Winter Parking Pilot Program
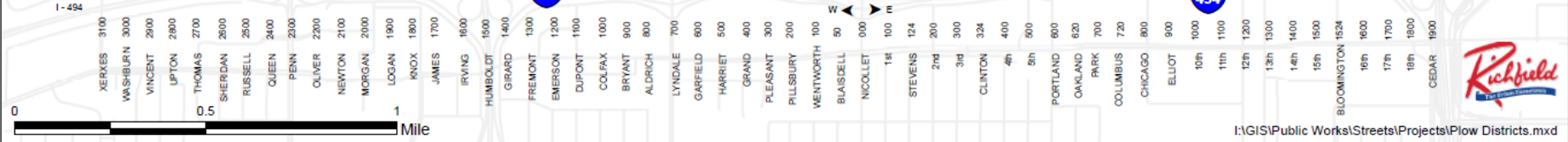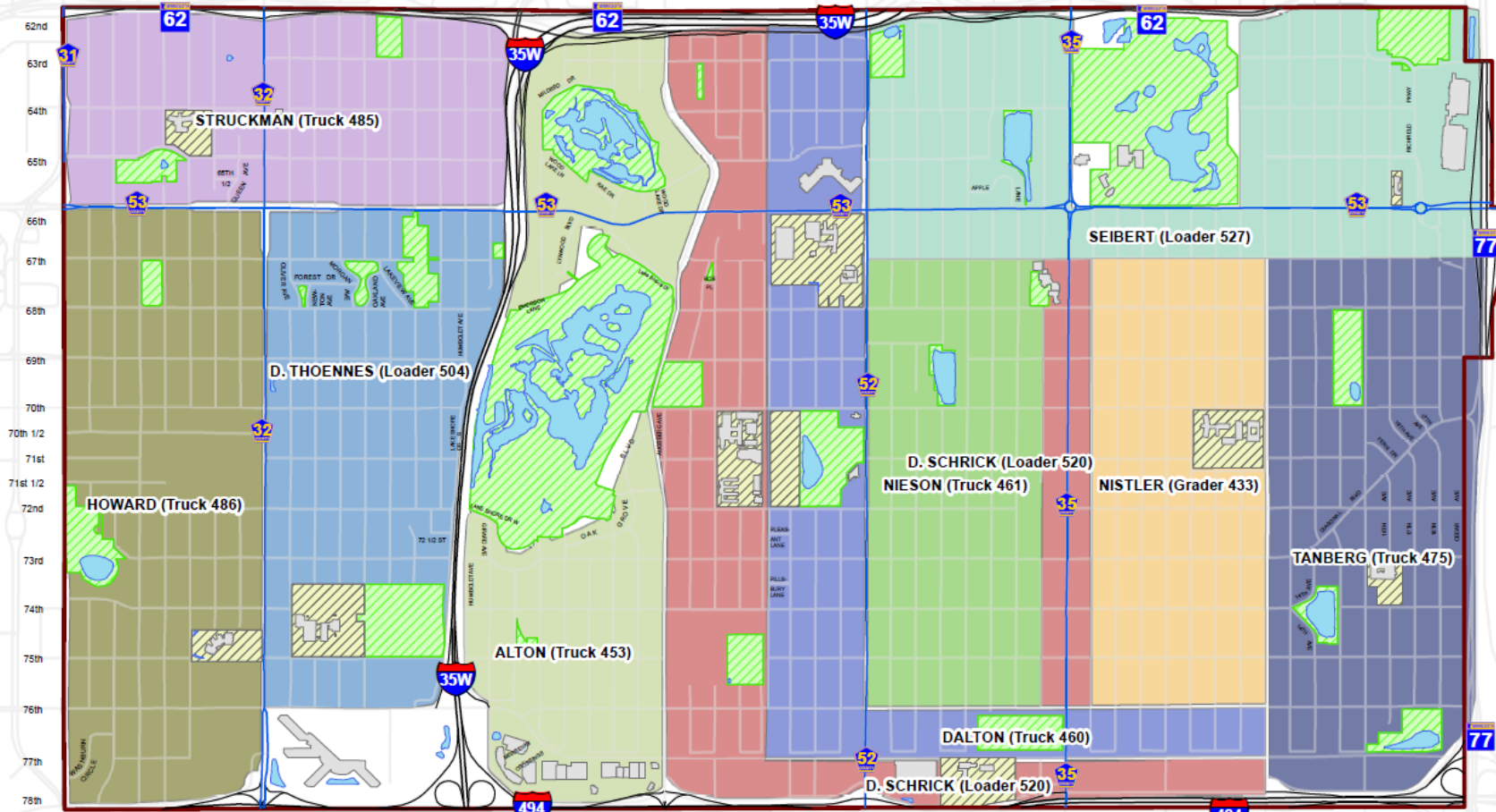
Actually closer to 10 Weeks!

Background

Richfield is known for its excellent plowing services.

- Snow plowing is critical for:
  - ✓ Public safety response times
  - ✓ Protection of investment into streets
  - ✓ Reduce damage to private property
  - ✓ Quality of life/safe travel

SNOW PLOW DISTRICTS

Current snow emergency procedures

- Snow emergency decision
  - Weather forecast
  - Plowing start time
  - Tag/Tow start time
  - Public notifications

- During a snow event
  - Plowing
  - Tag/tow
  - Notification updates

Why this pilot program?

Revision of existing policies, programs and procedures through an equity lens is a critical step to ensuring that city services are provided in an equitable way and that any burdens on historically excluded communities are limited.

Step 1: Goals and Outcomes

Public Works
- Equitable plowing
- Safe plowing

Public Safety
- Equitable enforcement by reducing tagging/towing
- Maintain accessible roads for fast response time

FIRE
- Maintain accessible roads for fast response time

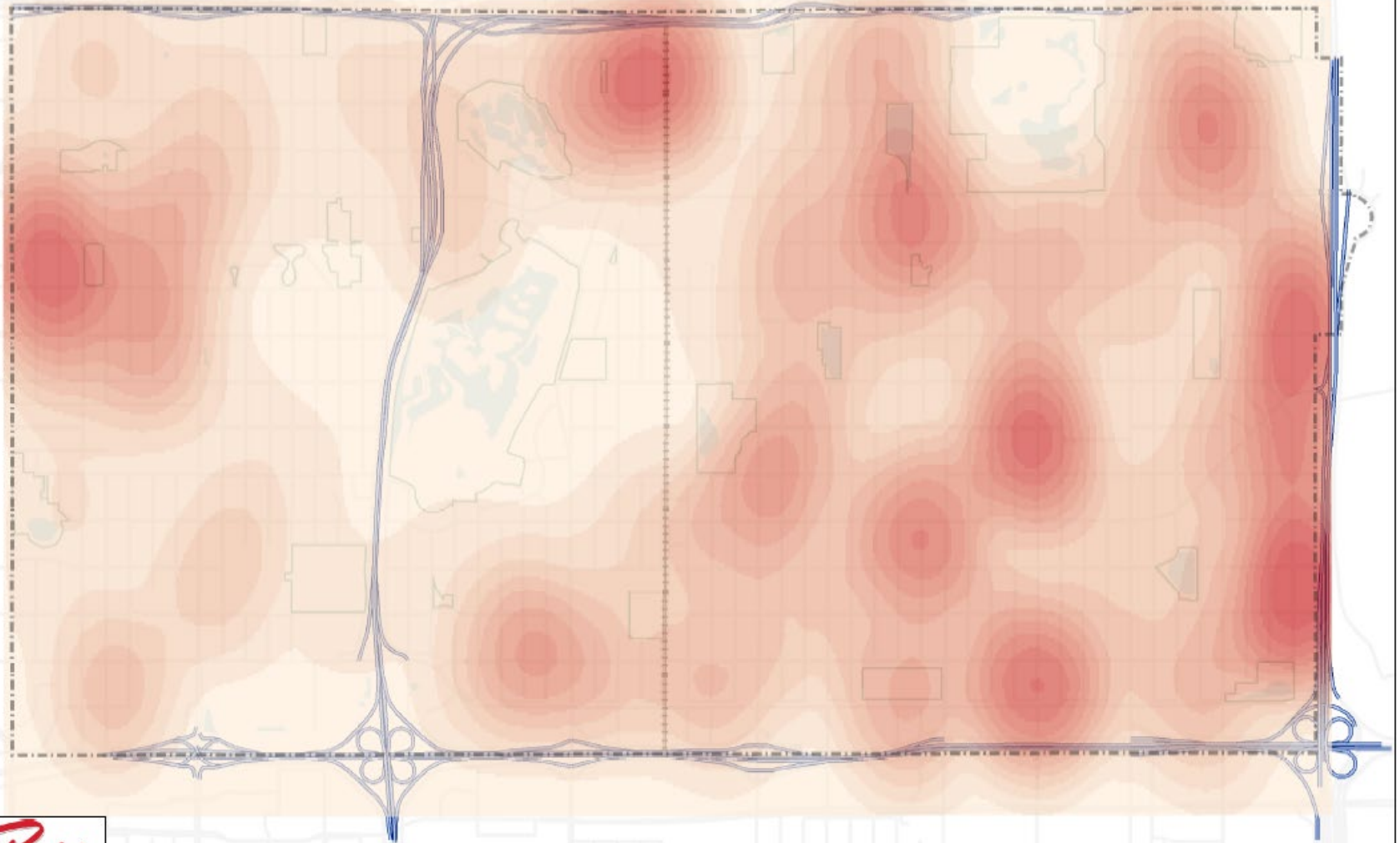Community Development
- Mitigate impact in high density areas

Communications and Community Engagement
- Equitable engagement process with historically excluded communities

2019 & 2020 Snow Emergency Tows - Event Occurrence

Step 2: Involve Stakeholders. Analyze data.

Public Works
- Collect complaints from residents and staff related to the plowing operation
- Revise notification messaging for plowing operation and snow emergency events
- Analyze plow routes
- Review existing data

Public Safety
- Collect complaints from residents related to citations and towing
- Review existing data
- Collect data from tagging and plowing (data cannot be benchmark due to increase of 2" to 4")
- Revise community engagement process
- Track emergency response time in pilot program geographic area

FIRE
- Track emergency response time in pilot program geographic area

Community Development
- Review other areas of high density throughout the city

Communication and Community Engagement
- Work with departments to review current engagement process

Step 3 and 4: Determine Benefit and/or Burden & Advance Opportunity or Minimize Harm

Benefit and Advancing Opportunity

- Provide educational materials to those that receive citations (or complaints) about why the roads need to be cleared
- Access
- Operationalize equity through equitable and safe snow removal
- Equitable enforcement by reducing tagging/towing
- Maintain accessible roads for fast response time
- Mitigate impact in high density areas
- Equitable engagement process with historically excluded communities

Determine Burden or Minimize Harm

Public Works
Changes to service delivery
Protection of investment into streets
Extending snow removal efforts

Public Safety
Tag/tow procedures
Possible loss of revenue

Fire
Narrowing lane widths for trucks
Increasing Response Times

Community Development
Parking requirements for developments
Resident/property owner compliance

Pilot program details

- Snow emergency
  - in effect at 4" rather than 2"
- Snow emergency parking areas
  - Cedar Ave
  - 78th Street
  - Vehicles move after 24 hrs of snow emergency start
- Public outreach
- Reevaluate including data collection
- Understand historic impact
- Learning process across departments
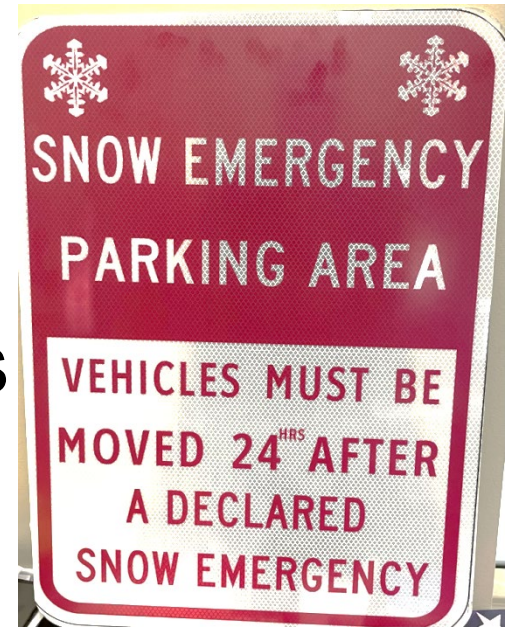
Next Steps

- City manager authority
- Possible ordinance change
- Reevaluation of program

Questions?

Preliminary Equity Plan Update

The City of Richfield's equity work

- **Acknowledges** the role that government at all levels has had in creating ongoing disparities that continue to harm our community and limit access

- **Builds** on the existing equity and inclusion progress and highlights narratives of success and learning within departments that enhances a learning culture and embraces change

- **Goal** to embed equity in the structure of the city as a tangible step to normalize, organize and operationalize equity principles and tools

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Role of Equity Administrator

Equity Administrator is responsible for providing strategic direction regarding equity and inclusion by:

- Support strategic visioning and implementation

- Build capacity

- Maintain accountability through data driven approaches

Phases of Preliminary Equity Plan

First phase	Second phase	Third Phase
12-18 months ongoing	1-2 years ongoing	1-3 years ongoing

Phase 1: Increase visibility and awareness of equity by gathering resources, evaluating use of data, reviewing the current environment, and mapping current process and practices

Ways to do it:

-review of strategic planning and other foundational process

-understand structure and historic context of the organization

-crate shared and unified language and provide engagement through education (CARES)

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Phase 2: Collaborate across departments and with community to build a structure and strategy in place that will continue to shape the equity plan

Ways to do it:

-Streamlining processes and mapping out gaps

-CAREs leadership on subcommittees and engagement

-Begin to upgrade policy, processes and procedures to embed equity

-Include community in the process both internal and external

-Benchmark early and often

Phase 3: Equity is scaled up as departments embed equity in their policy, programs and procedures

Ways to do it:

-Ongoing phase 1 and phase 2

-Fully embedded mechanisms throughout the city

-Ongoing benchmarking, measurement of success and data collection

-Ongoing and streamlined input from community

-Equity plan is updated and changes according to the success, needs and gaps in community

"Every Richfield resident is able to equitably access city services and enjoy a high quality of life regardless of their background or social circumstance"

Highlights of equity work

<u>Public Safety</u>

- Acquired an embedded social worker position (implemented September 2020)
- JCCP program and the Community Liaison ongoing work
- Deployed body-worn cameras to all officers (implemented January 2021)
- Community centered approach, including language access by the translation of the EHVN's into Spanish and ongoing business licensing translations
- Tailored community specific public health approach
- Richfield Dementia Friends grant (Latino focus)
- Use of force data available to the public
- One of the most diverse police agencies within Minnesota with bilingual CSO's for the last five years

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Public Works

- Use equity as an unique performance measure for all major projects

- Identify gaps in communication for historically excluded communities

- Cross-collaboration with Community Development, Public Safety to ensure prevailing wage thresholds are met in all projects over $300,000

- Participate in state and nation wide conversations for equity and inclusion and provide training and ongoing conversations to normalize equity

- Re-evaluate snow removal to center equity and work across deparments

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Community Development

- Offer multiple community based programs and ongoing support for an accessible and thriving community:

  -Section 8 Rental Assistance program

  -Kids at Home program

  -First home buyers program

  -Rental Assistance program during COVID 19 pandemic

  -Fix up program

  -require 20% of affordable units

Parks and Recreation

- Ongoing efforts to provide inclusive and culturally representative programs

- Opening of inclusive playground

- Partnership with community and local organization to further embed equity

Administrative Services

- HR review of current data collection, practices and procedures
- Ongoing review of engagement and communication to reach historically excluded communities via partnerships
- Continue review of ADA compliance
- Lead engagement and inclusion of historically excluded community members during elections

Fire

- Ongoing participation in CARE's team
- Continue to find creative ways to increase diversity and community engagement
- Efforts to normalize equity and inclusion conversation
- Finding creative ways to diversify workforce
- Continue to partner with community for ongoing collaboration

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CAREs team

2017
- The City of Richfield becomes a member of the Government Alliance on Race and Equity Cohort of Richfield staff begin yearlong GARE training with several other metro cities

2018
- Richfield GARE team began meeting internally in 2018
- Three Richfield staff attended the GARE Annual Conference in Chicago
- Richfield Racial Equity Statement finalized CAREs Team held a work session with the City Council, Color Blind, Color Brave conversation for all staff
- City of Richfield Hiring Policies reviewed and revised and recommendations were put forth

2019
- YWCA Race IQ workshop held for all city staff
- Race Equity Employee Survey sent to all staff
- Celebration of indigenous People & Culture event
- Race and Housing conversation for all staff
- Efforts support proclamations that celebrate diversity

Subcommittee: feedback on definition of Diversity Wheel, E&I Definitions

This subcommittee is reviewing a proposed Diversity Wheel, with inner and outer definitions, and the city's proposed core shared language for E&I.

Members:

- LaTonia Dubois, Community Development
- Russ Lupkes, Public Works
- Rachel Lindholm, Parks and Recreation and Public Works

Subcommittee: Richfield's calendar

Committee is reviewing local calendars and will recommend an inclusive and representative list of celebrations for each calendar month. This recommendation will eventually become the city's official calendar.

Members:
- Josh Nelson, FIRE
- Mike Flaherty, Public Safety
- Jose Flores, Liquor Department

Subcommittee: staff resources, education and training

Currently reviewing any resources, tools, and other educational opportunities that could be useful to advance the goals of equity for the city.

Members:

- Jennifer Anderson, Public Safety
- Amy Markle, Parks and Recreation

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Richfield Equity and Inclusion Toolkit recommendation and feedback

Reviewing equity toolkits/lens and is refining recommendations for a city specific tool.

Members:

- Pam Dmytrenko, Administrative Services
- Nellie Jerome, Community Development
- Julie Urban, Community Development

Questions?