

# Equity Commitments Matrix

## Transit Improvements

Issue	Specific Commitment Requests	Responsible Entity
<p>Plan and develop multi-modal transit connections to the <b>Penn Ave N.</b> and <b>Van White</b> Southwest Light Rail stations.</p> <p>Coordinate future transit and land-use planning.</p> <p>Partner &amp; contract with community groups to ensure strong public engagement that leads to equitable outcomes and community benefits.</p>	<p>Connect Penn Ave. N. BRT line to the SW Penn Ave. Station stop</p> <p><u>Maximize access and connectivity of SWLRT</u> commit to a transit service plan that will analyze the existing bus systems and reconfigure to support the transit rider needs</p> <p><u>Coordinated transit service planning; coordinated land use planning</u> the city, county and Met Council commit to an inclusive public planning process for SWLRT, Penn Avenue BRT, Bottineau LRT, Emerson/Fremont Avenue BRT and West Broadway Avenue corridors</p> <p><u>Partnership</u>: partner with local, on-the-ground community-based organizations and philanthropies to ensure strong public participation and equitable development outcomes</p> <p>Award public engagement contracts to local, on-the-ground community-based organizations</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>“commits to engage in discussions that enhance multi-jurisdictional and private resources that will expedite development along transitways and provide economic opportunity for low-income communities and communities of color” (pg. 2)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>established the Penn Av. Community Works project in 2012 to conduct a comprehensive planning and design study, with a goal to “stimulate economic development, enhance mobility and create jobs in North Mpls.” (pg. 1)</li> <li>A core feature of this effort is the “Conditions for Success” community designed framework for engagement. Provided funding for W. Broadway Av. Study to evaluate connections to BRT &amp;LRT &amp;mkt. potential for TOD.</li> <li>Throughout the corridor planning and development process, commits “to reaching out to local community groups and neighborhood leaders to have authentic engagement that supports locally-based organizations and ensures accountability to those most impacted.” (pg. 6)</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>pledges to include community-based groups in implementation phases of Metro Transit’s equity initiatives (Service Improvement Plan; “C line,” and SWLRT transit service planning).</li> <li>committed to providing Public Engagement grant opportunities envisioned for Ladders of Opportunity program.</li> </ul>
<p>Prioritize bicycle and pedestrian access.</p>	<p><u>Bike/Ped connections</u> Incorporate Bicycle and pedestrian connections into the coordinated transit service and land use planning efforts</p> <p><u>Healthy Communities</u> Support innovative opportunities to connect transit investments to health outcomes</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>\$30 million in bike/ped accessibility improvements at SW stations in Minneapolis will require coordination with the City, Park Board and neighborhood groups.</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>conducting bike connectivity and mobility study in 2015; GIS-based walkshed analysis tool available for use by Equity Commitment partners</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>commits \$30M in “accessibility improvements” to Mpls. for bike/ped connections at its SW LRT stations</li> </ul>

# Transit Improvements

Issue	Commitments	Responsible Entity
<p>Create favorable conditions for future transit connections to the SWLRT, including a Northside bus circulator, other proposed Bus Rapid Transit (BRT) lines, and streetcars.</p>	<p><u>Regional Street Car Network</u> Met Council commits to Adopt a Regional Street Car Policy</p> <p>Commit to advance plans to build Central/Nicolet, West Broadway and Midtown Greenway Street Car lines</p> <p>Commit to a new funding partnership between the Met Council and local cities for planning for and building out future Streetcar lines</p> <p>Advance the Emerson/Fremont Ave. N. BRT line</p> <p><u>21<sup>st</sup> Street Station</u> Met Council commits to including a 21<sup>st</sup> Street Station along the SWLRT corridor as a critical connection point for buses traveling along Franklin Ave. and other local routes</p> <p><u>Northside Bus Circulator</u> Study the viability of a North Minneapolis Bus Circulator route</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>▪ create “a spine of a broader transit network” via modern street car, enhanced bus or arterial BRT</li> <li>▪ “commits to work with advocates” to secure comprehensive improvements, frequency, security and amenities” on North side bus routes</li> <li>▪ supports Penn Av. BRT as the “C line” and Emerson/Fremont/Chicago Av. BRT as the “D line” and calls on Met Council to adopt the Midtown corridor (Greenway or Lake St.) for future amendment to the TPP</li> <li>▪ “will also fully participate with the Met Council, north side residents and advocates to study circulator service in North Mpls.” (pgs. 8-9)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>▪ notes it does not have land use authority nor is the county a light rail project developer or transit operator,” but it “will influence as much as feasible through our role as a direct funding partner” through the HCRRA. The county has contributed more than \$432 million, approximately 23% of the \$1.67 billion SWLRT project cost. (pgs. 6-7)</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>▪ included 21<sup>st</sup> Street Station in final deal cut with Mpls.</li> <li>▪ goal is to add one BRT line each year by 2020 – Snelling (A line), then W. 7<sup>th</sup> Street (B line), then Penn (C line).</li> <li>▪ Interest in building off of successful, inclusive community engagement practices demonstrated on the Midtown Alternatives Analysis process and intends to replicate/implement in the upcoming West Broadway study.</li> <li>▪ supports conclusions of the Midtown Alternatives Analysis and recognizes the BRT/rail potential of the corridor. The West Broadway study will explore the viability of streetcar improvements and related economic development potential.</li> <li>▪ working with Minneapolis, St. Paul and other communities to develop a regional streetcar policy.</li> </ul>

# Transit Improvements

Issue	Commitments	Responsible Entity
<p>Invest in North Side bus transit infrastructure and amenities.</p>	<p><u>Heated bus shelters, security measures and manage snow removal</u>            Add heated bus shelters (full (C-style) standard Metro Transit shelter), security cameras, emergency call boxes and adopt snow removal management practices at strategic locations along routes 5, 7, 9, 14, 19, 22, and 30</p> <p><u>Lower bus fares</u>            A 25 cent drop in regular route fares in urbanized portions of the region</p> <p>Extending the time period allowed for transferring from one vehicle to another after initial payment by one hour from 2 ½ hours to 3 ½ hours</p> <p><u>Lower wait times</u>            Met Council agrees to study the feasibility of higher Bus service frequency and extended operating hours</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>▪ supports coordinated public safety/sharing of live security camera feeds and higher bus frequency to Van White station</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>▪ commits to build 150 – 200 new and replacement shelters by end of 2015 [towards an approximate 400 shelter gap]</li> <li>▪ Ladders of Opportunity grant secured to support and fund on-the-ground community engagement efforts; plus significant shelter funding to solar powered light, heat and schedule info at 125 – 150 locations.</li> <li>▪ appears ready to create a single standard for defining bus shelter eligibility across the region and may adopt a goal of 100% shelter coverage in all RCAPs at eligible bus stops.</li> <li>▪ New Service Improvement Plan envisions 120 substantial improvements to regular route bus frequency, extended operating hours and more easy to understand signage and real time route information.</li> <li>▪ Metro Transit Police Department affirmed commitment to Community Policing standards and principles. Diversification of the department is a top priority – 50% of most recent new hires are people of color or women. Establishments of “Save Zone” teams, foot and bike patrols in multiple locations. Coordination with other agencies and officer of color associations, participation in 46 community events and participation in the “Broadway is Back” initiative.</li> <li>▪ Metro Transit Police interested in working with local entities to develop information and camera access sharing at stations and bus stops where possible.</li> </ul>

# Regional Development

Issue	Commitments	Responsible Entity
<p>Support the neighborhood and city endorsed plan for catalytic Transit Oriented Development at the SW Van White station stop.</p> <p>Support full development of the Van White station to grow the city’s population, increase housing choices and boost job prospects for local residents.</p>	<p><u>Van White Station Prioritization</u>            Prioritize transit planning, land-use coordination and funding of supportive infrastructure at the SW Van White Station</p> <p><u>Van White Station Partnership</u>            Government partners must work closely with the Bryn Mawr and Harrison neighborhood associations to achieve the vision of the Bassett Creek Valley (BCV) Master Plan for a mixed-use, mixed-income development including affordable rental and homeownership options</p> <p>Support the Bassets Creek Vally Master Plan which calls for the creation of over 3,000 new housing units &amp;5,000 - 6,000 new jobs at the Van White Station Area</p> <p>Commit to finding alternative locations for the impound lot and proposed train storage facility</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>does not fully endorse the Van White commitments, but pledges “to get the best outcome within constraints” of the site; further the city says it supports “a shared vision of mixed-use, mixed income development including affordable rental and homeownership options.” (pg 2)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>recognizes the long-term potential for economic development of Van White Station (citing the BCV Master Plan and County/FTA station area plans, the county notes how this station ranks higher than many other SW station areas) – defers to state and federal agency plans for future passenger rail service. (pg. 3)</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>heard the concerns of Harrison residents &amp; businesses; willing to help facilitate a resolution; defers to the City as the lead on station area plans.</li> </ul>

# Regional Development

Issue	Commitments	Responsible Entity
<p>Maintain and Expand affordable housing base on and near the SW Corridor.</p>	<p><u>Housing Choices</u>            Maintain and preserve a rich balance of housing choices which are affordable for current and future residents (and workers) along the transitway corridors</p> <p>Affordability definitions should be calibrated to median income levels for the city of Minneapolis</p> <p>Develop a strategy to prevent involuntary displacement of low-wealth communities from transitway corridors</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>agrees in concept with our commitments; expresses concern with displacement; wants to maintain “housing choice and affordability for current and future residents and workers” and administers programs to “provide new and existing owner-occupied and rental housing in the city”</li> <li>A “goal of the City is to increase homeownership among people of color.” Mayor’s budget looks to match up with MN Housing funds, and provide down payment and closing cost assistance for new homeowners. (pgs. 28-29)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>TOD grants and loans along W. Broadway &amp; Penn Ave. N. have supported approx. 1,680 units of affordable housing in the past and pledges to utilize multiple programs, including AHIF, to support mixed-use TOD development along future transitway corridors.</li> <li>Community Works housing inventory (2013) provides extensive information about housing, employment and demographics along the SW corridor.</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>committed to creation/preservation of affordability along transit corridors. New emphasis to be placed on 30% &amp; 50% of the MMI.</li> </ul>

# Regional Development

Issue	Commitments	Responsible Entity; Partner Agencies
<p>Targeted economic growth along nearby commercial corridors in North Minneapolis.</p> <p>Grow the local economy, add jobs and develop new business opportunities.</p>	<p><u>Anticipate multiple transitway investments</u> Work with local neighborhood associations, long standing community-based institutions, philanthropy and business owners to coordinate station area planning and land use planning.</p> <p><u>Coordinated Commitment</u> link efforts among government partners, local neighborhood associations and nonprofit community development organizations to plan for new business development along Northside commercial corridors, achieve TOD density goals, create entrepreneurial incubator programs and maximize local job/workforce programs</p> <p><u>Demonstration Projects</u> commit to utilizing the West Market Business District, Glenwood Ave. N. and Van White Memorial Blvd. as demonstration projects for this purpose – work with Harrison, Near North, and Heritage Park Neighborhood Associations; and other allied partner groups</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>Business Technical Assistance Program (BTAP) contracts with 11 nonprofit community development organizations to provide business consulting services, several of which serve particular ethnic or geographic areas along the suburban portion of the SW corridor.</li> <li>BTAP (and city’s Great Streets) program could use more funds to meet a growing demand for these services. City is interested in building a pool of BTAP advisors (apprenticeship program to train advisors of color to provide culturally specialized business finance and regulatory guidance)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>“We are committed to participating in events that gather key stakeholder together to connect job seekers with employment opportunities.” (pg. 4)</li> <li>SW Investment Framework/Transitional Station Area Action Plans focuses on pro-active infrastructural investments that can attract public/private investments that support job creation, mobility and access to new economic opportunities. TSAAP could serve as a template for coordinated action for longer term opportunities.</li> <li>The county’s Moving the Market initiative, working with MEDA and NDC, focuses on the SW corridor and could serve as a powerful model to generate employment opportunities and business development. The project will provide technical support and financial assistance to entrepreneurs of color to start new businesses or expand/relocate them to the corridor, secure procurement opportunities for minority-owned firms and connect underserved communities to jobs.</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>will convene local governments and community-based groups on coordinated transit and land use planning in areas where major investments are planned and will continue to pursue integrated regional policies.”</li> </ul>

# Regional Equity/Human Capital Development

Issue	Commitments	Responsible Entity
<p>Develop a system that connects job seekers with employment and entrepreneurial opportunities along the SWLRT Corridor.</p>	<p>Ensure people of color have opportunities to secure employment with “Anchor Institutions” and businesses in key growth sectors of the regional economy</p> <p>Create framework to operationalize this program with Northside employment outreach and training groups</p> <p>Consider whether a Community-based Employment Assistance Firms (EAF) model would be appropriate for this purpose</p> <p>Explore other models as well</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>▪ interest in developing a model Anchor Institution program, to include procurement strategies, rent subsidy program, accelerated investment savings accounts, and some focus on expected downtown job retirement wave.</li> <li>▪ The City has “adopted and implemented” strategies to support small entrepreneurs (immigrant, women and minority owned). It is interested in partnering with others to create a “regional resource availability, utilization and gap analysis.” (pg. 21)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>▪ the county commits to “leverage our working relationships and resources with educational and training institutions ... as well as our social service hubs and workforce centers to connect job seekers and entrepreneurs with economic development and job opportunities.” (pg. 5)</li> <li>▪ Jobs North Minneapolis program could tie together efforts like the Northside Community Response Team (NCRT), MN DEED/Mpls. North Workforce Center Community Advisory Committee and other community-based organizations.</li> <li>▪ Working with MCTC, the county is developing a “real time” jobs inventory system and wishes to connect it to transit corridors. Also, see Moving the Market and Open to Business program, cited.</li> <li>▪ The county is “committed to growing the base of qualified” SBEs and DBEs. It is also developing a new collaborative effort with PPL and MCTC “to create pathways to county employment” for individuals to pursue a career in public service. (pg. 5)</li> </ul>

# Regional Equity/Human Capital Development

Issue	Commitments	Responsible Entity
<p>Promote and support entrepreneurs of color.</p> <p>Optimize equitable LRT construction hiring goals.</p> <p>Coordinate and contract with Community-based recruitment &amp; training organizations.</p> <p>Create better opportunities for Disadvantaged Businesses and Minority Contractors.</p>	<p><u>Capital Fund for Entrepreneurs of Color</u> The City of Minneapolis, Hennepin County and the Met Council commit to establish a \$50 million “capital fund” to support and promote entrepreneurs of color who wish to start or relocate a business along regional transit corridors</p> <p>Exceed the proposed hiring goals for SW construction workforce: commit to a goal that 40% of SWLRT construction work hours be performed by workers of color</p> <p><u>Formal Partnership for attaining hiring goals</u> Met Council commits to contracting with a Community Based Recruitment and Training Organizations (Employment Assistance Firms) to ensure fulfillment of SWLRT construction hiring goals</p> <p><u>Local Hiring</u> Create a targeted zip code for employment goals focused on communities of color and areas high in poverty; and track ethnicities of the workers</p> <p>Met Council commits to a goal of 20% DBE contracting for SWLRT.</p> <p><u>Equitable Procurement</u> Governmental agencies coordinating on the SWLRT project, in partnership with major employers along the corridor, commit to adopt an equitable procurement system for goods and services from minority owned and other disadvantaged businesses</p> <p><u>Equitable Contracting</u> Explore opportunities to unbundle contracts for construction and professional projects to ensure that small, minority, and women owned businesses are included and able to prosper</p>	<p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>“would support a ‘ capital fund’ to supplement its efforts to make sure that minority and women entrepreneurs succeed when starting and growing their businesses,” preferably near transit lines in neighborhoods that have traditionally lacked employment opportunities. (pg. 21)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>Community Works is capitalized with a fund of \$4.5 million that could be used to leverage a broader pool of partnership funds to support planning and implementation efforts.</li> <li>HCHRA/Redevelopment Authority’s pilot acquisition Opportunity Fund targets strategic development sites on or near transit corridors “to provide affordable housing, create jobs, provide access to employment or enhance the tax base.”</li> <li>“A partnership with the Northside Funders Collaborative that supports SWLRT, Bottineau LRT and other major infrastructure improvements, such as Penn Avenue, should be pursued.” (pg. 4)</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>meet equitable hiring goals (set at 32%) and strive to exceed them “when qualified workers are available to do so”</li> <li>“will explore establishing a capital fund targeted at entrepreneurs of color with appropriate government and philanthropic entities. “</li> <li>commits to working collaboratively with stakeholders to “grow the qualified workforce in the construction fields needed to build SWLRT”</li> <li>aims to “grow the base of DBE qualified contractors through targeted outreach ... capacity building and development.”</li> <li>The “unbundling” of large contracts to help small, minority owned and women owned businesses (DBEs) to bid on work is “a routine Council practice.”</li> <li>DBE/AA Oversight Committee for the SWLRT project (and all future “mega projects) will now require contractors to report, on a monthly basis, the ethnicity of its workforce.</li> <li>is committed to diversifying its workforce - currently 30% are people of color. The Council is developing apprenticeship programs as part of its recruitment and training efforts with candidates of color for many technical jobs within Metro Transit. (pgs. 20-21)</li> </ul>



# Reporting

Issue	Commitments	Responsible Entity
<p>Regular reporting out of progress to community, business and governmental partners.</p>	<p><u>Reporting Results</u></p> <p>Reports should be made available to the public online by the coordinating agency and delivered to the appropriate citizen and neighborhood groups</p>	<p><b>SW Corridor Coordinating Agency/Advisory Committees</b></p> <p><b>City of Minneapolis</b></p> <ul style="list-style-type: none"> <li>▪ commits “to periodically measure and evaluate the impacts of our existing business development programs on low-income communities and people of color and the results with our partners to collectively improve them.” (pg. 2)</li> </ul> <p><b>Hennepin County</b></p> <ul style="list-style-type: none"> <li>▪ recognizes the importance of having shared metrics and performance measures to align with goals, and as the “equity plan matures ... county programs’ objectives and investments can be woven into [ a ] reporting framework to document and quantify a holistic approach on how we are mutually working together.” (pg. 6)</li> </ul> <p><b>Met Council</b></p> <ul style="list-style-type: none"> <li>▪ The Green Line construction workforce data analysis illustrated which construction trade areas need assistance expanding the pool of qualified workers of color and female workers. The data shows that for the SWLRT project, we’ll need to expand the pool of skilled workers of color and women in trades such as electricians, sheet metal workers, pipe fitters and iron workers. The Council is committed to meeting this goal through its LRT Works project and collaborating with a team of trainers, unions and educational institutions.</li> <li>▪ More research will be done by the Council to determine how to meet the “community-based recruitment and training” model suggested by the Equity Coalition. Data from current efforts at utilizing Employment Assistance Firms on major projects will be studied.</li> <li>▪ In the future, workforce zip code reporting will be required of all major contracts for projects like the SWLRT (and other large projects). This information will be reported every month at the DBE/AA Oversight Committee meeting and posted on-line. (pgs. 20-21)</li> </ul>