



ACTIVITY 3: ENVISIONING 2025 - STRATEGIC PLANNING FOR THE EQUITY ADVISORY COMMITTEE (EAC) WORK PLAN

EAC Retreat 2024

Objective: To collaboratively develop a strategic vision and action plan for the EAC's work plan in 2025, focusing on advancing equity, diversity, and social justice initiatives within the Metropolitan Council.

Activity Steps:

1. Overview and Introduction:

- Provide an overview of the activity and its objectives, emphasizing the importance of strategic planning for the EAC's work plan in 2025.
- Introduce the small group format and assign committee members to groups of individuals.

2. Review of 2024 Work Plan (5 minutes)

- Distribute copies of the EAC's 2024 work plan to each group and ask members to review the goals, objectives, and initiatives implemented during the current year.
- Facilitate a discussion within each group to identify successes, challenges, lessons learned, and areas for improvement based on the 2024 work plan.

3. White Paper Discussions (15 minutes):

- Each group comes up with two or three areas of focus
- Each group is given time to finalize their action plan and white paper discussions for the EAC's work plan in 2025.
- Groups present their key findings, recommendations, and action steps to the larger EAC committee to examine like topics and categorize topics into key groups into four focus areas.

4. Conclusion and Next Steps (5 minutes):

- Wrap up the activity by summarizing key insights, themes, and action items identified during the envisioning session for 2025.
- Discuss next steps for finalizing the EAC's work plan for the upcoming year and implementing the strategic vision developed during the activity.

By engaging EAC members in this envisioning activity, the committee can collaboratively shape a strategic vision and action plan for the work plan in 2025, fostering alignment, accountability, and shared commitment to advancing equity, diversity, and social justice initiatives within the Metropolitan Council.