



Regional Anti-Racist and Economic Justice Trust Agreement March 2021

On behalf of Metropolitan Council <Trust Member>, as a member of the Regional Anti-Racist and Economic Justice Trust, our organization and the leaders and executives responsible for leading in our organization will:

- **Commit to putting into action the following values**
 - Belief that Closing Racial Wealth Gaps is Possible And is Dependent Upon Anti-Racist Action
 - Anti-Racism
 - Economic Justice
 - Results
 - Co-Creation & Shared Accountability
 - Investing in Black Leadership
- **Commit to the change management** necessary to reimagine and reform the actions, policies and investments, in real-time need opportunities for peer learning; aggregate goal setting and monitoring; and environments for fostering shared accountability in order to support the actions necessary for dismantling systemic racism and ultimately closing racial wealth gaps.
- **Align, accelerate, and aggregate anti-racist corporate and governmental actions, investments and commitments** toward building a racially equitable, inclusive and economically just region and economy in shared accountability with Trust members and peers.
- Commit to establishing and monitoring institutional/ entity/ employer level goals and measurements.
- Commit to relevant anti-racist actions that align to baseline measurements.
- Attend meetings and actively engage in:
 - Co-creation of anti-racist strategies,
 - Sharing and transferring power with Black, Latinx, Asian and Indigenous people, business owners and institutions led by these populations in pursuit of a racially and economically just, equitable and inclusive community.
 - Reviewing pre-read materials prior to meetings and coming prepared for engaged discussion, active listening, and respectful dialogue.
- Be a vocal champion of this anti-racism and economic justice, and the Trust in the community.

Commitment to setting goals and reporting results:

In the spirit of Co-Creation, Trust members will use the tools of Results Based Accountability to co-create Trust Goals & Indicators. The outline below provides a sample using best practice indicators used in the Center's consulting. Entities who join will not be required to pledge measurable change in all Trust indicators, but will be asked to make commit to actions that will drive changes. They will also be asked to report on progress for use at the aggregate level to support a culture of learning, adaptation and accelerated impact.



INITIAL MEASURES

(Aligned with Indicators for an Inclusive Regional Economy)

RBA Metrics: Bringing it all together

Organization Indicators	Private	Public	Regional Indicators	Existing	Potential New	
People	<ul style="list-style-type: none"> % of board / senior leaders / managers / employees who identify as BIPOC \$ BIPOC-White gap in median annualized wages % of full-time employees / part-time earning less than a family sustaining wage 	<ul style="list-style-type: none"> % of board / senior leaders / managers / employees who identify as BIPOC \$ BIPOC-White gap in median annualized wages % of full-time employees / part-time earning less than a family sustaining wage 		<ul style="list-style-type: none"> \$ average annual income for full-time BIPOC workers % of BIPOC residents who are employed 	<ul style="list-style-type: none"> % of BIPOC residents earning a family-sustaining wage (alternative) 	
Procurement	<ul style="list-style-type: none"> % spend with MBE suppliers % change in spend with MBE suppliers 	<ul style="list-style-type: none"> % spend with MBE suppliers % change in spend with MBE suppliers 		<ul style="list-style-type: none"> BIPOC Wages & Employment BIPOC Business & Workforce Development 	<ul style="list-style-type: none"> % BIPOC residents who own their own business \$ median change in wages after workforce programs 	<ul style="list-style-type: none"> BIPOC % of businesses owned vs. % of population (alternative)
Philanthropy / Investment	<ul style="list-style-type: none"> % grant funding to BIPOC-led / BIPOC-focused organizations 	<ul style="list-style-type: none"> % investment in BIPOC organizations and communities 		<ul style="list-style-type: none"> Affordable Housing, Transportation, and Access 	<ul style="list-style-type: none"> % BIPOC residents who own their home % BIPOC renters who spend greater than 30% of their income on housing 	<ul style="list-style-type: none"> % BIPOC residents who express trust in / have received one / two dose(s) of COVID vaccine
Policy / Program	<ul style="list-style-type: none"> High/medium/low alignment of state-level advocacy spending to accelerate racial equity and inclusive growth 	<ul style="list-style-type: none"> High/medium/low alignment of programmatic spending to accelerate racial equity and inclusive growth 				

Signature: Charles A. Zelle

Date: 4-14-21

Printed Name, Title & Organization:

Charles A. Zelle, chair
 *To be signed by the Institutional Leader
Metropolitan Council