



Anti-Racism and Economic Justice Trust (AREJ)

Equity Advisory Committee

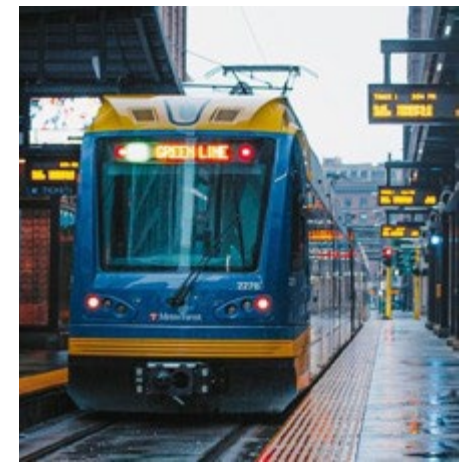


May 2022 Cy Jordan, Director, Office of Equity and Equal Opportunity

No one community can do it alone

Every single person and community makes up the fabric and essence of this region.

- 7 counties
- 182 cities and townships
- More than 3 million residents
- Native people from 11 federally recognized Minnesota tribes and many other tribal communities
- Growing diversity representing wide-ranging racial and ethnic people, with about 300 languages spoken at home



What is the Regional Anti-Racism and Economic Justice Trust?

The Trust is Private Sector Employers and Public Sector Agencies committing to the change management necessary to reimagine and reform the corporate actions and government policies and investments.

The Trust will include:

- aggregate goal setting and quarterly monitoring of organizational progress and annual regional progress;
- opportunities for peer learning to help inform and accelerate organizational actions; and
- environments for fostering shared accountability in order to support the actions necessary for dismantling systemic racism and ultimately closing racial wealth gaps.

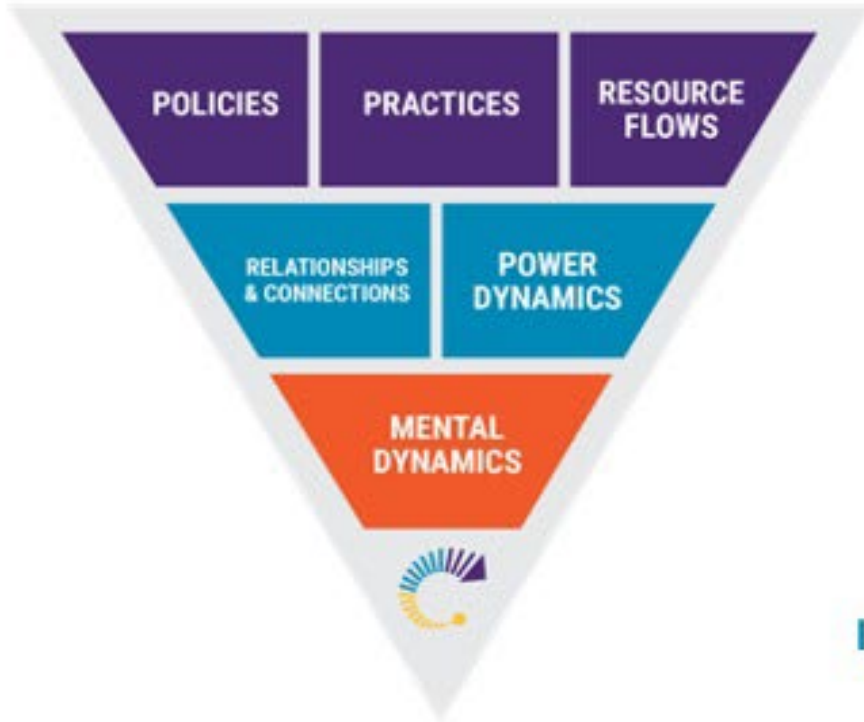
The Trust member commitments:

- Co-Creation + Share & Transfer Power + Establish Goals
- Equip + Activate Narrative Change + Connect

Center for Economic Justice (CEJ) convenes and facilitates the Trust

SYSTEMS CHANGE FOR **INCLUSIVE ECONOMIC GROWTH**

Six Conditions of Systems Change



Indicators for an Inclusive Regional Economy



Our Ask - Contribute to Anti-Racism Definition

RESULT Statement

Result must be achieved for each racial group

All Black, Indigenous, Latinx and Asian people in Minnesota experience intergenerational economic prosperity.

Metropolitan Council Organizational Measures - People

Indicators (2021)

1. Percentage of employees identify as Black, Indigenous, Latinx and Asian: a. workforce, b. leadership
2. Median wage ratio between Black, Indigenous, Latinx, and Asian and White employees
3. Percentage of Black, Indigenous, Latinx, and Asian employees earn less than a family-sustaining wage

Outcome (2030)

1. Black, Indigenous, Latinx, and Asian employees of Metropolitan Council at each level workforce and leadership reflect the regional population projection of 2030.
2. No wage gap exists between Black, Indigenous, Latinx, and Asian compared to white employees of Metropolitan Council.
3. All employees of Metropolitan Council earn a family-sustaining wage.

Metropolitan Council Organizational Measures - Procurement

Indicators (2021)

4. Percentage of procurement spend with Black, Indigenous, Latinx, or Asian owned Minnesota businesses
5. Disparity gap between the percentage of procurement spend for Black, Indigenous, Latinx, and Asian owned compared to White owned in the Metropolitan Council Underutilized Business program

Outcomes (2030)

4. Procurement direct spend with Metropolitan Council Underutilized Businesses for Black, Indigenous, Latinx, and Asian owned reach 30%.
5. Eliminate racial disparity gap in procurement spend with Metropolitan Council Underutilized Businesses for Black, Indigenous, Latinx, and Asian owned business.

Metropolitan Council Organizational Measures - Investment

Indicators (2021)

6. Growth rate of homeownership for Black, Indigenous, Latinx, and Asian people across the region
7. Total amount invested toward capital for Black, Indigenous, Latinx and Asian businesses, organizations, and communities

Outcomes (2030)

6. Eliminate racial gaps in homeownership in the twin cities region for Black, Indigenous, Latinx, and Asian people.
7. All of the principal amount plus all interest earned and any additional gains or returns earned from the Metropolitan Council Certificate of Deposits funds with local banks and credit unions demonstrate impact on economic prosperity for Black, Indigenous, Latinx and Asian minority and woman owned small businesses, affordable housing initiatives, and community development.

Metropolitan Council Organizational Measures - Policy

Indicator (2021)

8. Percentage of internal council-level policies and procedures exist for review utilizing an equity impact assessment tool to eliminate barriers and increase equitable outcomes

Outcome (2030)

8. Metropolitan Council demonstrate the use and value of an equity impact assessment tool in 100% of major policy, planning, or budgeting decisions to eliminate barriers and increase equitable outcomes.

Equity Advisory Committee

Anti-Racism ?

Resources – Individual Impact

Anti-Racism: The marriage of anti-racist policies and anti-racist actions, behaviors, and ideals that produce and normalize equity. – SOURCE: Extrapolated from “How to be an AntiRacist – Ibram X. Kendi

Anti-Racism: Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

SOURCE: Race Forward, “[Race Reporting Guide](#)” (2015).

Define - Institutional Value

Metropolitan Council believes being anti-racist means disrupting the status quo and investing in different approaches, different voices, and asking more critical questions to dismantle systemic racism and address regional disparities experienced by people of color and indigenous people.

We actively oppose racism by any measure of policies and practices that produce racial inequity to the disadvantage of black, indigenous, and people of color.