

# Hastings 2018-19 Equity & Inclusion Snapshot

A look back at a year of awareness, growth, and community visioning. What have we accomplished and where are we going?

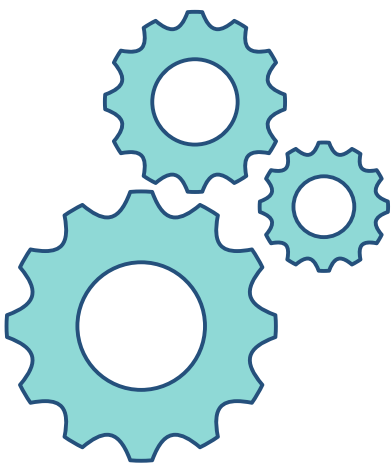
## A Proclamation

After years of watching diversity grow and change in Hastings, our School Board and City Council joined forces to proclaim common beliefs and a commitment to pursue equity for all.



A Steering Committee of community representatives, concerned citizens, and leaders from Impact Lives, Inc. hosted community conversations and learning sessions to hear current thoughts, perceptions, and experiences in Hastings.

## Community Support



Equity Labs produced a series of ideas for growth within Education, Government, Policing, and Business. A new Steering Committee with citizens, city, school, business, and non-profit representation has formed to keep these ideas and the initiative moving ahead.

## Moving Forward

### STEP

## 01



ISD 200 and City of Hastings commit \$20k each to partner with YMCA Equity Innovation Center on a two-year series of guided learning and planning for the community

### STEP

## 02

## Commitment to Learning

### STEP

## 03



Staff from Impact Lives Inc. and the YMCA Equity Innovation Center lead community members and leaders through a series of Equity Innovation Labs to identify and understand challenges, opportunities, and solutions for Hastings.

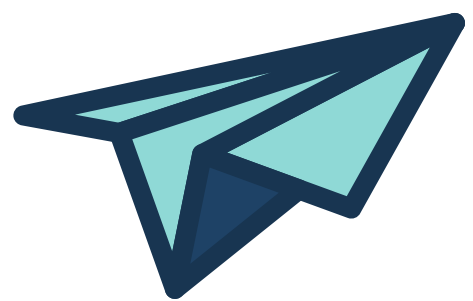
### STEP

## 04

## Finding Solutions for Hastings

### STEP

## 05



# Hastings 2018-19 Equity & Inclusion Snapshot

What have we accomplished and where are we headed?

- Open the committee to wider representation from across Hastings
- Form design groups for Government, Education, Public Safety, and Business to support action steps
- Report back to the Hastings community on results of Equity Labs
- Equity Innovation Center conducted Train-the-Trainer sessions to assist with continued growth and development of leadership
- Completed re-branding effort: Hastings THRIVE
- Create visioning statement
- Plan ongoing community conversations and learning opportunities
- Begin Equity Leadership Institute, along with additional participants from across all sectors, in fall of 2019



## STEERING COMMITTEE

- Committed \$20k to fund community-wide Diversity, Equity & Inclusion Initiative (DEI)
- Recently awarded a 3-year, \$276k/year Achievement and Integration grant to hire an Equity Integration Coordinator, develop training resources for staff, review achievement gap data, provide equity in tech, and other aspects of equity in the schools.
- Implement and expand the AVID Program to increase college and career readiness.
- Administration attending various seminars and leadership initiatives related to diversity and equity
- Partner with South Washington County Schools for Achievement and Integration collaboration
- Eliminate fees for Art, Horticulture, and IT classes
- Creation of Angel Fund for kids in need of food assistance
- New diversity group formed by students and teachers
- Continuation of existing programs such as Peer Helpers, PBIS, 411 TipLine, Link Crew, LGBT Club, 10th Grade mental health screening, School Resource Officer, SEED training, and more.



## SCHOOL DISTRICT

- Committed \$20k to fund community-wide Diversity, Equity & Inclusion Initiative (DEI)
- Committed key staff time to participate in DEI initiative and to provide leadership
- Secured interpreter and translation services
- Supervisory staff attend Unconscious Bias training
- Work on key messaging, website, media and social media outreach for DEI Initiative



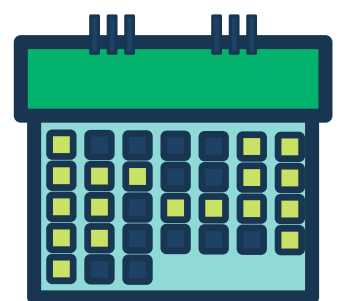
## GOVERNMENT



## SAFETY & POLICING

- Signed up as a Vitals App user. Highest number of registrations in Dakota County
- Increased Training for Officers including Implicit Bias and Cultural Diversity training
- Participated in 2018 DEI events
- Participated in 2019 Hastings Reads events including a panel discussion on race and circle conversations with students at HHS
- Creation of new Integrated Service Delivery Coordinator partnership position with Dakota County. This person provides a bridge between HPD and the variety of social services a client may need.

- Provided support for sharing key messaging
- Multiple representatives on Steering Committee
- Attended Equity Labs and helped create Design Group
- Connect with Adult Basic Education to facilitate job-specific learning for employees who have English as a second language. This program is tailored to assist with test prep for job promotion opportunities



## BUSINESS & NON-PROFITS