

We recognize that:

Racism is an issue endemic to our country, our city and our neighborhood that appear in historical, individual and systemic forms.

Racial Inequality is pervasive and exists in all aspects of life, including and not limited to housing, education, health, employment and criminal justice.

While a 400+ year issue will not be solved overnight, we believe that we must commit to working towards equity and make our community better.

Our vision is to
empower
Tangletown
residents to be
anti-racist and
advance racial
equity

...Which we will realize through a set of **core values**

Belonging for all. Creating a Tangletown in which all people that live, work, and play here feel that they belong

Supportive neighbors. Connecting with our BIPOC neighbors throughout the city to support their ambitions and aspirations

Humble acknowledgement. Acknowledging a history of systemic racial oppression and dignifying our BIPOC neighbors as individuals and equals

Authentic allyship. Acting in genuine (non-performative) allyship with our BIPOC neighbors to dismantle systemic racism

We will achieve this vision with four strategies

Empower Tangletown residents to be anti-racist and advance racial equity

1 Meaningfully support our BIPOC neighbors who were affected by the unrest following George Floyd's death

2 Educate ourselves about systemic and structural racism, acknowledge and account for past and current inequities

3 Advocate for policies and resources that address systemic racism in Tangletown and Minneapolis

4 Listen to and partner with community organizations advancing racial equity to inform and enable our efforts and programming