



Office of Civil Rights and Small Business Programs (OCSRBS)



April 2026

What's Changed?

- Name Change from Office of Equity and Equal Opportunity
- Investigation & Resolution Unit moved to new Risk & Compliance Department
- Creation of Civil Rights Unit

Guiding Principles

Metropolitan Council Mission - Foster efficient and economic growth for a prosperous region.

Regional Administration Vision – Strive to be a trusted strategic partner by delivering integrated, collaborative, efficient, and responsive services.

Regional Administration Mission – Provide enterprise services that are aligned with the Met Council's mission.

Civil Rights and Small Business' Vision

A region where Civil Rights are fully realized, Equity is embedded in every system, and small businesses thrive as vital partners in shared regional prosperity.

Civil Rights and Small Business' Mission

Advance Civil Rights, drive Council-wide Equity, and expand economic opportunity by strengthening decisions, programs, activities, and services that support a thriving workplace and a prosperous region.

Civil Rights and Small Business' Strategic Priorities

1. OCRSB Department Communication & Engagement Plan
2. Small Business Race and Gender-Neutral Program Development (Fed)
3. Policy and Procedure Revisions
4. Service Level Agreements
5. Affirmative Action Plan
6. Enterprise Equity and Strategy
7. Technology

Small Business Unit (SBU) Purpose



Administer the Council's Disadvantaged Business Enterprise (DBE) and Metropolitan Council Underutilized Business (MCUB) programs and create opportunities for small businesses on Council procurements while also ensuring compliance with federal regulations and state statutes.

SBU Strategic Priorities

- DBE Reevaluation Process (OCR SB #2 and #3)
- Small Business Race and Gender-Neutral Program Development (OCR SB #2)
- SBU Program Maintenance and Process Improvements (OCR SB #3, 4 and 7)

Engagement & Development Unit (EDU) Purpose



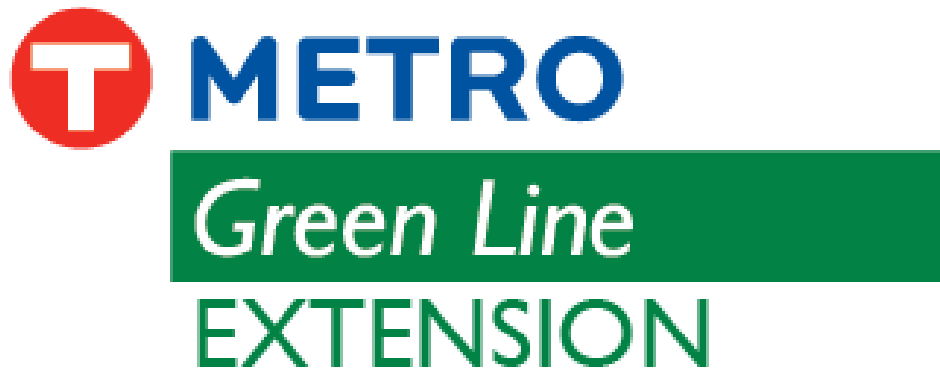
To develop support services and tools that promote the inclusive and equitable participation of businesses and stakeholders to advance the Metropolitan Council's objectives.

EDU Strategic Priorities

- Small Business Opportunity Spend Plans (O CRSB #2 and #3)
- Small Business Support Services Training Program (O CRSB #1 and #2)
- Increase MCUB Food Vendor Participation (O CRSB #1)

Light Rail Transit Unit (LRTU) Purpose

To increase participation and equitable outcomes for Light Rail Transit projects by implementing small business programs and developing workforce strategies.



LRTU Strategic Priorities

- DBE Reevaluation and New Certifications (OCR SB #2)
- SBE Program Development and Implementation (OCR SB #1 and #2)
- Process Improvements (OCR SB #1, #3 and #7)

Enterprise Equity Unit (EEU) Purpose



The Enterprise Equity Unit works in collaboration across all divisions of the Metropolitan Council to ensure equity is embedded in our programs, projects, activities, services, policies, processes, decision making, and operations.

EEU Strategic Priorities

- Enterprise Equity Integration & Accountability (O CRSB #6)
- Equitable Workforce Recruitment, Advancement & Retention (O CRSB #5, #6)
- Equitable Regional Engagement & Community Partnership (O CRSB #6)
- Equity-Centered Policy, Planning & Budgeting (O CRSB #6)

Civil Rights Unit (CRU) Purpose



The Civil Rights Unit leads the Met Council's civil rights compliance with Title VI of the Civil Rights Act of 1964 and Amendments, and compliance with ADA Title II which covers public entities and public transportation.

CRU Strategic Priorities

- Standardize Complaint Response Process (Title II, ADA, & Title VI) (OCR SB #3)
- Improve Monitoring of Title II & VI plan implementation and Subrecipient Compliance (OCR SB #1)
- Develop and Implement Title VII Religious Accommodation Process (OCR SB #3)
- Creating and Disseminating Training on Titles II, VI, and Religious Accommodations (OCR SB #1)
- Consulting on Accessibility Issues Council-wide (OCR SB #1 & #7)

Contacts

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