

Minutes of the

MEETING OF THE EQUITY ADVISORY COMMITTEE

Tuesday, February 20, 2018

Committee Members Present: Chair Edward Reynoso, Kadra Abdi, Shirley Cain, Metric Giles, Nelima Sitati Munene, David Ketroser, Harry Melander, Leslie Redmond, Leon Rodrigues,

Committee Members Excused: Ruthie Johnson, Jennifer Munt,

Committee Members Absent: N/A

Council Staff Present: C Terrence Anderson, Roderic Southall, Michelle Fure, Lesley Kandaras

CALL TO ORDER

Chair Reynoso called the regular meeting of the Council's Equity Advisory Committee (EAC) to order at 6:05 p.m.

PUBLIC INVITATION

No members of the public presented at the meeting

EQUITY POLICY

C Terrence Anderson, Council Equity Manager, presented on the draft Equity Policy subject to the changes recommended by EAC Members at the January EAC meeting.

Members of the Committee had the following questions and comments:

- Committee Member Munene noted that it would be better to not use the terms disparate impact or disproportionate burden because they are limited in what they are describing. Munene suggested that another term, like opportunity, would be more appropriate.

Committee Member Cain noted that a term that they use in the Native community is “disproportionality” because it references the way policies affect communities

- Committee Member Cain asked if there will be a policy plan commissioned if the EAC ask for it as part of the Equity Policy

C Terrence Anderson responded that there are a lot of details that need to be worked out before a policy plan would be commissioned. Council staff will continue to engage the committee to better understand what the EAC means by an Equity Policy Plan and then take the best next step when direction is clarified.

- Committee Member Giles asked if there would be public engagement on this policy.

C Terrence Anderson responded that public engagement is not necessary because the draft Equity Policy is an internal policy. Anderson noted that the draft Equity Policy currently has language that instills public engagement principles for the Council’s work. Anderson further noted that as the procedures for the policy are developed, there may be procedures that would necessitate public engagement on their development, but he doesn’t know what those might be yet.

- Committee Member Cain asked that language would be revised in the second paragraph of the draft Equity Policy to say, “...provide fair and just access to opportunity and services...”
- Committee Member Giles noted that it’s important that the intentions of the policy are not outgrown in the future. Agreeing with the point, Chair Reynoso

asked that the policy add language suggesting the policy to be reviewed every couple of years by Management Committee and the Equity Advisory Committee in the *Implementation and Accountability* Section

- Committee Member Abdi asked that language be changed in the sixth bullet point of Section II to replace the word “considering” with “assessing” and the word “reduce” with “eliminate”
- The following changes were suggested for Section III:
 - Committee Member Giles would like to add rental opportunities as a disparity between people of color and white residents of the Twin Cities metropolitan area
 - Committee Member Redmond would like to add age-based inequities as another equity to consider
 - Committee Member Redmond would like to add that “a more inclusive and safe place to live” is an important outcome of equity work
- Committee Member Redmond asked that the language in Section I that reads “to the extent authorized and permitted by law” should be removed from the document because it communicates that that Council will not push for new ways to do equity work
- Committee Members Ketroser and Cain ask that definitions of equity in Section V include age, gender, and sexual orientation
- Committee Member Giles asked that health equity be included in the definition of equity in Section V
- Chair Reynoso asked that text in Section III be removed that states “highest disparities in the United States” so that the statement can be more inclusive of other disparities that are not the highest in the country, but are still important to recognize and address
- Several committee members would like that the Council continue the conversation regarding how to commission and implement an Equity Policy Plan
- Chair Reynoso ask that the Committee reconvene in two weeks for a special meeting to allow for committee members to bring the draft Equity Policy back to their communities and seek input. After that, the EAC will make its recommendations and move the policy forward

ANNOUNCEMENTS

Reynoso: the appointment process for at-large seats and seats for District A and H will be held in April

ADJOURNMENT

Business completed, the meeting adjourned at 8:05 pm.

C Terrence Anderson
Recording Secretary