



Date: August 18, 2020

To: Mayor and City Council

From: Heidi Lee, Race & Equity Coordinator, and Staff Liaison to Human Rights & Relations Commission

Subject: Recommendation for Assessment Rubric/Recommendation Process for City Facility Artwork & Décor to Ensure it Reflects Diversity and Race

Information / Background:

The City Council approved the charge of creating an assessment rubric process to ensure the City's facility artwork and décor reflect the diversity and race on November 6, 2019. The charge appears on the HRRC's 2020 work plan under Initiative No. 4. states: create an assessment rubric / recommendation process for City facility artwork and décor to ensure it reflects diversity of race and culture.

The HRRC gathered feedback on the rubric such as assessment categories/themes and how to determine if they are met. The rubric consists of five themes or categories that are components of diversity and inclusion as well guiding questions and considerations to be used when a person is assigning value to each theme:

- **Representation:** Is there a visual representation of diverse groups of people in Edina?
- **Gender Inclusion:** Does the artwork and décor reflect diverse gender identities?
- **Race/Ethnicity Inclusion:** Does the artwork and décor reflect more than one racial/cultural/ethnicity (consider languages and religions, as well)?
- **Accuracy:** Does the artwork and décor accurately depict the culture and history of Edina? Does the artwork and décor share different narratives of BIPOC (Black, Indigenous, People of Color)?
- **Feeling:** Does the facility provide a welcoming sense/feeling of as you enter? Is there a variety of mediums used?

After the rubric user will determine a numeral value, 1-4, based on what they are seeing and experiencing and complete observation notes and recommendations for the facility space.

With the creation of the assessment rubric, the cross-commission members are aware this rubric can evolve as race and equity work continues to grow.

Staff Recommendation:

Staff recommends City Council approve the Arts & Décor assessment rubric as recommended by HRRC and to direct HRRC to conduct an assessment on the Mayor's Conference Room and City Hall Atrium using the rubric for City Council review.

By approving the assessment rubric, it can be used to gather and provide baseline information and helps guide recommendations on next step for the rubric user. The foundation of the rubric is built on three categories that were presented in the Race & Equity Final Report and Recommendations, in Appendix N under Décor. The approval of HRRC to use the assessment rubric to conduct an assessment the Mayor's Conference Room and City Hall Atrium for City Council review will provide a process model on how to use the rubric.