

WORK PLAN FOR COMMUNITY CAPACITY BUILDING FOR RACIAL EQUITY

Date: Jan. 19, 2021
Department: Diversity, Equity and Inclusion
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Length: 45 minutes

ISSUE STATEMENT

In late 2019, by direction of former Metro Councilor Sam Chase's budget note, the Office of Diversity, Equity and Inclusion convened 11 culturally-specific community-based organizations (CBOs) and a dozen Metro staff to co-create a program to build community capacity to advance a shared vision of livability and racial equity across the region. The program concept was approved by Metro Council in February, 2020, and funded at \$400,000 for the 20/21 fiscal year. DEI has created a program work plan to support effective implementation towards Metro Council's objectives and is coming to Council for final guidance before program launch in late-February.

At the work session, staff will highlight key elements of the work plan, including:

- Program objectives and their alignment with the Strategic Plan to Advance Racial Equity, the Regional Waste Plan and other Metro guiding plans.
- Program structure, including eligibility of organizations and grant fund uses.
- Application, selection and award processes.
- Ongoing implementation and grantee relationship-building with Metro Council.

ACTION REQUESTED

Seeking continued Council guidance to advance implementation of the Community Capacity Building for Racial Equity program.

Program implementation timeline (key milestones):

- Mid-February: Letter of interest process opens, recruitment and outreach begin
- Late-March: Letters of interest due, select organizations invited to submit application
- Late-April: Grant applications due
- Early May: Grantees announced, presentation to Council

IDENTIFIED POLICY OUTCOMES

The community capacity building pilot program, co-created by Metro staff and community partners, will support civic and community engagement capacity among community-based organizations (CBOs) who serve Black, Indigenous and other communities of color. This

program will help address the increasing demand Metro is placing on CBO partners and will strengthen coalition building so together we can deliver on Metro's region-wide efforts to advance livability and racial equity, including Metro's:

- Strategic Plan to Advance Racial Equity, Diversity, and Inclusion
- Regional Waste Plan
- Regional Transportation Plan
- Parks and Nature System Plan
- Housing Bond and Supportive Housing Services measure
- Parks and Nature Bond

POLICY QUESTIONS

1. Does the program work plan effectively incorporate previous Council direction?
2. What strategies could we deploy for Council to build relationships with grantees throughout program implementation?

STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION

Landscape of existing partnership work

Metro works with community-based organizations who serve communities of color in a variety of ways and with a diverse array goals. With a few exceptions, this work is short-term (a year or less), task-specific and revolves around specific project deliverables. This is often the right type of work to meet Metro's immediate needs and generate our desired outcomes. However, the nature of this work makes it difficult for community partners to build long-term capacity and relationships in the communities they serve, which in turn, jeopardizes their ability to deliver quality outcomes and Metro's ability to meet its commitments. This capacity building program would support Metro's existing investments in community partnerships by adding capacity for community partners so they can more effectively meet our shared needs and achieve our shared vision for equity in the region.

Anticipated outcomes

- Trust built with Black, Indigenous, and communities of color across the region
- Stronger long-term partnerships with critical community partners
- Community partners better able to meet Metro's increasing and evolving needs
- Black, Indigenous and other communities of color more meaningfully included in Metro processes
- Stronger community networks and capacity in geographic areas of interest (in particular, Clackamas, Washington and East Multnomah counties)
- More robust capacity for CBOs and the communities they serve to engage around Metro priority programmatic areas (e.g. waste reduction, transportation planning, or access to nature)
- More racial, ethnic and geographic diversity in Metro processes and committees

Racial Equity and Climate

The Capacity Building program will support Metro's efforts to advance racial equity and climate justice by building a stronger network of community leaders from BIPOC and front-line communities who can inform Metro on the impacts of, and solutions to our climate and racial inequity emergencies.

Known Support, Opposition and Community Feedback

- The eleven community-based organizations (listed below in *Background*) who co-created the program scope and structure strongly support the implementation of the program and call on its continued (and even expanded) investment in BIPOC civic infrastructure. Their input on program details related to implementation is still being gathered.
- Re-imagine Oregon has called upon Metro Council to leverage this program to advance Black civic engagement across the region.

Stakeholder Engagement

Both external and internal stakeholders were instrumental in the creation of this program and details of its implementation. Culturally-specific CBOs (see *Background* for more detail) worked alongside Metro staff from Council, WPES, Parks and Nature, Communications, DEI and Planning and Development to develop program objectives and structure. DEI worked with internal grant managers and CBO partners in developing the program work plan.

Financial Implications

The program was funded at \$400,000 for FY 20/21. Of this, half (\$200,000) originates from Regional Systems Fees as part of the Solid Waste Fund, and half (\$200,000) comes from the general fund, with \$50,000 of this coming from Parks and Nature's allocation.

BACKGROUND

Program creation

In late 2019 and early 2020, Metro's DEI team convened a Program Design Committee comprised of culturally-specific community-based organizations and Metro staff from across the agency to co-create a response to a budget note crafted by former Councilor Sam Chase. This committee met three times for facilitated half-day workshops to define potential objectives and components of a program. Metro leadership and staff from Parks and Nature, Waste Prevention and Environmental Services, Planning and Development, Communications, DEI, GAPD, the Office of the COO and the Council Office participated.

Community-based organizations with staff on the Program Design Committee include:

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|----------------------------------------------------|----------------------------------------------------------|
| • Adelante Mujeres | • OPAL Environmental Justice |
| • Asian Pacific American Network of Oregon (APANO) | • The Portland African American Leadership Forum (PAALF) |
| • Basic Rights Oregon | • Unite Oregon |
| • Centro Cultural de Washington County | • Verde |
| • Coalition of Communities of Color | • Vision Action Network |
| • Latino Network | |

Council Engagement

The DEI team presented the program proposal in late February, 2020. Councilors expressed support for the program concept and asked the COO to fund the program.

Councilors also articulated an eagerness to increase BIPOC representation in Metro processes and committees and build capacity in geographic areas of highest need, recognizing Metro's unique role as a regional organization.

Work plan development

Metro's DEI team took Council's direction and worked with internal stakeholders to develop the program work plan (attached). DEI staff interviewed grant managers from across the agency, as well as representatives from philanthropic organizations, to discuss strategies for effective implementation that maximizes programmatic outcomes while minimizing administrative burden. The community-based-organizations who co-created the program goals in 2020 also continued to provide feedback on the program work plan.

ATTACHMENTS

Attachment A: Community Capacity Building Grants - Program Work Plan

[For work session:]

- Is legislation required for Council action? ☐ Yes ☒ No
- If yes, is draft legislation attached? ☐ Yes ☐ No
- What other materials are you presenting today? *PowerPoint presentation*