

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF APPROVING	)	RESOLUTION NO. 26-5612
TARGETED UNIVERSALISM AS METRO’S	)	
FRAMEWORK TO ACHIEVE EQUITABLE	)	Introduced by Chief Operating Officer
OUTCOMES	)	Marissa Madrigal in concurrence with
	)	Council President Juan Carlos Gonzalez

WHEREAS, the Metro Council adopted equity as one of the region’s six desired outcomes in 2010 and in 2011 directed Metro staff to initiate the development of an organizing framework that consistently incorporated equity into all Metro decisions; and

WHEREAS, guided by input from many regional partners and informed by research, Metro identified racial equity as the approach to ensure that all people who live, work and recreate in the Greater Portland region have the opportunity to share in and help define a thriving, livable and prosperous region; and

WHEREAS, the Metro Council adopted the Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Strategic Plan) by Resolution No. 16-4708 on June 23, 2016, which built on the extensive equity work that Metro departments and venues had been conducting for the life of the plan; and

WHEREAS, the Strategic Plan included strategic plan goals, actions, and approaches/strategies, including Targeted Universalism which is a process of co-creating and pursuing shared universal goals through targeted interventions, with the objective of system and culture change, to raise all groups to a common aspiration; and

WHEREAS, the 2025 Impact Report on the Strategic Plan documented accomplishments and lessons learned and recommended the identification and integration of consistent practices for achieving future racial equity outcomes that improve the lives of all people; and

WHEREAS, the Diversity, Equity and Inclusion Department and Chief Operating Officer’s Office launched the Targeted Universalism Learning and Alignment Project in July 2025, to align Metro’s key stakeholders on a shared approach to advancing racial equity and to inform discussions regarding the future evolution of Metro’s equity work, including consideration of potential updates to the Strategic Plan to Advance Racial Equity, Diversity and Inclusion; participants included Metro Council, the Senior Leadership Team, the DEI Department, Racial Equity Leaders, and the Committee on Racial Equity (CORE); and

WHEREAS, interviews and focus groups were conducted to produce a Racial Equity Assessment, grounding the project in a co-creative process; and

WHEREAS, the multi-phased assessment identified strengths and the need for a unifying approach to achieving racial equity outcomes, structural and role clarity, and fostering a culture of feedback, shared learning and growth; and

WHEREAS, stakeholders participated in a dedicated retreat for each group focused on three objectives: developing a baseline understanding of Targeted Universalism, aligning on desired changes to Metro's culture based on aspects of culture identified in the Assessment, and aligning on Metro's future approaches to racial equity; and

WHEREAS, during the final retreat, stakeholders reached a majority consensus recommendation that Metro should seek to achieve racial equity through a Targeted Universalism framework; now therefore

BE IT RESOLVED that the Metro Council hereby approves Targeted Universalism as Metro's organizational framework for achieving racial equity and equitable outcomes in the Greater Portland region; and

BE IT FURTHER RESOLVED that the Metro Council directs the Chief Operating Officer to develop an organizational approach for operationalizing the Targeted Universalism Framework across the organization that includes:

1. Opportunities to utilize, evaluate and refine practices prior to broader agency-wide application; and
2. Ensuring Metro's future racial equity strategy is positioned within organizational structures to support sustained, effective implementation; and
3. Identifying organizational structures, practices, tools, training, and resource considerations necessary to support consistent application.
4. Work with the Office of Metro Attorney to confirm compliance with federal anti-discrimination and civil rights laws under the Targeted Universalism Framework.

ADOPTED by the Metro Council this 23rd day of July 2026.

Juan Carlos Gonzalez, Council President

Approved as to Form:

Carrie MacLaren, Metro Attorney