

# Hennepin County

## Race Equity Advisory Council Charter

### Mission/Purpose:

The mission of the Race Equity Advisory Council is to strengthen the county's goal of disparity reduction and to advise the county board and county administration on the county's vision and strategy focused on reducing racial disparities and advancing racial equity throughout Hennepin County.

### Background:

The Race Equity Advisory Council ("Council") was created by Hennepin County Board Resolution 19-0387R1, adopted December 12, 2019. Hennepin County is focused on intentionally confronting and overcoming barriers that impact many residents, disproportionately residents of color. Hennepin County has dedicated leadership and resources to drive the importance of reducing racial disparities and supporting self-sufficiency and this work will be most successful in partnership with residents who are experiencing disparities and partners who are assisting individuals and families whose lives are impacted by disparities.

### Activities and Responsibilities:

The Council will advise the county board and county administration on the county's vision and strategy focused on reducing racial disparities and advancing racial equity throughout Hennepin County. The Council is a standing committee that will meet monthly.

Each Council member will endeavor to:

- Understand Hennepin County's vision and strategy to reduce disparities.
- Review and evaluate disparity reduction priorities and strategies.
- Attend monthly Race Equity Advisory Council meetings.
- Work collaboratively with other members to develop needs statements outlining unmet needs of residents focused on reducing racial disparities and advise on the community engagement plan for disparity reduction and racial equity.
- Report recommendations regarding strategies and ideas targeting reducing racial disparities for the residents annually to the County Board.

### Membership:

The Council shall have at least 15 members and no more than 23. The council shall seek diverse membership through representation of historically marginalized communities, geographical distribution and individuals who represent various segments of the county population. Members should have:

- a connection with local historically marginalized communities;
- experience/expertise in specific domains including education, employment, health, housing, income, justice and/or transportation;
- a commitment to racial equity, social and environmental justice, and diversity and inclusion;
- the ability to work collaboratively with people of diverse perspectives and experiences; and
- the ability to represent the geographic and demographic diversity of Hennepin County.

Each county commissioner shall appoint one representative from their district to participate on the Race Equity Advisory Council. The remaining seats shall be filled using the county's open appointment process. Preference will be given to Hennepin County residents.

The selection of the Council Chair shall be voted on by Council members.

## Committees:

The Council may form committees as needed to accomplish the work of the Council. The committee shall operate under the rules of the Council bylaws.

## Organization Structure:

The Council shall have a chair, vice-chair and secretary who are elected for one-year terms by the membership of the Council. Elections shall be held at the first meeting of the new membership year. The duties of the officers shall be those commonly ascribed to these offices.

## Procedural Rules:

The County Board shall adopt a set of written bylaws that will govern the Council's operation. Except as otherwise provided by its bylaws, the Council shall be governed in its proceedings by the spirit of Robert's Rules of Order.