



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting minutes

Meeting: CORE Meeting
Date: Tuesday, September 13, 2022
Time: 5:30 p.m. to 7:30 p.m.
Place: Zoom

Attendees

Co-Chairs: Tristan Penn

CORE Members: Anthony Deloney, Nabin Dhimal, Nura Elmagbari, Rebecca Descombes, Jamila Dozier, Ernesto Oliva, Wade Hopkins, Brandon Culbertson

MERC Commissioners: Danel Malan

CORE Liaisons: Councilor Duncan Hwang, Councilor Mary Nolan

Metro staff: Raahi Reddy, Sebrina Owens-Wilson, Melissa Palavecino, Sabrina Catholina, Nathan Sykes, Jenna Garmon, Dana Visse, Brent Shelby, Ryan Kinsella

Absent: Quincy Brown, Daniela Ortiz

Welcome and Overview of the day

Melissa Tech Overview

Sebrina welcomed Councilor Nolan

Public Comment

No public comment was offered.

Committee Business & Updates

Metro Council Update

Councilor Nolan: Council is continuing to move forward with the support of housing Services program. Annual information has been received about the results of the first full year of investment in activity by the counties. It shows that through this program among the 3 counties more than 1,600 people have found safe and stable housing. And another 9,000 people have received support, mostly financial support, to avoid eviction. This helps make sure that they do not become houseless and require more support to get back into housing. There was a lot of work on coordinating among the 3 counties, learning best practices among them, and sharing data in a way that protects confidentiality for the individuals, so that the 3 counties can support each other providing these services. Moving over to our parks and nature department. Metro Council last month referred to the voters for this November election a renewal of the 5 year operating levy for our parks and nature

program. This is the funding that the voters have approved in the past, and this is an opportunity to simply renew the existing funding and the existing rate. This ensures that the parks and open spaces that Metro operates, are responsibility maintained, and that the while life and environmental and recreational values, can be continued for the next 5 years. Related to that; there is a separate funding source which is to acquire and preserve natural spaces and green spaces. That is a 5-year bond measure that the voters approved in 2019. The Parks and Nature department has done a lot of work on identifying properties that would be appropriate. Considering both access for our entire population, with an emphasis on racial equity and properties that really are not for human use but for the preservation of wildlife and habitat. In transportation, council is looking at policy, particularly with respect to pricing for transportation improvements. Considerations around not only how to raise enough revenue to improve and make more efficient and safer our transportation system, but also to make sure that when pricing is adjusted that it can include tolling, parking fees and other ways besides the gas tax to pay for transportation. It is important that we are designing systems from a racial and economic equity stand point.

DEI program update

Presenters: Raahi Reddy, DEI Director

Raahi stated that one of the one of the fun things she gets to do as the DEI director is to hire people, and bring really awesome people to Metro. Raahi then introduced Sabrina Tina Catholina, DEI's new Equity Analysts. Raahi explained that one of the amazing things Sabrina will be working on with the help of CORE is the update to Metro's strategic plan to advanced racial equity, diversity, and inclusion. The plan is coming up on 6 years, which is a good time for us to think about that update. Sebrina then went on to introduce herself and talk a little about her background and work. Raahi went on to talk about the role of CORE in the update which is basically to hold Metro accountable to the things that they committed to and said would be done in the actions of the strategic plan. And so, part of Sabrina's work will also be helping to put together the update for the Metro Council. Every year a report is publish on the status of where Metro is on all the goals and action items of the strategic plan, and there is also a yearly report that CORE presents to Council on what some the considerations, accomplishments, and considerations for the future CORE has had as a committee. Raahi reminded the committee that this will be coming up in fall, but that the exact date is not known yet. Raahi continued to say that this fall she would like to have, CORE members and staff do that kind of presentation of the look back at the last year, and to look at what is on the horizon as well. Raahi also flagged an important job search happening at Metro for the planning director. Metro will be launching a process to recruit a new director of planning and will be working with the coalition of communities of color to convene community leaders, to help inform Metro on what kind of leader communities are looking for. There will also be a very similar session at CORE for the recruitment as well. The other big piece she wanted to flag is the results-based accountability work, which has been working on how to really do an analysis and assessment of our strategic plan implementation, and the results based on that, so we can incorporate that into our equity metrics. And so there will be a report back to CORE as that six-part series is concluded and as we start to look at how Metro Staff can implement results-based accountability inside their program areas. Which will all tie into how DEI will be doing the refresh for the strategic plan. It is important that we know what we have done, what the impacts have been, what had been the

results and the effectiveness. So it continues to be relevant and continues to speak to the needs of community as we advance racial equity goals. The last thing Raahi mentioned was that Nyla Moore, DEI's leadership development and training coordinator has been working on creating a unified and thoughtful process of ensuring that Metro has equity core competencies, and that there is a logic and a method to how the trainings we offer are. And hearing from CORE members of wanting more access to training as part of being in this kind of Metro family. DEI will be sharing out the training series in the next month or so any CORE members are interested we are happy to sign you up and ensure you can participate in them.

Proposed sustainable buildings and sites policy

Presenters: Jenna Garmon, Dana Visse, Brent Shelby and Gloria Pinzon

Daniel was curious about when subcontractors or contractors having all those for the certifications. Which are expensive. And so she wanted to know if there would be support of minority contractors to be able to meet the standards, to be competitive in the market with larger companies that have more access to funding those certifications.

Brent Responded that one of the items that came up with the COBID firms during the focus groups was related to the JUST certification which is a social equity nutrition label for providing transparency on social equity issues around construction and the construction industry. And one of the barriers, was potentially the cost of getting this certification. So one of the proposed solutions is to reimburse the cost for that certification to any firms that seek it out. The certification standard that is recommended requires that two firms be JUST certified on a project team. Metro would be one of them, so one other firm would be required to have it. Whether it's the contractor or someone within the architectural or engineering services on the team meaning it could be any number of folks.

Dana added that they have been talking with procurement as part of the implementation plan to work with existing contracts with a couple of COBID firms that can be developed into some trainings on what the certification requirements are, and how to go about the process of getting accredited. So as to provide them with more information and exposure.

Nura had a question about when they would be looking for bids and how will they make sure that they are reaching out to those minority construction firms in order to be fair to equitable to all who want to be involved?

Jenna responded that the policy would go into effect on January first of 2023 and so that's when projects that would be put out for bid would have these requirements built into the request for proposals. To the second part of Nura's question Jenna responded that they have talked with procurement staff about being able to do more direct outreach. In addition to where all proposals get posted on for example Bid Locker and those formal websites. Which she thinks would be a good strategy that they could pursue. But they are open to other ideas and suggestions about how to reach folks who are interested in this line of work.

Nura followed up with a question about if there being enough time to get all those firms certified and qualified to take on these projects.

Gloria clarified that this policy was going to be in place for years to come, and it will be applied to future projects. Any bidding that is required will be done on a project-by-project basis for all of our departments. There is no requirement for the that certification to happen now, and the support for COBID firms is meant to be in place along the way.

Wades asked when a project is created, does the budget get created first, or because this is going to increase costs do smaller projects get created? And if so what's the equity impact of that? Certainly, Metro owns so much property that something like this would have a positive impact. But what is the impact on smaller communities? His concern would be an unintended consequence via only certain types of projects then would get funded, so it may unintentionally steer funding.

Rayan resend that that was a really good point, and they've had these conversations with a number of directors across Metro over the last couple of months and talk to the chief operating officer and deputy chief operating officer about this, and he thinks that one of the key takeaway is that they know that there will be additional cost. It will cost more to implement this policy however it is the most aligned with what the organizations values.

Tristen was curious about what the long-term impacts are the second thing he was curious about was if they saw any gaps? His concern was that this policy may be falling into the dominant cultures way of just checking boxes. He wanted to know what were the things that would be harder to measure quantitatively. For example, a good sign to him would be seeing people bring up racial equity in their meeting unprovoked.

Jenna responded that what he brought up was I important and that at Metro they are very good at the white dominant culture thing, of writing the policy and putting it on paper. She shared that she had noticed that just in the conversations they have had in the last couple of years around this policy, they have stated with looking at the impact on communities and the data they had around that. She used the OCC and Expo centers as examples of projects that had impacts on communities. Many of the impacts she felt she already knew, but looking more closely at them, taking it in opened her eyes more. She felt that she had seen a real shift in people feeling compelled, and maybe more comfortable to talk about those impacts and issues. She acknowledged that what Tristen was talking about talking about is needing to have the policy changes as well as the culture changes. And she feels that she can see it happening form where she is at in the organization.

Dana added that she appreciated Tristen's comments. As a newer Metro employee, she is excited to see where internal conversations are going around bringing in racial justice with climate justice. Because she does not feel like a lot of that work has been aligned. And as the refresh of the strategic plan comes about, they can create more language that can be shared on how to do all these things intersectionaly.

Nabin asked about the design aspect that they shared. He wanted to know how they were going to work with community members at the community level?

Gloria responded that they have built language into the draft policy that calls for each project to do an analysis early in the planning process to decide at what level of engagement is appropriate for that project based on impact. That is an expectation that will be had for individual projects to do on a case-by-case basis. They could not put prescriptive language about engagement in this policy,

because the region is so diverse. And as part of the policy, there are some requirements about during a cultural impact analysis that can address some of those potential impacts.

Conversation with Washington county's chief equity & inclusion officer

Presenter: Latricia Tillman

Tristan asked as person in leadership doing DEI work, and also a woman of color what pieces of advice can you give us going through such hard times? And his second question how does she manage you manage to do such draining work?

Latricia responded that the DEI work, equity, diversity, and inclusion to her is founded in the civil rights movement and the civil rights movement is based on organizing and based on people leading from where they are at. The civil rights movement was a collection of ordinary people saying we've had enough we're not going to take it and organized to make change, and so really owning their own power and the collective power in service to the community, not in service to self but in service, to community. She shared that she felt that some of the challenge has been from a governmental perspective and so really trying to pivot now towards an empowered public like the community organizations they work with.

Adjourn