



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting minutes

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

Attendees

Co-Chairs: Rebecca Descombes

CORE Members: Saara Hirsi; Jamila Dozier; Daniela Ortiz; Quincy Brown; Ernesto Oliva; Wade Hopkins; Brandon Culbertson

MERC Commissioners: Dañel Malan

CORE Liaisons: Councilor Christine Lewis; Councilor Mary Nolan

Metro staff: Raahi Reddy; Sebrina Owens-Wilson; Melissa Palavecino; Nathan Sykes, Raul Preciado Mendez; Julio Garcia; Holly Calhoun

Absent: Karis J.A. Stoudamire-Phillips; Tristan Penn; Anthony Deloney; Maria Magallon; Nura Elmagbari; Nabin Dhimal;

Welcome and Overview of the day

HR Presentation

Presented by: Julio Garcia HR director and Holly Calhoun HR Deputy Director

Julio Garcia and Holly Calhoun were introduced by Councilor Lewis. Julio and Holly presented a preview of HR's Strategic Plan and alignment with Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion. Holly closed out the presentation and asked for questions.

Wade Hopkins asked if adding more quantitative data and/or metrics actually improved equity outcomes or staff experience from an HR perspective.

Julio responded that having good data is only part of the solution.

Holly also responded that getting more complete qualitative data helped with doing deeper dives so that HR could see the large picture of what needed to be addressed.

Wade followed up by asking who within Metro held responsibility over the inequities in the systems they were seeing.

Julio replied this falls both on the HR and information services (IS) departments. Which have been working together and will continue to work together to address these issues.

Ernesto Oliva made a recommendation that Metro begin to hire employees that aren't predominately English speakers. He states that expanding language base of hires will help with community outreach and the values of diversity and inclusion.

Quincy Brown added that Metro should also consider doing meetings in another language that is not just English. Quincy also brought up expanding trainings to community members.

Julio responded to Quincy saying that yes, the new learning center system will be able to be given to volunteers and committee members access to Metro trainings.

Saara Hirsi asked if the trainings were also made accessible to disabled employees. Holly responded that yes, the system is set up provide accessibility to disabled employees; specifically those who are seeing and hearing impaired.

Dañel Malan asked about what their timeline was for developing the data matrix and then gathering the data and information they are looking for. She also asked about how far ahead they are looking for implemented.

Julio responded that they have identified three phases to the dashboard. Currently they are planning on launching phase two as early as the spring of next year plan to launch phase in.

Sebrina reminded committee members that a survey will be going out for folks to join a subcommittee that is either focused on internal, external work and equity metrics. This will be a great opportunity for them to dig deeper into these areas.

Public Comment

No public comment was offered.

Community and Committee Updates and Business

Rebeca told the committee about the event Family Vaccination Drive-Thru she is working on at Multnomah County on December 17, from 3:00-7:00pm. Rebeca put a flier of the event in the chat for CORE members to have.

Dañel shared with members about the first live play at Milagro "*Duende de Lorca*" written by her will be opening in two weeks on January 13 and that folks can go to Milagro.org for tickets.

Quincy posted update in chat that the Nonprofit Micro Enterprise Services of Oregon, will be hosting a market that will showcase 14 BIPOC entrepreneurs and is open all season long for your shopping convenience. A pair of different food vendors will rotate every two weeks, Fridays and Saturdays will include entertainment, and an African American Santa will make an appearance on select Saturdays (Dec. 4, 11, 18). Location 1237 NE Alberta

Ernesto shared information about Rent Assistance pending applications – Thanks to collective efforts and community leaders, effective December 14, 2021 tenants with pending rent assistance applications who have given documentation of their applications to their landlords are protected from nonpayment eviction while their applications are being processed. This is approximately 30,000 households – or more.

Wade shared that PDX Opentech and NE STEAM are putting on a Saturday Workshop Series in January intended for BIPOC youth. Wade posted website in the chat:

<https://pdxopen.tech/nesteam/>

(Daniela joined meeting)

Rebecca moved committee on to the process of building and approving the CORE meeting calendar for 2022 with the goal of accommodating religious and cultural holidays.

Sebrina shared the proposed scheduled on screen and asked if there were any questions or any other holiday that should be incorporated.

Saara wanted to make sure that two Muslim holidays of Ramadan were taken into account. Sebrina said she would double check them and follow back up with the committee.

Dañel and Quincy both mentioned Saint Patrick's Day as it would fall on CORE's March committee meeting.

Sebrina stated that they the calendar was created around observed holidays but that she would like to hear from the committee about how they would like to establish their definition around observed holidays.

To that Quincy replied that traditionally St. Patrick's Day is a Catholic feast holiday and that there may be some Catholics in the room that would want to observe that.

Brandon Culbertson raised a concern about the presentation from HR, stating that training hiring managers that don't represent the region or its demographics wouldn't lead to institutional change. And continued to say that equitable representation is equity not DEI trainings.

Raahi replied that what may not have been captured full in the HR presentation was diversifying the workforce was seen as the broader banner over their work. And that the surveying of the employee recourse groups, i.e. diverse employees, was that they wanted to see diversification across the wage and classification spectrum including in leadership. Which will be a facet of an area of work that HR will need to do around recruitment and also around retention. Because we can't hold on to staff if they don't see career ladders, or see themselves reflected in leadership.

Raahi stated that she feels that Metro has evolved to not just being ok with reflecting the current demographics in the region but making sure that Metro has much more vibrant demographics

within the agency. She agreed that Brendon's observation was good and that they would take that back to the HR team.

Quincy stated that as people retire from positions he would like to see what Metro's plan is for recruiting diverse leaders across the agency into those positions.

Rebecca circled back around to the calendar and stated that they would be taking another look at it before members approve it in January.

Minutes Approval:

No minutes were approved due to not having a quorum.

Metro Council Update

Presented by: Councilor Nolan

First Councilor Nolan updated committee members on the newly adopted boundaries for the six Metro districts that make up the council. They stated that the boundaries were not super different but that the Council did make adjustments per the 2020 census, community and public input and that those adjustments will be effective if not immediately very quickly.

They also noted that the council would be appointing a successor for district 6 following the resignation of Bob Stacy, a process that the Metro charter provides. The successor will be in that position until next election cycle. The Council is currently taking applications from people who live within district six which is most of Southwest Portland and Southeast out to about 122nd. The council will do interviews and appoint someone in January and will serve until end of 2022. The position will be on the ballot in May and will serve the last two years of that term. Councilor Nolan asked the committee to please share this information with their networks.

Next Councilor Nolan shared some big completions within the Parks and Nature department connected to the parks and nature bond. Two new parks have been opened the Newell Creek Canyon Nature Park and the Chehalem Ridge Nature Park. Currently the operating levy that pays for the cost of maintaining those parks is under review, and is anticipated referring renewal of that measure out to the voters next year. Within that program there is a local element for walking trails and bike trails, it would be 10 million dollars to acquire land for regional trails and about 20 million dollars for competitive grants to local governments to have local trails and bike paths.

Finally Councilor Nolan spoke about the approval of the next stages of transportation projects. Some of the projects are modest others are enormous and they go through the metropolitan transportation improvement plan. Metro council will be voting on

amendments to that plan that would provide funding for projects like the rebuilding of southeast 242nd and Hogan road in Gresham, the Oregon 99 west project in Sherwood, I-5 99 west at McDonalds street in Tigard. One that they are particularly excited about is the 82nd ave. safety project that runs through much of southeast Portland. There is also the I-5 bridge replacement that has garnered a lot of attention.

Rebecca asked the committee if they had any questions.

Ernesto asked for clarification on I-5 projects.

Councilor Nolan replied that the I-5 project is to be in North Portland near Hayden Island and will be the replacement of the bridge spans that go over to Vancouver.

Evaluating Metro's Impact

Presenter: Raahi Reddy and Reed Brodersen

Raahi and Reed presented on Metro's equity measure budget note and impact evaluation project.

Wade asked whether the first presentation they saw from HR was just informative. He also asked what lens they were being asked to use.

Sebrina responded that both presentations were just informative. And that for other presentations there will be specific questions that the CORE members will be asked to give input on.

Meeting Adjourns 15 minutes early.