

Minutes

Equity Advisory Committee



Meeting date: February 17, 2026

Time: 6:00 PM

Location: Virtual

Members present:

- | | | |
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| <ul style="list-style-type: none"> <input type="checkbox"/> Co-Chair, John Pacheco Jr., District 5 <input checked="" type="checkbox"/> Co-Chair, Carmeann Foster, District G <input checked="" type="checkbox"/> Yassin Osman, District 7 <input type="checkbox"/> Dr. Tyronne Carter, District 3 <input checked="" type="checkbox"/> Toni Carter, District 14 <input checked="" type="checkbox"/> Michael Luseni, District A <input type="checkbox"/> Vacant, District B | <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Samirra Isse, District C <input checked="" type="checkbox"/> Anita L. Urvina Davis, District D <input type="checkbox"/> Zakariya Abdullahi, District E <input type="checkbox"/> Vacant, District F <input type="checkbox"/> Vacant, District H <input type="checkbox"/> Vacant, at large | <ul style="list-style-type: none"> <input type="checkbox"/> Mitchel Hansen, at large <input checked="" type="checkbox"/> Markeya Knight, at large <input checked="" type="checkbox"/> Astrid Benedetto, at large <input type="checkbox"/> Vacant, at large <input type="checkbox"/> Vacant, at large <input type="checkbox"/> Vacant, at large <input type="checkbox"/> Vacant, at large <input type="checkbox"/> = present, E = excused |
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Dakota Land, Water, and People Acknowledgment

The Metropolitan Council acknowledges that the land we currently call Minnesota and specifically the seven-county region is the ancestral homeland of the Dakota Oyate who are present and active contributors to our thriving region. As part of the Metropolitan Council’s commitment to address the unresolved legacy of genocide, dispossession, and settler colonialism and the fact that government institutions, including the Metropolitan Council, benefitted economically, politically, and institutionally after the forceable removal of the Dakota Oyate, the Metropolitan Council is dedicated to instilling Land, Water, and People Commitments in regional policy. These commitments support the Dakota Oyate, the eleven federally recognized Tribes in Minnesota, Ho-Chunk Nation, and the American Indian Communities representing over 150 diverse Tribal Nations that call the seven-county region home.

Call to order

A quorum being present, Co-Chair Carmeann Foster called the regular meeting of the Equity Advisory Committee to order at 6:05 p.m.

Dakota Land, Water, and People Acknowledgment

The Dakota Land, Water, and People Acknowledgment was read by Co-Chair Carmeann Foster.

Agenda approved

It was moved by Samirra Isse, seconded by Markeya Knight to approve the agenda. Committee Members did not have any comments or changes to the agenda. **Motion carried.**

Approval of minutes

It was moved by Astrid Benedetto, seconded by Samiira Isse to approve the minutes of the January 20, 2026, regular meeting of the Equity Advisory Committee. **Motion carried.**

Public invitation

No conversation here.

Information

Presentation Title-

Imagine 2050 Outcomes Measurement Program- Sarah Nelson, Outcomes Measurement Researcher, Community Development and Krysten Ryba- Tures, Strategy & Product Design Manager, Community Development Research

Presentation Overview-

- Imagine 2050 is the region's updated comprehensive development guide (adopted 2025), establishing a long-term vision, regional goals, and policy direction across land use, housing, transportation, water, and parks.
- The Outcomes Measurement Program introduces a coordinated, data-driven approach to track progress toward these goals, emphasizing accountability, shared understanding, and system-level insight.
- The program is guided by principles of being iterative, adaptable, and meaningful, focusing on outcome-based measurement and changing data needs over time.
- Measures operate at three levels regional indicators, regional partner actions, and Met Council actions reflecting both population conditions and specific policy, planning, and engagement efforts.
- Equity frameworks (Environmental Justice, Anti-Displacement, and Community-Centered Engagement) shape measurement design, emphasizing data disaggregation and attention to demographic and spatial disparities.

Presentation Notes-

Toni Carter: As you know, Council members have been deeply involved in developing this regional development guide for several years. I appreciate hearing it summarized today because a tremendous amount of work went into it.

This guide reflects lessons learned over the past decade since the previous 2040 guide. One of the key foundations of this work is addressing community inequities across all policy areas.

We are challenging ourselves to remain faithful to the commitments we made in the plan, particularly those related to equity and community engagement.

I look forward to hearing feedback from Equity Advisory Committee members as we continue implementing the plan.

Carmeann Foster: I have a question about accessibility and community engagement. Imagine 2050 is a very large document, and the outcomes measurement program will likely produce a lot of data.

How are you planning to make this information accessible and digestible for community members so they can engage meaningfully with it?

Krysten Ryba-Tures: That is a great question. Our team has been thinking about that a lot.

We are developing a website to host the data, but we know that simply posting the information online will not be enough. Instead, we are planning facilitated engagement sessions where we present smaller, focused sets of data that relate directly to issues communities care about.



For example, we might bring five or six relevant data points to a community conversation rather than presenting hundreds of metrics. We want participants to interpret the data with us and share whether it reflects their lived experiences.

We will also document those conversations and include those narratives on the website to help capture different regional perspectives.

Carmeann Foster: Another concern raised by committee members is accountability. If the data shows that we are not meeting our equity goals, what mechanisms will exist to correct course?

Krysten Ryba-Tures: That is an important question. Some policy areas may be able to pivot more quickly than others depending on funding cycles and planning timelines.

However, one of the long-term benefits of the outcomes measurement program is that it will provide critical information as we begin planning for the next regional development guide. By the time we start developing the 2060 plan, we will have a clearer understanding of what worked and what did not.

Presentation Title-

EAC End of Year Summary and 2026 Workplan- Torri Hampton, Office of Equity and Equal Opportunity, Senior Equity Officer

Presentation Notes-

Hampton, Torri - All right, I will read the first question. What does co-powering with EAC members truly look like in practice? What does that really look like for our members in practice? Where do we currently feel empowered? Where do we feel somewhat involved, but not truly influential? This can be an open floor. Go ahead, Council Member Toni Carter.

Carter, Toni - Okay, I am not so sure that I can be as responsive to the discussion questions as I might want to be. However, you have presented a lot tonight. We looked over all of the things that we did last year and the kind of presentations, the eight or nine that came before us, and they were in impactful areas.

I recall that it was slide four in the last presentation deck where you had the list of presentations that had come before us, and they were all really good, important, and impactful areas of work being done at the Council. We saw some of that start-up work, and I am really interested in knowing whether others feel that it is not just the presentation that we want to have before us, but also the follow-up and an understanding of what kind of results may be coming from it.

For example, with the project bank accounts, there are goals for those project bank accounts to help us achieve greater minority business and small business participation. I would like to know whether EAC members feel that we need to be talking about those goals, understanding over time what our experience has been, and perhaps helping to work through the sticky points.

Carter, Toni - As presentations come before us, I love the fact that we get to hear what has been done, what is planned, and what we hope will result. However, there is some relationship that I feel may be missing for us right now, and that is something I think we would like to cultivate.

So maybe that is the first question I am getting at. What does co-powering look like? If what we are talking about in co-powering is having our EAC members help to co-power the Council, and having the Council, meaning the broader Council, the policymakers, as well as staff leaders, in stronger



relationship with the EAC, then maybe that is what I am trying to describe.

It is not just about the presentation. It is about the work. It is about the results. What are the problems that we are facing?

Carter, Toni- How, in fact, are we designing work to resolve those issues? What is happening in the process that we should maybe keep track of so that we can continue to give that feedback? It does not seem like a one-and-done kind of thing.

So that is what is on my heart. As I talk about the work that we have seen, I feel as though there is more that should come forward this year from that work. I know there are a whole lot of other presentations that we will see this year, but I am just not feeling that the presentation itself is really the full subject of our work.

Carter, Toni- It is the ongoing process and the results that we are looking for that impact equity in our region, and I would like the EAC to be more engaged with that. There is something about relationship, and not just presentation, that I am trying to express..

Carter, Toni- Also, if we have 24 presentations coming, I am not sure how much time there is for thought. I am not sure that we are really able to say, "This is how we will consider the matters being brought before us, and this is the kind of rubric of our equity considerations that we will be looking at."

I am wondering if we want to exercise ourselves in that way. Do we want to understand together what we are looking for and be able to scrutinize the work that is coming before us in order to give that kind of strong feedback?

So does that mean that we only intake presentations, or is there something about our training and our own engagement that also needs to be developed?

Carter, Toni- That is the second thing that I would put forth, because if we are going to be strong, if we are going to be a co-power, then we need to recognize that strength and understand the body's intent, the body meaning the EAC. What is our intent as we look at these presentations coming before us?

And the third thing is this: 24 presentations is a lot.

Carter, Toni- Do we need to focus? Do we need to determine a focus?

Carter, Toni- For the coming year or two, because taking in 24 presentations is really good, but I am not so sure what we give back, how our process of consideration, feedback, follow-up, and understanding of results will work.

So that is just where my thinking is right now. I am not giving answers. I am asking questions and wanting to know how others are feeling about that..

Carter, Toni- I really appreciate all the work that you all have put into structuring this. It looks good, but I just want to think about what the EAC wants to be and how we intend our results to look at the end of a year, at the end of any year, or over a period of years. So that is where my feedback is right now.



Hampton, Torri -Yeah, and I agree wholeheartedly with everything that you said.

Carter, Toni- That is where my feedback is right now.

Hampton, Torri- And I think that is the route that we want to be on when it comes to the EAC. I would say that we may get to 24 projects, but we do want to have a bank of projects for you all to start deciding from. What do you want to see? What do you want the goal and intention to be?

Do you want it to be really focused on the Regional Development Guide? Do you want it to be focused on the Blue Line project? What are you all interested in long term?

Because we know that bringing a lot of presentations to you in the past has not always done the committee justice when it comes to holding us internally accountable for coming back and showing what advice from the EAC has actually been taken up. So we do want to figure that out.

As we build those relationships with individuals internally and put procedures or policy in place for the EAC, that is really the part Lila is working on. She is working on where the EAC should be planted within the Met Council so that presentations come to you earlier in the development stage, and so that equity can be implemented earlier in the process instead of after everything has already been developed and then brought to you.

So, we do want to get better at that, and I really do champion everything that you said in this space.

Carter, Toni -And I am wondering what others in the meeting tonight are thinking. I love the fact that you are proactively setting this agenda, bringing this forward, and having a menu of areas that the EAC can look toward.

Carter, Toni- I am just wondering if I am the only one thinking this, or if others are feeling that we need think time. Maybe there are some tools that we need in order to, in a more rubric-based way, consider these topics as they come before us.

Carter, Toni- I am wondering whether this is just bothering me because I am me, or whether there is something about this that others would also grab onto. So, I just wanted to put the question out there.

Markeya Knight - I am just wondering if anyone on the EAC attends the weekly Met Council meetings just to get a sense of what is going on before it gets to us after projects are almost complete. Is there anyone who regularly attends those meetings?

Carter, Toni - I have seen people there from time to time. I do not think that is necessarily a requirement, but maybe there is something about being involved in other areas of the work. Attending Council meetings could be one thing, but that is not really where all the work gets done.

It often comes together in a vote there, or there may be a presentation, but there are also many other Met Council committees that some of you may be involved in. I do not know if that could be part of it. Do we have representation in other areas of the work that then come back to the EAC? I think that could be a question for us to think through.

Hampton, Torri- And that is why we want to have that conversation with our Council members,



because they attend the Council as a whole every Wednesday or every other Wednesday. They also attend subcommittees and other meetings, and they are involved in different areas of work.

So we do want to figure out how we can get more of that conversation going and break down some of those silos. I would say that I definitely can go into more detail and hold myself more accountable for attending more Council meetings as a whole. That is something Lila, Tony, and I have discussed—actually attending these meetings and being more involved in those spaces.

I also want to encourage our committee members to visit our website and review the meetings. Just as this meeting is live on YouTube, those meetings are live as well.

We may also need to create space on the agenda where we discuss, maybe for five minutes, what is going on in your community. Have people in your community discussed any of these projects? Is this even something of interest in your community?

So maybe we can talk about how to restructure the agenda. Yes, we need to follow the bylaws and intentions that guide our meetings, but how can we better use our two hours together to make sure we are having these discussions about what is going on in other parts of the Council?

I do want to offer that we should think about how to restructure this time and make sure we are using it in a way that gets us everything we want. If we want to discuss other things happening around the Council and receive updates on that, then we need to put that on the agenda so it becomes a norm.

I actually think that is a really good suggestion, Markeya. We used to call on our Council members at the end of meetings, but we took that off the agenda. I do not want to reference the reason because I do not fully remember it, but we can definitely consider putting that back on the agenda.

We can also think about ways to make that conversation stronger than simply calling on Council members to give us an in-depth update. How can we better build that conversation into the agenda?

What about our other members who have been here for a while, whether a year or six to seven months? How do you all feel about these questions? Can you think of any feedback loops you have used in other spaces, maybe at work or in community engagement settings, that have been effective?

How can we get better feedback from you or loop you into the feedback process? What would that look like for you, especially as members who are external to the Council? For those who are internal, it is a little easier to make that feedback loop happen. Go ahead.

Samiira Isse -Yeah, hi, this is Samira. I definitely think pre-brief sessions or summary memos would be great. Because we only meet once a month, it is easy for that time to go by and for people to get out of the loop, if that makes sense.

So even if it is something brief, I think it would be helpful for sure.

Hampton, Torri- Can you talk a little bit more about that summary memo? I just want to understand a little better what that would look like. When you are looking at it, do you want a feedback update from the last presentation, or information on what is coming before us? What



would that summary look like to you?

Samiira Isse- Yeah, I think it could be something like an email. I do not think it would have to be super long, but just kind of what you stated: an update on where things have gone since the previous meeting, what is coming up, and the context for the agenda packet. I think that would be really helpful.

Hampton, Torri- I am loving this. Does anybody else want to comment on any of these questions? How can EAC co-chairs and OEEEO staff better prepare members for these complex presentations? How can we better support you in a space like this?

Tolliver, Tony -One of the things we have been thinking about, and I would love to hear others' thoughts, is this: as presenters come in, would it be helpful if they framed their presentation in a way that gives you tangible takeaways as members of councils and communities who are active in places and spaces that we may not be?

Would it be helpful for them to give you messages you can go out and share, not just the PowerPoint, but also key information you were meant to learn that day? In a two-hour meeting, with one or two presentations, it can sometimes be hard to understand which parts matter the most.

Would that be something helpful to this group?

Samiira Isse-I think that would be pretty helpful.

Hampton, Torri- I also want to do a temperature check. I know it is the beginning of the year, and there is a lot going on in people's lives and in different spaces. So I wanted to ask about the meeting time. Does the 6:00 to 8:00 p.m. time still work well for everyone? How do you feel about the timing of this meeting?

Markeya Knight- It works for me.

Hampton, Torri- Okay, perfect. I just want to make sure this time still works for everybody, because I know it is a later evening meeting.

Carter, Toni- I do not know if you are seeing my thumbs up.

Tolliver, Tony- We do. We do.

Carter, Toni- Okay, all right.

Hampton, Torri- We do see it. I also think another part of that summary memo could be updates on the things we are changing along the way for the EAC, including some of the feedback mechanisms we choose to use.

I did send out a survey after the last meeting, and I got one response. So I also need feedback from you all to help make this experience stronger and ensure that we are covering what matters.

That survey asks whether there is anything else you were thinking about that you did not have a



chance to say during the meeting. It is just another follow-up process. The reason we do it through a form is so that we can keep track of the information you all share.

So even if you do not write a lot, I want to ask that you complete those surveys after each meeting. That way, if you wrote something down during the meeting or had an additional thought afterward, we can capture it.

The meeting notes are another important part of this. If there is something in the meeting notes that does not fully summarize what you said, or if there is something outside of that that you want to carry forward, I would like to see those items raised at the beginning when we review the meeting notes.

For example, when Carmeann calls for approval of the meeting minutes, maybe Council Member Carter could say, "When I reviewed the minutes last week, I noticed a point that Carmeann made about equity in disadvantaged neighborhoods related to the Blue Line project. Can we get more follow-up on that?"

So when we go over those notes, I want to know what the high points are that you want us to focus on. Maybe we get a presentation with a lot of commentary back. What are the main focus points you want us to emphasize within those notes?

When I send the meeting notes back out, I need some kind of feedback that says, "This is the area I feel we should focus on." Then when I have those follow-up discussions, we can bring forward the top three or five feedback areas from that presentation and focus on those more directly in our goal setting.

We do have seven minutes left, so I will open the floor for any more commentary, and then I will tell you what we will be working on or presenting next month. You can go ahead.

Astrid Benedetto- Hey, Torri, I want to add a little perspective on the pre-brief sessions. I think that would be very helpful, especially for very complex presentations, because we have limited time.

I do try to read the deck beforehand, but often, because of my lack of knowledge about a certain topic, a pre-brief session would be very helpful. Also, perhaps presenters could provide a recommendation to the Equity Advisory Committee. We all bring different perspectives, so if they could narrow down certain parts of the presentation and say, for example, "Here is the part where we would really love diverse perspectives on XYZ," that would give us a more targeted way to prepare and respond.

I personally like to reflect on information. I am not very good in the moment. I like to really think about what something means and how it could potentially impact different communities. So more preparation is always better for me. I just wanted to provide that perspective.

Hampton, Torri- Yes, I love that.

Hampton, Torri- And I want to ask this last question. You know how you usually get an email with everything on it. Are you interested in getting separate emails with a briefing and agenda items, or would you prefer everything together in one email? Or would you rather get an email at the beginning of the month, at the end of the month, or right before the presentation?



What does that process look like for you all? How would you like information to be presented to you so that I can make sure we are doing it effectively?

Astrid Benedetto- For me, the information can be together with the presentation. I understand there may not always be enough time because you are waiting on decks from presenters, but if we could get it a few days in advance, that would help. We are all busy, but if we get it a few days ahead of time, we can make space to review it before the meeting.

Hampton, Torri-Okay. All right, well I will go ahead and give the floor back to Carmeann. I think this was a really good discussion today. We usually do not get to talk like this in a meeting, so I am really glad we had the chance.

I will definitely follow up with the notes and everything from this discussion, specifically around the discussion questions. So thank you, and I will hand it back over to Carmeann.

Carmeann Foster- All right. Thank you again, Torri, for that presentation and for facilitating the discussion. That was our last agenda item.

Before we adjourn, we will open the floor for brief announcements from committee members or staff to ensure that everyone has an opportunity to speak. Again, please use the raise-hand feature.

Okay, seeing that there are—go ahead, Torri.

Hampton, Torri- Oh, sorry, I have an announcement.

Carmeann Foster - You have to use the raise-hand feature.

Hampton, Torri -We are in the process of thinking about new co-chairs, so if you would like to be a co-chair, we do recruit every year. We are going to announce it next month when we get new members, so they will have an opportunity as well. I just want to get that percolating in your minds that we are in co-chair season. So if you would like to be a co-chair, please email us and let us know.

Announcement

Adjournment

Business completed; the meeting adjourned at 8:01 p.m.

Certification

I hereby certify that the foregoing narrative and exhibits constitute a true and accurate record of the Equity Advisory Committee meeting of February 17, 2026.

Approved this 21st day of April 2026.

Council contact:

Lila Eltawely, Equity Senior Manager
Lila.Eltawely@metc.state.mn.us
612-456-8095

