

City of Red Wing's Commitment to Racial Equity

Written by the Red Wing Government Alliance on Racial Equity team (GARE) originally on December 2016. Updated June 2, 2020.

We commit today to prioritize building a culture of inclusion and racial equity in Red Wing because all residents are vital to the spirit and success of our community. We desire to become a place where people of all races, ages, abilities, incomes, and backgrounds thrive and feel heard and connected. Our city will be a place where our elected officials, schools, businesses, non-profits, boards, employees, and commissions all reflect the community. It will be a place where people feel welcome and proud to call home.

Red Wing's past includes times of inclusion and racism. There have been moments when multiple populations have worked together and supported each other. There have also been periods of systemic racism in which processes within government and other organizations have misled and demoralized people. Today we still find racial separations where groups of residents are hidden, misunderstood, diminished, or not listened to in our city's decision-making processes.

We now recommit with more focus to improving city policies, plans, and practices – to consider the intended *and unintended* impacts that affect residents' quality of life. Together we will prioritize our Racial Equity Plan to create meaningful change now, not later. This plan includes working with residents of color to identify unfair policies and practices, create concrete, measureable change, and over time, build trust.

Actively creating a community of racial equity requires everyone's help. It's a broad movement that focuses on systemic changes sustained over time. We will stumble and make mistakes, but moving forward is the only way. Creating an inclusive Red Wing will make our town more vibrant in knowledge and ideas, stronger in skills and business, richer in relationships and connections. This is us. This is Red Wing's commitment.