



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

# Meeting minutes

Meeting: Committee on Racial Equity Kick-Off  
Date/time: Thursday, July 27, 2017  
Time: 5:30 to 8 p.m.  
Place: Metro Council Chamber, 600 NE Grand Ave., Portland, OR 97232  
Purpose: Begin the work of the Committee on Racial Equity

---

## **Attendees**

**Co-Chairs:** María Caballero-Rubio, Sharon Gary-Smith

**CORE Members:** Martine Coblentz, Kari Herinckx, Karla Hernandez, Duncan Hwang, Laura John, Patricia Kepler, Donna Maxey, Shweta Moorthy, Dele Oyemaja, Katie Sawicki, Effie Stansbery, Olivia Walker

**CORE Liaisons:** Councilor Kathryn Harrington, Councilor Shirley Craddick, MERC Commissioner Karis Stoudamire-Phillips

**Metro staff:** Martha Bennett, Juan Carlos Ocaña-Chíu, Patty Unfred, Nyla Moore

**Guests:** Councilor Bob Stacey, Nathan Sykes, Roger Gonzalez, Ernest Hayes, Nathan Baptiste, Craig Beebe, and Patricia Kepler's husband

## **Absent**

Daisy Quiñonez

## **Topics**

The Committee on Racial Equity members gathered for the committee kick-off meeting on July 27, 2017 at the Metro Regional Center in the council chambers.

In the committee's first meeting the members were welcomed to Metro by CORE liaison Councilor Craddick and thanked by Martha Bennett, Metro's COO, for their commitment to racial equity in the region.

### **Metro's commitment to racial equity and role of the Committee on Racial Equity (CORE)**

Martha discussed Metro's commitment to racial equity, indicating that the agency understands that the purpose of government is to serve effectively people of all communities, and that in order to be fulfill Metro's mission the agency needs to improve how we conduct business to remove barriers for people of color and increase equitable outcomes among those and other historically marginalized communities.

Martha shared Metro's four lines of business using the "How Metro Works" image that showcases the work Metro does on a regional level. Those are garbage and recycling, land use and transportation planning, parks and nature and venues (Expo, Oregon Convention Center, Portland's theaters and the Oregon Zoo). The Metro council is independently elected by the region residents.

### **CORE purpose and scope of work**

### **Overview of racial equity work at Metro**

Patty summarized the history of Metro's equity work, including:

2010

- The six desired regional outcomes, including equity, were approved,
- The appointment of the first equity program manager and her work: the inventory and the workplan to create Metro's equity strategy
- The creation of the Equity Strategy Advisory Committee, helped developed the plan and advised Martha.

2012

- Metro hired its first diversity program manager
- The work of the equity technical work group, which evolved from creating a baseline to creating the framework for Metro to how to understand and measure equity, two original members are on CORE, Katie Sawicki and Duncan Hwang and Metro staff member, Scotty Ellis.

2015

- Diversity, equity and inclusion come together in a program
- Partnered with GARE and CSI to help guide the work to prioritize racial equity.
- Foundational events: State of Black Oregon presented to council by Nkenje Harmon-Johnson and Reka Strong from United Way also discussed that approach at a Metro all-staff meeting
- The prioritization of racial equity as the strategic direction for Metro
- The creation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion, with significant community input and staff and other stakeholders' participation.

2016

- Adoption of the Strategic Plan by Metro council and first-year of implementation
- Two major successes were creating CORE, the Construction Careers Pathway Project (C2P2), and the department specific equity action plans.

2018

- The remaining departments will begin their work on their department specific equity plans.

### **CORE work plan review**

Juan Carlos mentioned staff's expectation to co-create the work plan with the CORE. Staff drafted the work plan to include the activities of the first three months of work for the CORE, which will be primarily focused on activities to provide the committee members with an understanding of what Metro does in general, and what Metro has been doing to implement the Strategic Plan in particular.

Juan Carlos also described the deliverables expected during the first three months of CORE work, especially the by-laws that will contain the expectations for how the committee will work together. As the CORE moves forward with its work, the details of the next nine months will be decided, including activities, timeline and deliverables.

The first three meeting dates have been confirmed. We will also plan tours to other Metro sites including Metro Paint, Broughton Beach and Metro Central Transfer Station. We will discuss opportunities to help with evaluation, a major component of this committee. We will spend time

discussing what we have accomplished during the first year and what we have planned for the second year of the strategy. CORE has assigned Metro councilors to help with the work. We want to be sure to develop the relationship between CORE and Metro councilors.

**Group discussion on desired CORE internal agreements and expectations**

CORE members had small group discussions about the elements of the by-laws:

- Active participation expectations
- Attendance expectations
- Decision-making mechanism
- Expectations for members to receive stipends
- Meeting frequency
- Best structure of the CORE to fulfill its purpose

Each group was joined by a Metro staff person who transcribed notes. The groups shared highlights from the small groups with the larger group. The notes that Metro staff took will be compiled and used by staff to create a very first draft of the by-laws, which will then be discussed by the CORE members at their next meeting.

**Overview of next activities and steps**

The next CORE meeting will take place on Thursday, Aug. 17, at the Metro Regional Center, 6 – 8 p.m. The agenda and meeting packet will be sent and posted online one week prior to the meeting.

The third meeting of the CORE is scheduled for Thursday, Sept. 21, 6 – 8 p.m., in a location to be determined.

Staff sent the online poll to the CORE members to identify the best dates for the optional tour of three Metro facilities. Once all the CORE members respond to the poll, staff will announce the date that works for the majority.