Equity Policy Update
Office of Equity and Equal Opportunity

June 2022  Lila Eltawely
Equity Policy

Background

- Equity Policy created in 10/24/2018 by OEEO
- Last update- 2020 new template but policy remains the same
- Equity Policy connects the internal workings of the Metropolitan Council to Thrive 2040
Equity Policy

What does an Equity Policy do?

- Recognizes systemic discrimination and commits the organization to continuously breaking down barriers
- Creates a structure for institutionalizing equity
- Disrupts unjust practices, policies, and procedures and holds us accountable
- Commits the organization to the use of an equity lens in all decision making
- Creates clear expectations
Stakeholders

- Departments and Divisions
- Job Candidates
- 7 County Metro Area and Municipalities
- Consultants, Subrecipients
- Black, Indigenous, and People of Color and other protected class groups
- MCUB and DBE
- Staff
Feedback

Equity Policy Update

1. What is missing?
2. What works well?
3. What should be changed?