

Agenda



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting: Committee on Racial Equity Meeting
Date: Thursday, Mar. 15, 2018
Time: 6 to 8 p.m.
Place: City of Beaverton, 12725 SW Millikan Way, Columbia River Room, Fifth Floor, Beaverton, OR 97076
Purpose: Continue the work of the Committee on Racial Equity

- 6 p.m. Call to order and Introductions – Co-Chair María Caballero Rubio

- 6:10 p.m. Discussion of the racial equity actions in the draft plan of the Property & Environmental Services (PES) department – Paul Slyman, PES

- 7:10 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)

- 7:20 p.m. Presentation of the Oregon Zoo draft racial equity action plan – Don Moore, Jennifer Payne and Pam McElwee, Oregon Zoo

- 7:40 p.m. Discussion of meetings schedule and future Metro major policy initiatives presentations to the CORE – Juan Carlos Ocaña-Chíu, Metro Racial Equity Program Manager

- 7:55 p.m. Consideration of the minutes from the Jan. 18, 2018 CORE meeting – María Caballero Rubio

- 8 p.m. Adjourn

Property and Environmental Services

Metro
Committee on
Racial Equity

March 15, 2018



Metro

What is PES?



Manage regional garbage and recycling system



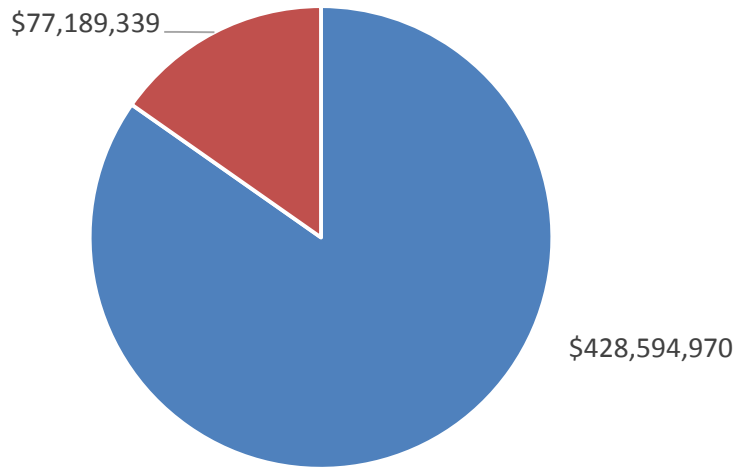
Manage Metro Regional Center campus



Manage construction project management at Metro facilities

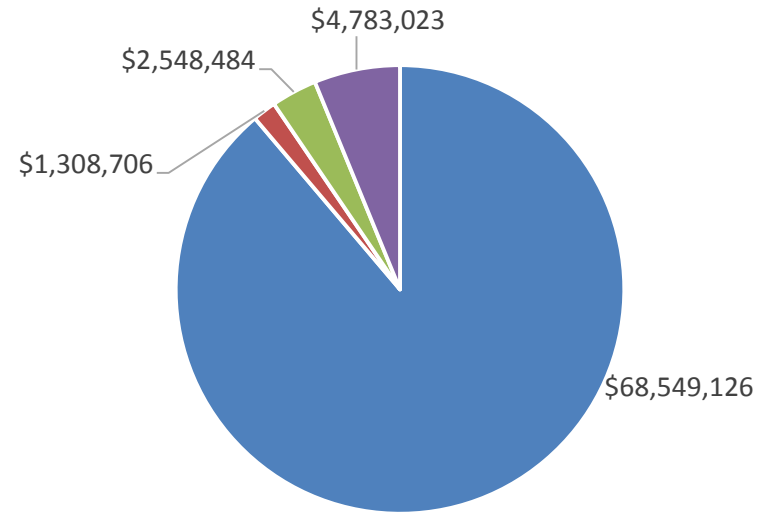
PES Budget

Metro and PES budget, FY17-18



■ Metro FY17-18 total budget ■ PES FY17-18 budget

PES budget by fund, FY17-18



■ Solid Waste Fund
■ Community Enhancement Fund
■ General Fund
■ General Asset and General Revenue Bond

Houselessness



Youth Education



- Classroom presentations
- Super Ana play
- Cohort-based internship program

Community Partnerships



Addressing inequities in PES



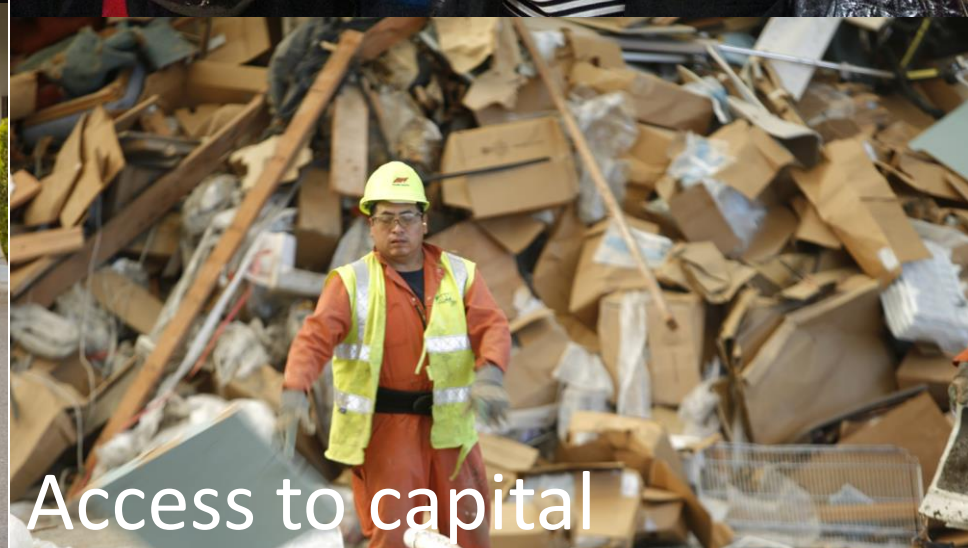
Contracting



Workforce



Access to services



Access to capital

Community & staff insights



Equity Work Group member Andre Bealer participates in a planning workshop for the 2030 Regional Waste Plan.

PES equity strategies (updated)

1. Educate staff on racial equity
2. Engage communities of color
3. Provide services equitably
4. Manage facilities equitably
5. Jobs and workforce equity
6. Procurement and budgeting
7. Evaluation and accountability



2030 Regional Waste Plan



The Equity Work Group advises PES on incorporating a racial equity lens into development of the 2030 Regional Waste Plan.

Pictured: Scotty Ellis (Metro), Juan Carlos Gonzalez (Centro Cultural), Tommy Jay Larracas (OPAL YEJA), Pa Vue, (APANO), Marilou Carrera (OHEA), Andre Bealer (NAMC-Oregon), Molly Chidsey (Metro). Not pictured: Emma Brennan (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



Strategic Plan to Advance Racial Equity, Diversity and Inclusion

Zoo DEI Action Plan



Presentation goals

1. Zoo overview
2. Current initiatives
3. Plan development process
4. Themes
5. Priority actions
6. Lessons learned
7. Next steps



About the Oregon Zoo



Current equity initiatives (external)



Current equity initiatives (internal)



Process for developing zoo plan

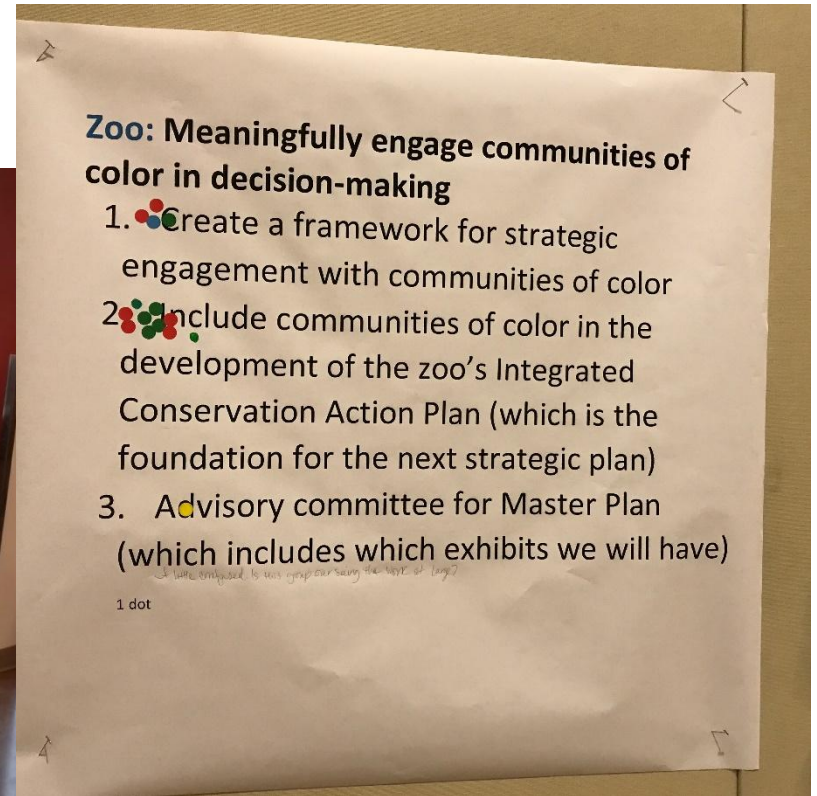
Internal

- Staff awareness (presentations, lunch and learns)
- Staff survey
- Volunteer survey
- Manager discussion group
- Executive team support
- All-staff town hall



Process for developing zoo plan

External



Themes

- Five-year vision for racial equity focused on staff diversity at all levels of the organization
- Staff, volunteer and management training for relevant competencies related to racial equity
- Recognition that communities of color need to be involved in decision-making
- Strong support that the zoo needs to be a welcoming place for community

Priority actions year one

Goal B: Metro meaningfully engages communities of color

B1. Develop best practices and tools around engaging communities of color

B2. Create a culture in which meaningful engagement is considered part of the zoo's operations

B3. Meaningfully collaborate with communities of color on the Integrated Conservation Action Plan (ICAP)

Priority actions year one

Goal C: Metro hires, trains and promotes a racially diverse workforce

- C1. Ensure recruitment process for all levels of the organization intentionally includes communities of color
- C2. Retain staff of color
- C3. Cultivate workforce development for communities of color

Celebrations and challenges



Next steps

CORE review of draft action plan

Share with external stakeholders

Share draft with all staff

Finalize draft

Exec team approval June 2018



Thank you!



Committee on Racial Equity
Meetings schedule, location and major initiatives for CORE consideration
2018

General CORE meetings schedule and location:

May 17, 2018: Metro Regional Center

July 19, 2018: Location to be determined, in east Multnomah County

Sept. 20, 2018: Metro Regional Center

Nov. 15, 2018: Location to be determined, in Clackamas County

Major Metro initiatives for CORE consideration:

Department- and venue-specific racial equity action plans: Jan. – June, 2018

Regional housing bond measure: May 2018

Recruitment and hiring for greater racial equity: July 2018

Southwest Corridor equitable development strategy: Fall 2018

Regional Solid Waste Plan: Fall 2018