



Equity Advisory Committee End-of-Year Summary 2023

Year End Review



Office of Equity and Equity Opportunity, Equity Implementation Unit



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EAC Current Membership and Vacancy





Committee Member Names	Committee Member District/ Precinct/ At-Large
John Pacheco Jr, Chair Council Member	District
Co Chair Vanessa Jenkins	Precinct G
Council Member Toni Carter	District 14
Council Member Chai Lee	District
Council Member Yassin Osman	District 8
Michael Luseni	Precinct A
Anita L. Urvina Davis	Precinct D
Edward McDonald	Precinct F
Leah Goldstein Moses	Precinct H
Kristen Stacey	At-Large
Zabat Awed	At-Large


Vacant Seats: 6 At Large Seats , Precinct Locations E,C,B


Purpose of the End-of-Year Summary Presentation


 Review and reflect on the progress and achievements of the Equity Advisory Committee (EAC) throughout the year

 Identify and celebrate successful initiatives and wins that have positively impacted the Metropolitan Council

 Acknowledge and address areas of improvement and failures to learn from setbacks and enhance future strategies

 Outline next steps and strategic goals for the Council based on the insights and recommendations provided by the EAC

 Highlight the importance of the EAC's impact on decision-making processes within the Council

 Provide a comprehensive overview of the strides, challenges, and concerns faced by the Council and the EAC

 Emphasize the significance of membership diversity and stakeholder support in advancing equity initiatives

 Foster collaboration, feedback, and engagement from stakeholders to drive continuous improvement and progress within the Council

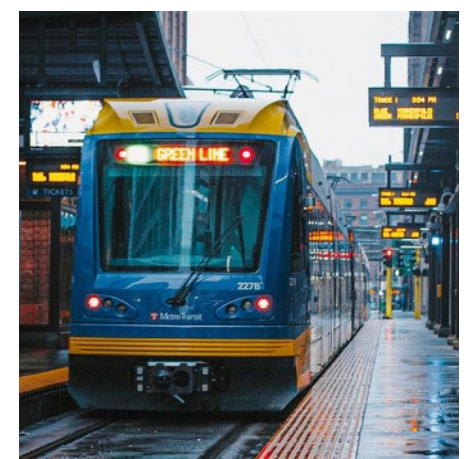
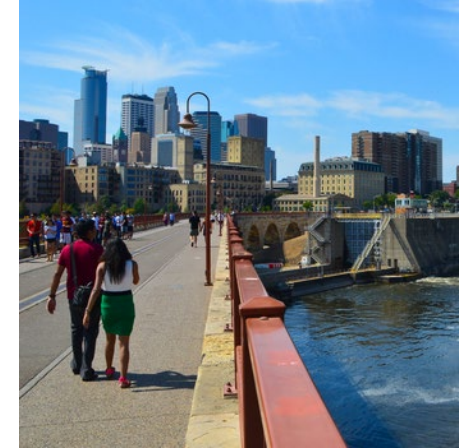
EAC Role and Impact on the Council

Role of EAC in Promoting Equity of the Council

- Provides valuable advisory and recommendations on project and programs from an equity perspective
- Advocates for fair and just policies and practices within the Council
- Raises awareness and educates stakeholders on equity, diversity and inclusion issues from their communities

Importance of EAC Impact on the Met Council

- Suggests initiatives for promoting equity within the Council
- Enhances diversity and representation in decision-making processes
- Contributes to a healthy ecosystem and culture of equity and community engagement within the Council



EAC Achievements and Wins 2023



Highlighting Successful Initiatives and Achievements

- Provided feedback and recommendations on a total 19 Met Council presentations from Human Resources, Regional Development, Affirmative Action, Transit, Environmental Justice, Small Business and more.
- Helped to enhance the Affirmative Action Dashboard with Feedback on visual aspects and data representation.
- Made a request to conduct an Equal Opportunity audit that resulted in the development of the Small Business Equity Audit that will improve business contracting opportunities to MCUBs and DBE's.
- Membership commitment to providing perspective to enhance Equity at the Council.

Acknowledging Challenges and Areas for Improvement



FINALIZATION OF THE APPROVAL OF BYLAWS



IMPROVEMENT IN ATTENDANCE/LOSS OF MEMBERS



LACK OF PARTICIPATION FROM DEPARTMENTS/PROJECTS THAT WORK HEAVILY IN EQUITY



LACK OF IMPLEMENTATION OF ADVICE ON PRESENTATION GIVEN TO THE EAC

Acknowledging Challenges and Areas for Improvement Continued



- Enhancing the role of Council Members to provide recommendations and advice that support the Equity Advisory Committee (EAC) at the Council level.
- Establishing more focused and dedicated internal support to better support the EAC's initiatives.
- Provide Equity Implementation Unit staff with adequate support and resources and enhanced training to better assist the EAC.
- Changing the internal perception of the importance, value added, and the impact of the EAC.
- Increase awareness and engagement within the council and the community surrounding the importance and visibility of the EAC.

Key Initiatives to Address Moving Forward

EAC WORKPLAN 2024

Throughout the year, the committee's focus areas will be to advise on four main areas of focus but not limited to:

1. Regional Development Guide (RDG) – Imagine 2050
2. Small Business Equity Audit (SBEA)
3. Affirmative Action Plan (AAP)
4. Enterprise Equity

Membership and Support



- Engaging in recruitment efforts to bring new members on board for the Equity Advisory Committee (EAC) to broaden perspectives and expertise.
- Strengthening support for the EAC through the development of a comprehensive support-building retreat to foster collaboration, strategic planning, and member development.
- Creating a transparent feedback mechanism to gather input from EAC members and stakeholders for continuous improvement.
- Collaborating with colleagues internally to close the feedback loop and to broaden the reach and impact of the EAC's initiatives and advisory.
- Improve ongoing attendance.

Highlighting EAC's Impact on the Council



- Feedback for Regional Development Guide
- Equity in Scenario Planning
- Pilot Private Property I/I Grant Program
- US Water Alliance Equity Network: An Equity Opportunity for Environmental Services
- 2022 Service Equity Evaluation
- Met Council Proposed Federal Transit Authority (FTA) and Environmental Protection Agency (EPA) Triennial Disadvantaged Business Enterprise (DBE) goals for FFYs 2024-2026
- Metro Transit Safety and Security Action Plan

Summary

- The end of year summary provides a comprehensive overview of the EAC's activities, achievements, and challenges throughout the year.
- The EAC is currently filling vacancies to strengthen its membership base for diverse perspectives and expertise.
- The EAC plays a crucial role in providing recommendations, advice, and accountability to support the Council's equity initiatives and decision-making processes.
- To address challenges, key initiatives include enhancing support through training, mentorship, and community collaborations, as well as changing perceptions to increase engagement and impact.
- Continuous support and development to EIU support staff to strengthen the EAC's impact on the Council's equity goals.
- Continuous improvement to the committee and EAC member experience at the Council.



Lila Eltawely

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Office of Equity and Equal Opportunity

