

Management Committee

Meeting date: For the Metropolitan Council meeting of December 8, 2021

Subject: Overview of 2020-2022 Affirmative Action Plan Draft

District(s), Member(s): All

Policy/Legal Reference: 2020-2022 State Affirmative Action Plan draft which was submitted to Minnesota Management & Budget 9/11/2020 per Minnesota Statute 473.143; and where required, in Administrative Rule.

Staff Prepared/Presented: Cyrenthia Jordan, Director, Equal Opportunity (612) 332- 3237; Ashanti Payne, Assistant Director, Equal Opportunity (651) 502-1810

Division/Department: Office of Equal Opportunity (OEO)

Proposed Action

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 Plan outlines: affirmative action goals, timetables, and reasonable and assertive hiring and retention methods for achieving these goals. The Metropolitan Council is also required to identify strategies and corrective actions where underutilization exists in our workforce. The Office of Equal Opportunity has committed to quarterly updates the Council's progress toward goal achievement and implementation of Corrective Actions.

Rationale

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.

Funding

N/A

Known Support / Opposition

None