

# Metro

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Metro

## Minutes

Thursday, April 2, 2026

9:00 AM

**A remote viewing option is available through Zoom. Due to mobile equipment, audio and video quality may be reduced. You may access the meeting by using this link: <https://zoom.us/j/61507992> (Webinar ID: 615 079 992) or 253-205-0468 (toll free),**

**Oregon Zoo, Cascade Crest Ballroom, 4001 SW Canyon Rd,  
Portland, OR 97221; <https://zoom.us/j/61507992> (Webinar ID: 615 079 992)**

**Council work session**

**9:00 Call to Order and Roll Call**

Acting Council President Hwang called the joint meeting to order at 9:09 a.m.

The Committee on Racial Equity (CORE) Co-Chair, Temmecha Turner, called the roll for CORE.

Present: Juan Pedro Moreno Olmeda, Cynthia, Lucero Valera Brambila, Stephan, Yolando, Abe Vega, Jamila Wilson, Saerom Yoo

Excused: Yamungu Seraya, Stephen Pham, Quintin Jones, Keisha Brewster, Julian Alexander, Jeremy Thomas, Cynthia Lam Moffett

Acting Council President Hwang opened the session with his experience working to develop Metro's racial equity strategy and his service on the Committee on Racial Equity (CORE) during its inception in 2016. He reflected on recent targeted universalism retreats and incidents in recent Council meetings that caused harm.

Temmecha Turner, CORE Co-Chair, also delivered opening remarks, speaking to CORE's role in ensuring racial equity remains central to Metro's work. Metro's Chief Operating Officer Marissa Madrigal thanked CORE members for their time and contributions.

**Present:** 5 - Councilor Christine Lewis, Councilor Juan Carlos Gonzalez, Councilor Ashton Simpson, Councilor Gerritt Rosenthal, and Councilor Duncan Hwang

**Absent:** 1 - Councilor Mary Nolan

**9:00 Targeted Universalism Discussion**

Facilitators described the agenda, including examples and case studies, recommendations for increasing racial equity, and a visioning session. Facilitators then reviewed group norms for working together. One member of Metro's Racial Equity Leadership Team (RELT) expressed difficulty sharing consequences

of changes in direction with community members.

During an interactive activity, most participants expressed strong agreement with the group norms. Participants then joined breakout groups to discuss problem solving through targeted universalism at Metro. During the sharing portion, COO Madrigal appreciated the way that the Parks and Nature department had implemented many of these strategies in recent work. Some RELT members then discussed the value of qualitative and proxy data, particularly when no quantitative data is available, and how data should be shared thoughtfully with partners.

Councilor González emphasized the importance of implementing targeted universalism at a time when equity is under attack nationally.

#### **11:15 Break**

#### **11:30 Targeted Universalism Discussion, Continued**

Participants discussed Metro's future approach to racial equity. The facilitators reviewed progress from past retreats with Metro Council, CORE, and RELT. While most participants were "fine with" or "loved this" approach, nine participants expressed some concerns or minor issues.

Participants also discussed how to implement targeted universalism when making upcoming changes to the management of Portland's Centers for the Arts. One RELT member highlighted the importance of investigating the reasons behind dissent during decision making. Councilor González agreed with the importance of doing so, and COO Madrigal added that all questions about implementation thus far have been productive. The group also discussed the pace of decision making in a regional culture of consensus and perfection.

Councilor Rosenthal asked staff to continue provide expertise to Council to ensure progressive improvement on racial equity within

the agency and on behalf of the region.

**12:45 Lunch**

**1:45 Targeted Universalism Discussion, Continued**

Participants discussed co-creation and the importance of shared goals and alignment.

Sebrina Owens-Wilson, Director of Diversity, Equity and Inclusion, shared closing remarks. She appreciated the group's commitment to implementing targeted universalism at Metro. She described next steps in the recommendation and decision-making process, as well as plans for continued communications. Acting Council President Hwang echoed these remarks. He was joined by Co-Chair Turner and facilitators in closing the session.

**3:30 Adjourn**

Acting Council President Hwang adjourned the meeting at 3:13 p.m.



Anne Buzzini, Council Legislative Advisor  
April 23, 2026