MINNESOTA **COMPASS** | mncompass.org

Measuring progress. Inspiring action.

Greater Minnesota Listening Sessions

In Fall 2017, Minnesota Compass staff embarked on a listening session tour across the state to better understand how we tell greater Minnesota's story with our data and tools. Two sessions were held in each of <u>six regions</u>[1] for a total of 12 sessions in Grand Rapids, Hibbing, Bemidji, Crookston, Fergus Falls, Alexandria, St. Cloud, Brainerd, Worthington, Willmar, Austin, and Rochester. During the sessions, Minnesota Compass learned about each region's strengths, issues, and data needs so that we can enhance our data and tools to meet the needs of communities in greater Minnesota.
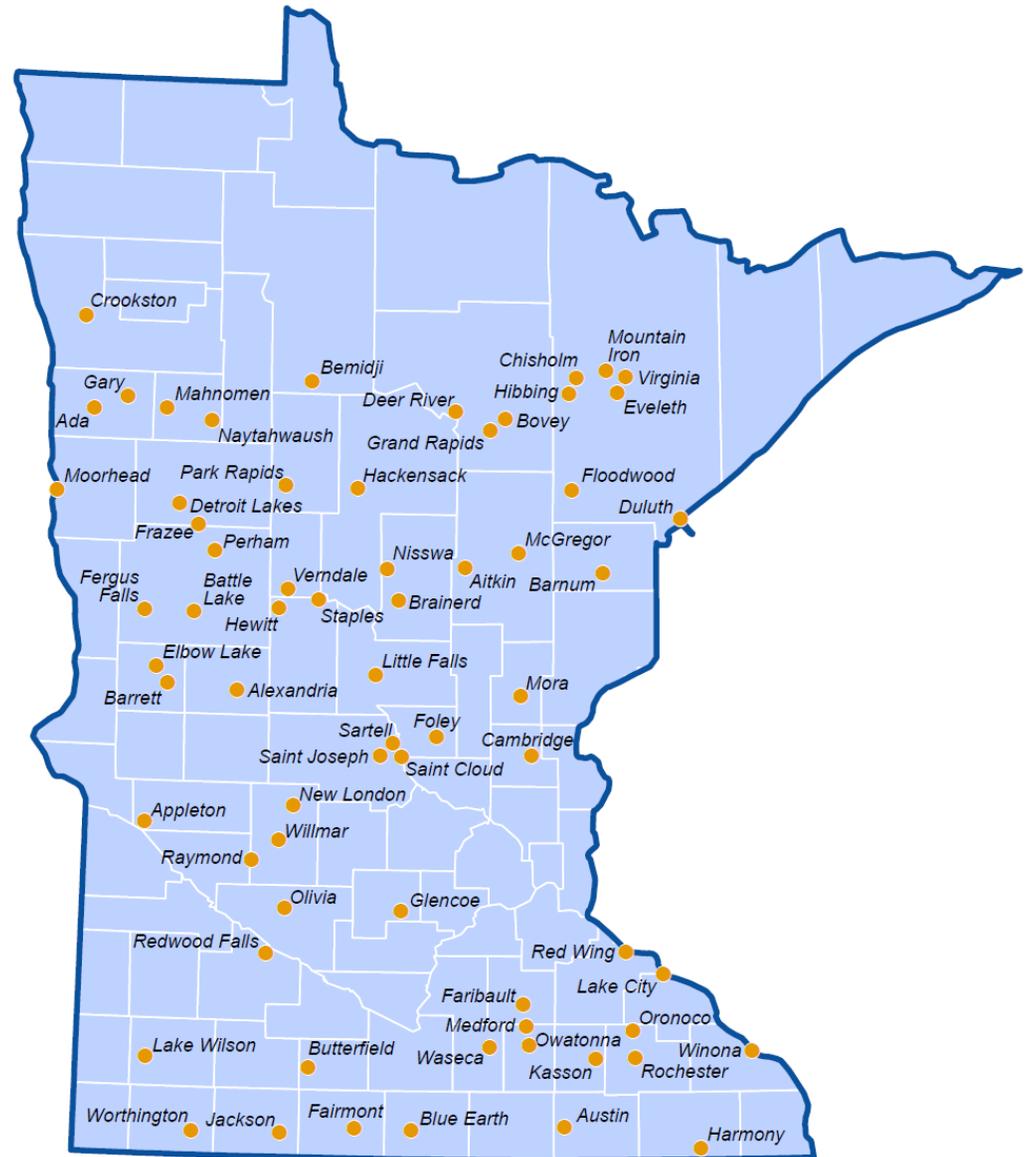
This document summarizes what we heard, including the strengths of and issues facing each region, data communities need to track those issues, and ideas for how Minnesota Compass can enhance our technical features. You can use this document to:

- Better understand regional strengths and issues, including those in your community, and continue local conversations about how to use strengths and solve issues
- Learn how Compass is moving forward to improve how we tell greater Minnesota's story including:
    - Proposed data and feature enhancements for 2018
    - Feature enhancement goals for future updates
    - Measures and enhancements not included and related limitations

---

[1] Minnesota Compass uses the Minnesota Initiative Foundation (<u>http://www.greaterminnesota.net/</u>) geographic boundaries to define regions across the state.

Over 200 community representatives from across the state attended to provide their insight. Below is a list of sectors attendees represented:

- Library systems
- State, county and city government
- Philanthropy
- Regional development commissions
- Economic development associations
- Chambers of Commerce
- Local newspapers and media
- Health care
- Home care services
- Business (manufacturing, tourism, staffing services, local day care owners, restaurant owners)
- Nonprofit organizations
- State legislators
- Arts commissions and galleries
- Local public schools
- Higher education, (e.g., U of M, community colleges)

Regional strengths and issues

Summary and highlights from the sessions

During each listening sessions, attendees identified the top five strengths of and issues facing their region. Below is a summary of the strengths and issues identified across all greater Minnesota regions. This summary was compiled from notes taken during the listening sessions. Minnesota Compass staff organized the session notes into primary themes across all regions. As you review the summary, note that the comments and themes generated summarize the perspectives and feedback only of individuals who attended the listening sessions and may not be representative of entire regions.

Quality of life, culture, and community

Discussion highlights	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Strength: High quality of life** Attendees at all sessions noted high quality of life in greater Minnesota as a key strength and the *"value of living outside of 'the city.'"* Specific factors cited included safe communities and low crime, natural beauty, recreation, low cost of living ("lower than the Twin Cities"), clean air, and space.	X	X	X	X	X	X

Quality of life, culture, and community (continued)

Discussion highlights (continued)	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
Strength: Sense of community and giving back Session attendees were proud of where they came from and the communities they lived in. They expressed that most residents in their communities had a loyalty and devotion to their community that translated into collaborative and engaged communities, working together to solve key issues. Attendees noted high community engagement, volunteerism, charitable giving, and collaborative, innovative problem solving: *"People want to give back to their community here."* Some challenges noted included how to tap into and lack of long-term cohesive vision: *"Power brokers are not making change because there is no cohesion in connecting the various issues together."*	X	X	X	X	X	X
Issue: Difficult to collaborate with neighboring communities In some regions, attendees described difficulty collaborating outside of local communities to solve regional issues (except Fergus Falls and Alexandria, which noted collaboration between the two cities as a strength). Reasons for lack of collaboration included, economic disparities, distance, and competing local governments or lack of cooperation between communities (e.g., no cost or resource sharing, media and communications limited to individual communities, not across regions). As one attendee noted, *"How do we start to think regionally? We have solutions if we think outside of our town limits."*	X	X*		X		X
Strength: Committed and quality leadership Attendees in three sessions specifically highlighted the committed individuals who serve as local, civic, and philanthropic leaders in their regions.	X		X	X		

* Noted regional collaboration as a strength

Quality of life, culture, and community (continued)

Discussion highlights (continued)	Central	West Central	Northwest	Northeast	Southwest	Southern
Issue: Future 'leadership' demographics As communities across the state face growing aging populations, attendees noted there will be a need for younger populations to take over leadership positions—school board, city council, mayor. Attendees highlighted the need for leadership development and training opportunities, including the need for younger generations to feel more comfortable and confident serving as leaders and engaging with current generations of leaders in mentoring opportunities. Others noted the importance of being inclusive of race and gender to support more diversified leaders in communities.	X	X	X	X		X
Strength: Natural resources Minnesota is home to a wealth of natural resources and all sessions identified these resources as a strength in their region. Session attendees highlighted the value that our clean air, water, timber, large tracts of undeveloped woods, soil for agriculture, and rivers play in their region's economies, tourism and recreation, and overall quality of life. *"We live where people want to vacation,"* an attendee noted.	X	X	X	X	X	X
Issue: Effective and fair environmental policies A challenge identified moving forward is how to continue to raise awareness about the value of our natural resources and to create effective environmental policies to protect these resources. A few attendees highlighted the need to raise awareness about natural resources how to use and explore Minnesota's natural resources through recreation.	X	X	X	X	X	X

The column header "Regions" spans Central, West Central, Northwest, Northeast, Southwest, and Southern.

Quality of life, culture, and community (continued)

Discussion highlights (continued)	Central	West Central	Northwest	Northeast	Southwest	Southern
Strength: Arts and culture Attendees from all regions noted their vibrant arts communities are valued, promoted, and supported by community members, as well as state arts funding, including the legacy amendment. Attendees noted performing arts, visual arts, libraries, and local culture and history, and specifically Native culture, in northern Minnesota, as key contributors to their community. A few community members in the northwest region noted limited arts and culture amenities and a desire to enhance their availability in their community.	X	X	X*	X	X	X
Strength: Native Nations Attendees in the northeast and northwest regions identified Native Nations in their regions as a key strength, highlighting the cultural value these nations contribute. Some attendees noted the need to better collaborate and document the oral history of Native Nations: *"The history of the [northeast] region revolves so much on forestry/mining that the indigenous history of our region is invisible—transmitted orally and not written down."*			X	X		
Strength: Social service resource networks Attendees in many regions viewed their social service networks — nonprofits, community resources, volunteers, senior support services, fundraisers, support organizations-- as a strength that supports how their communities care for others. However, some noted a shortage of financial and volunteer resources to sufficiently support these organizations.	X**	X	X	X	X	

* Limited amenities

** Need sufficient financial support

Quality of life, culture, and community (continued)

Education and schools	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Strength: K-12 education systems** Attendees from all sessions highlighted the exceptional educational opportunities for youth beginning with kindergarten through two-year community colleges. Community members valued their educational systems' contribution to their communities and strong, local commitment to these systems. Many attendees noted the abundance of local resources for supporting schools and teachers, high-quality facilities and programs, including early intervention programs, immersion programs, MBA/IRE degrees, workforce engagement groups, and technical training programs in local colleges such as Bemidji State University, Alexandria Technical and Community College, and Riverland Community College. In some areas, such as Worthington and Willmar, schools are at capacity and in the southern region, some attendees felt high schools limit technical education (e.g., for tread and agriculture), workforce skills that connects to local occupational opportunities.	X	X	X	X	X*	X**
Economy						
☐ **Strength: Innovation** Nearly all regions noted the innovative nature of their communities, citing specifically their social service and nonprofit networks, cultural capital, ability to revitalize downtown areas, bring in new, innovative businesses, technology solutions, and openness to new ideas.	X	X	X	X		X

* Schools are at capacity

** Need for more technical education

Quality of life, culture, and community (continued)

	Regions					
Economy (continued)	**Central**	**West Central**	**Northwest**	**Northeast**	**Southwest**	**Southern**
☐ **Strength: Strong work ethic** Attendees at most sessions valued their region's strong work ethic — hard-working and entrepreneurial—and existing workforce. In Austin, Willmar, and Worthington, attendees noted the strong work ethic and contributions of immigrant and refugee communities. In northeast Minnesota communities, residents noted that, although there is a strong work ethic overall, there are issues such as drug addiction that negatively impact this value.	X	X	X	X	X	
☐ **Strength: Economic growth** Economic growth was identified in all sessions as a key strength. Notable strengths in communities included increased number of jobs, revitalization of downtown areas, the presence of Fortune 500 companies, and the diversity of jobs in the market. Attendees in all sessions identified a diverse economy, good mix of global, national, locally owned revitalization of businesses, emerging knowledge-economies, and diverse employment base as factors contributing to a thriving economy.	X	X	X	X	X	X

Quality of life, culture, and community (continued)

		Regions					
Economy (continued)		**Central**	**West Central**	**Northwest**	**Northeast**	**Southwest**	**Southern**
☐ **Issue: Limited economic growth potential** In some regions, attendees noted that workforce shortages and related issues (lack of child care, housing, population decline) limit their economic growth potential. There were also unique ways in which regions felt their communities were challenged including: - Many industry shut-downs (noted in northeast only) - Need to draw more industry, start-ups, and entrepreneurs - Increasing regulatory pressure and difficult balance between the environment and economic development - Overreliance on industries in some regions—mining (northeast) and health care (southern) - Concern about whether wages, benefits, and tax rates are competitive - Difficulty embracing change and need to invest in new ideas				X	X	X	X

Quality of life, culture, and community (continued)

Economy (continued)	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Issue: High cost of and limited availability of child care** Attendees in all regions noted child care as a key issue their communities are facing. Residents living in these communities are finding it difficult to locate available child care and when they do locate child care it is often not affordable. Lack of affordable and available child care was noted as directly impacting many of the issues raised in these sessions, including workforce shortages (e.g., available workers, recruiting talent to rural areas), limiting economic growth (e.g., inability to grow businesses due to small workforce), and stagnant wages (e.g., significantly lowers available income if paying for child care or unable to afford child care, if available). All regions noted that child care providers also face barriers to providing child care services due to state regulations and start-up costs. Access to child care is also impacted by barriers including lack of transportation and stagnant wages. Attendee comments: *"Affordable child care and a livable wage go hand in hand."* *"We want to grow businesses but it relates to the workers' needs if they can't find housing and child care."* *"Without affordable, available, and adequate child care, it is a pause on a parent's (usually women's) career and that overall hurts the income of the family."*	X	X	X	X	X	X

Quality of life, culture, and community (continued)

Economy (continued)	Regions					
	Central	**West Central**	**Northwest**	**Northeast**	**Southwest**	**Southern**
☐ **Issue: Affordable and available housing** Attendees at all sessions noted the lack of quality and affordable housing available and, like child care, the impact this has on recruiting workers, cost of living, and providing livable wages. Many felt the housing issue is due to a large number of aging housing stocks. Others noted that there are high quantities of low or high cost housing, but limited affordable housing for middle-class families. As one attendee from the northwest session summed up the issue, *"Our region is purposeful in expanding workforce, but there are not enough contractors to build houses (e.g., HVAC, plumbing) and more people are exiting the field than entering. Thief River Falls wants to add 1000 jobs, but where will the new workers live?"*	X	X	X	X	X	X
☐ **Issue: Limited affordable and accessible high-speed broadband** Affordability and availability of broadband access was reported to be insufficient across the state. In some areas, such as Crookston, high-speed broadband services had recently been enhanced, yet these services were not affordable for all residents. In other areas, such as Hibbing, broadband speeds were still inadequate and connections were limited. Broadband impacts recruitment of businesses and workers and limits telework opportunities in remote areas, which can be difficult for working families. Residents expressed concern that state and FCC broadband access goals were not being met.	X	X	X	X	X	

Quality of life, culture, and community (continued)

Economy (continued)	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Issue: Lack of transportation** The need for additional public transportation options or access to transit alternatives was identified as a key issue at all sessions. Attendees shared that many residents in their areas are without a car or access to reliable transit options, impacting their ability to travel distances, which is often essential in greater Minnesota areas.	X	X	X	X	X	X
☐ **Issue: Workforce shortage and skills gap** The issue of a labor shortage arose in all sessions. For employers, they are unable to find high-skilled workers with specific, needed skillsets. In addition, it is difficult to recruit high-skilled workers to their communities due to availability and affordability of child care and housing. For workers, they feel there is a lack of good paying jobs available, including high-quality jobs that move them forward on a career path. Some attendees recommended employers help to support barriers that workers face: *"How can we get employers to do more around housing, education—formal and informal supports. One farmer with 1,000 acres employs 100 people and also provides supports around housing."*	X	X	X	X	X	X
☐ **Issue: Retaining youth** Session attendees in the west central, northwest, central, and northeast regions highlighted population loss, a growing aging population, and difficulty retaining and attracting young people to their region as emerging issues. *"Many of the key issues we're facing (economic opportunity, child care, housing) relate to why we can't attract youth."*	X	X	X	X		

Quality of life, culture, and community (continued)

		Regions					
Economy (continued)		**Central**	**West Central**	**Northwest**	**Northeast**	**Southwest**	**Southern**
☐	**Issue: Poverty** Increasing poverty and economic disparities were identified across the state as a key issue, in particular, generational poverty, working families living in poverty, and older adult populations. In many communities, poverty was attributed to the high number of low-wage jobs in the area. In the central and west central regions, attendees highlighted stagnant wages and low paying jobs as a key issue, recommending the need for policies to support wage increases that meet livable wage standards. Attendees noted that the cost of living is also connected to high costs they are paying for child care and housing. One attendee noted: *"Wages are behind what is needed to sustain self-sufficiency."*	X	X	X	X	X	X
☐	**Issue: Aging infrastructure** Residents in the central and southern regions expressed concern about their communities' aging infrastructure (e.g., watersheds, sewers, streets, fields, roads, arenas) and the challenges they are facing to fund improvements.	X	X			X	X
Demographic changes							
☐	**Strength: Growing racial, ethnic, and cultural diversity** Session attendees across greater Minnesota identified growing racial, ethnic, and cultural diversity as a key strength emerging in their regions. Specifically, attendees noted immigrant and refugee communities were increasingly contributing to steady population growth in southern, southwest, and central Minnesota, supporting the local economy, and bringing a *"wide range of talents, traits, and cultures"* and *"plurality of ideas."*	X	X	X	X	X	X

Quality of life, culture, and community (continued)

Demographic changes (continued)	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Issue: Growing racial, ethnic, and cultural diversity** Although growing racial and ethnic diversity was identified as a strength in all regions, attendees in all sessions also noted the challenges that communities are facing with how to best accept these changing demographics and integrate new cultural communities into their region. In all regions, there was a general feeling that their communities were currently grappling with *"resistance to change"* and *"resistance to outsiders."* In some cases, regions noted that racism is a key issue, with communities being *"dominated by white privilege."* There are *"lots of people struggling for acceptance,"* noted an attendee, and *"equity and access for immigrants and refugees, people of color, and women"* is becoming more apparent. *"If you come in as a newcomer and you don't have friends, family, etc., it can be hard for a person of color."* ***Noted cultural integration challenges:*** Misunderstandings or lack of information about how immigrants and refugees contribute to communities and/or use services Cultural and language barriers Lack of visionary leadership to support integration efforts Inadequate supports and resources to be inclusive and welcoming to immigrants (e.g., no welcoming committee; no way to get to know the city, how to pay the light bill, understand school systems, social groups, natural resources, and local recreation) Lack of efforts and understanding for how to build cultural collaborations to address regional issues and strengths of each culture	X	X	X	X	X	X

Quality of life, culture, and community (continued)

Demographic changes (continued)	Regions					
	Central	**West Central**	**Northwest**	**Northeast**	**Southwest**	**Southern**
☐ **Strength: Aging population** Regions valued their older adult population and the contributions they currently make to their communities.	X	X	X	X	X	X
☐ **Issue: Supporting a large older adult population** All regions noted the growing aging population as an issue that will impact their communities in the coming years and concerns about older adult needs being overlooked and finding effective ways for them to "age into the community." The large older adult population overlaps with many of the issues identified in the sessions, including workforce shortage, economic growth, population decline, leadership vacuum, and need for social service networks (e.g., older adult support services).	X	X	X	X	X	X
Health						
☐ **Strength: Quality health care** Attendees at all sessions valued their local health care systems as being a key strength in their regions. They noted excellent facilities, quality, options, and accessibility (with the exception of affordability). *"We have the best health care in the world here, but we can't afford it."*	X	X	X	X	X	X
☐ **Issue: Lack of health care providers** A shortage of health care providers—primary care, dental, and mental health—was viewed as an issue in some regions across the state, however.	X		X	X	X	

Quality of life, culture, and community (continued)

Health (continued)	Regions					
	Central	West Central	Northwest	Northeast	Southwest	Southern
☐ **Issue: Mental health and substance abuse** Nearly all regions identified mental health and substance abuse as a key issue, and in some cases, as the 'root' cause of all other issues (e.g., workforce shortage). Opioids was the primary substance mentioned, with one attendee in the northwest region noting that residents were *"more likely to die from opioids than car fatalities in our region."* Some connected substance abuse to the need for mental health treatment and shared that the 'bootstrap mentality' (i.e., you should figure it out on your own) deters people from seeking treatment. On the other hand, many noted there is a shortage of mental health supports and providers.		X	X	X	X	X
☐ **Issue: Domestic violence** For some communities, domestic violence and sex trafficking was noted as being an important issue that is not being appropriately addressed. Communities living in or near major transit hubs or interstates highlighted sex trafficking as an increasing issue.	X	X			X	
☐ **Issue: ACEs (Adverse Childhood Experiences)** A few communities highlighted the need to better support children experiencing childhood trauma, which are a result of risk factors such as parental mental health, addiction, and domestic violence, which impacts long-term health and behavior.	X	X		X		

The Parking Lot

Lively discussions occurred at all of the listening sessions as attendees shared insights about their communities and the information they need to take action. During these discussions, key questions and topics were raised that could not be answered or solved in the course of a few hours. These topics were added to a Parking Lot in each session, to identify difficult issues that communities want to continue discussing and solving.

- How do we break the inclusivity issues? How do we support better integration with new residents and new residents who are immigrants?
- Disparities is a theme during this discussion—this includes issues such as opportunity, income inequality, historical oppression, and marginalization?
- Where does racism exist in our communities?
- To address racism and discrimination, we need opportunities for cultural collaboration (more tapping in to cultural opportunities)—when collaboration between cultures happen, it is very successful.
- How do we build effective mental health institutions and systems?
- How do we relay/communicate to citizens the need for new residents?
- What are employer needs in our region?
- What are the motivations of workforce seekers (what will attract them to our region)?
- How do we connect the many projects and programs together that are disconnected across regions?
- How do we develop partnerships between nonprofits and for-profit world? How can we get employers to work with our social resource networks to provide housing and education?
- Just because diverse people are here doesn't mean we have real diversity because people don't talk or interact with different people the same
- How might we access the strengths of the immigrant communities? And shift the (negative) narrative?
- Are local needs being communicated with our state elected officials?
- How do we use data to encourage inclusivity?

Forthcoming enhancements, 2018

Data enhancements

In addition to discussing the regional strengths and issues, attendees at each listening session provided feedback about how we can improve the data and tools Minnesota Compass provides to better tell greater Minnesota's story. Attendees provided ideas for what information they need to better track and understand the strengths and issues in their community.

To select the data enhancements, our team considered the key strengths and issues highlighted and data suggestions that crossed all regions, reviewed data availability and reliability, and evaluated whether available data met our Compass criteria. The key issues crossed all communities and will help your communities learn more about through data include wages, cost of living, child care affordability, housing availability and affordability, broadband access, and transportation. Our forthcoming data enhancements are detailed below.

Data enhancements	How it helps or provides context
A. Cost of living	The ability to afford child care, housing, and basic needs was noted as a key issue in all greater Minnesota regions, affecting employees and employers. Minnesota's Department of Economic Employment and Development provides cost of living data specific to these issues. DEED's Cost of Living measure estimates the cost required in Minnesota counties to support basic needs including housing, health care, child care, and food, based on different family structures. For more information about the data source see: https://mn.gov/deed/data/data-tools/col/
B. Median wages	To better understand whether median wages are keeping up with the cost of living in Minnesota, we will display cost of living for the primary industries in all Minnesota counties. This data will allow local communities to compare wages against cost of living requirements in counties, regions, and Minnesota. For more information about the data source see: https://mn.gov/deed/data/data-tools/qed/
C. Average monthly child costs	To evaluate the child care cost-burden on families, an issue noted in all regions, we will detail average monthly child care cost data from Child Care Aware and DEED for Minnesota regions and counties. For more information see: https://mn.gov/deed/data/data-tools/col/
D. Preschool enrollment and parents working	Data available through the American Community Survey details the number of children age 3-4, who are enrolled in preschool and the number of households with two parents working full-time. Enrollment in preschool provides a proxy to evaluating the number of families who have access to and are able to afford preschool age child care. This data will be provided statewide and for regions and counties. Please note some city-level data may not be available due to small sample sizes. For more information: https://www.census.gov/programs-surveys/acs/

Data enhancements (continued)	How it helps or provides context
E. Broadband access	This measure, provided through DEED and Connected Nation, details the percentage of households with access to high-speed broadband in Minnesota counties specific to our statewide goals. (That two-part goal includes: 1) In 2022, all MN homes have access to high-speed broadband that provides minimum download speeds of at least 25 megabits per second and minimum upload speeds of at least three megabits per second and 2) no later than 2026, all Minnesota businesses and homes have access to at least one provider of broadband with download speeds of at least 100 megabits per second and upload speeds of at least 20 megabits per second.) For more information see: https://mn.gov/deed/programs-services/broadband/ and https://connectednation.org/
F. Transportation barriers, households without a car and travel time to work	We will add transportation and workforce data that will provide insight into whether residents have reliable transportation and where residents travel for their primary workforce locations. These data measures include the number of households without a car, the average distance travelled, and primary cities where residents travel to work. These data will be available statewide, and for regions, counties, and cities. Please note some city-level data may not be available due to small sample sizes. For more information: https://www.census.gov/programs-surveys/acs/ and https://lehd.ces.census.gov/data/
G. Workers by industry	To provide in-depth context about local economies, the updated greater Minnesota profiles will detail the percentage of workers employed by industry statewide, and for regions, counties, and cities. For more information see: https://lehd.ces.census.gov/data/
H. Enhancements to currently available data	Several data measures already available will be enhanced. Examples include: 1) Occupied and vacant housing—we will add the number of vacant seasonal housing units to account for the tourism industry in many parts of greater Minnesota and 2) Poverty—we will add a poverty by age breakdown to better understand vulnerable populations such as children and older adults.

'Build, Draw, Compare' customized mapping tool enhancements

Attendees also provided feedback about how to improve our customized mapping tools as we expand to greater Minnesota (as described in item 1). Our proposed mapping tool enhancements are summarized below. To select the mapping tool enhancements, our team considered all suggestions and selected feedback based on whether it will 1) improve functionality and user experience using the tool in a statewide context and 2) could be implemented within our timeline and budget. Our forthcoming mapping tool enhancements are detailed below.

Mapping tool enhancements	How it helps or provides context
A. Expand custom mapping tool statewide with ability to build, draw, and compare customized data profiles for all of Minnesota (as shared at the listening session; see Twin Cities version here: http://www.mncompass.org/profiles/custom/twin-cities-region)	Users will be able to access a customized mapping tool that allows them the ability to create customized data profiles for areas across the state of Minnesota. Users will be able to build profiles, by aggregating or comparing geographies, such as school districts or cities. Users may also be interested in drawing an area on a map and creating a data profile specific to that unique, drawn area. These data allow users more flexibility to view data in greater Minnesota using the geographic areas that best meet their needs. All custom mapping profiles include demographic, housing, workforce, and economic data specific to the user's area of interest.
B. Larger map screen and ability to zoom in and out, similar to 'Google maps'	To improve user ability to view the map, the screen area will be increased to accommodate better navigation of our build, compare, and draw tool and enhance user ability to customize data profiles.
C. New "Geographic View" options to the custom mapping tool including legislative and congressional districts, Regional Development Organization and Economic Development regions; all current options will remain available, as relevant	Users have the option of selected the "Geographic View" to determine how they want to build, draw, or compare a profile. Additional views will be added including, legislative districts and Regional Development Organization regions for all of Minnesota.
D. Excel data downloads with raw data for single city, county, region, and state profiles	Users will be able to download data excel files for their individual use (note, this does not include custom profiles at this time).
E. Improved ability for users to find the custom mapping tool and updated FAQs and tutorials	We will make the customized mapping tool more easily accessible and add additional tutorials for how to use.
F. Updated data table format including new selection options, larger font size, and visuals	Users will be able to more easily find topics of interest in the data table.
G. Select graphs will be added to each data table profile	All data profiles will include charts and graphs of select data indicators.
H. Map view of geographic area built or dawn will be included in the custom data table profiles	For all custom area profiles that users build or draw, the data table will now include a map view of the custom geographic area of interest.

Enhancement goals for future data and mapping tools, 2019-2021

Since we were unable to include these enhancements due to budget or time limitations, we will be working toward continuous updates of our greater Minnesota data and tools in the coming years. Feature enhancement goals are detailed below.

Future feature enhancements*

Feature enhancements

A. Enhanced ability to interact with data and mapping tools on the site, including additional comparison options, visual charts and graphics, and mapping functions.

B. Import shapefiles into the mapping tool and create a demographic profile for that specific shapefile.

C. Download an Excel file of customized data profiles that users have built, drawn, or compared.

D. Incorporate trend data to view changes over time for all geographic areas.

E. Enhance search functions and filters to improve how users locate date and information they need.

F. Improve understanding of data by adding more definitions, data sources, and data reliability notes.

G. Update visual presentation of data through charts, graphs, and infographics.

H. Show the geographic context for data profiles with maps and other visuals.

Measures not included

Suggested data enhancements not included or already available on MNCompass.org

The following table details data identified by attendees at the listening sessions that we are unable to include because it does not meet Compass criteria, the data are not available or are unreliable, or the data already exist on MNCompass.org. In some cases data suggestions simply did not 'rise to the top' and we will consider these for future updates.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Arts					
1. Arts data, e.g.,# part time and full time artists making an income and ability to pull that out by geography	X	X	X		Arts data is currently available in our Arts and Culture section, including 'Employment characteristics of artists'; Limited reliable arts data available for regions in Minnesota; see Creative Minnesota for regional arts data
Child care					
2. Child care shortages and demand by community rather than entire region		X			No publically available population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
3. Costs to operate child care centers (e.g., cost of licensing/insurance)			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
4. Projected demographics to prepare for child care needs; future need and current needs	X	X			Projections by age are currently available in our Demographics section. These data are not available for small geographic areas, such as cities.
5. How many kids are being cared for by family members?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Child care (continued)					
6. What are the wages paid to child care providers?			X	X	Input rather than outcome oriented. Does not reflect changes actual impacts on the community. Although this concern was raised, feedback primarily focused on the affordability and accessibility of child care for consumers.
7. How many people are on child care center wait lists?			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
8. What are families' desires for child care (more than the need)?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
9. What characteristics are associated with those who need child care?		X	X		Not outcome oriented. Limited population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
10. What is the number of parents who would be working but can't, due to the cost of child care?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Education					
11. Add 3rd grade reading and graduation rates to comparison report and trend over time	X				3rd grade reading scores, 8th grade math scores, and graduation rates are available in our Education section and can be viewed by, among others, region, county, district, race/ethnicity, and income. Currently, this measure cannot be viewed in the statewide comparison reporting tool, but has been added to our list of 'Future Feature Enhancements.'
12. Screening for pre-K	X				Pre-k screening scores are available in our Early Childhood section and can be viewed by district, age, county, and region.
13. Enrichment activities and school age care programming	X				Enrichment activities are available in our Children and Youth section and can be viewed by district, county, grade, gender, race/ethnicity, and income, among others.
14. Cross-tab education data by free and reduced lunch, by similar-sized schools, and ethnicity	X				Our Education, Early Childhood, and Children and Youth sections all cross-tab data by geographies and demographic characteristics, as the data allows.
15. Information on schools (e.g., teacher/student ratio, number of teachers per subject, # extra-curricular activities available)			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
16. Vocational education offerings			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
17. Attitudes of residents on schools race and confidence in future of community		X			No population-level data source available that provides a valid, consistent comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
18. Social and emotional well-being of children K-12					No population-level data source available that provides a valid, consistent comparable measure for Minnesota and individual regions, counties, and cities
19. Evidence of what's working related to ACES			X		Highlights existing program evaluation and research, rather than secondary data source to track over time or across regions.
Income/Poverty/Living wage					
20. Credit score by geography					No publically available population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
21. Remove government sector when calculating median income — how have private sector wages kept up with inflation?		X		X	Very few attendees recommended these data.
22. Helpful to have income data that are not masked by larger cities	X				These data are available in our city profiles for populations more than 1,000. These data will be available in the updated geographic profiles.
23. Generational poverty data		X			No publically available population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
24. Quality of life measures for low-income people		X			No publically available population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
25. Average debt load		X			No publically available population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Workforce					
26. Changes in workforce numbers by race/ethnicity, and age	X				These data will be available in the updated geographic profiles.
27. What skills do employers need for our regional workforce? What do they need to fill current vacancies?		X			These data are not available at smaller geographies, such as counties. DEED conducts a Job Vacancy survey which details the educational requirements and skills needed to fill those jobs; for more information see: https://mn.gov/deed/data/data-tools/educational-requirements-occupations/
28. What skills are available? What skills, certificates, and degrees are young people graduating with?		X		X	These data are not available at smaller geographies, such as counties. These data are available here: http://www.ohe.state.mn.us/mPg.cfm?pageID=1089
29. Where are people coming from, where do they go, and what skills do they have?	X	X			Limited data is available to address this request. The data profiles for greater Minnesota regions will have whether residents in a particular community have lived in the same residence for the past year or whether they moved within U.S. or from another country.
30. Mobility of residents in and out of the county, state, and country					
31. Out migration and In migration patterns (e.g., How many families left then returned to our region?)					
32. Forecast job openings and in what industry				X	Attendees did not request this data measure, overwhelmingly. These data are available through the DEED website: https://mn.gov/deed/data/data-tools/oid/

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
33. Where are the potential workers who might move here?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
Workforce (continued)					
34. How are foreign-born residents' earnings spent locally?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
35. What are current job trends?	X				Jobs data are currently available on our website in the "Economy" section.
36. How much vacation time do people have?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
Economic Growth					
37. # patents issued (e.g., innovation)			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
38. # new businesses			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
39. # business establishments			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
40. Job growth	X				Jobs data are currently available in our "Economy" section and will be available in the regional, county, and city profiles.
41. Size of organizations and businesses and change over time			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Demographics					
42. Data on youth quality of life in small communities		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
43. County population projections	X				Move to 'geographic profiles'?
44. Population projections for individual cities, even less than 1,000		X			These data are not available. Population projects are available by county through the Minnesota State Demographers Office: https://mn.gov/admin/demography/
Demographics (continued)					
45. Who is leaving a community by gender, age, race/ethnicity, educational attainment?		X			No population-level data source available that provides a valid, consistent comparable measure for Minnesota and individual regions, counties, and cities.
46. What motivates people to move and leave small communities?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
47. Population trends by gender, age, race/ethnicity, cultural groups, and educational attainment	X				Population trends are available in our current profiles and can be viewed by, among others, region, county, and district. Minnesota Compass makes an effort to disaggregate data when the data methodology allows for reliable estimates for cultural communities. However, due to small sample sizes for some data, we are unable to disaggregate data for all indicators.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
48. Where do high school graduates go after they graduate?		X		X	These data were not overwhelmingly requested and are not available at smaller geographies, such as counties. Minnesota's Office of Higher Education tracks which states high school graduates move to and enroll in higher education institutions. These data are available here: http://www.ohe.state.mn.us/mPg.cfm?pageID=1089
49. What are the needs of our aging populations?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Immigration					
50. How can we break down cultural groups to inform inclusive decision-making (e.g., Somali population by income, education etc.)?	X	X			Demographics and socioeconomic characteristics for cultural communities are currently available on the Minnesota Compass site. However, sample sizes prevent reliably providing this data for geographies smaller than the state of Minnesota.
51. What have we done right or wrong to support diversity and inclusion?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
52. Numbers from resettlement centers			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
53. % of immigrants/refugees who are connected to a caring long-term resident		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
54. Specific data on contributions made by immigrant populations		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
55. First-generation business owners			X		No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Health					
56. Diabetes and obesity	X				These data are currently available in our Health section and, due to sample sizes, are available for counties, regions, and statewide only.
57. Affordability of health insurance		X			No publically available, population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
58. # of health care providers in the region			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
59. Alzheimer's disease/dementia prevalence		X			No publically available, population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
60. Early childhood mental health; social, emotional skills in K-12		X			No publically available, population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
61. Wait times to access a mental health professional		X			No publically available, population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
62. Opioid-related deaths		X		X	Data available at the state-level only; limited data available for Minnesota counties and cities

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Housing					
63. With what type of housing do we have housing shortages? (e.g., Low-income, Senior, Single family, Multi-family) Need trend data to view improvement					No publically available, population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
64. Median house price by county		X			Data available for individual counties, but has not been aggregated into statewide dataset for public use.
65. Real estate sales by area, price by area				X	No publically available, population-level data source available that provides a valid, consistent comparable measure for Minnesota and individual regions, counties, and cities.
66. # housing permits issued/new construction activity in a certain time period for particular areas		X		X	Input rather than outcome oriented. These data are available through the Building Permit Survey, but only for select Minnesota counties: https://www.census.gov/construction/bps/
67. HUD fair-market rents by county				X	Few attendees recommended including; these data are available by county through the Housing and Urban Development Department: https://data.hud.gov/data_sets.html
68. Age of housing	X				These data will be available in the updated geographic profiles.
69. Year housing built	X			X	These data will be available in the updated geographic profiles and will including housing stock and the year built. Data for all cities with population over 1000 is already available.
Broadband					
70. What employers allow telecommunications with fiber optics incubator centers?		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Infrastructure					
71. Add watershed boundaries so we can layer over the social data		X		X	Few attendees requested this layer. In addition, there are many boundary discrepancies within this dataset since boundaries are frequently updated and changed. For more information: https://gisdata.mn.gov/dataset/bdry-watershed-mgmt-dist-orgs
72. Number of vulnerable and aging infrastructure issues (e.g., wastewater, treatment facilities, bridges)		X	X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
Natural resources					
73. Data on climate change and how population is affecting renewal of natural resources		X	X		We currently have an "Environment" section that we will be revisiting to refresh the data included. We will revisit inclusion of this suggested measure when we reconvene our Environment advisory committee.
74. Water quality in our lakes and drinking water				X	We currently have an "Environment" section that we will be revisiting to refresh the data included. We will revisit inclusion of this suggested measure when we reconvene our Environment advisory committee.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Community engagement					
75. Detailed list of community initiative projects and grants		X			No population-level data source available that provides a valid, consistent, and comparable measure for Minnesota and individual regions, counties, and cities.
76. Number of people served by community services, by type of service			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
77. Number of people served, by number of dollars spent in community services			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
78. Amount of funds devoted to community services			X		Input rather than outcome oriented. Does not reflect actual impacts on the community.
Native nations					
79. Data specific to tribal and reservation data					We are interested in exploring tribal and reservation data and whether to add to our site, but only if Native Nations are interested and would do so in partnership.
Leadership					
80. What is the leadership vacuum in the state? How many leaders will be needed?		X			No population-level data source available that provides a valid, consistent comparable measure for Minnesota and individual regions, counties, and cities.
81. Number of people running for office		X			Input rather than outcome oriented. Does not reflect actual impacts on the community.

Suggested measure	Measure available on MN Compass	Data unavailable or unreliable	Does not meet Compass criteria	Different measures rose to the top	Notes
Public safety					
82. Domestic violence statistics		X		X	Few attendees suggested public safety indicators. We would also like to revisit these topics with a future Compass advisory group to ensure we are selecting the appropriate measures in collaboration with stakeholders working in this field and affected by this issue.
83. Incarceration rates		X		X	
84. Human trafficking victims		X		X	

A special thank you to the following organizations for their generous support of these listening sessions:

THE McKNIGHT FOUNDATION

Blandin Foundation ™
STRENGTHENING RURAL MINNESOTA

if Initiative FOUNDATION

NORTHLAND FOUNDATION

Northwest Minnesota Foundation
Developing Community Assets

SOUTHERN MINNESOTA INITIATIVE FOUNDATION

SOUTHWEST INITIATIVE FOUNDATION

West Central Initiative