

# Anti-Racism and Economic Justice Trust (AREJ)

Management Committee

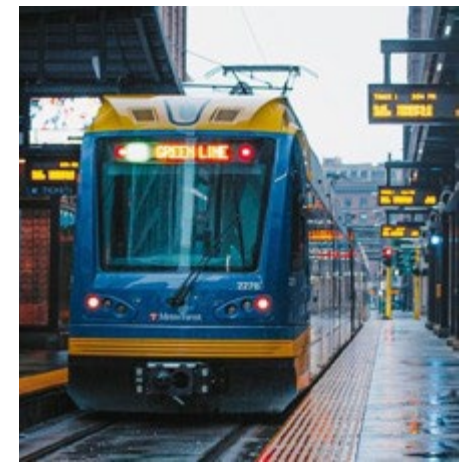


June 14, 2023 Cyrenthia Jordan, Director,  
Office of Equity and Equal Opportunity

# No one community can do it alone

**Every single person and community makes up the fabric and essence of this region.**

- 7 counties
- 182 cities and townships
- More than 3 million residents
- Native people from 11 federally recognized Minnesota tribes and many other tribal communities
- Growing diversity representing wide-ranging racial and ethnic people, with about 300 languages spoken at home



# What is the Regional Anti-Racism and Economic Justice Trust?

**The Trust is Private Sector Employers and Public Sector Agencies committing to the change management necessary to reimagine and reform the corporate actions and government policies and investments.**

The Trust will include:

- aggregate goal setting and quarterly monitoring of organizational progress and annual regional progress;
- opportunities for peer learning to help inform and accelerate organizational actions; and
- environments for fostering shared accountability in order to support the actions necessary for dismantling systemic racism and ultimately closing racial wealth gaps.

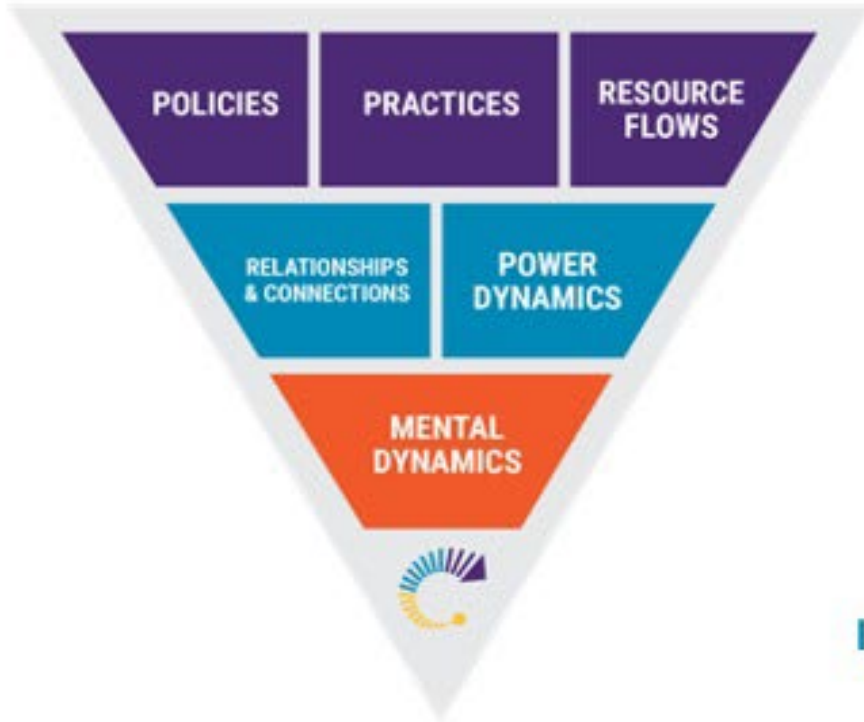
The Trust member commitments:

- Co-Creation + Share & Transfer Power + Establish Goals
- Equip + Activate Narrative Change + Connect

**Center for Economic Justice (CEJ) convenes and facilitates the Trust**

# SYSTEMS CHANGE FOR INCLUSIVE ECONOMIC GROWTH

## Six Conditions of Systems Change



## Indicators for an Inclusive Regional Economy



# RESULT Statement

**Result must be achieved for each racial group**

All Black, Indigenous, Latinx, and Asian people in Minnesota experience intergenerational economic prosperity.

# Metropolitan Council Organizational Measures - People

## Indicators (2021)

1. Percentage of employees identify as Black, Indigenous, Latinx, and Asian: a. workforce, b. leadership
2. Median wage ratio between Black, Indigenous, Latinx, and Asian and White employees
3. Percentage of Black, Indigenous, Latinx, and Asian employees earn less than a family-sustaining wage

## Outcome (2030)

1. Black, Indigenous, Latinx, and Asian employees of Metropolitan Council at each level of workforce and leadership reflect the regional population projection of 2030.
2. No wage gap exists between Black, Indigenous, Latinx, and Asian compared to white employees of Metropolitan Council.
3. All employees of Metropolitan Council earn a family-sustaining wage.

# Metropolitan Council Organizational Measures - Procurement

## Indicators (2021)

4. Percentage of procurement spend with Black, Indigenous, Latinx, or Asian owned Minnesota businesses
5. Disparity gap between the percentage of procurement spend for Black, Indigenous, Latinx, and Asian owned compared to White owned in the Metropolitan Council Underutilized Business program

## Outcomes (2030)

4. Procurement direct spend with Metropolitan Council Underutilized Businesses for Black, Indigenous, Latinx, and Asian owned reach 30%.
5. Eliminate racial disparity gap in procurement spend with Metropolitan Council Underutilized Businesses for Black, Indigenous, Latinx, and Asian owned business.

# Metropolitan Council Organizational Measures - Investment

## Indicators (2021)

6. Growth rate of homeownership for Black, Indigenous, Latinx, and Asian people across the region
7. Total amount invested toward capital for Black, Indigenous, Latinx, and Asian businesses, organizations, and communities

## Outcomes (2030)

6. Eliminate racial gaps in homeownership in the twin cities region for Black, Indigenous, Latinx, and Asian people.
7. The principal amount of funds invested by the Metropolitan Council into Certificate of Deposits with local banks and credit unions demonstrate impact on economic prosperity for Black, Indigenous, Latinx and Asian owned small businesses, affordable housing initiatives, and community development.



# Metropolitan Council Organizational Measures - Policy

## Indicator (2021)

8. Percentage of internal council-level policies and procedures exist for review utilizing an equity impact assessment tool to eliminate barriers and increase equitable outcomes

## Outcome (2030)

8. Metropolitan Council demonstrate the use and value of an equity impact assessment tool in 100% of major policy, planning, or budgeting decisions to eliminate barriers and increase equitable outcomes.

# Our Ask - Contribute to Met Council Anti-Racism Statement

# Metropolitan Council – Anti-Racism

## Anti-Racism ?

### Resources – Individual Impact

Anti-Racism: The marriage of anti-racist policies and anti-racist actions, behaviors, and ideals that produce and normalize equity. – SOURCE: Extrapolated from “How to be an AntiRacist – Ibram X. Kendi

Anti-Racism: Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

SOURCE: Race Forward, “[Race Reporting Guide](#)” (2015).

### DRAFT - Institutional Value [[Metropolitan Council Resolution](#)]

Metropolitan Council believes being anti-racist is an individual and personal awareness that requires active behavior of every leader, employee, and collaborative partner to disrupt the status quo, invest in different approaches, empower all voices, and resolve critical questions in policy and practice - of who has benefited and who has been harmed - to dismantle systemic racism and the disparities, unearned privileges, and undeserved disadvantages it causes.

# Activity

## AREJ workgroup

- Commitment to result-based statement and trust participation signed by Chair Zelle
- Quarterly trust group meetings
- Yearly data reporting
- Annual senior leader meeting with trust group

## Council peer action team

- Indicators and Outcomes
- Lead action on strategies and milestones
- Monitor quarterly results
- CM Met Council's Strategic Plan workgroup on goal to eliminate racial disparities

## Engagement

- Peer action team review with staff
- RA executive team review
- EAC presentation and input
- Management Committee review

# Moving Forward

## AREJ workgroup

- Commitment to result-based statement and trust participation signed by Chair Zelle - **Reaffirm**
- Quarterly trust group meetings
- Yearly data reporting
- Annual senior leader meeting with trust group

## Council peer action team

- Executive team and management commit to Indicators and Outcomes
- Embed in Met Council's Strategic Plan goal to eliminate racial disparities
- Embed in Met Council's Regional Development Guide for 2050
- Assess quarterly

## Engagement

- EAC semi-annual update
- Management Committee semi-annual update
- Met Council staff sessions
- Co-create additional strategies and milestones
- **Metropolitan Council Resolution on Anti-Racism**