 **Metro** | *Agenda*

Meeting: Metro Council Retreat – Equity Strategy and Action Plan
Date: Thursday, July 30, 2015
Time: 12:30 p.m.
Place: Jade District / APANO Multi-Cultural Space
8114 SE Division
Portland, OR 97206

1. **WELCOME AND INTRODUCTION**
2. **LUNCH**
3. **EQUITY STRATEGY UPDATE**
4. **BUILDING THE EQUITY STRATEGY – POLICIES AND PROGRAMS**
5. **BREAK**
6. **CASE STUDY**
7. **CENTERING ON RACIAL EQUITY - DISCUSSION**
8. **WRAP UP AND NEXT STEPS**

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សេចក្តីជូនដំណឹងអំពីការមិនរើសអើងរបស់ Metro

ការគោរពសិទ្ធិពលរដ្ឋរបស់ ។ សំរាប់ព័ត៌មានអំពីកម្មវិធីសិទ្ធិពលរដ្ឋរបស់ Metro ឬដើម្បីទទួលបានក្បួនលក្ខណ៍រើសអើងសូមចូលទស្សនាការប្រកាស www.oregonmetro.gov/civilrights។
បើលោកអ្នកត្រូវការការបកប្រែភាសានៅពេលអង្គប្រជុំសាធារណៈ សូមទូរស័ព្ទមកលេខ 503-797-1890 (ម៉ោង 8 ព្រឹកដល់ម៉ោង 5 ល្ងាច ថ្ងៃធ្វើការ) ប្រាំពីរថ្ងៃ ថ្ងៃធ្វើការ មុនថ្ងៃប្រជុំដើម្បីអាចឲ្យគេសម្រួលតាមសំណើរបស់លោកអ្នក ។

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Metro txoj kev ntxub ntxaug daim ntawv ceeb toom

Metro tributes cai. Rau cov lus qhia txog Metro txoj cai kev pab, los yog kom sau ib daim ntawv tsis txaus siab, mus saib www.oregonmetro.gov/civilrights. Yog hais tias koj xav tau lus kev pab, hu rau 503-797-1890 (8 teev sawv ntxov txog 5 teev tsaus ntuj weekdays) 5 hnub ua hauj lw m ua ntej ntawm lub rooj sib tham.



Agenda Item No. 3.0

EQUITY STRATEGY UPDATE

Metro Council Retreat
Thursday, July 30, 2015
Jade District/APANO Multi-Cultural Center

Date: Thursday, July 23, 2015
To: Metro Councilors
From: Martha Bennett, COO
Patty Unfred, DEI Program Director
Juan Carlos Ocaña-Chú, Equity Program Manager
Subject: Equity strategy discussion at Council Retreat July 30

Our future depends on the success of all, but avoidable inequities in the utilization of resources and opportunities prevent us from realizing our full potential. – from Metro Equity Definition

Equity is not a new concept at Metro or in the Portland metropolitan region. We have long recognized both the reality that the most prosperous regions are those that reduce barriers to economic and social opportunity for all *and* that disparities exist – and continue to grow. Metro has been and remains committed to becoming a more diverse, equitable and inclusive steward for the public good. What has changed is a new commitment to developing an agency-wide strategy to achieve and measure equitable outcomes.

As we prepare to engage the Metro Council in discussion about the Equity Strategy at the Council retreat on July 30 and then start to develop the draft strategy and action plan, we'd like to share recommendations that have developed out of research, review of best practices, and community and expert feedback. The two areas of focus proposed for Council discussion at the retreat are:

- Which policy areas and programs are most likely to impact equitable outcomes?
- How should Metro focus its equity strategy for the most effective and measurable impact?

Policy areas – Staff will be developing a two-tiered approach: The Equity Strategy will focus on longer-term policies and programs that have the potential to achieve the most measurable gains for underserved communities and will likely require collaboration with other jurisdictions and organizations. The Equity Action Plan will include short and mid-term actions that will provide more immediate results and are within Metro's authority and service area. At the retreat, we would like the Council discussion to focus primarily on the Equity Strategy. We've received input from a joint discussion of SLT and Metro's Equity Strategy Advisory Committee, Metro staff, the Equity Framework Report and the series of stakeholder interviews and community discussion groups that have just been completed. We'll share those results and ask the Council to weigh in on where you see the most potential and feasibility and also to assess the risks and benefits of each priority area identified. This information will help us begin to shape the draft Equity Strategy.

Focus of Equity Strategy and Action Plan – Our charge is to create an effective and measurable strategy and action plan that achieve equitable outcomes for residents of the region who currently experience disparate social conditions. To accomplish that, we are committed to developing a strategy and action plan with the greatest community impact, applying local and national best practices and using a targeted approach.

Data consistently shows two things: 1) Across every social determinant of health, communities of color in the region experience significantly worse outcomes than white residents. 2) The whole country is becoming more diverse and by 2040, communities of color are projected to be the majority of the nation's residents.

Members of communities of color typically experience greater systemic barriers to success than their white counterparts. Research shows that addressing the barriers of these communities will benefit all people of low income, regardless of race, gender or ability. For those reasons, every local and national example of an equity strategy known to staff is centered on achieving racial equity as the foundational core value.

Metro's equity program staff recommendation is to **focus the equity strategy and action plan initially on outcomes for communities of color as the most effective, targeted approach with the potential for the most significant improvement for all people living in our region.** This approach will allow Metro to develop a clear and focused strategy with tangible and measurable outcomes. This approach still ensures that Metro includes and provides services to all residents of the region, including the unique needs of low-income residents, youth, the elderly, people with disabilities, and people across the gender spectrum. This avoids the twin pitfalls of casting the net too broadly to be effective and setting up a false "choice" between race and income. **Put another way, to achieve the desired goal of improving outcomes for all residents of the region, we recommend the strategy of addressing the barriers faced by communities of color as the most effective place to start.** Attached are some materials that provide a data snapshot of regional outcomes by race and income as well as a risks/benefits assessment of the proposal to begin the strategy by focusing on outcomes for communities of color.

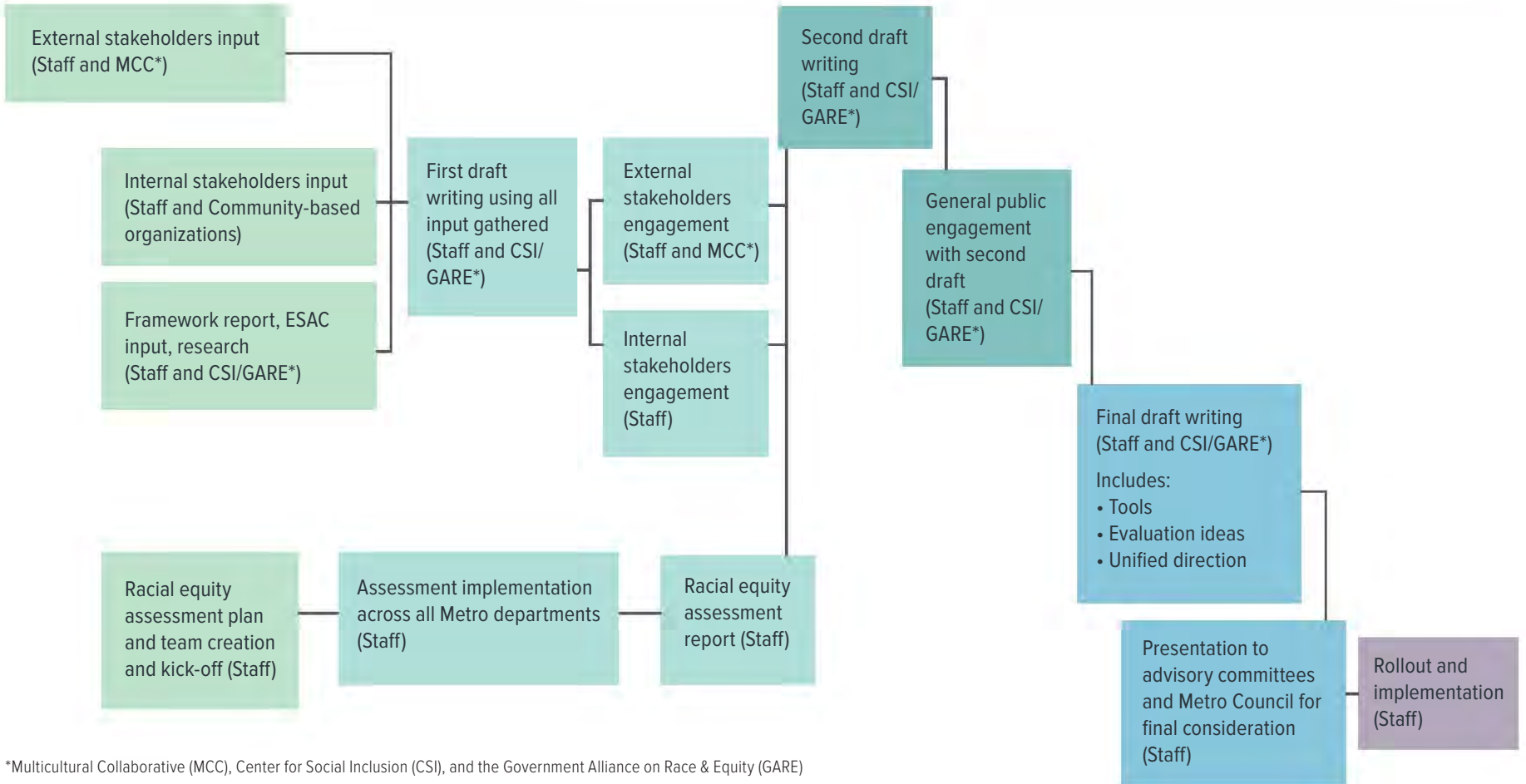
We look forward to a robust discussion at the Council retreat. We have scheduled meetings with each of you prior to the retreat in case you have questions or would like more information.

Thank you for your leadership in diversity, equity and inclusion.



Equity Strategy and Action Plan Development TIMELINE May 2015 – May 2016

Stakeholder engagement and research				First draft writing and engagement			Second draft writing and comment period			Final draft writing and consideration		Implementation
2015					2016							
MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY



*Multicultural Collaborative (MCC), Center for Social Inclusion (CSI), and the Government Alliance on Race & Equity (GARE)

Agenda Item No. 7.0

CENTERING ON RACIAL EQUITY - DISCUSSION

Metro Council Retreat
Thursday, July 30, 2015
Jade District/APANO Multi-Cultural Center

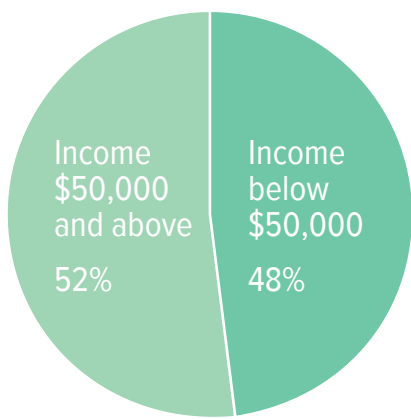
RACIAL DISPARITIES SNAPSHOT

Portland Metropolitan Region

How does race impact the way communities experience regional desired outcomes?

This document combines regional data and community insight to highlight the racial disparities occurring in the Portland metropolitan region. Organized by the region's six desired outcomes, each section begins with a related excerpt from the Equity Framework Report, followed by a set of data to show the correlation between the disparities and the region's vision.

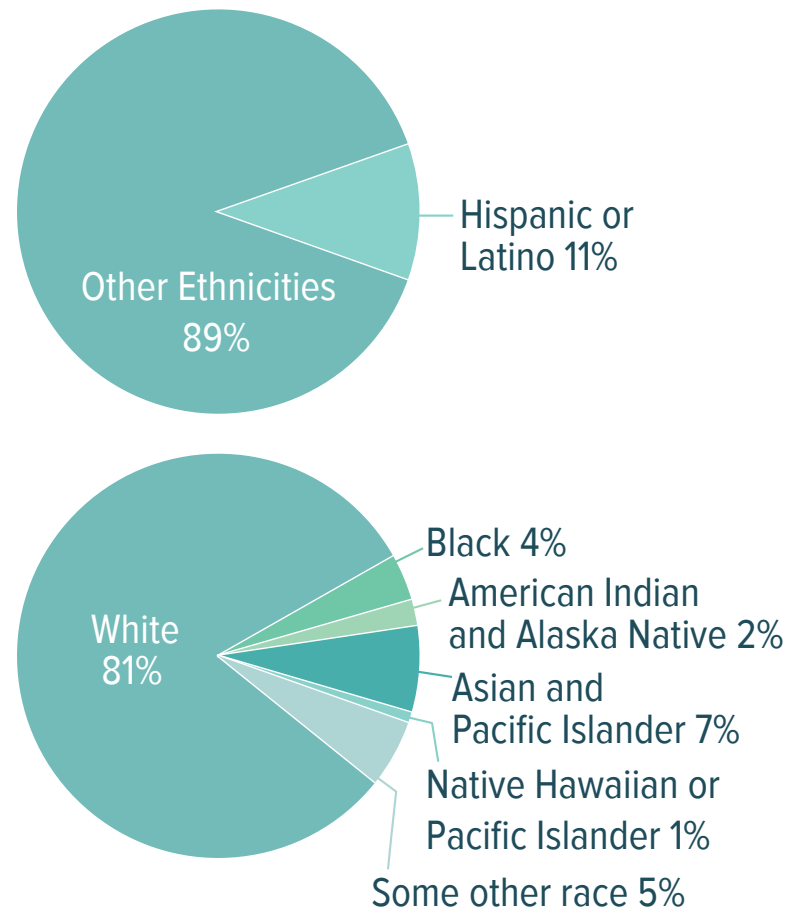
INCOME COMPOSITION



As the Portland metropolitan region's population continues to grow and change, its future success depends on the success of everyone. Unfortunately, avoidable inequities rooted in historical burdens continue to prevent communities of color from realizing their full potential and limits the region's progress.

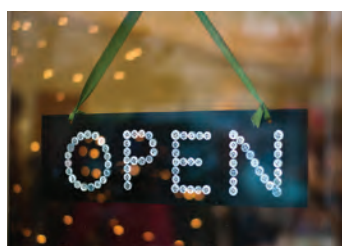
Median Income for a family in the Portland MSA is estimated at \$71,000

RACIAL AND ETHNIC COMPOSITION



ECONOMIC PROSPERITY

"In our region, many have lost their jobs and homes during the Great Recession. While unemployment rates have recovered to pre-recession levels, wages have not. Many communities are falling increasingly behind and no longer have the financial ability to choose where they are able to live, work, and socialize. Communities of color face employment discrimination that prevent them from tapping into their full economic potential. Lack of support for new entrepreneurs, inadequate job training, and insufficient wages are barriers to wealth accumulation that entrench inequity."



Poverty is detrimental to community vibrancy. The inability of a family to afford goods and services to meet their potential well being, or afford rising rents to remain in a community, create unhealthy, unstable conditions.

These two graphs display the racial economic disparities that the region faces, highlighting that concentration of poverty is focused primarily in communities of color.

MEAN PER CAPITA INCOME

American Indian or Alaskan Native	\$19,232
Black or African American	\$19,264
Native Hawaiian or Pacific Islander	\$16,663
Asian	\$29,054
Hispanic or Latino	\$14,591
White	\$33,510
Two or more races	\$16,021
Some other race alone	\$13,667

PERCENT BELOW POVERTY LEVEL

American Indian or Alaskan Native	27%
Black or African American	34.1%
Native Hawaiian or Pacific Islander	23.4%
Asian	12.5%
Hispanic	27.6%
White	10.9%
Some other race	31.7%

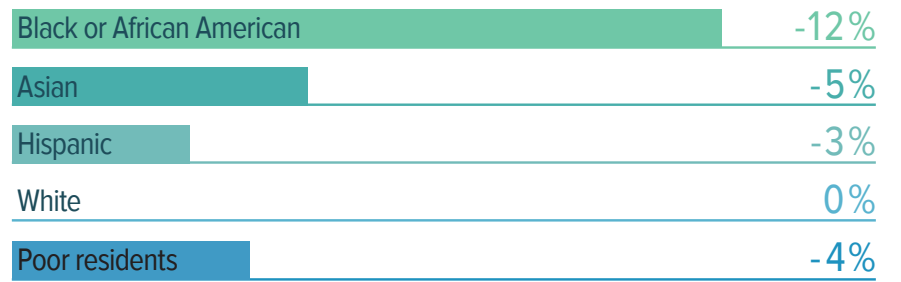
LEADERSHIP ON CLIMATE CHANGE

“Our region is facing an affordable housing crisis. As housing in or near the urban core becomes increasingly expensive, many individuals of color are unable to afford the rising costs and are having to relocate to more suburban areas further away from their jobs, schools, and community. The result has seen an increase in travel distance that our communities of color face when accessing key resources.”



PROXIMITY TO JOBS WITHIN TYPICAL COMMUTE DISTANCE

Percent change from 2000 to 2012



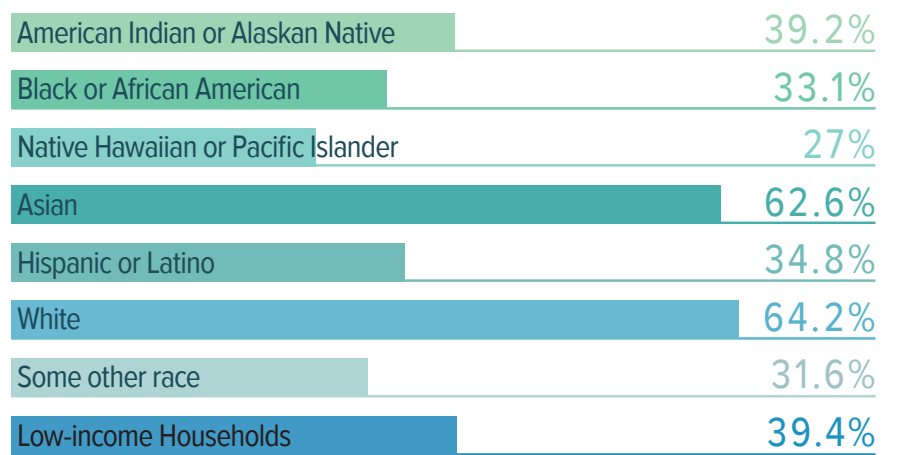
NOTE: The term “Poor residents” in this data set is defined as those households at 100% Poverty
* Typical commute distance within the Portland Metropolitan Region is 7.1 miles

VIBRANT COMMUNITIES

“Home ownership remains one of the most important sources of durable wealth in our country, and it is often key to creating mixed-income, ethnically diverse communities that are essential to achieving Vibrant Communities across our region.”



HOMEOWNERSHIP BY RACE AND INCOME



NOTE: In this document, unless stated, a Low-Income Household is defined as a household making 70% Median Family Income for the region (approximately less than \$50,000 for a 4 person household).

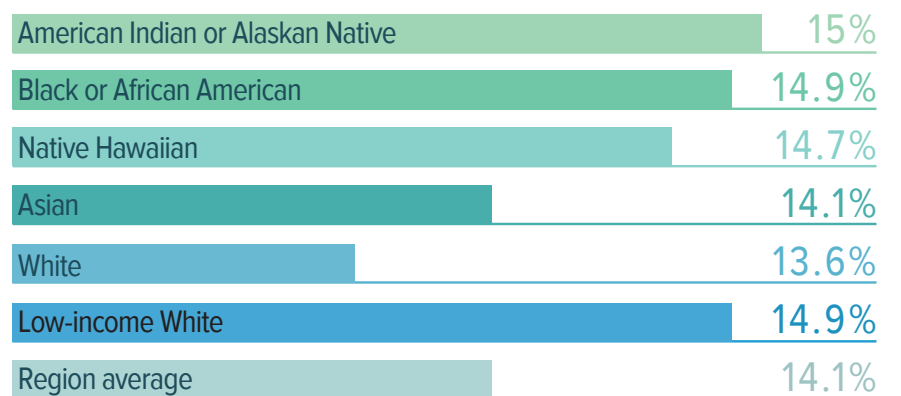
CLEAN AIR AND WATER

“Health research throughout the United States continues to illustrate that the areas with the highest health disparities, highest incidence of chronic disease, and lowest life expectancy are consistently those with high poverty and concentrations of nonwhite residents. This highlights the fact that, not only do low-income communities and communities of color tend to have the least access to neighborhoods that encourage healthy living, their neighborhoods have historically been the lowest priority for public investment.”



ASTHMA RATES

In census tracts with above regional average percent for each race and low-income households



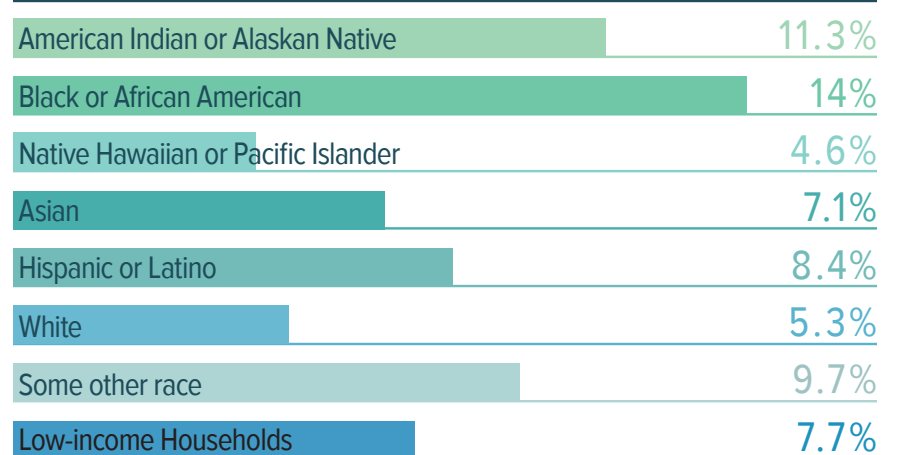
Asthma is a chronic disease that can be attributed to poor air quality. The graph above displays the mean rate of asthma for the census tracts where more than the regional average percent for each race reside. As can be seen, communities with higher concentrations of people of color face higher rates of asthma.

TRANSPORTATION CHOICES

“In Portland, like other metropolitan areas around the country, people of color are more likely to lack access to a car and are thus disproportionately impacted by transportation decisions that privilege private automobile use. People of color are also more likely to depend on buses as opposed to rail transit, and are more likely to use transit to make short trips and/or transfer more to get to their destination.”



USE OF PUBLIC TRANSPORTATION AS A MAIN MEANS OF TRANSPORTATION TO WORK



The graph to the right highlights the greater dependence that populations of color in the region have on public transit. National research is finding that greater dependence on public transit leads to greater exposure to pedestrian crashes.

Centering on Racial Equity: RISKS AND BENEFITS

Draft Date: 7/23/15

BENEFITS		
BENEFIT OVERVIEW	BENEFIT DETAILS	ASSOCIATED BENEFITS
1. Has the broadest community impact	<p>Individuals and communities experience multiple oppressions and privileges simultaneously. A racial equity strategy can achieve equity for all. Policies and practices that improve outcomes for communities of color also reduce disparities experienced by low-income whites, LGBTQ, people with disabilities, seniors, and other marginalized populations.</p> <p>Racial disparities are deep and pervasive; their elimination will benefit everyone collectively. By addressing racial disparities, people and communities across the region benefit.</p> <p>Therefore, Metro would be advancing with the most effective and impactful Equity Strategy approach based on available evidence.</p>	<ul style="list-style-type: none"> • Effective: <ul style="list-style-type: none"> ○ Most effective approach in reaching the region’s desired outcomes. ○ Focus on the barriers that will have the broadest community impact. ○ Evidence-based approach with strong economic impact. ○ Target individuals with the greatest disparities.
2. Utilizes and improves upon national best practices	<p>Many governmental agencies (e.g. City of Minneapolis, City of Madison, Boston Public Health Commission, and the Minneapolis regional government) and philanthropy groups (United Way, Meyer Memorial Trust and Surdna Foundation) have implemented racial equity strategies. Their experience has created a set of best practices and tools to implement an effective and efficient racial equity strategy.</p> <p>By adopting and building upon existing best practice tools, the DEI program staff can use proven measures and not dedicate capacity to designing new, untested tools and approaches. This would increase efficiency and speed up the Equity Strategy development process.</p>	<ul style="list-style-type: none"> • Following national best practices. • Efficient: <ul style="list-style-type: none"> ○ Building on tested best practice tools and measures for quicker creation of Equity Strategy approaches, bringing <u>time and financial savings</u>. • Effective: <ul style="list-style-type: none"> ○ Building on years of best practice tools is more likely to lead to desired outcomes. • New partnerships: <ul style="list-style-type: none"> ○ Provides opportunities to collaborate with and learn from jurisdictions and philanthropy groups that have implemented racial equity strategies.
3. Is an economic imperative	<p>Research shows that by focusing specifically on racial equity, the region’s economy will experience a minimum increase of 7 percent GDP.¹ The costs of not addressing racial inequities are growing in terms of lost productivity.</p>	<ul style="list-style-type: none"> • Effective: <ul style="list-style-type: none"> ○ Would address economic productivity in the region as well as other critical disparities.
4. Proactively addresses increasing racial diversity in the region	<p>As the Portland metropolitan region’s population continues to grow, populations of color are an increasingly significant percentage of the region’s population. Unlike historical trends where demographic shifts are concentrated in urban areas, data shows that the suburban and central cities are experiencing similar rates of diversification.</p>	<ul style="list-style-type: none"> • Forward looking Equity Strategy: <ul style="list-style-type: none"> ○ Advances with an Equity Strategy approach that is proactive in addressing the growing racial diversity of the region.
5. Creates a more strategic and targeted approach	<p>A racial equity strategy would prevent internal confusion regarding target populations. This would lead to more consistency across Metro related to equity approaches. A Racial Equity strategy would also allow for the development of targeted equity performance measures that would be simpler to track and analyze.</p>	<ul style="list-style-type: none"> • Effective: <ul style="list-style-type: none"> ○ Prevents the creation of unfocused equity approaches and measures. ○ Will ensure a strategy is focused on addressing the region’s greatest disparities. ○ More feasible to establish performance measures and other analytical metrics to track impact of the strategy over time. • Efficient: <ul style="list-style-type: none"> ○ Centering on racial equity creates agency-wide consistency in language and approach. • Clear Intentions: <ul style="list-style-type: none"> ○ An approach with a clear and unambiguous intention is easy to message and for outside stakeholders to comprehend.
6. Improves relations and credibility with community-based organizations and communities of color	<p>DEI staff has hosted several culturally specific discussions regarding the future of the Equity Strategy and it has been made clear that communities want Metro to adopt a strategy that centers on racial equity. To quote one of the groups directly, “leading with race would signify a serious commitment to equity by Metro. Further, a shift from race-neutral policies would foster early buy-in of impacted communities, provided tangible, material, equitable outcomes were to follow.”</p> <p>Therefore, centering on racial equity will increase Metro credibility and build political capital among many community-based organizations and communities of color.</p>	<ul style="list-style-type: none"> • Increased community credibility and political capital: <ul style="list-style-type: none"> ○ Broad community support. ○ Supported by the Equity Strategy Advisory Committee. ○ Moving forward with a community-supported strategy.
7. Advances Metro Title VI efforts	<p>Advancing with a race and ethnicity-based approach, a racial equity strategy would help integrate the Equity Strategy into Metro’s Title VI efforts.</p>	<ul style="list-style-type: none"> • Efficient/Effective: <ul style="list-style-type: none"> ○ Provides a platform to help streamline and improve Title VI and regional equity efforts.
8. Eliminates historical use of “color blind” policies	<p>By centering on racial equity, Metro will address equity in a different manner than it has historically, allowing the region to move away from the status quo and make greater advancements toward reaching the region’s desired outcomes.</p>	<ul style="list-style-type: none"> • Addresses historical practices that have resulted in equity challenges that the region faces.


¹ Treuhaft, S., Scoggins, J., and Tran, J. (October 22, 2014) The Equity Solution: Racial Inclusion Is Key to Growing a Strong New Economy. Policy Link. Accessed: http://www.policylink.org/sites/default/files/Equity_Solution_Brief.pdf

Centering on Racial Equity: RISKS AND BENEFITS

Draft Date: 7/23/15

RISKS		
RISK OVERVIEW	RISK DETAILS	ASSOCIATED RISKS
<p>1. Pressure from groups who disagree with centering on racial equity</p>	<p>Groups could frame Metro’s approach to equity as one that does not include low-income white individuals.</p>	<ul style="list-style-type: none"> • Active Participation: <ul style="list-style-type: none"> ○ Likely to require Council to be an active and vocal supporter of the approach. • Political capital: <ul style="list-style-type: none"> ○ May require Council to spend political capital to help individuals understand and support the direction. • Communications support: <ul style="list-style-type: none"> ○ May require additional communications support to assist Council in clarifying the benefits of centering on racial equity.
<p>2. A perception that the approach will not have the largest impact</p>	<p>In absolute numbers, the Portland metropolitan region is home to fewer individuals of color than low-income individuals.</p> <p>Although centering on racial equity would address the disparities that will have the broadest community impact, it may be perceived as an approach that would impact a smaller percentage of the general population.</p> <p>As the Portland metropolitan region’s population continues to grow, populations of color are an increasingly significant percentage of the region’s population. Unlike historical trends where demographic shifts are concentrated in urban areas, data shows that the suburban and central cities are experiencing similar rates of diversification.</p>	<ul style="list-style-type: none"> • Active Participation: <ul style="list-style-type: none"> ○ Likely to require Council to be an active and vocal supporter of the approach. • Communications: <ul style="list-style-type: none"> ○ May require additional communications support to assist Council in clarifying that by focusing on racial equity, it would cast the largest net and have the biggest impact region-wide
<p>3. This approach may be perceived as deepening the urban / suburban split</p>	<p>In absolute numbers, there are currently more individuals of color living in Portland and in Multnomah County than in other jurisdictions in the Metro region. Therefore, even though centering on racial equity would address the greatest disparities, a racial equity strategy may be perceived as an approach that would benefit only some parts of the region.</p>	<ul style="list-style-type: none"> • Active Participation <ul style="list-style-type: none"> ○ Likely to require Council to be an active and vocal supporter of the approach. • Political capital: <ul style="list-style-type: none"> ○ May require Council to spend political capital with suburban jurisdictions to understand and support the direction. • Communications: <ul style="list-style-type: none"> ○ May require additional communications support to assist Council in clarifying that by focusing on racial equity, it would cast the largest net and have the biggest impact region-wide.

Materials following this page were distributed at the meeting.

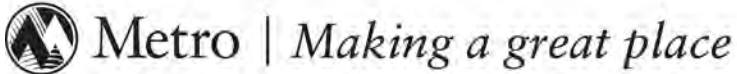


Metro | Agenda

Meeting: Metro Council Retreat – Equity Strategy and Action Plan
 Date: Thursday, July 30
 Time: 12:30 to 4:30 p.m.
 Place: Jade/APANO Multi-Cultural Space, 8114 SE Division (Metro-owned property)
 Outcome(s): Understanding of Equity Strategy and Action Plan development proposal and timeline
 Confirmation of policy areas to focus on for Equity Strategy
 Consensus on Centering on Racial Equity (CORE) approach

Time	Agenda item	Content	Presenter
	Lunch, Welcome and Case Study		
12:30 p.m.	Lunch	<i>Buffet provided by Thai Fresh</i>	
12:40 p.m.	Welcome	<i>Meeting purpose</i>	Tom Hughes
12:50 p.m.	Community welcome	<i>What does equity mean in the Jade District?</i>	Gauri Rajbaidya, APANO board chair
1 p.m.	Equitable TOD Case Study	An inside look at how community visions and values can inform development outcomes. <i>Overview of developer selection process to date for furniture store site</i>	Megan Gibb
	Equity Strategy Update		OUTCOME: Understand proposed timeline and approach
1:15 p.m.		<i>A brief history and present status</i>	Patty Unfred
1:20 p.m.		<i>Timeline and proposal for development of strategy and action plan</i>	Juan Carlos Ocaña-Chiu
1:30 p.m.		<i>Community feedback</i>	Cassie Salinas
	Building the Equity Strategy	QUESTION: What outcomes do you envision resulting from a successful equity strategy?	OUTCOME: Agreement on outcomes to include as the basis for the equity strategy development
1:40 p.m.		<i>Overview</i>	Martha Bennett
1:45 p.m.		ACTIVITY: Council write desired outcomes for each of four core areas on sticky notes. Review and discuss. 60 minutes	Martha facilitates
2:45 p.m.	Break		
	Centering on	QUESTION: Do Councilors	OUTCOME: Council consensus

	Racial Equity	have input/comments on the staff recommendation?	on recommended approach and/or identification of additional information or discussion needed
3 p.m.		<i>Background and staff recommendation</i>	Scotty Ellis Juan Carlos Phil Wu
3:15 p.m.	View from the philanthropic world	<i>Learn why United Way has adopted a racial equity strategy</i>	Rekah Strong, Chief of Operations and Equity, United Way of the Columbia-Willamette
3:40 p.m.		ACTIVITY: Facilitated review and development of benefit/risk analysis. Identify likelihood of risks occurring and mitigation approaches. 40 minutes	Martha Bennett, facilitator
4:20 p.m.	Wrap up and next steps		Martha Bennett



July 27th, 2015

President Hughes and Councilors,

The Equity Strategy Advisory Committee wants to thank you for your commitment and investment in the development of an Equity Strategy for Metro. As an agency and a region, we are at a critical juncture in our collective journey towards addressing the vast disparities in quality of life and health that exist particularly for our racial, ethnic, immigrant and refugee communities. The challenge before us is rooted in historical context, economic and social conditions and is preventing us from meeting the goal of a thriving region for all of our communities. We applaud the work of staff and contracted partners in the completion of the Equity Framework Report given the complexity and scale of this effort.

Leadership is critical in creating both a culture within the organization and in communicating a vision for our region that is built on equity. As you chart the path forward for Metro, we strongly encourage you to center on racial equity. In contextualizing equity through a racial equity lens, it is useful to recall Dr. Manuel Pastor's presentation on how "equity is the superior growth model," and his assertion that addressing racial disparities, which drag down the economy and hold back its full potential, is an economic imperative. You may also remember Professor John A. Powell and the concept of "targeted universalism" that he discussed here at Metro in March 2014. This concept recognizes that policies focusing on universal or broad-reaching initiatives will very likely exacerbate rather than reduce inequities. Such broad strokes typically overlook the fact that diverse individuals and communities experience unique social and economic barriers resulting in disparities in outcomes that break down along racial and ethnic lines.

As you consider where to place your political and programmatic focus, you will be tempted to broaden the scope of equity because of the multiple constituencies that you serve. Disparities in outcomes exist across many identities and communities including those based on poverty, age, sexual orientation, gender identity, disability, and others. Centering on racial equity, in fact, advances benefits for all of these communities.

You are undertaking courageous work in undoing and mitigating historical and contemporaneous harms that are preventing many communities from sharing and experiencing Metro's vision. The Equity Strategy Advisory Committee is ready to continue being a partner and resource for you in this important and exciting work.

Thank you,

Carl Talton, Chair

KEY THEMES TO ADVANCE EQUITY IN THE REGION

Key stakeholders

Between April 15 and July 15, Metro Council and Metro staff engaged 50 key stakeholders in conversations to help shape the development of the equity strategy and action plan.

Stakeholder conversation goals:

- **Ensure that key stakeholders understand** Metro’s equity strategy and action plan purpose, the recommendations and direction received from the COO/ESAC/framework report, and address concerns
- **Elicit questions** that must be answered in order to have a regional discussion on advancing equity later this year and next year
- **Cultivate champions** who will actively support the equity strategy and action plan

Here is what we heard:

Audiences	Equity long term strategies	Action items
Elected officials and staff	<ul style="list-style-type: none"> • Serve as a regional convener on affordable housing polices and share best practices with local cities and counties • Convene conversations around the proposal of asset tax • Convene conversations on incentivizing fee structures (e.g. flexible SDC changes based on size of house) 	<ul style="list-style-type: none"> • Implement innovative and culturally appropriate engagement with underserved communities and share best practices with local cities and counties • Strengthen education and leadership programs for communities of color to serve on advisory boards • Establish economic development targets • Develop and share best practices of equitable and inclusive policies • Support safe routes to schools • Strengthen decision making processes to increase community involvement • Increase community understanding of Metro’s roles and responsibilities
Business leaders	<ul style="list-style-type: none"> • Regional convener to improve workforce pipeline to cultivate new MWESBs 	<ul style="list-style-type: none"> • Establish fair contracting practices and guidelines for MWESBs • Implement innovative and culturally appropriate engagement practices to reach minority businesses • Provide customized training for MWESB firms • Develop community benefit agreements for new construction projects • Change criteria for awarding contracts to ensure small firms have similar opportunities to be awarded contracts (e.g. years of experience) • Apply an equity lens to all Metro budget decisions • Create appropriate governance structures once strategy is implemented (e.g. oversight committee) • Work with youth serving organizations to prepare and develop innovative workforce for 21st century jobs (e.g. STEM)
Leaders in philanthropy	<ul style="list-style-type: none"> • Align equity policies with philanthropy community funding goals – e.g. equitable and flourishing communities 	<ul style="list-style-type: none"> • Share knowledge and best practices about equity • Continue to develop and strengthen relationships with other funders in the region

Discussion groups

The Diversity, Equity and Inclusion program and Communications partnered with MultiCultural Collaborative to help organize, recruit, facilitate, capture and summarize comments at nine discussion groups held in June 2015. More than 130 people participated in the first round of discussions.

Discussion group goal:

- Gauge participants’ priorities and preferences on key Metro programs, policies and initiatives including the equity strategy and action plan
- Help determine the most effective and preferred communications methods
- Help determine the barriers and opportunities to long-term and meaningful engagement with Metro

Here is what we heard:

Audiences	Equity long term strategies	Action items
Community leaders from culturally specific groups	<ul style="list-style-type: none"> • Continue to build and strengthen long term partnerships with community based organizations (CBOs) that serve communities of color and youth • Develop innovative and inclusive funding strategies for affordable multi-generational housing (e.g. Bridge Meadows/NAYA) 	<ul style="list-style-type: none"> • Diversify Metro staff to reflect changing demographics in the region • Provide opportunities to help increase community understanding of Metro’s role and responsibilities • Host advisory committee meetings (e.g. ESAC) in the community • Provide low to no cost options for recreational activities and use of Metro’s facilities • Transportation planning should consider working families schedule and location of jobs (e.g. getting to jobs during the weekend, after 5 p.m., night or swing shift, jobs located industrial areas). • Provide opportunities for youth from communities of color to intern with Metro
Youth	<ul style="list-style-type: none"> • Build and develop long term partnerships with youth leaders • Develop innovative and inclusive funding strategies for affordable and quality queer-friendly housing • Regional convener to address transit affordability and accessibility (e.g. night/weekend schedule) • Ensure transit access connect to Metro parks 	<ul style="list-style-type: none"> • Provide paid opportunities for youth to weigh in and share input during the decision making process (e.g. Multnomah Youth Commission) • Provide gender neutral bathrooms at Metro facilities including parks • Ensure clean and safe parks and natural areas (clean restrooms, functioning water fountains, safe playgrounds, lighting) • Ensure transportation connects to livable wage jobs and also is accessible for people who travel with children (i.e. not enough room for strollers) • Ensure cities provide safety lights at transit stops • Provide opportunities for youth to provide input to improve parks (e.g. provide suggestion box) • Improve approach of informing youth about involvement opportunities (e.g. partner with local schools) • Provide way finding signs at parks for amenities (e.g. locations of bathrooms and water fountains) • Provide low to no cost options to access parks • Ensure park amenity access during winter (e.g. keep bathrooms open all season long) • Create an equity lens around park maintenance prioritization • Provide more opportunities to expose children and youth to parks (e.g. partner with local school districts) • Build and develop a more diverse staff

Native American	<ul style="list-style-type: none"> • Develop innovative and inclusive funding strategies for affordable multi-generational housing for Native American community (e.g. Bridge Meadows/NAYA) • Increase racial representation of Council • Develop innovative approaches to increase professional development opportunities for Native American community • Convener of a regional approach to address transit affordability for elders • Improved transit access to regional parks 	<ul style="list-style-type: none"> • Ensure Native American history accurately reflected and showcased at public spaces (e.g. naming of new parks or natural areas that pay respect to the Native American community) • Ensure culturally appropriate community engagement continues (e.g. honoring elders, gifting, providing food) • Ensure better community engagement coordination on projects and programs by cities and counties to limit fatigue in participation by CBOs • Increase the amount of meetings held in the community • Increased cultural activities at the parks • Ensure park entrances are welcoming to all cultures
Asian Pacific Islanders	<ul style="list-style-type: none"> • Develop affordable and high quality housing strategies for API community (e.g. rent control, multi-generational) around public transit • Ensure transportation strategies include funds for sidewalks and safe bicycle routes for people of all ages • Convener of a regional approach to address transit affordability (e.g. low-income transit fare or free youth fare) • Consider engaging in Land Banking • Support and promote the reinstatement of inclusionary zoning • Convener of a regional approach to address gentrification and displacement • Increase racial representation of Council • Increase transit access to regional parks • Actively support Vision Zero policies 	<ul style="list-style-type: none"> • Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts) • Ensure better community engagement coordination on projects and programs by cities and counties to limit fatigue in participation by CBOs • Support organizations who develop new leaders and organizers to hold Metro accountable (e.g. OPAL and APANO) • Increase community events at parks • Increase park safety (e.g. address drug and gang activity) • Increase outreach translation • Ensure parks' utilization of indigenous plants • Provide way finding signs at parks for amenities (e.g. locations of bathrooms and water fountains)
African American	<ul style="list-style-type: none"> • Develop low-income housing strategies to address historical displacement and shortage of affordable housing • Build and strengthen relationships with African American community through partnerships with CBOs • Improve pathways for new MWESB contractors and workers • Develop affordable housing that is accessible to public transit • Support and promote the reinstatement of inclusionary zoning • Consider engaging in Land Banking • Increase racial representation of Council 	<ul style="list-style-type: none"> • Develop diverse African American Advisory oversight committee • Ensure oversight committee members are identified by community and reimbursed for their time • Develop transit-oriented developments that connect African American neighborhoods to opportunities • Continue to involve leaders in public decision-making • Ensure the hiring of youth of color in parks • Assist in the procurement of an African American community/cultural space (e.g. JAMS and Portland Mercado) • Create an Equity Strategy centered on race • Ensure cultural community programming at the parks • Build and develop a more diverse staff and boards • Increase truth telling in order to build trust – Be explicit about broken promises and harms • Removal of Masaai exhibit at the Oregon Zoo
Latino	<ul style="list-style-type: none"> • Develop anti-displacement strategies to reduce gentrification • Develop low-income housing strategies to address shortage of affordable housing • Convener of a regional approach to address transit affordability (e.g. low-income transit fare) • Convener to address housing discrimination for those without documentation • Increase racial representation of Council 	<ul style="list-style-type: none"> • Build and strengthen relationships with Latino community through partnerships with CBO • Translate material about programs and projects into Spanish and ensure bi-lingual staff available to answer questions • Increase racial representation of boards and staff • Improve on educating the public about Metro • Create mentorship opportunities for youth • Increase youth engagement programs to expose youth to nature • Increase the number of meetings held in the community • Provide cultural competency training for Metro staff • Diversify hiring committees

Slavic and Russian	<ul style="list-style-type: none"> • Develop quality and low income housing policies to address lack of rental properties (e.g. rent control) • Develop housing policies to address shortage of affordable housing for families • Engage in creating improved road safety between cars and bicycles (e.g. “enforce traffic laws for bicyclists”) 	<ul style="list-style-type: none"> • Continue to build and strengthen relationships with Russian community • Provide low to no cost options to access parks • Ensure clean and safe parks and natural areas (clean pathways free of animal waste, bench locations under trees, more lighting and playgrounds for children, functional water fountains and clean bathrooms) • Consider requiring natural vegetation or trees to be planted along freeway entrances • Translate material about programs and projects into Russian and hire bi-lingual staff to communicate in Russian at Metro parks • Actively engage Russian youth in internship opportunities • Establish more family and kid centric activities at the parks • Consider providing community support grants to help culturally specific groups address needs of their neighborhoods.
African immigrant	<ul style="list-style-type: none"> • Provide access to multigenerational affordable housing and transportation choices • Assist with addressing issues surrounding low-quality housing (e.g. lead paint) • Increase TOD around MAX lines • Establish a transit system to better connect people to regional parks 	<ul style="list-style-type: none"> • Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts) • Provide low to no cost options for recreational activities and use of Metro’s facilities • Actively engage African youth in educational and training opportunities • Build and develop a more diverse staff • Increase outreach translation • Increase youth engagement programs to expose youth to nature • Increase park safety (e.g. address drug and gang activity) • Improve on educating the public about Metro
Transportation experts	<ul style="list-style-type: none"> • Assist in creating a strategic planning process for Ride Connection • Create an “equity index” to guide transportation program and investment decision (e.g. similar to TriMet) • Establish regional network of transportation, park and housing providers 	<ul style="list-style-type: none"> • Allocate resources to support development of opportunity maps for local city and counties • Develop transportation equity performance measures for RFFA • Share research on equity best practices with TriMet and local cities and counties • Share culturally appropriate engagement best practices with local cities and counties • Continue to engage individuals from all communities • Improve connections with CBO’s (not specific to cultural) to increase community engagement • Use Metro video to start conversations around transportation issues and solutions • Break down departmental silos between housing and transportation • Investment in Equity Atlas
Housing experts	<ul style="list-style-type: none"> • Regional convener of fair and affordable housing guidelines and best practices • Develop incentives for local cities and counties to design fair and affordable housing • Regional convener to improve regional commitment to fair housing enforcement • Regional convener of anti-displacement and anti-gentrification best practices • Regional convener to promote mixed income housing 	<ul style="list-style-type: none"> • Provide regional data about housing • Allocate percentage of Airbnb tax to support the development of affordable housing developments • Break down departmental silos between housing and transportation • Investment in Equity Atlas
Parks and nature experts	<ul style="list-style-type: none"> • Establish regional network of park providers and community partners • Improve and coordinate transit to parks travel time • Establish baseline goals for development of new parks and natural areas (e.g. people living ½ mile from a park or accessible nature area) 	<ul style="list-style-type: none"> • Provide tools and establish guidelines to consistently communicate with park visitors in other languages and or using icons/symbols • Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts) • Clarify roles between Metro and Intertwine facilities • Provide low to no cost options for recreational activities and use of Metro’s facilities • Provide programs that loan recreational equipment

THE 2ND ANNUAL INTERNATIONAL

JADE NIGHT MARKET

TWO SATURDAYS 5 TO 10 PM

AUGUST 15 **AUGUST 22**

FREE ADMISSION

WE ARE GOING BIG !

★ Where : PCC SE Campus, Division St. &
the New Jade/APANO Multicultural Space



@APANONews and @JadeDistrict on Twitter,
Facebook page: www.facebook.com/jadedistrictnightmarket



East Portland Art and Culture Festival

Sat. Aug 22nd, 11am-3pm
at East Portland Community Center
740 SE 106th, Portland, OR 97216



SAVE THE DATE

East Portland Community Center; Portland Parks and Recreation, Colored Pencils Art and Culture Council, Iraqi Society of Oregon, Instituto Inxocitl Incuicatl, Somali American Council of Oregon, Hmong American Community of Oregon, joining hands to create the very first East Portland Art and Culture Festival Aug. 22, 2015, 11am-3pm at East Portland Community Center.

Contact info@coloredpencilsart.org or Nim Xuto at 503-91489170 if you would like to be part of this fun event!

Multi-culture Art Exhibit : Showing your small-medum sizes of your paintings at EPCC Art Wall. Setting up is this Sat. at 10a.m. so please contact Nim before Friday.

Culture Performance : MC. by Ronault "Polo" Catalani. We are looking for culture performance group, ritual, elders blessing, Youth spoken words. The program is filling up so please email us!!!

Craft Vendors : Selling and showcasing your hand craft and business to our loving community. Networking and getting yourself out there.

The event will take place at EPCC big gym where we will have stage performance surrounded by craft vendors ~

EPCC is a very busy center and we hope you get to learn more of it's services with this event. So please bring your art and craft to sell at this event!!! No fee or comission for either vendors or art show!

Colored Pencils Art and Culture is 501c3 grass root non-profit organization which mission is to facilitate inter-cultural learning among diverse communities through artistic expression and seek to overcome racism, sexism, and other forms of discrimination.



East Portland Action Plan (EPAP)

Involuntary Displacement Prevention Action Tool-Kit for East Portland

Come check-it-out.

Tell us what you think.

Saturday, August 29, 2015 from 10 AM – 3 PM

David Douglas High School

1001 SE 135th Ave, Portland 97233 (between Division and Stark)

Lunch and Childcare provided

Please request language interpretation as soon as possible by contacting:

lore wintergreen: 503.823.4035 or lore.wintergreen@portlandoregon.gov

您参加公共会议时若需要口译员，请于会前至少 72 小时拨打 503.823.4035。

Para solicitar un intérprete para la reunión pública, llame al 503.823.4035 al menos 72 horas antes de la reunión.

Để yêu cầu một thông dịch viên cho buổi họp công khai, xin gọi điện thoại số 503.823.4035 tối thiểu 72 giờ trước buổi họp.

Если Вы нуждаетесь в услугах устного переводчика на общественном собрании, пожалуйста, позвоните по тел. 503.823.4035 как минимум за 72 часов до начала собрания.

EPAP worked for a year to develop an Involuntary Displacement Prevention Action Tool-Kit for East Portland.

We need your input.

This Is What Democracy Looks Like!

This tool-kit will complement the EPAP Strategic Priorities that we have set for livability improvements. We can do both livability improvements and involuntary displacement prevention at the same time (kind of like walking and talking).

If we do not DO SOMETHING NOW to put these tools into action in the next 5 – 10 years; we will not be preventing involuntary displacement, we will be mourning the losses in our community.

Come help us do the right thing.