

C1. Incorporate environmental justice principles as we plan, implement, and evaluate our climate action work.

S1. Leverage and improve our data and analysis tools as we center environmental justice in our internal and external climate work.

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
A1. For actions in the Climate Action Work Plan flagged with spatial/location impacts, establish processes for reviewing environmental justice impacts in action implementation. Processes can build off the Met Council's existing tools (for example, the place-based equity and equity datasets). This will also be part of, and supported by, the development of an environmental justice framework.	Yes	ALL	Enhance	2023	Ongoing	Yes	2
A2. Consult with tribal partners, both state and federally recognized and non-recognized, to ensure technical climate resources include and respect Indigenous knowledge and practices.	Yes	RA	Enhance	2023	Ongoing		1
A3. Include overburdened populations and environmental justice concerns when creating and using tools (data, maps, etc.) that assess regionwide and project-specific climate risks and impacts.	Yes	ALL	Enhance	2023	Ongoing		1
A4. Lead all partnerships for Met Council climate work with meaningful involvement and power-sharing with marginalized/overburdened stakeholders and community organizations who have historically not been included in engagement. This includes but may not be limited to low-income communities; Black, Indigenous, and people of color communities; and people with disabilities.	Yes	CD	New work	2023	Ongoing		2

C2. Accelerate emissions reductions from our operations to achieve carbon neutrality.

S1. Adopt a holistic approach to energy management

A1. Designate a division-level energy manager—or similar—charged with planning and leading implementation of continual improvements in the measurement, management, and efficiency of energy use and other energy management initiatives.		ES + MT	Enhance	2023	2023	Yes	1
A2. Establish division- and facility-level energy performance targets and regularly report on progress. Performance targets should be informed by energy benchmarking data as well as the identification of energy savings potential.		ES + MT	Enhance	2023	Ongoing		1
A3. Establish a cross-divisional workgroup on energy management to encourage peer-to-peer learning focused on identifying and implementing energy efficiency and renewable energy opportunities.		ES + MT	New work	2023	Ongoing		3
A4. Implement practices that reduce transportation-related emissions from employees and from visitors to Met Council buildings.		RA	Enhance	2023	Ongoing		3

S2. Make buildings and processes more energy efficient.

A1. Develop division-specific inventories of energy-efficiency opportunities and implementation priorities. Integrate identification, evaluation, and documentation of such opportunities with other facility planning and asset management business processes.		CD + ES + MT	Enhance	2023	Ongoing		2
A2. Evaluate energy-efficiency strategies for MTS Contracted Services leased facilities, in conjunction with facility owner and utility service provider.		MTS	New work	2024	Ongoing		2
A3. Accelerate the process of retrofitting lighting systems to LEDs with a goal of 95% retrofit completion in 5 years.		ES + MT	Enhance	2023	2027		2
A4. Identify mechanisms to overcome funding barriers in energy-efficiency financing.		CD + ES	New work	2023	2024		2

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
<b>S3. Move towards electric energy and alternative fuel sources.</b>							
A1. Develop division-specific inventories of building systems electrification opportunities and implementation priorities. Integrate identification, evaluation, and documentation of such opportunities with other facility planning and asset management business processes.		CD + ES + MT	Enhance	2023	Ongoing		2
<b>S4. Purchase and generate renewable energy when cost-effective.</b>							
A1. Evaluate the opportunities and constraints of various approaches to achieve 100% renewable energy purchases – both thermal and electric – such as virtual power purchase agreements, utility-offered green power tariffs, etc.		ES + MT	Enhance	2023	2024	Yes	1
A2. Develop an onsite renewable energy deployment plan that consists of the following: * Inventory of Met Council-owned properties suitable for potential solar photovoltaic development * Design and evaluation criteria for inclusion of onsite solar in major projects		ES + MT	New work	2024	2026		2
<b>S5. Transition Met Council fleets to electric and alternative fuel vehicles.</b>							
A1. Continue to implement and follow the Metro Transit Zero Emission Bus Transition Plan.	Yes	MT	Status quo	Ongoing	Ongoing	Yes	1
A2. Develop a Zero Emission Vehicle Transition Plan for Metro Mobility, Transit Link, Contracted Fixed Route, and Metro Vanpool services, including evaluation of electric vehicle charging and alternative fuel sources at private and regional provider garage facilities.	Yes	MTS	New work	2022	Ongoing		1
A3. Develop an electrification and fuel economy improvement transition plan for nonrevenue fleet vehicles and off-road equipment that prioritizes opportunities with the greatest potential for greenhouse gas reductions.		ES + MT	Enhance	2025	2026		2
<b>S6. Maximize energy and resource recovery opportunities.</b>							
A1. Continue pursuit of energy and resource recovery from biosolids management. Anticipated projects in the next 5 years include: * Installation of biogas-fueled combined heat and power system at Empire Wastewater Treatment Plant * Completed design for new steam turbine generator to enhance energy recovery from biosolids incineration at Metropolitan Wastewater Treatment Plant * Improvements to biogas energy recovery at Blue Lake Wastewater Treatment Plant	Yes	ES	Status quo	Ongoing	Ongoing		2
A2. Conduct a feasibility study to document opportunities and constraints of extracting and utilizing the embodied thermal energy in wastewater influent and effluent as a heat source for HVAC heat pump applications.		ES	New work	2025	2027		2
A3. Document opportunities and constraints of expanded biogas production and utilization at Blue Lake and Empire wastewater treatment plants through additional high-strength waste receiving, food waste co-digestion, and other biogas production optimization measures. Develop biogas optimization goals.		ES	Enhance	2025	2027		2
<b>S7. Account and report greenhouse gas emissions</b>							
A1. Publish an annual inventory of greenhouse gas emissions related to the Met Council's operations that reflects current best practices in greenhouse gas accounting and include direct emissions (for example, fossil fuel combustion, process emissions, etc.) and indirect emissions (from energy purchases, solids waste management, embodied emissions in the supply chain, etc.).		ES + MT	Enhance	2024	Ongoing		1
A2. Develop tools and processes to ensure capital projects maximize lifecycle greenhouse gas emissions reduction opportunities and acknowledge the social cost of greenhouse gas emissions.		ES + MT	New work	2025	Ongoing		2

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
<b>S8. Investigate opportunities to mitigate greenhouse gas emissions with the highest global warming potential.</b>							
A1. Develop a refrigerant management plan to: * Establish good record keeping * Ensure safer handling and storage of refrigerants * Improve leak detection and repair * Identify opportunities to switch to refrigerants with lower global warming potential		ES + MT	Enhance	Ongoing	Ongoing		2
A2. Develop and implement a research and monitoring strategy to better quantify wastewater process emissions to inform the evaluation of emissions reduction potential from these sources.		ES	New work	2024	Ongoing		2
<b>C3. Accelerate regional emissions reductions through existing and new partnerships.</b>							
<b>S1. Promote reduction of transportation-related emissions.</b>							
A1. Develop prioritization criteria and supporting datasets for where and what type of public charging is needed to advance electric vehicle ownership within the region.	Yes	MTS	New work	2023	2024		1
A2. Consider the adoption of a regional Vehicle Miles Traveled (VMT) reduction target and the development of supporting policies and actions when completing the 2050 Transportation Policy Plan to support the state's adopted target and strategies.		MTS	New work	2023	2024		2
A3. Provide technical assistance for the electrification of city, county, and other agency fleets through strategic partnerships.		CD	New work	2024	2026		2
A4. Continue to fund and promote incentives and programs to increase ridership and limit VMTs for single-occupancy vehicles.	Yes	MT	Enhance	Ongoing	Ongoing		2
A5. Seek out opportunities and strategies to enhance multimodal connections through facility and service improvements, including first mile/last mile, etc. Measure progress by benchmarking against peer agencies.		MT	Enhance	Ongoing	Ongoing		2
<b>S2. Convene and partner with regional stakeholders to expand engagement and collaboration related to greenhouse gas emissions.</b>							
A1. Expand strategic partnerships and leverage Met Council authorities to increase energy efficiency, expand renewable energy deployment, and reduce out-of-pocket utility bills for residents in the region's affordable housing.	Yes	CD	Enhance	2023	2024		2
A2. Share information and encourage regional partners to pursue state and federal funding opportunities that reduce greenhouse gas emissions and improve resiliency.	Yes	ALL	New work	2023	2025		1
<b>S3. Track and report greenhouse gas emissions.</b>							
A1. Maintain a regional community-scale greenhouse gas inventory and business-as-usual forecasts to support regional and local planning. Collect and synthesize regional climate mitigation and adaptation data in an easily accessible platform for public consumption.		CD	Enhance	2023	2024		1
<b>S4. Maximize energy and resource recovery opportunities.</b>							
A1. Conduct a feasibility study to document opportunities and constraints of using embodied thermal energy in wastewater influent and effluent for use in community-level district energy systems.		ES	New work	2026	2027		2
A2. Document opportunities and constraints of expanded biogas production and use at Blue Lake and Empire wastewater treatment plants through additional high-strength waste receiving, food waste co-digestion, and other biogas production optimization measures. Develop biogas optimization goals.		ES	Enhance	2026	2027		2

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
<b>C4. Reduce risks and impacts of climate change hazards to our facilities and services.</b>							
<b>S1. Incorporate adaptation measures into facility and services planning, design, operations, and maintenance.</b>							
A1. Develop a climate vulnerability screening tool to identify and prioritize Met Council-owned facilities and properties for in-depth climate preparedness reviews. A climate preparedness review should look at the adequacy of existing adaptation measures and emergency plans to respond to major climate events and make recommendations for improved adaptation and resilience.	Yes	ES + MT	Enhance	2023	Ongoing	Yes	2
A2. Implement climate adaptation and resilience guidelines to inform project and facility planning – from property acquisition through final design. Guidelines should use forward-looking climate change data to identify and assess climate risks and inform the selection and prioritization of strategies to minimize potential climate vulnerabilities.	Yes	CD	Enhance	2023	2024		2
A3. Review existing emergency preparedness planning scenarios and make recommendations to ensure those scenarios adequately incorporate anticipated climate change impacts on Met Council services and operations.	Yes	RA	Enhance	2024	Ongoing		2
A4. Develop climate mitigation and adaptation strategies to address current and future climate impacts on regional systems within the 2050 Policy Plans (Housing, Water Resources, Transportation, Parks).	Yes	CD	New work	2023	2025		2
A5. Evaluate the need and opportunity to enhance redundancy and resiliency of facility electric service and where necessary implement improvements. Enhancements may include secondary power feeds, backup generators, or energy storage.		MT	Enhance	Ongoing	Ongoing		3
A6. Evaluate the impacts of climate change on inflow and infiltration to the regional wastewater collection system and develop recommendations to respond accordingly.		ES	New work	2025	2027		2
A7. Participate in state-led efforts to update floodplain management rules for critical facilities.		ES	Status quo	TBD	TBD		3
A8. Evaluate the effects of climate change on process odors and their impacts on communities adjacent to wastewater infrastructure.	Yes	ES	New work	2025	2027		2
<b>S2. Identify opportunities to install and maintain sustainable landscapes on Met Council property.</b>							
A1. Incorporate climate-resilient landscape management practices where consistent with facility operation and maintenance requirements, such as: * Raingardens, bioswales, and infiltration basins * Pervious surfaces * Drought-tolerant trees, shrubs, and turf grasses * Pollinator, native, and climate-adapted plantings * Invasive and noxious vegetation management * Chloride mitigation * Smart irrigation controllers when irrigation is installed	Yes	ES	Status quo	Ongoing	Ongoing		2
A2. Conduct existing condition assessment of Met Council-owned properties to identify priority locations for protection, enhancement, and restoration of climate-resilient landscapes.		ES	Status quo	Ongoing	Ongoing	Yes	1
A3. Convene a cross-division workgroup on sustainable landscape practices to share lessons learned and expand green infrastructure and natural stormwater management at Met Council facilities.		MT	Enhance	2023	Ongoing		1

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
<b>C5. Support and collaborate with partners to advance regional climate adaptation efforts.</b>							
<b>S1. Convene and partner with regional stakeholders to expand climate engagement and collaboration.</b>							
A1. Convene and participate in conversations with partner organizations and residents to share challenges and best practices, identify gaps and collaboration opportunities, and develop a shared regional vision of climate resiliency.	Yes	CD + ES	New work	2024	Ongoing	Yes	1
A2. Facilitate a conversation with regional partners around the climate vulnerability of regional transportation systems including highways, transit, bicycle, and pedestrian systems, and what role the Met Council could play.	Yes	MTS	Enhance	2024	2025		2
A3. Building on work during the Transportation Policy Plan development, partner with cities, counties, MnDOT, MPCA, and others in the development of specific regional transportation climate actions.	Yes	MTS	New work	2025	Ongoing		1
A4. Enhance the technical capacity of climate change research partnerships with academic institutions in the Twin Cities region, to ensure technical assistance and tools incorporate current knowledge and research-informed practices.	Yes	CD + ES	Enhance	2023	2024	Yes	1
<b>S2. Provide and expand technical assistance, tools, and data for regional and Met Council decision-making.</b>							
A1. Document and share climate change mitigation and adaptation strategies and guidance for counties, cities, and townships to adopt into local policy, planning, or programs. Resources include environmental justice guidance and materials.	Yes	CD	Enhance	2024	2027		2
A2. Develop qualitative research to support effective climate-related technical assistance through partnerships with new organizations. Emphasize storytelling and knowledge sharing with local governments. Use qualitative methods to develop insight into barriers and opportunities of climate action in our region.	Yes	CD	New work	2024	Ongoing		1
A4. Evolve the Met Council's localized flood mapping tool to incorporate the latest data to accurately assess risk to areas of localized, riverine, and groundwater flooding at a regional scale. Inform and train partners on its use.	Yes	CD + ES	Enhance	2024	2026	Yes	2
A5. Utilize Met Council climate research, data, and tools to inform decision-making within Met Council programs, like grantmaking, in order to advance environmental justice outcomes.	Yes	CD	New work	2023	2026	Yes	2
A6. Quantify and map the value of ecosystem services to inform planning processes. Provide a decision-making framework linking climate, water, and land use to ecosystem services across the region.	Yes	CD + ES	Enhance	2024	2026	Yes	2
A7. Fly a metro-specific LIDAR flight every 5 years with the support and funding of watershed agencies, metro cities, and other regional stakeholders.		ES	New work	2023	Ongoing		2
<b>S3. Develop and expand regional funding mechanisms for local climate infrastructure.</b>							
A1. Identify and establish local funding mechanisms, in collaboration with partner organizations, to support equitable investment in climate adaptation and infrastructure resiliency projects that mitigate flooding, reduce urban heat, improve water quality, prioritize environmental justice concerns, and preserve and enhance ecosystem services within the greater metropolitan region.	Yes	CD + ES	New work	2024	2026	Yes	2
A2. Convene regional partners to identify opportunities to collaborate in the pursuit of state and federal funding opportunities that advance regional climate adaptation efforts.		CD	New work	2024	Ongoing	Yes	1
<b>S4. Promote climate connections in regional planning, local plan reviews, and grant programs.</b>							
A1. Develop a checklist of climate considerations and best practices to address when conducting agency reviews of county groundwater plans, watershed management plans, local surface water plans, water supply plans, local sewer management plans, comprehensive plans and amendments, and environmental reviews.	Yes	ES	New work	2023	2024	Yes	1
A2. Develop and integrate climate measures in evaluation criteria and project selection for Met Council-administered grant and incentive programs.	Yes	ES + MTS	Enhance	2023	Ongoing		2
A3. Develop greenhouse gas measures for the regional solicitation project selection process and the four-year Transportation Improvement Program so that evaluations can better consider climate mitigation.		MTS	New work	2023	2024	Yes	1

	EJ Flag	Lead	Type of work	Start Date	End Date	Enabling	Priority
<b>S4. Promote climate connections in regional planning, local plan reviews, and grant programs (Cont.)</b>							
A4. Evaluate how climate-related drivers impact the potential for watershed pollution trading of nitrogen and phosphorus. Highlight in-watershed best management practice opportunities and investments instead of costly wastewater treatment process investments.		ES	New work	2025	Ongoing		2
A5. Develop and provide options to the Met Council and the Transportation Advisory Board for inclusion of greenhouse gas emissions reductions in the Regional Solicitation transportation project funding process.		MTS	New work	2023	2024		1
A6. Provide technical assistance to regional partners to establish green infrastructure and other nature-based adaptation measures through peer exchanges, content creation, and local and national case studies to increase the number of installations throughout the metro region.	Yes	ES	New work	2025	Ongoing	Yes	2
A7. Evaluate and report the greenhouse gas emissions impacts of the Transportation Improvement Program.		MTS	New work	2024	2027		2
A8. Evaluate and encourage water reuse where feasible to sustain aquifers through the development of model ordinances, building code requirements, and facilitating collaboration among regional partners to influence code development.	Yes	ES	Status quo	Ongoing	Ongoing		2
A9. Lead travel demand management policy development and funding of programs in our region, including implementing recommendations of the Regional Travel Demand Management Study.		MTS	New work	2023	Ongoing		1
A10. Work with MnDOT and other transportation partners to create a framework and process to allocate regional federal funds in the Carbon Reduction Program.		MTS	New work	2023	2024		1
<b>S5. Monitor and assess water resources to identify climate threats.</b>							
A1. Expand the water resource monitoring network to include all regional priority waters and connected groundwaters to better track the impacts of climate change. Parameters to monitor should include water temperature, chloride, nutrients, suspended sediments, flow, water elevation, etc.		ES	Enhance	2023	Ongoing		2
A2. Incorporate climate projections and impact analysis to enhance water resource assessments and modeling.		ES	Enhance	2024	Ongoing	Yes	2
A3. Conduct climate vulnerability assessments of regional drinking water supplies for local water suppliers.		ES	New work	2024	Ongoing	Yes	2
<b>C6. Cross-cutting</b>							
<b>S1. Expand staffing and training dedicated to climate work.</b>							
A1. Create an interdivisional Climate Action Work Plan implementation team with corresponding division-level climate work groups. The interdivisional team will include operational and planning staff; leadership support; and responsibilities for evaluation and reporting on the implementation of strategies.		ALL	New work	2023	2024	Yes	1
A2. Identify internal workforce development needs, both at individual contributor and managerial levels, and provide the training and professional development opportunities for staff to enrich their skills and expertise related to supporting the Met Council's climate action commitments.		ALL	New work	2023	2024	Yes	1
A3. Evaluate the Met Council's external reporting and disclosure of climate mitigation and adaptation efforts to streamline reporting, assign responsibility to appropriate Met Council staff, and avoid duplication.		ALL	Enhance	2023	2024		1