

# Property and Environmental Services

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

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# PES DEI Change Team FY17-18

Sabrina Gogol

Serin Bussell

Molly Chidsey

Kari Meyer

Stacy Dodson

Mike Gueburt

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





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

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