services to maximize the effectiveness and efficiency of City services. The division is responsible for the operations and support of the City's servers, electronic communications (e-mail and voicemail), business applications

and network infrastructure which provides connectivity for 12 remote locations and over 300 computing devices.

Community Development Department

The Community Development department supports the long-term vitality of the City through city-wide land use planning and development review activities, maintaining a positive environment for business, addressing housing and community service needs, and enhancing revenue generation through responsible property valuations. The Department creates and administers current and long-range plans for the City and promotes and facilitates the orderly development, redevelopment, and economic viability of the City.

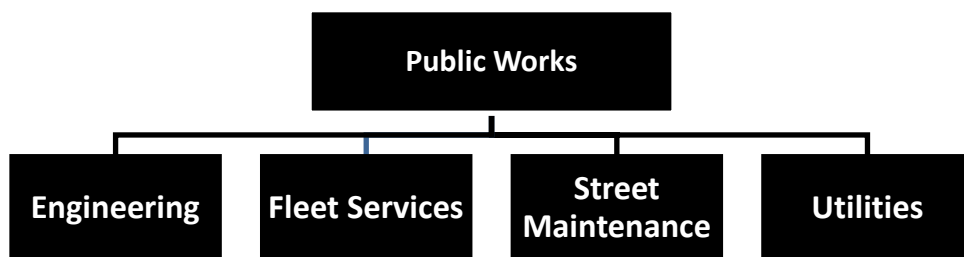


- The ***Assessing Division*** is responsible for establishing annual valuations and classifications of all real properties in the City for purposes of taxation. This Division is responsible for processes homestead classification applications, assembles information for the annual Board of Appeal and Equalization, represents the City in Tax Court matters, and disseminates tax and real estate information to the public and other government agencies.
- The ***Planning Division*** is responsible for evaluating and regulating development in the City according to its Comprehensive Guide Plan, City ordinances, and metropolitan policies. The Division provides staff services to the City Council, Planning Commission, Heritage Preservation Commission, Flying Cloud Airport Advisory Commission, Conversation Commission, and Watershed Districts. These services include the implementation of the Comprehensive Guide Plan, administration of zoning ordinances and cell towers, development agreements, and the review of development plans.
- The ***Economic Development Division*** is responsible for services that promote business growth, community development and redevelopment, and which support the overall economic vitality of the community. Division services include: business development, promotion and retention; tax increment, bond, and other public financing; real estate sale and acquisitions; new development and redevelopment site location and planning services; and transportation advocacy.
- The ***Housing and Community Services Division*** has four areas of responsibility: 1) Housing – Affordable Housing Program for rental and home ownership initiatives; and the Rehab Loan

Program, which provides low interest loans to eligible homeowners; 2) Community Services – which matches individual needs with community based resources, and uses a strategic outreach to service providers, businesses and civic organizations; 3) Immigrant Services – which supports other city Departments with translation and interpretation of Somali language and culture, and assists newly arriving immigrants, from all countries, with the basic living needs; 4) Community Building – which brings together community groups and individuals to address issues related to human rights, education, transportation, immigration, housing, and organization and resource procurement.

Public Works Department

The public works department mission is to “Provide and Maintain Dependable, Cost-Effective, High-Quality Services for Our Customers”. The Department is focused on designing, constructing, record keeping and maintenance of the street, water, sewer and drainage infrastructure systems in the community.

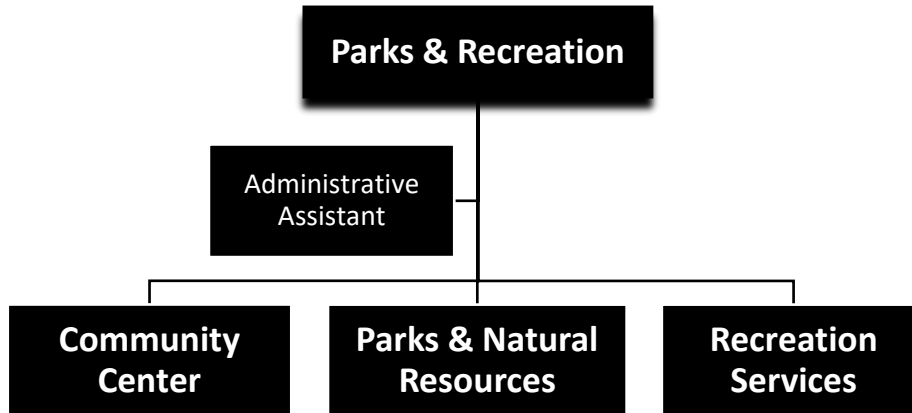


- The ***Engineering Division*** has oversight for all engineering activities including the design, construction, maintenance and operation of the City's physical facilities. The Engineering Division is responsible for preparing plans and inspections including: street, water, sewer, street lighting, street paving, traffic control, and other construction projects in the City.
- The ***Fleet Services Division*** provides a program of preventive maintenance, repair, and operational supplies for the City's fleet of over 275 vehicles and 150 pieces of small equipment. The Division also manages the acquisition and disposal of all fleet vehicles.
- The ***Street Maintenance Division*** is responsible for the right-of-way maintenance and repair of City streets, and traffic control systems. Activities include asphalt overlays, application of seal coats, crack sealing, street sweeping, laying gravel, operation of traffic signals, snow/ice control, roadside mowing, trail/sidewalk replacement, sign installation/ replacement, pothole patching, and many miscellaneous services.

- The ***Utility Division*** has oversight of the water, sanitary sewer and storm sewer systems in the community. Major water components include sampling and monitoring water quality to meet safe drinking water standards, treatment of drinking water.

Parks and Recreation Department

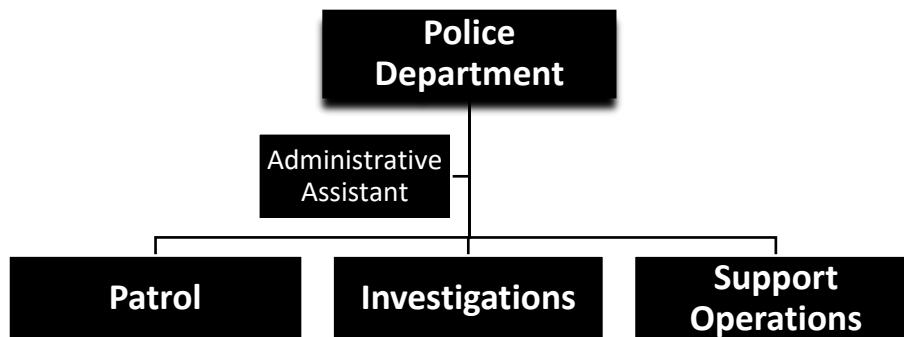
The Parks and Recreation Department’s mission is to foster a high quality of life and provide healthy, safe and enjoyable leisure time opportunities for all segments of the population.



- The ***Community Center Division*** has the responsibility for managing the Eden Prairie Community Center, Oak Point Pool, City beaches and Park Facility Rental. The division team provides a variety of affordable recreation programs and services for all age groups and all abilities. This division is also responsible for providing support to department Recreation Coordinators and the programs they manage.
- The ***Parks and Natural Resources Division*** has a responsibility for providing a comprehensive park and open space system including: park planning and development, maintenance of the park and trail system, forestry management, wildlife management, natural resources management, park property management and cemetery administration.
- The ***Recreation Services Division*** has the responsibility for managing all recreation facilities and providing a variety of affordable recreation programs and services for all age groups and people for all abilities. The staff in this Division are responsible for the management of facilities such as the Community Center, the Senior Center, and the Outdoor Center, park buildings and recreation facilities such as swimming beaches, sledding hill, amphitheater and facilities on school property that are operated in partnership with the School District such as the Oak Point Pool and tennis courts at CMS.

Police Department

The Eden Prairie Police Department’s mission is to protect and serve the community of Eden Prairie through active and professional engagement. The department values are to: (1) provide customized service to the community; (2) exercise discretion and fairness in enforcement; (3) build public trust in the department; and (4) promote the professional development of its members.



- The *Patrol Operations Division* is largest Division in the Police Department. It is made up of several primary Patrol Units as well as the secondary Animal Control, Canine, Chaplains, Emergency Response, and Reserve Units.
- The *Investigative Operations Division* is made up of the Criminal Investigations Unit, the Schools Liaison Unit, the Community Policing Unit, the Professional Development Unit, the Special Investigations Unit and the Field Training Unit.
- The *Support Operations Division* is made up of the PSAP / Telecommunications Unit, the Records Unit and the Electronic Communications Maintenance Unit.

Fire Department

The Fire Department mission is to “Provide an array of services related to building and fire code education and enforcement as well as planning for and responding to a wide variety of emergency situations.” The Department is focused on a constant cycle of planning, mitigation, responses and recovery activities to insure a high level of readiness for projects and events which Impact the community.

The *Building Inspections Division* provides a public safety function by ensuring that residential and non-residential buildings are constructed safely. The Division’s activities include plan review, on-site inspections, approvals for occupancy, permit issuance, collection of fees, and providing information to the public. And, water meters for new buildings and additional service lines.

- The ***Fire Prevention Division*** has oversight of the fire inspections, fire investigations and public education activities within the City. Staff reviews new construction in the city for compliance with the State Fire Code. This includes participating in the Development Review Committee, reviewing plans, and performing field inspections, and inspecting existing buildings to assist owners and tenants in complying with code requirements.
- The ***Fire Suppression Division*** provides response capability to a wide variety of emergency situations including; Structure Fires, Hazardous Materials Incidents, Rope Rescue, Trench Rescue, Confined Space Rescue, Vehicle Extrication, Structural Collapse Operations, Ice and Water Rescues, Search and Rescue Incidents and Medical Emergencies.



Appendix C: Possible Framing for the Eden Prairie Internal Review

Possible Framing for Eden Prairie Internal Review

DYCS is charged with conducting a systemic, quantitative review (processes and documents) for three of the six areas of inquiry: Recruitment, Hiring and Retention, Emergency Response and Connection to Community. A tool will be designed to assess Eden Prairie's practices and give the city feedback regarding where DEI is stronger and where they have the most opportunity to grow.

Stages in the assessment

Based on the criteria chosen (see below), documents will be assessed slotted into one of the following stages:

Stage One: Emerging—At this stage, the City is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a city-wide constituency for the effort.

Stage Two: Developing—At this stage the City is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion and equity effort.

Stage Three: Transforming—At this stage the City has fully institutionalized diversity, inclusion and equity into the fabric of its institution, and continues to assess its efforts to ensure progress and sustainability. (It is at this point that the City has reached its goals, but recognizing the ever-changing environment it continues to assess its continuing progress and the sustainability of its achievements as it looks toward the future.)

1 - Recruitment, hiring, retention

We suggest framing this inquiry area by reviewing HR functions:

- HR leadership
- Recruitment and selection
- New employees
- Training and development
- Performance management
- Compensation and benefits
- Employee relations

Possible items to include in the review:

- Extent to which sourcing activities target diverse groups
- Accessibility of job application process
- Extent to which diversity of employees is tracked
- Overall recruitment of diverse staff
- Overall retention of diverse staff

- Overall and disaggregated engagement scores
- Accessibility of mentoring, development and leadership opportunities
- Extent to which feedback from surveys and exit interviews is incorporated
- Extent to which salaries have been reviewed for pay equity
- Extent to which HR has identified goals/strategies related to DEI
- Existence and language in grievance or complaint policies, whistleblower policy, discrimination policy, etc.
- Evaluation of DEI curriculum including new employee onboarding, supervisor training, etc.

2 - Emergency response

There are six pillars in the [2015 Final Report of The President’s Task Force on 21st Century Policing](#) that can serve as a framework for the Emergency Response review. The pillars are as follows, each with a list of related issues mentioned in the report.

Building Trust and Legitimacy

- Acknowledging how the role of policing in the past is a hurdle to building trust
- Transparency in decision-making
- Application of principles of procedural justice
- Engaging in positive nonenforcement activities
- Tracking community trust levels
- Diversity of police force

Policy and Oversight

- Collaboration with community members to develop policies
- Comprehensiveness of policies on the use of force
- Use of peer review of critical incidents
- Tracking demographic data of all detentions
- Degree of civilian oversight
- Practices requiring a preset number of tickets, arrests, etc.
- Policies requiring officers to identify themselves and reason for the stop/search
- Policies prohibiting racial profiling

Technology and Social Media

- Technology is designed considering local needs

Community Policing and Crime Reduction

- Community policing training
- Strategies to adopt community policing philosophy
- Partnerships to be proactive in addressing crime
- Presence of youth voice in decision-making policies

Training and Education

- Presence of community voices in officer training

- Leadership training offered to all officers throughout their careers
- Officers receive Crisis Intervention Training
- Training on social interaction
- Training on disease of addiction
- Implicit bias and cultural responsiveness training

Officer Wellness and Safety

- Safety and wellness initiatives at all levels
- Safety equipment provided to every officer; usage enforced
- Track officer injuries and “near misses” in addition to deaths

3 - Connection to community

The table below (a portion of [King County Equity and Social Justice Strategic Plan 2016-2022](#)) can inform the Connection to Community review.

| EXECUTIVE SUMMARY | | | | |
|---|--|--|--|--|
| Summary of Goals, Objectives and Strategies by Goal Area | | | | |
| COMMUNITY PARTNERSHIPS | | | | |
| <p>Goals</p> <ol style="list-style-type: none"> 1. Systematically provide resource support to community-based organizations to leverage their expertise toward advancing ESJ outcomes 2. Create pro-equity contracting processes that are visible and accessible to contractors of varied size and capacity 3. Provide non-monetary support to community-based partners that build their internal capacities | <p>Invest upstream and where needs are greatest</p> <ul style="list-style-type: none"> ■ Invest in partnerships that allow the County to apply early, upstream and preventative solutions ■ Adopt contracting practices that stimulate economic development in underserved communities ■ Build community capacity as a strategy to foster full and equitable civic participation | <p>Invest in employees</p> <ul style="list-style-type: none"> ■ Create hiring and advancement opportunities via Community Liaison network ■ Eliminate barriers for staff seeking to promote equitable contracting ■ Situate community capacity building as professional development opportunities | <p>Invest in community partnerships</p> <ul style="list-style-type: none"> ■ Invest in partnerships to steadily inform decision-making ■ Expand and diversify the County's vendor pool ■ Connect County resources and expertise to capacity development of community partners | <p>With accountable and transparent leadership</p> <ul style="list-style-type: none"> ■ Demonstrate inclusion of historically underrepresented communities in program and budget planning ■ Report an increase in the number of historically underrepresented businesses servicing external contracts ■ Report technical assistance provided to community-based partners |
| COMMUNICATION & EDUCATION | | | | |
| <p>Goals</p> <ol style="list-style-type: none"> 1. Focused on languages, update tools for public-facing communication and education to align with demographic changes 2. Develop tools for better engagement and access to services 3. Focused on technology access, improve use of internet, social media and mobile tools to engage and hear from under-served residents 4. Increase collaboration and language-related resources for employees to ensure inclusive engagement of residents in decision-making | <p>Invest upstream and where needs are greatest</p> <ul style="list-style-type: none"> ■ Update tools to better connect with today's community demographics ■ Move from iterative, project-based outreach to ongoing engagement ■ Provide resources for staff to improve communication and collaboration with limited-English speaking (LES) communities ■ Invest in translation and/or interpretation as needed for public hearings and other engagement opportunities | <p>Invest in employees</p> <ul style="list-style-type: none"> ■ Training and resources for staff, esp. for improved internal collaboration on engagement issues, and language-related tools and resources ■ Supervisory staff have additional ESJ training ■ Prioritize and reward language skills | <p>Invest in community partnerships</p> <ul style="list-style-type: none"> ■ Partner with community organizations to guide improvements and facilitate consistent engagement with communities ■ Publicize civic engagement opportunities via community media outlets and organizations ■ Provide information in multiple languages | <p>With accountable and transparent leadership</p> <ul style="list-style-type: none"> ■ Home pages of every department on County website available in six top tier languages ■ Increased investment in availability and use of pro-equity technologies |

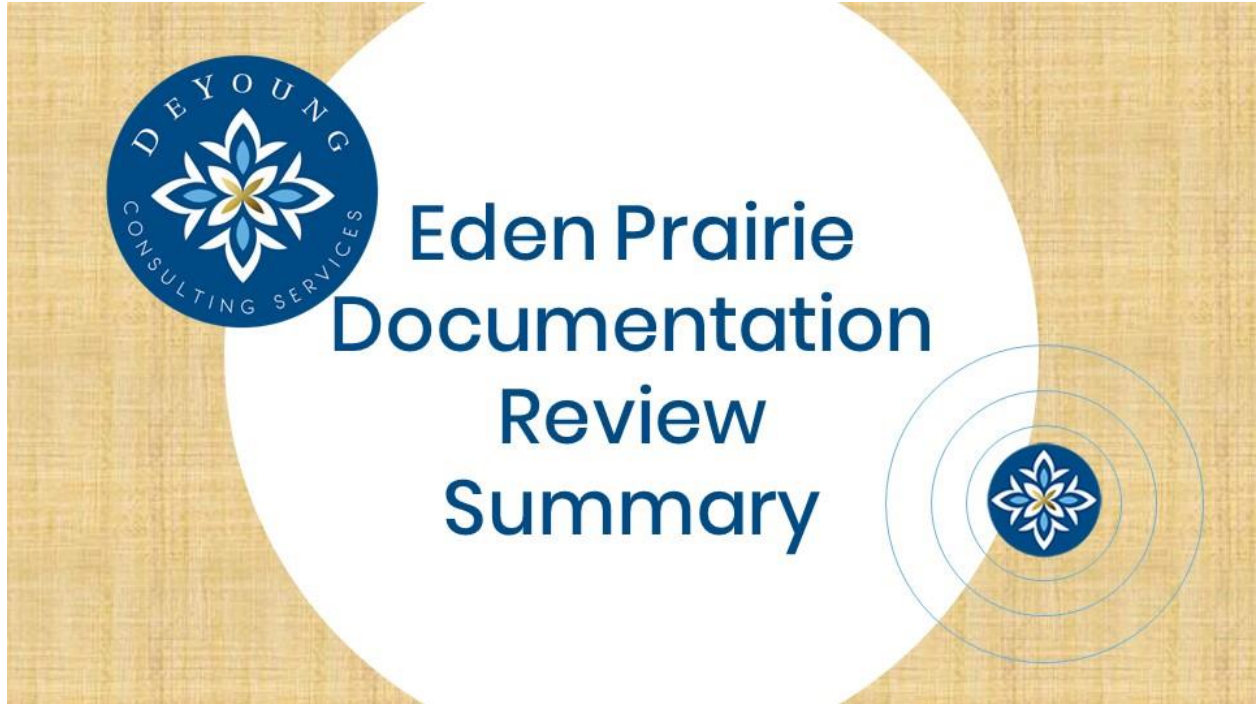
Review of communications - factors to consider could include:

- Translation of communications into languages that represent the City's demographics
- Extent to which communications are focused on projects vs. ongoing engagement
- Bilingual representation among communications staff
- Partnerships with community organizations to guide improvements to communications
- Diversity of communication methods (mailed, website, email, cable TV, PSAs, social media, etc.)
- Extent to which engagement opportunities are publicized via community media outlets and organizations

Review of partnerships - factors to consider include:

- Investment in partnerships that allow the City to apply preventative solutions
- Investment in partnerships that inform decision-making
- Contracting practices that stimulate economic development in underserved communities
- Diversity of City's vendor pool (tier 1 and tier 2)
- Extent to which City resources are invested in partners' capacity building

Appendix D: Eden Prairie Documentation Review Summary



Race Equity Initiative

Our data collection includes:

- Documentation review
- Internal interviews
- Best practices review
- Community engagement (World Cafes)

Documentation Review Methodology

- Framework
- Definitions of stages
- Best practices and external sources

3

Characterization of Documents

A review of 37 Eden Prairie documents categorized into 3 inquiry areas.

Recruiting, Hiring and Retention (47%)

Hiring process, EEO stats and summary, recruitment partnerships, retention data, trainings, employee handbook, HR work plan, employee survey, action plans relating to employee engagement or DEI, performance evaluation, IDI results, Race and Equity plan

Connection to Community (19%)

Partnerships, Communications work plan, social media posts, website, Equity and Inclusion survey, Eden Prairie Promise, Quality of Life community survey results

Police (33%)

Policies, statistics around use of force and arrests, civilian oversight, training, response to 21st Century Policing Report, personnel diversity

4



Impact Levels

Emerging

At this stage, DEI efforts are nascent. The organization is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a city-wide constituency for the effort. In organizations in an Emerging stage, representational diversity is low, and awareness may exist for those who have the greatest proximity to BIPOC and diverse communities and/or have a vested interest in the work. Awareness of and accountability for DEI among most leaders is low.

New England Resource Center for Higher Education (NERCHE). Self-Assessment Rubric For the Institutionalization of Diversity, Equity, and Inclusion in Higher Education (Furco, et al.)
Enos, S. & Morton, K. (2003). Developing a theory and practice of campus-community partnerships. In B. Jacoby & Associates (Eds.), Building partnerships for service-learning. San Francisco: John Wiley & Sons, Inc.

5



Impact Levels

Developing

At this stage, the organization is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion and equity effort. In organizations in the Developing stage, DEI is developing in multiple areas and varies in complexity. A wide range of growth and definition takes place as accountability, representation and ownership for DEI develops across the organization. Efforts begin to transition from being compliant and performative to authentic.

6

Impact Levels

Transforming

At this stage, an organization has fully institutionalized DEI into the fabric of its institution, and continues to assess its efforts to ensure progress and sustainability. It is at this point that the organization has reached its goals, but recognizing the ever-changing environment it continues to assess its continuing progress and the sustainability of its achievements. DEI efforts produce transformative changes internally and in the communities served. Critical challenges are defined with complexity and faced with dynamic solutions that address sustainability and targeted goals. Ownership and accountability measures for DEI are felt and understood across the organization.

7

Gauging Impact | Recruiting, Hiring and Retention

| Document | Emerging | Developing | Transforming |
|---|----------|------------|--------------|
| Partners leveraged in recruitment efforts, and purpose of those partnerships | | | |
| Retention data, disaggregated by race | | | |
| Action plans or other documentation that shows a response to employee survey data, IDI results, and the GARE Strategy & Goals | | | |
| Performance Evaluation: Self Appraisal form and Supervisor Review form | | | |
| EP Recruitment & Hiring Process | | | |
| EEO Stats | | | |
| EEO Summary and Detail Report | | | |
| Employee Survey (Partnership Survey) | | | |

Gauging Impact | Recruiting, Hiring and Retention

| Document | Emerging | Developing | Transforming |
|--|------------|------------|--------------|
| Employee handbook | Light Blue | | |
| HR Work Plan | Light Blue | | |
| Training: Respectful Workplace | Light Blue | | |
| Training: Foundations of Intercultural Competence | | Dark Blue | |
| Training: Dr. Omari's Cultural Intelligence | | Dark Blue | |
| Training: Interviewing at the City | Light Blue | | |
| Training: All Staff Diversity, Race and Equity Workshops | | Dark Blue | |
| IDI results | Light Blue | | |
| Race and Equity Plan | | Dark Blue | |

Gauging Impact | Connection to Community

| Document | Emerging | Developing | Transforming |
|--|------------|------------|--------------|
| Communications partnerships | Light Blue | | |
| Communications Work Plan | Light Blue | | |
| Life in the Prairie quarterly magazine | Light Blue | | |
| Social media posts | Light Blue | | |
| Website | Light Blue | | |
| Equity and Inclusion Survey | | Dark Blue | |
| Eden Prairie Promise/Performance Measurement Dashboard | Light Blue | | |
| Latest results of the Eden Prairie community survey (Quality of Life survey) | Light Blue | | |

Gauging Impact | Police

| Document | Emerging | Developing | Transforming |
|---|----------|------------|--------------|
| EPPD responses to President's Task Force on 21st Century Policing | | | |
| Racial breakdown of police personnel, by level | | | |
| Police arrest statistics disaggregated by race | | | |
| Use of force statistics disaggregated by race | | | |
| Structure of any civilian oversight group | | | |
| Police Chief Work Plan | | | |

Gauging Impact | Police

| Document | Emerging | Developing | Transforming |
|---|----------|------------|--------------|
| Policy regarding crimes of bias | | | |
| Policy regarding personal conduct | | | |
| Policy regarding community/civilian oversight | | | |
| Policy regarding racial profiling | | | |
| Policy (or lack thereof) regarding quotas or minimum number of stops/arrests required | | | |
| Policy regarding use of force | | | |
| Police training plan for 2020 | | | |

Findings Summarized: Eden Prairie Documents

Recruiting, Hiring and Retention

While representational diversity is low, there is some recognition of building a diverse pipeline, and some traction may have been gained. While compliance is a primary focus, there is some initial awareness of inclusion-related concepts. Trainings are primary DEI initiatives.

Connection to Community

There is little to no recognition of DEI in public-facing communications or in the stated strategic direction of the City.

Police

There is recognition of the need for equitable policing in general. While DEI is not prevalent in training and does not appear to be integrated systemically, some racial equity best practices appear in policies.

13

Sources

- Diversity and Inclusion Handbook, Lever. (<https://www.lever.co/wp-content/uploads/2019/04/2017-10-diversityinclusion-handbook-digital.pdf>)
- Final Report of The Presidential Task Force on 21st Century Policing
- Office of Justice Programs (<https://www.ojp.gov/pdffiles1/nij/grants/252011.pdf> and <https://www.ojp.gov/ncjrs/virtual-library/abstracts/police-training-community-and-race-relations-role-specialist>)
- ACE Project (<https://aceproject.org/main/english/ei/eie12c1.htm>)
- Use of Force Project: <http://useofforceproject.org/#project>
- Join Campaign Zero: <https://www.joincampaignzero.org/>
- Policing Project: <https://www.policingproject.org/use-of-force-policy-guidelines>
- Southern Poverty Law Center: <https://www.splcenter.org/20181023/10-best-practices-writing-policies-against-racial-profiling>

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Appendix E: Eden Prairie Race and Equity Project - Internal Interview Questions (Emergency Response)

Eden Prairie Race and Equity Project - Internal Interview Questions

Area of Inquiry: Emergency Response

Date of Interview:

Interviewee:

Interviewer:

Overview

I am an external consultant from DeYoung Consulting Services with no affiliations or special interests with the City of Eden Prairie. The City would like to find ways to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion. This can be best done by reviewing its policies and procedures and learning about the community experience. Given this need, Eden Prairie's Human Rights and Diversity Commission has begun a project that will assess its current systems and processes by conducting deep listening with employees and community members. It is hoped that this process and its outcomes will create and strengthen community relationships, encourage shared decision making and help to minimize disparities.

You have been identified as a staff member who can provide expertise and insights to help us with the study. Our questions will focus on [TBD once protocol is final].

Your participation is voluntary; you can decline to answer any questions without giving a reason. The input you provide will be combined with information we hear from others, in order to highlight common themes. We will share those themes with the Human Rights and Diversity Commission and City staff who are leading this work. We want to ensure your anonymity, so while I will record your name, please understand that the ideas you share will not be associated with your name or listed in our report. Any quotes we use will be de-identified. If you are worried about anything you may say or how I will use it, let me know. If you have a unique perspective that is not common among others we interview, but that would be valuable to share, we will work with you to find a way to share it to maintain the level of anonymity you desire. So, after hearing this, **are you willing to participate in this interview?**

Recording makes it a lot easier to complete the notes as I cannot always take notes as quickly as I would like. We will delete the recording immediately after the project is completed. **Would it be okay to record this conversation?**

Questions

Intro/Warm-up

1. What is your role with the City, and what motivates you to keep working here?

Experiencing an Emergency

2. In general, how would you describe the best experience possible for Eden Prairie residents who have an emergency and who interact with the City's emergency response system?
 - a. What would it look like specifically in your department?
3. In that best experience possible, what would the interactions look like and feel like between emergency responders and the residents?
 - a. Ideally, what do you wish residents would be saying about their experience with emergency responders?
4. How would you compare that ideal with the current experience that your department, and the City overall, provides to residents who experience emergencies?
 - a. What differences do you perceive, if any, in the experiences of BIPOC residents compared to white residents?
5. What are the barriers in the way of achieving that ideal experience?
 - a. What is currently being done, that you know of, to address these barriers?
 - b. How successful have those efforts been?
 - c. What is your role in addressing these barriers?
6. What suggestions do you have for addressing these barriers?

Equitable Service Delivery

4. How do you define equitable service delivery, as it relates to emergency response?
 - a. In what ways do the City's systems, protocols, and organizational culture support equitable service delivery? Organizational culture refers to the underlying beliefs, assumptions, values, and ways of interacting with colleagues.
 - b. What challenges have you seen, if any, related to equitably serving residents from BIPOC groups?
 - c. What is currently being done, that you know of, to address those challenges?
 - d. How successful have those efforts been?
5. What is your role in addressing these challenges?
 - e. What do you need in your role to be successful?
6. What is something you would like the City to try in its efforts to serve communities equitably?
 - a. What would have to happen to this effort to be successful? Prompt: what supports, resources, etc.?

Close

7. Is there anything else you'd like to share that we didn't cover yet?

Appendix F: Eden Prairie Race and Equity Project - Internal Interview Questions (Connection to Community)

Eden Prairie Race and Equity Project - Internal Interview Questions

Area of Inquiry: Connection to Community

Date of Interview:

Interviewee:

Interviewer:

Overview

I am an external consultant from DeYoung Consulting Services with no affiliations or special interests with the City of Eden Prairie. The City would like to find ways to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion. This can be best done by reviewing its policies and procedures and learning about the community experience. Given this need, Eden Prairie's Human Rights and Diversity Commission has begun a project that will assess its current systems and processes by conducting deep listening with employees and community members. It is hoped that this process and its outcomes will create and strengthen community relationships, encourage shared decision making and help to minimize disparities.

You have been identified as a staff member who can provide expertise and insights to help us with the study. Our questions will focus on community involvement and influence, and community representation.

Your participation is voluntary; you can decline to answer any questions without giving a reason. The input you provide will be combined with information we hear from others, in order to highlight common themes. We will share those themes with the Human Rights and Diversity Commission and City staff who are leading this work. We want to ensure your anonymity, so while I will record your name, please understand that the ideas you share will not be associated with your name or listed in our report. Any quotes we use will be de-identified. If you are worried about anything you may say or how I will use it, let me know. If you have a unique perspective that is not common among others we interview, but that would be valuable to share, we will work with you to find a way to share it to maintain the level of anonymity you desire. So, after hearing this, **are you willing to participate in this interview?**

Recording makes it a lot easier to complete the notes as I cannot always take notes as quickly as I would like. We will delete the recording immediately after the project is completed. **Would it be okay to record this conversation?**

Questions

Intro/Warm-up

1. What is your role with the City, and what motivates you to keep working here?

Community Involvement and Influence

2. What value has the City placed on gathering community insight, either directly from community members or through partnerships with community leaders, to solve problems? How important is it?
3. What, if any, communication channels or other avenues are available for the community to provide their insight or give feedback to the City?
 - a. How well are those communication channels working?
 - b. What communication channels or other avenues are available to the community to provide insight and feedback specifically about race, bias, diversity, inclusion, equity and other DEI related issues?
 - c. How has the City typically processed and responded to any feedback received?
 - i. To what degree is this community feedback used to make decisions?

Community Representation

4. What value has the City placed on ensuring that City boards—City Council and city advisory Commissions—represent the whole community?
5. To what degree do you believe that city boards—City Council and city advisory Commissions—currently represent the whole community?
 - a. What, if any, individuals or groups are missing?
 - b. What would it take to reach desired community representation at the board level? *Prompts: communications, outreach, partnerships, changes in City structures, systems, culture*
 - c. What role does your department or team play in helping the City move toward desired community representation?

[Close](#)

6. Is there anything else you'd like to share that we didn't cover yet?

Appendix G: Eden Prairie Race and Equity Project - Internal Interview Questions (Recruiting, Hiring and Retention)

Eden Prairie Race and Equity Project - Internal Interview Questions

Area of Inquiry: Recruiting, Hiring and Retention

Date of Interview:

Interviewee:

Interviewer:

Overview

I am an external consultant from DeYoung Consulting Services with no affiliation or special interests with the City of Eden Prairie. The City would like to find ways to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion. This can be best done by reviewing its policies and procedures and learning about the community experience. Given this need, Eden Prairie's Human Rights and Diversity Commission has begun a project that will assess its current systems and processes by conducting deep listening with employees and community members. It is hoped that this process and its outcomes will create and strengthen community relationships, encourage shared decision making and help to minimize disparities.

You have been identified as a staff member who can provide expertise and insights to help us with the study. Our questions will focus on recruitment and hiring, staff retention, an inclusive and equitable workplace, and staff learning and development.

Your participation is voluntary; you can decline to answer any questions without giving a reason. The input you provide will be combined with information we hear from others, in order to highlight common themes. We will share those themes with the Human Rights and Diversity Commission and City staff who are leading this work. We want to ensure your anonymity, so while I will record your name, please understand that the ideas you share will not be associated with your name or listed in our report. Any quotes we use will be de-identified. If you are worried about anything you may say or how I will use it, let me know. If you have a unique perspective that is not common among others we interview, but that would be valuable to share, we will work with you to find a way to share it to maintain the level of anonymity you desire. So, after hearing this, **are you willing to participate in this interview?**

Recording makes it a lot easier to complete the notes as I cannot always take notes as quickly as I would like. We will delete the recording immediately after the project is completed. **Would it be okay to record this conversation?**

Questions

Intro/Warm-up

7. What is your role with the City, and what motivates you to keep working here?

Recruitment and Hiring

8. How would you define a truly inclusive and equitable recruitment and hiring system?

- a. In that truly inclusive and equitable system, what do you imagine job candidates, interviewees and new hires to be saying and feeling as they navigate the system and interact with City staff?

9. Can you describe the steps, or “touch points” in the process that an interested candidate experiences as they apply, interview and accept an offer for a job at the City?

10. How would you compare the truly inclusive and equitable system to the current system you described. What are the similarities and what is different?

- a. What currently works well within the City to attract and hire a diverse and talented workforce?
- b. What are the greatest challenges or barriers you believe the City faces in recruiting and attracting and hiring a diverse and talented workforce?
- c. What ideas do you have for overcoming these challenges?

Staff Retention

11. What practices does the City have in place to retain staff?

- a. What differences do you perceive, if any, in how successful the City has been in retaining white vs BIPOC staff?
 - i. To what do you attribute those differences (if any)?
- b. What, if anything, currently works well to retain BIPOC staff?
- c. What, if anything, are the challenges related to retaining BIPOC staff?
- d. [Assuming there are challenges] What would you like the City to try in its efforts to increase retention of BIPOC staff ?

Inclusive and Equitable Workplace

12. How would you describe an inclusive working environment?

13. How would you describe an equitable working environment?

14. What existing City policies support and foster such a working environment?

- a. What avenues does a City staff person have to report concerns of workplace discrimination?

Staff Learning and Development

15. What opportunities exist for City staff and leaders to learn and develop their own skills and knowledge related to DEI concepts? *Prompts: Unconscious bias training, opportunities to openly discuss racism or other systems of oppression, resources related to institutionalized racism, racial equity, etc.?*

16. To your knowledge, how much do staff and leaders participate in or otherwise take advantage of those opportunities?
 - a. To what do you attribute the rate of participation?
17. To what degree have these efforts been successful? Please give examples.
18. What challenges has the City faced in successfully offering and implementing opportunities exist for City staff and leaders to learn and develop their own skills and knowledge related to DEI concepts?
19. What, if any, additional learning opportunities would you like the City to offer its workforce to further develop its DEI awareness and related skills?
 - a. What is your role in advancing these efforts?

[Close](#)

20. Is there anything else you'd like to share that we didn't cover yet?

Appendix H: Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Member)

Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Member)

Introduction

Thank you all very much for your time today. Your participation is very appreciated and we are grateful. We also want to acknowledge that you all have the power to make positive change in the well-being of our communities, and that is why we are here. My name is []. We're working with the City on a Race Equity initiative. The purpose of this project is to find ways for the City to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion (DEI). I am with the City's Human Rights and Diversity Commission; we have been working with the City of Eden Prairie to review policies and procedures with a DEI lens, and to conduct some deep listening with city staff and community members to learn about their experiences.

You've been asked to participate as community members who have valuable insights to help us with this project. You are not asked to be an expert in any area—we only seek your perceptions and personal experiences. Our discussion topics will focus on the City's emergency response, public facilities, your connection to the City, developing future leaders, and your overall community experience.

We'll be using the World Café method today; it's a way of organizing a meeting to get community input. We will break into three virtual rooms, each with different discussion topics, and your small group will rotate until you've visited all three rooms. The facilitator for each breakout room will remain, as they will "own" and share the discussion notes for each small group to see and build upon. Your participation is voluntary; you can decline to answer any questions. The input you provide will be combined with information we hear from others, in order to highlight common themes. We will share those themes with City leaders. We want to ensure your confidentiality, so the ideas you share will not be associated with your name or listed in our report. Any quotes we use will be de-identified. If you are worried about anything you may say or how I will use it, let me know. If you have a unique perspective that is not common among others, but that would be valuable to share, we will work with you to find a way to share it to maintain the level of anonymity you desire. So, after hearing this, **are you willing to participate in this session?**

Do you have any questions before we get started?

Breakout Room Questions

Breakout Room One: Emergency Response

During this session we'll be talking about Emergency Response Services. Emergency response is when police, fire fighters and medical responders respond to an unexpected or dangerous occurrence.

1. Based on your experiences and those of your neighbors and friends, what are your perceptions of how Eden Prairie Police and fire fighters provide emergency response services? How do they interact with community members, and in particular, with members of Black, Indigenous and People of Color (BIPOC) communities? (*Prompts: being respectful, building rapport and trust, communication style, equity in who they stop or arrest, availability of resources to navigate the system*)
 - a. What works well?
 - b. What are some of the challenges?
2. If you could wave a magic wand, what would you change about how the police, fire fighters and medical responders build trust between police and community members, especially from BIPOC communities?

Breakout Room Two: Facility Program Accessibility and Culture, and Connection to the City

Facility/Program Accessibility

During this session we'll be talking about your experiences utilizing public-facing City facilities. Facilities include the City Center, Community Center, Art Center, Senior Center, Outdoor Center, parks, and other public-facing facilities.

1. When you use Eden Prairie's public facilities, such as the community center, parks, the Art Center or other facilities, what has made those experiences positive? (*Prompts: accessible buildings; respectful customer service, diversity of programs, code of conduct for participants and enforcers*)
2. What challenges have you faced when using those facilities? (*Prompts: the reservation process, interaction with City staff, experience at facilities themselves*)
3. If you could wave a magic wand, what would you change to make sure the City provides an excellent experience for you and your community as you use public facilities?

Connection to Community

Now we will talk about the relationship between the City and its residents. This includes how City leaders represent residents' diverse needs when making decisions, and how the City communicates with residents.

4. To what degree do you trust that the City has your interests at heart when making decisions that might affect you and your family? (*Prompts: how well the City Council and Commissions represent you and your community's needs, how your and your community's feedback is heard and taken into consideration*)
 - a. What experiences have shaped that trust?
5. If you could wave a magic wand, how would the City build trust that the City Council and other decision-makers understand and value your community's needs when making decisions?

Breakout Room Three: Community Experience and Developing Future Leaders

Community Experience

During this session, we'll talk about the overall experience of Eden Prairie community members. This includes how residents relate to one another and their experience with the Eden Prairie community as a whole.

1. Think about your regular interactions with people and places outside your home in Eden Prairie—your neighbors, your place of worship, businesses you frequent, your children's teachers, etc.
What factors go into creating an overall positive experience for you as a community member?
(Prompts: sense of belonging and being welcomed everywhere, discrimination, communication and feeling connected to other community members)
2. What factors exist, if any, that take away from an overall positive experience?

Developing Future Leaders

Now we will talk about developing future leaders in Eden Prairie. This includes how the City can empower youth and young adults as future leaders, educational equity, and building career pathways for youth.

3. What opportunities exist for youth in Eden Prairie to build leadership skills, or ways in which the City empowers them to develop their career? *(Prompts: student Commissioner program, school programs?)*
 - a. If participants are unaware of opportunities: what opportunities do you wish were in place?
4. What barriers, if any, make it difficult for youth to build leadership skills or participate in career opportunities?

Debrief (If Groups Finish at the Same Time)

Facilitator initiates a period of discussion with the whole group, sharing ideas and insights of all the groups. Record concepts on flip chart paper.

Appendix I: Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Organization)

Eden Prairie Race Equity Initiative: Virtual World Café Protocol for Community Engagement (Community Organization)

Introduction

Thank you all very much for your time today. Your participation is very appreciated and we are grateful. We also want to acknowledge that you all have the power to make positive change in the well-being of our communities, and that is why we are here. My name is []. We're working with the City on a Race Equity initiative. The purpose of this project is to find ways for the City to become more responsive to residents' diverse needs and to advance racial equity, diversity, and inclusion (DEI). I am with the City's Human Rights and Diversity Commission; we have been working with the City of Eden Prairie to review policies and procedures with a DEI lens, and to conduct some deep listening with city staff and community members to learn about their experiences. You've been asked to participate as service provider who have valuable insights to help us with this project. You are not asked to be an expert in any area—we only seek your perceptions and personal experiences. Our discussion topics will focus on the City's emergency response, public facilities, your connection to the City, developing future leaders, and your overall community experience. Your participation is voluntary; you can decline to answer any questions. The input you provide will be combined with information we hear from others, in order to highlight common themes. We will share those themes with City leaders. We want to ensure your confidentiality, so the ideas you share will not be associated with your name or listed in our report. Any quotes we use will be de-identified. If you are worried about anything you may say or how I will use it, let me know. If you have a unique perspective that is not common among others, but that would be valuable to share, we will work with you to find a way to share it to maintain the level of anonymity you desire. So, after hearing this, **are you willing to participate in this session?**
Do you have any questions before we get started?

Facility Program Accessibility and Culture, and Connection to the City

Facility/Program Accessibility

During this session we'll be talking about your experiences utilizing public-facing City facilities. Facilities include the City Center, Community Center, Art Center, Senior Center, Outdoor Center, parks, and other public-facing facilities.

1. When clients or community members discuss using Eden Prairie’s public facilities, such as the community center, parks, the Art Center or other facilities, what feedback have you heard about what made those experiences positive? (*Prompts: accessible buildings; respectful customer service, diversity of programs, code of conduct for participants and enforcers*)
2. What challenges have clients or community members expressed that they experience when using those facilities? (*Prompts: the reservation process, interaction with City staff, experience at facilities themselves*)
3. If you could wave a magic wand, what would you change to make sure the City provides an excellent experience for your clients and community members as they use public facilities?

Connection to Community

Now we will talk about the relationship between the City and its residents. This includes how City leaders represent residents’ diverse needs when making decisions, and how the City communicates with residents.

4. To what degree do you trust that the City has your client’s or community member’s interests at heart when making decisions that might affect them? (*Prompts: how well the City Council and Commissions represent you and your community’s needs, how your and your community’s feedback is heard and taken into consideration*)
 - a. What experiences have shaped that trust?
5. If you could wave a magic wand, how would the City build trust that the City Council and other decision-makers understand and value your community’s needs when making decisions?

Community Experience and Developing Future Leaders

Community Experience

During this session, we’ll talk about the overall experience of Eden Prairie community members. This includes how residents relate to one another and their experience with the Eden Prairie community as a whole.

6. Think about the regular interactions that your clients have with people and places outside your home in Eden Prairie—their neighbors, their place of worship, businesses they frequent, their children’s teachers, etc. What factors go into creating an overall positive experience for them as a community member? (*Prompts: sense of belonging and being welcomed everywhere, discrimination, communication and feeling connected to other community members*)
7. What factors exist, if any, that take away from an overall positive experience?

Developing Future Leaders

Now we will talk about developing future leaders in Eden Prairie. This includes how the City can empower youth and young adults as future leaders, educational equity, and building career pathways for youth.

8. What opportunities exist for youth in Eden Prairie to build leadership skills, or ways in which the City empowers them to develop their career? (*Prompts: student Commissioner program, school programs?*)
 - a. If participants are unaware of opportunities: what opportunities do you wish were in place?

9. What barriers, if any, make it difficult for youth to build leadership skills or participate in career opportunities?

Emergency Response

During this session we'll be talking about Emergency Response Services. Emergency response is when police, fire fighters and medical responders respond to an unexpected or dangerous occurrence.

10. Based on your experiences and those of your clients and other community members, what are your perceptions of how Eden Prairie Police and fire fighters provide emergency response services? How do they interact with community members, and in particular, with members of Black, Indigenous and People of Color (BIPOC) communities? (*Prompts: being respectful, building rapport and trust, communication style, equity in who they stop or arrest, availability of resources to navigate the system*)
11. If you could wave a magic wand, what would you change about how the police, fire fighters and medical responders build trust between police and community members, especially from BIPOC communities?

Appendix J: Eden Prairie Equity and Inclusion Survey (Summary Report)



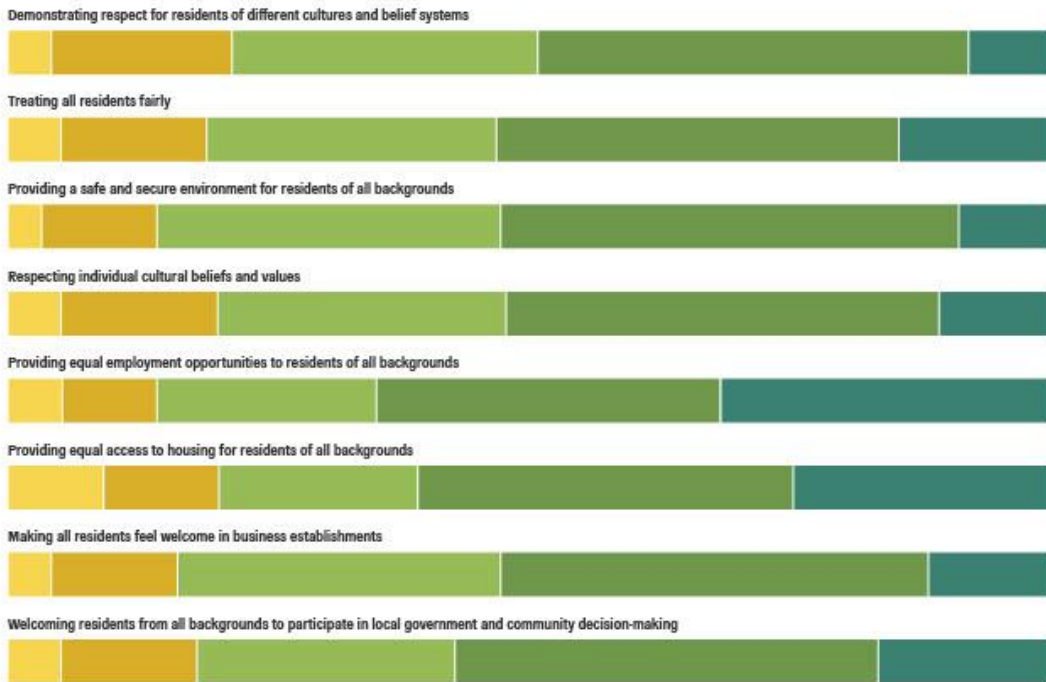
Equity and Inclusion in Eden Prairie

Survey Results
FINAL
09/04/2020

Please rate the Eden Prairie community on each of the following:

| Question | Poor | Fair | Good | Excellent | Don't know |
|---|------|------|------|-----------|------------|
| Making all residents feel welcome | 4% | 13% | 37% | 38% | 9% |
| Helping new residents feel connected and integrated | 7% | 19% | 33% | 25% | 17% |
| Attracting people from diverse backgrounds | 7% | 15% | 28% | 37% | 13% |
| Valuing residents from diverse backgrounds | 6% | 18% | 29% | 36% | 11% |
| Demonstrating respect for residents of different cultures and belief systems | 4% | 17% | 29% | 41% | 8% |
| Treating all residents fairly | 5% | 14% | 28% | 39% | 15% |
| Providing a safe and secure environment for residents of all backgrounds | 3% | 11% | 33% | 44% | 9% |
| Respecting individual cultural beliefs and values | 5% | 15% | 28% | 42% | 11% |
| Providing equal employment opportunities to residents of all backgrounds | 5% | 9% | 21% | 33% | 32% |
| Providing equal access to housing for residents of all backgrounds | 9% | 11% | 19% | 36% | 25% |
| Making all residents feel welcome in business establishments | 4% | 12% | 31% | 41% | 12% |
| Welcoming residents from all backgrounds to participate in local government and community decision-making | 5% | 13% | 25% | 41% | 17% |



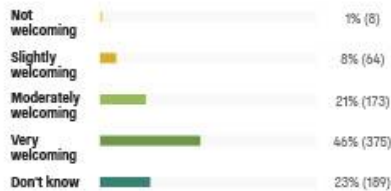


How welcoming, if at all, do you think Eden Prairie is for:

| Question | Not welcoming | Slightly welcoming | Moderately welcoming | Very welcoming | Don't know |
|--|---------------|--------------------|----------------------|----------------|------------|
| People with disabilities | 1% | 8% | 21% | 46% | 23% |
| People who identify as lesbian, gay, bisexual, or other non-straight sexual identities | 3% | 10% | 20% | 36% | 31% |
| People who identify as transgender | 6% | 12% | 12% | 26% | 44% |
| Men | 2% | 3% | 9% | 75% | 11% |
| Women | 1% | 3% | 19% | 70% | 8% |
| People who are Arabic or Middle Eastern | 4% | 13% | 18% | 41% | 24% |
| People who are Asian, Asian Indian or Pacific Islander | 1% | 7% | 22% | 50% | 20% |
| People who are Black or African American | 8% | 13% | 18% | 43% | 18% |
| People who are Hispanic | 6% | 14% | 16% | 44% | 20% |
| People who are American Indian or Alaskan Native | 4% | 10% | 14% | 36% | 36% |
| People who are white | 2% | 2% | 10% | 80% | 5% |

| Question | Not welcoming | Slightly welcoming | Moderately welcoming | Very welcoming | Don't know |
|---|---------------|--------------------|----------------------|----------------|------------|
| People whose first language is not English | 7% | 16% | 23% | 36% | 17% |
| People who are not U.S. citizens | 8% | 13% | 15% | 30% | 34% |
| People of Christian faith | 2% | 3% | 11% | 75% | 10% |
| People of Islamic faith | 7% | 14% | 17% | 37% | 25% |
| People of Jewish faith | 2% | 8% | 19% | 41% | 31% |
| People of other faiths | 2% | 11% | 15% | 35% | 37% |
| People who are agnostic or atheist | 4% | 7% | 13% | 34% | 41% |
| People who are liberal | 1% | 7% | 23% | 56% | 12% |
| People who are conservative | 5% | 8% | 24% | 50% | 12% |
| People who are Veterans or military personnel | 2% | 3% | 15% | 60% | 21% |
| People who are older | 1% | 4% | 22% | 66% | 8% |
| People who are younger | 1% | 5% | 19% | 65% | 10% |
| People who are of lower income | 11% | 19% | 20% | 32% | 18% |

People with disabilities



People who identify as lesbian, gay, bisexual, or other non-straight sexual identities



People who identify as transgender



Men



Women

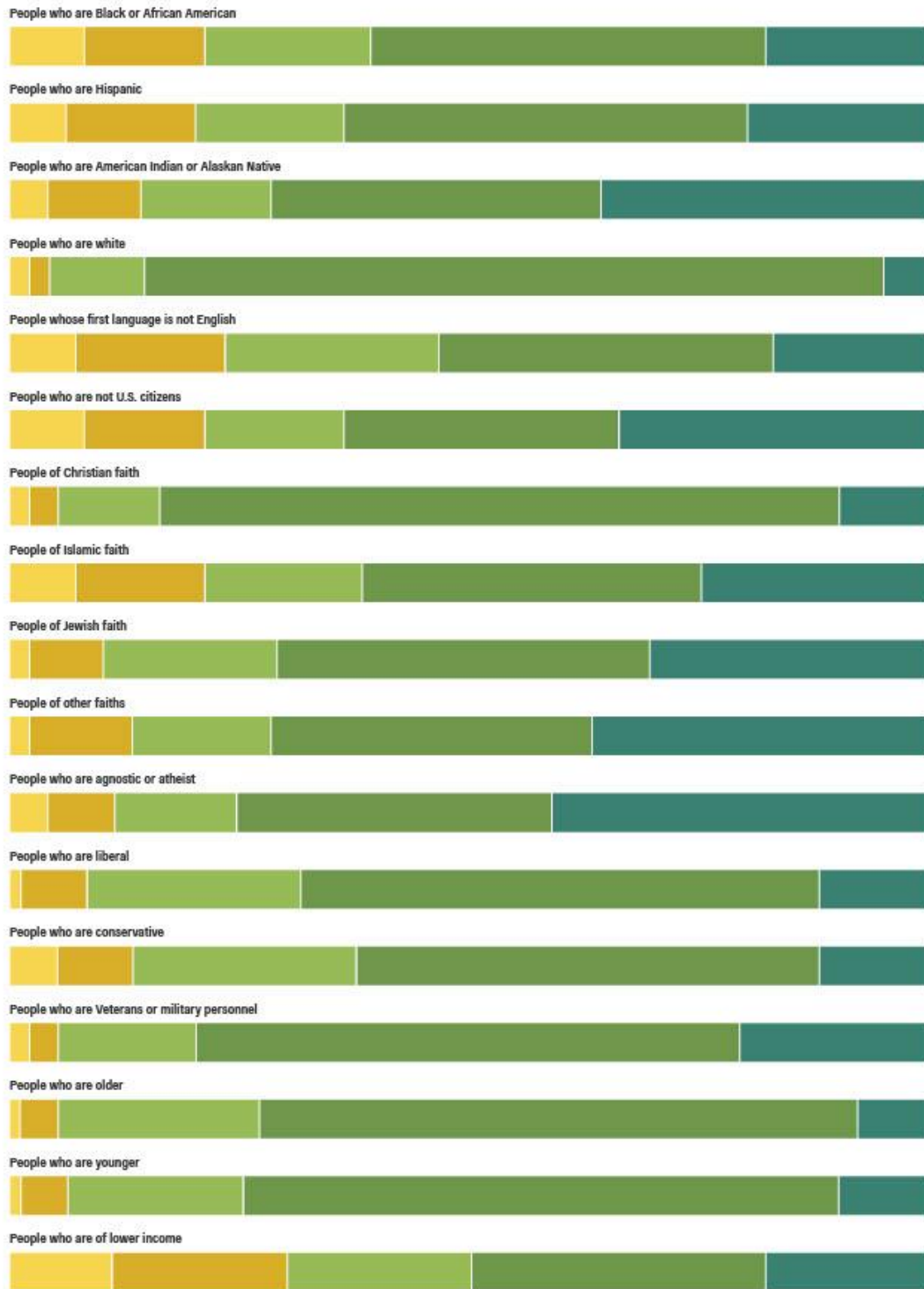


People who are Arabic or Middle Eastern



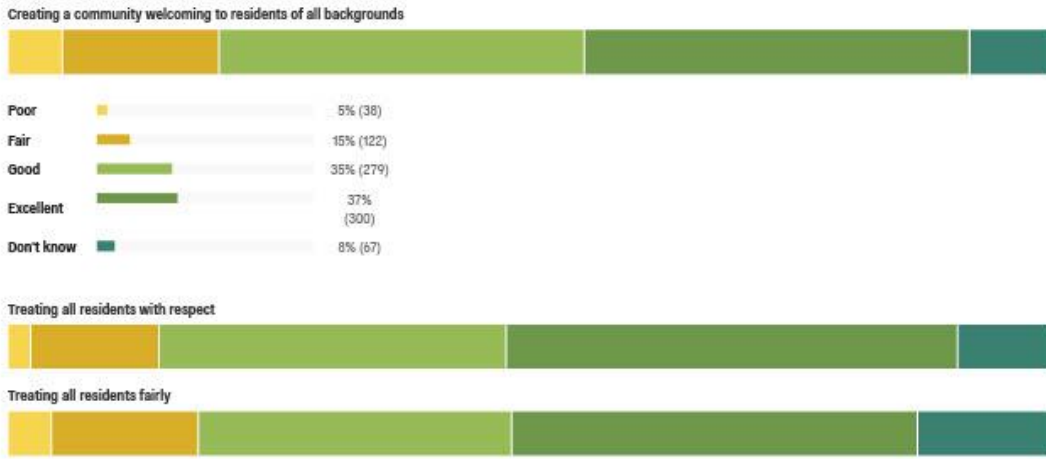
People who are Asian, Asian Indian or Pacific Islander





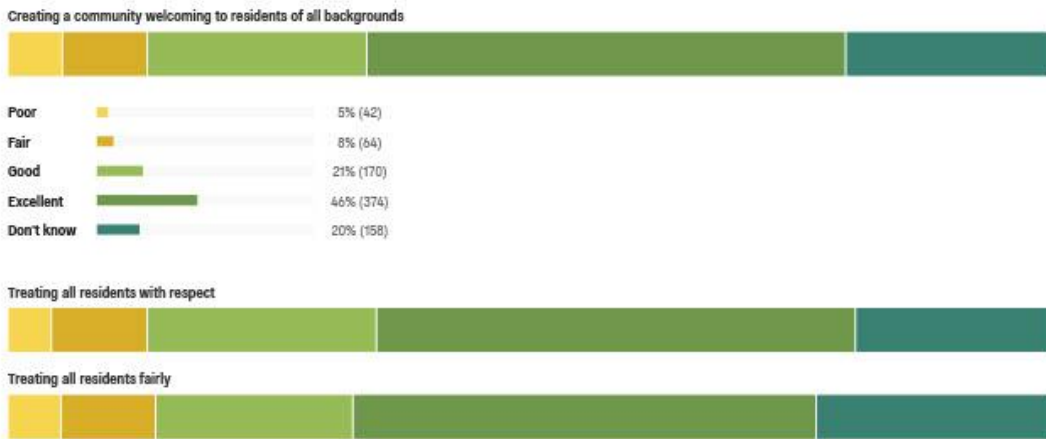
Please rate the City of Eden Prairie (local government) on each of the following:

| Question | Poor | Fair | Good | Excellent | Don't know |
|--|------|------|------|-----------|------------|
| Creating a community welcoming to residents of all backgrounds | 5% | 15% | 35% | 37% | 8% |
| Treating all residents with respect | 2% | 12% | 33% | 43% | 9% |
| Treating all residents fairly | 4% | 14% | 30% | 39% | 13% |



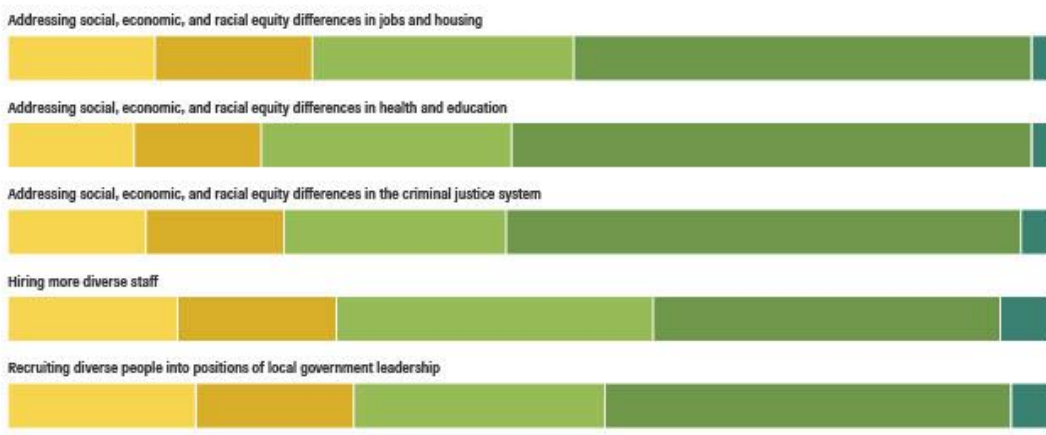
Please rate the Eden Prairie Police Department (local law enforcement) on each of the following:

| Question | Poor | Fair | Good | Excellent | Don't know |
|--|------|------|------|-----------|------------|
| Creating a community welcoming to residents of all backgrounds | 5% | 8% | 21% | 46% | 20% |
| Treating all residents with respect | 4% | 9% | 22% | 46% | 19% |
| Treating all residents fairly | 5% | 9% | 19% | 45% | 23% |



How much of a priority, if at all, should it be for the City of Eden Prairie (local government) to focus on the following?

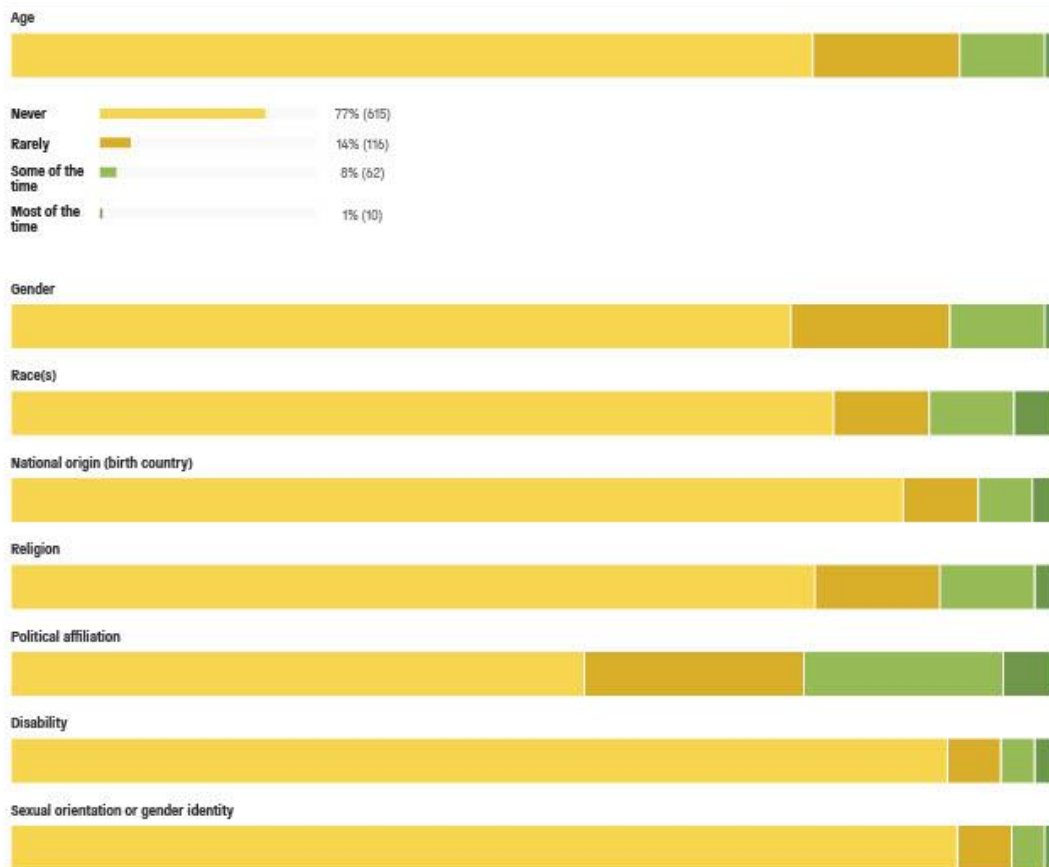
| Question | Not a priority | Low priority | Moderate priority | High priority | Don't know |
|---|----------------|--------------|-------------------|---------------|------------|
| Creating a diverse, inclusive, and fair community | 12% | 11% | 29% | 47% | 1% |
| Addressing social, economic, and racial equity differences in jobs and housing | 14% | 15% | 25% | 44% | 2% |
| Addressing social, economic, and racial equity differences in health and education | 12% | 12% | 24% | 50% | 2% |
| Addressing social, economic, and racial equity differences in the criminal justice system | 13% | 13% | 21% | 49% | 3% |
| Hiring more diverse staff | 16% | 15% | 30% | 33% | 5% |
| Recruiting diverse people into positions of local government leadership | 18% | 15% | 24% | 39% | 4% |



To what extent, if at all, have you personally experienced discrimination based on each of the following in Eden Prairie in the past 12 months?

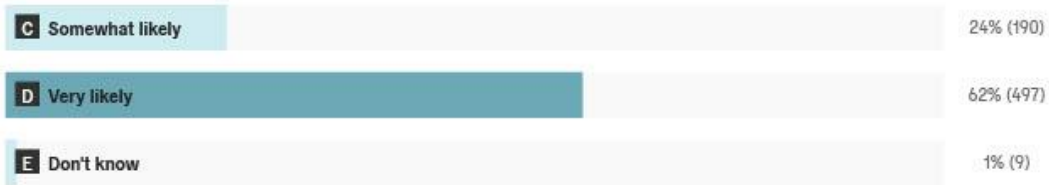
| Question | Never | Rarely | Some of the time | Most of the time |
|----------|-------|--------|------------------|------------------|
|----------|-------|--------|------------------|------------------|

| Question | Never | Rarely | Some of the time | Most of the time |
|---------------------------------------|-------|--------|------------------|------------------|
| Age | 77% | 14% | 8% | 1% |
| Gender | 75% | 15% | 9% | 1% |
| Race(s) | 79% | 9% | 8% | 4% |
| National origin (birth country) | 85% | 7% | 5% | 2% |
| Religion | 78% | 12% | 9% | 2% |
| Political affiliation | 55% | 21% | 19% | 5% |
| Disability | 90% | 5% | 3% | 2% |
| Sexual orientation or gender identity | 91% | 5% | 3% | 1% |



How likely or unlikely are you to recommend living in Eden Prairie to a friend or family member who asks?

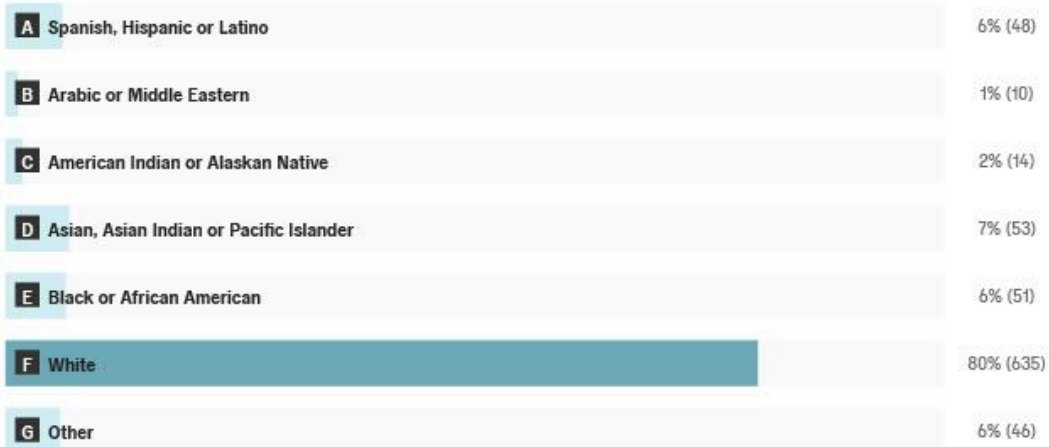




In which category is your age?

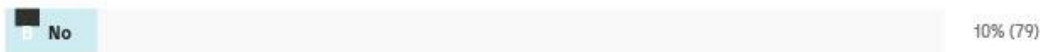


What is your race and/or ethnicity? (Mark one or more races/ethnicities to indicate which you consider yourself to be.)



Is English your first language?





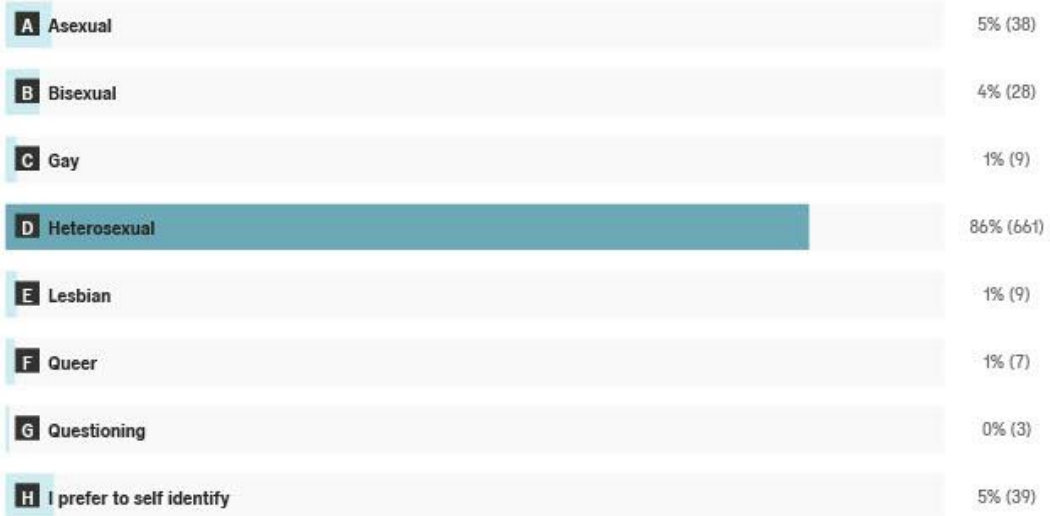
Which best describes your country of origin, regardless of current nationality?



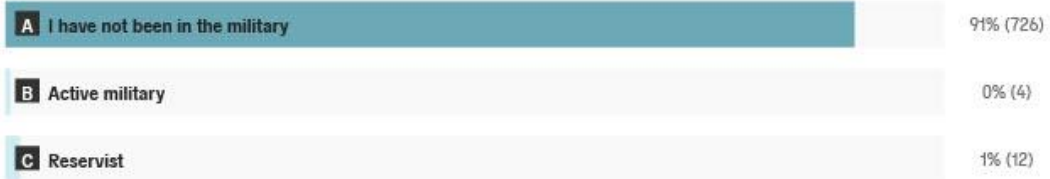
What is your gender?



Which term best describes your sexual orientation?



Are/were you a member of the U.S. armed forces?



| | |
|------------------|---------|
| A ROTC | 1% (5) |
| E Veteran | 7% (55) |

What is your highest completed level of education?

| | |
|---|-----------|
| A Some high school | 0% (1) |
| B Completed high school/GED | 1% (12) |
| C Some college/technical agree/associates degree | 17% (134) |
| D Bachelor's degree | 47% (382) |
| E Master's degree | 26% (212) |
| F Doctoral degree/Professional degree | 8% (68) |

How would you describe your household income?

| | |
|------------------------|-----------|
| A Lower income | 6% (50) |
| B Middle income | 66% (530) |
| C Higher income | 28% (220) |

Do you have a physical, mental, or emotional condition that limits and/or shapes your participation in work and society?

| | |
|--------------|-----------|
| A Yes | 12% (99) |
| B No | 88% (707) |

How would you characterize your political views?

| | |
|---|-----------|
| A Far left | 3% (23) |
| B Liberal | 28% (226) |
| C Moderate or middle of the road | 37% (298) |
| D Conservative | 24% (190) |

| | |
|--------------------|---------|
| E Far Right | 0% (3) |
| F Undecided | 3% (26) |
| G Other | 4% (33) |

What is your religious or spiritual identity?

| | |
|--|-----------|
| A Agnostic / Atheist | 13% (100) |
| B Buddhist | 1% (9) |
| C Christian | 67% (534) |
| D Hindu | 2% (14) |
| E Jewish | 3% (20) |
| F Muslim | 3% (24) |
| G Sikh | 0% (2) |
| H Spiritual, but no religious affiliation | 9% (70) |
| I No affiliation | 6% (50) |
| J Other | 4% (34) |

Appendix K: Eden Prairie Equity and Inclusion Survey (Results Disaggregated by Race)

Results by demographics

| | | | American Indian or Alaskan.. | Arabic or Middle Eastern | Asian, Asian Indian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall |
|---|-----------------------------------|-----------|------------------------------|--------------------------|-------------------------|---------------------------|-------|-----------------------------|-------|---------|
| Please rate the Eden Prairie community on each of the following: | Making all residents feel welcome | Excellent | 100% | 50% | 38% | 38% | 76% | 41% | 39% | 41% |
| | | Good | | | 30% | 28% | 16% | 34% | 45% | 41% |
| | | Fair | | 50% | 28% | 18% | 5% | 21% | 14% | 15% |
| | | Poor | | | 5% | 15% | 3% | 3% | 3% | 4% |
| Helping new residents feel connected and integrated | Excellent | 67% | 50% | 30% | 28% | 46% | 21% | 28% | 29% | |
| | Good | 33% | | 30% | 31% | 38% | 31% | 43% | 40% | |
| | Fair | | 50% | 27% | 8% | 11% | 41% | 24% | 23% | |
| | Poor | | | 14% | 33% | 5% | 7% | 6% | 8% | |
| Attracting people from diverse backgrounds | Excellent | 100% | 50% | 35% | 44% | 69% | 38% | 40% | 42% | |
| | Good | | | 30% | 13% | 23% | 27% | 35% | 32% | |
| | Fair | | | 27% | 21% | 6% | 27% | 17% | 18% | |
| | Poor | | 50% | 8% | 23% | 3% | 8% | 7% | 8% | |
| Valuing residents from diverse backgrounds | Excellent | 100% | 50% | 29% | 38% | 72% | 29% | 38% | 39% | |
| | Good | | | 32% | 15% | 17% | 36% | 36% | 34% | |
| | Fair | | | 34% | 13% | 11% | 29% | 20% | 20% | |
| | Poor | | 50% | 5% | 35% | | 7% | 6% | 7% | |
| Demonstrating respect for residents of different cultures and belief systems | Excellent | 100% | 100% | 38% | 41% | 76% | 45% | 42% | 44% | |
| | Good | | | 28% | 18% | 14% | 31% | 35% | 32% | |
| | Fair | | | 30% | 23% | 11% | 21% | 19% | 19% | |
| | Poor | | | 5% | 18% | | 3% | 5% | 5% | |
| Treating all residents fairly | Excellent | 100% | 100% | 35% | 38% | 75% | 41% | 44% | 45% | |
| | Good | | | 35% | 19% | 19% | 19% | 36% | 33% | |
| | Fair | | | 25% | 24% | 6% | 37% | 15% | 16% | |
| | Poor | | | 5% | 19% | | 4% | 5% | 6% | |
| Providing a safe and secure environment for residents of all backgrounds | Excellent | 100% | 50% | 40% | 39% | 76% | 34% | 47% | 47% | |
| | Good | | 50% | 30% | 27% | 19% | 41% | 39% | 37% | |
| | Fair | | | 30% | 17% | 5% | 24% | 11% | 12% | |
| | Poor | | | | 17% | | | 4% | 4% | |
| Respecting individual cultural beliefs and values | Excellent | 67% | 50% | 36% | 39% | 73% | 43% | 45% | 46% | |
| | Good | 33% | | 33% | 16% | 16% | 30% | 34% | 32% | |
| | Fair | | 50% | 23% | 16% | 11% | 23% | 17% | 17% | |
| | Poor | | | 8% | 29% | | 3% | 4% | 5% | |
| Providing equal employment opportunities to residents of all backgrounds | Excellent | 100% | 100% | 32% | 37% | 81% | 39% | 46% | 47% | |
| | Good | | | 32% | 17% | 6% | 13% | 37% | 32% | |
| | Fair | | | 32% | 14% | 13% | 30% | 11% | 13% | |
| | Poor | | | 3% | 31% | | 17% | 6% | 8% | |
| Providing equal access to housing for residents of all backgrounds | Excellent | 100% | | 36% | 37% | 83% | 41% | 46% | 47% | |
| | Good | | 100% | 36% | 13% | | 37% | 27% | 26% | |
| | Fair | | | 21% | 18% | 14% | 15% | 14% | 15% | |
| | Poor | | | 6% | 32% | 3% | 7% | 13% | 13% | |
| Making all residents feel welcome in business establishments | Excellent | 100% | 100% | 39% | 40% | 78% | 38% | 44% | 46% | |
| | Good | | | 42% | 18% | 14% | 28% | 39% | 36% | |
| | Fair | | | 17% | 23% | 5% | 31% | 13% | 14% | |
| | Poor | | | 3% | 20% | 3% | 3% | 4% | 4% | |
| Welcoming residents from all backgrounds to participate in local government and community decision-making | Excellent | 100% | 50% | 29% | 37% | 77% | 29% | 49% | 48% | |
| | Good | | 50% | 44% | 24% | 6% | 26% | 32% | 30% | |
| | Fair | | | 21% | 24% | 14% | 35% | 14% | 16% | |

Results by demographics

| | | American Indian or Alaskan... | Arabic or Middle Eastern | Asian, Indian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall |
|--|--|-------------------------------|--------------------------|-------------------|---------------------------|-------|-----------------------------|-------|---------|
| community on each of the following: How welcoming, if at all, do you think Eden Prairie is for: | government and community decision-making | Poor | | 6% | 16% | 3% | 10% | 5% | 6% |
| | People with disabilities | Very welcoming | 67% | 64% | 66% | 83% | 56% | 58% | 60% |
| | | Moderately welcoming | 33% | 100% | 32% | 14% | 24% | 30% | 28% |
| | | Slightly welcoming | | 5% | 19% | 3% | 16% | 11% | 11% |
| | | Not welcoming | | | | | 4% | 1% | 1% |
| | People who identify as lesbian, gay, bisexual, or other non-straight sexual identities | Very welcoming | 100% | 44% | 53% | 86% | 48% | 49% | 51% |
| | | Moderately welcoming | | 50% | 31% | 10% | 24% | 33% | 30% |
| | | Slightly welcoming | | 50% | 25% | 27% | 3% | 14% | 14% |
| | | Not welcoming | | | 7% | | 14% | 4% | 4% |
| | People who identify as transgender | Very welcoming | 100% | 46% | 52% | 85% | 44% | 41% | 45% |
| | | Moderately welcoming | | 50% | 31% | 11% | 12% | 17% | 22% |
| | | Slightly welcoming | | | 15% | 22% | 4% | 6% | 22% |
| | | Not welcoming | | 50% | 8% | 15% | 33% | 11% | 11% |
| | Men | Very welcoming | 67% | 100% | 82% | 77% | 79% | 89% | 85% |
| | | Moderately welcoming | | | 9% | 5% | 15% | 11% | 10% |
| | | Slightly welcoming | | | 6% | 13% | 3% | 2% | 3% |
| | | Not welcoming | 33% | | 3% | 5% | 3% | | 2% |
| | Women | Very welcoming | 100% | 100% | 76% | 71% | 86% | 64% | 75% |
| | | Moderately welcoming | | | 15% | 18% | 14% | 21% | 21% |
| | | Slightly welcoming | | | 9% | 8% | | 14% | 3% |
| | | Not welcoming | | | | 3% | | 1% | 1% |
| | People who are Arabic or Middle Eastern | Very welcoming | 100% | 50% | 47% | 82% | 42% | 51% | 52% |
| | | Moderately welcoming | | 50% | 9% | 15% | 12% | 26% | 24% |
| | | Slightly welcoming | | 50% | 27% | 21% | 3% | 21% | 17% |
| | | Not welcoming | | | 14% | 18% | 3% | 8% | 6% |
| | People who are Asian, Asian Indian or Pacific Islander | Very welcoming | 100% | 50% | 53% | 61% | 85% | 58% | 61% |
| | | Moderately welcoming | | | 25% | 27% | 9% | 13% | 28% |
| | | Slightly welcoming | | 50% | 23% | 6% | 3% | 29% | 9% |
| | | Not welcoming | | | | 6% | 3% | 1% | 1% |
| | People who are Black or African American | Very welcoming | 100% | | 39% | 39% | 94% | 38% | 51% |
| | | Moderately welcoming | | 50% | 14% | 17% | 3% | 25% | 22% |
| | | Slightly welcoming | | | 32% | 15% | | 25% | 16% |
| | | Not welcoming | | 50% | 14% | 29% | 3% | 13% | 9% |
| | People who are Hispanic | Very welcoming | 100% | | 54% | 40% | 88% | 39% | 53% |
| | | Moderately welcoming | | 50% | 4% | 23% | 9% | 18% | 21% |
| | | Slightly welcoming | | 50% | 42% | 14% | | 36% | 17% |
| | | Not welcoming | | | | 23% | 3% | 7% | 8% |
| | People who are American Indian or Alaskan Native | Very welcoming | 100% | 50% | 35% | 48% | 90% | 35% | 55% |
| | | Moderately welcoming | | | 30% | 22% | 7% | 30% | 22% |
| | | Slightly welcoming | | | 35% | 15% | | 35% | 16% |
| | | Not welcoming | | 50% | | 15% | 3% | 7% | 7% |
| | People who are white | Very welcoming | 67% | 100% | 92% | 78% | 74% | 88% | 85% |
| | | Moderately welcoming | | | 6% | 5% | 17% | 4% | 11% |
| | | Slightly welcoming | 33% | | 3% | 15% | 3% | 4% | 3% |
| | | Not welcoming | | | | 2% | 6% | 4% | 3% |
| | People whose first language is not English | Very welcoming | 50% | 50% | 40% | 38% | 73% | 33% | 43% |
| | | Moderately welcoming | 50% | | 29% | 15% | 21% | 30% | 29% |

Results by demographics

| | | American Indian or Alaskan... | Arabic or Middle Eastern | Asian, Asian Indian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall |
|---|--|-------------------------------|--------------------------|-------------------------|---------------------------|-------|-----------------------------|-------|---------|
| How welcoming, if at all, do you think Eden Prairie is for: | People whose first language is not English | Slightly welcoming | | 17% | 26% | 3% | 22% | 20% | 20% |
| | | Not welcoming | 50% | 14% | 21% | 3% | 15% | 8% | 9% |
| People who are not U.S. citizens | | Very welcoming | 100% | 50% | 33% | 93% | 29% | 43% | 44% |
| | | Moderately welcoming | | 100% | 22% | 18% | 4% | 25% | 23% |
| | | Slightly welcoming | | | 16% | 24% | | 25% | 20% |
| | | Not welcoming | | | 13% | 24% | 4% | 21% | 12% |
| People of Christian faith | | Very welcoming | 33% | 100% | 89% | 73% | 70% | 79% | 83% |
| | | Moderately welcoming | 33% | | 7% | 11% | 12% | 7% | 12% |
| | | Slightly welcoming | 33% | | 4% | 8% | 12% | 10% | 2% |
| | | Not welcoming | | | | 8% | 6% | 3% | 2% |
| People of Islamic faith | | Very welcoming | 100% | 50% | 43% | 44% | 82% | 45% | 49% |
| | | Moderately welcoming | | | 17% | 14% | 9% | 23% | 23% |
| | | Slightly welcoming | | 50% | 17% | 17% | 6% | 27% | 20% |
| | | Not welcoming | | | 22% | 25% | 3% | 5% | 8% |
| People of Jewish faith | | Very welcoming | 100% | 100% | 67% | 46% | 70% | 31% | 58% |
| | | Moderately welcoming | | | 19% | 32% | 20% | 19% | 28% |
| | | Slightly welcoming | | | 10% | 18% | 7% | 50% | 10% |
| | | Not welcoming | | | 5% | 4% | 3% | | 3% |
| People of other faiths | | Very welcoming | 100% | 100% | 46% | 48% | 85% | 50% | 54% |
| | | Moderately welcoming | | | 29% | 22% | 11% | 7% | 26% |
| | | Slightly welcoming | | | 13% | 22% | | 43% | 18% |
| | | Not welcoming | | | 13% | 9% | 4% | | 3% |
| People who are agnostic or atheist | | Very welcoming | 100% | 100% | 35% | 57% | 79% | 53% | 57% |
| | | Moderately welcoming | | | 30% | 9% | 14% | 12% | 25% |
| | | Slightly welcoming | | | 25% | 26% | 3% | 35% | 10% |
| | | Not welcoming | | | 10% | 9% | 3% | | 8% |
| People who are liberal | | Very welcoming | 100% | 50% | 55% | 69% | 91% | 52% | 64% |
| | | Moderately welcoming | | 50% | 28% | 26% | 3% | 32% | 28% |
| | | Slightly welcoming | | | 10% | 3% | 6% | 16% | 9% |
| | | Not welcoming | | | 7% | 3% | | | 1% |
| People who are conservative | | Very welcoming | 33% | 50% | 69% | 59% | 39% | 52% | 57% |
| | | Moderately welcoming | | 50% | 24% | 14% | 27% | 24% | 30% |
| | | Slightly welcoming | 33% | | 7% | 16% | 24% | 16% | 7% |
| | | Not welcoming | 33% | | | 11% | 9% | 8% | 5% |
| People who are Veterans or military personnel | | Very welcoming | 100% | 100% | 94% | 74% | 57% | 75% | 75% |
| | | Moderately welcoming | | | 3% | 14% | 30% | 15% | 20% |
| | | Slightly welcoming | | | 3% | 9% | 13% | | 3% |
| | | Not welcoming | | | | 3% | | 10% | 2% |
| People who are older | | Very welcoming | 67% | | 74% | 69% | 73% | 69% | 71% |
| | | Moderately welcoming | | 100% | 23% | 26% | 12% | 15% | 25% |
| | | Slightly welcoming | 33% | | 3% | 3% | 12% | 15% | 4% |
| | | Not welcoming | | | | 3% | 3% | | 1% |
| People who are younger | | Very welcoming | 100% | | 71% | 63% | 82% | 74% | 72% |
| | | Moderately welcoming | | 100% | 24% | 18% | 18% | 15% | 21% |
| | | Slightly welcoming | | | 6% | 15% | | 11% | 6% |
| | | Not welcoming | | | | 5% | | | 2% |
| People who are of lower income | | 100% | | 38% | 36% | 78% | 35% | 38% | |

Results by demographics

| | | American Indian or Alaskan.. | Arabic or Middle Eastern | Asian, Asian Indian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall | |
|--|---|------------------------------|--------------------------|-------------------------|---------------------------|-------|-----------------------------|-------|---------|-----|
| How welcoming, if at all, do you think Eden Prairie is for: | People who are of lower income | Moderately welcoming | 50% | 22% | 18% | 3% | 15% | 26% | 24% | |
| | | Slightly welcoming | | | 31% | 21% | 16% | 31% | 24% | |
| | | Not welcoming | 50% | 9% | 26% | 3% | 19% | 14% | 14% | |
| Please rate the City of Eden Prairie (local government) on each of the following: | Treating all residents fairly | Excellent | 33% | 50% | 41% | 43% | 67% | 35% | 44% | 45% |
| | | Good | 67% | | 44% | 11% | 19% | 32% | 37% | 35% |
| | | Fair | | 50% | 13% | 23% | 14% | 32% | 15% | 16% |
| | | Poor | | | 3% | 23% | | | 4% | 5% |
| | Creating a community welcoming to residents of all backgrounds | Excellent | 67% | 50% | 35% | 34% | 72% | 25% | 39% | 40% |
| | | Good | 33% | | 40% | 24% | 14% | 44% | 40% | 38% |
| | | Fair | | 50% | 18% | 18% | 14% | 25% | 16% | 17% |
| | | Poor | | | 8% | 24% | | 6% | 4% | 5% |
| | Treating all residents with respect | Excellent | 67% | 50% | 46% | 39% | 75% | 41% | 46% | 47% |
| | | Good | 33% | | 36% | 25% | 11% | 31% | 40% | 37% |
| | | Fair | | 50% | 15% | 19% | 14% | 28% | 13% | 14% |
| | | Poor | | | 3% | 17% | | | 2% | 2% |
| Please rate the Eden Prairie Police Department (local law enforcement) on each of the following: | Treating all residents fairly | Excellent | 100% | 50% | 34% | 42% | 77% | 39% | 59% | 57% |
| | | Good | | | 38% | 16% | 11% | 25% | 26% | 25% |
| | | Fair | | 50% | 13% | 18% | 11% | 25% | 10% | 12% |
| | | Poor | | | 16% | 24% | | 11% | 5% | 7% |
| | Creating a community welcoming to residents of all backgrounds | Excellent | 100% | 50% | 36% | 44% | 83% | 37% | 58% | 57% |
| | | Good | | | 39% | 15% | 11% | 30% | 28% | 27% |
| | | Fair | | 50% | 17% | 15% | 3% | 20% | 9% | 10% |
| | | Poor | | | 8% | 26% | 3% | 13% | 5% | 7% |
| | Treating all residents with respect | Excellent | 100% | 50% | 29% | 42% | 77% | 37% | 59% | 56% |
| | | Good | | | 44% | 18% | 9% | 33% | 28% | 27% |
| | | Fair | | 50% | 18% | 21% | 14% | 23% | 9% | 12% |
| | | Poor | | | 9% | 18% | | 7% | 4% | 5% |
| How much of a priority, if at all, should it be for the City of Eden Prairie (local government) to focus on the following? | Creating a diverse, inclusive, and fair community | High priority | | 50% | 64% | 46% | 17% | 50% | 50% | 48% |
| | | Moderate priority | 33% | | 33% | 20% | 22% | 13% | 31% | 29% |
| | | Low priority | | | | 15% | 39% | 16% | 9% | 11% |
| | | Not a priority | 67% | 50% | 3% | 20% | 22% | 22% | 10% | 12% |
| | Addressing social, economic, and racial equity differences in jobs and housing | High priority | | 50% | 61% | 51% | 16% | 47% | 47% | 46% |
| | | Moderate priority | 33% | 50% | 21% | 7% | 16% | 19% | 27% | 25% |
| | | Low priority | 33% | | 13% | 15% | 32% | 19% | 14% | 15% |
| | | Not a priority | 33% | | 5% | 27% | 35% | 16% | 12% | 14% |
| | Addressing social, economic, and racial equity differences in health and education | High priority | | 50% | 66% | 51% | 22% | 50% | 54% | 52% |
| | | Moderate priority | | 50% | 29% | 10% | 25% | 25% | 25% | 24% |
| | | Low priority | 67% | | 3% | 15% | 25% | 9% | 11% | 12% |
| | | Not a priority | 33% | | 3% | 24% | 28% | 16% | 10% | 12% |
| | Addressing social, economic, and racial equity differences in the criminal justice system | High priority | | 50% | 73% | 53% | 19% | 59% | 52% | 52% |
| | | Moderate priority | | | 19% | 8% | 16% | 19% | 24% | 22% |
| | | Low priority | 50% | | 5% | 15% | 35% | 6% | 13% | 13% |
| | | Not a priority | 50% | 50% | 3% | 25% | 30% | 16% | 11% | 13% |
| | Hiring more diverse staff | High priority | | 50% | 51% | 44% | 9% | 47% | 35% | 36% |
| | | Moderate priority | 33% | | 41% | 17% | 23% | 22% | 34% | 32% |
| | | Low priority | | 50% | 8% | 12% | 34% | 9% | 16% | 16% |
| | | Not a priority | 67% | | | 27% | 34% | 22% | 15% | 16% |

Results by demographics

| | | American Indian or Alaskan... | Arabic or Middle Eastern | Asian, Indiano.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall | |
|---|---|-------------------------------|--------------------------|------------------|---------------------------|-------|-----------------------------|-------|---------|-----|
| How much of a priority, if at all, should it be for the City of Eden Prairie (local government) to focus on the following? | Recruiting diverse people into positions of local government leadership | High priority | | 50% | 63% | 48% | 9% | 55% | 41% | 41% |
| | | Moderate priority | 33% | | 29% | 10% | 20% | 19% | 27% | 25% |
| | | Low priority | | 50% | 8% | 13% | 34% | 10% | 15% | 15% |
| | | Not a priority | 67% | | | 30% | 37% | 16% | 17% | 18% |
| To what extent, if at all, have you personally experienced discrimination based on each of the following in Eden Prairie in the past 12 months? | Age | Most of the time | | | | 10% | 3% | 1% | 1% | |
| | | Some of the time | 33% | | 10% | 12% | 8% | 16% | 7% | 8% |
| | | Rarely | 33% | | 10% | 26% | 25% | 13% | 14% | 15% |
| | | Never | 33% | 100% | 79% | 52% | 67% | 69% | 79% | 76% |
| | Gender | Most of the time | | | | 7% | | | 1% | 1% |
| | | Some of the time | 33% | | 13% | 24% | 14% | 22% | 7% | 9% |
| | | Rarely | | | 18% | 17% | 17% | 9% | 15% | 15% |
| | | Never | 67% | 100% | 69% | 52% | 69% | 69% | 77% | 75% |
| | Race(s) | Most of the time | | | 13% | 26% | | 6% | 2% | 4% |
| | | Some of the time | | | 31% | 21% | 11% | 34% | 5% | 9% |
| | | Rarely | 33% | 50% | 23% | 19% | 19% | 16% | 6% | 9% |
| | | Never | 67% | 50% | 33% | 33% | 69% | 44% | 87% | 78% |
| | National origin (birth country) | Most of the time | | | 13% | 10% | | 3% | 1% | 2% |
| | | Some of the time | | | 23% | 5% | 8% | 31% | 3% | 5% |
| | | Rarely | 33% | | 21% | 21% | 14% | 3% | 5% | 7% |
| | | Never | 67% | 100% | 44% | 64% | 78% | 63% | 90% | 85% |
| | Religion | Most of the time | | | 3% | 10% | 6% | 3% | 1% | 2% |
| | | Some of the time | 33% | | 10% | 12% | 17% | 16% | 8% | 9% |
| | | Rarely | | 50% | 10% | 10% | 17% | 13% | 12% | 12% |
| | | Never | 67% | 50% | 77% | 69% | 61% | 69% | 79% | 77% |
| | Political affiliation | Most of the time | 33% | | | 5% | 19% | 6% | 5% | 5% |
| | | Some of the time | 33% | | 8% | 33% | 25% | 22% | 18% | 19% |
| | | Rarely | | | 15% | 19% | 8% | 16% | 22% | 21% |
| | | Never | 33% | 100% | 77% | 43% | 47% | 56% | 55% | 55% |
| | Disability | Most of the time | | | 3% | 5% | | 6% | 1% | 2% |
| | | Some of the time | | | | | 5% | 6% | 3% | 3% |
| | | Rarely | | | 10% | 7% | 11% | 9% | 5% | 6% |
| | | Never | 100% | 100% | 87% | 83% | 83% | 84% | 91% | 90% |
| | Sexual orientation or gender identity | Most of the time | | | 3% | 5% | | | 1% | 1% |
| | | Some of the time | | | | | 2% | 3% | 3% | 3% |
| | | Rarely | | | 13% | 12% | 6% | 13% | 4% | 5% |
| | | Never | 100% | 100% | 85% | 81% | 92% | 88% | 92% | 91% |
| How likely or unlikely are you to recommend living in Eden Prairie to a friend or family member who asks? | How likely or unlikely are you to recommend living in Eden Prairie to a friend or family member who asks? | Very likely | 33% | | 69% | 36% | 64% | 59% | 64% | 62% |
| | | Somewhat likely | 33% | 100% | 21% | 33% | 22% | 38% | 22% | 24% |
| | | Somewhat unlikely | | | 8% | 19% | 11% | 3% | 5% | 6% |
| | | Very unlikely | 33% | | 3% | 12% | 3% | | 9% | 8% |
| In which category is your age? | In which category is your age? | 18-24 years | | | | 7% | | | 0% | 1% |
| | | 25-34 years | | | 5% | 15% | 8% | 9% | 6% | 7% |
| | | 35-44 years | | 50% | 35% | 20% | 21% | 38% | 19% | 21% |
| | | 45-54 years | 67% | | 45% | 32% | 37% | 28% | 25% | 27% |
| | | 55-64 years | 33% | | 13% | 20% | 18% | 13% | 21% | 20% |
| | | 65-74 years | | 50% | 3% | 2% | 13% | 3% | 21% | 18% |
| | | 75 years or older | | | | | 5% | 3% | 9% | 7% |

Results by demographics

| | | | American Indian or Alaskan... | Arabic or Middle Eastern | Asian, Asian Indian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall |
|---|---|--|-------------------------------|--------------------------|-------------------------|---------------------------|-------|-----------------------------|-------|---------|
| What is your race and/or ethnicity? (Mark one or more races/ethnicities to indicate which you consider yourself to be.) | What is your race and/or ethnicity? (Mark one or more races/ethnicities to indicate which you consider yourself to be.) | Other | | | | | 95% | 3% | 1% | 5% |
| | | American Indian or Alaskan Native | 100% | | | | | 3% | 1% | 2% |
| | | Arabic or Middle Eastern | | 100% | | 2% | | 3% | 1% | 1% |
| | | Asian, Asian Indian or Pacific Islander | | | 100% | 2% | 3% | 3% | 1% | 6% |
| | | Black or African American | | | | 95% | 3% | 3% | 1% | 6% |
| | | Spanish, Hispanic or Latino | | | | | | 86% | 2% | 6% |
| | | White | | | | | | | 92% | 74% |
| Is English your first language? | Is English your first language? | Yes | 100% | 50% | 38% | 71% | 92% | 44% | 97% | 90% |
| | | No | | 50% | 63% | 29% | 8% | 56% | 3% | 10% |
| Which best describes your country of origin, regardless of current nationality? | Which best describes your country of origin, regardless of current nationality? | My country of origin is the USA | 100% | | 5% | 62% | 92% | 50% | 94% | 86% |
| | | I am originally from another country | | 100% | 95% | 38% | 8% | 50% | 6% | 14% |
| What is your gender? | What is your gender? | Female | | 50% | 48% | 55% | 50% | 34% | 63% | 60% |
| | | Male | 100% | 50% | 53% | 40% | 42% | 56% | 37% | 39% |
| | | Identify in another way | | | | 5% | 8% | 9% | 0% | 1% |
| Which term best describes your sexual orientation? | Which term best describes your sexual orientation? | Heterosexual | 67% | 100% | 68% | 78% | 63% | 69% | 87% | 83% |
| | | Lesbian | | | | 5% | | 3% | 1% | 1% |
| | | Gay | | | | 3% | | 5% | 1% | 1% |
| | | Bisexual | | | 14% | | | 3% | 3% | 4% |
| | | Queer | | | | 3% | | 5% | 1% | 1% |
| | | Questioning | | | | 3% | | 3% | 0% | 0% |
| | | Asexual | | | 11% | 3% | 3% | 5% | 5% | 5% |
| | | I prefer to self identify | 33% | | 8% | 8% | 34% | 8% | 3% | 5% |
| Are/were you a member of the U.S. armed forces? | Are/were you a member of the U.S. armed forces? | I have not been in the military | 100% | 100% | 100% | 88% | 89% | 91% | 90% | 90% |
| | | Active military | | | | | | | 1% | 1% |
| | | Reservist | | | | 2% | | 3% | 2% | 2% |
| | | ROTC | | | | | | | 1% | 1% |
| | | Veteran | | | | 10% | 11% | 6% | 7% | 7% |
| What is your highest completed level of education? | What is your highest completed level of education? | Some high school | | | | 2% | | | | 0% |
| | | Completed high school/GED | | | | 2% | 3% | 3% | 1% | 2% |
| | | Some college/technical school/associate's degree | | | 8% | 14% | 16% | 6% | 18% | 16% |
| | | Bachelor's degree | 100% | 50% | 33% | 48% | 45% | 53% | 47% | 47% |
| | | Master's degree | | 50% | 43% | 21% | 26% | 19% | 26% | 26% |
| How would you describe your household income? | How would you describe your household income? | Doctoral degree/Professional degree | | | 18% | 12% | 11% | 19% | 7% | 9% |
| | | Higher income | | | 28% | 12% | 16% | 25% | 30% | 28% |
| | | Middle income | 100% | 100% | 73% | 73% | 76% | 72% | 64% | 66% |
| Do you have a physical, mental, or emotional condition that limits and/or shapes your participation in... | Do you have a physical, mental, or emotional condition that limits and/or shapes your participation in... | Lower income | | | | 15% | 8% | 3% | 6% | 6% |
| | | Yes | 33% | | 5% | 7% | 24% | 6% | 13% | 13% |
| How would you characterize your political views? | How would you characterize your political views? | No | 67% | 100% | 95% | 93% | 76% | 94% | 87% | 87% |
| | | Far Right | | | | | | | 0% | 0% |
| | | Conservative | 33% | | 13% | 17% | 33% | 9% | 25% | 24% |
| | | Moderate or middle of the road | 67% | | 44% | 43% | 28% | 38% | 37% | 37% |
| | | Liberal | | 50% | 21% | 26% | 17% | 41% | 30% | 29% |
| | | Far left | | 50% | | 5% | | 6% | 3% | 3% |
| | | Other | | | 15% | | 17% | 3% | 3% | 4% |
| What is your religious or spiritual identity? | What is your religious or spiritual identity? | Undecided | | | 8% | 10% | 6% | 3% | 2% | 3% |
| | | Other | 33% | | 7% | 7% | 18% | 2% | 3% | 4% |
| | | Agnostic/Atheist | | | 17% | 4% | 8% | 10% | 12% | 12% |

Results by demographics

| | | American Indian or Alaskan.. | Arabic or Middle Eastern | Asian, Asian o.. | Black or African American | Other | Spanish, Hispanic or Latino | White | Overall |
|---|---|------------------------------|--------------------------|------------------|---------------------------|-------|-----------------------------|-------|---------|
| What is your religious or spiritual identity? | What is your religious or spiritual identity? | | | 5% | 4% | | 2% | 1% | 1% |
| | Buddhist | | | | | | | | |
| | Christian | 67% | | 14% | 56% | 56% | 49% | 67% | 62% |
| | Hindu | | | 29% | | | 2% | 0% | 2% |
| | Jewish | | | | | | 5% | 3% | 2% |
| | Muslim | | 100% | 5% | 22% | 5% | 2% | 1% | 3% |
| | No affiliation | | | 17% | 4% | 10% | 10% | 5% | 6% |
| | Sikh | | | | | | 2% | 0% | 0% |
| | Spiritual, but no religious affiliation | | | 7% | 2% | 3% | 15% | 9% | 8% |