

Minutes of the

MEETING OF THE EQUITY ADVISORY COMMITTEE

Tuesday, February 18, 2020

Committee Members Present: Francisco Gonzalez, Nelima Sitati Munene, Leah Goldstein Moses, Tie Oei, Kris Fredson, Lanise Block, Sarah Rudolf

Committee Members Excused: Chai Lee, Miah Ulysse, Anita Urvina Davis, Mohamed Sheikh, Juliana Miller

Committee Members Absent: Abdirahman Muse, Sonya Lewis, Tommy Sar

CALL TO ORDER

Committee Co-chair Gonzalez called the planning meeting of the Council's Equity Advisory Committee to order at 6:18 p.m.

APPROVAL OF AGENDA AND MINUTES

The agenda was not moved by Co-chair Gonzalez as there was not a quorum present at this meeting.

PUBLIC COMMENTS OPEN

Committee Co-chair Gonzalez opened the floor up for comments from the public; however, there were none.

2020 STRATEGIC AND WORK PLAN DEVELOPMENT

Co-chair Gonzalez introduced Facilitator Sandra Richardson who is working with the committee on 2020 workplans.

- Co-chair Gonzalez: Spoke to the Main things we should strive to work on is our strategic plan, even without a quorum, we can still move ahead with our plans.
- Facilitator Richardson: talked about how happy she was to see the completed workplans and the background overview for how the group got to where they are now.
 - EAC is invited to the 3/11 Council meeting, if people can come, they are invited.
 - Recommendation template to Council from staff – usable document
 - The March 17th EAC meeting is back to a full Committee and orientation for new Committee members.
 - There was a discussion between the Committee of who should present with Co-chair Sitati Munene for the 3/11 Council presentation, as Co-Chair Gonzalez is a Council Member.
- Facilitator Richardson recapped: How we started this process and groundwork:
 - The Committee had a retreat in October 2019
 - One of the goals is bringing the voices of people in the region who don't usually have a voice. People who have suffered because of inequities. People centered focused vs. operation focus was one of the main.
 - A goal of the Committee to strive for is - not waiting until someone else voices a problem but being proactive.
 - Through the planning process, the Committee confirmed 4 core areas they want to focus on: housing, transportation, accessibility and procurement
 - Key takeaways
 - 4 sub committees worked on creating the 2020 Workplans and core focus areas framework.
 - The subcommittees identified a critical issue was there is no process or framework to operationalize work. This prevents the EAC from moving EAC work forward up the Council. The group then discussed methods to work towards breaking down these barriers:

- Identify and delivery community forums
 - Track and monitor recommendations and other communications with Council
 - Participate and collaborate with the OEO on the Equity strategy and framework
- Presentations from the Subcommittees:
 - Co- Chair Sitati Munene presented housing. We have 3 opportunities, centered around livable communities and the HPP
 - Policy of the council, geared towards outward and internal investments focused on regional planning and the Council's statutory authority, for example: HRA/ or reviewing comp plans, outward investments that impact housing grants and subgrants and FTA, infrastructure, parks and sewers,
 - Co-Chair Sitati Munene talked about collaborating with the Community Development Division
 - The Livable Communities Act and coming up with a more equitable scoring system for the HPP. The LCA is under review, and the HPP is a statute.
 - Co- chair Sitati Munene proposed holding regional convenings about housing in the region where the need is greatest. Promote equity and have conversations with our communities about their housing.
 - Co-Chair Sitati Munene asked: Is HPP being implemented? How is it being implemented? Is the HRA voucher program being reviewed? Is MPHA being reviewed?
 - Member Block: Is the HPP on the Council website?
 - Member Goldstein Moses: I appreciate how the goals are grounded in the Metropolitan Council tools.
 - Facilitator Richardson: Then asked Co-chair Sitati Munene about her core priority(s) from the Housing Workplan:
 - Regional convenings
 - There was conversation between the committee members, with Member Block asking about the informational sessions on the HPP and LCA and what they are and how they are being implemented?
 - Co-Chair Gonzalez: Have we thought about asking the community what they think are the barriers to affordable housing?
 - Member Block: What does the community need from us? As a Committee, how can we be of service to them?
 - Member Goldstein Moses enquired: Do we have a specific audience in mind with the Workplan?
 - Member Block further asked the group: Are there other groups that do activism around housing that we can partner with?
 - Co-chair Sitati Munene: There have been issues in the past with the convenings being called convenings, and different groups didn't want to be called partners.
 - Member Rudolf: What about local govts being held to their standards when it comes to affordable housing? Do we know how the Council enforces the comp plans of cities?
 - Co-chair Gonzalez mentioned: We don't have a clear answer form OGC on the Council's authority. It is more complicated than the Council using a hammer on the comp plans.
 - Council member Fredson asked: When is it appropriate to seek different viewpoints on that authority?
 - Facilitator Richardson then asked the group: You need to decide, in 2020 what's your hammer going to be? What are the levers of power that you're not using? There could be opportunities for different responses from a new council.
 - Facilitator Richardson: Then asked Committee Member Sarah Rudolf and Council Member Fredson about their core priority(s) from the Transportation Workplan:
 - Member Rudolf: Our Idea is that as an advisory committee we should be coming up with priorities and feeding up to the Council via four main methods:
 1. Forging Relationships with key people
 2. Building relationships with members in our districts
 3. Connecting with members/ experiencing a TAB meeting

4. Focusing on: what are priorities? What do we really want to focus on?
 - Member Block asked: Is there a way to track equity related items at a Council level, almost like a public report card? If it's made more visible, for the public to see, they might want to do better. How would that be laid out?
 - Member Rudolf brought up: It's about priorities, so look we at the world of transit: we look at whatever is most important. But we don't know yet how to track it
 - Council Member Fredson mentioned: It comes to relationship building. The Council members, the TAB Committee members who live in their district are more accountable to that person. This committee could help move Council Member votes.
 - Member Oei spoke to: This committee has a great opportunity to define what partnership is.
 - Co-Chair Sitati Munene: We could think about coming up with recommendations, along with report cards and findings, for example – the Brooklyn Center transit system and lack of infrastructure and investments
 - Member Block asked: Where is the intersect? How are decisions being made?
 - Facilitator Richardson again brought up: People who are most affected have no voice, for example when the bus doesn't show up.
 - Co-Chair Sitati Munene: No one measures the impact when a decision is made, when a bus line is cut, routes changed. That directly impacts real people's lives.
 - Co-chair Gonzalez: These community stories need to be heard
 - Committee member Lead Goldstein Moses presented the Operations subcommittee Workplan to the group, which focused on the key areas:
 - Human Resources with the goals to attract, and retain the best and most diverse people
 - Procurement: informal contracts, non-DBE
 - Workplan: subcommittee would review the data and bring back to committee
 - Set targets based on review
 - Progress could base on IDI assessment (staff lead that's)
 - It is important to have innovation full of community and staff voices. Consensus building.
 - Evaluate and review plan for future years.
 - Co-Chair Gonzalez brought up that retention is important as there is sometimes a conflict in hiring someone from another represented group and trying to be a mentor, but they are not recognized for the mentorship. It's about bringing your full self to work, recognizing and valuing that when promoting and hiring
 - Member Block: We should look at the economics and the money power. How business should interact with DBE's and businesses of color.
 - Staff member Kennedy: We can ask is there a role for the EAC in the development of accountability metrics? What targets are there? Might be the most effective way to move forward to work with the Council.
 - Co-Chair Sitati Munene: I think we don't need to look at where we are now, we need to make an assessment, and it needs to be part of development opportunities and the year-end evaluation
 - Staff member Kennedy added: Workforce equity is part of the Equity framework. We will be working on that.
 - Member Block: How do these intersect with the Framework?
 - There we no Committee members from the Accessibility Sub Committee present.
- Facilitator Richardson talked about sending a formal invitation sent to current Committee Members for the 3/11 Workplan and Year End presentation at the Council meeting.

- There was additional Committee discussion on the formatting and logistics of the Council presentation by Committee members – for example, the format will be the Metropolitan Council formatted PowerPoint.
 - Member Block asked: What information is the Council looking for in the presentation?
 - Co-Chair Gonzalez – The anecdotes from our communities would be a good idea.
 - Goldstein Moses: We can also thank the people that rolled off the committee
- The Committee discussed and decided that Member Goldstein Moses will do presentation with Co-chair Sitati Munene.
- Facilitator Richardson added: Think about the role that Co-chair Gonzalez can play in the presentation, such as introducing attending members, OEO staff, new members, etc. This shows Council Member investment as a co-chair.
- There was additional Committee conversations around the March 17, 2020 meeting format, orientation of new members and discussion surrounding inviting Regional Administrator Meredith Vadis and Chair Charlie Zelle to an upcoming EAC Meeting.

ANNOUNCEMENTS

There were no announcements.

ADJOURNMENT

The meeting adjourned at 8:10 p.m.

Erena Anderson
Recording Secretary