



Equity (re)defined

Shared language for the 2050 Regional Development Guide
& Beyond



February 2023

Equity Task Force



Objectives

- Center equity in the **process** of developing the 2050 regional development guide
- Center equity in the **policies** of the 2050 regional development guide
- **Define** equity for the Council's work
- Provide **resources** to **support** work on process and policy development
- Provide **accountability** for the Council's commitment to equity

Thrive MSP 2040's Definition of Equity



Equity:

“...connects all residents to opportunity and creates viable housing, transportation, and recreation options for people of all races, ethnicities, incomes, and abilities so that all communities share the opportunities and challenges of growth and change.”



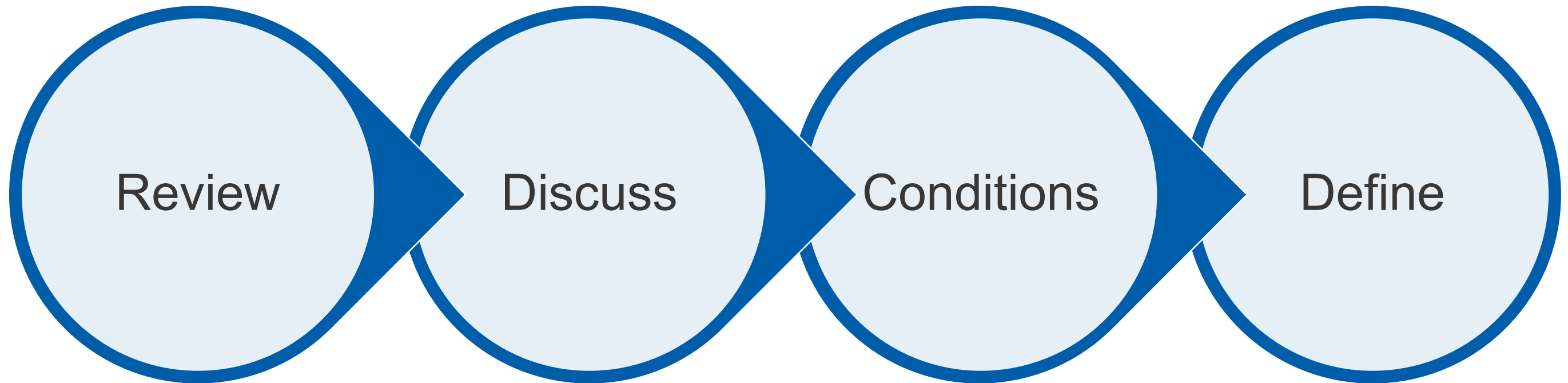
Critiques

- Too aspirational; vague; described destination, not the process of getting there
- Does not name that past and current inequities exist (that lives elsewhere)

Benefits

- Created a foothold for considering equity outcomes in regional policies & processes

Our team and process



- Assemble definitions shared *within* the Council since 2014
- External; other agencies, orgs
- State of MN / One Minnesota Framework

- Responds to critiques
- Connects to the proposed Equity Framework
- Equity Task Force, Optimizing Regional Planning equity workshop/memo

- Lead with race/ethnicity
- Action-oriented
- Historic context
- Power sharing
- Accountability

Feedback

Equity Framework Grounding Concepts

Contextualized

Ensures solutions are addressing a systemic inequity



Community-Centered

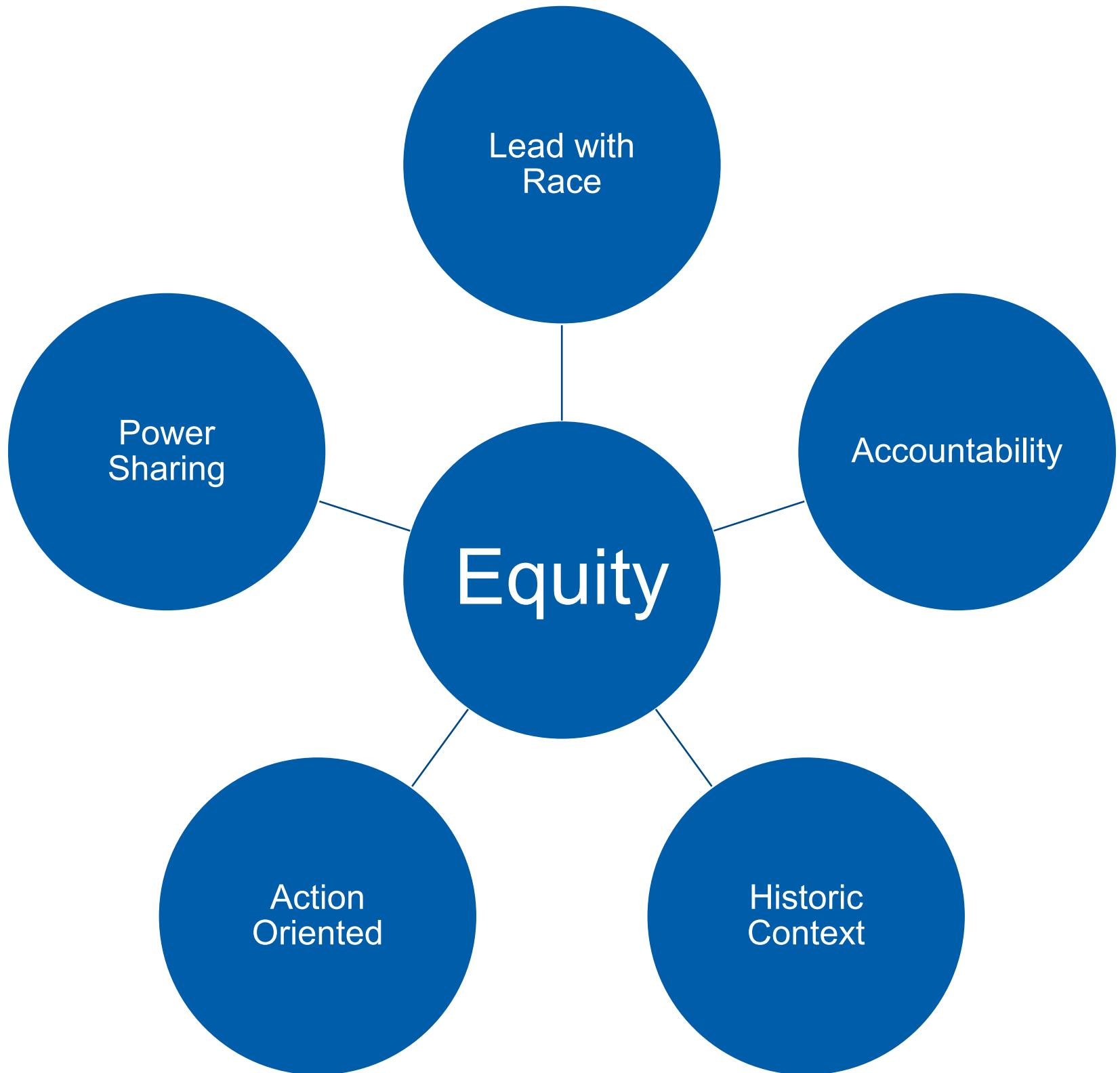
We are working with the impacted population to co-create solutions



Reparative

Creating solutions that are commensurate with what caused the inequity

Conditions of Success



Proposed Language for the 2050 RDG



“Equity is a process of improving outcomes toward eliminating disparities between Black people, Indigenous people, and people of color and white people living in the Twin Cities region. Equity requires an intentional, ongoing, and consistent practice of adapting policies, systems, and structures to measurably improve outcomes as defined by those most affected by them. These outcomes must reflect a nuanced and shared understanding of positive change built through community-centered, culturally responsive engagement. Equity requires that historically excluded communities - especially Black communities, Indigenous communities, and communities of color - share power in all levels of decision-making throughout Council development processes. Lastly, equity often requires the redistribution of both power and resources to improve the lives of Black people, Indigenous people, and people of color as these groups continue to bear exceptionally large and persistent inequities across nearly all metrics of well-being and economic opportunity. Equity at the Metropolitan Council means that the benefits and burdens of Council systems, services, and spending are fair, shared, and just, and designed to repair both historic and ongoing injustice.”

Our proposed definition leads with race



A recommended practice

“Focusing on racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization...As local and regional government deepens its ability to eliminate racial inequity, it will be better equipped to transform systems and institutions impacting other marginalized groups.” (Government Alliance on Race and Equity) [Learn more](#)

Marginalized groups in our previous definition (abilities, incomes) still matter. Intersectionality applies.

Alignment(s)

- One Minnesota Council on Inclusion & Equity
- Council’s racial equity training (summer 2022)
- Division Equity Change Teams; direction from our Council/advisory bodies
- External and internal commitments made since 2014

Condition: Action-oriented

What this means to us

- Names opportunities through which equity can be achieved
- Signals commitment and investment
- Intentional sustained work needed
- We need to walk the walk

Condition: Historic context

What this means to us

- Remedy and repair requires an unvarnished assessment of past Council actions and taking responsibility for resulting harm/inequities.
- Supports the “reparative” section of the Equity Framework.
- Have to start with acknowledging past and ongoing harms to be able to then repair

Condition: Power sharing

What this means to us

- Engaging groups most impacted is an important starting point.
- Equity that endures involves transforming decision-making processes in meaningful ways for the long-term.
- Supports the “Community-centered” section of the Equity Framework.

Condition: Accountability

What this means to us

- Accountability should also include ongoing transparency.
- Accountability has been identified as a value by the Council as part of the 2050 Regional Development Guide discussion on the Vision and Values.
- Essential to building trust
- Needed to evaluate our impact

What we've heard

- Improve on Thrive's definition.
- The draft is lengthy and too academic.
- Equity is nuanced.
 - The breadth of our systems and processes challenges us to capture the nuances of how equity is incorporated.

Discussion



Opportunities to provide feedback

- Do we have the strongest elements included in this definition?
- Do the conditions for success seem clear?
- Are important concepts missing?

Next Steps

Committee of the Whole discussion

Refinement of the equity statement

Contextualization of regional disparities

Identification of Council equity commitments

Equity evaluation within policies

Long term: Adoption of the 2050 RDG in late 2024

Questions

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