

DIVERSITY, EQUITY, AND INCLUSION & COMMITTEE ON RACIAL EQUITY ANNUAL REPORT TO COUNCIL

Date: November 30, 2022
Department: Diversity, Equity and Inclusion
Meeting Date: December 15, 2022

Presenter(s):

- Raahi Reddy, DEI Director
- Jamila Dozier, CORE Co-chair
- Tristan Penn, CORE Co-chair

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Length: 30 mins

ISSUE STATEMENT

Each year Metro's Diversity, Equity and Inclusion (DEI) Program and Committee on Racial Equity (CORE) provide a report to council on the advancement of the agency's racial equity strategies and the implementation of the Strategic Plan to Advance Racial Equity, Diversity and Inclusion (Strategic Plan).

ACTION REQUESTED

The purpose of this council meeting presentation is to provide council with an overview of DEI and CORE's progress over the past year. DEI also submitted a report on year five of the Strategic Plan implementation. This report details the status of all active actions during the reporting period. The discussion is an opportunity for Metro Council to provide feedback and identify opportunities for continued collaboration with the DEI Program and CORE in advancing racial equity internally and externally.

IDENTIFIED POLICY OUTCOMES

- Metro Council has strong awareness of the work of CORE and the past and ongoing DEI efforts as well as areas identified for growth.
- DEI Program has an understanding of Metro Council's upcoming priorities, so they support the Council in advancing these using an equity lens.

POLICY QUESTION(S)

- What does Council see as the next step for CORE?
- How can the DEI Program support Metro Council in advancing its priorities in the coming year?

STAFF RECOMMENDATIONS

N/A

STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION

During the last year and a half, Metro, its staff, and our region's communities continued to rebuild from the many unprecedented challenges of the proceeding years. Together, we continue our work to confront the racist systems and structures the COVID pandemic shined a light that create disparities for Black, Indigenous, Latinx, Asian and Pacific Islander communities in health outcomes, employment, education and political voice in their governments. The Strategic Plan to Advance Racial Equity, Diversity and Inclusion continues to offer the agency a clear path to centering the most impacted.

The Strategic Plan and its five goals continue to guide the Metro's racial equity strategies by delivering on the important work the agency committed to in 2016 and spurring new initiatives to address critical issues. In addition to updates on SPAREDI actions, the report outlines key milestones, and highlights identified by Metro's Committee on Racial Equity and the DEI team.

BACKGROUND

Adopted by Metro Council in June 2016, the Strategic Plan to Advance Racial Equity, Diversity and Inclusion is a major building block in Metro's goal to advance equity in the Portland metro region. The plan set forth a clear agency-wide direction while also outlining actions to advance the work forward over its five year horizon. The actions outlined in the plan are foundational and will require numerous additional actions in order to reach the plan's objectives and goals.

Metro has completed year five of the Strategic Plan implementation. The attached report details the status of all active actions during the reporting period. Actions that were completed in previous years are not included in this report.

ATTACHMENTS

- Is legislation required for Council action? No
- If yes, is draft legislation attached? " Yes X No
- What other materials are you presenting today?
 - Strategic Plan to Advance Racial Equity, Diversity and Inclusion – Progress report