

Racial Equity Work Plan

Equity Advisory Committee
June 20, 2017



Today's Objectives

- **Reviewing**: what is this plan and why are we doing it (briefly)
- **Discussing**: what the plan says, what changes are needed, and what's next (bulk of our time)

Review: What is the Racial Equity Work Plan?

- Council-wide, internally-focused written plan aimed at transformational organizational change.
- Organizes, prioritizes, and guides staff work for the next three years toward meeting Thrive equity commitments.
- Focuses specifically on racial equity.
- Establishes a culture of discipline that leads to strong equity performance.

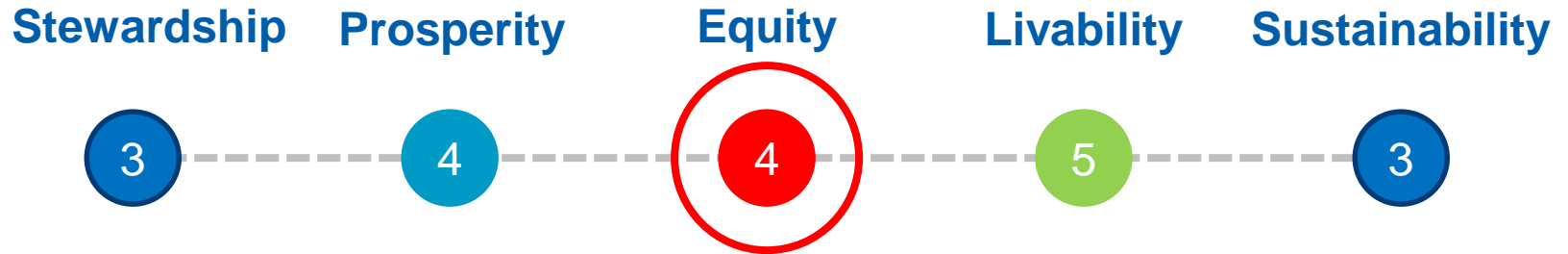
Review: Why do we need one?

- A shared group of focused priorities will lead to faster equity results.
- Focusing on achieving a few high-impact results will maximize limited resources.
- The Council will be more transparent about priorities and accountable to all stakeholders.

Review: Where we've been

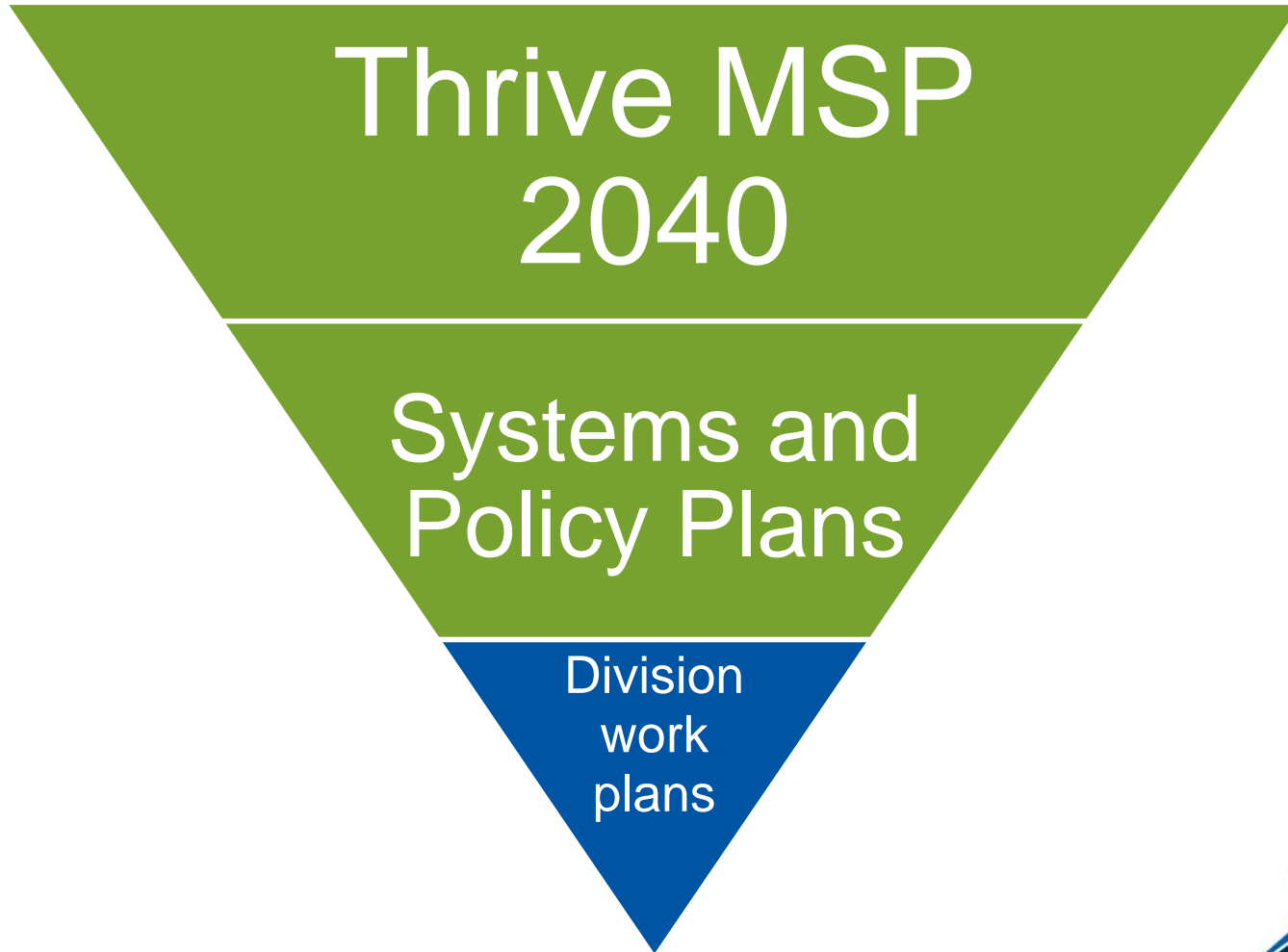
- Corridors of Opportunity (2011-2014)
- Staff across the organization started working on equity, diversity, and cultural competency work in 2012-2013 as equity started to emerge as clear theme in *Thrive MSP 2040*
- Former Chair Haigh State of the Region speech 2014 spurred staff action
- Passage of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

Review: Thrive Equity Strategies



- Use our influence and investments to build a more equitable region.
- Create real choices in where we live, how we travel and where we recreate.
- Invest in a mix of housing affordability along the region's transit corridors.
- Engage a full cross-section of the community in decision-making.

Review: From Policy to Action



Review: From Policy to Action - Example

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

“The Council will create a set-aside competitive Park Equity grant program for capital projects, specifically targeted toward projects that would enhance equitable usage of the Regional Parks System.”

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

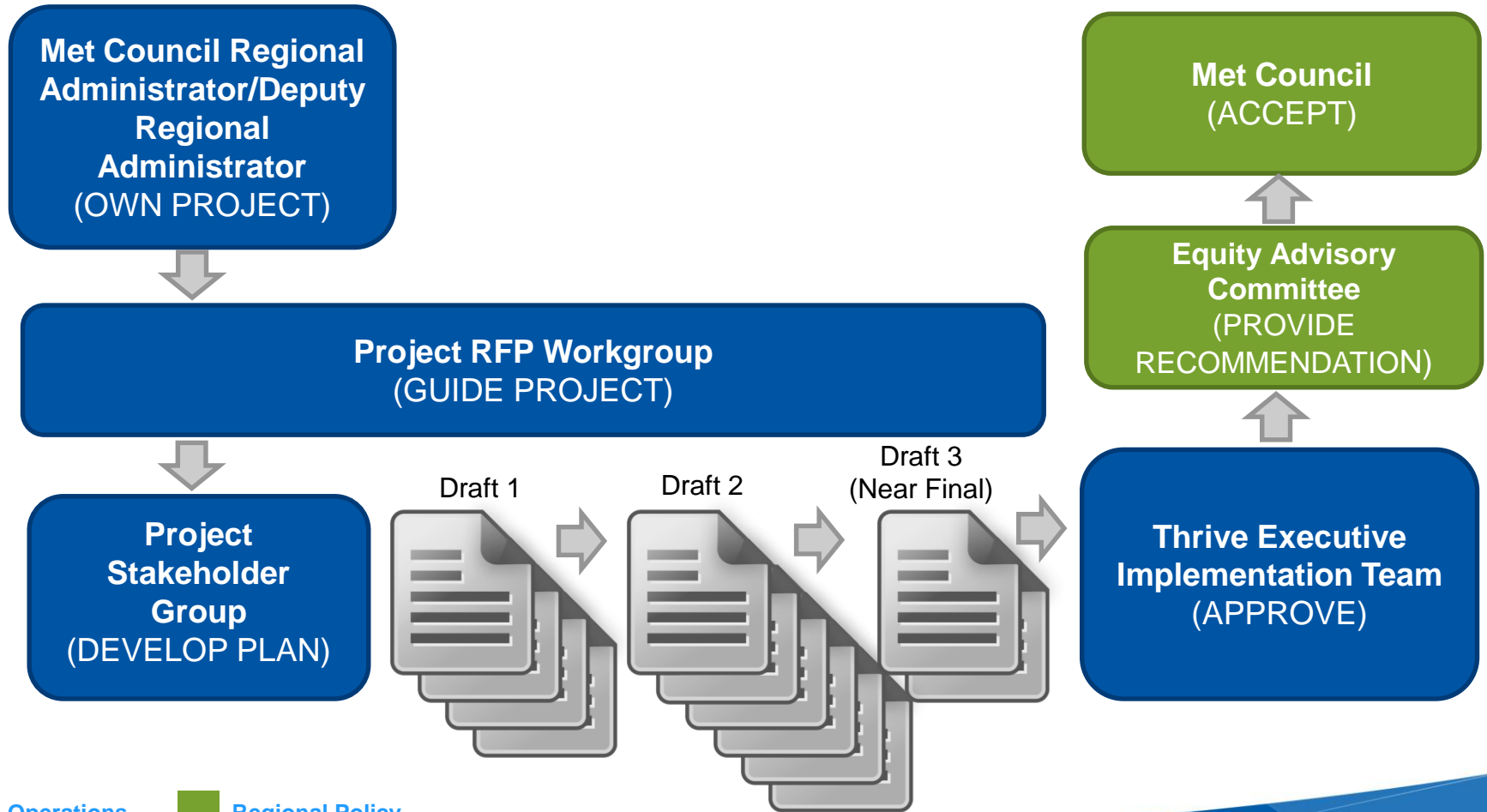
Review: Timeline

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	EAC Meeting	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Shape Choices about Content	Remaining Days	Remaining Days	Planned timing	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Outline	Remaining Days	Remaining Days	Remaining Days	Planned timing	Planned timing	EAC Meeting	Planned timing	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days
Details	Remaining Days	Remaining Days	Remaining Days	Planned timing	Planned timing	Planned timing	Planned timing	Planned timing	Planned timing	Remaining Days	Remaining Days	Remaining Days
Commit and Approve	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Regional Policy	EAC Meeting	EAC Meeting
Begin Implementation	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Remaining Days	Planned timing

Planned timing
 Remaining Days
 EAC Meetings
 Regional Policy



Review: Work Plan Development



Operations

Regional Policy

Discuss: what the plan says, what changes are needed, and what's next

Content: We will walk our talk

We will do our part to achieve regional racial equity as promised in our Thrive equity commitments.

This means changing our policies, procedures, and everyday practices.

Content: Structured Around 4 Goals

- A. Senior leaders demonstrate commitment to achieving racial equity through personal action and accountability. They are visible advocates and role models
- B. Council-wide, there is intentional external outreach, public participation, and community engagement through full implementation of the Public Engagement Plan.
- C. The workforce has the education, tools, and skills to effectively execute their racial equity work plans.
- D. The workforce has sufficient capacity and competencies to achieve future racial equity goals.



Moving Forward: Final Steps

- **June 20**—Equity Advisory Committee Meeting
- **June 28 (?)**—Information Item to the Metropolitan Council
- **June 29-July 9 (?)** —Final changes to the plan
- **July 10 (?)**—Final version disseminated
- **July 18 (?)**—Return to EAC seeking a recommendation on this plan to the Metropolitan Council
- **July 26 (?)**—Return to the Metropolitan Council for their acceptance of the plan



Moving Forward: Implementing the Plan

- **Coordination:** Office of Equal Opportunity will coordinate with Senior Leaders, Change Teams, Human Resources, Communications, etc.
- **Execution:** All divisions have a work plan that addresses senior leaders, public engagement and workforce.

Moving Forward: Ensuring Accountability

- **Oversight:** The Regional and Deputy Regional Administrator will ensure the Racial Equity Work Plan is on pace, and all agents are performing as needed.
- **Leadership:** All senior leaders are accountable for...
 - Setting equity goals that will measurably contribute to meeting Council equity commitments.
 - Conducting equity work commensurate with goal.
 - Delivering on work plans.
 - Learning from results.
 - Helping integrate their learning across the Council.
- **Results:** All divisions are measuring and reporting results to Senior Leaders, staff, the Council, and Advisory Committees in a timely manner.

Discussion

1. This plan is focused on making sure Council employees have a roadmap to advance equity commitments in Thrive. How will you know if we are making progress?
2. Does the plan address what you expect it to address? What are we missing?
3. We will come back to EAC seeking your recommendation before the work plan goes to the Metropolitan Council. What information do you need when making this recommendation?
4. Moving forward, what role (if any) should EAC play in plan implementation? How frequently do you want updates?
5. Other thoughts, suggestions, or concerns?



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