RACIAL EQUITY FRAMEWORK SUMMARY

ROADMAP FOR INSTITUTIONAL COMMITMENT

METROPOLITAN COUNCIL

Purpose: The Equity Policy (2018) authorizes the "creation of an Equity Framework to guide the Council and the metropolitan area on equity". Based on national best-practices, this Racial Equity Framework describes the theoretical approaches and systems change strategies that will be key components of the Racial Equity Strategic Plan. The Equity Implementation Unit (EIU/OEO) will facilitate the creation of the Racial Equity Strategic Plan in collaboration with the Equity Advisory Committee and Council Member review.

This work furthers the goals of Thrive MSP 2040[1] and Indicators[2], Equity Policy (2018), and Choice, Place and Opportunity (CPO) Report.

Theoretical Approaches are the methodologies underlying the approach to racial equity. Equity in design ensures equitable outcomes. These approaches are the theoretical basis for the Racial Equity Strategic Plan.

Systems Change Strategies are the key focus areas of the Racial Equity Strategic Plan. These areas reflect priorities drawn from both a best-practices analysis and previous engagement of staff and leadership. Institutional commitment to these strategies is crucial.

Why Racial Equity: The Racial Equity Strategic Plan will lead with race, recognizing that in our region, communities of color continue to experience nearly the worst economic & social outcomes in the country due to a long history of exclusionary & discriminatory policies. The region's economic health is tied to greater racial inclusion and smaller income gaps due to the projected growth of communities of color. We will advance racial equity because doing so will allow us to more effectively serve all communities.

THEORETICAL APPROACHES

Theory of Change[3] is a specific type of methodology for solution planning, participatory leadership, and evaluation that produces organizational change and community-informed outcomes.

Targeted Universalism[4] is a methodology for policy-making that sets universal goals that are accomplished using approaches that target individual marginalized populations.

VISION FOR RACIAL EQUITY

RACIAL EQUITY

- accessible parks
- increased minority contracts and businesses
- accessible and affordable transportation
- equitable water resource management
- increased employment pipelines
- equity-driven planning for the region
- affordable housing

*Specific anticipated outcomes to be determined through Theory of Change process.

SYSTEMS CHANGE STRATEGIES

OPERATIONS, PLANNING AND INVESTMENT	WORKFORCE EQUITY	PERFORMANCE MEASURES AND IMPLEMENTATION	PUBLIC ENGAGEMENT
To decrease racial disparities and ensure access to economic opportunities for everyone in the region, we will:	**To ensure equitable workforce practices and foster an environment where every employee is responsible for advancing equity, we will:**	**To operationalize, implement and evaluate equity in Council work, we will:**	**To fully implement the Public Engagement Plan for equitable decision-making, we will:**
Engage each division in their respective authorities over planning, operations, and investment around achieving racial equity	Support and expand work in compliance with Affirmative Action regulations	Utilize existing Council data and research to foster an evidence-based approach	Promote community engagement and develop community partnerships
Prioritize racial equity in Policy Plan development and implementation	Assess institutional hiring barriers	Develop guides for racial equity in annual divisional work plans	Establish meaningful collaborative decision-making
Identify and mitigate disproportionately adverse effects of the Council's work	Strengthen employment and leadership pathways	Assist and collaborate with divisions to develop individualized strategies for equitable divisional work plans	Work collaboratively with the Council's Equity Advisory Committee (EAC)
Prioritize racial equity in our 2050 Regional Planning process and in the Plan itself	Identify and reduce disparities for all underrepresented groups for hiring, promotion and retention	Design and utilize performance measures	Reduce barriers for participation in convenings and decision-making opportunities
	Intercultural assessment of leadership and racial equity training to all employees	Promote accountability by establishing time-bound mechanisms and benchmarks to report progress and outcomes	Engage communities and partners in the development of the 2050 Regional Development Guide

Endnotes:

[1]Equity Outcome in Thrive MSP 2040 pp. 38-46

[2]Thrive Indicator Dashboard https://metrocouncil.org/Planning/Projects/Thrive-2040/Thrive-Indicator-Dashboard.aspx?source=child

[3]Organizational Research Services. (2004). "Theory of Change: A Practice Tool For Action, Results and Learning". Prepared for the Annie E. Casey Foundation.

[4]john a. powell, Stephen Menendian, Wendy Ake. (2019). "Targeted Universalism: Policy and Practice". Haas Institute for a Fair and Inclusive Society.