

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. The annual equity 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/>

Overview/Summary:

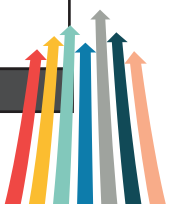
MAPA presented the **first equity assessment** at the July 2021 Board of Directors meeting, **reflecting on the work of FY 2021 and guiding work for FY 2022** (MAPA's fiscal year runs July 1-June 30). That assessment included a number of recommended actions for MAPA staff as well as the responsible department(s) for each recommendation. The status and outcomes of the recommendations from each year's equity assessment are being tracked and will be made available to the public.

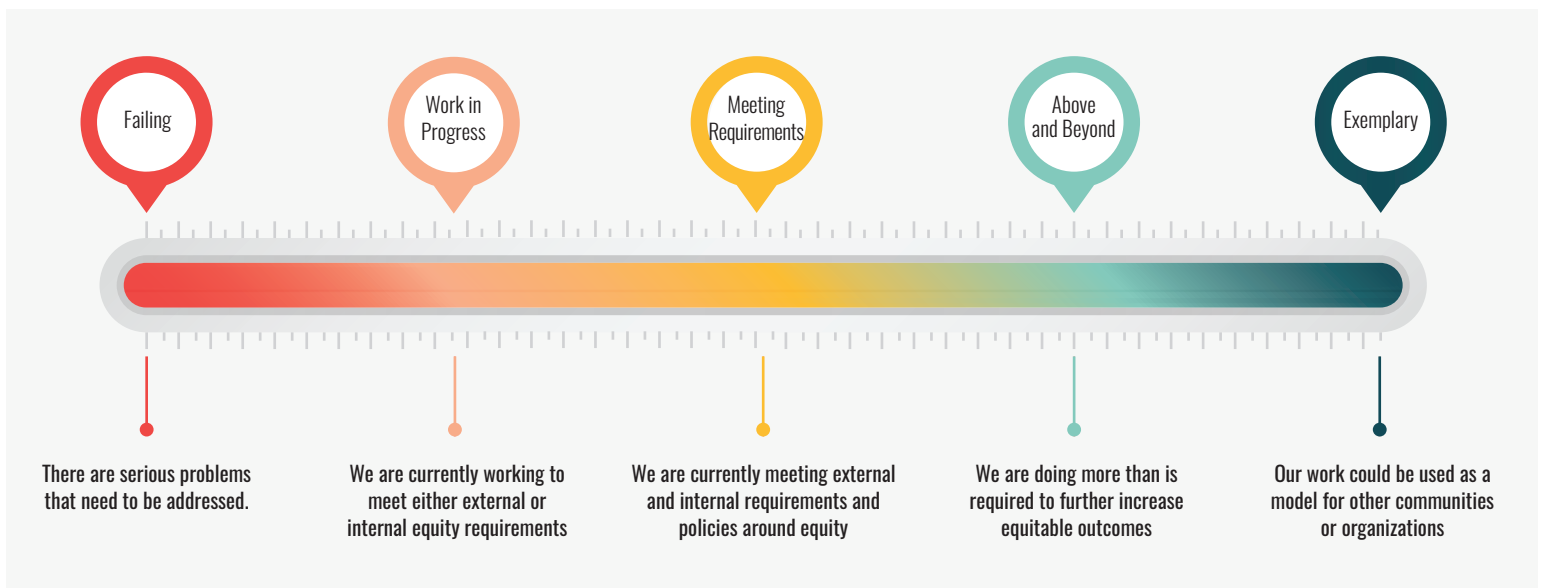
This year's assessment highlights **a few key strategic recommendations** that impact multiple action items (outlined in the table below). These activities have been chosen to **align timelines** for complementary work, to **leverage work that has already been completed**, to **focus work** across the agency on high-impact efforts, and to **set the necessary groundwork** for future efforts.

Additional efforts will still be made to move work forward for each action item area, as shown on the following pages, but the below will be MAPA's focus in the next year.

FY 2023 Key Recommendations	Action Item 1	Action Item 2	Action Item 3	Action Item 4	Action Item 5	Action Item 6	Action Item 7	Action Item 8
Publish & Share Regional Equity Resources The following work in progress should be completed with plans for long term outreach developed to educate and share resources across the region. An equity resource page should be created on the MAPA website to house equity related information and resources, with a focus on accessibility, transparency, and accountability. Web page should track the outcome(s) of each equity assessment recommendation. <ul style="list-style-type: none"> Equity Dashboard - GIS/Data Equitable Development Scorecard - Heartland 2050 Environmental Justice Analysis - Agency Regional Safety Report - Transportation/Data 								
Strategically Update Guidance Resources The following resources are scheduled to be updated and should be updated to support equitable decision making throughout the region. <ul style="list-style-type: none"> Public Participation Plan & Civil Rights Plan - Agency Regional Equitable Growth Profile - GIS/Data 								
Evaluate MAPA & Heartland 2050 Committees A detailed analysis of existing committee make up and structure should be done with an intention to increase committee authority and increase diversity of representation in decision making. This work should be part of both the Equity Assessment and Strategic Planning efforts.								
Align Equity Work with other MAPA Efforts Equity Assessment recommendations should be aligned with complementary MAPA efforts in order to ensure equity is embedded in policies, processes, and decision making. <ul style="list-style-type: none"> MAPA Strategic Planning - Agency Ongoing MAPA Project Management & Operations Efforts - Agency Project Selection and Public Engagement Guidance Updates - Agency Ongoing Human Resources Training & Professional Development - HR/Admin Long Range Transportation Plan and Comprehensive Economic Development Strategy development & implementation - Transportation & Comm Dev 								
Represent the Needs of MAPA Communities MAPA staff should represent the broad needs and concerns of communities throughout the six-county MAPA region as we do our work. <ul style="list-style-type: none"> City of Omaha Development Review - Agency Equity Capsule - Heartland 2050 Heartland 2050 Summit & Speaker Series events - Heartland 2050 Heartland 2050 Learning Site Visit - Heartland 2050 								

Legend: = Primary Impact, = Secondary Impact





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

2022 Score: ABOVE AND BEYOND



2021 Score:
ABOVE AND BEYOND

- Supporting Development of regional Equitable Development Scorecard
- Equity Focused Keynote for Heartland 2050 Annual Summit
- Hosted Equity Learning Capsule and maintained group engagement
- Increasing involvement of Equity & Engagement Committee and Equity Capsule members in MAPA processes and decisions

Work in Progress:

- Publishing the **Equitable Development Scorecard** in August 2022 - Heartland 2050
- Working to finalize and publish **Equity Dashboard** in FY 2023 - GIS/DATA
- Updating the **Regional Equitable Growth Profile** in FY 2023 - GIS/DATA

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

2022 Score: MEETING REQUIREMENTS



2021 Score:
MEETING REQUIREMENTS

- Developed processes and a list of vendors for material translation and meeting interpretation
- Heartland 2050 Strategic Planning recommended strategies for increasing engagement
- Increasingly high levels of community engagement in MAPA-related projects

Work in Progress:

- Updating MAPA's **Public Participation Plan & Civil Rights Plan** - Agency
- MAPA & Heartland 2050 **Committee evaluation**- Agency
- **Coordinated Transit Plan** update - Transportation
- **Coordination with One Omaha** on Community Growth Pipeline - Agency



3

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

2022 Score: **MEETING REQUIREMENTS**



2021 Score:
MEETING REQUIREMENTS

- Completed first MAPA & Heartland 2050 Committee Demographic Survey
- Increasing involvement of Equity & Engagement Committee and Equity Capsule members in MAPA processes and decisions

Work in Progress:

- MAPA & Heartland 2050 **Committee evaluation** - Agency
- Securing funding to increase number of **Learning Site Visit scholarships** - Agency



4

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

2022 Score: **MEETING REQUIREMENTS**



2021 Score:
MEETING REQUIREMENTS

- Completed a salary study
- Updated job descriptions and categories
- Personnel policy changes & benefits update
- Professional development training for HR staff
- Increased staff training opportunities regarding equitable practices
- Continued commitment to intern program

Work in Progress:

- Ongoing staff **training on equitable hiring practices** - HR/Admin



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.

2022 Score: **ABOVE AND BEYOND**



2021 Score:
ABOVE AND BEYOND

- 2020 Census Redistricting support
- Alignment of Environmental Justice analysis with Transportation Equity Focus Areas

Work in Progress:

- MAPA & Heartland 2050 **Committee evaluation** - Agency
- Publication of **Equity Dashboard** - GIS/Data
- Supporting in-house development of update to the **Regional Equitable Growth Profile** - GIS/Data





6 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.

2022 Score: ABOVE AND BEYOND



2021 Score:
ABOVE AND BEYOND

- Increasing involvement of Equity & Engagement Committee and Equity Capsule members in MAPA processes and decisions

Work in Progress:

- Support deployment and use of **Equitable Development Scorecard** - Agency
- MAPA & Heartland 2050 **Committee evaluation**- Agency
- Update of the **Public Participation Plan and Civil Rights Plan** - Agency
- Update of the **Coordinated Transit Plan** - Transportation
- Regional **Safe Streets for All** planning grant application - Transportation/C&O



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

2022 Score: MEETING REQUIREMENTS



2021 Score:
MEETING REQUIREMENTS

- Broadband Speed Test and statewide conference to target funding to areas of need
- Development of Equity Focus areas to direct investment of safety-related transportation funds and efforts
- 2020 Census Redistricting Support
- Small and micro-business Revolving Loan Fund initiate
- Support North 24th Street BID in acquiring CDBG funding
- Brownfield development training & capacity-building
- Funding of several projects in these areas through our Transportation Improvement Program (TIP) project selection

Work in Progress:

- **Safe Streets for All** regional grant application - Transportation
- **Support for Heartland Robotics Cluster Coalition** Build Back Better Regional Challenge Grant application - Comm Dev



8 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.

2022 Score: MEETING REQUIREMENTS



2021 Score:
ABOVE AND BEYOND

- Delivered initial Equity Assessment
- Successful development and use of equity assessment recommendation implementation

Work in Progress:

- **Alignment of equity assessment** work with other MAPA efforts - Agency
- Development of **Equity web page** for MAPA website with a focus on accessibility, transparency and accountability - C&O
- Evaluate potential for **independent equity review** - Agency