

Equity Advisory Committee World Café Results

Oct 4th

Q1: Based on our charge what does success look like for our communities?

- What needs to happen to achieve this?

Clarity & Focus:

- Integrating our roles/ recommendations in Metropolitan Council operations
- Advance equity
- No more EAC
- Not afraid of the hard questions
- Help us develop our capacity and influence with Metropolitan Council
- Measurable equity checks and balances throughout the Metropolitan Council
- Accountability
- Systems
- We are able to communicate our purpose
- The work of the Equity Committee is well integrated

How it feels and looks:

- Build trust
- Advancing equity within Metropolitan Council first, then utilizing lessons learned to expand into region.
- Members feel engaged Council Members
- Willing to take risks
- Have committee member representation at the Metropolitan Council. Let us speak with Council Members directly
- Metropolitan Council be in compliance with ADA
- Keep everyone informed at all times
- Re-engage those who have not participated
- Clear understanding of the Metropolitan Council

Empowered, Included:

- Representation
- Staff of the Metropolitan Council and its infrastructure should reflect the diversity of the region
- Make Metropolitan Council reflect metro region; re: minorities
- Valued opinions
- One council member and one EAC member speaking to the Council
- Make the committee a priority
- Invite authentic input that influences Metropolitan Council decisions
- Share empowering information
- We need to be at the table

Meaningfully:

- Synergy
- Shared power, less intimidation
- Equity starts at home. We can't measure something that isn't natural to us or natural to Metropolitan Council norms and practices
- Respect – Manifestation via culture
- Not to be afraid to address conflict but know when to stand down
- Work thru conflict
- Create an environment of openness
- Good listening skills
- Participation from all members
- Speak up when things seem to go off the rails
- Sense of humor
- How do we nurture trust?
 - Work together
 - One on ones
 - Sharing information
 - Being involved in decision making
- Trust each other
- One-on-ones to get to know each other
- Developing a better awareness of the worldviews and theories of change that we all bring so as to know how to better understand, trust, respect, adapt and collaborate
- Not to be afraid to make suggestions/recommendations that may not be normative approach
- Nurturing relationships
- Challenge assumptions
- Work together (same page?)

Q2: If you could suggest 1-2 guidelines for how we run our meetings, what would they be? (Attendance, speaking order, conduct, etc.)

Different Valued:

- Listening for understanding
- Multiple mediums accessible meetings
- Create a safe space for introverts and extroverts
- Inclusiveness of quiet leadership and equal opportunity to express views equally and non-judgmental
- Respect difference
- Respect our differences

Council Member Roles:

- Balance of power between council members and committee members
- Role of council members: to listen, provide history/context, to only take up space or speak when invited. At the service of the committee members

Voting:

- Simple majority decision making otherwise place in parking lot and organize in later meeting
- Voting process – transparency re: attendance/absence
- Agree to attendance policy
- How does absence impact voting and building trust?
- Listening for understanding
- Don't dismiss input or ideas

Decision-making:

- No Roberts Rules of Order
- Extent of use or application of rules
- EAC dictate group norms. No to Roberts Rules of Order
- All voices valued
- Power allocation for voicing comments. Inclusion might trump following rules

Setting the Stage:

- Opportunity to give input on agenda
- Common agreement when to move on
- Shared decision making
- Rotating chairs or co-chairs
- Check-in moments in meetings

Q3: How do we want to arrive at decision? (i.e. complete consensus, majority voting, must be present to vote, absentee, options...).

- Is there anything that is missing?
- Is there anything we'd like to look into adjusting?

Voting:

- And voting period?
- Electronic Voting
- Electronic/ remote participation
- Absentee votes conditional on previous attendance
- No proxy voting
- Open voting
- Voting should not be based on attendance

Best Practices:

- Materials received at least 5 days before meeting
- Full understanding of the decision

Changes to committee bylaws:

- #1 Change “ the chair” to “the co-chairs” in bylaws
- #7 A third party mediates conflict between Council and EAC
- Revisit bylaws and include input from EAC
- #5 Removal – “Council may remove member at any time” For this the Council needs to give cause.
- More serious decisions should require $\frac{3}{4}$ majority

Big Themes:

1. Building trust and respecting the differences that each committee member brings.
2. Roles and responsibilities of committee members, council members and co-chairs.
3. Power dynamics between council members and community members.
4. The committee should have authority over setting norms and creating decision-making rules.
5. The Metropolitan Council acting as a partner with EAC to accomplish purpose.