

MAKING A
GREAT
PLACE




Metro Equity Strategy Program



Equity Indicator workshop

MEETING PURPOSE

- ✓ Continue to get to know each other and build relationships
 - ✓ Share the work of the CBOs with Equity Strategy Advisory Committee and guests
 - ✓ Obtain useful feedback from Equity Advisory Committee on the Equity Baseline Indicators
- 

EQUITY IN METRO's DNA




PROGRAM GOAL

To create an organized equity strategy that is **actionable, measurable** and **accountable** for greater impact

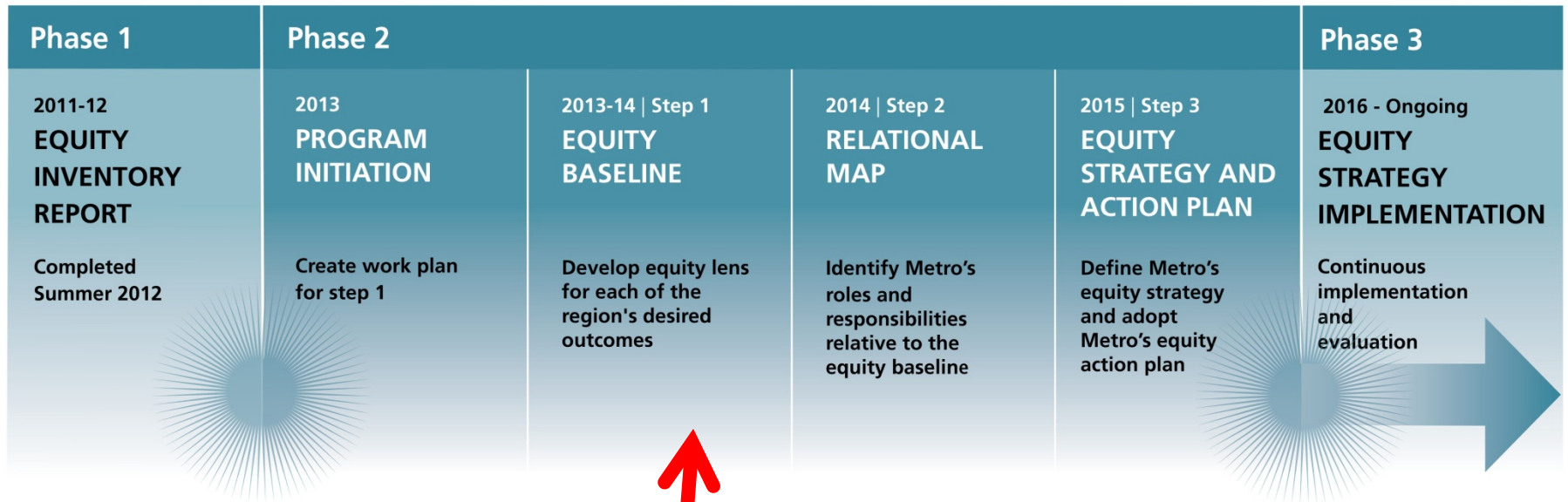
Equity... *It's the common thread*



EXPECTED OUTCOMES

- Strengthen & build new/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 measurements to create a strong foundation for Metro's Equity Strategy
- 

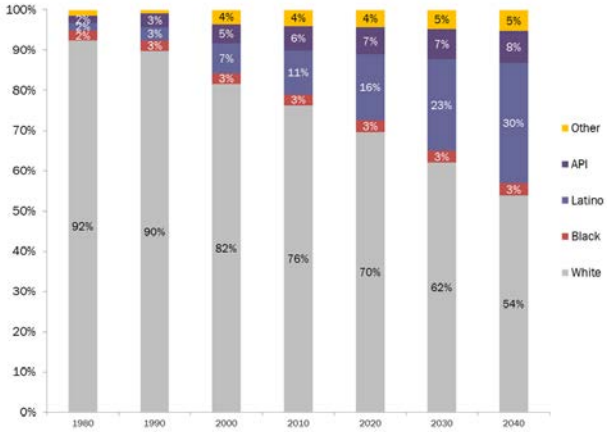
Equity Strategy Program Timeline



WE ARE HERE

EQUITY BASELINE INDICATORS REPORT

Portland Metro Changing Demographics, 1980-2040





MAKING A
GREAT
PLACE



Equity strategy program

Baseline indicators stakeholder
outreach

Advisory committee role

Identify stakeholders

- Review and add to [stakeholder spreadsheet online](#)

Advisory committee role

Contact stakeholders

- Assign yourself stakeholders to contact on the [stakeholder spreadsheet online](#)
- Contact your assigned stakeholders, inviting them to provide feedback via the online survey:
<https://www.surveymonkey.com/s/metroequity>
 - If stakeholders provide verbal feedback, email comments to Juan Carlos Ocaña-Chíu

Tools

Internal reference

- Talking Points

Equity Strategy Program | Talking points for equity indicator stakeholder engagement

- There have been approved to serve on Metro's Equity Strategy Advisory Committee – a group of community leaders with diverse experience and relationships with communities from different racial, ethnic, and economic backgrounds and across different sectors, including business, philanthropy and public agencies.
- Our role is to help guide the work and help Metro understand how communities are experiencing the region's economic future (i.e., what we do and what we don't do) across transportation, etc.
- As a regional entity, Metro is uniquely positioned to address equity issues that impact communities from across the region.
- Metro is in the process of developing an agency equity strategy (Equity Strategy Program) – in collaboration with community, city and county partners – that consistently advances equity in their programs, policies and services.
- To support implementation of Metro's Equity Strategy Program, Metro has contracted with six community-based organizations and Portland State University's Institute of Metropolitan Studies to serve as technical working groups with Metro staff (Equity Strategy Working Group).
- The six community-based organizations represented are Adkins & Morgan, Asian Pacific American Network of Oregon, Center for Intercultural Organizing, Coalition for a livable Future, OPA, Environmental Justice Oregon and the Urban League of Portland.
- These organizations are working collaboratively with members of the Advisory Committee and Metro staff to develop Metro's Equity Strategy Report in order to identify regional inequities and accurately reflect our communities' lived experiences across the region. The first step in the creation of Metro's Equity Strategy.
- We are speaking with leaders throughout the region and need your help to better understand the state of equity in your industry and how Metro can address equity issues that impact everyone.

EQUITY STRATEGY PROGRAM MILESTONES

- Advisory Committee develops working definition of Equity for Metro (Council update and direction) – Spring 2018
- Develop equity indicators and Equity Baseline Report (Council update and direction) – Fall 2018
- Develop Equity Strategy and Action Plan (Council adoption of Equity Strategy and action plan) – Summer 2019

To learn more, visit www.metroinfo.org/equity

External tools

- Metro Equity strategy overview
- Invitation letter with link to survey

About Metro

As the only metropolitan area transit agency in the United States, Metro provides a wide range of transportation services to the greater Portland area. Metro's services include bus, light rail, and commuter rail. Metro is committed to providing safe, reliable, and accessible transportation for all.

The Equity Strategy Program will

- Establish an evidence-based decision-making process that centers community voices and experiences in Metro's strategic planning and budgeting.
- Develop and implement an equity strategy that is equitable and measurable.
- Identify the institutional barriers that stand in the way of equity outcomes, and work to address them through policy and program changes.
- Develop and implement Metro's equity strategy that is equitable and measurable.

Program outcomes

- Strengthen and build new and existing partnerships.
- Increase critical knowledge from around Metro's work and organizations and support capacity building for partners to engage with Metro.
- Build internal capacity around equity.
- Develop a strong regional and national equity movement effort to create a strong foundation for Metro's Equity Strategy Program.

Phase 2: Strategy implementation

Once an equity strategy is developed, implementing this strategy will ensure that Metro consistently considers equity in the business plan, program, policy and project development, making sure that equity considerations are reflected in the final and approved strategy documents.

Equity Strategy Program Timeline

Phase	Key Milestones
Phase 1: Foundation	Advisory Committee formation, Equity Strategy Working Group formation, Equity Strategy Report development.
Phase 2: Strategy implementation	Equity Strategy Report adoption, Equity Strategy Program implementation, Equity Strategy Program evaluation.

We are here

Metro | Making a great place

Metro is known for its collaborative approach to regional planning by linking transportation, land use, economic development, and environmental conservation, and we will continue to work together over the decades to bring you the best of all worlds: a region that is safe, healthy, and beautiful. These conditions, if not addressed, will become the face of a changing metropolitan area and population growth.

Because these equity issues represent city and county residents and an equity issue is central to the future prosperity of our region, Metro is well positioned to support the development of a framework for ensuring equity through the process of planning and enhancing the quality of life and environment for current and future generations.

To this end, Metro seeks to establish an equity baseline to understand how communities experience the region's resources, the root causes of inequity and disparities, and where there are opportunities for Metro to proactively influence the conditions to improve opportunities for underserved communities.

As a recognized expert in your field, Metro would like to have them join by participating in this "Ask the Expert" survey to help us bring equity into the heart of our work.

Please take the survey at <https://www.metroinfo.org/equity>. The survey access link will be emailed to contact persons from the data collection provider.

Security

Photo Forum
Equity Strategy Program Manager

Timeline

Aug. 20 to Sept. 5: Advisory committee reaches out stakeholders

Sept. 8: Survey is closed and feedback is provided to baseline workgroup

Sept. 24: Next advisory committee meeting





Equity Baseline Technical Workgroup



Process Outline

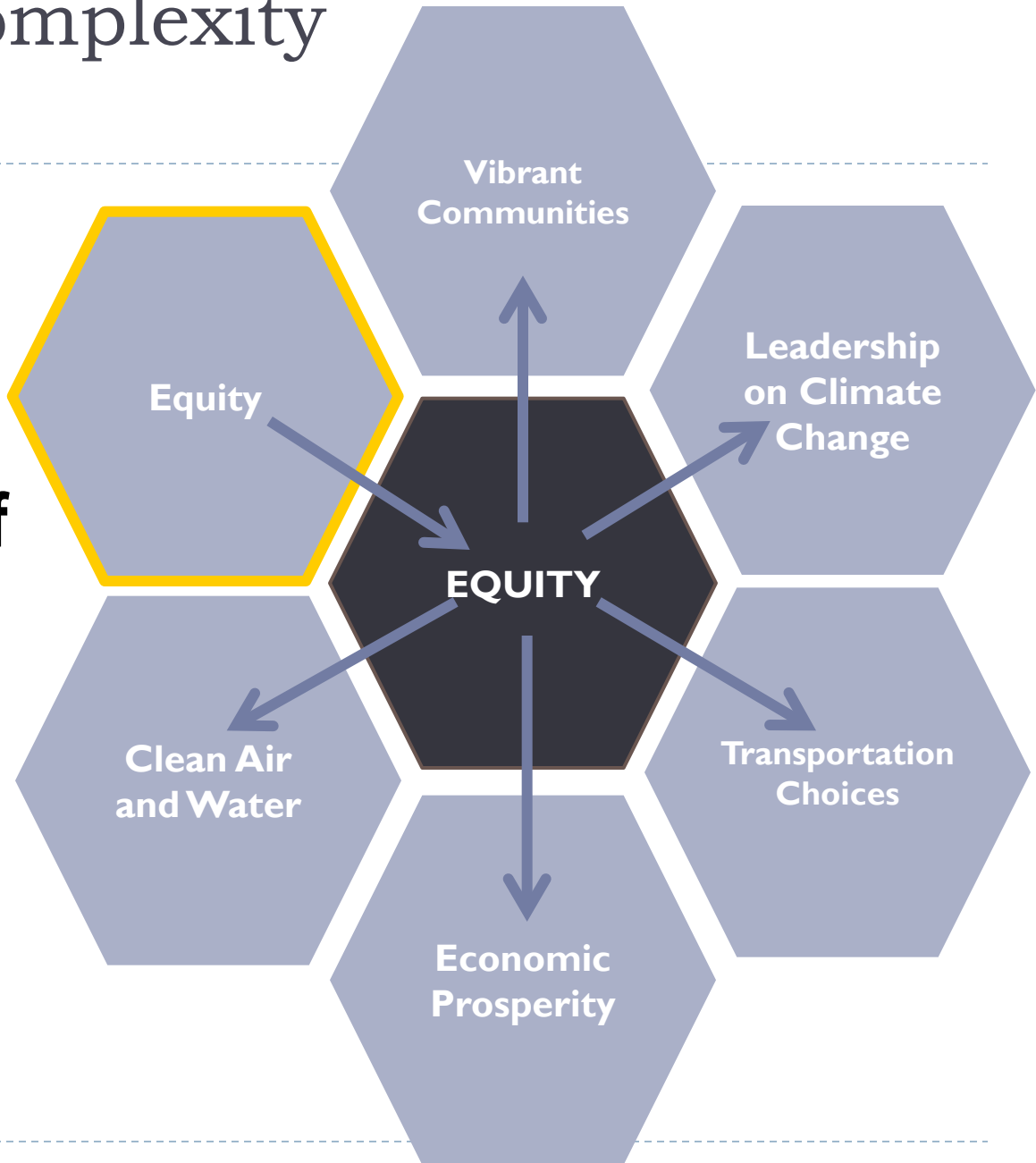
Conceptual Complexity of the Task

Metro's 6 Outcomes



Conceptual Complexity of the Task

The Position of Equity (the equity lens)



Conceptual Complexity of the Task

Equity?



A complex and multi-dimensional concept

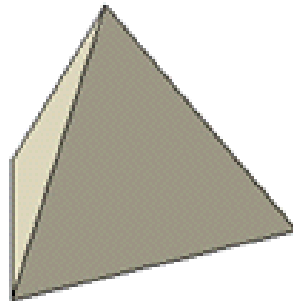


Conceptual Complexity of the Task

Layers of Complexity



Equity



Metro's Desired Outcomes

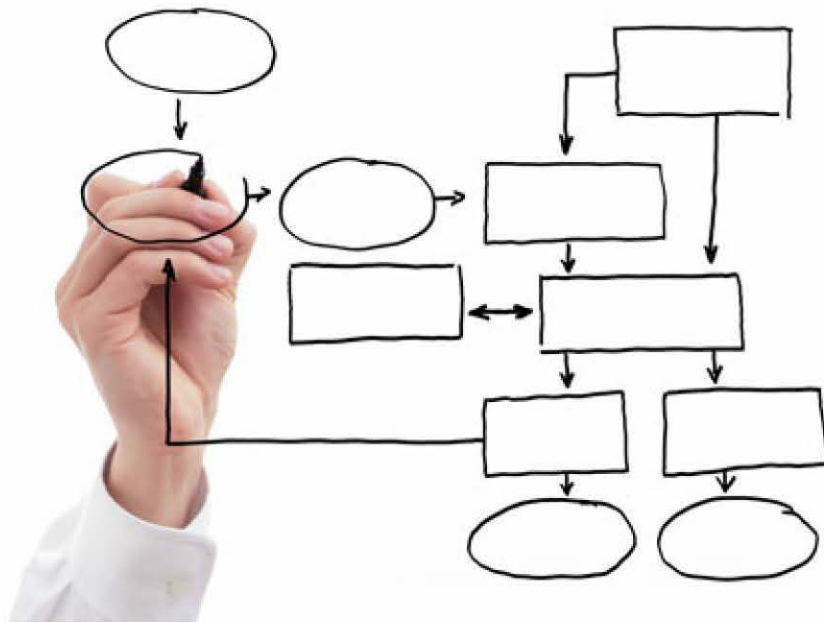
- Vibrant Communities
- Economic Prosperity
- Transportation Choices
- Clean Air and Water
- Regional Climate Change Leadership



Metro's Varied Portfolio



Baseline Process



October 2013



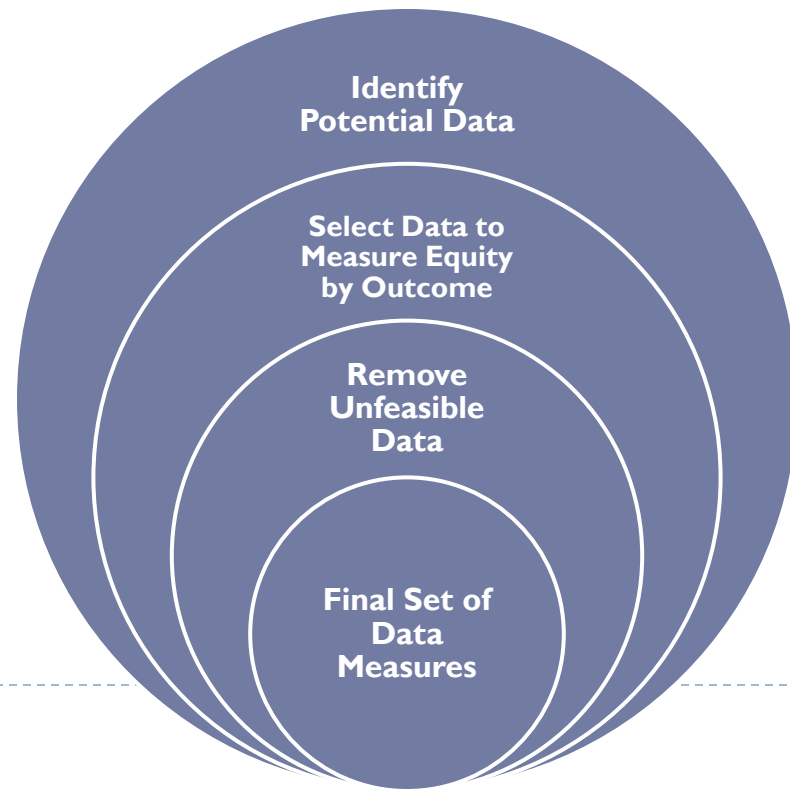
Today



Understanding our Objective

- ▶ Objective: Within the region's six desired outcomes, what are the regional inequities and where are there disparities?
 - ▶ Identify a series of 15 – 20 community-supported equity indicators to measure current and changing regional conditions.
 - ▶ Not specific to Metro.

Initial Process



Initial Concerns

The Equity Baseline Technical Team had two major concerns from the outset:

- ▶ Did not have a definition of Equity to guide our direction.
- ▶ There was a disconnect between the regional approach and Metro's control.
 - ▶ Example: Metro does not have control over the public school system. However, public education outcomes are major equity issues in the region. How does this related to Metro?



Initial Process: Identify Potential Data

DRAFT									
Existing Indicator	Host	Geographic Extent	Geographic Unit	Source/Date of Data	Deliverable	Age	Race / Ethnicity	Gender	Place of Origin
Oregonians by race and risk factors among youth	State of Black Oregon (Urban League) ¹	State of Oregon	State	Oregon Healthy Teen Survey, 2005	Chart	X	X		
Share of population with a physical disability that substantially limits basic physical activities	State of Black Oregon (Urban League) ¹	State of Oregon	State	Oregon Population Survey, 2006	Chart		X	X	
Oregonians by race of mother and mother's vital statistics	State of Black Oregon (Urban League) ¹	State of Oregon	State	OR Dept of Human Services, Oregon Vital Statistics, 2007	Chart		X		
Oregonians by race and child victims of abuse/neglect	State of Black Oregon (Urban League) ¹	State of Oregon	State	Administration on Children, Youth and Families	Chart		X		
Oregonians by race and children served by foster care	State of Black Oregon (Urban League) ¹	State of Oregon	State	OR Dept of Human Services, 2006	Chart		X		
Life expectancy	Coalition of Communities of Color ²	Multnomah County	County	Multnomah County Health Disparities Project, 2008	Table		X		
Healthy Environment									
Air Quality: Number of Times Levels Above Benchmark: All Sources (Modeled for Year 2017)	Equity Atlas 2.0	Multnomah, Washington, Clackamas Counties	Benchmark polygons based on rasterized	Oregon Department of Environmental Quality, Modeled for 2017	Mapping Application				
Air Quality: Number of Times Levels Above Benchmark: Road Sources (Modeled for Year 2017)	Equity Atlas 2.0	Multnomah, Washington, Clackamas Counties	Benchmark polygons based on rasterized	Oregon Department of Environmental Quality, Modeled for 2017	Mapping Application				

► Identified and reviewed over 335 data sets.



Initial Process: Select Data to Measure Equity by Outcome

Metro's Desired Outcomes




- Vibrant Communities
- Economic Prosperity
- Transportation Choices
- Clean Air and Water
- Regional Climate Change Leadership
- Equity

- ▶ Tasked with selecting data that would measure equity in relation to each desired outcome.
-



Initial Process: Select Data to Measure Equity by Outcome

 Metro

Equity Baseline Workgroup: Indicators Analysis Selection Tool

2. Community Indicators

2 / 10

Data included are very broad at times. If you know of other indicators or other data sources (name of primary or secondary source) or links, please include in your comments. Thanks!

2. Community Indicators: sort by the 6 Desired Outcomes

	Vibrant Communities	Economic Prosperity	Safe and Reliable Transportation	Leadership on Climate Change	Clean Air and Water	Equity	Eliminate Indicator
Proximity to community spaces and indoor gathering places	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to civic and community organizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to arts and culture institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to public libraries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proximity to faith-based institutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community stability - density of housing vacancies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Arrests and charges: % of crimes known to the police that result in arrest, charge, dismissal, or remain open	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child abuse: rate of founded child abuse per 1,000 children (by abuse type)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crime rates: trends in violent and property crimes known to police per 100,000 residents (by city/county)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic/Intimate partner violence: crisis calls, shelter stays, and race/ethnicity of survivors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Juvenile crime rates: referrals per 1,000 residents under 18 (city/county)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Juvenile recidivism: % of offenders reported within 12 month period	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- ▶ Surveyed to see which potential data would best measure equity for each desired outcome.



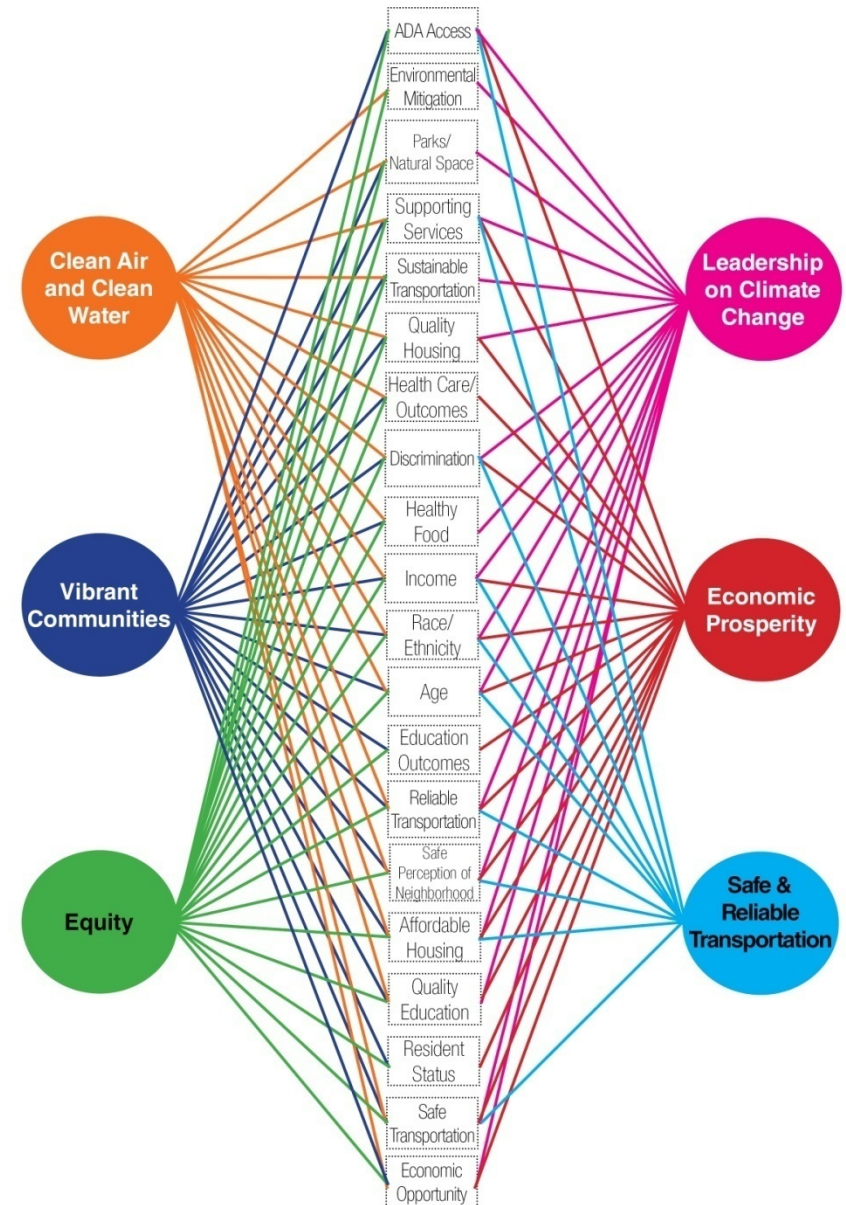
Initial Process: Select Data to Measure Equity by Outcome

- ▶ **Final Outcome from Survey**
 - ▶ Identification of data that was fairly good quality and that was at the desired disaggregation/geography.
 - ▶ Did not identify data that were appropriate measures of equity for the desired outcomes.
 - ▶ What are we specifically trying to measure?
 - ▶ Did not have equity definition,
 - ▶ Outcomes are extremely vague.



Stepping Back

- ▶ **Desired Outcomes are not Indicators**
 - ▶ Indicators vs. Data vs. Desired Outcomes
- ▶ **Identify Equity Indicators**
 - ▶ Question: How do each of these relate to the six desired outcomes?



Stepping Back

▶ Defining the Indicators

- ▶ Specifying what we mean by each indicator category.
- ▶ This will help us understand:
 - ▶ what we need to measure,
 - ▶ Data that can provide appropriate measurement.

▶ Developing an Equity Lens

- ▶ Tool to identify historically burdened communities with the purpose of ensuring that the well-being of these groups will be seen as the measuring stick for how well our region is faring when it comes to using the equity baseline report to measure the state of equity.
 - ▶ Equity Lens = Racial Justice + Class



Stepping Back

▶ Developing a Data Priority Scorecard

- ▶ A tool to assist in identifying and selecting the data that is
 - ▶ Most Suitable.
 - ▶ Highest Quality.
 - ▶ Best Geography.

Dataset	Host	Geographic Extent	Geographic Unit	Source/Date of Data	Deliverable	Metro Can Directly Influence Data Outcome	Data Collection is Feasible	Understandable Data is transparent and easy for people to interpret
						0 = No 1 = Indirect influence 2 = Yes	0 = Requires primary data collection 1 = Requires secondary data compilation & cleaning 2 = Dataset is compiled and requires minimal work	0 = Very complex dataset; understandable only to experts 1 = Complex dataset but most general public can understand 2 = Clear dataset; easy to interpret
Example								
Rate of Asthma	Equity Atlas 2.0	Multnomah, Washington, Clackamas and Clark Counties	2010 Census tracts and neighborhoods	Insurer claims data submitted to Oregon Health Care Quality Corporation, 2011	Mapping Application	2	2	2



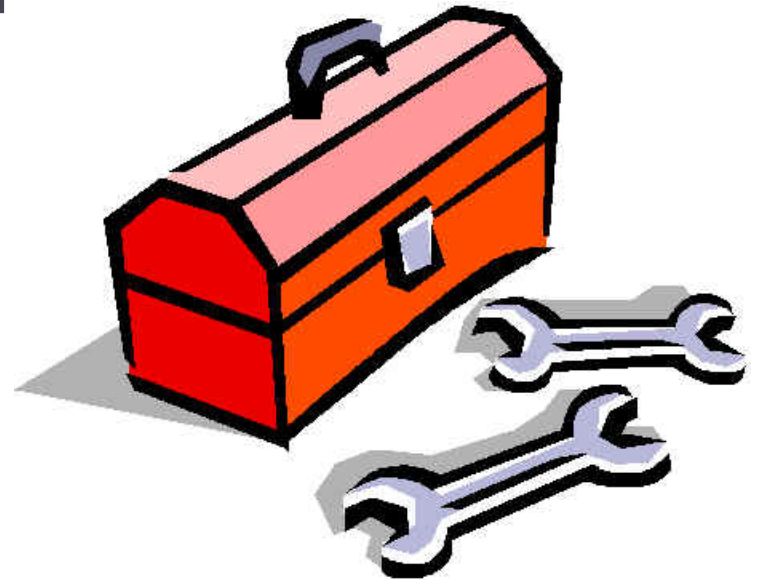
Moving Forward

▶ Developed Tools to Move Forward

- ▶ 20 draft indicators
- ▶ Draft definitions for each indicator
- ▶ Equity Lens
- ▶ Data Priority Scorecard

▶ Next Steps

- ▶ Refine Indicator Definitions
- ▶ Narrow Down Indicators
- ▶ Identify Ideal Data to Measure Indicators
- ▶ Provide Recommendation to Translate Regional Baseline Measures to Metro Specific Measures



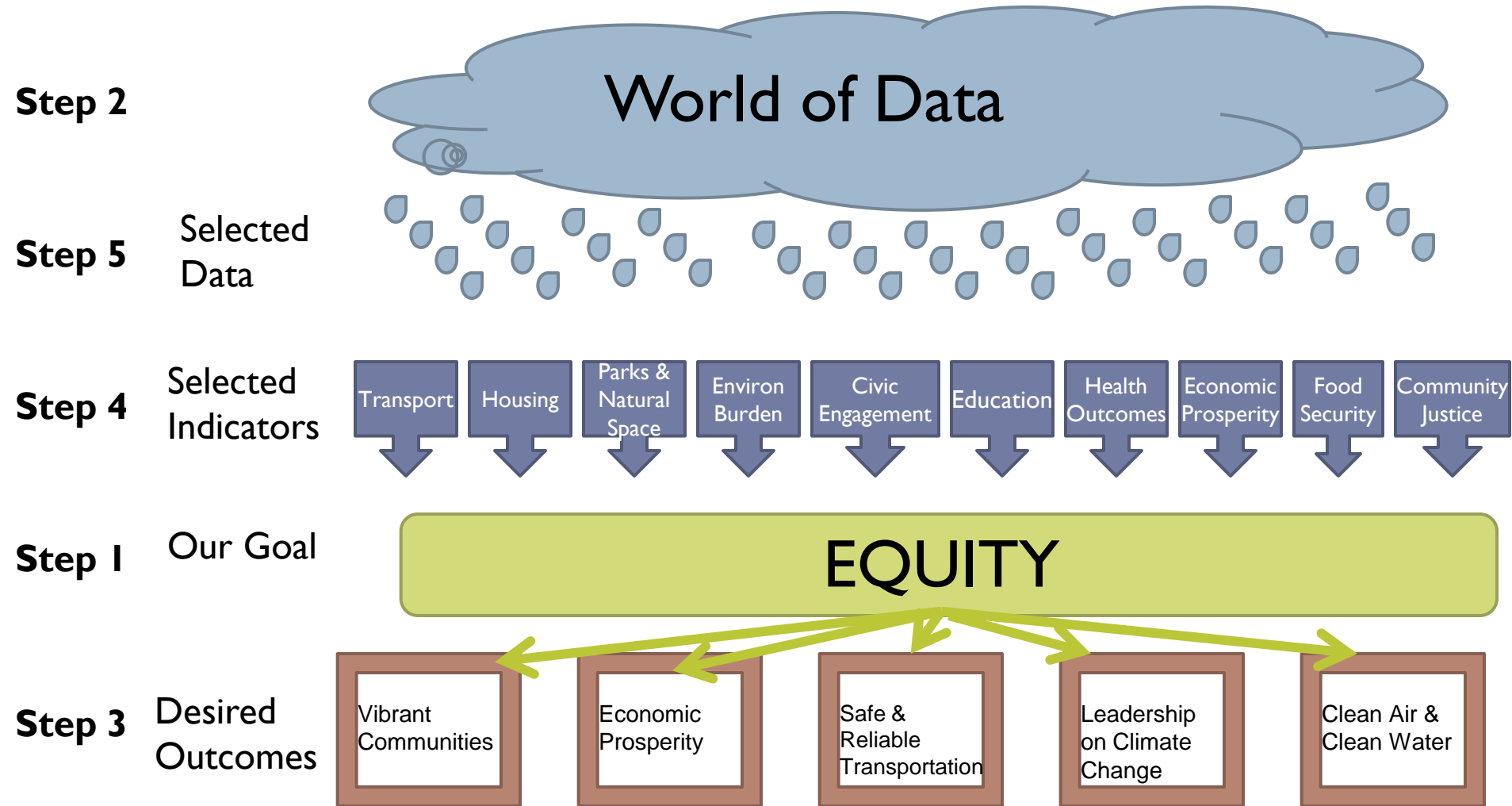
Finalized Indicators

▶ **Narrowed to 10 indicators:**

1. Stable and Accessible High Quality Housing Choices
2. Accessible, Affordable, and Safe Transportation Options
3. Access to Parks and Natural Space
4. Fair Distribution of Environmental Burdens
5. Meaningful Engagement and Empowered People
6. Healthy People, Families, and Communities
7. Fair Access to Employment and Economic Prosperity
8. Access to Affordable and Nutritious Foods
9. Access to and Attainment of Quality Education
10. Community Justice



Overview of Current Process



▶ Lasting Contribution: How we measure equity not what we measure.

Selecting Appropriate Data Measures

1. **Brainstormed ideal data measures for each indicator.**
 - ▶ Identified approximately 20 potential data measures for each.
 - ▶ Some data measures were used for multiple indicators.
2. **Metro's Data Resource Center researched availability & feasibility of identified potential data.**
 - ▶ Narrowed down to data measures that were available & feasible.
 - ▶ Approximately 10 per indicator.
 - ▶ The eliminated data were placed into an “aspirational” category.
3. **Discussed and culled the most suitable data measures.**
 - ▶ Approximately 4 – 5 data measures per indicator.
4. **Work with Advisory Committee to prioritize data measures.**



Next Steps

1. Connect with Metro staff.
 - ▶ Receive feedback and insight into Metro impact.
2. Engage community members and specialists for project feedback
3. Create maps, tables, and charts from selected data measures.
4. Review and analyze maps, tables, and charts from selected data measures.
 - ▶ Analysis to be included in final report.
5. Create recommendations of how Metro should utilize the Baseline Report to identify and address internal systems to positively impact regional equity.
6. Write draft report
7. Review draft report with Advisory Committee.
8. Finalize report and present to Metro Council.



Final Takeaways

- ▶ The document with the definitions/overview of the 10 equity indicators is key to the future of the equity strategy.
 - ▶ It will explain and guide Metro on how to measure the 10 indicators.
- ▶ Group's deep concern regarding the disconnect between the baseline's regional approach and Metro's control.
 - ▶ The next stage will be critical:
 - ▶ Metro will work with department directors to connect the 10 identified equity indicators with the areas of Metro influence.
 - ▶ What accountability measures will Metro put in place to implement the changes from this stage.



Final Takeaways

- ▶ There is an urgency and seriousness about this report because it has the potential to...
 - ▶ set the trend toward equitable policy outcomes for the foreseeable future,
 - ▶ establish best practices for the Metro region.
- ▶ If Metro is committed to putting resources behind data gathering, the current data deficiency provides an opportunity to strengthen Metro's relationships with CBOs, organizations, and institutions by becoming partners in the data gathering effort.

