



STRATEGIC PERFORMANCE REPORT FOURTH QUARTER 2019

STRATEGIC PRIORITY	4TH QUARTER PROGRESS (OCTOBER-DECEMBER 2019)	ANTICIPATED 4TH QUARTER ACTIVITIES (JANUARY-MARCH 2020)	STATUS
COMMUNITY AMENITIES			
Comprehensive funding strategy for capital needs	<ul style="list-style-type: none"> The preliminary Official Statement for the fall bonding projects was completed. The City received AAA/Aaa ratings on the new debt issued and existing outstanding debt. On October 28, the City Council approved the low bidder for the bonds. The True Interest Rate (TIC) was 1.68% on the bonds. The next lowest rate was in 2012 at 1.71%. Onsite bond sale documents reflect that these rates are the lowest in more than 25 years. Departments submitted updated and new projects for the 2020-2029 Capital Improvement Plan; a draft document was provided to the City Manager and the Assistant City Manager in mid-December. 	<ul style="list-style-type: none"> Continue financial modeling of items in the CIP and community amenities with potential bonding and property tax impacts. Provide a draft 2020-2029 Capital Improvement Plan to the City Council prior to the February 10 study meeting. Deliver an updated draft 2020-2029 Capital Improvement Plan to the Planning Commission prior to February/March meeting. The Planning Commission normally approves a resolution that the CIP is in compliance with the City's Comprehensive Plan. Schedule a public hearing for the City Council to adopt the 2020-2029 Capital Improvement Plan. 	On track

Community center decision

- Gathered community input regarding a new community center at Valley View Park through various outreach and engagement efforts as well as an online survey, and used the collected feedback to guide options and preliminary planning documents.
 - Shared the initial outcome of the planning process that included input received from residents, traffic and parking study and site alternatives that showed different scenarios for what a community center could look like in the park at a public event on November 14 at Civic Plaza and the City Council meeting on November 18.
 - Conducted a public hearing at the City Council meeting on November 18.
 - After much discussion and deliberation, the City Council did not reach a consensus on December 2 to move forward with a community center design at Valley View Park; the Council decided the current proposal for a community center at Valley View was not viable at this time and no formal action was taken.
- In 2020, the new City Council will be determining its priorities and will decide how a community center might fit within them.

Stalled

Strong support for City-owned amenities and park/recreation facilities

- Continued work on the Fire Station #3 project; the building is completely enclosed with the roof finished and the windows installed, and the apparatus bay doorways framed and covered in plastic. The apparatus floors are being poured, the stairwells installed, and interior walls placed and enclosed.
- Design proposals were received for Fire Station #4 and two architectural firms are being interviewed.
- Completed and closed the survey for the Park Master Plan needs assessment and conducted all of the focus groups with community stakeholders in November and December.
- Completed installation of the playground structure at Poplar Bridge Elementary and opened it on time in November (costs were equally shared between the City and School District).
- Bloomington Remembers Veterans, Inc. donated \$10,000 on October 28 to pay for stipends for artists selected to complete a request for proposal design of a veteran's memorial.
- Hosted the House Capital Investment bonding project tour at the Bloomington Center for the Arts to allow legislators to examine a request for \$10 million to expand the facility.
- Finished construction and punch list items for the Rinks 1 and 2 locker room renovations at the Bloomington Ice Garden; the entryway and lobby are complete with a few punch list items.
- Demolished and removed the Dred Scott wheelhouse and put the footings in place for a new concessions and restroom building.
- Installed windows, plumbing and lighting on the Western Maintenance building.
- Received bids for replacement of the roof at the Robinson Building at Gene Kelly Park.
- The interior finish work will continue in Fire Station #3 and exterior work will resume in the spring.
- A recommendation of award for a design firm for Fire Station #4 is anticipated in February.
- Conduct Park Master Plan stakeholder interviews with Parks, Arts and Recreation Commission on January 8 and City Council on January 13.
- Present the results of the Park Master Plan needs assessment with the City Council on February 10; results will be posted on the City's website at the same time.
- A request for qualifications will be released in early January 2020 to solicit artists' qualifications for designing a veteran's memorial; final selection of artists is anticipated for April 2020 and will be sent to the City Council for approval.
- Controls will be installed in January for the new LED lighting at the Ice Garden.
- Complete construction on the new Dred Scott concessions and restroom building by April 2020.
- Finish work on the Western Maintenance building in January.
- Start construction on the new roof at the Robinson Building at Gene Kelly Park when weather permits.
- Solicit bids for the Civic Plaza restrooms upgrade, with construction completed in spring 2020.
- Prepare construction plans and bid documents for the Civic Plaza entry doors, with bidding in February and construction in late spring/early summer 2020.

On track

One Bloomington

- Produced a variety of community image, sustainability, amenities and high-quality service articles in the October, November and December Briefings.
- Continued featuring employees in At Your Service articles in the October, November and December Briefings to showcase Bloomington’s high-quality service delivery and the people behind those services.
- Wrote about Dred Scott facility improvements in the October Briefing, which fits within the community amenity and focused renewal strategic priorities.
- Continued including a full page of sustainability news in the October, November and December Briefings, including articles on organics recycling, illustrating the City’s efforts behind the environmental sustainability priority.
- Wrote about the potential Hyland Greens learning center partnership with the PGA in the October Briefing, a key community amenity upgrade.
- Included stories about the potential new community center at Valley View Park in the October, November and December Briefings.
- Highlighted progress on the Mall of America waterpark project in the October and December Briefings.
- Produced an article about the City partnering with Stantec on the Lyndale Avenue corridor in the Gateway Development District, showcasing focused renewal.
- Continue featuring examples of progress in each of the six strategic priorities in the Briefing and video throughout the year.
- Work with new web team members to make sure digital communication is adhering to City standards and best practices.
- Discuss online needs and strategy with the new Sustainability Coordinator and Racial Equity Coordinator.
- Hire and onboard a new Communications Specialist–Video.

On track

**One Bloomington
(continued)**

- Featured community amenities improvements with a Briefing article on the new Fire Station 3.
- Highlighted City employees who carpool as Earth Action Heroes in the December Briefing and in social media.
- Used Facebook to promote Thermo King's October tour highlighting recent eco-friendly improvements.
- Highlighted organics drop-off sites on Facebook and Twitter.
- Updated residents on new battery recycling changes in Hennepin County on social media and the website.
- Shared a video spotlighting the Bloomington Cultural Festival on YouTube and Facebook.
- Used Facebook to promote the Latina Women EXPO V at Civic Plaza.
- Used all social media to promote registration for Students in Government Day.
- Worked with COED to post translations online for web pages such as the Community Center updates and Learn to Lead application.

On track

**Positive image of Bloomington
1: Develop comprehensive media
strategies**

- Conducted a media training workshop for staff on October 17 led by Ken Stone, former radio and television reporter and news director.
- Developed a relationship with the new Star Tribune reporter which resulted in several positive stories including affordable housing and the new engagement vehicle.
- Shared video on Facebook about Oasis for Youth volunteers who combat homelessness in Bloomington.
- Created and shared a media release highlighting Eric Johnson being named a 2020 Michael Rubinger Community Fellow.
- Continued to promote Police events such as Coffee with a Cop and Holiday Helpers in Blue on the website and social media.
- Continued featuring Bloomington firefighters in October, November and December Briefings, which showed residents pitching in to help their communities and keep them safe.
- Showcased more resident photos from the City's winter photo contest in the December Briefing that highlighted the natural beauty and amenities in Bloomington.
- Included a Mayor's Memo about the past, present and future of Bloomington amenities in the October Briefing as they related to the Council's strategic priorities.

- Continue to develop better relationships with the media and pitch stories that will enhance community image.
- Continue to monitor positive story results through weekly media mentions.
- Continue to leverage social media to spread positive messages and look for opportunities to better engage online.

On track

Positive image of Bloomington 1: Develop comprehensive media strategies (continued)

- Introduced the new Bloomington Engagement Vehicle and COED staff in the November Briefing, highlighting a new way staff can connect with the community.
- Covered HRA donation of land to help homeless veterans in the November Briefing.
- Highlighted the groundbreaking of the new home for veterans at 94th Street and Penn Avenue.

Outcomes:

- Added 261 Facebook followers, 162 YouTube subscribers and 90 Twitter followers.
- The City’s National Citizen Survey results for 2019 showed a 91% approval rating for Bloomington as a place to live.
- Recruited a few new residents to join Fire Department.

Positive image of Bloomington 2: Develop art and placemaking plan

- Creative Sparks: Promoted and supported the Bloomington Cultural Festival on October 12 at the Minnesota Valley Wildlife Refuge and shared backstory/informational video, ads and social media posts; the event was coordinated by Together Bloomington.
- Neighborhood focus area, creative projects at 86th/ Nicollet: Held the first meeting with stakeholders on October 15 with introductions, survey review and next steps; the second meeting on December 10 focused on responding to questions, discussing prioritized projects, signing up for subcommittees.
- South Loop Sculpture: Conducted community voting for the songbird and presented the final design to the City Council and Creative Placemaking Commission.
- Installed signage and finalized the lenses in October for the Augmented Reality (AR) Tour of Old Cedar Bridge by artists Nancy Musinguzi and AxS GRNTD (Adam Davis McGee).

- Creative Sparks: Participate in the Bloomington Cultural Festival on Saturday, October 12, at the Minnesota Valley Wildlife Refuge Visitor Center coordinated by Together Bloomington.
- Neighborhood focus area, creative projects at 86th/Nicollet: Begin the artist call process for selected projects: creative bus shelter, wayfinding sign, Little Library, and possibly storm sewer drain art.
- Fire Station #3: Continue engagement efforts and develop a small committee to work on selecting final projects.
- Xcel substation wall mural: Finalize the contract with Forecast Public Art. Develop a subcommittee to select curator/artist.
- South Loop Sculpture: Conduct design refinement and fabrication.

**Positive image of Bloomington 2:
Develop art and placemaking plan
(continued)**

- Partnered with Forecast Public Art for a mural project on the wall around the Xcel substation on American Blvd, initiated an agreement with Xcel, and submitted a Pavement Art Grant proposal to Bloomberg Philanthropies.
- Had a historian present a South Loop indigenous and Native American history overview to the Placemaking Commission at two meetings.
- Participated in the mYALP Leadership Program in November, and on the panel of the Metropolitan Council engagement workshop in December.
- Gateway District: Participated in engagement planning meetings, compiled a results overview of the artist input event, “Art Chat Open House,” and submitted it to the consultant.
- Old Cedar Ave Bridge Celebration: Launched planning for the grand opening event scheduled for June 6.
- Promoted creative placemaking events/activities on social media, website, email blasts, postcards and fliers, the Briefing and on Bloomington Today.

Outcomes:

- A total of 882 people voted for the South Loop songbird during the one week that the poll was open.
- 86th/Nicollet projects: 104 people responded to the initial survey; 25 people have participated in small group meetings.
- Bloomington Cultural Festival: A festival video reached 6,303 people on Facebook; approximately 300 people attended the event.

- Continue discussing city-wide creative placemaking and participate in Gateway District planning.
- Old Cedar Avenue Bridge celebration: Begin engagement efforts for the grand opening event scheduled for June 6.
- Research public art/creative placemaking funding mechanisms in other U.S. cities.
- Have a historian provide a written history report for future use.
- Begin discussion on a wayfinding strategy to the Minnesota Valley Wildlife Refuge trails.
- Start planning on the 106th Street creative placemaking project.
- Evaluation: Hire a consultant to work with the Creative Placemaking Director to develop creative placemaking equity goals.

On track

<p>Joint marketing with the School District</p>	<ul style="list-style-type: none"> • Included an article in the January Briefing about Public Health’s collaboration with Bloomington Public Schools on its new tobacco policy and student/staff informational presentations on the dangers of e-cigarettes and vaping. • Used Facebook during Safe Schools Week to highlight various stories and videos over the years. 	<ul style="list-style-type: none"> • Continue promotion of the School District in the Briefing and through video. • Look for opportunities to share stories and engage on social media. 	<p>On track</p>
--	--	---	-----------------

ENVIRONMENTAL SUSTAINABILITY

<p>Reduce citywide carbon footprint</p>	<ul style="list-style-type: none"> • The City Council adopted electric vehicle (EV) charging standards on December 2. • A Sustainability Coordinator was hired on November 25 to work with the Sustainability Commission on carbon reduction and other sustainability initiatives. • Commenced the Turn-Key Energy Assessment Buy-Down program for businesses which resulted in contact with 34 businesses, 12 free walk-throughs completed, and 7 recommendations for full Turn-Key services assessments. • Conducted a Bloomington Best Practices Energy Tour at Thermo King on October 10. • Worked with APEX to benchmark energy use in City facilities and began implementation of recommendations including the installation of LED lighting. • Promoted Home Energy Squad visits resulting in 654 residences completing visits in 2018-19. • Promoted Windsource and Renewable Connect, resulting in participation from 383 households in 2018-19. • Recommended a developer for the Lyndale Properties project with LEED certification; the developer is proposing use of solar technology, a prairie/ pollinator garden and pocket park. 	<ul style="list-style-type: none"> • Commence an audit program for multi-family residences in partnership with Xcel Energy. • Begin the development of sustainability standards for development projects. • Conduct a business peer-sharing event with case studies. • Develop residential Home Sustainability Tours. • Form a City-wide sustainability team to advance internal sustainability initiatives. • Work with Stantec Consulting to create a sustainable, walkable, livable redevelopment vision for Lyndale Avenue Corridor. 	<p>On track</p>
--	---	--	-----------------

Improve surface water quality

- Secured a grant from the Metropolitan Council to continue the smart irrigation program.
- Held joint meetings with local watershed districts to explore shared programming related to chloride reduction.
- Normandale Water Quality Improvement Project: Completed a curlyleaf pondweed turion survey and analyzed aquatic plant data from the 2019 growing season in conjunction with the Nine Mile Creek Watershed District.
- Awarded a contract for the 2019-902 Stormwater Pond Maintenance Project.
- Continued to promote the Adopt-a-Drain program.
- Normandale Water Quality Improvement Project: Continue to work with the Nine Mile Creek Watershed District on a carp management plan.
- Depending on water levels, complete the East Bay of Bush Lake portion of the 2019-901 Storm Management Maintenance Project (this could end up as a Q2 2020 task).
- Begin the 2019-902 Stormwater Pond Maintenance Project that cleans out Ford Pond and stabilizes an eroded section of Nine Mile Creek.
- Continue to work with the watershed districts on prioritizing resiliency responses and projects due to climate change.
- Continue to promote smart irrigation controllers and explore options for cost sharing.
- Continue to promote the Adopt-a-Drain program.
- Work with a Green Corps member to create educational materials and videos related to chloride reduction.

On track

Reduce volumes delivered to landfills/incinerators

- Worked with the Sustainability Commission on developing a recommendation for Curbside Cleanup Program changes.
- Reviewed a contract for collection of trash at City buildings and reduced the frequency of scheduled pickups.
- Met with WasteZero regarding the potential of a textile recycling program; the program is on hold related to current markets for these materials.
- Conducted waste sorting at Creekside Community Center to assist with implementing organics collection in compliance with Hennepin County Ordinance 13.
- Increased the frequency of collection from city organics drop-off sites.
- Met with Hennepin County to develop details for a construction and demolition material recycling event.
- Continue to develop plans with Hennepin County to conduct a construction and demolition material recycling event.
- Consider a pilot curbside organics program.
- Consider developing an additional organics recycling drop-off site.
- Partner with Hennepin County to help provide education to business related to Ordinance 13 food waste diversion requirements.
- Begin implementation of organics recycling within City buildings.
- Host a zero waste workshop for residents.
- Continue to work with the Sustainability Commission on Curbside Cleanup alternatives.

On track

More affordable housing

- Continued implementation of the Opportunity Housing Ordinance, including many meetings with developers and presentations to interested parties.
- Established the \$15.2 million Housing Trust Fund as part of the Opportunity Housing Ordinance to support the City's efforts to develop affordable housing.
- Preserved 306 units of Naturally Occurring Affordable Housing at Village Club and provided \$7 million in revolving loan funds to Aeon to purchase and rehab the existing units and develop an additional 150-300 affordable units on site.
- Issued permits and finalized the development agreement for Penn American III development ("The District"), with 248 units of rental housing including 50 units affordable at 50% AMI; construction is underway.
- Performed inspections as construction continued on 108 Place, which includes 42 units of workforce rental housing affordable at 60% AMI, near France/Old Shakopee Road; construction started in June.
- Performed inspections as construction continued on Portland Commons, 166 units of senior independent, assisted and memory care with 20% of the units affordable at 50% AMI; grading and foundation work are underway.
- Met with multiple affordable housing developers actively looking in Bloomington to identify potential sites; 19 residential projects are in discussion stages.
- Launched the Housing Trust Fund as part of the Opportunity Housing Ordinance to support the City's efforts to develop affordable housing.
- Continue to implement tools to assist developers in evaluating Opportunity Housing Ordinance incentives.
- Continue to expand the web presence for the Opportunity Housing resources.
- Approve the Affordable Housing Trust Fund application, policies and procedures.
- Finalize agreements and building permit approvals for Lyndale Flats.
- Pursue TIF and other forms of assistance to advance multiple affordable housing projects in the discussion stages.
- Continue to meet with affordable housing developers to identify potential sites.
- Support the developer's application for Minnesota Housing Tax Credits and finalize agreements and building permit approvals for Lyndale flats.

On track

**More affordable housing
(continued)**

- Continued meetings with the Bloomington Housing Action Team (B-HAT) and worked on implementing identified strategies to advance preservation and the creation of affordable housing.
- Continued to work toward development of Lyndale Flats (81 units affordable at 60% AMI) which was approved October 7 by the City Council.
- Created the “90-Day Tenant Protection Ordinance Guide to Understanding the Ordinance for Owners and Renters” of multi-family affordable rental property.

On track

**Renew priority neighborhood
commercial nodes**

- Launched the Suburban Retrofit Strategy with the consulting firm Stantec focusing on the Lyndale Avenue Corridor; fourth quarter efforts focused on community outreach and information gathering.
 - Continued preparations for the 2020 Congress Legacy Project from the Congress for New Urbanism (CNU) that will involve pro bono assistance from a national urban design team to transform an aging commercial area located on both sides of I-494 known as the Portland Gateway.
 - HRA secured options for two properties at W. 98th Street and Nicollet Avenue and met with multiple potential developers.
 - Reviewed responses to an RFP issued for City-owned land near 82nd Street and Lyndale Avenue.
 - Met with parties interested in City-owned land at 700 American Boulevard.
- Continue work on the Suburban Retrofit Strategy along Lyndale Avenue.
 - Hold charrettes and other community outreach events in conjunction with the CNU Legacy Project at Portland and American Boulevard.
 - Work with Streetfront Development to improve plans on City-owned land near 82nd Street and Lyndale Avenue.
 - Continue to meet with parties interested in City-owned land at 700 American Boulevard, 98th and Lyndale Avenue S., and HRA-optioned land at 98th and Nicollet Avenue.

On track

<p>Successful neighborhood renewal innovation</p>	<ul style="list-style-type: none"> • The 2019 Neighborhood Focus Area initiative was underway in the 2018 neighborhood, with housing improvement loans in 2019 and full program (infrastructure, parks, placemaking, and housing loans) for a new neighborhood planned in 2020. • Completed construction on the “Homes for Heroes” project at 94th Street and Penn Avenue, a collaboration of the HRA, BATC-Housing First Minnesota Foundation, and Minnesota Assistance Council for Veterans to provide housing to homeless veterans. 	<ul style="list-style-type: none"> • Conduct review, planning and analysis on the creation of a development subsidiary. • Work with Stantec on the Suburban Retrofit Strategy. 	<p>On track</p>
--	--	--	-----------------

HIGH QUALITY SERVICE DELIVERY

<p>Financial sustainability of all funds</p>	<ul style="list-style-type: none"> • Presented more than 30 fund budgets to City Council at study sessions in the fall of 2019; the City Council subsequently approved these budgets at regular Council meetings • The City Council, City Manager and departments continued to work on budget strategies to reduce the 6.0% preliminary levy to a final levy of 4.75%. • Held a public hearing on the proposed property tax levy for 2020 at the City Council meeting on December 2. • Received approval from the City Council on the 2020 fee schedule and fees related to the utility funds. • Submitted the appropriate property tax levy and budget information for 2020 to Hennepin County and state organizations. 	<ul style="list-style-type: none"> • Schedule budget meetings with individual Council members in January-February to discuss budget process improvements and innovative ideas for the 2021-2022 budget cycles; consolidation of proposed process improvements and innovative ideas will be brought to a study session during the first quarter. • Launch preliminary external audit work with MMKR on January 13-15. • Distribute the preliminary annual financial report for the year ending December 31, 2019 to City Council prior to end of February. • Prepare and submit the 2020 budget book to the Government Finance Officers Association (GFOA) by March 2 for the Distinguished Budget Award program. 	<p>On track</p>
---	---	--	-----------------

Meet customer expectations

- The Fire Services assessment continued with data collection and analysis.
 - Received the draft report of the service assessment for Fleet Maintenance.
 - The Motor Vehicle service assessment was stalled by several other higher priority projects in the department; the assessment is being undertaken by an internal staff team rather than a consultant.
 - Executed an agreement with BerryDunn in December to establish a framework such as a project management institute/project management body of knowledge to follow best practices for the management of all City technology projects and activities to ensure that a project leader, effort estimates, project timelines, resources and dependencies are identified for each project.
 - Nearing completion of an inventory of every software application in the City and analyzed application relationships and business processes to determine areas for consolidation and efficiency.
 - Worked on an implementation plan for a data governance framework at the City.
- A mid-point review of the Fire Services assessment is anticipated in late February or early March.
 - Continue the Police Dispatch service assessment
 - Present the final report for the Fleet Maintenance service assessment to the City Council.
 - Focus renewed attention on the Motor Vehicle service assessment.
 - Begin work on developing a framework such as a project management institute/project management body of knowledge to follow best practices for management of all City technology projects.
 - Deliver a final report in January on a catalog listing every software application used by the City to be utilized as a first-line resource for finding software solutions for departmental processes.

On track

Improved customer service

- The City's Executive Leadership Team attended a seminar focused on strategic planning and community engagement hosted by the City of Maplewood titled "Input to Action: The End to End Strategy for Engaging Your Community and Delivering Results"; the seminar introduced two software platforms – Polco and Envisio – that help local governments collect feedback from the community and monitor progress towards performance measures.
- Launched a collaborative research project between the Police Animal Control Unit and the University of Minnesota to track habitat use, assess diets and measure disease prevalence in coyotes and foxes with the use of GPS tracking collars.
- Conducted training for supervisors on employee discipline in September, the hiring process in October and performance evaluations in November.
- Sponsored Students in Government Day on October 28, with 16 students paired up with City Council and staff advisors to learn about local government and participate in a City Council meeting.
- Graduated 29 students from the 22nd class of the Bloomington Police Department Citizens Academy on November 13.
- Installed additional fencing around the Off-Leash Dog Park based on resident input so that the pond is no longer accessible, providing a more secure area for pets to roam while maintaining most of the scenic woodland around the shoreline.
- Explore the use of online engagement and performance measurement tools as a means of advancing the City's strategic priorities.
- Assign department liaisons from the Community Outreach and Engagement Division to enhance community engagement efforts and engage the community in the City's projects and initiatives.
- Begin preparations for an overhaul of the City's website to improve functionality.
- Explore streaming of Council study and commission meetings.
- Debut a "Pathways to Local Government" workshop to introduce Bloomington high school students to careers in local government.

On track

INCLUSION AND EQUITY

<p>More diverse advisory boards</p>	<ul style="list-style-type: none"> On December 22, twenty-two residents completed the Bloomington Leadership Program (BLP) which began on September 26; the cohort represented a diverse set of characteristics including ethnic background, zip code, age, length of residency, and profession. <p>Outcomes:</p> <ul style="list-style-type: none"> Seven BLP graduates committed to serving on a City board or commission. Fourteen graduates committed to volunteering with a local nonprofit organization. Sixteen graduates planned to serve the new Bloomington Leadership Program Alumni Committee. 	<ul style="list-style-type: none"> Recruit candidates for the City’s boards and commissions that will have openings in March. Launch the new Bloomington Leadership Alumni Program. Host the National Day of Racial Healing in collaboration with the Human Rights Commission on January 21 at Creekside. 	<p>On track</p>
<p>More diverse workforce 1: Marketing to underrepresented populations</p>	<ul style="list-style-type: none"> Of the 42 new, full-time employees hired by the City in the 12-month period from January 1, 2019, to December 31, 2019, 9 – or 21% – identified as persons of color. 	<ul style="list-style-type: none"> Continue to think strategically about each and every posting and how to reach a wide audience of potentially eligible applicants. 	<p>Needs attention</p>
<p>More diverse workforce 2: Pathways and internship programs</p>	<ul style="list-style-type: none"> Background packets were completed on the Pathways to Policing candidates. Bloomington provided one candidate with a conditional offer that is expected to be released shortly. Three other jurisdictions participated in this program: St. Louis Park (one candidate), Metropolitan Police Commission (two candidates) and the U of M Police (two candidates), providing for six candidates total that were hired for the program. Received a Program Excellence Award for Community Diversity and Inclusion along with St. Louis Park from the International City/County Management Association. 	<ul style="list-style-type: none"> Bloomington’s Pathway to Policing candidate is expected to start in January and proceed to POST training with Hennepin Technical College. 	<p>On track</p>

More diverse workforce 1: Train staff on diversity

- The new Racial Equity Coordinator, Faith Jackson, started on October 7.
 - The Racial Equity Coordinator began developing the framework and structure that will embed racial equity work within the fabric of the organization.
 - The Coordinator has begun grounding all City employees in the foundational principles of racial equity utilizing an interactive lecture series that engages staff at the department/division level.
 - The training begins to normalize conversations about race, explains government's role in creating and maintaining racial inequities, and provides a general overview of the tools needed to change the policies, programs, and practices that are perpetuating inequities.
 - The Racial Equity Coordinator is also administering an optional staff survey to establish a baseline of staff competency in applying a racial equity lens to the work of our organization; the survey will help provide an accountability mechanism for the organization as the City works to further staff competency around advancing racial equity.
- Continue staff training and survey work in an effort to enhance staff competency around advancing racial equity.
 - Launch a training series starting in January for the City Council that will help it recognize institutional and systemic barriers to services and opportunities for Black, Indigenous and People of Color (BIPOC) communities.

Outcomes:

- Of the staff who responded to the survey, 53% said their understanding of racial equity concepts increased after participating in a discussion facilitated by the Racial Equity Coordinator.
- When asked if they understood how the concepts of racial equity applied to the core function of their work, 77% of respondents agreed or strongly agreed.
- When asked if they were aware of racial disparities in the City of Bloomington, 53% of respondents agreed or strongly agreed, 40% neither agreed nor disagreed, and 7% disagreed.

On track

**More diverse program participation
2: Equity toolkit**

- With the Racial Equity Coordinator position now filled, work on this or similar efforts is expected in the coming months.
- At the January 27 study meeting, the City Council will learn how to apply a racial equity lens to decision-making.
- A similar training will be provided to City leaders and staff in the coming months.

Needs
attention