

# Metro

600 NE Grand Ave.  
Portland, OR 97232-2736  
[oregonmetro.gov](http://oregonmetro.gov)



Metro

## Minutes

Tuesday, May 2, 2023

10:30 AM

Metro Regional Center, Council Chamber,  
<https://www.youtube.com/live/edm5iTzLktE?feature=share>,  
<https://zoom.us/j/615079992> Webinar ID: 615 079 992 or  
888-475-4499 (toll free)

**Council work session**

Call to Order and Roll Call

Council President Peterson called the Work Session to order at 10:30 a.m.

**Present:** 7- Council President Lynn Peterson, Councilor Christine Lewis, Councilor Juan Carlos Gonzalez, Councilor Mary Nolan, Councilor Gerritt Rosenthal, Councilor Duncan Hwang, and Councilor Ashton Simpson

**Presentations**

10:30 Diversity, Equity and Inclusion (DEI) Department Budget Presentation

Presenter(s): Cassie Salinas (she/her), Metro

Attachments: [Staff Report](#)

Council President Peterson introduced Cassie Salinas (she/her), Metro and others to present on the Diversity, Equity, and Inclusion (DEI) Department Budget Presentation.

Staff pulled up the *Diversity, Equity, and Inclusion Department FY 2023-24 Proposed Budget Powerpoint* to present to Council.

Staff explained the key program areas, the priorities of the department, and an overview of the DEI department's budget. Staff explained how they are measuring impact thorough their equity metrics, which included DEI trainings and Construction Career Pathways. Staff discussed the budget modifications and the investments in target areas.

*Council Discussion*

**Councilor Simpson** asked about expanding more school districts in the Construction Careers Pathways. He also asked if there was a timeline to complete the trainings.

Sebrina Owens-Wilson, Metro noted that they continue to do outreach and there are more opportunities to add more school districts.

Cassie Salinas, Metro noted that they require managers do the foundational training and tier two. Staff is working on having a hybrid option and communicating the importance of the training.

**Councilor Lewis** asked if they thought about evaluation or external review for the capacity-building grants.

Owens-Wilson stated that this year they will focus on the evaluation of the program. She also mentioned having opportunities for Council to interact with the grantees.

**Councilor Lewis** asked if the budget included the outside evaluation. She suggested they get an outside evaluation as a best practice.

Owens-Wilson mentioned that they were planning on doing the evaluation in-house, but they can consider outside evaluation.

**Councilor Gonzalez** thanked staff for their work. He asked about the challenges they experienced during Covid, including the leadership transition.

Owens-Wilson noted the challenges of working from home. Staff also mentioned the lessons learned from helping negotiated and implement a workforce agreement and be

responsive to different unexpected issues.

Salinas mentioned that they tested new ideas during the pandemic that they can share ideas with others.

**Councilor Hwang** suggested that they continue investing in community-capacity building and that they see about developing a social services and mental health sector.

**Councilor Rosenthal** mentioned that Portland has become more diverse and asked how they will measure performance. He commented that some of the less diverse cities have adopted DEI concepts. He also asked when they will focus on management in the construction field.

Owens-Wilson stated that staff is working on how to apply results-based accountability to measure success. She appreciated his comment and noted that Metro is a leader in racial equity.

Owens-Wilson mentioned that dream of the Construction Program is to get people into the industry, and they eventually go into management.

**Councilor Nolan** asked about the regional metric and the percentage of the \$723 million is public construction work. They suggested including the private sector in the program in the future. Councilor Nolan asked Marissa Madrigal what support staff needs to have all the supervisors complete the training within the next year.

Marissa Madrigal, COO noted that managers are important to an employee's workplace experience, so they want to target supervisors. She agreed that mandatory trainings should be 100%.

Staff mentioned that the training launched in March of 2021.

**Councilor Nolan** asked how many managers are at Metro. They also asked if they can reach 100% by next year.

Staff stated that there are approximately 140 managers.

Madrigal stated that she thought it was achievable to reach 100%, however it depends on turnover and when the measure.

Holly Calhoun, Metro noted that the 80 percent was based on turnover. Staff also wants to overlay the data with employment engagement results. Calhoun also mentioned staff may be working on retaining employees of color and of non-dominate identities.

**Councilor Nolan** suggested that they aim for ambitious goals.

**President Peterson** thanked staff for their work. She asked how their budget reflects working with the region on shared prosperity and education.

Owens-Wilson noted that that staff were bringing in equity officers around the region, so that would be a place for work on shared prosperity and education.

Salinas noted that they have funding for trainings, and they allow their partners to sit on trainings.

President Peterson suggested that they reach out to their broader partners such as businesses.

Madrigal stated that this is opportunity to work towards a more equitable region.

President Peterson suggested that they also go out to people and talk about regional issues.

11:30 Oregon Convention Center Budget Presentation

Presenter(s): Craig Stroud (he/him), Metro

Attachments: [Staff Report](#)

Council President Peterson introduced Craig Stroud (he/him), Metro to present on the Oregon Convention Center Budget Presentation.

Staff pulled up the *Oregon Convention Center FY 2023-24 Proposed Budget Powerpoint* to present to Council.

Stroud explained the key themes of the budget. Staff discussed the budget overview, the key equity metric, and examples of diverse groups events. The presentation contained several pictures from different events at the Convention center. Stroud noted examples of Diverse, Community and Small Business use of the Convention Center. He also discussed their equity actions. Staff explained several initiatives of the OCC, including digital devices to frontline workers.

*Council Discussion*

President Peterson thanked staff for their work.

Staff explained the budget modifications and investments in target areas.

*Council Discussion*

**Councilor Lewis** asked if there is enough budget for resources requested by the new security lead. She also

asked if there are staff making sure that contracted food service workers are getting bee.

Stroud noted that there is flexibility in the budget and that security is a priority for them.

Stroud mentioned that staff have monthly meetings with the general manager. He noted that the contract metric are reviewed regularly.

**Councilor Simpson** asked how often promotion opportunities are available.

Stroud mentioned that noted that the lost staff during the pandemic, but there have been opportunities for people to get promoted.

Staff added that the digital device program has helped to communicate opportunities to employees.

**Councilor Gonzalez** mentioned he was hopeful about the direction of the OCC and appreciated the efforts to bring technology and increase communication.

**Councilor Rosenthal** asked staff to provide key points that he can share with others.

Stroud explained how the OCC is a part of a larger ecosystem that economically impacts the entire region. He noted that there are hotels and restaurants have struggled.

**Councilor Hwang** mentioned that that some partners are not sure how to access the convention center. He asked how they can it make it easier for them to access. He also asked when they will have results to share.

Stroud mentioned their racial equity action plan that includes community outreach about barriers. He also mentioned the OCC also needs to be available for large clients, but they can also rent out space for smaller or local clients. Stroud noted that the OCC may be too large for clients that are still incubating.

Stroud noted that there is \$100,000 to work on community engagement. They should have results by next year.

**President Peterson** asked about the leak issue and when they will need a new roof.

Stroud stated that the roof included on year 7 of the capital plan. He noted that the issue is the glass panes, and they are working to resolve the issue.

**President Peterson** commented that significant work would be needed to take off and put back on the solar panels.

Stroud believed that the solar panels are on the newer part of the roof, while the work will be done on the oldest part of the roof.

#### **12:20 Chief Operating Officer Communication**

Marissa Madrigal provided an update on the following events or items:

- Metro and other partners closed on an affordable housing project on 74th Ave and Glisan St.

#### **12:25 Councilor Communication**

Councilors provided updates on the following meetings and events:

- **Councilor Gonzalez** thanked staff and the Council for covering him while he was on his honeymoon.



- **Councilor Rosenthal** had several meetings including with the City of Sherwood, the Oregon League of Conservative Voters and with the City of Wilsonville. He gave an updated on the Crystal Springs Creek.
- **Councilor Simpson** mentioned the Juneteenth Rodeo and thanked staff for their work.

**Adjourn**

There being no further business, Council President Peterson adjourned the Metro Work Session at 12:09 p.m.

Respectfully submitted,



Jemeshia Taylor, Legislative Assistant

**ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF MAY 2, 2023**

<b>ITEM</b>	<b>DOCUMENT TYPE</b>	<b>DOC DATE</b>	<b>DOCUMENT DESCRIPTION</b>	<b>DOCUMENT No.</b>
<b>1.0</b>	Powerpoint	05/02/2023	Diversity, Equity and Inclusion Department FY 2023-24 Proposed Budget Presentation	050223cw-01
<b>2.0</b>	Powerpoint	05/02/2023	Oregon Convention Center FY 2023-24 Proposed Budget Presentation	050223cw -02