

Metropolitan Area Planning Council

Fiscal 2019 Work Plan

Equity at MAPC

- **Overall:** A cross-departmental initiative supporting MAPC's mission to ensure equity and opportunity among people of all backgrounds by evaluating project work and promoting office culture that values diversity and inclusion of all cultures and experiences.

Strategic Activities:

Serve as leaders in bringing an equity lens to the agency's project work and advancing equity in the region through project work.

- Continue to maintain a record of projects advancing MAPC's Equity Strategic priority by meeting with managers and directors across the agency throughout the year. (C)
- Support the goals and objectives of the Equity Strategic Priority by advocating for and developing equity-leading project ideas, scopes, and when possible, funding, on topics such as climate justice; the development of an equity approach to historic preservation and heritage; technological advances in transportation and implications for equity; and residential and small business displacement. (A,B,C,D)
- Support the goals and objectives of the Equity Strategic Priority by developing clear and robust measures for including equity in project work, whether or not the project leads with equity. Continue to improve the utility and utilization of the scoping document as a resource for inclusion of equity in project work. (A,B,C,D)
- Actively engage in the regional plan update process, advising and advocating for the inclusion and advancement of equity throughout the plan. The RPU core team should consider the Equity Team a resource for advising on how to lead with equity during the planning process and in the final plan. (A,B,C,D)
- Develop an RFP to establish an agency contract with translation and interpretation providers that can be used by any staff with translation or interpretation needs in a project. (A,B,C,D)
- Promote familiarity with and utilization of MAPC's State of Equity Policy Agenda in project work and the regional plan update by supporting Government Affairs in hosting a brown bag lunch event for each of the six major areas of the agenda. (A,B,C,D)
- Together with the Department of Strategic Initiatives, develop strategies and methods for post-project equity evaluation. (C)

Through communication, team building, and learning opportunities, build organizational culture around equity, diversity, and inclusion and serve as a resource for MAPC staff to strengthen commitment to equity.

- Organize and host quarterly educational, networking, or discussion sessions throughout the year, featuring guest speakers, film screenings, and lunches, to

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- provide space for staff to learn about, discuss, and reflect on topics related to equity, diversity and inclusion, and cultural competency in the planning field. (C)
- Support the organization of un-programmed or impromptu discussions in response to current events or agency events throughout the year as necessary or as requested by staff.
 - Provide or organize facilitated training for staff on topics of anti-racism, LGBTQIA equity, anti-oppression, and cultural competency, so that staff are well-equipped to support their colleagues and constituents who face discrimination on a personal or structural level. Develop a set of resources with training activities and best practices and how to incorporate them into our project work. (C)
 - Continue to implement best practices to make MAPC's physical and social work environment welcoming to staff and visitors of races, cultures and identities, including supporting the implementation of a gender-neutral and welcoming bathroom policy and signage, and promotion of best practices for equitable inclusion of women, people of color, LGBTQIA people, people with disabilities, and other underrepresented groups in meetings. (C)
 - Organize a book club with a strategic reading list focused on issues of equity related to MAPC's work and mission. (C)

Promote equity through agency policies, decision-making, service delivery, and administration and governance.

- Review and document the agency's hiring policies and develop a resource for staff and managers to use when hiring new employees, focusing on best practices for hiring and retaining staff from underrepresented groups, including people of color, transgender and non-binary people, English language learners, and others. As part of this, connect with organizations that support the connection communities of color to career pipelines. (C)
- Provide recommendations for gubernatorial appointees to the MAPC Executive Committee who reflect the diversity of the region, to advance inclusion and support leadership of underrepresented groups. (C)
- Continue work to develop policies and best practices for equitable procurement, ensuring that we spend our agency's resources on local businesses owned by women and people of color. (C)
- Continue to build relationships and partner with organizations whose core mission includes advancing equity. (C)