

Agenda



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting: Committee on Racial Equity Meeting
Date: Thursday, July 19, 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

- 6 p.m. Call to order and Introductions – Co-Chair Sharon Gary-Smith
- 6:05 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)
- 6:10 p.m. Presentation of the Metro Planning & Development Department’s racial equity action plan –Margi Bradway and Andre, Planning and Development
- 6:55 p.m. Presentation of Impact Evaluation Project (Scotty Ellis, Shweta Moorthy, Kate Sawicki, Kari Herinckx, Laura John, Noelle Dobson)
- 7:25 p.m. Updates:
- Community event with CORE-Thursday, September 20, 2018 CORE meeting (East Portland)
 - Nominations process for selecting new co-chairs
 - December CORE/Council worksession—December 4, 2-4pm
 - Filling CORE vacancy
 - Updated workplan –retreat Jan 2019
 - Next steps – Raahi Reddy, DEI
 - Next meeting, September 20th
- 7:55 p.m. Consideration of the minutes from the May 17, 2018 CORE meeting – Sharon Gary-Smith
- 8 p.m. Adjourn



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Impact Evaluation Project

July 19, 2018

Background

- Evaluating the Strategic Plan
- Equity evaluation in government
- Identifying impact evaluation

Potential outcomes

- DEI Program - Evaluating the Strategic Plan
- Metro - Assessing impact of the agency's equity efforts



Additional opportunities

- Evaluation @ Metro
 - Establish agency-wide evaluation approach
 - Build staff capacity for impact evaluation

The logo for 'Opportunity.' is displayed in a sans-serif font. The word 'Opportunity.' is written in a light grey color. The letter 'O' is blue, 'p' is orange, 'p' is blue, 'o' is grey, 'r' is green, 't' is blue, 'u' is yellow, 'n' is grey, 'i' is blue, and 't' is grey. A period follows the word.

Project process



- Participants
 - 35 Metro staff (rep. 10 departments)
 - 10 Community (5 CORE members)
- Began – October 31, 2017
- Projected completion – early 2019
- Cohort learning approach

Project stages

1. Intention

- What do we mean by impact?

2. Inquiry (*we are here)

- How do we know what kind of impact we are having?

3. Implications

- How are we different because of what we've found?

4. Going forward

Learnings

1. Grounding the intention in racial equity
2. Trying to seize all opportunities
3. Explicit roles



Response

- Project Charter
 - Values
 - Racial equity theory
 - Power analysis
 - Shared agreements for working together
 - Roles and responsibilities
 - Accountability
- Assessing process and products

Questions

1. How would you like the team to keep you updated on the project?
2. Do you have any resources that you could share that may assist the group in this work?

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GOAL A: Metro convenes and supports regional partners to advance racial equity

- Metro’s public, private and community partners have **increased capacity** to advance racial equity.
- Partners collaborate to achieve shared racial equity outcomes.
- People of color and women have a path to living wage careers.

GOAL B: Metro meaningfully engages communities of color

- Communities of color and decision-makers have trusting and productive relationships to better serve the region.
- Communities of Color are empowered to determine what they want and need from regional government.
- Communities of color have a sense belonging and social inclusion in regional government.
- Communities of Color have the ability and capacity to effectively influence and lead in regional government.
- Decision-makers actively and effectively elevate the influence of communities of color in government decisions.

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

- Culture: Metro staff creates inclusive workplaces where people of color in all occupations can bring their full selves to work and are valued along with all other groups.
- Hiring: Metro staff attracts, hires, and retains a diverse workforce, positioning Metro as an employer of choice for communities of color.
- Training: Metro staff use a racial equity lens in their work to eliminate systemic barriers to employment and advancement.

GOAL D: Metro creates safe and welcoming services, programs and destinations

- Communities of Color are partners in developing, assessing and evaluating Metro programs, services, and destinations.
- Communities of color benefit by freely navigating the program, service, or activity.
- Communities of Color members feel included and a sense of belonging within Metro's programs, services and spaces.

GOAL E: Metro's resource allocation advances racial equity

- The relationship between racial equity and the budget allocation process at Metro is normalized.
- People of color actively participate in budget process and targeted investments that increase racial equity.
- People of color experience social, economic and health benefits as a result of Metro's resource allocation.
- Communities of color know about, access and are awarded resource opportunities at Metro, including contracts, grants and other investments.

Memo



Date: Friday, July 13, 2018
To: Metro's Committee on Racial Equity (CORE)
From: André Lightsey-Walker, Assistant Regional Planner
Subject: Racial Equity Strategy - Vision Statement & Guiding Principles

Vision Statement

We will work together to ensure that all facets of work within Metro's Planning and Development Department actively advance or support the advancement of racial equity. We will actively dismantle structures of racial inequality both internally, and throughout the region. We will use Metro's unique position as a leader in the discipline of urban planning to normalize racial equity work in contemporary planning practice and will remain committed to this endeavor until racial equity is achieved.

Guiding Principles

We will establish avenues to **Power** by creating pathways to decision making: including committees, workgroups, and other organizational bodies that advise or enact policy decisions. We will create engagement and participation structures that empower people of color and create space for their voices to be heard and included.

We will use our **Influence** to direct decision making, resources, and planning processes to ensure that people of color in the region have access to and benefit from quality jobs, affordable housing, safe and reliable transportation, clean air and a healthy environment.

We will remain committed to **Innovation** by devoting resources and time to reflection and experimentation. We will explore trends and emerging issues where new ideas, practices, and approaches can be established with a foundation on racial equity and inclusion. We will actively seek to prevent negative impacts before they occur. We will recognize and

retire outdated practices and replace them with those that are aligned with Metro's racial equity goals.

We will change **Culture** by breaking down barriers in the field of urban planning present for people of color. We will provide internship opportunities targeted at students of color, engage with schools in the region, participate in organizations and events that provide professional development to people of color and hire staff that help the department become reflective of the communities we serve.

We will remain **Accountable** by establishing a comprehensive system for tracking our improvement over time. We will continually provide opportunities for community members, partner organizations, and staff to offer feedback and advice on how to best accomplish our racial equity goals. We will normalize and incorporate formal performance evaluations specific to the subject of racial equity into our annual reviews.