

## Proposed Indicator Categories – May 15, 2014

Food	Access to Affordable and Nutritious Food	<ul style="list-style-type: none"> <li>• Access to Food               <ul style="list-style-type: none"> <li>○ Food deserts</li> </ul> </li> <li>• Access to Healthy Food               <ul style="list-style-type: none"> <li>○ Community farmers markets</li> </ul> </li> <li>• Access to Culturally Appropriate Food</li> <li>• Access to Affordable Food</li> <li>• Food education               <ul style="list-style-type: none"> <li>○ GMO labeling</li> <li>○ Nutrition and healthy eating classes</li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>1. Communities have access to health, affordable, and culturally-appropriate foods with institutional support to properly educate nutrition and cultural food traditions.</li> <li>2. The health choice is the easy choice.</li> </ol>	<ol style="list-style-type: none"> <li>1. Diabetes</li> </ol>
Education	Access to and Attainment of Quality Education	<ul style="list-style-type: none"> <li>• Outcomes/Attainment</li> <li>• Quality of Education</li> <li>• Access to               <ul style="list-style-type: none"> <li>○ Schools</li> <li>○ Language immersion</li> <li>○ After school programs</li> <li>○ School clinics</li> <li>○ Head Start</li> <li>○ SUN schools</li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>1. Improving the region's outcomes, quality, and access by closing achievement gaps, dropout rates, chronic absenteeism, and access to special programs.</li> <li>2. Kids safely and efficiently get to school and back home.</li> <li>3. Students are set up for academic success</li> <li>4. Students' economic opportunities are not limited by economic debt.</li> </ol>	<ol style="list-style-type: none"> <li>1. Adult educational attainment</li> <li>2. Dropout Rates</li> <li>3. Chronic Absenteeism</li> <li>4. Access to Special Programs</li> <li>5. Achievement Gaps</li> <li>6. Financial Literacy (leaving school with financial literacy knowledge)</li> <li>7. Non-traditional student support (childcare)</li> <li>8. Student debt</li> </ol>
Criminal Justice	Community Justice	<ul style="list-style-type: none"> <li>• Do Not Focus on Criminal Aspect               <ul style="list-style-type: none"> <li>○ Emphasis on rehabilitation and restorative justice</li> </ul> </li> <li>• Community Support Systems               <ul style="list-style-type: none"> <li>○ Re-entry services</li> <li>○ Know your rights (access to justice)</li> </ul> </li> <li>• Juvenile justice</li> <li>• Immigrant rights</li> </ul>		<ol style="list-style-type: none"> <li>1. Over representation of populations of color and low-income communities in:               <ol style="list-style-type: none"> <li>a. Arrests</li> <li>b. Sentencing</li> <li>c. # in correctional facilities</li> </ol> </li> <li>2. Recidivism by location</li> <li>3. Supportive policies               <ol style="list-style-type: none"> <li>a. Ban the Box</li> </ol> </li> <li>4. Supportive re-entry services               <ol style="list-style-type: none"> <li>a. Housing</li> <li>b. Economic development</li> </ol> </li> <li>5. White Collar crimes</li> <li>6. Locations of               <ol style="list-style-type: none"> <li>a. Targeted enforcement areas</li> <li>b. Transit, drug-free zones</li> </ol> </li> </ol>

## Metro | Agenda

Meeting: Equity strategy advisory committee  
Date: Monday, May 19, 2014  
Time: 3 to 5 p.m.  
Place: Metro Regional Center, Room 270  
Purpose: Update on Equity strategy baseline workgroup and public engagement draft plan  
Outcome(s): Agreement on public engagement goals and audience and community of representation for Equity Strategy Program

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- 3 p.m.      **Welcome and agenda review**  
*Betty Dominguez*  
Adoption of March 17, 2014 minutes
- 3:05 p.m.      **Program updates**  
*Pietro Ferrari*
- 3:15 p.m.      **Equity strategy baseline workgroup update**  
*Duncan Hwang, Jared Franz*
- 3:40 p.m.      **Public engagement, audience and community of representation**  
Overview of Equity Baseline Report and timeline and Introduction of the next phase of project, relational mapping – Pietro Ferrari (10 minutes)
- Review communication and engagement goals: Build awareness and regional support from key community leaders from across the region – Cassie Salinas (5 minutes)
- Group discussion of community engagement goals for September – December 2014  
ALL (15 minutes)
- Group breakout sessions – review of key audiences for each phase – ALL ( 15 minutes)
- *Who is missing?*
  - *What are the benefits/risks of engaging these audiences?*
- Report back – from groups (10-15 minutes)
- *Consensus of representation of key audiences for each phase*

AGENDA TITLE

DATE

TIME

## Proposed Indicator Categories – May 15, 2014

Individuals with Disabilities	Access for Individuals with Disabilities	<ul style="list-style-type: none"> <li>• Veterans</li> <li>• Physical, mental, and emotional health</li> <li>• Minimum ADA compliance but we want to do better               <ul style="list-style-type: none"> <li>○ Transportation</li> <li>○ Infrastructure</li> <li>○ Buildings</li> </ul> </li> <li>• Services</li> </ul>	<ol style="list-style-type: none"> <li>1. Our region meets and exceeds all disability requirements while protecting veterans and those with medical health challenges, allowing them to be active members in their communities.           <ol style="list-style-type: none"> <li>a. This is an unconfirmed draft.</li> </ol> </li> </ol>	
Economy	Fair Access to Employment and Economic Prosperity	<ul style="list-style-type: none"> <li>• Income</li> <li>• Access (Job Training, Family-Wage Jobs)</li> <li>• Pay inequity</li> <li>• Equitable recruitment, retention, promotion, and hiring</li> <li>• Building intergenerational wealth</li> <li>• Small business opportunities               <ul style="list-style-type: none"> <li>○ Access to credit</li> <li>○ Access to loans</li> </ul> </li> <li>• Culturally responsive lending terms and conditions</li> <li>• Governmental contracting and procurement prioritization</li> </ul>	<ol style="list-style-type: none"> <li>1. An economy that provides support for small business, job training for individuals, and provides wages that promote human dignity, prosperity, and wealth accumulation.</li> </ol>	
Social Services	Access to Social Services	<ul style="list-style-type: none"> <li>• Meaningful access to social safety net</li> <li>• TIF cap on property taxes decrease service funding</li> <li>• Narratives</li> <li>• Felony impact on social services</li> <li>• Transitional support system for parolees</li> <li>• Loopholes in Section 8               <ul style="list-style-type: none"> <li>○ Mobility</li> <li>○ Amount</li> </ul> </li> <li>• Shortfalls (needs not being met by services)</li> <li>• Public housing and shelters</li> </ul>		

## Proposed Indicator Categories – May 15, 2014

Parks and Natural Space	Access to Parks and Natural Space	<ul style="list-style-type: none"> <li>• Access</li> <li>• Community Gardens</li> <li>• Community ownership.               <ul style="list-style-type: none"> <li>○ Community stewardship for the development of park development.</li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>1. Communities have equal access to well maintained and developed parks and recreation programs, community gardens, and natural spaces that safely serves the community in a culturally appropriate manner.</li> </ol>	<ol style="list-style-type: none"> <li>1. Proximity to           <ol style="list-style-type: none"> <li>a. Park entrances</li> <li>b. Community Gardens</li> <li>c. Recreation and programs</li> <li>d. Culturally-specific park facilities               <ol style="list-style-type: none"> <li>i. Futsol, ping pong, chess, etc.</li> </ol> </li> </ol> </li> <li>2. Park quality</li> </ol>
Environment	Fair Distribution of Environmental Burdens and Benefits	<ul style="list-style-type: none"> <li>• Problems with Strict Fair Share</li> <li>• Environmental policies/decisions</li> <li>• Balancing environmental justice and environmental concern</li> </ul>	<ol style="list-style-type: none"> <li>1. Environmental mitigation efforts prioritize communities (historically and currently) disproportionately burdened.</li> <li>2. Do environmental policies inform and engage those most impacted by them?</li> <li>3. Are environmental policies ameliorating historical, current, and future environmental harms?</li> </ol>	<ol style="list-style-type: none"> <li>1. Brownfields</li> <li>2. Superfund Sites</li> <li>3. Water Quality/Protection Policies</li> <li>4. Chronic disease:           <ol style="list-style-type: none"> <li>a. Asthma</li> <li>b. Lead poisoning</li> </ol> </li> </ol>
Civic Engagement	Meaningful Engagement and Empowered People	<ul style="list-style-type: none"> <li>• Meaningfully Involved People           <ul style="list-style-type: none"> <li>○ Opportunity to influence the outcome               <ul style="list-style-type: none"> <li>▪ Check in with community early and often in process</li> <li>▪ Provision of technical assistance</li> <li>▪ Provision of services such as childcare and translation</li> </ul> </li> </ul> </li> <li>• Empowered to Shape Environment</li> <li>• Transparency – information sharing and assistance</li> <li>• Enforcement of obligations</li> <li>• Distribution of where money is spent</li> </ul>		
Health Outcomes	Healthy People, Families, and Communities	<ul style="list-style-type: none"> <li>• Community Health</li> <li>• Family Health</li> <li>• Individual Health           <ul style="list-style-type: none"> <li>○ Physical, mental, spiritual, and emotional health</li> </ul> </li> <li>• Health Equity</li> <li>• Emphasis on prevention and harm reduction</li> </ul>	<ol style="list-style-type: none"> <li>1. The economy, environment, and social impacts are major determinants of health. We cannot focus on individual choice.</li> <li>2. Everyone can achieve good health that is reasonable for them at a cost that they can afford.</li> </ol>	<ol style="list-style-type: none"> <li>1. Asthma rates, diabetes, cancer, mental health, addiction, infant mortality/morbidity rates.</li> <li>2. Health services provided in a culturally appropriate way</li> </ol>

## Proposed Indicator Categories – May 15, 2014

Indicator Category	Indicator Title	Indicator Descriptors	Indicator Descriptions	Possible Data
Housing	Stable and Accessible High Quality Housing Choices	<ul style="list-style-type: none"> <li>• Stable Housing</li> <li>• Housing Choices               <ul style="list-style-type: none"> <li>○ Size/multifamily</li> <li>○ Price</li> <li>○ Location</li> <li>○ Culturally-responsive (i.e. supporting multigenerational families)</li> <li>○ Type</li> </ul> </li> <li>• Accessible Housing               <ul style="list-style-type: none"> <li>○ ADA Compliant</li> <li>○ Proximity to transit</li> <li>○ Proximity to services</li> </ul> </li> <li>• Quality Housing</li> </ul>	<ol style="list-style-type: none"> <li>1. High quality housing that is accessible for persons with disabilities and those without a car.</li> <li>2. Diversity/variety of housing options that ensure mixed income communities so that all households can live near where they work, play, pray, and are not displaced by future investments in housing development.</li> </ol>	<ol style="list-style-type: none"> <li>3. Affordable Housing Units</li> <li>4. # No Cause Evictions</li> </ol>
Transportation	Accessible, Affordable, and Safe Transportation Options	<ul style="list-style-type: none"> <li>• Affordability</li> <li>• Accessible Transit               <ul style="list-style-type: none"> <li>○ Reliable</li> <li>○ Frequent</li> <li>○ ADA compliant</li> <li>○ Close to a variety of options for no or low car households</li> </ul> </li> <li>• Safe Transportation               <ul style="list-style-type: none"> <li>○ Speed limits</li> <li>○ Crosswalks</li> <li>○ Sidewalks</li> <li>○ Appropriate bus stop amenities</li> <li>○ Signage</li> </ul> </li> <li>• Transportation               <ul style="list-style-type: none"> <li>○ Pedestrian</li> <li>○ Bike</li> <li>○ Transit</li> <li>○ Car</li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>1. A variety of transportation options for low to no car households that are proximal, ADA compliant, reliable/frequent, and affordable.</li> <li>2. All transportation options are supported by basic infrastructure and can be safely accessed and used.</li> <li>3. Our transportation network effectively connects people to where they live, work, play, and pray.</li> </ol>	<ol style="list-style-type: none"> <li>4. % on time</li> </ol>

# Equity Baseline Retreat

## Procedure and Next Steps

May 15<sup>th</sup>, 2014

### Nine Step Process

- Step 1: Identify Indicators for Metro's Six Desired Outcomes.

An indicator is a measure or a set of measures that provide evidence that a certain condition exists or certain results have or have not been achieved. Indicators enable decision-makers to assess progress towards the achievement of intended outputs, outcomes, goals, and objectives.

In order to assess progress toward Metro's Six Desired Outcomes, the Equity Baseline team needed to generate a list of specific indicator categories that could help provide better insight into these larger desired outcomes. Each developed indicator will consist of two parts: 1) 3 – 5 datasets that provide a well-rounded data approach to the indicator, 2) a narrative that provides historical and qualitative insight to the equity issues that currently and historically plague our region.

Using indicators from various regional and national indicator projects (i.e. Equity Atlas and Greater Portland Pulse) as a starting point, the Equity Baseline team began to deliberate, analyze, and identify the indicator categories that would best assess the overarching six desired outcomes.

The Baseline team identified twelve indicator categories: **Housing, Transportation, Health Outcomes, Civic Engagement, Community Justice, Economic, Education, Food, Individuals with Disabilities, Parks/ Natural Space, Social Services and Environment.**

- Step 2: Define Indicator Categories

To ensure that the indicator categories are appropriately measured and that the narrative in the report captures the category's true intent, each one needed to be framed and defined so that there is a clear understanding to the meaning of each.

The Equity Baseline team created specific titles for each indicator, capturing the forward thinking goal of all twelve. The team also added key qualifying words for all indicators as well as definitions for eight of the twelve. See the Proposed Indicators List for the titles, qualifying descriptors, and the definitions of each of the indicators.

- Step 3: Determine Relationship between Identified Indicators and the Six Desired Outcomes

After clarifying the meaning of each indicator category, the Equity Baseline team worked to determine where each indicator fit in relation to the six desired outcomes. Highlighting the relationship between the indicators and the six desired outcomes helps us to understand how each indicator will help to measure and assess the overarching desired outcomes.

After determining the relationship between the six desired outcomes and the identified indicators, the Equity Baseline team found that all indicators were connected to at least four of the six desired outcomes. This shows that together, the identified indicators will work to provide well rounded measures for all six outcomes.

- **Step 4: Create Equity Lens**

The Equity Lens is the lens in which all data will be viewed and disaggregated. If the Equity Baseline team identifies “Race and Ethnicity” as one piece of the lens, that would entail that all data measures making up each indicator would have to be analyzed by Race and Ethnicity. For example, let’s imagine that “Dropout Rates” was one of the data measures identified for the Education indicator. According to our Equity Lens, we would have to ensure that “Dropout Rates” are analyzed by Race and Ethnicity. In the case where there isn’t data disaggregated by the categories listed in the Equity Lens, then the Equity Baseline team will determine whether that data is still useful as a measure of that specific indicator.

**The Equity Lens has yet to be developed.**

- **Step 5: Develop Data Assessment Tool**

The Equity Baseline team has created a scorecard tool that will assist the Data Resource Center (DRC) with identifying potential data measures for each of the twelve indicators. The scorecard tool provides categories which the team has determined as critical to understanding the usability, feasibility, and appropriateness of potential data. The categories range from “Credibility of Data Source” to “Data Collection Will Foster New Partnerships”.

By using this scorecard tool, the DRC can get a better understanding of which data would meet specific qualifications.

- **Step 6: Identify Potential Data Measures for Indicators**

The DRC will use the scorecard data assessment tool and the indicator definitions to identify potential data for each of the twelve indicators.

- **Step 7: Select Data Measures for Indicators**

Once a list of potential data is compiled, the DRC will work with the Equity Baseline team to select the appropriate datasets as well as speak about potential data shortcomings.

- **Step 8: Identify Recommendations**

The Equity Baseline team will create a list of recommendations that will assist Metro in using the baseline report to identify their roles and responsibilities in advancing equity across the region.



- **Step 9: Write Report**

The Equity Baseline team will work with Metro's identified report writer and the new equity strategy staff member to write the final baseline report. The report will include historical analysis of the region, an outline of the Equity Lens, and a discussion on the equity baseline process. Additionally, the report will highlight each identified indicator by providing a detailed narrative alongside each of the indicator's data measures. Finally, the report will provide Metro specific recommendations from the baseline team.

## **Next Steps**

The Equity Baseline team has completed Steps 1, 2, 3, and 5. The team will use the next month to complete Step 4 and 8. The Data Resource Center will use the data scorecard tool and the indicator definitions to complete Step 6. At the next baseline meeting, the group will work to assess the data found in Step 6 and complete Step 7.



# Equity Strategy Program | Communications and engagement plan (Winter 2015)

## Build awareness and regional support from key community leaders

December 2014 – February 2015

### Project milestone and goals

Develop relational map  
Identify Metro's roles and responsibilities relative to the equity baseline

### Communication/ engagement Goals

- Inform key audiences across the region of the purpose of the Equity Strategy Program and findings in the Equity Baseline Report
- In collaboration with community organizations, involve community members to ensure the Equity Baseline Report is an accurate reflection of the lived experiences of identified disparity across the region
- In collaboration with community organizations, involve community members to identify community needs in relation to Metro's current and potential roles and responsibilities

### Key audiences

- Select elected officials and staff
- Leaders in philanthropy, business and community organizations that serve or represent communities of color, immigrant and refugee communities and low-income communities
- Community members:
  - Communities of color
  - Low income communities
  - Youth
  - Elderly

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