

## Management Committee

Meeting date: September 23, 2020

**Subject:** Metropolitan Council 2020-2022 Affirmative Action Draft Plan Review

**District(s), Member(s):** All

**Policy/Legal Reference:** Minnesota Statute 473.143.

**Staff Prepared/Presented:** Cyrenthia Jordan, Director, Office of Equal Opportunity 651-602-1085  
Ashanti Payne Assistant Director, Office of Equal Opportunity 651-602-7660

**Division/Department:** RA / Office of Equal Opportunity

### Background

The Metropolitan Council is required to develop, implement and monitor our State affirmative action program to assure that employment positions within the council are equally accessible to all qualified persons, and to eliminate the underutilization of qualified members of protected groups. The draft Plan outlines: affirmative action goals, timetables, and reasonable and assertive hiring and retention methods for achieving these goals that were sent to Minnesota Management and Budget (MMB) on 9/11/2020 for their review and actions if needed, before adoption by the Metropolitan Council.

The Metropolitan Council's Affirmative Action Plan was prepared in accordance with and meets the requirements as set forth in Minnesota Statute 473.143; and where required, in Administrative Rule. Minnesota Management and Budget (MMB) provides plan approval.

### Thrive Lens Analysis

The adoption and implementation of the Council's State AAP has a direct impact on Council goals and objectives relative to workforce equity and racial equity throughout the Council.