

# Equity Strategic Action Plan

11/1/16

Presented by Meredith Vadis and Lisa Tabor



# History

- Corridors of Opportunity (2011-2014)
- Staff across the organization started working on equity, diversity and cultural competency work in 2012-2013 as equity started to emerge as clear theme in *Thrive MSP 2040*
- Former Chair Haigh State of the Region speech 2014 spurred staff action
- Passage of *Thrive MSP 2040* in May 2014 made clear Council policy statement

Thrive MSP 2040

Systems and  
Policy Plans

Division  
work  
plans

“Promoting equity means using our influence and investments to build a more equitable region.”

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**Business item 2016-111  
creates Parks Equity  
Toolkit to help  
with grant  
decisions**

# What is an equity strategic action plan?

- Document that organizes, priorities and guides staff work based on Thrive, systems and policy plans
- Benefits from considerable community engagement conducted for each of those plans
- 3-5 big goals/objectives
- 5-10 strategies to achieve each goal/objectives

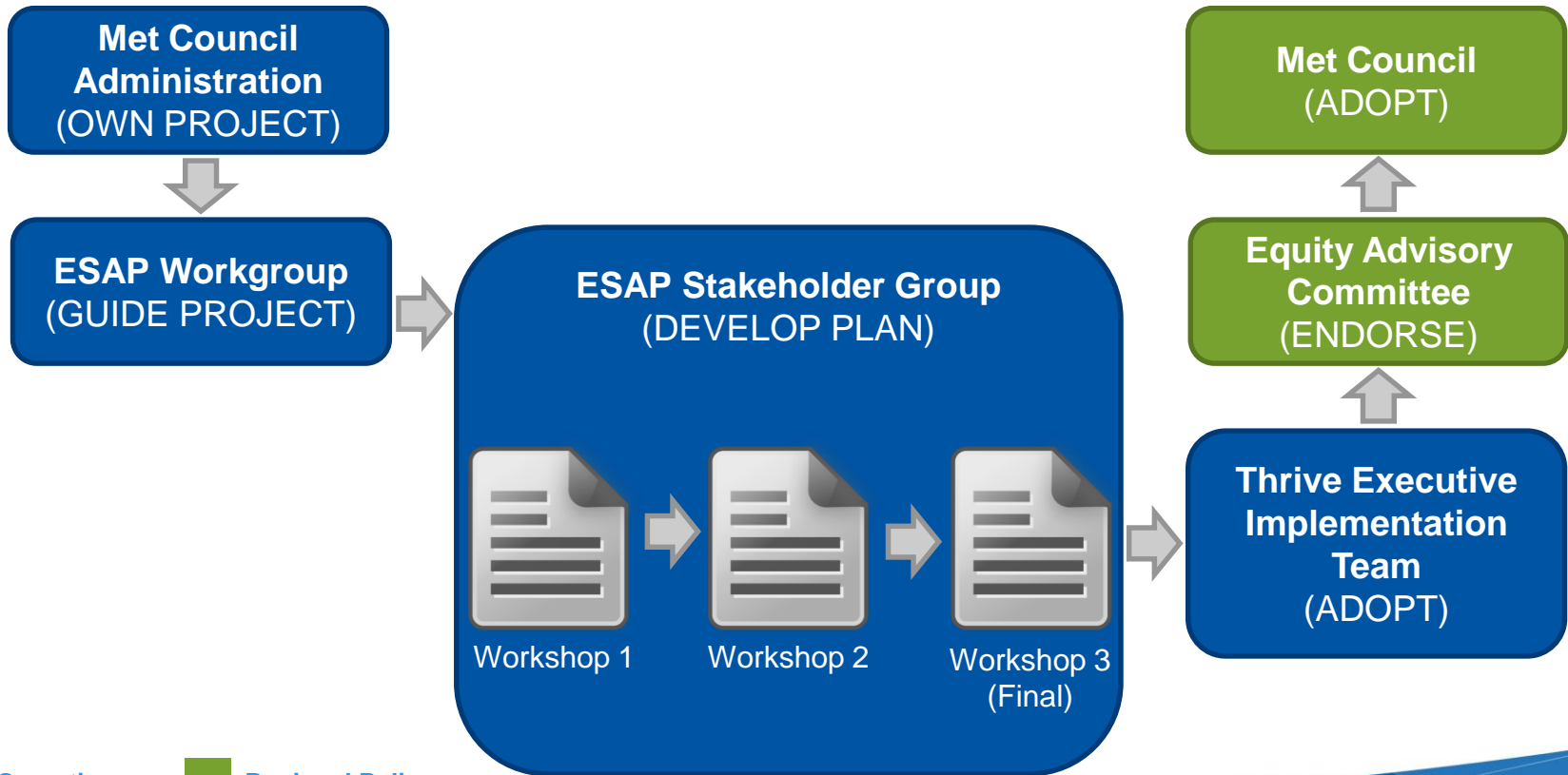
# Why do we need one?

- Better connected equity work across Council
- Quicker accomplishments with shared prioritization
- Definition of required resources to accomplish equity work
- More transparency and accountability to Council and community



# Work plan to Complete The Equity Strategic Action Plan (ESAP)

# Roles & Responsibilities



Operations

Regional Policy

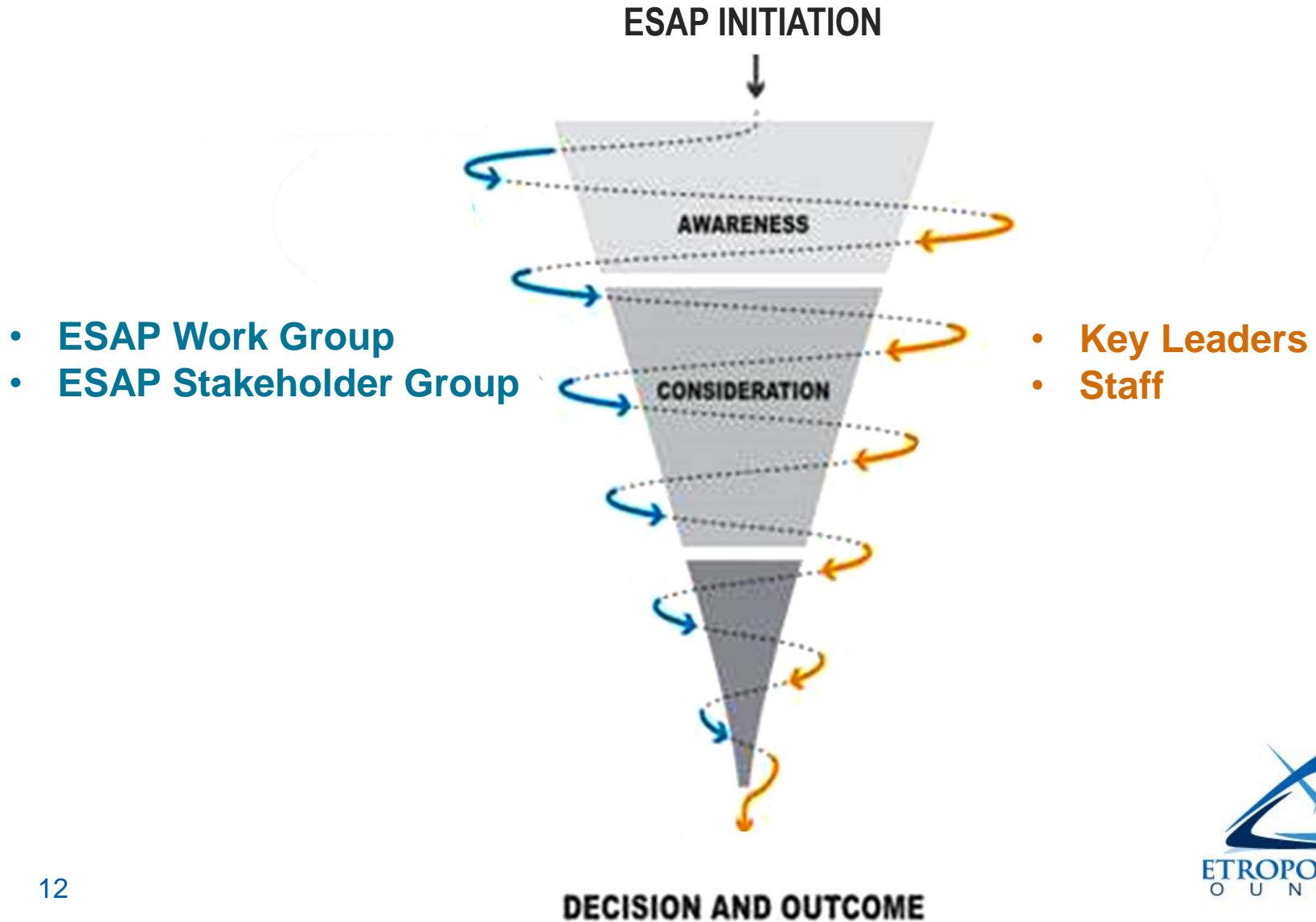
# Timeline

Milestones	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Prepare for Success	Planned timing	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Finalize Project Details	Remaining Days	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Launch Project	Remaining Days	Planned timing	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Shape Choices about ESAP Content	Remaining Days	Remaining Days	Workshop 17	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Outline ESAP	Remaining Days	Remaining Days	Remaining Days	Workshop 12	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Detail ESAP	Remaining Days	Remaining Days	Remaining Days	Planned timing	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Commit and Approve ESAP	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Regional Policy 5	Regional Policy	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Execute on ESAP Strategies	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Planned timing	Planned timing	Planned timing	Planned timing	Planned timing	Planned timing	Planned timing

Planned timing
  Remaining Days
 ☆ Workshop
  Regional Policy



# Communication



# How to be involved:

- Assign representative(s) to actively participate in the three planning meetings:
  - November 17, 11 a.m. – 1 p.m. (lunch provided)
  - December 12, 1 – 4 p.m. (snacks provided)
  - January 5, 1 – 3 p.m. (snacks provided)
- Ask about what is happening / review docs / offer ongoing feedback.
- Endorse final plan.