



Equity Advisory Committee

Regional Administrator Check-in



May 17, 2022 | Mary Bogie, Regional Administrator

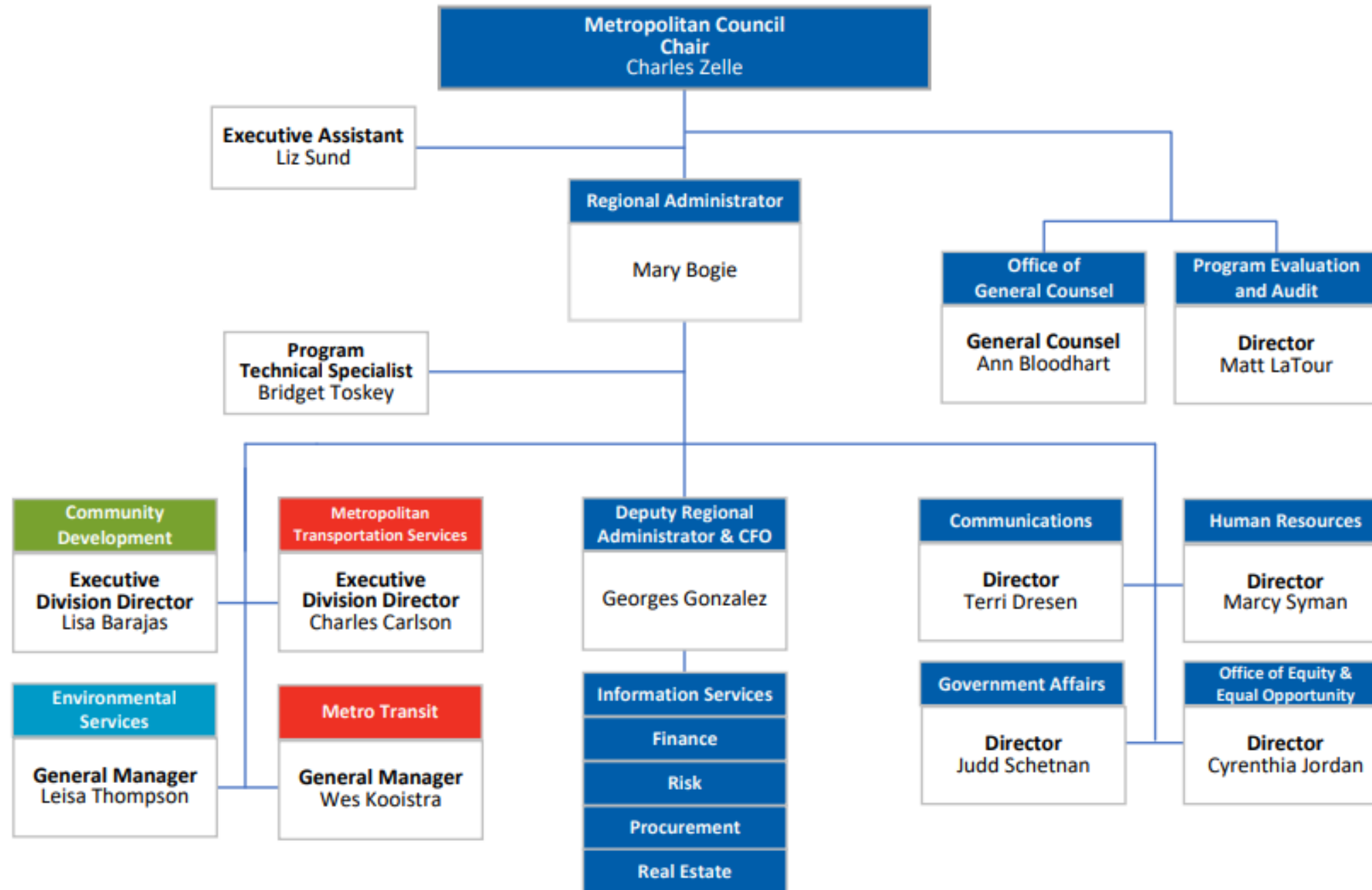
METROPOLITAN COUNCIL

Metropolitan Council Overview

May 17, 2022

Chart 1.0

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How are Advisory Committees formed?

The Council's Bylaws:

The Council may establish advisory committees and appoint chairs and members as follows:

- Committee charge; Membership – Council Chair recommends to the Council
- District Representation
- Member Composition
- Committee Bylaws
- Removal
- Absences
- Conduct of Meetings (Robert's Rules)
- Member Expenses

Why engage an Equity Committee?

Policy Development and Performance against Policies.

Thrive 2040 Commitments/Defining Equity:

- Connecting residents to opportunities
- Opportunities and challenges of growth and change are equitably shared
- Residents and communities are involved in public decision-making
- Different approaches to assure full participation and benefit

Focused on Outcomes:

- Advise on the development of policy and appropriate processes for assessing and monitoring performance against such policies
- Additional policy topics for the Council's consideration
- Create more equitable outcomes for people who live and work in the Twin Cities region

EAC Recommendations

Expand the EAC's Influence:

Direct, simple pathway to guide Council Member's policy decisions and providing evidence that guidance is being used

- Create a connection to the Council's Management Committee
- DRA Georges Gonzalez and OEEEO Director Cy Jordan will work with EAC and Management Committee Chair to develop format and cadence for agenda.

Council Member participation serving on and attending EAC meetings

- Council members have been appointed from each of the operating committees

Staffing the EAC

- OEEEO will continue to staff the EAC
- DRA will provide additional connection to Management Committee, Chair and Regional Administrator

EAC Recommendations

Provide the Resources Needed for the EAC to function well:

Hire Staff for the EAC

- OEEO will continue to staff the EAC

Per Diem for EAC Members

- Minn. Stat. § 473.127
“The Metropolitan Council may establish and appoint persons to advisory committees to assist the Metropolitan Council in the performance of its duties. Members of the advisory committees shall serve without compensation but shall be reimbursed for their reasonable expenses as determined by the Metropolitan Council.”

Membership Composition - Diverse Representation

- Governed by Council and EAC Bylaws
- EAC Bylaws define geographic and at-large diverse composition

EAC Recommendations

Provide the Resources Needed for the EAC to function well:

Train Staff to facilitate discussion and listen for understanding to avoid the defensiveness/being talked at experience

- Staff/Members Meeting Norms - Considerate and Cooperative Communication
- Shared Understanding
 - Council Mission
 - Statutory Authorities
 - Committee Role of Advising on Policy Development
 - Equitable Outcomes
- Close the Loop - Feedback on Items/Ideas/Goals

EAC Recommendations

Implement the Recommendations that have already Emerged from the EAC:

Develop an equity analysis to accompany all proposals and recommendation brought before the Council.

- Thrive Lens Analysis is reported on business items includes equity, but we can do better to assure focus on equity outcome impacts.

Special Housing allocation used for Down Payment Assistance rather than Developer Incentive

- Livable Communities Act provides program authority for:
 1. Housing production and the costs associated with that (e.g., permitting), and
 2. Eligible applicants are cities in the metro area that have enrolled in the program per requirements of the LCA.
- Staff Recommended: If legislation were passed to create a program and allocate funds those funds should go directly to entities that already do this work.

EAC Recommendations

Implement the Recommendations that have already Emerged from the EAC:

Finance and conduct an independent (external) audit covering last five (5) years of the Council's administrative application of federal and state equal opportunity provisions of its Procurement, Affirmative Action, and Civil/Human Rights Act.

- Focus on Outcomes rather than Compliance Audit
 - Are we spending our budget (programs and services) to align with our values and goals?
- 2022 Budget includes \$250K for equity assessment designed to review our Council direct spend to better understand our opportunities to increase spend and how to close gaps related to spending with small businesses, minority owned, and women owned. Understand the current policies and what can be done to update policies addressing inequities found during the review.
 - Understand current policies and what can be done to refine strategies and strengthen our actions to address inequities.
 - Understand barriers including state and federal regulations and how we support legislative change.

Other initiatives

What else are we doing to create equitable opportunities?

MCUB Program – State and Local Funds – Target: 14% constructions; 10% goods/services

- MCUB Direct — Micro level purchase process for a procurement up to \$25,000 when one (1) small, targeted group business, or one (1) veteran-owned small business is likely to bid.
- MCUB Select — Sheltered market solicitation process for a procurement for goods or services of up to \$175,000 when at least three (3) small, targeted group businesses, or three (3) veteran-owned small businesses are likely to bid.
- MCUB Preference — 6% evaluation preference for a procurement for goods or services between \$25,000 and \$175,000, solicited via request for quote or invitation for bid, when one (1) small, targeted group business, or one (1) veteran-owned small business is likely to bid.

DBE Program - Federally Funded Programs

- Target: 14% overall for transit contracts; 11% environmental service contracts

Workforce Data Dashboard

Employee Race & Ethnicity

Start and End Years Set by User

Start Year, End Year

2014

2022

Division, Dept Group

All

Career Level

All

AAP Job Group

All

Chart Level of Detail



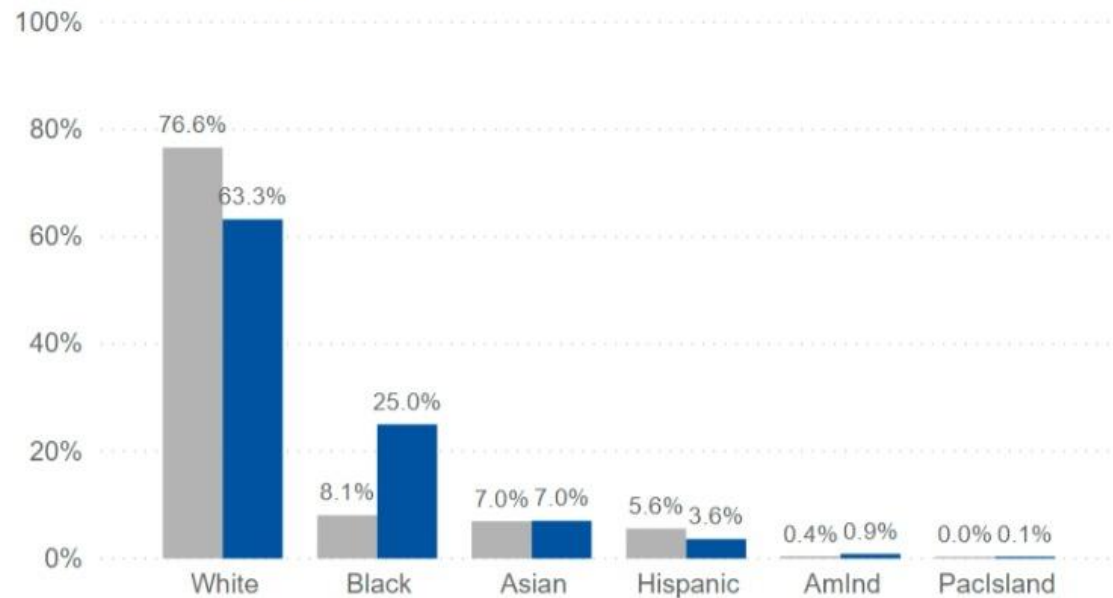
PoC Roll-up



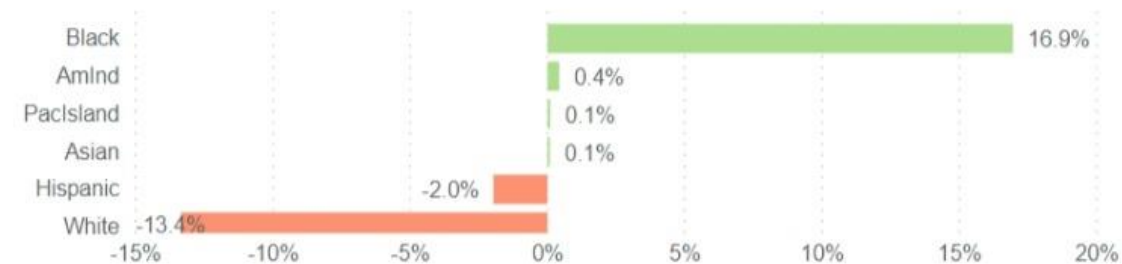
Ethnicity Detail

Ethnic Distribution of Council & Regional Workforces

● Twin Cities Region ● Council

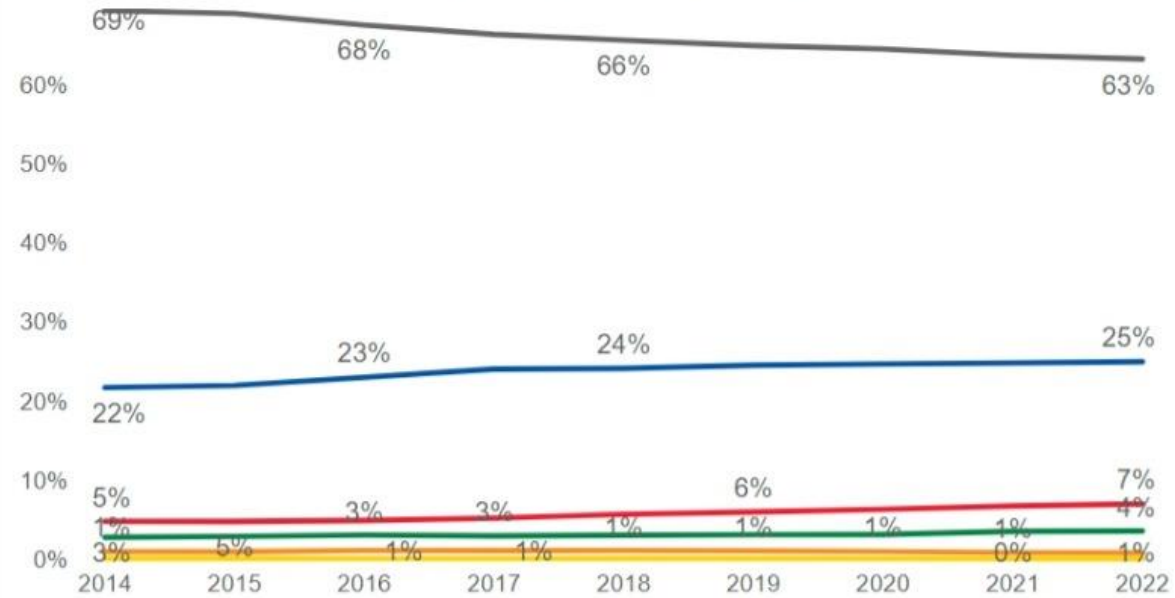


Difference from Region



Council Employees PoC & Non-PoC

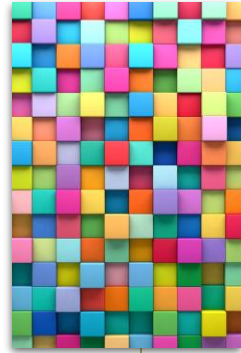
● White ● Black ● Asian ● Hispanic ● Amlnd ● Paclsland



Ethnicity Headcount Current % in Starting Year % in Ending Year % Change Start to End

Ethnicity	Headcount Current	% in Starting Year	% in Ending Year	% Change Start to End
White	2,487	69.4%	63.3%	-8.8%
Black	984	21.7%	25.0%	15.1%
Asian	277	4.8%	7.0%	45.4%
Hispanic	143	2.8%	3.6%	28.8%
Amlnd	34	1.0%	0.9%	-15.4%
Paclsland	5	0.2%	0.1%	-25.4%

Other initiatives powerfully connect to and will contribute to engagement



Staff Racial equity training

Informed by employee engagement survey results; objectives: shared understanding at all organization levels, how to apply equity lens, normalizing conversation about race/impacts



Anti-Racism and Economic Justice Trust

Council commitment to workforce and procurement outcomes



Small Business Forums

Building engagement and capacity of small businesses