



Metro | Agenda

Meeting: Metro Policy Advisory Committee (MPAC)
Date: Wednesday, April 27, 2016
Time: 5 to 7 p.m.
Place: Metro Regional Center, Council Chamber

REVISED 04/27/2016

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- | | | | |
|----------------|------------|--|--|
| 5:00 PM | 1. | CALL TO ORDER, SELF INTRODUCTIONS, CHAIR COMMUNICATIONS | Tim Clark, Chair |
| 5:10 PM | 2. | CITIZEN COMMUNICATIONS | |
| 5:15PM | 3. | COUNCIL UPDATE | Metro Council |
| 5:20 PM | 4. | MPAC MEMBER COMMUNICATIONS | |
| 5:25 PM | 5. | CONSENT AGENDA: | |
| | * | • MTAC Member Nomination | |
| | * | • Consideration of April 13, 2016 Minutes | |
| | 6. | INFORMATION/DISCUSSION ITEMS | |
| 5:30 PM | 6.1 | * Governor's Regional Solutions Team (RST) – <u>INFORMATION</u> | Bobby Lee, State of Oregon |
| 5:50 PM | 6.2 | * Metro's Draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion – <u>INFORMATION/DISCUSSION</u> | Patty Unfred, Metro
Juan Carlos Ocaña-Chíu, Metro
Scotty Ellis, Metro |
| 7:00 PM | 7. | ADJOURN | |

* Material included in the packet

Material will be provided at the meeting

Upcoming MPAC Meetings:

- Wednesday, May 11, 2016 - cancelled
- Wednesday, May 25, 2016 (at Port of Portland)
- Wednesday, June 8, 2016

For agenda and schedule information, please contact Alexandra Eldridge:
503-797-1916 or Alexandra.Eldridge@oregonmetro.gov.

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

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2016 MPAC Work Program

As of 04/27/16

*Items in italics are tentative; **bold** denotes required items*

<p><u>Wednesday, April 27, 2016</u></p> <ul style="list-style-type: none"> • Governor’s Regional Solutions Team (RST) (Bobby Lee, State of Oregon; 30 min) • Metro’s Draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Patty Unfred, Juan Carlos Ocaña-Chíu, Scotty Ellis, Metro; 45 min) 	<p><u>Wednesday, May 11, 2016 - cancelled</u></p>
<p><u>Wednesday, May 25, 2016</u></p> <p>Hosted by Port of Portland PDX Conference Center (St. Helens Room)</p>	<p><u>Wednesday, June 8, 2016</u></p> <ul style="list-style-type: none"> • 2018 RTP Update: Project Update (Kim Ellis, Metro; 30 min)
<p><u>Wednesday, June 22, 2016</u></p>	<p><u>Wednesday, July 13, 2016</u></p>
<p><u>Wednesday, July 27, 2016</u></p>	<p><u>Wednesday, August 10, 2016</u></p>
<p><u>Wednesday, August 24, 2016 - cancelled</u></p>	<p><u>Wednesday, September 14, 2016</u></p> <ul style="list-style-type: none"> • 2018 RTP Update: Background for Regional Leadership Forum #2 and Draft RTP Revenue Forecast (Kim Ellis, Ted Leybold, Ken Lobeck, Metro; 45 min) • 2018 RTP Update: Draft Regional Transit Vision (Jamie Snook, Metro; Stephan Lashbrook, SMART; Eric Hesse, TriMet; 45 min) <p><u>Sept. 23, 8am – 12pm (OCC): RTP Regional Leadership Forum #2 (Navigating Our Transportation Funding Landscape)</u></p>


<p><u>Wednesday, September 28, 2016 - cancelled</u></p>	<p><u>Wednesday, October 12, 2016</u></p>
<p><u>Wednesday, October 26, 2016</u></p> <ul style="list-style-type: none"> • 2018 RTP Update: Project Update (Kim Ellis, Metro; 30 min) 	<p><u>Wednesday, November 9, 2016</u></p> <ul style="list-style-type: none"> • 2018 RTP Update: Background for Regional Leadership Forum #3 (Transforming Our Vision into Regional Priorities) (Kim Ellis, Metro; 30 min) • 2018 RTP Update: Safety Strategies and Actions (Lake McTighe, Metro; 25 min)
<p><u>Wednesday, November 23, 2016 - cancelled</u></p> <p>Dec. 2, 8am – 12pm (OCC): RTP Regional Leadership Forum #3 (Transforming Our Vision into Regional Priorities)</p>	<p><u>Wednesday, December 14, 2016</u></p>
<p><u>Wednesday, December 28, 2016 - cancelled</u></p>	<p><u>Wednesday, January 11, 2017</u></p>

Upcoming events:


- October 2017: RTP Regional Leadership Forum #4 (Drafting Our Shared Plan for the Region)
- June 2018: RTP Regional Leadership Forum #5 (Finalizing Our Shared Plan for the Region)

Parking Lot:

- Presentation on health & land use featuring local projects from around the region
- Greater Portland, Inc. update
- “Unsettling Profiles” presentation by Coalition of Communities of Color
- Washington County Transportation Futures Study

 Metro | Memo

Date: Wednesday, April 13, 2016
To: Metro Policy Advisory Committee
From: John Williams, MTAC Chair
Subject: MTAC Nomination for MPAC Consideration



We have received a new nomination for the "Service Position: Water and Sewer" for MTAC.

The Regional Water Providers Consortium has nominated Alex Cousins, Tualatin Valley Water District, to fill this position.

Please consider this nomination for MTAC membership at your April 27 meeting. Per MPAC's bylaws, MPAC may approve or reject any nomination submitted.

If you have any questions or comments, please do not hesitate to contact me.

Thank you.



METRO POLICY ADVISORY COMMITTEE (MPAC)

Meeting Minutes

April 13, 2016

Metro Regional Center, Council Chamber

MEMBERS PRESENT

Sam Chase
Tim Clark, *Chair*
Carlotta Collette
Betty Dominguez
Denny Doyle
Andy Duyck
Mark Gamba, *1st Vice Chair*
Jeff Gudman
John Hayes
Jerry Hinton
Gordon Hovies
Dick Jones
Keith Mays, *2nd Vice Chair*
Bob Stacey

AFFILIATION

Metro Council
City of Wood Village, Other Cities in Multnomah Co.
Metro Council
Citizen of Clackamas County
City of Beaverton, 2nd Largest City in Washington Co.
Washington County
City of Milwaukie, Other Cities in Clackamas Co.
City of Lake Oswego, Largest City in Clackamas Co.
Forest Grove School District, Governing Body of a School District
City of Gresham, 2nd Largest City in Multnomah Co.
Tualatin Valley Fire & Rescue, Special Districts in Washington Co.
Oak Lodge Water District, Special Districts in Clackamas Co.
Citizen of Washington County
Metro Council

ALTERNATES PRESENT

Emerald Bogue
Craig Prosser
Carrie MacLaren
Steve Callaway

AFFILIATION

Port of Portland
TriMet
Oregon Department of Land Conservation and Development
City of Hillsboro, Largest City in Washington Co.

OTHERS PRESENT: Adam Barber, Chris Deffebach, Martin Glastra Van Loon, Kirstin Greene, Eric Hesse, Stacy Humphrey, Brad Kilby, Zoe Monahan, Jeff Murray, Paul Woods

STAFF: Roger Alfred, Alexandra Eldridge, Jennifer Erickson, Jeff Frkonja, Rebecca Hamilton, Shaina Hobbs, Matt Korot, Ramona Perrault, John Williams

1. CALL TO ORDER, SELF INTRODUCTIONS, CHAIR COMMUNICATIONS

MPAC Chair Tim Clark called the meeting to order at 5:06p.m. All attendees introduced themselves.

Chair Clark reminded MPAC members that on April 22nd, the first in a series of five regional leadership forums will be held at the Oregon Convention Center to discuss the 2018 Regional Transportation Plan Update. He noted that MPAC members, JPACT members, and community and

business leaders will be in attendance. Chair Clark explained that the forum would provide an opportunity to discuss the region's transportation priorities.

2. CITIZEN COMMUNICATIONS

There were none.

3. COUNCIL UPDATE

- Councilor Sam Chase informed MPAC members that the SW Corridor project had a well-attended meeting earlier in the month. He noted that on May 9th, the steering committee will vote on recommendations to build a light rail connection to PCC-Sylvania.
- Councilor Chase informed the committee that the Powell-Division project also had a well-attended meeting at the end of March. He added that the steering committee is continuing work on studying faster, better bus service to the corridor, and will be presented with refined concepts in June.
- Councilor Chase explained that public hearing on the North Tualatin Mountains proposed access master plan was scheduled for the April 14th Council Meeting. He added that the proposed plan recommends allowing two of Metro's four sites in the North Tualatin Mountains be opened for official public access, including hiking and off-road cycling trails.
- Councilor Chase recognized Mayor Denny Doyle for his receiving the Heart of Washington County Award from the Washington County Museum.

4. MPAC MEMBER COMMUNICATION

- Mayor Gamba strongly encouraged MPAC members to sign up for an E-Bike tour. Councilor Jeff Gudman added that riding E-bikes was an incredible experience that MPAC members should try.
- Chair Clark informed MPAC members that on May 25th, the MPAC meeting would take place at the Port of Portland. Ms. Emerald Bogue noted that MPAC would meet at PDX short-term parking. She explained that MPAC members would receive a tour of the airfield and take a look at the maintenance operations. She noted that there would be a wildlife demonstration and a briefing of the Terminal Balancing Project, which will include an expansion of Concourse E.

5. CONSENT AGENDA

- **Consideration of March 09, 2016 Meeting Minutes and Appointment of 2016 MTAC Members**

MOTION: Mayor Jerry Hinton moved, and Councilor Jeff Gudman seconded, to adopt the Consent Agenda.

ACTION: With all in favor, the motion passed.

6. INFORMATION/DISCUSSION ITEMS

6.1 Sherwood West Preliminary Concept Plan

Key elements of the presentation included:

Chair Clark introduced Brad Kilby. Mr. Kilby explained that Sherwood West was adjacent to two areas annexed into the Urban Growth Boundary (UGB) in the early 2000s. Mr. Kilby noted that Sherwood has experienced an annual growth rate between 3-8%, and added that the Housing Growth Forecast predicts that the housing supply in Sherwood will be exhausted in the next 2-5 years.

Ms. Kirstin Greene explained that the planning process was highly participatory, and added that it was extremely competitive to become a part of the advisory committee. She informed MPAC members that over 80 property owners were met with to discuss the planning process. She added that the Sherwood Preliminary Concept Plan was based upon maintaining on the character of the community, and that the plan concepts promote health and increases access to transportation choice.

Mr. Martin Glastra Van Loon explained that Sherwood was nervous about growth, and hesitant that it might affect the city's sense of identity. He emphasized the importance of making the community feel comfortable before developing a plan for Sherwood West. Mr. Glastra Van Loon noted that the existing town was compact, and added that the annexation of Sherwood West could easily add five walkable neighborhoods.

Mr. Kilby explained that parts of Sherwood West are located on steep slopes, and would require heavy investment for increased transit service. He informed committee members that the City of Sherwood will move into a comprehensive planning phase although there are other urban reserve areas around Sherwood which may be annexed before Sherwood West.

Member discussion included:

- Councilor Gudman asked how the Council of Sherwood is going to move toward annexing Sherwood West unless the Oregon State Legislature changes the process of annexation. Mr. Kilby explained that the annexation process has been under discussion in Sherwood, and noted that there is very low voter turnout in the City, and annexations are often voted down. Councilor Gudman suggested targeting attention toward the group who is opposed to annexation. Mr. Kilby noted that the group
- Mr. Keith Mays asked how this phase of planning was funded, and Mr. Kilby explained that the project was funded by construction excise tax from Metro, which was matched by \$25,000 of funds from the City of Sherwood.
- Ms. Betty Dominguez asked about types of housing that would be provided in the concept plan, and Mr. Kilby noted that the units projected in the concept plan were combined types of dwelling units. Ms. Dominguez explained that the transportation options in that area were not necessarily the best, and explained that many of the people who worked at the retail centers in Sherwood may not be able to afford the housing in the area. Mr. Kilby replied that the high costs of transportation are difficult to sell in lower density areas, such as Sherwood.

- Mr. John Williams noted that the City of Sherwood is setting a good example and added that this new system of planning for urban reserve areas should be followed. Ms. Carrie MacLaren explained her appreciation for work done that benefits other areas in the states. She noticed that the Oregon Department of Land Conservation and Development (DLCD) has lost a lot of grant money, and is looking to restore funds in the future in order to support projects such as the City of Sherwood's Preliminary Concept Plan.
- Mr. Craig Prosser explained that new service would be put out to serve the City of Sherwood, and a recent payroll tax increase is providing funds for this new line and other service improvements.

6.2 Ordinance No. 16-1371 Growth Distribution Update

Key elements of the update included:

Ms. Rebecca Hamilton noted that MPAC would be asked to recommend an adoption of the growth distribution update to the Metro Council at the April 27th MPAC meeting. She informed committee members that a new forecast was needed for adoption due to unexpected economic outcomes since the last forecast. Ms. Hamilton explained that Metro had worked with planning staff in local jurisdictions to update the resultant data products from the modeling.

Ms. Hamilton noted that the county and city jurisdictions have approved the final forecast distribution. She noted that Metro followed up to ask jurisdictions how they felt that their input was included in the process. She noted that about 60% of survey respondents felt that Metro was very responsive to questions.

Mr. Frkonja thanked county leads for their assistance. He noted that Metro's Research Center staff created a forecast for jobs and lands in the entire region, and added that after approval of the TAZ Forecast Distribution, more specific data products will be created and can be used for projects such as the 2018 RTP Update and Urban Growth Boundary decisions.

Member discussion included:

- Mayor Gamba asked about the numbers for the City of Damascus, and noted that the forecast predicts a tripling in size, despite plans for the city to disincorporate. Mr. Frkonja noted that Traffic Analysis Zones did not correspond directly to city boundaries, and explained that some of the growth predicted for Damascus would shift to nearby areas such as Happy Valley and unincorporated Clackamas County.
- Mr. Mays asked for a revised report to include areas surrounding the City of Sherwood, such as Sherwood West, in order to portray a more accurate picture of growth. Mr. Frkonja noted that the TAZ zones are not aligned with exact city boundaries.
- Mayor Doyle noted that the City of Beaverton has shown its support of the TAZ distribution.

6.3 Solid Waste Roadmap: Food Scraps Project

Key elements of the update included:

Mr. Matt Korot noted that in October 2015, an overview was given to MPAC on the Solid Waste Roadmap. He noted that many members oversee jurisdictions which control collection of waste, and many have businesses which create food waste. He then explained that almost 20% of the waste the region sends to landfills is food waste, and the region should try and recover more of

these materials. He noted that approximately 40% of food is wasted, and it is the largest producer of methane in landfills. He explained that the region has an opportunity to put food waste to better use by creating high quality compost, which is in high demand by Oregon agriculture.

Ms. Jennifer Erickson highlighted the importance of source reduction in reducing the amount of food that is sent to landfills. She informed MPAC members of efforts by Intel to change the way they prepare food, which resulted in reducing food waste by over 50% and reducing a per meal food cost by 13%.

Ms. Erickson noted that Oregon suffers from food insecurity despite the many organizations working to connect surplus food with those in need, and added that Metro has provided funds to food recovery agencies to ensure the safe transfer of surplus food to people. She explained that many businesses in the region are seeing benefits of separating their food scraps, and highlighted Concordia University's efforts, which are effectively cost-neutral due to a reduction in garbage collection costs.

Ms. Erickson explained that Metro is working with organizations and businesses to find out the best ways to implement a food scrap recovery programs program. She explained that one barrier to the program is a lack of reliable supply, and gave examples of ways to guarantee adequate supply, such as financial incentives, and laws requiring certain businesses to separate food scraps. Ms. Erickson explained that staff will meet with the Metro Council in summer or early fall to provide them with a set of options to consider moving forward.

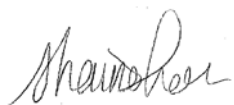
Member discussion included:

- Commissioner Duyck asked whether Metro is leaning toward generation of energy or composting, and noted that each option has a set of costs and benefits to consider, such as odors, and restrictions on composting facility locations.
- Mr. Mays asked about using food scraps as animal feed, and Ms. Erickson replied that recent changes in federal regulations essentially set the same standards for feeding animals for feeding people.
- Councilor Gudman noted that the City of Lake Oswego has already adopted a food waste program. He explained his concern that the energy used to truck food away might negate any energy produced in an anaerobic digestion facility.
- Mr. John Hayes asked about conversations regarding a waste-to-energy plant in the Metro Region. Mr. Korot noted that staff would return to Council in early 2017 with more information regarding advanced material recovery or waste-to-energy facilities.

ADJOURN

MPAC Chair Tim Clark adjourned the meeting at 7:02 p.m.

Respectfully Submitted,



Shaina Hobbs
Recording Secretary

ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF APRIL 13, 2016

ITEM	DOCUMENT TYPE	DOC DATE	DOCUMENT DESCRIPTION	DOCUMENT NO.
6.1	PowerPoint	04/13/16	Sherwood West Preliminary Concept Plan	041316m-01
6.2	PowerPoint	04/13/16	Growth Distribution Update (2015 to 2040)	041316m-02
6.3	PowerPoint	04/13/16	Solid Waste Roadmap: Food Scraps Recovery Project	041316m-03
N/A	Handout	Spring 2016	Our Big Backyard	041316m-04
N/A	Handout	April 2016	April 2016 Metro Hotsheet	041316m-05

MPAC Worksheet

Agenda Item Title: Governor's Regional Solutions Team (RST)

Presenter: Bobby Lee, Governor's Regional Solutions Coordinator

Contact for this worksheet/presentation: bobby.lee@oregon.gov – 503-339-5223

Purpose/Objective

To develop better partnership with regional stakeholders by improving understanding of how RST works – and how it can be helpful in advancing regional priorities.

Action Requested/Outcome

No action required.

What has changed since MPAC last considered this issue/item?

NA

What packet material do you plan to include?

MPAC Worksheet

Agenda Item Title: Metro's Draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion

Presenter: Patty Unfred, Juan Carlos Ocaña-Chú, Scotty Ellis, Metro Diversity, Equity and Inclusion Program

Purpose/Objective

Update MPAC members on Metro's Draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Strategic Plan) and engage in discussion to help inform the plan. Since most public entities are addressing the issue of equity, we'd like to share and learn from other work happening within MPAC members' organizations and have them identify what Metro can do to support that work.

Action Requested/Outcome

Provide other examples and best practices that can inform Metro's plan and share how Metro can best support equity work within their jurisdiction or organization.

What has changed since MPAC last considered this issue/item?

Since staff last visited MPAC in summer 2015, we released a draft Strategic Plan for public review and comment in February. We have engaged MTAC in discussions and incorporated their feedback. We will bring a final version of the Strategic Plan to MPAC for review and recommendations in June.

What packet material do you plan to include?

Executive summary of the Draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion
Advancing Racial Equity Online Survey Report




Metro

STRATEGIC PLAN TO ADVANCE RACIAL EQUITY, DIVERSITY AND INCLUSION
EXECUTIVE SUMMARY

HELP SHAPE THE STRATEGY!

Learn more about the Strategic Plan to Advance Racial Equity, Diversity and Inclusion and add your voice by taking a short survey and by visiting:

oregonmetro.gov/equity



METRO IS COMMITTED TO WORKING TOGETHER WITH PEOPLE, BUSINESSES, NONPROFIT ORGANIZATIONS AND PUBLIC PARTNERS TO CREATE A PORTLAND REGION WHERE:

- All individuals and communities benefit from a strong economy with quality, living-wage jobs, stable and affordable housing, safe and reliable transportation, and a healthy environment with clean air and water.
- Racial equity is recognized as the backbone of good governance. To ensure the success of everyone, we must work together to end inequities that affect historically marginalized communities. We must remove barriers so that everyone can realize their full potential and contribute to and participate in our collective community and economy.
- Our public structures, institutions and processes address social and economic disparities for people of color. Those disparities are rooted in a history of discriminatory laws, policies and practices.
- Diversity is celebrated and all communities meaningfully participate in public decision-making.

THE STRATEGY

Metro will implement interrelated strategies to create long-term institutional, structural and cultural change:

- **Lead with racial equity:** Focusing on eliminating the disparities that people of color experience in all aspects of social well-being, especially in those related to Metro's policies, programs, services and public spaces.
- **Broaden the impact:** Addressing the disparities that affect the most marginalized to generate solutions that address the needs of all other historically marginalized groups.
- **Generate support to create real and lasting cultural change:** Building a structure for Metro leaders, staff and region partners including community to engage in conversations about race, make concrete and measurable institutional changes and create a foundation for on-going reflection and needed change within the organization and Portland region.
- **Partner with communities of color:** Ensuring that members of these communities are involved in Metro's equity efforts to create greater trust and accountability.
- **Measure progress:** Measuring and recognizing milestones and improvements to increase and maintain momentum along the route to greater racial equity and change.



WHY RACIAL EQUITY?

The Portland metropolitan area's population is growing and changing. Like most of the nation, our cities and counties are becoming more diverse. It is projected that by the year 2045, people of color will be the majority.

Our current and future diversity will help develop and maintain sustainable economic growth if we proactively address the issue of racial equity. Research shows that places that attain more economic growth are those with greater racial inclusion and smaller racial income gaps.

Unfortunately, most communities of color in the Portland area currently experience the worst economic and social outcomes of any demographic group, due to a long history of exclusionary and discriminatory policies.

To prepare for a healthy and prosperous future, Metro, other cities and counties, schools, community and philanthropic organizations, and businesses are taking a long, hard look at equity. It's not only the right thing to do; it's the smart way to improve our present and plan for our future.

There is no need to choose between equity and economic growth. Equity and community diversity positively impact the larger economy and have become the superior economic growth model across the country.

By addressing the barriers experienced by people of color in the Portland metropolitan area, we will effectively also identify solutions and remove barriers for other groups, like low-income residents, people with disabilities, LGBTQ community, older adults and young people. The result will be that all people in the Portland area will experience better outcomes.

ORGANIZATIONAL GOALS, OBJECTIVES AND ACTIONS

This strategic plan is built around five long-term goals. The goals are deliberate guideposts that direct Metro in creating specific objectives, actions and measures of evaluation and accountability as the agency works to help the Portland area reach its equitable and prosperous destination.

The proposed actions are centered on those that the entire agency can do to advance racial equity, diversity and inclusion. A major deliverable of this strategic plan is for each Metro department and venue to develop its own equity action plan specific to their programs, policies and services within 18 months of the adoption of this strategic plan.

The strategic plan will also be better integrated with Metro's existing Diversity Action Plan; however, this will be done during the implementation phase to thoughtfully coordinate the racial equity strategy with the work to remove barriers for other marginalized communities, which is included in the Diversity Action Plan.

Equity and Equality

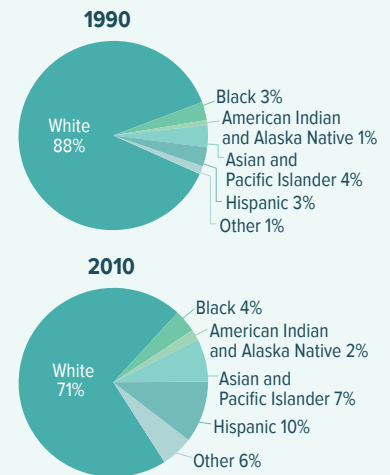
Not everyone needs glasses to see. But those that do require a specific prescription to enable them to see. Some people are severely visually impaired or are blind.

Equality: Believing that everyone should get the same glasses regardless of their specific need.

Equity: Understanding that some have greater visual difficulties than others, therefore only those that need glasses get them and each prescription fits that person's specific needs. Some people are blind, so they need entirely different solutions to perceive things that seeing people experience through sight.

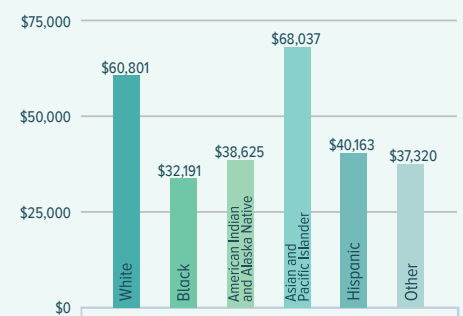
The region is diversifying ...

PERCENT OF POPULATION BY RACE/ETHNICITY
Tri-county region. Source: US Decennial Census, 1990, 2010 SF1-QTP6



... but regional inequities persist.

MEDIAN HOUSEHOLD INCOME, BY RACE/ETHNICITY
Portland MSA, 2011-2013. Source: US Census, American Community Survey three-year estimates





FIVE STRATEGIC GOALS

The five long-term strategic goals identified in this plan are:

A. METRO CONVENES AND SUPPORTS REGIONAL PARTNERS TO ADVANCE RACIAL EQUITY.

Metro brings together diverse partners from across the Portland metropolitan region to reduce racial disparities and improve outcomes in communities of color through coordinated and innovative approaches. Metro leads by convening decision-makers and providing research and technical support to assist local cities and counties in equity initiatives.

B. METRO MEANINGFULLY ENGAGES COMMUNITIES OF COLOR.

Community relationships based on trust, policies that strengthen community involvement, and clear accountability work to ensure that communities of color are meaningfully engaged and influence decisions and programs that impact their lives. Metro commits to co-creating with the community, learning from the collective wisdom and building the capacity of community leaders.

C. METRO HIRES, TRAINS AND PROMOTES A RACIALLY DIVERSE WORKFORCE.

Metro has an organizational culture that is welcoming and inclusive to all people of color. Through training and hiring practices that break down barriers for applicants of color, Metro will achieve a racially diverse workforce with opportunities for advancement and strong retention and promotion rates for staff of color. All Metro staff will receive the training and support necessary to become culturally proficient and equitably serve all residents of the Portland metropolitan region.

D. METRO CREATES SAFE AND WELCOMING SERVICES, PROGRAMS AND DESTINATIONS.

Communities of color are aware of and feel welcome to access Metro's diverse services, programs and destinations. Through better understanding the needs of culturally specific communities and the impacts of its programs and services, Metro will provide safe and welcoming environments and experiences that enrich the lives of community members.

E. METRO'S RESOURCE ALLOCATION ADVANCES RACIAL EQUITY.

Metro advances economic opportunities for communities of color through various avenues including equitable contracting practices, distribution of investments, grant programs, apprenticeships and proactive convening of regional partners to support a racially diverse construction workforce.

To learn more visit
oregonmetro.gov/equity

Advancing Racial Equity Online Survey Report

February 22 to March 18, 2016

*Prepared for Metro by
JLA Public Involvement, Inc.*

I. EXECUTIVE SUMMARY

1) INTRODUCTION

Metro hosted an online survey between February 22 and March 18, 2016 to solicit feedback from the public about Metro's equity strategy. In 2010, the Metro Council adopted equity as one of the region's six desired outcomes. The equity strategy is an organizing framework initiated by the Metro Council in 2012 to incorporate and apply equity more consistently across its program, policies and services – in collaboration with community, city and county partners. The online survey asked *three key questions* related to actions Metro can take to improve its policies, programs and services in order to advance equity:

- What should Metro *prioritize* in order to advance equity?
- What should Metro *measure* in order to know it is successful in advancing equity?
- What else can Metro do to address equity in the region?

1,194 survey responses were submitted. This executive summary outlines the main themes provided by the public through the online survey. The full report provides a summary of responses to each question in the online tool.

2) EQUITY PRIORITIES

Participants were asked to choose three areas that Metro should prioritize in order to advance equity. Over half (55%) said that **collaborating more with communities of color** should be a top priority. 45% said that Metro should prioritize hiring, training and promoting a **racially diverse workforce**, and 36% said Metro should prioritize providing more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.

3) MEASURES OF SUCCESS

Participants provided suggestions for what Metro should measure to determine whether it is successfully advancing equity. The survey listed three example measures of success, and these received a high level of support by many participants. They included:

- A higher percentage of Metro contracts are awarded to minority/woman owned firms.
- Racial diversity is increased at all employment levels at Metro, including management positions.
- More people of color visit Metro destinations and participate in services.

Participants provided many other potential measures. Overall, the greatest support was for the following measures of success:

- **An increase in racial diversity at all employment levels at Metro—particularly** at the management and decision-making level. Many noted that the makeup of Metro’s workforce should reflect the diversity of the region’s community, and that a more diverse workforce will be better able to provide programming and services that meets the needs of the broader community.

While most of the comments supported increased racial diversity and contracts as a measure of success, there was some **concern about hiring and contracting based on race**. Some noted that the main qualification for employment or contracting should be merit and skill—not ethnicity, and would prefer a “color-blind” hiring practice.

- **More people of color visit Metro destinations and participate in services.**
- **A higher percentage of Metro contracts are awarded to minority/woman owned firms.**
- **An increase in participation and feedback from communities of color**—particularly participation in decision-making and advisory roles. Survey participants suggested that Metro track engagement levels of people of color at its meetings, forums, surveys, workgroups, committees, and other efforts. In particular, participation at the decision-making level should be tracked. A successful outcome would be when the demographic participation at Metro’s forums, meetings, and advisory boards reflects the diversity of the Metro area.
- **Workforce/employment levels in the region reflect the diversity of the population.** An increase in regional workforce diversity and a general increase in minority employment—especially in management positions— would be a measure of success.
- **Increase in the number of minority-owned small businesses** in the region, and their level of long-term success.
- **Reduction in racial disparities across major life outcomes.** This includes areas such as income equality, graduation rates, unemployment rates, and crime rates—as well as increased affordable housing and homeownership by minorities. Success could be measured by reduced disparities between minority and white residents, as well as more targeted investments in areas that have been traditionally underserved.
- **Increased number of Metro staff that attend trainings to increase cultural awareness and proficiency,** and that can show that they have a good understanding of diversity and equity issues. This could include monitoring outcomes of the trainings to determine how trainings change the way Metro provides services and programming.

4) OTHER ACTIONS METRO CAN TAKE

Participants provided suggestions for what else Metro can do to advance equity in the region. Their responses ranged from comments on the types of programs or policy areas that Metro should focus on;

how Metro conducts business and internal hiring; how Metro can support other businesses and partners; outreach and engagement techniques; and Metro's role in equity-related work.

Support for Program and Policy Areas that Metro Should Focus On

Many people supported efforts to **increase the availability of affordable housing** and to address the housing crisis and shortage of housing in the Metro region—noting that housing security is a crucial first step to improving the quality of life for minority and low-income populations.

Many people supported efforts to **improve the quality of education and access to education** in the region. They noted that good quality public schools is the best way to pull people out of the cycle of poverty, and is an equitable way to improve opportunities for all people.

Many comments support efforts to **promote and support jobs** in the region. People would like to see increased focus on jobs creation and infrastructure that supports jobs and economic development. Many people supported efforts to increase the availability, access and quality of **public transportation to serve low-income and minority communities**.

Defining Equity and Metro's Role

Some expressed concern that **promoting equity is not part of Metro's charter** and that Metro should not use funding to promote equity in the region. Some of these people felt that it might be appropriate for Metro to promote diversity within its own workplace, but not beyond that. They suggested that Metro **focus on equality and fair treatment** of all people rather than treating some races differently.

Outreach and Engagement

Many suggested that Metro focus on efforts to get input from and **directly engage with racially diverse/minority organizations and individuals**. They suggested that Metro specifically seek out hard-to-reach communities using non-traditional and creative methods. They showed support for efforts by Metro to develop information and marketing targeted to low-income and minority individuals, to help make them more aware of Metro services and opportunities.

Doing Business

Many suggested that Metro focus on internal **equitable hiring practices** such as focused recruitment of minority job applicants, valuing cultural competency and equity-building skills as a means for promotion, and ultimately hiring a more diverse workforce, particularly at the management level.

Many would like to see Metro **engage in more partnerships** (especially paid partnerships) with **organizations that serve people of color** and minority-owned businesses.

II. SUMMARY OF RESPONSES

1) WHAT SHOULD METRO PRIORITIZE IN ORDER TO ADVANCE EQUITY?

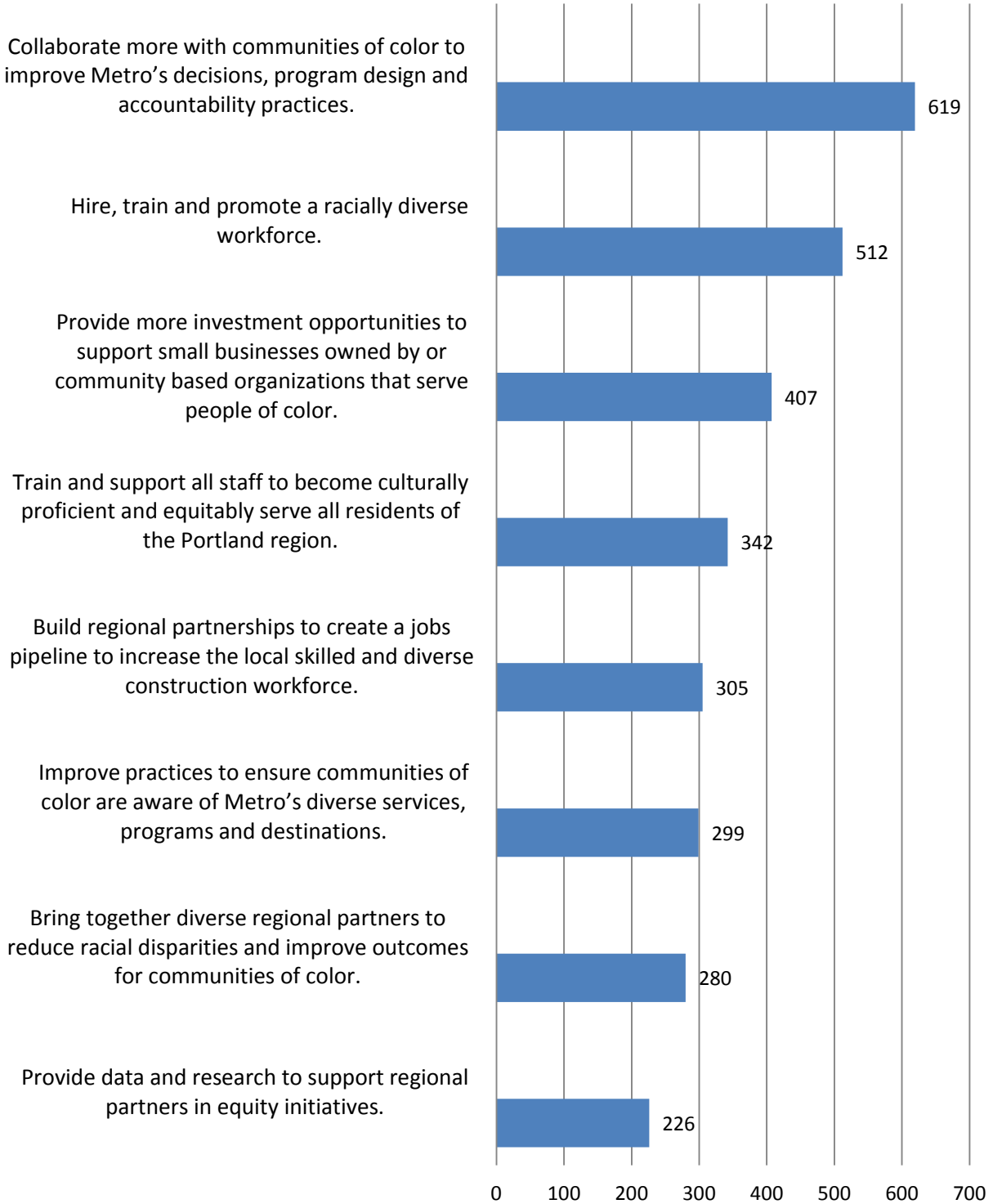
Participants were asked to choose three areas that Metro should prioritize in order to advance equity, from the following list of nine priority areas:

- Bring together **diverse regional partners** to reduce racial disparities and improve outcomes for communities of color.
- Provide **data and research** to support regional partners in equity initiatives.
- **Collaborate more with communities of color** to improve Metro’s decisions, program design and accountability practices.
- Hire, train and promote a **racially diverse workforce**.
- Train and support all staff to become **culturally proficient and equitably serve** all residents of the Portland region.
- Improve practices to ensure **communities of color are aware** of Metro’s diverse services, programs and destinations.
- Create safe, welcoming and multicultural **environments and experiences** at Metro destinations.
- Provide more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.
- Build regional partnerships to create a **jobs pipeline** to increase the local skilled and diverse construction workforce.

1,134 people provided a response to this question. Over half (55%) said that **collaborating more with communities of color** should be a top priority. 45% said that Metro should prioritize hiring, training and promoting a **racially diverse workforce**, and 36% said Metro should prioritize providing more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.

The chart below shows how many people selected each of the nine options as a top priority:

What should Metro prioritize in order to advance equity?



2) WHAT SHOULD METRO MEASURE BASED ON YOUR PREVIOUS CHOICES? IN OTHER WORDS, HOW WOULD WE KNOW IF WE'RE SUCCESSFUL?

845 people provided a response to this open-ended question. Many people agreed with the three evaluation measures provided as examples in the survey:

- A higher percentage of Metro contracts are awarded to minority/woman owned firms.
- Racial diversity is increased at all employment levels at Metro, including management positions.
- More people of color visit Metro destinations and participate in services.

Below is a summary of the measures of success suggested by survey participants for each of the priority areas. Additionally, some participants suggested measures that apply more broadly to regional equity.

Priority Area #1: Bring together diverse regional partners to reduce racial disparities and improve outcomes for communities of color.

Most suggestions centered on two types of evaluation measures: 1) reducing racial disparities across major life outcomes, and 2) an increase in the number of regional partnerships made.

Many said that an indicator of success would be that **racial disparities across major life outcomes are reduced**. This includes areas such as income equality, graduation rates, unemployment rates, and crime rates. Some suggested that Metro map out a baseline of these outcomes as they exist today to determine where disparities exist, and whether areas are being equitably served. This mapping could help Metro and regional partners target investments and monitor results over time.

Another indicator of success would be an **increase in number of regional partnerships with minority groups** and groups that represent communities of color. Participants suggested that Metro track the number of partnerships that it develops, as well as the workforce diversity of these partners.

Priority Area #2: Provide data and research to support regional partners in equity initiatives.

Comments centered on two main themes: 1) the quality of data and research and 2) the need to involve people of color in research design and measuring.

Many stressed the importance of **well-designed measures and data collection methods**. Respondents noted that poorly designed research or under-developed measures could skew results. They suggested

setting up statistically valid ways to measure Metro’s equity goals, and involving neutral outside agencies to validate research design. Some also suggested continuous monitoring every few years and reporting out results in order to track progress and make course corrections as needed.

Some respondents suggested **involving diverse community members in developing measures** and data collection. They noted that, in particular, the conversation about priorities, desired outcomes, and what to measure should involve the affected populations. A couple of people suggested that Metro contract with data scientists of color in determining research design.

A few people suggested that Metro **track how it is publishing and distributed data** and research to regional partners; and how partners are using the data to support their equity initiatives.

Priority Area #3: Collaborate more with communities of color to improve Metro’s decisions, program design and accountability practices.

Nearly half of respondents that commented on this priority area said that a measure of success would be **increased participation and feedback from communities of color**. Participants suggested that Metro track engagement levels of people of color at its meetings, forums, surveys, workgroups, committees, and other efforts. In particular, participation at the decision-making level should be tracked. A successful outcome would be when the demographic participation at Metro’s forums, meetings, and advisory boards reflects the diversity of the Metro area. Some added that Metro could survey **how people of color feel when they attend these events**, including questions on whether they feel welcome and heard. A few commented that Metro should measure *all* forms of diversity of participation—including racial, income, gender and age.

Many also said that a measure of success would be an **increase in number of people of color involved in decision making** and program/policy design at Metro, including involvement in leadership and advisory roles, such as on Metro Council and higher level advisory committees.

Some suggested that Metro track the **number of meetings it conducts specifically for people of color**—such as listening sessions, focus groups, and meetings held in diverse neighborhoods; as well as the **number of community based organizations and communities of color that Metro works with** and their engagement level. Success would be measured by an increase in these targeted meetings and an increase in Metro's engagement with leaders of minority communities. Some noted that Metro should ask community leaders how they would want to be involved, and provide them with leadership role in developing goals and outreach programs for their communities.

Some suggested that Metro measure **what percentage of ideas** that come from communities of color are implemented.

A few suggested that Metro **hire minority consultants** or groups to help Metro find better ways to collaborate to address equity and to evaluate Metro's practices. They noted the need for external monitoring to increase transparency and accountability.

Priority Area #4: Hire, train and promote a racially diverse workforce.

Over half of the respondents that commented on this priority area agreed that success could be measured by an **increase in racial diversity at all employment levels at Metro**. Many noted that it is especially important that diversity be increased at the management and decision-making level. Many said that the makeup of Metro's workforce should reflect the diversity of the region. Some suggested that Metro measure not only racial diversity—but other minority classifications such as age, gender, and sexual identity.

About a quarter of respondents agreed that Metro would know it is successful in this priority area if a **higher percentage of Metro contracts are awarded to minority/woman owned firms**. Some noted that the percentage of contracts should reflect the demographic makeup of the region, while some wanted an even greater percentage of contracts to be awarded to minority/woman owned firms.

While most of the comments supported increased racial diversity and contracts as a measure of success, some were **concerned about hiring and contracting based on race**. They noted that the main qualification for employment or contracting should be merit and skill—not ethnicity, and would prefer a “color-blind” hiring practice. They were concerned about reverse discrimination, and about the negative perception that a race-based hiring practice could create (i.e., a perception that people of color were hired to fill a quota, not because they have the requisite skill).

Participants provided these other measures related to promoting a racially diverse workforce:

- Level of **targeted outreach and recruitment to communities of color** so that they know about job and contracting opportunities (such as outreach targeted to low-income neighborhoods and schools).
- **Equal pay** across races and genders in the same position at Metro, as well as equity in promotions.
- **Increase in job applications** from minority applicants.
- Level of **job retention** by minorities at Metro (including racial and gender minorities).
- Number of **trainings by Metro to minority-owned contractors** on the bidding process.

Priority Area #5: Train and support all staff to become culturally proficient and equitably serve all residents of the Portland region.

Nearly all of the suggested measures for this priority area centered on measuring **the number of Metro staff that successfully complete trainings to increase cultural proficiency and awareness, as well as monitoring outcomes** of the trainings. Some suggested that Metro require diversity training for all new employees, or require annual diversity training with all Metro staff. Some suggested that a measure of success would be the percentage of staff that can pass cultural competency tests, and that cultural competency be considered in promotions and performance reviews.

Some participants suggested that Metro monitor the outcomes of trainings. For example, staff could periodically be surveyed on how they are using the diversity training, and whether/how they have changed procedures or attitudes as a result of training. Metro could provide mentoring and coaching for staff who need additional support, as shown by continual monitoring.

Priority Area #6: Improve practices to ensure communities of color are aware of Metro's diverse services, programs and destinations.

Nearly three-quarters of participants who commented on this priority area agreed that a measure of success would be **more people of color visit Metro destinations and participate in services**. Some suggested that participation levels should mirror the ethnic makeup of the region.

Some people suggested **surveys or interviews with people of color** to measure their level of awareness of Metro's services and programs, as well as their perceptions and experiences with Metro services. Some suggested targeted surveys with people of color before and after they experience Metro's services, programs and marketing to rate their experience. Others suggested that Metro interview or survey a representative sample of people of color to assess their feelings on Metro's impact on their lives and their understanding of Metro's role in the region.

Some respondents said that a measure of success would be an increase in the **amount of targeted marketing/outreach** that Metro conducts using techniques to reach diverse populations, including immigrant populations. This could include direct outreach at churches, grocery stores, libraries, and other locations that diverse communities use; as well as outreach materials written in simple, easy-to-understand language. Some suggested that Metro locate more services and events in racially diverse communities.

Priority Area #7: Create safe, welcoming and multicultural environments and experiences at Metro destinations.

Nearly all comments on this priority area suggested that Metro **measure how communities of color rate their experience of Metro destinations**. This could take the form of surveys with communities of color, to ask them how they feel about the services Metro provides; whether environments are safe and multicultural—and what could be done better. Another measure could be a decrease in complaints and charges of discrimination from people of color, as well as more accolades of Metro from people of color and organizations that represent people of color.

Other measures suggested include:

- Provide more resources in different languages and translations at Metro destinations.
- Document efforts made to create safe, welcoming and multicultural environments. This could include, for example, diverse staff and programming at Metro destinations and special events held to celebrate different cultures.
- Increase in collaborations with communities of color to make destinations more welcoming.

Priority Area #8: Provide more investment opportunities to support small businesses owned by or community based organizations that serve people of color.

Participants identified two main measures of success: 1) increase in the number of minority-owned small businesses, and 2) increase in financial and mentoring resources to support new minority-owned businesses.

Many suggested that Metro **measure the increase in the number of new small businesses created**, especially those owned by people of color and other minorities. Metro could also continue to monitor these businesses to see how many remain successful and stay in business long-term. Similarly, Metro could measure the number of minority-owned businesses that move out of the Portland area due to gentrification.

The second main measure of success suggested is an **increase in the resources—financial and otherwise—to support minority-owned businesses**. Many suggested that Metro track the number of small businesses that seek and receive support, and the degree of support. Many would like to see programs to provide leadership skills and other skills to help businesses succeed. Some suggested an increase in financial assistance, grants, and low-interest loans to support new minority-owned businesses and community based organizations that serve people of color. Some also suggested that Metro check in with small business owners to see if their opportunities and success improved as a result of receiving resources. A few would like to see a mentorship program in which established business community members provide guidance to new business owners.

Priority Area #9: Build regional partnerships to create a jobs pipeline to increase the local skilled and diverse construction workforce.

Most respondents said that a measure of success would be an **increased number of minorities gaining construction jobs** and being awarded contracts. Some suggested that the goal should be a construction worker pool that matches the region's racial diversity, as well as an increase in the number of minorities in leadership and management positions. Others noted that increased wages in the construction field should be the goal.

A few respondents suggested that **Metro work with partners and organizations to support more training and hiring of minority employees**. This could include, for example, working towards some tax incentive or funding source to organizations and businesses to hire and train minority employees; or working with school districts to provide career training. The goal of such a program would be to create a larger pool of skilled, qualified minority employees and to decrease minority unemployment.

General Measures

Many people provided measures of success that could apply across a wide range of priority areas, or that spoke to broader equity concerns in the region. The top measures of success included:

- **Workforce/employment levels in the region reflect the diversity of the population.** Many respondents said that an increase in regional workforce diversity and a general increase in minority employment—especially in management positions— would be a measure of success. Some noted that the goal should be similar employment rates for whites and ethnic minorities. A few wanted to see balanced employment rates and levels of pay across the region among men and women.
- **Increased access to education and better education outcomes.** Some suggested that Metro measure whether all people and neighborhoods in the region have the same access to education, as well as high school graduation rates by demographics. Some added that equal access and usage of educational opportunities will decrease racial inequalities across other key life outcomes.
- **Increased investments in areas/neighborhoods that have been traditionally underserved.** Some suggested that Metro map access to opportunity across the region to a broad range of needs and services, such as jobs, schools, transportation and parks—as well as mapping out the level of investments made in communities. Levels of investment could be adjusted based on findings that some communities are not being adequately served. Some also suggested that Metro measure spending on programs (including grants) that benefit minorities against total program spending.
- **Reduced displacement and increased neighborhood diversity.** Some suggested that Metro map out and track where people of color are living, to measure the intensity of gentrification and to

determine if Metro projects are contributing to displacement. A measure of success would be fewer people moving out of inner Portland due to increases in rent and housing costs, as well as more integrated neighborhoods with low-income and affordable housing interspersed in existing neighborhoods.

- **Increase in wages and earnings of people of color in the region.** A measure of success would be income growth for minorities and a close in the median income gap between white and non-white workers.
- **Increase in access to affordable housing** and decreased level of homelessness by minorities.

A few people mentioned that other measures of success would include a reduction in health disparities, lower crime rates, increased safety, reduced number of minorities in prisons, reduced pollution in the region, increased access to fresh foods, and an increase in racial diversity of the Portland area.

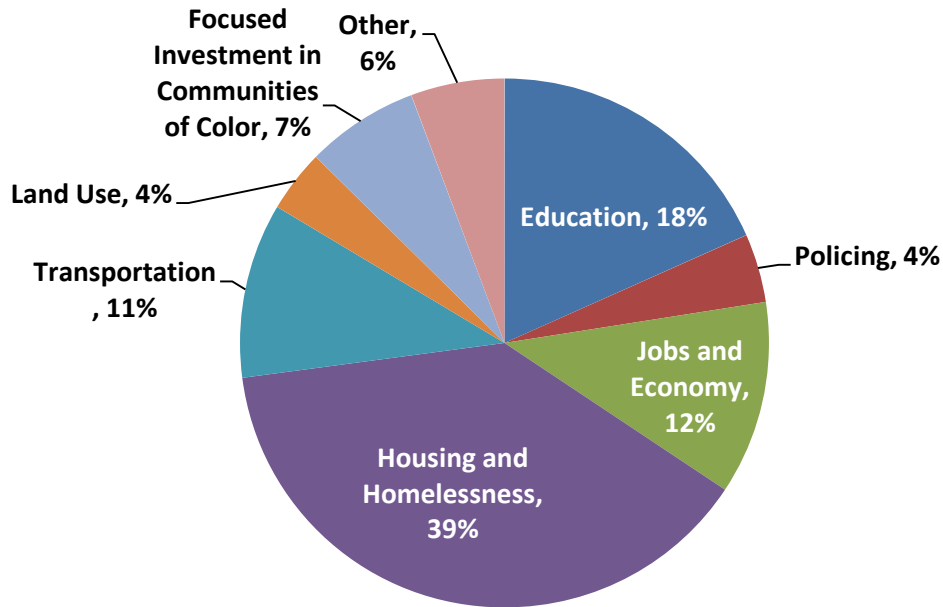
Additionally, approximately 5% of survey participants who answered Question #2 expressed that they do not support Metro's efforts to advance equity in the region. Many of these people said that advancing regional equity is not part of Metro's role or charter. Some noted that the goal should be equality, and that giving special treatment to some races is discriminatory to others. Others were concerned about use of tax dollars for this work.

3) WHAT ELSE CAN METRO DO TO ADDRESS EQUITY IN THE REGION?

683 people provided a response to this question. The responses ranged from comments on the types of programs or policy areas that Metro should focus on; how Metro conducts business and internal hiring; how Metro can support other businesses and partners; outreach and engagement techniques; and Metro's role in equity-related work.

Support for Program and Policy Areas

Approximately half of all people who responded to this question made comments related to the kinds of programs and policy areas that Metro should focus on. The chart below shows the percentage of people that supported investment in various policy and program areas. Most commonly, people want to see Metro address issues related to **housing and homelessness**, and to promote **education** as a means to break the cycle of poverty. There was also heavy support for investment that **support and promote jobs** and investing in, particularly **public transportation** in low-income and minority areas.



Housing and Homelessness

Many people supported efforts to **increase the availability of affordable housing** and to address the housing crisis and shortage of housing in the Metro region. Participants noted that housing security is a crucial first step to improving the quality of life for minority and low-income populations. Most commonly, people supported **rent control** or measures to reduce rent increases; **increased supply of affordable housing** within existing areas and close to jobs and transportation to create mixed-income and diverse neighborhoods. People provided support for actions to **reverse the effects of historic redlining**, and calling on Metro to **support inclusionary zoning**. Some want to see Metro work with cities to establish rental projections and help people of color find affordable housing.

Many people also supported policies and efforts to **reduce or reverse gentrification**. They would like to see efforts made to reduce the number of historic homes that are torn down and replaced with more expensive dwellings. They also support programs or subsidies to help displaced people of color to return to their historic neighborhoods. Some suggested that Metro work on efforts to require developers to abide by equity-building rules, such as requiring developers to build some set percentage of new units as affordable housing.

Several people also support efforts to address **homelessness** in the region by providing more shelters and services to the homeless population.

Education

Many people supported efforts to **improve the quality of education and access to education** in the region. They noted that good quality public schools is the best way to pull people out of the cycle of poverty, and is an equitable way to improve opportunities for all people. While some supported a focus on education for all, others supported efforts to **improve schools in low-income and minority areas** and

underperforming schools through grants and targeted assistance. Some also supported afterschool programs and early childhood education, particularly for low-income and minority students.

Some wanted to see Metro use schools as an avenue to provide information to students and their parents about Metro and its services. There were also some comments in support of specific types of education outside of the K-12 environment, such as English classes and financial education classes.

Jobs and Economy

Many comments support efforts to **promote and support jobs** in the region. People would like to see increased focus on jobs creation and infrastructure that supports jobs and economic development. Comments in support of jobs went one of two ways. On one hand, many support **job training programs** and incentives to companies that provide job training, as well as job training and placement programs for youth and teens. On the other hand, many suggested that Metro support efforts to **place fewer restrictions on employers** so they can hire more employees. They would like to see Metro be more pro-business.

Some suggested that Metro provide courses or presentations at community colleges and high schools on **how to get work at public agencies**, and the types of available opportunities. Some suggested that Metro staff of color do the presentations to encourage minority interest in government jobs.

Some comments expressed support for efforts to create higher paying jobs and **address income inequality** between whites and minorities

Transportation

Many people supported efforts to increase the availability, access and quality of **public transportation to serve low-income and minority communities**. People noted that good transit is crucial to provide access to jobs and needed services. Several also supported investment in biking and walking. Some advocated for more **affordable transit fares**.

Focused Investment in Underserved Areas

Some people supported efforts to **focus investments in minority and low-income neighborhoods**, particularly transportation and housing projects. They noted that the historic lack of investment in neighborhoods such as East Portland warrants increased attention to lift up these areas.

Some also noted that, generally, Metro should engage in efforts to find root causes and solutions for the **most pressing issues for communities of color**. These include issues such as job access, food security, affordable housing, and education. Some noted that people of all demographics should have equal access to great services.

Land Use

Some people made comments related to Metro's role in land use decisions. Some suggested that Metro **consider race and poverty when making land use decisions**; for example, by considering where jobs and housing are placed and access for low-income and minority neighborhoods. Several people wanted to see limited expansion of the Urban Growth Boundary and limited sprawl, so that people can live closer to jobs and services. Some also advocated for more efforts to **reduce environmental racism**.

Policing

Some people supported efforts to work with local cities and counties to **reduce discrimination by law enforcement**. They suggested programs to reduce racial profiling by police and TriMet officials. Some suggested more **community policing** so that officers and the community would have stronger relationships.

Other Policy Areas

Some people made other comments, suggesting that Metro focus on programs to:

- Support families and parenting, since strong family relationships can help reduce the effects of poverty.
- Improve safety, especially neighborhood safety.
- Improve access for people with disabilities.
- Reduce government subsidies and welfare. Instead, encourage people to work.

Defining Equity and Metro's Role

Nearly a quarter of responses focused on defining Metro's role in addressing equity, as well as the need to define equity goals.

Approximately 5% of respondents who answered Question #3 expressed concern that **promoting equity is not part of Metro's charter** and that Metro should not use funding to promote equity in the region. Some of these people felt that it might be appropriate for Metro to promote diversity within its own workplace, but not beyond that. Another 5% were concerned that focusing on race and differences between people only results in **creating more inequality**; they would prefer that Metro **focus on equality and fair treatment** of all people rather than treating some races differently, in an effort to be "color blind." They expressed that including race in decision-making leads to discriminating against other people.

On the other hand, there were some that would like to see Metro address equity in the region, but wanted clearer definitions around what that means. Some said that Metro should be sure to **define equity**, have **clear goals** around equity, and supporting documents and research that confirm the racial inequities that exist in the region. Several were concerned that focusing on **racial equity is too**

limiting—and would like to see Metro’s efforts expanded to consider inequity related to income, age, LGBTQ status, disability, etc.

Several people expressed support for addressing equity in the region, and suggested that Metro **apply an equity lens** to all of its major projects and decisions. Some supported Metro’s efforts in **gathering and providing data and research** to other groups and jurisdictions to support their equity and diversity efforts. Several people want to see Metro support local government and partners to help them research and implement their local equity initiatives; noting that **Metro should be a model for how to "do equity" and inspire others**.

Several commented that Metro should focus on gathering quantifiable data and statistics to learn about the most pressing needs related to equity and diversity, and to focus its efforts on the highest priorities. Several also commented that Metro has done sufficient studying and planning, and should move towards **taking action** to address equity as soon as possible.

Outreach and Engagement

Around 20% of responses focused on ways that Metro can improve outreach and engagement to better serve and include diverse participants.

Direct and Targeted Engagement

Most of the comments related to engagement suggested that Metro focus on efforts to get input from and **directly engage with racially diverse/minority organizations and individuals**. They suggested that Metro specifically seek out hard-to-reach communities using non-traditional and creative methods. Some suggested that Metro meet individuals in their own communities, and ask questions or discuss topics that the communities care about. They suggested that Metro staff of color lead the engagement, and that Metro have **more of a presence in neighborhoods of color** and at events that minorities attend. The goal of engagement should be to involve people of color in decision-making and to actually implement their ideas. Some suggested partnering with churches, providing interpretation at meetings, and siting more Metro services and events in diverse neighborhoods.

Information and Marketing

Many comments supported efforts by Metro to develop information and marketing targeted to low-income and minority individuals, to help make them more aware of Metro services and opportunities. They noted that materials should be easy to understand and translated into different languages so that communities of color, low income, and immigrant communities can understand and know about services. Some also suggested that Metro written materials include more inclusive languages and images of minority people.

Other Comments on Outreach and Engagement

Several people suggested that Metro implement these other ideas to increase engagement by diverse communities in Metro events and services:

- Keep up the conversation on racial equity and get more people to participate.
- Sponsor and coordinate more cultural celebrations and events so that people learn to tolerate and respect other cultures. This could include food, cultural displays, and art-based programs to bring communities together and honor diversity and heritage.
- Provide reduced ticket prices for zoo and other Metro destinations so that people with lower incomes can participate.
- Implement programs to bring youth of color to visit Metro parks and natural spaces.
- Focus on engagement that brings diverse people together in the same room so they can hear each other's perspectives.
- Participate in equity-related events and forums hosted by communities of color.

Doing Business

Around 15% of comments related to how Metro can be more equitable in the way it does business and hires employees, or how Metro can support minority-owned businesses and employees.

Many suggested **equitable hiring practices** such as focused recruitment of minority job applicants, valuing cultural competency and equity-building skills as a means for promotion, and ultimately hiring a more diverse workforce, particularly at the management level.

Many would like to see Metro **engage in more partnerships** (especially paid partnerships) with **organizations that serve people of color** and minority-owned businesses. Some suggested that Metro contract with local/minority-owned businesses whenever possible, provide larger-value contracts to partner community based organizations to conduct equity-related work, and provide more financial support to community organizing groups. On the other hand, a few people commented that Metro should hire and contract with the best qualified candidates and organizations—regardless of race.

Some suggested that Metro focus on offering or requiring **cultural competency and diversity training** for its staff, including information on existing inequities in the region and best practices for engaging people of color.

Other suggestions around ways that Metro could improve its internal and business practices include:

- Require Metro contractors and vendors to meet equity and diversity goals or standards.
- Seek more diversity and minority leadership on Metro Council.
- Develop a Metro summer jobs/internship program for youth, especially youth of color.

A few people provided suggestions for how Metro can **support minority-owned businesses**, including:

- Providing grants and financial resources to support minority owned businesses
- Establish mentorship and leadership-building programs for new woman and minority-owned businesses.

4) ADDITIONAL COMMENTS ABOUT THE TOPICS OR QUESTIONNAIRE.

224 people provided additional comments.

Many participants felt that **minority and underrepresented communities should have the most influence over this type of process** in order to promote equity. It would be beneficial to improve Metro's transparency by increasing information output and ensuring that the materials provided are not simplified based on the communities being targeted. They suggested that Metro consider developing strategies to encourage and build minority representation at Metro meetings. There was also strong support for increasing the diversity of Metro employees.

There was general support for Metro's equity efforts, with many feeling that a main priority should be unifying the different communities throughout Portland. However some felt that Metro should not be involved in this type of process and stressed that equality should be the city's focus, not just equity.

Many participants identified **housing** as well as **unemployment** as key components of inequity in Portland. It was suggested that Metro promote these policy areas by providing incentives to developers and job suppliers to provide affordable housing options and increasing job opportunities. Some felt that the issue with hiring from at-risk communities is that often individuals lack the experience and qualifications necessary to compete. It was suggested that Metro invest in educating these populations in order to better prepare them for success in the future. **Homelessness** was an issue mentioned often, with many expressing concern over the method of masking the homeless problem rather than addressing the causes. They said it would be beneficial for Metro to provide services to those immigrating to Portland from other countries to ensure their success. It was also mentioned that Metro seek to ease the transition for individuals exiting the prison system to ensure future success.

Participants felt that **creating connections and access to services for at-risk communities is a priority**. They said it is important to address the underlying and systemic racism that has caused gentrification and lack of success. Tackling these issues is crucial to providing equity.

Many felt that **identifying communities based on race or ethnicity is ineffective and could result in further divisiveness**. Some at risk communities may not trigger concern based on race or ethnicity, but due to culture, suffer similar inequities. They cautioned that Metro should ensure that the identification process does not disregard these communities during this effort.

Some noted that **younger generations** have proven to have a stronger interest in equity and diversity issues and their input should be sought out.

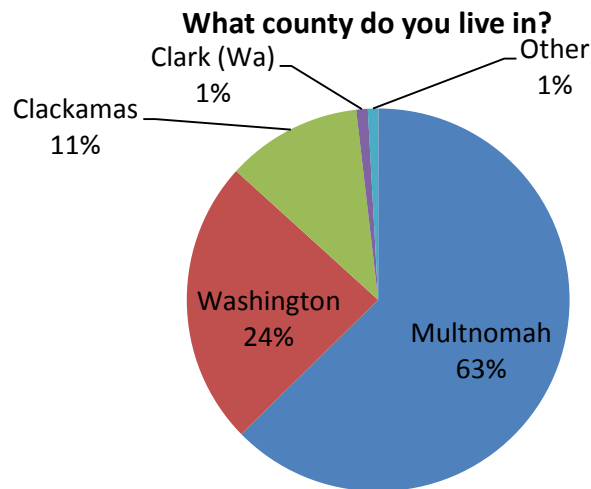
5) DEMOGRAPHIC INFORMATION

Participants were asked to provide demographic information to help Metro know if we are hearing from people across all races/ethnicities, ages and income levels on these important decisions

Geography: County

Most respondents (63%) said that they live in Multnomah County, 24% said they live in Washington County, and 11% said they live in Clackamas County.

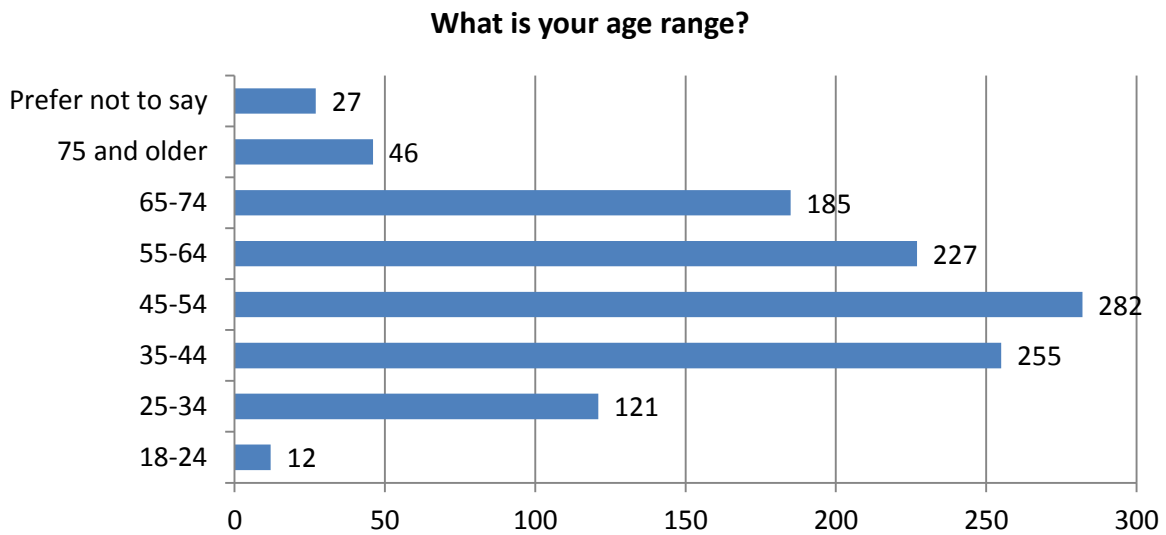
	Count	Percent	Regional population
<i>Respondents to this demographic question</i>	1146		
Clackamas	131	11%	17%
Multnomah	718	63%	49%
Washington	276	24%	34%
Clark (Washington State)	11	1%	n/a
Other	10	1%	n/a



Age

Participants indicated their age range. 25% said they are between the ages of 45-54, 23% between 35-44, and 20% between 55-64.

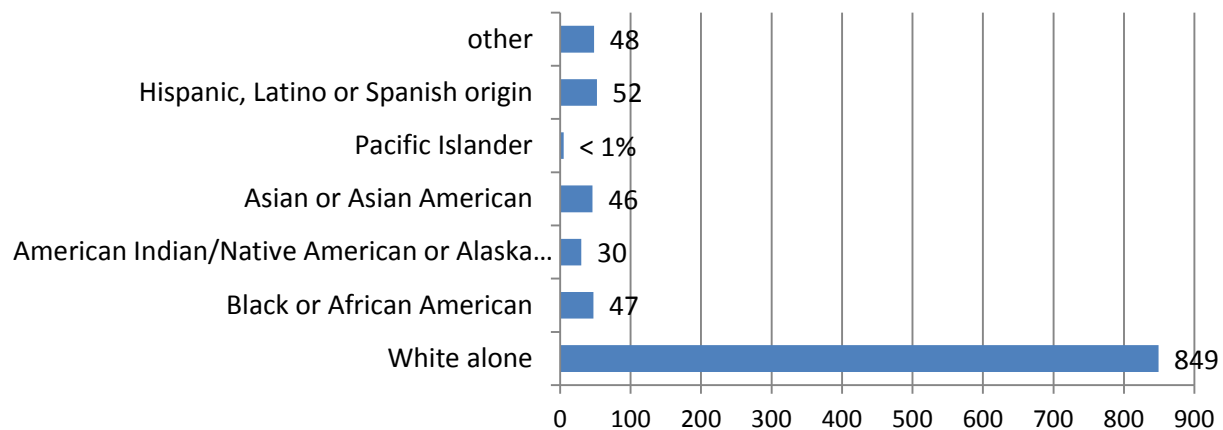
	Count	Percent	Regional population
<i>Respondents (1155) minus "Prefer not to answer" (27)</i>	1128		
Younger than 18	n/a	n/a	23%
18 to 24	12	1%	9%
25 to 34	121	11%	16%
35 to 44	255	23%	15%
45 to 54	282	25%	14%
55 to 64	227	20%	12%
65 to 74	185	16%	6%
75 and older	46	4%	5%



Race/Ethnicity

	Count	Percent	Regional population
Respondents were asked to pick all that apply and choose “other” or offer more specificity. ^{1 2} <i>Respondents (1150) minus “prefer not to answer” or similar comment expressing dissatisfaction with the inclusion of the question (114)³</i>	1036		
White alone⁴	849	82%	73%
Black or African American	47	5%	5%
American Indian/Native American or Alaska Native	30	3%	2%
Asian or Asian American	46	4%	9%
Pacific Islander	5	<1%	1%
Hispanic, Latino or Spanish origin	52	5%	12%
other (please describe) or offer more specificity	48	5%	6%

What is your race/ethnicity?



¹ Race/ethnicity categories were simplified to allow for correlation with U.S. Census data on race and ethnicity.

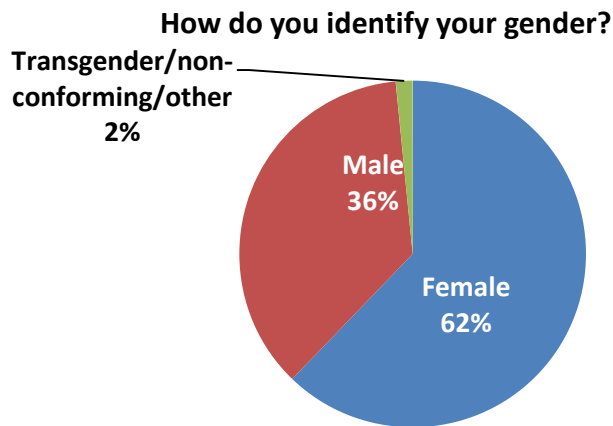
² Since respondents could choose more than one ethnicity, totals add to more than 100 percent.

³ Eighteen comments questioning, objecting to or protesting the inclusion of this question were removed from the “other” category, including “human” or the like, and were added as tallies to “prefer not to answer,” as appropriate. Responses such as “American,” or “American of European descent” were left as self-identified ethnicities in the “other” tally.

⁴ Since the ethnicity question is asked to determine if Metro is reaching diverse communities, responses were reviewed to calculate the number of respondents who were white and no other ethnicity.

Gender

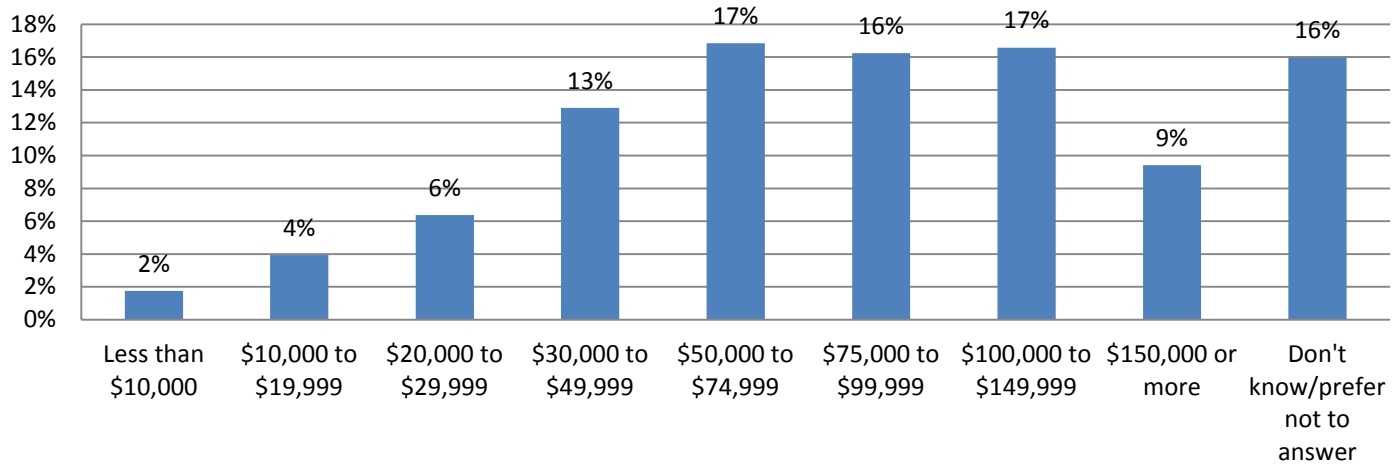
	Count	Percent	Regional population
Respondents (1145) minus “prefer not to answer” (60) ⁵	1085		
female	675	63%	51%
male	393	36%	49%
transgender/non-conforming/other	17	2%	n/a



Annual Income

Participants provided the range of their annual income.

Which of the following best represents the annual income of your household before taxes?



⁵ Though no U.S. Census correlation for additional gender categories, these categories were expanded to include additional gender identifications.

Disability

Participants indicated whether they live with a disability. 87% said no or prefer not to answer.

- 3% said they have a hearing difficulty (deaf or having serious difficulty hearing)
- 1% said they have a vision difficulty (blind or having serious difficulty seeing, even when wearing glasses)
- 3% said they have a cognitive difficulty (because of a physical, mental or emotional problem, having difficulty remembering, concentrating or making decisions)
- 4% said they have a ambulatory difficulty (having serious difficulty walking or climbing stairs)
- Less than 1% (2 people) said they have a self-care difficulty (having difficulty bathing or dressing)
- Less than 1% (4 people) said they have independent living difficulty (because of a physical, mental or emotional problem, having difficulty doing errands alone)

Materials following this page were distributed at the meeting.

MAKING A GREAT PLACE



Part of Metro's Regional Snapshot Speaker Series. Learn more about the Snapshots at oregonmetro.gov/snapshot

Co-Sponsored by:



Metro Regional Center

Council Chamber
600 NE Grand Ave., Portland

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Printed on recycled-content paper.

12 Lessons from the Vision Zero Cities Conference

Noon to 1 p.m.

Tuesday, May 10

Metro Regional Center, Council Chamber

A discussion with local experts about big ideas – and how to implement them here.

In March 2016, a group of experts from the Portland region traveled to New York to attend the first Vision Zero Cities Conference. This conference brought together people from cities across the country to talk about best practices for implementing Vision Zero – the traffic safety approach that traffic crashes are preventable and that even one death or serious injury is too many.

Join these local experts in an informative discussion of lessons learned. The panelists will share the most successful strategies that cities across the county have used to work towards Vision Zero. The panelists will have new ideas and precise tactics that can be implemented in our own communities to work towards safer streets for all.

This panel will be introduced by Metro Councilor Bob Stacey and moderated by Joe Marek, Transportation Safety Program Manager for Clackamas County. Joe is leading Clackamas County's Drive to Zero initiative towards reducing fatal and serious traffic injuries.

Opening Remarks

Bob Stacey, Metro Councilor

Moderator

Joe Marek, Transportation Safety Program Manager, Clackamas County

Panelists

Clay Veka – Vision Zero program manager, Portland Bureau of Transportation

Kristi Finney-Dunn – Founder of Oregon & SW Washington Families for Safe Streets

Sgt. Bret Barnum – Traffic Division, Portland Police Bureau

Noel Mickelberry – Executive director of Oregon Walks

Get Involved

Metro is working with local, regional and state partners and the public to update the Regional Transportation Plan, our region's shared vision and strategy for investing in the transportation system for the next 25 years.

Sign up here for occasional email updates about the 2018 Regional Transportation Plan update, including hearing about opportunities to tell planners and decision-makers what you think:

<http://www.oregonmetro.gov/subscribe>

Getting there with a connected region



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