

Various Amendments to Chapters 6 & 8 of the city code

Changes in state law

412.925 NATIVE LANDSCAPES.

(c) Except as part of a managed natural landscape as defined in this section, any weeds or grasses growing upon any lot or parcel of land in a city to a greater height than eight inches or that have gone or are about to go to seed are prohibited.

Changes in state law

ARTICLE 1

DISABILITY SERVICES

Section 1. Minnesota Statutes 2022, section 144G.45, subdivision 3 is amended to read:

Subd. 3. Local laws apply. Assisted living facilities shall comply with all applicable state and local governing laws, regulations, standards, ordinances, and codes for fire safety, building, and zoning requirements, except a facility with a licensed resident capacity of six or fewer is exempt from rental licensing regulations imposed by any town, municipality, or county.

Questions?

St. Louis Park Community Health Update

Vision 2025

History of community health in St. Louis Park

- 2014 Community Health Firefighter/EMT's
 - Home safety
 - Post hospital discharge
 - Follow up on minor 911 EMS calls
- 2017 Changed over to using a contract service for community Health
 - Expanded to working with staffed care facilities to reduce minor 911 calls
- Summer of 2024 consultant hired to do an assessment on current Community Health Program
 - Findings of assessment caused staff to look at all options for the future
 - Fire community health should be embedded with police BHU

Options looked at for community health

- Contractor
- Community EMT
- Community Paramedic
 - Specific Certification/Course work
- Alternative Response Medic
 - Emerging trend in Twin Cities
 - Utilizing Medic for enhanced EMS response

Proposing 2-year pilot program

1. Alternative Response

- Embedded with BHU and Social Worker
- Working with staffed care facilities
- Following up minor EMS 911 calls
- In residence care

2. Enhanced EMS Capabilities

- BLS/ALS
- Advanced cardiac, IV's, medications

How to measure success?

1. Strong partnerships

- Police BHU, Social Worker, Care Facilities, Hennepin Health

2. Measurable data

- Repeat EMS calls
- ALS on scene time to critical calls

3. Feedback from those served

4. Accountability

- City employee supervised by city employees



Budget considerations

Current Budget

Care Resource Connections contract	\$70,000
Data management contract	\$45,000
Total ongoing:	\$115,000
Note: A grant funded FTE is also in current budget, but not included as it does not generate budget savings.	

New Alternative Response Medic

Annual midpoint salary/benefits:	\$115,676
Total estimated ongoing:	\$115,676
Essential equipment*	\$50,000
Total one-time:	\$50,000
*Use remaining public safety funds to purchase	

Policy consideration:

Does council support continuation of the city's community health program? If yes, staff will take the following steps in the 2025 budget to support the pilot:

- Redirect \$115,000 of the fire department's existing 2025 budget to hire a temporary alternative response medic.
- Dedicate \$50,000 of public safety dollars on a one-time basis for necessary equipment purchase.

Let's talk about race

Jocelyn I Hernandez Guitron
Racial equity and inclusion specialist

Mindfulness activity

Think about how conversations about race usually go -what would you change?

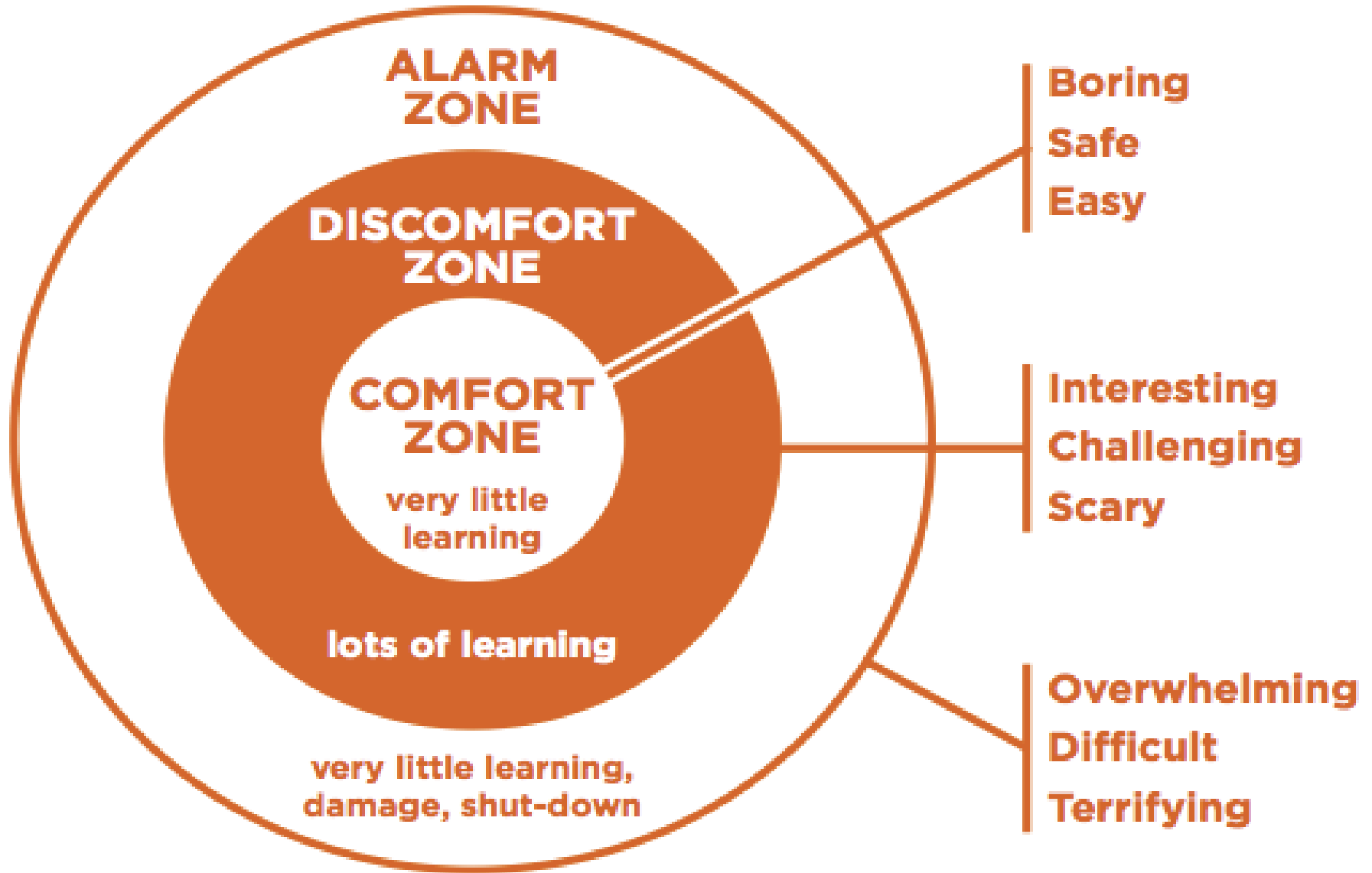
If I had a magic wand, conversations about race would be like....

Today's learning objectives

Reflect on your personal experiences with racial dialogue

Identify the dynamics involved in talking about race

Learn practices for discussing race with awareness and willingness



The discomfort zone, courtesy of Training for Change.

Our shared agreements

Trust that no one knows everything, together we know a lot.

Listen to understand and aim to notice rather than react

What's said here stays here, what's learned here leaves here.

Learning comes at the edge of discomfort

When are times you've seen race ignored or invalidated?

How did this make you feel?/What was your response?

Emotions matter

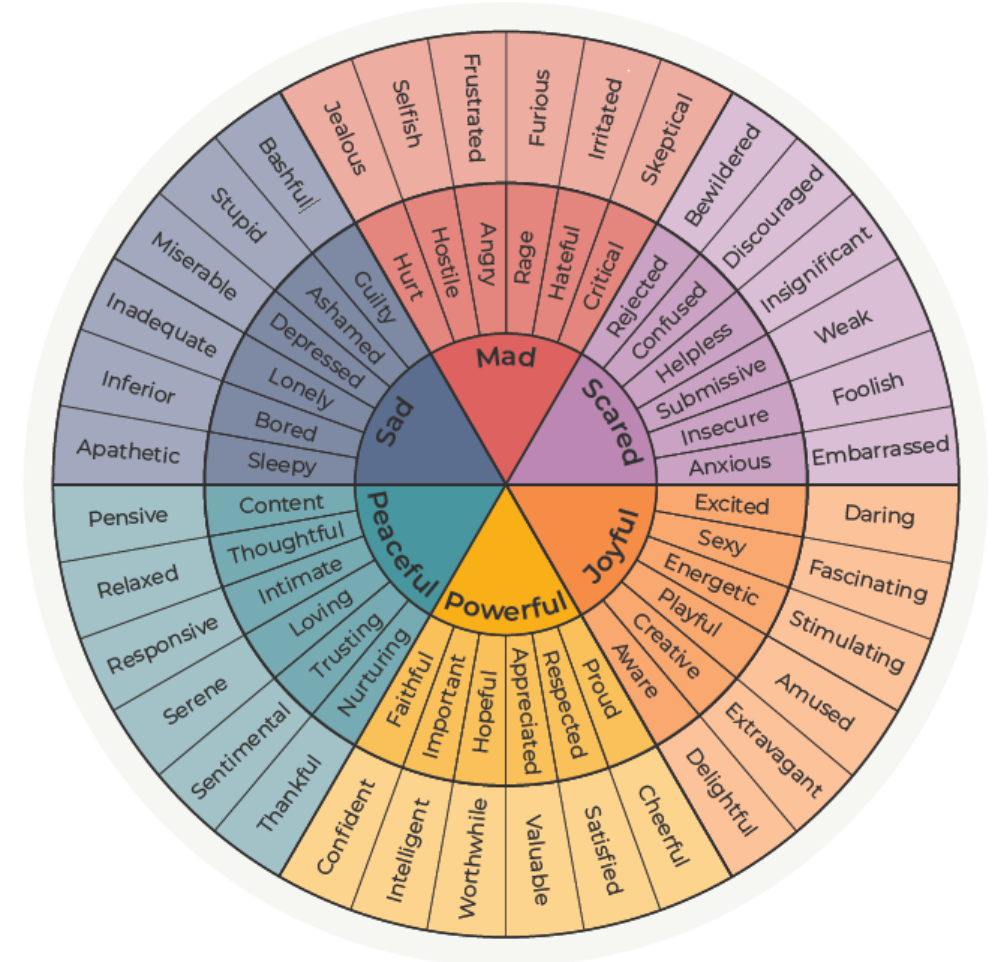
The language of emotion is what we need to get at **to help ourselves and other people thrive.**

- Marc Brackett, *Permission to Feel*

The Feeling Wheel

What emotions does talking about race bring up for you?

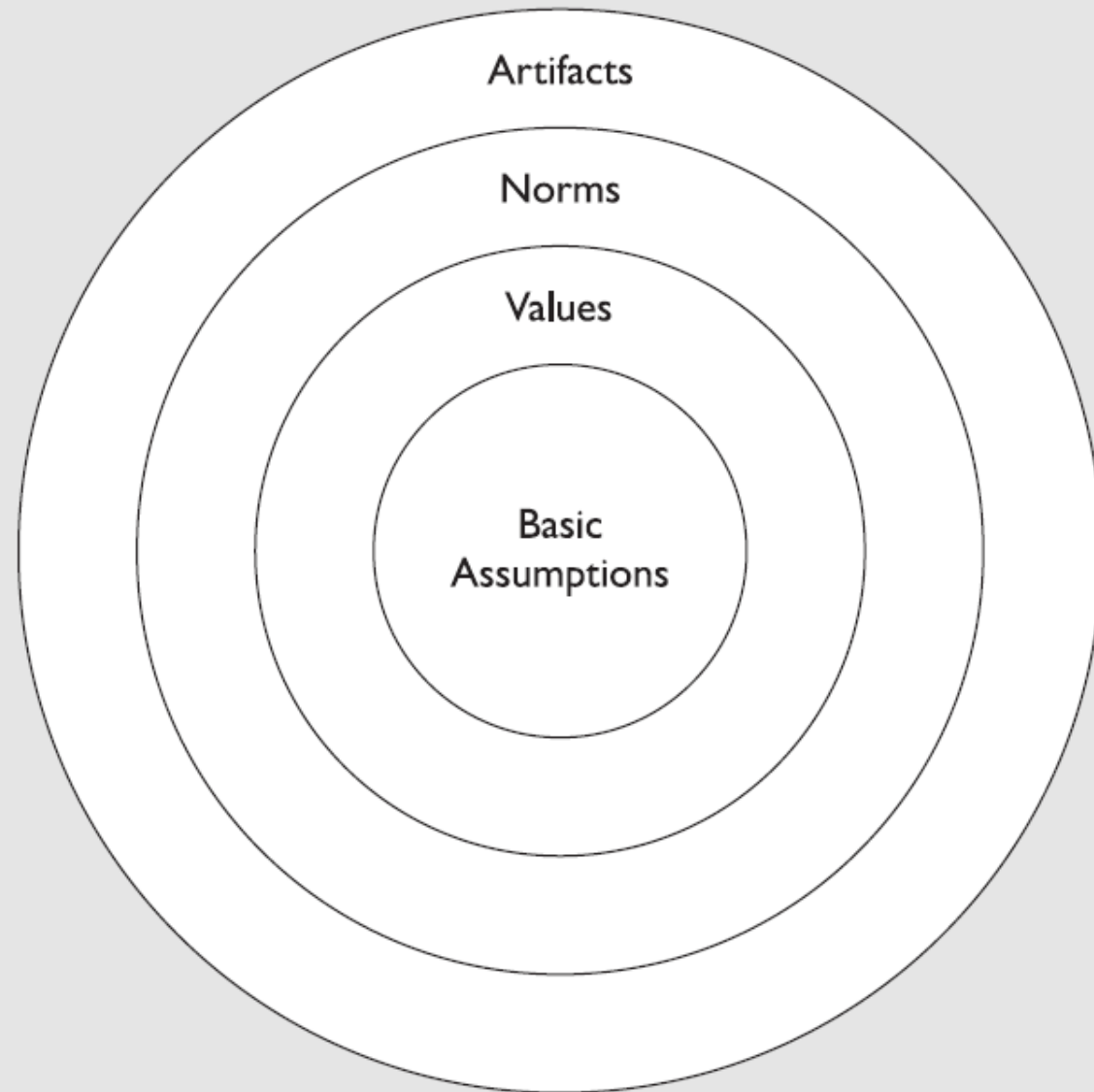
What emotions do you think talking about race brings up for others?



The Gottman Institute
Developed by Dr. Gloria Willcox

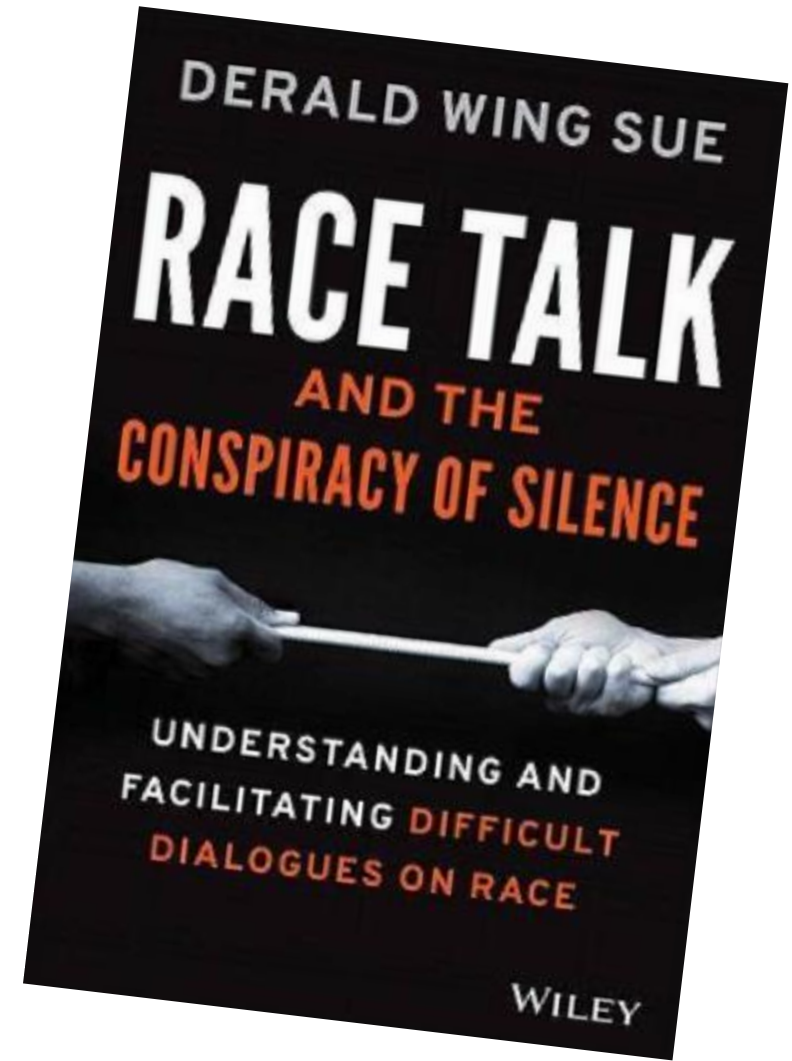
FIGURE 18.4

Culture Components



The experiential reality of People of color is often made invisible by well-intentioned white people

We have to be willing to consider each other's racial realities to make change



What is "Race talk"?



This is "Race Talk"

Perspectives of Students of Color

In this racial dialogue, students of color are

- experiencing a denial and invalidation of their racial realities,
- feeling that their racial integrities are being assailed,
- frustrated that their White counterparts are so unaware of their biases and privileges, and

Can you remember moments of disbelief? Where you felt or decided that you weren't able to believe someone's reality about race?

Can you remember moments of when your racial reality wasn't believed?

We are all familiar with race talk

- What are some examples?

Some Typical Responses

Non-Target Identities *(Privilege)*

- Deny/Defend
- Minimize
- Avoid
- Deflect
- Blame
- Shame
- Call it Something Else
- Search for Solutions
- Over-Cautious
- Leave/Shut Down
- Silence
- Disbelief



Target Identities *(Survival)*

- Justified anger (attack)
- Internalize
- Displaced anger
- Mistrust
- Parallel Anger or Policing
- Diminish/Discount Pain
- Self Police/Silence Oneself
- Disconnect
- Give up
- Move ahead alone
- Leave relationship/job
- Isolate

Politeness/academia/professionalism says...

- Expressing emotion = Not having reason
- Be civil
- There is a “right way” to express disagreement
- Conflict is bad

Oppressive civility



M. Gloria (she/her/ella) Gonzalez-Morales

Set your goodness aside

- You are a good person
- We are able to make mistakes, and own them
- We don't have to prove we are good people



How we dilute, negate, and dismiss race



For People of Color this might feel like:

- Denial and invalidation of their racial realities
- Their racial identity being downplayed, attacked, or erased
- Speaking on behalf of them
- Frustrated that white counterparts are so unaware of bias, privileges

In these conversations:

Some things NOT to do:

- Do nothing
- Sidetrack the conversation
- Become defensive
- Be patronizing
- Police other's reactions
- Pity or guilt
- Cry
- Make it about yourself

In these conversations:

Some things TO DO:

- Recognize your own racial identity
- Be open to the possibility of being wrong
- Be curious
- Practice emotional intelligence
- Hold yourself accountable

Thank you!

