Racial Equity Dividends Index - 2023

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

- 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

CENTER FOR ECONOMIC INCLUSION
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

<table>
<thead>
<tr>
<th>RESIDENT POPULATION</th>
<th>RESIDENTIAL RACIAL DEMOGRAPHICS</th>
<th>FULL-TIME EMPLOYEES</th>
<th>GOVERNMENT TYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,136,376</td>
<td>28.5% Black, Indigenous, Hispanic, or Asian</td>
<td>3,766</td>
<td>Other</td>
</tr>
</tbody>
</table>

## LARGE LOCAL GOVERNMENTS

<table>
<thead>
<tr>
<th>RESIDENT POPULATION</th>
<th>RESIDENT RACIAL DEMOGRAPHICS</th>
<th>FULL-TIME EMPLOYEES</th>
<th>GOVERNMENT TYPE</th>
</tr>
</thead>
<tbody>
<tr>
<td>809,519</td>
<td>30.1% Black, Indigenous, Hispanic, or Asian</td>
<td>2,448</td>
<td>City / County / Other</td>
</tr>
</tbody>
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INDEX SCORE COMPARISON

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

28 out of 67 racial equity standards fully in place

- Leadership: 7 of 12
- Hiring: 6 of 7
- Culture, Retention, & Advancement: 6 of 10
- Procurement: 4 of 7
- Budgets & Finance: 0 of 5
- Community & Economic Development: 2 of 4
- Workforce Development: 3 of 3
- Housing, Transportation, & Land Use: 4 of 9
- Public Safety: 3 of 4
- Public Policy: 0 of 6
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-