

Goal	Objective	Action	Community	Community Input
Metro is a Regional Leader to Advance Racial Equity	Provide technical support to regional jurisdictions to advance equity efforts.	Work with jurisdictional staff to identify and provide technical support that can assist in advancing equity efforts.	API	Identify planning tools the cities and counties can use to create more affordable housing - up to 30% of a household or person's income. Combine affordability index mixing transportation and housing.
			API	Connect agencies around issues of importance - link transportation equity and housing equity - continue convening housing, transportation, parks for internal conversations.
			Latino	Develop low-income housing that is affordable, accessible and customized to needs. That is, it considers transit to housing dependent needs & family size, refugee, and multigenerational configurations.
		Create an online public engagement resource library to share community input, best practices, tools for evaluation and other resources.	Russian, Slavic	More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.
			Latino	Instead of using different strategies for each community coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.
	Provide technical support related to techniques and approaches to expanding stable and affordable housing.	API	Identify planning tools the cities and counties can use to create more affordable housing - up to 30% of a household or person's income. Combine affordability index mixing transportation and housing.	
	Convene regional partners to advance coordinated regional equity efforts.	Convene regional partners of creating more stable & affordable housing choices	API	Identify planning tools the cities and counties can use to create more affordable housing - up to 30% of a household or person's income. Combine affordability index mixing transportation and housing.
			API	Connect agencies around issues of importance - link transportation equity and housing equity - continue convening housing, transportation, parks for internal conversations.
			Elected Officials	Serve as a regional convener on affordable housing policies and share best practices with local cities and counties.
			Latino	Develop low-income housing that is affordable, accessible and customized to needs. That is, it considers transit to housing dependent needs & family size, refugee, and multigenerational configurations.
		Convene regional partners of ensuring the provision of culturally accessible parks & natural areas.	Parks/Nature Advocates	There is a need for increased partnerships around parks and natural areas, especially when it comes to CBO's across the region.
		Convene regional partners to advance the effort to ensure the provision of accessible & safe travel options.	API	Connect agencies around issues of importance - link transportation equity and housing equity - continue convening housing, transportation, parks for internal conversations.
			API	Make transportation more affordable and accessible.
			API	Connect agencies around issues of importance - link transportation equity and housing equity - continue convening housing, transportation, parks for internal conversations.
		Convene regional partners to advance the effort to expand local MWESB businesses and tradespeople of color.	Business Leaders	Regional convener to improve workforce pipeline to cultivate new MWESBs.
		Convene regional partners to ensure equitable practices in the solid waste system and reduce amount and toxicity of waste.	Staff	Aligns with the Regional Solid Waste Management Plan.
		Implement biannual one-stop forums to connect CBOs to resources, engagement opportunities, contracting opportunities, and staff at Metro and other public agencies across the region.	Latino	Instead of using different strategies for each community coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.
			Native American	Ensure CBO- participation, engagement and outreach
		Identify Metro staff to spearhead topic specific regional convening efforts.	Staff	Step to ensure convening.
		Identify well positioned partners to advance topic specific regional equity efforts.	Staff	Step to ensure convening.
Hold a housing summit for regional leaders to advance the creation of more affordable housing		Staff/Community	Equitable Housing Initiative received this feedback from its engagement efforts and will be holding this summit in 2016.	
Work with regional partners to assist newly immigrated families in connecting with services.	African Immigrant	Assist newly immigrated families in connecting with regional services.		
Create opportunities for the Public Engagement Network to connect and continue conversations.	Staff	Findings and action established by the Oregon Innovation Award.		
research and regional convening equity	Work with jurisdictional staff to identify research and information that can assist in advancing equity efforts.	Staff	Component of the regional convening role.	

	Produce and provide information to support jurisdictions in advance efforts.	Provide research and information support related to techniques and approaches to expanding stable and affordable housing.	Staff	Component of the regional convening role.
Goal	Objective	Action	Community	Community Input
Communities of Color Meaningfully Influence Metro Decisions, Program Design and Accountability Practices	Establish and strengthen relationships with communities of color.	Institutionalize the value and importance of relationship building with community by formally recognizing staff networking with a dedicated time	Staff	Findings and action established by the Oregon Innovation Award. To build a case for how important relationship-building is to Metro's everyday work.
		Create opportunities within public engagement activities for decision-makers to receive direct community input and the space to meaningfully consider and discuss what they've heard.	Youth	Increase inclusion of underserved communities - those best suited to make decisions about their environment & lifestyle - in leadership and decision making.
		Tap the public engagement skills and experience of staff to build capacity within the agency in peer-to-peer workshops.	Staff	Findings and action established by the Oregon Innovation Award.
		Maintain a record of CBO's involvement with the agency to support internal succession planning and relationship continuity to share with partners as project, leadership and contacts change.	Staff	Findings and action established by the Oregon Innovation Award.
		Co-create with community a public engagement plan template that supports staff in managing a full public engagement life cycle that can be tailored to the needs of the community.	Youth	Increase inclusion of underserved communities - those best suited to make decisions about their environment & lifestyle - in leadership and decision making.
		Design and implement a workshop series for Metro staff with self-selected topics on how to strengthen relationships and improve culturally informed engagement with underrepresented communities.	Russian, Slavic	More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.
		Create positions similar to the Intertribal Cultural Resource Specialist for each community of color.	Native American	Create positions similar to the Intertribal Cultural Resource Specialist for each community of color.
			African Immigrant	Create a position for each community of color to act as the liaison to Metro opportunities.
		Partner and invest in existing community and youth leadership programs.	Youth	Build relationships with major youth organizing programs by coming to visit us at our meetings and events.
			Native American	Investment from Metro, City, and other agencies in leadership development.
	Increase small-group, personal engagement sessions with communities of color to better understand need.	Russian, Slavic	Building stronger relationships by coming out to community activities.	
		African Immigrant	Increase small-group, personal engagement sessions with communities of color to better understand need.	
	Include relationship building as a duty in job descriptions and performance eval measures, and create staff time for volunteering in the community.	Russian, Slavic	Building stronger relationships by coming out to community activities.	
		African American	Create monitoring, evaluation and data metrics.	
	Designate a staff member to focus a significant portion of their time on relationship-building and as a central point-of-contact for community members and CBOs.	African Immigrant	Create a position for each community of color to act as the liaison to Metro opportunities.	
	Update Public Engagement guide to include youth.	African American	Create monitoring, evaluation and data metrics.	
	Improve community understanding of Metro through a youth led engagement effort.	Russian, Slavic	More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.	
	of color in Metro decision-making.	Assess public meeting times and locations for greater accessibility to increase public participation.	Native American	Ensure CBO- participation, engagement and outreach
		Ensure that all future planning projects have a steering committee makeup that includes youth, community members and CBO representatives.	Staff	Increase community ownership over decision-making - Build community trust, increase transparency, and ensure that decisions are representative of the communities in the region.
		Create supported seats on advisory boards and committees for youth of color, community members, and CBO representatives.	Native American	Youth advisory position on boards
Elevate the role of the Public Engagement Review Committee to include making recommendations to staff, leadership and council on inclusive public engagement and decision-making practices.		Latino	Instead of using different strategies for each community, coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.	
Create opportunities within public engagement activities for emerging community leaders to work		API	Use community led assessments for engagement, voice and to hold Metro accountable.	

Communities of Color Meaningfully Influence Metro Decisions, Program Design and Accountability Practices

Increase participation of communities	side by side with decision makers to help drive plan, policy and program outcomes.	Youth	Increase inclusion of underserved communities - those best suited to make decisions about their environment & lifestyle - in leadership and decision making.
	Create a community/youth web portal that features information about how to get involved including employment, volunteer, contract, committee, and public engagement opportunities.	Latino	Instead of using different strategies for each community coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.
	Partner with youth leadership organizations to create and convene a cohort of youth leaders to facilitate youth participation in engagement, education and increase job pathways.	Youth	Build relationships with major youth organizing programs by coming to visit us at our meetings and events.
Increase participation of communities of color in Metro decision-making.	Create clear agency-wide internship policies regarding intern diversity, compensation and pathways to advancement at Metro.	African American	Develop apprenticeships and certification programs.
		API	Make opportunities for youth of color through scholarship and internship programs (Summer Works) available.
		Latino	Engage students who are studying in Metro's fields of interest, involve them early in Metro's work.
		African Immigrant	Use youth internships, summer jobs and employment workshops as steppingstones to potential senior posts, future leadership and management jobs.
	Create a policy to provide food, transportation, and compensation to community committee members and community engagement participants to break down participation barriers.	Native American	Ensure CBO- participation, engagement and outreach
	Hold biannual workshops for staff, leadership and community members to come together and learn about topics such as Metro decision-making and transportation funding and discuss ways to advance accessibility and inclusion within these domains.	Latino	Instead of using different strategies for each community, coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.
	Support the development of a regional "public engagement to public service" pipeline through creating a Metro 101 module that can be integrated into existing community leadership programs	Staff	Findings and action established by the Oregon Innovation Award.
	Create a guide for community-based organizations and residents on how to get involved in Metro's work and participate in the decision-making process.	Russian, Slavic	More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.
	Metro departments have a standard practice of identifying resources to set aside for contracting and partnering with CBO's or communities for engagement.	Latino	Create an expectation at Metro for every planner to meet the standard of seeking resources and finding culturally specific ways to reach out to the community.
	Equity accountability by ensuring community involvement in the evaluation and implementation of the Strategic Plan to Advance EDI.	Develop and employ the Racial Equity Analysis and Decision-support Tool.	African American
Latino			Develop an Equity Lens for use in all Metro processes; workforce, business needs and all other areas; that are consistent and integrated across agency. Institutionalize this, include People of Color in taskforces, and consider developing a resource center to be more inclusive, engage. Bring Equity leaders together from all jurisdictions to compare notes, practices. Include community participants.
Establish and employ the evaluation strategy for the Strategic Plan to Advance EDI.		API	Specify Metro's internal equity goals and objectives.
		API	Articulate and prioritize specific action items for how Metro is holding themselves accountable.
Establish and employ the implementation strategy for the Strategic Plan to Advance EDI.	African American	Be bold, set a governmental trend and standard in equity. Be leaders, champions and advocates for equity.	

Metro's Racially Diverse Workforce has the Skills, Resources and Cultural Proficiency to Effectively Serve All of the Region's Communities of Color

Increase community implementation of			African American	Concurrently conduct internal and external equity processes.
Goal	Objective	Action	Community	Community Input
Increase opportunities for all staff to grow skills to advance racial equity and cultural competence.		Use resources to identify and address processes that prevent the advancement of equity .	All communities	This was a common theme across all discussions held.
		Develop language to help staff engage in conversations around equity and to assist in creating space where staff are not afraid to state their opinion.	Youth	Create a SAFE, welcoming and attractive culture for people of color and LGBTQ people by ensuring systems and processes of accountability for racist, sexist, homophobic, transphobic, and xenophobic acts and speech.
		Create more opportunities for cross-departmental learning to take place (e.g. re: youth engagement).	Staff	Involve front-line employees in more cross-departmental discussions so that there is more cross-departmental learning taking place.
		Develop a budget tool to make decisions and evaluate investments from a racial equity lens.	API	Articulate and prioritize specific action items for how Metro is holding themselves accountable.
			Latino	Develop an Equity Lens for use in all Metro processes; workforce, business needs and all other areas; that are consistent and integrated across agency. Institutionalize this, include People of Color in taskforces, and consider developing a resource center to be more inclusive, engage. Bring Equity leaders together from all jurisdictions to compare notes, practices. Include community participants.
			African American	Create monitoring, evaluation and data metrics.
			Native American	Apply equity lens to budget
		Provide tailored trainings on how Metro staff can apply and be innovative in infusing equity into their work: Applying Equity, How to be a White Ally, Power Sharing, and Race Conversations	Youth	Create a SAFE, welcoming and attractive culture for people of color and LGBTQ people by ensuring systems and processes of accountability for racist, sexist, homophobic, transphobic, and xenophobic acts and speech.
			API	Cultural competency and bias training need to include equity.
			EDI skills trainings should be required as are the trainings for safety and ethics.	Youth
		Increase accessibility of EDI trainings for venue staff and temporary/ seasonal/part-time/ graveyard staff. Use the P 5 model as guidance.	API	Cultural competency and bias training need to include equity.
			API	Cultural competency and bias training need to include equity.
			API	Cultural competency and bias training need to include equity.
			Diversify hiring committees by department, gender, age, minority group, and include community members.	African Immigrant
	Partner and invest in local communities and CBOs to do personal recruitment .		Native American	Ensure CBO- participation, engagement and outreach
	Require cultural sensitivity and unconscious bias training for hire committees.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
			API	Cultural competency and bias training need to include equity.
			African Immigrant	Require cultural sensitivity and unconscious bias training for hire committees.
	Prioritize an applicant's connection to community.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Identify and remove barriers created by unnecessary application requirements.		African American	Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.
	Reframe job announcements and utilize culturally specific announcement avenues for increased accessibility.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
			Youth	Include culturally responsive language in job descriptions with critical race analysis: know what certain terms signify.
	Expand interview format options (e.g. panel, 1-1) for increased accessibility.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
		African American	Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.	
Shift HR priority from level of service to relationships building.	Staff	Level of service is the general expectation that HR will respond swiftly. However, this level of service pulls HR away from prioritized work.		
Create new opportunities for applicants to learn more about job positions and speak to staff.	Russian, Slavic	More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.		
Provide support and training for hiring managers to access job requirements and understand the value of diverse hiring.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.		
	API	Cultural competency and bias training need to include equity.		

new hires.

Region's Racially Diverse Workforce has the Skills, Resources and Cultural Proficiency to Effectively Serve All of the Region's Communities of Color

Increase the diversity of	Hire additional HR recruitment staff to improve recruitment and FOTA announcements.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
		African American	Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.
		Empower Metro staff to act as recruiters for hiring & MWESB contractors.	Youth
Increase the retention rate and advancement of staff of color.	Create a professional mentorship program to cultivate front-line staff of color for leadership	API	Formal training program or pipeline of coaching for people of color in lower management level as a bridge to employment.
	Create a professional sponsorship program to support the success of Metro staff of color.	API	Formal training program or pipeline of coaching for people of color in lower management level as a bridge to employment.
	Create an open house event at the close of each season to assist seasonal staff in obtaining new jobs.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Leadership encouragement and support of staff to pursue continued education.	Staff	There is a feeling like you are on your own for specialty trainings. Lack of feeling of encouragement from leadership regarding continued education.
	Establish an "out of class" policy to provide pathways for staff to work out of their position / department.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Create a succession plan outlining actions to advance internal staff development, hiring from within, and creating growth pathways for front-line, temporary, seasonal, and part-time staff.	African American	Develop apprenticeships and certification programs.
		API	Make opportunities for youth of color through scholarship and internship programs (Summer Works) available.
		API	Formal training program or pipeline of coaching for people of color in lower management level as a bridge to employment.
	Increase the flexibility of job classifications and position descriptions to improve the opportunity for internal staff to advance into new available positions.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Metro leadership are increasingly visible and vocal EDI champions.	Leadership consistently engages their staff in developing new ways to advance equity and be more community focused.	Staff
EDI are added to performance management review (PACe).		API	Demonstrated track record in highest level of cultural competency for all staff, not just current leadership.
All departments invest in providing EDI related trainings to their staff. EDI skill building is something that all departments promote.		API	Cultural competency and bias training need to include equity.
Pass policy that Metro management positions must attend all EDI related trainings.		API	Cultural competency and bias training need to include equity.
Metro Council participate as part of the train the trainer program for diversity.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
Leadership is active in working to incorporate equity discussions into all Metro advisory committees to ensure that these decision-making tables uphold the same commitment to equity.		African American	Involve leaders in public decision-making.
Include equity as a job evaluation measure for every Metro staff member.		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
		API	Demonstrated track record in highest level of cultural competency for all staff, not just current leadership.
Creation of a video that showcases leadership commitment to equity and what Metro and communities are doing to address issues of equity.		African American	Explicitly articulate the reason Metro is implementing an equity strategy and what this means to African Americans.
		African American	Create marketing materials using strengths-based language and approach to African American culture - "innovation" and resilience framing rather than "low income". Portray empowered, self-determined people already working to overcome structural, systemic and
Empower all Metro staff to implement ideas to advance EDI.	Include EDI as a major responsibility within every staff member's job description.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Build volunteer time into staff FTE to increase engagement in community.	Staff	Give staff time to volunteer during staff hours. This will allow for more volunteering in class to work with programs such as STEM and STEAM.
	Create more opportunities for staff to be active and engaged in conversations that would require power-sharing with leadership.	Youth	Create a SAFE, welcoming and attractive culture for people of color and LGBTQ people by ensuring systems and processes of accountability for racist, sexist, homophobic, transphobic, and xenophobic acts and
		Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
	Build EDI time into staff FTE to increase staff EDI engagement capacity.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
Metro leadership adjusts internal Metro staff values to be "Equity+6".	Staff	Equity is a guiding value for Metro internally and externally.	
	Increase images of diversity in Metro's image library.	Staff	Increase images of diversity in Metro's image library.

Metro	Create an inclusive culture that celebrates diversity and empowers all staff to bring their full selves.	Metro venues promote "Equity is Good Customer Service" principle.	Staff	The venues have built in excellent equity practices into their everyday work because of the general recognition that equity leads to high quality
		Increase cross-property partnerships to share events & activities across venues	Staff	Increased collaboration between venues on events and activities.
		Adjust trainings from lecture-based to experience-based to strengthen staff learning environment.	Staff	Trainings that are very lecture-based do not provide the experience needed for staff to engage or provide the environment for staff to learn.
		Increase the intentionality for staff across Metro to build relationships with other Metro staff.	Staff	Create more opportunities to have staff identify themselves in various ways. More opportunities for staff to build relationships and share who
		Creation of intentional space for honest and respectful discussions on EDI topics. These discussions should include topics such as values, commitment to community, reasons why staff is engaging in their work, and innovations to advance	Youth African Immigrant	Create a SAFE, welcoming and attractive culture for people of color and LGBTQ people by ensuring systems and processes of accountability for racist, sexist, homophobic, transphobic, and xenophobic acts and Increasing Metro's practices of diversification and Inclusion to help ease inequity in workplaces, advisory groups & senior management.
Goal	Objective	Action	Community	Community Input
Metro's Services and Programs are Welcoming and Responsive to Communities of Color	Increase the number of individuals of color who access Metro services and facilities.	Increase cross-property partnerships to share events & activities across venues.	Staff	Increased collaboration between venues on events and activities.
		Promote available interpretation and translation tools among customers and clients.	Staff	Diversity Action Plan priority to increase effectiveness of language support avenues.
		Review complaint based systems to ensure equitable access.	Consultants: GARE/CSI	Complaint based systems tend to be very inequitable due to barriers of access.
		Accurately reflect and showcase history of Metro venues to pay respect to and celebrate community.	Youth Native American	Increased cultural understanding and welcoming at Metro and Metro. Increased cultural understanding and connection to community at Metro and Metro venues.
		Provide wayfinding at all Metro properties in multiple languages.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
		Reframe program and service announcements and utilize culturally specific announcement avenues.	Russian, Slavic	Utilize culturally specific communication avenues for increased access to Metro information.
		Celebrate diverse array of cultural holidays at all properties(e.g. Dia de los Muertos).	Staff	Need to celebrate non-anglo saxon days of celebration. This provides an opportunity for learning and celebrating all cultures.
		Create new opportunities for communities of color to learn about Metro programs and services.	All communities	It was a common theme across all communities that they wanted to better understand who Metro is and what Metro does.
		Use standardized demographic questions across the agency and establish methods for aggregating results.	API African American	Make data disaggregation part of the equity plan. Create monitoring, evaluation and data metrics.
		Provide interpretation and translation information on website.	Native American	Ensure CBO- participation, engagement and outreach
	Metro's properties are more welcoming and reflective of all cultures.	Accurately reflect and showcase history of Metro venues to pay respect to and celebrate community.	Youth Native American	Increased cultural understanding and welcoming at Metro and Metro. Increased cultural understanding and connection to community at Metro and Metro venues.
		Use the Apotheker Plaza to display community art, murals, or statues to provide a more welcoming, diverse feel of the communities Metro represents.	Native American Youth	Increased cultural understanding and connection to community at Metro and Metro venues. Increased cultural understanding and welcoming at Metro and Metro.
		Provide ample and comfortable seating in the Metro Regional Center entry area.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
		Provide wayfinding at all Metro properties in multiple languages.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
		Have a few members of the Public Engagement Review Committee participate in the Metro Regional Center space planning project.	Staff	Findings and action established by the Oregon Innovation Award.
		Provide clearly marked gender-neutral bathrooms and lactation rooms at all properties.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
		Re-orient the Metro Regional Center lobby to welcome people entering from both Grand Avenue and Apotheker Plaza.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
	Metro's programs and services are more relevant to communities of color.	Reframe program and service announcements and utilize culturally specific announcement avenues for increased accessibility.	Russian, Slavic	Utilize culturally specific communication avenues for increased access to Metro information.
		Conduct a short, multi-lingual online satisfaction questionnaire to improve viewers' experience of the language hub. Results will inform translation needs.	Staff	Diversity Action Plan priority to increase effectiveness of language support avenues.
		Develop best practices around language services that can be tailored for each visitor venue.	Staff	Diversity Action Plan priority to increase effectiveness of language support avenues.
		Provide wayfinding at all Metro properties in multiple languages.	Youth	Increased cultural understanding and welcoming at Metro and Metro venues.
		To ensure excellent customer service, develop a set of equity questions to ask all customers before and after renting space at a Metro venue.	Staff	The venues have built in excellent equity practices into their everyday work because of the general recognition that equity leads to high quality service.

	Increase the accessibility of services to communities.	Conduct an annual staff survey to help track the frequency of language requests and additional resources needed to help staff engage with	Staff	Diversity Action Plan priority to increase effectiveness of language support avenues.
		Metro will continue to monitor the volume and types of requests for the language line.	Staff	Diversity Action Plan priority to increase effectiveness of language support avenues.
		Review complaint based systems to ensure equitable access.	Consultants: GARE/CSI	Complaint based systems tend to be very inequitable due to barriers of access.
	All departments and venues have a specific plan of action to advance equity within their programs, services, plans, and policies.	Within 12 months and with the assistance of the EDI program, all departments and venues will develop a EDI action and implementation plan. The plan will highlight clear intent on how each department and venue will advance EDI for community and staff within their programs, plans, processes, and services. Such plans include implementation plans that are currently in development or scheduled for development such as the Parks System Implementation Plan.		
Goal	Objective	Action	Community	Community Input
Metro Advances Economic Opportunity	Convene regional partners, and provide support to advance social equity contracting.	Identify Metro staff to spearhead regional convening efforts around social equity contracting.	Business Leaders	Establish fair contracting practices and guidelines for MWESBs
		Identify Metro staff to spearhead regional convening effort to advance social equity contracting.	Business Leaders	Establish fair contracting practices and guidelines for MWESBs
		Work with convened partners to identify technical and research needs assist in advancing social contract equity efforts.	Business Leaders	Establish fair contracting practices and guidelines for MWESBs
	Advance social equity contracting at Metro.	Train departments regarding the ability to give extra procurement/contractor evaluation points for the diversity of a non-profit/CBO.	African American	Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.
			Latino	Evaluation of business by "subs"
		Create an equity tool for contract insurance waivers.	African American	Work to simplify the bids to increase MWESB procurement and contracting, including life experience as a qualification.
		Build EDI metrics into contract evaluation.	Latino	Evaluation of business by "subs"
		Empower Metro staff to act as recruiters for hiring & MWESB contractors.	Youth	Change recruitment & hiring & work standards to treat jobs as leadership development opportunities.
		Involve the MWESB contractors in the development of RFP's and grants to increase accessibility.	African American	Work to simplify the bids to increase MWESB procurement and contracting, including life experience as a qualification.
			Latino	Seek input from community about grants that are going out.
		Regularly report on MWESB investments with a breakdown by project, type of work or service.	API	Articulate and prioritize specific action items for how Metro is holding themselves accountable.
		Work with MWESB vendors to increase their skills to apply to RFP's.	African American	Work to simplify the bids to increase MWESB procurement and contracting, including life experience as a qualification.
		Provide regular and accessible trainings to help companies get certified as MWESB.	Latino	How many went to Communities of Color, are minority owned business?
			African American	Work to simplify the bids to increase MWESB procurement and contracting, including life experience as a qualification.
Increase intentional outreach to communities and community organizations regarding contracting opportunities.	Native American	Ensure CBO- participation, engagement and outreach		
If applicable, establish a process that requires an explanation as to why an MWESB contractor was not utilized.	African American	Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.		

Metro Advances Economic Opportunity	Convene regional partners, and provide support in effort to expand the amount of local minority, women, and emerging small businesses and skilled tradespeople of color.	Identify Metro staff to spearhead regional convening effort to advance the effort to expand local minority, women, and emerging small businesses and skilled tradespeople of color.	Business Leaders	Regional convener to improve workforce pipeline to cultivate new MWESBs.
		Identify well positioned regional partners to advance the effort to expand local minority, women, and emerging small businesses and skilled tradespeople of color.	Business Leaders	Regional convener to improve workforce pipeline to cultivate new MWESBs.
		Work with convened partners to identify technical and research needs assist in advancing the effort to expand local minority, women, and emerging small businesses and skilled tradespeople of color.	Business Leaders	Regional convener to improve workforce pipeline to cultivate new MWESBs.
Metro Advances Economic Opportunity	Increase regional employment opportunities for people of color.	Create clear agency-wide internship policies regarding intern diversity, compensation and pathways to advancement at Metro.	African American	Develop apprenticeships and certification programs.
			API	Make opportunities for youth of color through scholarship and internship programs (Summer Works) available.
			Latino	Engage students who are studying in Metro's fields of interest, involve them early in Metro's work.
			African Immigrant	Use youth internships, summer jobs and employment workshops as steppingstones to potential senior posts, future leadership and management jobs.
		Partner with youth leadership organizations to create and convene a cohort of youth leaders to facilitate youth participation in engagement, education and increase job pathways.	Youth	Build relationships with major youth organizing programs by coming to visit us at our meetings and events.
		Further the job market preparation of interns by providing skill building opportunities, developing certificates of completion and requiring that all interns create a deliverable.	African American	Develop apprenticeships and certification programs.
		Create positions similar to the Intertribal Cultural Resource Specialist for each community of color.	Native American	Create positions similar to the Intertribal Cultural Resource Specialist for each community of color.
			African Immigrant	Create a position for each community of color to act as the liaison to Metro opportunities.
Create professional networking opportunities for community.	African Immigrant	Create professional networking opportunities for community.		