



Metro | Agenda

Meeting: Metro Council Work Session
Date: Thursday, Mar. 13, 2014
Time: 2 p.m. or immediately following the Regular Council Meeting
Place: Council Chamber

2:30 PM **1. EQUITY STRATEGY PROGRAM UPDATE AND DRAFT DEFINITION** **Scott Robinson, Metro**
Pietro Ferrari, Metro

ADJOURN

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Agenda Item No. 1.0

**EQUITY STRATEGY PROGRAM UPDATE
AND DRAFT DEFINITION**

Metro Council Work Session
Tuesday, Mar. 13, 2014
Metro, Council Chamber

METRO COUNCIL

Work Session Worksheet

PRESENTATION DATE: March 13, 2014 **TIME:** 2:30 **LENGTH:** 45 mins.

PRESENTATION TITLE: Equity Strategy Program Update and Draft Definition

DEPARTMENT: Equity Strategy, Office of the Chief Operating Officer

PRESENTER(S): Scott Robinson & Pietro Ferrari

WORK SESSION PURPOSE & DESIRED OUTCOMES

- **Purpose:** To update Council on the work program history, status and future work program. Focus will be placed on progress made to date, including soliciting feedback and recommendations regarding general direction, program milestones and upcoming MPAC engagement.
- **Outcome:** Council understanding and familiarity with the progress made to date, the challenges and opportunities ahead. Direction regarding the progress of the program and upcoming presentation to MPAC.

TOPIC BACKGROUND & FRAMING THE WORK SESSION DISCUSSION

About the Equity Strategy Program

The Equity Strategy Program will define Metro's roles and responsibilities in advancing Equity (one of the region's six desired outcomes) and will guide implementation of an actionable and measurable Equity Action Plan across the agency.

The program goals are to:

- Establish an evidence-based decision making process that ensures meaningful engagement from communities most impacted by disproportionate burdens.
- Co-create internal and external capacity to understand Metro's role in advancing equity across the region's desired outcomes.
- Identify the institutional systems that stand in the way of equitable outcomes, as well as the institutional systems that provide opportunities to support equitable outcomes, including the tools needed to implement equitable practices throughout the agency.
- Define and implement a Metro-specific equity strategy that is actionable and measurable

Given the scale of effort needed to strategically move Metro's equity work forward, staff designed a three-phase approach to developing an equity framework for Metro.

The three major phases are illustrated below:

Equity Strategy Program Timeline



Phase 1 | Equity Inventory Report (completed)

The Equity Inventory Report completed in 2012 provides a snapshot of how Metro intentionally incorporates equity considerations into current agency activities.

The report identified four areas for improvement:

- Lack of strategic guidance to support intentional efforts to advance equity
- Duplication of effort in the area of equity
- Inconsistency of approach to equity considerations
- Lack of capacity throughout the agency to advance regional outcomes

Based upon the conclusions of the Phase I inventory work, Council approved the Phase 2 work program to design an equity strategy while continuing to support coordination of on-going programmatic efforts.

Phase 2 | Defining a strategy (in progress)

Phase II work continues to progress and results are summarized below.

- a) Staff transitions, additions and support:** New Program Manager Pietro Ferrari was hired in November 2013. Pam Phan was added as a part-time analyst to support research and coordination of the Equity Baseline Workgroup to define equity indicators. In order to build capacity, the Equity Strategy Program receives ongoing support from DRC (0.5 FTE) and Communications (0.5 FTE).
- b) Equity definition:** The 13-member Equity Advisory Committee appointed with wide community representation has been working with staff to produce the first draft Equity definition for Metro to consider as well as providing guidance to the Equity Baseline Workgroup committee on the indicator definition and approach.
- c) Baseline Workgroup:** Six (6) nonprofit partners have been selected competitively to work in identifying and selecting equity indicators applicable to each of the six desired outcomes. The Equity Baseline Workgroup will be supported by a team at Portland State University Institute of Metropolitan Studies, who also manage the Greater Portland Pulse.

d) Interim coordination and assistance to on-going existing Metro initiatives:

Ongoing participation and assistance being provided by the Equity Strategy Program staff to various existing Metro initiatives, including Climate Smart Communities, Title VI compliance and community partnerships related to the Parks and Natural Areas Levy; Nature in Neighborhoods and equity roundtable.

QUESTIONS FOR COUNCIL CONSIDERATION

- Does Council have questions or feedback on the program as a whole?
- Does Council have questions or feedback on the upcoming MPAC presentation?

PACKET MATERIALS

- Would legislation be required for Council action Yes No
- If yes, is draft legislation attached? Yes No
- What other materials are you presenting today?
The Equity work program approved by Council is included as background material



Advancing Equity at Metro

Metro is committed to advancing equity across the agency and creating a vibrant and sustainable region for all.

Region's six desired outcomes

Vibrant communities

People live, work and play in vibrant communities where their everyday needs are easily accessible.

Economic prosperity

Current and future residents benefit from the region's sustained economic competitiveness and prosperity.

Safe and reliable transportation

People have safe and reliable transportation choices that enhance their quality of life.

Leadership on climate change

The region is a leader in minimizing contributions to global warming.

Clean air and water

Current and future generations enjoy clean air, clean water and healthy ecosystems.

Equity

The benefits and burdens of growth and change are distributed equitably.

In 2010, the Metro Council adopted equity as one of the region's six desired outcomes and in 2011 initiated the development of an organizing framework to help Metro consistently incorporate equity into policy and decision-making. To be successful in this effort, any strategy that Metro considers needs to have community support that evolves through sustained and committed partnership.

Given the scale of effort needed to strategically move Metro's equity work forward, staff designed a three-phase approach to developing an equity framework for Metro.

Phase 1 | Equity Inventory Report

The *Equity Inventory Report*, completed in 2012, provides a snapshot of how Metro intentionally incorporates equity considerations into agency activities.

The report identified four areas for improvement:

1. Lack of strategic guidance to support intentional efforts to advance equity
2. Duplication of effort in the area of equity
3. Inconsistency of approach to equity considerations
4. Lack of capacity throughout the agency to advance regional outcome

Phase 2 | Define a strategy

The strategy will build on understanding community needs to explicitly define how the agency will work to advance equity. This will be accomplished by first understanding how communities experience the region's outcomes *today* through the development of an Equity Baseline.

After better understanding how different communities and populations experience these outcomes, Metro will work to evaluate the agency's role in addressing disparities. Metro may identify inequities or disparities that are outside of the agency's authority. In some cases, these issues may fall outside the scope of this strategy. In others, Metro may look for opportunities for the agency to advance equity within the region's outcomes.

This effort will also focus on the development of new partnerships with underserved communities. These partnerships are critical to ensuring that Metro's strategy addresses the needs of underserved communities across the region.

For more information, visit www.oregonmetro.gov/equity or contact Pietro Ferrari at: Pietro.Ferrari@oregonmetro.gov or call 503-797-1917.

About Metro

Clean air and clean water do not stop at city limits or county lines. Neither does the need for jobs, a thriving economy and good transportation choices for people and businesses in our region. Voters have asked Metro to help with the challenges that cross those lines and affect the 25 cities and three counties in the Portland metropolitan area.

A regional approach simply makes sense when it comes to providing services, operating venues and making decisions about how the region grows. Metro works with communities to support a resilient economy, keep nature close by and respond to a changing climate. Together we're making a great place, now and for generations to come.

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The Equity Strategy Program will:

- ✓ Establish an evidence-based decision making process that ensures meaningful engagement from communities most impacted by disproportionate burdens.
- ✓ Co-create internal and external capacity to understand Metro’s role in advancing equity across the region’s desired outcomes.
- ✓ Identify the institutional systems that stand in the way of equitable outcomes, as well as the institutional systems that provide opportunities to support equitable outcomes, including the tools needed to implement equitable practices throughout the agency.
- ✓ Define and implement Metro’s agency-specific equity strategy that is actionable and measurable.

Program outcomes

- Strengthen and build new and existing partnerships
- Increase external knowledge base around Metro’s roles and responsibilities and support capacity building for partners to engage with Metro
- Build internal capacity around equity
- Build on existing regional and national equity measurement efforts to create a strong foundation for Metro’s Equity Strategy Program

Phase 3 | Strategy implementation

Once an equity strategy is developed, implementing this strategy will ensure that Metro consistently considers equity at the beginning phase of program, policy and project development, making sure that equity considerations are actionable by staff and measurable during evaluation.

Equity Strategy Program Timeline



METRO EQUITY STRATEGY ADVISORY COMMITTEE

APPOINTMENTS – UPDATED 10/22/2013

CARL TALTON, Chair | *Executive Chair, Portland Family of Funds*

BEN DUNCAN | *Health Equity Initiative Program Manager, Multnomah County Health Department & Board Chair, OPAL*

BETTY DOMINGUEZ | *East County Program Director, Home Forward*

DANIEL VÁZQUEZ | *Cultural Inclusion Coordinator, Mayor's Office, City of Beaverton*

JOSEPH BEREZHINSKIY | *Program Director, Slavic Community Center*

JUDI MARTIN | *Hispanic Services Coordinator, Clackamas County Health & Human Services*

JULIA MEIER | *Director, Coalition of Communities of Color*

KIRSTEN KILCHENSTEIN | *Donor Relations Officer, Oregon Community Foundation*

PAM TREECE | *Executive Director, Westside Economic Alliance*

PHILIP WU | *Community Health Initiative, Kaiser Permanente*

REY ESPANA | *Director, Community Development Department, Native American Youth & Family Center*

SYDNEY WEBB | *Former City Councilor, City of Tigard*

VIRGINIA NGUYEN | *Director of Diversity & Inclusion, Nike*

Metro Equity Strategy Program

Equity Baseline workgroup | overview

To support implementation of Metro's Equity Strategy Program, Metro has contracted with six community-based organizations to serve on a technical workgroup with Metro staff (Equity Baseline Workgroup). These organizations will work collaboratively with Metro Staff to develop Metro's Equity Baseline Report, the first step in the creation of Metro's Equity Strategy. Workgroup selection was conducted by staff according to Metro procurement policies in a competitive process, under the guidance of the Equity Advisory Committee.

Equity Baseline Workgroup

Cassie Salinas
Communications, Metro

Cat Goughnour
Urban League of Portland

Clint Chiavarini
Research Center, Metro

Duncan Hwang
Asian Pacific American
Network of Oregon (APANO)

Pietro Ferrari
Office of the COO, Metro

Jared Franz
OPAL Environmental Justice
Oregon

Karen Scott-Lowthian
Research Center, Metro

Kayse Jama
Center for Intercultural
Organizing (CIO)

Pam Phan
Office of the COO, Metro

Scotty Ellis
Coalition for a Livable Future
(CLF)

Gerardo Vergara-Grindell
Adelante Mujeres

Molly Vogt
Research Center, Metro

Workgroup objectives

- Identify and organize existing equity indicators for the region's desired outcomes. Indicators should (1) meaningfully highlight systemic barriers to opportunity and (2) measure the scope and extent to which communities and populations currently experience the region's desired outcomes.
- Identify measurement and data gaps with existing indicators to develop a feasibility assessment report that outlines the scale of effort needed to maintain the Equity Baseline over time (ID long-term resource needs for sustainable data collection and analysis).
- Complete of the equity baseline analysis, ensuring the quantitative assessment reflects and supports community experience through supporting qualitative evidence.
- Design and implement culturally responsive engagement approaches as it relates to evaluating and sharing the Equity Baseline Report.
- Assist in building Metro staff capacity to develop and implement equity measurement and evaluation methods around issues related to the region's desired outcomes.
- Build capacity for long-term engagement in Metro's Equity Strategy Program.

Schedule and deliverables

<u>Date</u>	<u>Activity</u>
November 2013	Kick-off meeting
November 2013 - August 2014	Twice monthly workgroup meetings to include (1) General workgroup sessions, and (2) Sub-committee sessions as needed to meet contract deliverables.
Spring 2014	Draft equity indicators and draft feasibility assessment completed for review by equity advisory and steering committees <u>Contract deliverables</u> Task 1: define and refine equity indicators for region's desired outcomes Task 2: indicator feasibility assessment
Summer 2014	Draft equity baseline report for review by equity advisory and steering committees, metro council and community stakeholders <u>Contract deliverables</u> Task 3: equity baseline analysis Task 4: community engagement
Fall 2014	Deliver a final equity baseline report to the equity advisory and steering committees and final community engagement evaluation to public engagement review committee <u>Contract deliverables</u> Task 5: workgroup evaluation to PERC Final Equity Baseline Report

Equity Strategy Program milestones and deliverables | 2014-2016

