

Minutes

Equity Advisory Committee



Meeting date: May 20, 2025

Time: 6:00 PM

Location: 390 Robert Street

Members present:

- ☒ Co-Chair, John Pacheco Jr., District 5
- ☐ Vacant, District G
- ☒ Dr. Tyronne Carter, District 3
- ☒ Yassin Ossman, District 7
- ☒ Toni Carter, District 14
- ☒ Michael Luseni, District A
- ☐ Vacant, District B

- ☒ Anita L. Urvina Davis, District C
- ☐ Samiira Isse, District D
- ☐ Zakariya Abdullahi, District E
- ☐ Brittany Clausen, District F
- ☒ Vanessa Jenkins, District G
- ☐ Vacant, District H
- ☐ Zabat Awed, at large

- ☐ Vacant, at large
- ☐ Mercedes Yarbrough, at large
- ☐ Vacant, at large
- ☒ Co chair Carmeann Foster, at large
- ☒ Mitchel Hansen, at large
- ☐ Vacant, at large
- ☐ Vacant, at large
- ☒ = present, E = excused

Dakota Land, Water, and People Acknowledgment

The Metropolitan Council acknowledges that the land we currently call Minnesota and specifically the seven-county region is the ancestral homeland of the Dakota Oyate who are present and active contributors to our thriving region. As part of the Metropolitan Council's commitment to address the unresolved legacy of genocide, dispossession, and settler colonialism and the fact that government institutions, including the Metropolitan Council, benefitted economically, politically, and institutionally after the forceable removal of the Dakota Oyate, the Metropolitan Council is dedicated to instilling Land, Water, and People Commitments in regional policy. These commitments support the Dakota Oyate, the eleven federally recognized Tribes in Minnesota, Ho-Chunk Nation, and the American Indian Communities representing over 150 diverse Tribal Nations that call the seven-county region home.

Call to order

A quorum being present, Council Chair Pacheco called the regular meeting of the Equity Advisory Committee to order at 6:00 p.m.

Dakota Land, Water, and People Acknowledgment

The Dakota Land, Water, and People Acknowledgment was read by Council Member _____.

Agenda approved

It was moved by CM Yassin Osman, seconded by Mitchell Hansen to approve the agenda. Committee Members did not have any comments or changes to the agenda. **Motion carried.**

Approval of minutes

It was moved by Yassin Osman, seconded by Samirra Isse to approve the minutes of the Month 00, 2025, regular meeting of the Equity Advisory Committee. **Motion carried.**

Public invitation

Add any notes of conversation here.

Information

1. **Q1 2025 Safety and Security Action Plan- Sergeant Kadra Mohamed, MTPD, Shamara Bagget, TRIP (Transit Rider Investment Program) Manager and Celina Martina, Equity and Inclusion Senior Manager**

Presentation Overview

Safety & Security Action Plan

- Background and overview of action items • Program and project updates
- Supplemental Security
- Transit Rider Investment Program (TRIP) Metro Transit Police Department Update
- Staffing and Hiring Initiatives
- Law Enforcement Partnerships & Community Outreach

Committee Presentation Questions and Responses

Carter, Tyronne 44:23

I would love to hear from some of the individual groups as to what they see.

Ahead for the summer. The summer's always a challenging time. And so it'd be great to hear from some of the community service officers and some of the other.

The Police Officers as to what they see ahead because this is a different summer because you know, before we were coming right out of COVID. And so now I'm hoping we're going into a more normalized period. You know, so I was just curious as to what they see ahead. As to this summer's characteristically occurring.

Martina, Celina 45:17

Chair Council member Pacheco. Madam Chair. Foster. Thank you. Committee Member, Council member. Doctor Tyrone Carter. I don't know if Sergeant Mohammed once talked a little bit about, you know, we seasonality and in crime and how we prepare. You know, we always take, you know, we say, oh, winter is coming and it's going to be a tough winter. But now summer, so I will let you know.

Mohamed, Kadra 45:48

Yeah, I think that's a great question. Thank you. As far as our Community service officers go, or Cs OS, during the summertime, they really do focus heavily on our special events, so they are visible during the Twins games and Soccer Games, Vikings and even tonight they're at a concert at the US Bank Stadium, so they as. Far as summer months go is gets really busy for them. Especially as they kind of wind down for school, they have a little bit more time to be more visible. During special events, as far as the officers go, as you mentioned you know the summer is. It can be quite busy. Everyone wants to be outside and we do those focused patrol details. As I mentioned before, especially with our other agencies, our partnering agencies such as St. Paul to target. Certain areas along the green line and ensure that

you know the progress that we've made thus far isn't that we're not taking a step back working alongside. Side trip and same kind of goes for the blue line as well. We have partners along with our federal agencies as well in ensuring that we are visible along the system as a whole but specifically based on you know crime stats and our customer feedback we are. Making sure that we are in certain targeted areas.

Martina, Celina 47:12

Thank you, Sergeant Mohammed. And I also want to add we didn't cover today. Today presentation was more around our safety and security but our you know plan also includes standards for repair and cleanliness. So we know that you know, seasonality also impacts the amount of garbage or you know how we see the system and how we are able to keep it clean. Summer is an exciting time that we can connect holes and really power wash many of our stations. And shelters so that, you know hopefully will impact how people perceive our, you know, our system where in the winter is is harder in the winter. You know we don't have access to water. So it's harder to power wash some of the stations. So I encourage. You to, you know, check out the safety and security action plan and look into our cleaning standards because our maintenance and facility and ground crews are doing. An amazing job keeping that work. System clean and that also improves our you know, the procession of safety and how welcome our system is.

Carter, Tyronne 48:22

I guess were my follow up to that is I was just wondering if you look at last summer and you look at this summer, do you anticipate them looking that much different or? In terms of what you'll be facing.

Mohamed, Kadra 48:35

I'm, you know, it's hard to say without having those numbers in front of me, but I would say there seems to be a consistency. We have different levels of difficulty in the winter. Of course, being it cold, our unsheltered population are looking for warm places to be. We don't have that much of an issue in the summertime along the green or blue lines along our train stations. So, it's a different kind of battle that we need to chase in the summertime. But I don't foresee it being any worse. Worse than in the previous years, again, it's difficult for me to say without those numbers though.

Carmeann Foster 49:18

Thank you for the recognition Council member. As you were talking about the new officers that met Council has brought on to support the bus lines. You mentioned that they provide mental and chemical health supports and that they provide Narcan and those sorts of things. I'm curious if their roles in forcing fares have impacted on all community members. Willingness to approach them and seek resources or have impacted the response that they receive from writers when they approach them to provide support.



Martina, Celina 50:00

Chair Council member Pacheco and Madam Chair Foster. That is a great question and I'm going to ask Jamar Antoinette to share a little bit about how our trip agents that they were full uniform, are able to still connect and provide, you know, connecting our writers to the needed res.

Baggett, Shamara 50:27

Yes, good question. So yes, we do have more customers approaching us requesting. Resources for like shelters. Let's say rehab and things of that nature. We also connect them to our hat team, which is part of our Metro Transit PD team and we are closely with them. We also carry socks and granola bars that we pass out to some of the customers that are in need. But then we also find those customers who simply do not want those resources or not looking for that help. And then over time, us building those relationships. Some of them do decide to come and say, hey, can you call the hat team today? I do want to get some resources so they know the blue shirts and they know the hat team as well, and so we just we just connect with our teams and we try to get them as many resources as possible, especially in the winter months it gets. It gets brutal out there and we don't want the customers to just think that we're just out there enforcing. But we're also out here trying to support the community as well, so I hope I answered your question.

Pacheco, John 51:54

Other ones knowledge here.
What does hat stand for?

Mohamed, Kadra 52:01

Homeless action team.

Baggett, Shamara 52:02

Yep, I'm sorry. Yes, and it's a unit within the Metro Transit Police Department.

Martina, Celina 52:12

And therefore there you know it's a small unit for, I mean three officers and one Sergeant, and they create a huge impact. They are very well known in our community of riders. They're very visible. Very well connected. We work with our Council on the Community Development Division and our housing, you know, authority, so HR to ensure that those writers that are eligible and they're ready, they. May receive a voucher to be, you know, housed in our suburbs, so. It's amazing the work that they had team does and encourage you to invite them to a meeting so you can learn more about them.

Edward McDonald 53:11

Yes, Mr. chair. Thank you very much. Just a couple comments. Just listening to the presentation, you do have a very solid community driven feedback. It's great and you can kind of tell that's driving a lot of what you do and how you do your programming. Your plan is very connected.

Collaborative and comprehensive, which is. A lot of thought has gone into it and it seemed to be administered the same way. As I said before, it's producing some great results. The couple questions I have the first one is it looked like you have a lot of folks that you're going to be hiring in the future. And can you talk a little bit about what your approach will be to ensure? Equitable hiring opportunities. To ensure that you maintain growing diversity within the workforce. As you move forward, Philonise positions and then also have just a question about your logo. If you could go back to it, the forward logo. On the slide, I think it's on the very first one.

Martina, Celina 54:41

Committee member let me. Yeah, let me let me go backwards. Let's see.

Edward McDonald 54:51

Yeah. Ah. When I first started look, I just said for war.

Martina, Celina 54:58

Yes, there is a. Yeah, yeah.

Edward McDonald 54:59

I saw all the uniforms and I thought for war, you know, it's a nice creative logo, but couldn't a logo piece go into zero and the D stand out that way? It doesn't confuse a layperson like me that the whole plan is about for war versus forward, which is a lot more proactive. Just an observation.

Martina, Celina 55:28

Thank you, committee member.

And chair Pateko, Madam Chair. Foster. That's a very good question. And I'm glad that you pointed. You know, it could be also my accent that I don't pronounce forward really well and but certainly I'll bring that feedback back. I think that what is important as I answer your question regarding our hybrid and how we ensure that we continue to review our hiring practices. Disease to be more equitable and to hire those that are qualified individuals that are representative of our communities. We have, as you can see, part of our strategic priorities employees. So it's under employees. We are working really diligently and intentionally to attract, retain and develop and support the workforce that represent our communities. I know that you know, Shamara talked a little bit about how, you know we have ongoing cohorts of new trip agents or transit rider, investment program agents, and we not only ensure that our hiring practices are recruitment practices are inclusive and we go, you know, we look internally as well as in external pools of candidates that will help us fill those positions. But also how we onboard, how we you know and how we train them to be successful in their, in their roles and the same goes with Sergeant Mohammed in terms of our CSO pathways program and ensuring that those programs are well known within communities of color and those. That sometimes are harder to reach with information about hey, there's a program that pays for 12. College credits and then explores into a new career pathway.

Potentially, I know Sergeant Mohammed is very involved and works with HR closely on ensuring that we hire more women right in the workforce. And so absolutely we are committed to ensure

that our hiring practices from the recruitment to the onboarding and the retention continued to be. Continue to use equity lenses. So, we don't disproportionately and unintendedly sometimes impact those that are you know most impacted historically. I don't if Shamara or Sergeant Mohammad you want to talk a little bit more about how you work with the HR on that.

Mohamed, Kadra 58:16

Sure, I can go first and then pass the ball to Mar if that's OK. So as Selena mentioned. I work closely not only with HR to ensure that we are doing equitable processes in our hiring and not only in the hiring process, but even in the interview process when we're asking questions, make sure that we are connecting with our Office of Equal Opportunity and ENS. That our questions are equitable and we are reaching a wide range of folks. And I also we are we are sorry as a department also are part of the 30 by 30 initiative, which requires our department to be 30% women by the year of 2030, and right now we're at 22%. So we're well on our way to that goal. And we as far as the pathways program, we are not only have we worked with HR, but we contracted with. The previous Commissioner, Harrington, to try to get it, get us into neighborhoods that we traditionally would not have gotten into as a law enforcement agency. Whether between girls and Boy Scouts, you know, our Northside community in Minneapolis. High schools, especially younger students who maybe weren't thinking about law enforcement, our older generations within different religious groups. So really trying to get our face out there in every possible way we can and just spread the word that our not only does our agency exist, but we provide. Opportunities for you and try to meet you where you're at in your life to help you and assist you get into this role.

Martina, Celina 59:51

Thank you, Sergeant. Tamara, you want to say something about how we recruit new troop agents?

Baggett, Shamara 59:58

So to be honest. The few times that we have posted the trip agent, we have gotten big feedbacks. As far as people applying. So going out to community events in our neighborhoods and in our community is one big thing that we did when we first posted the position and also. Hiring internally and externally, and then we always have a variety of individuals. On our interview panel as well, so we try to make sure that that's versatile as well. So we are making those efforts to make our team diverse and reflect our community.

Mitchel Hansen 1:00:53

Yeah. Hi. Mitchell Hanson at large. I just wanted to so I've heard a lot about the HAP program, just kind of like by word of mouth or word of mouth. And it seems like a really good thing. And I guess I just have always been really curious what that kind of looks like on the ground. Because it seems like there's it's kind of like understaffed, and it seems like it's kind of a really awesome thing. That, like one of the best ideas I've heard. So I was just kind of wondering like, what does that look like for you all going out with the HAP program? And I guess just within that question, if you know if you're providing vouchers, the next step after that like is there case management or follow up or kinda how does that work? Thank you.



Martina, Celina 1:01:37

Yes, thank you, chair Council Member Pacheco, Madam Chair Foster and committee member Hanson I. We are very fortunate today that we have served Mohammed, a former head Sergeant. So she can really share more about the wonderful things that had done, and then the partnership with the OR Metro, HRA Sergeant Mohammed.

Mohamed, Kadra 1:02:02

Yeah. So you bring AI think a really interesting point. You're right.

They really are understaffed. Originally, the team was developed in 2018 and it was the first of its kind in this in the US. So we are really leading in that effort and it was six officers and two sergeants and a Lieutenant, but due to staffing levels in general for the whole department, we've had to downscale. Even with that being said, our officers really do work hard to work with the community. As far as boots on the ground goes, they are riding the trains and engaging with the folks like Shamara said. We are working closely to with trip agents and hand to hand with even our patrol officers whenever they encounter someone who's looking for resources, even if it's something like a pair of shoes, they'll call our head officers and are able to provide that.

So after that initial contact officers are able to get a release of information sign ensure that that we can even share their information. With other partnering agencies such as Hennepin County or Ramsey County get them connected to services, if that's what they're interested in.

Not only shelter or otherwise, and as far as the vouchers goes, if we do have vouchers which HRA provides or housing administration provides, it's not just filled application and kind of let them go.

There is, like you mentioned, a case management follow up with them. We are cont.

With Hennepin County in radius health right now. And Selena can update me as well. I know I've been out of the hack game for awhile, but we do contract with those different agencies to provide that case management because some of the folks that we deal with have been living on the street for. So long that they do need a little assistance along the way to ensure that they stay housed and that they are being connected to their services on a regular basis, whether that be the mental health portion or just government assistance. And for that HRA housing voucher, it is like a yearly reinstatement. So when that year time comes around, HRA does work closely with our head officers to ensure we're going back and reconnecting with that client and ensuring are you still in the right space for you is like is it working and then ensuring that you know they're not THR.

Out in the street and we can get them back into their housing for that next year. So it is a lot of work and we try to. Although the resources are spread thin, we try to have make sure that Hyatt officers are available during the day and evening hours, weekends and they do a lot of different outreach with even other departments. We have a mobile assessment vehicle where clients can come on to the vehicle. Get medical assistance if they need to connect with their the county assistance if needed. And that vehicle can travel anywhere and meet people where they're at, whether it's in the suburbs or within the city as well.

I hope I answered yeah.

Mitchel Hansen 1:05:01

Thank you very much. I really appreciate that and I, yeah, I mean, there's got to be some money somewhere to fund this more. You know, like there has to be and I think it's just, it's a really cool



thing and it says something that I heard it from someone else who's like, but this program is really awesome, you know. And I was like, oh, so yeah, I just want to strongly advocate. I mean, for anyone that has anything to do with funding, just like that's a brilliant idea. I'm really happy that it exists because it's just a very logical solution to this problem. It's cool that it's a pilot program.

Mitchel Hansen 1:05:33

So yeah, just however, they can find money, they should put more into this.

Mohamed, Kadra 1:05:37

Yeah, so far it's working out.

Martina, Celina 1:05:37

I want to correct myself that the hat team has three officers, one Sergeant and one intern because Miss Anna is doing an amazing job.

Martina, Celina 1:05:50

Really coordinating those partnerships. I mean, hat is very successful and it should certainly be, you know, scaled up. But it's successful because of the partnerships, Hennepin County, Ramsey County, Co, City of Saint. Paul Radius helps mental health Minnesota. So, there are a vivo. There's so many partners in the community. Unity that really assists with. The very comprehensive needs of those that are seeking shelter, treatment and other things.

Mohamed, Kadra 1:06:21

Yeah. And I as far as numbers goes, I believe they they've housed over 300 people.

Mohamed, Kadra 1:06:27

And I don't know as number wise goes, but majority of those people are still housed. So I think that's the success speaks for itself, yeah.

Mitchel Hansen 1:06:34

That's more than any agency on its own.

Mohamed, Kadra 1:06:37

Correct. Yeah.

Pacheco, John 1:06:39

Well, that's the beauty of having the uh, different resources to do. To add to it. So people look at just the safety and and police officers don't realize how much more we do beyond that and whether it's the working with the hat team or just cleaning up the bus stops. When you were talking earlier about that, that makes a difference. I it was. Years ago, when New York start getting the coverage off the streets, they noticed the crime went down. You're less likely to tag something. You want to sit down? You're not just rushing in and out

and we have some nice bus stops. I mean, I come down another line, number six down Hennepin but and again. And the other thing is that not everyone we're actually considering taking. When my daughter goes adopting one of those spots by our house. But, but I think that's it does make a difference. It does support what you're doing out there. May not directly, but indirectly. I think it's a really. It's another uh feather in your cap as far as doing something up above and beyond just all police. What quote UN quote police work would be?

Martina, Celina 1:07:41

Thank you, Chair. Council Member Pacheco adopted staff is a is a great program if you're not aware you, your family, your coworkers, your team, your soccer team can adopt A stop and really help you know our staff keeping that stop and that shelter or stop clean and looking good. Equity and inclusion, we have it stop at North Minneapolis. Please, I know a lot of departments within Metro Transit. They adopt the stop, but we know a lot of residents adopt A stop or a shelter and that is a great program too. That continues to grow.

Pacheco, John 1:08:31

Any other questions?

Seeing none, I really. I want to thank you all our presenters here.

Hampton, Torri 1:08:39

Wanted to raise my hand real quick. Back to Selena's questions that she asked.

Hampton, Torri 1:08:46

Did you guys want to chime in on those questions? Just to say, like if you want them to come back if you do want them to come back, what would you like to see? If there is anything so that she can just get some information asked from the questions specifically to them coming back we would like. Some feedback there.

Carter, Tyrone 1:09:12

It'd be great to hear. End of the summer report in terms of.

The encounters and what's that look like? And also hopefully I know they're doing this interviewing some of the clients to get us kind of take the temperature, how they how in the present day or this present summer how their how do they see these efforts. And what is meant?

What has it meant to them? Sort of like a human interest approach to.

Martina, Celina 1:09:47

Yeah, thank you. Council member, Doctor Carter and chair. Madam Chair, I we do have, you know, a part. We do have a program now with the transit app. So those users that use the transit app to as a wayfinding for transit in the Twin Cities, they may we you know, we're collecting some information about their experiences. That can help us better understand not only safety and cleanliness, but also overall. All our surveys and scheduling, so it gives us a really great insight about how our writers are experiencing our system, not only from the safety and security point of

view, but also the reliability on time, etc. So we can talk to our colleagues in strategic initiative and see if that is the top visit topic of interest for this committee. We can certainly come back after the summary and talk about it.

Carter, Tyronne 1:11:05

You know, I I just want to add, you know, I spent my father spent years on the street and finally that he had to be institutionalized. So every time I see face of someone in need like that, I see his face and I think about all the nameless people that helped him. So my hat's off to everything that you guys are doing.

Mitchel Hansen 1:11:46

So my friend Rose, who was experiencing some housing issues and stuff, she was so she was on the on the train and her she had bought like a ticket with the app. But her phone died. And I'm sure you probably already had that figured out, but if. You want to follow up an e-mail or whatever. That's just she is something she asked me to ask. Just to like 'cause no one. Nothing happened, but she was worried that if someone came on and asked for her fare that she her phone would be dead. And then she'd be. I just wanted to ask that on behalf of a Community member, thank you.

Martina, Celina 1:12:18

Yeah. Thank you, Miss Amara. Can you share a little bit more about how fair enforcement goes? What trip agents? And you know, we have that probably situation often where people's phone. Yeah, people phone die. And that's the proof of payment

Baggett, Shamara 1:12:37

Yes. So we do get that a lot in the expectation is for the person to make sure that their phone is is charged for the duration of the ride. But we do have a lot of discretion in our job as well. So our agents, depending on the situation and the conversation we have, if the person says that, you know my phone died. I did purchase a fair. Things of that nature. Two things can happen. Either she they can step off and just purchase another fare. Or they can. They can receive a citation, but at that time they can kind of show proof that they did purchase a fare and then they will disregard the citation at that point. So they will still have to go through the whole process of verifying and making sure that they did purchase the fare.

Mitchel Hansen 1:13:33

Would it be possible to give agents like portable chargers for people's phones so that they could charge their phone, improve it?

Baggett, Shamara 1:13:42

With that, then we'll be having to probably charge a bunch of phones and that will slow us down. As of right now, we are not. We don't ride trains in in we are only on the trains for a certain point of time, and so then we jump off and we're on a different train. So I mean maybe in the future it may could be something, but then that will be something that we will have to be available to everyone who may need a charger. And I don't know if we'll be able to do, you know, be of service of in.

Kinda way, but there again there are processes with the citation to where they just call and say hey I did purchase. And then on the back end, they can verify it and then it'll just be thrown out, so.

Edward McDonald 1:14:32

Thank you, Mr. Chair. You know, I mean, anytime you guys want to come, you should come and report to us. It's great to hear all of this positive work going on, so I would appreciate that. And I'm sure there's going to be times when we may just make a special request to have you guys come before us in the future though. It would be good for me and then, and I hope all the Members if. You have suggestions? As to how we can help when you're challenged in a certain kind of way with something that's navigating communities or whatever it might be, we may be able to. Respond spontaneously and offer up some helpful suggestions to things that you're you're challenged with. The other one is, you know, as it relates to our communities, communities of color and the socioeconomic challenges that they're facing, it would be. Important to me, and I hope for the other committee members, that we could have a little bit more detail around contracting opportunities that are available for a Community based entities and other private sources and a need for communities of color to interact in, in this great collaborative effort. That you got going on. As well as I'm still kind of. Seeing all of those employment opportunities there and how we may be able to ensure that you get a great pool of qualified candidates to be considered in your selection process. So if we can get some data on that and challenge us to help you with filling those positions, that would be a good way for us to. Achieve some of the things that we want to do and expand in equity within the Metropolitan Council.

Martina, Celina 1:16:39

I think chair Pateko, Madam Chair Foster and committee Member McDonald, thank you for those questions. So the first answer, I mean I thought about these two as I was preparing the presentation and posing those questions and I would love you know to see if there is interest of this committee to come and you know. See how trip agents are. You know, I see them everyday, right? But you know, we work very closely with agents. And you know, you can certainly come and see how they conduct fair enforcement, how you know, what are the challenges they face as you know, maybe you can ride with us. The same you know, and I'm going to put you on the spot, Sergeant Mohammed, to have you know, you come and meet our Cso's and welcome those community service officers that are really exploring law enforcement as a career.

So you can see who they are. How you know how they're working? So that's something that would really benefit us is if you can come and really see first hand how all these wonderful people are making our system safer. So that's something that, you know, let me know and I'll I'll be happy to coordinate some shadowing or like visits or tours. In terms of contracting, yes.

And we put it on the slide. We didn't spend much time about. But in 2025, we have adopted a budget that has some money and funds that are going to be distributed to community based organizations to continue to help us with some of the work that agents, chambers, agents do in terms of connecting folks with resources, but more. Intervention services. So we have had. An experience with 10 community based organizations under our TC program.

Transit Service intervention project. Rather not a program, and we had about of those 10 vendors. Yeah, I think seven of them were community based organizations. People of color led and we

learned a lot of partnering with those violence interrupters and community based organizations. So that's the lessons of that project really helped develop the budget for 2025. So those contract opportunities will come later in the year. I will come to this committee and I'll make sure that you know about the timeline. So that is the help that we'll need from you in terms of letting you know your constituents and your community members know that they. Will be contacting opportunities for Med Council for this type of intervention services. But yeah, thank you for pointing that out. And again, we can keep you posted. Sit on like openings and cohorts. Certainly, we can share that with Torri and Lila and share with this committee so we can continue to share those workforce opportunities with your community.

Announcement

Add recap of any announcements.

Adjournment

Business completed; the meeting adjourned at ___ p.m.

Certification

I hereby certify that the foregoing narrative and exhibits constitute a true and accurate record of the Equity Advisory Committee meeting of Month 00, 2025.

Approved this 00 day of Month 2025.

Council contact:

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