

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

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Date: April 19, 2021

Department: Diversity, Equity, and Inclusion

Meeting Date: May 4, 2021

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Presenter(s):

- Raahi Reddy, DEI Director,
- Martine Coblentz CORE Co-chair
- Tristan Penn CORE Co-chair
- Patricia Kepler, CORE Member

Length: 30 mins

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### **ISSUE STATEMENT**

Each year Metro's Diversity, Equity, and Inclusion (DEI) program and Committee on Racial Equity 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 work session is to provide council with an overview of DEI and CORE's progress over the past year and highlights of the work ahead. DEI also submitted a report on year four of the Strategic Plan implementation. This report details the status of all actions outlined in the plan that have not yet been completed. 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 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**

This last year Metro, its staff, and our region's communities suffered disaster after disaster, forcing us to be resilient and dynamic. There was also so much more clarity on the ways that racist systems and structures continue to create disparities for Black, Indigenous, Latinx, Asian and Pacific Islander communities in health outcomes, employment, education and political voice in their governments. In spite of all of the unpredicted changes, the Strategic Plan to Advance Racial Equity, Diversity and Inclusion continues to offer the agency a clear path to centering the most impacted.

The DEI program along with our internal partners faced several rounds of budget reductions and have had to triage our existing portfolio of work to front load the most critical areas of need. The DEI team, Metro Council and all of Metro's departments have had to use the lens of the Strategic Plan and its five goals in ways that deliver the important work we committed to in 2016 and in new and expansive ways to address the critical moments of this last year. In addition to updates on SPAREDI actions, the report outlines key milestones, moments, and bodies of work, curated by Metro's Committee on Racial Equity and the DEI team, including efforts like:

- Creating large virtual DEI gatherings to bring Metro employees together
- Equipping employees and managers with trauma informed care strategies
- Developing a racial equity lens to inform budget reductions
- Supporting Metro in fulfilling its commitments to protecting and investing in Black lives

## **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 77 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 four of the Strategic Plan implementation. The attached report details the status of all actions outlined in the plan that have not yet been completed. Actions that were completed in previous years are not included in this report. In total, 60 actions are outlined here. In previous years 17 actions of the Plan's 77 were completed. In the past year an additional three were completed. Work towards many other actions continued, while many efforts were put on pause due to the COVID-19 health and economic crisis. Only three actions outlined in the plan remain not started.

## **ATTACHMENTS**

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