EQUITY LENS
FRAMEWORK

Purpose

The equity framework is a commitment to all employees as well as the public. As a public entity, MnDOT is held to the moral imperative of society where equality and fairness must be applied. With two of the six core values of the agency being Accountability as well as Diversity and Inclusion, it is clear that MnDOT recognizes this commitment and takes it seriously.

The adoption of an Equity Framework embraces, realistically, a continued institutional and structural change of policies and programming with an emphasis on underrepresented groups. The ultimate goal of an equity framework is to produce the most equitable outcome possible, in a given scenario.

Framework

This equity framework is part of the Diversity and Inclusion Unified Strategic Plan. To promote and implement this framework throughout MnDOT, dialogue around the understanding of equity as well as grasping the definition of key terms is essential. This dialogue should be driven by leadership, office directors, managers and supervisors, as they become experts of the equity framework and as they progress developmentally in cultural competence.

DEPARTMENT OF TRANSPORTATION

Guiding principles for the framework:

- An emphasis on protected groups and their intersectionality

- Transparency and accountability

- Sustainability of equity

- Increasing the dialogue around equity

MnDOT Measurable Outcomes

Short-term measures

How consistently is the framework used?

How applicable is the framework in everyday program and policy framing?

Survey of leadership inquiring of any noticeable changes in dialogue around equity.

Long-term measures

Evidence of instituted equitable policies in place

Measure of change in MnDOT culture/environment

Questions to assess policy and program:

- What is the policy or program?
- What are all the groups that are affected by the policy or program in question?
- Are any Tribal Nations affected by the policy or program in question? If so, contact the Tribal Relations Office before proceeding.
- Are some groups affected differently by its implementation, if so, how?
- What are the relevant social disparities within the agency and broader community that need to be considered? (Examples might include: racial, cultural, political etc.)
- Does the proposed action affect any institutional norms or systems in the agency? If so how?
- What is your method of tracking the effects of the policy or program?
- Are there potential unintended consequences to specific protected groups in or out of the agency?
- Are there potential negative agency and or social outcomes?
- What strategies are in place to mitigate these negative outcomes?
- Is there any indication of conscious or unconscious bias being applied?