

Metro

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Metro

Minutes

Thursday, December 11, 2025

9:15 AM

**Metro Regional Center Room 375; <https://zoom.us/j/615079992>
(Webinar ID: 615079992) or 253-205-0468 (toll free),**

Council work session

9:15 Call to Order and Roll Call

President Peterson called the work session to order at 9:20 a.m.

Present: 7 - Council President Lynn Peterson, Councilor Christine Lewis, Councilor Juan Carlos Gonzalez, Councilor Mary Nolan, Councilor Ashton Simpson, Councilor Gerritt Rosenthal, and Councilor Duncan Hwang

9:15 Targeted Universalism Discussion

Facilitators from Seed Collective opened the session with a review of the objectives and accompanying recommendations Council had prepared in the first session in their small groups.

To prepare for discussion about updates to Metro's existing policy, the Strategic Plan to Advance Racial Equity (SPAREDI), the facilitators laid out the overarching strategies in that plan and reviewed a list of stakeholder groups within the agency.

10:30 Break

11:45 Targeted Universalism Discussion, Continued

Councilors offered different perspectives and approaches to the Council-centric objectives. Councilor Lewis noted that time limits in particular would take trust building with staff to enforce; Councilor Hwang agreed. Councilor Simpson cautioned against using the Diversity, Equity and Inclusion (DEI) department as a gatekeeper to all Council policy; Councilor González agreed, arguing that each department needs to incorporate DEI principles into work. Similarly, Councilor Rosenthal felt there is a risk in creating a system that requires the Chief Operating Officer (COO) to make too many decisions.

Councilor Hwang suggested an additional recommendation to support Councilors seeking to develop legislation or policies. He remarked on some difficulty securing staff expertise and a lack of interest in Councilor engagement in projects.

Councilors discussed the benefits and trade-offs to increasing meeting time with staff, through meet-and-greets and other events. Some felt that because calendars are already full, the time should be spent on specific priorities. Others felt that reaching agency staff other than those who regularly meet with Council is important.

Councilor Nolan expressed support for co-creation and empowering CORE to provide more advice to Council, if membership changed to represent groups rather than individuals. Councilor Hwang, the CORE liaison, Councilor González, and President Peterson disagreed. They asked for more clarity about CORE's role in the SPAREDI update and to focus on outcomes.

After debate, Council decided to move forward recommendations without consensus.

12:45 Lunch

1:45 Targeted Universalism Discussion, Continued

Several Councilors struggled to offer a shared understanding of terms that underpin racial equity policy, due to individual interpretations. President Peterson argued in favor of clarity and expanded outreach, with guidelines. Councilor Hwang opposed blanket guidelines in favor of flexibility, while Councilor González questioned whether the

same rigor has been applied to the business community.

On the subject of Metro's DEI department, Councilors asked about clarity of roles and capacity. Councilor González shared concerns about the budget environment and whether an agency-wide plan along with departmental plans and a DEI department review of issues was duplicative.

To prepare for a future day with the facilitator and other stakeholder groups at Metro, Council discussed outcomes and power dynamics.

3:15 Adjourn

With no further discussion, President Peterson adjourned the work session at 1:49 p.m.



Anne Buzzini, Council Legislative Advisor
December 14, 2025