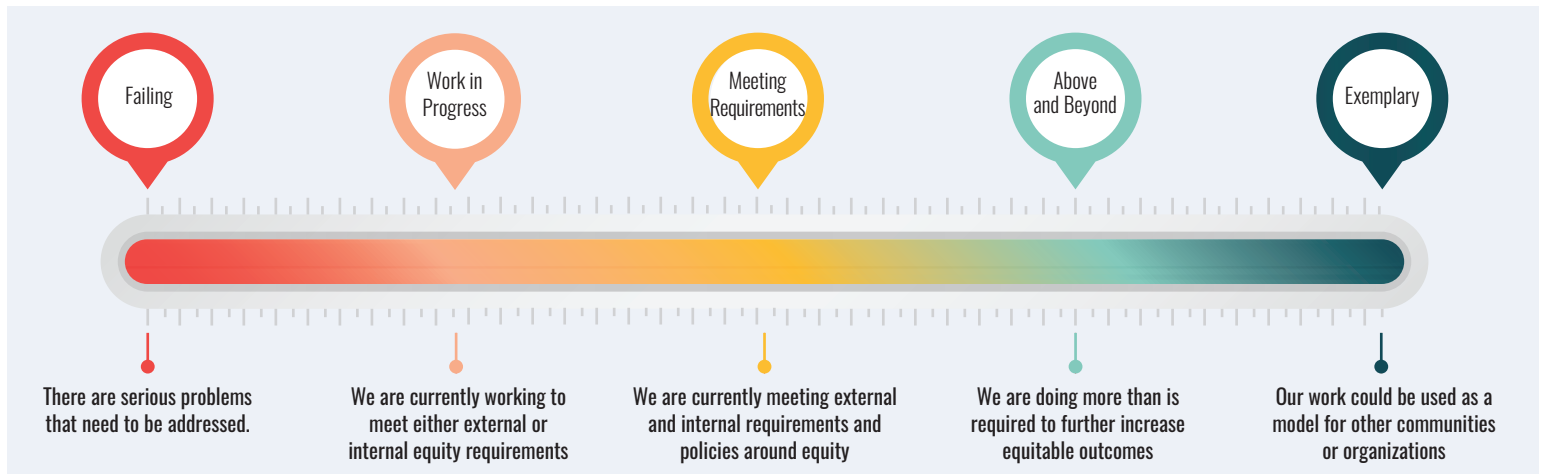


In June 2020, the MAPA Board of Directors adopted an Equity Resolution in order to increase equitable outcomes in our region through MAPA's work. This assessment is a direct outcome of the resolution, and scores MAPA's work in each of the eight action items included in the resolution.

**MAPA Board of Directors Equity Resolution:** <https://mapacog.org/data-maps/mapas-equity-resolution/>



**1** Ensure that **equity is a regional goal** and that progress toward this goal is **measured in MAPA's planning work.**

## Score: **ABOVE AND BEYOND**

- Formally include equity analyses in a variety of regional planning documents and funding decisions
- Go-to agency to compile and share regional equity-related data
- Regularly convenes stakeholders and members of the public to address issues of equity
- Maintains high level of regional outreach, partnerships and stakeholder engagement
- Opportunity to include equity metrics and analyses in additional documents, reports and processes

### Recommendations for work in the next year:

- Recommend a set of **regional equity metrics** to track, for approval by the MAPA Board - GIS/DATA team
- Continue work on an **Equity Dashboard** to share data for community use - GIS/DATA team
- Prepare for a 2023 **update to the Regional Equitable Growth Profile** report - C&O/Heartland 2050
- Investigate ways to **track use of the profile** and its data - C&O/Heartland 2050
- **Showcase equitable best practices** in MAPA and Heartland 2050 efforts & events - C&O/Heartland 2050
- Host an **Equity Learning capsule** to align MAPA's equity work with our strategic partners - C&O/Heartland 2050
- Deploy the **Principles of Equitable Development** for community use - C&O/Heartland 2050
- **Identify additional regional equity efforts** MAPA should be involved in - Public Engagement staff



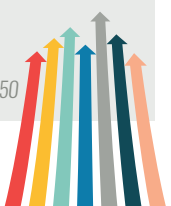
**2** Commit to **listen to those affected and marginalized** to learn how MAPA can help.

## Score: **MEETING REQUIREMENTS**

- Public Participation Plan and Civil Rights Plan outline robust engagement policies for MAPA's work
- Ongoing regional engagement and representation through MAPA and Heartland 2050 Committees
- Consistent use of a wide variety of platforms to share information and engage with the public

### Recommendations for work in the next year:

- Create a plan to **strengthen ties in South Omaha** and with the Spanish-speaking community - C&O/Public Engagement
- Develop a process for the **translation of materials** - C&O/Public Engagement
- Work with communities to **expand specialty transit options** through the Coordinated Transit Plan process - Transportation
- **Improve coordination** between MAPA departments for public participation efforts - C&O
- Analyze options to **increase Heartland 2050 Committee member engagement** - Heartland 2050





**3** Include **robust representation** from communities of color in MAPA boards, committees and stakeholder groups.

### Score: **MEETING REQUIREMENTS**

- Public Participation Plan and Civil Rights Plan outline robust engagement policies for MAPA's work
- Ongoing regional engagement and representation through MAPA and Heartland 2050 Committees
- Intentional recruitment efforts to increase diversity in boards and committees

#### Recommendations for work in the next year:

- Determine which **committee bylaws or guiding documents** should be accessible on the MAPA and/or Heartland 2050 websites - *C&O*
- **Inventory membership** of all MAPA and Heartland 2050 Committees and create a plan to make committees more representative of regional diversity and/or all people affected by a project - *Public Engagement/Admin*
- **Increase integration** of the Equity & Engagement Committee into MAPA processes - *Heartland 2050*
- Create a plan to **ensure materials are welcoming and inclusive** - *C&O*



**4** Improve the employment, training, advancement, support and success of people of color by **recruiting a diverse staff** that reflects the region we serve.

### Score: **MEETING REQUIREMENTS**

- Complies with state, local and federal laws governing nondiscrimination in all jurisdictions in which MAPA operates
- Has a robust Equal Employment Opportunity policy
- Personnel Policies & Procedures Manual outlines policies clearly and is accessible easily by all staff

#### Recommendations for work in the next year:

- **Expand the reach** of job postings - *HR*
- Create a plan to **increase recruiting efforts** - *HR*
- Investigate how MAPA can support **increasing the pipeline** of diverse professionals studying in planning and other relevant fields - *HR*
- Provide **ongoing professional development** opportunities for staff on diversity and inclusivity topics - *HR*
- Create recommendations for staff on **equitable hiring practices** - *HR*



**5** Review policies and programs to **ensure equitable funding toward disinvested communities** that will close disparities in our region and put all residents on a path toward reaching their full potential.

### Score: **ABOVE AND BEYOND**

- Includes Environmental Justice analysis on all projects in in MAPA's Transportation Improvement Program and Long Range Transportation Plan
- Ongoing Title VI compliance with dedicated staff
- Heartland 2050 focus on closing the gap in disparities across MAPA's region
- Publishes the Regional Equitable Growth Profile
- Comprehensive Economic Development Strategy includes goals and strategies around equity
- Compliance with programs that require investment in disinvested communities

#### Recommendations for work in the next year:

- **Increase integration** of the Equity & Engagement Committee into MAPA processes - *Heartland 2050*
- **Record and analyze** the Project Selection Committee and Mini Grant selection processes - *Transportation*
- Review and **update project selection and funding criteria** - *Transportation*
- Create a plan to **integrate equity metrics** into FY 2023 documents and processes - *Transportation*
- Create a plan to **include project funding information** in future equity assessments - *GIS/Data*
- Encourage community use of the **Principles of Equitable Development** - *Heartland 2050*
- **Provide training** for new Title VI Coordinator - *Public Engagement*
- **Review MAPA's contracting policies** to increase opportunities for Disadvantaged Business Enterprises - *Administration*



Address the needs of African-American and other **historically disadvantaged populations** in the transportation planning and project selection process through Environmental Justice analysis, public engagement, and other activities.

## Score: **ABOVE AND BEYOND**

- Public Participation Plan and Civil Rights Plan outline robust engagement policies for MAPA's work
- Ongoing regional engagement and representation through MAPA and Heartland 2050 Committees
- Intentional recruitment efforts to increase diversity in boards and committees

### Recommendations for work in the next year:

- **Record and analyze** the Project Selection Committee and Mini Grant selection processes - *Transportation*
- **Update project selection and funding criteria** - *Transportation*
- Create a plan to **integrate equity metrics** into FY 2023 documents and processes - *Transportation*
- **Showcase equitable best practices** in MAPA and Heartland 2050 efforts & events - *C&O*
- Encourage community use of the **Principles of Equitable Development** - *Heartland 2050*



**Target priority community development and economic development investments** in Racially or Ethnically Concentrated Areas of Poverty (RCAP/ECAP).

## Score: **MEETING REQUIREMENTS**

- Public Participation Plan and Civil Rights Plan outline robust engagement policies for MAPA's work
- Ongoing regional engagement and representation through MAPA and Heartland 2050 Committees
- Compliance with programs that require investment in disinvested communities

### Recommendations for work in the next year:

- **Record and analyze** the Project Selection Committee and Mini Grant selection processes - *Transportation*
- **Align CEDS goals and implementation strategies** with equity assessment - *Comm Dev*
- Kick off the **Revolving Loan Fund** for business loans - *Comm Dev*
- **Include RCAP/ECAP impact analysis** in additional MAPA documents/reports - *Transportation/Comm Dev*
- Create a plan to **include project funding information** in future equity assessments - *GIS/Data*
- **Showcase equitable best practices** in MAPA and Heartland 2050 efforts and events - *C&O*
- Encourage community use of the **Principles of Equitable Development** - *Heartland 2050*



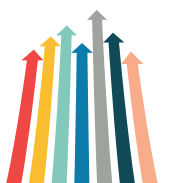
Review MAPA's work and progress in addressing these issues through conducting an **organizational equity assessment** to be conducted annually at the end of each fiscal year.

## Score: **ABOVE AND BEYOND**

- Completion of initial assessment
- Deeper analysis of current work and metrics to measure progress is needed

### Recommendations for work in the next year:

- **Align Equity Assessment work** with MAPA Strategic Planning efforts - *C&O*
- **Incorporate Equity Assessment Recommendations** into the MAPA Strategic Plan - *C&O*
- Create a plan to **annually evaluate** the assessment process - *C&O*
- Create a plan to **track the implementation** of recommendations - *C&O*
- **Identify specific metrics** related to each Action and Item and develop a system to track and report on these metrics - *C&O*
- **Create a matrix** to detail current work efforts related to equity - *C&O*



# EQUITY ASSESSMENT - GLOSSARY

## MAPA's Equity Resolution

Resolution adopted by the MAPA Board of Directors in June 2020. Reaffirms MAPA's commitment to a more equitable and just region and outlines eight action items that will be assessed on an annual basis.

**Responsible Department:** Agency-Wide

**Link:** <https://mapacog.org/data-maps/mapas-equity-resolution/>

## Metropolitan Planning Organization (MPO)

In its role as a Metropolitan Planning Organization, MAPA is the pass-through agency for millions of dollars in federal transportation funding for the Transportation Management Area (TMA) it serves which consists of Douglas and Sarpy Counties in Nebraska and western Pottawattamie County in Iowa. As an MPO, MAPA is responsible for projecting and planning for the region's future transportation needs and the allocation of federal transportation dollars to projects of regional significance.

**Responsible Department:** Transportation

**Link:** <https://mapacog.org/services/transportation/>

## Council of Governments (COG)

MAPA is governed by a 79-member Council of Officials, representing each of the 79 governmental units within Douglas, Sarpy, and Washington Counties in Nebraska; and Pottawattamie and Mills Counties in Iowa. The Council's roles include approving the agency's long range plan and setting overall policy.

**Responsible Department:** Agency-Wide

**Link:** <https://mapacog.org/projects/coo/>

## Regional Planning Affiliation

The Iowa Department of Transportation has designated 18 Regional Planning Affiliations (RPAs) that provide for regional transportation planning outside of urbanized areas. MAPA serves as the administrator for Iowa Regional Planning Affiliation 18, which includes the counties of Harrison, Mills and Shelby, and the non-urbanized portion of Pottawattamie County.

**Responsible Department:** Transportation

**Link:** <https://mapacog.org/projects/rpa-18/>

## Public Participation Plan

Outlines the process MAPA will follow to adequately involve the public in the their transportation planning activities. MAPA's many roles as MPO, RPA administrator and COG result in the agency serving as a conduit for state and federal agencies responsible for metropolitan planning. The Public Participation Plan was developed as a comprehensive document to meet all pertinent federal, state and local requirements."

**Responsible Department:** Agency-Wide

**Link:** <https://mapacog.org/projects/public-participation-plan/>

## Civil Rights Plan

A Civil Rights Plan was adopted for the transportation programs within MAPA and was last updated in 2019. The MAPA Civil Rights Plan discusses the benefits and burdens of transportation investment anticipated on different socioeconomic groups through examination of racial and economic disparity, zero vehicle household and job accessibility (by automobile and by transit). Specific accommodation policies stating how regulations are implemented are discussed throughout the plan. MAPA's Title VI Policy Statement is also detailed in document.

**Responsible Department:** Agency-Wide

**Link:** <http://mapacog.org/about/what-is-mapa/civil-rights/>

## Title VI

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives Federal funds or other Federal financial assistance. MAPA's Title VI Policy Statement is detailed in our Civil Rights Plan and updated every three years.

**Responsible Department:** Agency-Wide

**Link:** <https://mapacog.org/about/what-is-mapa/civil-rights/>

## Equity & Engagement Committee

Heartland 2050 committee tasked with moving forward the Heartland 2050 Vision's mission that all individuals and communities have full and equal access to opportunities that enable them to attain their full potential.

**Responsible Department:** Heartland 2050

**Link:** <http://heartland2050.org/action-plan/equity-engagement/>

## Regional Equitable Growth Profile

Regional profile that helps us understand the current state of equity (and inequity) in the region and then to put in place strategies, policies, investments, and new business models that remove barriers and make it possible for all to participate and reach their full potential.

**Responsible Department:** Heartland 2050

**Link:** [http://heartland2050.org/wp-content/uploads/2017/06/Omaha\\_Profile\\_Update.pdf](http://heartland2050.org/wp-content/uploads/2017/06/Omaha_Profile_Update.pdf)

## Principles of Equitable Development

A tool originally created by Twin Cities, MN community leaders that can be used by communities to ensure that the principles and practices of equitable development, environmental justice, and affordability are applied in all communities as they plan for economic development and wealth creation that benefits everyone. Currently being modified for local use by the Heartland 2050 Equity & Engagement Committee.

**Responsible Department:** Heartland 2050

**Link:** <http://thealliancetc.org/our-work/equitable-development-scorecard/>

## Long Range Transportation Plan (LRTP)

MAPA's 2050 Long Range Transportation Plan is a 30-year vision for the future of transportation in the Omaha-Council Bluffs region. MPOs are required to develop an LRTP that provides a comprehensive assessment of the region's transportation system and its future needs, including a list of regionally significant transportation projects based on reasonably anticipated local, state, and federal revenues.

**Responsible Department:** Transportation

**Link:** <https://mapacog.org/reports/lrtp-2050/>

## Transportation Improvement Program (TIP)

Identifies the capital and non-capital transportation projects proposed for federal-aid funding or action for each MPO/RPA over the next four-year period.

**Responsible Department:** Transportation

**Link:** <https://mapacog.org/projects/tip/>

## Unified Planning Work Program (UPWP)

Outlines the annual transportation planning activities MAPA will undertake during the next state fiscal year.

**Responsible Department:** Transportation

**Link:** <https://mapacog.org/projects/unified-planning-work-program/>

## Comprehensive Economic Development Strategy (CEDS)

Designed to create an economic roadmap to diversify and strengthen regional economies through the collaboration of public and private sectors. Regions must update their CEDS at least every five years to qualify for U.S. Economic Development Administration (EDA) assistance under its Public Works and Economic Adjustment Assistance programs. MAPA's CEDS report was last updated in 2020.

**Responsible Department:** Community Development

**Link:** <https://mapacog.org/calendar/news/2020-comprehensive-economic-development-strategy/>