

Metro | *Meeting minutes*

Meeting: Equity Strategy Advisory Committee
Date: Wednesday, April 6, 2016
Time: 3 to 5 p.m.
Place: Beaverton Community Center | 12350 SW 5th Street Beaverton Oregon
97005 | Sycamore Room |

Attendees

Equity Strategy Advisory Committee:

Carl Talton, Philip Wu, Desirée Williams-Rajee, Irene Konev (by telephone for part of the meeting), Andrew Singelakis, Camilo Sánchez

Absent: Janet LaBar, Betty Dominguez, Kirsten Kilchenstein, Julia Meier, Rey España, Amanda Whalen, Alejandro Vidales, Pam Treece, Ben Duncan, Israel Johnson,

Metro:

Patty Unfred, Juan Carlos Ocaña-Chíu, Scotty Ellis, Cassie Salinas, Nyla Moore, Scott Robinson

Welcome and Agenda Review

Carl began the meeting by asking for any feedback on the agenda and minutes. There was no quorum at the meeting. All outstanding meeting minutes will be approved at the April 18 meeting.

Review of feedback received during the public comment period

Cassie Salinas began with a high level overview of the engagement efforts during the public comment period. The main tool used by staff was an online survey that received close to 2,000 responses. This survey also went out via the OptIn panel, which tends to generate a large amount of responses from white, more affluent people living in Multnomah County. With that in mind, staff distributed this message through other channels to reach to a more geographically and racially diverse audience. This included using Facebook to reach out to very targeted audience segments Metro wanted the survey to brief but also have context on the reasoning behind the work. There were three questions about prioritization, what else Metro can do and how to best measure success.

The responses to the survey showed general approval for Metro's racial equity approach: the respondents want us to work with more people of color, work with more small businesses that serve communities of color, and prioritize hiring a racially diverse workforce.

Metro | Meeting minutes

ESAC members received copies of the report from JLA Associates that summarizes the findings from the survey. On Pages 22-24 of the report compare the demographic characteristics of respondents to this survey to the demographics of the region as a whole.

Respondents prioritized increasing MWESB contracting, valuing racial competency, and increasing the number of diverse visitors who access destinations and use Metro services. Around 5% of the respondents expressed concern with Metro taking on equity work. Some themes from the open ended questions included affordable housing and access to quality education.

This survey did not reach people in groups like communities of color and the business sector. To address these deficiencies, staff have been conducting a series of conversations with culturally specific groups, many of whom participated in earlier stages of the project. At the suggestion of Pam Treece, staff are working with her, Janet LaBar and Carl Talton to find ways to involve business leaders in the discussion of Metro's equity strategy. There will be an event focused on the business community in May.

Cassie mentioned that on Thursday April 28 staff is organizing a lunch event for the facilitators from the community discussion groups to present their findings to Metro Council members. ESAC members are invited to attend. Staff will forward the invitation soon.

Scotty Ellis shared that the DEI program is partnering with Roberta Hunte and Dawn Redstone to screen their short film "Sista in the Brotherhood" on April 19 from 12:00 - 1:30 p.m. at the Portland Art Museum's Whitsell Auditorium. Metro is targeting the screening to procurement staff, construction firms, unions and anyone who works with these industries. This will be a chance to start having these conversations and come up with solutions. There will be a panel discussion and Q&A with representatives from Metro's procurement team, Oregon Tradeswomen, a union representative and others. Staff will send ESAC the invitation soon, too.

Review of the feedback themes received from Metro's Senior Leadership Team

As a way to condense the amount of action items in the Strategic Plan, staff has been meeting with members of Metro's senior leadership team (SLT) to explore how to do this. Staff asked SLT which actions they would support, which ones they would get rid of, and what would they add. Scotty presented the themes of the feedback received from SLT, by goal:

Goal A: Metro convenes and supports regional partners to advance racial equity

1. Clarify ambiguity of the actions.
2. Reframe actions so that they do not overpromise.

Goal B: Metro meaningfully engages communities of color

1. Acknowledge that the actions in Goal B will impact deliverable timelines.

Metro | Meeting minutes

2. Need the addition of an action to develop criteria to be more strategic when it comes to community engagement and investment.
3. More specificity around DEI reporting.
4. Develop resources and a system to increase staff engagement with CBOs and communities of color and better coordinate engagement across Metro is identified as a priority, however this action is large and should be unbundled.

Goal C: Metro hires, trains and promotes a racially diverse workforce

1. Prior to implementation, the action to include equity, diversity and inclusion into PACE requires clarification on what we are trying to measure related to performance.
2. Refine goals and actions to ensure connection to part-time, temporary and seasonal workers.
3. Reframe the action regarding the “out of class” policy to focus more generally on increasing pathways for staff to gain skills for advancement opportunities.
4. Desire to strengthen and centralize internships at Metro. However, this action requires attention to the lack of office space.

Goal D: Metro creates safe and welcoming services, programs and destinations

1. More specificity around the support that the DEI program will provide for the development of the department specific plans.
2. The demographics questions should be standardized across all Metro and not just focused in venues.
3. Celebrate diverse array of cultural holidays at all properties is identified as a priority. However, the terms “celebrate” and “holidays” read like the intent is to add to staff holidays. These terms must be reframed.

Goal E: Metro’s resource allocation advances racial equity

1. The creation of a disparity study is identified as a priority. However, the action needs refinement to ensure coordination across jurisdictions, acknowledgement of cost and full involvement from HR and the attorney’s office.
2. Need the addition of an action to develop shared equity criteria for grants and investments.
3. Need the addition of an action that identifies ways to make large contract more accessible to small firms.
4. Actions within objective 3 should be moved into Goal A.
5. The creation of a budget tool is identified as a priority. However, the tool must be flexible for department level decision-making.

ESAC members agreed that the feedback was well taken. The next steps are for staff to continue talking with SLT to reframe the actions to take into account all feedback and to condense the number of actions in the final version of the Strategic Plan.

Metro | *Meeting minutes*

Discussion of process to sign off on completed parts

Juan Carlos Ocaña-Chú gave an overview of what needs to be done to finalize the plan. ESAC will look at the contents of the document and make decisions on how to help edit it. Metro is consulting with Keith Jones on how to best communicate how we understand intersectionality, from the perspective of a person of color who experiences disabilities. . Dr. Roberta Hunte will also help with intersectionality from the gender perspective. We are also strengthening the language about how we work collaboratively to dismantle barriers from all underserved groups in conjunction with the Diversity Action Plan. Appendix A was produced by Metro and included the background information instead of being in the body of the plan.

Metro would like ESAC members to self select which parts of the document they would like to review and edit between now and the May 16 meeting. This would help prepare for the final version of the document. There will be four groups to sign up for. Juan Carlos distributed a sign-up sheet at this point.

The process for editing can include each person reviewing the assigned sections, individually or in small group meetings, to discuss content and come to an agreement. ESAC members requested to obtain themes of feedback from each small group so we can compare across the content areas. Groups 1 and 4 will be ready sooner than 2 and 3, so ESAC members were asked to keep this in mind. The ESAC members present at the meeting proceeded to sign up for participating in one of the four review groups.

Equity Analysis and Decision-Support Tool

Juan Carlos also presented the content of the equity analysis and decision support tool. This is what other jurisdictions call the “equity lens”: a methodology and a series of questions to consider to incorporate the racial equity perspective into existing programs, services, policies or other actions; or to ensure that racial equity is included when designing and implementing new programs, services, policies or other actions. Staff borrowed ideas from other jurisdictions, including the work of ESAC member Desirée Williams-Rajee at the City of Portland’s Bureau of Planning and Sustainability.

ESAC reviewed the tool and provided feedback. The committee members indicated that the tool is well done and serves as a great guide to guide . They emphasized that the intent should be that the user have a thoughtful process to go through. This will strengthen the ways to incorporate equity into all of Metro’s work.

Review and discussion of next steps for ESAC

Juan Carlos reviewed the document that includes steps to finalize the Strategic Plan. The document shows different groups, including ESAC, and the dates when the DEI team will meet with them. We are on a tight timeline to get to the adoption of the Strategic Plan by Metro Council on June 23, 2016. It is really important that all the groups and staff adhere to the timeline in order to finish this project on time.

Juan Carlos indicated that it is easier to change something adopted by resolution versus something adopted by ordinance. At Metro, plans are usually adopted by resolution, while ordinances are used to adopt or update codes. ESAC members present discussed the merits

 Metro | *Meeting minutes*

of adopting the Strategic Plan by either method. There is the perception among some community members that adoption by ordinance increases the accountability for implementation, but in reality the accountability is similar and, in the case of the Strategic Plan, will be ensured by strong community involvement in evaluation and oversight of the plan. Ultimately, it will be up to Martha Bennett to determine whether she introduces an ordinance or resolution for adoption of the Strategic Plan.

Either way, there will be two opportunities to have Metro Council hear about the Strategic Plan in their regular meetings. The first time will be through a community presentation led by ESAC on June 16, and again on June 23 for the actual vote.

Metro staff left at 4:45 p.m. so ESAC could have its staff-less meeting time.

The ESAC meeting was adjourned at 5:00 p.m.

The next regular ESAC meeting will take place on Monday, April 18, 2016, 3:00 – 5:00 p.m., at Metro Regional Center

Meeting minutes prepared by Nyla Moore and Juan Carlos Ocaña-Chú