

Metro

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Metro

Minutes

Tuesday, October 9, 2018

2:00 PM

Metro Regional Center, Council chamber

Council work session

2:00 Call to Order and Roll Call

Council President Tom Hughes called the Metro Council work session to order at 2:03 pm.

Present: 6 - Council President Tom Hughes, Councilor Sam Chase, Councilor Betty Dominguez, Councilor Shirley Craddick, Councilor Kathryn Harrington, and Councilor Bob Stacey

Excused: 1 - Councilor Craig Dirksen

2:05 Chief Operating Officer Communication

Ms. Bennett, Metro Chief Operating Officer, announced Metro was seeking volunteers for positions on three committees that advised on regional transportation issues, public engagement and racial equity. She referred to Mr. Gary Shepard's email, Senior Assistant Attorney, regarding the recently submitted resolution authorizing her to grant an easement to Portland General Electric (PGE) to relocate existing facilities for park development. She expressed Council would be considering the resolution next Council meeting and suggested granting the easement was necessary to support the regional trail system and park improvements on Metro property and provided a public benefit. She noted adverse impacts had been identified and the Office of Metro Attorney's opinion was that the matter was non-controversial. She announced the commissioned artist team of Edwin and Veronica Dam de Nogales were making good progress on creating the artwork for Polar Passage. She stated the artist team provided an update to the zoo bond team recently and included some progress images of the three Polar Passage sculpture pieces: the Melting Ice Bear and two polar bear benches.

Presentations

2:10 Joint Presentation by DEI, Property and Environmental Services and Oregon Zoo on Department Specific Racial Equity Plans

Council President Hughes introduced Ms. Raahi Reddy, Director of Diversity, Equity and Inclusion (DEI), to

introduce the department and venue specific racial equity plans.

Ms. Reddy, explained she was joined by Mr. Paul Slyman, Director of Property and Environmental Services (PES), and Mr. Don Moore, Director of the Oregon Zoo, to present a high level overview of both racial equity plans. She noted PES' plan had been completed, adopted and released, and the Oregon Zoo planned on adopting soon. She recalled in the summer of 2016, Metro Council adopted the agency-wide policy to implement Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion, which set guiding direction for the agency to move forward with the strategic approach of racial equity as the most effective way for Metro to achieve the desired regional outcome of equity. She stated the purpose of the action that called for specific department and venue racial equity plans was for departments to outline how they would be working to align their department-specific activities with the agency-wide direction of racial equity. She reviewed that Parks and Nature, PES, Planning and Development and the Oregon Zoo had been working over the past two years to create the plans that integrated racial equity and the goals of the strategic plan into their own specific missions, programming and relationships they had in the region. She recalled the plans would be a set of actions over a span of five years. She acknowledged how this work was born out of years of work and advocacy from staff and leaders, who slowly and steadily got the rest of the agency to be on the same path. She shared, that, the plans would help reshape how Metro does work so that the agency provided services and created programs and policies that lift up the most invisible, ultimately lifting up the neighborhoods and communities

Metro sought to be more connected with. She concluded by thanking the DEI team, Directors and Ms. Bennett for their courageous leadership in bringing the plans to life.

Mr. Slyman explained Ms. Molly Chidsey, Equity and Community Partnerships Program Coordinator and he were there to present the department's 5-year plan to advance racial equity, diversity and inclusion in Property and Environmental Services. He provided a brief summary of the history of PES' Community Partnerships program and DEI work plan, which led to the establishment of the DEI Change Team in 2017. He explained the team was made up of staff who dedicated up to 25 hours per month of work time to advance racial equity, diversity and inclusion in the department. He acknowledged and thanked the PES DEI Change Team for their dedication to diversity, equity and inclusion in PES; Mr. Matt Korot, Resource Conservation and Recycling Program Director, who sponsored the project; and staff and managers for the engagement throughout the process.

He shared the DEI work plan addressed Metro's racial equity goals through managing the garbage and recycling system of the Portland metropolitan region, facility and fleet operations for the Metro Regional Center and construction projects at Metro facilities and venues. He stated the team identified ways that the department impacted and benefited the community in ways that helped or hindered racial equity in the region. He noted the team also identified the need to clearly articulate intentions to be a leader on racial equity in work and to do that in partnership with the community. He shared the vision statement for the equity work in PES,

which read: “By 2022, Property and Environmental Services employees have transformed our department’s culture and practices so that we are leaders in incorporating racial equity in all aspects of our work. We meaningfully involve people of color on our team and in our decision-making, and provide our services equitably so that everyone benefits from a healthy community and healthy environment.” He reported the seven different strategies that crossed all three core areas of responsibility and which directly supported the goals of Metro’s Strategic Plan to Advance Racial Equity, Diversity and Inclusion. He introduced Ms. Chidsey who would elaborate on the work being done in each strategy area.

Ms. Chidsey conveyed the first strategy was to educate and engage staff about racial equity, diversity and inclusion and how to apply those concepts to day-to-day work. She provided an example of hosting five different screenings and discussions about the film “Sista in the Brotherhood” with solid waste field staff that provided an opportunity to open up staff’s eyes to the different ways that someone could be marginalized at work, especially in the trades. She stated the second strategy was working with the community to design and implement solutions to racial equity challenges, which included meaningful engagement of communities of color and partnerships with community-based organizations (CBOs) to advance racial equity. She expressed the team wished for PES programs to be driven by input of people of color, more people of color in advisory roles, and more formal partnerships with community-based organizations to advance equity outcomes from the programs. She highlighted the Regional Illegal Dumping (RID) Patrol’s Work

Transition Program, a new partnership with Portland Industrialization Opportunities Center (PIOC) and Constructing Hope. She explained the program provided entry level job experience and training in the solid waste compliance and cleanup industry and was intended to function as a transitional opportunity for individuals who experienced barriers to employment. She noted all partnerships would provide ongoing employment support and case management services to individuals placed on this crew. She spoke to the third strategy which provided services equitably, with a priority on communities of color. She remarked on North by Northeast Community Health Center and Metro partnering to pilot community-hosted collection events for medical sharps and prescription medications. She recalled that because the department managed public facilities, the team identified and had been working on multiple projects on the strategy to manage those facilities to be more welcoming for people of color and to increase accessibility. She addressed the fifth goal of creating good jobs, clearing career pathways and promoting workforce equity in the sectors where PES worked, with a priority on people of color and women. She suggested Metro's partnership with Oregon Tradeswomen and Constructing Hope as an example. She mentioned the sixth strategy was to incorporate racial equity outcomes into PES procurement, contracts and budget allocation. She listed ongoing efforts to allocate solid waste resources equitably, such as, the Investment and Innovation grant program and the solid waste operations regional framework plan's for garbage transport and disposal. She expressed the final effort was to evaluate and report on PES's diversity, racial equity and inclusion efforts to ensure accountability and

transparency.

Mr. Slyman summarized the team had identified 45 actions from the work plan, which were underway this fiscal year. He mentioned the staff identified a lead team, support team and project manager for each action and the implementation kickoff would take place next week. He reviewed the PES DEI Change Team had 10 members from around the department, who had provided technical support and dedicated time to implement the plan's actions as well as work together to coordinate implementation of the plan. He concluded by thanking Councilors for the support of this work, noting their leadership was critical to staff's ability to incorporate racial equity into the department's work and carry out the vision for an equitable region.

Council Discussion:

Councilor Craddick asked for a few examples out of the 45 actions underway. Councilors thanked staff for the continued work on the specific racial equity plan.

Mr. Don Moore introduced himself and project team members, Ms. Katie Hentges and Ms. Jennifer Payne, to present on the Oregon Zoo's department and venue specific racial equity plans. Mr. Moore thanked all of who contributed to this plan, including the project team, DEI Action Team, Metro DEI staff and community members. He highlighted some of the ongoing work being done to provide better access to the zoo, work done with community partners and developing the next generation of wildlife stewards. He reviewed that communities of color experienced many barriers accessing the services and programs Metro provides. He noted reduced admission and other economic access initiatives were not the only way to ensure communities of color had access to the zoo. He listed some solutions, one example being Zoo for All, which provided discounted admission for people who qualify for

certain assistance programs. He described the long-standing programming for youth of color and low-income youth.

He stated the zoo was responsible for creating a better future for wildlife, and that saving species required an engaged, inspired and informed community. He expressed opportunities in advancing racial equity at the zoo over the next few years would include the following:

- Making racial equity part of all of the zoo's work.
- Deepening and strengthening relationships with community organizations.
- Building a diverse staff and creating career pathways for communities of color.

Mr. Moore read the following Zoo's vision for Equity, "Oregon Zoo advances racial equity on zoo grounds and in our regional community by ensuring diversity, equity and inclusion are incorporated into all of our work. Our mission to inspire our community to create a better future for wildlife is stronger and more relevant than ever because our programs and services are accessible, welcoming and inclusive." He mentioned this vision was drawn from impact statements created by the zoo's DEI action team. He listed the following strategies:

- Incorporated diversity, equity and inclusion into the zoo's operations on a long-term, sustainable basis.
- Meaningfully engaged and educated employees on diversity, racial equity and inclusion.
- Meaningfully engaged communities of color and partner with community-based organizations to advanced racial equity.
- Provided access to the zoo, its services and programs equitably with a priority on communities of color and ensured zoo experiences were welcoming and inclusive.
- Committed to inclusive and equitable hiring practices zoo-wide and built pathways for career growth with a racial equity approach.

- Prioritized diversity and equity in contracting and procurement processes.
- Utilized the zoo's role as a cultural institution, conservation organization and zoo and aquarium leader to advance racial equity.

Ms. Henchin highlighted Strategy Two, which supported Metro's strategic plan goals related to workforce development and creating safe and welcoming spaces. She explained this work supported much of the work around racial equity, diversity and inclusion, creating a culture of inclusion and providing staff with the competencies they need to serve the community. She addressed the following actions that supported this strategy:

- Working with Metro HR and DEI staff on training for employees.
- Ensuring staff had support to attend employee resource groups.
- Expanding staff engagement and opportunities for relationship-building among staff.
- Using staff experts on the DEI Action Team to identify internal events and other engagement opportunities around racial equity.

She noted how Strategy Three meaningfully engaged communities of color and partner with community-based organizations to advance racial equity. She listed the following supporting actions for this strategy:

- Aligning engagement practices with Metro's best practices, deepening and standardizing the approach to community engagement.
- Further developing co-created and funded partnerships with specific community-based organizations.
- Continuing to engage communities of color in the Integrated Conservation Action Plan, which sets the conservation priorities for the organization.
- Using upcoming major initiatives like the accessibility

study and master plan as opportunities to involve the community in decisions that affect them and the future of the zoo.

She addressed Strategy Five, which committed to inclusive and equitable hiring practices zoo-wide and built pathways for career growth with a racial equity approach. She described how the team was working with Human Resources to provide training and tools to hiring managers and were developing a plan to institutionalize pathways for staff of color to move into full-time, benefited and leadership positions. She concluded with thanking Councilors for the continued support of this work and noted he would keep staff informed throughout the progress.

Council Discussion:

Council President Hughes recalled the demographics of the zoo staff, then asked if the zoo gathered visitor demographics. He referred to discount days and reduced tickets, asking if there were metrics on an increased attendance due to that. Councilor Chase suggested working with TriMet, who was working on pursuing a low income fair. Councilor Dominguez requested meeting further to discuss the career pathways and how to engage teens. Councilor Harrington expressed concerns with the existing conditions at the Oregon Zoo, questioning if Oregon Zoo staff felt this was something being pushed on to them by Metro. Councilor Dominguez asked if there were plans to translate some of the strategies through public communications within the Oregon Zoo. She thanked the CORE staff for the early equity work that had been done. Councilors thanked staff for the continued work on specific racial equity plan.

2:40 Councilor Communication

None.

2:50 Adjourn

Seeing no further business, Council President Tom Hughes

adjourned the Metro Council work session at 3:07 p.m.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Sara Seid".

Sara Seid, Council Policy Assistant

ATTACHMENTS TO THE PUBLIC RECORD FOR THE MEETING OF OCTOBER 9, 2018

Item	Topic	Doc. Date	Document Description	Doc. Number
1.0	Handout	10/09/2018	2018 Departmental and Venue Diversity Equity and Inclusion Action Plans	100918cw-01
2.0	PowerPoint	10/09/2018	Propert of Environmental Services	100918cw -02
3.0	PowerPoint	10/09/2018	Oregon Zoo	100918cw -03