



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting minutes

Meeting: Committee on Racial Equity Kick-Off
Date/time: Thursday, August 17, 2017
Time: 6:15 to 8 p.m.
Place: Metro Council Chamber, 600 NE Grand Ave., Portland, OR 97232
Purpose: Continue 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, Daisy Quiñonez, Katie Sawicki, Effie Stansbery, Olivia Walker

CORE Liaisons: Metro Councilors Shirley Craddick and Sam Chase, Metropolitan Exposition Recreation Commission (MERC) Commissioner Karis Stoudamire-Phillips

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

Guests: Peggy Morrell, Nathan Baptiste, Scotty Ellis, Kyle Weraky, Ernest Hayes, and David Fortney.

Absent: None.

Welcome

The Committee on Racial Equity (“CORE”) members gathered for the regular committee meeting on Aug. 17, 2017 at the Metro Regional Center, in the Council Chamber.

CORE Co-Chair, María Caballero-Rubio, encouraged the CORE members to visit the committee webpage on the Metro site and learn more about their fellow committee members.

CORE, as a Metro Council-created committee, is a public body and subject to Oregon’s public meetings and records law. The CORE needs to keep records of its work, and an important part of this is to keep minutes of the meetings, which are then reviewed and approved by the committee members.

The meeting minutes from the kick off meeting were considered. María asked if any CORE members had changes to the draft minutes that they received in their packet. No changes were requested. María then asked for a motion to approve the minutes. Patricia Kepler moved to approve the minutes and Katie Sawicki seconded. All members replied yes to the vote, except for Daisy Quiñonez, who abstained. The minutes were approved as submitted by staff.

Metro’s work in the first year of implementing the Strategic Plan to Advance Racial Equity, Diversity and Inclusion

CORE Co-Chair Sharon Gary-Smith introduced the next agenda item and asked for staff to present it. Scotty Ellis, Metro Equity Program Analyst, led the CORE in an exercise to learn more about the work that the DEI Program staff have conducted during the first year of implementation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion (“Strategic Plan”).

The committee divided into three groups. Each group visited three stations where they received information about two of the Strategic Plan goals and have a chance to interact with Metro staff. The stations and presenters were:

1. Goals A (Metro convenes and supports regional partners to advance racial equity – David Fortney) and B (Metro meaningfully engages communities of color – Peggy Morell)
2. Goal C (Metro hires, trains and promotes a racially diverse workforce – Kyle Weraky and Nathan Baptiste)
3. Goals D (Metro creates safe and welcoming services, programs and destinations – Patty Unfred) and E (Metro’s resource allocation advances racial equity – Nyla Moore)

At each station, the presenters provided information about the progress made in implementing the action items scheduled for the first year of the Strategic Plan implementation. The CORE members had the opportunity of asking questions and interacting with the presenters. This activity generated a lot of interest among the committee members, so it was allowed to take longer than the originally allocated time.

Consideration of the draft CORE by-laws

Sharon asked Juan Carlos Ocaña-Chíu, the Equity Strategy Program Manager, to lead the discussion of the next item. Juan Carlos described the draft CORE by-laws that the CORE members received as part of their meeting packet. The by-laws were written using three streams of information: the CORE charter, CORE members feedback and additional information from Metro staff. Juan Carlos also indicated that the by-laws need to be in alignment with the CORE Charter, which was approved by Council when they created the Committee.

Juan Carlos proposed to review the draft by-laws article by article, discussed the areas where there are multiple options, and asked that the CORE members provide direction to staff on what options they would prefer to choose.

The committee asked to make the first decision regarding the CORE’s own decision making process. Members were most interested in option two with some changes. After making that decision members were able to better determine which option to choose for the first decision point in the by-laws: whether or not to establish some form of evaluation of the CORE members’ participation in order for them to receive the stipend.

For the CORE’s decision-making process, Juan Carlos pointed out that the CORE Charter, approved by the Metro Council, already contains language about how the Committee shall make decision. The Committee members chose to keep the charter language, with two additions:

1. A sentence indicating that the mechanism for consensus will be determined later on; and
2. A sentence that reads: “The Committee will consider and value minority or dissenting opinion, and provide a safe space for members to disagree and share their feelings.”

The language approved by the CORE for its decision-making process reads:

“The CORE will support an open, transparent and inclusive decision-making process. The Committee will strive to reach decisions through consensus. Consensus means that all parties can live with a recommendation, though they may not agree with it in its entirety. [Added by the CORE members:] *The Committee will consider and value minority or dissenting opinion, and provide a safe space for members to disagree and share their feelings.*”

The specific mechanism for achieving consensus will be determined later. [End of additions by the CORE members]

“If consensus is not achievable in a specific decision, the CORE members will reach decisions by simple majority voting.

“When decisions are made by the CORE, Metro staff shall capture the discussion, synthesize the comments, and send all notes and materials back to the Committee in a timely manner.”

In the interest of time, Juan Carlos proposed to send a new version of the draft by-laws that contains a clear space where the CORE members can indicate which options they choose when there are multiple ones proposed. He will send this new version by email, prior to the next CORE meeting on Sept. 21. The CORE members will bring their choices to the next meeting in order to make final decisions about the by-laws.

CORE work plan discussion

Due to the short time left in the meeting, this discussion was tabled until the next CORE meeting on Sept. 21.

Evaluation cohort opportunity

Juan Carlos described the work that Metro is intending to do with two other partner organizations to create an impact evaluation framework to assess the implementation of the Strategic Plan. Greater Portland, Inc., Prosper Portland and Metro, as a cohort, will work with the same consultant, Dialogues in Action, on this evaluation framework. Metro wants to create a methodology that is replicable for the entire agency to use. Funding is available for participating in the cohort. Steve Patty, the principal consultant, is interested in having community members participate in the design of the evaluation process.

Metro is inviting CORE members to participate with Metro employees on the cohort to help create the methodology for evaluation. This is a 12-month process in which cohort participants will have to dedicated four to six hours per month to the evaluation work, in the form of a half day of training and additional homework.

Juan Carlos presented three options for CORE members to participate in the process, including:

- Full participation in the 12-month cohort,
- Part time participation during months 4-7 of the cohort process, and
- Participation in other, to-be-determined, evaluation work outside of the cohort

Juan Carlos will send an email to the CORE members describing the options and asking for interest in participation on the cohort. The cohort begins its work in October. Participation in the cohort will be equivalent to participation in a CORE subcommittee because of the time commitment required.

Overview of next activities and steps

Juan Carlos will send an email to the CORE members to ask about their interest in participating in the evaluation cohort. He will also send the W9 form that CORE members will need to fill out and return to Metro in order to receive the stipend.

The next CORE meeting will take place on Thursday, Sept. 21, 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 meeting was adjourned at 8:00 p.m.

Minutes prepared by Nyla Moore and Juan Carlos Ocaña-Chú