



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

# Meeting minutes

Meeting: Committee on Racial Equity Meeting  
Date/time: Thursday, November 29, 2018  
Time: 6 to 8 p.m.  
Place: 150 Beaver Creek Rd., Oregon City, OR  
Purpose: Continue the work of the Committee on Racial Equity

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## **Attendees**

**Co-Chairs:** Dele Oyemaja, Patricia Kepler,

**CORE Members:** Donna Maxey, Martine Coblentz, Duncan Hwang, Shweta Moorthy, Effie Stansbery, Kari Herinckx, Karla Hernandez, Laura John, Katie Sawicki,

**CORE Liaisons:** Metro Councilors Shirley Craddick

**Metro staff:** Raahi Reddy, Nyla Moore, Margi Bradway, Andre, Cassie Salinas, Noelle Dobson

**Guest:** Clackamas County Leaders for EDIC, Equity, Diversity and Inclusion Council

**Absent:** Daisy Quiñonez, María Caballero Rubio, Sharon Gary-Smith, Councilor Sam Chase

## **Welcome**

Dele called the meeting to order and asked the CORE members and guests present to introduce themselves by saying their names, affiliation and preferred gender pronoun.

## **Public comment – Members of the public**

No public comment was offered.

## **Emmett Wheatfall welcome and overview**

Emmett introduces both the community group for equity, LEDIC and the employer equity group, EDIC and explains how they are two of three groups that help move equity work forward.

EDIC has three groups, Lunch & Learns, employee resource groups, and outreach and community engagement group. Representatives from the group shared some of the projects they have been working on.

## **Leaders for the Equity, Diversity and Inclusion Council Review**

Candace of LEDIC shared what their group has worked on in the last year. A lot of effort was spent on immigration rights. They are currently creating new goals and want to find ways to align their goal with CORE's annual goals.

Kari asked if there was a formal ask from Clackamas County to do this work. Emmett shared that resolutions were passed committing the County to equity work.

## **CORE Overview**

Dele shared how background information on CORE, how the committee is set up and what they have achieved in their first year.

A member of EDIC asked if there are ways to partner with Clackamas County. Raahi replied that Metro/CORE are hoping to work with the County on workforce with C2P2. As the current Clackamas county councilor, Councilor Dominguez shares how Metro works within Clackamas county.

***Construction Career Pathways Project Update, Noelle Dobson, Pat Daniels, Constructing Hope Kelly Kupcak, Oregon Tradeswomen***

C2P2 Program's purpose is to help increase the amount of people of color and women in construction trades.

Noelle shared a high level review of the construction workforce market study.

How does one move along this pathway?

The workforce pathway moves from exposure to construction careers, pre-apprenticeship, apprenticeship and journey-level worker.

Pat shares that people have to be introduced to the trades earlier. You have to be exposed to the career to find out if you like it. Constructing Hope—add what they do. Summer program for youth 15 and older that introduces them to the career.

Pre-apprenticeship programs help pass on their knowledge of the career. It started around 15 years ago to help people who have been excluded to get job readiness training for construction careers. They take classes on the trade of their choice and get paid for learning about the career at the same time.

Constructing Hope graduated 81 people, 70% were formally incarcerated, and they focus on training men. Oregon Tradeswomen focuses on helping women but if their program is full they can use the Constructing Hope services. OT has an 8 week program with an average of 40 people per class. There is a natural attrition. This last class was a graduating class of 28. They are working to provide case management, child care and transportation. OT audited the barriers to their programming to increase people of color and low income people in their program.

Patricia asked about the level of criminal history that you do not work with. Pat explained that sex offenders are usually the hardest to get in but there are ways around that. Ban the box helps with felony offenders getting a second chance.

Donna asked about mentorship and people of color being flaggers and not doing the work. Kelly explained that some people choose to become flaggers but that there are programs for women and people of color.

Noelle shared the five year demand of public construction projects and the public owner workgroup.

***CORE business***

The meeting was adjourned at 8:04 p.m.

Minutes prepared by Nyla Moore