

UPDATED Draft Submitted by CM Gonzalez 12/15/2020

UPDATED Draft Submitted by Leah G. Moses 2/9/2021

Metropolitan Council Equity Advisory Committee 2021 Priority Areas					
<ul style="list-style-type: none"> <li>• Affordable Housing</li> <li>• Public Transportation</li> <li>• One Metro Partnerships</li> <li>• Council Operations</li> </ul>					
Affordable Housing		EAC Strategy		Council Policy & Authority	Timeline
1	<p><b>Hold Regional Convenings on Affordable Housing</b></p> <ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> <li>✓ Promote Innovation</li> </ul>	<ol style="list-style-type: none"> <li>1) Prioritize &amp; promote affordable housing in the region</li> <li>2) Cohost with other Council Committees and partner with community groups to ask people from underserved communities what they see as the causes/drivers of the affordable housing crisis and what solutions do they recommend</li> <li>3) Promote the need for and support the creation of affordable housing that is at the AMI where the need is greatest.</li> <li>4) Collaboration with the LCA on criteria updates with the EAC and ensuring equitable outcomes.</li> <li>5) Met Council provide a quantitative analysis of housing need and demographics across the region                             <ul style="list-style-type: none"> <li>• Council members already have a working group on affordable housing. Councilmember Chamblis is active with this group.</li> </ul> </li> </ol>		<ul style="list-style-type: none"> <li>• Housing Policy Plans</li> <li>• Statutory Authority</li> <li>• LCA</li> </ul>	
2	<p><b>Housing Policy Plan Update</b></p> <ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> </ul>	<ol style="list-style-type: none"> <li>1) Learn how the Council (CD) has or intends to measure the implementation of the Housing Policy Plan Support policies and programs that include specific targets of affordable housing across the Region</li> <li>2) Housing Policy Plan update for 2021</li> </ol>		<ul style="list-style-type: none"> <li>• Housing Policy Plan Updates</li> </ul>	

	✓ Promote Innovation		• Divisional Plans	
<b>Public Transportation</b>		<b>EAC Strategy</b>	<b>Council Policy</b>	<b>Timeline</b>
1	<b>Transportation Policy Decision Making</b>  ✓ Support Council Progress ✓ Make Recommendations ✓ Advise & Support Staff ✓ Promote Innovation	1) Learn how the Council MT & MTS Transportation Policy decisions are made and how are those most impacted are given a voice and agency in the process	• Transportation Policy Updates	
2	<b>Transportation Tracking Systems</b>  ✓ Support Council Progress ✓ Make Recommendations ✓ Advise & Support Staff ✓ Promote Innovation	1) Learn what tracking systems & reporting systems the Council utilizes and how findings are made public	• Divisional Plans	
3	<b>Build a Relationship with Transportation Advisory Board (TAB)</b>  ✓ Support Council Progress ✓ Make Recommendations ✓ Advise & Support Staff ✓ Promote Innovation	1) Build a collaborative relationship with TAB and an understanding of TAB goals that overlap with EAC priorities. Learn how selections are made to the Board.	• TAB Charter  • TAB By-laws	
4	<b>Work more directly with Metro Transit on Equity related goals</b>  ✓ Support Council Progress ✓ Make Recommendations ✓ Advise & Support Staff ✓ Promote Innovation	1) (TBD) Build off the Equity work being done in Transit and bring forth actionable equity goals that align with the Council's Equity Strategy.	•	
<b>One Metro Partnerships</b>		<b>EAC Strategy</b>	<b>Council Policy</b>	<b>Timeline</b>
1	<b>Update on Council Partnerships</b>	1) Identify areas in which the Met Council can work with specific community organizations and other agencies to	•	

	<ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> <li>✓ Promote Innovation</li> </ul>	<p>support entrepreneurship, employment and skills building among underserved communities</p> <ul style="list-style-type: none"> <li>• Create more intentional relationships with BIPOC communities</li> </ul>			
2	<p><b>Support Equity Initiatives</b></p> <ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> <li>✓ Promote Innovation</li> </ul>	<p>1) Set specific targets and metrics regarding business creation/growth, employment rate, per capita income and improvements to health and well-being among BIPOC communities in Metro and Region.</p> <p>2) Shore up contracting and workforce opportunities for members of the BIPOC communities, especially relating to areas of EEO and AAP.</p> <p>3. Cares Act money and the Council using their funds for intentional Community engagement.</p>	<ul style="list-style-type: none"> <li>•</li> </ul>		
			<ul style="list-style-type: none"> <li>•</li> </ul>		
<b>Council Operations</b>		<b>EAC Strategy</b>		<b>Council Policy</b>	<b>Timeline</b>
1	<p><b>Review Council D &amp; I Strategy</b></p> <ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> <li>✓ Promote Innovation</li> </ul>	<p>1) Learn about and recommend improvements to the policies and procedures used by the Council to attract and retain a diverse, inclusive, and respectful workforce. Use data and metrics to understand current conditions and measure progress.</p> <p>2) Learn about and recommend improvements to policies, practices and structures to enhance the internal culture to allow all individuals to contribute and reach their full potential. Identify and make recommendations to addresses systemic workplace barriers, including unstructured racism, discriminatory practices and negligible practice, for workforce equity.</p> <p>3) Rectify prior inequitable practices by introducing community informed actions. Recommend ways that the Met Council can bring traditionally disenfranchised communities, including people who are Black, Indigenous and People of Color, people with disabilities, and people who are LGBTQ, as well as other protected groups, into the planning and decision-making processes. Create pathways for people to share their voice and center people's</p>	<ul style="list-style-type: none"> <li>• HR Policies</li> </ul>		

		<p>lived experience to identify disparity gaps, policy and influence in order to allow access to equitable outcomes.</p> <p>4) Recommend specific remedies or action items to increase equity. These recommendations will include policy recommendations (i.e., those that need to be adopted by the Council) as well as operational recommendations (i.e., those that Departments would develop to implement).</p>		
2	<p><b>Review DBE and MCUB programs</b></p> <ul style="list-style-type: none"> <li>✓ Support Council Progress</li> <li>✓ Make Recommendations</li> <li>✓ Advise &amp; Support Staff</li> <li>✓ Promote Innovation</li> </ul>	<p>1) Learn about and recommend improvements to the policies and procedures used by the Council in purchasing, contracting and grantmaking to ensure dollars flow equitably and that recipients of dollars are using equitable practices. Use data and metrics about the number and dollar amounts of current purchases, contracts and grants to understand current conditions and measure progress.</p> <p>2) Learn about and recommend improvements to current Council procurement practices. Remove barriers to procurement from businesses owned by people who are Black, Indigenous and People of Color, people with disabilities, and people who are LGBTQ, as well as other protected groups, particularly those who have historically been underutilized.</p> <p>a. For the purposes of this workplan, underutilized businesses are defined as those owned by people who are African American, Hispanic, Native American, Asian, Women and/or have a disability, meet the definitions of resident vendors (MS 16C.02 Subdivision 13) and small business as defined in the federal "size standards" in Title 13 of the Code of Federal Regulations (CFR), Part 121, and CFR, title 49, section 26.65, as instructed in Minnesota Statute 16C.16, and are eligible to register as a certified business.</p>	<ul style="list-style-type: none"> <li>• DBE and MCUB Council Policy</li> <li>• Procurement Policies</li> </ul>	

		<p>3) Recommend potential partnerships for the Met Council, such as local nonprofits, trade associations and others to help in outreach, engagement and contracting with businesses owned by people who are Black, Indigenous and People of Color, people with disabilities, and people who are LGBTQ, as well as other protected groups, particularly those who have historically been underutilized..</p> <p>4) Explore policy changes that will enable and require the Met Council to use race-conscious contracting— with specific targets and policies to achieve them— in order to redress chronic underutilization of businesses owned by people who are Black, Indigenous and People of Color, people with disabilities, and people who are LGBTQ, as well as other protected groups, particularly those who have historically been underutilized.</p>		
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