

Metro

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Minutes

Tuesday, December 9, 2025

9:15 AM

Oregon Convention Center RM F150; <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 9:32 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

10:00 Targeted Universalism Discussion

Diversity, Equity and Inclusion (DEI) Director Sebrina Owens-Wilson described the goals for discussion as building a shared understanding of success and challenges and a shared analysis of goals to build next steps.

The facilitators, Seed Collective, led a conversation about building consensus among Council, when appropriate, and best practices for communicating as a group. Councilors agreed that candor and building a shared understanding during debate are important. They grappled with the implications of true consensus, concerned that a single Councilor could block a policy long-term, or that a consensus model would be used to exclude some Councilors from deliberations.

11:00 Break

12:15 Targeted Universalism Discussion, Continued

Seed Collective provided a training on Targeted Universalism, including its origination and how it can be applied. The Council participated in the discussion sections.

President Peterson focused her remarks on how Council can guide the agency to produce and achieve specific, actionable goals. She pointed to the different issues affecting different

parts of the region, and the different solutions necessary. Councilor Lewis also remarked that some areas of the region are behind and will need help or time to catch up.

Councilors Simpson and Nolan raised the issue of resources. In addition to providing compensation to community participants for their time and capacity, many community members are asked to give feedback repeatedly and may lack the resources to engage or access application-driven funding.

12:45 Lunch Break

1:30 Targeted Universalism Discussion, Continued

In the organizational and assessment portions of the training, Councilors discussed their perceptions of agency culture and the findings of an assessment.

Councilor Hwang emphasized community trust-building, and developing projects at a speed that allows for co-creation. Councilor González suggested Councilors use their authority more decisively to move policies forward faster, even if it means taking more political risk.

Councilor Nolan noted their perception that staff often seem surprised by questions about adhering to the agency's long-standing racial equity policy guidance. They wondered if it was a training issue or a culture issue.

The facilitators explained that perceptions of leadership have significant impacts on agency culture. Councilors added that a culture of perfectionism or reworking policies leads to delays in delivering services.

In the final section of the training, the Council participated in small group discussion with distinct objectives: reinforcing accountability through Council decision-making, identifying actionable information and engagement opportunities, and receiving and considering advice from the Committee on Racial Equity (CORE).

Councilors suggested time frames for staff and other boundaries to support efficient decision-making. They put forward ideas for training Council and staff on racial equity policies and receiving updates from department directors specifically about progress on racial equity outcomes, and they also hoped for a better understanding of perceptions of leadership. Some suggested dedicating more of their time through meet-and-greets with department staff or dedicating a portion of all-staff meetings for equity and culture reports.

To improve communication with CORE, they suggested that each Councilor visit CORE once or twice per year. They recommended presentations to Council from CORE on their initiatives or shared retreats with Council. They also discussed resource allocation for the committee.

4:00 Adjourn

With no additional discussion, President Peterson adjourned the meeting at 2:31 p.m.



Anne Buzzini, Council Legislative Advisor
December 14, 2025