

Meeting: Equity Strategy Advisory Committee
Date: Monday, August 17, 2015
Time: 3 to 5 p.m.
Place: Kaiser Town Hall, 3704 N. Interstate Avenue, Portland, OR 97227

Attendees

Equity Strategy Advisory Committee: Carl Talton, Rey España, Irene Konev, Betty Dominguez, Julia Meier, Ben Duncan,

Absent: Virginia Nguyen, Philip Wu, Pam Treece, Daniel Vázquez, Kirsten Kilchenstein, Judi Martin

Metro: Patty Unfred, Juan Carlos Ocaña-Chíu, Cassie Salinas, Nyla Moore, Teri Dresler and Antoinette Gasberre

Welcome and agenda review

Do not have quorum to approve the meeting minutes

Metro Council Equity retreat debrief

Juan Carlos gives his review of the meeting and reads an email from Phil Wu on his review from the retreat. Juan Carlos shares the presenters from the council retreat: Gauri Rajbaidya (APANO), Megan Gibb (Metro), Rekah Strong (United Way) and Phil Wu (ESAC member) and shares what we wanted to accomplish from the retreat: to discuss the timeline to end the strategy preparation by April 2016, outcomes for an equitable agency by each of the four lines of business, and to share the centering on racial equity (CORE) approach.

Rekah Strong of United Way discussed the movement towards an equitable organization in the business sector. Martha asked that the councilors give a thumbs up or down on how they felt about the centering for racial equity approach. The equity team is meeting with council on September 22nd to discuss the risks and benefits of centering on racial equity.

Metro staff met with each of the councilors to prepare for the retreat meeting. A resonating concern they heard was for low income white people. We explained that by focusing on communities of color we will change the barriers of all persons.

Overall, the group feels positive about the retreat and the direction to move forward. The councilors seem to be at all levels of understanding on this strategy. Patty shares that there may be some pushback unless they have the tools they need.

Discussion of upcoming program activities

CSI's contract deliverable is to report and structure the equity strategy and action plan report.

We are creating a strategy workgroup that is internal to Metro. We would continue the same meeting dates and time but would utilize them differently. Workgroup is lead by staff and the CBOs that participated in the baseline report to have them help us with the conversations with staff about what to include in the report. Focusing on internal and another focusing on regional.

It is important to capture your internal performance. Patty shares that we will be using the assessment (from Julia) to help assess where we are as an agency.

The group has trouble understanding the difference between strategy and action. Juan Carlos explains that the strategy is methodology to have the conversation on how to advance equity throughout the region through policies. In big areas where Metro is a player but not the only one, like transportation. Strategy is a region wide conversation. The action would be more of things we can control, immediate changes that can be made both internally and externally.

The group agrees that one meeting with some time for splitting into separate groups and some time to work together with the entire group.

Joint ESAC/SLT meeting debrief and conversation with Teri Dresler

Patty reviews the joint ESAC and SLT meeting from last month as an introduction to Teri Dresler, Metro General Manager of Venues. Teri is presenting potential areas for equity strategy and action plan development in the venues department. The group shares their thoughts on the joint meeting. The overall reaction was positive and both groups are interested in having more meetings together.

Teri manages the Portland's theaters, Oregon Convention Center, EXPO center and the Oregon Zoo. Contracting and procurement, hiring consultants, access to programs. Metro doesn't produce the events. But there are some free and low cost events and programs. The Zoo has the most power in providing those opportunities. A bond measure requires the Zoo have one day per month for low income programming. The Zoo gives out 5000 tickets per year to social service agencies and non-profits. There is also two free days with community sponsors and a monthly low cost day. However, Teri does not feel we are reaching those communities we intend to. We want to come up with new opportunities for communities to get out to the Zoo on days and times they can make it. Admission tickets is a bargaining item. Zoo surveying is asking why people come to the zoo, demographics, time for visits (on reduced days), bargainners or low income. Cassie adds that we have looked at ways we can use different languages with the surveying to gather non-English speaking persons as well. An idea would be for Tri-Met to also give discounted train tickets on those days.

Irene suggested having your zoo ticket as your transit ticket or attaching a transit ticket to the zoo ticket. Both the Zoo and Tri-met are working together. Julia is interested in the hiring and access data by race. And wants to discuss the intersectionalities between the work at the Zoo and the 10 outcomes from the framework report.

Teri explains that data has been tracked via human resources, finance and MERC. Sponsors have programs where we go out into the community. Through the education resource center we will be able to gather more data around why there are not more children of color accessing the zoo. The ZAP teens is a three year program for underserved communities that hires interns through an interview process. There's also a partnership with SEI and parks and nature.

Questions for later: What are the barriers? What is it like for persons in wheelchairs during low income days? ZAP tracking for underserved students? Procurement and contracting...flexibility, decision making, hiring?

The group would like to have a presentation from procurement.

Conversation on Metro's hiring and retention of diverse employees

Following up on the presentation that Bill gave in the spring, Antoinette Gasberre prepared new information and explained the errors from the last information that was presented. The information shows the regional and Metro race/ethnicity break down. Julia suggests looking at the data ALONE as it is more accurate than the census. The venues have more diversity than the Metro

Regional Center employees. The jobs captured are more servicing and administrative positions and lower level positions. The results are less diverse as we move up the employment ranks. The venues are event driven, more temporary, seasonal and part time. Turn over numbers captured are all benefitted positions.

Ben will connect Antoinette with Multnomah County for the hiring report on the application process for hiring. The group wants to invite Antoinette back before the strategy meeting. The group was interested in knowing the role of the hiring manager in coordination with the recruitment and compensation manager.

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The next ESAC meeting will take place on Monday, September 14, 2015, 3 – 5 p.m., Kaiser Town Hall

The meeting was adjourned at 4:57 p.m. for staff-less meeting time.

Meeting minutes prepared by Nyla Moore