

Met Council Equity Strategy Update for Equity Advisory Committee

Tuesday, September 17, 2019

Six Process Components

Policy

**Equity
Inventory**

**Equity
Framework**

**Community
Engagement**

**Staff
Engagement**

**Leadership
Team**

**Equity
Indicators
and Goals**

**Strategic
Planning**



Jurisdictional Strategies to Advance Equity

Activities
Prioritize Racial Equity
Pass legislation or enacted new policy guidance for achievement of Equity
Roll out a new Equity unit, hire additional staff to conduct specified work
Develop a framework containing shared strategies as the overall approach
Inventory previous Racial Equity projects
Utilize Targeted Universalism as the philosophical approach
Create Workforce Equity & Racial Equity Strategic Action Plans
Community Engagement Strategy centered on minority community involvement
Utilize a shared methodology to determine Racial Equity goals
Implement a collaborative leadership accountability team
Utilize disparities research and performance management to measure goal outcomes

Strategic Plans Across the Country

Jurisdiction	Link
King County	https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-FULL.pdf
Ramsey County	https://www.ramseycounty.us/sites/default/files/Budget%20and%20Finance/2019%20Strategic%20Plan%20FINAL.pdf
City of Boston	https://www.boston.gov/sites/default/files/document-file-07-2017/resilient_boston.pdf
Oregon Metro (Metropolitan Portland)	https://www.oregonmetro.gov/strategic-plan-advance-racial-equity-diversity-and-inclusion
Puget Sound Region Council WA	https://www.psrc.org/sites/default/files/vision2050equitypaper.pdf
Multnomah County	https://multco.us/file/77712/download
City of New Orleans	http://www.equityneworleans.org/
City of Madison	https://www.cityofmadison.com/civil-rights/programs/racial-equity-social-justice-initiative/mission-vision
City of Minneapolis	http://www.minneapolismn.gov/coordinator/Equity/sreap/index.htm
St Louis Park	https://www.stlouispark.org/our-city/race-equity

Discussion

- What are your thoughts and reactions?
- What additional activities do you see as important for the Council to consider?