



**EQUITY ADVISORY COMMITTEE
RETREAT 2024**



Your
VOICE
MATTERS



METROPOLITAN
C O U N C I L

CONTENTS

AGENDA	TOPIC	TIME
Welcome and Introductions	<ul style="list-style-type: none"> • Introductions and setting the tone for the retreat • Retreat Norms 	5:00PM - 5:20 PM
Retreat Overview	<ul style="list-style-type: none"> • Presentation of goals and objectives 	5:20PM - 5:30PM
Session 1: Council Member Chai Lee Presentation	<ul style="list-style-type: none"> • Duties and influence of committee members • Understanding an institution 	5:30PM- 6:20PM
Session 2: <ul style="list-style-type: none"> • EAC Purpose and Charge • Maximizing EAC Impact 	<ul style="list-style-type: none"> • The Metropolitan Council strategic goals • Brief recap of EAC mission and alignment • EAC Committee Purpose and Charge 	6:25PM - 7:20 PM
Session 3: <ul style="list-style-type: none"> • Strategic Visioning for 2024 and Proactive Planning for 2025 	<ul style="list-style-type: none"> • Explore and develop strategies for the EAC to influence Council decisions effectively. • Recap of 2024 Workplan • Envision focus areas for 2025 workplan 	7:35PM- 8:40 PM
Next Steps and Action Items	<ul style="list-style-type: none"> • Summary of key decisions and action items 	8:45 PM-9:00PM

Introductions



FEELING CHART



AFRAID



SAD



WORRIED



HAPPY



ASHAMED



DISTRACTED



EMBARRASSED



NERVOUS



CONFIDENT



FRUSTRATED



GUILTY



LONELY



EXHAUSTED



SURPRISED



SHY



CONFUSED



PROUD



SHOCKED



ANGRY



OVERWHELMED

ICE BREAKER

Grab the piece of paper before you and fold it in half. On one side, write “How are we finding you today?”

On the other side, jot down one question you hope to have answered during our time together, along with one emotion you'd like to experience by the end of our session today.

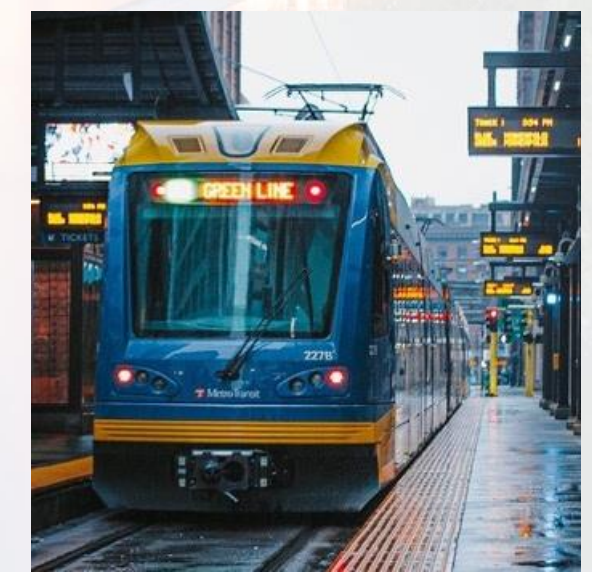
Meeting Norms and Values

- Embrace the space for self-discovery, growth, and community
- Embrace discomfort as a means of growth
- Acknowledge and respect the experiences of others
- Handle challenging discussions with grace, purpose, and empathy
- Respect and value all individuals' identities and expressions
- Remain open to both learning and teaching
- Practice introspection and acknowledge that my duty is not to save, control, or repair others but to focus on self-awareness
- Express thoughts and opinions solely from my perspective
- Give prominence to the identities, narratives, and truths of marginalized voices

Retreat Goals and Objectives

Retreat Goals and Objectives

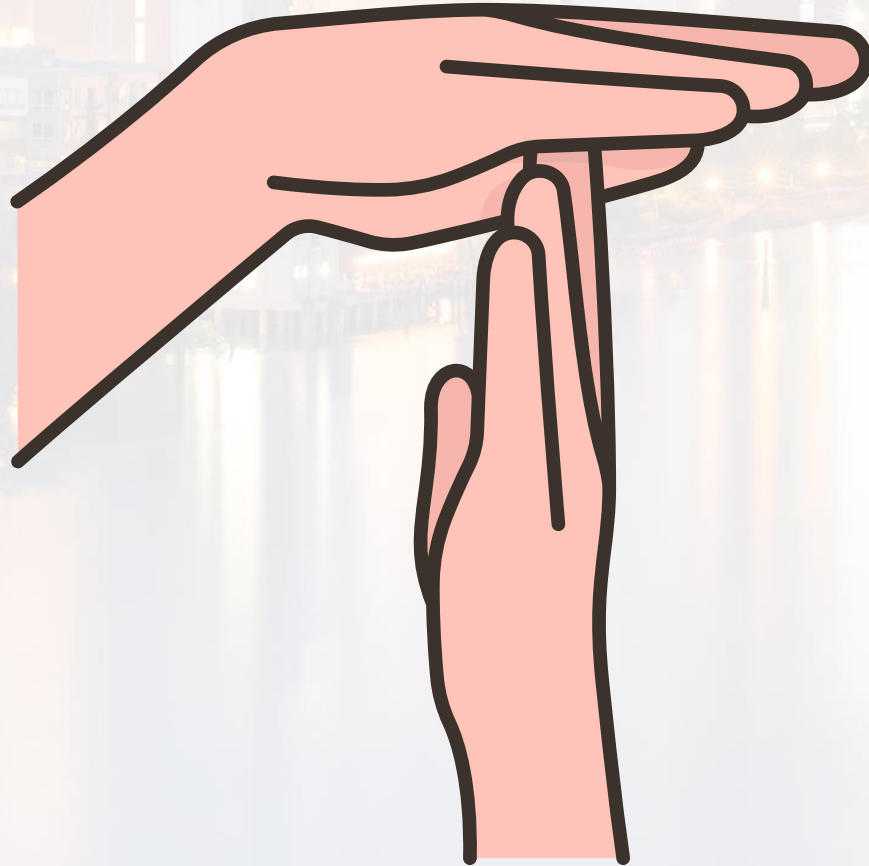
- Committee members understand their purpose and role as it aligns with Metropolitan Council Strategic Plan.
- Discuss and create an understanding around the power of the EAC's influence surrounding the Council's equity impact, processes, and outcomes.
- Develop strategies and tools to increase the EAC's effectiveness in advising the Metropolitan Council for 2025.





Session 1: Council Member Chai Lee

5 MINUTE BREAK





Session 2:

EAC Purpose and Charge-Maximizing EAC Impact

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

What is the Metropolitan Council's Strategic Plan?

The Metropolitan Council's strategic plan encompasses a vision, mission, guiding principles, priority areas, and goals for the Metropolitan Region from 2023-2027, focusing on transportation, racial disparities, housing, and sustainability.

The plan is created by Council Members and Council leaders, with the aim to foster efficient and economic growth for a prosperous region.



Session 2: EAC Purpose and Charge-Maximizing EAC Impact

Racial Disparities and Measurable Met Council Goals

Goal: Eliminate racial disparities through measurable impact for Black, Indigenous, Latino/Hispanic, Asian, and all people of color communities, through our operations, investments, and planning in the region.

Increase share of underutilized businesses within the Met Council's total direct spend to reach 30% by 2030.

Increase the number of organizational leadership positions filled by people historically underrepresented.

Review all Met Council policies and procedures to identify and eliminate barriers and increase equitable outcomes.



Increase funds spent with businesses owned by people of color and other underrepresented groups to eliminate disparity gaps.

Increase partnerships created to build new neighborhood initiatives in areas of concentrated poverty that have been underserved in the region.

Review base line data of certificate of deposit impact on loans made within communities.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

EAC and Met Council Strategic Alignment

The Equity Advisory Committee is founded on the Metropolitan Council's vision of fostering greater equity within the Metropolitan Region.



Emphasizing Concrete Results and Cooperative Policy Development

Emphasizing concrete results and cooperative policy development, this plan mirrors the Equity Advisory Committee's dedication to promoting equity and dismantling systemic obstacles, ultimately striving for a future free of disparities and injustices.



Harmonizing their Endeavors

THE Metropolitan Council and the Equity Advisory Committee can help strive for a Council that promotes and cultivate an organization that holds equity at its highest regards.



An Alignment of effort

Contributes to the creation of a vibrant healthy community that prioritizes resilience to climate change, access to transportation, affordable housing and the preservation of natural ecosystems.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

WHAT'S OUR *Purpose* AND CHARGE?



Provide advice to the Council on policy, projects, and programs from an equity perspective



Identify equitable development strategies and community engagement to recommend for the Council's consideration on programs and projects.



Provide advice and recommendations to the Council on the processes for assessing and monitoring the Council's performance against such policies in the Council's efforts to advance equity in the region

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

EAC COMMITTEE MEMBERS ROLES AND RESPONSIBILITIES

Attendance Commitment

1. Regularly attending Committee meetings

Community Liaison

2. Serving as liaisons and ambassadors to advance the broader interests of the local communities or interests they represent.



Responsibility

3. Serving as a conduit for information by routinely reporting back to their communities or organizations on the activities and discussions of the Committee and bringing information or ideas from their communities to the Committee.

Active Participation

4. Actively participating in Committee discussions by sharing ideas and expertise.

Feedback Responsibility

5. Providing feedback on the policy issues identified by the Council or the Committee.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

When is the EAC Advisory Requested and Guided in the Council?

1

REQUESTING ADVICE

Departments within the Metropolitan Council request advice from the Equity Advisory Committee (EAC) when developing projects, policies, or regional development plans.

2

NEW EQUITY OR RELATED POLICY DEVELOPMENT

When new policies impacting equity are created, departments may seek guidance from the EAC to incorporate diverse perspectives and equity principles.

3

EQUITY-BASED PROJECTS

When departments are planning equity-based projects, such as affordable housing initiatives or transportation equity programs, they may seek input from the EAC to enhance the project's equity impact and effectiveness.

4

REGIONAL DEVELOPMENT PLANS

During the development of the Regional Development Guide, policy and planning staff engage the EAC to provide insights on how to prioritize equity, inclusivity, and social justice in the planning process.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

ADDRESSING THE ELEPHANT IN THE ROOM

DOES THE EAC CREATE CHANGE AND EMPOWER DECISION MAKING AT A
MACRO AND MICRO LEVEL ON COUNCIL POLICY, PROCEDURES
PROGRAMS AND PROCESSES SURROUNDING TOPICS OF EQUITY?



Enter a Menta Meter here

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

The Impact of the EAC

INFLUENCE

The Equity Advisory Committee (EAC) plays a crucial role in advising the Metropolitan Council on equity-related issues, ensuring that equity considerations are integrated into decision-making processes and policy development.

INFORM

Through their advisory role, the EAC serves as a vital source of expertise, insights, and community perspectives that inform Council decisions and actions.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact

Discussion: Maximizing Impact through Council Member and OEEO (EIU) Support

The purpose of this discussion is to explore ways to maximize the impact and effectiveness of the Equity Advisory Committee (EAC) by leveraging resources and technical expertise from Council members and the Office of Equity and Equal Opportunity.

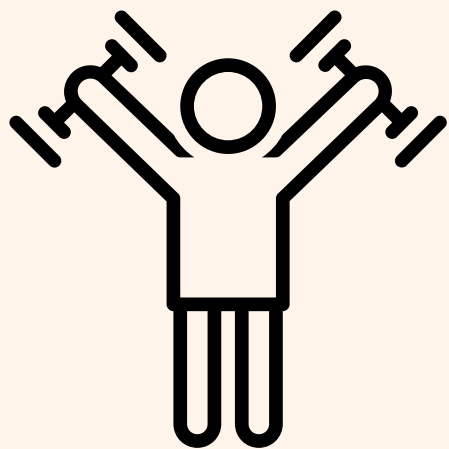
By enhancing collaboration and coordination between the EAC, Council Members, and the Office of Equal Opportunity and Equity, we aim to strengthen the committee's advisory role and drive positive outcomes for equity initiatives in the region.

See Handout for Activity

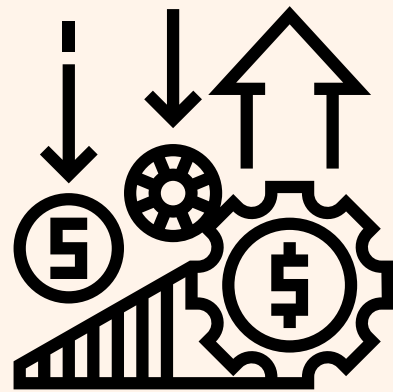


Session 2: EAC Purpose and Charge-Maximizing EAC Impact and Strategic Planning

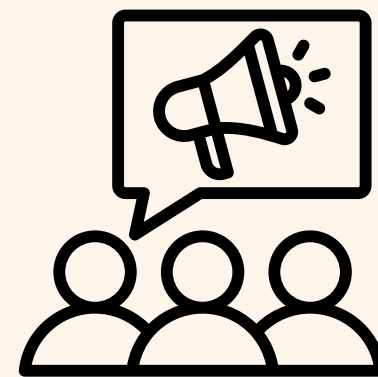
DISCUSSION POINTS



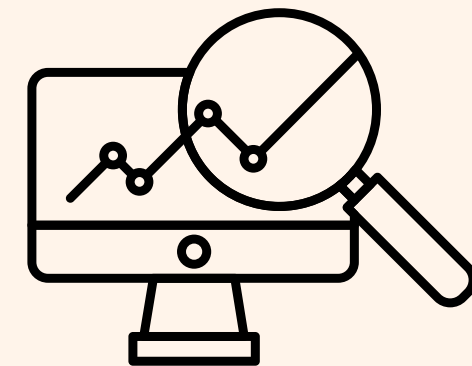
Strengthening
Collaboration



Leveraging
Resources



Advocacy and
Influence



Monitoring and
Evaluation

Discussion: Maximizing Impact through Council Member and OEEO (EIU) Support



Session 2: EAC Purpose and Charge-Maximizing EAC Impact and Strategic Planning

The importance of the EAC on the Metropolitan Council can be summarized as follows:

1. **Expert Guidance:** The EAC provides expert guidance on equity matters, drawing on their diverse backgrounds, experiences, and knowledge to offer informed recommendations to the Council.
2. **Community Representation:** The EAC serves as a bridge between the Council and the community, representing the voices and interests of marginalized populations and underserved communities in decision-making processes.
3. **Equity Lens:** The EAC applies an equity lens to policy reviews, program evaluations, and budget allocations, ensuring that equity considerations are central to Council activities and priorities.
4. **Advocacy and Accountability:** The EAC advocates for equitable policies, programs, and initiatives, holding the Council accountable for addressing systemic disparities and promoting social justice outcomes.
5. **Collaboration and Partnerships:** The EAC collaborates with Council members, government agencies, and community stakeholders to foster partnerships, build consensus, and drive collective action for equity and inclusivity.

Session 2: EAC Purpose and Charge-Maximizing EAC Impact and Strategic Planning

Activity 1: Understanding the Purpose and Influence of the Equity Advisory Committee

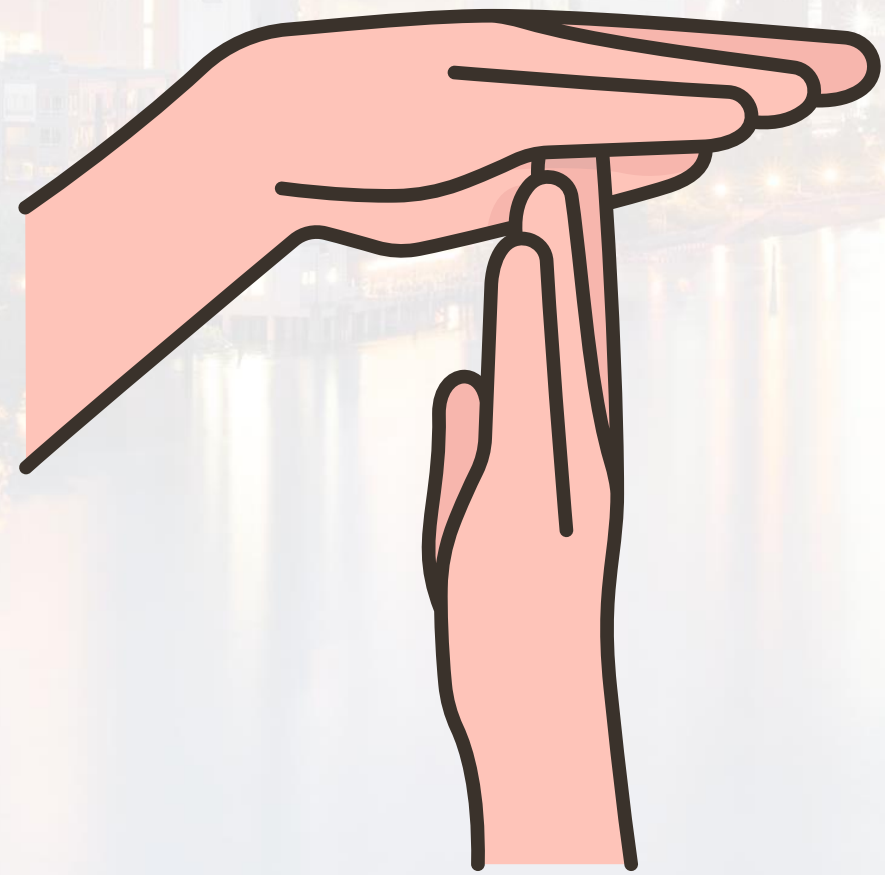
The Equity Advisory Committee (EAC) for the Metropolitan Council is a group of dedicated individuals committed to advancing equity and addressing systemic barriers in the seven-county region.

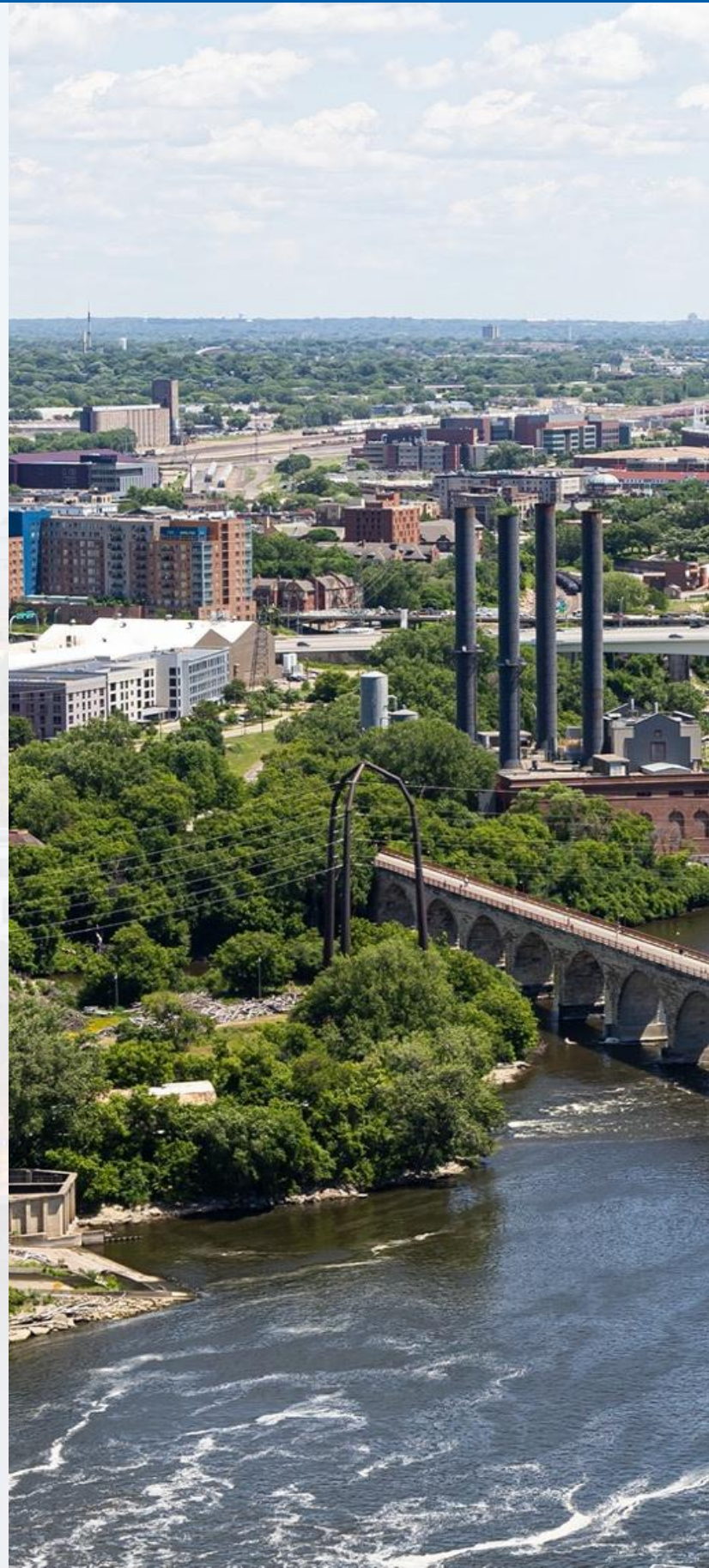
The committee plays a crucial role in advising the Council on policies and initiatives that promote fair and just outcomes for all residents. At times it maybe difficult to fully understand the extent of your influence as an EAC member within your advising role. This activity's objective is to help empower committee members and amplify their voice.

See Handout for Activity



10 MINUTE BREAK





Session 3 :

Strategic Visioning for 2024 and Proactive Planning for 2025

Session 3 : Strategic Visioning for 2024 and Proactive Planning for 2025

How Do We Envision and Assure Strategic Planning within the EAC?



Vision and Mission Alignment

Align the EAC's vision and mission with equity goals, diversity priorities, and community empowerment initiatives to guide strategic planning efforts for an effective advisory processes.



Goal Setting for Equity Impact

Establish clear, measurable goals and objectives that focus on advising equity outcomes, addressing disparities, within policies and programs through the committee's advisory role.



Action Planning for Equity Initiatives

Create action plans that outline specific steps, timelines, and responsibilities for advising equity initiatives, programs, and policy recommendations within the EAC's advisory role.



Monitoring and Evaluation

Implement monitoring and evaluation methods to track progress and assess the effectiveness of equity advisory efforts within the Metropolitan Council.

Session 3 : Strategic Visioning for 2024 and Proactive Planning for 2025

2024 Overview

As we reflect on the presentations and achievements of 2024, the Equity Advisory Committee (EAC) is committed to advancing equity initiatives within the Metropolitan Council. The following summary highlights key presentations and their impact on the committee's work and advisory role.

Three Main Areas

Regional Development Guide
(RDG)

Small Business Equity Audit
(SBEA)

Affirmative Action Plan (AAP)

2024 Presentation Highlights

Community-
Centered
Engagement

FTA Semi-Annual
Report and EAC 2023
End of Year
Assessment

Environment
Justice
Framework

Regional
Development
Overview Update

Session 3 : Strategic Visioning for 2024 and Proactive Planning for 2025

ACTIVITY 2: APPLYING STRATEGIC VISIONING WITHIN THE EAC

Strategic visioning is a foundational element of the EAC's advisory role, guiding decision-making processes, advocacy strategies, and community engagement initiatives to advance equity within the Metropolitan Council.

Overview: In groups of threes create a collective vision, goal and or strategy for amplifying your groups perspectives as it relates to creating shared vision for advancing equity within your community.

See Worksheet



Session 3 : Strategic Visioning for 2024 and Proactive Planning for 2025



Session 3 : Strategic Visioning for 2024 and Proactive Planning for 2025

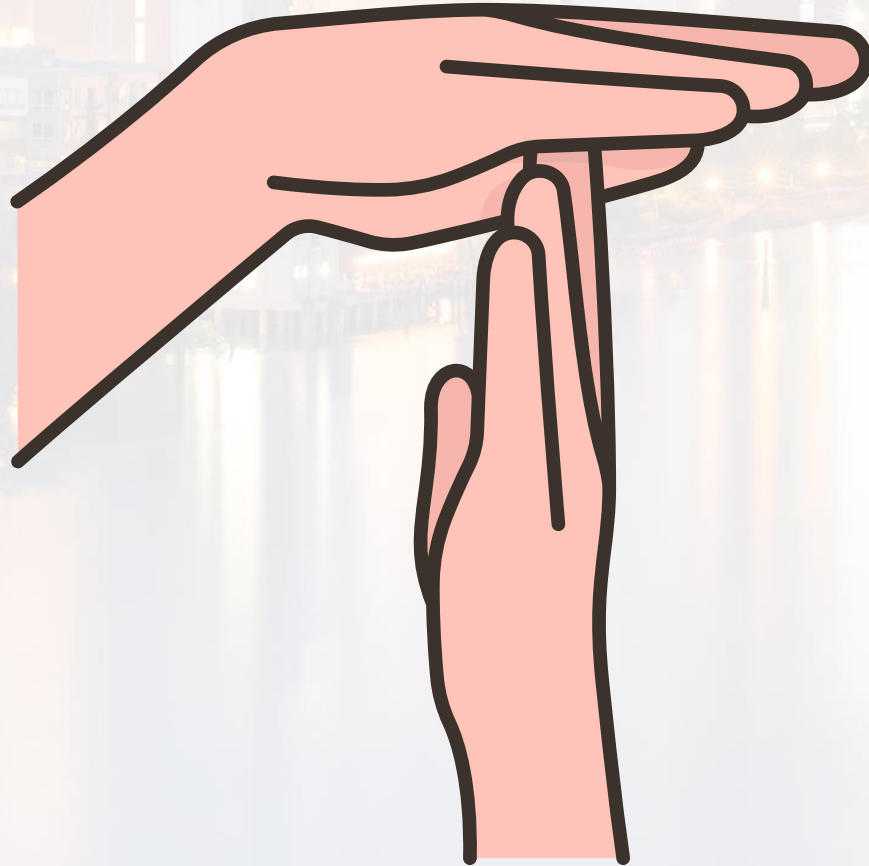
Activity 3: Envisioning 2025 - Strategic Planning for the Equity Advisory Committee (EAC) Work Plan

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

See Handout



5 MINUTE BREAK



Wrapping Up 2024

OBSERVING THE REST OF 2024: MEETING DIRECTION AND NEXT STEPS

OCTOBER

- Blue Displacement Presentation- Blueline Extension Office
- Affirmative Action Look Back- Human Resource and OEEO

NOVEMBER

- Small Business Equity Audit- OEEO
- Audit/MCUB Reporting-OEEO

DECEMBER

- Start of EAC End of the Year Summary Report
- Process for the Development of EAC 2025 Workplan Begins

Thank You

