

Racial Equity Dividends Index

Metropolitan Council



Racial Equity Dividends Index - 2023

Center for Economic Inclusion Goal: Celebrate and accelerate local government progress towards building racially equitable communities

- Analytical tool to evaluate progress and achieve the dividends of racial equity across various aspects of organizational activity. <https://www.centerforeconomicinclusion.org/2023-index-report-public-sector>
- 70 racial equity standards
- Cover 11 dimensions, including:
 1. Leadership
 2. Hiring
 3. Culture, Retention, and Advancement
 4. Procurement
 5. Finance and Budgets
 6. Community and Economic Development
 7. Workforce Development
 8. Public Safety
 9. Housing, Transportation, and Land Use
 10. Public Policy
 11. Human Services (county governments)

CELEBRATE



The Metropolitan Council

HIRING
WORKFORCE DEVELOPMENT
PUBLIC SAFETY



Public Sector 2023 Report

Metropolitan Council Recognition

- Community members compensated for input to inform decisions in Transportation Planning Equity Study
- Modified minimum qualification needed for various jobs
- Removed work history questions for bus and train operator roles
- Two-person application review based on predetermined position competencies criteria
- Community-based recruitment
- MentoringWorks formal 6-month mentorship program
- Emerging leaders' internal development programs including Project Manager Development Program and Leadership Academy
- Workforce Development career pathways program including pre-apprenticeship and pre-trainee programs. Hired 49 graduates with average starting wages is more than \$60,000
- Government-Government Tribal Relations Policy
- Public Safety implementation of two-thirds of racial equity standards

PEER DEMOGRAPHICS

22 participants in survey from small, mid size, large

METROPOLITAN COUNCIL

RESIDENT POPULATION	RESIDENTIAL RACIAL DEMOGRAPHICS	FULL-TIME EMPLOYEES	GOVERNMENT TY
3,136,376	28.5% Black, Indigenous, Hispanic, or Asian	3,766	Other

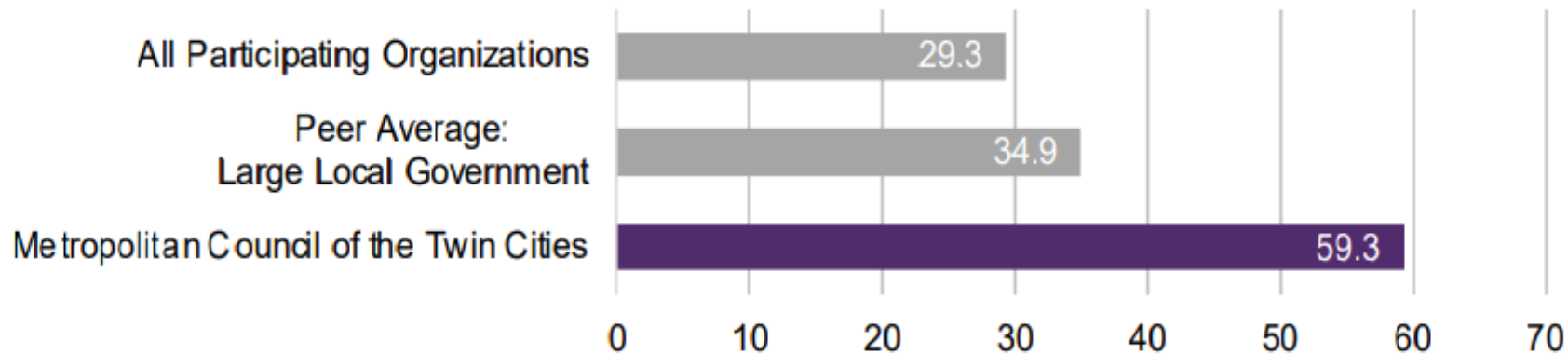
LARGE LOCAL GOVERNMENTS

RESIDENT POPULATION	RESIDENT RACIAL DEMOGRAPHICS	FULL-TIME EMPLOYEES	GOVERNMENT TYPE
809,519	30.1% Black, Indigenous, Hispanic, or Asian	2,448	City / County / Other

INDEX SCORE COMPARISON

Score report benchmarks Metropolitan Council's scores against 21 other participating small city, midsize city, and large local governments

INDEX SCORE COMPARISON

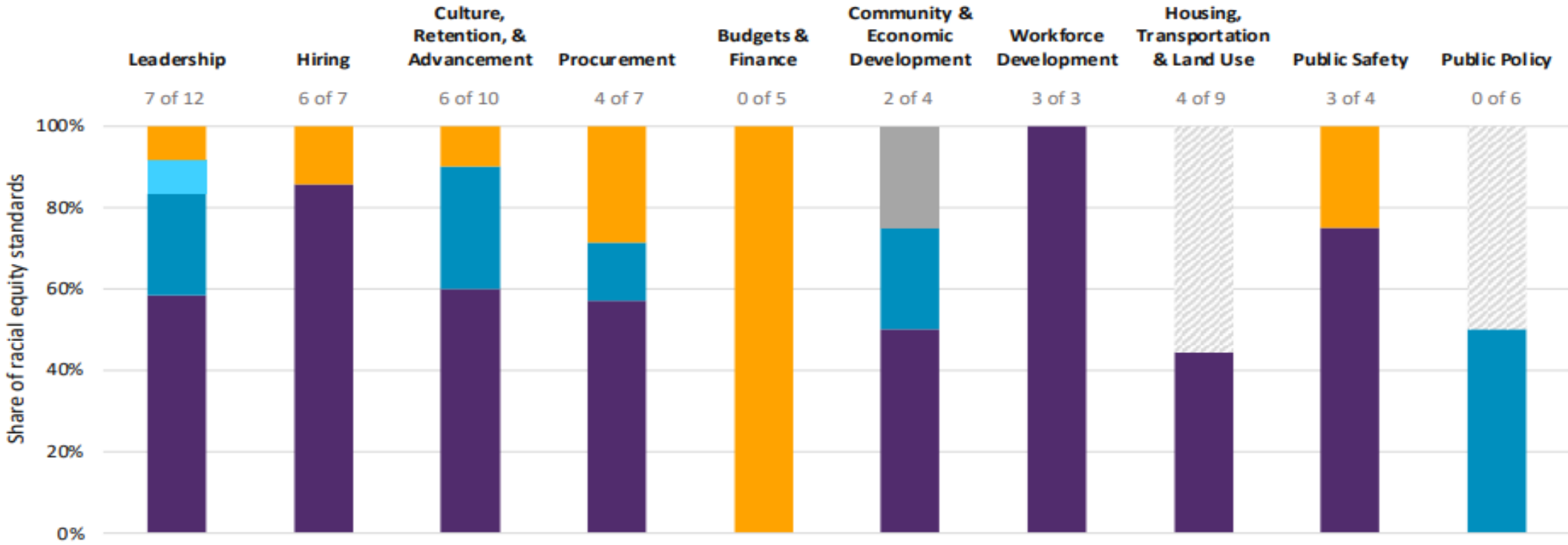


METROPOLITAN COUNCIL SCORE OVERVIEW

Metropolitan Council Score Overview

28 out of 67 racial equity standards fully in place

Yes Somewhat Somewhat less No
Not sure Not applicable



RECOMMENDATIONS



ACCELERATE

- The Metropolitan Council can build on its strengths in racially equitable procurement by increasing investment with Black, Indigenous, Hispanic, and Asian-owned suppliers and raising internal accountability for meeting supplier diversity goals.
- The Metropolitan Council has an important role in leading transformative infrastructure investments that consider historic underinvestment as well as infrastructure quality.
- The Metropolitan Council can proactively seek input from Black, Indigenous, Hispanic/Latine, and Asian communities in the early stages of developing operating and capital budgets.

-Full Briefing Scheduled in January 2024-



 **CENTER FOR
ECONOMIC INCLUSION**