

Environmental Protection Agency (EPA) Webinar

Metropolitan Council Environmental Services Outreach and Workforce Programs: Using Equality and Equity to Drive Sustainable Performance

Metropolitan Council: July 8, 2020



Introduction to Metropolitan Council Environmental Services

Featured Speaker Jenn Zuchowski, Manager Programs and Administration



About MCES



Metropolitan Wastewater Plant, St. Paul

- Wastewater treatment
- 9 wastewater collection and treatment plants
- 370 million gallons/day wastewater capacity (250 million gallons per day average)
- 640-plus miles of regional sewers
- 60 lift stations
- 220-plus metering stations
- Water supply planning
- Water quality monitoring
- Industrial waste regulation and pollution prevention

A POTENTIAL LOST OPPORTUNITY



Diversity Having individual and group differences	Inclusion Being/feeling included in a group or structure	Cultural Competence Working effectively across cultures
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Equity is: Fair and just access to opportunity for all A way MCES can enhance its business to help people reach their full potential The type of community that's in everyone's best interest	Equity is not: Being nice Equality Favoritism Filling quotas
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In our region, things are changing rapidly.

In 2010, **24%** of residents in our region were people of color.

By 2040, **40%** of the region will be people of color.

If we don't become a more equitable region, in 2040 we will have:

- 124,000 fewer** people with jobs
- 186,000 fewer** homeowners
- 274,000 more** people in poverty
- \$31.8 billion less** income

HOW MCES IS ADDRESSING EQUITY ISSUES

The MCES Equity Team's work supports its Strategic Values that include Excellence, Inclusiveness, Integrity, Respect, and Commitment.

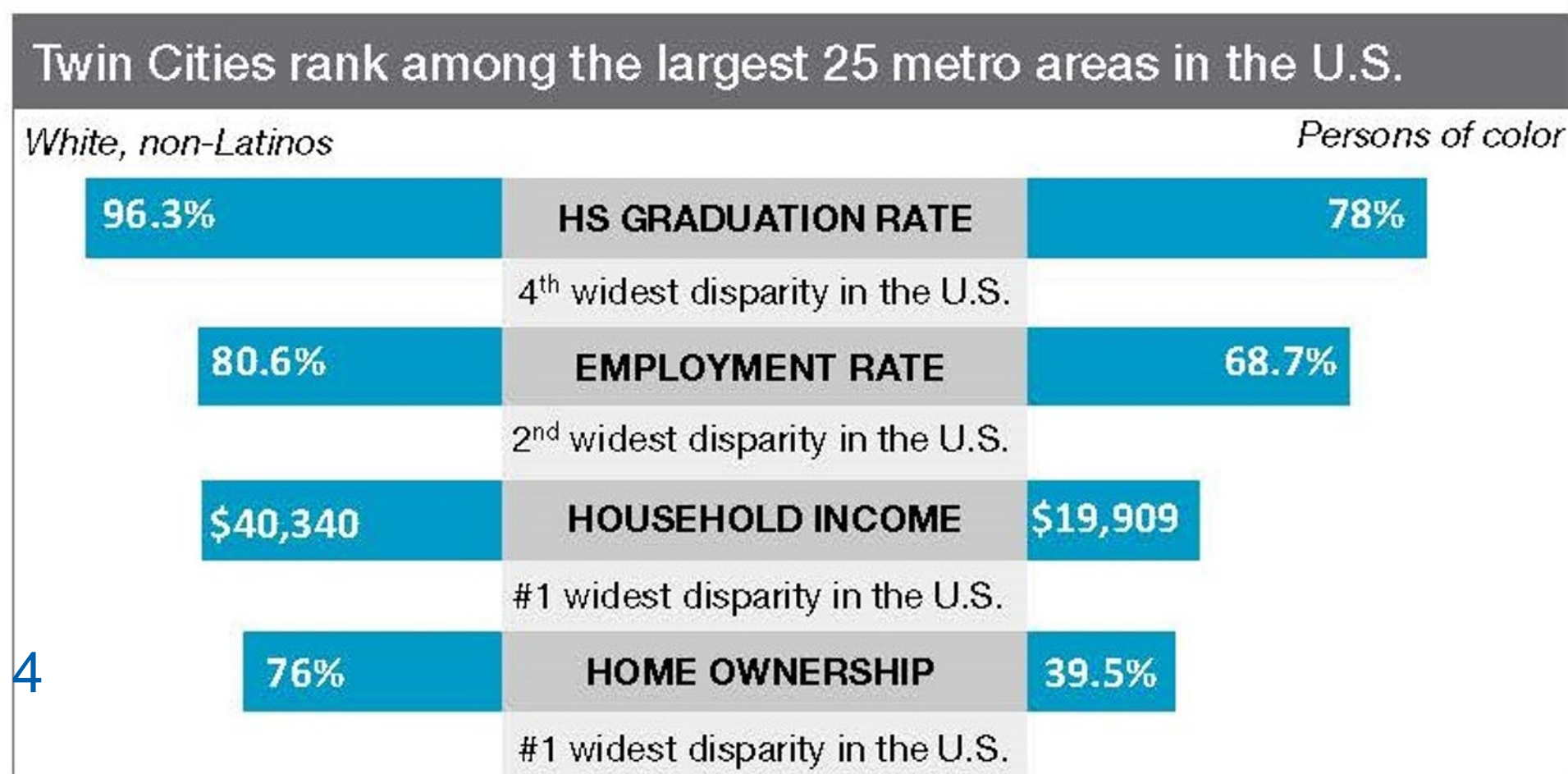
- 1 Employed Council-wide outreach, public engagement plan**
- 2 Enabled senior managers to serve as advocates, role models**
- 3 Ensured workforce received education, tools and skills to achieve its equity goals**

For more info, visit the MCES Equity MetNet page: metnet/es/adm/e/SitePages/Home.aspx



INEQUITIES IN OUR REGION

The Twin Cities region is one of the best places to live, *but not for all.*



MCES Diversity and Inclusion

Strategic Plan 2019 -2020

Sustainable Services Outcome –

We are a high performing organization with an engaged and innovative workforce that is competent, motivated and diverse with opportunities to develop and grow.

Racial Equity Work Plan 2020 – 2022 Outcomes

Engage

Collaborate with communities to increase public engagement and shared decision-making

Embed

Racial equity into our work culture and how we do business

Invest

Financially invest in divisional racial equity work



Policies and Strategic Plans

Featured Speaker Dr. Mitzi Kennedy, Equity Manager



Metropolitan Council Equity Strategy Highlights



Operational structure for the integration of equity



Change Process



Community Engagement, Workforce Equity and Investments



Council roles in advancing equity



Division measurements of progress



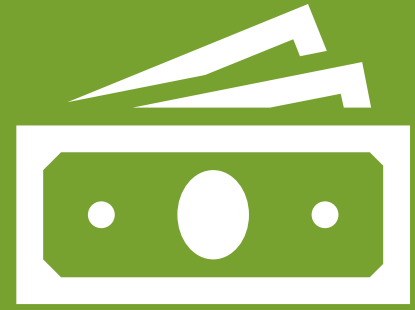
Implementation

Human Resources

Featured Speaker Nancy Jennings, HR Manager



Human Resources Role



No salary questions



Diversity report continuously reviewed by recruiter



Ban the Box



Interview more candidates to increase diversity

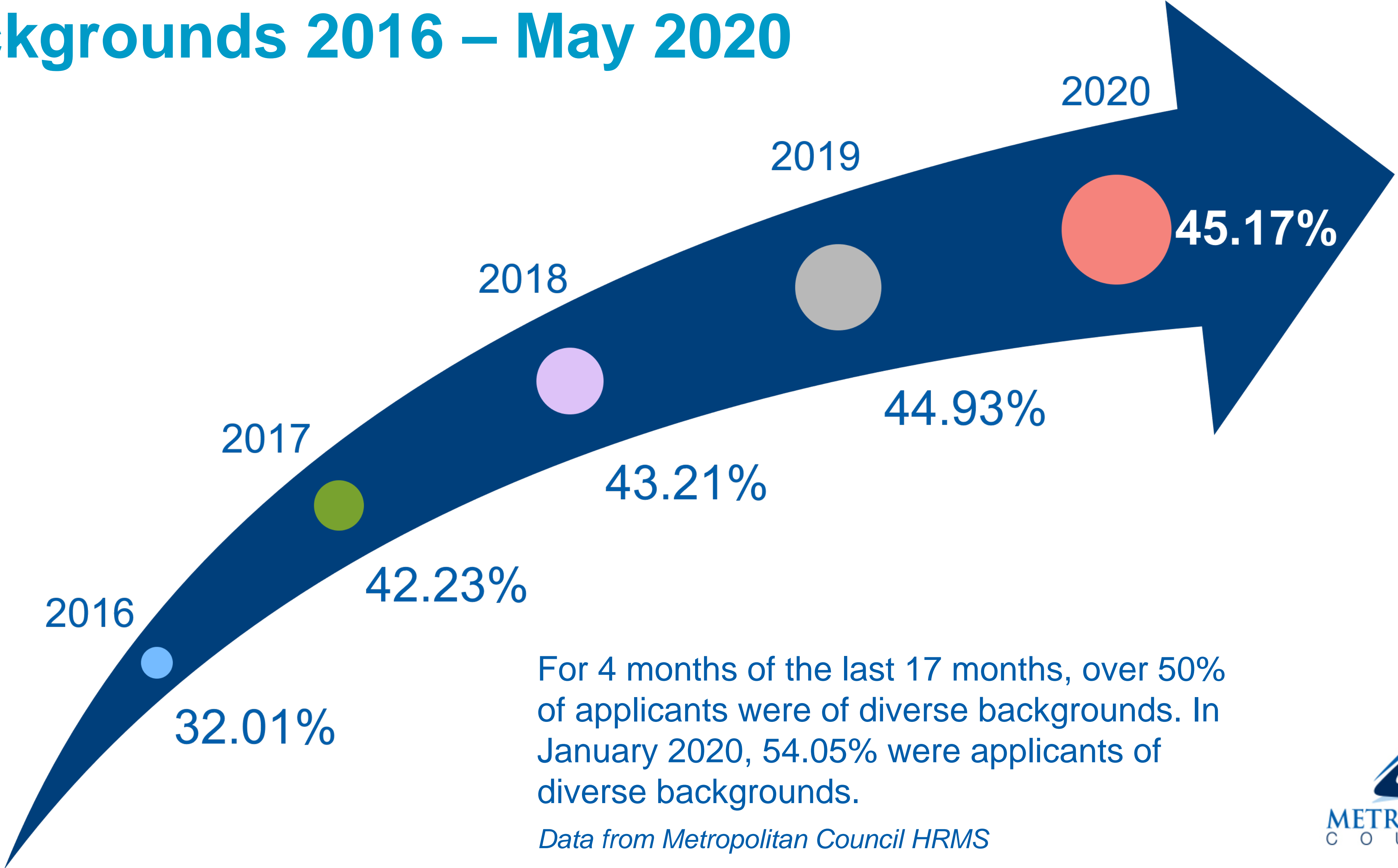


Assessment testing process approved by OEO



Concur to hire by OEO

Metropolitan Council – Applicants of Diverse Backgrounds 2016 – May 2020

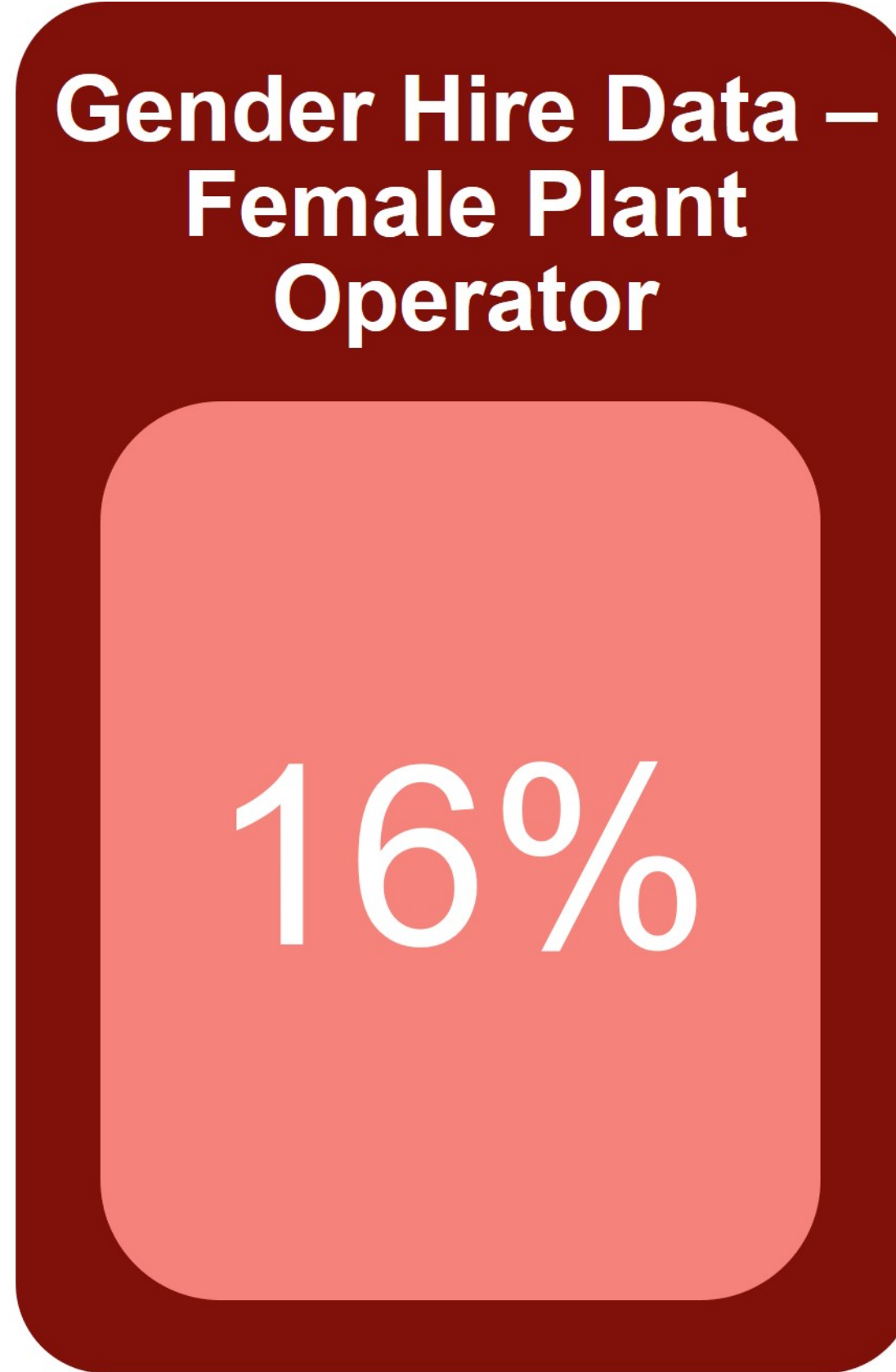
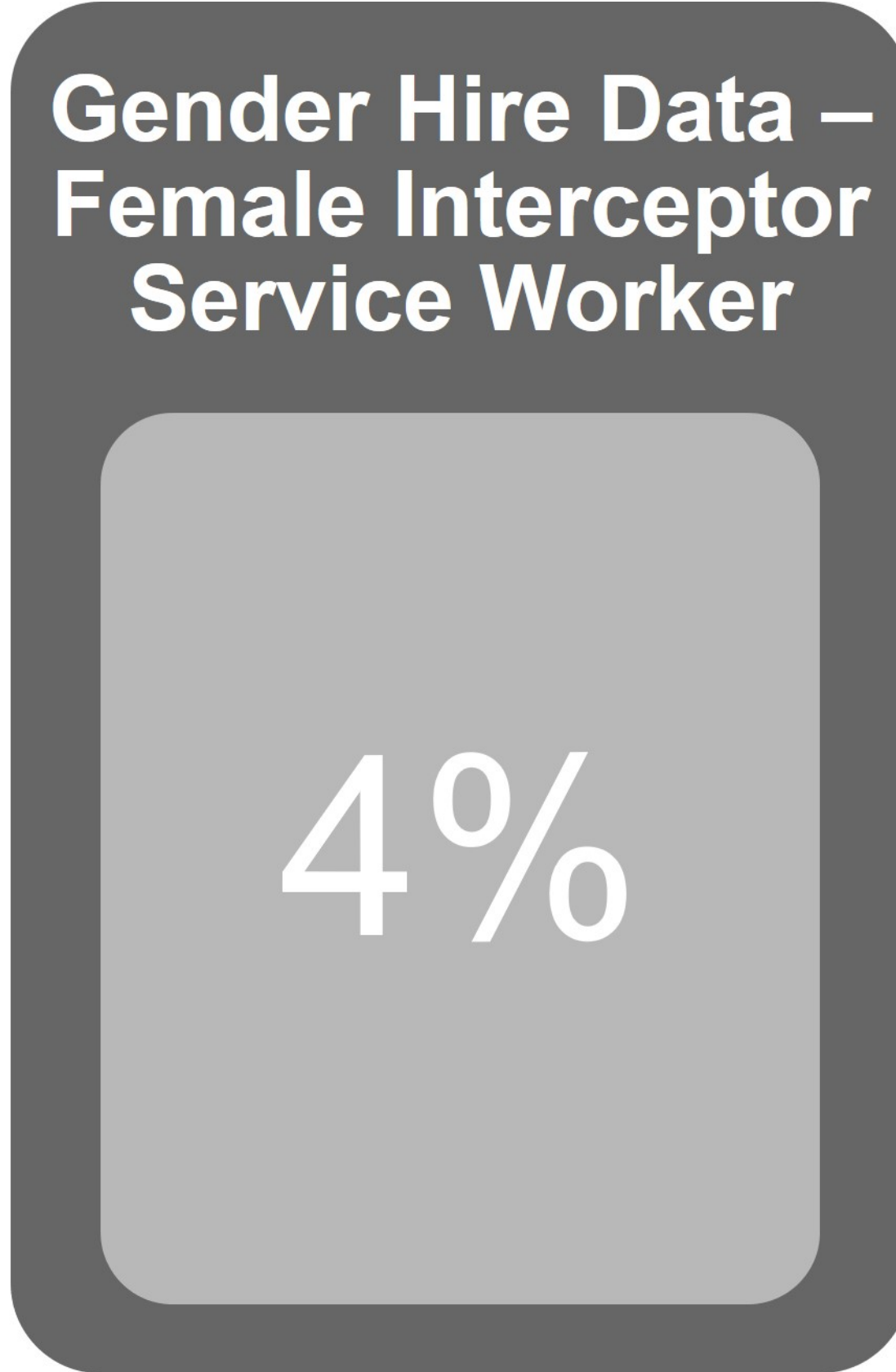
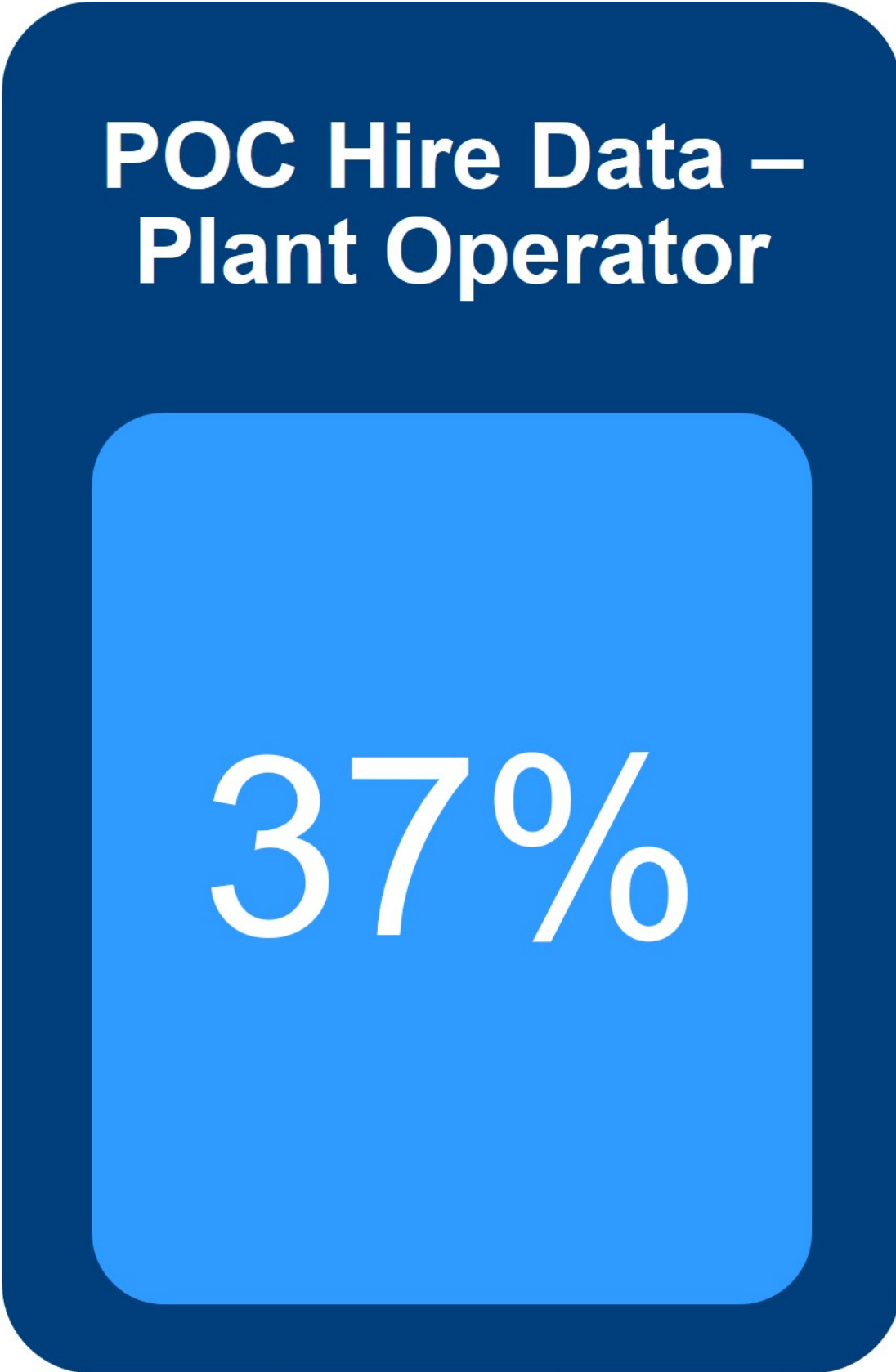


For 4 months of the last 17 months, over 50% of applicants were of diverse backgrounds. In January 2020, 54.05% were applicants of diverse backgrounds.

Data from Metropolitan Council HRMS



Hires from Diverse Backgrounds: 2016-2019



New class starting June 2020 for Interceptor Service Worker includes 2 candidates of diverse backgrounds (all male).



Community Connections

Featured Speaker Jenn Zuchowski, Manager Programs and Administration





Building relationships is the primary focus.
Plant and construction site tours, job shadowing, teacher externships, career panels, internships and Urban Scholars, career fairs, open houses, using employee connections to community organizations and personal networks to strengthen relationships and build trust

Meet Suidi Hashi – Associate Outreach Coordinator, former Urban Scholar Intern



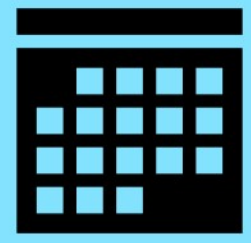
Plant Operator and Interceptor Service Worker Trainee Program

Featured Speaker Matt Hiatt, Program Supervisor



Trainee Program





Program beginnings



Onboarding



Content Delivery



Mentoring Relationship

Meet Juan Berry and Jacquelyn Lebeis – Interceptor Service Workers



Electrician Apprenticeship Program

Featured Speaker Chuck LaPierre, Manager Electrical Maintenance





2019

**Affirmative
Hires**

**Opportunity to highlight our
agency and create interest in
wastewater careers**

**2-Way
Learning**

**Partnership with
Local Electrician
Union**



**METROPOLITAN
COUNCIL**

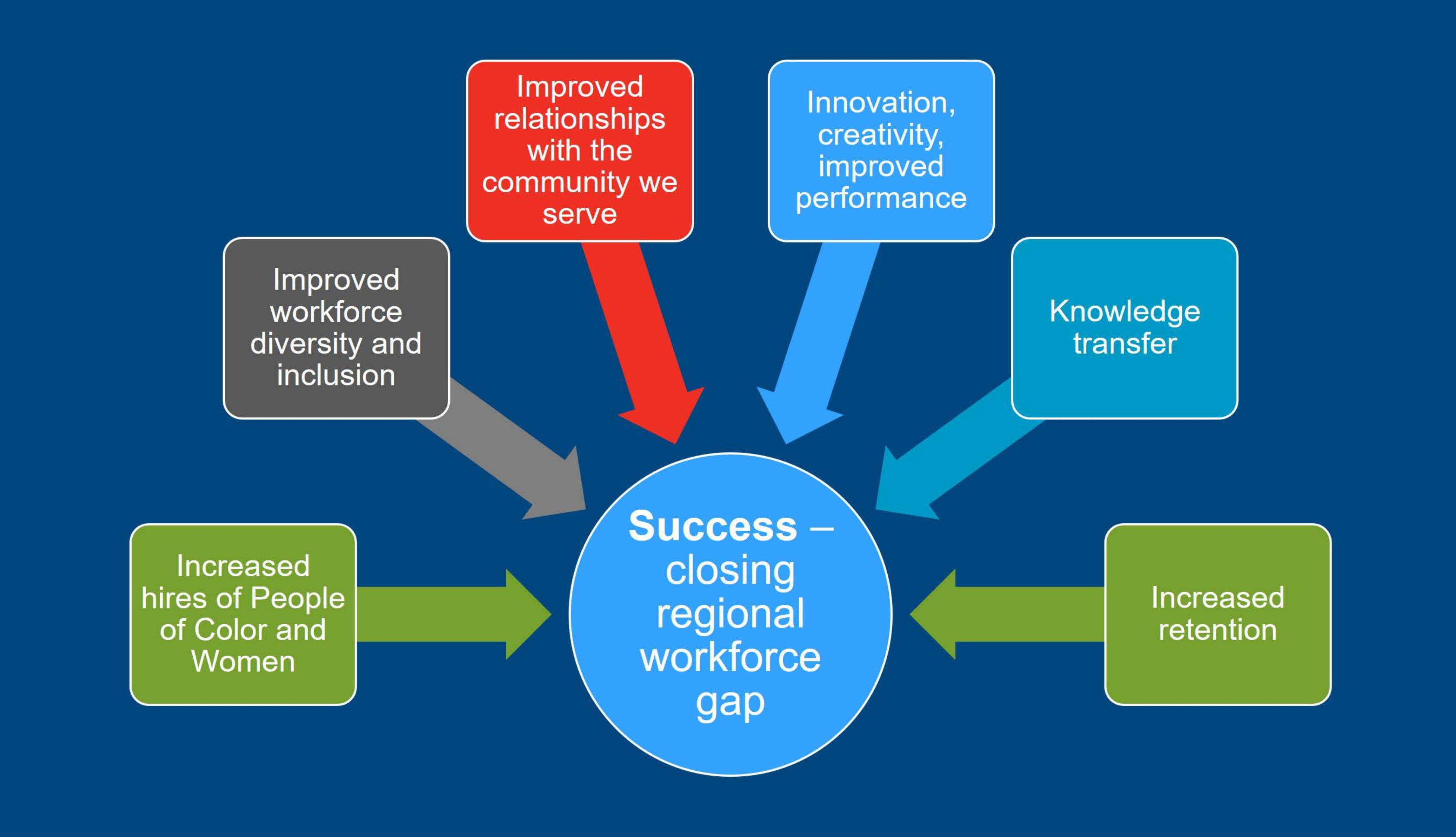
Meet Mustafa Shabazz – Electrician Apprentice



Challenges & Successes

Featured Speaker Jenn Zuchowski





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Questions