

Internal Innovation Advisory Workgroup – Long-term relationships and capacity building part 2

October 21, 2015, 11:00 AM – 12:00 PM

Room 301

Participants: Darwin Eustaquio, Olena Turula, Janet Lee, Cassie Salinas, Becca Uherbelau, Cynthia Alamillo, Peggy Morell, Erin Pidot

Driving Question: how can Metro develop and maintain meaningful long-term relationships with CBOs that work with underrepresented communities and promote capacity building within these communities?

Meeting goals:

- Share successful capacity building efforts already taking place at Metro
- Identify organizational opportunities to strengthen agency's ability to build community and agency capacity
- Provide feedback to Cynthia on the work that she is doing to support this focus area

Meeting notes

Review updated definitions and identify examples of successful capacity building efforts at Metro

- Olena – expand community capacity building definition to include ability to effectively engage in work of public agency AND community building - not necessarily to engage with us, but in future opens world of opportunities
- Janet – not sure what “compensate” means in capacity building definition
- Capacity building could be on the agency or community side
- Olena – on agency side – have been to Center for Diversity and the Environment trainings on equity issues – with public agency folks and people from nonprofits – space to have conversations
- Becca – Partners in Nature - special procurement process – capacity building on both sides – co-create whatever program will look like
- Olena – great success stories out of that program – example of intern who is now employed at Metro
- Cassie – co-create equity framework report with community and handed power over to committee of community members – paid them for time and worked for year – extending contract to facilitate conversation with staff – allowed community to write the report – ripple effects with relationships – great sense of trust building – seem to be very invested
 - APANO, CIO, Urban League, OPAL, Adelante Mujeres
- Olena – Connecting with Nature = just starting 2nd phase – number of community organizations to sit on advisory board and help craft project (Verde, etc.) – working through scope – hope to have ripple effects out into community – will contract local leaders and push work out into the community
- Becca – discussion groups and Community Summit – contract with CBOs to facilitate – capacity building on both sides
- Becca – positions in Parks and Nature (P&N) and Properties and Environmental Services (PES) – Sheilagh and Molly – FTE focused on partnerships

- Peggy – worry that long-term relationships are our default – most relationships are Portland/Multnomah County based (ex. TJA) – go to them for everything/rely too heavily on them → need to look for ways to build new relationships

Round Robin – 3 discussion areas:

1. Agency-wide culture shift: what needs to shift within agency to strengthen our ability to build capacity and connect with underrepresented communities?

- Opportunities for leaders from underrepresented communities to interact directly with Council members
- Diversify and expand advisory committee membership – intentional committees of communities of color
- Invite CBOs to opportunity to introduce themselves to Metro (all) – and to Metro Council
- Continue the conversation and make space for it!
- Leadership willingness to be receptive to other ways of considering community input and how decisions are made → based on Quarterly Trails Forum Model ****
- PACE
- History of CBO – recognizing Metro’s role in decision impacting communities of color and underrepresented communities
- Project-basis can be perceived as selfish
- Understand big picture vs. current needs *
- Diversify staff – emphasize value of Metro’s mission or reclaiming it - connect to bigger picture

2. Build staff capacity and align incentives to establish and maintain long-term relationships with underrepresented communities

- Kronos code for relationship building ✓✓✓*
- Opportunities for staff to learn about issues that face different communities ✓✓*
- Include as a PACE goal – triggers monthly and yearly reviews ✓*
- Mandatory cultural competency trainings ✓✓*
- Budget training on professional development in language training
- Flexibility/transparency with work shifts – different ways to build capacity
 - 1-on-1
 - Member of a board ✓
 - Participant at events ✓**
- Working in the community at offices in the region n
- Provide opportunities to share space in a structured way
- Evolve PEN
 - All staff
 - Community
 - Quarterly Trails Forum as a model **
- Institutionalize relationship building as priority in agency (Kronos code, PACE, etc.)**
- Hold staff accountable (PACE)*
- Develop measures for use with PACE
- Educate staff on goals and advantages of relationship building, educate and expose them to relationship building strategies

- Train support/managers on importance of relationships
- Go out in community and build relationships

3. Build community capacity to effectively engage in Metro’s work (as volunteer, advocate, employee, committee member, etc.)

- Provide grants for community-based leadership development programs ✓✓
- Provide trainings that will help community members engage effectively (i.e. Metro 101, decision-making, etc.) ✓✓
- Partnership/training with community organizations and contractors
- Simplify the procurement process – more accessible – alternative qualifications ✓
- Provide stipends for advisory committees ✓***
 - Place, time, location, childcare, food
- Hiring diverse staff *
- Engaging youth early – formalized internships ✓
- City of Portland DCL model
- Make decision-making process easier to understand ✓*
- Guide for community to engage with Metro (who, where, when, how) ✓
- Metro web site - “if you are a CBO, learn how to engage with Metro” e.g. grants, learning, etc. (similar to what’s on DEI “connect”) ✓