



# Equity Advisory Committee (EAC) 2026 Workplan – One Page Overview

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## Purpose

The 2026 EAC Workplan establishes a clear structure for how presentations and initiatives are funneled through the Equity Advisory Committee, ensuring early equity engagement, shared power, and accountability across Metropolitan Council decision-making.

## Workplan Goals

- Create a predictable and transparent presentation intake process
- Enable early-stage equity influence on Council initiatives
- Co-power EAC members through clarity, preparation, and support
- Strengthen accountability and follow-through on equity guidance
- Support Council members and staff with clear expectations

## Annual Presentation Timeline (12–24 Presentations)

- One primary presentation per month aligned to equity priorities
- Optional second presentation for emerging or time-sensitive issues
- Intake opens 4–6 weeks prior to scheduled EAC meeting
- Presenters receive guidance 2–3 weeks before presenting
- Equity feedback documented within 1–2 weeks after meetings
- Follow-up updates shared within 30–90 days

## Roles & Responsibilities

### EAC Co-Chairs

- Provide leadership, agenda-setting, and flow
- Support preparedness and inclusive dialogue
- Elevate key equity themes to Council

### Council Members (EAC Liaisons)

- Refer initiatives for EAC engagement
- Share early project information
- Elevate EAC insights into Council decision-making

### EAC Committee Members

- Apply equity lens informed by lived and professional experience

- Participate in discussions and subcommittees
- Serve as ambassadors for equity

Equity Staff (OEEEO)

- Coordinate intake, preparation, and follow-up
- Provide equity policy alignment and facilitation

## 2026 Presentation Roadmap

### *Identified Presentation Topics, Timing, and Purpose*

#### **Q1 - Foundation & Alignment (January–March)**

**Goal:** Establish clarity, shared understanding, and co-powered operations

##### **January**

**Presentation:** EAC Orientation & 2025 Reflection

- Purpose: Ground members in roles, bylaws, and lessons learned
- Outcome: Shared expectations and readiness for the year

##### **February**

**Presentation:** Capital & Early Planning Projects

- Purpose: Identify equity considerations early in project design
- Outcome: Upstream equity questions documented

##### **March**

**Presentation:** Policy & Budget Equity Alignment

- Purpose: Understand equity implications in policy and budget decisions
- Outcome: Equity considerations elevated before final decisions

#### **Q2 - Regional & Infrastructure Equity (April–June)**

**Goal:** Embed equity into regional planning and service delivery

##### **April**

**Presentation:** Regional Development Guide (RDG)

- Purpose: Review growth, land use, and investment through an equity lens
- Outcome: Equity guidance to inform RDG implementation

##### **May**

**Presentation:** Transit Equity & Service Access

- Purpose: Examine equity impacts in transit planning and operations
- Outcome: Identified gaps and opportunities for improvement

##### **June**

**Presentation:** Environmental Services & Climate Equity

- Purpose: Review water, wastewater, and climate impacts on communities
- Outcome: Equity risks and mitigation strategies documented

### **Q3 - Equity Systems & Economic Inclusion (July–September)**

**Goal:** Strengthen internal systems that impact equity outcomes

#### **July**

**Presentation:** Workforce Equity & Affirmative Action

- Purpose: Review representation, recruitment, and retention trends
- Outcome: Equity snapshot and priority focus areas

#### **August**

**Presentation:** Small Business & Procurement Equity

- Purpose: Examine access, participation, and contracting barriers
- Outcome: Actionable recommendations for economic inclusion

#### **September**

**Presentation:** Community Engagement & Public Participation

- Purpose: Assess how community voice informs decision-making
- Outcome: Improved engagement practices identified

### **Q4 - Accountability & Future Planning (October–December)**

**Goal:** Reflect, report, and prepare for the future

#### **October**

**Presentation:** HR Systems, Talent & Retention

- Purpose: Review policies affecting workforce equity and culture
- Outcome: Equity-informed improvement opportunities

#### **November**

**Presentation:** Emerging Issues & Legislative Impacts

- Purpose: Address time-sensitive or cross-cutting equity issues
- Outcome: Informed guidance on emerging challenges

#### **December**

**Presentation:** Annual Outcomes & 2027 Preview

- Purpose: Reflect on EAC impact and set forward-looking priorities
- Outcome: Clear direction for the next workplan year

### **Outcome**

This workplan ensures equity engagement is intentional, timely, and meaningful strengthening trust, clarity, and equitable outcomes across the Metropolitan Council.