



Management Committee

\$3.9M Advancing Equity in the Region



July 27, 2022

2021 Equity Projects 2022 Thrive Projects



Equity Audit

Desired Outcome: Review and understand current process to determine if and where gaps exist in current policies.



Time Frame: April 2022 – December 2022

Amount: \$250,000 Spent to date \$0

Description: The equity audit is designed to review spending trends so to better understand gaps and how to close any discovered gaps related to spending with small businesses, minority owned, and women owned. Understand current policies and what can be done to update policies addressing inequities found during the review.

Measurement:

- Train staff on the findings
- Update and communicate policies addressing gaps found
- Number of processes evaluated

Sponsors: Georges Gonzalez, Deputy RA/CFO

Division: RA

Advance Equity in the Region through Contracting

Desired Outcome: Reducing racial disparities through advancing equity in contracting



Time Frame: June 2021 to June 2023

Amount: \$600,000 – Spent to date \$0

This program also has \$300,000 for Temporary help of \$300,000 – spent to date \$0

Description: This collaborative proposal includes: 1) Financial incentives for exceeding MCUB goals 2) Funding to support the creation of on-the-job training opportunities in the construction trades, and 3) Building capacity for MCUB business.

These three initiatives work together to reduce gender and racial disparities that exist in our regional construction market.

Measurement: Success will be measured by project data. Project data to be measured and reported includes: Women/BIPOC-owned business participation, contract dollars distributed to MCUBs in excess of the established goal, MCUB revenue, number of women & BIPOC individuals employed on Council projects and feedback from MCUBs

Sponsors: Jody Jacoby, Director, Procurement; Marcy Syman, HR Director; and Cyrenthia Jordan, OEO Director

Division: RA

Local Housing Incentives Account Program

Desired Outcome: LHIA funding can reduce racial disparities in housing stability and housing affordability by creating a full range of housing options across the region.

Time Frame: 2021 Grant Cycle to Dec 2024

Amount: \$3.5M – spent to date \$0

- Short Description: LHIA is an existing annual program that provides grants to create or preserve affordable housing, prioritizing deeply affordable, larger family units and supportive housing for households experiencing homelessness.
- Measurements:
 - # new units compared to forecasted need for additional affordable housing
 - # preserved units funded compared to number of housing cost burdened households
 - Disparities in housing stability and access can also be tracked, though LHIA is a small portion of all available affordable housing funding.

Presenter: Ashleigh Johnson, Senior Planner, LHIA & Housing Policy

Division: CD

LHIA Affordable Homeownership Pilot

Desired Outcome: Create affordable homeownership opportunities with a focus on expanding geographic choice and reducing racial disparities in homeownership

Time Frame: 2022 Grant Cycle to Dec 2025 **Amount: \$2M Spent to date \$0**

Short Description: The Pilot will offer funding through the Local Housing Incentives Account for affordable homeownership projects. The program is designed to prioritize projects in parts of the region where few affordable homeownership opportunities exist and/or parts of the region where racial disparities in homeownership are highest.

Measurements:

- New LHIA applicants and/or cities
- Number of units funded
- Number of units sold to a household that represents a population with lower homeownership rates than White households

Presenter: Ashleigh Johnson, Senior Planner, LHIA & Housing Policy

Division: CD



MCES-Continue career skills program from 2021

Desired Outcome: Increase the number of BIPOC, Persons with Disabilities, and youth who want to work and build a career at MCES as Interceptor Service Workers.

Time Frame: Extended to March 2024 **Amount: \$400,000 spent to date \$0 (expected salary/training costs to start October 2022)**

Short Description:

- Focusing on youth who face barriers to employment
- Provide a combination of wastewater education through our partnership with St. Paul Tech, on-the-job training with MCES, and coaching, mentorship, and program advocacy through their referring agency.
- Eligible to earn their Wastewater Treatment License, as well as take full advantage of the benefits offered to all students at St. Paul Tech. including tutoring.

Measurements:

- Number of youth from our targeted categories hired into and completing the ES Career Skills Program. 2.
- Program participants hired into full-time positions with ES as Interceptor Service Workers and/or Plant Operator Trainees
- Satisfaction of community partners with the engagement and two-way partnership with the Council

Current Progress:

- Working on final scope of recruitment selection and Union MOUs
- Working with Aaron Koski/HR and team to leverage recruitment methods

Presenter(s): Jenn Zuchowski- ES Workforce & Equity, Bert Tracy - ES Interceptor Services Business Unit (ISBU)

Division: ES



MCES-career exposure program – painters

Desired Outcome: Increase the number of BIPOC, women, veterans, and people with disabilities working as industrial painters at ES.

Time Frame: April 2022 – March 2024
(expected salary costs to start August 2022)

Amount: \$200,000

Short Description:

- Increase BIPOC, women, veterans, and people with disabilities representation in the industrial painting field
- Partner with the Local Painter’s union to identify, train and develop
- Develop paid two–year program to allow people to gain knowledge of industrial painting in a wastewater setting and our careers and organization.

Measurements:

- Number of youth from our targeted categories hired into and completing the ES Career Skills
- Number of participants who successfully complete the two-year program.
- Number of participants hired into full-time positions with ES as Industrial Painters after participating in the program.
- Satisfaction of community partners with the engagement and two-way partnership with the Council

Current Progress:

- In 2nd interviews with targeted August 2022 start date (2 painters)

Presenter(s): Jenn Zuchowski, ES Workforce & Equity; John Tierney, ES Mechanical Maintenance

Division: ES



Equity Evaluation of Regional Transportation Investment

Desired Outcome: Specific recommendations and legislation for changing transportation funding allocations and planning and programming processes to reduce structural racial inequities

Time Frame: June 2021 – May 2024 (consultant contracts)

Amount: \$250,000 (2021) and \$170,000 (2022) Thrive Initiatives

Spent to date \$10,000 spent (2021) \$11,208 pending invoices (2022)

- Short Description: The project consultant will engage a representative Transportation Equity Policy Group to recommend to the Council how regional transportation investment processes can be adapted to result in more equitable regional transportation investment outcomes.
- 2021 initial funds, 2022 funding expanded the scope to include additional tasks
- Study progress
 - 2021 effort included consultant engagement to develop and scope study tasks and structure (\$10,000); Late 2021-2022 project procurement
 - March 25, 2022, notice to proceed to Bolton & Menk working with the Center for Economic Inclusion and Bellwether Consulting
 - Equity Policy Group members expected to be identified by end of July; anticipate they will begin meeting in September

Division: MTS

Presenter(s): Charles Carlson, Amy Vennewitz

Regional VMT reduction- modal shift modeling

Desired Outcome: Initial input to vehicle miles traveled reduction target



Time Frame: April 2022 – Dec 2022

Amount: \$150,000 Spent to date \$0

Short Description: The project involves consultant evaluation of travel data and development of an online tool to estimate potential vehicle miles traveled (VMT) and greenhouse gas emission reductions for various geographies. Using data and modeling to estimate a “**maximum**” shift will help the Council develop and adopt targets for VMT reduction and direct transit, bike, and walking infrastructure investment.

Progress: Projects scoped and procurement underway Q2 2022

Five proposals received and reviewed July 2022, contract development underway

Recommended proposer budget aligned with/under allocated funding

Presenter(s): Charles Carlson & Amy Vennewitz, MTS

Division: MTS

Regional fleet- zero emission buses and infrastructure evaluation

Desired Outcome: Evaluate regional fleet transition to zero-emission buses



Time Frame: April 2022 to December 2022 **Amount:** \$70,000 Spent to date \$0

Short Description: The project builds upon Metro Transit's 2021 Zero Emission Bus Transition Plan to develop a plan for MTS and suburban transit provider services, fleet, and facilities. The plan will include service, facility, and utility considerations applicable to all providers and services. Thrive funds augment scope and transportation funds slated for ZEB plan

Progress: Scope development followed Council Thrive initiative/funding. Procured study via master contract work order via Metro Transit ZEB Plan consultant Requested proposal April, Initial proposal received mid-May. Negotiation and revised proposal accepted early June. Notice to Proceed issued June 15 and work underway. Total project cost \$137,478 (balance funded by planned MTS funds)

Current work includes review of guiding principles and data collection from transit providers for existing service and facilities.

Presenter(s): Charles Carlson and Gerri Sutton, MTS

Division: MTS

Maintenance Technician Training

Desired Outcome: Reduce barriers to maintenance technician careers



Time Frame: June 2021 to Dec 2022

Amount: \$200,000 spent to date \$0

- Short Description: Registered Apprenticeship application is under review by Minnesota Department of Labor and Industry. Management and ATU are developing minimum standards of education and experience required for the program. Workforce Development recruitment efforts are on the way. Up to 50% of the class will be recruited from current Metro Transit employees and the other 50% from the public. The number of participants will be up to 14.
- Estimated planned expenses:
 - Program laptops \$14,973.56, order in process
 - Program tools \$150,000, order in process
 - Recruitment and empowerment training \$15,000

Presenter: Abel Mumbi, Assistant Director Technical Support, Bus Maintenance

Division: MT

Expanding Multicultural Marketing Reach & Frequency

Desired Outcome: Strengthen Metro Transit marketing activities and approaches to more effectively reach and resonate with the diverse communities we serve

Time Frame: June 2021 to Dec 2022

Amount: \$150,000 spent to date \$40,428.49

- Short Description: Invest in several initiatives to strengthen Metro Transit's marketing, including a multicultural focus group, contracting with multicultural media, and developing a MCUB vendor recruitment campaign.
- Measurements:
 - Complete BIPOC Focus Group
 - ✓ *July 2021*
 - Contracts established with multicultural media
 - ✓ *10 year-long contracts in place with BIPOC media for 2022*
 - MCUB vendor recruitment campaign
 - ✓ *Nov. 2021 and Feb. 2022 with one more wave in fall 2022*
 - Creative Services collaboration fund projects
 - ✓ *2 projects completed with more in planning*

Presenter: Bruce Howard, Director, Marketing & Transit Information

Division: MT

Expanding Multicultural Marketing Reach & Frequency

Desired Outcome: Strengthen Metro Transit marketing activities and approaches to more effectively reach and resonate with the diverse communities we serve

Example: Creative Services Collaboration Fund

- Public Art Partnership
- Celebrate Juneteenth
- Leeya Jackson, BIPOC illustrator
- Ultra Super Kings - on 16 buses



Presenter: Bruce Howard, Director, Marketing & Transit Information

Division: MT

Light Rail Vehicle Technician Pathway Program

Desired Outcome: Design the framework for a career pathway for rail vehicle technicians

Time Frame: April 2022 to June 2023

Amount: \$90,000 Spent to date \$0

Short Description:

- Designing a pathway program in partnership with ATU Local 1005 that will help Metro Transit to build motivated, highly skilled technicians by customizing a pathway program to meet current and future Metro Transit Rail workforce needs.
- First year program costs include seed money to develop a legacy program model that provides an opportunity for current employees and individuals from all communities in the region to have access to a career pathway in light rail vehicle maintenance.
- Based on the final model design, Metro Transit would build future years' funds into the budget and/or would seek additional grant or funding partners to fully implement the program.
- Program design advances Thrive outcomes by strengthening Metro Transit's capacity to operate and maintain a transit system that connects people to opportunity on a mode of transportation powered by electricity. Furthermore, this specifically advances equity by providing participants with career opportunities.

Measurements: By the end of Q2 2023, program design will be complete and ready for recruitment and implementation.

Presenter(s): Edward Meyer - Rail Training, Aaron Koski – Workforce Development

Division: MT

