

# Agenda



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

Meeting: Committee on Racial Equity Meeting  
Date: Thursday, Jan. 18, 2018  
Time: 6 to 8 p.m.  
Place: Metro Regional Center, Council Chamber, 600 NE Grand Ave., Portland, OR 97232  
Purpose: Continue the work of the Committee on Racial Equity

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- 5:00 p.m. Dinner with members of the Metro Public Engagement Review Committee – CORE and PERC members
- 6 p.m. Call to order and Introductions – Co-Chairs María Caballero Rubio and Sharon Gary-Smith
- 6:10 p.m. Public comment – Members of the public  
This is a time for members of the public in attendance to provide comments on any subjects related to the Committee on Racial Equity (CORE)
- 6:20 p.m. Background, context and ground rules for the presentation on the department-specific racial equity action plan drafts – Juan Carlos Ocaña-Chú
- 6:30 p.m. Presentations on the department-specific racial equity action plan drafts from the Parks + Nature (P+N) and Property & Environmental Services departments (PES) – Staff from P+N and PES
- 7:40 p.m. Updated CORE Work Plan review and approval – Juan Carlos Ocaña-Chú
- 7:55 p.m. Consideration of the minutes from the Sept. 21, 2017 and Nov. 16, 2017 CORE meetings, and from the Nov. 4, 2017 CORE retreat – Sharon Gary-Smith
- 8 p.m. Adjourn

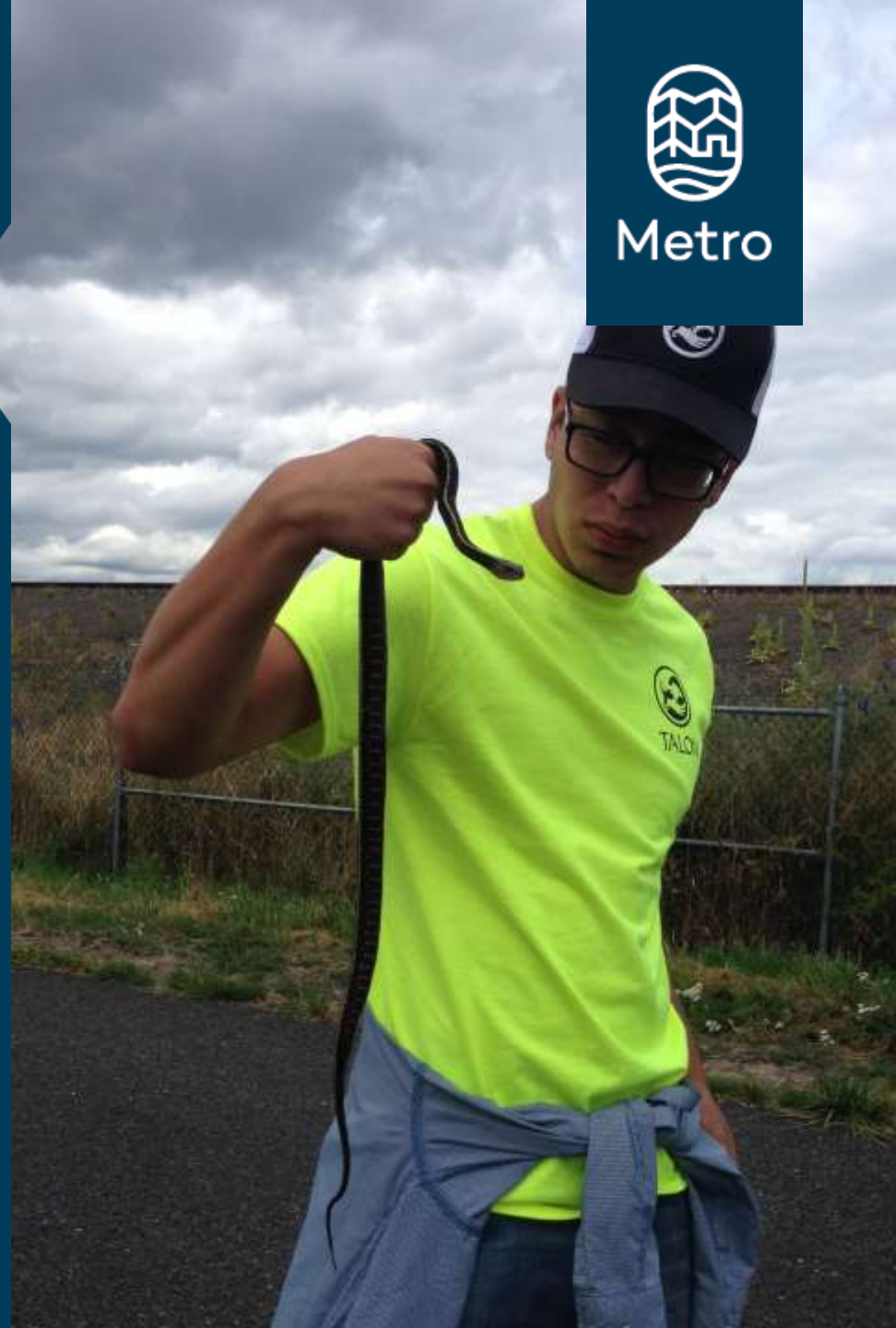
# Parks and Nature DEI Action Plan

CORE

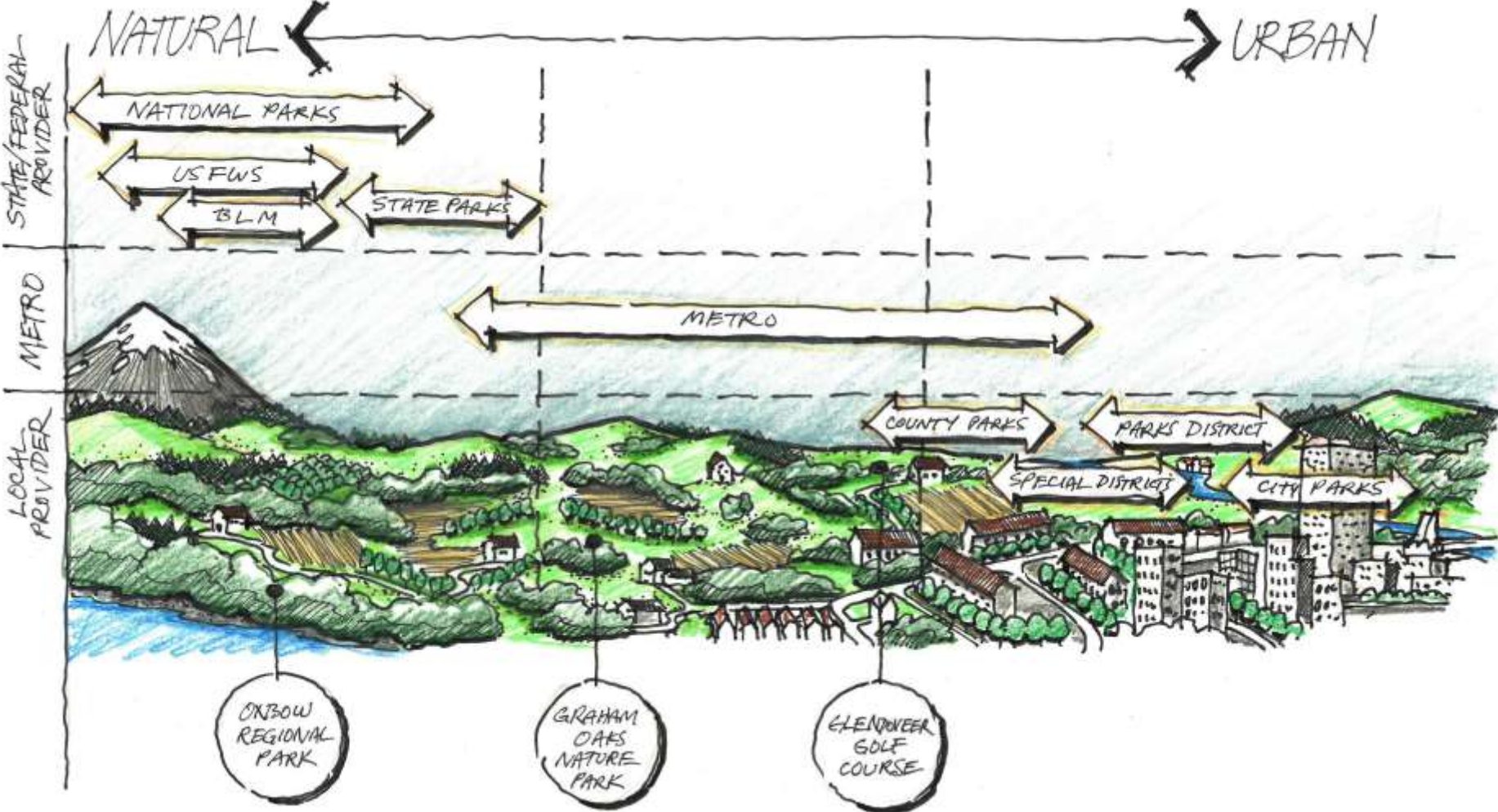
Jan. 18, 2018



Metro



# Parks and Nature System Plan





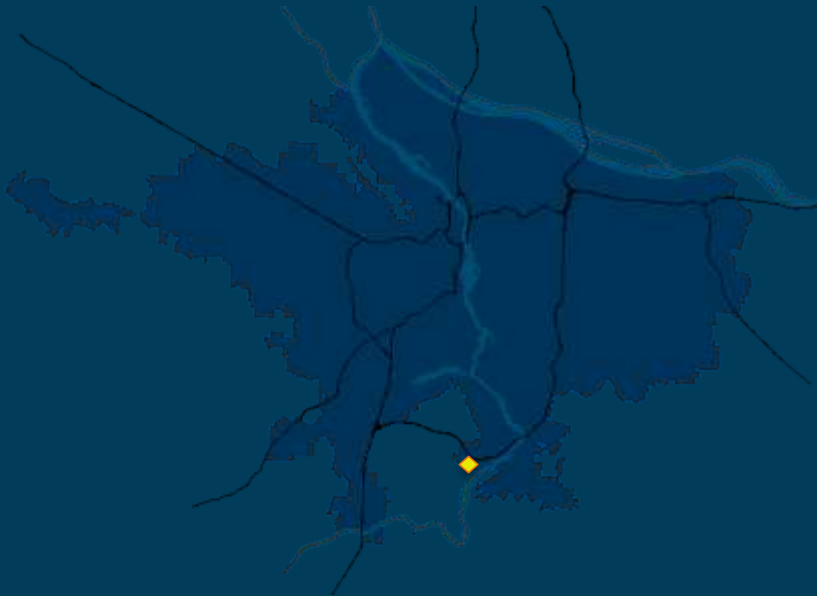


# Access to nature

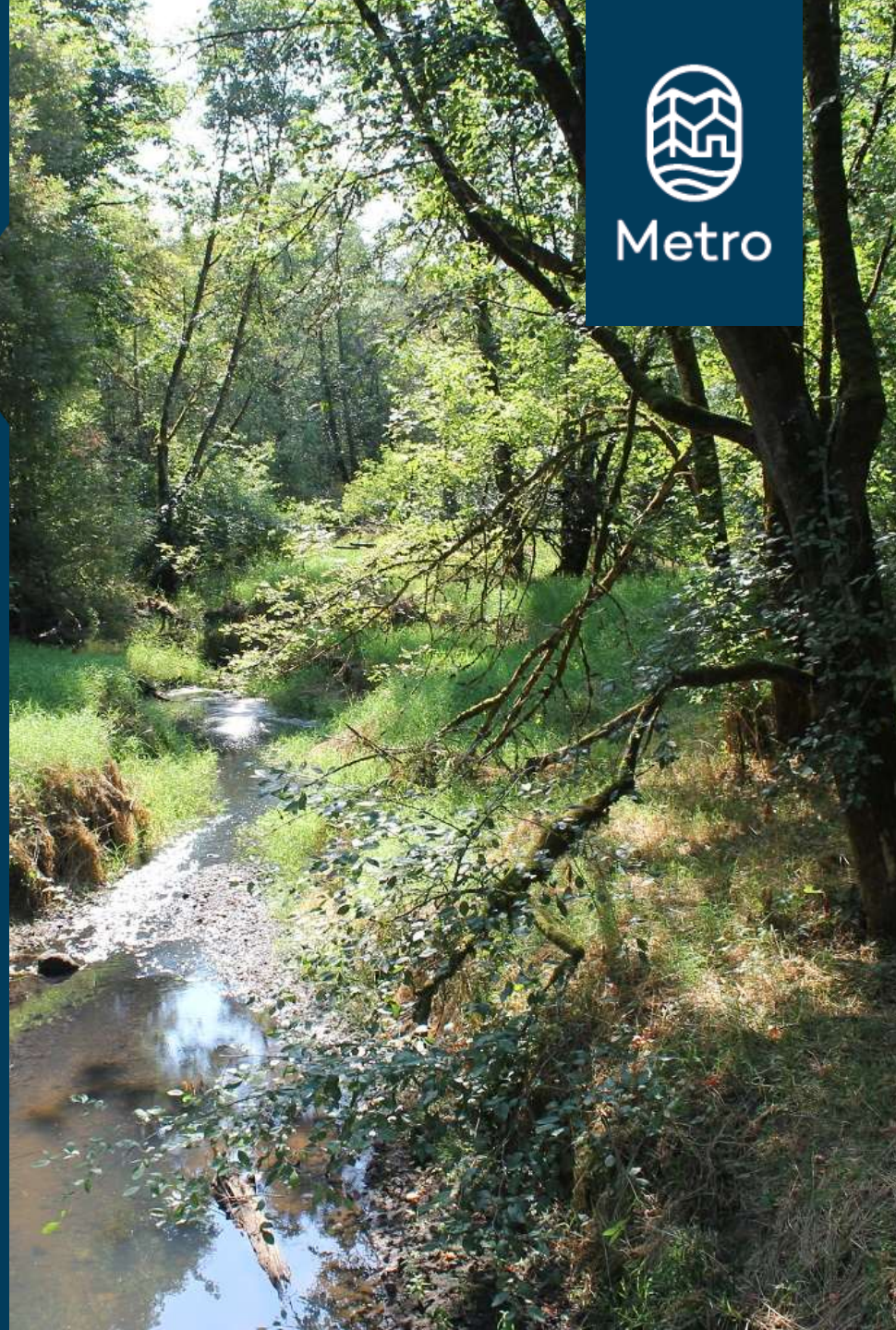


# Protect and managing natural areas

## Corral Creek Natural Area



Metro



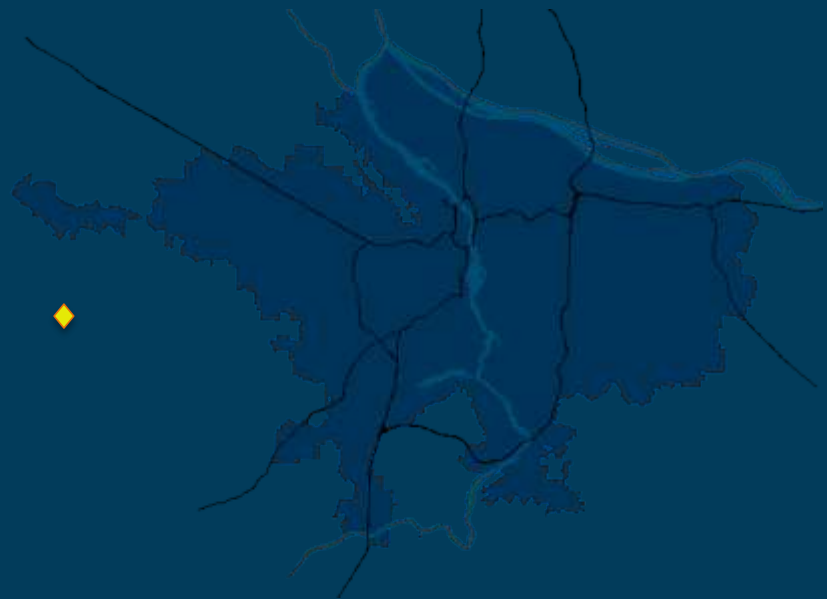




Metro

# Plan and design new access opportunities

## Chehalem Ridge Natural Area



# Delivering programs and engaging community

- Nature education
- Volunteering
- Special events
- Public outreach



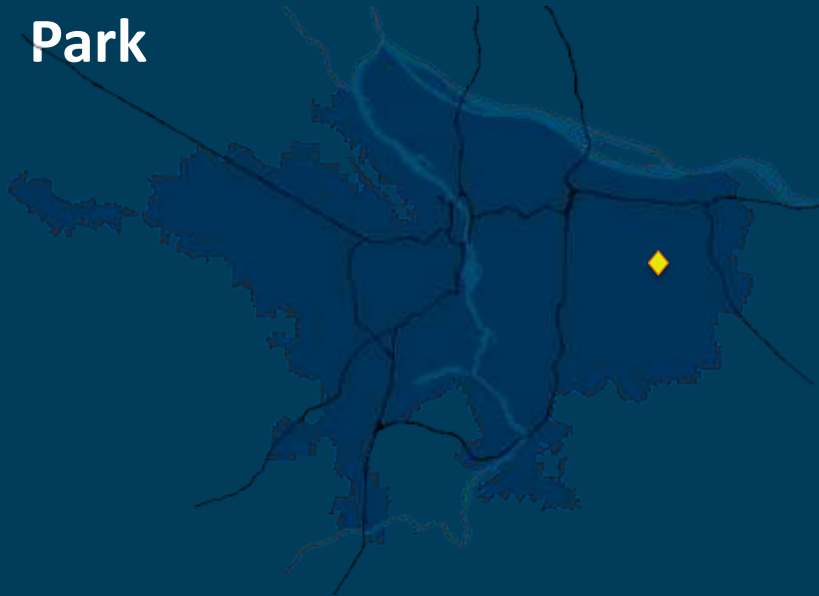
Metro





# Community Investments

Nature in Neighborhood grant  
Gresham – Nadaka Nature  
Park



Metro





# How is department plan aligned with SPAREDI?

## Foundation of our department work:

Equity Baseline Work Group's report used to identify department plan "desired outcomes"

Five goals of equity strategy used in internal equity assessment and to develop draft action items.

Builds on levy policy adopted 2013.



Metro

Community  
Engagement

Metro DEI  
led  
engagement

Executive  
sponsor

Metro CORE

**P+N DEI  
Working Group**  
Lead project team  
Staff representatives  
from all P+N teams

Metro DEI  
Cohort

Internal  
Engagement

P+N direct  
engagement  
with partners

P+N staff,  
managers  
and other  
Metro staff



# Parks and Nature plan timeline

Summer 2016

**Planning  
and Baseline**

*(Aug. – Dec. 2016)*

**Internal  
and External  
Assessment**

*(Jan. – July 2017)*

**Identify and  
prioritize  
actions**

*(June – Oct.)*

**Draft Dept  
Action Plan**

*(Oct. – Dec  
2017)*

**Final Dept  
Action Plan**

*(Jan. – May 2018)*

Summer 2018



Metro

# Action Plan Outcomes

- Economic equity
- Environmental equity
- Cultural Equity
- Attachment to place
- Civic engagement





# Community Engagement

Placeholder

# Priority Actions - Internal

Staff development/training and team culture

Hiring, promoting and recruiting

Adopt equity and empowerment lens and use in policy and program development

Provide staff time and budget to develop partnerships, work with community



# Priority Actions - External

Create safe, welcoming places

Expand access, remove barriers  
of community

Regional planning – identify gaps  
in access to nature

Meaningfully engage community  
in policy development

Develop employment  
opportunities, career pathways

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# Property and Environmental Services

## Metro Committee on Racial Equity

July 10, 2016



Metro



# What is PES?



Manage regional garbage and recycling system



Manage Metro Regional Center campus



Manage construction project management at Metro facilities



# PES by the numbers: 2017



880,000	Pounds of illegally dumped trash picked up
1 million	Tons of garbage transferred to landfill
4 million	Pounds of HHW collected from public
380,000	Gallons of paint processed for recycling
71,947	Recycling Information calls answered
926 million	Total dollar value of PES contracts in 2017
90	Visitors at Metro Regional Center every day
60	Construction projects at Metro facilities

# Overview of the regional solid waste system

Upstream: Design and production



**PES roles:**

- Influence through legislation

Consumption and use



**PES roles:**

- Waste reduction education
- Toxics reduction in products

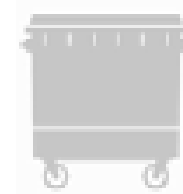
Recycling and recovery



**PES roles:**

- Household Hazardous Waste
- Paint recycling
- Recycling Information Center
- Collection program planning

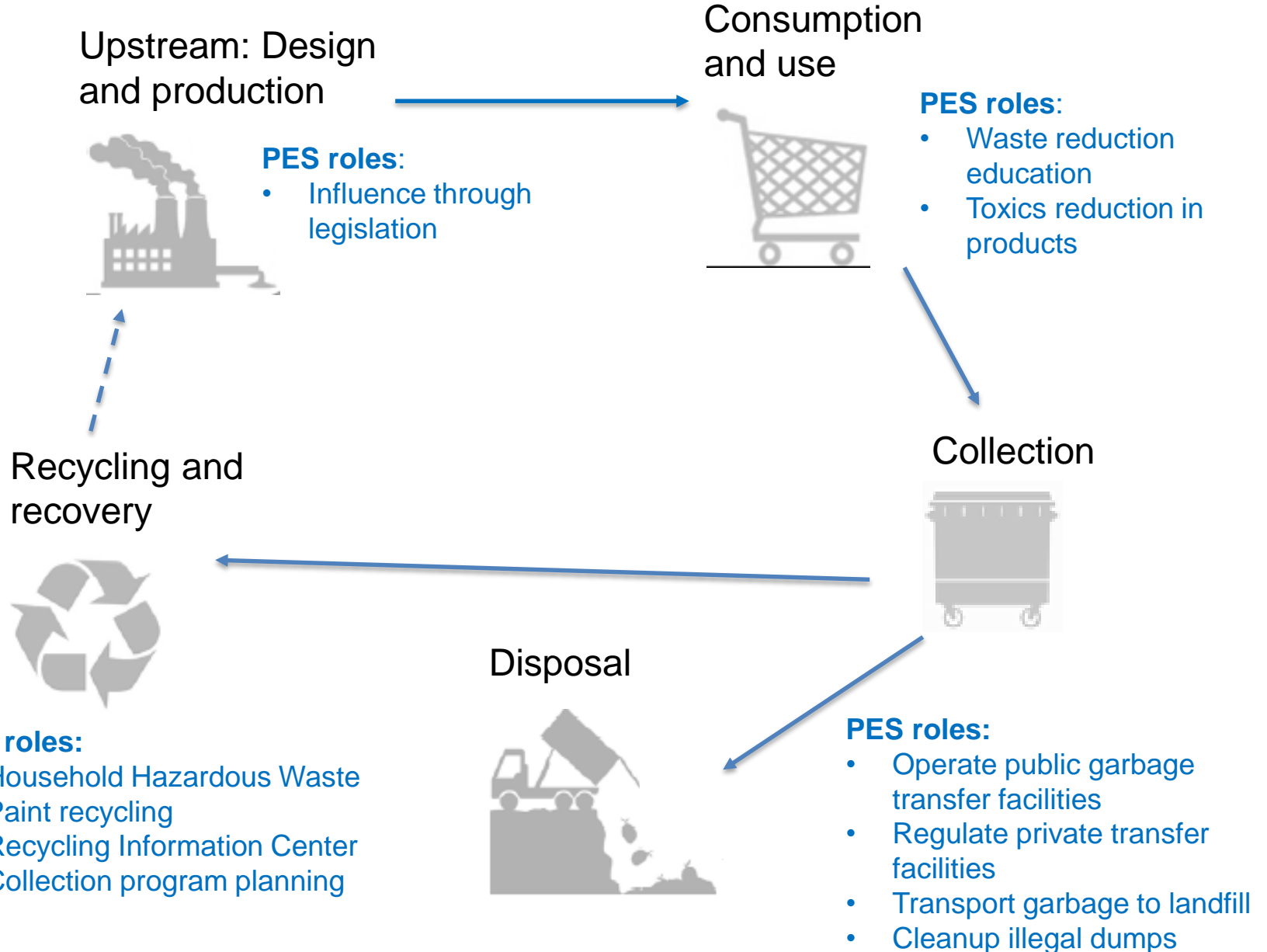
Collection



**PES roles:**

- Operate public garbage transfer facilities
- Regulate private transfer facilities
- Transport garbage to landfill
- Cleanup illegal dumps

Disposal





# PES equity outcomes

- Create economic opportunities
- Provide services equitably
- Minimize negative impacts of the solid waste system
- Generate positive benefits of the solid waste system





# Current strategic equity priorities

- Engage, educate employees
- Create job opportunities
- Solid waste plans, policies
- Community partnerships
- Procurement, contracts
- Metro Regional Center ops
- Evaluate for accountability



SEI staff tour Metro Central

# PES DEI Program timeline

2015

Hired first PES DEI and Partnerships coordinator  
(July 2015)

2016

Adopted 1<sup>st</sup> DEI work plan  
(Sept 2016)

2017

First Community Partnership  
(Mar 2017)

Regional Waste Plan equity work group  
(May 2017)

Formed PES DEI Change Team  
(June 2017)

2018

Internal equity assessment  
(Sept-Dec 2017)

Community input  
(Summer-Fall 2017)

Identify and prioritize actions  
(Jan 2018)

Expand and update plan  
(Feb 2018)

Plan review and approval  
(Mar-May 2018)

# Internal actions in progress

- Formed a DEI Change Team
- Hiring temps through CBO's
- Employee training on DEI
- Discussion groups for marginalized staff



First PES DEI Change Team, 2017



# External actions in progress

- Community partnerships
- Regional Waste Plan
- Procurement and contracts
- Outreach and education
- Service equity pilot projects



Tour with students from Oregon Tradeswomen

# What's next?

- Incorporate community feedback
- Incorporate staff feedback
- CORE feedback on priorities
- Update work plan and begin implementation





# Questions

Questions about PES and what we do?

Thoughts on PES equity priorities?

Comments on overall direction?



Tour with staff from Oregon Tradeswomen



# Contact us

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**Learn more**

[oregonmetro.gov/  
garbage](https://oregonmetro.gov/garbage)

503-234-3000



Arts and events  
Garbage and recycling  
Land and transportation  
Oregon Zoo  
Parks and nature

[oregonmetro.gov](https://www.oregonmetro.gov)

**Work Plan for the Committee on Racial Equity**  
**Fiscal Year 2017-2018**  
**Draft 5 – Jan. 9, 2018**

This work plan for Metro’s Committee on Racial Equity (CORE) outlines the main tasks that the committee is charged with undertaking, and their anticipated timeline for start and completion, if applicable.

Purpose of the CORE:

When the Metro Council created the CORE, the purpose of the committee was defined in the following terms:

- Providing input and advising on direction to Metro Council and staff for the successful implementation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Strategic Plan).
- Providing community oversight and opportunities for Metro to increase its accountability to the community in the implementation of the Strategic Plan.
- Providing an independent perspective to assess Metro’s progress in implementing the Strategic Plan.
- Assisting Metro Council and staff in communicating the agency’s progress in implementing the Strategic Plan.
- Assisting Metro staff in the creation and implementation of the Strategic Plan evaluation.
- Providing input, feedback and ideas to Metro Council and staff at times when significant changes to the Strategic Plan are contemplated or required.
- Making recommendations to, and communicating with, Metro Council about the subjects indicated above.

Priorities for the CORE:

During its retreat on Nov. 4, 2017, the CORE identified seven (7) priority activities to include in its Work Plan:

- Develop weighted performance metrics by department to assess plan implementation
  - Identify training and professional development delivered by Metro leaders and staff
  - Provide advisement on “next phase” training / professional development needed
  - Internal facing
- Identify and deliver forums based on specific communities that are impacted and not usually represented “at the table”
  - Connecting to CBOs: geography & identity
- Track communication to Metro (informal letter, analysis) and track responses from Council (accountability) to close communication loop



- In role as advisors / coaches / representatives from communities, use opportunities to review, critique and recommend policy reviews and implementation
- Informal gatherings with all Metro Councilors to learn more about their motivations / what is important to them – and candidates for Metro
- RTP / SW Corridor presentation / housing update for CORE members to weigh in and offer feedback
- Hold Metro Council and staff accountable for making this work sustainable and longitudinal – ensure this work will lead to next Plan

#### Structure of the CORE:

The CORE contemplated different ways of organizing itself in order to accomplish its purpose and priorities. During the Nov. 4 retreat, the CORE formalized the creation of three subcommittees:

1. Internal Policies and Work Culture
2. External Policies, and
3. Evaluation. This subcommittee's work is being conducted under the broader Impact Evaluation Cohort, which seeks to develop an impact evaluation model to evaluate the implementation of the Strategic Plan, and eventually an impact evaluation model that could be applied to all aspects of Metro's work. After the Impact evaluation cohort ends its work in Oct. 2018, this subcommittee will come up with its scope of work moving forward.

Each subcommittee has five CORE members in it, and they will play a significant role in implementing the CORE Work Plan. The CORE will meet regularly as a whole committee every other month, starting in Jan. 2018, for two hours. The first two subcommittees will meet regularly during the months when the CORE does not have regular meetings, starting in Feb. 2018. The Evaluation Subcommittee will continue to meet once per month, as part of the Impact Evaluation Cohort meetings, until the cohort complete its work in Oct. 2018. After that date, it is anticipated that the Evaluation Subcommittee meetings will follow the meetings schedule of the other two CORE subcommittees.

#### CORE Work Plan details:

This work plan seeks to accomplish the purpose and priorities of the CORE by implementing the following activities:

**July 2017:**

<b>Start of Activities</b>	<b>Responsible party</b>	<b>Deliverables</b>	<b>Anticipated completion date</b>
Hold the CORE kick-off meeting	Metro staff	Meeting	July 27, 2017
Define the CORE's internal culture, agreements and expectations	CORE	CORE by-laws	Nov. 30, 2017
Provide opportunities for the CORE members to get to know each other and promote cohesion and effective team work	Metro staff	Opportunities during meetings	Ongoing

**August 2017:**

<b>Start of Activities</b>	<b>Responsible party</b>	<b>Deliverables</b>	<b>Anticipated completion date</b>
Increase knowledge of Metro's programs and equity-related activities	Metro staff	Tour of Metro facilities	Ongoing
Agree on work plan for Fiscal Year 2017-2018	CORE	Final work plan	Nov. 30, 2017
Define the CORE structure and meeting frequency needed to achieve the work plan	CORE	Final work plan	Nov. 30, 2017

**October 2017 – December 2018**

<b>Start of Activities</b>	<b>Responsible party</b>	<b>Deliverables</b>	<b>Anticipated completion date</b>
Participate in the Equity Impact Evaluation Cohort – Oct. 2017	Evaluation subcommittee	Racial equity impact evaluation measures and model	Oct. 2018
Review implementation of Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Strategic Plan) and provide input on activities – Nov. 2017	CORE and subcommittees		Ongoing
Provide updates to Metro Council on the CORE activities, through the Council Liaisons – Nov. 2017	CORE	Reports to Metro Council	Ongoing
Hold Metro Council and staff accountable for making this work sustainable and longitudinal. Ensure this work will lead to next Strategic Plan – Nov. 2017	CORE and Metro staff	Next iteration of the Strategic Plan	Ongoing
Communicate the success and challenges in implementing the Strategic Plan to the community – Jan. 2018	CORE and Metro staff		Ongoing

Develop weighted performance metrics by department and venue to assess plan implementation – Jan. 2018	Evaluation subcommittee	Performance metrics	Ongoing
Review and provide input to the department-specific racial equity action plans for Parks + Nature, Planning & Development, Property & Environmental Services and the Oregon Zoo – Jan. 2018	CORE and subcommittees	Feedback to Metro departments and venue	Mar. 2018
Track communication from community to Metro and track responses from Metro Council, to close communication loop – Jan. 2018	Metro staff		Ongoing
In role as advisors, coaches and community representatives, seize opportunities to review, critique and make recommendations on policy and implementation – Mar. 2018	CORE and subcommittees		Ongoing
Identify and implement forums based on specific communities that are impacted and not usually represented “at the table” – May 2018	CORE and Metro staff	Community forums	Ongoing
Informal gatherings with all Metro Councilors to learn more about their motivations and what is important to them – May 2018	CORE	Gatherings with Metro Councilors	Ongoing
Sponsor and participate in the Metro Community Summit to report to stakeholders on Strategic Plan implementation and other racial equity work undertaken by Metro – May 2018	CORE and Metro staff	Report to the community	Sept. 2018
RTP, SW Corridor and housing presentations to the CORE, so members can weigh in and offer feedback – May 2018	Metro staff	Presentations to the CORE	Sept. 2018
Participate in a joint work session with Metro Council to report on Strategic Plan implementation and CORE work to date – May 2018	CORE and Metro staff	Report to Council and work session materials	July 2018
Hold Community Forum to provide accountability to the community on Metro’s work to implement the Strategic Plan – May 2018	CORE and Metro staff	Community Forum	Sept. 2018
Hold joint Work Session with the Metro Council to report on CORE’s work and better understand Council’s vision for racial equity work at Metro – July 2018	CORE and Metro staff	Joint Work Session with Metro Council	Nov. 2018
Hold CORE retreat to plan for the committee work in 2019 – Sept. 2018	CORE and Metro staff	CORE retreat	Dec. 2018
Planning work to develop report from CORE to Council	Metro Staff and CORE		Dec. 2018



Schedule of CORE activities:

Based on these activities and deliverables, the schedule of CORE and subcommittee meetings and topics for 2018 is as follows:

**January 2018**

<p>CORE general meeting – Jan. 18, 6 – 8 p.m., Metro Regional Center</p>	<ul style="list-style-type: none"> <li>• CORE Work Plan – consideration and approval</li> <li>• How to communicate the successes and challenges in implementing the Strategic Plan – introductory discussion</li> <li>• Main Topic: Presentations on the department-specific draft racial equity action plans – feedback and input             <ul style="list-style-type: none"> <li>○ Parks + Nature</li> <li>○ Property &amp; Environmental Services</li> </ul> </li> </ul>
<p>Evaluation subcommittee – Jan. 23, 8:30 a.m. – noon, Metro Regional Center</p>	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**February 2018**

<p>CORE Internal Policies and Work Culture subcommittee meeting – date, time and location TBD</p>	<ul style="list-style-type: none"> <li>• Subcommittee work plan – discussion of preliminary ideas from Nov. CORE meeting</li> <li>• Presentations on the department-specific draft racial equity action plans – feedback and input             <ul style="list-style-type: none"> <li>○ Parks + Nature</li> <li>○ Property &amp; Environmental Services</li> </ul> </li> </ul>
<p>CORE External Policies subcommittee meeting – date, time and location TBD</p>	<ul style="list-style-type: none"> <li>• Subcommittee work plan – discussion of preliminary ideas from Nov. CORE meeting</li> <li>• Presentations on the department-specific draft racial equity action plans – feedback and input             <ul style="list-style-type: none"> <li>○ Parks + Nature</li> <li>○ Property &amp; Environmental Services</li> </ul> </li> </ul>
<p>Evaluation subcommittee – Feb. 27, 8:30 a.m. – noon, Metro Regional Center</p>	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**March 2018**

<p>CORE general meeting – Mar. 15, 6 – 8 p.m., location TBD</p>	<ul style="list-style-type: none"> <li>• How to communicate the successes and challenges in implementing the Strategic Plan – continued discussion</li> <li>• Identify opportunities for the CORE to provide input on Metro policies and implementation – discussion</li> <li>• Main Topic: Presentations on the department-specific draft racial equity action plans – feedback and input               <ul style="list-style-type: none"> <li>○ Oregon Zoo</li> <li>○ Planning &amp; Development</li> </ul> </li> </ul>
<p>Evaluation subcommittee – Mar. 19, 8:30 a.m. – noon, Metro Regional Center</p>	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**April 2018**

<p>CORE Internal Policies and Work Culture subcommittee meeting – date, time and location TBD</p>	<ul style="list-style-type: none"> <li>• Subcommittee work plan – discussion and finalization</li> <li>• Presentations on the department-specific draft racial equity action plans – feedback and input               <ul style="list-style-type: none"> <li>○ Oregon Zoo</li> <li>○ Planning &amp; Development</li> </ul> </li> </ul>
<p>CORE External Policies subcommittee meeting – date, time and location TBD</p>	<ul style="list-style-type: none"> <li>• Subcommittee work plan – discussion and finalization</li> <li>• Presentations on the department-specific draft racial equity action plans – feedback and input               <ul style="list-style-type: none"> <li>○ Oregon Zoo</li> <li>○ Planning &amp; Development</li> </ul> </li> </ul>
<p>Evaluation subcommittee – Apr. 24, 8:30 a.m. – noon, Metro Regional Center</p>	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**May 2018**

<p>CORE general meeting – May 17, 6 – 8 p.m., location TBD</p>	<ul style="list-style-type: none"> <li>• Report on Racial Equity Plans—if process of adoption has been completed—implementation next steps</li> <li>• Main Topic: Planning Conversation</li> <li>• Identify and plan forums based on specific communities that are impacted and not usually represented “at the table” – discussion and action</li> </ul>
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	<ul style="list-style-type: none"> <li>• Establish a calendar of informal gatherings with Metro Councilors to learn their motivations and what is important to them – action item</li> <li>• Community forum preparation (September of 2018?)– discussion of the CORE’s role and how the committee can support the event. This is meant to be the primary opportunity for the CORE to provide accountability to the community on the implementation of the Strategic Plan</li> <li>• Presentations on Metro policy initiatives to which the CORE wants to provide feedback</li> <li>•</li> </ul>
Evaluation subcommittee – May 29, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**June 2018**

CORE Internal Policies and Work Culture subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> <li>• Community forum preparation – action items</li> <li>• Report on ERG work and plans</li> </ul>
CORE External Policies subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> <li>• Community forum preparation – action items</li> <li>• Report on Housing bond and other external programming</li> </ul>
Evaluation subcommittee – June 26, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

**July 2018**

CORE general meeting – July 19, 6 – 8 p.m., location TBD	<ul style="list-style-type: none"> <li>• Main Topic: Presentation on progress of Impact Evaluation work</li> <li>• Presentations on Metro policy initiatives to which the CORE wants to provide feedback</li> <li>• Planning for Community forum – action items (September of 2018)</li> <li>• Joint work session CORE-Metro Council – discussion and preparation</li> </ul>
Evaluation subcommittee – July 31, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>



### August 2018

CORE Internal Policies and Work Culture subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> <li>• Community forum preparation – action items</li> </ul>
CORE External Policies subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> <li>• Community forum preparation – action items</li> </ul>
Evaluation subcommittee – Aug. 28, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

### September 2018

CORE general meeting – Sept. 20, 6 – 8 p.m., location TBD	<ul style="list-style-type: none"> <li>• Main Topic: COMMUNITY forum</li> <li>• SUGGESTION: Have the Community Forum in lieu of the CORE general meeting</li> <li>• If not, then:</li> <li>• Presentations on Metro policy initiatives to which the CORE wants to provide feedback</li> <li>• Joint work session CORE-Metro Council – discussion and preparation</li> </ul>
Community Forum – date, location and time TBD	<ul style="list-style-type: none"> <li>• Joint project with Communications Department, Public Engagement Office</li> </ul>
Evaluation subcommittee – Sept. 26, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

### October 2018

CORE Internal Policies and Work Culture subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> </ul>
CORE External Policies subcommittee meeting – date, time and location TBD	<ul style="list-style-type: none"> <li>• Implementation of activities identified in the subcommittee work plan</li> </ul>
Evaluation subcommittee – Oct. 30, 8:30 a.m. – noon, Metro Regional Center	<ul style="list-style-type: none"> <li>• Continue the work as part of the Metro Impact Evaluation Cohort</li> </ul>

### November 2018

CORE general meeting – Nov. 15, 6 – 8 p.m., location TBD	<ul style="list-style-type: none"> <li>• Main Topic: Joint work session CORE-Metro Council – discussion and preparation</li> </ul>
Joint CORE-Metro Council Work Session – date, time and	<ul style="list-style-type: none"> <li>• CORE reports on the work undertaken by the committee since its creation</li> </ul>

location TBD	<p>in 2017</p> <ul style="list-style-type: none"> <li>• Dialogue with Metro Council about their vision for the future of racial equity work at Metro and the CORE's role in achieving that vision</li> </ul>
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**December 2018**

CORE annual retreat – Dec. 1 or Dec. 8, 10 a.m. – 3 p.m., location TBD	<ul style="list-style-type: none"> <li>• Team building activities</li> <li>• CORE Work Plan for 2019 – discussion and approval</li> </ul>
End of year holiday greeting to community – Dec. 14	<ul style="list-style-type: none"> <li>• Develop CORE committee message and post on website/possible holiday cards, etc.</li> </ul>

DRAFT