

Business Item

Management Committee



Committee Meeting Date: April 27, 2022

For the Metropolitan Council: April 27, 2022

Business Item: 2022-106

2022-2026 Federal Transit Administration Equal Employment Opportunity Program Plan Update

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| District(s), Member(s): | All |
| Policy/Legal Reference: | Title VII of the Civil Rights Act, as amended (42 U.S.C. § 2000e) |
| Staff Prepared/Presented: | Cy Jordan, Director Office of Equity and Equal Opportunity, 651-602-1085 |
| Division/Department: | Regional Administration/Office of Equity and Equal Opportunity |

Proposed Action

That the Metropolitan Council Approve the Council's 2022-2026 Equal Employment Opportunity Program Update to be submitted to the Federal Transit Administration.

Background

Recipients and subrecipients of Federal Transit Administration (FTA) financial assistance are required to carry out the Equal Employment Opportunity (EEO) provisions of Federal law, including Title VII of the Civil Rights Act of 1964, as amended (42 U.S.C. § 2000e). FTA requires each applicant, recipient, subrecipient, or contractor that meets the EEO Program threshold requirements to submit an updated EEO Program every four years or as major changes occur in the workforce or employment conditions, whichever comes first. The Council employs 100 or more transit-related employees, and requests or receives capital or operating assistance in excess of \$1 million in the previous Federal fiscal year. Therefore the Council meets the threshold requirements for a full Plan.

Rationale

This action is a requirement for compliance with Federal law and a condition of receipt of Federal funds.

Thrive Lens Analysis

Approval of the Program update advances the Council's Thrive emphasis on equity, as it ensures that recruitment, hiring, promotions, terminations, transfers, layoffs, classification, compensation, training, benefits, and other terms and conditions of employment are conducted equitably and without discrimination.

Funding

None.

Small Business Inclusion

N/A.