



## Metro | *Meeting minutes*

Meeting: Equity Strategy Advisory Committee  
Date: Monday, October 28, 2013  
Time: 3 to 5 p.m.  
Place: Metro Regional Center, Room 270, 600 NE Grand Ave, Portland, 97232  
Purpose: Finalize Equity Strategy Advisory Committee charter; continued discussion on group operating principles; continued discussion on Metro's equity definition

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### **Attendees**

Equity strategy advisory committee	Carl Talton, Chair; Rey España, Vice Chair; Joseph Berezinskiy, Kirsten Kilchenstein, Betty Dominguez, Philip Wu, Judi Martin, Ben Duncan, Julia Meier, Pam Treece
Metro	Martha Bennett, Metro COO; Nuin-Tara Key, Peggy Morell, Cassie Salinas, Valerie Cuevas
Facilitator	Joan Brown-Kline, Brown-Kline Consulting
Guest	Lenna Comini

### **Absent**

Virginia Nguyen, Daniel Vázquez, Sheila Murty-Job, Sydney Webb

### **Welcome and introductions**

Carl Talton welcomed everyone and briefly reviewed the agenda. Nuin-Tara Key introduced Lenna Comini, Nike Inc., who is joining in Virginia Nguyen's absence for this meeting.

Martha Bennett announced that a job offer has been extended to one of the three finalist for the Equity strategy program manager position. The recruitment process was overall positive and each of the final candidates offered differing perspectives and opportunities for the direction of the program. Martha Bennett extended her thanks to the committee for their feedback and insightful participation throughout the recruitment process. Once a candidate accepts an offer of employment and is cleared through references, an email will be sent to the committee informing them of the new hire.

Julia Meier asked for an update on the awarded contracts for the Equity strategy program's RFQ for technical assistance contracts. Nuin-Tara Key announced that Adelante Mujeres, APANO, Center for Intercultural Organizing, Coalition for a Livable Future, Urban League of Portland and OPAL have been awarded contracts under this RFQ for the development of the equity baseline. Contracting with community organizations for this type of work is a new approach for Metro and this approach will be tracked and evaluated alongside the Public Engagement Review Committee and Metro public involvement staff for future use and recommendations.

## **Advisory committee charter and operating principles**

### *Finalize committee charter*

Joan Brown-Kline directed the group's attention to the draft charter that was previously discussed by the committee. Nuin-Tara Key reviewed the changes made since the last meeting based on the committee's discussion noting the addition of the timeline in section G and clarifying Metro Council's responsibilities in adoption in section B. The charter was adopted by the committee by a show of hands.

### *Discuss group operating principles*

Joan Brown-Kline facilitated the committee's discussion on the first three sections of the draft operating principles. Julia Meier began the conversation asking for the purpose of the document, looking for more meaningful language around the Communication section, suggesting a value adjective. Carl Talton suggested productive communication for the section title.

Pam Treece asked about the previous meeting's discussion about the option for anonymity in sending comments through staff and asked the committee to consider how a potential need for anonymity reflects on the group. Nuin-Tara Key clarified the intent was for staff to be an additional option to facilitate committee communication and that these operating principles would be for internal use and there were no plans to publish externally. Philip Wu echoed the sentiment that the operating principles were typical of committees to set informal ground rules and that staff should be there to help. Rey España agreed that a staff option was a way to ensure the most engagement from committee members. Julia Meier suggested that advisory committee members of the joint sub-committee could be a first point of contact for smoothing out tough issues between committee members before staff. Rey España and Pam Treece expressed desire to remove the anonymity option while preserving the opportunity to use staff to help facilitate communication. Nuin-Tara Key summed up this discussion's changes to be the removal of the anonymity option, call out the joint sub-committee's role and clarify that additional comments can be sent to staff after meetings if something was forgotten or needs staff facilitation.

Carl Talton and Julie Meier opened the conversation on the next section, comfort and safety within the group, on the point about compromise. The point on compromise will be moved to the decision-making process section. Following Ben Duncan's summary that this section's intent was to talk about ideas and not the individual so the word "people" should be changed to "individuals" in the first sentence.

Joan Brown-Kline asked the group how they would like to indicate that they wish to speak. Suggestions included raising hands or name cards. Betty Dominguez and Carl Talton summarized the group's agreement for a naturally flowing dialogue rather than a formal process, with a note to revisit this issue in the future.

The next section on the role of Metro staff explained how staff will do the program work as informed by the committee. Staff will also take Advisory committee work to the Steering committee for input as well. The joint sub-committee exists for formal points of communications between the two committees. Staff will provide a flowchart to summarize this workflow, including the interface between the community organizations working through the technical grants. Review of this approach to workflow will be added to the Advisory committee agenda quarterly for evaluation and review.

The next steps for the guiding principles will be to make the edits from this meeting's feedback and continue committee review of the second half of this document at the next meeting.

## **Equity definition discussion**

### *Group breakouts (Challenge and Opportunity)*

Nuin-Tara Key reviewed the previous meeting's presentation on the proposed process for creating a definition of equity by using values, vision, challenge, opportunity and response to frame the definition. The Equity Report was provided to the committee as a resource to start looking at definitions and themes. The report is not a published document and the committee's definition is free to be broader than included themes.

### Group 1, Challenge

*As you reflect on Metro's desired outcomes, what potential challenges do we face in the region in realizing equity in each of these areas?*

Facilitator: Peggy Morell

Advisory committee: Judi Martin, Betty Dominguez, Joseph Berezinskiy, Philip Wu, Ben Duncan, Pam Treece

- Group defined "we" in question as the collective "us" from individual to government
- Jurisdictional authority, narrow silos in what we control as agencies
- Lack of alignment between jurisdictional authorities
- Topographical disparities can be challenges to effective communication
- Issues interpreted differently by diverse communities
- Challenge of creating jobs and prosperity
- Challenge of Portland-centric viewpoint of how vibrant communities is defined in the 6 regional outcomes as "easily accessible" phrasing lends itself to the 20 minute urban neighborhood lifestyle choice
- Challenge of Metro perceived as urban-centric
- Challenge of being explicit that vision is representative of entire region
- Challenge of getting all voices at the table
- Challenge of regulatory authority – who holds authority needed to achieve desired outcomes?

### Group 2, Opportunity

*As you reflect on Metro's desired outcomes, what opportunities does the region have to advance equity in each of these areas? Also, what is the potential cost to the region in lost opportunities if we do not advance equity in each of these areas?*

Facilitator: Cassie Salinas

Advisory committee: Kirsten Kilchenstein, Julia Meier, Carl Talton, Rey España, Lenna Comini

- Small business and entrepreneurialism
- Creative services
  - Diversity of workforce and perspectives
  - Competiveness
- Recruit and training; scholarship opportunities
- Strategies for safe and reliable transportation; i.e. north light rail,
- Language around vibrant communities, families that thrive
- Home-based, not importing talent
- Local talent, easy access, support to access
- Strength based, asset based with communities here now
- Recognition of changing demographics
- Recognition of inequities in the region that hold people back
- Moral, economic reasons for why recognition isn't happening
- Shifting frame, shifting discourse
- Leadership tables not representing changing demographics

- Rapid diversification
  - Link leaders with diversification
- Broad economic goals
- Build and connect, business leaders with underserved communities
- Capacity building needs to happen from community side, with private business sector, happen on both levels
- Lack of alignment between private sector, philanthropy, government, community-based organizations to help fund and advance equity
- Cross sector policy alignment
  - Equity = reform
  - Real paths of opportunity
  - Cost of business
  - Strength based solutions
- Acknowledge that work has been done and can be built upon
- Data exists on transit, jobs, etc.
- Recognize histories of inequities
- One common strategy for all cross sectors
- Prepare our communities to take advantage of the common strategy
- How to prepare the youth for private sector careers; future workforce
- Collective impact
  - Not just up to employers
  - Responsibility of all
  - Educational justice
  - Collective agreement
- Opportunity cost of not doing this work
  - Competitive positioning
  - Must improve resources
- Restriction around Metro's 6 desired outcomes; need to define what we mean by vibrant communities and economic prosperity

Cassie Salinas and Peggy Morell shared summary points from the small group discussions.

Carl Talton closed the meeting by thanking Nuin-Tara Key on behalf of the committee for her dedication and work to the program.

### **Next steps**

Staff will finalize the Committee charter and send a final copy out to the workgroup.

Staff will send a flowchart of the workflow between staff, technical workgroups, Advisory committee, joint sub-committee and Steering committee.

Staff will synthesize group discussions on challenge and opportunity for themes and differences to bring back to the Advisory committee for further discussion in pursuit of the working definition of equity.

The Advisory committee meeting on December 16 is cancelled. In place, an additional meeting will be scheduled in early January and in February. A revised meeting schedule will be provided.