

UHT Equitable Resilient Inclusive Development Decision Matrix - Feedback Alignment

Color Key	Source	Update	Value/Theme	Matrix Location	Notes
Potential to Add	UHT CPC Feedback on Community Benefits	Financial ownership and economic inclusion - working on project, companies owned by POC on the project & employed from the neighborhood	Economic Inclusion, Jobs, Careers	1d, 5b	
Needs clarity	UHT CPC Feedback on Community Benefits	Need to create space for high paying jobs	Economic Inclusion, Jobs, Careers	1a, 5d	Matrix references living wage jobs. May need to qualify "high paying".
Matrix Updates	UHT CPC Feedback on Community Benefits	Local hiring construction and end user businesses - goals/requirements	Economic Inclusion, Jobs, Careers	1d, 1e, 5d	
Beyond the Matrix	UHT CPC Feedback on Community Benefits	Supplier diversity goals	Economic Inclusion, Jobs, Careers	1e	
Solution	UHT CPC Feedback on Community Benefits	Opportunities for Northside and POC firms, predevelopment and construction	Economic Inclusion, Jobs, Careers	1d, 5b	
Mapped to Matrix	UHT CPC Feedback on Community Benefits	Make sure job/career pathways are accessible to Northsiders	Economic Inclusion, Jobs, Careers	1a	
	UHT CPC Feedback on Community Benefits	Venue: Jobs should go to Northsiders	Economic Inclusion, Jobs, Careers	1a	
	UHT CPC Feedback on Community Benefits	Affordable commercial space/shared commercial space	Economic Inclusion, Jobs, Careers	5a, 5f	
	UHT CPC Feedback on Community Benefits	Food hub/food related businesses	Economic Inclusion, Jobs, Careers	1c	
	UHT CPC Feedback on Community Benefits	Ownership: cooperative, commercial space condos	Economic Inclusion, Jobs, Careers	5a, 5h, 5g	Cooperatives not explicitly named. If critical, that would need to be called out in an update.
	UHT CPC Feedback on Community Benefits	Family housing units	Affordable Housing	4e	Calls for diversity of dwelling needs
	UHT CPC Feedback on Community Benefits	Priority placed on those already living within Northside zipcodes	Affordable Housing	4b	
	UHT CPC Feedback on Community Benefits	Mixed income housing	Affordable Housing	4b	

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Potential to Add	UHT CPC Feedback on Community Benefits	Need to maximize the number of units and offer a range of housing types and affordability	Affordable Housing	4b, 4d, 4e	
Needs clarity	UHT CPC Feedback on Community Benefits	Affordability must be affordable to Northside	Affordable Housing	4b	
Matrix Updates	UHT CPC Feedback on Community Benefits	A wide range, a variety of housing options and types	Affordable Housing	4e	
Beyond the Matrix	UHT CPC Feedback on Community Benefits	Consider public and/or community ownership on multiple levels: land, developments, units (within developments), governance/programming/operations	Wealth Creation & Community Ownership	5e	
Solution	UHT CPC Feedback on Community Benefits	Support and capacity for BIPOC vendors	Wealth Creation & Community Ownership	1d, 1e, 5a, 5b, 5c, 5f	
Mapped to Matrix	UHT CPC Feedback on Community Benefits	Community ownership shares in a development	Wealth Creation & Community Ownership	5g, 5h, 5j, 5l	
	UHT CPC Feedback on Community Benefits	Community land trust	Wealth Creation & Community Ownership	5e	
	UHT CPC Feedback on Community Benefits	High paid jobs - union jobs? (Music Venue)	Wealth Creation & Community Ownership	1a, 5d	
	UHT CPC Feedback on Community Benefits	Community access to site - transit/bike pedestrian	Mobility, Public Space and Infrastructure	6f, 6g, 6h	
	UHT CPC Feedback on Community Benefits	Strengthen connection of McKinley and neighborhoods	Mobility, Public Space and Infrastructure	6j	
	UHT CPC Feedback on Community Benefits	Want space/green space across site	Mobility, Public Space and Infrastructure	6c, 6d, 6l	
	UHT CPC Feedback on Community Benefits	Dedicated trails, parks, plazas, squares and recreation areas	Mobility, Public Space and Infrastructure	6c	
	UHT CPC Feedback on Community Benefits	Community spaces: Gardens and community/event spaces accessible to all residents on site and Northsiders	Mobility, Public Space and Infrastructure	6j	

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Potential to Add	UHT CPC Feedback on Community Benefits	Spaces/places that celebrate the history of the site and area	Mobility, Public Space and Infrastructure	6a	
Needs clarity	UHT CPC Feedback on Community Benefits	Affordable housing, anti-displacement strategies and community ownership can be addressed together	Disrupting Gentrification and Displacement	2d	
Matrix Updates	UHT CPC Feedback on Community Benefits	Must give North ownership	Disrupting Gentrification and Displacement	5l	
Beyond the Matrix	UHT CPC Feedback on Community Benefits	A catalyst to a bold and visionary future; controlled by community so "community" remains	Disrupting Gentrification and Displacement		
Solution	UHT CPC Feedback on Community Benefits	Urban agriculture	Environmental Justice and Sustainability	3g	
Mapped to Matrix	UHT CPC Feedback on Community Benefits	Incorporate project based vouchers for 30% AMI into housing developments	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Diversity on development team	Economic Inclusion, Jobs, Careers		
	UHT CPC Feedback on Community Benefits	Workforce on Parcel 7a, families on Parcel 6, townhomes/ownership on Parcel 7b	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Income averaging, but figure out the maximum number of 30% and 50% units we can include, within a feasible funding gap	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Advanced manufacturing/industries i.e. modular construction manufacturing, robotics, 3D printing	Economic Inclusion, Jobs, Careers	5i	Addresses the category of innovative manufacturing. Other elements are solutions-oriented and should be in CPC Recommendations
	UHT CPC Feedback on Community Benefits	Every phase should have housing	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Affordable housing for seniors	Affordable Housing	4d	
	UHT CPC Feedback on Community Benefits	Affordable housing for workforce	Affordable Housing	4d	

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Potential to Add	UHT CPC Feedback on Community Benefits	Multigenerational/life-cycle housing	Affordable Housing	4e	
Needs clarity	UHT CPC Feedback on Community Benefits	Supportive, transitional housing	Affordable Housing	4e	
Matrix Updates	Additional CPC Feedback	Health food stores	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
Beyond the Matrix	Additional CPC Feedback	Cultural eating experiences	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
Solution	Additional CPC Feedback	Urban gardens	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
Mapped to Matrix	Additional CPC Feedback	Co-op grocery stores	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Art studios	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Education/Learning/Training (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Financial literacy classes (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Cooperative ownership training (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Intergenerational learning center (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Partner with schools and non-profit organizations providing art (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Developments for a better quality of life	Mobility, Public Space and Infrastructure		Need to qualify "better quality of life" 2/14: "I am also not sure what was intended by this, but I feel that a high quality of life is present in all themes." (Grace Rude)
	Additional CPC Feedback	Partner with schools and non-profit organizations providing education (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Partner with schools and non-profit organizations providing business development (Hub)	Affordable Housing		Solution-oriented; Include in CPC Recommendations section
UHT CPC Feedback on Community Benefits	For the area surrounding Upper Harbor, there needs to be a property tax freeze and rent control so those living in the area are not displaced	Disrupting Gentrification and Displacement		Solution-oriented; Include in CPC Recommendations section	
UHT CPC Feedback on Community Benefits	Sustainable transportation and food	Environmental Justice and Sustainability	1c	Add "sustainable" as a quaifier for the urban food system development	

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Potential to Add	UHT CPC Feedback on Community Benefits	Sustainability certification i.e. LEED for Cities and Communities	Environmental Justice and Sustainability	3g	
Needs clarity	UHT CPC Feedback on Community Benefits	Solar power - community solar	Environmental Justice and Sustainability		2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude)
Matrix Updates	Grace Rude	Specify AMI at the neighborhood level vs city level	Affordable Housing	4b	AMI is calculated at the regional level. The Northside's AMI is 50% of the region. We have been targeting our affordability level for housing at 50% AMI or less in order to address this issue.
Beyond the Matrix	Grace Rude	Make developments accessible to the entire community, including both physical and otherwise challenges	Mobility, Public Space, and Infrastructure	6f, 6h, 6m	
Solution	Grace Rude	Clarify and enforce the critical nature of a healthy and affordable urban food system as outlined in the Milan Urban Food Policy Pact	Environmental Justice and Sustainability	3e	
Mapped to Matrix	Grace Rude	Incorporate Universal/Inclusive design principles to better tackle accessibility	Mobility, Public Space and Infrastructure	6f	
	Grace Rude	Theme 5 objectives are broad/vague and hard to use for evaluation	Wealth Creation & Community Ownership		The matrix is designed to support the CPC in providing advisory guidance to the City. It is not currently designed to serve as an evaluation tool.
	Grace Rude	Add explicit public transit objectives that acknowledge transit's importance to a variety of community members	Mobility, Public Space, and Infrastructure		2/14: "I contributed this feedback and while I feel that theme 6.f, 6.g, and 6.h partly fulfill this, I think the language could be adjusted to clarify that they should be accessible not only in terms of disability physical accessibility but also in terms of quality of service, infrastructure, and connectivity. This is critical for reducing vehicle miles and sustainable transportation, stated in 6.h." (Grace Rude)
	Grace Rude	De-emphasize personal automobile parking, in consideration of spatial, sustainability, and access goals	Mobility, Public Space, and Infrastructure		2/14: "I contributed this feedback but I with further consideration I think this is not an issue in the matrix, although the sentiment still stands as important in our decision making considerations." (Grace Rude)

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	Grace Rude	Include specific, high-standard, well-researched, and innovative disability access guidelines	Mobility, Public Space, and Infrastructure		2/14: "I contributed this feedback and while the inclusion of "universally accessible" is great as seen in theme 6, I think more specificity is needed. I am no expert in disability studies either academically or personally, and those with more experience certainly would have a greater understanding of specifics. I think there is potential to go beyond what is accessible as required by law into incorporating universal design or other well researched practices that are not only accessible by all but fully enjoyed by all with ease. This is not only in terms of physical things such as ramps but also for a broader understanding of the variance of human experiences such as sensitivity to various sensory issues. Access is also not only something important in the physical design of the space but also in the process of design and in programming. The following article is one of many that has helped inform my perspective on this, and experts should be intentionally involved in incorporating access and participation into the UHT. In the context of the matrix, more precise language is the main step for encouraging deliberate attention on this issue throughout the future of the process. " (Grace Rude) https://dsq-sds.org/article/view/3234/4303
Potential to Add	Grace Rude	Evaluation, Measurement, and Accountability should be explicit goals, success measures, or objectives within the matrix			
Needs clarity	Grace Rude	Not only BIPOC high participation in suppliers, construction, and future business but also in present/future leadership and design. For example, hire BIPOC design consultants and ensure leadership teams throughout the process and in things such as a music venue committee are racially and ethnically diverse	Economic Inclusion, Jobs, and Careers		
Matrix Updates	Grace Rude	Incorporate emphasis on community driven process			
Beyond the Matrix	Additional CPC Feedback	Discuss how funding taken in by the venue will give back to the Northside Community	Disrupting Gentrification and Displacement	5h, 5j	
Solution	Additional CPC Feedback	Will the Hub create business opportunities and partnerships that support BIPOC	Disrupting Gentrification and Displacement	1e, 2b, 5a, 5b, 5c, 5f	
Mapped to Matrix	Additional CPC Feedback	Energy efficient housing	Environmental Justice and Sustainability	3g	
	Additional CPC Feedback	Sustainable transportation	Environmental Justice and Sustainability	6h	

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Potential to Add	Additional CPC Feedback	Diversity of dwelling housing	Affordable Housing	4e	
Needs clarity	Additional CPC Feedback	Leadership, Entrepreneurship, Educational Training and Career Opportunities	Economic Inclusion, Jobs, Careers		2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude)
Matrix Updates	UHT CPC Feedback on Community Benefits	How will we [Northsiders] maintain control and decision-making authority; need a voice in governance throughout the process	Disrupting Gentrification and Displacement		Solution-oriented; Include in CPC Recommendations section
Beyond the Matrix	Additional CPC Feedback	Provide space for bike racks and Fix It Bike Repair Stands/Stations in the surrounding areas of the Venue and throughout the space	Disrupting Gentrification and Displacement		Solution-oriented; Include in CPC Recommendations section
Solution	Additional CPC Feedback	Appoint a CPC Core Group to attend scheduled re-development meetings and provide them with an active role	Economic Inclusion, Jobs, Careers		
Mapped to Matrix	Additional CPC Feedback	Provide concise contracts between the developer, the City and BIPOC businesses/entities. All deals must be in writing and added to the original plan.	Economic Inclusion, Jobs, Careers		
	Additional CPC Feedback	Support small non-profit and for profit businesses, owned and operated by BIPOC	Economic Inclusion, Jobs, Careers		City prioritized support for BIPOC-owned for-profit businesses, not non-profit businesses.
	Additional CPC Feedback	CPC Core group should have full participation and access	Economic Inclusion, Jobs, Careers		
	Additional CPC Feedback	Offer fair contracts on all levels to BIPOC Professionals	Economic Inclusion, Jobs, Careers		The City's contracting process is race neutral. Need clarity on what "on all levels" means. 2/14: "I am not an expert on labor contracts, but I think theme 1.2. mostly incorporates this feedback point. However, adding "meaningfully participate" in this point might help add emphasis?" (Grace Rude)
	Additional CPC Feedback	Invite CPC Core Group to informational meetings/sessions	Economic Inclusion, Jobs, Careers		
	Melissa Newman	Offer grants to nearby neighbors down Dowling, Lowry, Lyndale, Washington Ave, to help beautify the front of their homes with new front windows, Fences, Steps, Siding, flowers, grass or sod, etc.	Disrupting Gentrification and Displacement	2a	Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	Racial inclusion policies, already in place must be acknowledged and honored	Disrupting Gentrification and Displacement		CPC would benefit from background info on City's contract compliance/SUBP efforts.
	Additional CPC Feedback	The venue should have 100% sustainable impact on the Northside community	Disrupting Gentrification and Displacement		2/14: "I think with the recent additions and the inclusion of the potential items I think this feedback point would be well met. The sustainability measures in the matrix seem great with potential to innovate." (Grace Rude)

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Potential to Add	Melissa Newman	A Gift should be given to the Northside with a piece of office space centrally located to allow multi uses for this space. With this same space we are able to rent out for small businesses to have pop-up shops, craft fairs, hold meetings, with commercial kitchen space or access.	Disrupting Gentrification and Displacement	2b	Solution-oriented; Include in CPC Recommendations section
Needs clarity	Additional CPC Feedback	Sustainable Development/Construction	Environmental Justice and Sustainability		2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude)
Matrix Updates	Additional CPC Feedback	Renewable energy, recycling, composting	Environmental Justice and Sustainability		2/14: "Concerning all potential elements to add, I think all are important and great and should be incorporated. However, I know these will be and should be up for group discussion and decision." (Grace Rude)
Beyond the Matrix	Additional CPC Feedback	Multi-family homes	Affordable Housing	4e*	
Solution	Additional CPC Feedback	Single family homes	Affordable Housing	4e*	
Mapped to Matrix	Additional CPC Feedback	Apartment homes	Affordable Housing	4e*	
	Additional CPC Feedback	Student housing	Affordable Housing	4e*	
	UHT CPC Feedback on Community Benefits	Advance job creation as part of Phase 1	Economic Inclusion, Jobs, Careers		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Job training - partner for job training i.e. Summit Academy	Economic Inclusion, Jobs, Careers		
	UHT CPC Feedback on Community Benefits	Small business/entrepreneur incubator/accelerator	Economic Inclusion, Jobs, Careers		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Mentorship/internship requirements of businesses on site	Economic Inclusion, Jobs, Careers		
	Additional CPC Feedback	Opportunities for Business Incubator Programs to grow/build BIPOC Businesses	Economic Inclusion, Jobs, Careers		
	Additional CPC Feedback	Develop partnerships with already existing black owned businesses or organizations who work with BIPOC communities	Economic Inclusion, Jobs, Careers		Solution-oriented; Include in CPC Recommendations section
	Additional CPC Feedback	In order to properly prepare bids, BIPOC businesses should receive information in a timely manner	Economic Inclusion, Jobs, Careers		Solution-oriented; Include in CPC Recommendations section

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Potential to Add	Melissa Newman	Continued discussion with MPCA [Minneapolis Pollution Control Agency] needs to insure that GAF has the Thermal Oxidizer put in place to eliminate the chemicals they are spewing into the air. To protect the air quality and the UHT and Northside Residents.	Environmental Justice and Sustainability	3d	Solution-oriented; Include in CPC Recommendations section. Per JMS' 2/17 conversation with Melissa, this could also be tracked as an overall programmatic assumption that the City will collaborate with MPCA to ensure the Thermal Oxidizer is in place prior to completion of UHT redevelopment project.
Needs clarity	Melissa Newman	Parking lot options for Venue as well as the common spaces and places with the Park, Hub, common areas.	Mobility Public Space and Infrastructure	6a	Solution-oriented; Include in CPC Recommendations section
Matrix Updates	UHT CPC Feedback on Community Benefits	Connect site to the Grand Rounds	Mobility, Public Space and Infrastructure		Solution-oriented; Include in CPC Recommendations section
Beyond the Matrix	UHT CPC Feedback on Community Benefits	Employee stock options	Wealth Creation & Community Ownership		Solution-oriented; Include in CPC Recommendations section
Solution	UHT CPC Feedback on Community Benefits	Community voice and decision-making on artists coming to the music venue	Wealth Creation & Community Ownership		
Mapped to Matrix	UHT CPC Feedback on Community Benefits	Creating Community Development fund with fees to be used on arts, youth programming, leadership opportunity, or maybe housing (Music Venue)	Wealth Creation & Community Ownership		Solution-oriented; Include in CPC Recommendations section
	UHT CPC Feedback on Community Benefits	Youth leadership and training opportunity (Music Venue)	Wealth Creation & Community Ownership		Solution-oriented; Include in CPC Recommendations section
	Melissa Newman	Use space wisely and offer smaller efficiency apartments for single people, approximately 400sf.	Disrupting Gentrification and Displacement	2c	2/17: Per JMS' conversation with Melissa, this statement should be used to add more precision to the referenced success measure.
	Melissa Newman	A City Policy needs to be created to place a cap on the Property Tax Increases to protect current homeowners.	Disrupting Gentrification and Displacement	2d	
	Melissa Newman	Allow the Community to own a parking lot or a portion of the proceeds from the parking lot. Come back to the Community as an additional source of generated income separate from the venue ticket sale tax. Another source of income for the Northside Community can be generated from the parking meters. All meters around Upper Harbor Terminal and placed alongside Washington Ave and 2nd Ave. A percentage of that revenue or a tax generated from those meters that will also be routed back to the community development fund.	Wealth Creation & Community Ownership	5j	Solution-oriented; Include in CPC Recommendations section

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	Melissa Newman	Requesting of Initial Seed funding with minimal restrictions from the City of Minneapolis. To be placed into the Northside Community Development Fund/Trust (currently in progress with Dana Frank and creating the Nonprofit). This fund is the Core of Dana Frank’s Venue commitment to the Northside. We need to get a head ahead and start building before UHT is completed and be for the first ticket is sold.	Wealth Creation & Community Ownership	5g	Solution-oriented; Include in CPC Recommendations section