

# Agenda



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

Meeting: CORE Monthly Meeting  
Date: Thursday, Mar. 21<sup>st</sup>, 2019  
Time: 6 p.m. to 8 p.m.  
Place: Metro Regional Center, Council Chambers

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- 6:00 p.m.** Welcome and Public Comment
- 6:15 p.m.** Parks and Nature: Engagement with Greater Portland's Urban Indigenous communities (Alice Froehlich, Metro Parks and Nature)
- 7:00 p.m.** Review Draft Memo on feedback process on policy issues
- 7:30 p.m.** CORE recruitment for 2019/2020
- 8:00 p.m.** Adjourn

# Parks and nature bond

## Phase one engagement summary | October 2018

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Metro staff was directed by Metro Council in the spring of 2018 to begin shaping a potential parks and nature bond measure for the November 2019 ballot. Using both the parks and nature system plan and Metro's strategy to advance racial equity, Metro staff created an engagement strategy that would elevate the voices of communities of color while also continuing to tap into the deep knowledge of the conservation advocates and park providers throughout the region.

The engagement goals for this outreach are:

- Respond to community needs
- Elevate communities of color
- Advance racial equity
- Strengthen awareness and trust in Metro
- Stronger relationships between organizations
- Report back to community

A targeted approach to engagement was used to help Metro's Chief Operating Officer prepare a framework for parks and nature bond investments. A unique strategy was created for each of five stakeholder groups:

- Conservation advocates
- Local park providers
- Culturally specific and other historically marginalized communities
- Working lands stakeholders
- Urban indigenous communities

The five reports summarizing the input received through these efforts are attached. Common priorities and concerns among stakeholder groups offer direction to both the framework of what the parks and nature bond can fund and how this work can advance racial equity. In addition, each group had unique viewpoints to offer that can help identify unique opportunities for investments and impacts.

### **Consistent funding priorities**

Discussions uncovered both support for these priorities as well as concerns about how to assure that funding will have the intended impacts without creating more disparities.

### **Protecting land**

**Clean water:** Protecting clean water was strongly emphasized at the forums with historically marginalized community members, Indigenous communities, conservation advocates and working lands interviewees. There was recognition of the interconnectedness of the work needed to support healthy habitats for fish and resilient communities for people. From the protection of headwaters to instream and riparian areas to floodplains, people across the board expressed the importance of clean water.

**Protecting rare habitats:** This priority came up less than clean water, but it was discussed as important within the conservation, Indigenous and working lands communities.

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### Capital investments at Metro sites

**Take care of what we have:** This is an important theme that came out of the community forums. Participants see the need to address deferred maintenance and ADA accessibility improvements in order to make sure our existing destinations can best serve culturally specific and other historically marginalized communities. The Indigenous community is looking for spaces that support larger gatherings, multi-generational access and healing spaces. They are looking for such spaces on any Metro managed site.

**Fulfilling the vision for new nature parks:** This work came up less than taking care of existing nature parks. However, there was support for the approach of working closely with community to develop and fulfill a vision for new parks.

### Local share

**Building capacity and empowering community to lead:** There is a difference in opinion on how local share can be used to address local needs. The culturally specific, historically marginalized and Indigenous communities feel that these funds need to support community-based projects that build people's relationships with the land and with nature. Many local park providers would rather use these funds to advance what they see as important park and nature investments that can address the needs of their entire constituency as defined in park system plans and master plans.

**Repair and replacement:** Park providers are also interested in repair and replacement of facilities and infrastructure in existing parks. This is consistent with the requests from culturally significant and historically marginalized communities to take care of what we have first.

### Capital grants

There is strong support for the capital grant program to support community-based projects. People see opportunities to build stronger relationships with nature that can encourage people to visit natural areas further and further from their neighborhoods. Conservation groups support increased funding in capital grants to leverage community capacity and build stronger relationships.

### Themes associated with racial equity

While all the groups see racial equity as important, the depth of understanding on the opportunities within the parks and nature profession varied. There is interest across the board in better understanding the problem and opportunities, and pursuing continued community engagement as a way forward.

**Impact of bond investments:** The question about the impact of bond investments (both past and future) on racial equity came up in a few different contexts. There is interest in using some form of impact analysis to identify metrics or approaches that the local share can use to advance racial equity.

Both historically marginalized and conservation communities raised questions about how past local share investments may have perpetuated disparities. There is a desire to understand the impacts of existing practices to design solutions.

# Parks and nature bond

## Phase one engagement summary | October 2018

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Working lands participants were concerned about the impact Metro's land acquisition program is having on the value of farm land.

**Engagement:** Across the board, feedback reflected the desire to be more engaged in decision making about the bond and the bond investments early and throughout the decision making processes. All expressed gratitude for the tailored approaches and feel invested in the decision. There was a consistent desire to support the capacity of communities of color and other historically marginalized communities in planning for, designing and implementing projects.

**Improve access to nature for underserved communities:** While the support for this topic was consistent across most groups, the approaches and concerns shed light on the complexity of achieving this outcome. First, proximity of a park or natural area to underserved communities does not address the issue of access. Accessibility is a complex issue that needs to be taken into account throughout planning efforts, design development, construction and programming. Approaches widely supported by historically marginalized communities included investing first in existing nature parks and addressing universal accessibility issues, including ADA accessibility. Their input was consistent with local park providers, who are looking for more resources to address degrading infrastructure in existing parks.

**Connect outcomes for multiple benefits:** There was a consistent recognition that coordination between various interest groups and work functions could surface opportunities for greater impacts. For example, working lands participants see potential in a project that preserves farm land and advances conservation while providing public access and education. At the community forum, participants saw linkages in acquiring and restoring floodplains and river banks with the opportunity to engage Indigenous communities throughout the process.

**Coordinate with other investment packages:** Every stakeholder group voiced the need to coordinate investments in affordable housing, transportation and parks and nature. There is awareness of the continual, long-term shift of populations due to the forces of gentrification. This also elevated the importance of increasing capacity for culturally specific organizations to work across issues to create thriving communities.

### Unique perspectives

**Conservation advocates:** Protect land inside and outside the urban growth boundary; prioritize habitat connectivity, rare habitats and species like oak and prairie.

**Local park providers:** Prioritize trails, local park improvements, land acquisition, and renewal and replacement. Would like increased investment in the local share and value flexibility.

**Culturally specific and other historically marginalized communities:** Concerned about displacement and how the economic forces that drive gentrification can be addressed when investing in parks and nature.

**Working lands stakeholders:** Minimize impacts to neighboring farmers and keep the most productive farmland in farming.

# Parks and nature bond

## Phase one engagement summary | October 2018

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**Urban indigenous communities:** Invest in park improvements that will rejuvenate cultural practices.

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# Parks and nature bond

## Phase one engagement summary | October 2018

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**Urban indigenous communities:** Invest in park improvements that will rejuvenate cultural practices.

# Potential parks and nature bond measure

## Indigenous community engagement | Fall 2018

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Completed by: Alice Froehlich

### **Audience overview:**

Metro staff engaged with members of Portland Parks Native American Community Advisory Council (NACAC). NACAC members are Indigenous community members and represent numerous organizations and tribes. It is important to engage with Indigenous community members because they have a close relationship to some of the ancestral and ceded homelands that Metro stewards. Portland has the ninth largest urban Indigenous population in the United States. The Indigenous community in Portland is very diverse, with over 390 tribes and bands represented, and Oregon is home to nine federally recognized tribes. Although the community is diverse, there are some shared values about the importance of clean water, healthy land, safe harvest, ceremony spaces and land management practices.

### **Engagement format:**

Metro staff held three small group meetings; each meeting was four hours long. Initially there was one small group meeting planned, but the community requested the two additional meetings. In addition to the small group meetings there was one one-on-one meeting.

### **Engagement point people:**

- Alice Froehlich, lead
- Rosie McGown, administrative support

### **Key priorities identified for potential bond measure:**

The key priority for this community is changing systems of who is in power and who has access, in order to be more inclusive of people of color and other historically marginalized groups.

- Land acquisition criteria priorities:
  - Protect Indigenous culturally significant land (request for cultural resource assessment conducted with Indigenous persons)
  - Protect salmon, steelhead and lamprey
  - Protect culturally significant native plants
  - Protect groundwater, stream and riverbanks to support healthy water quality and resilient communities and drinkable water
  - Protect spaces that show rarity, that reflect the relative diversity of an ecosystem or possesses unique natural features
- Capital project criteria priorities:
  - Infrastructure for the rejuvenation of cultural practices
  - Projects that will benefit the indigenous community, such as gathering spaces or access to water, safe access for elders and children
  - Projects that prioritize underserved communities
  - Low impact access improvements
- Local share and grant program priorities:
  - Priority given to projects initiated and led by culturally specific organizations to ensure meaningful relationship between the grantee and the community the grant intends to serve

# Potential parks and nature bond measure

## Indigenous community engagement | Fall 2018

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- Support community-based projects that develop a relationship with the land and being able to harvest and eat from the landscape
- Education opportunities to access science in a way that is culturally relevant and significant
- Focus on providing access to STEM for at-risk or historically marginalized youth and that promote environmental career pathways by engaging older youth and teens
- For the culturally significant sites that fall within the jurisdiction of local share, Metro should require cultural competency or cultural responsibility among local share recipients, working with the Indigenous community to define competencies and practices.
- Projects that improve soil quality, reduce and eliminate toxins in our landscape

### **Key concerns identified about potential bond measure:**

Support the leadership and work of historically marginalized communities; don't have white dominant culture lead for them.

- Concerns around who is involved in the engagement for the potential bond, as well as who is involved in the future implementation of the bond. Money needs to be set aside to engage communities of color; people of color often can't engage because of a lack of resources. Engagement is expensive but it is a wise, long-term investment. There also needs to be a class-informed lens: engage vulnerable communities throughout every stage of planning and implementation.
- Gentrification
  - How to make it easier for low-income community members to access nature close to home without creating another avenue for gentrification
  - Looking at gentrification intergenerationally, considering both where communities are now and where communities are being pushed out to
  - Intersection with the housing bond, inclusion of natural areas zoned to allow for affordable housing on site or prioritizing close proximity of affordable housing to access to nature
- How will this bond address honoring the Indigenous sense of time and space, ensuring a longevity point of view rather than prioritizing short-term success
- Concerns about purchasing land and building project with the goal of "recreation." Any new recreation should be low-impact and culturally significant, prioritize underserved communities, and not conflict with indigenous cultural values
- Concern about who does the work that bond dollars are spent on: engaging COBID companies and helping those companies build capacity to take on an increased workload.
- Providing resources for houseless communities to be in nature in a more habitable way, affordable camping, access to restrooms
- Climate change

### **Key themes on racial equity:**

Separating out racial equity as a distinct bullet point demonstrates the issue; this should be imbedded in all aspects of the bond development and work at Metro, not just viewed as a box to be checked. Equity needs to be included throughout the whole system, and reflected in who is making decisions and who is benefiting from the bond and the dollars it generates.

# Potential parks and nature bond measure

## Indigenous community engagement | Fall 2018

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Who is leading the racial equity work at Metro and how it is being led is important. Predominantly white organizations have been providing racial equity education and this is an issue. Addressing white fragility is important; racial equity work is uncomfortable and cannot be done through white comfort filters.

### **Areas of disagreement within this audience:**

There was not clear disagreement within this audience, there was lots of conversation about trails and prioritizing trails over other types of investments. The group ultimately decided that other priorities were more important than trails.

### **Suggestions for future engagement with this audience:**

Meeting attendees requested more engagements that would build knowledge of bond issues within the Indigenous community. There is desire for opportunities for larger groups to be included, especially at organizations and locations where Indigenous community members gather. They would like to have tours of Metro sites and learn more about target areas and land acquisition. This group wants to learn as well as help inform and influence the details of how the bond priorities can be met. They want to be consulted and included at every step of the process possible, now through the election and beyond.

### **Additional information:**

Appendix 1 – Community meeting notes 1

Appendix 2 – Community meeting notes 2

Appendix 3 – Community meeting notes 3

# Appendix 1

## Community meeting notes 1

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Meeting: Indigenous community bond engagement  
Date/time: August 27, 2018  
Place: Metro Regional Center: Council Chambers

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### **Attendees**

Savahna Jackson, James Holt, Karen Kitchen, Alice Froehlich

### **Topics**

#### **Welcome**

Metro parks and nature is beginning stakeholder engagement to help shape a 2019 bond renewal. In addition to this group there is a stakeholder table and a community cohort engagement group focusing on racial equity. The cohort consist of ten community leaders assisting with getting feedback from their larger communities. There is also engagement with the agricultural community and conservation groups who have traditionally been involved in bond creation in the past. Parks and nature director Jon Blasher requested a specific engagement strategy with the indigenous community.

Metro Council will hold a retreat on October 4 where recommendations from all of these groups will be presented.

### **Bond 101**

#### **What is a bond?**

The bond will be around \$200 million dollars and can only be spent on buying public land and funding public capital projects. Capital projects are new construction or major improvements and does not include maintenance. Examples are: roads, culverts, large scale restoration projects, generally projects that cost at least \$50,000. No more than 10% of bond money can be spent on administrative costs.

#### **Who can spend it?**

Metro and other local governments have direct access to funds to buy land and complete capital projects. Local governments that receive direct funds are limited to park providers including cities and counties. Metro also provides grants for capital projects to nonprofits and other local governments including schools, utility providers and other special districts. This is the level where tribal governments can receive funding. The Nature in Neighborhoods grant program is an example of this type of funding.

### **Bond focus areas discussion**

#### **Bond renewal current focus**

Protecting land, improving park and natural areas and supporting community projects.

### **Acquisitions**

When purchasing land with bond funds, the land must fit within certain criteria and be maintained, with non-bond funds, for these criteria. Long term purchasing plans were developed in the 1980s and 1990s with the past bond measures focusing on these target areas. Metro is currently looking at where land has been purchased and where there are current barriers to access. There are examples

# Appendix 1

## Community meeting notes 1

of Metro purchased land managed through Intergovernmental Agreements, such as the agreement with Tualatin Hills Parks and Recreation District to manage Cooper Mountain Nature Park. Often nonprofits and smaller local governments often do not have the capacity to do this. Do tribes have the capacity to maintain land while trying to bring it back to its historical uses? Currently Metro is not aware of the criteria used by tribal governments for purchasing land.

### Review of proposed criteria

#### Protecting land

- Trails
  - Recognition they are a regional priority but are also extremely expensive to build
  - The criteria specifically calls out walking and biking, does this include wildlife corridors?
  - Focus on providing access to and connections between natural areas
- Clarification needed of the term “culturally significant land”
  - Proposed change: Protect indigenous culturally significant land
  - To determine what is culturally significant engagement is needed with all tribal groups in the region, not just urban tribes.
  - Resources for what is culturally significant: Virginia Butler at PSU, Eirik Thorsgard’s work with the Confederated Tribes of the Grand Ronde
  - Some may not want indigenous culturally significant land identified, clarification would need to be made between protecting this land and providing access
  - Provide a cultural resources assessment of all purchased land done either by or with partnership with indigenous community
- Proposed addition: Protect culturally significant native plants
  - Call out specific plants
  - Provide opportunity for ongoing engagement with plants
  - Include a list of preferred plants for Metro and partners to focus on for acquisitions, stabilizations and other capital projects.
- Language from 2006 bon regarding rarity should be included – “Rarity, reflects the relative diversity of an ecosystem or possesses unique natural features”
- Proposed clarification: Protect salmon, trout, steelhead and lamprey
  - This may be implied in “protect stream and river banks” but preferences is to call out species
- New recreation
  - Proposed change: Provide new types of access and engagement with natural spaces (or the natural landscape)
  - Clarification on types of recreation, limit to no or low impact access
  - Will this be used to purchase new land with specific recreation activities in mind?

#### Creating welcoming nature parks

- Identify locations for big projects that will benefit the indigenous community, such as gathering spaces or access to water
  - Killin Wetlands: Wocus in water but no current access point to water
  - Low impact access improvements
  - Stream area that could be purchased of a sweat lodge with wood burning permits

# Appendix 1

## Community meeting notes 1

- Proposed language: infrastructure for the rejuvenation of cultural practices
  - Infrastructure in existing and new places
  - This could fit under all three criteria: protecting land, creating welcoming nature parks and supporting community projects
- Existing park improvements: restrooms, additional parking
- Clarification needed on the vision
  - Provided by Jon: fulfilling the vision of the master plans of existing parks, question between beginning phase one for new parks or working on phase two at existing parks.
- Clarification on new parks
- Stipulations on who is doing the work, recommendations to hire M/WBE companies

### **Supporting community projects**

- Increase portion spent on grants, reducing acquisitions

### **Next steps:**

#### **Questions to answer**

Can another agency hold a grant program to distribute bond funds?

Is there interest from other agencies in holding this type of program?

Is Metro the best to make the decisions about where grant funding goes?

Where does Metro want to buy land?

What do IGAs look like?

#### **Documents to provide**

Copy of past bond resolutions

Draft list of capital projects

Map of priority purchase areas

Example of IGA maintenance agreement

#### **Next meeting**

Monday, September 10: 12:30 – 4 p.m.

Metro Regional Center: Council Chambers

# Appendix 2

## Community meeting notes 2

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Meeting: Indigenous community bond engagement meeting 2  
Date/time: September 10, 2018  
Place: Metro Regional Center: Council Chambers

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### Attendees

Angela Morrill, Clifton Bruno, Christine Bruno, James Holt, Gerard Rodriguez, Karen Kitchen, Judy Bluehorse Skelton, Jessica Rojas

### Topics

#### Welcome

Discussed the representation of the native community in the bond engagement process, Judy Bluehorse Skelton is a member of the stakeholder committee and James Holt is a member of the community forum cohort. Judy offered to meet with anyone individually to get as much input from the community as possible leading up to the Council presentation in October. The development of the two previous parks and nature bonds (1995 and 2006) did not include any engagement with the indigenous community.

This initial round of bond engagement is a higher level review of the bond funding criteria, a second phase of engagement will refine the criteria and identify specific projects. The criteria to be reviewed will be applied to land acquisition, capital projects and community grant programs. A parks and nature tour was requested specifically for this group, with the possibility of a spring tour to focus on specific projects relevant to the refinement process.

#### Bond engagement

Metro is currently in phase one of engagement and is getting input from the agricultural community, conservation community, indigenous community, local governments, metro staff and community members with the assistance of culturally specific organizations. Metro is committed to addressing equity in the process and outcomes of the bond engagement and development. A feedback loop confirming accurate and respectful representation of the information being gathered is required to ensure accountability in this process. Ultimately Metro Council will make the decision on what the bond will look like in December.

#### Engagement timeline:

- Sept 14: stakeholder table meeting #1
- Sept 22: community forum #1
- Sept 26: community forum #2
- Sept 27: stakeholder table meeting #2 (focusing on commitment to racial equity)
- Oct 11: Council retreat (cohort and indigenous community member to present)
- Oct 22: stakeholder table meeting #3

#### Background information

##### What is a bond?

The bond is for 8-10 years and will be around \$200 million dollars. Bond funds can only use for public land acquisition and public capital projects. Capital projects are new construction or major improvements. Examples are: roads, culverts, large scale restoration projects, generally projects



# Appendix 2

## Community meeting notes 2

that cost at least \$50,000. No more than 10% of bond money can be spent on administrative costs and bond funds do not cover maintenance costs.

### **Who can spend it?**

Metro and other local governments have direct access to funds to buy land and complete capital projects. Local governments that receive direct funds (local share) are limited to park providers including cities and counties. Metro also provides grants for capital projects to nonprofits and other local governments including schools, utility providers and other special districts. Metro's legal team is clarifying if tribal governments would be eligible for local share, direct award or only receiving grants. Funds can only be spent on projects that fit within the criteria set by Metro, this is an opportunity to advance Metro's racial equity work.

### **Bond focus areas discussion**

#### **Acquisition criteria (protecting land)**

Rising land costs increases the importance of purchasing land now with the expectation that restoration and access projects can come later. Discussion around where land should be purchased led to the importance of understanding how Metro's proposed funding measures work together (housing, parks and nature, transportation) and the impact they will have on the lowest income levels of our communities. The group requested information on the 2040 growth plan in order to look at projections of demographic shifts, where low income and communities of color will be moving to, and recommend focusing on acquisition and access in those areas. The discussion on long term planning also stressed the importance of factoring in climate change into the bond decision making process.

#### **Grants criteria (supporting community projects)**

- Would like to continue a grant program as part of this bond
- Grant program to be balanced with groups recommended focus on land acquisition
- Focus on developing relationships with grantees
- Focus on communities and organizations in cities with less local park funding
- Develop accountability measures for ensuring grantees incorporate racial equity into their projects
- Continue supporting educational programs

### **Review of proposed criteria**

#### **Protecting land**

- Proposed addition: protect groundwater, stream and riverbanks to support healthy water quality
  - Stresses water quality as a quality of life issue
  - Do not use watershed jargon, keep public audience in mind
  - Protecting waterways for resilient communities (human and wildlife)
- Reiteration of concerns about "recreation"
  - Clarification requested about what this includes, making it clear to the public about what would and would not be allowed
  - Acknowledge that access will not be developed at all land being purchased

## Appendix 2

### Community meeting notes 2

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- Low-impact, culturally significant, prioritizing underserved communities, doesn't conflict with indigenous cultural values
- Purchase of lands specifically for recreational use that may not have as much conservation value

#### **Next steps:**

#### **Questions to answer**

What was the acreage purchased with past bonds?

#### **Information to provide**

Details of UGB expansion recently recommended to Council

#### **Next meeting**

Tuesday, September 25: noon – 4 p.m.

Location: TBD

Topic: focus on capital projects, less time spent on bond overview and acquisitions.

# Appendix 3

## Community meeting notes 3

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Meeting: Indigenous community bond engagement meeting 3  
Date/time: September 25, 2018  
Place: Metro Regional Center: Council Chambers

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### Attendees

Clifton Bruno, Gabe Sheoships, Gerard Rodriguez, Christine Bruno, James Holt, Judy Bluehorse Skelton, Karen Kitchen, Jessica Rojas, Savahna Jackson, Sequoia Breck

### Topics

#### Follow up information from past meetings

Alice Froehlich brought the following documents to help answer previous questions:

- 2040 plan: version from early 2000s has a map projecting where people will move
- Oregon State Conservation strategy has a chapter on climate change, the conservation community looks to this document for guidance. Alice will send a link to the document.
- Intertwine Alliance's Regional Conservation Strategy Executive Summary
- Bio diversity guide and conservation strategy, borrowed from Metro science manager
- Metro parks and nature list of currently funded projects and priority projects for new funding
- Metro Bond Target Areas binder: target area refinement process occurred after the 2006 bond was approved by voters

#### Community forum recap

James Holt and Karen Kitchen participated in the Metro parks and nature bond community forum on September 22. The organizations Verde, Adelante Mujeres and Centro Cultural had the most turn out at the forum. Forum participants expressed the importance to engage underserved communities early and often during the decision making process, utilizing multiple languages in advertising and engagement materials. Key priorities reported from the forum included providing access to nature in underserved communities in terms of park location and proximity of nature to urban spaces as well as transportation and walkability options. Protecting culturally significant land, including sharing indigenous histories was also a priority. Participants also expressed the importance of using contractors from marginalized communities to perform the work of the bond.

#### Criteria discussion

##### Community projects: local share and grants

Grant funds need to be spent on public land, this typically includes a partnership between a nonprofit or special district government and park provider government agency. The group reviewed the community project criteria handout for what should be changed, added or removed. The following discussion emphasized bringing a human element to the grant program and focusing on projects that are led by the community, enhance soil quality for edibility, support cultural education and value livability and affordability.

- Priority given to projects initiated or led by culturally specific organizations to ensure meaningful relationship between grantee and the community the grant intends to serve
  - Prioritize culturally driven projects

# Appendix 3

## Community meeting notes 3

- For other organizations partnering with culturally specific organizations, place weight on demonstrated relationship building prior to application
- Soil quality for restoring edibility
  - Focus on the overall health of the soil to increase edibility
  - Support “projects that reduce and eliminate toxins in our landscape” as a more general way to address edibility
  - Support community-based projects that develop a relationship with the land around eating from the landscape
  - Include limitations on gathering, tending and foraging
- Education opportunities to access science in a way that is culturally relevant and significant
  - “Culturally relevant or significant” to be inclusive of more than just indigenous communities
  - Focus on providing access to STEM for at-risk or marginally affected youth
  - Promote environmental career pathways by engaging older youth and teens
  - Require capital projects to include an educational or interpretation piece
- Learning from past grant programs:
  - Provide bridge building opportunities between conservation and culturally specific organizations for meaningful engagement
  - Require outreach to underserved communities when developing projects
  - Involve all partners in all aspects of the grant process
  - Remove barriers to grant administration including providing funding for administration
  - Include culturally specific community members on grant application review committees and provide compensation for participation
  - Many culturally significant sites that fall within the jurisdiction of local share, Metro should require “cultural competency” or “cultural responsibility” among local share recipients
- Recognition of what to not provide funding for:
  - Nothing dominated by settler mythology
  - No funding for the end of the Oregon Trail
  - Nothing that doesn’t respect history prior to the 1830s and settlers

### Report to Council

#### Key themes on racial equity:

Separating out racial equity as a distinct bullet point demonstrates the issue, this should be imbedded in all aspects of the bond development and work at Metro, not just viewed as a box to be checked.

Equity needs to be included throughout the whole system

- Who does the work: engaging COBID companies and help those companies build capacity to take on an increased workload
- Who is engaged: money needs to be set aside to engage communities of color, people of color often can’t engage because of a lack of resources. Engagement is expensive but it is a wise, long term investment.
- Class informed lens: engage vulnerable communities throughout every stage of planning
- Who accesses the sites: it takes time to have the capacity to access to mainstream western environmentalism and connections with nature, avoid conservation jargon and frame connection with nature as a basic human need

# Appendix 3

## Community meeting notes 3

- Who gets the grants: providing funds for long-term capacity building to help communities have a place at the decision making table. Support the work of the community, don't lead.

Who is leading the racial equity work at Metro and how, key criteria for hiring a consultant

- Predominantly white organizations have been providing racial equity education
- Who is doing the equity work matters. A white person, who doesn't have the lived experience, cannot be leading racial equity.
- Addressing white fragility is important, racial equity work is uncomfortable and cannot be done through white comfort filters
- Ensure that what is being said at engagement events and on the stakeholder table is being accurately captured

### Key priorities:

- Where and how people interacting in the land
- Preserving nature and affordability at the same time
- General health of the land: protecting native plants, soil and waterways
- Purchasing land with lens of cultural significance
- Revitalization of cultural practices
- Changing systems of who is in power and who has access

### Key concerns:

- Exclusion of people in the plan, need a clear understanding of how all of Metro's proposed funding measures work together to support the people of the region
- Gentrification
  - How to make it easier for low income community members to access nature close to home without creating another avenue for gentrification
  - Looking at gentrification intergenerationally, considering both where communities are now and where communities are being pushed out to
  - Intersection with the housing bond, inclusion of natural areas zoned to allow for affordable housing on site or prioritizing close proximity of affordable housing to access to nature
- Honoring the indigenous sense of time and space, ensuring a longevity point of view rather than prioritizing short term success
- If we are managing for edibility and long-term sustainability of landscape, include limits on harvesting
- Creating a safe space for children to access nature close to home to develop lifelong relationships with the land beyond school activities
- Addressing human needs in natural areas
  - Providing resources for houseless communities to be in nature in a more habitable way, affordable camping, access to restrooms
- Preparing for the unexpected

### Engagement next steps

This phase of engagement is quickly wrapping up. Council will meet on October 11 for a retreat at Blue Lake Park. James Holt will present with the community cohort and offered to also represent

## Appendix 3

### Community meeting notes 3

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this group. Many members of the group expressed interest in attending to also present or provide support. The group will meet for an hour prior to attending the retreat.

Council will make the decision to set the framework in December. The group would like transparency on how their feedback has been included in the recommendation. It is important to provide a feedback loop to allow the group to view and comment on the recommended framework before it is officially approved by Council.

The bond renewal engagement is part of larger long-term relationship building needed with the indigenous community. The group discussed engagement opportunities with the larger community leading to the next phase of engagement as an opportunity to help educate people about Metro and the department. Hiring a consultant from the community to lead the larger engagement effort was proposed. Alice requested the group send her any consultant recommendations. Engagement opportunities include providing information at upcoming events such as October 8 Indigenous Peoples Day events and events during November Native American Heritage Month. The group also requested tours this fall or winter focusing on Metro projects that are indigenous culturally specific. In the late spring/early winter, the second phase of engagement will dive deeper into specific target areas and projects based on the criteria approved by Metro Council in December.

#### **Next meeting:**

Council Retreat

Thursday, October 11: 11 a.m. - noon

Location: Blue Lake Park, Chinook Shelter

Wednesday, October 17: After NACA meeting

Tour: TBD



Metro

# **CORE Practices to Provide Oversight of the Implementation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion**

CORE Meeting

March 21, 2019

# Purpose

*The purpose of the Committee on Racial Equity (CORE) is to provide input and support to Metro Council and staff in advancing racial equity to fulfill the purpose of good government, which is to serve all people effectively and create greater opportunities for people of color to thrive in the region.*



Strategic plan to advance racial equity, diversity and inclusion



# Key Feature of CORE work in advising Council on strategic plan implementation:

- Through review of implementation of the strategic plan, CORE will highlight important actions, address changes that need to be made or are being made, and identify blind spots and gaps on the work.
- CORE strives to use the knowledge gained through implementation efforts to share lessons learned, promote successful efforts and ensure the work of the agency continues to improve.
- CORE looks across the agency to find areas where the strategic plan plays a role, but should not be taken as a replacement for broad community input.
- CORE will highlight opportunities for community engagement to inform agency business and share feedback it receives through its network(s).

# Matters for CORE consideration:

Council priority initiatives – as established at their annual planning retreats;

Items CORE deems of interest and bring forth for evaluation and action;

- CORE initiate items can come from any member and be brought to Metro staff or the Council through the CORE Chairs.

Departmental community engagement activities; and

Departmental DEI plans;

## **The CORE shall deliver input and advice to the Metro Chief Operating Officer, Senior Leadership Team members, Diversity, Equity and Inclusion Program staff and other Metro staff implementing the Strategic Plan in several ways:**

Develop concise reports to agency staff, Council and the broader public on matters relating to implementation work performed by CORE.

Establish a consistent approach to applying the Strategic Plan's goals to Metro policies and programs to ensure clarity for staff and Council of the work of CORE and the progress made on implementation efforts.

Annually CORE will provide reports summarizing the gaps they have identified and results of their input. This summary will include recommendations on needs for staff to better implement the strategic plan, additional areas of attention for Council.

- One on one interviews with CORE members may be included.

**The CORE shall deliver input and advice to the Metro Chief Operating Officer, Senior Leadership Team members, Diversity, Equity and Inclusion Program staff and other Metro staff implementing the Strategic Plan in several ways:**

Establish and monitor goals and actions of the Strategic plan through monthly updates to CORE by DEI staff.

Throughout all of its activities, the CORE members will strive to provide oversight on the implementation of Metro's Strategic Plan in order to increase transparency and accountability to local communities, especially to people of color and other historically marginalized groups.

# The CORE shall provide written and oral reports to Metro Council on the following items:

1. Implementation of Metro-wide Strategic Plan goals, objectives and action items;
2. Successes, challenges and adjustments in the implementation of the Strategic Plan and department- and venue-specific action plans; and.
3. Development and implementation of evaluation measures for the Strategic Plan at the goal, objective and action item levels.

## **Ensuring completion of process around policy issues, CORE member will:**

- Produce annual CORE report and determine any gaps, areas that need attention, or follow-up.
- Review annual agency budget to understand financial priorities, identify any areas that could be influenced by work of CORE.
- Make necessary recommendations to Council on matters of CORE concern.

**Metro staff will work proactively with CORE members to support the community oversight and accountability function of this body.**

## Updating CORE:

- Appreciating that CORE members lead busy lives working in important sectors of our region, Metro staff commits to ensuring ample time for CORE members to review materials presented at meetings and ensure that they “close the loop” in the feedback and input process by providing response to questions, issues raised and/or gaps identified by CORE members.
- Metro staff commit to track CORE’s feedback and provide it in writing to Metro Council for follow-up to ensure items CORE brings forth for further action have been meaningfully addressed.

**Metro staff will work proactively with CORE members to support the community oversight and accountability function of this body.**

- Work with CORE Chairs to determine what presentations would be beneficial to CORE. (ex. Lay out what points to engage on and what kind of input is needed)
- Ensure CORE assessments and feedback are synthesized and incorporated into yearly planning for DEI

# CORE Recruitment

<i>Another Year</i>	<i>Another 2 years</i>	<i>Not Returning</i>
Maria	Martine	Sharon
Kari	Dele	Vacancy left by Olivia
Effie	Patricia	
Karla	Laura	
Duncan		
Donna		

VACANCIES in 2019-2020: 2-5 spots



## New DEI STAFF: Sebrina Owens-Wilson

Sebrina Owens-Wilson is the Partnership's Campaign Director leading work in the areas of climate justice, equitable infrastructure, transit equity and campaign research. Sebrina's research and policy work has helped shape organizing strategies, served as the foundation for innovative policy solutions to economic and environmental challenges and opened the door to building strategic relationships with key allies. She has also helped shape the organization's position as the national experts on creating family sustaining jobs in the construction and waste and recycling industries. Sebrina earned a master's degree in International Studies at the University of Oregon and a bachelor's degree from Colorado College.

