



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

# Meeting minutes

Meeting: CORE Retreat  
Date: Saturday, Jan. 26<sup>th</sup>, 2019  
Time: 10 a.m. to 2 p.m.  
Place: Coalition of Communities of Color, 221 NW 2nd Ave #303, Portland, OR 97209  
Purpose: Debrief last year of CORE

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## **Attendees**

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

**CORE Members:** Martine Coblentz, Duncan Hwang, Laura John, Daisy Quiñonez, Katie Sawicki, Effie Stansbery and María Caballero Rubio, Karla Hernandez,

**MERC Commissioners:** Karis Stoudamire-Phillips

**CORE Liaisons:** Metro Councilors Shirley Craddick and Christine Lewis

**Metro staff:** Raahi Reddy, Nyla Moore, Cassie Salinas, Melissa Palavecino, Ernest Hayes

**Absent:** Sharon Gary-Smith, Shweta Moorthy, Donna Maxey, and Kari Herinckx

## **Welcome and Overview of the day**

The members participated in a team building exercise where they used the year on pennies to share about themselves and their lives during that year.

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

No public comment was offered.

## **Looking Back –What did we do? What did we learn?**

Members were asked to share a personal highlight of their work on CORE, their initial intention to join CORE, and one new thing they have learned about Metro that they want to share with their community. Each member wrote them down on paper and put them up on the wall.

For intention overarching comments were, to help create and implement policies that benefit frontline communities, bring the voices and lenses of underrepresented communities, and finally to better understand Metro systems and community's needs.

For Highlights the overarching comments were, meeting with other communities and organizations doing DEI work, advocating on behalf of communities and seeing the reach and power that Metro has to make change.

New things, two sub groups surfaced; Learned and want to learn: for learned core members stated their realization of people's commitment to DEI work inside and outside of Metro. Where Core members wanted to learn more about was more clarity around decision making processes and in

order to inform communities on how to engage with those processes, as well as learning more about needs, interests and goals communities have that relate to Metro's work, and finally

### **Last year review**

CORE members reflected on the positives and negatives of the last year as well as hopes for the incoming year. The positives that were shared were; having regular meetings, DEI staff transitions going smoothly, the presentation to council was well done. Core members enjoyed the tour and would like another one scheduled and finally they felt that the subcommittees were a good idea. A negative that came up was that the members felt they had too large of a scope of work and would like to have a more focused scope such as weighing in on more department specific plans. Formal structured meetings did not work for them and they would like more interactive settings. Things that they would like to do in the upcoming year was to have an opportunity to weigh in on Council's agenda setting –as it relates to DEI. Council agenda can be made available to CORE for them to use to plan their agenda. Members would like to spend time strategizing on how to bring partners and community more information and clarity around the process of presenting to council.

### **Accountability to Strategic plan**

Core members were interested in getting periodic updates on the progress of the strategic plan which could stimulate ideas for agenda topics that members could send to DEI staff. Members were also interested in alternative forms of communications such as dash boards, videos, and links to see and not read. Some elements and formats to be included in updates were impact data, possibly a quarterly report that has concrete metrics. Members also wanted updates on department-specific equity committees as they developed and have staff help map those out for CORE members. Members also discussed a way to share the good work being done in METRO to METRO departments.

They also wanted opportunities to discuss and understand community concerns as well as examine what our reactionary work is and what our proactive work is. There was interest in knowing critiques, issues and internal gaps METRO has that DEI team has seen or experienced. Members felt this could be a way to help focus their feedback that would be helpful to the DEI team. Members talked about the DEI team acting as liaisons to departments on where they are on their DEI plans in order to build capacity to do the work; as well as having a system to report back to CORE.

### **CORE as advisor to Metro Council on key policy initiatives**

Members want to know where decisions are made, how they can impact those decisions. They also want to know the deadlines to get their recommendations in. Members also wanted to have a report back on what has happened after they provide their recommendations to circle back and share the impact. Members wanted to make sure they provided clarity on what racial equity meant to them as an advisory body to the council. Members agreed that CORE's role is to apply the goals and actions for the Strategic Plan to major policy initiatives. CORE provides feedback and input to help these initiatives live the full spirit of the Strategic Plan. Weighing in on and

unifying their standards and metrics on leading with racial equity was discussed. There was a lot of conversation around how the council agenda is set and what parts of it CORE wanted to focus in on. Some key takeaways: 1) CORE interested in providing some feedback to Council on their agenda items before they were set based on goals and actions of the Strategic plan, 2) Staff provide CORE deadlines and timeframes on major policy initiatives for Council that will impact equity in the region, this includes a calendar outlining key decision points on major initiatives and providing 3) policy briefs to help CORE prepare for their input and 4) CORE does not need to duplicate community input that is already provided through stakeholder engagement in these various policy and investment initiatives, instead CORE holds us its role to ensure Metro is accountable to the goals and actions in the Strategic Plan and that these initiatives incorporate these values into the process and outcomes

A follow up meeting to create action items was asked for.

The following are members who will be at that meeting: Duncan Hwang, Laura John, Patricia Kepler, Dele Oyemaja, Karla Hernandez

### **Community engagement: direction on what we would like to do?**

Members discussed how Metro does community engagement and how it should think about more holistic engagement. Meaningful relationship building through time, hearing directly from the community in order to spend engagement dollars more efficiently. They also talked about making that engagement more meaningful instead of transactional. In order for this to be done CORE communicates clearly what this committee does and doesn't do. Staff, Councilors and CORE members attend key events in the community. Core members also felt that creating awareness of Metro services to the community was important. A member also mentioned that Metro shouldn't always rely on the most visible culturally specific organization, they should reach out to other smaller or less visible organizations for community contact and input. Members also felt it was important to create more comfortable spaces for community by not making situations too formal.

\*CORE member recruitment

**2:00            adjourn**