



MAKING A GREAT PLACE TOGETHER



Strategic Plan to Advance Racial Equity, Diversity and Inclusion

Racial Equity Approach

▶ Equity vs. Equality



Racial Equity Approach

- ▶ Why racial equity?
- ▶ Barriers vs. service



Racial Equity Approach

- ▶ Economic strategy for prosperous region



Informed Approach

- ▶ **Community Engagement**
- ▶ **Staff Engagement**



Informed Approach



Informed Approach

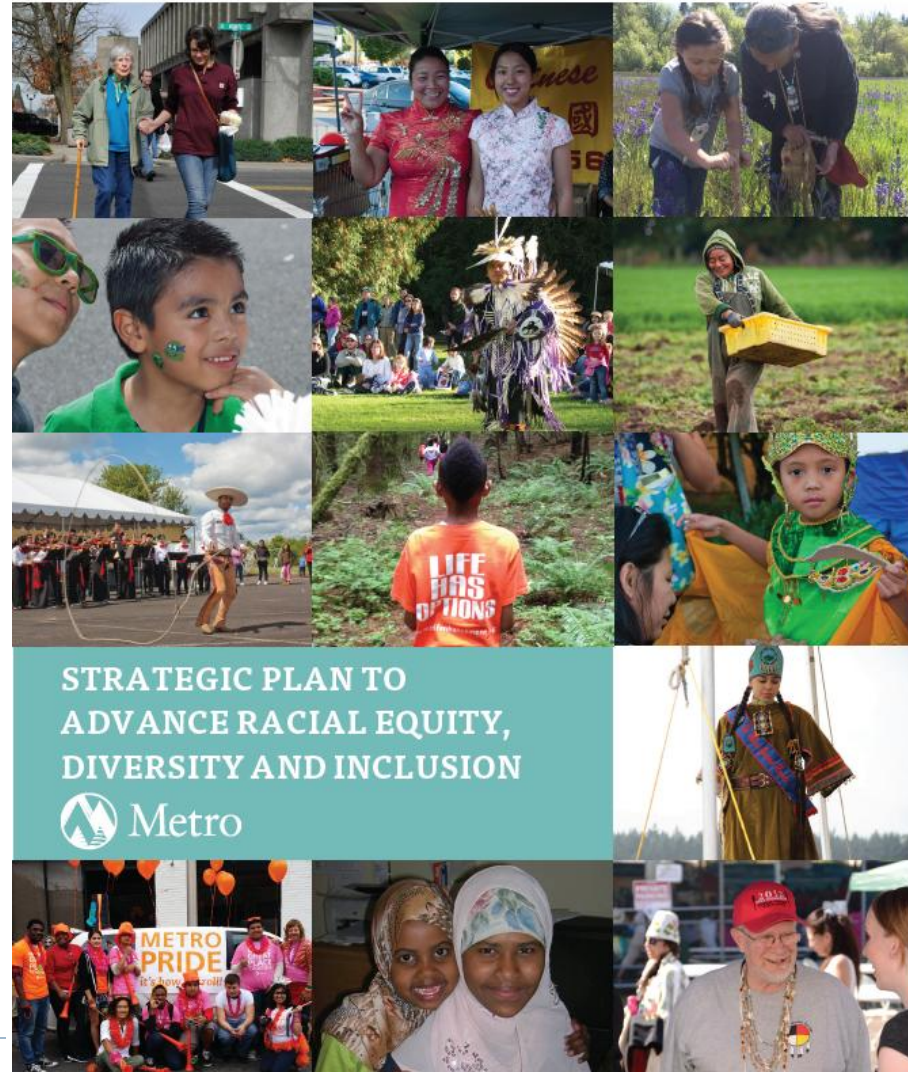
- ▶ Organizational self-assessment related to racial equity



What's in the Plan?

- ▶ Goals, objectives and action items
- ▶ Equity analysis and decision-support tool
- ▶ Evaluation foundation

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What's in the Plan?

- ▶ Integration with the Diversity Action Plan
- ▶ Department-specific equity action plans



A. Metro convenes and supports regional partners to advance racial equity



B. Metro meaningfully engages communities of color



C. Metro hires, trains and promotes a racially diverse workforce



D. Metro creates safe and welcoming services, programs and destinations



E. Metro's resource allocation advances racial equity



Next steps

- ✓ Public comment and discussion period
- ✓ Final Plan Review
- ✓ Council Adoption



Questions?

DO YOU HAVE COMMENTS?

www.oregonmetro.gov/equity



Contact the DEI Team

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