



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting minutes

Meeting: CORE Meeting
Date: Thursday, September 16, 2021
Time: 5:30 p.m. to 7:30 p.m.
Place: Zoom

Attendees

Co-Chairs: Tristan Penn

CORE Members: Dele Oyemaja; Saara Hirsi; Patricia Kepler; Jamila Dozier; Daniela Ortiz; Anthony Deloney; Maria Magallon; Nura Elmagbari, Nabin Dhimal; Martine Coblentz

MERC Commissioners: Dañel Malan

CORE Liaisons: Councilor Christine Lewis, Councilor Mary Nolan

Metro staff: Raahi Reddy, Sebrina Owens-Wilson, Melissa Palavecino, Tiffany Thompson, Nathan Sykes, Raul Preciado Mendez; Council President Peterson

Absent: Laura John; Karis J.A. Stoudamire-Phillips; Quincy Brown; Rebecca Descombes; Mahmood Jawad

Welcome and Overview of the day

Tech Overview by Melissa

Public Comment

No public comment was offered.

Committee Business & Updates

Updates from CORE members can be found in zoom chat. Since members spent time in small groups talking about their community's needs.

Tristen gave a short acknowledgement of Mahmood and his achievement of heading off to Stanford.

CORE recruitment will be open through October 1. Members were asked to spread the word about the opportunity to join the committee. Sebrina will resend template language you can share with your networks and individuals. The DEI team is also willing to connect with folks that are interested in the committee to answer questions and provide more information. Once recruitment closes, Rebecca and I will be working with the DEI team on the selection process. More to come on that and we're looking forward to welcoming new members to the committee later in the fall.

Minutes Approval:

No minutes were approved

RECOGNITION OF OUTGOING COMMITTEE MEMBERS

Dele, Patricia, Martine and Laura we recognized for their participation on CORE. All of them have held a leadership position with CORE. Dele and Patricia were co-chairs. Martine as a co-chair as well. Thank you for building CORE to what it is now and into the future.

Comments from committee members and thanks for their service.

Metro Council Update

President Peterson – I can't explain the impact you have had. You have shaped Metro and Metro Council. You have helped us grow and to do it as quickly as we can to ensure that our decisions are centering equity, especially racial equity. Also, our greenhouse gas emissions which has a huge impact on communities of color.

Council has a lot of heavy lifts to do and this group will be in decision making. We are going to be replacing Councilor Stacey who has resigned today. It takes asking someone for them to consider running. You all are totally ready to run for office if you think you are or not. You have had huge impacts on Metro. If you know people that might be interested, please encourage them to consider it!

Minimum wage at Metro is \$20 which is what you need to rent a one bedroom apartment. We are growing to six teams for RID patrol and hoping to work with City of Portland on another two teams.

Homelessness – playing a role in implementation. 3 months into implementation of a ten year program. Racial equity is centered in this and the counties are taking this on.

Your impact on major decisions is huge and we are not done yet. We will need each of you for this.

For those leaving us, you have left your imprint and thank you so much.

Councilor Lewis: Three areas of updates to share.

Metro and housing programs – Supportive housing program in addition to our bond. Supportive housing program launched on July 1. Dozens of people have been placed into permanent housing. That is small subset of 2500 expected into housing this fiscal year.

Increase in shelter beds in our region from 2000 to 2900 by next June. Metro's program is in its first year and we are proud of it. Expect more in collaboration with three counties.

RID Patrol – article over the weekend that our program has gotten significantly better in the last few months. Added new crews. Increased from 100 a month to 300 site cleanup. Response from 2 months to 2 weeks. By end of year will go down to 2-3 day window. No one is happy with how this is working. Tide is turning with vaccines. Will add two more crews through community partners into the coming months. Impressed by our own staff work and those in the community partnerships.

Operations in visitor venues will require vaccination proof at Portland Center for the arts. Also requiring masks. P5 can't be distanced like the convention center or expo. At OCC require vaccination, negative test and distancing. Requirements are regularly changing as we get information from public health officials. Snapshot of where we are. Folks who are interested in attending events should check website. Top priority is safety so that all visitors can be return visitors and so that no employee has to choose between work and being safe.

Need community gatherings and that sense of community. And also need jobs for those folks that provide services at these events.

Small Groups

Meeting was adjourned for breakout groups. Each group had a Councilor, a group of CORE members and a DEI team member to help facilitate.

Each person had the opportunity to respond to the following:

- As you reflect on the council update and your own work in your communities - What is weighing on your mind? What is most important to you and your community right now?
- We'd like to make sure that everyone has a chance to speak so the DEI team member will be there to help create space for everyone to share.

CORE rejoined meeting

DEI Overview and Updates

Presenter: Raahi Reddy

DEI has two teams: Regional Impact and Organizational Impact. The Organizational Impact team is led by Cassie Salinas with Nyla Moore and is focused on internal staff diversity. Regional Impact led by Sebrina with Reed, Tiffany and Raul. Is based on the equity impacts we are having on the region, including CORE.

CORE used to have three committees, internal, external and impact evaluation.

Organizational Impact:

Racial equity Leadership Team – 9/15

Mandatory Supervisor Essential Training. 5 trainings centered on building inclusive teams. Build capacity for retention of diverse staff. Call out from CORE members for this Gender Inclusion policy – inclusive workplace for Trans and Non-binary employees. Health care to HR policies, sharing pronouns and create inclusive meeting spaces. Numerous trainings across the agency and including micro-learnings that can just be downloaded.

Refresh of DEI trainings and aligning the competencies across different trainers and educators. Trying to make sure that using the same language and consistent about theory of change.

Employee Resources Groups (PRIDE, Black, and PoC ERGs). Just started 2 years ago and are a critical part of getting feedback on policy, engagement, and building community. Updating set of working agreements. Ensuring that they feel heard and that voice incorporated. Working agreements document with them and similar with HR. Formalized relationship with agreements and expectations.

Internal committee at metro to re-imagine policing and security. Black lives, inclusivity and safety. Made of members of nearly every department and venue that has any touch point with police, sheriffs, carceral labor, and others. Coming to CORE next month to share an agency wide assessment. Get ideas and feedback for cohesive agency plan on how approaching policing and safety. Reimagine the process. Agency wide work on how Metro employees can expect in terms of dealing with difficult customers, racism and harassment, etc. Really make cohesive policy across services.

Regional Impact:

Shared Prosperity and Community Building

Construction Career Pathways. PCC just adopted construction careers. Investments will include diverse workers. WA County to formally adopt toward the end of the year. Workforce Funding roll out that will focus on Black Worker retention in the construction sector. One of only agencies with a culturally specific focus on workforce development funding. Through workforce boards will ask organizations to join us. Working with the planning dept. on 2040 grants to develop East County Black worker retention center. Regional workforce agreement with community partners

CORE – recruiting 5 new members

Complete contracts for civic engagement capacity building grants.

Racial equity Framework

Coaching to ensure everyone can use it

Budgeting process in incorporating racial equity investments in their budgets and using that in deliberations with COO and Council

Racial Equity Metrics to council in Dec 2021

Sebrina will send out CORE Schedule afterward. Many of the things that Raahi talked about are coming to CORE this fall.

Adjourn