

# Agenda



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

Meeting: Committee on Racial Equity Meeting – **Updated**  
Date: Thursday, Nov. 16, 2017  
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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- 6 p.m. Call to order and Introductions – Co-Chair 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. Consideration of the minutes from the July 27, 2017 meeting – Sharon Gary-Smith
- 6:25 p.m. CORE retreat follow-up – Juan Carlos Ocaña-Chíu, Equity Strategy Program Manager
- Recap of decisions
  - Follow up on questions from the CORE members
- 6:55 p.m. Updated CORE Work Plan review and approval – Juan Carlos Ocaña-Chíu
- 7:25 p.m. CORE regular and subcommittee meetings schedule – Raahi Reddy, DEI Program Director
- 7:50 p.m. Next steps – Juan Carlos Ocaña-Chíu
- 8 p.m. Adjourn

## Proposed CORE meetings schedule for 2018

### CORE general meetings:

- January 18, 2018 – Location TBD
- March 15, 2018 – Location TBD
- May 17, 2018 – Location TBD
- July 19, 2018 – Location TBD
- Sept. 20, 2018 – Location TBD
- Nov. 15, 2018 – Location TBD

### Subcommittee meetings:

#### *Internal policies and work culture subcommittee:*

- February 2018 – Date and location TBD by subcommittee members
- April 2018 – Date and location TBD by subcommittee members
- June 2018 – Date and location TBD by subcommittee members
- August 2018 – Date and location TBD by subcommittee members
- October 2018 – Date and location TBD by subcommittee members
- December 2018 – Date and location TBD by subcommittee members

#### *External policies and processes subcommittee:*

- February 2018 – Date and location TBD by subcommittee members
- April 2018 – Date and location TBD by subcommittee members
- June 2018 – Date and location TBD by subcommittee members
- August 2018 – Date and location TBD by subcommittee members
- October 2018 – Date and location TBD by subcommittee members
- December 2018 – Date and location TBD by subcommittee members

#### *Evaluation subcommittee (part of Metro's Impact Evaluation Cohort project):*

- Nov. 28, 2017 – Metro Regional Center
- Dec. 19, 2017 – Metro Regional Center
- Jan. 21, 2018 – Metro Regional Center
- Feb. 28, 2018 – Metro Regional Center
- Mar. 19, 2018 – Metro Regional Center
- Apr. 24, 2018 – Metro Regional Center
- May 29, 2018 – Metro Regional Center
- June 26, 2018 – Metro Regional Center
- July 31, 2018 – Metro Regional Center
- Aug. 28, 2018 – Metro Regional Center
- Sept. 25, 2018 – Metro Regional Center
- Oct. 30, 2018 – Metro Regional Center

Sept. 25, 2017

Metro Council Members  
600 NE Grand Ave.  
Portland, Oregon 97232

Dear Council President Hughes and Metro Councilors,

On behalf of the members of the Metro Committee on Racial Equity ("CORE"), it is our privilege to write to you to express the Committee's strong support for including racial equity as a policy priority area for the 2018 Regional Transportation Plan ("RTP") update. At the Sept. 21 CORE meeting, the Committee members learned about a community initiative to urge Metro Council to make racial equity a priority for the upcoming RTP update. CORE members shared stories about how communities of color face a number of barriers that prevent them from having a safe and reliable transportation system, and decided to ask us, the CORE Co-Chairs, to send this letter of support for that request to you.

There is abundant research that shows that people of color experience racial disparities when it comes to meeting their transportation needs, and transportation disparities are in turn related to disparities in housing and access to jobs and prosperity. In the Portland metropolitan region, people of color are being displaced from their inner-city neighborhoods where better transportation options exist, and being pushed into suburban neighborhoods where, though housing is cheaper, transportation systems are generally less reliable and safe. This, in turn, compounds the barriers that people of color face to access schools, jobs, parks and recreational, places of worship and other destinations.

Despite our collective best efforts, people of color continue to experience significant disparities in how they access and benefit from our transportation system. Among the stories shared by CORE members at the Sept. 21 meeting about the challenges and disparities that people of color in the region face regarding transportation, two stand out: the story of elders of color who have been killed trying to cross busy streets in east Portland, and the story of undocumented farm workers who are not allowed to have driver's licenses and have to rely on transit to move around the region. The lack of better access to transportation and housing disproportionately impacts the ability of transit-dependent communities, especially people of color, to access economic opportunity and greater prosperity.

For these reasons, it is imperative that the Metro Council and staff commit to making racial equity a leading policy priority in the 2018 RTP update. Making racial equity a policy priority means that the specific needs of the most vulnerable residents of the region are given the consideration and attention that they deserve. By taking steps to explicitly address the needs and barriers that affect communities of color, the 2018 RTP will also ensure that the needs and barriers that affect other historically marginalized communities, such as people with disabilities, people with low incomes, youth, and the elderly, are also addressed.

Advancing racial equity through the RTP will ensure that everyone has a safer and more reliable transportation system in the region. Take the example of the lack of basic infrastructure (sidewalks, crosswalks or bike lanes) in the neighborhoods that have a higher concentration of people of color, such as many areas of suburban and rural Clackamas, Multnomah and Washington counties. Prioritizing racial equity will mean addressing first the transportation needs of the neighborhoods where people of color currently live. And those improvements will be enjoyed by all the residents of those neighborhoods, thus contributing to a safer and more reliable transportation system in the region.

The CORE was created by Metro Council to advise you and Metro staff on racial equity issues. The RTP is a major regional effort that has direct and profound impact on the lives of all residents of the region. Making racial equity a policy priority in the 2018 RTP update will mean that Metro and its regional partners will work to improve equitable outcomes for the communities that are suffering the biggest disparities. And by doing so, we will serve everyone more effectively and improve outcomes for all.

On behalf of the CORE, we urge you to support making racial equity a priority for the 2018 RTP update.

Thank you for your consideration.

Sincerely,



María Caballero-Rubio  
CORE Co-Chair



Sharon Gary-Smith  
CORE Co-Chair

**Work Plan for the Committee on Racial Equity**  
**Fiscal Year 2017-2018**  
**Draft 3 – Nov. 9, 2017**

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.

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.

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 / 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

This work plan seeks to fulfill the purpose of the CORE by implementing the following activities:

**July 2017:**

| <b>Start of Activities</b>  | <b>Deliverables</b>           | <b>Anticipated completion date</b> |
|---|-------------------------------|------------------------------------|
| Hold the CORE kick-off meeting  | Meeting                       | July 27, 2017                      |
| Define the CORE's internal culture, agreements and expectations   | 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 | Opportunities during meetings | Ongoing                            |

**August 2017:**

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

**October 2017 – June 2018**

| <b>Start of Activities</b>  | <b>Deliverables</b>                                | <b>Anticipated completion date</b> |
|---|--|------------------------------------|
| Participate in the Equity Impact Evaluation Cohort – Oct. 2017  | 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                              |  | Ongoing                            |
| Provide updates to Metro Council on the CORE activities, through the Council Liaisons – Nov. 2017   | 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                                   | Next iteration of the Strategic Plan               | Ongoing                            |
| Communicate the success and challenges in implementing the Strategic Plan to the community – Jan. 2018  |  | Ongoing                            |
| Develop weighted performance metrics by department and venue to assess plan implementation – Jan. 2018  | 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 | Feedback to Metro departments and venue            | Mar. 2018                          |

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|---|--|------------|
| Track communication from community to Metro and track responses from Metro Council, to close communication loop – Jan. 2018   |  | Ongoing    |
| In role as advisors, coaches and community representatives, seize opportunities to review, critique and make recommendations on policy and implementation – Mar. 2018         |  | Ongoing    |
| Identify and implement forums based on specific communities that are impacted and not usually represented “at the table” – Mar. 2018  | Community forums                             | Ongoing    |
| Informal gatherings with all Metro Councilors to learn more about their motivations and what is important to them – Mar. 2018   | Gatherings with Metro Councilors             | Ongoing    |
| RTP and SW Corridor presentations to the CORE, so members can weigh in and offer feedback – Mar. 2018   | Presentations to the CORE                    | July 2018  |
| Sponsor and participate in the Metro Community Summit to report to stakeholders on Strategic Plan implementation and other racial equity work undertaken by Metro – Mar. 2018 | Report to the community                      | Sept. 2018 |
| Participate in a joint work session with Metro Council to report on Strategic Plan implementation and CORE work to date – May 2018  | Report to Council and work session materials | July 2018  |

DRAFT