

Process: Developing the Matrix

- Step 1:** Research local and national best practices in equitable development frameworks (e.g. *EcoDistricts, 21st Century Development Matrix, PolicyLink, Government Alliance on Race and Equity, etc.*)
- Step 2:** Voice of constituents most impacted by UHT redevelopment project (e.g. *Collaborative Planning Committee, etc.*) as well as City elected policymakers and subject-matter experts
- Step 3:** Related collaboratively developed artifacts in the City (e.g. *Northside Green Zones, Anti—Displacement Policy Network, Climate Action Plan, etc.*)

Key Value/Theme	Objectives & Success Measures	Source(s) & Reference(s)
1. Economic Inclusion, Jobs, and Careers	<p>a. Living wage job creation with a commitment to hiring and retaining residents within the priority area¹:</p> <ol style="list-style-type: none"> Number of jobs in Upper Harbor Terminal businesses by hourly wages and/or annual salary Number of jobs that offer healthcare benefits to employees Number of jobs that offer career ladders <p>c. Integration of uses supportive of urban food systems ensuring community access</p> <ol style="list-style-type: none"> Number of food system based businesses and spaces for urban food systems that have access and ownership by people and entities from the priority area <p>d. Black, Indigenous, and People of Color people participate in the redevelopment through contracts or employment</p> <p>e. Increase the percent count of and spend with racially and ethnically diverse for-profit suppliers across all City of Minneapolis departments</p>	<ul style="list-style-type: none"> City of Minneapolis Strategic & Racial Equity Action Plan Northside Green Zones EcoDistricts United Way Asset Limited, Income Constrained, and Employed (ALICE)

SAMPLE

Purpose: Using the Matrix

Support Collaborative Planning Committee members in developing advisory guidance for the Coordinated Plan that is:

1. Grounded in the **key values** identified in the Upper Harbor Terminal Concept Plan as the lens through which the City of Minneapolis, Collaborative Planning Committee and Development Team create the collaborative plan
2. Qualifies and quantifies the meaning of those key values through clear **objectives** and **success measures** by which stakeholders collectively assess success
3. Centers **racial equity, sustainability** and **resilience** as fundamental overarching objectives through measures that disaggregate data by race particularly for those residents geographically closest to UHT site



Next Steps: CPC Considerations

We need feedback from Collaborative Planning Committee members on the following:

- **Content:** *Are the key values, objectives and success measures clear? Are they sufficient for you to use in developing advisory guidance? What, if anything, is missing?*
- **Design:** *Is the matrix structured in a way that you can use it effectively?*
- **References:** *What additional sources or references that should be considered to inform the key values, objectives and success measures in the matrix?*
- **Other feedback**

Email feedback on the UHT Equitable & Resilient Development Matrix no later than end of day Friday, November 8th. Send feedback to:

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