

Agenda



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting: CORE Monthly Meeting
Date: Thursday, March 18, 2021
Time: 5:30PM – 7:30PM
Place: Virtual meeting via Zoom

5:30 PM Welcome and Introductions

Public Comment
Updates from Committee Members
Committee Business

6:00 PM Metro Council Update

6:15 PM Investment and Innovation grants pilot evaluation and racial equity outcomes

Presenter: *Matt Korot, Metro, WPES Program Director*
Suzanne Piluso, Metro, Senior Solid Waste Planner

7:00 PM Organizational Impact: A Spring Snapshot

Presenter: *Cassie Salinas, Metro, Organizational Impact Program Manager*
Nyla K. Moore, Metro, Leadership Development and Training Coordinator

7:30 PM Adjourn

Investment and Innovation grants pilot

Evaluation of racial equity impacts

Presentation to CORE (March 2021)



Agenda

Context and history

Pilot evaluation overview

Evaluation results, focusing on racial equity findings

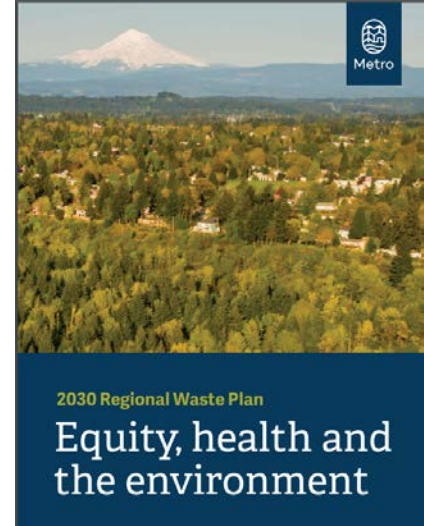
Discussion with CORE – *how well is the program meeting its racial equity goals?*

Next steps/future of I&I

Overarching goals

Reduce environmental and human health impacts from products

Advance racial equity



Regional Waste Plan equity actions

40 equity-focused actions addressing:

- Share of system dollars
- Jobs (wages, benefits, representation)
- Access to high quality services
- Impacts from system
- Civic engagement and leadership

Program history

- Three year pilot, launched in 2018



Grant types

Program grants: \$10,000 to \$75,000

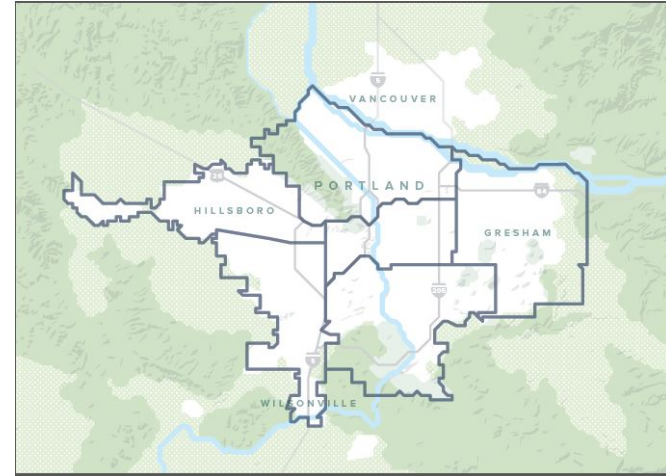
- Personnel, operations and equipment

Capital grants: \$50,000 to \$750,000

- Equipment and facility infrastructure

Applications received

- Nonprofit organizations and for-profit businesses
- **146 proposals** totaling over **\$30.5 million** for \$9.5 million available



Grants awarded during pilot

Year/ funding	Capital grants	Program grants
2018 (\$3M)	\$2.3 million	\$224,626
2019 (\$6M)	\$5.3 million	\$520,423
2020 (\$500K)	N/A	\$472,686
TOTAL	\$7.6 million (18 grants)	\$1.2 million (24 grants)

Evaluation questions

What impact did the I&I program have on reducing waste and improving environment and human health?

What impact did the program have on racial equity?

Investment and Innovation pilot grant program

At-a-glance

Capital Grants
18 | \$7,498,896

Program Grants
24 | \$1,217,735

Metro funds leveraged **\$18,282,304**
of grantee contributions to projects

40 projects completed or in progress:

1 
Waste prevention

19 
Reuse

13 
Recycling

5 
Composting

1 
Energy recovery

1 
Workforce development



82,805 TONS
of waste
will be reduced

168,000 TONS
of waste reduction system
capacity will be added

37,000 METRIC TONS
of CO2 equivalents of GHG emissions
will be avoided, equivalent to removing



7,880
passenger vehicles from the roads each year

Equity evaluation finding 1

As a whole the I&I program is advancing specific Regional Waste Plan goals and actions related to racial equity.



Types of equity impacts

- Funding businesses or organizations owned by or directly serving BIPOC communities
- Capacity building, jobs
- Expanded services
- Increasing capacity of businesses and organizations to advance equity at work

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City of Roses Disposal & Recycling



Earth Advantage



James' Neighborhood Recycling Service

Evaluation finding 2

Nonprofit applicants and program grants demonstrated strongest equity outcomes

Capital grant applicants struggled to incorporate equity, with notable exceptions



Evaluation finding 3

Applicant responses to equity criteria strongly influenced committees' funding recommendations

Evaluation finding 4

The program reached out to organizations beyond traditional players to connect with those directly serving BIPOC communities.

More could be done to expand outreach.



Hygiene 4 All

Summary

Advanced waste reduction and equity efforts

Equity outcomes varied by grant (opportunities for improvement with capital grants)

New and strengthened relationships

Question for CORE

How well is the program meeting its goal of advancing racial equity?

Next steps/ future of I&I

April 15: Regional Waste Advisory Committee

May (TBD): Metro Council work session

After... Depending on Council direction, back to CORE for consultation on specific equity strategies

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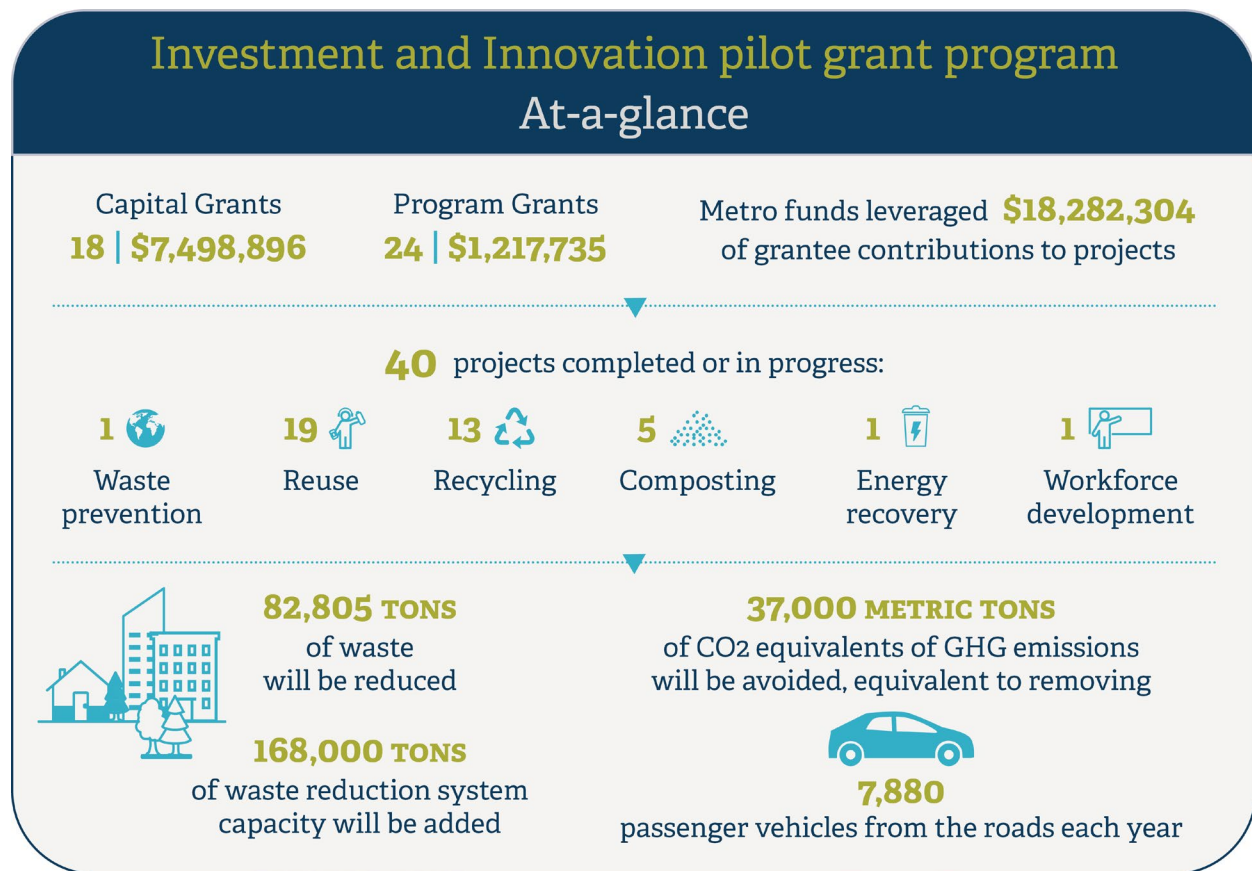


Investment and Innovation grant program pilot *Impact summary report*

OVERVIEW

The Metro Council initiated the Investment and Innovation (I&I) program in 2018 as a three-year pilot to invest in efforts of private companies and nonprofit organizations to create, expand, preserve and broaden efforts that advance waste prevention, reuse, recycling and energy recovery in the greater Portland area, and to help foster economic opportunities and other benefits for communities of color and other historically marginalized communities. The I&I program helps Metro achieve the overarching objectives of the 2030 Regional Waste Plan by reducing the environmental impacts of materials throughout their life cycle and advancing racial equity.

This Impact Summary provides a high-level overview of the environmental, human health and racial equity impacts of the I&I pilot. ¹ It is a companion piece to the full evaluation report completed in spring 2021.



¹ The grants awarded during the pilot are not all fully implemented. This summary describes *actual impacts* of completed grants awarded in 2018, and *anticipated impacts* from grants awarded in 2019 and 2020.

ENVIRONMENTAL AND HUMAN HEALTH IMPACTS

The I&I grant program seeks to preserve and expand the greater Portland area's capacity to reduce the environmental and human health impacts of products at any stage of the product life cycle, with particular emphasis on the end-of-life stage through waste prevention, reuse, recycling, composting and producing energy from waste. The I&I grants are advancing progress on Regional Waste Plan goals by:

Improving systems for recovering recyclables, food scraps and yard debris to make them more responsive to changing markets and evolving community needs.

Example: Two I&I grants enabled Pioneer Recycling Services to invest in rapidly evolving technology at its material recovery facility in Clackamas. Pioneer purchased and installed two sorting robots, and the following year installed optical sorters. Both projects were for new technologies or applications of technology that had not been previously tried in the greater Portland area. The grants enabled Pioneer to test the effectiveness in improving sort processes and delivering products more likely to be recycled. Pioneer volunteered to share results and key learnings from both of these proof-of-concept projects with direct competitors to encourage innovation, benefitting both recyclers and the region as a whole.



Photo courtesy of Pioneer Recycling

Supporting efforts to recover and distribute surplus edible food.



Photo courtesy of Urban Gleaners

Example: In 2019, grant funds provided Urban Gleaners with a refrigerated van and additional staffing, enabling this nonprofit organization to rescue more than 1 million additional pounds of nutritious, edible surplus food from local businesses and deliver it to food pantries and meal sites – a 19 percent increase over the prior year. The grant funded an experimental partnership with Door Dash to test a “closed loop” pilot, through which food would be rescued more efficiently through partnership with drivers already on the road. Urban Gleaners was awarded a second I&I grant to hire additional staff for a second shift to scale up its food rescue and redistribution operation.

Investing in neighborhood-scale reuse and repair services and infrastructure.

Example: Free Geek, one of the few organizations focused on finding the best uses for discarded electronics, used its grant awarded in 2018 to hire new staff and purchase equipment to implement process improvements developed with Lean PDX. This enabled Free Geek to collect more donated electronic items and process them more quickly for reuse. This added capacity was especially necessary during the COVID-19 pandemic, when Free Geek experienced a surge in demand for low or no-cost computers for remote learning and work. Free Geek was awarded a 2020 I&I grant to host additional community collection events, focused on underserved communities, to bring in more items for reuse and recycling.



Photo courtesy of Angela Holm and Free Geek

Implementing strategies to increase the salvage of building materials for reuse.

Example: City Repair was awarded a grant in 2020 to develop a process and five demonstration projects to divert usable construction waste (mock-ups of building projects that are normally destined for landfill) in order to provide homes for people without them. The work was done in partnership with community housing organizations. The lessons learned from the project will be incorporated into a training module for architects, contractors, builders, developers and reuse advocates to expand the network of people diverting additional mock-ups on an ongoing basis.

Increasing knowledge among community members about garbage, recycling and reuse services.

Example: Eco-School Network was awarded a grant in 2018 to train and support a cohort of parent leaders in 20 schools to assess current practices of managing cafeteria waste, and implement unique parent and student-led waste reduction initiatives. The cumulative impact of the projects resulted in more than 120 tons of avoided waste through prevention, reuse and recycling. Even more significantly, the projects built awareness and excitement for waste reduction among students, parents and teachers, which will have ongoing benefits beyond the grant.

RACIAL EQUITY IMPACTS

Goal 2 of the Regional Waste Plan directs Metro to “Utilize grant programs to invest in businesses and nonprofit organizations to strengthen regional efforts around reducing waste, making better use of the waste that is produced and helping foster economic opportunities for communities of color and others who have historically been left out of the garbage and recycling system.” I&I grants are furthering implementation of Goal 2 by:

Creating new opportunities to participate in the garbage and recycling system, including workforce development and career pathways.

Example: City of Roses Disposal & Recycling (COR), one of the few Black-owned businesses in the greater Portland area’s waste management sector, was awarded two I&I grants to expand and update its facility in Northeast Portland that handles primarily construction and demolition debris. Infrastructure improvements included the addition of designated areas for additional processing, as well as storage, machinery and specialty processing areas. COR’s business expansion associated with the first I&I grant resulted in job growth as well, yielding 13 new living wage jobs with benefits that primarily went to under-represented individuals.

Supporting new partnerships to expand service delivery to historically marginalized communities.

Example: Repair PDX is developing new community partnerships with local public schools and nonprofit organizations such as ReBuilding Center to focus repair skills trainings and apprenticeships on underserved communities, including teaching sewing and technology repair to resilient youth experiencing homelessness.



Photo courtesy of Jesus and Jesse Fonseca and Repair PDX

Funding organizational efforts to advance equity, including new diversity/inclusion policies and equity trainings.

Example: GreenWay Recycling and Urban Gypsum were awarded grants in 2019 that include working with Constructing Hope on an equity assessment of organizational practices. Urban Gleaners is undergoing a process in collaboration with Resolutions NW to be more culturally responsive to the diverse population experiencing food insecurity that it serves, and has added an Ambassador Board to apply an equity lens to operations and outreach, with three of the founding members being people of color.

FOR MORE...

For much more detail, see the full evaluation report. It includes information on how the program was implemented, the status of each of the grants and their specific environmental and racial equity outcomes, and options for the future of the I&I program.



Memo

Date: Thursday, March 11, 2021
To: Committee on Racial Equity
From: Suzanne Piluso, Investment and Innovation Program Manager
Matt Korot, Program Director, Waste Prevention and Environmental Services
Subject: Investment and Innovation grants evaluation | background for Mar. 18 CORE meeting

We look forward to a discussion with CORE on March 18 about an evaluation of Metro's Investment and Innovation (I&I) grant program, specifically focusing on the program's racial equity goals. This memo provides background on the I&I grant program and summarizes key equity findings of the evaluation.

Overview of Investment and Innovation program and pilot evaluation

The Metro Council initiated the I&I program in 2018 as a three-year pilot to invest in private companies and nonprofit organizations to create, expand, preserve and broaden efforts that advance waste prevention, reuse, recycling and energy recovery in the greater Portland area, and to help foster economic opportunities and other benefits for communities of color and other historically marginalized communities. The I&I program helps Metro achieve the overarching objectives of the 2030 Regional Waste Plan by reducing the environmental impacts of products and advancing racial equity.

The I&I program goals are:

- Reduce environmental impacts throughout the product life cycle, with particular attention to reducing both the amount and toxicity of waste produced in the Metro region; and
- Advance racial equity for historically marginalized communities by sharing benefits and reducing burdens of the region's garbage and recycling system.

During the pilot Metro awarded \$8.7 million through 40 grants to private companies and nonprofit organizations, leveraging over \$18 million in grantee investments in projects across the region. The 2018 grants are complete, and the grants awarded in 2019 and 2020 are underway.

After the 2020 grants were awarded, program staff conducted an evaluation of the pilot to assess the extent to which the program is meeting its environmental and racial equity objectives. In addition to providing transparency and accountability for the work to date, the evaluation will inform the Metro Council as it determines whether to continue the program beyond the pilot phase. Program staff will present the evaluation findings and potential options for the program to the Metro Council in April, and will include input from CORE and other stakeholders.

The attached *Impact Summary* report summarizes the environmental, health and equity outcomes of the pilot.

Evaluation findings related to racial equity

The evaluation revealed the following:

Finding 1. As a whole the I&I program is advancing specific Regional Waste Plan goals and actions related to racial equity.

To varying degrees, most of the grants demonstrated direct equity impacts (or, for grants still in progress, are anticipated to once the projects are fully implemented). The equity outcomes of each grant are summarized in the attached *Racial Equity Outcomes of I&I Grants* table. The program's racial equity impacts align with Regional Waste Plan goals and actions, including:

- Increasing economic benefits for historically marginalized communities in the regional garbage and recycling system
- Increasing positive benefits and reducing negative impacts for communities of color or other historically marginalized groups
- Increasing capacity of organizations in the regional system to advance racial equity.

As examples, the program awarded approximately \$867,000 in grants to a Black-owned material recovery facility, and a total of \$464,000 to six community organizations that primarily serve communities of color or other historically marginalized groups. Several grants are supporting efforts to ensure that food is made available to individuals experiencing hunger (primarily families of color), rather than being discarded as waste. Grant funds are generating new jobs, capacity building, and professional advancement opportunities in the solid waste industry.

Finding 2. Applicant responses to the I&I program's equity objectives and criteria varied significantly, with nonprofit applicants generally demonstrating stronger equity outcomes than private companies applying for capital grants.

Notwithstanding Finding #1, I&I applicants ranged in their understanding and implementation of racial equity principles in their projects. In general, equity was a more focused priority in nonprofit grant applications, and less so in for-profit capital grant applications (with a few notable exceptions). Some applicants did not understand what Metro meant by equity in the context of the I&I program and why it matters, and on the other end of the spectrum, some applicants already had equity as a core part of their missions and practices. Many fell somewhere in the middle.

Some of the applicants, particularly for capital grants, have a long way to go to operationalizing racial equity. However, the grants helped build greater awareness of racial equity, particularly among providers of recycling services. If the program is to continue, program staff hopes to work with CORE to explore specific ways the program can further advance racial equity within the private sector.

Finding 3. The grant review committees invested significant effort in applying the program's racial equity objectives and criteria to proposals, and those equity assessments of proposals were major components of funding recommendations.

Grant proposals required applicants to articulate how their projects would demonstrate positive impacts for communities of color or other underrepresented groups, and/or advance diversity and equity in applicants' workplaces. The grant review committees engaged in meaningful deliberations to apply these criteria to each proposal, and the equity criteria were a major component of funding recommendations. The committees were reticent to fund proposals with limited or no equity

impacts, but in some cases ultimately recommended funding some of those with particularly strong environmental outcomes.

Finding 4. The program prioritized outreach to organizations beyond those working in the reuse, recycling and garbage sectors, but more could be done to encourage applications from organizations directly serving communities of color or other underserved communities.

I&I staff identified and reached out to organizations beyond the traditional players in the reuse, recycling and garbage sectors or that already work with Metro in other capacities. Particularly in the third year of the pilot, I&I staff made a special effort to leverage relationships held by other Metro staff and by local government partners to target outreach to organizations serving communities of color. As a result, the program awarded grants to organizations directly serving communities of color, including Rose Community Development, Corporation, Hygiene For All and Professional Business Development Group. The grants are building new relationships and trust. In the future, additional work would need to be done to create the conditions for more organizations focused directly on improving conditions for underserved communities to apply for an I&I grant.

For CORE's discussion

At the March 18 meeting we will give a short presentation to provide additional details and examples of the program's racial equity approach, successes and challenges. We would welcome input from CORE on the following question:

How well is the program meeting the I&I program's goal of advancing racial equity for historically marginalized communities by sharing benefits and reducing burdens of the region's garbage and recycling system?

After the meeting we will provide the Metro Council with a summary of the discussion, in advance of a Council work session on this topic in April.

Attachments:

- I&I Evaluation Impact Summary report
- Table: Racial Equity Outcomes of I&I Grants

Organizational Impact: A Spring snapshot




Building a more welcoming and inclusive work place



Speaker View



 <p>Nyla Moore</p>	 <p>Cassie Salinas (s...)</p>	 <p>Laura Brokaw...</p>	 <p>Amy Padilla (s...)</p>	 <p>Paul Scherzin...</p>	 <p>Sarah Judd (s...)</p>
 <p>Michael Feliz (...)</p>	 <p>Felita</p>	 <p>Kelly Gomez (...)</p>	 <p>Catherine Wal...</p>	 <p>Val Galstad (s...)</p>	 <p>Kimm Fox-Mi...</p>
 <p>sanchezc</p>	 <p>Gaylen Beatty...</p>	 <p>Susan Unrein ...</p>	 <p>Cindy Peders...</p>	 <p>Heidi Timm</p>	 <p>Cole Hawkey (h...)</p>
 <p>Alice (she/her)</p>	 <p>Sarena (she/h...</p>	 <p>yz (she/her)</p>	 <p>Marybeth Hali...</p>	 <p>Kerry Clark (S...</p>	 <p>Stephanie Raws...</p>

1/2

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Safety and belonging



Developing new employee
policy for Trans and Non-
Binary employees



RHODES PERRY CONSULTING

Operationalizing Racial Equity



RACIAL EQUITY FRAMEWORK

Aligning decision-making practices to advance the values of diversity, equity and inclusion

Introduction

Metro is committed to building an equitable institution to ensure that all people who live, work and recreate in the greater Portland area have the opportunity to share in and help define a thriving, livable and prosperous region. We recognize, now more than ever, the importance of lifting up the reality of anti-Black racism as a key factor in addressing historic inequities.

Like other government agencies, Metro has historically used an equality approach, rooted in colorblindness, for its decision-making. We have an opportunity to lead with racial equity as we try something different, rethink how programs are designed and for whom, change how decisions are made, and truly center the most marginalized communities in all of our work.

This Racial Equity Framework and worksheet is intended support that work. Its purpose is to help ensure that a racial equity analysis is applied when decisions about Metro's budget and public services are being made, whether they're around long-term planning, policy creation, program development or resource allocation. The Framework and worksheet are intended to be a resource for Metro staff and leadership – and to be one that continually adapts through the practice of racial equity work at Metro. Use of this Framework and Worksheet supports alignment with Metro's with [Council adopted Strategic Plan to Advance Racial Equity, Diversity and Inclusion in 2016](#). The use and practice of a Racial Equity Framework is critical to achieve racial equity at Metro and in our region's communities so that race ceases to be a predictive factor in life outcomes.

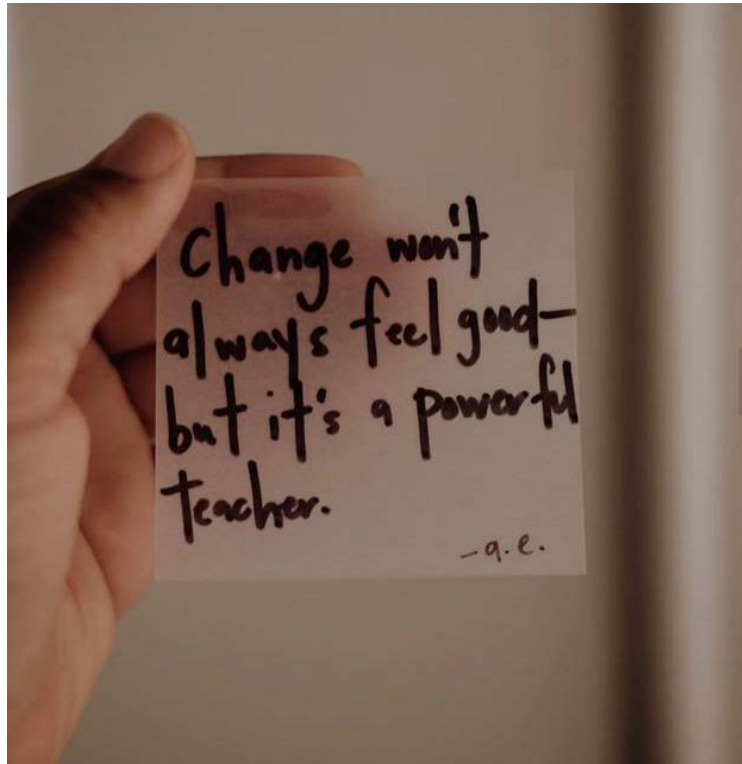
ACKNOWLEDGEMENTS

This framework is adapted from many different resources and leading equity experts from across the nation and the region, including the [Government Alliance on Race and Equity Racial Toolkit](#), adaptation of [Metro's Racial Equity Guidance Questionnaire](#), (Appendix H) and was co-designed by various stakeholders from across Metro.

Special acknowledgement to: Marta McGuire, Carey Stacy, Brandon Goldner, Gloria Pinton, Kimm Fox-Middleton, Gaylen Beatty, Jeff Frkonia, Joe Gordon, Katie Hertges, Molly Chidsey, Reed Brodersen, Sebrina Owens-Wilson, Robyn Williams, Cassie Seines, Rashi Reddy and consultant Scott Winn.

Centering racial equity in new projects

Building internal capacity



Investment in Black Lives at Metro



Questions?



Arts and events
Garbage and recycling
Land and transportation
Oregon Zoo
Parks and nature

[oregonmetro.gov](https://www.oregonmetro.gov)

RACIAL EQUITY OUTCOMES OF INVESTMENT AND INNOVATION GRANTS

I&I program desired equity outcomes:

1. Increase economic benefits for historically marginalized communities in regional system.
2. Reduce negative impacts for communities of color or other historically marginalized groups.
3. Increase capacity of organizations in the solid waste system to advance racial equity.

Equity outcomes of 2018 capital grants

Grant recipient	Project title (year)	Key equity outcomes
Allwood Recyclers	<i>Compost facility improvements (2018)</i>	<ul style="list-style-type: none"> • No direct equity impacts
City of Roses Disposal & Recycling	<i>Materials recovery facility relocation and expansion (2018)</i>	<ul style="list-style-type: none"> • New entrant to system, BIPOC-owned • 3 COBID-certified firms hired (\$77,436 grant funds; \$207,794 match) • 13 new living wage jobs (indirect outcome)
Denton Plastics	<i>Continuous melt filter (2018)</i>	<ul style="list-style-type: none"> • No direct equity impacts
Oregon Food Bank	<i>Food recovery program expansion (2018)</i>	<ul style="list-style-type: none"> • Approximately 342,000 more meals served over prior year • Increased access to fresh produce for low-income families and non-English speakers • 12 drivers for Fresh Alliance program participated in all-day equity training
Pioneer Recycling Services	<i>Recycling sorting robots (2018)</i>	<ul style="list-style-type: none"> • No direct equity impacts
Pride Recycling Company	<i>Recycling transfer station expansion (2018)</i>	<ul style="list-style-type: none"> • No direct equity impacts
Urban Gleaners	<i>Food recovery expansion and engagement project (2018)</i>	<ul style="list-style-type: none"> • 158,625 more meals served over prior year (majority of those served to BIPOC communities)

Equity outcomes of 2018 program grants

Grant recipient	Project title (year)	Key equity outcomes
Eco-School Network	<i>Waste reduction in schools (2018)</i>	<ul style="list-style-type: none"> • One third of parent leaders were people of color • Offered \$500 stipend and additional project funding to four Title 1 schools • Engaged 10 new Title 1 schools in Fellowship program (16 total Title 1 schools in network)
Free Geek	<i>Electronics recycling program support (2018)</i>	<ul style="list-style-type: none"> • 1,365 computers were donated to individuals and non-profit organizations (indirect impact)
Habitat for Humanity Portland Metro East	<i>Increasing the waste prevention capacity of Habitat's ReStores (2018)</i>	<ul style="list-style-type: none"> • Increased donations and sales at Gresham ReStore • Organization is engaged in DEI training and committed to promoting volunteer and staff openings among community-based organizations
Interstate Trucking Academy	<i>Waste industry diversification enterprise (2018)</i>	<ul style="list-style-type: none"> • 26 BIPOC students graduated from truck driving training program and obtained CDL • 8 graduates found jobs in the garbage and recycling industry • 6 outreach events engaged 120 people
Wisewood Energy	<i>Building the waste wood-to-energy ecosystem in Portland (2018)</i>	<ul style="list-style-type: none"> • No direct equity impacts

Anticipated equity outcomes of 2019 capital grants in progress

Grant recipient	Project title (year)	Key equity outcomes
City of Roses Disposal & Recycling	<i>Materials recovery facility expansion phase 2 (2019)</i>	<ul style="list-style-type: none"> • 7 to 10 new living wage jobs to manage anticipated increase in materials processing (indirect outcome)
Denton Plastics	<i>Single stream eco-line (2019)</i>	<ul style="list-style-type: none"> • Professional development and DEI training for staff
Environmental Fibers International	<i>Unders recovery (2019)</i>	<ul style="list-style-type: none"> • Paid internships and scholarships • Professional development and DEI training for staff
GreenWay Recycling	<i>Advanced material recovery system (2019)</i>	<ul style="list-style-type: none"> • Improved working conditions for sorting staff (reduced noise, dust and potential hazards) • Plans to hire equity consultant
Grimm's Fuel Company	<i>Compost facility improvements (2019)</i>	<ul style="list-style-type: none"> • Plan to hire COBID-certified contractors • Maintain good relationship with surrounding community • Minimize negative impacts from project construction and composting operations • Professional development and DEI training for staff

Pioneer Recycling Services	<i>Optical sorting of mixed paper (2019)</i>	<ul style="list-style-type: none"> • COBID-certified contractor hired for sprinkler installation • Professional development and DEI training for staff
Recology Oregon Compost	<i>Aumsville composting facility expansion (2019)</i>	<ul style="list-style-type: none"> • Create new jobs associated with expanded processing capacity (indirect) • Minimize negative impacts from project construction and composting operations • Professional development and DEI training for staff
Recology Oregon Compost	<i>North Plains composting facility expansion (2019)</i>	<ul style="list-style-type: none"> • Create new jobs associated with expanded processing capacity (indirect) • Minimize negative impacts from project construction and composting operations • Professional development and DEI training for staff
Urban Gypsum	<i>Pelletizing system for drywall waste reduction (2019 program + capital grant)</i>	<ul style="list-style-type: none"> • 4 permanent full-time bilingual shift workers will be hired to operate and manage the equipment • New bilingual job created, hired through first source agreement with Prosper Portland • Equity consultation

Anticipated equity outcomes of 2019 and 2020 program grants in progress

Grant recipient	Project title (year)	Key equity outcomes
City Repair	<i>Useful waste initiative (2020)</i>	<ul style="list-style-type: none"> • Living wage contract jobs with construction skill training for houseless individuals • Provides 3 new housing units for people experiencing homelessness • Equity training to all involved in the program
Community Cycling Center	<i>Reusing and recycling salvaged bicycles and parts (2020)</i>	<ul style="list-style-type: none"> • 4 to 6 paid internships with skills training for individuals that are underrepresented in the cycling industry • Free bicycles and low-cost bike parts for historically marginalized communities
Community Development Corporation of Oregon	<i>East county food rescue shuttle (2020)</i>	<ul style="list-style-type: none"> • Estimate generating \$20,000 of economic activity for immigrant/refugee and Black growers and producers in Rockwood • Better identify food insecurity in East Multnomah County and bridge gaps between growers/producers and markets • Reduce burden on farmers and producers – savings from not having to pay as much to transport food • BIPOC-led organization and project

Cracked Pots	<i>Integrating equity in Cracked Pots' mission and operations (2020)</i>	<ul style="list-style-type: none"> • 1 new job recruited from BIPOC communities • DEI consultant hired to advise on DEI work plan and provide DEI training to staff and volunteers • Building a community advisory committee • Focus on BIPOC and LGBTQ+ communities in future recruitments
Free Geek	<i>Electronic waste collection and recycling (2020)</i>	<ul style="list-style-type: none"> • 8 collection events in BIPOC or historically marginalized communities
Hygiene for All	<i>Clothing and bedding exchange (2020)</i>	<ul style="list-style-type: none"> • Job opportunities for houseless attendant-ambassadors to work in the hub • Provide clean clothing and bedding for houseless people who don't have access to laundry facilities
James' Neighborhood Recycling Service	<i>Expanding neighborhood collection events (2020)</i>	<ul style="list-style-type: none"> • 3 new jobs (driver and 2 sorters) • Neighborhood collection events in underserved communities
Lovett Deconstruction	<i>Full house deconstruction training program (2019)</i>	<ul style="list-style-type: none"> • 4 permanent jobs will be created with a focus on recruiting from BIPOC communities • Professional development and DEI training for staff
Portland Business Development Group	<i>Building a culture of reuse for underrepresented contractors (2020)</i>	<ul style="list-style-type: none"> • BIPOC and women subcontractors purchase materials from ReBuilding Center, reducing operating costs • Training for 30 participants to learn how to incorporate used materials into their projects
ReBuilding Center	<i>Equity and efficiency in reuse operations (2019)</i>	<ul style="list-style-type: none"> • 2 permanent jobs will be created with a focus on recruiting from BIPOC communities • Professional development and DEI training for staff • Formation of an equity committee
Repair PDX	<i>Repair education programming and outreach (2019)</i>	<ul style="list-style-type: none"> • Increase outreach to youth and diverse audiences • Culturally responsive services at repair events • New community partnerships
Re-Use Consulting	<i>Building up an industry that takes down buildings (2020)</i>	<ul style="list-style-type: none"> • Anticipates creation of 6 new jobs recruited from BIPOC communities • 6 BIPOC-owned and women-owned deconstruction businesses building skills in sales and marketing for used building materials • 10 to 12 deconstruction projects outside of City of Portland, reducing impacts associated with mechanical demolition for those communities
ROSE Community Development	<i>Multifamily composting initiative (2020)</i>	<ul style="list-style-type: none"> • Residents in multifamily housing gain access to composting service • Culturally responsive training in food waste reduction and composting for multifamily residents

Salvage Works	<i>Wood shop expansion (2019)</i>	<ul style="list-style-type: none"> • 2 new jobs recruited from BIPOC communities • COBID firms selected for materials and contracting • Professional development and DEI training for staff • Updated organizational DEI policies
Salvage Works	<i>Expansion of high-demand product made from reclaimed fencing (2020)</i>	<ul style="list-style-type: none"> • 1 new job opportunity (driver) recruited through NAYA and/or Benson High School • Half-day anti-racist training for all Salvage Works staff (8+ staff)
University of Portland	<i>Intelligent curbside recycling (2019)</i>	<ul style="list-style-type: none"> • No direct equity impacts
Urban Gleaners	<i>Second shift food rescue initiative (2019)</i>	<ul style="list-style-type: none"> • Expanded services for food insecure (primarily BIPOC) families • Work with Resolutions NW on becoming more culturally responsive • Addition of an Ambassador Board