

STAC Racial Justice and Equity Conversation Prompts

Operational definitions

The following definitions are offered as a starting point to help frame the conversation.

- **Racial Equity:** As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives. ([Center for Social Inclusion](#))
- **Racial Justice:** Racial justice is the systemic redistribution of power, opportunities, and access for people of all races. ([Brooklyn Community Foundation](#))

Conversation Guidelines

- Share space
- Practice active listening
- Own your personal/organizational interest and impact
- Use "I" instead of "we"
- Offer what you can, ask for what you need

Prompt questions

- What are some of your **most pressing concerns** related to transportation and racial justice and equity in Minnesota?
- What needs to be **shed or let go of** in order to change the system to achieve racial justice and equity within the transportation sector?
- How can we **prioritize racial justice and equity** in the STAC?
 - What are some of the **greatest barriers** to addressing transportation related racial inequities?
 - What are **opportunities** for addressing transportation related racial inequities?
- What do you **need from the STAC and MnDOT** to support racial justice and equity?