



METRO COUNCIL WORK SESSION
Meeting Minutes
November 8, 2016
Metro Regional Center, Council Chamber

Councilors Present: Deputy Council President Craig Dirksen, Bob Stacey, Shirley Craddick, Sam Chase, Carlotta Collette, and Kathryn Harrington

Councilors Excused: Council President Tom Hughes

Deputy Council President Craig Dirksen called the Metro Council work session to order at 2:05 p.m.

1. CHIEF OPERATING OFFICER COMMUNICATION

Ms. Martha Bennett, Metro Chief Operating Officer, discussed three topics. First, she spoke about the Regional Water Providers Consortium Board. While a decision was made during the previous budget cycle not to renew Metro's membership in the Consortium Board, the Board remained interested in Metro's guidance and involvement; Ms. Bennett sought the Councilors' feedback on how they would like to respond. Second, Ms. Bennett introduced a draft letter of support for the Levee Ready Columbia project. The Council unanimously supported the letter. Finally, Ms. Bennett discussed amendments to multiple ordinances that were to be presented at the November 10 Council meeting.

2. DIVERSITY, EQUITY, AND INCLUSION AT METRO

Ms. Patty Unfred, Diversity, Equity, and Inclusion (DEI) program director, introduced the theme of the DEI presentation: stronger together. Ms. Unfred announced that 2016 had been a challenging year both locally and nationally, and that DEI would share stories, successes, and struggles with the Council. Ms. Unfred informed the Council that a cultural compass diversity survey was conducted every two years. Participation in 2016 was up 65% from previous years, largely because the 2016 survey included temporary and part time staff. Survey results indicated that Metro staff: valued diversity; set a high bar for results; believed focus should be placed on hiring and advancement; and would like to see more action taken, focus areas expanded to address issues such as ageism, and consistent management response and leadership.

Ms. Lisa Colling, Metro recruitment manager, spoke to the Council about recruitment, retention, and new hire composition. Ms. Colling noted that the majority of Metro's diversity was in service and administrative positions; to change that reality, strategic recruiting efforts and providing current employees with opportunities for advancement would be necessary.

Ms. Becca Uherbelau, Metro staff, discussed committee membership and public engagement. She relayed to the Council that Metro's work in this area focused on: creating culturally specific and responsive engagement opportunities; providing underserved communities with access to decision-making; offering stipends to community members to honor their time and expertise;

increasing investment in the promotion of Metro content, information, and online engagement; and collecting demographic data and forming standard demographic questions.

Mr. Juan Carlos, Equity Strategy Program Manager, discussed the adoption of the Strategic Plan to Advance Racial Equity, Diversity, and Inclusion. He informed the Council of the following: first year actions of the plan were underway; four Metro departments had begun to develop their own racial equity action plans; the Construction Career Pathways Project (C2P2) offered regional collaboration for people of color and women to access construction trade jobs; and a new advisory committee was to be created.

Mr. Scotty Ellis, Metro staff, discussed Metro's attempts to advance inclusion. Steps taken included: expanded language training; better signage for all-user, gender-inclusive restrooms; the development of a new multi-lingual hotline; and hosting interns from De La Salle high school throughout the agency. Mr. Ellis went on to discuss internal services throughout the agency designed to advance inclusion, including but not limited to: screenings of the film series Produced By Her; land use and transportation planning Regional Leadership Forums; and Parks and Nature's design of Chehalem Ridge Nature Park as well as its Connect with Nature program.

Mr. Tom Sessa and Ms. Nike Greene, Portland'5, discussed the presentations of the Hands Up monologues at Portland'5 Centers for the Arts. Mr. Sessa informed the Council that Hands Up was presented with the intention of creating meaningful dialogue within the community. He stated that reservations sold out and shows were well attended. Ms. Greene shared a story of an African American high school student who attended a Hands Up performance; the student had dropped out of high school multiple times but, following the performance, was inspired to go back to school.

Mr. Juan Garcia, Metro staff, shared with the Council his own story of personal and professional growth at Metro as a hazardous waste technician. Ms. Deborah Penn, Mr. Garcia's supervisor, highlighted his drive, achievements, and contributions to the agency.

Ms. Unfred ended the presentation by discussing diversity, equity, and inclusion at Metro moving forward. Key areas of focus were to include: creating an inclusive work environment and cultural proficiency; diverse hiring, retention, and advancement; the C2P2 project; review and update of the Diversity Action Plan; and the accessibility of Metro for people with disabilities. Ms. Unfred dedicated the presentation to the late Bill Tolbert, Metro's former Diversity Program Manager.

Council Discussion:

Councilor Stacey noted that there was more work to be done both at Metro and within the community. He stated that the Powell-Division Transportation Project Steering Committee had allowed him to witness firsthand the importance of bringing people from the community into the decision-making process. Councilor Harrington inquired about what communities are looking for from Metro; Mr. Carlos informed her that communities are looking for less transactional engagements, and more long-term and meaningful relationships with Metro. Councilor Collette expressed her desire for continued focus on leadership training internally and externally. Councilor Craddick was impressed by the stories shared during the presentation and by how Metro's many departments were working together before reaching out to communities. Councilor Chase shared an anecdote about former Diversity Program Manager Mr. Bill Tolbert; when Councilor Chase was new to Metro, Mr. Tolbert impressed upon him the importance of hiring practices and improving the diversity throughout the agency. Deputy Council President Dirksen highlighted that the work

being done to address issues of diversity and inclusion was an ongoing process that would continue well into the future.

3. EQUITY IN CONTRACTING ANNUAL REPORT

Ms. Gabriele Schuster, Metro staff, began by addressing why equity in contracting mattered. She explained to the Council that it supported sustainable economic growth in the region, expanded opportunities to historically underserved business communities, and built Certification Office for Business Inclusion and Diversity (COBID)-certified firm capacity to compete for public contracts. Ms. Schuster highlighted Metro's engagement and outreach. She informed the Council that Metro staff attended trade shows, expositions, and regular business organization meetings, and that Metro hosted an annual open house. Ms. Schuster stated that Metro workshops provided opportunities for small businesses to learn about the procurement process and improve their ability to prepare responsive and competitive bids and proposals. Ms. Schuster then described meet and certify events held in Beaverton, Hillsboro, and Rockwood; these events allowed small firms to build relationships with government agencies and learn how to become certified. Ms. Schuster shared with the Council the number of: contracts awarded, contract dollars awarded, and contract dollars spent. Finally, she informed the Council that a Contracting Administrative Rules process was underway and would include Equity Contracting Rules.

Council Discussion:

Councilor Chase inquired if there were ways to expand and focus on the minority contract portion of the work. Ms. Schuster informed Councilor Chase that doing so could be legally questionable, as COBID rules require race and gender neutrality. Councilor Craddick asked how Metro found the companies and made them aware of the program. Councilors Harrington and Collette sought advice for how the Councilors can help with the work. Councilor Collette also stated that she had personally experienced how powerful it was to host groups at Metro. She asked what information related to contracting the Councilors should include in their updates to local city governments.

4. 2018 REGIONAL TRANSPORTATION PLAN UPDATE

Mr. John Williams, Deputy Planning Director, introduced the 2018 Regional Transportation Plan (RTP). He stated that it was inclusive and collaborative, engaged new voices and partners, built on past efforts and actions, continued to focus on outcomes, provided factual and policy foundation to guide implementation, and built a path to future funding. Mr. Williams informed the Council that the plan addressed the many challenges to the region's economic prosperity and quality of life, including: growth, increased congestion, aging infrastructure, and climate change. Mr. Williams highlighted that in positioning the region for 2040, regional needs continued to outpace funding; he emphasized the opportunity to be forward-thinking and innovative.

Ms. Kim Ellis, Metro staff, spoke about updating the future vision and the strategy for achieving that vision. She shared that the Council's role was to convene, engage, and provide leadership and direction. Ms. Ellis highlighted the many forms of partner and public engagement related to the RTP, including the Regional Leadership Forums, which she discussed in detail. There were to be five forums in total. The goal of the third forum, which would take place in December 2016, was to build a shared understanding of the current funding reality and determine the most urgent investments the region needed to make. Ms. Ellis called attention to the opportunities within the next year to: determine the region's 10-year and long term investment priorities; demonstrate the region's commitment to transparency and outcomes-based decisions as well as various active

transportation projects; and build partnerships and successfully compete for funding. Ms. Ellis discussed building a compelling investment plan, and stated that doing so involved: understanding public values and priorities; being realistic about affordability; improving accountability and transparency; and demonstrating to the public the benefits and value of more investment. Ms. Ellis highlighted the next steps, which included: Metro Policy Advisory Committee (MPAC) and Joint Policy Advisory Committee on Transportation (JPACT) briefings in November 2016; MPAC and JPACT discussions about building an RTP strategy in 2017; and Council direction on building an RTP strategy in April of 2017. Finalization and adopted of the shared transportation plan for the region was slated to occur in 2018.

Council Discussion:

Councilor Stacey suggested an alteration be made to the PowerPoint presentation before it was introduced to MPAC that would make clear the draft RTP vision. Deputy Council President Dirksen noted that the primary purpose of regional forums was for the entire region to provide input on what would ultimately be a JPACT and Council decision on the final RTP. Councilor Harrington emphasized that other regions around the country had figured out their transportation and finance plans, and that Metro faced a similar obligation. Councilor Stacey compared the Metro RTP to plans happening in other regions—specifically Los Angeles—that prioritize projects and share plans with voters. Councilor Craddick insisted that discussions about the RTP and finance should not exclusively occur in one committee; she believed that the entire region should continue to be engaged in discussions. Deputy Council President Dirksen sought clarification on when the Council would need to adopt the plan; Ms. Ellis informed him that in order to meet legal requirements, it needed to be adopted by December of 2018.

5. COUNCILOR LIAISON UPDATES AND COUNCIL COMMUNICATION

Councilor Stacey introduced a draft letter by Planning and Development Director Elissa Gertler to the City of Portland commissioners. The letter was in regards to growth and housing within the region; it discussed the need for middle housing and the potential to limit the sizes of new homes. Councilor Stacey encouraged the adoption of the proposals in the letter. Deputy Council President Dirksen was concerned about the wording in one of the letter's sentences; he recommended changing the sentence so that it implied that we don't need more space (which would entail expanding the Urban Growth Boundary (UGB)), we need more housing types to choose from in the existing area; he was otherwise willing to endorse the letter. Councilor Craddick provided updates about the last Powell-Division Steering Committee and the decisions about the precise route that were reached at the meeting.

6. ADJOURN

Seeing no further business, Deputy Council President Craig Dirksen adjourned the Metro Council work session at 5:02 p.m.

Respectfully submitted,



Taylor Unterberg, Council Policy Assistant

ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF NOVEMBER 8, 2016

ITEM	DOCUMENT TYPE	DOC DATE	DOCUMENT DESCRIPTION	DOCUMENT NO.
2.0	Letter of Support	11/08/2016	Draft Letter of Support for Levee Ready Columbia	110816cw-01
2.0	Handout	11/08/2016	Ordinance Amendments email from Paul Slyman	110816cw-02
3.1	Handout	11/08/2016	DEI Supplemental Information	110816cw-03
3.1	PowerPoint	11/08/2016	Diversity, Equity, and Inclusion at Metro	110816cw-04
3.2	PowerPoint	11/08/2016	Equity in Contracting Annual Report	110816cw-05
3.3	PowerPoint	11/08/2016	2018 Regional Transportation Plan Update	110816cw-06
4.0	Handout	11/08/2016	Middle Housing email from Elissa Gertler	110816cw-07