

## STAFF REPORT

### IN CONSIDERATION OF RESOLUTION NO. 17-4793, FOR THE PURPOSE OF ADOPTING AN UPDATE TO THE METRO DIVERSITY ACTION PLAN

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## BACKGROUND

The Metro Council and staff have demonstrated a commitment to advancing diversity in the agency. In 2012, the Metro Council adopted an enhanced and expanded Diversity Action Plan with four goals related to workplace culture, recruitment and retention, public involvement and procurement. The Diversity Action Plan develops and improves an inclusive work culture that celebrates all dimensions of diversity.

While significant process has been achieved in all four goal areas in the nearly five years since the adoption of the plan, staff also assessed areas that needed updating and that could be improved going forward. Since October 2016, staff members have been working to update the Diversity Action Plan. This process involved focus teams and work groups across the agency with feedback from senior leadership team incorporated. This update retains the four central diversity goals and also provides:

- alignment with Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion, which the Metro Council adopted in 2016
- a strengthened set of measures and evaluation processes to track success
- new, prioritized actions and objectives
- changes to the implementation structure to provide efficient and effective operations and progress toward goals.

To achieve these goals, the Diversity Action Plan contains objectives and actions that address individual and interpersonal biases that impact the workplace culture at Metro. By improving awareness of cultural differences and developing a culturally proficient workforce, Metro will be better prepared to serve all people of the Portland region.

We will know that we have achieved cultural proficiency when all Metro employees have the skills and tools they need to effectively implement procedures, programs and policies that improve outcomes for all people of the Portland region.

## ANALYSIS/INFORMATION

1. **Known Opposition** none identified
2. **Legal Antecedents** Resolution No.12-4375 Diversity Action Plan

3. **Anticipated Effects** Metro will continue to advance diversity within the agency and across the greater Portland region.
4. **Budget Impacts** No new budget impacts at this time. Budgetary considerations needed for identified actions will be considered at a later date.

#### **RECOMMENDED ACTION**

Staff recommends that the Metro Council adopt Resolution No. 17-4793, Update to the Metro Diversity Action Plan.