STRATEGIES + ACTIONS
City of Minneapolis

HOW WE GET THERE

Reaching our goals for racial equity in transportation requires tangible action. Listed in this framework are strategies and actions that we plan to undertake to start to address the persistent inequities in transportation-related outcomes we see in our city. We know that achieving all these actions will require years of work; institutional change within a large bureaucracy that requires new ways of thinking about how we do our work is no small task. And while we have outlined the first actions to address the systemic racial inequities of the past, we know there are many more actions that will become apparent as we undertake the work outlined in this framework. We will learn; in time, we will respond, collaborate and improve.

Strategies and actions are aligned with each of our four goals.

• A strategy is a broad approach to reach an outcome that moves us toward achieving one of our four goals in the REF.

• An action is a specific step needed to accomplish the strategy.

Each action identifies an estimated level of effort it will require to complete it – high, medium or low. There are many factors which will contribute to the success of a specific action – including support of partners, collaboration with other departments in the City, staff resources, funding opportunities and alignment with City policy and budget decisions. Identifying a scale of anticipated difficulty helps give perspective on when a specific action might be accomplished; the City will strive to complete all actions but acknowledges difficulties in

predicting multiple years into the future. Anticipated timelines are also identified for each action: the timeline aligns with the Transportation Action Plan's action timelines: (2023, 2024-2027, or 2028-2030). Importantly, the REF is not fiscally constrained - the anticipated timelines make some assumptions about resources that may become available to complete the work; resource availability will have direct impacts on the success of completing all actions by 2030.

Some actions are noted as 'ongoing', which indicates they will be something we must consistently work to achieve, rather than the creation of something new that is accomplished and then is done. The year indicated for that action is when work is estimated to begin for ongoing efforts.

The strategies and actions listed reflect major themes we heard through community engagement for the REF specifically but also through the development of the Transportation Action Plan. For more on the TAP engagement, see the summary of engagement in TAP Appendix A. For more on the REF engagement process, see REF Appendix A.

The strategies and actions were developed in partnership with our Community Equity Workgroup, the Cultural Wellness Center, the REF internal workgroup, supported by Nelson/Nygaard, and with guidance from the TAP Steering Committee and the REF Policy Advisory Committee. Membership for those committees is listed in Appendix B.

When an action identified under one goal is linked to an action in another, that relationship is noted, and the actions are linked.

A glossary of terms identified in the strategies and actions can be found in Appendix C.

STRATEGIES
+ ACTIONS

Taking action to
BUILD ORGANIZATIONAL EMPATHY

Develop shared language and understanding among Public Works staff on the importance of racial equity and how that focus impacts all parts of transportation work – from budgeting to planning, to design, construction, operations and maintenance.

Building organizational empathy is a goal that will require a shift in how transportation plans, programs and projects are conceived, developed and managed in the city. The strategies here focus on developing and refining tools and processes for Public Works employees to improve their ability to connect and partner with community. The actions will also institutionalize the importance and practice of elevating engagement by incorporating reporting on this as a standard part of transportation plan, program and project development.

This work also focuses on tangible steps Public Works will take to have staff and leadership better reflect the communities we serve: representation matters. Currently, 31% of people who work in Public Works identify as Black, Indigenous, or people of color. This is nearly identical to the percent of BIPOC staff (33%) in Transportation Business Line Divisions - including Traffic and Parking Services, Transportation Maintenance and Repair, Transportation Engineering and Design, and Transportation Planning and Programming. Both of these figures are slightly less than the citywide percentage of BIPOC residents (37%). However, there is a noticeable difference in staff who hold positions at grade 8 and above (generally supervisor/management level and above). Out of these positions, only 22% of the Transportation Business Line Divisions workforce identify as BIPOC. A more diverse staff, and more diverse staff in leadership roles, will allow Public Works to better communicate, engage, and develop transportation plans, programs and projects that serve all the people in Minneapolis, in all the ways they want to get around. And a more diverse staff helps create a workplace of choice, attracting and retaining top talent in the region to move the City, and its people, forward.

BUILD ORGANIZATIONAL EMPATHY

Strategy 1	Include development of engagement goals as standard practice for transportation plans, programs and projects.

Difficulty

ACTION 1.1
2023 (YEAR 1)

Develop guidance on engagement goals for transportation plans, programs and projects.

Med

ACTION 1.2
2023 (YEAR 1)

Building from the IAP2 spectrum of engagement,[65] develop a standard spectrum of engagement for transportation plans, programs and projects.

Med

ACTION 1.3
2023 (YEAR 1); ON-GOING

Make standard practice to define and communicate where on the spectrum of engagement a plan, program or project is during the life cycle of the plan, program or project.

Med

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[65] International Association for Public Participation, Spectrum of Public Participation.

BUILD ORGANIZATIONAL EMPATHY

Strategy 2	**More formally incorporate engagement plans and metrics into plan, program and project development.**

Difficulty

ACTION 2.1
2023 (YEAR 1); ON-GOING

For capital projects that require a Complete Streets Checklist, incorporate a community engagement plan, including goals, into the Checklist.

Low

ACTION 2.2
2023 (YEAR 1); ON-GOING

Develop engagement plans for transportation plans and programs; include them on related websites and as part of Request for Committee Actions when work is presented to City Council.

Low

ACTION 2.3
2023 (YEAR 1); ON-GOING

In engagement plans, specify how historically underrepresented communities, including Black, Indigenous and people of color, will be reached and have their input incorporated.

Low

ACTION 2.4
2024-2027 (YEARS 2-5)

As part of the development of engagement plans, seek input from the community, including historically underrepresented community members, on the engagement schedule and plan approach.

Med

ACTION 2.5
2023 (YEAR 1); ON-GOING

Revise Complete Streets Checklist engagement section to include an engagement summary that illustrates the impacts of engagement on project; streamline Requests for Committee Action to reference this section of Checklist versus including in the Request for Committee Action.

Low

BUILD ORGANIZATIONAL EMPATHY

| Strategy 3 | **Hire and maintain staff at all levels of the organization to better reflect the communities we serve.** |

Difficulty

ACTION 3.1
2023 (YEAR 1); ON-GOING

Develop a diverse staff pipeline through continuing to invest in the Urban Scholars and City internship programs in Public Works transportation divisions.

Low

ACTION 3.2
2023 (YEAR 1); ON-GOING

Retain and hire diverse staff at all levels within Public Works.

Med **High**

ACTION 3.3
2024-2027 (YEARS 2-5)

Build relationships with young people in Minneapolis; pilot a partnership with Minneapolis Public Schools to expose high school students to plans, programs or projects happening in the city and to garner interest in Public Works and/or public sector work as a future career option.

High

BUILD ORGANIZATIONAL EMPATHY

Strategy 4 — **Support development of a citywide definition of racial justice and incorporate into transportation work.**

Difficulty

ACTION 4.1
2023 (YEAR 1)
Work with the Department of Racial Equity, Inclusion and Belonging to support the development of a definition of racial justice.

Low

ACTION 4.2
2024-2027 (YEARS 2-5); ON-GOING
After racial justice is defined, assess how to best integrate and highlight its use through transportation plans, programs and projects.

Med

BUILD ORGANIZATIONAL EMPATHY

Strategy 5	**Develop and disseminate information on current inequities relating to transportation.**

Difficulty

ACTION 5.1
2023 (YEAR 1)
Develop materials documenting racial inequities related to transportation and make available via the Transportation Equity Dashboard.

Med

ACTION 5.2
2024-2027 (YEARS 2-5); ON-GOING
Disseminate information internally on racial inequities related to transportation to build shared understanding.

Med

Taking action to
LEAD WITH A RACIAL EQUITY APPROACH

Guide the engagement, evaluation, and implementation work of transportation plans, programs and projects.

Stark racial discrepancies persist in Minneapolis – the city is infamous for the large racial divide across many metrics related to health, education, income, and other outcomes. The same trend is prevalent in transportation. By leading with a racial equity approach, we will start with the intention of keeping these truths at the forefront – that government action (or inaction) has historically created disparate impacts, and that policy and infrastructure decisions have in the past excluded the opportunity for people, and particularly people of color in Minneapolis, to meaningfully engage in shaping plans, programs and projects in their communities.

The strategies and actions here will build upon and expand more recent efforts in the City to acknowledge and rectify past approaches. Leading with a racial equity approach, we commit to bringing into the forefront the impacts of this history and to better engage with people who have historically been marginalized from the process.

Leading with a racial equity approach also means acknowledging and understanding the ways transportation plans, programs and projects are aligned, impact, and are impacted by other linked efforts or non-transportation specific outcomes. There are land use impacts that both influence and are influenced by transportation decisions. The modes available to people, and what we as a City do to create access to them, impact personal financial stability. After housing costs, transportation is the second highest household expenditure. In Minneapolis, an average of 18% of household income is spent on transportation (approx. $11,000).[66] Given this reality, and the disparity in mean household incomes ($57,978 for households of color vs $107,372 for white households in Minneapolis); how we design our streets really matters[67]. If a resident can get where they want to go without needing to rely on a car, we are supporting their economic stability.

[66] US BLS Consumer Expenditure Survey.
[67] US Census Bureau American Community Survey 5-year averages, 2020.

LEAD WITH A RACIAL EQUITY APPROACH

Strategy 1 **Develop engagement plans that prioritize engaging with people who traditionally are underrepresented in our engagement efforts.**

Difficulty

ACTION 1.1
2024-2027 (YEARS 2-5); ON-GOING

Tailor engagement approaches to better reach underrepresented groups.

Med

ACTION 1.2
2024-2027 (YEARS 2-5); ON-GOING

As appropriate, engage with culturally specific representatives and/or decision makers.

Med

ACTION 1.3
2024-2027 (YEARS 2-5)

Set standard minimum goals related to reaching underrepresented community groups.

Med

LEAD WITH A RACIAL EQUITY APPROACH

Strategy 2 **Acknowledge past transportation-related harms.**

	Difficulty

ACTION 2.1
2023 (YEAR 1)
As a part of the Racial Equity Framework, develop an official acknowledgment of past transportation-related harms.

Low

ACTION 2.2
2024-2027 (YEARS 2-5)
Identify and center voices of those historically marginalized in the decision-making process related to transportation plans, programs and projects.

Med

ACTION 2.3
2024-2027 (YEARS 2-5); ON-GOING
Identify significant transportation history of neighborhoods we are working in as part of the project development process and include as a part of early engagement.

Med

ACTION 2.4
2024-2027 (YEARS 2-5); ON-GOING
Explore developing and using a land acknowledgment in coordination with NCR and/or our indigenous residents, and determine if appropriate to use in public engagement activities.

Med

ACTION 2.5
2023 (YEAR 1); ON-GOING
Encourage and support regional efforts to explore options and opportunities to address harms of past transportation decisions.

Low

LEAD WITH A RACIAL EQUITY APPROACH

Strategy 3 — **Acknowledge potential displacement impacts of transportation plans, programs and projects.**

Difficulty

ACTION 3.1
2024-2027 (YEARS 2-5); ON-GOING

Through CPED's role in transportation core teams, work to understand and communicate as part of project development the non-transportation impacts on residents and businesses of transportation projects (e.g. land use, property values, housing affordability, cultural displacement, etc.).

Med

ACTION 3.2
2023 (YEAR 1); ON-GOING

Encourage and support the inclusion of anti-displacement work when major investments occur (e.g. light rail projects) led by partners at the Minnesota Department of Transportation, Hennepin County and/or and Metro Transit.

Med

LEAD WITH A RACIAL EQUITY APPROACH

| Strategy 4 | **Recognize transportation as an integral tool for people's economic stability.** |

Difficulty

ACTION 4.1
2024-2027 (YEARS 2-5); ON-GOING

Correlate the cost of transportation and car ownership rates with design decisions and project justification.

Med

ACTION 4.2
2024-2027 (YEARS 2-5); ON-GOING

In our projects, communicate how transportation options may contribute to economic stability.

Low

Strategy 5   **Explore new ways to increase access to affordable transportation options.**

Difficulty

ACTION 5.1
2024-2027 (YEARS 2-5)

Set goals and evaluate efficiency of an electric bike voucher program to be implemented at the city, regional or state level; if favorable, pilot program.

Med

ACTION 5.2
2023 (YEAR 1); ON-GOING

Continue to develop new and support existing ways of increasing access to the Shared Bike and Scooter Program and the Evie Carshare Program for low-income individuals.

Low

ACTION 5.3
2024-2027 (YEARS 2-5)

As plan for publicly available electric vehicle charging stations is developed and the charging network implemented, ensure input from and access for low-income individuals.

Med

ACTION 5.4
2023 (YEAR 1); ON-GOING

Support Metro Transit-led programs and pilots that increase or promote access to existing low- or free-fare transit.

Low

LEAD WITH A RACIAL EQUITY APPROACH

| Strategy 6 | **Apply the REF to decisions made about how we design, operate and maintain our streets.** |

Difficulty

ACTION 6.1
2023 (YEAR 1); ON-GOING

Tie historic and current inequities in our transportation system to decision-making around how we design, operate and maintain our streets.

Med

ACTION 6.2
2023 (YEAR 1);

Use the REF to analyze, and adjust if warranted, procedures and policies related to street operations and maintenance.

Med

LEAD WITH A RACIAL EQUITY APPROACH

| Strategy 7 | **Develop engagement approaches that meet the unique needs of the community.** |

Difficulty

ACTION 7.1
2024-2027 (YEARS 2-5)

Develop guidance to determine when non-English language materials should be developed as a proactive component of project materials and engagement (versus relying on the standard language block).

Low

ACTION 7.2
2028-2030 (YEARS 6-8); ON-GOING

Assess the potential need for cultural translations (e.g. not language-based, but to reduce cultural barriers to government processes).

High

ACTION 7.3
2024-2027 (YEARS 2-5); ON-GOING

Allow for public review and comment on draft engagement plans.

High

| Strategy 8 | **Acknowledge the impact of the City's assessment policies and the financial burdens related to Transportation Equity Priority Areas.** |

Difficulty

ACTION 8.1

2028-2030 (YEARS 6-8)

Examine programs other cities use to address equity within their assessment policies.

Med

ACTION 8.2

2028-2030 (YEARS 6-8)

Assess any recommended changes to existing assessment policies or practices.

High

LEAD WITH A RACIAL EQUITY APPROACH

| Strategy 9 | **Reduce barriers and increase incentives to engagement with a goal of increasing participation by those with less time and resources.** |

Difficulty
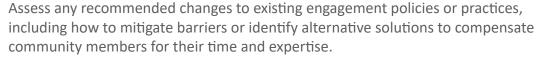
ACTION 9.1
2024-2027 (YEARS 2-5)
Examine programs other cities employ to address equity within their engagement policies.

Low

ACTION 9.2
2024-2027 (YEARS 2-5)
Assess any recommended changes to existing engagement policies or practices, including how to mitigate barriers or identify alternative solutions to compensate community members for their time and expertise.

High

STRATEGIES + ACTIONS

Taking action to
BUILD TRUST, CULTIVATE PARTNERSHIPS AND
SHARE POWER WITH COMMUNITIES OF COLOR

Clearly define strategies and processes to engage diverse communities, increase collaboration and identify ways to measure positive change and impact.

Building trust and being a partner, in an agency as large and complex as the City enterprise, is a goal that simultaneously will be worked on individually at a relationship level and take years of collective action to make major progress from an institutional perspective. Strategies here focus on creating tangible ways to make institutional change – like creating a consulting engagement pool – and more subtle ways of making change – like making project manager-level decisions about how to adapt a project approach to best engage unique communities. Being intentional with the desire to want to build trust, deepen connections in the community, and create outcomes that resonate with people in the city who use our streets will help make those intentions result in tangible outcomes. We understand that connecting with those who may not have literacy in typical government engagement and processes, are burdened from a time, mental or physical barrier to participate, or those who do not see the importance of our work relative to other more pressing needs around housing, food, safety and health can create a disconnect between our plans, programs or projects and our goals.

By taking a closer look at the engagement practices and strategies employed with transportation plans, programs and projects and focusing on using engagement to advance racial equity, we can build capacity within the community to better serve community needs, foster partnerships and create opportunities for on-going feedback. The intent of engaging more diverse voices when developing our work is to achieve better outcomes, as we serve more needs through our transportation plans, programs and projects. In so doing, we build trust and share power – knowledge, ability to influence decisions, and understanding of rationales – and make positive change with community.

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

| Strategy 1 | **Share engagement goals in plan, program and project development and communications.** |

Difficulty

ACTION 1.1
2024-2027 (YEARS 2-5); ON-GOING
Make standard practice to share engagement goals for transportation plans, programs and projects. *See Build Organizational Empathy, Strategy 1*

Med

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

Strategy 2	**Increase ability to partner with community organizations.**

	Difficulty

ACTION 2.1
2024-2027 (YEARS 2-5)

Create a community engagement consulting pool to facilitate streamlined contracting with neighborhood and community organizations for engagement.

High

ACTION 2.2
2024-2027 (YEARS 2-5)

Establish streamlined process guide for hiring neighborhood and community organizations for small contracts, not associated with the future community engagement consulting pool.

Med

ACTION 2.3
2023 (YEAR 1); ON-GOING

Recognize growing community capacity to engage with Public Works as a goal of our work.

Low

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

Strategy 3	**Attempt to understand who is and is not engaging on our plans, programs and projects.**

Difficulty

ACTION 3.1
2024-2027 (YEARS 2-5)
Standardize optional demographic questions: use these whenever possible.

Low

ACTION 3.2
2024-2027 (YEARS 2-5); ON-GOING
Identify gaps in engagement and adapt approach to engagement accordingly: acknowledge identified gaps and engagement plan adaptation(s) in engagement summaries.

High

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

Strategy 4	**Acknowledge the reality that not all people have time, energy and resources to engage on transportation plans, programs or projects.**

Difficulty

ACTION 4.1

2024-2027 (YEARS 2-5); ON-GOING

Use transportation data related to equity – e.g. household access to vehicles, racially disaggregated crash data – to help represent voices not represented in engagement processes.

High

ACTION 4.2

2023 (YEAR 1); ON-GOING

Acknowledge in engagement summaries that we don't hear from all voices, and that City transportation policy (the Transportation Action Plan, Vision Zero commitment, Complete Streets Policy) helps us address and advance these gaps in engagement.

Low

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

| Strategy 5 | Increase communication in/along capital project areas to better reach more people who use the street. |

Difficulty

ACTION 5.1

2024-2027 (YEARS 2-5); ON-GOING

Expand the Walk Bike Roll Audit process that facilitates early engagement to become standard practice within Transportation Planning and Programming staff's capital development process.

High

ACTION 5.2

2024-2027 (YEARS 2-5); ON-GOING

Conduct on-site engagement for capital projects.

Med

ACTION 5.3

2024-2027 (YEARS 2-5); ON-GOING

Include signage on site during all project phases, including during construction, to better reach street users that are not typically engaged in our work. ***See Lead with a Racial Equity Approach, Strategy 6***

Med

BUILD TRUST, CULTIVATE PARTNERSHIPS AND SHARE POWER WITH COMMUNITIES OF COLOR

| Strategy 6 | Engage the community in understanding transportation plans and programs beyond project work. |

Difficulty

ACTION 6.1
2024-2027 (YEARS 2-5); ON-GOING

Support community relationship building through education and encouragement efforts.

High

ACTION 6.2
2024-2027 (YEARS 2-5); ON-GOING

Increase communication of annual capital programming process.

Med

STRATEGIES
+ ACTIONS

Taking action to
HOLD OURSELVES ACCOUNTABLE TO DATA-DRIVEN
REPORTING AND ADJUSTMENTS

Use data that shows results by race in transportation planning, projects, prioritization, and evaluation, tracking and sharing results with community and partners along the way.

Data, when shared in a way that is understandable and readily available, becomes information that people can use to define their own goals or better understand decisions. By developing a Transportation Equity Dashboard for Minneapolis, we are increasing access to the data that informs how we do transportation work in the city. By tracking progress on the actions laid out in this Framework, we are holding ourselves accountable to the work. As our first iteration of a Racial Equity Framework for Transportation, we know that we will not have everything exactly right; by sharing progress and being transparent in our shortcomings, we hold ourselves accountable to the intentions we started with, to allow the work to evolve in the coming years.

HOLD OURSELVES ACCOUNTABLE TO DATA-DRIVEN REPORTING AND ADJUSTMENTS

Strategy 1 **Share information related to transportation work in the city with people who live and work here.**

Difficulty

ACTION 1.1
2023 (YEAR 1); ON-GOING
Maintain an equity dashboard of transportation-related datasets disaggregated by race.

Med

ACTION 1.2
2023 (YEAR 1); ON-GOING
Publicize equity goals in accessible ways and take ongoing feedback on them.

Low

ACTION 1.3
2024-2027 (YEARS 2-5); ON-GOING
Seek feedback from the community to ensure the data presented in the equity dashboard is accessible and understandable; update as needed to reflect feedback.

High

ACTION 1.4
2023 (YEAR 1); ON-GOING
Share documentation of past transportation harms and current inequities publicly through the dashboard. *See Build Organizational Empathy, Strategy 5*

Low

HOLD OURSELVES ACCOUNTABLE TO DATA-DRIVEN REPORTING AND ADJUSTMENTS

Strategy 2	**Expand use of the Transportation Equity Priority scoring methodology for all transportation-related efforts in Public Works.**

Difficulty

ACTION 2.1
2024-2027 (YEARS 2-5)
Update the 20 Year Street Funding Plan with the Transportation Equity Priority scoring developed through the REF.

Med

HOLD OURSELVES ACCOUNTABLE TO DATA-DRIVEN REPORTING AND ADJUSTMENTS

Strategy 3 | **Share results of project and program evaluation with communities engaged in the effort and the general public.**

Difficulty

ACTION 3.1
2024-2027 (YEARS 2-5); ON-GOING

Maintain a public-facing project and program evaluation webpage.

Med

ACTION 3.2
2024-2027 (YEARS 2-5); ON-GOING

Include narrative or qualitative feedback as data in our evaluation of transportation-related efforts, particularly from people who represent historically underrepresented groups.

Med

ACTION 3.3
2024-2027 (YEARS 2-5); ON-GOING

Explore ways to share evaluation efforts via additional means to better share information with people who don't interface with government websites, newsletters, etc..

Low

HOLD OURSELVES ACCOUNTABLE TO DATA-DRIVEN REPORTING AND ADJUSTMENTS

| Strategy 4 | **Share progress of Racial Equity Framework.** |

Difficulty

ACTION 4.1
2024-2027 (YEARS 2-5); ON-GOING

Report on metrics developed in the Racial Equity Framework every two years through the Transportation Action Plan report back.

Med

ACTION 4.2
2024-2027 (YEARS 2-5)

Adapt the annual Your City, Your Streets report card to incorporate the Racial Equity Framework for Transportation.

Med

ACTION 4.3
2024-2027 (YEARS 2-5); ON-GOING

Recognize the Racial Equity Framework as a living document; over time, and through community feedback, identify gaps and areas for improvement, and update strategies and actions or other parts of the REF as needed.

High

METRICS
City of Minneapolis

Measuring progress

The REF metrics closely follow the structure of the metrics that measure progress in the TAP. There are five tracking indicators and five key metrics in the REF.

The tracking indicators measure trends beyond transportation, that impact how and by what means people travel based on location, time, safety and income. Over time, they will measure how our efforts influence broader change. The impacts of our transportation plans, projects and investments influence these indicators but are not solely responsible for their success. We know the City's transportation investments alone will not result in reaching racial equity around these metrics, but they are important metrics for us to monitor.

The key metrics track more direct trends we will monitor to measure tangible progress toward our stated goals. These metrics may evolve over time through our continued engagement with communities citywide and deeper understanding of how transportation efforts can impact racial equity goals. All the metrics in the REF work toward a more inclusive transportation system that has equity at its core – by protecting our most vulnerable street users, seeking out community-based partners, integrating and institutionalizing a more nuanced approach to identifying citywide equity priority areas, and regularly monitoring important transportation equity data trends.

Tracking indicators

Bigger than transportation alone, the tracking indicators impact how and by what means people travel based on location, time, safety, and income. The tracking indicators are meant to serve as a measure for transportation and other demographic indicators, giving an understanding for how different communities fare in relation to specific transportation trends or experiences.

1. Demographics of fatal injuries on Minneapolis streets; change in over-representation of residents of color

    - *Direction: 0 fatal injuries on Minneapolis streets; change in over-representation of BIPOC residents*
    - *Source: Minneapolis Vision Zero*

2. Differences between the average household income citywide for white and BIPOC residents

    - *Direction: parity between white and BIPOC residents*
    - *Source: ACS 5-year Table B19013A*

3. Average commute time by race

    - *Direction: parity between white and BIPOC residents*
    - *Source: data available via PUMS*

4. % of household with access to car by race

    - *Direction: parity between white and BIPOC residents*
    - *Source: data available only every 10 years via ACS by race - PUMS*

5. % commute mode by race

    - *Direction: Tracking percent white vs. BIPOC residents utilizing various modes (work trips only)*
    - *Source: ACS 5-year Table B08105-A*

Key metrics

The key metrics below represent the most tangible ways we will track progress. These metrics will continue to evolve through our work and continued engagement with communities citywide. The most basic way to measure progress is by documenting the completion of the actions laid out in this framework.

1. 100% actions completed or in progress by 2030

   - *Direction: Completing all actions in the REF by 2030*
   - *Baseline: Will be measured from 2023 moving forward*

2. # of community engagement contracts and total dollar value per year

   - *Direction: tracking only*
   - *Baseline: Will be measured from 2023 moving forward*

3. Diversity of Public Works staff in Transportation Business Line Divisions and Public Works as a whole by race and position grade

   - *Direction: toward citywide racial breakdown at each grade level grouping*
   - *Baseline: Will be measured from 2023 moving forward*

4. Miles of street improvements in Transportation Equity Priority Areas 1 and 2

   - *Direction: progress on at least the same rate within TEP Areas 1 and 2 as compared to citywide rates*
   - *Baseline: Will be measured from 2023 moving forward*

5. Progress on TAP modal metrics (miles of new protected bike lanes, miles of improved pedestrian realm, number of intersections improved, and number of transit priority projects completed) in Transportation Equity Priority Areas 1 and 2 at least the same rate as citywide rates

   - *Direction: progress on at least the same rate within TEP Areas 1 and 2 as compared to citywide rates*
   - *Baseline: Will be measured from 2023 moving forward*

Replacement of TAP equity metric

The Transportation Action Plan identified 5 key indicators and 5 key metrics to track progress from 2020-2030. The equity metric was identified using ACP50 areas as the primary way the City identified equity for transportation-related efforts:

Equity (existing in TAP)
The TAP details strategies and actions that will, if implemented, help to reverse racial disparity trends, eliminate institutional racism and ensure that outcomes and opportunities for all people are no longer predictable by race. The most affordable transportation options will be more widely available to more people and people will not be as burdened by the costs of daily travel.

There are four key metrics detailed below. The goal is to have each of them progress on at least the same rate within ACP50 areas as compared to citywide rates. ACP50 areas are areas of concentrated poverty where more than 50% of the people are of color.

As Transportation Priority Equity Areas replace the use of ACP50 designation, we will replace the TAP metric with a new one:

Equity (to replace the TAP equity metric)
The TAP details strategies and actions that will, if implemented, help to reverse racial disparity trends, eliminate institutional racism and ensure that outcomes and opportunities for all people are no longer predictable by race. The most affordable transportation options will be more widely available to more people and people will not be as burdened by the costs of daily travel.

There are four key metrics detailed below. The goal is to have each of them progress on at least the same rate within Transportation Equity Priority Areas 1 and 2 as compared to citywide rates. Transportation Equity Priority Areas are City-defined geographic areas that identify high concentrations of equity-focused populations for transportation decision-making.

Starting with the 2024 TAP report back, this metric will be used to assess progress on the other TAP key metrics.

TRANSPORTATION EQUITY DASHBOARD

City of Minneapolis

Interactive online resource

The Transportation Equity Dashboard is both an internal tool and a public resource. This dashboard will allow both City staff and residents to engage and explore current equity data related to transportation in Minneapolis. The Transportation Equity Dashboard will allow users to explore:

- Individual layers of citywide data by census tract such as race, income, average land temperature, and others.

- A map of the Transportation Equity Priority areas by tier, as well as the option to click on census tracts across the city to dive deeper into the demographic data that forms the foundation of the Transportation Equity Priority Areas.

- Interactive storytelling components that help provide a deeper, fuller picture of equity citywide, and

- Connect users to additional research and resources to learn more.

The Transportation Equity Dashboard can be found here.

Minneapolis Racial Equity Framework For Transportation

A Story Map

Minneapolis
City of Lakes

| Transportation Equity in Minneapolis | Digging Into Inequity | Defining Equity From A Data Perspective | Explore More Equity Related Data In Minneapolis | Read The Racial Equity Framework |

Transportation Equity Priority Score

In an effort to move away from the challenges associated with the ACP50 designation, the Transportation Equity Priority (TEP) score considers a broader range of demographic, socioeconomic, and other factors.

The Transportation Equity Priority score results from adding two component sub scores.

1: Base Equity Score
The Base Equity Score consists of five factors relating to race and varying levels of income.

2: Equity+ Score
The Equity+ score consists of data that plays a critical but more nuanced role in transportation equity and therefore in establishing TEP areas.

Transportation Equity Priority Scoring*

People of Color (30% of total score)
Income (20% of total score)
Commute Time (15% of total score)
Vehicle Availability (15% of total score)
Average Land Temperature (10% of total score)
Population Density (10% of total score)

*All data sourced from the Census Bureau or Metropolitan Council
Click within each census tract and scroll down within the pop-up to see detailed information about each area. To see how the final census tract tiers were developed, reach the Racial Equity Framework linked here.

LEGEND

Transportation Equity Priority Areas

Transit Equity Priority Score

- 121+
- 91-120
- 61-90
- 31-60
- 0-30

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Minneapolis Racial Equity Framework For Transportation

A Story Map

Minneapolis
City of Lakes

| Transportation Equity in Minneapolis | Digging Into Inequity | Defining Equity From A Data Perspective | Explore More Equity Related Data In Minneapolis | Read The Racial Equity Framework |

Introduction | Housing & Prosperity | Transportation & Mobility | Environmental Health & Justice...

Home Owners Loan Corporation and Redlining (1930s)

- The Home Owners Loan Corporation (HOLC) created maps of major cities in the US which **guided real estate and banking institutions on the "risk" of lending to certain neighborhoods** (MPR, 2016).

- The maps show **most desirable homes in green and those seen as already declining in red.**
  - This process is known as **redlining**

- Neighborhoods were primarily **ranked by the racial and ethnic makeup of neighborhoods**, favoring segregated neighborhoods with only white residents (MPR, 2016).

03 / 08

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