

Metro | *Meeting minutes*

Meeting: Equity Strategy Advisory Committee
Date: Monday, February 22, 2016
Time: 3 to 5 p.m.
Place: Clackamas community College Main campus | 19600 Molalla Ave, Oregon City, OR 97045 | Dye Learning Center D 104

Attendees

Equity Strategy Advisory Committee: Carl Talton, Betty Dominguez, Kirsten Kilchenstein, Philip Wu, Pam Treece, Janet LaBar, Irene Konev, Andrew Singelakis, Amanda Whalen, and Camilo Sánchez

Absent: Rey España, Julia Meier, Alejandro Vidales, Ben Duncan, Desirée Williams-Rajee and Israel Johnson

Metro: Patty Unfred, Juan Carlos Ocaña-Chíu, Nyla Moore, Scott Robinson

Welcome and Agenda Review

Carl Talton, ESAC Chair, reminded the committee members that the group is on the home stretch and to keep momentum going by making an effort to attend the remaining meetings.

Carl asked for a motion to approve the minutes. XX moved to approve the minutes as submitted. YY seconded the motion. The minutes were approved unanimously.

Discussion of how ESAC can help during public comment period

The discussion draft of Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion was going live that evening or early the next day after the ESAC meeting. Scotty Ellis and Cassie Salinas were not present at the meeting because they were finalizing the survey to collect input during the public comment period.

Juan Carlos Ocaña-Chíu provided an overview of the public engagement plan to gather input on the discussion draft of Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion. He requested suggestions from ESAC members of other networks to be informed of the draft. Metro would like to connect with these networks during the public comment period, which runs until March 18. DEI team members are currently scheduled to speak with advisory committees and technical work groups.

Metro staff has an event planned for February 26 with leaders from the community and agencies leadership. Staff will also be working with the CBOs that participated in the discussion groups to gather additional input from their constituents.

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Pam Treece brought up concerns that she has been hearing among the business community about what the equity strategy would mean for businesses. After speaking with Janet LaBar, Pam and Carl, Metro staff came up with a plan to involve that community.

ESAC members reviewed the list of attendees for February 26 event and made suggestions of other people and agencies to invite. Suggestions included:

- City Club
- Portland Business Alliance
- Washington County Public Affairs Forum
- The Intertwine Alliance
- G9
- Hispanic Interagency Networking Team (HINT)
- Oregon Association of Minority Entrepreneurs (OAME)
- National Association of Minority Contractors (AMAC)

Discussion of issues related to the integration of the work on diversity and racial equity

The Diversity Action Plan (DAP) was adopted by Metro Council in 2012. The plan has four action teams and will soon add a fifth for accessibility. Metro is looking into integrating the diversity Action Plan with the Equity Strategic Plan. Both programs were not originally under the same department. In September of 2014 they were brought together under the Office of the Chief Operating Officer and are implemented by one team: DEI.

DAP action team members have expressed concerns about how the equity strategy is going to improve conditions for all marginalized communities, and how Metro can better combine these two plans without losing their integrity. The DAP action teams felt excluded in the decision to integrate the plans and felt it seemed to take the focus away the other marginalized communities because the equity strategy leads with race. The DEI team believes the work has to be integrated in order to be more successful. Also, staff capacity is a. The consultants at the Center for Social Inclusion relayed that City of Seattle also had some struggles with merging their two similar programs.

Juan Carlos asked ESAC members for their thoughts on this matter.

ESAC members recognized the tension between having a plan that speaks to everyone versus one that speaks specifically to disadvantaged communities. They believe that when we solve racial equity issues, all communities will prosper, not just communities of color. Some members stated that not everyone will find themselves in the Strategic Plan, and that Metro has to be okay with that. ESAC members also recommended educating those that do not do this work because it might be harder for them to see the benefits.

When it comes to merging the equity strategy and the DAP, Metro staff indicated that they do not want to send an exclusionary message. Some of the goals in the equity strategy are reflected in the DAP. Bill Tolbert, Diversity Program Manager at Metro, used a highway analogy for both efforts: the equity strategy and DAP are like two cars driving on separate lanes, and they go in the same direction. Sometimes one car gets ahead of the other, and

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sometimes the other car gets ahead, but they both stay connected and drive to the same destination.

Most ESAC members agreed that it makes sense to merge the two plans in the future. They also suggested that Metro staff focus on the barriers. Maybe at present the two plans will not merge yet, but can overlap and have touch points. Another suggestion was to develop an educational component to answer staff's question of "what does this mean for me?," and to use the term "underheard over underserved communities."

ESAC members recommended additional people to reach out to regarding the equity strategy and DAP :

- Judith Mowry, City of Portland
- Lorenzo Poe, Portland Public Schools

Review and discussion of next steps for ESAC

The group decided to reschedule the March ESAC meeting. The current meeting was during spring break and Metro needs time to gather information to share with the group. Nyla will send out a Doodle poll for the following week.

Implementation and evaluation sections have been taken out of the draft until they are made stronger. The drafted document has place holders in these sections. Juan Carlos suggested small group meetings to inform those sections of the plan. Nyla will send an additional Doodle poll for this meeting.

Staff reviewed with ESAC members the decision making process. ESAC develops recommendations to advise the COO. ESAC presents recommendations to the Metro COO (Martha Bennett), and then the COO submits her own recommendations to the Metro Council for a decision.

ESAC members had questions about the differences between and adopting the Strategic Plan through a resolution versus an ordinance. DEI staff will find out more about the differences between ordinance and resolution, and how the process works.

Irene Konev suggested having dialogue with the community about how the plan has developed and what it means. ESAC members would be willing to attend those meetings. The Equity Team has already begun going to some Metro departments to present this plan, and is scheduling conversations with community groups.

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

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

The next regular ESAC meeting will take place on April 6, 2016.

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

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