



600 NE Grand Ave.
Portland, OR 97232-2736

Council work session agenda

Tuesday, October 17, 2017

2:00 PM

221 NW 2nd Ave, Portland, OR 97209

2:00 Call to Order and Roll Call

2:05 Chief Operating Officer Communication

Work Session Topics:

2:10 Welcome [17-4906](#)

Presenter(s): Martha Bennett, Metro

2:15 Community Partnerships Overview [17-4904](#)

Presenter(s): Becca Uherbelau, Metro

Attachments: [Work Session Worksheet](#)
[Guide to Metro's Community Partnerships](#)

2:20 Agency-wide Community Partnerships [17-4909](#)

Presenter(s): Rob Nathan, Coalition of Communities of Color
Staff, Momentum Alliance
Peggy Morell, Metro

2:45 Break and Self-Introductions

Work Session Topics:

2:55 Partners in Nature [17-4907](#)

Presenter(s): Kayse Jama, Unite Oregon
Sheilagh Diez, Metro

3:10 Advancing Social Equity in the Solid Waste Workforce
Partnership [17-4908](#)

Presenter(s): Tiffany Thompson, Oregon Tradeswomen, Inc.
Pat Daniels, Constructing Hope
Molly Chidsey, Metro

3:25 Small Group Discussion at Tables

3:45 Report out

3:55 Questions and Appreciations

4:10 Councilor Liaison Updates and Council Communication

4:30 Adjourn

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សេចក្តីជូនដំណឹងអំពីការមិនរើសអើងរបស់ Metro

ការគោរពសិទ្ធិពលរដ្ឋរបស់ ។ សំរាប់ព័ត៌មានអំពីកម្មវិធីសិទ្ធិពលរដ្ឋរបស់ Metro ឬដើម្បីទទួលបានកម្មប្រតិបត្តិសេវារើសអើងសម្រាប់សេវាសេវា www.oregonmetro.gov/civilrights។ បើលោកអ្នកត្រូវការអ្នកបកប្រែភាសានៅពេលអង្គប្រជុំសាធារណៈ សូមទូរស័ព្ទមកលេខ 503-797-1700 (ម៉ោង 8 ព្រឹកដល់ម៉ោង 5 ល្ងាច ថ្ងៃធ្វើការ) ប្រាំពីរថ្ងៃ មុនថ្ងៃប្រជុំដើម្បីអាចឲ្យគេសម្រួលតាមសំណើរបស់លោកអ្នក ។

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COMMUNITY PARTNERSHIPS OVERVIEW

Metro Council Work Session
Tuesday, October 17, 2017
Metro Regional Center, Council Chamber

METRO COUNCIL

Work Session Worksheet

PRESENTATION DATE: Oct. 17, 2017

LENGTH: Two hours

PRESENTATION TITLE: Beyond Inclusion: Community partnerships that transform public service culture

DEPARTMENTS: Parks and Nature, Property and Environmental Services, Agency-wide

PRESENTER(S): Community partners, Molly Chidsey, Sheilagh Diez, Peggy Morell, Becca Uherbelau

WORK SESSION PURPOSE & DESIRED OUTCOMES

- Purpose: Provide an update and receive direction from Metro Council on community partnership programs
- Outcomes: Metro Councilors provide direction on defining success for the community partnership program evaluation meet community leaders partnering with Metro

TOPIC BACKGROUND & FRAMING THE WORK SESSION DISCUSSION

In 2016, the Metro Council adopted the Strategic Plan to Advance Racial Equity, Diversity and Inclusion as clear policy direction and core value of the agency. Since that time, departments and programs across the agency are experiencing first-hand how the racial equity strategy can support and further their work plan objectives to create value for the public through programs, services and plans informed by the communities Metro serves. One of the most visible and impactful examples of this inclusive approach are the community partnerships that shape how Metro engages with communities experiencing the most disproportionate outcomes in the Portland region from historical or current forms of discrimination that are present in our public institutions and structures.

Metro's agency-wide and department-specific partnerships with community-based organizations operate through a unique model that builds the capacity of both the agency and organization to identify, explore, and address the social, historical, and institutional barriers to Metro's services and decision-making processes. Through co-created scopes of work, approach to deliverables, and desired outcomes, the community partnership model calls for deepening relationships of trust between organization and agency while delivering programmatic and engagement services for Metro programs and plans.

In this first presentation to the Metro Council on the community partnership model, Councilors will hear from community leaders and Metro staff on three community partnership programs:

- Partners in Nature from Parks and Nature
- Advancing social equity in the solid waste workforce partnership from Property and Environmental Services
- Agency-wide community partnership pilot program

See attached Guide to Metro's Community Partnerships for complete descriptions. Metro staff will provide examples of how the partnerships are transforming public service culture at Metro.

In this work session, Councilors will learn from community leaders about the personal and organizational impact of financially partnering with Metro and the challenges and highlights of navigating the relationship to address the partnership outcomes their organizations have prioritized for the communities they serve including:

- **create decision-making spaces** where both youth and electeds are heard and respected
- **develop a continuum of support** for placing leaders of communities of color and other historically marginalized populations on Metro's advisory boards and commissions
- **increase an understanding of Metro** with emerging leaders from recent immigrant and refugee communities
- **advance workforce diversity, job quality and career pathways** that advance racial, gender and economic equity.

How community partnerships fit in with other Metro programs

The **agency-wide community partnership pilot program** provides the time and resources for Metro to explore on a trial basis a new approach to engaging with community organizations in decision-making spaces through one agency-wide contract for use by multiple departments. The program outcomes and evaluation of the effectiveness of the partnership model will help inform the development of a standardized approach to financial community partnerships for the agency. Metro's 16-month pilot program (FY2016-17 through FY2017-18) is partnering with youth-led Momentum Alliance social justice leadership organization and the Bridges Alumni program of the Coalition of Communities of Color that provides graduates with opportunities to lead in community research projects, civic engagement, advocacy, and pathways to elected office. Metro's agency-wide community partnerships are currently working across six Metro departments and divisions by providing public and civic engagement opportunities in decision-making spaces with communities Metro has historically been unsuccessful in reaching through its traditional engagement channels: diverse youth ages 14 to 29 from historically marginalized communities, and community leaders of color who bring culturally-specific leadership perspectives.

Partners in Nature, the **Parks and Nature community partnership program**, grew out of conversations held with leaders from community-based organizations serving communities of color leading up to the 2013 Natural Areas Levy. Over the past four years, Parks and Nature staff have worked closely with colleagues from culturally-specific organizations to co-create programming and initiatives that provide culturally-responsive opportunities to deepen connection with natural places within Metro's portfolio. The **Property and Environmental Services community partnership program** was established in July 2015 with the purpose to eliminate barriers and generate positive benefits for the community that advance racial equity, diversity, and inclusion through its roles in solid waste reduction, regulation, management, planning and policy, construction project management and operation of the Metro Regional Center. The program's initial partnership highlighted for Council today supports these objectives and Metro's equity strategy.

QUESTIONS FOR COUNCIL CONSIDERATION

Metro Councilors will have the opportunity to inform the evaluation of the partnership programs through small group discussion with community partners.

- Given what you learned about the community partnerships, how would you evaluate the success of Metro's community partnership programs?
- How often and in what format would Council like to receive future updates?

PACKET MATERIALS

- Would legislation be required for Council action Yes No
- If yes, is draft legislation attached? Yes No
- What other materials are you presenting today? *Guide to Metro's community partnerships* and PowerPoint presentation



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Guide to Metro Community Partnerships

Prepared for Metro Council work session / Oct. 17, 2017

Community partnership Agency-wide community partnership pilot program

Department Agency-wide

Key partners Momentum Alliance and Coalition of Communities of Color, Bridges alumni program

Years working with Metro Momentum Alliance has worked with Metro since 2010 and the Coalition of Communities of Color has worked with Metro since 2011

Budget \$150,000 per community organization across FY2016-17 and FY2017-18

Project purpose

The purpose of the agency-wide community partnership pilot program is to develop a streamlined process for both community-based organizations and Metro to enter into financial partnerships through an agency-wide approach for the transparent and efficient use of public funds in achieving the goals of Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion.

Project goals

1. The goal of the Momentum Alliance-Metro partnership is to co-create opportunities for diverse youth to become an integral part of regional government.
2. The goal of the Coalition of Communities of Color-Metro partnership is to develop and implement a placement and support strategy for committee, board and commission service that lifts up the leadership and influence of Bridges alumni throughout the Portland region.

Major activities

Momentum Alliance

Facilitate discussion groups for multiple programs across the agency including Parks and Nature, Property and Environmental Services, Planning and Development, Oregon Zoo

Recruit diverse youth from across the region for participation in discussion groups, service on committees, and participation in decision-making spaces shaping the Regional Waste Plan

Co-create and deliver an evaluation strategy for community partnership

Future activity Develop and lead youth-led trainings on equity

Future activity Co-create a replicable model for youth-centered decision-making

Future activity Co-create a process for aggregating anticipated and actual investment of staff resources needed to support partnership

Bridges alumni program

Conduct an organizational analysis of Metro committee and board structures and functions

Facilitate discussion group with Bridges alumni and staff to inform a placement and support strategy for committee, board and commission service

Recruit for alumni placement on at least three Metro committees, boards, commissions

Co-create a process model for recruitment, placement and support guidelines for committee service; a communications strategy for promoting expertise of Bridges alumni and a continuous improvement agreement with Metro staff for committee service

Co-create and deliver an evaluation strategy for community partnership

Future activity Co-create a feedback loop for lessons learned from committee, board and commission service to inform future DEI core competencies in diversifying committees

Future activity Co-create with Metro a process for aggregating anticipated and actual investment of staff resources needed to support partnership

Guide to Metro Community Partnerships

Prepared for Metro Council work session | Oct. 17, 2017

Community partnership Partners in Nature

Department Parks and Nature

Key partners Unite Oregon

Years working with Metro Since 2013

Budget \$135,000 from 2013 through 2018

Project purpose

The purpose of this partnership is to build relationships with leaders from recent immigrant and refugee communities to facilitate developing an understanding of Metro as an agency and Parks and Nature as a department. Additionally this partnership informs community members about ways to be involved in Parks and Nature decision-making and provides opportunities for family outings at Metro-managed parks and natural areas.

Project goals

Nurturing a sense of home and belonging for immigrant and refugees coming to Oregon lessens the trauma and cultural shock experienced by our newest neighbors, enabling them to become active participants in their adopted country. Unite Oregon and Metro recognize the vital role that connection with natural areas can play in assuaging the difficulties of transitioning to a new community and culture. This project will engender in Oregon's newest residents' ability to connect natural environment and an understanding of the public policy, legal structures, governmental agencies, and volunteer community actions that protect it. Immigrant and refugees enrolled in this program will feel a sense of belonging and connection to the environment, our region, and their new community while understanding how they play an active role in improving how Metro government engage underrepresented community in order for them activity how Metro is shaping decisions that impact economic, transportation, housing, and watershed health.

Major activities

Presentations at three leadership development retreats

Three field outings for families

Three-year community member internship with Metro

Opportunities to engage with Metro council

Guide to Metro Community Partnerships

Prepared for Metro Council work session | Oct. 17, 2017

Community partnership Advancing social equity in the solid waste workforce partnership

Department Property and Environmental Services

Key partners Oregon Tradeswomen, Inc. and Constructing Hope

Years working with Metro Oregon Tradeswomen, Inc. has worked with PES since 2016 and with Metro's Diversity, Equity and Inclusion Program in the Construction Careers Pathways Project (C2P2) since 2015.

Budget \$54,000 in FY2017-18

Project Purpose

The purpose of the *Advancing social equity in the solid waste workforce partnership* with Oregon Tradeswomen and Constructing Hope is to advance workforce diversity, job quality and career pathways in the region's solid waste sector that advance racial, gender and economic equity.

Project Goals

1. Educate Metro PES staff about gender, racial and economic equity concepts and build understanding about how to apply those equity concepts to their day-to-day work.
2. Educate Oregon Tradeswomen and Constructing Hope staff and pre-apprenticeship training participants about Metro PES and jobs in the solid waste sector.
3. Learn from women and people of color working in solid waste-related trades about barriers to career advancement and their priorities for solutions that advance equity.
4. Identify operational practices that increase workforce diversity in the region's solid waste sector and set aspirational goals for workforce diversity.

Major Activities

Internal staff education: *Sista in the Brotherhood* film screening and discussion for PES field site staff

Learning from workers: Host focus groups of solid waste industry workers, including those at Metro's transfer stations

Best practices: Develop best operational practices for to support workforce diversity in the region's solid waste work force

Setting aspirational goals: Identify goals for workforce diversity in regional solid waste sector

Sharing about solid waste careers: Diversity in the Construction Trades Summit 11/9/2017 and Women in the Trades Career Fair, May 2018

Creating career pipelines: Develop pilot for placing temp workers at Metro's household hazardous waste facilities through Oregon Tradeswomen, Inc. and Constructing Hope

Materials following this page were distributed at the meeting.

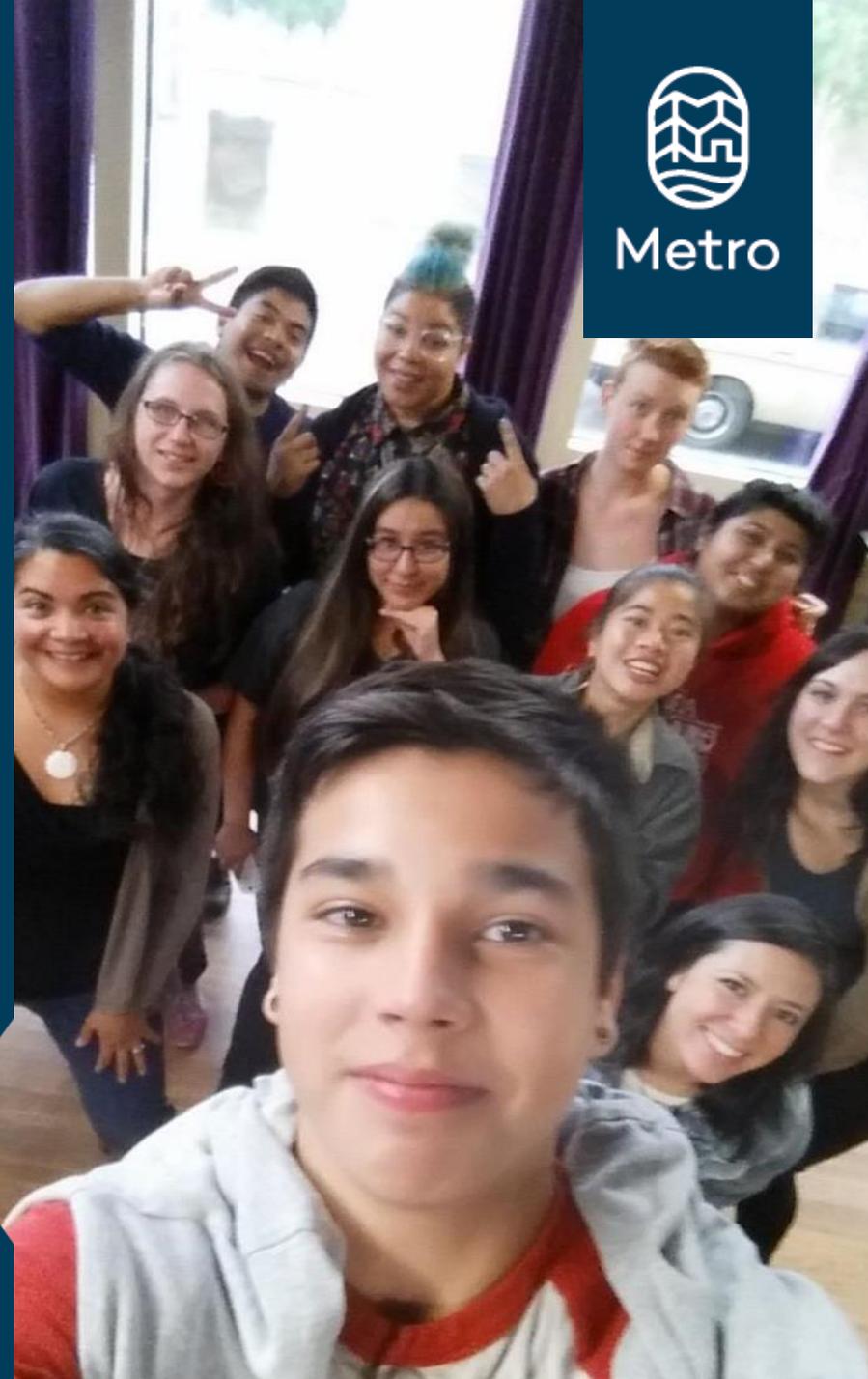


Metro

Beyond Inclusion

*Community
partnerships that
transform public
service culture*

Metro Council work session
Oct. 17, 2017



Welcome community partners

Martha Bennett
Chief Operating Officer



Community partnership overview

Becca Uherbelau
Community Relations



Momentum Alliance

A ■

Create decision-making spaces where both youth and electeds are respected and heard.



Momentum Alliance

Why did Momentum Alliance partner with Metro?

Momentum Alliance

To ensure that youth from marginalized communities become an integral part of Metro's decision making.

Momentum Alliance

Let's hear from the youth!

Amandeep, Momentum Alliance



Anika, Momentum Alliance



Momentum Alliance

It wasn't all rainbows and butterflies.

Momentum Alliance

What was challenging
about this partnership?

Momentum Alliance

“She couldn’t even make eye contact.”

Momentum Alliance

“I thought this was going to be about race.”

Momentum Alliance

“Am I going to be the only
black person?”

Momentum Alliance

Partnerships are
relationships, and
relationships need trust.

Momentum Alliance

Let's hear from the youth
and staff if they trust Metro.

Momentum Alliance

What is our vision for youth of color becoming an “integral part of regional decision making”?

Agency-wide community partnership pilot program

Momentum Alliance

Coalition of Communities of Color, Bridges Alumni program



Agency-wide community partnership pilot program

Community relationships transform public service culture:

- Community organizations with Metro programs, staff and electeds
- Metro staff with internal services that support our partnerships
- Community leaders and decisions that impact communities across the region

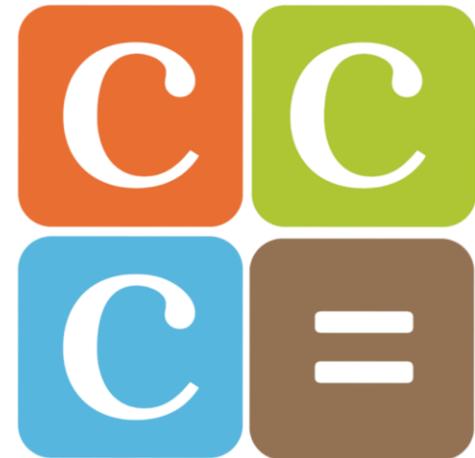
Coalition of Communities of Color, Bridges Alumni program

B



Develop a continuum of support for placing leaders of color on Metro advisory boards and committees.

Coalition of Communities of Color, Bridges Alumni program



Coalition of Communities of Color, Bridges Alumni program





Coalition of Communities of Color, Bridges Alumni program



Coalition of Communities of Color, Bridges Alumni program

“While I have 20 plus years of community service experience in a variety of settings and an advanced degree, there are still so many barriers I’m facing in advancing my professional goals and getting a place at the table where important decisions that affect me and other marginalized people are made.”

-LEAD Alumni

BREAK!



Partners in Nature

C.

Increase an understanding of Metro with immigrant and refugee communities.

Partners in Nature

The logo for 'unite oregon' is displayed in a lowercase, rounded, sans-serif font. The text is color-coded with a gradient: 'unite' is in a bright red, 'o' is a darker red, 'regon' is a deep magenta, and the final 'n' is a bright red. The letters are closely spaced and have a slight overlap, giving it a cohesive, modern look.

unite oregon

Advancing Social Equity in the Solid Waste Workforce

D



Promote workforce diversity, job quality, and career pathways that advance racial, gender and economic equity.

Advancing Social Equity in the Solid Waste Workforce

Changing the way we do business by:

- Challenging assumptions
- Working across sectors
- Creating pathways to jobs
- Building mutual support

Advancing Social Equity in the Solid Waste Workforce



Oregon Tradeswomen, Inc.



Community partnerships

E.

Build and deepen trusted relationships between community-based organizations and Metro.

Small group discussion

What would success look like?

What would you like to learn more about?



Questions

... and
appreciations





Adjourn

oregonmetro.gov

