

Metro | *Meeting minutes*

Meeting: Equity Strategy Advisory Committee
Date: Monday, October 19, 2015
Time: 3 to 5 p.m.
Place: Oregon Community Foundation, 1221 SW Yamhill St., Portland, OR

Attendees

Equity Strategy Advisory Committee: Carl Talton, Pam Treece, Betty Dominguez, Kirsten Kilchenstein, Philip Wu

Absent: Rey España, Irene Konev, Julia Meier, Ben Duncan

Metro: Scott Robinson, Patty Unfred, Juan Carlos Ocaña-Chíu, Scotty Ellis, Nyla Moore, Molly Chidsey, and Paul Slyman

Welcome

Carl Talton, ESAC Chair, called the meeting to order. Juan Carlos gave an attendance update: the committee did not have quorum yet to approve the minutes. The minutes were approved later, once there was quorum.

Conversation on equity with the Property and Environmental Services Department

Paul Slyman, Director of Metro's Property and Environmental Services (PES) department, and Molly Chidsey, Community Partnerships Project Manager, presented to the committee.

Paul indicated that PES has undergone a number of changes since July 2015: Management of parks and natural areas is now a part of the Parks and Natural Areas department.

What is PES responsible for?

- Solid waste operations
- Clean up and compliance
- Resource conservation
- Construction
- The Metro Regional Center (MRC) campus

PES issues and administers a big number of contracts. Paul is interested in ESAC's perspective on how the department could do a better job with these contracts.

Solid waste operations: PES now has more solid waste operations responsibilities. Operations include the transfer stations by way of self haul. This is not to be confused with the private trucks that pick up residential garbage.

Solid waste cleanup: The Regional Illegal Dumping (RID) patrol cleans up illegal dump sites. This is a complaint driven system, which PES realizes is not the most equitable system. How can we be smarter about using the system? RID does eight cleanups per day. Prisoners from the Multnomah County sheriff's help with the clean-up. PES regulates garbage for environmental reasons, but not for price rates. There are no performance standards from PES for the private companies. PES works with planners to make decisions, keep costs low and dumping legal.

Resource conservation and recycling: What are the trends in solid waste management? A fifth of what we throw away is food. PES wants to look at other uses for this food, donating it, for example. This waste is an accumulation from food preparation from restaurants, and waste from grocery stores and residences.

Construction: This is a large area for contracting funds. This construction does not include the projects funded by Oregon Zoo bonds. PES most recently remodeled the Oregon Convention Center roof. PES also manages the parking structure adjacent to the MRC, the day care center, and the Table 6 restaurant space. PES realizes that Metro Regional Center is not the most welcoming structure and is considering ways to change this.

Molly Chidsey talked about the Community Partnerships program. These partnerships help support equity strategy and services provided. Molly and her team are currently brainstorming feedback on priority areas for partnership programs.

Diversity Action Plan (DAP) implementation: PES has staff participating on all of the Core Teams implementing the DAP—10 staff members total. Seven staff members are participating in the “train the trainer” work with Cultures Connecting. There is a Procurement pilot on goal setting for upcoming projects. They would like to have 15% or better MWESB contracts utilization. A team of 10 staff members is participating in activities related to the strategic plan to advance equity. And PES staff also participated in the racial equity scorecard self assessment.

Recycling hotline: PES is currently expanding the number of languages in which services are offered. The hotline also provides grade school education programming including a play at the Milagro Theater: Super Anna! The play is about the ways to be sustainable (to buy or not to buy...consumption in a culturally relevant way).

Recycling programs: The multifamily program project manager, Marta MCGuire, is putting together a scope for the program to expand throughout the region, including:

- Hosted interns through SummerWorks programs.
- Community partnerships: Mt. Hood Community College, Habitat for Humanity, Verde, DePaul Industries.
 - Developing a framework for new community partnerships
 - Grants with funds going back into the community. The total projected income to be reinvested is \$850,000

Short term opportunities: These opportunities include MWESB contracts, expanded outreach for existing programs, making MRC a more welcoming place, increased effectiveness of translation services, creation of good jobs, increased recycling, and new partnerships with CBOs for mutual benefits,

One example of these opportunities are the paintings that Natalie Sept made of the people who work at the transfer stations. A video interviewing them about their jobs was created as well.

Betty Dominguez added that a non-profit organization called Urban Gleaners is reusing the foods that are still edible and doing programming like pop up markets a low income housing sites.

The total PES budget for Fiscal Year 2015-16 is \$68,000,000.

Discussion of draft outline of Strategic Plan to Advance Equity

Metro has been working on an equity strategy to address both the big policy concerns and the internal things that Metro controls. However, people have had trouble focusing on the big policy strategic areas. at the same time, the consultants team, after conducting stakeholder interviews, recommended that Metro focus on internal work first. They used a quadrant with a short-long term axis and another internal-external axis to organize this work. The goal is to strengthen our internal capacity before moving on to larger policy issues. Based on these recommendations Juan Carlos and Scotty wrote a draft outline to organize the information that was heard in past conversations into a document tentatively called "strategic plan to advance equity." The committee reviewed the draft outline of the strategic plan and gave their feedback.

Juan Carlos will speak with ESAC members that were not in attendance to get their feedback on the draft. Phil explained that there is not as much of a silo as they think. Betty says it could be easiest to start from within and get the most results saying "You cannot wait until everything is complete before you start the next thing."

The draft document will include the following sections:

Section 1: Why are we doing this?

Section 2: About Metro

Section3: Table of Contents

Section 4: Equity +5

Section 5: Overview of the intent of this Strategic Plan to Advance Equity

Section 6: Metro's approach to equity

Section 7: Organizational Equity Goals and Five Year Objectives- definitions

Section 8: Internal Equity Goals and Objectives

Section 9: External Equity Goals and Objectives

Section 10: Implementation and evaluation

Section 11: Alignment with other Internal Plans and Initiatives

The evaluation component of the strategic plan seeks to measure the impact of Metro's work on the community, and not only outputs and outcomes. It will combine qualitative and quantitative measures.

The streams of information used to create this draft and gain insight will be finalized by the end of November and they will inform the first full draft, set to be completed by the end of December. There will be a public comment period in January/February. This is all preliminary work and action items that have not been populated in this draft.

Decision-making tools—there's a desire to create tools to help us make decisions. Equity staff will work with in-house staff to develop one or a set of decision-making tools to help Metro staff decide whether programs, policies or services advance equity.

Feedback from the committee:

- “Removing barriers” is not achievable and sets the standard too high. We can use words like mitigate/address/decrease. (section 2)
- Measuring goals (section 5)
- Internal versus external goals (section 5): be clear on how internal goals can have implications on the external
- 20-30 years is a long time (section 7)
- Short term processes are on a timeline of 5 years –there will be a need for cultural shift
- Historical roots and institutional roots (section 6) are a greater challenge to shift
- Goals and partnerships (section 7): how are you working with external partners?
- Equity +5 (section 4) will not be a part of this process—do we want to mention it or not?
- Are there criteria for the number of the goals? If not, think about that. Impactful goals should be listed first
- Listing the decision making tool as a goal or objective—in which section? (section 8)
- In what ways is transportation equity served in the long term? (section 7) Must define “community”

Recruitment of new ESAC members

Patty provided an update. ESAC was envisioned to have about 15 members and we are currently down to nine members. Virginia Nguyen, Judi Martin and Daniel Vázquez resigned earlier this month. There are significant gaps in representation on ESAC in order to move this work forward:

- Clackamas County
- Washington County
- Business sector
- Public sector
- Researcher
- Education
- Arts and Culture

- Possibly elected officials, although in the past there have been concerns about adding elected officials to the committee due to power dynamics

Patty indicated that the deadline to receive applications has been extended by a week to allow for more applications. Metro encourages current ESAC members to help generate applications for new members.

The next ESAC meeting will take place on Monday, November 16, 2015, 3 – 5 p.m., at the Metro Regional Center.

The meeting was adjourned at 5:00 p.m. for staffless meeting time.

Meeting minutes prepared by Nyla Moore.