

MAKING A GREAT PLACE TOGETHER



oregonmetro.gov

DIVERSITY, EQUITY AND INCLUSION AT METRO

Metro strives to cultivate diversity, advance equity and practice inclusion in all of its work.

PREPARING FOR THE FUTURE

Our region is changing – the community of the future will be more racially and ethnically diverse. Historically, communities of color have experienced disparities in income, health and education. In addition, our population will have higher percentages of younger and older residents than today, potentially creating new challenges for inclusion.

Addressing these diversity and equity-related issues is central to our region's future prosperity.

Metro's Diversity, Equity and Inclusion team helps develop standards and provides coordination and resources to create inclusive processes and conditions that allow everyone to participate in making this a great place today and for generations to come.

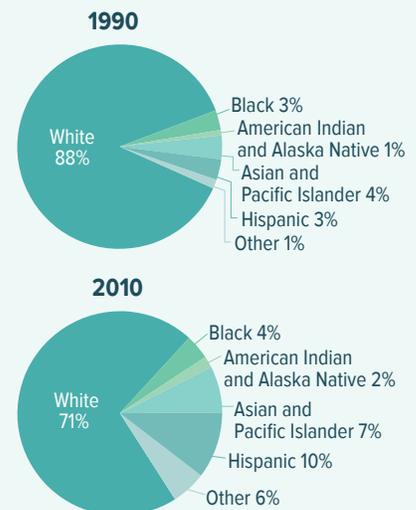
Imagine a region where every person, regardless of race, ethnicity, gender or ability,

- can enjoy clean air and water and explore nature nearby
- has safe and reliable transportation choices
- earns equal incomes across education levels
- lives in affordable housing in a safe neighborhood
- contributes to our region's leadership on climate change.

Learn more visit oregonmetro.gov/diversity

The region is diversifying ...

PERCENT OF POPULATION BY RACE/ETHNICITY
Tri-county region. Source: US Decennial Census, 1990, 2010 SF1-QTP6



... but regional inequities persist.

MEDIAN HOUSEHOLD INCOME, BY RACE/ETHNICITY
Portland MSA, 2011-2013. Source: US Census, American Community Survey three-year estimates



DEFINING DIVERSITY, EQUITY AND INCLUSION

Diversity

Honoring differences among people while upholding our value for respect is central to our diversity philosophy. At Metro, we define diversity to encompass the full breadth of our region's populations, including differences in race, ethnicity, gender, age, religion, nationality, language preference, socioeconomic status, disability, sexual orientation, gender identity and other characteristics. These characteristics - combined in ways unique to each individual - are tied to a variety of other aspects of diversity such as experience, work styles, life experience, education, beliefs and ideas.

Diversity is the variation of social and cultural identities among people.

Equity

Our region is stronger when individuals and communities benefit from quality jobs, living wages, a strong economy, stable and affordable housing, safe and reliable transportation, clean air and water, a healthy environment, and sustainable resources that enhance our quality of life. We share a responsibility as individuals within a community and communities within a region. Our future depends on the success of all, but avoidable inequities in the utilization of resources and opportunities prevent us from realizing our full potential. Metro is committed with its programs, policies and services to create conditions which allow everyone to participate and enjoy the benefits of making this a great place today and for generations to come.

Equity is when everyone, including members of diverse communities, has the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential.

Inclusion

At Metro, we strive to create and maintain an environment where everyone feels welcomed, respected and valued. Inclusion ensures diverse individuals are able to participate in and affect the decisions that affect them and their communities.

Inclusion means that everyone can participate and everyone belongs.





METRO'S DIVERSITY, EQUITY AND INCLUSION PROGRAM

Metro created the Diversity, Equity and Inclusion (DEI) program in September 2014 to better coordinate its efforts to cultivate diversity, advance equity and practice inclusion. The DEI team aligns ongoing work in the Diversity Action Plan, Equity Strategy, and inclusive public involvement practices to strategically coordinate efforts to achieve equitable outcomes and strengthen relationships with diverse communities.

PROGRAM GOALS INCLUDE:

Diversity

- Increase internal awareness and sensitivity to diversity issues.
- Increase recruitment, hiring and retention of diverse employees.
- Ensure Metro's public engagement and committees serve and represent the diversity of the region.
- Increase contracting opportunities for minority and women-owned businesses.

Equity

- Develop and implement a Metro-specific strategy to advance equity across the region's desired outcomes.
- Build institutional capacity inside Metro to understand, adopt and practice equity.
- Create meaningful engagement and capacity-building opportunities for underserved communities.

Inclusion

- Build and maintain long-term, meaningful relationships with community based organizations that serve diverse communities.
- Engage community members using the language or communication method that meets their needs.

HELPING YOU MAKE A DIFFERENCE

Each of us has a role to play to help address systemic inequities that impact our communities and help create an equitable region for everyone who calls this area home. The DEI team is available to help support you, your program or your project with strategy guidance and useful resources and tools.

DIVERSITY, EQUITY AND INCLUSION TEAM

Patty Unfred,
Diversity, Equity and
Inclusion program director

Bill Tolbert,
Diversity program manager

Juan Carlos Ocaña-Chiu,
Equity Strategy program
manager

Cassie Salinas,
Diversity, Equity and
Inclusion project manager

Nyla K. Moore,
Diversity, Equity and
Inclusion administrative
coordinator

RESOURCES AND TOOLS

Consultation

The DEI team serves as a resource for Metro staff on matters related to diversity, equity and inclusion. The DEI team can help offer best practices and connect you to useful resources.

Community partnerships

The DEI team works with staff across the agency to develop standards, best practices and resources to build and maintain long-term, meaningful relationships with community based organizations.

Youth internship program

Summer internships through Worksystems' SummerWorks program build the pipeline for a more diverse applicant pool for Metro jobs, provide employment and work experience to youth seeking opportunity, increase Metro staff cultural competency and diversity of thought, and benefit our region.

Language resource guide

The DEI language resource guide provides an overview of translation or interpretation services for community members that do not speak English well. The guide outlines effective practices in written translation, identifies steps to consider when translating materials for a program or project, and provides resources when an event or a community member requires interpretation.

CULTURAL COMPETENCY OPPORTUNITIES

Cultural events

Metro hosts learning events during nationally recognized awareness months for ethnic and cultural groups. Previous learning events include months devoted to Black history, Hispanic heritage, women's history and Native American cultures. Metro also hosts occasional speakers on equity, diversity and inclusion to raise awareness and learn from experts.

Diversity, Equity and Inclusion roundtable

The DEI engagement roundtable is an informal meeting where you can learn about ongoing or future engagements with leaders from underserved communities. The roundtable seeks to leverage and coordinate Metro's outreach efforts, while

reducing the burden placed on community-based organizations that may have limited capacity to engage with Metro. At every other meeting, roundtable members will dig deeper into topics pertaining to Title VI of the Civil Rights Act, the Executive Order on Environmental Justice, data analysis and research.

"Ouch!" training

This facilitator-led DVD/video-based training program helps you build confidence and skills to speak up when you hear stereotypes or other demeaning comments.

Unconscious bias initiative

All people experience unconscious bias in which socialization and experiences create assumptions and conclusions about groups of people – both positive and negative. This initiative is designed to help Metro staff develop a greater understanding of the issues of unconscious bias and its impact on our thoughts and behaviors.

Uniting to understand racism training

This six-week dialogue on race, periodically offered through the Metro Learning Center, focuses on helping you raise your level of awareness concerning unexamined bias and encouraging proactive change. The course offers resources to stimulate discussion and self-examination.