



EQUALITY OR EQUITY?

“ Currently, race predicts where we live, where we work, how well we do in school, how long we live and the likelihood of our involvement in the criminal justice system. As Metro Twin Cities becomes more racially and ethnically diverse, these outcomes become critical both for individuals and for regional health and prosperity.”

- These current inequities are sustained by historical legacies and systems that repeat patterns of exclusion.
- Equality assumes a level playing field and does not recognize that there are communities that benefit from marginalized communities.
- Communities of color, low-income populations and people with disabilities have historically been under-served by programs and investments, and underrepresented in decision making.
- Equity work centers communities of color; people with disabilities; LGBTQ+ people; immigrants, communities of low wealth, and others along with their expertise in understanding what is best for them.
- From the inception of our country, government at all levels have played a role in creating and maintaining inequity.

RACIAL EQUITY FRAMEWORK SUMMARY

ROADMAP FOR INSTITUTIONAL COMMITMENT



Purpose: The Equity Policy (2018) authorizes the “creation of an Equity Framework to guide the Council and the metropolitan area on equity”. Based on national best-practices, this Racial Equity Framework describes the theoretical approaches and systems change strategies that will be key components of the Racial Equity Strategic Plan. The Equity Implementation Unit (EIU/OEO) will facilitate the creation of the Racial Equity Strategic Plan in collaboration with the Equity Advisory Committee and Council Member review.

This work furthers the goals of Thrive MSP 2040¹ and Indicators², Equity Policy (2018), and Choice, Place and Opportunity (CPO) Report.

Theoretical Approaches are the methodologies underlying the approach to racial equity. Equity in design ensures equitable outcomes. These approaches are the theoretical basis for the Racial Equity Strategic Plan.

Systems Change Strategies are the key focus areas of the Racial Equity Strategic Plan. These areas reflect priorities drawn from both a best-practices analysis and previous engagement of staff and leadership. Institutional commitment to these strategies is crucial.

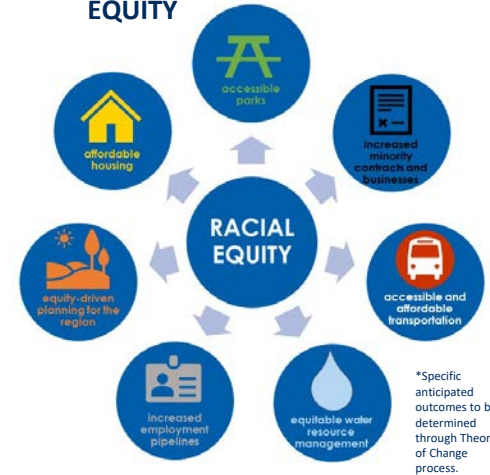
THEORETICAL APPROACHES

Theory of Change³ is a specific type of methodology for solution planning, participatory leadership, and evaluation that produces organizational change and community-informed outcomes.

Targeted Universalism⁴ is a methodology for policy-making that sets universal goals that are accomplished using approaches that target individual marginalized populations.

Why Racial Equity: The Racial Equity Strategic Plan will lead with race, recognizing that in our region, communities of color continue to experience nearly the worst economic & social outcomes in the country due to a long history of exclusionary & discriminatory policies. The region’s economic health is tied to greater racial inclusion and smaller income gaps due to the projected growth of communities of color. We will advance racial equity because doing so will allow us to more effectively serve all communities.

VISION FOR RACIAL EQUITY



*Specific anticipated outcomes to be determined through Theory of Change process.

SYSTEMS CHANGE STRATEGIES

OPERATIONS, PLANNING AND INVESTMENT	WORKFORCE EQUITY	PERFORMANCE MEASURES AND IMPLEMENTATION	PUBLIC ENGAGEMENT
<p>To decrease racial disparities and ensure access to economic opportunities for everyone in the region, we will:</p> <p>Engage each division in their respective authorities over planning, operations, and investment around achieving racial equity</p> <p>Prioritize racial equity in Policy Plan development and implementation</p> <p>Identify and mitigate disproportionately adverse effects of the Council’s work</p> <p>Prioritize racial equity in our 2050 Regional Planning process and in the Plan itself</p>	<p>To ensure equitable workforce practices and foster an environment where every employee is responsible for advancing equity, we will:</p> <p>Support and expand work in compliance with Affirmative Action regulations</p> <p>Assess institutional hiring barriers</p> <p>Strengthen employment and leadership pathways</p> <p>Identify and reduce disparities for all underrepresented groups for hiring, promotion and retention</p> <p>Intercultural assessment of leadership and racial equity training to all employees</p>	<p>To operationalize, implement and evaluate equity in Council work, we will:</p> <p>Utilize existing Council data and research to foster an evidence-based approach</p> <p>Develop guides for racial equity in annual divisional work plans</p> <p>Assist and collaborate with divisions to develop individualized strategies for equitable divisional work plans</p> <p>Design and utilize performance measures</p> <p>Promote accountability by establishing time-bound mechanisms and benchmarks to report progress and outcomes</p>	<p>To fully implement the Public Engagement Plan for equitable decision-making, we will:</p> <p>Promote community engagement and develop community partnerships</p> <p>Establish meaningful collaborative decision-making</p> <p>Work collaboratively with the Council’s Equity Advisory Committee (EAC)</p> <p>Reduce barriers for participation in convenings and decision-making opportunities</p> <p>Engage communities and partners in the development of the 2050 Regional Development Guide</p>



TWIN CITIES METROPOLITAN REGIONAL RACIAL DISPARITIES

- The METC Community Development Research team has produced an annual analysis of disparities by race and ethnicity on key economic measures since 2013.
- The findings of this research are largely consistent: The 16-county Twin Cities metro area continues to rank highly among other U.S. metros for our impressive employment and homeownership rates and low poverty rate.
- However, the Twin Cities metro also has the nation's largest disparities between white residents and residents of color in these same measures.
- Despite gains for some groups on some measures, there have been no notable changes in this overall pattern. This underscores the persistence of racial and ethnic disparities in the Twin Cities metro, and their potential to further undermine the region's prosperity and economic competitiveness.

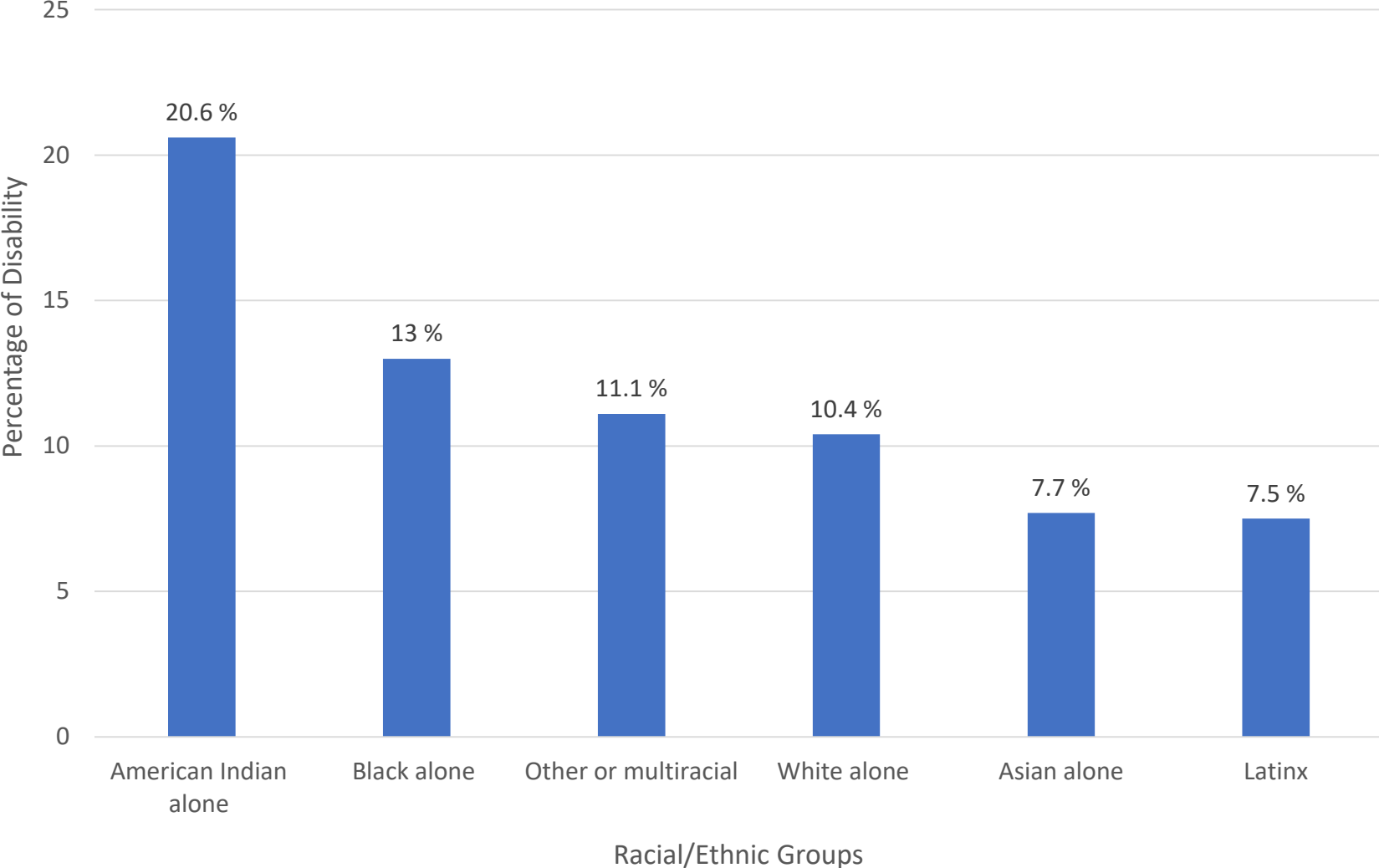
WHY RACIAL EQUITY?

- While a key success of the Civil Rights Movement included making racial discrimination illegal, government institutions have strong practices that are difficult to change.
- Instead of redesigning government to advance racial equity, many of the same structures and practices became race neutral, resulting in the same inequitable outcomes for communities of color.
- Without intentionally changing governing mechanisms, and bringing race and racial equity into decision making, governments will continue to perpetuate racial inequities.
- We have a responsibility and obligation to proactively address disparities and work toward racial equity.
- Reducing disparities would increase purchasing power, raise tax revenues, increase economic and social growth, and help us to remain globally competitive.

WHY EQUITY?

- METC is committed to addressing all areas of marginalization and disparities.
- We have to acknowledge that the creation and perpetuation of racial inequities has been baked in the government and that all inequities across all indicators for success are deep and pervasive.
- This focus allows us to apply frameworks and approaches for the benefit of many communities, while understanding that we begin by addressing the areas where the disparities have the most depth.
- By focusing on race as a predictor of outcomes and using an intersectional approach when addressing other marginalized communities, we can commit to institutional and systemic approaches that will have a broad reaching impacts on all of our populations.

Disability Among Racial/Ethnic Groups In The Twin Cities Region



Source: U.S Census Bureau, 2013-2017 American Community Survey five-year Public Use Microdata Sample

*Number may not add to 100% due to rounding

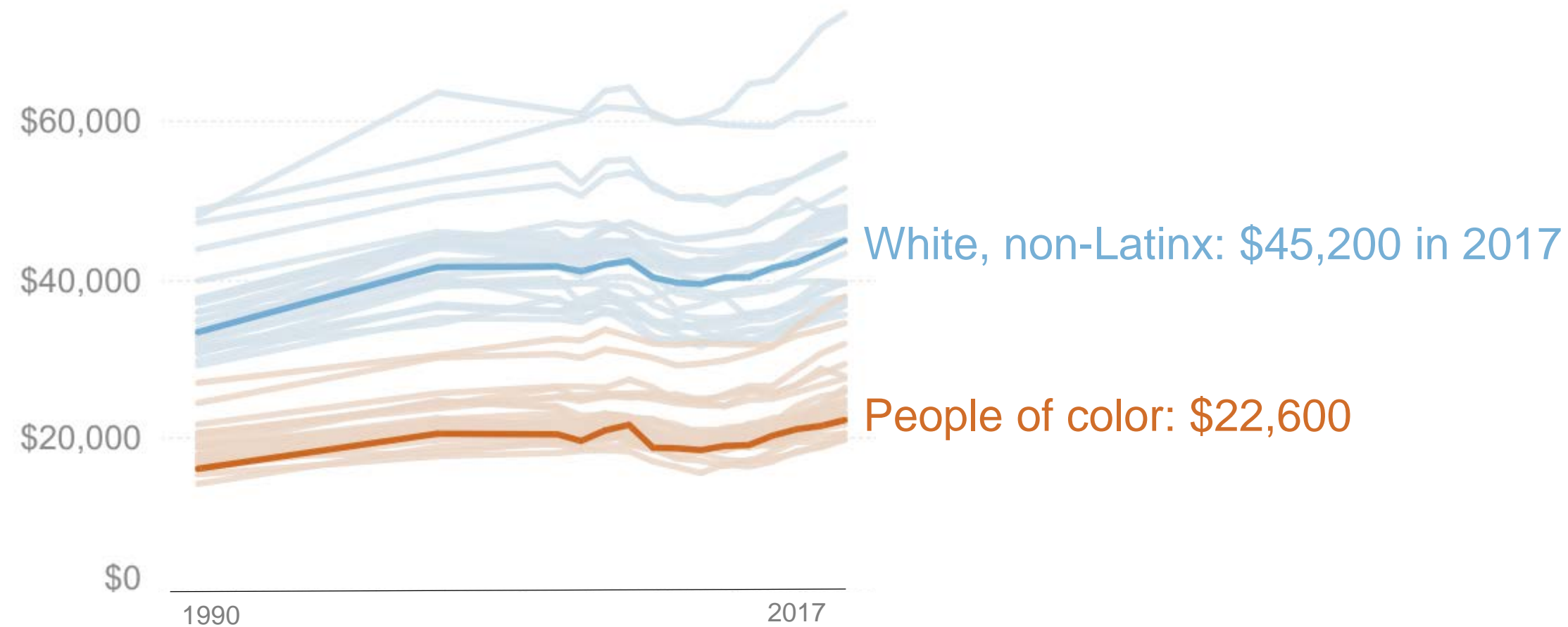
Annual Earnings By Ability In The Twin Cities Region



Source: U.S Census Bureau, 2013-2017 American Community Survey five-year Public Use Microdata Sample
*Number may not add to 100% due to rounding



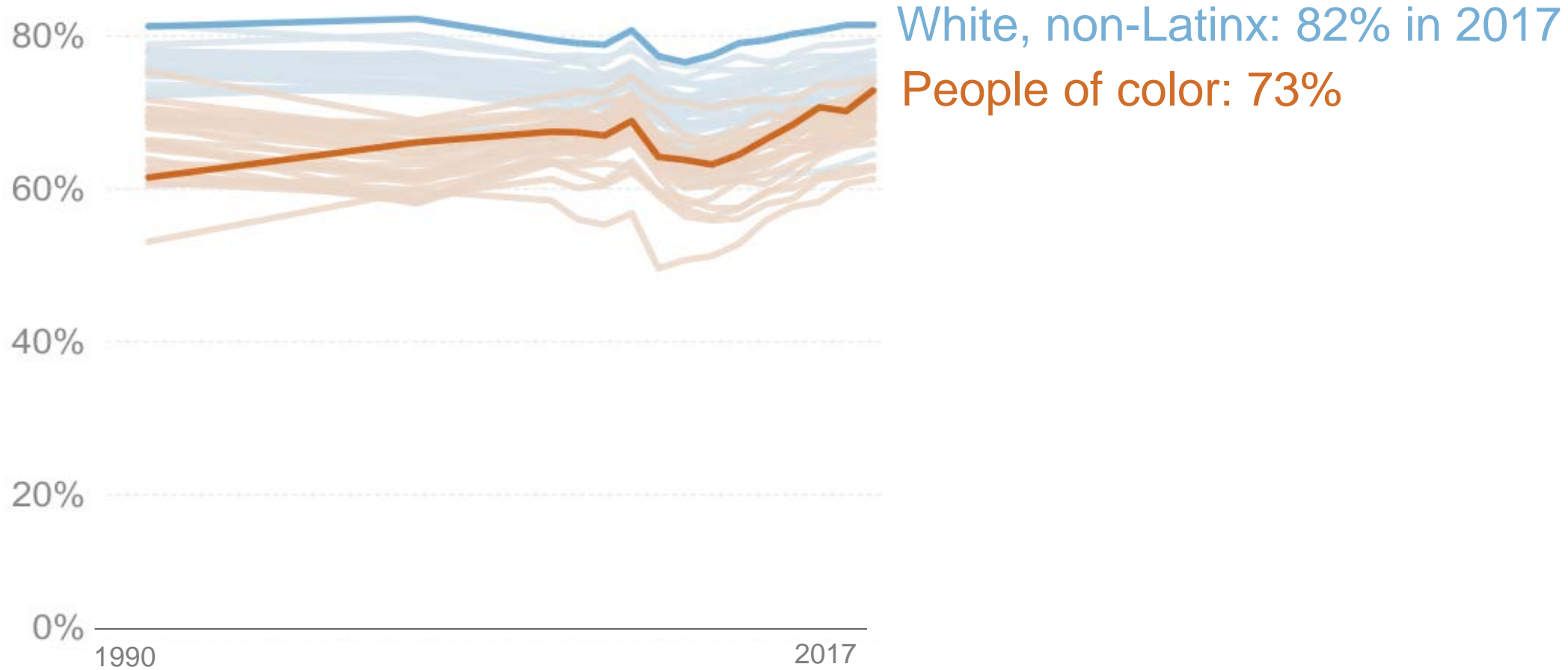
Per capita income



Data source: U.S. Census Bureau, American Community Survey One-Year Estimates; 1990, 2000, and 2005-2017. We use the Metropolitan Statistical Areas ("metros") as defined by the U.S. Office of Management and Budget in 2013.



Employment rate



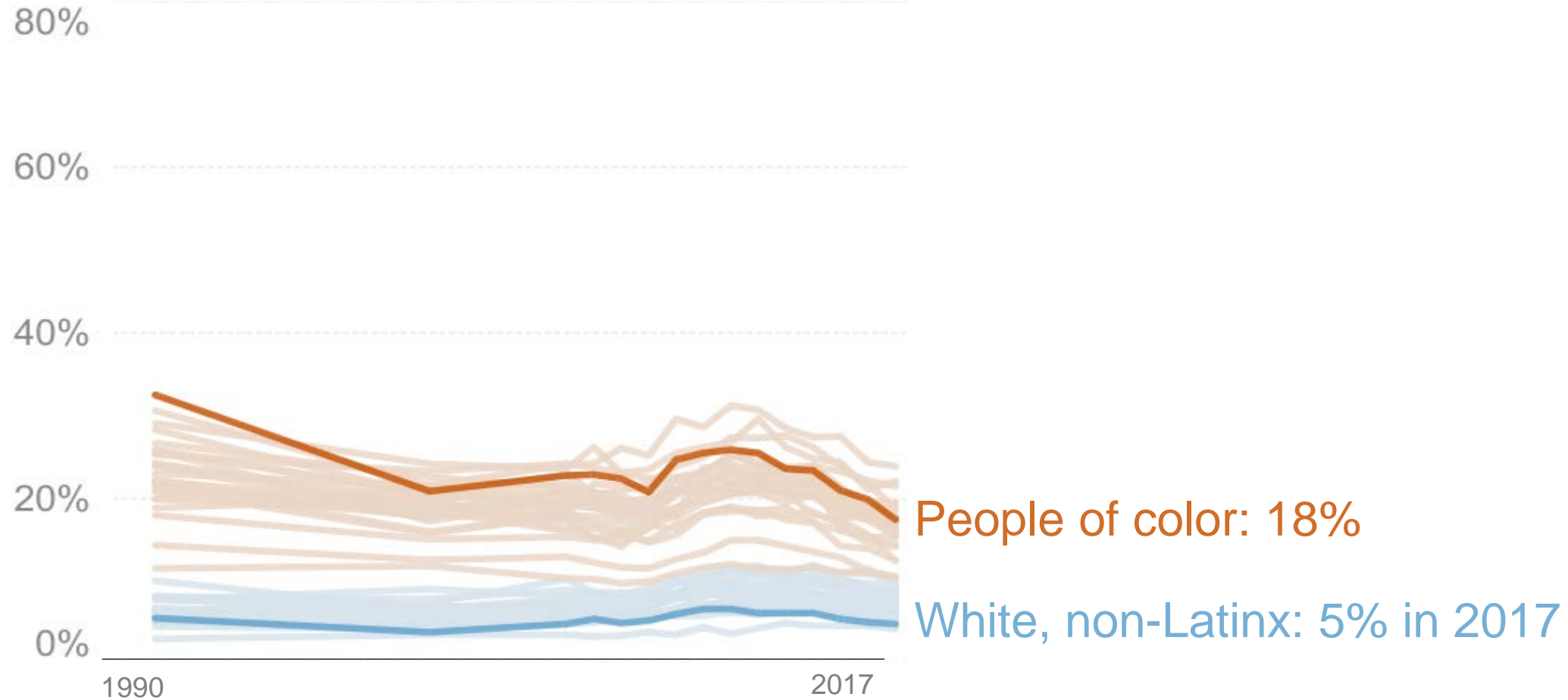
White, non-Latinx: 82% in 2017

People of color: 73%

Data source: U.S. Census Bureau, American Community Survey One-Year Estimates; 1990, 2000, and 2005-2017. We use the Metropolitan Statistical Areas ("metros") as defined by the U.S. Office of Management and Budget in 2013.



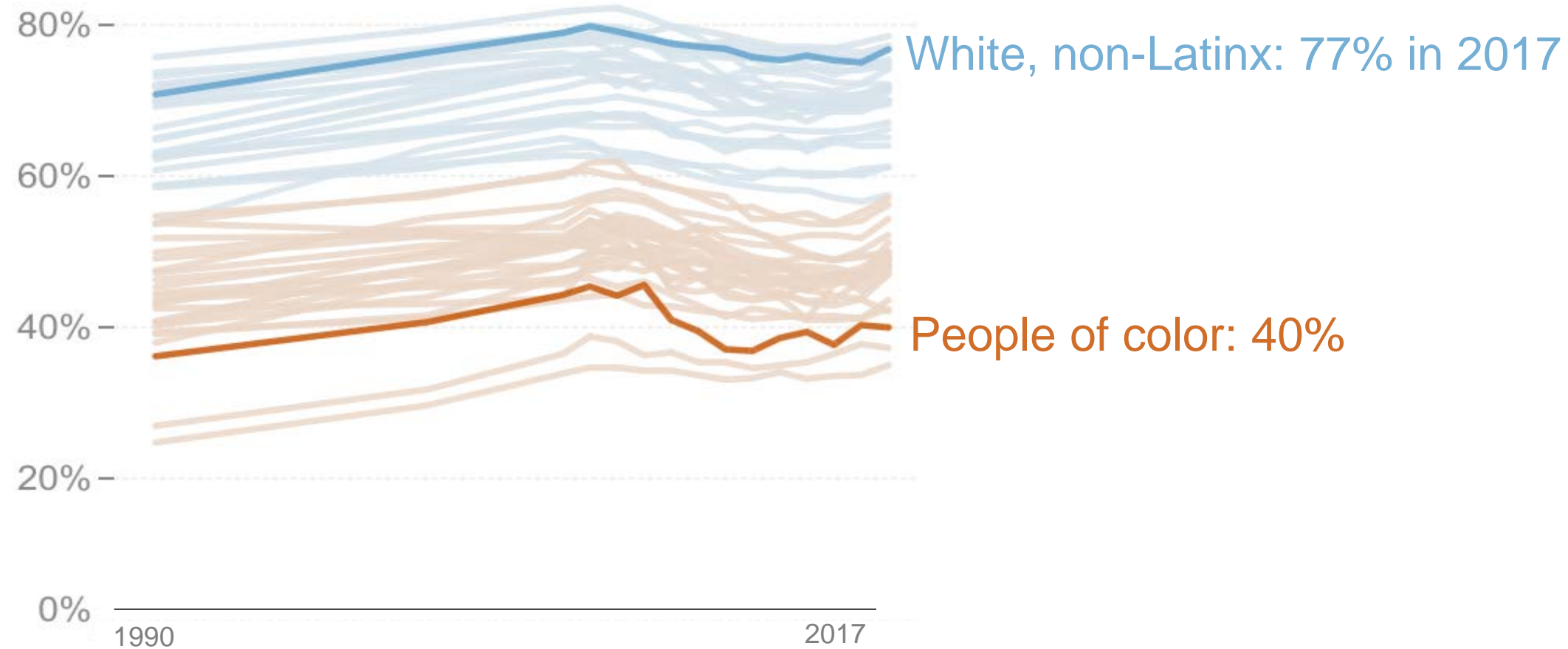
Poverty rate



Data source: U.S. Census Bureau, American Community Survey One-Year Estimates; 1990, 2000, and 2005-2017. We use the Metropolitan Statistical Areas ("metros") as defined by the U.S. Office of Management and Budget in 2013.

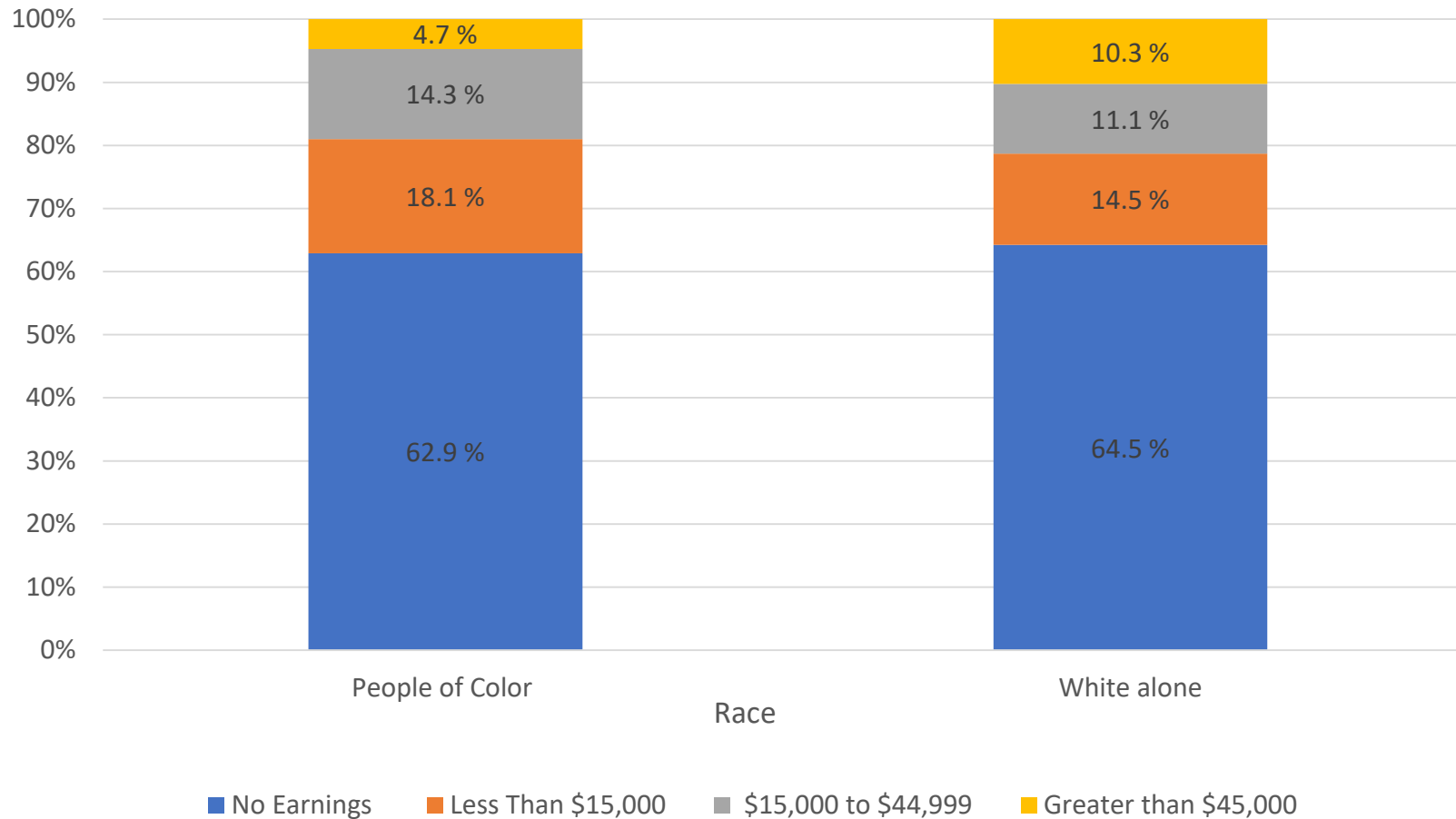


Homeownership rate



Data source: U.S. Census Bureau, American Community Survey One-Year Estimates; 1990, 2000, and 2005-2017. We use the Metropolitan Statistical Areas ("metros") as defined by the U.S. Office of Management and Budget in 2013.

Annual Earnings By Race Among people with Disabilities In The Twin Cities Region



Source: U.S Census Bureau, 2013-2017 American Community Survey five-year Public Use Microdata Sample
*Number may not add to 100% due to rounding