



Metro | Agenda

Meeting: Metro Technical Advisory Committee
 Date: Wednesday, April 20, 2016
 Time: 10:00 a.m. to Noon
 Place: Council Chamber

Time	Agenda Item	Action Requested	Presenter(s)	Materials
10:00 a.m. 10 min.	CALL TO ORDER Updates from the Chair		John Williams, Chair	
	Citizen Communications to MTAC		All	
30 min.	Metro Transit Oriented Development Program Update <i>Purpose: Update MTAC about Metro's TOD Program</i>	Information	Megan Gibb, Metro Jon Williams, Metro	Packet
1 hr.	Metro's Strategic Plan to Advance Racial Equality, Diversity and Inclusion – Update <i>Purpose: Report on feedback received on the draft Strategic Plan, provide an update on current status of plan completion, and conduct small group discussions on topics related to equity at the MTAC members' jurisdictions, organizations and communities</i>	Information / Feedback	Juan Carlos Ocaña-Chíu, Metro Scotty Ellis, Metro	Packet and on-line
Noon	Adjourn			

Metro's nondiscrimination notice

Metro respects civil rights. Metro fully complies with Title VI of the Civil Rights Act of 1964 which bans discrimination on the basis of race, color national origin. For more information on Metro's civil rights program, or to obtain a Title VI complaint form, visit www.oregonmetro.gov/civilrights or call 503-797-1536. Metro provides services or accommodations upon request to persons with disabilities and people who need an interpreter at public meetings.

All Metro meetings are wheelchair accessible. If you need a sign language interpreter, communication aid or language assistance, call 503-797-1536 or TDD/TTY 503-797-1804 (8 a.m. to 5 p.m. weekdays) 10 business days in advance of the meeting to accommodate your request. For up-to-date public transportation information, visit TriMet's website at www.trimet.org.

2016 MTAC Tentative Agendas

January 6 <ul style="list-style-type: none"> • Cancelled 	January 20 <ul style="list-style-type: none"> • Housing Equity
February 3 <ul style="list-style-type: none"> • Cancelled 	February 17 <ul style="list-style-type: none"> • Cancelled
March 2 <ul style="list-style-type: none"> • Urban Growth Management Update • 2018 RTP Update: 2016 Activities & Milestones • 2018 RTP Update: Background for Regional Leadership Forum #1 • Metro Equity Strategy • Title 13 Progress Report 	March 16 <ul style="list-style-type: none"> • Growth Distribution • Sherwood West Concept Planning work
April 6 <ul style="list-style-type: none"> • Cancelled 	April 20 <ul style="list-style-type: none"> • Metro Equity Strategy Final Report
May 4 <ul style="list-style-type: none"> • 2018 RTP: Project Update 	May 18
June 1	June 15
July 6	July 20
August 3 <ul style="list-style-type: none"> • 2018 RTP: Background for Regional Leadership Forum # 2 • 2018 RTP: Transportation Equity Priority Outcomes • 2018 RTP: Draft Regional Transit Vision 	August 17
September 7	September 21 <ul style="list-style-type: none"> • 2018 RTP: Draft RTP Performance Targets
October 5	October 19 <ul style="list-style-type: none"> • 2018 RTP: Background for Regional Leadership Forum #3
November 2 <ul style="list-style-type: none"> • 2018 RTP: Transportation Equity Measures • 2018 RTP: Safety Strategies and Outcomes 	November 16
December 7	December 21

Updated 1/14/16; 4/14/16

Parking Lot - Future Agenda Items

- Bonny Slope and North Bethany update
- ODOT Highway Performance Measures Project

Parking Lot - Future Events

- Apr. 22, 2016 - RTP Regional Leadership Forum #1; Exploring Big Ideas for our Transportation Future
- Sept. 23, 2016 - RTP Regional Leadership Forum #2; Navigating our Transportation Funding Landscape
- Dec. 2, 2016 - RTP Regional Leadership Forum #3; Transforming our Vision into Regional Priorities

2015

Annual Report
July 2014 – June 2015

Transit-Oriented Development Program



The year in review

With demand for housing outstripping supply, Metro's Transit Oriented Development (TOD) Program had a busy year supporting opportunities to live and work in transit served neighborhoods. Four projects opened, three projects started construction, and three more received funding approval.

A highlight was the opening of The Rose, a four-story apartment complex in Portland's Gateway neighborhood. Through a combination of TOD funding, Portland Development Commission funding for new streets, and support from the city's Multiple Unit Tax Exemption program, the developer was able to set aside 36 of the 90 units for households earning 60 percent or less of area median income.

A second milestone occurred in December 2014 with the TOD program's acquisition of the Furniture Store property at 82nd Avenue and Division Street in Portland to create transit served affordable housing. Located in the heart of the Jade District, the site will be served by the future Powell-Division bus rapid transit service. A developer for the property will be selected in early 2016.

This fiscal year featured the opening of four innovative projects:

- The Rose, a four-story mixed income apartment project in Portland's Gateway neighborhood. The project includes 36 regulated affordable units among its 90 residential units.
- The Radiator, a five-story development with 29,300 square feet of offices and 2,900 square feet of retail. To minimize its environmental footprint, The Radiator features an innovative timber construction technique and uses waste heat from the neighboring New Seasons market to power its heat and cooling systems.

- Hub 9, a six-story development with 124 residential units, 1,483 square feet of office space, and 8,403 square feet of retail space. Hub 9 is located immediately adjacent to Hillsboro's Orenco MAX Station.
- Moreland Station, a four-story development with 68 residential units in southwest Portland. Residents will be able to walk to the new MAX Orange Line service.

Three projects under construction:

- Northwood, a 57-unit project steps from the Kenton Yellow Line MAX station.
- Block 75, a 10-story, mixed-use project with 75 residential units, 31,000 square feet of office space, and 8,300 square feet of retail at the intersection of Martin Luther King Boulevard and Burnside Avenue.
- Clay Creative, a five-story creative office space at the edge of Portland's Inner East Side.

The seven TOD projects completed or under construction represent approximately \$120 million in direct investment and 422 full time equivalent construction jobs.

FY 2014-15

Projects opened

- Moreland Station
Portland
- The Rose
Portland
- The Radiator
Portland
- Hub 9
Hillsboro

Under construction

- Northwood
Portland
- Block 75
Portland
- Clay Creative
Portland

Projects approved

- The Signal
Beaverton
- First and Lombard
Beaverton
- Concordia
Portland
- Southeast 82nd Avenue and Division Street land acquisition (the Furniture Store)
Portland

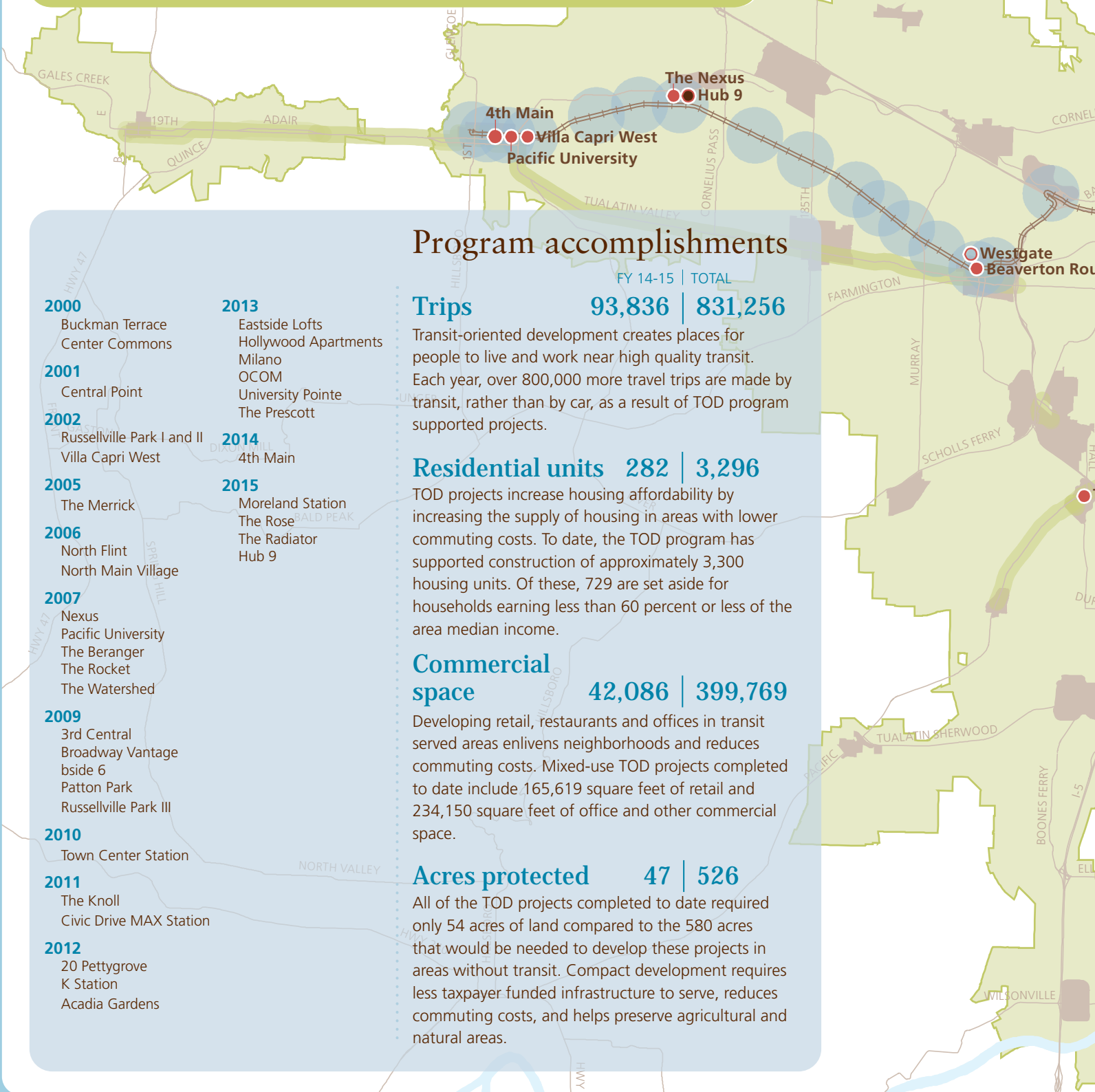
MAKING A
GREAT
PLACE



oregonmetro.gov

\$582,321,671 leveraged

Metro's TOD program stimulates private and public investment by helping to offset the higher costs of compact development. The 35 TOD projects completed to date have leveraged \$11.4 million of TOD program investment in support of more than \$582 million in development activity.



Program accomplishments

FY 14-15 | TOTAL

Trips

93,836 | 831,256

Transit-oriented development creates places for people to live and work near high quality transit. Each year, over 800,000 more travel trips are made by transit, rather than by car, as a result of TOD program supported projects.

Residential units 282 | 3,296

TOD projects increase housing affordability by increasing the supply of housing in areas with lower commuting costs. To date, the TOD program has supported construction of approximately 3,300 housing units. Of these, 729 are set aside for households earning less than 60 percent or less of the area median income.

Commercial space 42,086 | 399,769

Developing retail, restaurants and offices in transit served areas enlivens neighborhoods and reduces commuting costs. Mixed-use TOD projects completed to date include 165,619 square feet of retail and 234,150 square feet of office and other commercial space.

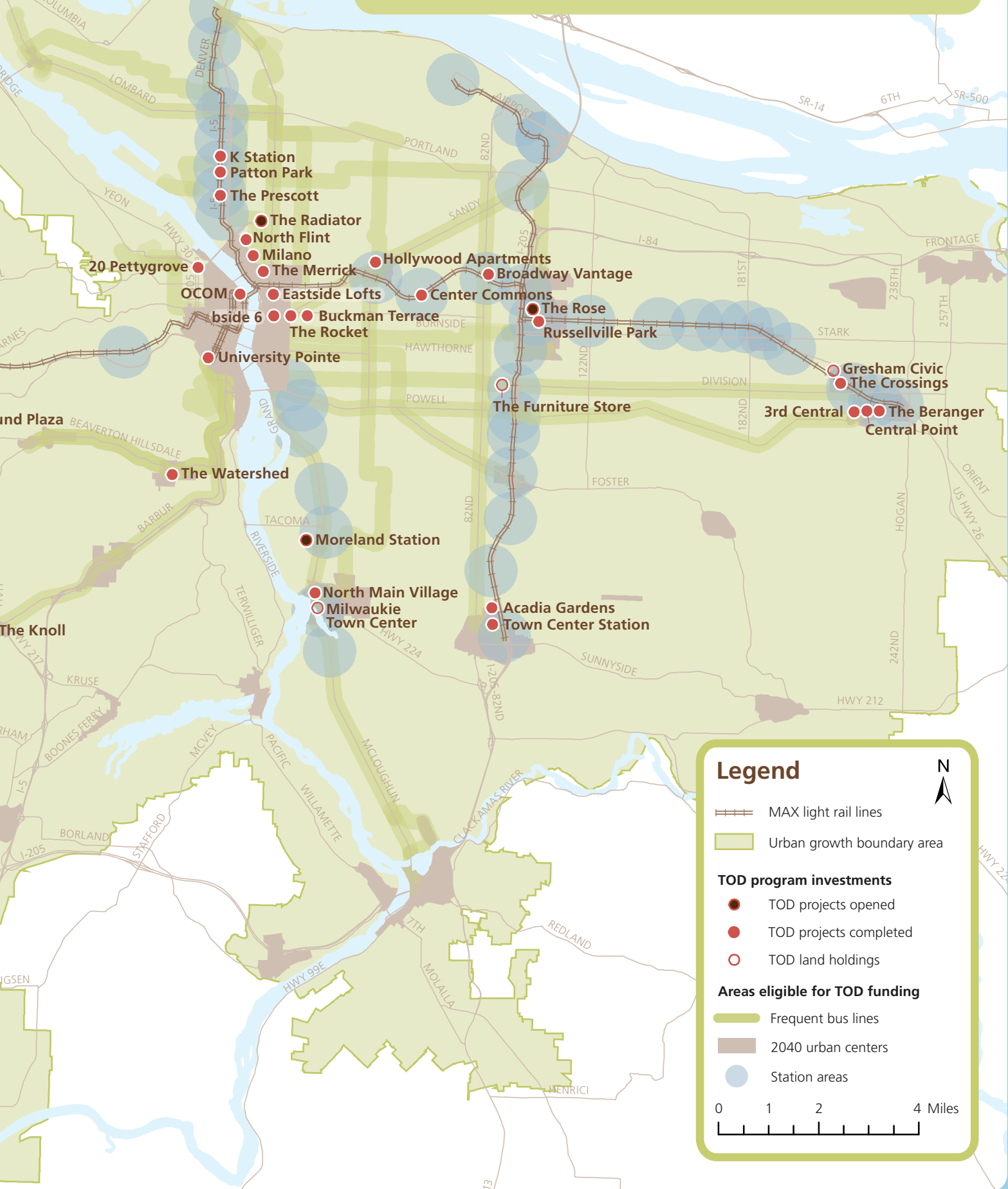
Acres protected 47 | 526

All of the TOD projects completed to date required only 54 acres of land compared to the 580 acres that would be needed to develop these projects in areas without transit. Compact development requires less taxpayer funded infrastructure to serve, reduces commuting costs, and helps preserve agricultural and natural areas.

- | | |
|---|--|
| 2000
Buckman Terrace
Center Commons | 2013
Eastside Lofts
Hollywood Apartments
Milano
OCOM
University Pointe
The Prescott |
| 2001
Central Point | 2014
4th Main |
| 2002
Russellville Park I and II
Villa Capri West | 2015
Moreland Station
The Rose
The Radiator
Hub 9 |
| 2005
The Merrick | |
| 2006
North Flint
North Main Village | |
| 2007
Nexus
Pacific University
The Beranger
The Rocket
The Watershed | |
| 2009
3rd Central
Broadway Vantage
bside 6
Patton Park
Russellville Park III | |
| 2010
Town Center Station | |
| 2011
The Knoll
Civic Drive MAX Station | |
| 2012
20 Pettygrove
K Station
Acadia Gardens | |

1998-2015

Completed transit-oriented development projects and eligible areas



Legend

- MAX light rail lines
 - Urban growth boundary area
 - TOD program investments**
 - TOD projects opened
 - TOD projects completed
 - TOD land holdings
 - Areas eligible for TOD funding**
 - Frequent bus lines
 - 2040 urban centers
 - Station areas
- 0 1 2 4 Miles



Clean air and clean water do not stop at city limits or county lines. Neither does the need for jobs, a thriving economy, and sustainable transportation and living choices for people and businesses in the region. Voters have asked Metro to help with the challenges and opportunities that affect the 25 cities and three counties in the Portland metropolitan area.

A regional approach simply makes sense when it comes to providing services, operating venues and making decisions about how the region grows. Metro works with communities to support a resilient economy, keep nature close by and respond to a changing climate. Together, we're making a great place, now and for generations to come.

Stay in touch with news, stories and things to do.

oregonmetro.gov/subscribe

Metro Council President

Tom Hughes

Metro Council

- Shirley Craddick, District 1
- Carlotta Collette, District 2
- Craig Dirksen, District 3
- Kathryn Harrington, District 4
- Sam Chase, District 5
- Bob Stacey, District 6

Auditor

Brian Evans

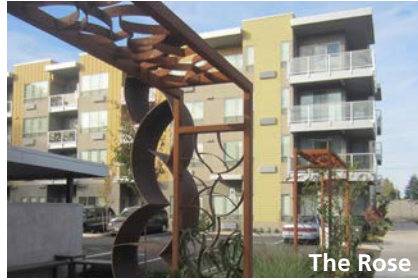
The core mission of the TOD program is to stimulate private sector investment to create the vibrant communities envisioned in the Region's 2040 Growth Concept.

For more information, call 503-797-1757 or visit oregonmetro.gov/tod



Metro's support turned the corner for the lending institutions, appraisers and investors. As a result, The Radiator is a leader in carbon reduction, job creation, energy conservation, and office space all coming together in northeast Portland.

Ben Kaiser
Kaiser Group, Inc.



The Metro TOD grant helped us provide a viable mixed income, transit oriented development in Gateway without the use of LIHTC (Low-Income Housing Tax Credit) funds. Because of this support, 36 housing units will remain affordable for 60 years.

Gordon Jones
Developer



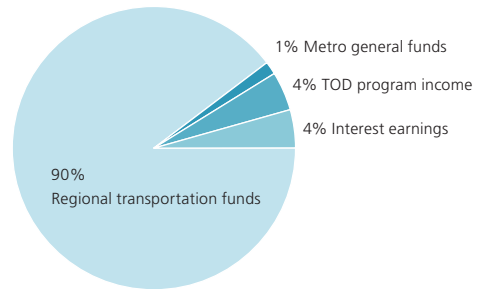
TOD program support allowed us to respond to growing demand for rental housing by bringing 57 housing units to the Kenton station area with a design that fits well with the neighborhood's historic character.

Mary Hanlon
Hanlon Development, LLC

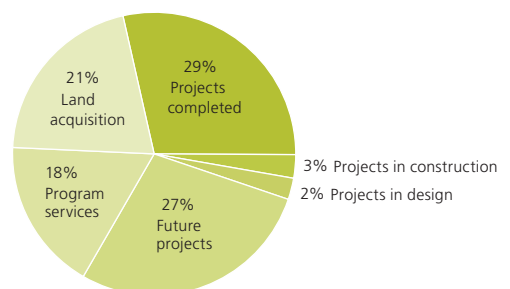
Program financing

Over the seventeen years since the TOD program's inception in 1998, program financing has totaled more than \$43 million cumulatively. Regional partners have allocated federal transportation funds to support the TOD program as part of the Metropolitan Transportation Improvement Program planning process. MTIP funds, currently \$3 million annually, are then exchanged to provide local funding for project investments and program operations. Historically, other funding sources have included direct federal transportation grants, income from property transactions, interest earnings and Metro general funds.

Sources of funds



Uses of funds






Metro

STRATEGIC PLAN TO ADVANCE RACIAL EQUITY, DIVERSITY AND INCLUSION
EXECUTIVE SUMMARY

HELP SHAPE THE STRATEGY!

Learn more about the Strategic Plan to Advance Racial Equity, Diversity and Inclusion and add your voice by taking a short survey and by visiting:

oregonmetro.gov/equity



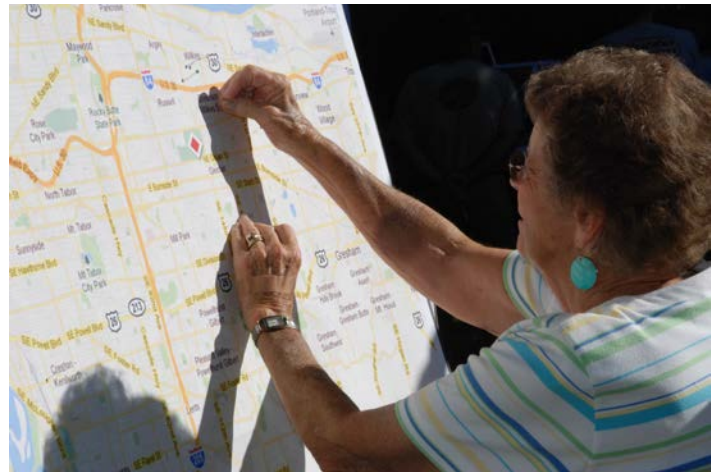
METRO IS COMMITTED TO WORKING TOGETHER WITH PEOPLE, BUSINESSES, NONPROFIT ORGANIZATIONS AND PUBLIC PARTNERS TO CREATE A PORTLAND REGION WHERE:

- All individuals and communities benefit from a strong economy with quality, living-wage jobs, stable and affordable housing, safe and reliable transportation, and a healthy environment with clean air and water.
- Racial equity is recognized as the backbone of good governance. To ensure the success of everyone, we must work together to end inequities that affect historically marginalized communities. We must remove barriers so that everyone can realize their full potential and contribute to and participate in our collective community and economy.
- Our public structures, institutions and processes address social and economic disparities for people of color. Those disparities are rooted in a history of discriminatory laws, policies and practices.
- Diversity is celebrated and all communities meaningfully participate in public decision-making.

THE STRATEGY

Metro will implement interrelated strategies to create long-term institutional, structural and cultural change:

- **Lead with racial equity:** Focusing on eliminating the disparities that people of color experience in all aspects of social well-being, especially in those related to Metro's policies, programs, services and public spaces.
- **Broaden the impact:** Addressing the disparities that affect the most marginalized to generate solutions that address the needs of all other historically marginalized groups.
- **Generate support to create real and lasting cultural change:** Building a structure for Metro leaders, staff and region partners including community to engage in conversations about race, make concrete and measurable institutional changes and create a foundation for on-going reflection and needed change within the organization and Portland region.
- **Partner with communities of color:** Ensuring that members of these communities are involved in Metro's equity efforts to create greater trust and accountability.
- **Measure progress:** Measuring and recognizing milestones and improvements to increase and maintain momentum along the route to greater racial equity and change.



WHY RACIAL EQUITY?

The Portland metropolitan area's population is growing and changing. Like most of the nation, our cities and counties are becoming more diverse. It is projected that by the year 2045, people of color will be the majority.

Our current and future diversity will help develop and maintain sustainable economic growth if we proactively address the issue of racial equity. Research shows that places that attain more economic growth are those with greater racial inclusion and smaller racial income gaps.

Unfortunately, most communities of color in the Portland area currently experience the worst economic and social outcomes of any demographic group, due to a long history of exclusionary and discriminatory policies.

To prepare for a healthy and prosperous future, Metro, other cities and counties, schools, community and philanthropic organizations, and businesses are taking a long, hard look at equity. It's not only the right thing to do; it's the smart way to improve our present and plan for our future.

There is no need to choose between equity and economic growth. Equity and community diversity positively impact the larger economy and have become the superior economic growth model across the country.

By addressing the barriers experienced by people of color in the Portland metropolitan area, we will effectively also identify solutions and remove barriers for other groups, like low-income residents, people with disabilities, LGBTQ community, older adults and young people. The result will be that all people in the Portland area will experience better outcomes.

ORGANIZATIONAL GOALS, OBJECTIVES AND ACTIONS

This strategic plan is built around five long-term goals. The goals are deliberate guideposts that direct Metro in creating specific objectives, actions and measures of evaluation and accountability as the agency works to help the Portland area reach its equitable and prosperous destination.

The proposed actions are centered on those that the entire agency can do to advance racial equity, diversity and inclusion. A major deliverable of this strategic plan is for each Metro department and venue to develop its own equity action plan specific to their programs, policies and services within 18 months of the adoption of this strategic plan.

The strategic plan will also be better integrated with Metro's existing Diversity Action Plan; however, this will be done during the implementation phase to thoughtfully coordinate the racial equity strategy with the work to remove barriers for other marginalized communities, which is included in the Diversity Action Plan.

Equity and Equality

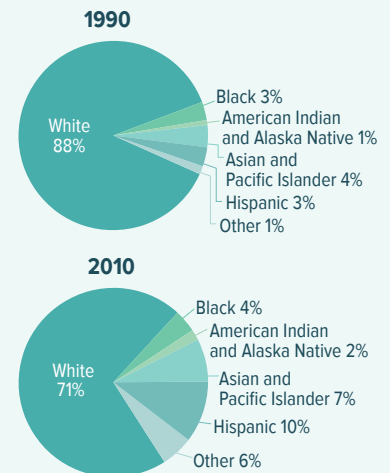
Not everyone needs glasses to see. But those that do require a specific prescription to enable them to see. Some people are severely visually impaired or are blind.

Equality: Believing that everyone should get the same glasses regardless of their specific need.

Equity: Understanding that some have greater visual difficulties than others, therefore only those that need glasses get them and each prescription fits that person's specific needs. Some people are blind, so they need entirely different solutions to perceive things that seeing people experience through sight.

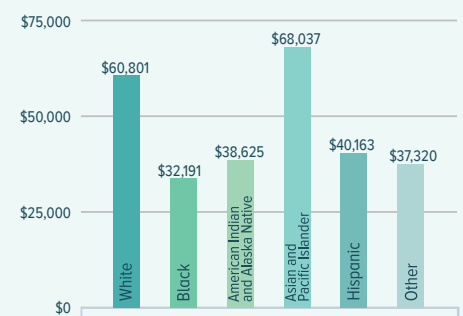
The region is diversifying ...

PERCENT OF POPULATION BY RACE/ETHNICITY
Tri-county region. Source: US Decennial Census, 1990, 2010 SF1-QTP6



... but regional inequities persist.

MEDIAN HOUSEHOLD INCOME, BY RACE/ETHNICITY
Portland MSA, 2011-2013. Source: US Census, American Community Survey three-year estimates





FIVE STRATEGIC GOALS

The five long-term strategic goals identified in this plan are:

A. METRO CONVENES AND SUPPORTS REGIONAL PARTNERS TO ADVANCE RACIAL EQUITY.

Metro brings together diverse partners from across the Portland metropolitan region to reduce racial disparities and improve outcomes in communities of color through coordinated and innovative approaches. Metro leads by convening decision-makers and providing research and technical support to assist local cities and counties in equity initiatives.

B. METRO MEANINGFULLY ENGAGES COMMUNITIES OF COLOR.

Community relationships based on trust, policies that strengthen community involvement, and clear accountability work to ensure that communities of color are meaningfully engaged and influence decisions and programs that impact their lives. Metro commits to co-creating with the community, learning from the collective wisdom and building the capacity of community leaders.

C. METRO HIRES, TRAINS AND PROMOTES A RACIALLY DIVERSE WORKFORCE.

Metro has an organizational culture that is welcoming and inclusive to all people of color. Through training and hiring practices that break down barriers for applicants of color, Metro will achieve a racially diverse workforce with opportunities for advancement and strong retention and promotion rates for staff of color. All Metro staff will receive the training and support necessary to become culturally proficient and equitably serve all residents of the Portland metropolitan region.

D. METRO CREATES SAFE AND WELCOMING SERVICES, PROGRAMS AND DESTINATIONS.

Communities of color are aware of and feel welcome to access Metro's diverse services, programs and destinations. Through better understanding the needs of culturally specific communities and the impacts of its programs and services, Metro will provide safe and welcoming environments and experiences that enrich the lives of community members.

E. METRO'S RESOURCE ALLOCATION ADVANCES RACIAL EQUITY.

Metro advances economic opportunities for communities of color through various avenues including equitable contracting practices, distribution of investments, grant programs, apprenticeships and proactive convening of regional partners to support a racially diverse construction workforce.

To learn more visit
oregonmetro.gov/equity

Advancing Racial Equity Online Survey Report

February 22 to March 18, 2016

*Prepared for Metro by
JLA Public Involvement, Inc.*

I. EXECUTIVE SUMMARY

1) INTRODUCTION

Metro hosted an online survey between February 22 and March 18, 2016 to solicit feedback from the public about Metro's equity strategy. In 2010, the Metro Council adopted equity as one of the region's six desired outcomes. The equity strategy is an organizing framework initiated by the Metro Council in 2012 to incorporate and apply equity more consistently across its program, policies and services – in collaboration with community, city and county partners. The online survey asked *three key questions* related to actions Metro can take to improve its policies, programs and services in order to advance equity:

- What should Metro *prioritize* in order to advance equity?
- What should Metro *measure* in order to know it is successful in advancing equity?
- What else can Metro do to address equity in the region?

1,194 survey responses were submitted. This executive summary outlines the main themes provided by the public through the online survey. The full report provides a summary of responses to each question in the online tool.

2) EQUITY PRIORITIES

Participants were asked to choose three areas that Metro should prioritize in order to advance equity. Over half (55%) said that **collaborating more with communities of color** should be a top priority. 45% said that Metro should prioritize hiring, training and promoting a **racially diverse workforce**, and 36% said Metro should prioritize providing more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.

3) MEASURES OF SUCCESS

Participants provided suggestions for what Metro should measure to determine whether it is successfully advancing equity. The survey listed three example measures of success, and these received a high level of support by many participants. They included:

- A higher percentage of Metro contracts are awarded to minority/woman owned firms.
- Racial diversity is increased at all employment levels at Metro, including management positions.
- More people of color visit Metro destinations and participate in services.

Participants provided many other potential measures. Overall, the greatest support was for the following measures of success:

- **An increase in racial diversity at all employment levels at Metro—particularly** at the management and decision-making level. Many noted that the makeup of Metro’s workforce should reflect the diversity of the region’s community, and that a more diverse workforce will be better able to provide programming and services that meets the needs of the broader community.

While most of the comments supported increased racial diversity and contracts as a measure of success, there was some **concern about hiring and contracting based on race**. Some noted that the main qualification for employment or contracting should be merit and skill—not ethnicity, and would prefer a “color-blind” hiring practice.

- **More people of color visit Metro destinations and participate in services.**
- **A higher percentage of Metro contracts are awarded to minority/woman owned firms.**
- **An increase in participation and feedback from communities of color**—particularly participation in decision-making and advisory roles. Survey participants suggested that Metro track engagement levels of people of color at its meetings, forums, surveys, workgroups, committees, and other efforts. In particular, participation at the decision-making level should be tracked. A successful outcome would be when the demographic participation at Metro’s forums, meetings, and advisory boards reflects the diversity of the Metro area.
- **Workforce/employment levels in the region reflect the diversity of the population.** An increase in regional workforce diversity and a general increase in minority employment—especially in management positions— would be a measure of success.
- **Increase in the number of minority-owned small businesses** in the region, and their level of long-term success.
- **Reduction in racial disparities across major life outcomes.** This includes areas such as income equality, graduation rates, unemployment rates, and crime rates—as well as increased affordable housing and homeownership by minorities. Success could be measured by reduced disparities between minority and white residents, as well as more targeted investments in areas that have been traditionally underserved.
- **Increased number of Metro staff that attend trainings to increase cultural awareness and proficiency,** and that can show that they have a good understanding of diversity and equity issues. This could include monitoring outcomes of the trainings to determine how trainings change the way Metro provides services and programming.

4) OTHER ACTIONS METRO CAN TAKE

Participants provided suggestions for what else Metro can do to advance equity in the region. Their responses ranged from comments on the types of programs or policy areas that Metro should focus on;

how Metro conducts business and internal hiring; how Metro can support other businesses and partners; outreach and engagement techniques; and Metro's role in equity-related work.

Support for Program and Policy Areas that Metro Should Focus On

Many people supported efforts to **increase the availability of affordable housing** and to address the housing crisis and shortage of housing in the Metro region—noting that housing security is a crucial first step to improving the quality of life for minority and low-income populations.

Many people supported efforts to **improve the quality of education and access to education** in the region. They noted that good quality public schools is the best way to pull people out of the cycle of poverty, and is an equitable way to improve opportunities for all people.

Many comments support efforts to **promote and support jobs** in the region. People would like to see increased focus on jobs creation and infrastructure that supports jobs and economic development. Many people supported efforts to increase the availability, access and quality of **public transportation to serve low-income and minority communities**.

Defining Equity and Metro's Role

Some expressed concern that **promoting equity is not part of Metro's charter** and that Metro should not use funding to promote equity in the region. Some of these people felt that it might be appropriate for Metro to promote diversity within its own workplace, but not beyond that. They suggested that Metro **focus on equality and fair treatment** of all people rather than treating some races differently.

Outreach and Engagement

Many suggested that Metro focus on efforts to get input from and **directly engage with racially diverse/minority organizations and individuals**. They suggested that Metro specifically seek out hard-to-reach communities using non-traditional and creative methods. They showed support for efforts by Metro to develop information and marketing targeted to low-income and minority individuals, to help make them more aware of Metro services and opportunities.

Doing Business

Many suggested that Metro focus on internal **equitable hiring practices** such as focused recruitment of minority job applicants, valuing cultural competency and equity-building skills as a means for promotion, and ultimately hiring a more diverse workforce, particularly at the management level.

Many would like to see Metro **engage in more partnerships** (especially paid partnerships) with **organizations that serve people of color** and minority-owned businesses.

II. SUMMARY OF RESPONSES

1) WHAT SHOULD METRO PRIORITIZE IN ORDER TO ADVANCE EQUITY?

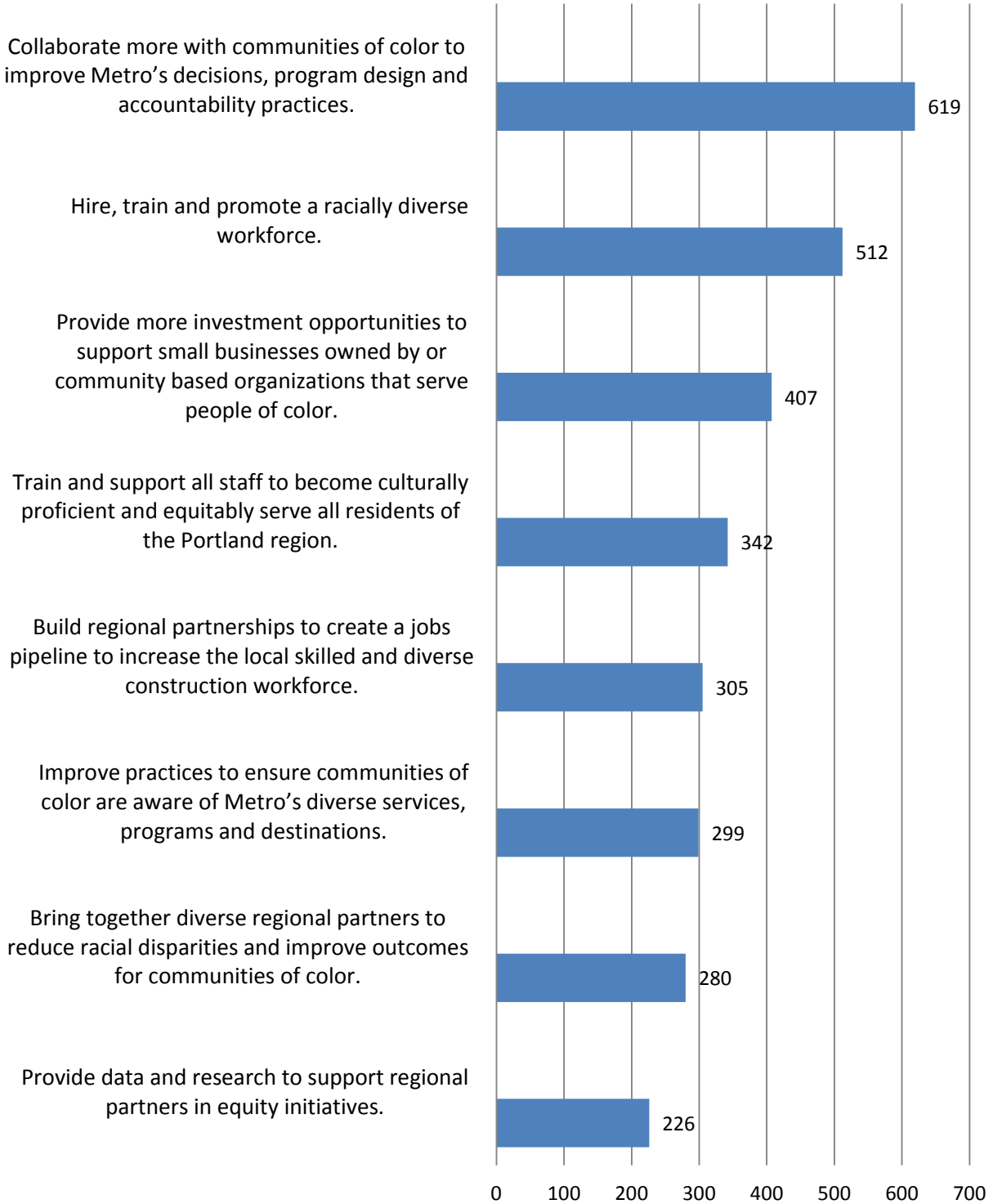
Participants were asked to choose three areas that Metro should prioritize in order to advance equity, from the following list of nine priority areas:

- Bring together **diverse regional partners** to reduce racial disparities and improve outcomes for communities of color.
- Provide **data and research** to support regional partners in equity initiatives.
- **Collaborate more with communities of color** to improve Metro’s decisions, program design and accountability practices.
- Hire, train and promote a **racially diverse workforce**.
- Train and support all staff to become **culturally proficient and equitably serve** all residents of the Portland region.
- Improve practices to ensure **communities of color are aware** of Metro’s diverse services, programs and destinations.
- Create safe, welcoming and multicultural **environments and experiences** at Metro destinations.
- Provide more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.
- Build regional partnerships to create a **jobs pipeline** to increase the local skilled and diverse construction workforce.

1,134 people provided a response to this question. Over half (55%) said that **collaborating more with communities of color** should be a top priority. 45% said that Metro should prioritize hiring, training and promoting a **racially diverse workforce**, and 36% said Metro should prioritize providing more **investment opportunities** to support small businesses owned by or community based organizations that serve people of color.

The chart below shows how many people selected each of the nine options as a top priority:

What should Metro prioritize in order to advance equity?



2) WHAT SHOULD METRO MEASURE BASED ON YOUR PREVIOUS CHOICES? IN OTHER WORDS, HOW WOULD WE KNOW IF WE'RE SUCCESSFUL?

845 people provided a response to this open-ended question. Many people agreed with the three evaluation measures provided as examples in the survey:

- A higher percentage of Metro contracts are awarded to minority/woman owned firms.
- Racial diversity is increased at all employment levels at Metro, including management positions.
- More people of color visit Metro destinations and participate in services.

Below is a summary of the measures of success suggested by survey participants for each of the priority areas. Additionally, some participants suggested measures that apply more broadly to regional equity.

Priority Area #1: Bring together diverse regional partners to reduce racial disparities and improve outcomes for communities of color.

Most suggestions centered on two types of evaluation measures: 1) reducing racial disparities across major life outcomes, and 2) an increase in the number of regional partnerships made.

Many said that an indicator of success would be that **racial disparities across major life outcomes are reduced**. This includes areas such as income equality, graduation rates, unemployment rates, and crime rates. Some suggested that Metro map out a baseline of these outcomes as they exist today to determine where disparities exist, and whether areas are being equitably served. This mapping could help Metro and regional partners target investments and monitor results over time.

Another indicator of success would be an **increase in number of regional partnerships with minority groups** and groups that represent communities of color. Participants suggested that Metro track the number of partnerships that it develops, as well as the workforce diversity of these partners.

Priority Area #2: Provide data and research to support regional partners in equity initiatives.

Comments centered on two main themes: 1) the quality of data and research and 2) the need to involve people of color in research design and measuring.

Many stressed the importance of **well-designed measures and data collection methods**. Respondents noted that poorly designed research or under-developed measures could skew results. They suggested

setting up statistically valid ways to measure Metro’s equity goals, and involving neutral outside agencies to validate research design. Some also suggested continuous monitoring every few years and reporting out results in order to track progress and make course corrections as needed.

Some respondents suggested **involving diverse community members in developing measures** and data collection. They noted that, in particular, the conversation about priorities, desired outcomes, and what to measure should involve the affected populations. A couple of people suggested that Metro contract with data scientists of color in determining research design.

A few people suggested that Metro **track how it is publishing and distributed data** and research to regional partners; and how partners are using the data to support their equity initiatives.

Priority Area #3: Collaborate more with communities of color to improve Metro’s decisions, program design and accountability practices.

Nearly half of respondents that commented on this priority area said that a measure of success would be **increased participation and feedback from communities of color**. Participants suggested that Metro track engagement levels of people of color at its meetings, forums, surveys, workgroups, committees, and other efforts. In particular, participation at the decision-making level should be tracked. A successful outcome would be when the demographic participation at Metro’s forums, meetings, and advisory boards reflects the diversity of the Metro area. Some added that Metro could survey **how people of color feel when they attend these events**, including questions on whether they feel welcome and heard. A few commented that Metro should measure *all* forms of diversity of participation—including racial, income, gender and age.

Many also said that a measure of success would be an **increase in number of people of color involved in decision making** and program/policy design at Metro, including involvement in leadership and advisory roles, such as on Metro Council and higher level advisory committees.

Some suggested that Metro track the **number of meetings it conducts specifically for people of color**—such as listening sessions, focus groups, and meetings held in diverse neighborhoods; as well as the **number of community based organizations and communities of color that Metro works with** and their engagement level. Success would be measured by an increase in these targeted meetings and an increase in Metro's engagement with leaders of minority communities. Some noted that Metro should ask community leaders how they would want to be involved, and provide them with leadership role in developing goals and outreach programs for their communities.

Some suggested that Metro measure **what percentage of ideas** that come from communities of color are implemented.

A few suggested that Metro **hire minority consultants** or groups to help Metro find better ways to collaborate to address equity and to evaluate Metro's practices. They noted the need for external monitoring to increase transparency and accountability.

Priority Area #4: Hire, train and promote a racially diverse workforce.

Over half of the respondents that commented on this priority area agreed that success could be measured by an **increase in racial diversity at all employment levels at Metro**. Many noted that it is especially important that diversity be increased at the management and decision-making level. Many said that the makeup of Metro's workforce should reflect the diversity of the region. Some suggested that Metro measure not only racial diversity—but other minority classifications such as age, gender, and sexual identity.

About a quarter of respondents agreed that Metro would know it is successful in this priority area if a **higher percentage of Metro contracts are awarded to minority/woman owned firms**. Some noted that the percentage of contracts should reflect the demographic makeup of the region, while some wanted an even greater percentage of contracts to be awarded to minority/woman owned firms.

While most of the comments supported increased racial diversity and contracts as a measure of success, some were **concerned about hiring and contracting based on race**. They noted that the main qualification for employment or contracting should be merit and skill—not ethnicity, and would prefer a “color-blind” hiring practice. They were concerned about reverse discrimination, and about the negative perception that a race-based hiring practice could create (i.e., a perception that people of color were hired to fill a quota, not because they have the requisite skill).

Participants provided these other measures related to promoting a racially diverse workforce:

- Level of **targeted outreach and recruitment to communities of color** so that they know about job and contracting opportunities (such as outreach targeted to low-income neighborhoods and schools).
- **Equal pay** across races and genders in the same position at Metro, as well as equity in promotions.
- **Increase in job applications** from minority applicants.
- Level of **job retention** by minorities at Metro (including racial and gender minorities).
- Number of **trainings by Metro to minority-owned contractors** on the bidding process.

Priority Area #5: Train and support all staff to become culturally proficient and equitably serve all residents of the Portland region.

Nearly all of the suggested measures for this priority area centered on measuring **the number of Metro staff that successfully complete trainings to increase cultural proficiency and awareness, as well as monitoring outcomes** of the trainings. Some suggested that Metro require diversity training for all new employees, or require annual diversity training with all Metro staff. Some suggested that a measure of success would be the percentage of staff that can pass cultural competency tests, and that cultural competency be considered in promotions and performance reviews.

Some participants suggested that Metro monitor the outcomes of trainings. For example, staff could periodically be surveyed on how they are using the diversity training, and whether/how they have changed procedures or attitudes as a result of training. Metro could provide mentoring and coaching for staff who need additional support, as shown by continual monitoring.

Priority Area #6: Improve practices to ensure communities of color are aware of Metro's diverse services, programs and destinations.

Nearly three-quarters of participants who commented on this priority area agreed that a measure of success would be **more people of color visit Metro destinations and participate in services**. Some suggested that participation levels should mirror the ethnic makeup of the region.

Some people suggested **surveys or interviews with people of color** to measure their level of awareness of Metro's services and programs, as well as their perceptions and experiences with Metro services. Some suggested targeted surveys with people of color before and after they experience Metro's services, programs and marketing to rate their experience. Others suggested that Metro interview or survey a representative sample of people of color to assess their feelings on Metro's impact on their lives and their understanding of Metro's role in the region.

Some respondents said that a measure of success would be an increase in the **amount of targeted marketing/outreach** that Metro conducts using techniques to reach diverse populations, including immigrant populations. This could include direct outreach at churches, grocery stores, libraries, and other locations that diverse communities use; as well as outreach materials written in simple, easy-to-understand language. Some suggested that Metro locate more services and events in racially diverse communities.

Priority Area #7: Create safe, welcoming and multicultural environments and experiences at Metro destinations.

Nearly all comments on this priority area suggested that Metro **measure how communities of color rate their experience of Metro destinations**. This could take the form of surveys with communities of color, to ask them how they feel about the services Metro provides; whether environments are safe and multicultural—and what could be done better. Another measure could be a decrease in complaints and charges of discrimination from people of color, as well as more accolades of Metro from people of color and organizations that represent people of color.

Other measures suggested include:

- Provide more resources in different languages and translations at Metro destinations.
- Document efforts made to create safe, welcoming and multicultural environments. This could include, for example, diverse staff and programming at Metro destinations and special events held to celebrate different cultures.
- Increase in collaborations with communities of color to make destinations more welcoming.

Priority Area #8: Provide more investment opportunities to support small businesses owned by or community based organizations that serve people of color.

Participants identified two main measures of success: 1) increase in the number of minority-owned small businesses, and 2) increase in financial and mentoring resources to support new minority-owned businesses.

Many suggested that Metro **measure the increase in the number of new small businesses created**, especially those owned by people of color and other minorities. Metro could also continue to monitor these businesses to see how many remain successful and stay in business long-term. Similarly, Metro could measure the number of minority-owned businesses that move out of the Portland area due to gentrification.

The second main measure of success suggested is an **increase in the resources—financial and otherwise—to support minority-owned businesses**. Many suggested that Metro track the number of small businesses that seek and receive support, and the degree of support. Many would like to see programs to provide leadership skills and other skills to help businesses succeed. Some suggested an increase in financial assistance, grants, and low-interest loans to support new minority-owned businesses and community based organizations that serve people of color. Some also suggested that Metro check in with small business owners to see if their opportunities and success improved as a result of receiving resources. A few would like to see a mentorship program in which established business community members provide guidance to new business owners.

Priority Area #9: Build regional partnerships to create a jobs pipeline to increase the local skilled and diverse construction workforce.

Most respondents said that a measure of success would be an **increased number of minorities gaining construction jobs** and being awarded contracts. Some suggested that the goal should be a construction worker pool that matches the region's racial diversity, as well as an increase in the number of minorities in leadership and management positions. Others noted that increased wages in the construction field should be the goal.

A few respondents suggested that **Metro work with partners and organizations to support more training and hiring of minority employees**. This could include, for example, working towards some tax incentive or funding source to organizations and businesses to hire and train minority employees; or working with school districts to provide career training. The goal of such a program would be to create a larger pool of skilled, qualified minority employees and to decrease minority unemployment.

General Measures

Many people provided measures of success that could apply across a wide range of priority areas, or that spoke to broader equity concerns in the region. The top measures of success included:

- **Workforce/employment levels in the region reflect the diversity of the population.** Many respondents said that an increase in regional workforce diversity and a general increase in minority employment—especially in management positions— would be a measure of success. Some noted that the goal should be similar employment rates for whites and ethnic minorities. A few wanted to see balanced employment rates and levels of pay across the region among men and women.
- **Increased access to education and better education outcomes.** Some suggested that Metro measure whether all people and neighborhoods in the region have the same access to education, as well as high school graduation rates by demographics. Some added that equal access and usage of educational opportunities will decrease racial inequalities across other key life outcomes.
- **Increased investments in areas/neighborhoods that have been traditionally underserved.** Some suggested that Metro map access to opportunity across the region to a broad range of needs and services, such as jobs, schools, transportation and parks—as well as mapping out the level of investments made in communities. Levels of investment could be adjusted based on findings that some communities are not being adequately served. Some also suggested that Metro measure spending on programs (including grants) that benefit minorities against total program spending.
- **Reduced displacement and increased neighborhood diversity.** Some suggested that Metro map out and track where people of color are living, to measure the intensity of gentrification and to

determine if Metro projects are contributing to displacement. A measure of success would be fewer people moving out of inner Portland due to increases in rent and housing costs, as well as more integrated neighborhoods with low-income and affordable housing interspersed in existing neighborhoods.

- **Increase in wages and earnings of people of color in the region.** A measure of success would be income growth for minorities and a close in the median income gap between white and non-white workers.
- **Increase in access to affordable housing** and decreased level of homelessness by minorities.

A few people mentioned that other measures of success would include a reduction in health disparities, lower crime rates, increased safety, reduced number of minorities in prisons, reduced pollution in the region, increased access to fresh foods, and an increase in racial diversity of the Portland area.

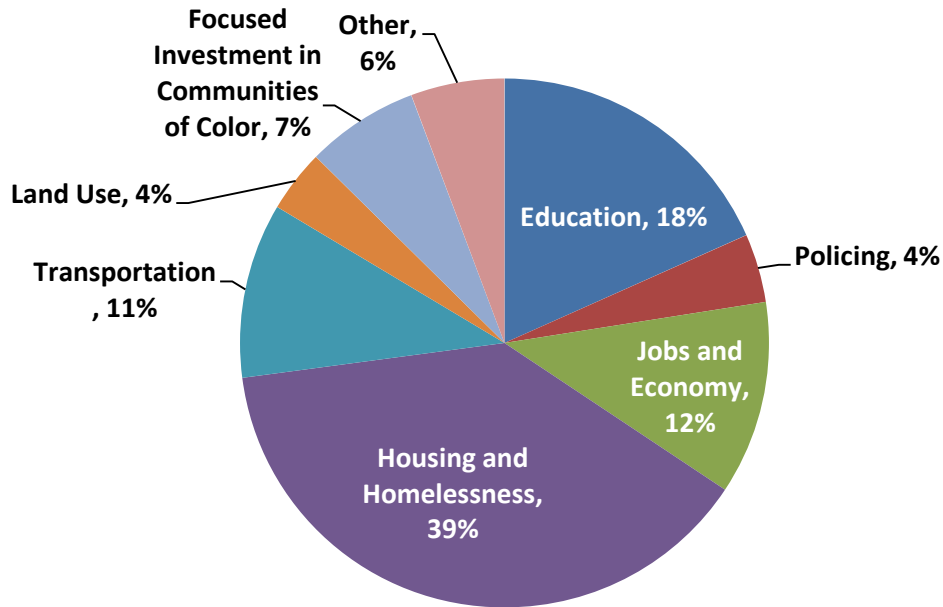
Additionally, approximately 5% of survey participants who answered Question #2 expressed that they do not support Metro's efforts to advance equity in the region. Many of these people said that advancing regional equity is not part of Metro's role or charter. Some noted that the goal should be equality, and that giving special treatment to some races is discriminatory to others. Others were concerned about use of tax dollars for this work.

3) WHAT ELSE CAN METRO DO TO ADDRESS EQUITY IN THE REGION?

683 people provided a response to this question. The responses ranged from comments on the types of programs or policy areas that Metro should focus on; how Metro conducts business and internal hiring; how Metro can support other businesses and partners; outreach and engagement techniques; and Metro's role in equity-related work.

Support for Program and Policy Areas

Approximately half of all people who responded to this question made comments related to the kinds of programs and policy areas that Metro should focus on. The chart below shows the percentage of people that supported investment in various policy and program areas. Most commonly, people want to see Metro address issues related to **housing and homelessness**, and to promote **education** as a means to break the cycle of poverty. There was also heavy support for investment that **support and promote jobs** and investing in, particularly **public transportation** in low-income and minority areas.



Housing and Homelessness

Many people supported efforts to **increase the availability of affordable housing** and to address the housing crisis and shortage of housing in the Metro region. Participants noted that housing security is a crucial first step to improving the quality of life for minority and low-income populations. Most commonly, people supported **rent control** or measures to reduce rent increases; **increased supply of affordable housing** within existing areas and close to jobs and transportation to create mixed-income and diverse neighborhoods. People provided support for actions to **reverse the effects of historic redlining**, and calling on Metro to **support inclusionary zoning**. Some want to see Metro work with cities to establish rental projections and help people of color find affordable housing.

Many people also supported policies and efforts to **reduce or reverse gentrification**. They would like to see efforts made to reduce the number of historic homes that are torn down and replaced with more expensive dwellings. They also support programs or subsidies to help displaced people of color to return to their historic neighborhoods. Some suggested that Metro work on efforts to require developers to abide by equity-building rules, such as requiring developers to build some set percentage of new units as affordable housing.

Several people also support efforts to address **homelessness** in the region by providing more shelters and services to the homeless population.

Education

Many people supported efforts to **improve the quality of education and access to education** in the region. They noted that good quality public schools is the best way to pull people out of the cycle of poverty, and is an equitable way to improve opportunities for all people. While some supported a focus on education for all, others supported efforts to **improve schools in low-income and minority areas** and

underperforming schools through grants and targeted assistance. Some also supported afterschool programs and early childhood education, particularly for low-income and minority students.

Some wanted to see Metro use schools as an avenue to provide information to students and their parents about Metro and its services. There were also some comments in support of specific types of education outside of the K-12 environment, such as English classes and financial education classes.

Jobs and Economy

Many comments support efforts to **promote and support jobs** in the region. People would like to see increased focus on jobs creation and infrastructure that supports jobs and economic development. Comments in support of jobs went one of two ways. On one hand, many support **job training programs** and incentives to companies that provide job training, as well as job training and placement programs for youth and teens. On the other hand, many suggested that Metro support efforts to **place fewer restrictions on employers** so they can hire more employees. They would like to see Metro be more pro-business.

Some suggested that Metro provide courses or presentations at community colleges and high schools on **how to get work at public agencies**, and the types of available opportunities. Some suggested that Metro staff of color do the presentations to encourage minority interest in government jobs.

Some comments expressed support for efforts to create higher paying jobs and **address income inequality** between whites and minorities

Transportation

Many people supported efforts to increase the availability, access and quality of **public transportation to serve low-income and minority communities**. People noted that good transit is crucial to provide access to jobs and needed services. Several also supported investment in biking and walking. Some advocated for more **affordable transit fares**.

Focused Investment in Underserved Areas

Some people supported efforts to **focus investments in minority and low-income neighborhoods**, particularly transportation and housing projects. They noted that the historic lack of investment in neighborhoods such as East Portland warrants increased attention to lift up these areas.

Some also noted that, generally, Metro should engage in efforts to find root causes and solutions for the **most pressing issues for communities of color**. These include issues such as job access, food security, affordable housing, and education. Some noted that people of all demographics should have equal access to great services.

Land Use

Some people made comments related to Metro's role in land use decisions. Some suggested that Metro **consider race and poverty when making land use decisions**; for example, by considering where jobs and housing are placed and access for low-income and minority neighborhoods. Several people wanted to see limited expansion of the Urban Growth Boundary and limited sprawl, so that people can live closer to jobs and services. Some also advocated for more efforts to **reduce environmental racism**.

Policing

Some people supported efforts to work with local cities and counties to **reduce discrimination by law enforcement**. They suggested programs to reduce racial profiling by police and TriMet officials. Some suggested more **community policing** so that officers and the community would have stronger relationships.

Other Policy Areas

Some people made other comments, suggesting that Metro focus on programs to:

- Support families and parenting, since strong family relationships can help reduce the effects of poverty.
- Improve safety, especially neighborhood safety.
- Improve access for people with disabilities.
- Reduce government subsidies and welfare. Instead, encourage people to work.

Defining Equity and Metro's Role

Nearly a quarter of responses focused on defining Metro's role in addressing equity, as well as the need to define equity goals.

Approximately 5% of respondents who answered Question #3 expressed concern that **promoting equity is not part of Metro's charter** and that Metro should not use funding to promote equity in the region. Some of these people felt that it might be appropriate for Metro to promote diversity within its own workplace, but not beyond that. Another 5% were concerned that focusing on race and differences between people only results in **creating more inequality**; they would prefer that Metro **focus on equality and fair treatment** of all people rather than treating some races differently, in an effort to be "color blind." They expressed that including race in decision-making leads to discriminating against other people.

On the other hand, there were some that would like to see Metro address equity in the region, but wanted clearer definitions around what that means. Some said that Metro should be sure to **define equity**, have **clear goals** around equity, and supporting documents and research that confirm the racial inequities that exist in the region. Several were concerned that focusing on **racial equity is too**

limiting—and would like to see Metro’s efforts expanded to consider inequity related to income, age, LGBTQ status, disability, etc.

Several people expressed support for addressing equity in the region, and suggested that Metro **apply an equity lens** to all of its major projects and decisions. Some supported Metro’s efforts in **gathering and providing data and research** to other groups and jurisdictions to support their equity and diversity efforts. Several people want to see Metro support local government and partners to help them research and implement their local equity initiatives; noting that **Metro should be a model for how to "do equity" and inspire others**.

Several commented that Metro should focus on gathering quantifiable data and statistics to learn about the most pressing needs related to equity and diversity, and to focus its efforts on the highest priorities. Several also commented that Metro has done sufficient studying and planning, and should move towards **taking action** to address equity as soon as possible.

Outreach and Engagement

Around 20% of responses focused on ways that Metro can improve outreach and engagement to better serve and include diverse participants.

Direct and Targeted Engagement

Most of the comments related to engagement suggested that Metro focus on efforts to get input from and **directly engage with racially diverse/minority organizations and individuals**. They suggested that Metro specifically seek out hard-to-reach communities using non-traditional and creative methods. Some suggested that Metro meet individuals in their own communities, and ask questions or discuss topics that the communities care about. They suggested that Metro staff of color lead the engagement, and that Metro have **more of a presence in neighborhoods of color** and at events that minorities attend. The goal of engagement should be to involve people of color in decision-making and to actually implement their ideas. Some suggested partnering with churches, providing interpretation at meetings, and siting more Metro services and events in diverse neighborhoods.

Information and Marketing

Many comments supported efforts by Metro to develop information and marketing targeted to low-income and minority individuals, to help make them more aware of Metro services and opportunities. They noted that materials should be easy to understand and translated into different languages so that communities of color, low income, and immigrant communities can understand and know about services. Some also suggested that Metro written materials include more inclusive languages and images of minority people.

Other Comments on Outreach and Engagement

Several people suggested that Metro implement these other ideas to increase engagement by diverse communities in Metro events and services:

- Keep up the conversation on racial equity and get more people to participate.
- Sponsor and coordinate more cultural celebrations and events so that people learn to tolerate and respect other cultures. This could include food, cultural displays, and art-based programs to bring communities together and honor diversity and heritage.
- Provide reduced ticket prices for zoo and other Metro destinations so that people with lower incomes can participate.
- Implement programs to bring youth of color to visit Metro parks and natural spaces.
- Focus on engagement that brings diverse people together in the same room so they can hear each other's perspectives.
- Participate in equity-related events and forums hosted by communities of color.

Doing Business

Around 15% of comments related to how Metro can be more equitable in the way it does business and hires employees, or how Metro can support minority-owned businesses and employees.

Many suggested **equitable hiring practices** such as focused recruitment of minority job applicants, valuing cultural competency and equity-building skills as a means for promotion, and ultimately hiring a more diverse workforce, particularly at the management level.

Many would like to see Metro **engage in more partnerships** (especially paid partnerships) with **organizations that serve people of color** and minority-owned businesses. Some suggested that Metro contract with local/minority-owned businesses whenever possible, provide larger-value contracts to partner community based organizations to conduct equity-related work, and provide more financial support to community organizing groups. On the other hand, a few people commented that Metro should hire and contract with the best qualified candidates and organizations—regardless of race.

Some suggested that Metro focus on offering or requiring **cultural competency and diversity training** for its staff, including information on existing inequities in the region and best practices for engaging people of color.

Other suggestions around ways that Metro could improve its internal and business practices include:

- Require Metro contractors and vendors to meet equity and diversity goals or standards.
- Seek more diversity and minority leadership on Metro Council.
- Develop a Metro summer jobs/internship program for youth, especially youth of color.

A few people provided suggestions for how Metro can **support minority-owned businesses**, including:

- Providing grants and financial resources to support minority owned businesses
- Establish mentorship and leadership-building programs for new woman and minority-owned businesses.

4) ADDITIONAL COMMENTS ABOUT THE TOPICS OR QUESTIONNAIRE.

224 people provided additional comments.

Many participants felt that **minority and underrepresented communities should have the most influence over this type of process** in order to promote equity. It would be beneficial to improve Metro's transparency by increasing information output and ensuring that the materials provided are not simplified based on the communities being targeted. They suggested that Metro consider developing strategies to encourage and build minority representation at Metro meetings. There was also strong support for increasing the diversity of Metro employees.

There was general support for Metro's equity efforts, with many feeling that a main priority should be unifying the different communities throughout Portland. However some felt that Metro should not be involved in this type of process and stressed that equality should be the city's focus, not just equity.

Many participants identified **housing** as well as **unemployment** as key components of inequity in Portland. It was suggested that Metro promote these policy areas by providing incentives to developers and job suppliers to provide affordable housing options and increasing job opportunities. Some felt that the issue with hiring from at-risk communities is that often individuals lack the experience and qualifications necessary to compete. It was suggested that Metro invest in educating these populations in order to better prepare them for success in the future. **Homelessness** was an issue mentioned often, with many expressing concern over the method of masking the homeless problem rather than addressing the causes. They said it would be beneficial for Metro to provide services to those immigrating to Portland from other countries to ensure their success. It was also mentioned that Metro seek to ease the transition for individuals exiting the prison system to ensure future success.

Participants felt that **creating connections and access to services for at-risk communities is a priority**. They said it is important to address the underlying and systemic racism that has caused gentrification and lack of success. Tackling these issues is crucial to providing equity.

Many felt that **identifying communities based on race or ethnicity is ineffective and could result in further divisiveness**. Some at risk communities may not trigger concern based on race or ethnicity, but due to culture, suffer similar inequities. They cautioned that Metro should ensure that the identification process does not disregard these communities during this effort.

Some noted that **younger generations** have proven to have a stronger interest in equity and diversity issues and their input should be sought out.

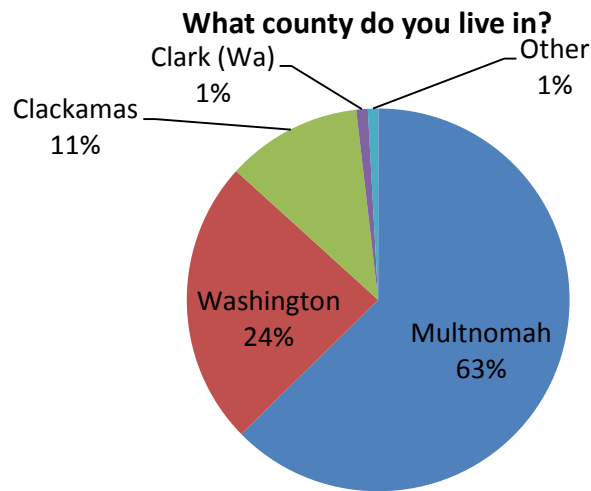
5) DEMOGRAPHIC INFORMATION

Participants were asked to provide demographic information to help Metro know if we are hearing from people across all races/ethnicities, ages and income levels on these important decisions

Geography: County

Most respondents (63%) said that they live in Multnomah County, 24% said they live in Washington County, and 11% said they live in Clackamas County.

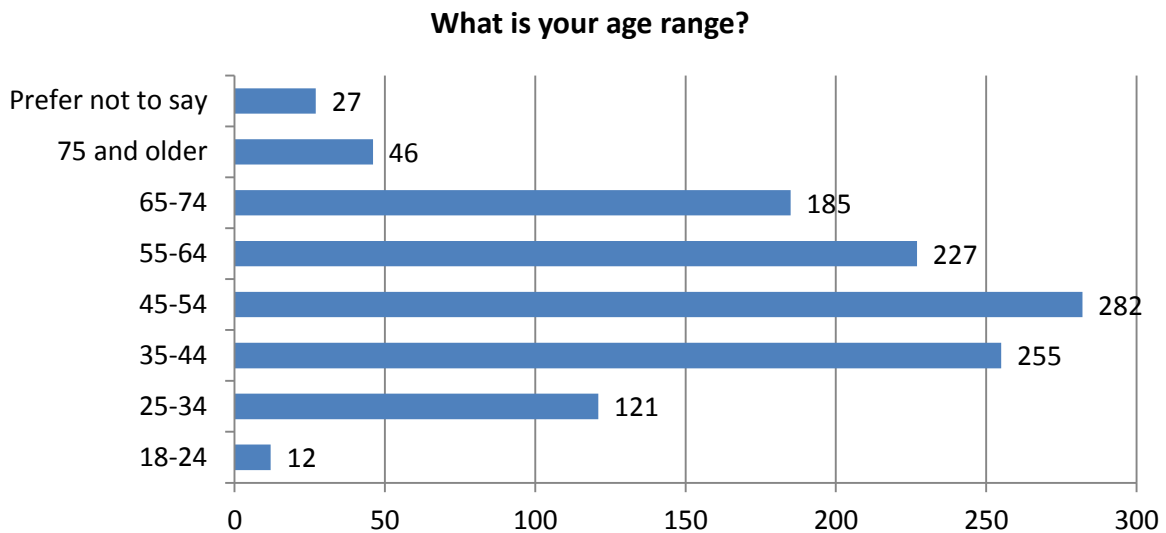
	Count	Percent	Regional population
<i>Respondents to this demographic question</i>	1146		
Clackamas	131	11%	17%
Multnomah	718	63%	49%
Washington	276	24%	34%
Clark (Washington State)	11	1%	n/a
Other	10	1%	n/a



Age

Participants indicated their age range. 25% said they are between the ages of 45-54, 23% between 35-44, and 20% between 55-64.

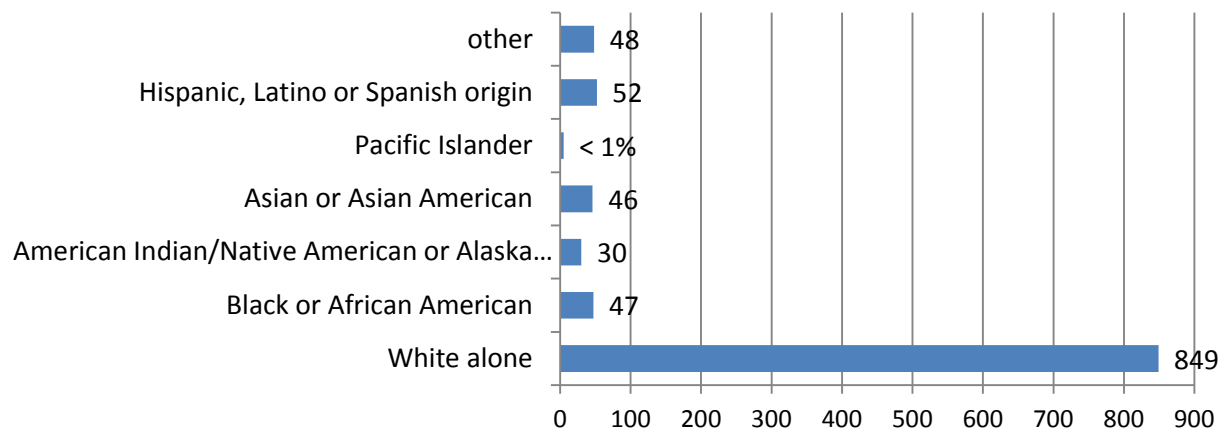
	Count	Percent	Regional population
<i>Respondents (1155) minus "Prefer not to answer" (27)</i>	1128		
Younger than 18	n/a	n/a	23%
18 to 24	12	1%	9%
25 to 34	121	11%	16%
35 to 44	255	23%	15%
45 to 54	282	25%	14%
55 to 64	227	20%	12%
65 to 74	185	16%	6%
75 and older	46	4%	5%



Race/Ethnicity

	Count	Percent	Regional population
Respondents were asked to pick all that apply and choose “other” or offer more specificity. ^{1 2} <i>Respondents (1150) minus “prefer not to answer” or similar comment expressing dissatisfaction with the inclusion of the question (114)³</i>	1036		
White alone⁴	849	82%	73%
Black or African American	47	5%	5%
American Indian/Native American or Alaska Native	30	3%	2%
Asian or Asian American	46	4%	9%
Pacific Islander	5	<1%	1%
Hispanic, Latino or Spanish origin	52	5%	12%
other (please describe) or offer more specificity	48	5%	6%

What is your race/ethnicity?



¹ Race/ethnicity categories were simplified to allow for correlation with U.S. Census data on race and ethnicity.

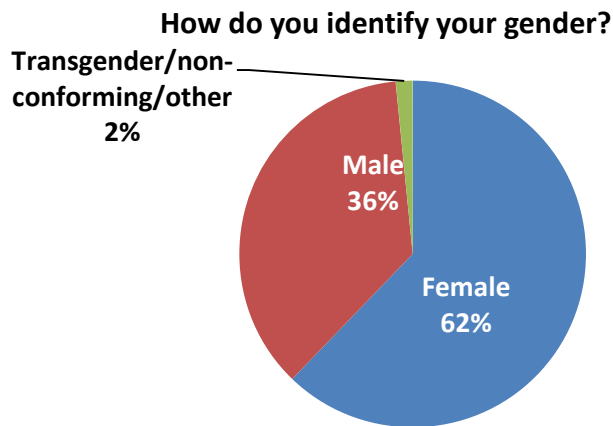
² Since respondents could choose more than one ethnicity, totals add to more than 100 percent.

³ Eighteen comments questioning, objecting to or protesting the inclusion of this question were removed from the “other” category, including “human” or the like, and were added as tallies to “prefer not to answer,” as appropriate. Responses such as “American,” or “American of European descent” were left as self-identified ethnicities in the “other” tally.

⁴ Since the ethnicity question is asked to determine if Metro is reaching diverse communities, responses were reviewed to calculate the number of respondents who were white and no other ethnicity.

Gender

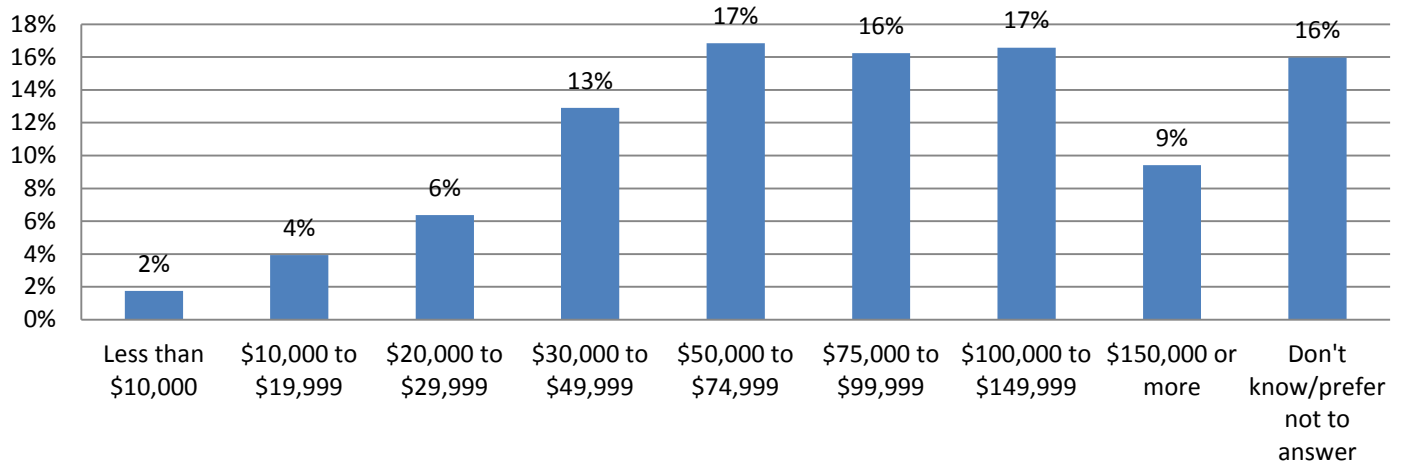
	Count	Percent	Regional population
Respondents (1145) minus “prefer not to answer” (60) ⁵	1085		
female	675	63%	51%
male	393	36%	49%
transgender/non-conforming/other	17	2%	n/a



Annual Income

Participants provided the range of their annual income.

Which of the following best represents the annual income of your household before taxes?



⁵ Though no U.S. Census correlation for additional gender categories, these categories were expanded to include additional gender identifications.

Disability

Participants indicated whether they live with a disability. 87% said no or prefer not to answer.

- 3% said they have a hearing difficulty (deaf or having serious difficulty hearing)
- 1% said they have a vision difficulty (blind or having serious difficulty seeing, even when wearing glasses)
- 3% said they have a cognitive difficulty (because of a physical, mental or emotional problem, having difficulty remembering, concentrating or making decisions)
- 4% said they have a ambulatory difficulty (having serious difficulty walking or climbing stairs)
- Less than 1% (2 people) said they have a self-care difficulty (having difficulty bathing or dressing)
- Less than 1% (4 people) said they have independent living difficulty (because of a physical, mental or emotional problem, having difficulty doing errands alone)