

Minutes of the Equity Advisory Committee

MEETING OF THE EQUITY ADVISORY COMMITTEE

Tuesday, May 18, 2021

CALL TO ORDER

Due to the COVID-19 Pandemic, the Equity Advisory Committee Meeting was held virtually, via Webex and livestreamed via the Metropolitan Council website. Committee Co-chair Goldstein-Moses called the meeting of the Council's Equity Advisory Committee to order at 6:06 p.m.

ROLL CALL (verbal)

Committee Members Present: Nelima Sitati Munene, Leah Goldstein Moses, Michael Luseni, Edward McDonald, Tie Oei, Sarah Rudolf, Chai Lee, Breanne Rothstein, Nichol Ellis-McGregor, Julia Miller, Judy Johnson,

Committee Members Excused: Desralynn Cole, Francisco Gonzalez

Committee Members Absent: Lanise Block, Anita Urvina Davis, Phillip Sterner, Mohamed Sheikh, Nicholas Jenkins

Note: Council-member Judy Johnson sat in for Council-member Francisco Gonzalez as co-chair during the May Equity Advisory Committee meeting.

APPROVAL OF AGENDA AND MINUTES (verbal)

- There was no quorum at the start of the meeting. Acting co-chair Johnson stated that the committee doesn't need approval for the agenda. Approval of minutes occurred later in the meeting once quorum was reached.
- Co-chair Goldstein-Moses motioned for approval of the meeting minutes from March 16, 2021. Minutes were moved by McDonald and seconded by Tie. Minutes were unanimously carried via verbal roll call.

PUBLIC INVITATION

- Co-chair Goldstein-Moses called for any members of the public to come forward; however, there were no community members present.

STANDING COMMITTEE UPDATE

- Acting Co-chair Johnson gave an update on the Council Standing Committees:
 - Transportation – CM Lee was not present.
 - Environment - CM Sterner was not present.
 - Management –
 - Reviewing MCUB goals for procurement for 1st Quarter.
 - Quarterly investment report update – investing in BIPOC businesses by the Council
 - 2020 Workforce and Affirmative Action Follow-up
 - Community Development –
 - Comprehensive Plan Updates for 2040
 - Working on 2022 CD budget discussions
 - Presentation from Tracey Kinney with the Parks Department on Historical Cultural Study

EAC SUBCOMMITTEE UPDATES

- Co-chair Goldstein-Moses led the discussion on updates from the EAC Subcommittees:
 - Affordable Housing – This committee is re-organizing and didn't have updates.
 - Transportation – Member Oei updated the Committee on the following:
 - Oei and Rudolf participated on the Transit Sr. Equity Manager interview panel
 - Rudolf updated that they regularly attend the Transportation Advisory Board meetings
 - Operations – Co-chair Leah-Goldstein updated the Committee on the following:
 - Met with Staff from the OEO about how the office works, data available.
 - Established goals for data and monthly meeting schedule.

TRANSIT EQUITY & INCLUSION TEAM INTRODUCTION

- Co-chair Goldstein-Moses introduced members of the Transit Equity & Inclusion Change Team to present their work, talk about their goals and discuss how the EAC can help their initiatives:
- Lesley Kandaras, Chief of Staff | Sarah Berres, Specialist, Equity & Inclusion | Erica Igure, Operator, Heywood | Claudius Toussaint, Program Manager, Engineering & Facilities | Rachel Cagle, Coordinator, Equity & Inclusion.
- Lesley Kandaras briefly re-introduced the Transit Equity Goals from the Fall 2020.
- Sarah Berres introduced the Equity & Inclusion team members and spoke to the team's goals.
- Erica Igure introduced herself and briefly spoke to her background and equity viewpoint and goals.
- Claudius Toussaint introduced himself and shared his vision of equity, focusing on fairness and sustainability.
- Rachel Cagle spoke to the teams 2021 workplan and goals.
- Member Rothstein briefly spoke about vaccine disparities relating to equity and questioned what the external programs they team is most proud of, and what two actions do the team need help with from the EAC?
 - Cagle – 2019 Anti-Sexual Harassment Campaign.
 - Berres – 2020 Listening and Learning Sessions from Transit and TAP Program
 - Toussaint – Integrate Humanities into courses, try to recommend initiatives within Transit.
- Member Ellis-McGregor – how is community feedback handled?
 - Cagle creates a streamlined process on that. The Outreach team handles most community feedback, the E&I team wants to create a similar process.
- Member Rudolf – Spoke to the moral imperative for equity and the diversity of the Equity team. Questioned the cross functional work of the E&I team and how it is different than everyday experiences:
 - Igure- It's great that it's so diverse, it helps dispel stereotypes. Builds relationships.
 - Toussaint – Gave his outlook on fairness and Corporate Citizenship.
- Member McDonald – Commented on Toussaint's vision and spoke to the importance of Equity Laws. What is the budgeting around equity and how do you interact with other teams around your work?
 - Kandaras – Briefly explained how Transit looks to their budget with an equity lens and having funding for Outreach and Community Engagement related to Equity.
 - Berres – The other divisions and teams are going through a re-organization and the E&I team collaborates with them frequently.
- Co-chair Goldstein-Moses what things can the EAC help the E&I Team with?
 - Berres and Cagle – the team would love to have the EAC members join in their meetings and partner with them on initiatives and topics moving forward.
 - Toussaint – Strategy for identifying the Council's inequities and how the EAC proposal to addressing those inequities.
- Acting Co-chair Johnson asked that the E&I team be very specific in their ask, timeline and goals.

BIPOC COMMITTEE INTRODUCTION

- Acting Co-chair Johnson introduced Councilmember and Management Committee Chair, Christopher Ferguson to introduce the new Council BIPOC Committee:
- CM Ferguson introduced the background of the BIPOC Committee and how it came to be.
 - Seen as a subcommittee to the Management Committee.
 - Main focus is reducing racial disparities in the Region and Council

- Increasing spend with BIPOC businesses in the Region
 - Cultivating existing Workforce for future Leadership positions
- Acting Co-Chair Johnson added that it would be good to add more partnership between the EAC and information that flows from the Management committee on equity issues.
- Member McDonald pointed out the similarities between the BIPOC Committee and the EAC Operations Subcommittee for further collaboration efforts.
- CM Ferguson – It is an open meeting, anyone can attend.
- Member McDonald – Need to look at how data flows into the committee, especially relating to the Economic Framework and socioeconomic issues.
 - CM Ferguson commented that history shows that the status quo won't change. We can measure change for disparities and see if it's serving our communities. Need to expect more from our elected leaders.
- Acting Co-Chair Johnson added the committee budgets inform goals and you need to measure your goals. These should be shared with the EAC.
- CM Ferguson the Transportation committee has several other committees reporting into them on a monthly basis. That can be an option for the EAC as well.

ANNOUNCEMENTS

- Co-Chair Goldstein-Moses announced the upcoming EAC Standing Committee meeting taking place on Tuesday, May 25, 2021 from 5:30 p.m.- 6:30 p.m. via Webex.
- Posting will happen in the future for new EAC members.
- Co-chair Goldstein-Moses will be reaching out to EAC members for individual calls.

ADJOURNMENT

- Co-chair Goldstein-Moses called for meeting adjournment.
- Meeting adjourned at 7:58 p.m.

Erena Anderson
Recording Secretary