

Equity Strategy Framework

Office of Equal Opportunity

07/21/2020

Report to Equity Advisory Committee – Mitzi Kennedy,
Equity Manager



METC Equity Strategy & Framework

- **Aligned with Policies & Plans** – MSP Thrive 2040, Policy Plans, Council Priorities, Equity Policy, Division Workplans.
- **Implementers:** Division leaders and their designees, Office of Equal Opportunity, Human Resources, Communications and engagement professionals throughout the Council
- **Other stakeholders:** Metropolitan Council executive leadership, Metropolitan Council members (COW meetings), Equity Advisory Committee, other Council Committees, Change Team members, Managers, Line Staff
- Clarifies the role of equity in Met Council priority areas of transportation, reducing racial disparities, housing, sustainability
- Clarifies Council-wide goals, impacts and roles

Metropolitan Council Equity Strategy Highlights



Operational structure for the integration of equity



Change Process



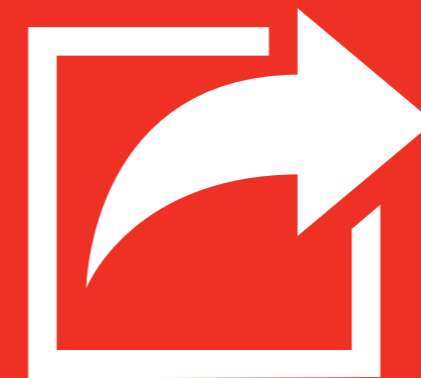
Community Engagement, Workforce Equity and Investments & Procurement



Council roles in advancing equity



Division measurements of progress



Implementation

METC Equity Strategy & Framework

Next Steps

Present overview of strategy, feedback, schedule follow-up:

- Executive Team, COW, Division directors & designated staff, EAC, Change Teams
- Continue work on technical assistance tools, equity plans and process
- Work with leaders to develop accountability, clarify roles, responsibilities, relationships and strengthen the processes
- Compile information about progress & report back to stakeholders