

Equity at the Council

Land Use Advisory Committee

May 17, 2018



Today's Objectives

- Where did equity work at the Council originate?
- Who is working on it?
- What equity work is the Council doing today?
- What equity work is the Community Development Division doing?

How did equity work at the Council begin?

- Federal and state law
 - Civil Rights Act, American's with Disabilities Act, National Environmental Protection Act, etc.
- Central Corridor
 - Community outreach
- Thrive MSP 2040

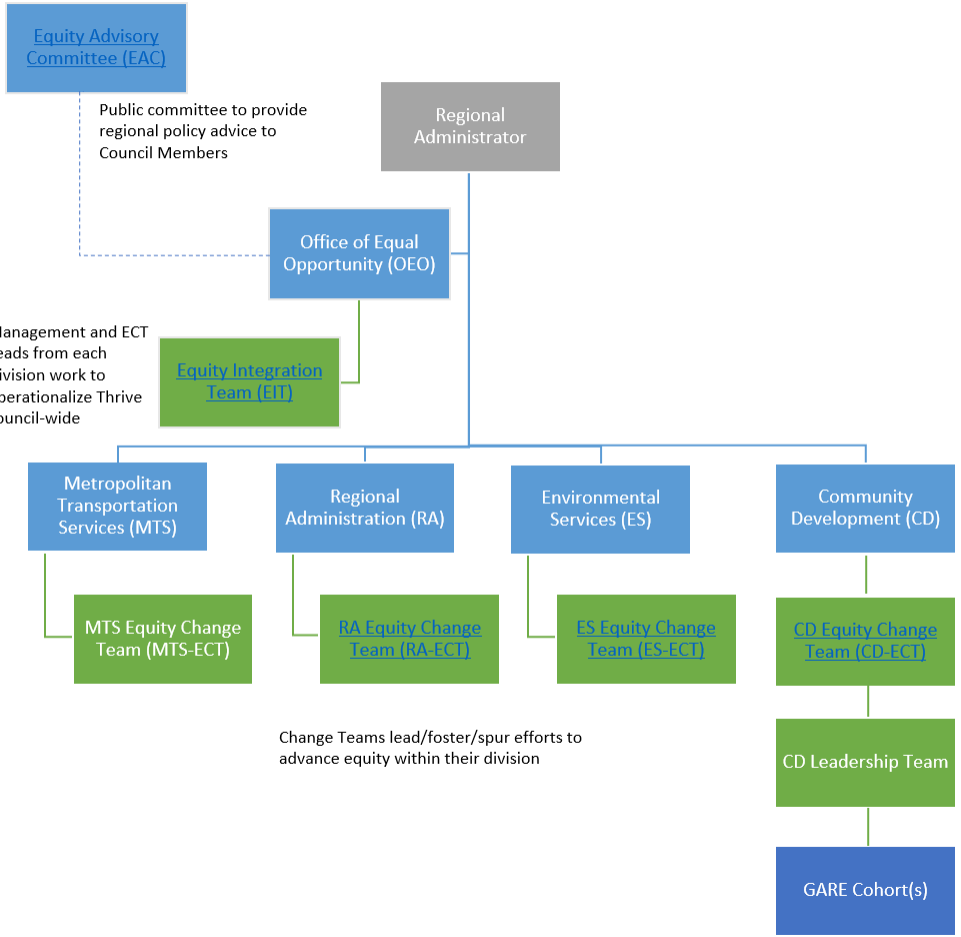
How does Thrive define equity?

- *Thrive* defines equity as connecting 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. For our region to reach its full economic potential, all residents must be able to access opportunity.
- Achieving racial equity means that race can no longer predict life outcomes.

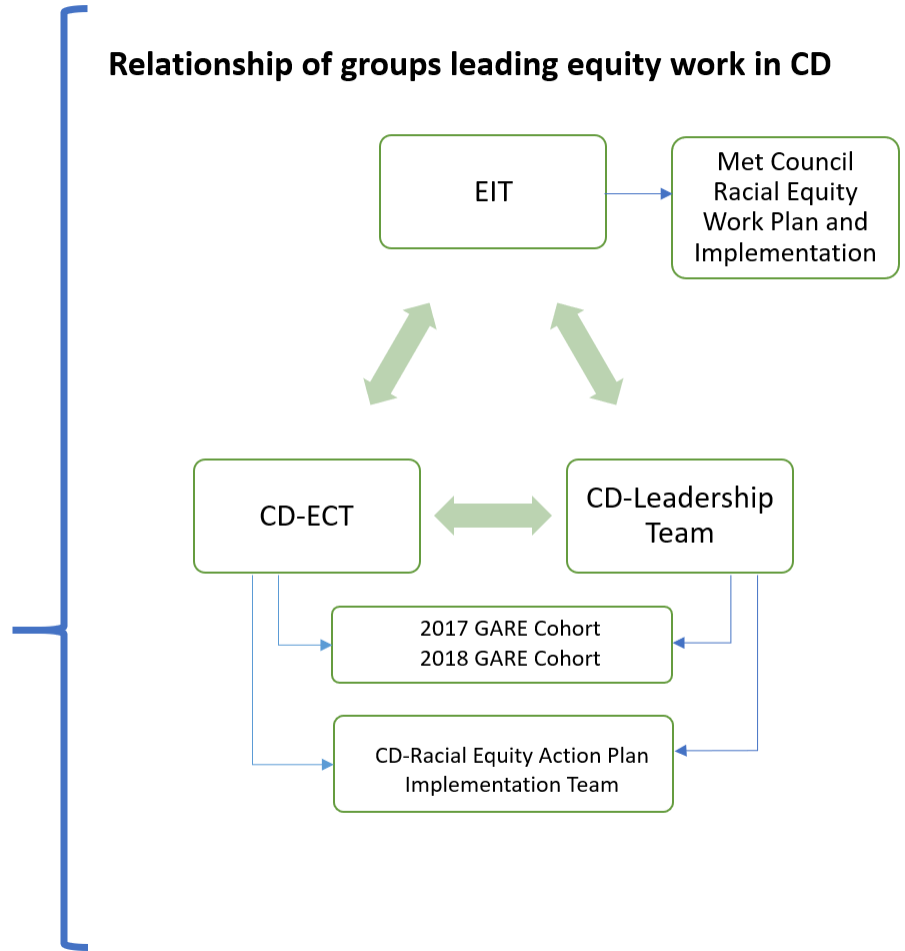
Internal structure & management

- Office of Equal Opportunity
 - Interim Director of Office of Equal Opportunity, Aaron Koski
 - Equity Manager, C Terrence Anderson and EIU
- Equity Change Teams (one for each division)
- Equity Integration Team
 - HR and Equity Integration Subcommittee
 - Equity Data Development and Operations Analysis Subcommittee
 - Equity Communications Subcommittee
 - Equity Trainings and Awareness Subcommittee

Metropolitan Council Equity Work Structure



Relationship of groups leading equity work in CD



Equity Advisory Committee

- Established in 2015
- 17 residents from around the region and 4 Council Members
- Focus on advising the Council on advancing equity internally and external outcomes

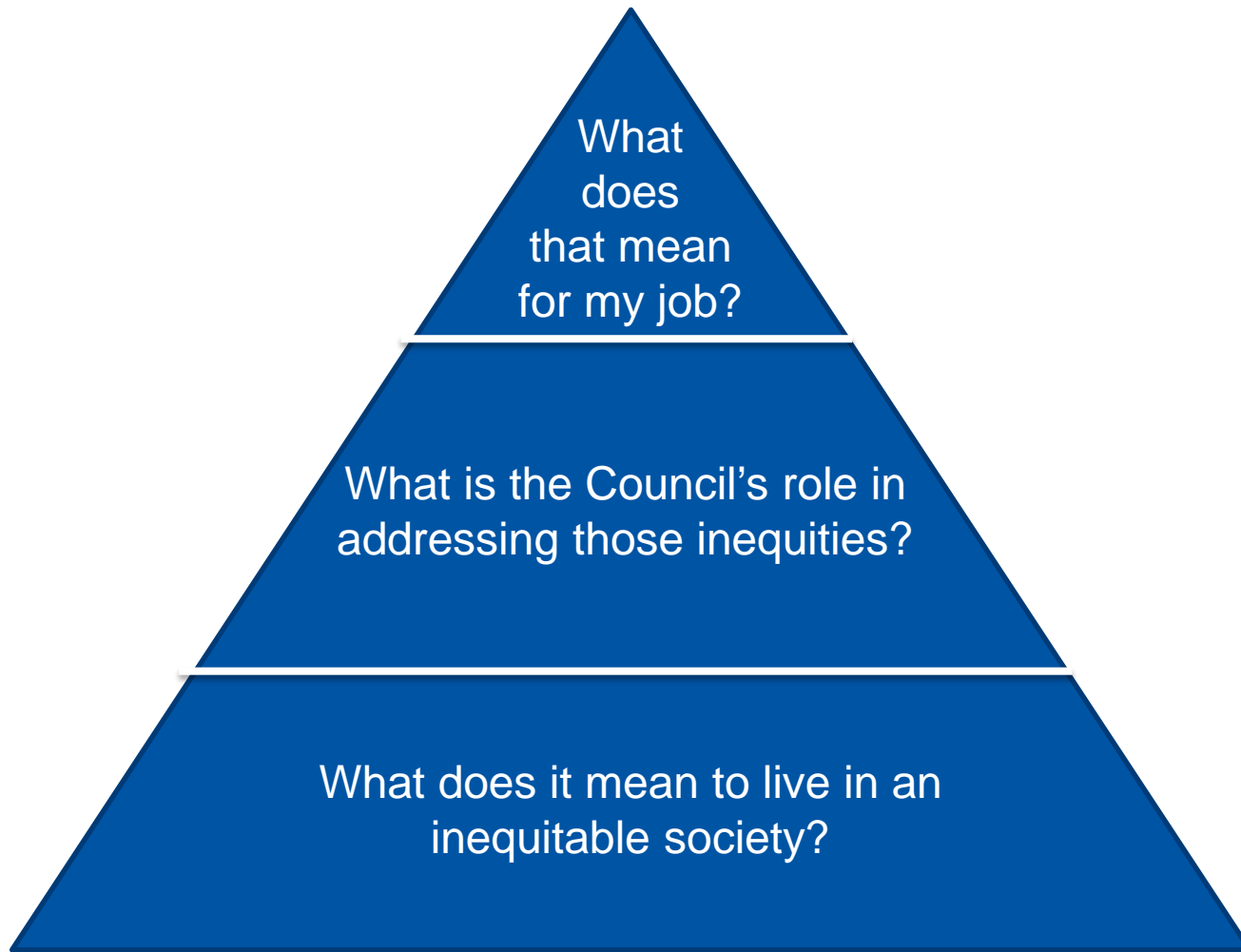
What equity work is the Council doing?

- Racial Equity Work Plan
- Training on implicit bias, intercultural conflict management, privilege
- Urban Scholars
- Thrive Lens/Equity Lens
- Partnership with GARE
- Integrating equity in Council work:
 - Equity Criteria in Regional Solicitation, Better Bus Stops, PlanIt, expanding community engagement practices, hiring practices, etc.

Racial Equity Work Plan Goals

- Goal A: Senior Leaders will demonstrate commitment to achieving racial equity through personal action and accountability. They are visible advocates and role models.
- Goal B: Council wide, there is intentional external outreach, public participation, and community engagement through full implementation of the Council's Public Engagement Plan (PEP)
- Goal C: Employees have the education, tools, and skills to effectively execute their racial equity work plans.

Increasing Specificity on Equity



Equity in the Community Development Division

Equity Change Team (ECT)

The Equity Change Team (ECT) members are leaders working to advance equity in the Division, communicate about equity at the Council, and integrate equity into the work of the Council. We serve the Division as a resource on equity. We strive to work collaboratively and inclusively with all members of the Division and across the Council in partnership with the Leadership Team to take meaningful actions to advance equity.

GARE Partnership

- Bloomington
- Brooklyn Park
- Brooklyn Center
- Dakota County
- Eagan
- Edina
- Golden Valley
- Hennepin County
- 4th Judicial District Courts of Hennepin County
- Hopkins
- League of Minnesota Cities
- Maplewood
- Metropolitan Council
- Minneapolis
- Minneapolis Parks/Rec Board
- Minnetonka
- Ramsey County
- Richfield
- Shoreview
- St. Anthony
- St. Louis Park
- State of MN
- Visit St. Paul
- White Bear Lake
- Woodbury



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

[ABOUT](#) [WHERE WE WORK](#) [TOOLS & RESOURCES](#) [EVENTS & TRAININGS](#) [BLOG](#) [CONTACT](#) 



The **Government Alliance on Race and Equity (GARE)** is a national network of government working to achieve racial equity and advance opportunities for all.

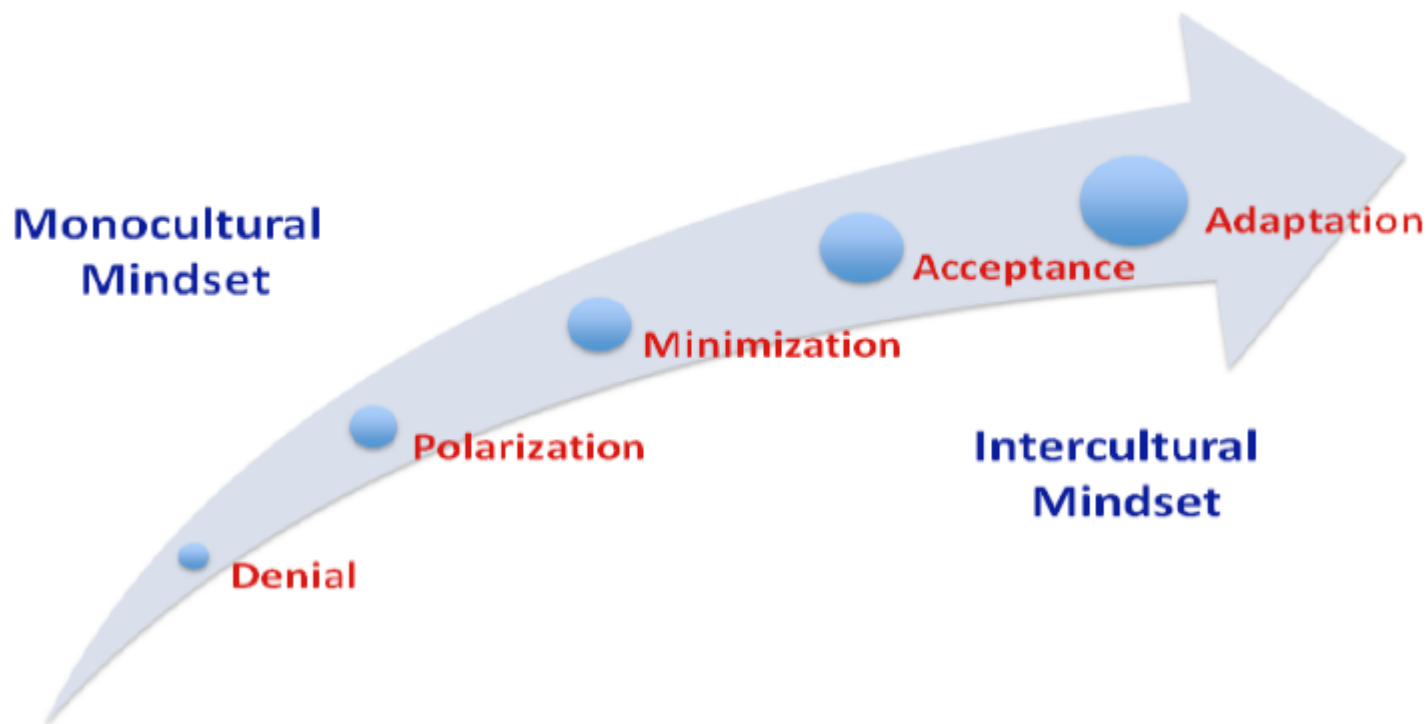
Equity in the Community Development Division

Racial Equity Action Plan

- GOAL 1: The Community Development Division builds competency, takes meaningful actions, and creates the necessary infrastructure to advance racial equity.
- GOAL 2: Community Development Division's workplace culture is diverse, inclusive, and empowers employees of color.

Cultural Competency

Intercultural Development Continuum



Equity in the Community Development Division

- Changing our work culture
- Integrating equity into our work
- Equitably serving the people of the region

Optional Discussion Question

- There is a lot of equity work that we aren't doing. What kind of equity work would you like to see the Council take on specifically?

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Office of Equal Opportunity