

Equity at the Council

TAAC

November 1, 2017





Today's Objectives

- Where did equity work at the Council originate?
- Who is working on it?
- What equity work is the Council doing today?

How did equity work at the Council begin?

- Federal and state law
 - Civil Rights Act, American's with Disabilities Act, National Environmental Protection Act, etc.
- Central Corridor
 - Community outreach
- Thrive MSP 2040

How does Thrive define equity?

- *Thrive* defines equity as connecting all residents to opportunity and creates viable housing, transportation, and recreation options for people of all races, ethnicities, incomes, and abilities so that all communities share the opportunities and challenges of growth and change. For our region to reach its full economic potential, all residents must be able to access opportunity.
- Achieving racial equity means that race can no longer predict life outcomes.

Internal Structure & Management

- Office of Equal Opportunity
 - Director of Office of Equal Opportunity, Wanda Kirkpatrick
 - Equity Manager, C Terrence Anderson and EIU
- Equity Change Teams
- Equity Integration Team
 - HR and Equity Integration Subcommittee
 - Equity Data Development and Operations Analysis Subcommittee
 - Equity Communications Subcommittee
 - Equity Trainings and Awareness Subcommittee

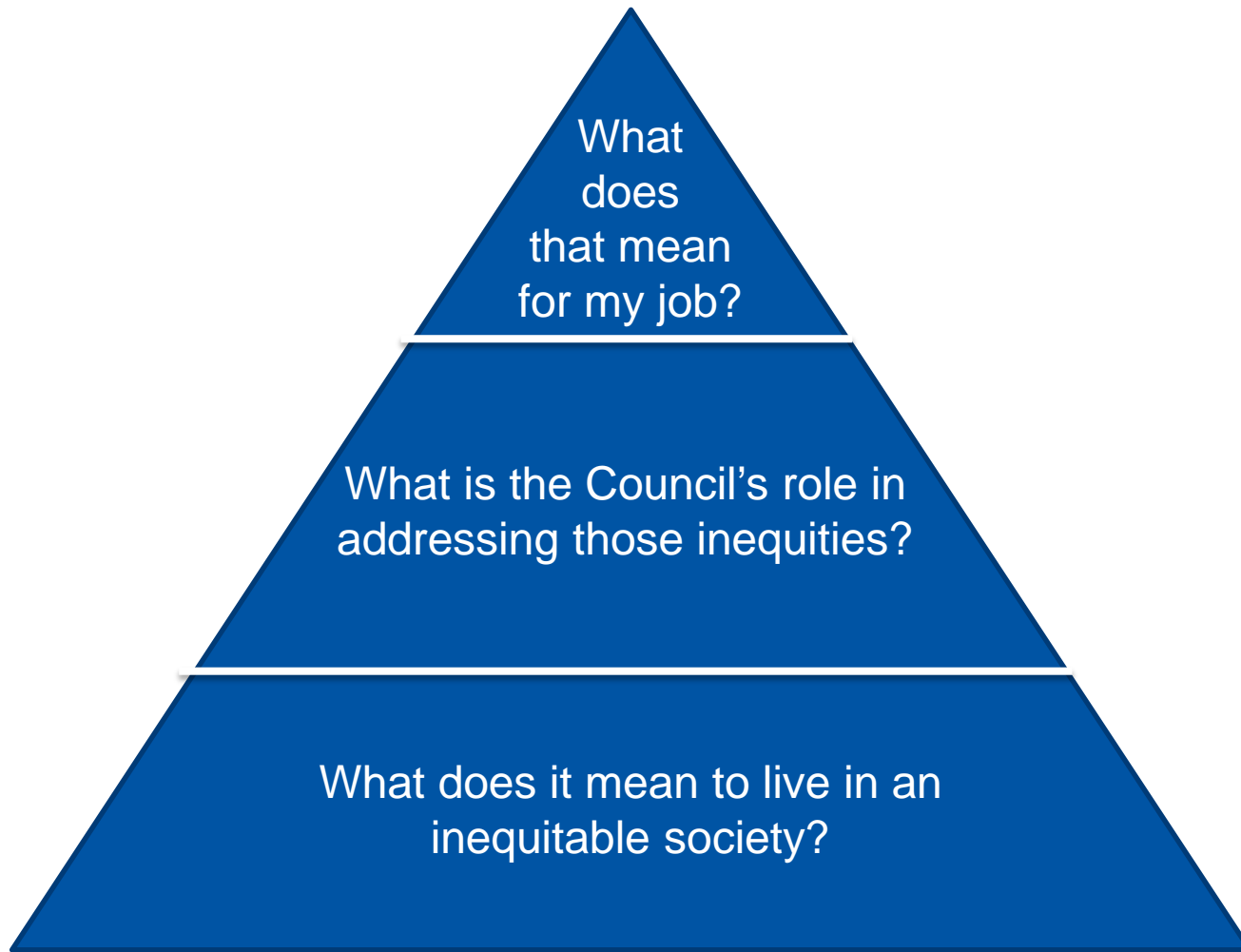
Equity Advisory Committee

- Established in 2015
- 17 residents from around the region and 4 Council Members
- Focus on advising the Council on advancing equity internally and external outcomes

What equity work is the Council doing?

- Racial Equity Work Plan
- Training on implicit bias, intercultural conflict management, privilege
- Urban Scholars
- Internal engagement
- Equity lens
- ADA Transition Plans*

Increasing Specificity on Equity



Optional Discussion Question

- There is a lot of equity work that we aren't doing. What kind of equity work would you like to see the Council take on specifically?



METROPOLITAN
C O U N C I L

Office of Equal Opportunity