



City of Richfield core values and goals

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On May 8, the Richfield City Council participated in a facilitated conversation to determine their goals for the upcoming year. The discussion was insightful and beneficial, but focused more on core values than goals. The city council asked Assistant City Manager Pam Dmytrenko and Assistant Fire Chief Mike Dobesh to synthesize the information discussed during the facilitated conversation into a draft of the city's core values.

The initial concepts discussed by the city council included:

- Leading
- Responsive
- Concerned
- Community centered

The council also expressed the importance of including diversity and equity if possible. They agreed that diversity and equity are important to the City of Richfield, but wanted further clarification from city administration.

After extensive research into core value development, as well as the importance placed on these values by external stakeholders, the city's administration condensed the council's initial core values discussion into the following core values and definitions:

- **Lead the way** - The City of Richfield seeks to continuously improve the services it provides to residents through innovative and creative solutions. The city cultivates an environment of growth for its staff and residents.
- **Responsive** - The City of Richfield listens and responds to feedback from residents. New projects undertaken by the city will reflect the needs of residents. Both elected officials and city staff will provide timely, knowledgeable customer service to residents at all times.
- **Accountable** - The City of Richfield manages its resources in a responsible manner. The city aims to provide services that promote an active and healthy community in the most fiscally responsible way.
- **Community centered** - The City of Richfield puts its citizens first. The city is citizen-focused and makes all decisions based on what is in the best interest of current and future residents. Richfield is constantly seeking opportunities to collaborate with residents to set goals and accomplish objectives.
- **Celebrate diversity** - The City of Richfield celebrates the diversity of its residents and staff. The city seeks to better understand the needs of the community's different cultures. Richfield's diverse culture is one of its greatest strengths and assets.

- Equitable - The City of Richfield believes that every citizen deserves access to high-quality municipal services. The city will work with the community partners to promote an environment of equity and inclusion. Richfield will reduce inequity by focusing on the areas of greatest need.

During the same facilitated conversation, the city council identified what projects they wanted to prioritize for the coming year.

Those projects included:

- Effectively market and promote city functions and accomplishments
- Complete the 77th Street underpass
- Expand commercial and housing opportunities
- Complete in-progress development projects
- Start eastside development initiative
- Strengthen relationship with Richfield schools
- Fortify relationship between Public Safety and the community
- Increase diversity in city workforce
- Provide community with periodic status reports on redevelopment projects
- Move forward with Lyndale Avenue redesign
- Develop an affordable housing policy
- Promote and support the diversity in our community
- Seek greater understanding and recognition of equity related issues

At this time, the city's administrative team would appreciate any feedback regarding the proposed core values for the City of Richfield from the city council.

Following the adoption of the city's core value by the Richfield City Council, they will be disseminated to city employees and the general public.