



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

## Council work session agenda

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**Tuesday, October 9, 2018**

**2:00 PM**

**Metro Regional Center, Council Chamber**

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**2:00 Call to Order and Roll Call**

**2:05 Chief Operating Officer Communication**

**Presentations**

2:10 Joint Presentation by DEI, Property and Environmental  
Services and Oregon Zoo on Department Specific Racial  
Equity Plans

[18-5092](#)

Presenter(s): Paul Slyman, Metro  
Don Moore, Metro

**2:40 Councilor Communication**

**2:50 Adjourn**

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ការគោរពសិទ្ធិពលរដ្ឋរបស់ ។ សំរាប់ព័ត៌មានអំពីកម្មវិធីសិទ្ធិពលរដ្ឋរបស់ Metro ឬស្នើសុំទទួលបានកាតបណ្តឹងរើសអើងសូមចូលទស្សនាគេហទំព័រ [www.oregonmetro.gov/civilrights](http://www.oregonmetro.gov/civilrights)។ បើលោកអ្នកត្រូវការអ្នកបកប្រែភាសានៅពេលអង្គប្រជុំសាធារណៈ សូមទូរស័ព្ទមកលេខ 503-797-1700 (ម៉ោង 8 ព្រឹកដល់ម៉ោង 5 ល្ងាច ថ្ងៃធ្វើការ) ប្រាំពីរថ្ងៃ មុនថ្ងៃប្រជុំដើម្បីអាចឲ្យគេសម្រួលតាមសំណើរបស់លោកអ្នក។

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**Joint Presentation by DEI, Property and  
Environmental Services and Oregon Zoo on  
Department Specific Racial Equity Plans**  
*Presentations*

Metro Council Work Session  
Tuesday, October 9, 2018  
Metro Regional Center, Council Chamber

Materials following this page were distributed at the meeting.





## EXECUTIVE SUMMARY

# 2018 Departmental and Venue Diversity Equity and Inclusion Action Plans

## Parks and Nature, Property and Environmental Services, Planning and Development and Oregon Zoo

Metro is committed to supporting 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.

A significant step toward this commitment was the 2016 adoption of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion. This plan provides a unified strategic direction that will guide Metro initiatives for an equitable and prosperous region. The plan is built upon a set of core principles: lead initiatives and programs with a racial equity lens; broaden the impact of equity work; generate support to create real and lasting cultural change; partner with communities of color; and measure progress

The Strategic Plan also outlines agency-wide strategies and goals to create long-term institutional, structural and cultural change. A major component of this work is for each Metro department and venue to develop a specific equity action plan unique to their programs and services. This executive summary includes an overview of plans developed in 2018 for Parks and Nature, Property and Environmental Services, Planning and Development and the Oregon Zoo.

Learn more about the Strategic Plan or details on each department and venue's individual action plans, visit [oregonmetro.gov/equity](https://oregonmetro.gov/equity).



# Parks and Nature

The Parks and Nature Racial Equity, Diversity and Inclusion Action plan brings together Metro's commitments to improve racial equity in greater Portland with Metro's mission to protect clean water, restore fish and wildlife habitat and provide opportunities for people to experience nature close to home. Created by more than 30 staff members, the plan represents a bottom-up change in how Metro serves people of color.

The plan's actions strive to make sure people of color feel safe and welcome when they visit Metro's parks and natural areas. Other actions will create job training and mentoring for people of color so the department's workforce looks more like the people it serves. Several actions build on past work to serve greater Portland's Native American community and their use of cultural resources on Metro properties.

While many actions are underway already, parks and nature is creating an implementation team to guide the plan and a community advisory committee to hold the department accountable to its commitments.



At Blue Lake Regional Park, Dishaun Berry of Get Hooked shows campers from Camp ELSO the life stages of fish.

# Planning and Development

The Planning and Development department supports the Metro Council to manage the boundary that separates urban land from rural land in the Portland region and works with communities to plan for future population growth and meet needs for housing, employment, transportation and recreation. This portfolio of work allows for a unique approach to developing a department Strategy for Achieving Racial Equity. The department work plan establishes five principles that serve as the primary guide for all of the equity work moving forward.



Stakeholders meet during a Regional Leadership forum .

These principles include:

1. Power: Creating engagement and participation structures that empower people of color and create space for their voices to be heard and included in all Metro decisions.
2. Influence: Directing decision making, resources, and planning process to benefit people of color in the region including:
  - Policy and regulation
  - Land and infrastructure
  - Funding and finance
  - Community capital
3. Innovation: Establishing new ideas, practices, and approaches with a foundation on racial equity and inclusion.
4. Culture: Meaningfully engaging, educating, and empowering employees and partners on diversity, equity and inclusion.
5. Accountability: Establishing a comprehensive system to track our progress and building relationships with stakeholders who our racial equity efforts impact.

# Property and Environmental Services

The Property and Environmental Services (PES) department is responsible for managing the garbage and recycling system of the greater Portland region, the facility operations for the Metro Regional Center, and construction projects at facilities and venues. PES gathered input from employees, and leaders from the Coalition of Communities of Color to form seven strategy areas. These strategies will guide the department's work over the next five years:

1. Meaningfully engage and educate PES employees on diversity, racial equity and inclusion.
2. Meaningfully engage communities of color and partner with community-based organizations to advance racial equity.
3. Provide services equitably, with a priority on communities of color.
4. Manage PES facilities to be more welcoming for people of color and to increase accessibility.

5. Create jobs, career pathways and promote workforce equity in the sectors where PES works, with a priority on people of color and women.
6. Incorporate racial equity outcomes into procurement, contracts and allocation of budget resources.
7. Evaluate and report on diversity, racial equity and inclusion to ensure accountability and transparency.



Metro staff collect household hazardous waste at health fairs created in partnership with North by Northeast Health Clinic.

## Oregon Zoo

Each year, the Oregon Zoo provides more than 1.5 million guests and thousands of program participants with inspiring and educational experiences to help create a better future for wildlife. As a cultural institution, conservation organization and educational facility, the zoo recognizes its unique and important role in advancing racial equity, diversity and inclusion in all areas where it has influence, whether on zoo grounds or in the community. The Equity Action Plan identifies the zoo's highest-priority actions to eliminate barriers for communities of color in a variety of areas.

Areas of focus include:

- Establishing a diverse workforce that reflects the Portland metro region throughout all levels of the organization, strengthening our work and ensuring relevance
- Providing services and programs informed by consistent, thoughtful engagement with communities of color
- Growing into a zoo that reflects diversity, equity and inclusion as top priorities, integrating DEI efforts into all aspects of its mission

- Expanding our reach into the community through more consistent allocation of funds to contractors with high workforce diversity
- Utilizing the zoo's role as a leader and convener to advance racial equity in its areas of influence



Zoo campers get up close with lions.



## Next steps

These equity strategies will be the primary guide for all of Metro's work moving forward. Even as plans were being developed, staff created or continued programs with racial equity at the center of their objectives.

The Parks and Nature department developed a culturally appropriate process for Native Americans to access land for cultural events, culturally significant plant material harvesting or ceremony space.

Planning and Development has developed an affordable housing bond program in partnership with community organizations to ensure that investments include engagement and outreach and result in projects that benefit people of color.

Property and Environmental Services has contracted with Oregon Tradeswomen and Constructing Hope to offer apprenticeship opportunities for communities of color and women to promote workforce equity, and create career pathways.

The Oregon Zoo is continuing to foster and build new relationships with community organizations that serve low-income youth and youth of color to offer opportunities to distribute tickets and provide educational programming to the communities these organizations serve.

The first task of departmental implementation teams will be to establish a robust system to effectively track and report on the progress of the action items. Programs will work to develop a schedule to produce annual reports to summarize the process on actions and identify indicators that will be made available to Metro's Committee on Racial Equity (CORE) and other community stakeholders.

The development of the next set of action plans to advance Metro's racial equity goals will begin in early 2019. These plans will be developed by Metro's internal service departments (communications, information services, data resource center, human resources and finance and regulatory services) and venues (Oregon Convention Center, Expo Center, and Portland's Centers for the Arts).

## Hello, we're Metro.

Metro brings people together to shape the future of greater Portland and provides places, services and tools that work best at a regional scale. Led by an elected council, this unique government gives Oregonians a voice in their community.

### **Parks and nature**

Metro protects clean water, restores fish and wildlife habitat, and connects people to nature across 17,000 acres of parks, trails and natural areas – and the Oregon Zoo.

### **Land and transportation**

Metro plans for new homes, jobs, transportation options and access to local businesses and parks.

### **Garbage and recycling**

Metro manages the garbage and recycling system and is a resource for information about safe disposal and ways to reduce waste.

### **Arts and events**

Metro runs the Oregon Convention Center, Portland Expo Center and Portland's Centers for the Arts.

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### **DEI program director contact**

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Arts and events  
Garbage and recycling  
Land and transportation  
Oregon Zoo  
Parks and nature

[oregonmetro.gov](http://oregonmetro.gov)

# Property and Environmental Services

5-year strategic plan to advance  
diversity, equity and inclusion

October 2018



# PES DEI Change Team FY17-18

Sabrina Gogol

Serin Bussell

Molly Chidsey

Kari Meyer

Stacy Dodson

Mike Guebert

Stacey Hopkins

Jesse Flores

Michael Allen







Garbage and recycling



Campus operations



Construction projects





# PES equity strategies

1. Educate employees
2. Engage community
3. Equitable services
4. Accessible facilities
5. Workforce equity
6. Resource allocation
7. Evaluation & accountability





**Engage and educate employees**  
PES day of service at Oregon Food Bank, 2018





**Engage and partner with community**





Provide services equitably



Strategy 3: Provide services equitably



Create accessible and welcoming facilities





**Workforce equity and career pathways**





Procurement and budget equity





Evaluation and accountability



# Implementation

- 45 actions underway
- PES DEI Change Team
- Connections to 2030 Regional Waste Plan







Arts and events  
Garbage and recycling  
Land and transportation  
Oregon Zoo  
Parks and nature

**[oregonmetro.gov](http://oregonmetro.gov)**

# Oregon Zoo

5-year strategic plan to advance  
diversity, equity and inclusion

August 2018





# Zoo equity action plan team

Project team

DEI Action Team

Metro DEI staff

Community members

# Ongoing DEI work

Economic access initiatives

Youth programs

Community partnerships



# Oregon Zoo

TICKETS

TICKETS

BUY TICKETS  
NOW AT ZOO  
RECEPTION!



Open







# Opportunities ahead

Making racial equity part of all of our work

Deepening and strengthening relationships  
with community organizations

Building a diverse staff and creating career  
pathways for communities of color

# Our vision for equity

Oregon Zoo advances racial equity on zoo grounds and in our regional community by ensuring diversity, equity and inclusion are incorporated into all of our work. Our mission to inspire our community to create a better future for wildlife is stronger and more relevant than ever because our programs and services are accessible, welcoming and inclusive.





## **Strategy 2: Engage and educate staff**

Meaningfully engage and educate employees on diversity, equity and inclusion.





## **Strategy 3: Deepen partnerships with community**

Meaningfully engage communities of color and partner with community-based organizations to advance racial equity.



**Goal D: Metro creates safe and welcoming services, programs and destinations**

- Metro staff is aware of tools and resources available to support community in accessing Metro destinations and services.
  - Metro holds cultural events at its destinations and services.
  - Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations.
- Metro creates systems to better understand the communities who utilize Metro services, programs and destinations.
- Metro destinations acknowledge historical and cultural significance of site.
- Metro facilities are welcoming and safe.



## **Strategy 5: Invest in workforce diversity**

Commit to inclusive and equitable hiring practices zoo-wide and build pathways for career growth with a racial equity approach.





