



Metro | Agenda

Meeting: Equity Strategy Advisory Committee

Date: Wednesday, Feb. 26, 2014

Time: 3 to 5 p.m.

Place: Metro Regional Center, room 270, 600 NE Grand Ave., Portland, 97232

Purpose: Discussion and approval on definition of equity; update from Baseline Workgroup

Welcome and announcements

10 min.

Carl Talton, Chair

Review of agenda and define success for meeting.

Announcements

Pietro Ferrari

The committee is invited to stay for the Equity strategy program update to MPAC, tonight, Feb. 26, 5 to 7 p.m.

Metro's Diversity Action Plan and Equity Strategy Program will organize a series of presentations by communities of color to Metro Council, senior leaders and staff in partnership with the Coalition of Communities of Color on the "Unsettling Profile" study on disparities in Multnomah County and engage in a dialog related to the Equity Strategy. The Advisory Committee is invited to participate; dates are to be determined.

The Baseline Workgroup will be invited to join the second half of the Advisory Committee's scheduled June 23 meeting; an option social hour will follow.

Equity draft definition discussion and approval

20 min.

Pietro Ferrari

Outcome: Agreement on draft equity definition for Metro

Baseline Workgroup presentation and discussion

85 min.

Cat Goughnour, Urban League of Portland

Andrew Riley, Center for Intercultural Organizing

Pamela Phan

Outcome: Committee to provide strategic guidance to continued indicator selection by workgroup.

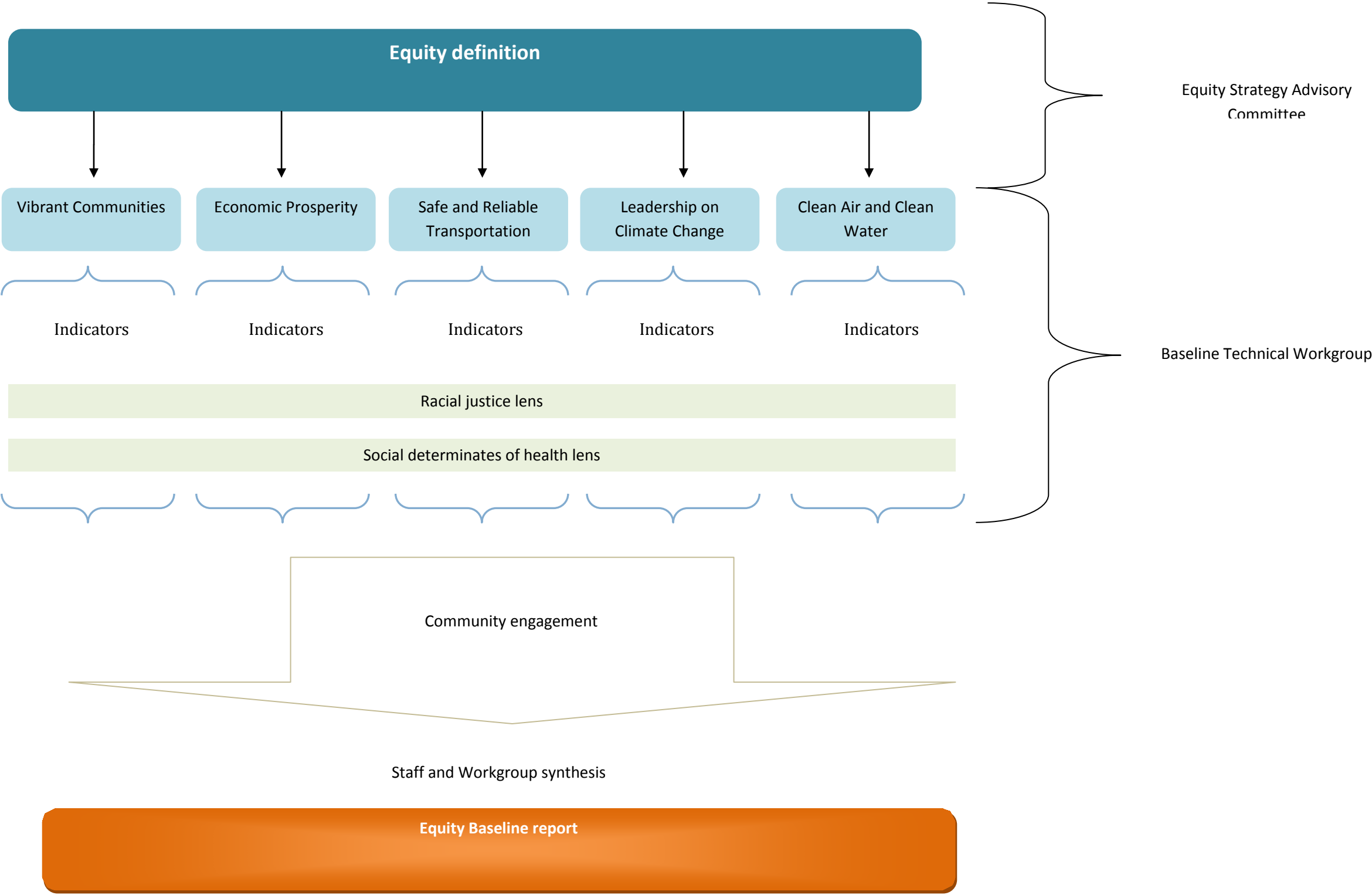
Next steps

5 min.

Carl Talton, Chair

Next Advisory Committee meeting on March 17, 2014

Workflow and Output of Equity Baseline Report



Metro's Equity Definition

Working Draft

2/25/14

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, a healthy environment, and resources that enhance our quality of life.

We recognize that we [as the regional government] have a shared responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities [disparities] [disproportionate impacts] in the distribution of resources and opportunities prevent everyone from realizing [pursuing] their full potential.

As the demographics of our region change and our population grows, Metro is well positioned with its programs, policies and services to create the conditions for everyone to participate and enjoy the benefits of making this a great place today and for generations to come.

Metro's Equity Definition

Approved by the Equity Advisory Committee on February 26, 2014 and recommended to Martha Bennett for adoption by Metro's Council

Participatory process

- Completed “Defining Equity: a Report on Best Practices and An Analysis of Common Themes” by Elizabeth Hooker, Oregon Fellow working for the Equity Strategy program. (Sept. 30, 2013)
- 15 different definitions studied
- Common themes: Everyone; Prosperity; Access; Barriers; Intentionality
- Message frames: values, vision, challenge, opportunity and response
- Recommendations: draw from existing definitions; use unifying narrative; focus on institutional equity
- 8 Advisory Committee meetings
- 1 Framing exercise conducted

Metro's Equity definition

working draft

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, a healthy environment, and resources that enhance our quality of life.

We share a responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities in the distribution of resources and opportunities prevent us from realizing our full potential.

Our region's population is growing and changing. Metro is committed with its programs, policies and services to create conditions which allow *everyone* to participate and enjoy the benefits of making this a great place today and for generations to come.

Equity strategy advisory committee

February 26, 2014

Participatory process

- Completed “Defining Equity: a Report on Best Practices and An Analysis of Common Themes” by Elizabeth Hooker, Oregon Fellow working for the Equity Strategy program. (Sept. 30, 2013)
 - 15 definitions studied
 - 5 Common themes: Everyone; Prosperity; Access; Barriers; Intentionality
 - 5 message frames: values, vision, challenge, opportunity and response
 - 4 Recommendations: draw from existing definitions; use unifying narrative; focus on institutional equity
- This report was presented to the Advisory Committee and the Senior Leadership team in September 2013.
- Approach and process defined (Oct. 28, 2013)
- Identified opportunities and challenges (Oct. 28, 2013)
- Defined values, vision, challenges, opportunity and response (Nov. 18, 2013)
- Selected preferred definitions of the Northwest Health Foundation and Coalition for Livable Futures as the basis. (Jan. 6, 2014)
- First working definition drafted by staff with additional academic feedback from *Dr. Larry Wallack*, OHSU. (Jan. 29, 2014)
- Joint-subcommittee provided additional feedback and suggested edits to definition. (Feb. 10, 2014)
- Final working draft definition sent to Advisory Committee for approval. (Feb. 21, 2014)
- Approved definition and recommended to Martha Bennett. (Feb. 26, 2014)

Metro's working equity definition

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, a healthy environment, and resources that enhance our quality of life.

This opening statement is the preferred choice for staff setting the stage for a vision with specific aspirations that mirror the 5 regional outcomes.

•Eliminated lowest common denominator of access, sustaining basic needs, and abstract ideas.

Metro's working equity definition

We recognize that we have a shared responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities in the distribution of resources and opportunities prevent everyone from realizing their full potential.

This is the Problem statement referring to Metro's constituencies, calling out inequities and the mutual responsibility for each other.

- *Used NWHF's shared responsibility in a common setting.*
- *"Avoidable inequities" in lieu of disparities can be used interchangeably.*

Metro's working equity definition

**As our population grows,
Metro is well positioned
through its programs,
policies and services to
create the conditions that
allow *all* communities to
participate and enjoy from
the benefits of making this a
great place today and for
generations to come.**

*This is an invitation and
opportunity for
collective action,
Metro's role stemming
from changing
demographics and the
recognition that no one
should be left behind.*

- *Eliminated "shared costs".*

- *"Create conditions"
from PolicyLink*

Metro's equity definition

working draft

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, a healthy environment, and resources that enhance our quality of life.

We recognize that we [as the regional government] have a shared responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities [disparities] [disproportionate impacts] in the distribution of resources and opportunities prevent everyone from realizing [pursuing] their full potential.

As the demographics of our region change and our population grows, Metro is well positioned with its programs, policies and services to create the conditions for *everyone* to participate and enjoy the benefits of making this a great place today and for generations to come.

Metro's equity definition

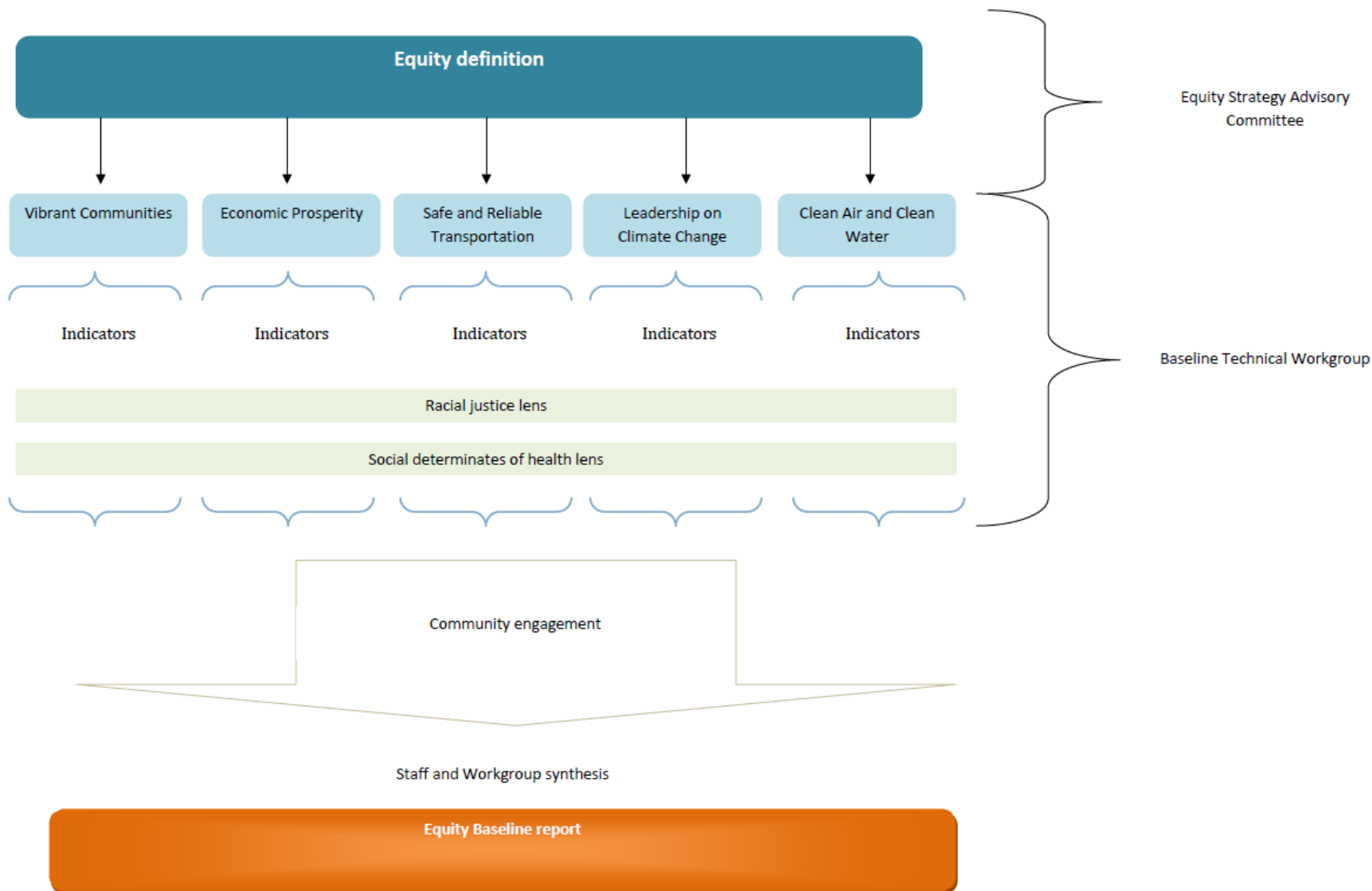
working draft

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, a healthy environment, and resources that enhance our quality of life.

We share a responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities in the distribution of resources and opportunities prevent everyone from realizing our full potential.

Our **region's population is growing and changing**. Metro is committed with its programs, policies and services to **create conditions** which allow **everyone** to participate and enjoy the benefits of making this a great place today and for generations to come.

Workflow and Output of Equity Baseline Report



WORKING ON DEFINING EQUITY FOR METRO: A STEP BY STEP PARTICIPATORY PROCESS

- Completed “Defining Equity: a Report on Best Practices and An Analysis of Common Themes” by Elizabeth Hooker, Oregon Fellow working for the Equity Strategy program. (Sept. 30, 2013)
 - 15 definitions studied
 - 5 Common themes: Everyone; Prosperity; Access; Barriers; Intentionality
 - 5 message frames: values, vision, challenge, opportunity and response
 - 4 Recommendations: draw from existing definitions; use unifying narrative; focus on institutional equity

This report was presented to the Advisory Committee and the Senior Leadership team in September 2013.

- Approach and process defined (Oct. 28, 2013)
- Identified opportunities and challenges (Oct. 28, 2013)
- Defined values, vision, challenges, opportunity and response (Nov. 18, 2013)
- Selected preferred definitions of the Northwest Health Foundation and Coalition for Livable Futures as the basis. (Jan. 6, 2014)
- First working definition drafted by staff with additional academic feedback from *Dr. Larry Wallack*, OHSU. (Jan. 29, 2014)
- Joint-subcommittee provided additional feedback and suggested edits to definition. (Feb. 10, 2014)
- Final working draft definition sent to Advisory Committee for approval. (Feb. 21, 2014)
- Approved definition and recommended to Martha Bennett. (Feb. 26, 2014)