

SUPPORTING MINNESOTA CITIES IN DIVERSITY, EQUITY, AND INCLUSION WORK

RESILIENT COMMUNITIES PROJECT – RCP 32

About the Partner

The League of Minnesota Cities is a membership association dedicated to promoting excellence in local government. The League, governed by a Board of Directors consisting of local elected and appointed city officials, serves its more than 800 member cities through advocacy, education and training, policy development, risk management, and other services. More information about the League of Minnesota Cities is available at <https://www.lmc.org>.



Project Description

The League of Minnesota Cities has been supporting cities in their race-equity work for several years. This has included sponsoring cohort-based learning programs in partnership with the Government Alliance for Race Equity (GARE), offering foundational race-equity workshops, and connecting city officials with each other and with experts in the field.

During the last year, conversations with member city officials and among the League's board of directors have led the League to broaden its work to reflect a diversity, equity, and inclusion approach, and create a new full-time position of DEI coordinator. This broadening of the League's work will enable the organization to meet more cities where they are and support work around the issues that are creating challenges in each community. The DEI coordinator will be responsible for serving as a consultant to cities as they build DEI into their programs and policies, designing curriculum around DEI concepts and building relationships with key stakeholders.

For this work to be successful, the League is seeking a deeper understanding of the DEI issues facing communities around the state. Students will be asked to design and administer an in-depth survey of city officials to learn about the DEI issues they face, and conduct a qualitative and quantitative analysis of findings, including key themes, and trends by city size and geographic location.



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UNIVERSITY OF MINNESOTA

Key Issues, Questions, and Ideas for Students to Explore

1. What are the key diversity, equity and inclusion (DEI) issues and challenges cities in Minnesota currently face?
2. What barriers (social, political, economic, etc.) make achieving progress on DEI goals difficult for cities?
3. What specific needs do cities have as they tackle DEI issues in their community? What support are they looking to the League of Minnesota Cities to provide?

How Student Work Will Build Community Resilience

This survey project will inform the League’s decisions about what kinds of support and materials to make available to member cities across the state, and will be critical in designing curriculum and other resources to meet the needs of a range of cities throughout Minnesota as they seek to advance their diversity, equity, and inclusion initiatives. Student work will help the League prioritize issues and topics for inclusion in educational materials, workshops, and other learning opportunities. The findings will also help the League identify the kinds of consultants and other topic experts that cities can engage as they pursue DEI work.

Potential Partners or Stakeholders

City officials around the state will be invited to participate in this project via a survey, and potentially follow-up interviews.

Existing Plans and Reports

- [LMC Racial Equity Resource Page](#)
- [Government Alliance for Race and Equity \(GARE\)](#)
- [NLC Race Equity and Leadership](#)

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