

Housing

Become a region with a broader housing spectrum where all people can thrive.

Housing Highlights

- Metro HRA is working with the Council’s Research unit, along with St. Paul PHA and Minneapolis PHA, to conduct a formal research study to understand the kinds of homes and neighborhoods low-income households want for themselves, the kinds of homes and neighborhoods they actually live in, and the gaps between them. The study will also inquire about the kinds of supports that would help increase voucherholders’ satisfaction.
- The Council increased funding to the Local Housing Incentives Account (LHIA), a Livable Communities grant program focused on affordable housing, from \$1.5 million to \$4 million for the 2021 grant cycle. Applications for LHIA are due in July, and awards are expected to be made in January 2022. LHIA prioritizes projects that support high priority homeless populations, provide support services, and increase housing choice across the region.

Summary: Progress on housing strategies

Regional Planning Objective(s)

Assume a leadership role developing a toolkit to help regional stakeholders eliminate unsheltered homelessness and support more local governments in making measurable progress toward meeting affordable housing need as established in their comprehensive plans.



Investment & Operation Objective(s)

Increase Council-supported affordable housing production (at incomes of 60% Area Median Income or lower) and housing preservation (by 40%), targeting higher production when increased funds are available; and increase the rate of homeownership for people of color and indigenous people across the region.



■ Complete
 ■ Ongoing or underway
 ■ Not started

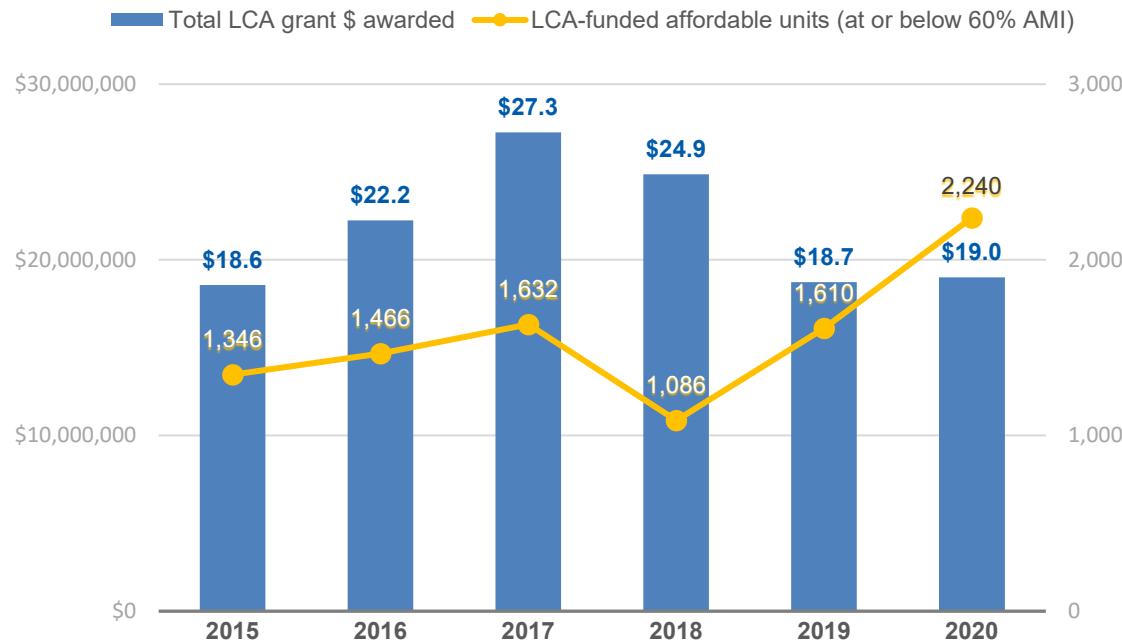
Detailed: Progress on housing strategies

TYPE	STRATEGY DESCRIPTION	PROGRESS (as of 4/15/2021)			
		COMPLETE	ONGOING	UNDERWAY	NOT STARTED / DELAYED
I&O	1. Review Livable Communities Act (LCA) programs to ensure alignment with the key objectives above.	■			
I&O	2. Create and contribute to a new collaborative fund to support smaller, low-barrier supportive housing options for people experiencing homelessness throughout the region.	■			
RP	3. Share expanded housing technical assistance (such as toolkits, model ordinances, etc.) and participate or convene workshops to share housing strategies, tools, and resources to support local governments.		■		
RP	4. Participate in, or convene when necessary, helpful workshops or tables to share housing strategies, tools, and resources among local governments.		■		
RP	5. Maintain and improve data infrastructure to advance knowledge and awareness of the region's housing stock and demographic characteristics.		■		
I&O	6. Continue to add general fund dollars to the Local Housing Incentives Account (LHIA) each year, with funding prioritized toward housing affordable to households earning 30% of AMI or less.			■	
I&O	7. Incorporate more nuanced analysis into Council actions and technical assistance to best balance the differing priorities of supporting more housing choice in high-income areas and improving livability outcomes in lower-income areas.			■	
I&O	8. Explore additional affordable homeownership strategies that the Council might take on with a focus on wealth-building for households of color.			■	
I&O	9. Explore the use of, or repurpose, other revenue streams to contribute to affordable housing preservation and production.			■	
I&O	10. Conduct a research project to measure residential preferences of Housing Choice Voucher holders in the region.			■	
I&O	11. Apply for new funding opportunities as they come available through federal or other partners to expand the number of households assisted with rent assistance.			■	
RP	12. Develop in-place strategies in high poverty areas to assist with resident and child success, such as Homework Starts with Home program - a partnership with school districts in high poverty areas, to provide rent assistance and supports for students experiencing homelessness or housing instability.			■	

I&O	13. Explore a first-time home-buyers program through the Housing Choice Voucher program.				■
RP	14. Explore a housing choice indicator tool to provide more specific recommendations about housing needs in specific communities in the region.				■
RP	15. Build regional capacity and technical assistance to support the expansion of housing opportunities for people with disabilities.				■
I&O	16. Explore the Council's ability to use Council-owned land to support affordable housing development.				■

Housing Goals/Outcomes

1. Increase Council funding levels dedicated to affordable housing.
2. Increase total number of affordable housing units produced with Council funding.

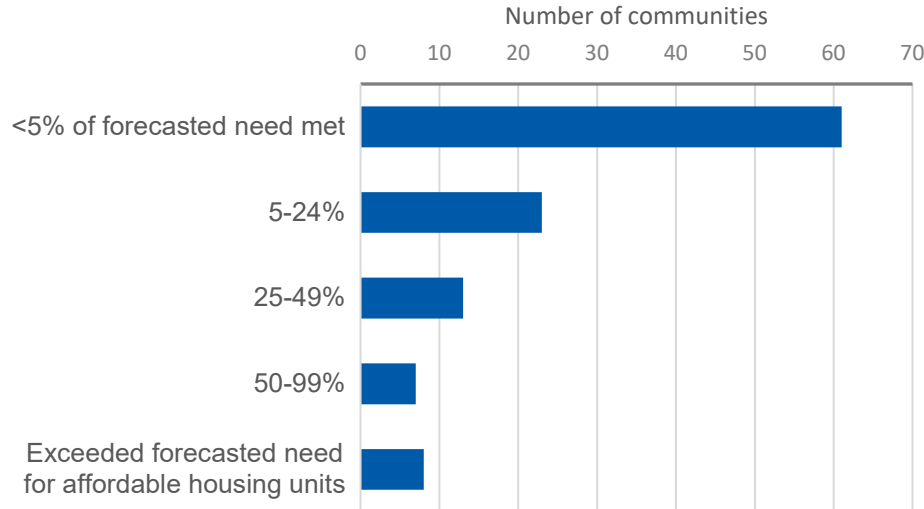


Source: Metropolitan Council.

Metropolitan Council *primarily* supports affordable housing production and preservation through our [Livable Communities Act grant programs](#). The program is a voluntary, incentive-based approach to help communities grow and redevelop, and to address the region's affordable and lifecycle housing needs. To compete for LCA funding, communities must negotiate long-term affordable and lifecycle housing goals with the Council and develop a Housing Action Plan to accomplish these goals.

Total grant dollars awarded across LCA's four programs is summarized (left), along with the number of new affordable units (at or below 60% of Area Median Income) those funds supported.

3. Increase number of communities making progress toward their affordable housing-need allocation.

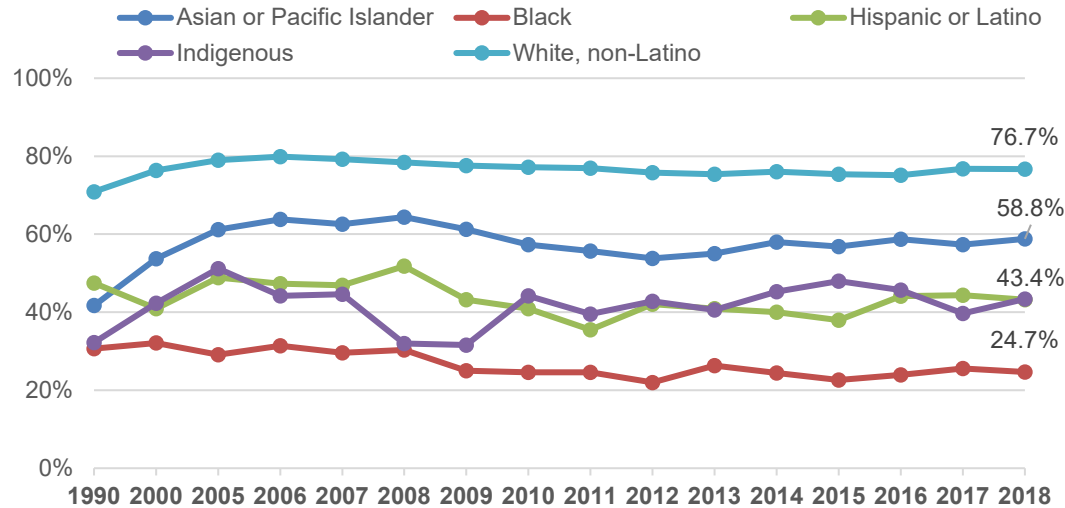


Source: Metropolitan Council 2011-2020 Allocation of Affordable Need; Affordable Housing Production Survey (2011-2018).

In 2006, [Metropolitan Council staff worked with an advisory panel to develop a process of forecasting the region's need for additional housing units affordable to low- and moderate-income households](#) between 2011 and 2020. These numbers, referred to as the allocation of affordable need, were provided to local governments to aid them in fulfilling affordable housing planning responsibilities under the Metropolitan Land Use Planning Act.

As the decade ends, most communities fell short new affordable housing production to meet their forecasted demand. The 2021-2030 allocation of need numbers were adopted with [2040 Housing Policy Plan in 2014](#) using a new methodology.

4. Increase homeownership rates by race/ethnicity



Source: U.S. Census Bureau, Decennial Census, 1990 and 2000; U.S. Census Bureau, American Community Survey five-year estimates, 2005-2018. Data shown for 16-county MSP.

Disparities in homeownership by race and ethnicity are longstanding and significant, especially between white and Black households. There have been few meaningful gains in homeownership among households of color since 1990—in fact, most non-white groups show decline over this 40-year time period. Among large U.S. metros, include those considered peer regions, the Twin Cities region's racial disparities in homeownership are the largest (usually ranking as first or second in disparity size.)

5. Increase homeownership among eligible housing choice voucher holders by 1% by 2023.

The pandemic has had significant impacts on tenants in our Housing Choice Voucher program. We prioritized this work in order to ensure that our residents could remain housed and with payment requirements that fit their new, lower incomes. We continued to track federal funding opportunities and new voucher availability to apply for in order to grow our ability to support the growing demand for affordable housing in the region.

Sustainability

Build a resilient region that mitigates its adverse contribution to climate change, with a focus on degraded air and water quality, and meets the challenge of the climate crisis.

Sustainability Highlights

- The Council and Xcel Energy signed a Memorandum of Understanding to work together toward the expanding the electric bus fleet for Metro Transit to achieve 100% renewable purchases by 2040. Xcel and Council have been working together to understand financial considerations from Xcel and Council's perspective so that any program Xcel were to offer the Council meets our financial criteria ensuring we continue to keep our customer costs in mind as we make these type of decisions).
- Council staff have chartered a Climate Change and Emissions Team that is responsible for the development of the Council-wide Climate Action Plan. The team has developed a refined project scope and issued an RFP to bring on a consultant to support and help coordinate the development of the plan.
- Council staff has made significant progress in developing the local government and regional greenhouse gas (GHG) inventories. These GHG inventories are instrumental in establishing baselines, developing and setting targets, and monitoring our climate change mitigation progress. The local inventories were launched on April 21, 2020 and continue to be updated with new information and tailored to user feedback. In December 2020, the Council began reporting regionwide emissions to the Carbon Disclosure Project.

Summary: Progress on sustainability strategies

Complete
 Ongoing or underway
 Not started

Regional Planning Objective(s)

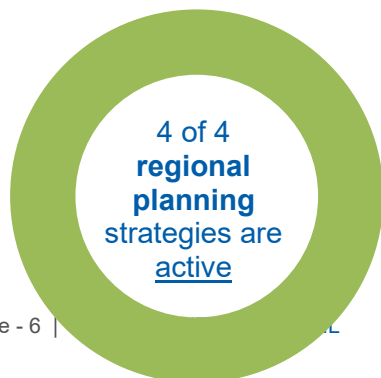
Collaborate with regional leadership and state agencies and convene local governments and the broader community to address climate change mitigation and adaption.

Investment Objective(s)

Accelerate the reduction of the Metropolitan Council's per-capita greenhouse gas emissions.

Operation Objective(s)

Create an agency-wide sustainability plan in 2020 and 2021 to streamline, accelerate, and coordinate all the Council's work in this area.



Detailed: Progress on sustainability strategies

		PROGRESS (as of 4/15/2021)			
		COMPLETE	ONGOING	UNDERWAY	NOT STARTED
RP	1. Continue to participate in and convene regional conversations regarding adaptation and resilience, including identifying the costs of inaction and addressing environmental justice.		■		
RP	2. Expand technical assistance and support for local governments, climate planning tools, and model ordinances and plans, such as SolSmart, to increase renewable energy and energy efficiency.			■	
RP	3. Partner with local governments to identify emerging mitigation and adaptation issues and design approaches and solutions to address those issues.			■	
RP	4. Explore opportunities to address climate resilience, such as through the Brightfields a collaboration on solar energy projects with local, state, and federal regulators.			■	
I	5. Achieve 100% clean energy for Council Services/operation no later than 2040 via the Green Energy Partnership with Xcel Energy. Accelerate this timeline as much as possible and work with other utilities where applicable.			■	
I	6. Reduce transit emissions though fleet replacement with no or low emissions buses, electrification, or alternative fuels. Partner with suburban transit providers and state-wide providers to share information around new technologies.			■	
O	7. Create an agency-wide sustainability plan in 2020 to streamline, accelerate and coordinate all the Council's work in this area. <ul style="list-style-type: none"> • Develop emissions and infrastructure targets and goals for Council wastewater, transit. • Develop direction and strategies integrating the Council's climate-related research and analysis to support future regional planning efforts, and general operations, such as resource recovery, energy consumption, treatment capacity. • Integrate climate adaptation goals and strategies into the Council's operations, infrastructure investments, and regional planning principles. 			■	
O	8. Research the role of the regional parks and open space system in mitigating climate change and contributing to a more resilient region.			■	
I	9. Design and construct all new Council facilities to meet Minnesota sustainable building 2030 energy standards (SB2030), address environmental justice issues, and improve natural resource conservation/restoration on site. Improve energy efficiency of existing facilities.			■	

I	10. Reduce regional greenhouse gas emissions from transportation to meet State of Minnesota's Next Generation Energy Act Goals.				■	
I	11. Work with the Transportation Advisory Board to fund unique, climate-focused projects proposed through Regional Solicitation.				■	
O	12. Identify and implement actions for meeting and exceeding air and water quality standards.				■	

Sustainability Goals/Outcomes

1. Complete agency-wide sustainability plan.

The Metropolitan Council Climate Action and Resiliency Plan effort began in 2020, involving on a cross-division work group of Council staff and external consultants. This work is expected to unify efforts around climate change at the Council (see priority 7 above).

2. Complete regional greenhouse gas emissions inventory.

The [Twin Cities Greenhouse Gas Inventory tool](#) was launched on Earth Day (April 21st) of 2020 and included emissions estimates for transportation, residential energy and solid waste sectors for over 180 regional jurisdictions. This resource an iterative technical project. Data collection efforts from various sources and partners is involved, and we continue to leverage innovative and best practice methodologies from the field to calculate emissions in multiple sectors. To date, over 450 unique users have accessed the web interface.

We are continually working to improve the quality and reliability of the analytics provided, and we will expand the data offerings in 2021.

3. Reduce greenhouse gas emissions in the Council's operations consistent with the Next Generation Energy Act.
4. Increase clean-energy usage to 100% by 2040 for Council services and operations.
5. Improve operational energy efficiency.
6. Sustain compliance with regulatory and reliability requirements for water and air.

Goals 3-6 above will be informed by the agency-wide sustainability plan (goal 1). Data are currently unavailable.

Transportation

Expand and improve our regional transportation system, offering safe, reliable and accessible transportation options for everyone that support our region's economic competitiveness.

Transportation Highlights

- Continued Arterial BRT advancement – Metropolitan Council adopted the Network Next Arterial Bus Rapid Transit Plan in March, which included naming the F, G, and H Lines; D Line construction began in April
- FTA approved the METRO Gold Line to enter into New Starts Engineering phase of the FTA Capital Investment Grants Program
- MTS is working the Counties and Public Health Officials to provide transportation to vaccine clinics to those who have no other transportation options. Metro Transit is providing transportation to the Minnesota State Fair Site State Vaccination site and six Metro Transit buses are being expertly transformed into mobile vaccination units that will soon travel throughout the state so providers can bring vaccines to hard-to-reach populations, including undocumented, unsheltered and homebound individuals.
- In January 2021, the Transportation Advisory Board and the Council approved the 2024 regional solicitation 2024 which awarded 220 million dollars of federal funding to highway, transit, bicycle and pedestrian infrastructure projects.
- The USDOT audited the Metropolitan Council's Transportation Planning process as part of a process that is reviewed every five years. The USDOT had no findings and certified the process meets federal requirements.
- As part of our ongoing COVID-19 response, Metro Transit adjusted capacity limits to approximately 50% of capacity based on public health guidance. This change went into effect on April 5 and allows more passengers on vehicles compared to the prior capacity limits of approximately 25%. Metro Transit continues to require passengers to wear masks and urge riders to maintain distance from other riders.

Summary: Progress on transportation strategies

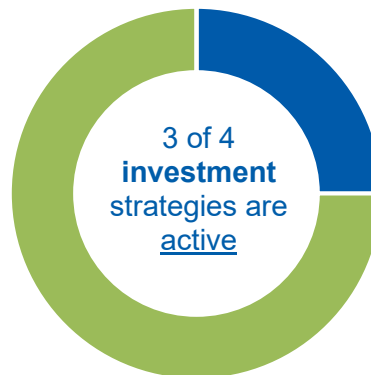
Regional Planning Objective(s)

Develop plans and policies that guide investment in highways, transit, freight, aviation, and bicycle and pedestrian facilities to achieve regional transportation goal of a safe, reliable, accessible transportation system.



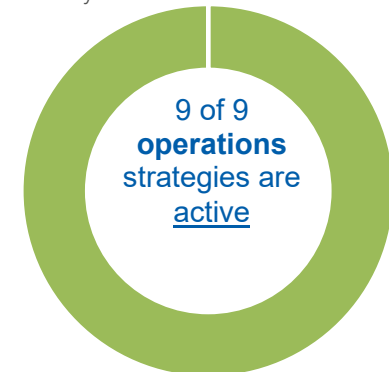
Investment Objective(s)

Secure, align, and track federal, state, and local transportation funding for regional investment.



Council Operations Objective(s)

Operate a regional transit system that is valued by customers and communities because it reliably gets people to the places they want to go, provides a safe and enjoyable experience, and works seamlessly across all services.



Detailed: Progress on transportation strategies

		PROGRESS (as of 4/15/2021)			
		COMPLETE	ONGOING	UNDERWAY	NOT STARTED / DELAYED
I	1. In concurrence with the Transportation Advisory Board, select transportation projects and distribute federal transportation funding through the Regional Solicitation for projects that will begin in 2024 and 2025.	■			
RP	2. Lead and participate in major corridor and regional studies to ensure regional transportation and development policies are implemented.		■		
RP	3. Continue prioritizing the MnPASS policy and other transit advantages and implement congestion mitigation projects.		■		
RP	4. Direct transportation investment to modes and corridors that improve access to employment.		■		
I	5. Continue reviewing transportation sections of local 2040 comprehensive plans, comprehensive plan amendments, and environmental review documents for major developments.		■		
O	6. Ensure a safe, welcoming, and accessible environment and community at our facilities and on our vehicles.		■		
O	7. Improve service reliability and travel times.		■		
O	8. Provide complete, accurate, timely and accessible transit information to our customer via enhanced data, real time signage, app development and other new technologies.		■		
RP	9. Lead the Transit Service Allocation Study to understand the region's transit trade-offs between geographic coverage and ridership.	■			
RP	10. Complete Network Next, Metro Transit's two-year effort to develop a vision for the bus network of 2040.			■	
RP	11. Evaluate and incorporate into our planning the long-term impacts of COVID-19, including how travel needs and demands are changing due to the pandemic.			■	
I	12. Secure sufficient funding to operate our current system and to expand the network of fast, reliable, safe, and efficient public transit to ensure more people can travel easily from home to work within 30 minutes.			■	
I	13. Direct transportation investment to modes and corridors that improve access to employment.			■	

0	14. Secure legislative authorization to shift fare enforcement to a system of administrative citations issued by non-sworn staff and redeploy police to address more serious incidents.			■	
0	15. Secure funding for additional maintenance and security initiatives and staffing.			■	
0	16. Implement a ride hail service as an alternative to Metro Mobility's current premium on demand taxi service.			■	
0	17. Make investments that correct ADA infrastructure compliance issues as identified in ADA Transition Plan.			■	
0	18. Understand and respond to transit customers' changing needs and expectations during and after the pandemic.			■	
RP	19. Oversee the planning of the Regional Bicycle Transportation Network, coordinating with state and local agencies.			■	
RP	20. Generate travel models across modes that forecast regional travel demand, inform emerging trends, and identify changes in travel behavior.			■	
0	21. Address the shortage of operators and other critical transit workers through workforce initiatives.			■	

Goals/Outcomes

1. Adopt the 2020 update to the 2040 Transportation Policy Plan.

In November 2020, the Council adopted the [2040 Transportation Policy Plan](#). The update was adopted after extensive public and agency input, receiving over 400 public comments and input from numerous local government agencies.

2. Complete construction and begin revenue service for the METRO Green Line Extension, Orange Line, B and D Lines, and begin construction of the METRO Gold Line and two arterial bus rapid transit lines by 2023.

METRO Green Line Extension

The September 2020 award of the full funding grant agreement is a major milestone for this project. Construction is underway. In January 2021, the Metropolitan Council announced construction delays due to unforeseen issues encountered in construction.

METRO Orange Line

SSGA was awarded in 2019 and revenue service is expected to begin in December 2021. Construction is underway.

METRO Gold Line

In April 2021, the FTA approved the Gold Line project to enter the New Starts Engineering phase of the FTA Capital Investment Grants Program. Revenue service is projected to begin in 2024.

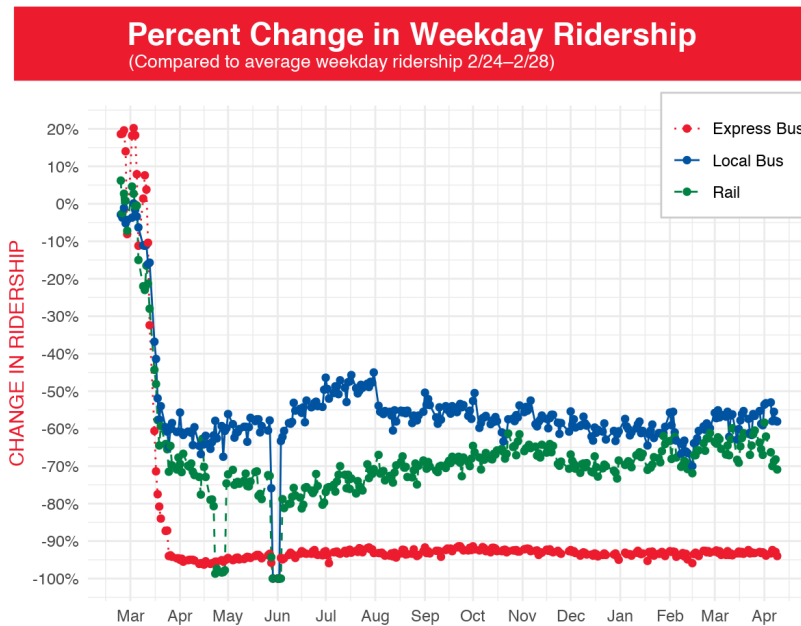
METRO Blue Line Extension

In early March, the Blue Line Extension project office shared potential revised route options that serve as a starting point to move the conversation with the community forward. With the release of the revised route options, the project entered a new and more intense phase of community engagement. Project staff are beginning to evaluate potential station locations and to provide more context about how light rail can serve communities. Project staff hope to have a community-supported route identified by the end of the year.

Arterial BRT

- D Line – 2020 bonding bill completed the funding. Construction will start in 2021, and operations are expected to start in 2022.
- B Line – 2020 bonding bill completed the funding. Draft corridor plan review underway, anticipate draft plan in Q1 2021. NEPA progressing, anticipate fall 2021 completion. Construction expected to start in 2023.
- E Line – funding gap (~\$40M) remains. Draft plan release anticipated in mid-2021, and engineering could follow pending available funds.
- F Line – Metropolitan Council identified the F, G, and H Lines in their March 2021 adoption of the Network Next Plan. The Transportation Advisory is expected to award \$25M in Regional Solicitation funding to the F Line in April 2021.

3. Rebuild transit ridership region-wide once it is safe to do so.



*Preliminary estimates, subject to change



Currently we are experiencing COVID-related decreases in transit ridership and revenue. Significant uncertainty about future.

Metro Transit ridership is down over 60% across the system, though some modes are seeing a greater drop off than others. Specifically, local bus and arterial BRT routes were more resilient.

We are adapting transit operational policies, practices and services to reduce COVID risks for riders and employees.

4. Increase on-time performance.

March 2021 On-time Performance

- Bus: 89.5% (2.0 percentage points above goal)
- A Line: 92.6% (0.9 percentage points above goal)
- C- Line: 87% (0.5 percentage points below goal)
- Blue Line: 89.3% (0.3 percentage points below goal)
- Green Line: 66.1% (13.9 percentage points below goal)
 - Green Line on-time performance is down in March due to several factors, including track breaks that require reduced speed and increased police activity
- Northstar: 97.4% (3.4 percentage points above goal)

Year to date summary (Jan-March 2021)

- Bus: 89.8% OTP (annual goal 84%)
- A Line: 93.4% OTP (annual goal 90%)
- C Line: 87.2% OTP (annual goal 84%)
- Blue Line: 90.5% (annual goal is 90%)
- Green Line: 74.2% (annual goal is 80%)
- Northstar: 96.9% (annual goal is 94%)

5. Increase customer satisfaction.

Every two years Metro Transit conducts a robust rider survey to assess customer satisfaction based on surveying a representative sample of riders with both on-board paper surveys and online.

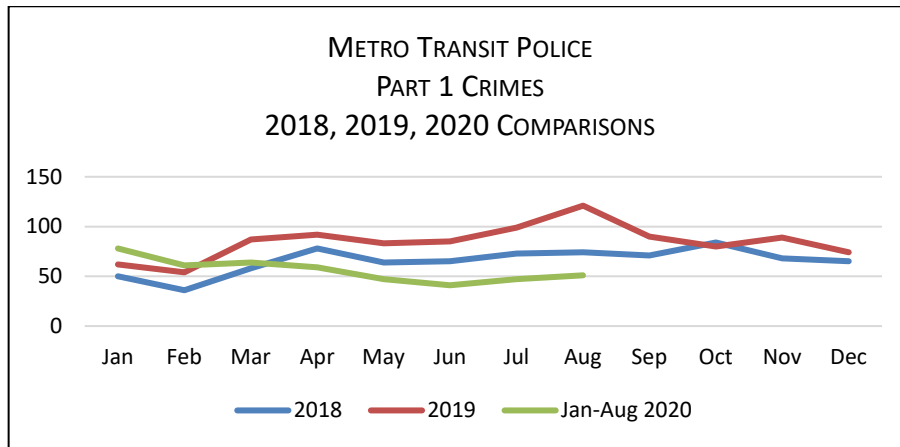
In 2020, the regularly scheduled rider survey was replaced by a Listening & Learning effort in response to COVID and community trauma after George Floyd. This engagement did not include an effort to quantify rider satisfaction. A more traditional rider satisfaction survey is planned to be conducted in fall 2021.

2018 Customer Satisfaction Survey

- We had over 9,000 valid responses.
- 87% of riders reported they were somewhat or very satisfied. This was down from 91% in 2016, but still extremely high.
- The three biggest predictors of overall satisfaction were ratings on our: 1) on time performance; 2) overall travel time; 3) safety & security.

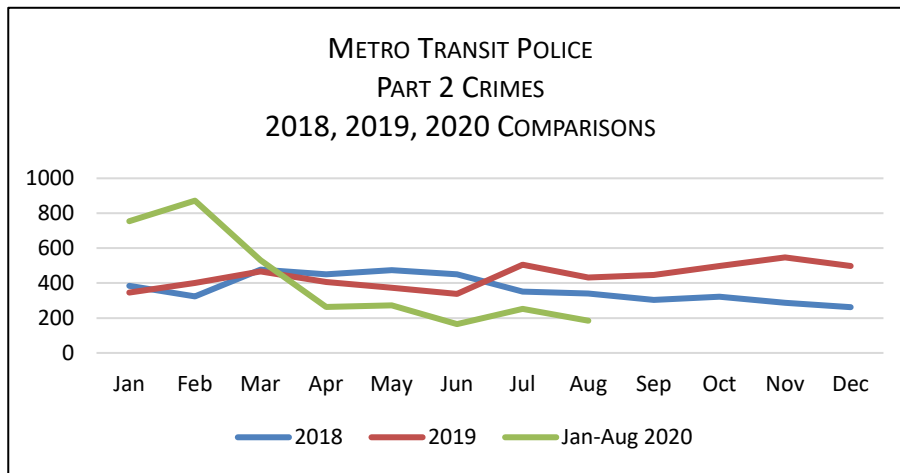
6. Increase perception of transit as a safe and desirable service for both riders and our employees.

While we are seeing decreased criminal and problematic behavior during the pandemic, at the same time, it's reasonable to assume this is correlated with the significant decrease in ridership.



Part 1 crimes are the most serious crimes (homicide, rape, robbery, aggravated assault, burglary, theft, auto theft, arson.)

These were down for much of 2020 compared to 2018 and 2019 (data through August 2020.)



Part 2 crimes are considered less serious and often relate to “quality of life.” (assault, forgery, fraud-including fare evasion, non-felony theft, vandalism, weapons, prostitution & other sex offences, narcotics, gambling, family offenses, DUI, liquor law violations, disturbance, vagrancy.)

Part 2 crime trends are challenging to interpret in part because they reflect officer presence – for example, fare evasion is found when a MTPD officer checks passenger fares, so the number of total fare checks conducted will influence the number of fraud crimes.

Note: These are crime figures that are part of MTPD reporting which might not be the same as “crime on Metro Transit properties.” For example, recent homicides on transit have been investigated by the Minneapolis Police Department and thus will show up in MPD reporting not MTPD reporting.

7. Fully implement administrative citations for the fare-evasion program, pending legislative authorization and funding.

In 2021 session we are pursuing legislation that would authorize the council to create an administration citation program. The Metropolitan Council also plans to use funding made available through one-time federal COVID relief funds for public transit to fund administrative citations implementation in state fiscal years 2022-2023 if we receive authority to create the program.

8. Meet or exceed national standards for Metro Mobility's on-time performance for pick-ups (90%) and appointments (90%), and on-board time performance (95%).

YTD 2021, Metro Mobility has exceeded national standards in on-time performance for pick-ups (90% target, 96.3% achieved) and appointments (90% target, 95.9% achieved), and on-board time performance (95% target, 99.9% achieved).

In 2020, Metro Mobility exceeded national standards in on-time performance for pick-ups (90% target, 96.4% achieved) and appointments (90% target, 93.6% achieved), and on-board time performance (95% target, 97.3% achieved).

Reducing Racial Disparities

Make a measurable impact on reducing racial disparities experienced by people of color and indigenous people, who are historically underrepresented people, through our work in the region.

Reducing Racial Disparities Highlights

- The Office of Equal Opportunity has added a new unit that will allow the Council to extend services and impact beyond regulation and compliance. The Engagement and Development Unit will provide outreach, engagement, technical assistance and small business development services to businesses owned by people of color and women.
- The Office of Equal Opportunity partnered with our Procurement Department to conduct seven individual Meet and Greets for businesses owned by people of color with key decision makers within the functional business units that procure the services provided by these firms.
- The Office Equal Opportunity partnered with Procurement and Metropolitan Transportation Services to pilot inclusion language in two recent RFPs that did not have sub-contracting goals.
- We are conducting outreach and technical assistance to communities interested in LCA grants to improve their understanding and capacity for equity criteria. We are exploring a pilot program for 2022 that would focus on affordable homeownership projects that contribute to reducing racial disparities in homeownership.
- We are currently procuring an outside vendor to present at our racial equity training for leaders during our Leadership Forum in late June. This training will continue to all Council employees thereafter throughout the year and into 2022.

Summary: Progress on reducing racial disparities strategies

Regional Planning Objective(s)

Convene regional partners to gather, create, and strengthen best practices and create measurable goals in reducing regional racial disparities.



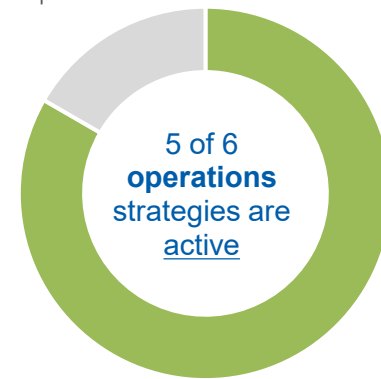
Investment Objective(s)

Use Council resources – including the procurement of goods, grant funding, external funding and contracting – to invest in historically underrepresented communities.



Council Operations Objective(s)

Advance internal infrastructure that institutionalize change by using practices, policies, engagement, and hiring to reduce racial disparities.



Detailed: Progress on reducing racial disparities strategies

		PROGRESS (as of 4/15/2021)			
		COMPLETE	ONGOING	UNDERWAY	NOT STARTED / DELAYED
RP	1. Improve equitable outcomes for residents of color by working with regional partners.		■		
RP	2. With other regional partners, increase spending with underutilized businesses by developing a model to implement small business contracting goals.		■		
I	3. Remove barriers to Council contracts and procurement for small businesses owned by people who have been historically underrepresented.		■		
I	4. Continue refining equity measures for Council wide grant funding opportunities that require partners to include data and methods for decreasing disparities in their programs.		■		
I	5. Request disaggregated demographic data on utilization of Council grant funds.		■		
I	6. Provide technical assistance to local governments (grantees and individuals) that provides guidance on how to apply for Council grant programs, including steps to take locally before applying.		■		
O	7. Identify and eliminate structural impediments leading to equitable outcomes in administrative work and internal policy revision.		■		
O	8. Provide diversity, equity and inclusion training for employees and council members.		■		
O	9. Use data to identify current racial disparities and to make better decisions for those most impacted by our actions.		■		
O	10. Maintain integrity of equity by ensuring that public transparency and participation is provided when edits/amendments are considered to toolkits, assessments, and plans that are adopted by the Metropolitan Council and its affiliated committees, commissions, and boards or State.		■		
RP	11. Create a single Minnesota certification system and/or adopt a reciprocity program for non-federally assisted contracts.			■	
RP	12. Increase diversity in organizational leadership positions by working with local partners to develop regional strategies.			■	
I	13. Leverage our investment opportunities to impact investment in the communities we serve (Impact Investing). For example, the Council is embarking on a pilot Certificate of Deposit Program with			■	

	local banks who then use deposits to make loans within the community to support small business and affordable housing projects.				
0	14. Implement targeted equity plans to close disparity gaps in the areas of selection, wage, and promotion for people who have been historically underrepresented.			■	
RP	15. Increase access to capital to meet the needs of diverse business owners by bridging the financial gap to maintain operations during contract performance by strengthening partnerships with government, private, and community-based organizations.				■
0	16. Implement programs to increase employment opportunity for people with disabilities.				■

Goals/Outcomes

1. Increase share of underutilized businesses of Metropolitan Council's total direct spend to reach 30%.

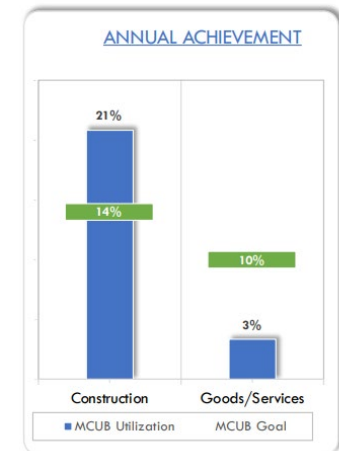
MCUB Utilization (2020 - Q1, Q2, Q3, Q4)		
Construction 2020 MCUB Goal: 14%	Total Inclusion \$	\$34,916,147.64
	Total MCUB Spend	\$7,287,396.49
	MCUB Spend %	21%
Goods & Services 2020 MCUB Goal: 10%	Total Inclusion \$	\$184,236,945.81
	Total MCUB Spend	\$6,209,727.87
	MCUB Spend %	2.8%

In 2020, we exceed our MCUB spend Construction goal of 14% of total spend, but did not meet our goal of 10% in Goods & Services.

Quarterly MCUB Utilization

CONSTRUCTION	CON TOTAL SPENT	MCUB SPENT	MCUB SPENT %
Q1	\$6,605,743.98	\$466,091.69	7.06%
Q2	\$8,454,789.50	\$1,456,713.62	17.23%
Q3	\$10,919,870.11	\$3,006,514.56	27.53%
Q4	\$8,935,744.04	\$2,358,076.62	26.39%
	\$34,916,147.63	\$7,287,396.49	

GOODS & SERVICES	G/S TOTAL SPENT	MCUB SPENT	MCUB SPENT %
Q1	\$43,341,152.80	\$1,188,108.54	2.74%
Q2	\$44,449,124.20	\$1,297,553.66	2.92%
Q3	\$50,200,877.59	\$2,225,845.97	4.43%
Q4	\$46,246,791.22	\$1,498,219.70	3.24%
	\$184,237,945.81	\$6,209,727.87	



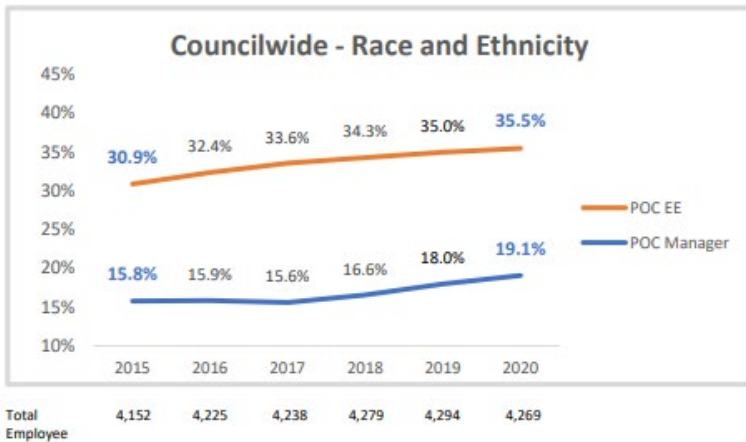
2. Increase the dollars spent with business owned by people of color that reduces the disparities gap.

Metropolitan Council Underutilized business (MCUB) Utilization Demographics			
Demographics Breakdown	Work Value (Q3 only)	Work Value (Q4 only)	Work Value (all 2020)
Black American	\$147,478.11	\$309,990.28	\$853,387.52
Hispanic American	\$50,591.90	\$58,465.57	\$280,979.83
Native American	\$450,008.95	\$1,789,081.99	\$3,568,361.94
Asian-Pacific American	\$315,353.51	\$284,127.53	\$1,343,824.22
Subcontinent Asian Americans	\$10,624.14	\$677.36	\$51,201.50
Non-Minority	\$2,791,554.75	\$1,388,532.49	\$6,921,528.40

Businesses owned by indigenous persons have received the most Council dollars relative to persons of color.

3. Increase the number of organizational leadership positions filled by people historically underrepresented.

WORKFORCE COMPOSITION – RACE AND ETHNICITY



According to Council Workforce Data through 2020 report the Council has made steady improvements in people of color (POC) representation in the overall employee population and in management positions since 2009.

In the chart on the bottom, you can see the People of Color (POC) manager versus employee breakdown for each Council Division. Metro Transit continues to lead the Council in these hiring People of Color.

We are working on targeting strategies to increase retention of women and people of color that is detailed in our State Affirmative Action Plan.

We report this data to our division on a quarterly basis to discuss strategies and opportunities for improvement.

	POC Manager			POC EE		
	2009	2019	2020	2009	2019	2020
MT	14.7%	20.3%	21.5%	32.7%	40.8%	41.5%
ES	9.6%	10.3%	10.7%	7.5%	13.4%	14.0%
RA	6.7%	14.7%	16.7%	14.0%	24.0%	24.5%

4. Increase partnerships created to build new neighborhood initiatives in areas of concentrated poverty that have been underserved in the region.

[Metropolitan Council adopted in August 2020 the Regional Economic Framework, in partnership with GreaterMSP and the Center of Economic Inclusion.](#) Adoption of the Framework enables organizations across the region to make applications for U.S. Economic Development Administration (EDA) funding, with final decisions determined by the EDA. The Council and its partners will promote the framework's explicit goals to mitigate disparate economic impacts on vulnerable BIPOC businesses, workers, and learners (including adaptation and recovery efforts related to COVID-19)—and in areas with historic disinvestment and high-poverty.

This framework is only one component of the work needed to meet this goal, and further strategies and steps are planned for 2021 and represented in other areas of this strategic plan.

5. Review all Metropolitan Council policies and procedures to eliminate barriers and increase equitable outcomes.

We launched a new software tool called Policy Central in October 2020. It helps us publish, draft, review and approve our current Council policy and procedures. This tool allows us to engage more stakeholders and formalize our equity lens within the process of revising our 212 documents over the next three years.

As of April 2021, we are working on updating 44 policy and procedures. Our financial services department, Audit team, and Grants team are doing analysis on where there are gaps in our policy by comparing to other organizations and industry best practices and standards. We have created the Policy and Procedure Review team, ensuring consistency, clarity and compliance across all documents. In addition, this team ensures document owners consider equity and are properly engaging the correct stakeholders to make updates to policy.

6. Review base line data of Certificate of Deposit impact on loans made within communities.

The Council established a goal to invest \$20-25 million in Certificate of Deposits with qualifying local community banks and credit unions which have a successful track record of investing locally to support minority and female owned small businesses, affordable housing initiatives and community development. Banks are required to submit an application and other materials detailing their support of these initiatives. Currently \$14 million has been invested with five banks, specifically First Resource Bank, Merchants Bank, Maple Bank, Riverland Bank and Bremer Bank. A sixth bank, 21st Century Bank, has been approved and discussions to purchase a Certificate of Deposit are currently in process, and an application from Drake Bank is currently under review for possible approval. There are also plans to introduce the program to additional community banks in the second quarter.