

We are Minneapolis employees who perform the day to day public service that makes our city run. We help businesses grow. We keep streets and sidewalks well maintained. We enforce ordinances and laws that keep people safe. We answer calls and explain bureaucratic systems in hopes to make them simpler and more equitable. And, we hurt and are traumatized alongside this community we love and serve. Many of us live in Minneapolis; all of us work every day to create a Minneapolis that ALL people can enjoy.

To get on the path to healing, any commitment we make must be based in truth telling and racial reconciliation. To that end, we:

- Acknowledge the devastating intergenerational harms of systemic racism and racial injustice.
- Recognize we can never undo the past, but we can hold ourselves and each other accountable to listening to and learning from the Black, Indigenous, Asian-Pacific Islander, Latinx, people of color and those who have been negatively impacted by the City.
- Accept collective responsibility for pain we have caused as we've done our jobs and as stewards of the City of Minneapolis' policies.
- Acknowledge that this work is not singular but collective; all City of Minneapolis employees are in this worthy endeavor together regardless of department, division, race, religion, sexual orientation or gender identity, color or nationality and any attribute that makes us beautifully different.

As employees of the City of Minneapolis, those who have signed this letter commit to:

- Recognizing that racism is a public health emergency.
- Declaring our commitment to not just identify but take decisive, meaningful action towards the creation of an anti-racist culture in our personal and professional lives.
- Recognizing the City of Minneapolis as a government entity has historically divided and caused harm to Black, Indigenous, Asian-Pacific Islander, Latinx, people of color, residents and staff and that, despite our current efforts, these practices continue today.
- Centering impacted voices as we seek solutions to combat systemic racism and injustice within the City of Minneapolis enterprise and the city at large.

We may not make policy and we often aren't the final decision-makers. But we don't need to be. We don't need to be formal leaders to move the City of Minneapolis toward racial reckoning and justice. We will need to be courageous, passionate and unwavering. And we are.

In commitment and solidarity,

Employee Name