

# Met Council Equity Framework

## *Building a Reparative Justice Informed Equity Framework*

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# Reparative Justice and Equity are NOT:

Performative allyship

About you becoming a better person

To be done *for* others, rather it is to be done *with* others. This can not be led by the privileged, yet the privileged still have a role.

Electoral politics

# Reparative Justice and Equity are NOT:

Internal diversity and inclusion campaigns

Simply expanding the contracted pool

Training leadership to make better decisions

The full implementation of civil rights law

# LOSS OF AFFORDABILITY IS EXCLUSIONARY DISPLACEMENT

Source: Author calculations, 2000 Census, 2010-2014 ACS, 2000 IPUMS, 2010-2014 IPUMS

All bolded values adjusted to 2014 dollars

Incomes for households

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very affordable



The typical renting household can afford to rent 50% or more of the units in the neighborhood



Neighborhood with no housing

**2000**

Median Rent: **\$809**  
(\$575 in 2000 dollars)

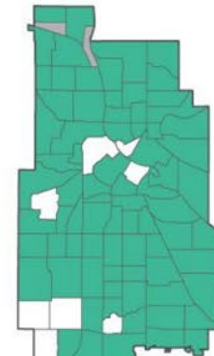
**Black or African American**



Median Renter Income:  
Affordable threshold:

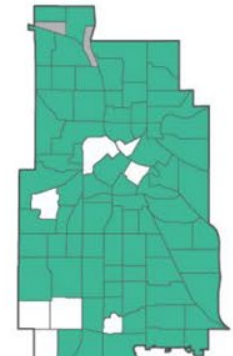
**\$26,729** (\$19,000 in 2000 dollars)  
**\$688** (\$475 in 2000 dollars)

**Hispanic or Latino**



**\$40,234** (\$28,600 in 2000 dollars)  
**\$1,006** (\$715 in 2000 dollars)

**White Not Hispanic or Latino**



**\$39,390** (\$28,000 in 2000 dollars)  
**\$985** (\$700 in 2000 dollars)

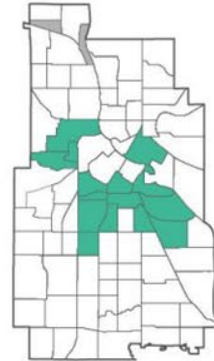
**2014**

Median Rent: **\$854**

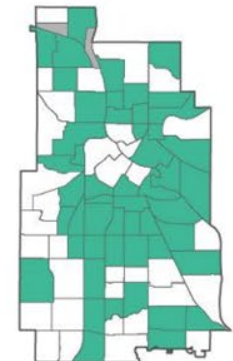


Median Renter Income:  
Affordable threshold:

**\$14,951**  
**\$374**

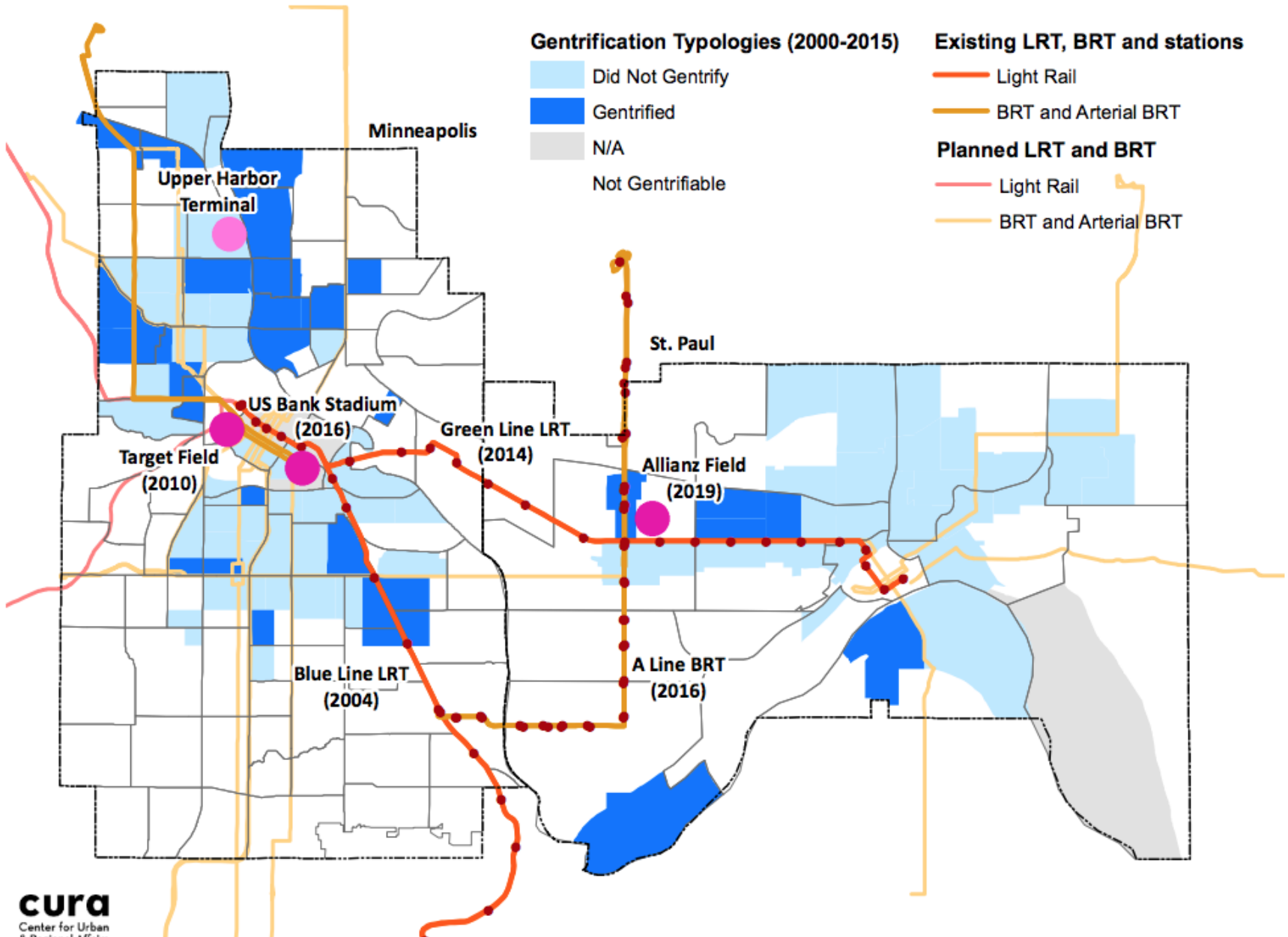


**\$30,491**  
**\$762**



**\$39,525**  
**\$988**

# Minneapolis-St Paul: Transitways and Gentrification



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Data Sources: Rail routes and stations - MetCouncil June 2016, updated 2019, Gentrification Typologies - CURA Research 2017

**Who/what is or isn't  
the problem?**

**What's the narrative about the issue? Who benefits from the prevailing narrative?**

## The Council will:

- Work to mitigate Areas of Concentrated Poverty and Racially Concentrated Areas of Poverty by better connecting their residents to opportunity and catalyzing neighborhood revitalization.
- Work with communities to create more income-diverse neighborhoods, including strategically targeted subsidies to develop market-rate housing in areas that lack market-rate options.
- Use Livable Communities Act resources to catalyze private investment in Areas of Concentrated Poverty and Racially Concentrated Areas of Poverty.
- Actively partner in neighborhood revitalization efforts such as Penn Avenue Community Works in North Minneapolis.
- Conduct a regional inventory of industrial land that considers the location of industrial land relative to the potential workforce eager to access nearby higher-wage job opportunities.
- Work with our partners and stakeholders to identify indicators used to measure how projects, supported with Council resources, advance equity, including helping residents of Areas of Concentrated Poverty and Racially Concentrated Areas of Poverty, lower-income households, or people with disabilities.



- Use its resources, including investments in transit, infrastructure, and redevelopment, to help create and preserve mixed-income neighborhoods and housing choices across the region.
- Encourage preserving existing housing where rehabilitation is a cost-effective strategy to maintaining housing affordability.
- Invest in and encourage new affordable housing in higher-income areas of the region, particularly in areas that are well-connected to jobs, opportunity, and transit.
- Ensure that local comprehensive plans guide an adequate supply of land to meet each jurisdiction's fair share of housing for low- and moderate-income households.
- Develop and provide tools, including competitive rent limits in higher-cost communities, to enable Housing Choice Voucher holders to choose the location that best meets their needs.
- Encourage increased resources for affordable housing at the federal, state, regional, and local levels to help close the gap between the region's affordable housing need and the supply.
- Support efforts to expand the supply of affordable housing that is accessible to people with disabilities.
- Work with housing partners and local governments to expand the supply of affordable housing available at all income levels, including extremely low-income households earning less than 30% of the area median income (that is, \$24,850 for a family of four in 2014).
- Promote regional and local efforts to streamline the process and reduce the costs of developing housing, including affordable housing.
- Support research and other activities related to fair housing, residential lending, and real estate practices to determine if discriminatory practices are occurring and limiting housing choices.

Transportation choices are as important to lower-income households as housing choices and may be more important for people with disabilities. The Council will continue to strengthen bus and transitway connections between lower-income residents and opportunities such as jobs and education. To expand the transportation choices available to all households, including in some neighborhoods the choice to live without a car, the Council will:

- Include a measure of households who do not own private automobiles as one of the elements driving the Council's Transit Market Areas and defining the level of bus service neighborhoods expect to receive.
- Conduct Title VI service equity analyses—a federally prescribed process—to ensure that major changes in transit service do not lead to disparate impacts on low-income residents and communities of color.
- Complete environmental justice analyses that ensure no disproportionately high and adverse impacts of transportation projects to the region's people of color and low-income populations.
- Prioritize transportation investments that connect lower-income areas to job opportunities
- Provide accessible transit vehicles and facilities and offer Metro Mobility service to supplement regular-route transit service to create transportation choices for people with disabilities.
- Engage neighborhood residents in transit planning to understand how to most effectively use transit service and investments to promote access to opportunity.

Options for recreation in public open space contribute to vibrant communities and active living and thereby create positive health and well-being outcomes. While the Council encourages expanded recreational options by all partners, the Council's purview focuses on the Regional Parks System. To help more residents have real recreation choices, the Council will:

- Strengthen equitable usage of regional parks and trails by all our region's residents, such as across race, ethnicity, income, and ability.

“True generosity consists precisely in fighting to destroy the causes which nourish false charity. False charity constrains the fearful and subdued, the "rejects of life," to extend their trembling hands. True generosity lies in striving so that these hands—whether of individuals or entire peoples —need be extended less and less in supplication, so that more and more they become human hands which work and, working, transform the world.”

Paulo Freire, *Pedagogy of the Oppressed*

# REPARATIVE JUSTICE FRAMEWORK



**Engagement is not  
transformational, by  
definition**

# AGENCY and CONSENT

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1. Critical to creation/imagination/vision is initiating our agency
2. Within dehumanizing structures of power, our agency is often challenged by the systems rules
3. Our personhood--an initiation of agency--requires consent
4. Consent is the creation of healing, delivery of necessities, the balancing of power, the ability to say yes/no → initiation of agency

# AGENCY and POWER

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1. Power to shape issues and create the structures we live in
2. The system depends on us to abide by those in power
3. Social transformation requires our agency



# Knowledge, Power, and Agency Spectrum

0

100



# Key Concepts for Reparative Justice/Equity Framework:

**Reparative justice/equity requires building power in communities that have been robbed of it**

**Marginalized people have been primarily denied their agency to be creators of their own context**

**Reparative Justice/equity is a project of personal healing in tandem with societal material redistribution**

**We need to retrain our ears to listen to voices we are conditioned to ignore and/or discount**

**We can't settle the  
debts of our housing  
inequalities with  
Section 8 housing in  
wealthy white areas**

**We can't settle the  
debts of our  
neighborhood  
inequities by doing  
community  
engagement**

**TRANSITWAY  
DEVELOPMENT POWER  
ANALYSIS ON DECISION  
MAKING**

**HENNEPIN  
COUNTY**

**SERV DEV  
DIRECTOR**

**PUBLIC  
RELATIONS**

**MINNEAPOLIS**

**GENERAL  
MANAGER**

**BIPOC COMMUNITY**



**PROJECT  
MANAGER**

**ME**

**BUS OPS  
DIRECTOR**

**NON-BIPOC  
COMMUNITY**



**CONSULTANT**



“Leaders who do not act dialogically, but insist on imposing their decisions, do not organize the people--they manipulate them. They do not liberate, nor are they liberated: **they oppress.**”

Paulo Freire, Pedagogy of the Oppressed



EQUITABLE POWER IN  
DECISION MAKING

**BIPOC  
COMMUNITY**



**“Won't reparations divide us? Not any more than we are already divided. The wealth gap merely puts a number on something we feel but cannot say- that American prosperity was ill-gotten and selective in its distribution. What is needed is an airing of family secrets, a settling with old ghosts. What is needed is a healing of the American psyche and the banishment of white guilt.”**

**— Ta-Nehisi Coates, [The Case for Reparations](#)**

# Questions:

What narratives need to be more significant to frame equity in the next RDG?

How should community inform development of the next RDG?

What does community need to learn about the RDG in order to be full participants in its development?

What does accountability look like? How can Council staff demonstrate use of the Framework in the RDG's policies and process?



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