

# Metro

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Metro

## Minutes

Tuesday, April 23, 2024

10:30 AM

Metro Regional Center, Council Chamber,  
<https://zoom.us/j/615079992> Webinar ID: 615 079 992 or  
888-475-4499 (toll free)

[https://www.youtube.com/live/aqQ1XbwEe5w?](https://www.youtube.com/live/aqQ1XbwEe5w?si=ZXkppqZN92PUgcx4o)

[si=ZXkppqZN92PUgcx4o](https://www.youtube.com/live/aqQ1XbwEe5w?si=ZXkppqZN92PUgcx4o)  
**Council work session**

This meeting will be held electronically and in person at the Metro Regional Center Council Chamber.

You can join the meeting on your computer or other device by using this link:

<https://zoom.us/j/615079992> Webinar ID: 615 079 992 or 888-475-4499 (toll free)

**10:30 Call to Order and Roll Call**

Deputy Council President Duncan Hwang called the Work Session to order at 10:31 a.m.

**Present:** 6 - Councilor Gerritt Rosenthal, Councilor Mary Nolan, Juan Carlos Gonzalez, Duncan Hwang, Christine Lewis, and Ashton Simpson

**Excused:** 1 - Lynn Peterson

**10:35 Work Session Topics:**

10:35 Department Budget Presentation: DEI

Attachments: [Staff Report](#)

Council President Peterson introduced Sabrina Owens-Wilson, DEI Director, and Cassie Salinas, DEI Deputy Director, to present on the topic.

Staff pulled up the DEI Budget Presentation PowerPoint to present to Council.

Presenters described the work and achievements of the Diversity and Inclusion Department, providing an overview of the department's focus on achieving racial equity outcomes within Metro and the region and emphasizing the importance of culture and systems change. They highlighted initiatives to embed racial equity across the agency, including workforce development and community engagement programs. The presentation also covered budget modifications for fiscal years 2023-2024 and proposed investments for the upcoming fiscal year, aimed at building a solid foundation for the department's continued work in advancing equity and inclusion.

*Council Discussion*

Councilor Rosenthal asked for clarification on “equity literacy”, the grant program, and the construction career pathways program. Presenters explained the grant process, and what is involved in the construction career program. They also explained that equity literacy is a training program that enhances trainee’s understanding of equity, how their behaviors can impact equity, and then tracks behavior change after the trainings.

Councilor Lewis expressed support for the DEI budget changes, and disappointment that supervisors are not prioritizing the Supervisor Essentials trainings. Marissa Madrigal explained that some of the low numbers are due to supervisor turnover, but also noted the importance of this being taken seriously.

Councilor Gonzalez emphasized the importance of the construction careers program, and asked what the next three years will look like for it. Presenters described a few priorities moving forward, like developing capacity of their community support partners, growing childcare programs, and changing culture on job sites.

Council President Peterson noted that there would be future conversations on strategic targets and underlined the value of the priorities that presenters described.

Deputy Council President Hwang inquired about the potential for DEI to help fund and foster DEI programs across the region. Presenters described the ways that their department is interacting with other DEI professionals in the area and that they are working to find opportunities for collaboration.

Councilor Lewis pointed out that Clackamas County disinvested in their DEI department, the harm that has caused, and offered Metro's support to those in Clackamas.

11:20 Department Budget Presentation: Council, Chief Operating Officer and Government Affairs and Policy Development

Attachments: [Staff Report](#)

Deputy Council President Hwang introduced Andrew Scott (he/him), COO, to present on the topic.

Staff pulled up the COO/Council Office/GAPD Budget Presentation PowerPoint to present to Council. Presenters gave an overview of FY 2024/2024 budget decisions and highlighted investments in key areas like reimagining policing and security. Noteworthy initiatives included the Growing Tribal Affairs Program and the regional investment strategy. They also discussed current year budget modifications, emphasizing initiatives like the Social Innovation Council and the Expo Futures project. Looking ahead to the FY 2024/2025 budget, they highlighted strategic targets and performance measures, emphasizing the integration of equity metrics. They provided insights into overall employee engagement scores, analyzing data by race, ethnicity, gender identity, disability status, and work hours. They also noted another significant project in FY 2024/2025 to reassess and change-over the Enterprise Resource Planning system.

#### *Council Discussion*

Councilor Nolan mentioned that they would like to see the raw data in order to understand the engagement levels better, not just their percentages of change. Scott agreed that they can provide that information.

Councilor Lewis noted that normally the engagement scores are emailed out to the Councilors as a PDF, and requested them in that format.

Council President Peterson asked how they are managing risk for the ERG System Improvement Project, and Scott explained the business processes will be mapped out ahead of time in order to improve its chances of success. He also offered a further work session to discuss this project more in-depth.

Council President Peterson asked Madrigal when the social innovation position transitions to an FTE rather than a limited duration. Madrigal responded that there is no set procedure, it can be made permanent at any point.

Councilor Rosenthal expressed disappointment in the lack of clarity in the presentation's charts around FTE's and the budget changes. Scott responded that he is happy to provide follow up information on those details.

Councilor Lewis acknowledged the complex position Scott is in representing so many departments, and overseeing a large technology transition.

12:05 Department Budget Presentation: Parks and Nature

Attachments: [Staff Report](#)

Deputy Council President Hwang introduced Jon Blasher, Parks & Nature Director, to present on the topic.

Staff pulled up the Parks and Nature Budget Presentation PowerPoint to present to Council

Presenters outlined the Parks and Nature department

budget, covering various investments and initiatives for the current fiscal year. Core expenditures include land acquisition, park operation, and education services, along with funding grants for local partners. Presenters highlighted significant local share awards for park projects and updates on Blue Lake Park renovations. Budget modifications were discussed, including requests for additional funding for community engagement work. The proposed budget for the next fiscal year includes allocations from bonds and operating funds, with a focus on addressing operating fund deficits and returning general fund allocations to pre-pandemic levels. Challenges in managing operating fund deficits were acknowledged, emphasizing the need for careful financial management to maintain a healthy financial position.

*Council Discussion*

Councilor Lewis asked how they will select target area for the community choice grants. Blasher responded that they are using their equity focus and green space deficit maps to make those decisions.

Councilor Rosenthal inquired if the 7.5 FTE's listed were the ones described or ones still on hold, and Blasher explained that they are communications staff that are being shifted over, rather than being created. They also discussed many of the restoration and changes to some of the Park's properties.

Council President Peterson emphasized the importance of accessibility at these facilities and looks forward to further discussion on outcomes.

Councilor Nolan noted that utilization should also be

included in the equity discussion, rather than just accessibility, and that Parks could request additional funds to measure that. Blasher agreed, described some previous studies that had attempted to gather that data, and expressed interest in doing more surveys of that kind.

**1:05 Chief Operating Officer Communication**

Marissa Madrigal provided an update on the following events or items:

- She shared that she presented the Expo Futures project at a sports facility symposium to professionals in that field from all over the country and gathered many exciting ideas for the Expo Center.

**1:10 OMA Communications**

Carrie MacLaren announced that Karen Starin is retiring this Friday, thanked her for her 28 years of service, and noted many of her accomplishments in that time.

**1:15 Councilor Communication**

Councilors provided updates on the following meetings and events:

Council President Peterson expressed support for the Expo Futures project and stressed the importance of it for the economy of the entire region.

**1:20 Adjourn**

There being no further business, Deputy Council President Hwang adjourned the Metro Work Session at 12:47pm.

Respectfully submitted,

Sam Hart, Legislative Assistant

