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# METRO EQUITY STRATEGY DISCUSSION GROUPS



**December 1, 2015**



Multi-Cultural  
Collaborative

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Representing African Immigrant community

**Asian Pacific American Network of Oregon (APANO)**

Representing Asian and Pacific Islander community

**Latino Network**

Representing the Latino community

**Momentum Alliance**

Representing the youth

**Native American and Youth Family Center (NAYA)**

Representing the Native American community

**Russian Speaking Network of Oregon (RSNO)**

Representing the Russian Slavic community

**Self-Enhancement Inc. (SEI) and Urban League (UL)**

Representing the African American community

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## Executive Summary

This report provides a summary of the second round of Metro's Equity Discussion groups. The focus of the discussion groups was intended to provide a feedback loop to the previous participants to check the validity of Metro's "Key Themes from the Community Discussion Groups" and "Stakeholder Feedback Key Themes to Advance Equity" in the region (See Appendix I).

The MultiCultural Collaborative and Metro convened six culturally specific groups, one youth group, and two subject matter expert discussion groups to provide feedback on Metro staff's recommendations for equity long-term strategies and action items.

The culturally specific groups recommended several key themes that aligned with the goals to advance equity, including:

1. Elected leadership, advisory committees and staff should represent the diverse community they support.
2. Metro should use tools to assess how policy, programs, budgets and decisions affect communities of color and low-income people.
3. Metro should conduct culturally appropriate community engagement for programming, policy development and decision-making.
4. Youth voices need to be integrated into Metro's community engagement, decision-making and programming.
5. Housing, transportation, parks and natural areas need to be developed and managed to provide access to the communities that are most impacted historically by institutional racism.

Two subject matter expert discussion groups identified the following recommendations to Metro:

### Transportation

1. Metro has the opportunity to use the regional flexible funds to focus on transportation equity criteria. However, not all communities have focused on equity, so this should not be the only criterion for awarding funding.
2. Use TriMet's equity index for funding investments. Measure transportation investments and measure outcomes for communities of color over time.
3. Metro and communities need to focus on "last mile" solutions. Light rail only provides service to a small percentage of the population. Public transit is hard to provide in lower density, suburban communities, however, there is a large need for transportation solutions in these "transit deserts".

### Housing

1. Clarify Metro's role in affordable housing. Some participants strongly urged Metro to take role of ensuring performance at the local level.
2. Be aware and responsive to how individual cities need to respond to local conditions.
3. Provide additional funding options for affordable housing.

### Parks and Natural Areas

1. Enable opportunities for parks and natural areas to partner with health care organizations to provide healthy experiences outdoors.
2. Provide regional grants to help support Culturally Based Organizations engage with parks and natural areas and hire more diverse park staffs that are bilingual.
3. Communities in the region vary quite a bit from very urban to rural open spaces. Metro should provide regional coordination for outreach and engagement with diverse communities.

### Next Steps

Metro will be finalizing their Strategic Plan to Advance Equity. The draft plan will be available for public comment before Metro will adopt the plan in mid-2016.

**For future engagement activities**, the following are key recommendations and best practices drawn from the cultural group discussions:

- Youth. Continue to engage with youth groups from Momentum Alliance, Organizing People/Activating Leaders (OPAL) and Asian Pacific American Network of Oregon (APANO) by attending meetings and events with these groups.
- Russian Slavic Community. If Metro is going to provide written handouts for community discussions, all materials need to be translated. Provide continuous engagement by using experienced Community Engagement Liaisons (CELs) as a bridge of trust or provide a Russian-speaking Metro representative at meetings.
- African Immigrant Community. Continuous interpersonal and organizational interconnection and communication between Community Based

Organizations (CBOs) and Metro is important. Having an elected official come to the second meeting was important to this group.

- African American Community. Include participation by Metro's decision makers in community engagement discussion groups, including: Metro Council, Equity Strategy Advisory Committee (ESAC), and Metro Exposition and Recreation Commission (MERC).
- Native American Community. Provide more time at meetings to allow participants to process information, get in the flow and build a level of safety and trust to provide thorough feedback.
- Asian Pacific Islander Community. Continue engagement with CBOs. Participants feel invested in this process and want to see their input in Metro's written plan.
- Latino Community. Increase level of comfort, trust, relationship, engagement and empowerment. Develop Latino-specific strategies.

Across the board best practices include holding meetings at convenient times and venues for participants, provide culturally specific refreshments, and compensate participants for their time.

## SUMMARIES - Culturally-Specific Groups and Youth Group

Participants provided their comments on Metro's draft equity strategy and action plan where their Spring input was integrated. The Fall group discussions for Metro's Equity Strategy builds upon the Spring 2015 group sessions where the project goals were to organize, recruit, facilitate, capture and summarize comments on four specific topics: equity, housing, transportation, and parks and natural areas. This summary presents the feedback from the same culturally specific groups, youth group, and subject matter experts.

### Youth Group Represented by Momentum Alliance

Young people are invested in making a difference now and in the future. They want to know: How can we be accountable to the needs and traumas of low-income people and communities of color in Portland? How does one get major institutions like the government and schools to commit to racial equity work? What internal organizational struggles do we encounter and cultures do we create to advance racial equity? How does one do racial equity work at the institutional and regional level? How can we address the deep historical trauma and inequities that many people of color experience in Portland, especially the black community?



Youth participants feel that leadership development and civic engagement programs geared toward youth provide meaningful opportunities for learning in self-advocacy. It is thus important, for institutions such as Metro, to continue to build relationships with youth of color.

Young people are deeply concerned with the persistency of white supremacy problems in Portland and Oregon in general. They stated how very harmful it is to people of color.

The youth feel that underserved communities are best suited to make decisions about their environment and lifestyle. Invite them to the table. Include leadership roles when there is an opportunity for it. They also said that "Professionalism" is equal to white and male. Change recruitment methods, hiring and work standards and the culture to represent people of color. Always think about who is not at the table, who is not on staff and whose is not a part of decision making.

Include culturally responsive language in job descriptions: the youth of color, LGBTQ community and folks with critical race analysis that know what certain terms signify. Create a safe, welcoming and attractive culture for people of color and LGBTQ people by making sure there are systems and processes to hold people accountable for the racist, sexist, homophobic, transphobic, or xenophobic things they do and say, and finally, stop tokenization.

The youth would like to see more transparency of process. Create an equity strategy centered on

sexuality and gender equity. In Metro’s critical race theory strategy, implement intersectional ways of building equity. Systems of oppression, inequities and disparities are all connected so remove language barriers and involve youth in leadership.

Youth participants lauded the action items in the Strategic Plan to Advance Equity. “Create transit-oriented development that connects African American neighborhoods to opportunities” was well received, but with a note of caution against gentrification and how an increase in transportation access can contribute to gentrification. They also said, “assist in the procurement of African American community/ cultural space” was great, and added Metro should focus on advocating for and advancing Black Home Ownership.

Youth participants would like to see better defined social equity contracting criteria, as well as transparency, and specifics on how to address inequitable distribution of resources. They also recommend waiving fees to relieve financial burdens and increasing contracting with Minority Women Emerging Small Business (MWESB).

The youth would like to see continued engagement with Metro by visiting them at the Momentum Alliance offices or attending meetings and events. They also would like Metro to engage with CBOs with major youth organization programs such as OPAL and APANO.

Metro could diversify by creating more job opportunities in leadership development programs, so new jobs are less about people assimilating to existing white straight male standards of professionalism. Metro might also consider creating or investing more in leadership development programs.

## Russian Slavic Community Represented by the Russian Slavic Network of Oregon (RSNO)

The Russian Slavic community participants feel that they are unable to protect their rights as renters due to language and cultural barriers, as well as limited knowledge of laws governing rent and housing. Because most of them grew up in a country where you could not ask for government resources or complain, they have been unable to raise issues that affect them. As a result, many resort to renting in high-crime neighborhoods and poorly maintained apartments due to rent unaffordability. People would like to see rent caps used as a consideration of average income of people who live and rent locally.

Russian-speaking people do not feel important in the community. When riding public transportation they hear announcements in English and Spanish. There is a large Russian Slavic population, and their numbers are growing. They would like Metro to look at census and school information, as this data will show that the Russian-speaking Slavic population is the second largest in Portland after the Spanish-speaking community. They also feel that public transportation fares are not affordable.

Participants said they are oriented towards the well-being of their children. As such, they are concerned about going to parks where dogs are allowed. Their chief observation is that people don’t take care of their pets and their pet’s waste. Some dog owners also ask their children to pet their dogs, and they are concerned about their child’s safety. They feel that agencies care more about dogs than the health and safety of young children in the park. They would like to see parks that are only for people as well as parks for children that are toddlers to 3 years old. To help the community feel welcome, they would like to see signage in Russian.



To provide insights into the concerns of the Russian Slavic community in Portland, participants provided questions that are pressing to them:

- “Why are TriMet fares so high?”
- “How can community members be involved in making sure strategic plan items are accomplished?”
- “How come nobody in Deed controls the quality of the renting property and why a landlord can raise our rent with almost no notice?”
- A lot of participants who are renters stated that their landlord forced them to keep their garbage in their units and not dispose of garbage daily.

Participants felt that Metro accurately captured their community’s feedback on the draft Strategic Plan to Advance Equity. However, participants would like Metro to take into consideration some key concerns that were expressed in the October session.

Participants noted that not all of the October session documents were in Russian. They would like handouts to be translated into different languages so that participants can provide better feedback. They request that Metro have regular meetings with community members to report back and provide updates on parks, housing, transportation. Engagement has to be continuous.

The Russian Slavic community participants voiced a desire for Metro to hire an outreach staff member who can speak Slavic languages such as Russian or Ukrainian. Many Russian Slavic people are not aware of bureaucratic processes. There is urgency in getting people help and guidance or education in their language.

To provide information and get a broader reach of the Russian Slavic population, Metro should utilize local Slavic radio stations. This form of media is a good vehicle for Metro to report on the strategic plan to the community.



Metro should use culturally specific approaches and utilize help from community-based organizations, like the Russian Speaking Network, as they can offer experienced Community Engagement Liaisons (CELs) and facilitators. By using culturally specific CELs, Metro can build a reliable “bridge of trust” with key community leaders and members to continue working on Equity.

Metro should recruit community members into Advisory Committees and Subcommittees to work on strategic plan items. For instance, Metro Equity Strategic Plan would have ten subcommittees to tackle items like parks, housing, and transportation, etc. Each subcommittee would have a diverse group of people or community members advocating and working on strategic priorities. East Portland Action Plan (EPAP) model is a perfect example.

Participants believe that Metro is on the right track with their equity goals. The draft echoes the most crucial points raised by the Russian-speaking Slavic community. Many participants stated they would like to see Russian-speaking Metro representatives or staff at meetings.

## African Immigrant Community Represented by Africa House

The participants provided feedback that African Immigrants are well qualified for jobs. However, they face and experience discrimination and inequity in employment due to cultural and language barriers. Participants stated that a difference in speech accent is a hindrance to job interviews or employment.

Cultural and sensitivity training was discussed particularly in the employment arena. A participant provided an example that when she attends a job interview, she typically does not make direct eye contact with the interviewer. The lack of direct eye contact with an elder or with someone of authority is an African cultural norm as a sign of respect. However, in American culture, the absence of eye contact can be misconstrued as untrustworthiness. This cultural barrier has cost African Immigrants to lose job opportunities.

To African Immigrants, it is important to know how their community can actively engage Metro for employment opportunities, as well as other services provided by the agency particularly training for the youth. They also want to know how Metro can influence the breakdown of cultural biases in the workplace. Related to this, they want to know how Metro plans to diversify advisory groups and senior management staff at Metro. As echoed in the spring discussion, equity in housing, transportation, and employment are critical issues, and they would like to know the path that Metro will address these issues.

The group agreed that Metro captured and integrated their feedback from the June meeting, but added that the key topics, employment and inclusion, were missing emphasis. They agree with Metro's internal goals and objectives to reduce disparity.

The African Immigrant community feels that the evidence of inclusion practices and active recruitment of people of color at Metro, will be



the start of showing Metro's accountability for these top community issues. These efforts could potentially reduce cultural bias and insensitivity. Given Metro's draft Strategic Plan to Advance Equity, the participants feel it is crucial to see constant, consistent and progress-driven information through meaningful engagement with Africa House and its community members.

The African community perceives continuous interpersonal and organizational interconnection and communication between Metro and the CBOs as an attempt to advance Metro's vision of advancing Equity. The two meetings held between Metro and the African community reassured the group that Metro is serious about connecting with CBOs, and having the elected official at the second meeting was a testament of their faith in the ongoing equity process. More needs to happen.

## African American Community Represented by Self-Enhancement (SEI) and Urban League (UL)

The group participants saw the Momentum Alliance Equity video as more of a diversity initiative. It depicted African Americans as deficient, pitiful and disempowered people. It did not portray people who are empowered and already working to triumph over structural, systemic and institutional racism.

Tokenization remained a strong issue. African

Americans are not a homogenous group of people. Participants feel that many African Americans selected in government positions are not accountable to or working with the community and elders. Rather, some of these leaders put self-interest first versus that of the community. They reiterated the need for a Black Oversight Committee and that those who serve on this committee should truly represent the impoverishment, displacement and oppression of African Americans.

In looking at other people of color, such as the Jade District and Cully neighborhoods, participants feel there was differential treatment and resource allocation when it came to the African American community. Receiving support and funds to create specific cultural space or ethnic, economic enclaves such as the Jade Night Market and Portland Mercado, breaks the idea of integration.

The group sees a lack of disaggregated people of color data to address baseline information for each of Portland's "community of color". It is important to develop this data as a means to prioritize resource allocation. It should not be a one-size-fits-all approach to a very diverse demography without a racial and economic focus on lifting up those most excluded, historically and contemporarily. Parity with other communities of color is the benchmark. Parity

with white community is the standard.

The participants shared their key questions as a feedback loop process, so the African American voice is heard and understood for the benefit of effective problem-solving and decision-making:

- When is Metro going to begin acting in the interests of impoverished and displaced Black Portlanders?
- To who is this Equity program accountable, what are the measurements for success, and what recourse do the people have if it, like First Opportunity Target Area (FOTA), does not achieve its desired ends?
- How are decisions at Metro made concerning development?
- Does Metro know that it is actively contributing to gentrification in North Portland, as it has provided funding for the Kaiser development on Williams, Concordia student housing, and most recently the sizable apartment building in Kenton, on Interstate near Denver?
- Is Metro conducting a Disparate Impact Assessment when determining investment? Does Metro have this capacity? If so, what kind of process is triggered when the assessment affirms impact? Moratorium?



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• What is Metro actively doing to mitigate displacement in North Portland and prevent further displacement of Black people within Metro’s whole jurisdiction by providing some basic infrastructure in “The Numbers” where Black people have been forcibly relocated over the past 15 years?

The African American participants said that their June feedback was integrated into Metro’s new goals and outcomes. However, the creation of a Black Oversight Committee was not added. One of the participants also wrote feedback after reviewing Metro’s draft Equity Strategy (see African American Report Form in Appendix Section.)

For the African American community, their measurement of Metro’s accountability is an honest accounting of and commitment to Metro Council’s Equity goals, baselines and deliverables for African Americans over the next three years. As noted earlier, justification of equity means a data-driven, evidence-based practice directing all to respond promptly where the need is greatest. An ideal place for Metro to start is in the North Portland area for a collaborative effort to engage African American community members and be catalysts in mitigating and preventing institutional racism.

If Metro is truly committed to being the solution of gentrification, removal of the Inclusionary Zoning and Rent Control preemptions would go a long way toward stabilizing the most impacted.

The lack of staff, and elected diversity and inclusion representatives, warrants for Metro to look at internal goals. African Americans feel that if the persistence of disparity is to be addressed and mitigated and redressed, there should be a concurrent external focus. Without this, there is only the creation and perpetuation of a black underclass (the lowest social stratum usually made up of disadvantaged minority groups.)

African Americans discussed that their community is the hardest hit racial group, and Metro should work on prioritizing the reversal of inequity and disparity.

Given the June group session topics, participants said that housing and transportation are good indicators of equity as is linking these two topics with jobs and education, Metro resource allocation and community development. Without leveraging investments on these key issues. Black people are further driven into abject poverty, preventing social mobility across generations.

Put the people with the most institutional knowledge, organizational influence and authority with those suffering the deepest disparity to ensure a rapid response to solutions. As has been discussed with MCC and Metro, African Americans would like participation from Metro Council, Equity Strategy Advisory Committee (ESAC) or Metro Exposition and Recreation Commission (MERC) at the next round of discussion groups. Active community engagement is highly recommended.

### Native American Community Represented by Native American Youth and Family Center (NAYA)

For the Native American participants it is crucial to recognize we all live on ceded land. Without acknowledgment and visibility of the Native American’s past, present and future, without making the invisible visible, the community does not feel valued. For Metro, it would thus be critical to be intentional in seeking opportunities for authentic representation and the true narrative of its indigenous people.

The participants hope that agencies like Metro will begin to invest in professional and leadership development programs as a pipeline to addressing public policy issues. The Oregon LEAD Program, through the Coalition of Communities of Color, was provided as a good example. Its current funding sources come from Meyer Memorial Trust, Oregon Community Foundation and the Collins Foundation.

Participants valued that the meeting representatives from Metro were people of color. However, it was still noted that there is no diverse representation on the

Metro Council. It is important for the Native American community to see an increase in diversity within Metro, and for Metro to strengthen its relationship with the Native Americans.

Though not directly within the authority of Metro, one Elder said that public safety is a critical topic. Train Metro rangers on how to treat communities of color in a positive manner.

The participants reflected upon on two questions they would like Metro to think about:

- Why are Metro's Council members not present at these types of community conversations?
- Are there demographics data regarding usage of Metro parks and public spaces?

From the discussion, participants did not indicate that their June input and recommendations were missing from Metro's draft Strategic Plan to Advance Equity. However, they felt that the Fall session's meeting duration was too short, as opposed to the June session. People require time to process things, get in the flow of things and build a level of safety and trust, to provide a thorough feedback.

The Native American community values proactive communication that builds upon ongoing relationships and the establishment of trust. Actively engage and communicate with NAYA, who in

turn will pass along Metro communication to the community. Attend Portland Youth and Elders Council (PYEC) meetings. PYEC is a great opportunity to witness best practices in engaging with the Native American community.

Participants provided two processes to continue including Native American feedback into Metro's Strategic Plan to Advance Equity:

- Develop a revised document with the top 30 short-term actions from all communities, along with proposed timeline for actions.
- Share the proposed short-term actions with staff, who can distribute to the community for any further comment. Keep the Native Americans involved in the process.

Participants felt that Metro's more internal focus on this Fall round was an important approach. They compared this to assuring one's internal health before approaching external health. Internal action should be prioritized first, which will give way to more lasting external actions over key issues such as the housing crisis.



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## Asian Pacific Islander Community Represented by Asian Pacific American Network of Oregon (APANO)

APANO commended the MultiCultural Collaborative for a great job organizing the process and preparing the facilitator packets. They said the directions for the workshops were clear as was the reporting protocol. However, they thought that the report questions still pertained more to the June session rather than the fall focus.

APANO participants were unclear if Metro accurately captured and integrated their feedback from the June session noting that it seems the fall session had shifted to internal strategies within Metro and that many of the action items on the document were left blank.

APANO participants feel that engagement with CBOs should continue. Participants feel invested in this process and want to see their input in Metro's written plan.

It is clear to participants that a lot of work has been invested in the Strategic Plan to Advance Equity with broad scopes and ambitious goals. Between the June session focus on housing, transportation, parks and natural areas, community engagement, and equity and the more inward Fall focus, there was a need to better articulate the difference between the two sessions, to answer the "why's" more clearly. If the goal for the Fall session was to review the goals and objectives, then it seemed doable. However, if the goal was to discuss strategies and action items, the time allotted was not enough.

The document chart presented by Metro did not serve the purpose of this Fall meeting and was a bit too long and too detailed. The community feels the fall meeting should be an update on the process and a discussion as to where the communities fit, even as some of the actions are still developing.

## Latino Community Represented by Latino Network

The Latino community would like to be involved in meaningful conversations around policies, procurement, and equity. They would like to know:

- how is Metro addressing equity issues in procurement?
- How can resources be equitably distributed and evaluated?
- How is accountability going to be measured, evaluated, and operationalized?
- How will issues of access and inclusion be addressed?
- Can Metro effectively convene all the equity, inclusion, and diversity officers so as not to duplicate efforts and methods continually?

"Involve community leaders in the decision-making process" was a key engagement recommendation that was missing from the Strategic Plan to Advance Equity. They said the draft also feels incomplete and needs clarity in direction. By incorporating communities' key suggestions and themes in the equity plan, the process moves toward deeper organization evaluation and change focus.

Metro accountability, process accountability, transparency and its measurements are of great importance to the community. They came up with suggestions, such as a "report card" of prime contractors to show transparent evaluation measures such as history, equity assessment, project success and challenges. They would like Metro to define its equity strategy with consideration and focus on increasing representation. Look to share best practices across a system of participation to solve issues and leverage community-based organization's and Metro's resources, as well as establish specific outcomes that Metro expects.

For the Latino community, Metro's priorities became clearer in the Fall session. They came up with additional recommendations such as:

- Develop an Equity Lens for use in all Metro processes: Metro’s workforce, business needs and all other areas should be consistent and integrated agency-wide. Include people of color in task forces and consider developing a resource center to be more inclusive and engaged. In Washington County, there is a need to increase development of parks and recreation with more services for youth and geared to the demographics of the community.

Other suggestions include:

- Incentivize equity in contracts and use an independent auditor to help CBOs/contractors develop equity metrics if none exist.
- Continue to build the relationship between community and Metro. Increase the level of comfort, trust, relationship, engagement, and empowerment. Develop Latino-specific

strategies.

- Increase diverse racial and ethnic representation in Metro Council. Work to engage specific underrepresented communities in addressing issues of equity and socially just access.
- Develop low-income housing that is affordable, accessible and customized to needs. That means, part of the strategy is to consider transit to housing, dependent needs, family size, refugee and multigenerational configurations. The group recognizes this is somewhat out of Metro’s scope, but there is an opportunity to leverage and address houseless needs, include all jurisdictions to work to solve this together given the housing emergency we are experiencing in the Portland metro area.



## SUMMARIES - Themes from Subject Matter Experts

### Housing (Appendix IX)

October 19th Housing session at Metro Regional offices

Participants reviewed the list of technical assistance support Metro could provide to local government.

Staff asked participants which would have the greatest impact. Participants agreed that without accountability or requirement, these are the same lists of optional tools available to local governments today. Others asked for help in overcoming “NIMBYism” locally as neighbors often push back on affordable housing development. This pushback can be looked at as an opportunity to provide context, education and information regarding state law requirements to provide a range of housing types.

Participants agree local governments will always combine strategies and concurrent activities. Most importantly, affordable housing should be located in high “opportunity areas” with access to basic needs such as transit, food, jobs, quality schools, healthcare and parks.

Other examples of strategies and approaches participants recommended include:

- Pilot a model impact analysis with attention to race and class. Help provide what’s missing in well-located affordable housing provision. Provide information to local governments disaggregated by race and ethnicity. Otherwise, any tools will be ineffective and unable to reach those who are in most need.
- Help local government apply such and equity lens with vigor and rigor.
- Consider family size, culturally specific techniques, and transportation options in prioritizing affordable housing assistance.

Participants discussed Verde and Living Cully neighborhood as examples of customized strategies for senior and older adults with rental potential. Again, central to the challenge is finding affordable housing funds for sectors and segments of the population for which the market won’t provide on

its own. System Development Charge waivers are possible but someone has to pay the balance.

Participants would like to know:

- What will Metro expect from local governments?
- How do we institutionalize tracking tools (e.g., data, units, where resources are going to and coming from), especially for smaller local governments that have fewer resources?
- How do we bridge the gap between the housing crisis and long-range planning with requirements, diligence, and tracking?

As a region, participants state that we could focus on centers and corridors since form and cost prohibit market rate development of affordable housing in the most “desirable” areas. Rent can be garnered in the outer ring of suburbs less than the inner sectors with costs of construction still the same.

Inclusionary zoning outright or as a strategy should remain in the toolbox. However, be sure to share costs more broadly as part of all jurisdictions’ fair share of affordable housing. The question is how, and equitably across the region. For example, with respect to TriMet’s business tax and service receipts, some western Washington County communities’ experience has not been positive. They pay in more than they receive in service.

As context, participants recommend Metro help educate and highlight historic policies and practices that created inequities based on race and ethnicity. Elevate the reasons to address these inequities morally, pragmatically, and legally. Associate Equitable Housing Initiative strategies with jurisdictions’ responses to Housing and Urban Development’s (HUD’s) new rule on Affirmatively Furthering Fair Housing (AFFH).

Participants also discussed the gentrification, displacement and lack of affordable housing choices for historic communities in North and Northeast Portland. In particular, lower income and African American community members have been pushed

out further east to find affordable housing with no cause evictions occurring at a rapid pace. Avoid gentrification and pockets of concentration based on income levels. Look at East Portland Action Plan's (EPAPs) anti-gentrification plan for sample tools.

### October 26th Housing Session in Hillsboro

Participants suggested giving priority to outreach and education targeted at landlords and realtors. Some urged that the region recognize and understand the privatization and out of state interest in the housing market, as many of them are either trusts or corporations.

Some housing providers are looking into the cost of rehabbing as opposed to new construction for affordable housing.

Participants recommend keeping micro-studios, accessory dwelling units and modern boarding houses as some ways to fit the need. Small homes are desirable for younger generations, millennials and retirees. Participants would appreciate a pilot example highlighted by Metro so the region can learn.

Jurisdictions are using the tools on the list. Forest Grove is considering densities of forty to one hundred units per acre in the downtown area. In Washington County, participants noted that System Development Charges (SDCs) are mostly controlled by non-city agencies, specifically the transportation fee.

Of particular interest to participants:

- Further work on cottage cluster models.
- Encourage larger units to have more bedrooms. Consider a subsidy per bedroom.
- Acquire, provide, and utilize surplus land to bring down the cost of development.
- Keep inclusionary zoning, strategies and full repeal discussions on the table.
- Encourage an incentive-based mix of non-profit and for-profit developers.
- Explore programs that would encourage shared housing.
- Consider facilitating a system that would match rooms in homes with renters needs.



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## Transportation (Appendix X)

### October 19th Transportation Session at Metro Regional Offices

The breakout group discussed transportation investments, using funding as a criterion for regional flex fund allocation and award criteria in lower income census tracts for projects to provide improvements where there are gaps, such as road infrastructure or in under-represented communities. The group questioned if the most powerful and the loudest voices influence outcomes? The answer: usually.

Representatives from Beaverton said they need to be more creative about how to get people to bus stops and light rail stops, especially to address the “last mile” (describes the movement of people and goods from a transportation hub to a final destination in the home.)

The majority of funding is allocated is to affluent areas, an issue that requires transportation equity performance measures.

- How are these measured at application stage and how should these be measured on implementation?
- Criteria should assess if the city has an equity lens appropriate and acceptable for regional flex funds?
- Metro should also look at the historic investment of transportation funds, public process for good investment and follow up.

As many communities are getting up to speed on equity, there was caution not to use equity criteria as the only criteria. The participants also looked at spending money on things other than road expansion. Create better north/south access and assess the need to downsize some other roads that run through cities.

Representatives from Ride Connection said that in grant applications, they provide a measurement of cost per hour, how many unduplicated rides there are and how number of rides in a given range. They

are held accountable to these grant funders. The representative said they are colorblind in how they provide services. He also said that their board does not engage with staff. He noted that most of these board members are older white men. Their language focus is on Spanish and Russian; they also focus on specific seniors, people with disabilities and low wage workers, but he was unsure if they do enough to reach out to other communities.

The City of Beaverton has a board and commission that evaluates transportation criteria. They also have a cultural and inclusion committee and a staff person.

TriMet said that their evaluation criteria are based on the Federal Title VI, services for Communities of Color, distance of low-income communities, federal compliance and operational efficiencies, not so much as outcomes for specific communities. They are working on surveys and with jurisdictional partners and elected officials, currently, they do not measure if their transportation investments provide outcomes for communities of color. Does the service-enhancement planning look at transit dependent communities for access investments and priorities?

TriMet said they also use an equity index to prioritize future investments and incorporate types of jobs, services, and population. They continue to work on this strategy, with outreach strategies tied to projects. They have a Transit Equity Advisory Committee, a Committee on Accessible Transportation, training for operators and front line staff for cultural competency and fare enforcement. However, more is needed.

TriMet said light rail only serves a small percent of the community. There needs to be a focus on “last mile solutions” to help shift workers in “transit deserts”. While Ride Connection provides a connector, it is unclear how sustainable the service operations are.

Partnership with the City of Portland and TriMet for 122nd corridor improvements was identified. Other issues of concern include preventing pedestrian deaths and equity outcomes.

## October 26th Transportation Session in Hillsboro

This break-out group on transportation discussed “Vision Zero.” They talked about what would qualify as equity criteria for regional flexible funds and regional transportation projects. They compared the criteria and how it overlaps with Title VI. The group discussed how to do an equity assessment that all jurisdictions can apply to program and projects that includes proper performance measures.

While there should be engagement with communities, there is a disproportionate criteria burden placed on communities. Some jurisdictions have the staff to do that evaluation, but not all.

Representatives from Ride Connection said they have been in service for 25 years and provide shuttle services for seniors and people with disabilities for 15 years. They currently have 100 employees and 420 volunteers and receive financial support through grants, federal funds, TriMet and fundraising. There is federal funding for rural Washington County. Ride Connection is working with TriMet to serve areas that they currently do not. One project they have started is a shuttle bus program for elderly and seniors, as well as workers, in the Tualatin and Hillsboro areas. They have a general public program and do outreach in rural Washington County, as well as Latino outreach in Forest Grove and Cornelius. They also work with Centro and other community collaborators to hold town hall meetings and conduct surveys in rural areas. The difference between the TriMet LIFT program and Ride Connection, is Ride Connection covers areas that TriMet does not, and relies on volunteers that can use their cars. Riders are not required to provide certification of disability to use Ride Connection.

Washington County representatives said they need to do a better job of assessing transportation needs in their area noting that counties’ demographics have changed dramatically over the last twenty years. They want to build relationships and work closer with community-based organizations (CBOs)

and non-profits. To build capacity and sustain these efforts, they are asking for voluntary assistance without funding or leadership development. Social services and CBOs are often asked to participate in engagement. However, they are often stretched beyond capacity.

Washington County also said they do not know of more efficient ways to measure transportation impacts. They currently use traditional measures such as vehicle miles, traffic counts, etc. As a result, they are unable to recognize pressures on residents and community members regarding transportation improvements to communities of color, bike lanes and road improvements that lead to gentrification. Where do vulnerable communities, such as seniors and elders, go?

What about those with long commutes or what is called the “last mile”? How do we measure effects of transportation improvements on the range of demographics that occupy these areas?

Information sharing and coordination with the county could be improved as to how to better serve communities. Access to demographics and the ability to pull informative reports is essential for strategic focus. It is important to build the case for more rigorous assessment and funding to create capacity building, leadership development and sustainable community relationships.

There is also a need to map out the evolution of income and race, particularly from 1990 to present.



Examples of significant shifts include: Bethany residents now top income earners; Latinos are moving along the corridor toward Cornelius. How are other communities of color engaging with their needs?

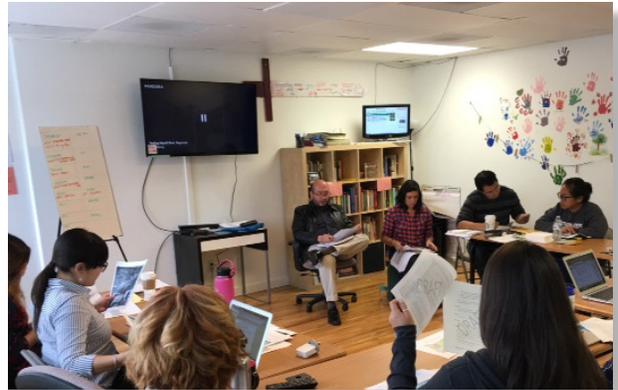
Look into costs associated with a 50-year assessment of transportation needs for all communities in the county, where they identify as their community, where jobs and housing will be in response to what is next in the coming 50 years. Can we forecast demographics?

The group felt there is a need to have more of these transportation issue discussions. Many important questions were brought up at this meeting. There is a lot of data and services to share, and there is a tendency for this information to get lost with different focus groups. Look to maintain cross sharing data to help address change in staff, etc. so data and connections are not lost. Metro could be the aggregator of these forms and data.

## Parks and Natural Areas

### October 19th Parks and Natural Areas Session at Metro Regional

In discussing measurements of community accessibility and impacts on the community, Bruce Barbarasch, Superintendent of Natural Resources & Trails Management, Tualatin Hills Park & Recreation District (THPRD), indicated that they have not typically tracked park usage. They have historically focused on traditional physical barriers like railroad tracks and



street crossings. They are beginning to track usage with a program that uses electronic monitors to track trail use. They confirm their data by having someone also keep hand counts from time to time.

A lot of focus on parks and natural areas is now on upgrading the facilities for community use, including picnic shelters and community gathering spots. Better coordination with neighborhood groups provides better demographic information. Informal talks about culturally appropriate and attractive parks are focus priorities.

THPRD are also in the process of designing an equity plan and hope to learn from the Metro process.

Steve White of Oregon Public Health Institute mentioned the use of community health workers as a new and emerging concept. It presents opportunities for partnerships that can increase park usage by diverse groups, as well as new funding opportunities. For instance, under the Affordable Care Act (ObamaCare), there are incentives for a healthcare organization to partner with various communities to provide healthy experiences; parks and park programs are a natural recipient of this attention. Examples include the Champions II program for persons with disabilities and the Aloha Access for All project. Health organizations, like Kaiser, are actively looking for community partnerships.

In discussing barriers to achieving equity in parks and natural areas, the group identified several. They noted that a steady group of community-based organizations for partnerships were needed. This is

especially true outside of the Portland metro area. However, it was also discussed that CBOs often lack the capacity to participate effectively. At the same time, the parks organizations lack funding to help CBOs financially.

The group also talked about the possibility of regional grants to help support CBOs in this work, in addition to the idea of hiring community liaisons.

The group agreed there is a need to improve access and assure that parks are serving the needs of all communities. Some of the groups ideas include:

- Establish a standard and working process for engaging communities of color so that the “wheel does not have to be reinvented each time”.
- Diversify park staff and provide culturally competent training for all staff
- Have diverse staff on hand in parks to welcome people.
- Refocus on healthy parks/healthy people to attract a broader range of people and more diverse funding sources.
- Targeted media outreach with culturally specific content and make use of mobile app technology to target younger people for park activities.
- Develop opportunities for artwork creation, presentation and display.
- Improve regional coordination, led by Metro.

### October 26th Parks and Natural Areas Session in Hillsboro

In discussing community access and usage, parks and open spaces in Washington County are managed by a variety of public agencies. Tualatin Valley Parks and Recreation has the largest responsibility, but Hillsboro has a separate system of parks and open spaces. Washington County does not have a parks system but provides services to the parks. Park

management in these areas is mostly a complaint-driven, law enforcement-based process.

This region also has a significant amount of unincorporated areas that serve as public open space and park settings. The entire county is poised to undertake a comprehensive planning process with specific goals developed and announced in 2017. The County and the City have robust outreach and engagement processes, including multi-lingual materials and media. Included in that will be the Trails and Pathways Master Plan, a component of the comprehensive planning process, which largely consists of planning the bike path and pedestrian pathways. An example would be the Rock Creek Path project that is a result of a community visioning process that has been going on for some years.

As Washington County’s population has grown, development has produced some disconnections between pockets of populations. For various reasons building roads is not a solution in some areas, so they have turned to a series of pedestrian and bike networks to connect people and create better connections to work and play.

There is a tradition in the County of trying to retain its rural character that can inhibit some aspects of planning. Many areas that have housing development are able to maintain their rural character by having no sidewalks. Building out sidewalks presents a budgetary challenge for residents and local governments. In fact, the proposed



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transportation system plan provides no funding for upgrades and no plan for retrofitting infrastructure.

The participants reported that the planning process actively involves schools as resources and partners in the outcomes. Participants indicated that their staff at both the City and the County were quite diverse and reflective of the community. They particularly gave credit to Tammy Cochran, who has been instrumental in achieving high levels of diversity throughout their structure. They also have good relations with the many community-based organizations operating in the region.

If given a magic wand, participants said they would hope for:

- A single coordinating organization for parks, in place of the fragmented governance model now in place.
- To provide access to parks no more than a ½ mile from every resident. (Without a private yard, parks become even more important.)
- A planned new community center



## Fall Central Themes from Culturally-Specific Discussions

Each community group discussion's raw notes were organized as "Themes" to isolate the community's feedback and central insights into Metro's long-term equity strategies. The themes were summarized by MCC into "Snippets" to extract and identify key revelations into each group's viewpoints, concerns, convictions, and recommendations.

Themes	Snippet
<p><b>Momentum Alliance (youth)</b></p> <ul style="list-style-type: none"> <li>• Youth feel that government officials not only neglect people of color and low-income people but target people of color for unfair and unjust treatment.</li> <li>• People of color face significant challenges living in Portland.</li> <li>• Persistent systemic white supremacy - racialized actions, violence and profiling - in Portland Oregon manifests itself at all levels and locations, deeply harming people of color.</li> <li>•Lack of:             <ul style="list-style-type: none"> <li>o Job opportunities</li> <li>o Transportation access for low-income people including cost and schedule -buses and max do not run late enough</li> <li>o Stable housing</li> <li>o Safe employment and</li> <li>o Pathways for wealth generation for low income people and people of color -specifically the black community: black and brown home ownership must be a priority</li> </ul> </li> <li>• Dire housing inequities are due to regulatory prioritization - market rate development &gt; affordable - housing causing instability.</li> <li>• Rent increases and the impossibility of homeownership forces low-income people of color to move frequently, impeding access to crucial wealth generation, particularly for black families.</li> <li>• Gentrification is most acutely seen in the way the black community in Portland has been pushed out, attacked, and neglected.</li> <li>• Increase focus on the treatment of homeless people in Portland.</li> <li>• Equity in Portland is about "diversification" - the optics - not social transformation - eg. mayor Charlie Hales attempt to co-opt Hip Hop and the black community by launching hip hop day (artists were not even paid to perform.)</li> <li>• Increase inclusion of underserved communities - those best suited to make decisions about their environment &amp; lifestyle - in leadership and decision making.</li> <li>• For equity work to happen at a pace that is acceptable, we need disproportionate representation of underserved people in decision making.</li> <li>• Implement intersectional equity building to counter interconnected systems of oppression, inequities and disparities.</li> <li>• Create a SAFE, welcoming and attractive culture for people of color and LGBTQ people by ensuring systems and processes of accountability for racist, sexist, homophobic, transphobic, and xenophobic acts and speech.</li> <li>• Change recruitment &amp; hiring &amp; work standards to treat jobs as leadership development opportunities.</li> </ul>	<ol style="list-style-type: none"> <li>1. Prioritize needs of most underserved</li> <li>2. Assess baseline of service for underserved groups based on multiple social indicators</li> <li>3. Drive shift from "business as usual" with outcomes</li> <li>4. Disparity is driven by policy and regulatory decisions</li> <li>5. Conduct Gentrification Impact Assessment (reference: Metro's Equity Framework Report) for every decision impacting equity indicators</li> <li>6. Go where the need is greatest</li> <li>7. Think holistically</li> <li>8. Increase representation, beware tokenization</li> <li>9. The ones closest to the problem closest to the solution</li> <li>10. Inclusion = safe space</li> <li>11. Equity is intersectional</li> <li>12. Recruitment, retention and hiring as leadership development</li> <li>13. Build meaningful relationships by showing up in community</li> <li>14. Create diverse Black oversight committee with compensation</li> <li>15. Understand how gentrification impact Black people</li> <li>16. Increase Black homeownership</li> <li>17. Nothing about us, without us</li> </ol>

Themes	Snippet
<ul style="list-style-type: none"> <li>• Include culturally responsive language in job descriptions with critical race analysis: know what certain terms signify.</li> <li>• Build relationships with major youth organizing programs by coming to visit us at our meetings and events.</li> <li>• Action: Develop African American Advisory oversight committee of members from diverse backgrounds, identified by the community &amp; reimbursed for their time.</li> <li>• “Create transit oriented development that connects African American neighborhoods to opportunities and cautions against gentrification and how increase transportation access can contribute to gentrification.</li> <li>• “assist in procurement of an African American community/cultural space</li> <li>• Youth added that metro should focus on advocating for and advancing Black Home Ownership</li> <li>• Ask yourself: are you giving real power to underserved people? decision making, financial, social, and professional power. Or are you just tokening us?</li> <li>• Nothing about youth without youth. Nothing about people of color without people of color. Nothing about LGBTQ folks without LGBTQ folks.</li> </ul>	

## Russian Slavic Network of Oregon (RSNO)

<ul style="list-style-type: none"> <li>• More information needed about the role and services of Metro, types of institutions funded by Metro, and how to get involved.</li> <li>• Create church garden for children to learn and play in; visit parks and camp to learn more about Oregon outdoors</li> <li>• Building stronger relationships by coming out to community activities.</li> <li>• Follow through on promises.</li> <li>• There are still communities that don't get enough services.</li> </ul> <p>Difference between blacks and people of color:</p> <ul style="list-style-type: none"> <li>• Even if a person is white, but is Russian, European or another race they are considered as a person of color due to barriers like language, history, and culture. Blacks are African American. <ul style="list-style-type: none"> <li>o Graduation Rates <ul style="list-style-type: none"> <li>• There are higher percentages of white Americans who graduate rather than the Slavic, Latino or other race.</li> </ul> </li> <li>o Income <ul style="list-style-type: none"> <li>• White Americans make more than other races do. (Disparity)</li> </ul> </li> <li>o Home Ownership <ul style="list-style-type: none"> <li>• More white Americans own homes and properties than other races.</li> </ul> </li> </ul> </li> </ul>	<ol style="list-style-type: none"> <li>18. Community education about Metro and involvement</li> <li>19. Create natural spaces</li> <li>20. Build relationships</li> <li>21. Be accountable</li> <li>22. Prioritize underserved</li> <li>23. Educate about race, ethnicity and culture, disparity, equality, in/equity, discrimination, racism - institutional, structural, systemic, planning theory - New Urbanism, barriers to participation, policy, development-led growth, Inclusionary Zoning, Rent Control, Fair Housing law, Civil Rights law, growth management, etc. for “New Portlanders</li> </ol>
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Themes	Snippet
<ul style="list-style-type: none"> <li>• Why do immigrants receive less income by doing the same job that a white American would be doing?</li> <li>• In theory it should not be that way because here in America all have equal opportunities, but in reality there is still discrimination, even though it's not physical like back in the history when racism was very popular.</li> <li>• Create talking points and popular education curriculum that explains historical discrimination, racism and the role of government in modern inequity and disparity.             <ul style="list-style-type: none"> <li>• Create documents to clarify planning processes.</li> </ul> </li> </ul> <p>How can Metro Portland manage the population in Portland, Oregon?</p> <ul style="list-style-type: none"> <li>• Metro Portland has come up with a 50 year plan that allows growth in the city (more buses, Max's, trains), multifamily housing, building codes, and placement of jobs closer to housing so that less travel on road is required equating less traffic.</li> </ul>	

## IRCO's Africa House

<ul style="list-style-type: none"> <li>• Significant Metro representation had participants feeling heard and accurately represented.</li> <li>• Include key points from the June meeting - Employment and Inclusion.</li> <li>• Inclusion, affordable housing and cultural sensitivity are very high priorities.</li> <li>• Employment is viewed as a key equity issue.</li> <li>• Increasing Metro's practices of diversification and Inclusion to help ease inequity in workplaces, advisory groups and senior management.</li> <li>• Siting affordable housing near Transit-Oriented Districts (TODs) and frequent TriMet service stops will be ideal since most use public transit for daily travels.</li> <li>• Increase connectivity of TOD housing to frequent public transit systems and job sites to preserve employment and reduce layoffs.</li> <li>• Create opportunities for cross-cultural training with underserved communities to reduce barriers in the workplace such as discrimination, cultural insensitivity and lack of cultural awareness.</li> <li>• Use youth internships, summer jobs and employment workshops as steppingstones to potential senior posts, future leadership and management jobs.</li> </ul>	<ul style="list-style-type: none"> <li>24. High level Metro staff/ leadership participation is key</li> <li>25. Cultural sensitivity competency training</li> <li>26. Employment diversification and opportunity</li> <li>27. Use TOD to increase connectivity</li> <li>28. Community-led cross-cultural training</li> <li>29. Create youth advancement</li> </ul>
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## Self-Enhancement, Inc. (SEI) / Urban League (UL)

- Conduct race-specific Gentrification Impact Assessments (reference: Metro's Equity Framework Report) when funding projects in disproportionately African American concentrated areas, ie. North Portland, ICURA and East County.
- Disaggregate African Americans, Black people, from People of Color data to assess our baseline under/service and set targets for an Equity Strategy and Action Plan.
- Prioritize resource allocation to mitigate and overcome barriers created by policy action and governmental inaction.
- Act with urgency when dealing with African American disparity in employment, gentrification/displacement, education, health, housing, foreclosure crises.
- Seek parity in resources allocation with other people of color groups to overcome differential treatment and lesser resource allocation.
- Include mitigation in neighborhood stabilization and gentrification prevention strategies for place making.
- Create marketing materials using strengths-based language and approach to African American culture - "innovation" and resilience framing rather than "low income".
- Portray empowered, self-determined people already working to overcome structural, systemic and institutional racism.
- Explicitly articulate the reason Metro is implementing an equity strategy and what this means to African Americans.
- Speak clearly to historic accountability that could look like truth and reconciliation.
- Convene an intersectionally diverse Black Oversight Committee - a Citizens Advisory Council/ Oversight Committee - to guide policy, decision-making and resource allocation.
- Include the most impacted, underserved, and low-income Black people to move away from tokenization.
- Recognize leaders, advocates and elders of Portland's Black community truly representative of the community
- Representatives should be Black people who are accountable to the betterment of the community.
- Use an intersectional assessment and community vetting to determine representation.
- Use an outcomes-driven approach to data to justify investment and resource allocation to prevent and mitigate disparity.
- Offer a formal apology to Portland's Black community for generations of development-induced displacement from TOD and URA.
- Form a Rapid Response Initiative to address African American underservice adhering to equity benchmarks over the next 3, 5 and 10 years.

30. Disparate impact assessments (reference: Metro's Equity Framework Report)
31. Disaggregate race data
32. Assess culturally-specific baseline
33. Prioritize mitigation
34. Act with urgency
35. Seek parity for most impacted.
36. Use strength- based language - self-determination
37. Take responsibility for history
38. Black Oversight Committee - diverse and inclusive of most underserved
39. Include underserved people to identify and veteran representation
40. Use community reach, commitment and accountability as criteria
41. Use outcomes to drive equity
42. Use restorative justice approach to reconciliation
43. Act to address and redress displacement
44. Campaign against Inclusionary Zoning (IZ) and Rent Control
45. Engage Metro's Senior Leadership Team (SLT) and Councilor's
46. Weigh history in assessments
47. Place-make for Black Community
48. Link Social Determinants of Health (SDOH) (reference: "equity indicators" in Metro's Equity Framework Report) to assess in/ equity
49. Prioritize land bank and cooperative assets

Themes	Snippet
<ul style="list-style-type: none"> <li>• Use regional influence and AFFH to campaign for the removal of statewide Inclusionary Zoning and Rent Control preemptions.</li> <li>• Prioritize Metro senior leadership, Councilor's, advocates and champions participation in community engagement.</li> <li>• Weigh historic disinvestment and discrimination when determining magnitude of need in equity assessment.</li> <li>• Prioritize place-making for African Americans from the North to the Numbers</li> <li>• Invest in a complete community in East County while increasing connectivity to North Portland's employment opportunity and Black cultural and institutional significance.</li> <li>• To assess culturally-specific equity baselines, link social determinants of wealth: race + housing + transportation cost burden + health + education + employment + homeless disparities, + income, wealth and community asset inequity.</li> <li>• Prioritize cooperative community land banking/ acquisition as a way to reverse mass community displacement over the last 15 years.</li> <li>• Create monitoring, evaluation and data metrics.</li> <li>• Concurrently conduct internal and external equity processes.</li> <li>• Diversify Metro staff, councilors to represent regional demographics.</li> <li>• Invite impacted Black community members to give testimony at a public hearing to Metro Council, City and the County.</li> <li>• Create forward- and backward looking policies for neighborhood stabilization.</li> <li>• Find new resources for affordable housing and market rate housing,</li> <li>• Work to simplify the bids to increase MWESB procurement and contracting, including life experience as a qualification.</li> <li>• Develop apprenticeships and certification programs.</li> <li>• Be bold, set a governmental trend and standard in equity. Be leaders, champions and advocates for equity.</li> <li>• Educate communities receiving displaced people about equity, diversity, inclusion, cultural competency and trauma-informed care.</li> <li>• Involve Black community in rapid land transfer process and teach us how can we replicate it to acquire community assets.</li> <li>• Revisit and strengthen FOTA to reach low-income Black people using the City's Portland Housing Bureau Preference Policy ranking.</li> <li>• Review Metro land/house holdings as part of an affordable housing strategy.</li> <li>• Use Transit-Oriented Development project budget to create more housing, space for community activities, etc.</li> <li>• Create an explicit strategy about community asset development that helps hold the physical geographic community together.</li> </ul>	<ul style="list-style-type: none"> <li>50. Monitor</li> <li>51. Internal and external foci</li> <li>52. Diversify Metro</li> <li>53. Invite Black people for testimony</li> <li>54. Forward and Backward foci</li> <li>55. Increase MWESB inclusion and funding</li> <li>56. Pipeline for opportunity and advancement</li> <li>57. Be bold</li> <li>58. Educate community</li> <li>59. Rapid Land Transfer</li> <li>60. FOTA redux</li> <li>61. Review land holdings/housing</li> <li>62. Use TOD budget for housing, community center</li> <li>63. Intentionally use community asset development (refers to land, e.g., Furniture Warehouse Rapid Land Transfer for APANO) to reunite community</li> <li>64. Invite Council to meet and support campaigns</li> </ul>

Themes	Snippet
<ul style="list-style-type: none"> <li>• Provide planning resources to assess Metro's programs to identify potential expenditures to make place.               <ul style="list-style-type: none"> <li>o Replicate the successes of Cully and APANO that has a specific agenda that you as leaders can help to develop,</li> <li>o Invite Metro Council to participate in the Right 2 Root and Community RE/Construction 3.0 Initiative for Black community stabilization</li> <li>o Continue community engagement meetings with Metro.</li> </ul> </li> </ul>	

## Native American Youth and Family Center (NAYA)

<ul style="list-style-type: none"> <li>• Funding for Indian housing.</li> <li>• Improve transit for Elders and connect regional parks.</li> <li>• Increased cultural understanding and welcoming at Metro and Metro venues.</li> <li>• Community members must feel valued.</li> <li>• Need better communication with CBOs.</li> <li>• Professional development needs most improvement for increased testimony participation.</li> <li>• Investment from Metro, City, and other agencies in leadership development.           <ul style="list-style-type: none"> <li>o Metro should support the Oregon LEAD Program and other existing leadership development programs from the CCC and DCL cohort in order to invest in those who are being asked to participate in civic opportunities</li> </ul> </li> <li>• Need for increased racial makeup of Metro Council - identify diverse array of community members from different cultures.           <ul style="list-style-type: none"> <li>o Members should carry voice for Natives regardless of who is in Council Chambers.</li> </ul> </li> <li>• Metro Council should attend future community engagement meetings.</li> <li>• Include discussion on public safety and law enforcement           <ul style="list-style-type: none"> <li>o Particular concern for juvenile safety.</li> </ul> </li> <li>• Prioritization of urgent action items           <ul style="list-style-type: none"> <li>o Increase metro roles and responsibilities</li> <li>o Apply equity lens to budget</li> <li>o Award small contracts</li> <li>o Ensure CBO- participation, engagement and outreach</li> <li>o Expand indigenous plants in parks to include history and relationship with land</li> <li>o Youth advisory position on boards</li> </ul> </li> <li>• Self-identified Natives are often multi-racial and often not represented in data.</li> <li>• Community concern- how improving communities increases monetary value of land and displaces people.</li> <li>• Address Elders' concerns for youth</li> <li>• Understand equality vs. equity</li> </ul>	<ul style="list-style-type: none"> <li>65. Create culturally specific housing, parks and venues</li> <li>66. Improve transit</li> <li>67. Value community</li> <li>68. Invest in leadership development to increase testimony</li> <li>69. Diversify Metro Council and carry Native voice</li> <li>70. Council at community meetings.</li> <li>71. Include public safety and law enforcement</li> <li>72. Urgent: roles/responsibilities; equity in budget; contracts; engage CBOs; with land, include history and connection; youth advisory</li> <li>73. Multi-racial not in data</li> <li>74. Stabilization</li> </ul>
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## Asian Pacific American Network of Oregon (APANO)

- Develop culturally specific affordable housing options.
- Make transportation more affordable and accessible.
- Stop displacement and gentrification.
- Prioritize housing and transportation while normalizing equity.
- Diversify leadership at Metro.
- Cultural competency and bias training need to include equity.
- Demonstrated track record in highest level of cultural competency for all staff, not just current leadership.
- Cultural inclusion to allow assimilation without compromising integrity.
- Specify Metro's internal equity goals and objectives.
- Make data disaggregation part of the equity plan.
- Connect agencies around issues of importance - link transportation equity and housing equity - continue convening housing, transportation, parks for internal conversations.
- Equity is about getting resources into the community so we want shifting of hard dollars.
- Articulate and prioritize specific action items for how Metro is holding themselves accountable.
- Survey specific neighborhoods to see what they want and who's being served.
- Use community led assessments for engagement, voice and to hold Metro accountable.
- Call out affirmative action plans and set target measures for budget allocation and jobs, and monitor through conversations and case studies.
- Formal training program or pipeline of coaching for people of color in lower management level as a bridge to employment.
- Make opportunities for youth of color through scholarship and internship programs (Summer Works) available.
- Monitor outcomes of meetings and outreach - how this impacts the lives of everyday people of color.
- Create a mechanism to measure qualitative and quantitative measures to get to impact - i.e. transportation and housing cost burden.
- Focus on community opportunities to land bank and guide investment for place-making.
- Connect regional strategies to the statewide plan when considering transportation planning and the housing crisis.
- Identify planning tools the cities and counties can use to create more affordable housing - up to 30% of a household or person's income. Combine affordability index mixing transportation and housing.

75. Invite Council to meet and support campaigns
76. Create culturally specific housing
77. Diversify Metro
78. Stop gentrification
79. Cultural competency for everyone
80. Assimilation without loss of culture
81. Disaggregate data
82. Specify goals
83. Link indicators
84. Shift dollars
85. Accountability
86. Neighborhood survey to assess need, engage and accountability
87. Affirmative action, targets and monitoring
88. Advancement at Metro
89. Youth opportunity
90. See if outreach betters lives
91. Measure qualitative and quantitative
92. Land bank and place-making
93. Connect plans
94. Increase housing
95. Multigenerational
96. Family focus
97. Use Social Determinants of Health (SDOH) (reference: Metro's Equity Framework Report)
98. Historic approach to anti-displacement
99. Community control

Themes	Snippet
<ul style="list-style-type: none"> <li>• Convene multi-generational groups - elders and youth focus.</li> <li>• Make spaces for families of color - Have spaces specifically for people of color, instead of focusing on the economic piece.</li> <li>• Since the deepest barriers are in racial equity, take a social determinants of health look (SDOH) (reference: Metro's Equity Framework Report) to have a more intersectional analysis.</li> <li>• Take a holistic approach about anti-displacement issues in equity plans.</li> <li>• Community control is so important, include community interests when equity planning.</li> </ul>	

## Latino Network

<ul style="list-style-type: none"> <li>• Create an expectation at Metro for every planner to meet the standard of seeking resources and finding culturally specific ways to reach out to the community.</li> <li>• Instead of using different strategies for each community coordinate innovative ideas that can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.</li> <li>• Make sure outreach is going to people that are directly affected by the decision or directly advocate for that group when "involving leaders in the decision making process".</li> <li>• Involve Indigenous communities: get ahead of the curve and don't leave them behind. Develop relationships, connections. Help broaden social networks to address an unseen constituency.</li> <li>• Convene voice of developers &amp; community in regards to the housing issue. Seek community representation from different regions and topical experts.</li> <li>• Disconnect occurring between issues and actions. What can Metro effect and impact? What can Metro influence, how much leverage does Metro have? What can Metro do now and help pull in others later? Look at the metric of control/influence/concern.</li> <li>• Intersection of efforts of different entities- Connect people to networks and entities. Who else can help address these issues (i.e. Tri/Met). Awareness of</li> <li>• Reach out to Washington County.</li> <li>• Engage students who are studying in Metro's fields of interest, involve them early in Metro's work.</li> <li>• Increase in racial representation of council. <ul style="list-style-type: none"> <li>o Contact Color PAC, meet with leaders in Washington County, announce upcoming opportunity at all POC contacts, events, share with our contacts and ask them to pass it on to others.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>100. Set Standard for planner outreach</li> <li>101. Adopt best/ promising practices</li> <li>102. Prioritize outreach to those most affected</li> <li>103. Involve Indigenous communities early</li> <li>104. Bring developers and community together</li> <li>105. Use metric of control/ influence/ concern</li> <li>106. Connect City, County, Metro</li> <li>107. Washington County</li> <li>108. Engage students</li> <li>109. Diversify Council</li> <li>110. Involve Latino leaders</li> </ul>
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Themes	Snippet
<ul style="list-style-type: none"> <li>• Involve Latino leaders in decision-making processes/opportunities.</li> <li>• Involve us in these principle areas: Policies, Procurement and Equity.</li> <li>• Equity: <ul style="list-style-type: none"> <li>o In distribution of resources to all communities</li> <li>o Involvement in decision making process that will impact us, engage us or potentially exclude us</li> <li>o In social capital resources</li> <li>o Is working with each other, as communities, align opportunities, prioritize opportunities, advocate together.</li> <li>o Is not a communication strategy</li> </ul> </li> <li>• Procurement: Consider regional resourcing, business in that community, addressing gaps in MWSEB language. Regional= within a community, neighborhood.</li> <li>• Operationalize equity with Accountability Measures: <ol style="list-style-type: none"> <li>1. Evaluation of business by “subs”</li> <li>2. Create a “prime” report card, see history of contractors project success/challenges</li> <li>3. Special measures may need to be developed, new evaluation measure that are transparent.</li> <li>4. Report on what has been developed</li> <li>5. Seek input from community about grants that are going out.</li> <li>6. Awardee applicant should get an equity assessment.</li> <li>7. Get feedback from Communities of Color</li> <li>8. How many went to C of C, are minority owned business.</li> <li>9. Make it a goal to do this agency wide, institutionalize. <ol style="list-style-type: none"> <li>a. Use equity criteria in ranking</li> <li>b. Define your equity strategy with consideration, focus on increasing representation, and work in WA, Clackamas County, where there are growth opportunities.</li> </ol> </li> </ol> </li> <li>• Share what successful grantees do and how this is a best or promising practice</li> <li>• Building bases of experience, documenting mechanism of ‘best’ practice, these should not be limiting; look at what has worked, here and other places.</li> <li>• Build awareness on issues of access vs. and inclusion</li> <li>• Look to a cross system of participation to solve issues, problems, share best practices, leverage CBO + Metro resources.</li> <li>• Establish specific outcomes that Metro expects.</li> </ul>	<p>111. Inclusion in: Policy, Equity and Procurement areas</p> <p>112. Equity is: resources, involvement, engagement, capital, intra -community connectivity, advocacy.</p> <p>113. Not a communication strategy</p> <p>114. Accountability measures needed to operationalize equity: evaluation, report card, history, transparency, report, input, equity assessment for awardee, CoC feedback, MWESB, equity criteria in rank, define strategy in relation to growth, best practices, build awareness of access vs inclusion, look to constituency to aid in problem solving, establish expectations, leverage resources</p> <p>115. Equity Lens</p> <p>116. Resource center</p> <p>117. Engage cross jurisdictional equity leaders</p> <p>118. Increase culturally-specific park development for youth</p> <p>119. Improve accountability and evaluation</p> <p>120. Build relationship b/w community and Metro</p> <p>121. Build trust</p> <p>122. Diversify Council</p> <p>123. Low-income housing connected to transit and family-sized units</p> <p>124. Help address houselessness</p> <p>125. Build diverse partnerships with CBOs, youth, faith based</p> <p>126. Communicate with community about involvement</p>

Themes	Snippet
<ul style="list-style-type: none"> <li>• Develop an Equity Lens for use in all Metro processes; workforce, business needs and all other areas; that are consistent and integrated across agency. Institutionalize this, include People of Color in taskforces, and consider developing a resource center to be more inclusive, engage. Bring Equity leaders together from all jurisdictions to compare notes, practices. Include community participants.</li> <li>• In Washington County, increase developments of Parks and Rec esp. with more services for youth, geared to the demographics of the community (involve cultural specific CBO's to engage cultural communities to provide info on community needs, developmental needs).</li> <li>• Review and improve accountability and evaluation of procurement process, practices, including resource allocations.</li> <li>• Build relationship between community + Metro. Increase level of comfort, trust, relationship/engagement, empower where we can be useful, what are our mutual needs, opportunities. Go to these communities, continue to use and develop Latino specific strategies.</li> <li>• Increase diverse racial and ethnic representation in Metro Council.</li> <li>• Develop low-income housing that is affordable, accessible and customized to needs. That is, it considers transit to housing dependent needs &amp; family size, refugee, and multigenerational configurations. The group recognizes this is somewhat out of Metro's lane but there is an opportunity to leverage, address houseless needs, include all jurisdictions to work to solve this together given the anti-displacement emergency we are experiencing in the Portland metro area.</li> <li>• Help with building diverse partnership with Metro (not the usual suspects but go to CBO's, faith based entities, youth, etc.)</li> <li>• Communicate involvement opportunities with an email with committees, ad hoc opportunities and other advisory or active roles that we can consider and or recommend someone to participate in.</li> </ul>	

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## Conclusion

Metro's Strategic Plan to Advance Equity is an important undertaking to assure a sustainable future for the Portland metropolitan region. Over the past six months, two rounds of discussion groups with culturally specific and subject matter experts provided rich insights about Metro's programs, policies and leadership. These groups are invested and contributed to key themes and strategies for Metro to include in their plan.

Metro will be developing a draft Strategic Plan to Advance Equity that will be available in early 2016 for public comment and adoption by the Metro Council.

This first step by Metro, to talk about equity in the region with stakeholders, is an important element in building lasting and long-term relationships with communities of color that should be intentionally prioritized through funding, staff resourcing, policies and programs.

In addition, working with Metro's twenty-six cities and three counties, to find a common language to talk about equity and the impacts of institutional racism on our changing community, will need strong leadership by elected officials for a long term-vision and focus on how to align priorities, funding, programs and community engagement.

# APPENDIX SECTION

Metro Equity Strategy  
Discussion Groups

## KEY THEMES FROM 2015 COMMUNITY SUMMIT DISCUSSION GROUPS

### Key stakeholders

In June 2015, community relations staff partnered with the equity strategy program to convene a series of discussion groups with underrepresented communities. The conversations will help staff develop and implement engagement activities that are responsive and culturally relevant.

Stakeholder conversation goals:

- **Share what we have heard** through previous engagement assessments and ask what we can do to improve.
- **Elicit information** about community priorities and what they want to engage with Metro about.
- **Cultivate relationships** and understanding about best practices for engaging their communities.

Here is what we heard:

AUDIENCES	RECOMMENDED ENGAGEMENT STRATEGIES	RECOMMENDED ACTION ITEMS
Native American	<ul style="list-style-type: none"> <li>• Build long-term relationships with trusted members of the community. Especially the Elders.</li> <li>• Invest in a diversity and civic leadership program like the City of Portland.</li> <li>• Understand the issues specific to their community.</li> </ul>	<ul style="list-style-type: none"> <li>• Hold meetings in the community</li> <li>• Coordinate engagement opportunities with other jurisdictions to limit participation fatigue.</li> <li>• Don't use Opt In.</li> <li>• Don't show up to events empty-handed.</li> <li>• Co-create engagement plans with trusted members of the community.</li> <li>• Show how community input is used.</li> </ul>
Asian Pacific Islanders	<ul style="list-style-type: none"> <li>• Build long-term relationships trusted members of the community.</li> <li>• Co-create engagement plans that are inclusive and respectful.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase outreach translation</li> <li>• Coordinate engagement opportunities with other jurisdictions to limit participation fatigue.</li> <li>• Connect with the community through inclusive engagement activities.</li> <li>• Show more diversity in our materials.</li> </ul>
African American	<ul style="list-style-type: none"> <li>• Build and strengthen relationships with African American community through partnerships with CBOs.</li> </ul>	<ul style="list-style-type: none"> <li>• Share opportunities to engage in Metro's programs and activities.</li> <li>• Build awareness and understanding about Metro's programs and</li> </ul>

AUDIENCES	RECOMMENDED ENGAGEMENT STRATEGIES	RECOMMENDED ACTION ITEMS
	<ul style="list-style-type: none"> <li>• Involve leaders in the decision-making process.</li> </ul>	<p>services.</p>
Latino	<ul style="list-style-type: none"> <li>• Adopt best practices for engaging underrepresented communities and standardize them.</li> <li>• Develop appropriate ways to communicate with the community and identify the right messengers.</li> <li>• Provide childcare.</li> <li>• Provide incentives to participate.</li> </ul>	<ul style="list-style-type: none"> <li>• Produce more translated materials and interpretation.</li> <li>• Use ethnic media.</li> <li>• Limit jargon.</li> <li>• Use social media.</li> <li>• Connect with community organizations to engage.</li> <li>• Go to the communities to engage.</li> <li>• Plan events at times when families can attend.</li> </ul>
Slavic and Russian	<ul style="list-style-type: none"> <li>• Work with community liaisons and organizers to build relationships with the Russian community.</li> </ul>	<ul style="list-style-type: none"> <li>• Build awareness and understanding about Metro’s programs and services.</li> <li>• Spend more time with communities to build relationship and trust.</li> <li>• Implement creative, culturally appropriate engagement with underserved communities.</li> <li>• Follow through on promises to build trust.</li> <li>• Work with community liaisons, organizers and churches to create engagement activities that are culturally relevant.</li> </ul>
African Immigrant	<ul style="list-style-type: none"> <li>• Invite youth to participate in civic leadership activities and programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to reach out to the Africa House.</li> <li>• Build awareness and understanding about Metro’s programs and services.</li> </ul>
Youth	<ul style="list-style-type: none"> <li>• Develop a comprehensive youth engagement strategy with a range of recommendations and resources.</li> <li>• Build and develop long-term relationships with youth leaders.</li> <li>• Develop</li> <li>• Look at providing paid opportunities for</li> </ul>	<ul style="list-style-type: none"> <li>• Build awareness and understanding about Metro’s programs and services.</li> <li>• Use social media and other online resources to share opportunities for youth to engage and participate.</li> <li>• Partner with schools to engage youth and build leadership opportunities.</li> </ul>

AUDIENCES	RECOMMENDED ENGAGEMENT STRATEGIES	RECOMMENDED ACTION ITEMS
	<p>youth to weigh in and share input during the decision-making process (e.g. Multnomah Youth Commission)</p> <ul style="list-style-type: none"> <li>• Look at creating a model similar to Multnomah County and the City of Portland's.</li> <li>• Give more weight to the youth voice in decision making.</li> <li>• Create a regionally diverse youth council with actual influence in the decision-making process.</li> </ul>	
Elected officials and staff	<ul style="list-style-type: none"> <li>• Build trust and long-term relationships with underrepresented communities.</li> <li>• Increase capacity for staff to take the time to build long-term relationships.</li> <li>• Build capacity for community-based organizations to engage with Metro.</li> <li>• Co-create community engagement plans with communities instead of for them.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement a tool to track community interactions and relationships.</li> <li>• Build awareness and understanding about Metro's programs and services.</li> <li>• Spend more time with communities to build relationship and trust.</li> <li>• Implement creative, culturally appropriate engagement with underserved communities.</li> <li>• Provide clear, easy to understand information about how communities can engage with Metro leadership and influence decisions.</li> <li>• Develop and share best practices for engaging underrepresented communities with regional partners.</li> <li>• Develop a strategy to engage youth in Metro's policy development and decision-making process.</li> <li>• Contract with community-based organizations and culturally specific consultants on engagement planning and implementation.</li> <li>• Include the Metro Council in engagement activities.</li> <li>• Go into the communities to engage; don't expect them to come to you.</li> </ul>

## KEY THEMES TO ADVANCE EQUITY IN THE REGION

### Key stakeholders

Between April 15 and July 15, Metro Council and Metro staff engaged 50 key stakeholders in conversations to help shape the development of the equity strategy and action plan.

Stakeholder conversation goals:

- **Ensure that key stakeholders understand** Metro’s equity strategy and action plan purpose, the recommendations and direction received from the COO/ESAC/framework report, and address concerns
- **Elicit questions** that must be answered in order to have a regional discussion on advancing equity later this year and next year
- **Cultivate champions** who will actively support the equity strategy and action plan

Here is what we heard:

Audiences	Equity long term strategies	Action items
Elected officials and staff	<ul style="list-style-type: none"> <li>• Serve as a regional convener on affordable housing polices and share best practices with local cities and counties</li> <li>• Convene conversations around the proposal of asset tax</li> <li>• Convene conversations on incentivizing fee structures (e.g. flexible SDC changes based on size of house)</li> </ul>	<ul style="list-style-type: none"> <li>• Implement innovative and culturally appropriate engagement with underserved communities and share best practices with local cities and counties</li> <li>• Strengthen education and leadership programs for communities of color to serve on advisory boards</li> <li>• Establish economic development targets</li> <li>• Develop and share best practices of equitable and inclusive policies</li> <li>• Support safe routes to schools</li> <li>• Strengthen decision making processes to increase community involvement</li> <li>• Increase community understanding of Metro’s roles and responsibilities</li> </ul>
Business leaders	<ul style="list-style-type: none"> <li>• Regional convener to improve workforce pipeline to cultivate new MWESBs</li> </ul>	<ul style="list-style-type: none"> <li>• Establish fair contracting practices and guidelines for MWESBs</li> <li>• Implement innovative and culturally appropriate engagement practices to reach minority businesses</li> <li>• Provide customized training for MWESB firms</li> <li>• Develop community benefit agreements for new construction projects</li> <li>• Change criteria for awarding contracts to ensure small firms have similar opportunities to be awarded contracts (e.g. years of experience)</li> <li>• Apply an equity lens to all Metro budget decisions</li> <li>• Create appropriate governance structures once strategy is implemented (e.g. oversight committee)</li> <li>• Work with youth serving organizations to prepare and develop innovative workforce for 21<sup>st</sup> century jobs (e.g. STEM)</li> </ul>
Leaders in philanthropy	<ul style="list-style-type: none"> <li>• Align equity policies with philanthropy community funding goals – e.g. equitable and flourishing communities</li> </ul>	<ul style="list-style-type: none"> <li>• Share knowledge and best practices about equity</li> <li>• Continue to develop and strengthen relationships with other funders in the region</li> </ul>

**Discussion groups**

The Diversity, Equity and Inclusion program and Communications partnered with MultiCultural Collaborative to help organize, recruit, facilitate, capture and summarize comments at nine discussion groups held in June 2015. More than 130 people participated in the first round of discussions.

Discussion group goal:

- Gauge participants’ priorities and preferences on key Metro programs, policies and initiatives including the equity strategy and action plan
- Help determine the most effective and preferred communications methods
- Help determine the barriers and opportunities to long-term and meaningful engagement with Metro

**Here is what we heard:**

Audiences	Equity long term strategies	Action items
Community leaders from culturally specific groups	<ul style="list-style-type: none"> <li>• Continue to build and strengthen long term partnerships with community based organizations (CBOs) that serve communities of color and youth</li> <li>• Develop innovative and inclusive funding strategies for affordable multi-generational housing (e.g. Bridge Meadows/NAYA)</li> </ul>	<ul style="list-style-type: none"> <li>• Diversify Metro staff to reflect changing demographics in the region</li> <li>• Provide opportunities to help increase community understanding of Metro’s role and responsibilities</li> <li>• Host advisory committee meetings (e.g. ESAC) in the community</li> <li>• Provide low to no cost options for recreational activities and use of Metro’s facilities</li> <li>• Transportation planning should consider working families schedule and location of jobs (e.g. getting to jobs during the weekend, after 5 p.m., night or swing shift, jobs located industrial areas).</li> <li>• Provide opportunities for youth from communities of color to intern with Metro</li> </ul>
Youth	<ul style="list-style-type: none"> <li>• Build and develop long term partnerships with youth leaders</li> <li>• Develop innovative and inclusive funding strategies for affordable and quality queer-friendly housing</li> <li>• Regional convener to address transit affordability and accessibility (e.g. night/weekend schedule)</li> <li>• Ensure transit access connect to Metro parks</li> </ul>	<ul style="list-style-type: none"> <li>• Provide paid opportunities for youth to weigh in and share input during the decision making process (e.g. Multnomah Youth Commission)</li> <li>• Provide gender neutral bathrooms at Metro facilities including parks</li> <li>• Ensure clean and safe parks and natural areas (clean restrooms, functioning water fountains, safe playgrounds, lighting)</li> <li>• Ensure transportation connects to livable wage jobs and also is accessible for people who travel with children (i.e. not enough room for strollers)</li> <li>• Ensure cities provide safety lights at transit stops</li> <li>• Provide opportunities for youth to provide input to improve parks (e.g. provide suggestion box)</li> <li>• Improve approach of informing youth about involvement opportunities (e.g. partner with local schools)</li> <li>• Provide way finding signs at parks for amenities (e.g. locations of bathrooms and water fountains)</li> <li>• Provide low to no cost options to access parks</li> <li>• Ensure park amenity access during winter (e.g. keep bathrooms open all season long)</li> <li>• Create an equity lens around park maintenance prioritization</li> <li>• Provide more opportunities to expose children and youth to parks (e.g. partner with local school districts)</li> <li>• Build and develop a more diverse staff</li> </ul>

<p><b>Native American</b></p>	<ul style="list-style-type: none"> <li>• Develop innovative and inclusive funding strategies for affordable multi-generational housing for Native American community (e.g. Bridge Meadows/NAYA)</li> <li>• Increase racial representation of Council</li> <li>• Develop innovative approaches to increase professional development opportunities for Native American community</li> <li>• Convener of a regional approach to address transit affordability for elders</li> <li>• Improved transit access to regional parks</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure Native American history accurately reflected and showcased at public spaces (e.g. naming of new parks or natural areas that pay respect to the Native American community)</li> <li>• Ensure culturally appropriate community engagement continues (e.g. honoring elders, gifting, providing food)</li> <li>• Ensure better community engagement coordination on projects and programs by cities and counties to limit fatigue in participation by CBOs</li> <li>• Increase the amount of meetings held in the community</li> <li>• Increased cultural activities at the parks</li> <li>• Ensure park entrances are welcoming to all cultures</li> </ul>
<p><b>Asian Pacific Islanders</b></p>	<ul style="list-style-type: none"> <li>• Develop affordable and high quality housing strategies for API community (e.g. rent control, multi-generational) around public transit</li> <li>• Ensure transportation strategies include funds for sidewalks and safe bicycle routes for people of all ages</li> <li>• Convener of a regional approach to address transit affordability (e.g. low-income transit fare or free youth fare)</li> <li>• Consider engaging in Land Banking</li> <li>• Support and promote the reinstatement of inclusionary zoning</li> <li>• Convener of a regional approach to address gentrification and displacement</li> <li>• Increase racial representation of Council</li> <li>• Increase transit access to regional parks</li> <li>• Actively support Vision Zero policies</li> </ul>	<ul style="list-style-type: none"> <li>• Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts)</li> <li>• Ensure better community engagement coordination on projects and programs by cities and counties to limit fatigue in participation by CBOs</li> <li>• Support organizations who develop new leaders and organizers to hold Metro accountable (e.g. OPAL and APANO)</li> <li>• Increase community events at parks</li> <li>• Increase park safety (e.g. address drug and gang activity)</li> <li>• Increase outreach translation</li> <li>• Ensure parks' utilization of indigenous plants</li> <li>• Provide way finding signs at parks for amenities (e.g. locations of bathrooms and water fountains)</li> </ul>
<p><b>African American</b></p>	<ul style="list-style-type: none"> <li>• Develop low-income housing strategies to address historical displacement and shortage of affordable housing</li> <li>• Build and strengthen relationships with African American community through partnerships with CBOs</li> <li>• Improve pathways for new MWESB contractors and workers</li> <li>• Develop affordable housing that is accessible to public transit</li> <li>• Support and promote the reinstatement of inclusionary zoning</li> <li>• Consider engaging in Land Banking</li> <li>• Increase racial representation of Council</li> </ul>	<ul style="list-style-type: none"> <li>• Develop diverse African American Advisory oversight committee</li> <li>• Ensure oversight committee members are identified by community and reimbursed for their time</li> <li>• Develop transit-oriented developments that connect African American neighborhoods to opportunities</li> <li>• Continue to involve leaders in public decision-making</li> <li>• Ensure the hiring of youth of color in parks</li> <li>• Assist in the procurement of an African American community/cultural space (e.g. JAMS and Portland Mercado)</li> <li>• Create an Equity Strategy centered on race</li> <li>• Ensure cultural community programming at the parks</li> <li>• Build and develop a more diverse staff and boards</li> <li>• Increase truth telling in order to build trust – Be explicit about broken promises and harms</li> <li>• Removal of Masaai exhibit at the Oregon Zoo</li> </ul>
<p><b>Latino</b></p>	<ul style="list-style-type: none"> <li>• Develop anti-displacement strategies to reduce gentrification</li> <li>• Develop low-income housing strategies to address shortage of affordable housing</li> <li>• Convener of a regional approach to address transit affordability (e.g. low-income transit fare)</li> <li>• Convener to address housing discrimination for those without documentation</li> <li>• Increase racial representation of Council</li> </ul>	<ul style="list-style-type: none"> <li>• Build and strengthen relationships with Latino community through partnerships with CBO</li> <li>• Translate material about programs and projects into Spanish and ensure bi-lingual staff available to answer questions</li> <li>• Increase racial representation of boards and staff</li> <li>• Improve on educating the public about Metro</li> <li>• Create mentorship opportunities for youth</li> <li>• Increase youth engagement programs to expose youth to nature</li> <li>• Increase the number of meetings held in the community</li> <li>• Provide cultural competency training for Metro staff</li> <li>• Diversify hiring committees</li> </ul>

<p><b>Slavic and Russian</b></p>	<ul style="list-style-type: none"> <li>• Develop quality and low income housing policies to address lack of rental properties (e.g. rent control)</li> <li>• Develop housing policies to address shortage of affordable housing for families</li> <li>• Engage in creating improved road safety between cars and bicycles (e.g. “enforce traffic laws for bicyclists”)</li> <li>• Convener of a regional discussion to address sanitation and rodent infestation issues that stem from an every two-week garbage pickup schedule</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to build and strengthen relationships with Russian community</li> <li>• Provide low to no cost options to access parks</li> <li>• Ensure clean and safe parks and natural areas (clean pathways free of animal waste, bench locations under trees, more lighting and playgrounds for children, functional water fountains and clean bathrooms)</li> <li>• Consider requiring natural vegetation or trees to be planted along freeway entrances</li> <li>• Translate material about programs and projects into Russian and hire bi-lingual staff to communicate in Russian at Metro parks</li> <li>• Actively engage Russian youth in internship opportunities</li> <li>• Establish more family and kid centric activities at the parks</li> <li>• Consider providing community support grants to help culturally specific groups address needs of their neighborhoods.</li> </ul>
<p><b>African immigrant</b></p>	<ul style="list-style-type: none"> <li>• Provide access to multigenerational affordable housing and transportation choices</li> <li>• Assist with addressing issues surrounding low-quality housing (e.g. lead paint)</li> <li>• Increase TOD around MAX lines</li> <li>• Establish a transit system to better connect people to regional parks</li> </ul>	<ul style="list-style-type: none"> <li>• Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts)</li> <li>• Provide low to no cost options for recreational activities and use of Metro’s facilities</li> <li>• Actively engage African youth in educational and training opportunities</li> <li>• Build and develop a more diverse staff</li> <li>• Increase outreach translation</li> <li>• Increase youth engagement programs to expose youth to nature</li> <li>• Increase park safety (e.g. address drug and gang activity)</li> <li>• Improve on educating the public about Metro</li> </ul>
<p><b>Transportation experts</b></p>	<ul style="list-style-type: none"> <li>• Assist in creating a strategic planning process for Ride Connection</li> <li>• Create an “equity index” to guide transportation program and investment decision (e.g. similar to TriMet)</li> <li>• Establish regional network of transportation, park and housing providers</li> </ul>	<ul style="list-style-type: none"> <li>• Allocate resources to support development of opportunity maps for local city and counties</li> <li>• Develop transportation equity performance measures for RFFA</li> <li>• Share research on equity best practices with TriMet and local cities and counties</li> <li>• Share culturally appropriate engagement best practices with local cities and counties</li> <li>• Continue to engage individuals from all communities</li> <li>• Improve connections with CBO’s (not specific to cultural) to increase community engagement</li> <li>• Use Metro video to start conversations around transportation issues and solutions</li> <li>• Break down departmental silos between housing and transportation</li> <li>• Investment in Equity Atlas</li> </ul>
<p><b>Housing experts</b></p>	<ul style="list-style-type: none"> <li>• Regional convener of fair and affordable housing guidelines and best practices</li> <li>• Develop incentives for local cities and counties to design fair and affordable housing</li> <li>• Regional convener to improve regional commitment to fair housing enforcement</li> <li>• Regional convener of anti-displacement and anti-gentrification best practices</li> <li>• Regional convener to promote mixed income housing</li> </ul>	<ul style="list-style-type: none"> <li>• Provide regional data about housing</li> <li>• Allocate percentage of Airbnb tax to support the development of affordable housing developments</li> <li>• Break down departmental silos between housing and transportation</li> <li>• Investment in Equity Atlas</li> </ul>
<p><b>Parks and nature experts</b></p>	<ul style="list-style-type: none"> <li>• Establish regional network of park providers and community partners</li> <li>• Improve and coordinate transit to parks travel time</li> <li>• Establish baseline goals for development of new parks and natural areas (e.g. people living ½ mile from a park or accessible nature area)</li> </ul>	<ul style="list-style-type: none"> <li>• Provide tools and establish guidelines to consistently communicate with park visitors in other languages and or using icons/symbols</li> <li>• Provide culturally relevant recreational opportunities at existing parks (e.g. soccer fields and basketball courts)</li> <li>• Clarify roles between Metro and Intertwine facilities</li> <li>• Provide low to no cost options for recreational activities and use of Metro’s facilities</li> <li>• Provide programs that loan recreational equipment</li> </ul>

# Metro Discussion Groups

## REPORTING FORM

Date: 10/18

Location: Momentum Alliance (Center for Intercultural Organizing NE Office)

# of Participants: 10 Momentum Alliance Youth & 3 Metro Representatives

Discussion leader: Emily Lai

Thank you for all your effort in leading a equity strategy and community engagement workshop for Metro.

Please attach:

- Participant list
- Transcribed meeting notes

Please develop a report/memo and answer the following questions:

### 1. What were the key themes you heard during the discussion?

"Something is wrong with this city if a condo can go up in 10 months but it takes 2 years to get off the waitlist for section 8 housing." -Israel Fin

**High cost of housing & competitiveness of housing market:** One of major and recurring issues we heard was the high cost and shortage of housing in Portland Metro. Many participants spoke of their unstable access to housing due to rent increases and evictions. Many youth have moved frequently over the past years. Some participants also spoke of the difficulty and impossibility of low income people of color having meaningful home ownership -which is crucial to wealth generation for black families. Participants also connected this with gentrification -specifically how the black community in Portland has been pushed out, attacked, and neglected. Participants also highlighted the treatment of homeless people in Portland. Multiple participants spoke of the homeless community in Portland and how the city needs to do better.

**White supremacy in Portland and Oregon in general:** Youth witness and experience racism and white supremacy in all levels and locations of Portland Metro. Youth see government officials, law enforcement, school staff and curriculum, employers and business owners do and say racist things and also racial violence and racial profiling. Youth cited examples of racial profiling by police Trimet ticket enforcement, cops waiting outside of movie theaters for movie Straight Outta Compton, how police aggressively shut down hip hop shows or events with LGBTQ people of color, mayor Charlie Hales attempt to co-opt Hip Hop and the black community by launching hip hop day -hip hop artists weren't even paid to perform. Youth feel that government officials not only neglect people of color and low income people but target people of color for unfair and unjust treatment.

**Lack of job opportunities:** We also heard that youth were not satisfied with the job opportunities here

### 2. What were the key questions participants asked?

How can we be accountable to the needs and traumas of low income people and communities of color in Portland?

How does one get major institutions like the government and schools to commit to racial equity work? What kind of internal organizational struggles do we encounter and cultures do we create to advance racial equity?

How does one do racial equity work at the institutional and regional level?

How can we address the deep historical trauma and inequities that many people of color experience in Portland -especially the black community?

### 3. What is working well for your community?

There are leadership development and civic engagement programs for youth that give youth meaningful opportunities to advocate for themselves and sometimes even financial compensation.

Metro taking the time and energy to build relationships with communities of color and youth of color.

### 4. What problems were identified by your community?

Housing crisis in Portland

Transportation access for low-income people including cost of trimet and schedule -buses and max do not run late enough

Lack of job opportunities in Portland

Persistent white supremacy in Portland Oregon that manifests itself at all levels and locations and deeply harms people of color

Lack of stable housing, safe employment and pathways for wealth generation for low income people and people of color -specifically the black community

### 5. Did your discussion group identify solutions to addressing these problems? If yes, what are they? If no, what do you think are some suggested solutions, knowing your community?

We examined the 5 internal goals Metro has for their strategic plan and had the following feedback:

#### **Goal 1: Metro Leadership & Staff Reflect the Diversity of the Region**

Feedback:

Remember that underserved communities are the best suited to make decisions about their environment & lifestyle. Invite them to the table. Include leadership where there is position for it. Create positions for their leadership!

"Professionalism" = white male supremacy: change recruitment & hiring & work standards and culture

Always think about who's not at the table and who's not on staff and who's not a part of decision making: homeless people, homeless youth, black/brown queer & transgender youth, ESL & ELL youth & parents?

People of color should not be a minority in the decision making process. We need to outnumber white people in decision making processes and bodies for equity work to happen at a pace at is acceptable. We cant change things unless we roll deep and take up space and create safe spaces for ourselves. White supremacy runs too deep in our culture and systems.

POWER = Pushing Opportunity w/ Equity Regionally

Present & recruit at schools: Roosevelt, Jefferson, Teen Force

Reflect on application process

Create more flexibility in job opportunities

Include culturally responsive language in job descriptions: youth of color, and LGBTQ folks, or folks with critical race analysis know what certain terms signify

Post salary & time frame of hiring & decision making on job opportunities

see jobs as leadership development opportunity

create a SAFE and welcoming and attractive culture for people of color and LGBTQ people: make sure there are systems and processes to hold people accountable for the racist, sexist, homophobic, transphobic, and xenophobic stuff they do and say

Ask yourself: are you giving real power to under-served people? decision making, financial, social, and professional power. Or are you just tokening us?

## **Goal 2: Metro Displaces Clear & Consistent Commitment to Racial Equity**

Action: Develop diverse African American Advisory oversight committee, with members identified by the community & reimbursed for their time.

Someone put a star next to that action and wrote: THIS!

Action "Continue to involve community leaders in public decision making" also got a star

Feedback from youth:

create ways to keep transparency of process

create an equity strategy centered on sexuality and gender equity: this was co-signed by other youth in your critical race theory strategy, implement intersectional ways of building equity. systems of oppression and inequities and disparities are all connected

remove language barriers

involve youth in leadership

call in / public online space -online & live streaming

community meetings: interactive (send in questions)

-at least 2

-reaching out to leaders in the community that work and support organizations

-going to schools, school based programs, & connect with youth groups to recruit & get information on what we should be doing

-reach out to youth organizing programs e.g. OPAL, APANO, Black Lives Matter, & etc.

## **Goal 3: Metro is Increasingly Accountable To the Community For Meeting Established Equity Goals & Objectives**

### **Goal 4: Metro Operates in a Culturally Responsive Manner**

"engage youth in educational and training opportunities" got a star!

"ensure Native American history is accurately reflected & showcased @ public spaces" Youth added: white supremacist history, LGBTQ POC history, African American, & Asian American history as well.

"gender neutral bathrooms" got a star

"create transit oriented development that connects African American neighborhoods to opportunities" got a star but this cautions against gentrification and how increase transportation access can contribute to gentrification

"assist in procurement of an African American community/cultural space" got a star

Youth added that metro should focus on advocating for and advancing Black Home Ownership

### **Goal 5: Metro Contracts Follow Established Social Equity Contracting Criteria**

Feedback:

-Define contracting: acronyms, criteria

-Transparency

-inequitable distribution of resources

-Waive fees

-Relieve burden

-Increase contracting w/ MWESB

-the rest of the note was not legible : (

6. How can Metro connect with your community?

Keep coming out to meet and talk to us. Build relationships with us by coming to visit us at our meetings and events. Also, highly recommend trying to engage with other major youth organizing programs: e.g. OPAL & APANO.

7. What are culturally specific issues, insights, challenges and opportunities that you want to share with Metro?

Metro might be able to help diversify their organization by treating more job opportunities as leadership development programs so the jobs are less about folks assimilating to white straight male standards of professionalism. Metro might also consider creating or investing more in leadership development programs!

Nothing about youth without youth. Nothing about people of color without people of color. Nothing about LGBTQ folks without LGBTQ folks.

Return this completed form and any attachments listed above, within 5 days of the meeting to  
Therese McLain at [therese@multiculturalcollaborative.com](mailto:therese@multiculturalcollaborative.com)

Thank you!!

## **Transcribed Meetings Note for Momentum Alliance - Metro Meeting**

### **Outline of meeting agenda**

10:15 - 10:30 We started off the meeting with introductions: name, gender pronoun, and age

10:30 - 11:30 Check in questions:

What do you love about living in Portland Metro?

What is challenging / What is a struggle about living in Portland Metro?

Responses to "what is challenging about living in Portland Metro" took up a good part of the meeting because participants had a good deal to say about the challenges of living here. There was a lot of story telling and discussions about the inequities that characterize participants' lives.

11:30 - 11:45 Quick break and an energizer led by MA youth!

11:45 - 12:05 Metro presented on what Metro's jurisdictions and missions are

12:05 - 12:25 MA created posters for each of the Metro Equity Strategy goals

We divided into 3 groups and examined each goal and provided feedback on each goal through post its, discussions, and notes

12:25 - 12:45 Closing: Youth took turns appreciating Metro Staff and Metro staff also shared their appreciations

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### **Notes:**

Participants shared their concerns about and experiences with the inequities in Portland:

"Something is wrong with this city if a condo can go up in 10 months but it takes 2 years to get off the waitlist for section 8 housing." -Israel Fin

**High cost of housing & competitiveness of housing market:** There is a housing crisis. One of major and recurring issues we heard was the high cost and shortage of housing in Portland Metro.

Many participants spoke of their unstable access to housing due to rent increases and evictions. Many youth have moved frequently over the past years. Some participants also spoke of the difficulty and impossibility of low income people of color having meaningful home ownership -which is crucial to wealth generation for black families. Participants also connected this with gentrification -specifically how the black community in Portland has been pushed out, attacked, and neglected. Participants also highlighted the treatment of homeless people in Portland. Multiple participants spoke of the homeless community in Portland and how the city needs to do better.

**White supremacy in Portland and Oregon in general:** Persistent white supremacy in Portland Oregon that manifests itself at all levels and locations and deeply harms people of color. Youth witness and experience racism and white supremacy in all levels and locations of Portland Metro. Youth see government officials, law enforcement, school staff and curriculum, employers and business owners do and say racist things and also racial violence and racial profiling. Youth cited examples of racial profiling by police Trimet ticket enforcement, cops waiting outside of movie theaters for movie Straight Outta Compton, how police aggressively shut down hip hop shows or events with LGBTQ people of color, mayor Charlie Hales attempt to co-opt Hip Hop and the black community by launching hip hop day -hip hop artists weren't even paid to perform. Youth feel that government officials not only neglect people of color and low income people but target people of color for unfair and unjust treatment.

**Lack of job opportunities:** We also heard that youth were not satisfied with the job opportunities here Transportation access for low-income people including cost of trimet and schedule -buses and max do not run late enough

Lack of stable housing, safe employment and pathways for wealth generation for low income people and people of color -specifically the black community: black and brown home ownership must be a priority

**Youth had these questions for Metro:**

How can we be accountable to the needs and traumas of low income people and communities of color in Portland?

How does one get major institutions like the government and schools to commit to racial equity work? What kind of internal organizational struggles do we encounter and cultures do we create to advance racial equity?

How does one do racial equity work at the institutional and regional level?

How can we address the deep historical trauma and inequities that many people of color experience in Portland -especially the black community?

How will Metro spend more time and energy to build relationships with communities of color and youth of color and LGBTQ folks?

**We examined the 5 internal goals Metro has for their strategic plan and had the following feedback:**

**Goal 1: Metro Leadership & Staff Reflect the Diversity of the Region**

Feedback:

Remember that underserved communities are the best suited to make decisions about their environment & lifestyle. Invite them to the table. Include leadership where there is position for it.

Create positions for their leadership!

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Ask yourself: are you giving real power to under-served people? decision making, financial, social, and professional power. Or are you just tokening us?

**Goal 2: Metro Displaces Clear & Consistent Commitment to Racial Equity**

Action: Develop diverse African American Advisory oversight committee, with members identified by the community & reimbursed for their time.

Someone put a star next to that action and wrote: THIS!

Action "Continue to involve community leaders in public decision making" also got a star

Feedback from youth:

create ways to keep transparency of process

create an equity strategy centered on sexuality and gender equity: this was co-signed by other youth in your critical race theory strategy, implement intersectional ways of building equity. systems of oppression and inequities and disparities are all connected

- remove language barriers
- involve youth in leadership
- call in / public online space -online & live streaming
- community meetings: interactive (send in questions)
- at least 2
- reaching out to leaders in the community that work and support organizations
- going to schools, school based programs, & connect with youth groups to recruit & get information on what we should be doing
- reach out to youth organizing programs e.g. OPAL, APANO, Black Lives Matter, & etc.

**Goal 3: Metro is Increasingly Accountable To the Community For Meeting Established Equity Goals & Objectives**

**Goal 4: Metro Operates in a Culturally Responsive Manner**

- "engage youth in educational and training opportunities" got a star!
- "ensure Native American history is accurately reflected & showcased @ public spaces" Youth added: white supremacist history, LGBTQ POC history, African American, & Asian American history as well.
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- Youth added that metro should focus on advocating for and advancing Black Home Ownership

**Goal 5: Metro Contracts Follow Established Social Equity Contracting Criteria**

**Feedback:**

- Define contracting: acronyms, criteria
- Transparency
- inequitable distribution of resources
- Waive fees
- Relieve burden
- Increase contracting w/ MWESB
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1. How can Metro connect with your community?

Keep coming out to meet and talk to us. Build relationships with us by coming to visit us at our meetings and events. Also, highly recommend trying to engage with other major youth organizing programs: e.g. OPAL & APANO.

2. What are culturally specific issues, insights, challenges and opportunities that you want to share with Metro?

Metro might be able to help diversify their organization by treating more job opportunities as leadership development programs so the jobs are less about folks assimilating to white straight male standards of professionalism. Metro might also consider creating or investing more in leadership development programs!

Nothing about youth without youth. Nothing about people of color without people of color. Nothing about LGBTQ folks without LGBTQ folks.

**Metro Discussion Groups**  
**REPORTING FORM**

Date: 10/13/2015 Location: 12414 E Burnside St. Portland, OR 97233

# of Participants: 16 Discussion leaders (Russian Speaking Network): Anna Volkova, Maria Gvozdicova  
METRO: Juan Carlos and Clifford Higgins

Thank you for all your effort in leading a equity strategy and community engagement workshop for Metro.

Please attach:

- Participant list **DONE**
- Transcribed meeting notes **DONE**

Please develop a report/memo and answer the following questions:

**1. What were the key themes you heard during the discussion?**

Key themes and concerns were: housing, cost of public transportation, and parks.

**Housing:** There is lack of affordable housing and extremely limited access to it. Moreover, Slavic/Russian-speaking communities are not capable of protecting their renters' rights due to language barrier, deficit of law knowledge, and their culture. (Slavic people traditionally were raised in environment where you could not complain or ask for resources, and/or give any feedback to government.) Due to rapid rent increase, this community have to look for cheaper options, rent their housing in bad high-crime neighborhoods, and/or live in poorly maintained apartments to save money on housing. Some participants who moved from New York couple of years ago and asked Metro representatives why Oregon cannot have rent cap or other options to keep rent affordable taking into consideration average income of people who live locally and rent locally.

**Public Transportation:** Trimet fares are not affordable for some Russian-speaking community members. Some participants stated that public transportation fares have to be sold to low-income people (who have TANF or SNAP) with a discount. In addition, bus riders often see and hear English and Spanish announcements and instructions in a bus or Max, but almost never and nothing in Russian. However, participants know that there are many Russian-speaking people (and more coming) in Portland Metro Area. Therefore, participants felt that Russian-speaking communities are not important. (Metro can

request Census and Schools information on Portland Metro area that would demonstrate that Russian-speaking/Slavic population is number 2 after Spanish-speaking.)

**Parks:** Slavic/Russian-speaking community is very concerned when dogs are present in parks where little children are present. They try to avoid going to those particular ones where they see dogs. It is always going to be safety and health concern for them. All of the participants said that Dog owners don't take care of dog feces and parks management do not care about health of our children. Participants feel that government care more about dogs than children. They again feel not important, not valuable for the city, Metro, and other governing entities. Those recreational areas, that are designated for parents/kids (with playgrounds, water features), have to be only for parents and kids. Slavic/Russian-speaking people are very kids oriented and want to keep their kids safe and healthy. A lot of Dog owner ask kids to pat their dogs, but we don't want our kids to be around dogs that we don't know anything about! This is why instead of going to parks; we usually get together in somebody's place to spend quality time.

Metro also should build playgrounds for little children age 9 months to 3 years. Some parents requested Metro to think about discount programs for park entrance fees for low-income families. Signage in parks should also be in Russian to make the community feel welcomed and valuable.

## **2. What were key new questions participants asked as opposed to the June session?**

-Why are trimet fares so high?

-How can community members be involved in making sure strategic plan items are accomplished?

-How come nobody in deed controls the quality of the renting property and why landlord can raise our rent with almost no notice?

-Why are dogs still allowed in parks where little kids are present and playing? (it is not new but people can't stop raising this concern)

-Is Metro going to think about broaden our freeways since more and more people are coming to Portland? Traffic is getting worse.

-A lot of participants who are renters stated that their landlord forced them to keep their garbage in their units and not dispose garbage daily.

## **3. Do you feel Metro accurately captured and integrated your feedback from the June meeting in creating the new goals and outcomes?**

Participants felt that Metro accurately captured group's feedback. However, participants would like to have Metro take into consideration some key concerns that were expressed in October session too.

**4. What are some ways you feel you would like to have to hold Metro accountable throughout the process?**

Metro should have regular meetings with community members to report back and let them know what is being done, what can't be done, and how far they are in the process of improvements (e.g. of parks, garbage, housing, etc.) We also noticed that not every doc (spreadsheet) was translated into Russian. Metro should definitely get translated all those docs, that were created utilizing participants' feedback. Participants and broader community need to have access to all docs in their native language. It should insure a better feedback in the future.

**Metro should also hire a Community Engagement/Outreach Specialist who could speak Slavic languages (Russian, Ukrainian) and help the community to hold Metro accountable throughout the process.** Russian-speaking/Slavic community is not aware of the bureaucratic process and strategies of getting things done. They desperately need somebody who could keep delivering this kind of education to them, so that they could feel stronger and could give a more profound and constructive feedback on what they want to be improved.

There are couple of very good local Slavic radios in Portland. Metro could let the broader group of people know on what they are working through radio and keep reporting on a regular basis about strategic plan to the community through this very easy 'channel of communication', radio.

RSN have strong connections with some radio stations and can arrange a talk show in November/DEcember. People should know that the Metro plan is not finalized yet, and that they still have an opportunity to give their feedback.

**5. What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues?**

Metro should always use a culturally specific approach, utilizing help from community-based organizations like the Russian Speaking Network, that can offer experience Community Engagement Liaisons and Facilitators (CELs). Using culturally specific CELs, Metro can build a reliable "bridge of trust" with key community leaders and members to continue working on Equity.

Metro should recruit community members into Advisory Committees and Subcommittees to work on strategic plan items. For instance, Metro Equity Strategic plan would have 10 subcommittees to tackle items like parks, housing,

and transportation, etc. Each subcommittee would have diverse group of people (community members) advocating and working on strategic priorities.

EPAP model is a perfect example

- 6. What do you think of Metro's stronger focus on internal goals and objectives other external indicators in housing, transportation, parks and natural areas, and community engagement?** Participants believe that Metro is on the right track. The goals outlined in the plan echo the most crucial points raised by the Russian-speaking/Slavic community. Many participants stated that they would like to see Russian-speaking Metro representatives/workers at meetings like this. The community very well supports the Metro long-term external objectives and strives for Equity in the region.

## **Metro Discussion Group: Project Equity (October 13, 2015)**

Introduction: Juan Carlos and Cliff from Metro.

- Brief reminder of what was said at the June 10, 2015 group discussion meeting.

**Metro Goal:** Increase equity in Metro Portland.

**Q:** How to engage with the Russian community?

- **Goal:** To have Slavic and Russian speakers enjoy the outdoors and be involved in recreational activities.
  - Specifically nature
- Flyer was handed out with examples on how to get started. (Making A Great Place-Metro)

**Q:** Are churches available for grant?

- Churches are available for grant if they are non-profit, but funds are not set yet. Needs to be reviewed before funded.
  - **Tips:** If a church has free space/land on their property then they can make a little park by planting trees and different flowers that would attract birds and bees, and then have children play there and learn.
  - Also Slavic and Russian speakers can go on camping trips or to the parks and really get to know the information regarding each place and ask about what recreational activities are held there.

**Reminder of June 10, 2015 discussion:**

- **Who:** All communities of different races.
  - Latino
  - Slavic and Russian
  - African Immigrants
  - Native Americans
  - Asian Pacific Islanders
  - African Americans
  - Youth
- **Focus:** Building stronger relationships.
  - Following through on promises.
  - Coming out to community activities.
- Build awareness of what Metro does.
  - Communities were not aware of Metro Portland; who they are and what they do.

- There are still communities that don't get enough services.

### **Expanded Portland Community:**

- Packet that was handed out and reviewed
- Equity
- Budget process

**Plan:** Based on what the communities have discussed.

- Will be completed at the end of December 2015, after which will be sent to the public comment in January 2016.
- Changes can still be made till December 2015.

**Q:** Why/how are we working on equity?

- Metro Portland works on equity because not all communities have been represented or heard. Metro Portland does this by having discussion meetings with different races and taking in information and making it work.

**Q:** Is racism/discrimination still a problem?

- Yes it is still a common problem, it's just not physical where people are being kicked out of establishments.

### **Difference between blacks and people of color:**

- Even if a person is white, but is Russian, European or another race they are considered as a person of color due to barriers like language, history, and culture. Blacks are African American.

**Q:** Why does the government consider us as white, but companies and organizations call us people of color?

- Because companies and organizations have different categories of races of how they apply their employees.

**Q:** What are examples of discrimination or lack of service for a person of color?

- Graduation Rates
  - There are higher percentages of white Americans who graduate rather than the Slavic, Latino or other race.
- Income
  - White Americans make more than other races do. (Disparity)
- Home Ownership

- More white Americans own homes and properties than other races.

**Q:** Why do immigrants receive less income by doing the same job that a white American would be doing?

- In theory it shouldn't be that way, because here in America all have equal opportunities. But in reality there is still discrimination, even though it's not physical like back in the history when racism was very popular.

Metro is in charge of transportation funding- sometimes the government when choosing where to place sidewalks or to make new roads they would choose a nice white community that would need it and would pick that community instead of a impoverished community.

- Metro is tries to fix this problem.
- Communities do not engage in this process.
- The government is supposed to serve everybody regardless of skin color or race.
  - Color Blind Policy:
    - Went away about 60 years ago.
    - Government treats everybody the same.
    - Data still shows that one group/race does really well but other groups/races are doing worse. (Ex. Jobs, Housing)

**Q:** Hypothetically speaking; in a class of white American kids and a mix of other races will the kids of another race be punished more often by teachers then white Americans?

- In theory no but in reality yes, kids of color are more likely to be punished then white American kids would be for the same crime. The school tries its best to treat all the kids the same

### **Main Services that Metro provides:**

1. Planning a Development:
  - Transportation
  - Land use
2. Venues:
  - Oregon Zoo
  - Expo Center
  - Convention Center
  - Portland Theaters (Keller Auditorium)
3. Parks and Natural Areas
4. Solid Waste System

**Q:** Why does the rent keep going up on old house and/or old apartments and now they have added payment for waste/garbage?

- The rent keeps going up because Oregon does not have rent control.
- Even though Metro Portland does not have control over rent (because it's a state law) petitions would have to be made in order for something to change.

**Q:** There is a waste/recycling dumping property on 122nd and San Rafael st., from one side there is a school and from another there is a Winco Food, is it legal for the dumping site to be there? (When the wind blows, waste blows over the fence and gets on trees, sidewalks, and roads.)

- Metro Portland does system planning of waste not local code and reinforcements. This question will be passed on to Portland City.

**Q:** Why do we have low prices on gas but not bus fare and other transportation like the MAX?

- Tri-Met gets their money through taxes from their employees (subsidized). The system is underfunded due to the recession back 2008 when lots of employees were laid off, therefore, caused less money going into Tri-Met. Now Tri-Met is trying to get some of the money back that they need for funding and this causes an increase in the transportation fares.

**Q:** How can Metro Portland manage the population in Portland, Oregon?

- Metro Portland has come up with a 50 year plan that allows growth in the city (more buses, Max's, trains), multifamily housing, building codes, and placement of jobs closer to housing so that less travel on road is required equaling less traffic.

**Metro Conclusion:**

- Group rated their priorities key themes on the packet of equity in the region.
- Changes that need to be added will be done so by December 2015.
- Keep being active in communities.
- Engage in nature as much as you can.



# METRO-AFRICAN IMMIGRANTS EQUITY DISCUSSION GROUP REPORT

The Metro – African Immigrant Equity Discussion Group held their second meeting at the Immigrant Refugee Community Organization (IRCO) on October 21 2015. The meeting was held at IRCO’s boardroom in East Portland. The meeting started on time at 6 pm and ended at 8 pm

Fifteen participants representing various parts of the continent of Africa participated in the forum. In addition, three Metro Councilors; Bob Stacey, Kathryn Harrington and Shirley Craddick participated in the discourse. Metro staff members; Scott Ellis and Heather Coston were also in attendance. Please refer to the **Exhibit** for the list of participants.

**Introduction:** The Metro regional government is committed to addressing equity issues among all ethnic groups and the general population in the region. Metro’s intent is to ensure that all of its residents get to participate in the development of equity strategies for the region. Consequently, Metro lunched a Strategic Plan to Advance Equity this spring. The African Immigrants were invited to participate in the shaping of the strategic plan to advance equity. Metro and the African Immigrants held two meetings. The first meeting was held in June at IRCO’s boardroom. A follow-up meeting was held on October 21 2015.

The June 2015 meeting yielded some key points (findings) that the African Immigrants perceived as salient to the Equity Discourse. Key findings from the June meetings with the CBOs and other organizations were compiled by the Metro and listed under “KEY THEMES TO ADVANCE EQUITY IN THE REGION”. The October meeting was scheduled to first share Metro’s compilation of the June findings from the various groups as well as to discuss Metro’s Strategic Plan to Advance Equity.

**October Meeting:** Sam Gollah, the Facilitator, welcomed the Metro’s Equity Strategy Program Discussion group by introducing himself and the objective of the evening; the second phase of the Metro and African Immigrants conversation on Equity. The council members; Bob Stacey, Kathryn Harrington and Shirley Craddic introduced themselves and identified the various districts they represent to the group. The rest of group introduced themselves and their respective countries: The African immigrants included citizens from Liberia, Congo, Somalia, Ethiopia, Chad and Sudan.

**Background:** Sam Gollah officially introduced Mr. Scott Ellis as the Metro staff discussion lead for the evening. Scott announced the absence of Patty Unfred and explained the reason behind it: She was not feeling well. Patty was listed as one of the Metro s staff scheduled to attend this meeting.

Scott opened the meeting with re-orientation of the intent of Metro's Equity Discussion. Scott re-visited findings that emerged during the June meetings conducted by the various CBOs. Scott and the African Immigrants reviewed the key findings recommended by the Africans during the June meeting as well as key findings from the various CBOs compiled by the Metro:

Heather Coston, a Metro staff member also provided background information on Metro's STRATEGIC PLAN TO ADVANCE EQUITY. Both Scott and Heather shared other pertinent equity flyers and brochures with the African Immigrants Equity Strategy Discussion group. Councilor Kathryn Harrington also talked about services offered by the Metro.

The Africans generally agreed with Metro's compilation of their assessment of the June Discussion meeting. They also compared notes with other CBOs on the list of the KEY THEMES TO ADVANCE EQUITY IN THE REGION; and some common themes emerged throughout the various CBO's findings. The common themes included; Affordable Housing, Jobs, Inclusion and Transportation. The following emerged from the October Metro-African Immigrant Equity Strategy Discussion Group meeting:

**Missing Points from the June Meeting Report:** The Africans identified Jobs and Inclusion as some key points that were missing in their June Discussion meeting findings. The two key points identified above along with other June key findings were discussed at the October meeting.

**Group Discussion:** Employment emerged as one of the dominant topics during the October Metro-Africa discussion meeting. Other topics included; Housing, Transportation and Cultural/Sensitivity Training.

#### **1. What were the key themes you heard during the discussion?**

The emerging key points were:

Equity in Employment (jobs and training): Therese Lugano, the Coordinator for the Africa Leadership at the Africa House raised the issue of inequity in employment within the Metro region. She emphasized that Africans were qualified to work but are typically denied due to cultural and language barriers (accent). Virtually, all the participants agreed that they typically encounter discrimination during employment.

Equity in Housing: The African Immigrants identified Affordable Housing as another key equity issue. Some suggested to the Metro Councilors present to help with affordable housing assistance. According to Councilperson Bob Stacey, Metro does not directly deal with housing issues but may be able to

influence the Affordable Housing discussion through funding/grant contribution that Metro provides towards development in the region.

Transportation (transit/Max services): The African Immigrants depend heavily on Trimet services for access to jobs and pertinent activities. They think TOD approach to housing will make it easier for their daily travels. When their homes are in proximity to the Transit stops, it makes carrying goods easier and going to job less demanding on their physique.

#### Cultural and Sensitivity Training

The group identified cultural and sensitivity training as key to advancing equity in the region and especially in the area of employment. They cited job interview as one area that needs training in cultural and sensitivity. One of the participant indicated that when she attends interview she typically does not make direct eye contact during the process due to inherit tradition. Africans typically do not make eye contact when talking to elders/Authority. But they think that is sometimes misconstrued by the Agencies as untrustworthiness. And that typically cost them jobs.

## **2. What were the key new questions participants asked?**

How can the African Community actively engage the Metro for employment opportunities and services provided by the agency; including youth summer employment and leadership training? What can Metro do to minimize cultural bias and insensitivities in the work place?

What can the Metro do to help African Immigrants gain access to affordable housing? How to get access to affordable housing and assistance in the Portland area?

Can the Metro influence public transportation development strategies and how can they assist the Africans to get TOD affordable housing and reduce travel stress and gain access to frequent transit services?

What are Metro's plans to diversify advisory groups and senior management posts at Metro as part of the Inclusion process to help advance equity in the region?

Does Metro offer cultural and sensitivity training to its staff including the Human Resources division?

**3. Do you feel Metro accurately captured and integrated your feedback from June meeting in creating the new goals and outcomes**

The Africans identified Employment and Inclusion as some key points that were missing in their June Discussion meeting findings. Otherwise, they generally agreed with the compilation of key points from the June meeting.

**4. What are some ways you feel you would like to have to hold Metro throughout the process:** The inclusion and active recruitment of diversified Metro residents as Advisory/Committee members would be a bright beginning. They perceive inclusiveness as the beginning of holding Metro to account.

**5. What do you think should be the process to include your community feedback as the strategic Plan to Advance Equity in the region continues?** Constant, consistent and progressive information about the Plan through engagement with the African Leadership at Africa House would be ideal.

**6. What do you think of Metro's stronger focus on internal goals and objectives, other external indicators in housing, transportation, parks and natural areas and community engagement?** Based on the report on the notes from the Strategic Plan to Advance Equity, the Africans believe Metro is on the track. The goals and objectives outlined in the plan reflect some of the salient points raised by the Africans: diversity of Metro staff is a prime example. Hence, their concurrence with Metro's internal goals and objective to reduce disparity. The long term external goals as described in the document are in line with the Africans' perception of how Equity should work in the region.

**Summary and key points:** Employment for newly arrived immigrants and the African youth was raised by the group. How to access job opportunity information? Easy access to public transportation systems and affordable housing were also raised.

Housing was their next challenge. How can Metro assist them in obtaining affordable housing that are in proximity to public transit service areas?

Because majority of the African Immigrants do not drive they perceive TOD as equitable solution to their daily travels. How can they obtain housing adjacent to the max or frequent Trimet service stops? Many of the key points recommended by the Africans in this report were among some of the key strategies noted in Metro's Strategic Plan to Advance Equity. This is a sign that Metro is on the track in their effort to advance equity.

**Conclusion:** Employing the services of diverse ethnic groups to serve on advisory groups and senior Metro management posts would help advance equity in the region and potentially reduce cultural bias and insensitivity.

The African community perceives continuous interpersonal and organizational interconnection and communication between Metro and the CBOs as an attempt to advance Metro's vision of advancing Equity. The two meetings held between Metro and the African community reassured the group that indeed Metro is serious about connecting with the CBOs; and having the elected official at the second meeting was a testament of their faith in the ongoing equity process. More needs to be done.

Mr. Djimit Dogo, Director for the Africa House elaborated on the need for the regional government to pay attention to cultural sensitivities as one of the key component to the advancement of Equity development. His comments were echoed by another participant who highlighted the difficulties in securing jobs due to cultural misunderstanding or insensitivity. They want their youth to participate in Metro's youth leadership programs as well as job training. Like the Metro, the Africans think advancing equity in the region is imperative as region grows and diversify. The group welcomes Metro effort to advance equity in the region and they look forward a positive partnership in this endeavor.

## MINUTES FROM THE OCTOBER 21, 2015 METRO-AFRICAN IMMIGRANT EQUITY DISCUSSION GROUP MEETING

**Meeting Date;** October 21, 2015

**Meeting Location:** Immigrants and Refugee Community Organization (IRCO)  
Boardroom; Portland, Oregon

**Time:** 6:00pm – 8:00 pm

**African Immigrants (AIs) present;** Patience Kukena, Mayme Dumbia, Djimit Dogo, Yetu Dumbia, Therese Lugano, Alpha Tessema, Abinnet Haile, Molanda Musukadii, Yannick Ahombo, Gudeta Wak-woya, Ayui Amir, Habiba Mohamed, Mohamed Abdiasis, Aisha Berry

**Metro staff present:** Scott Ellis and Heather Coston

**Metro Councilors present:** Bob Stacey, Kathryn Harrington and Shirley Craddick

**Facilitator:** Samuel Gollah

**Welcome:** Sam Gollah welcomed the Metro-African Immigrants Equity Discussion group by introducing himself and the objective of the evening: Part two of Metro's Equity discourse. The first meeting was held in June.

**Introductions:** Three Metro Councilors; Bob Stacey, Kathryn Harrington and Shirley Craddick introduced themselves and the respective districts they represent. Members of the African Immigrant community also introduced themselves and the respective countries they represent: Congo, Liberia, Sudan, Somalia, Chad and Sudan. Metro Staff members Scoot Ellis and Heather Coston also introduced themselves and the divisions they represent within the Metro organization.

**Equity Conversation:** Sam formally introduced Scott as Metro's discussion lead for the evening. Scott shared Metro's brochure, facts sheets and other documents with the group; Key among the documents was the compilation of findings (key points) from various Community Based Organizations (CBOs) that took part in the first (June) meeting. The compilation was labeled: KEY THEMES TO ADVANCE EQUITY IN REGION.

Heather Coston talked about Metro's STRATEGIC PLAN TO ADVANCE EQUITY.in the region. Councilor Kathryn Harrington followed with a presentation of services provided by the Metro regional government. Upon explaining the documents above and the objective of Metro's plans to advance equity, Scott asked the group to review the AIs's salient points that emerged during the June discussion meeting. The group generally agreed with the key points that emerged from the June meeting that was compiled by the Metro.

**Missing Link** Although the AIs generally concurred with the June key findings compiled by the Metro, but they detected some missing key points from the June meeting; Employment and Inclusion.

**Key Points and Outcomes:** Employment and Inclusion dominated the conversation this evening. Previous key points from the June meeting were also discussed as part of the strategies to help Metro to advance equity strategies in the region. Scott also shared other key points from the various CBOs that participated in the June regional equity discourse. Upon dissecting other CBOs findings, the African underlined common themes that emerged among the CBOs: Inclusion, Affordable Housing and Cultural sensitivity.

The Africans emphasized Employment because they view it as a key equity issue. They talked about discrimination in the work place. They also think cultural insensitivity is another reason behind inequity in the employment hiring practices. Some cited example of not getting a job due to lack of cultural awareness: A lady cited eye contact as an example of the cultural differences they encounter during employment search. For instance, an African undergoing jobs interview may not make eye contact with the interviewer and that they think is typically construed by the employment agencies as sign of trustworthiness; when in fact, for the Africans it is a sign of respect. Africans typically do not make eye contact when communicating with elders and authorities; Respect!

Inclusion they believe will help ease inequity in the work place. They want Metro to diversify their Advisory groups and senior management positions as this will reduce potential cultural insensitivities in the workplace and the region as a whole. Based notes from the Metro's Strategic Plan to Advance Equity in the region coupled with concept of equity, they like Metro's direction.

Affordable Housing was discussed extensively. Affordable housing near TOD "districts" and frequent Trimet services stops will be the ideal housing as majority of the Africans relies on Public transits for daily travels. TOD housing indirectly eases their transportation problems. The TOD housing makes it easier for them to access the public transit systems to and from work. Work; they want Metro to increase transit services to job sites. They say the current transit service is anemic in terms of frequent services to their job sites. And that is tough; sometimes leads them to quit or worse yet get laid off. "Can the Metro help?"

Bob Stacey addressed their concerns and talked about how Metro can help address some of their concerns. Bob clarified that Metro is not directly involved in housing; however, they may be able to influence affordable housing issues via grants/funds Metro provides for development in the region. He also mentioned approaching the transit issues similar to the Housing strategies he elaborated above. Bob also addressed the Cultural senilities raised by the group. Both, the Metro delegation and

the African Immigrants agreed that cross-cultural training is imperative to reducing some of the inequities expressed in this report.

Youth leadership and employment was discussed. The Africans want Metro's assistance in developing the African youth for future leadership and management jobs. They perceive internships, summer jobs and leadership workshops as steppingstone to potential senior posts. This, they believe will to help reduce inequity in the region

**Adjourn:** The meeting adjourned at a little after 8 pm because the group was intensely engaged in the equity conversation. Staff from Metro mingled with the participants. They shared business cards with the Africans and planned on undertaking meaning connection with the Africa House.

**NOTE:** A delicious African meal was provided for dinner.

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## Metro/MCC - African American Focus Group

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### Metro Discussion Groups

#### REPORTING FORM

Date: October 15, 2015 Location: Self Enhancement, Inc.

# of Participants: 10 Discussion leader: Cat Goughnour

Thank you for all your effort in leading a equity strategy and community engagement workshop for Metro.

#### Please attach:

- Participant list
- Transcribed meeting notes
- Photographs

Please develop a report/memo and answer the following questions:

1. What were the key themes you heard during the discussion?
2. What were key new questions participants asked as opposed to the June session?
3. Do you feel Metro accurately captured and integrated your feedback from the June meeting in creating the new goals and outcomes?
4. What are some ways you feel you would like to have to hold Metro accountable throughout the process?
5. What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues?
6. What do you think of Metro's stronger focus on internal goals and objectives, other external indicators in housing, transportation, parks and natural areas, and community engagement?

Please develop a report/memo and answer the following questions:

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### 1. What were the key themes you heard during the discussion?

#### Deficiency, rather than strengths-based language and approach to AA community

- Metro's Equity Initiative seems more like a diversity initiative, and is not including the most impacted, low-income Black people, unless in an exploitive way. For example, in the Momentum Alliance Equity video, distributed by Metro for these focus groups, group members reported that the representation of Black people portrayed us as deficient, pitiful and disempowered, rather than empowered people already working to overcome the structural, systemic and institutional racism we have always faced in Oregon.

#### Tokenization

- Tokenization remained a strong theme. Particularly, participants made clear that the Black community is not homogenous, and that many people selected by government to represent the community are not tied to, accountable to, or working with the community to bring our needs, ideas or issues to the tables where they have a seat. Many are not even known to the community, or the community elders know these people to put self-interest rather than community first. Again, the idea that an Black Oversight Committee be constituted by Metro was proposed, with the caveat that it should be a *Citizens Advisory Council/ Oversight Committee*, representing the people who bear the brunt of impoverishment, displacement and oppression and who Portland's Black people recognize to be leaders, advocates and elders. Representatives should be Black people who are accountable to the betterment of the community.

#### Lack of of urgency, and inaction in the face of need, when dealing with African American community

- People of Color in the Jade District and Cully are understood to be the beneficiaries of gentrification prevention action such as intentional engagement early in processes, having their cultures viewed positively - as a source of capital they can use to create place, i.e ethnic economic enclaves (Night Market and Mercado), justify and expedite land acquisition for interim use (Furniture Warehouse), live in community with each other without intra-community ties being seen as pathological and in violation of ideas of integration/segregation.

#### Differential treatment and resource allocation than other POC groups

- Because Black people are now considered "People of Color", anti-Black racism is allowed to persist unaddressed, as an investment in another "POC" group - Asian, Latino, "Immigrant", moves the needle on Metro's equity program, while concentrating and entrenching disparity in the Black community. Metro has not yet disaggregated POC data to assess baseline data for each specific Portland community of color to learn where the disparity is greatest, as a means to prioritize resource allocation. And is instead continuing business as usual, applying a one-size-fits-all approach to a very diverse demography without a racial and economic focus on lifting up those most excluded - historically and contemporarily.

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### 2. What were key new questions participants asked as opposed to the June session?

- When is Metro going to begin acting in the interests of impoverished and displaced Black Portlanders?
- To whom is this Equity program accountable, what are the measurements for success, and what recourse do the people have if it, like FOTA, does not achieve its desired ends?
- How are decisions at Metro made with respect to development?
- Does Metro know that it is actively contributing to gentrification in North Portland, as it has provided funding for the Kaiser development on Williams, Concordia student housing, and most recently the sizable apartment building in Kenton, on Interstate near Denver?
- Is Metro conducting a Disparate Impact Assessment when determining investment? Does Metro have this capacity? If so, what kind of process is triggered when the assessment affirms impact? Moratorium?
- What is Metro actively doing to mitigate displacement in North Portland and prevent further displacement of Black people within Metro's whole jurisdiction by providing some basic infrastructure in "The Numbers" where Black people have been forcibly relocated over the past 15 years?

### 3. Do you feel Metro accurately captured and integrated your feedback from the June meeting in creating the new goals and outcomes?

- Participants reported that, except for capturing our recommendation of an Oversight Committee, substandard language was used to frame the feedback of the African American community when compared to other Communities of Color feedback. One of the participants sent a significant follow-up

(copied in it's entirety below)

*First, I want to thank you for taking the time and energy to create a safe space for the African American (Black) Equity Focus Group for Metro. I've been part of dozens of these types of gatherings, usually with the same impact of feeling tokenized, or worse, paraded out like some sideshow for abatement of the guilt of well meaning white liberals. Thank you for keeping us and our needs central throughout the process, and for fighting for a place for our community at the table.*

*After our October 15 gathering, I would like to offer two reflections. First, on the updated "The Themes To Advance Equity in the Region" document. Second, on the promotional Equity video from Metro Council. While I appreciate that many of our group's concrete suggestions made it into Council's document, a closer reading has raised fears for me that the spirit of our discussion was lost. For instance, while a bullet addressing the need to develop "low-income housing strategies" is given priority in Metro's longterm strategy for African-Americans, every other ethnic group has the same request framed as "high quality housing strategies around public transit", "innovative and inclusive strategies for affordable multi-generational housing", and "anti-displacement strategies to reduce gentrification". While every other ethnic community is spoken of with affirmative and future thinking language, African Americans are an afterthought; a poor, blighted, community for whom whatever basic shelter fit for animals will do. The language choices afforded to African American communities reflects the space to which we have been relegated in the conscience of Metro Council. This space of neglect is illuminated in the concrete ways that land, and beautiful, vibrant, African American community spaces remain an afterthought and a mystery to Metro; yet, every other designated group is given every opportunity to better the standing of their communities.*

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*In terms of the Equity video we viewed, which I understand we were the last group to see, I found it at once familiar and deeply troubling. While the production was excellent, the focus of the video was lost on me. If this was meant to be instructive of Metro Council's plan to advance equity, it did not serve. I felt the images were both tokenizing and exploitative. This was nothing to do with racial equity, and was at best a mishandled attempt at speaking to diversity. In the private conversations I share with other Black, and dark-skinned residents of color in Portland, ours is not an experience of having found a place of inclusion and love. It is one of systemic and institutional exclusion and displacement. I feel that an honest accounting of, and commitment to, Metro Council's Equity goals, baselines, and deliverables for African Americans over the next 3 years, would be a better service to the community. I would also argue that it is essential to speak to the gross levels of historical and contemporary racial inequities in Portland and Oregon that make such lofty goals necessary.*

*Thank you, again, for your thoughtful inclusion of community voices in this process. I look forward to learning of what measures will be taken on behalf of the African American communities. Thank you.*

#### **4. What are some ways you feel you would like to have to hold Metro accountable throughout the process?**

- An honest accounting of, and commitment to, Metro Council's Equity goals, baselines, and deliverables for African Americans over the next 3 years.
- Grounded in a justification of equity - a data-driven, evidence-based imperative directing us to respond in a timely manner where the need is greatest, Metro must be accountable to full inclusion of the Black Community in regional prosperity.
- A concerted effort by Metro to engage our harmed community members - from the North to the Numbers - would be an ideal place to begin, as well as with a commitment to breaking out of the comfort of the status quo to form a Rapid Response Initiative to prevent and mitigate the expression of institutional racism through gentrification-induced displacement concentrating poverty and deprivation by place, race and class.
- If Metro is truly committed to being the solution of gentrification, removal of the Inclusionary Zoning and Rent Control preemptions would go a long way toward stabilizing the most impacted.

#### **5. What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues?**

- If we are committed to an equitable approach, based on baseline data, African American input should be prioritized. Parity with other communities of color is the benchmark. Parity with white community, the standard.

#### **6. What do you think of Metro's stronger focus on internal goals and objectives, other external indicators in housing, transportation, parks and natural areas, and community engagement?**

- Given Metro's lack of staff and elected diversity and inclusion an internal focus is warranted. However, the profundity and persistence of disparity experienced by predictable racialized groups, and the rapidity with which it is growing, demands a concurrent external focus if we are ever to address, mitigate and redress this disparity. The alternative, given the force of the economic recovery and hyper-development of Portland, is the creation and perpetuation of a Black underclass\*\*

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- Housing, Transportation are good indicators. Parks and Community Engagement less good. Linking Jobs, Education, Housing and Transportation, as well as Metro Resource Allocation and Community Development is great, as it is the housing+transportation+jobs cost burden which drives many working class Black people into abject poverty, preventing social mobility, particularly across generations. Education, our “low hanging fruit”, is most often the investment Black people make in an effort to turn our life circumstance around by leveraging this investment for a social return. Anti-Black racism, stigma, stereotype and bias - unconscious and overt - keep us excluded from the level and quality of employment, access to capital and entrepreneurial opportunities essential to doing so.
- Given the African American community’s condition in Oregon, and the lack of appropriate response on the city, county, Metro or state level, our group recommended that Metro focus instead on prioritizing the reversal of inequity and disparity for the Black Community, the hardest hit racial group, in all areas of Metro’s influence, control and authority.
- Community engagement to the aforementioned end is crucial, particularly by senior leadership, electeds and other people with influence and authority within Metro.\*\*

\* **Underclass:** a social class made up of people who are very poor and have very little power or chance to improve their lives : the lowest social class : the lowest social stratum usually made up of disadvantaged minority groups (Merriam-Webster)

\*\* **Facilitator note:** In my thinking about equity I would certainly put the people with the most institutional knowledge, organizational influence and authority with the groups suffering the deepest disparity as a measure to ensure a rapid response to the solutions put forward by said communities. **One of the feedback provided to Metro is (to), “Include participation from Metro Council, Equity Strategy Advisory Committee (ESAC) or Metro Exposition and Recreation Commission (MERC), at the next round of discussion groups.”** Given the significant back-and-forth I had with the MCC and Metro the week before the focus group after I raised the issue of having new Metro staff - Community Relations and Administrative - delegated to the Black focus group, despite the recommendation our group made last June calling for Metro senior leadership, Councilor’s, advocates and champions, this Community Engagement amendment cannot be stated strongly enough.

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### **INTRODUCTION**

On the evening of Thursday October 15, 2015 Becca Uherbelau, Nyla Moore, and Councilor Bob Stacey attended the African American focus group on behalf of Metro. The group was pleased to have representation from the Council, though Senior Leadership was not there, and the Metro staffers were quite new to the agency. Councilor Stacey's participation began the trust-building process. His comments and analysis were thoughtful, informed and balanced. He was empathetic to the depth and breadth of despair and trauma experienced by our community, and seemed to understand that the weight of the burdens we have been facing in Oregon for multiple generations is truly becoming too heavy to bear.

### **APPROACH**

Our Diasporic community participation included key community members with the following strengths:

- Historical understanding of, identification with, and embeddedness in community;
- Direct and trauma-informed service provision;
- Dedication to community uplift;
- Community reach and advocacy; and
- Diversity of backgrounds and experiences.

During facilitation, I also employed culturally-specific best practices for communication, recruitment, service provision – i.e. catering and childcare, the creation of “safe space”, and group management.

“Safe Space” is contextual, and takes on different meanings for different communities. Communities directly affected or impacted through vicarious traumatization require skillful facilitation practices. Due to Portland's Black community history of serial forced displacement (Fullilove), unmitigated displacement from recent urban renewal/revitalization and gentrification, and social neglect – or inaction in the face of need (Jones), I implemented a trauma-informed approach.

In this context, “Safe Space” meant a Black-only room. One in which Black people could speak openly and anonymously about their lived experiences, grieve the pain and loss of community connectedness. A space where Black people could congregate with like-hearted, like-minded community members to process this sense of loss and grief - the sense of hopelessness, powerlessness and helplessness - that accompanies social exclusion, without fear of censorship, reprisal or tokenization.

Through this approach, participants reported feelings of comfort, connectivity, and community, and have agreed to convene meetings between this and the next focus group to increase understanding and trust. As several participants reported, feeling seen, heard and safe has inspired “hope” that another community is possible, and that our coming together to learn collaboratively and maintain engagement with governance structures will make the change our community needs to see to save our “Lost Generations”\*. Participants

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reported feeling empowered to heal and mobilize around the root causes of community loss, and to work to implement community-based solutions to overcome underdevelopment.

\* **Lost Generations** was a key phrase articulated and repeated during the focus group.

### **DEMOGRAPHICS**

Participants included managers and program supervisors, direct service providers, community health workers, faith leaders, cultural workers, case managers, policy wonks, artists, community members, community organizers, parents, equity workers and executive directors. They hail from all walks of life, and represent a broad and intersectional swathe of our community continuum, including:

- Age
- Intergenerationality
- Education (diploma - post graduate degree)
- Gender
- Sexual Orientation
- Family Composition
- Career and Employment Status
- Native born/ Migrant
- Socioeconomic Status

Additional information on identity and social positioning can be gleaned from the following participant list.

### **Participant list:**

- **Edward** - urban planning consultant and executive director, new Portlander
- **Melissa** - community and family supervisor, project manager for economic development, direct service provider, new Portlander
- **Carlos** - director of community programs and equity, new Portlander
- **Shantae** - racial ethnic approaches to community health - food justice manager, doula, community health worker, new Portlander
- **Arthur** - community member, artist, entrepreneur, lifelong resident
- **Carlos** - workforce coordinator, new Portlander
- **Taneisha** - parent coordinator, lifelong resident
- **Sherrill** - disabled child advocate, lifelong resident
- **Andrea** - manager of low-income homeownership program, lifelong resident
- **Grayce** - new mother, community organizer, unemployed, Native Portlander recently returned

\***Note:** Due to the provision of a photo release form, participants were able to authorize use of their image with informed consent. Photos of those participants are included with this report.

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### **2. Key Questions - What were the key questions participants asked?**

- Are they [Metro]serious about serving us?
- They've purchased the furniture warehouse. Speaking of parity, it is great they are doing things for other communities of color. Our need is so great, what are they doing for us?

"Latino Community has the Mercado. Asian community has Jade Night market. Where is our Blackmarket on MLK/Albera. Our cultural and social capital is worth a lot, and we are not able to capture or capitalize it. Metro could give us a piece of land to create an economic engine so we can begin saving money and have choice."

- Transportation is being built to Milwaukie (Orange Line), how will that help our community get to opportunity?
- Need affordable housing and economic development. Land-banking. How do we get land into the hands of community?
- How do we work on gaps in employment?
- Does Metro understand how and why African Americans are socially excluded and underserved?
- Will Metro be realistic about the profundity and root causes of our suffering, and prioritize our needs?
- Is Metro committed to the reduction, elimination and/or mitigation of historic and contemporary racial exclusion?
- Will Metro use a true equity approach - prioritize need born from in/action due to policies leading to gentrification and displacement?
- Who is Metro accountable to?
- Will Metro be accountable - acknowledge and admit harm/broken promises, commit to address and redress, even if these reparative measures anger "key stakeholders"?
- What do we really want to develop? What do we want a thriving Black community, 21st century look like? How do we work together to make this happen?

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### Transcribed Meeting Notes

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#### FOCUS GROUP TRANSCRIPTS

Started by watching the Momentum Alliance Equity Video other groups saw at the last Focus Group  
Feedback

- Liked that people looked like “regular folk”, diverse age groups, nationalities, well produced
- Brought up memories of experiences

Did it give a good idea of what “Equity is”? Enhance our understanding and/or create a shared, common understanding? Help to define “equity”? Is it the same as justice, equality? Why are we focused on equity?

- Ensures all groups have a part of what is going on.
- Helping people who have been pushed out for a long time, to be targeted for inclusion. Include what has been done in the past to groups who haven’t been able to be represented. Equity has to involve that – bringing individuals in in specific ways.

· Access. You have to have access to have opportunities. Running on transportation schedules often keeps people from participating due to irregularity.

· Meeting people and/or communities of people at the barrier that prevents them from moving forward in whatever opportunity, essential need they are after. Creating a way in which people *can* access opportunity. It is one thing to access opportunity, but if there are barriers in place that prevent access, equity is figuring out how to make it possible.

· I don’t know if that video really made me think about equity. It pulled in different stories and experiences, in nature, the bus system, but it didn’t break down what equity would look like. It just talked about folk’s experiences. I mean, it had all the right parties. We like to pick out Hispanic, somebody with disabilities, African American, all the right players... but, it didn’t really get to equity to me. I did recognize some of the people in the video, and I think Momentum Alliance do make some nice videos (I’m in one of their videos). It was nice to see nature.

What would you have wanted to see to depict equity in action, or to represent what equity is/is not?

· This is Metro, right? Did Metro make that? Let’s start right there. I’d be interested to see equity played out in the company – how much diversity, equity, access is there in the company. Then it would let me know whether there is heart for equity. I think the video caused more questions than it answered... I did love the nature, and the nice music. But it did cause questions for me, that’s not the day to day experience I see. It caused questions.

· It would be nice to talk about the history of different folk’s experiences in relation, maybe, to Metro and some of the services they provide. And then, showcase a few of the things they are trying to do to rectify these wrongs, or things that are happening historically for folks.

So, how they are increasing access or overcoming some of the barriers? Talking about what is driving the equity initiative?

· Yes, something that is more strength-based and action-oriented. I think we like to tell folks’ stories and experiences a lot, but we don’t really talk about what the things are that they are doing.

· Councilor Stacey: Can you talk a bit more about strength-based and how you use that?

· It seems like in many social justice movements, people want somebody who will share their sad story, so then people tell their sad story. And then what happens? What are folks doing to correct that problem or issue it is they are having? Instead of having people tell their stories, whatever they are, talk about things that

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people are doing that are positive and more strengths-based. Not that people sharing their experiences aren't, but it is also nice to hear some solutions.

· So, I am going to be less diplomatic and more honest. I found that really traumatizing. Again, it is a PSA, and I understand the point of them, but it is seeing folks trotted out, and it is tokenizing. And it is demeaning. Its, in conversations I have with POC, and Black people in particular, who live in Portland, not much about that experience is represented in the video. And, it's a particularly visceral for me in this moment, and again to be perfectly transparent, having lived very recently through an overtly and aggressively racist interaction in my office building, based on nothing but the surprise this person felt at not being able to shame a group of Black students because of their Black instructor who, when he asked for management and saw me, lost his mind. And if the video is meant to talk about equity, I would expect to hear some professionals in equity speaking about it intelligently, and not trying to package it to look like a vacation promo. It is not a vacation for Black people and People of Color to live here, it is traumatizing, daily, and some days we are better able to really get the resources together and hold the resources together to move through. I am very grateful to this experience because the opportunity to be in this community setting and talk about it openly is a step toward that healing, but when we talk to the group about truth-telling, this seems disingenuous. Not that the individual stories aren't their own, they are. But, that's what cooptation is: finding people who are willing to share their stories, then using them to your own political end. So, for me, I would be much more interested in hearing what the professionals at Metro who are bringing forward this equity strategy, where this is founded, where it came from. You know, make it about equity. Quite frankly, equity is the reversing of the historic tides of systemic discrimination. And that's what it is. Creating roads of access and inclusion. And, can also mean, holding one's own or using privilege to those ends. Equity, for me, is not necessarily about everyone being nice to each other. I don't really care about that. I don't care about equality in the equation either, because the kind of reverse-engineering that would have to happen would have to be upwards of 600 years of restorative pay for folks who have been oppressed to create the system, so, I thought the music was lovely. I think everybody should take a deep breath. Welcome to our new participants. It would be nice if everyone could reintroduce yourselves.

I hadn't seen the video before this either. I agree, it seems to be more about diversity than perhaps it is about equity. The strengths-based piece – talking about how we are overcoming barriers – why are we doing this? Certain groups aren't just feeling like a stranger in their own house, and that want to be out in nature, it is that they are purposefully excluded and have historically been excluded from jobs, homes with yards – they are stacked on top of each other in often sub-standard apartment buildings, so being out in nature does seem a respite. I hear people saying they'd like more about the root causes, about why Metro is doing this. I think it would be wonderful because many people are not articulating this, and you can still be a part of the solution even if you talk about the deep disparities and where they come from, specifically for different groups.

· Councilor Stacey: Carlos extended an offer that perhaps Metro might describe what it is that Metro is trying to accomplish under the rubric of equity. I don't know if this is the right moment, but I would like to take up that offer.

Agenda – share feedback; review draft strategic plan; prioritize long- term strategy and short- and medium-term action items;

Outcomes – understand how input was used, input expressed reflected from last focus group, additional feedback to shape strategy and action plan, and deepen relationships between us and with Metro staff.

Thankful to have Councilor Stacey. I did push a little bit to have senior leadership and a champion – someone who can hear us and represent what we are saying when he's back in Metro.

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· Councilor Stacey: I'd like to say a couple of words and then turn it over to Nyla. Metro is part of government, it is the regional part of it. Our self-appointed charge is to make this a greater, healthier, safer, more economically prosperous, livable, community. I think, generally speaking, Metro folks – staff, elected – think they are doing good work on behalf of the communities to make this a stronger place, but that work builds off of the culture of what government has done, institutionally, for 300 of those 600 years, with the current administration. At the federal, the state, and the local level, the government has been utilized as a means of differentiating access to resources and goods, excluding people, as well as rewarding others, and as Carlos suggested, there is no way forward that is based on equal opportunity or equality under the law, regardless of what the US Supreme Court says. We are learning, those of us on the Metro Council who have not dealt professionally with questions of equity, inclusion and diversity at all during most of our careers, are learning that probably the most effective approach to ensuring goods, services, access to nature, transportation improvements, better bus service, however that's manifested, that we have some role in providing, the best way to ensure that the allocation, distribution and availability of those resources we work on are provided in a way that is equitable is to focus on the disparate impacts experienced by People of Color. There are poor people, unengaged people, people who don't have a voice in government who are from the current majority race in America in this community who deserve to have better access to government as well, but we will not those people effectively unless we reach the people who have been systematically deprived of those kinds of opportunities. That is the starting premise of the work that our staff is engaged in on behalf us. Of this, we have to figure out, first of all, are we doing the best possible job of inclusion and diversity in our own workforce? Is the electorate doing the best possible job making sure that we 7 white people are the best representatives in the region in terms of elected service? I'm up for re-election this next May, so you have an opportunity to think about that. I'm serious about that, that's a real challenge for all of us: are we doing the best possible job we can in our own hiring and advancement programs within our workforce; second is our process of engaging minority contractors, female and small business contractors as effective as it can be, as effective as some other government agencies – like Trimet have been in insuring that white-owned, general contractors MUST in order to get our business do a better job engaging businesses that are minority-owned and employ minorities. And then, finally, as we do the more wonky stuff – the planning for future investment, the provision of accessibility to our 17,000 acre park and natural areas, as we develop programs of engagement with the community – we are thinking about how to do this in a way that is meaningful for people who don't have the access points today. When we do inclusion, when we act as a government and ask the people we supposedly govern what it is we should be doing, how are we doing an intelligent job of reaching folks who are not going to take time from their lives to go to a 2pm Metro Council hearing, and are probably not going to invest an entire evening in going to a workshop about a transportation project. There is some stuff we are doing now that sort of blew my mind being new to this stuff in the Powell-Division Corridor Bus Rapid-Transit Project where one of our contractors – APANO – engaged folks from the Cantonese-Chinese and Mandarin-Chinese communities in the Jade District, and offered them a meal and translation services so they could sit at a table and help plan that bus network. We got a bunch of seniors from those two language communities to participate in a way that probably wouldn't have happened in the past. There are different mechanisms, different approaches to every community in this region. We need to have more than one cookie-cutter, and so the primary goal in reaching out to those of you who work on these issues and know your communities is to understand better how we can do diversity, equity and inclusion in a meaningful way. At the policy level and on the street.

· I would've liked to have heard that on a video. (strong group agreement)

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Do you think that it was helpful hearing about Metro's role? I do have one question: it is still very forward-looking to me, getting money to do this transportation development in Powell-Division, what about mitigating what has happened to our community? The Black community didn't get to benefit from a lot of these inclusionary practices everybody is taking forward, and we're still bleeding out. The statistic Maxine uses is that 3 Black people are being removed every day, the count stopped around 10,000 in 2010, the maps from Multnomah County show that by 2025 the whole of the Black community will be moved to east of I205.

· Councilor Stacey: Entirely different questions, about what things we might do in the future, because those are remedial actions. How do we engage in the whole process that the City of Portland is engaged in, to some extent, of housing affordability with some real targets to it, in terms of dealing with past displacement and dislocation, as well as trying to prevent future dislocation in communities of color and other low-income communities as improvements get made, transit and transportation improvements, other kinds of improvements that cause gentrification. Gentrification means a whole new group of people moving in. It is not revitalization, it is not prosperity. So, we're trying to think about how we avoid displacement by our current actions. I think there is a role for us across the region in terms of finding new resources for affordable housing and market rate housing, which is a chronic problem across the region which would have particular application to those communities. We don't have the resources. We had to go out twice for the property tax bond to acquire those 17,000 acres.

· You could give us some of those 17,000 acres in a rapid land transfer.

· That's really real though, because the thing is, to get to the work we were brought to in the documents, is to consider engaging in landbanking. While a promise around the consideration of what might happen is fine, as was just pointed out, three families a day are being dislocated. There is not consideration time. We are past the state of emergency. I mean, it is wonderful to hear recognition from electeds that it is a state of emergency. You know, for many of us living in it, that is like asking what color is the sky today and hearing back that it's blue after however many years. Great, we're all agreed. This is an emergency. Therefore, emergency measures are necessary, right?! Not, the slow burn, run up, lead up – we wanna try, we're gonna do this, we're thinking about – in the meantime, at 3 a day. Again, I understand that it is not you individually, but it doesn't serve to squelch alarm.

Say what you've heard, and provide solutions. The thing about our community is that we've been wholly underserved since we got here, we've always been excluded. It was written into the Constitution. While the record was expunged in 2001, the practices are not different. We see what is happening with the Jade District, with Living Cully, with the Neighborhood Prosperity Initiatives, places where other communities of color have been able to get community control on the front end, explicitly saying "we don't want what happened to Black people to happen to us", and now they are being engaged in a very different way, and we are still bleeding out. I use that term because Dr. Karen Gibson's article "Bleeding Albina" talks about equity-stripping from ages ago, but I feel like we are bleeding, still hemorrhaging... with the amount of people leaving, and the amount of homelessness. In 2015, with this much prosperity, we should be doing better. It is different with our community, we recognize that, but we don't apologize for that. We are trying to figure out how we make relationships to at least get a pilot project going. Something we can start to build upon right now, because it is beyond the point of urgency.

Nyla – thank you all for being here tonight. You have other things you could be doing, and we need you. Everything you are sharing is being taken into account, and be assured that when we are writing documents, your voices will be included.

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You have a couple of documents in front of you. Some of you were here in the spring, and input was reflected. Some of you were not. Look the documents over, ask questions if you have them, let us know what your thoughts are.

The larger document is a summary of everything we heard from everyone we talked to, about 150 people across all groups. We need your help prioritizing what you said you'd like to have happen. In order of importance, say what you'd like to see today, and what you could see 5 years from now. And then, we want to make sure we've accurately captured what you'd said. Finally, we want to make sure we didn't miss anything. Maybe there are things you thought about afterward. We can add as many items as you'd like.

Present on the equity strategy

Councilor Stacey thanked us for allowing him to participate.

Becca – representing community relationships at Metro. Asked for feedback on equity work at the last focus group, and also asked for help with “I” in DEI, inclusion work that is what community relations and engagement. Gave great feedback about how we can do work more effectively. The short document, snapshot, is what we heard from all community groups. I also want to let you know what we are doing with that feedback. We are in the process of developing a strategy for engagement – 5 components – including access to decision making. So we heard things like we'd like people to serve on Boards, committees, thinking about locations and stipends. We are thinking about all of these recommendations and bubbling them up to senior leadership into budget process.

1. Access to decision making – remove barriers to service; be intentional about who is working at Metro and who is leading at Metro. Metro employed a contractor to speak with communities of color to learn how to get the word out. Create a pipeline. Get the word out early and often. Recruiting POC. Minimum qualifications are often a barrier. Working on recruitment, retention and creating a pipeline. Starting small first, piloting. HR is working with the Urban League to do outreach. Procurement is also working on MWESBs. Not enough to reach out, have to provide support and training. Held a bunch of training sessions.
2. Plain old public engagement – meet people where they are, relationships – not just project-specific, but long-term relationships where you can tell us what you think, having connections with real people at Metro
3. Accountability – reporting out about feedback, and what we are doing with it, or not doing with it
4. Transparency
5. Evaluations – Part of recommendations, budget in qualitative evaluations – conversations with community.

Equity isn't only about the gap. Baseline shows where the disparity is the deepest. Equity says to me we prioritize those with the greatest need, and we put the most resources, time, energy into lifting those folks up. There is a framework report, how to approach equity, but no baseline was made. However, some data was crunched through our framework, and African American's were the most underserved. Equity is not only about race, but doing an intersectional analysis of all the factors represented in the video, and starting to meet with those folks specifically. Is there a prioritization when you look at the data to see who is the most impacted, not only for trainings, etc. but to get people in, because the barriers are quite significant.

Becca – the data piece is new to me. Great question I can only give a partial answer to. I think that was Council's intention when they gave the thumbs up to focusing on race. That is exactly the intention, once we have the data, we'll know who to start with and we'll be applying it. As I said, we are doing it piecemeal, small-projects, and it is not necessarily data-based. So, I think that is where we want to go, but in the meantime we're doing some small stuff and any feedback you can give us long-term, this is a conversation, but short-term what do we need to go back and talk to HR and Procurement about TODAY, what do we need to talk to our engagement department about projects that impact your communities TODAY. We can't wait

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for the data. I mean the data is there, but the wheels sometimes turn slow, so we need to do something now and your feedback can inform the longer term.

- Honestly, one thing you can do based on what you are saying, is instead of training people around the bids, work to simplify the bids. The thing is, there are a lot of downstream answers that are provided, and that is not increasing inclusion, that is training people to be integrated. A very, very different model, right. Instead of training people up to a false meritocracy, understand alternative qualifications – life experience as a qualification if that is what is being called for, especially if you are talking about issues of equity. If you are talking about accountability, if you are going to come back with reports, I remember speaking very clearly to historic accountability that could look like everything, the boldest version of which could look like truth and reconciliation. By the way, as Metro, this is where we've been explicitly responsible for the displacement of Black communities, which has had X, Y and Z outcome, in particular on Black women, who have historically been the most under protected people in the state by our government. That's truth.

- Yes, write that down.

- Look upstream. Yes, these are small measures, but small measures, if aimed in the right direction, can make a very significant difference. Trying to train people up to integrate into, does not seem to be the one. Becca – I have a question about what you said about historic truth, would you want to see that represented in the equity strategy? Would you want to see it called out in the final document? Would you like government officials and elected staff...

- YES! (whole group)

- Yes, and a public hearing, and bring the City and the County into it. Let people voice what is being done, how it is being lived, be accountable to it. When a problem around housing, livelihood, health is presented, rather than crocodile tears, wrap-around services in the moment. This would be a great use of funds. Where does the resource need to be, now. Have a multi-streamed development plan for 5 – 10 years. And 5 years is too long, you all should have quarterly report outs. I wish I was being facetious, but there is no historic evidence that anything projected to come out in 5 years should be trusted; there is no evidence it is going to be followed up on; no evidence that if it is abandoned there will be recovery. If you did apply the baseline, not only the frameworks, then What? Who are you accountable to? What happens to those who are being displaced and are living through a genocide. Without a plan, we will find ourselves back here again and again, which is why we find ourselves back here again and again. After the Coliseum

- We've got Black mothers signed up for Section 8 who are not able to get housing within our County, they have to spend a year in Salem and Oregon City... way out somewhere, or another city... where they have to live for a year before they can apply to come back here.

- Councilor Stacey: So they are given a voucher, but it doesn't work here?

- Right, so once again I am seeing young Black mothers having to live in Salem, which they know nothing about, and being forced to accept a plan if they want housing, or they will be bumped to the end of the line. And we'll serve the next person instead, even though you've already waited 3 years to get a voucher for proper housing. That's not right. That's just not right. There's nothing right about that at all. And, I appreciate what you are saying, and the steps you are taking, but seriously, we don't have that kind of time. We really don't. We're losing people everyday to homelessness. Mothers and babies on the street, there's nothing right about that. From one person's couch to another. That's not right. You know, people are going to have to live with, it is one thing to have a job and be good at your profession, and do what you do, but all of that that you're doing, you're going to have to deal with these outcomes at some point... going to the store on the bus, trying to get home to family before dark... these outcomes are coming from decisions that are made by people who are in positions like you are. If you could do something to change it, you need to really think

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about how to make that happen, how to make that happen soon, because we don't have, we don't have a lot of time anymore. We just don't. I wish we did. But, we just don't.

- In term of long-term planning, I would say to that point, if we are looking at upstream solutions and who get elected, let's look at how the Council gets elected. We are looking at a lot elected bodies continue to benefit from systems and structures, and I do not hear any elected official saying we need to figure out how to get a poor Black woman elected here.

I would love to see the Metro take account of the developments in N Portland to which it has contributed resources to support development. What has been Metro's role in stabilizing or displacing Black community in N Portland, and is there a plan to recompense the community with land, development? Is it possible for Metro to see what it has done in Alberta/Albina to determine how it can reverse some of what is happening today?

- Councilor Stacey: The one on Williams?

- Understanding institutional challenges to make change, I would like to include –and support everything being said – there are some ways regional governance can involve people who have been excluded. It is one of the only organizations that could come out and set a trend making statements about all the people who are being impacted in the region – Beaverton, Tigard. People are being sent to areas where the people never thought they would see anyone who looked like us, and the rapidity of change is causing tensions. Affordable housing means poor and Black in these areas. A lot of communities are not prepared, do not understand what equity and inclusion means – that those who are more affected will get more, least affected will get less until things are stabilized. Forced restabilization of the market. We haven't even gotten to the point where everyone is equally poor. NY Times says a Black person with a Masters degree will still earn less than a white person with a high school diploma. It is a hard thing Metro has to do. Many people are ready to clear the debts. After the 2001 change of Constitution, there was no truth and reconciliation committee called by the government to clear this and say “this was an apartheid state”, the only apartheid state in America. Everyone wants to get that out in the air, so we can move forward. Municipalities and governance has been well paid and slow to respond. Complaining costs money for poor people... takes a lot of time and energy. Metro should absorb some of that cost as an equity strategy. Just hiring Black or Latino people doesn't mean anything, just like brining Clarence Thomas to the Supreme Court didn't mean the needs of Black people were being addressed. So how do we appropriately vet people in the communities most traumatized and damaged so that we are accurately represented.

- Planning is not social engineering, but spatial engineering.

As Councilor Stacey said earlier, disparate impact comes from Civil Rights law, so much of equity will have to be sold as evidence-based, data driven decision, that says these people have gone without for this long. In these advocacy processes, we are constantly told that there is no political will. In a state that's 80% white, there will never be political will to do racial equity unless people become very altruistic. So, we're working together to try to understand what the role of Metro is. Is it to set the higher bar, as was just said? Setting a standard that all these counties, municipalities and cities must then measure themselves against is a wonderful ask.

- Somebody has got to be the leader. If it is not outcomes driven, I don't even care. Outcomes must drive decisions. I beg the bravery to do the thing. We are not going to change hearts and minds, we must change the laws, the rules.

NYLA - Let's go through the draft plan to advance strategic equity. This is the first draft, literally an outline. Plan to complete the first draft in December, January will go into public comment. It will submitted to Council in April. Brief summary:

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1. Pages 2 and 3 – why this work is important
2. Page 4 – metro’s commitment to addressing racial barriers
3. Page 5 and 6 – internal equity goal and objective – partnerships – all examples
4. Plan to add an equity decision-making tool at the end of the document
5. Document will be evaluation driven

· Will there be timelines, accountability?

NYLA – We don’t even know what’s going to be in there yet.

· Right, so not even knowing what will be in there, are you holding yourselves to timelines and accountability. Who are you answering to?

NYLA – Yes. I don’t know exactly, but I can ask that question.

Councilor Stacey: I think the answer would be, accountable to the Council because the Council is the governing body. But, does that mean accountable to the community?

One of our suggestions from the summer was an African American Advisory Oversight Committee, so there seems to be an opportunity there.

NYLA – We have talked at length with my boss about that, before I even read it in the report back.

· What was the tone like? How did that conversation go?

NYLA – Yes, she is very supportive. She is looking at the City process, how that was set up, and how we can make that work for Metro.

· DHS has something similar – a Citizen’s Review Board, which is a group of citizens who reviews everything... what the case worker is doing, the lawyer, etc. They have no investment, but want to ensure what is supposed to be done is being done, and hold people accountable if something comes up and the process is not being followed. Then they address that. But, it is a Citizen’s Review Board.

I would definitely recommend looking at as many models as possible, because the one at the city is not as inclusive as it could be. There is not representation of people experiencing the impact, they are more hand-selected and organizationally affiliated. Which provides Metro the opportunity to set a standard of equitable inclusion.

· The other thing, I see this a lot. Section 1 says People of Color share the same barriers to better outcomes with other vulnerable communities like people with low incomes, people with disabilities, seniors, youth, LGBTQ community. My problem with being “included” with all the groups is that we are diluted and missed over, all the time.

Councilor Stacey: The sentence goes on.

· Oh, I understand that.

Councilor Stacey: And it is the go on part that is the important part, so how do we reverse that sentence...

· How do you make us our own group...

Councilor Stacey: That sentence is still apologizing for using a race-focus outcomes process. People of color are the most targeted by past actions, and must then be the most targeted by positive actions, and we’re apologizing for that. That is of course how it reads because, like she said, it is an 80% white state, 72 in the Portland Metro area, but so what. You’re swimming against the current of people who think “that’s favoritism”, “that’s creating something that’s special”, and so there is a crouch in that sentence: We are going to assert this, but we are going to bury the lead. I hear what you’re saying.

· I agree, and if I understand what you’re saying, it is the “burying the lead” that is problematic.

· So put that sentence first. People of color experience these barriers much more deeply. And, we need our own bullet.

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- And, Black people need their own bullet. I mean, we can say People of Color, but sometimes, even in that, that doesn't talk about us. Black people specifically.
- Yes, because it is Black people and dark skinned "People of Color". If we are being clear as to how that hierarchy is broken down, that is how it has been historically constructed. If it is not said that way, there are ways to get "People of Color" numbers without including Black people, or keeping anti-Blackness very, very, very much established.
- Especially if you look at Living Cully or the Jade District. Certain Communities of Color are treated very, very differently and to conflate it leaves anti-Black racism in existence...  
Councilor Stacey:... because it is not spoken to explicitly.
- It still gets back to the fact that there really is an urgency to specifically deal with the historical relationship between Black and white people. We are trying to find a reason to say "this is why we are focusing on these people", because of these situations, and also it is not a sentence, a blurb, a way to bury the headline. In doing that we reinforce the hierarchy and do not fully address the issue or call it out. There has to be a way to make folks feel uncomfortable without them pulling their guns, or anymore of their guns out.
- And, I feel that that was one of our bullets, "increase truth-telling in order to build trust". Be explicit. Call it out. We need to hear it. And, like you said. Have a meeting, bring people together and say "I'm sorry". For what? This! This! This! And This! All the things.
- Everybody is really affected by the fact that you have a disenfranchised Black community in the state that it's in, you know. People are saying "what can we do about the gangs". But, if you don't have a healthy family, and a lot of those families are single-parent households, with just a mother or just a father, who has to deal with how to live everyday and doesn't have time to address how to help their son or daughter during their adolescent years to stay away from gangs, violence. There is a lot on the table. You try raising an adolescent or two, and still have to worry about whether you're going to be able to live here, whether you're going to be evicted, are you going to be on the street tonight, where are we going to get our food from, well maybe I can call aunt so-and-so to get a couple of bucks from them, and then I ain't got no gas, you know, and I work a job but its not enough to pay childcare, and it goes on and on and on. You know, that's a BIG plate. So, nobody has time to deal with adolescence, to keep them out of gangs. This effects people because these families are in shambles, and there is only so much that a Black woman can do, or a Black man raising his child alone can do in one day. And, so it affects everybody. That's why you hear gun shots in the middle of the night, in every community now. With gentrification everyone got scattered, that's everywhere. Gangs aren't just Black people, they are disenfranchised people. It takes a lot to raise an adolescent to ensure they will become a positive citizen of the community. That takes a lot, and you can't do it when you've got all this other stuff on your plate. It behooves the agencies and the people in charge to take a look at that. When you come to me calling a meeting so I can help you out with all these disenfranchised kids, I can't help you with that because I needed help a long time ago. My mother and father were here from Vanport flood. I've lived here all my life, and then got moved out of this community. Everybody's affected. You're going to have to make changes. I don't know how long it's going to take you, and I don't understand why other communities of color seem to end up with land and money to do certain things, like when I go home out there on 60<sup>th</sup> and Killingsworth, across Sandy, there is a whole Latino community where they own their own property.
- The Mercado?
- Yes! They've got community centers so their kids have places to go, and they can have dialogue with their kids to help them stay out of trouble. I hear they are planning to provide some affordable housing over here so folks can come back and they'll take first preference if they've been effected by gentrification. Yeah but, are you giving it to us to own? Or am I going to have to lease it from you?! That doesn't work for me. I don't

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understand why other communities get to own things. If we are the most impacted, why are other communities getting land and money to own, and build their own community, and help their own children, and we don't?? The next thing you want to do is to talk about our kids, the gangs, and the pants sagging. We can't do everything at one time.

- I hear from all different organizations that they are trying to stem the flow of the housing going up... the prices are off the charts. We've been looking for a place to rent, down by Woodlawn. They are only building 1 or 2 bedroom apartments, not for families, but they're right in a neighborhood that was historically for families, not singles. They put a 7-11 right next to the corner mom-and-pop shop, and are building apartments in Concordia.

Councilor Stacey: Metro is a part of that project.

- I used to go to Alberta park to do odd jobs, there were so many things I could do. I went to St. Andrews. None of those things are available for my kids, because I don't feel as though I have a connection anymore. That store, that barber shop, those churches, are all gone, and now that I hear that Metro is involved in that development it takes the wind out of my sails again. You are doing data and focus groups, but in the meantime, while you are putting it all together, more and more of the land and opportunities for us are disappearing. That is why we are now looking at Banks and Buxton, and Sandy.

- And, those people don't even want us there.

- I don't want to tell her to leave her job at the County, yes you get paid well and have a great job, but the rest of us are suffering. Unless folks have lots of money saved up, they can't compete with people coming here. It is not for us anymore. Just as you've said you're helping them with the Concordia development, it is sucking the air out of our neighborhood, creating a vacuum, and we will not be able to come back. The way I look at it, you keep doing what you're doing right now and there won't be any coming back for us. You will have to create a whole different area. When we say landbank, we mean, give us the land... that might be the better plan.

- Some of us don't even want to come back to N/NE...I mean, it is traumatizing to come over here.

- I don't want to leave. I want to stay right here.

- A two bedroom apartment is \$2000 in N/NE, and the only thing being build is studio, 1 bedroom and 2 bedroom. We're not welcome in our own place.

- You put us in an area, and then took away community institutions and opportunities. Business owners are strategically displaced.

We hear so much about affordable housing, I want to life up something else I hear being said about economic development. There is significant research saying "nothing stops a bullet like a job". The research states that the level of poverty of African American's in Portland is untenable. The 2015 PHB State of Housing Report put the median Black income at \$27,000/year, and the area median is now \$60,000. Over the past 10 years the median has risen in the area, and yet earnings for Black people remains stagnant. I cannot stress the importance of economic equity to stemming gentrification and allowing people to access the market. We should be able to purchase single-family homes, like other classes of people, rather than stacked in projects. Many people have stated that they don't want to live in an apartment. We need space. We need economic development, a hub where we can create and scale-up our own businesses, like Apano's Furniture Warehouse. How is rapid land transfer happening, what is the process? How can we replicate this process for African Americans immediately. It is about jobs and money. Multnomah County research says that race is a more significant determinant of health, and yet socioeconomic status is heavily determined by race. Many of us are educated, with significant student loan debt and remain under employed due to racism.

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· We need a place for our children to go, we need land where we can have our businesses and community/recreation center where we can bring our children to teach them, instruct them... We haven't a hub... we need it. I don't understand why we can't have it. Everyone else gets it. Until I understand that, it is really hard to talk about this without sounding like we're complaining, I am not that kind of person, but there is no way for me to approach this topic without sounding like I'm complaining... it is a very hard topic to talk about. It is very emotional.

· It is also a system of begging for favors, built on a deficit model, and false assumptions about the population and the decisions being made about it. **So, to bring it back to the document for a minute, even the language used in the African American group... I look right above, and the exact same bullet for the Native American group, the Asian American group, African American**

- **Native American: "Develop innovative, inclusive funding strategies for affordable multi-generational housing for community"**

- **Asian American: "Develop affordable, high-quality housing strategies for the community, including rent-control, multi-generational around public transit"**

- **African American: "Develop low-income housing strategies to address displacement and the shortage of housing of affordable housing"**

· There is nothing there about innovation; there is nothing there about inclusion, there is nothing there about families, about generations. Its wrong. Its in the same... document. I'm like, who edit's this shit? Whose job is it... this is somebodies job... they are getting paid – quite a substantial salary I would assume – to sit down with this to review it, review it, and review it... and to look at this subjugated language that's given to African Americans, in what is meant to be an equity document, whoever the equity expert in this place did not stop to think to themselves: "Hey, this is not only differential treatment, this is differential language." This is astounding. I cannot get my mind around the level of cognitive dissonance that goes on in that kind of presentation. And then to ask us for input?! The input is, it hurts. It hurts my feelings. This says to me that I am less than and am worth less than, and the people around this table are worth less than, and I don't believe that, so it feels like a lie. I apologize for raising my voice.

Councilor Stacey: Is the purpose of tonight's meeting to help correct this document? Yes. And to make it a better, more accurate portrayal by looking for things that aren't in here? Yes. Is that input not valuable to this process? Yes. Then no apologies necessary.

· Does Metro do any kind of road construction, maintenance, park maintenance? Anything like that?

Councilor Stacey: Think of us as a little government with a large footprint. Yes, we have 17,000 acres of parks and we are beginning many more maintenance activities. We don't manage or run any transportation. We are a funding channel and a planning and policy body. But we have work to do. We have those buildings, the Expo Center, the Convention Center, we manage the buildings downtown, we have the zoo, and some ongoing projects. There is work, there's employment, there is contracting.

· I was fortunate enough to be invited today to an interview today for an apprenticeship programs with one of the governing bodies around here, and when I looked at the job description, many of the things looked like skills one would gain through an apprenticeship program, but 60 applicants already had them, and licenses. I went into this interview. From the time I got in to the time I applied, they had dropped the initial incoming salary. And then after this amount of time, they would move you up to the next wage band. Does Metro have any kind of apprenticeship programs – trained at a living wage?

Councilor Stacey: There is one particular program Metro managers which is seen as a response to displacement, and I'm forgetting the acronym.

FOTA: First Opportunity Target Area

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It is a geographically proscribed area which roughly represents the boundaries of the historically African American community. And, there is an additional opportunity in the application process. Some of those opportunities are made available to FOTA eligible people first.

· What if people have been displaced from the geography of the FOTA?

Councilor Stacey: We are in the middle of a process to address that very basic problem. How do both honor the original concept – this was a physical displacement itself of the community – the Coliseum/ Convention Center were constructed, and other investments made – and what do we do about the fact that many people have already been displaced, pushed out of N East. So how do we redefine the boundary and/or redefine the population?

And how do you ensure there are promotional tracts within this scheme, since the recent FOTA evaluation by Cogen Owen Greene showed that many of the people who were targeted did not move up, but were relegated to low-wage jobs.

Councilor Stacey: and stayed there.

The one question I have, when we reviewed the powers of Metro, we found that in addition to that 17,000 acres of land –through the reclamation process Metro does – there are also a significant amount of homes on that land... approximately 50 homes on pristine land. The question we asked was, what is the process Metro uses to rent those lands? Are they made affordable? They are rented through Craigslist. If Metro is interested in “low hanging fruit” and “moving the needle”, why would those homes not be made available as a health and wealth intervention – to reduce trauma and create opportunities? Perhaps there is a way Metro could use those family-sized homes.

Councilor Stacey: Councilor Sam Chase, your Councilor, took it upon himself to propose an opportunity. I do not know what the current strategy is, but there is an opportunity there. I don't have a current report.

We were told it is outside or butted up against Urban Growth Boundary, but we are already out there.

· I hope there will be an answer. Hopefully you will be able to tell me. People have already gotten land and money, but I really do want to know how that happens.

Councilor Stacey: That is a fundamentally valid question. We have a program called Transit-Oriented Development – federal dollars to spend to increase transportation ridership. Where are we building these things? We're currently doing the Powell-Division bus rapid transit line – run a bus more quickly along the 16 miles along the southern part. 82<sup>nd</sup> is the heart of the Jade District/Apano. People saw that the Furniture Warehouse was on the market and had an attractive price. Rather quickly we acquired it. Apano stepped up and said we are running and managing the Jade District on behalf of the PDC, we could use a community-space right now, for an interim use before it is redeveloped into a community asset as affordable housing with ground floor retail, and perhaps we can negotiate the terms going forward to ensure there is a community space on the ground floor going forward after the interim lease is over? Now, we invested in the Concordia project, we're going to help Concordia have more student housing on a well-served transportation line.

· The college is only served by one bus.

Councilor Stacey: Well, yes, but it is a good connection to the college.

I want to take a moment to tie this to our community. The yellow line, same process. The Albina Community Plan took 3.5 years of the PDC talking to the Black community to create this document to begin the Urban Renewal Process and Transit-Oriented Development. If you haven't read that document, it is many, many pages of promises that should've turned into us receiving something, as Apano did. Instead, the entire document was abandoned.

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Councilor Stacey: The low-hanging fruit slogan to characterize some of our thinking about what we should do now, that is not a 5 year plan. What should we do about Transit-Oriented Development project budget now to influence developers: give \$500,000 into \$17M to tip the scale... is it to create more housing, space for activities. Etc. That would be an innovation going forward.

In N Portland, \$30M was invested into the yellow line, and nothing else. It was probably 5 years before money was put into housing.

- I am seeing two other factors in how that plays out. One is that there were key people in the African American community to develop things for us, but did not materialize. Next, coming back to equity, conversations about cultural conservation and the impact of a full Apartheid state need to be accounted for, and a holistic process of redress must happen. Some cultures are valorized, some are stigmatized.

- This is another reason we need a citizen Oversight Committee. We need to be able to help you be inclusive and provide input when you are hiring, recruiting committee members, etc. We need to have a way to sit along-side of you to help you determine whether people represent the community. **There are times when our own get in a place where they could do something for us, but they don't deliver. But see, those are not people that I even have a chance to have a say-so in. They were chosen by you all... Our community is not totally intact, but we know things. We citizens need to be able to sit with you because we can be helpful.**

Councilor Stacey: So, more than one person has spoken about community resources and community assets and a community place... Metro is supposed to be in the placemaking business, right? Whether it is parks (17,000 acres), or investments in transit oriented development or its other chunks of resources that we spend... **we need an explicit strategy about community assets that help hold the physical geographic community together. As an objective, I think that is something we should be in concert on. I'm not smart enough to know what that is, and Metro council cannot plan that for this community, but we can provide planning resources, and we can think about all of the programs we've got, and maybe we make a change in our parks planning in our parks expenditures so we are making a earth place. Maybe there's a way to replicate the successes of Cully of Apano that has a specific agenda that you as leaders can help to develop, right?!**

I want to take this moment to plug a process that is happening that speaks exactly to what you've said, and to invite you all to participate. I'm going to ask you all to stay just a little longer because I've brought the map I've been telling y'all about that has all of the Black land holdings from 1900 – 1970, as well as some other pieces, as I plan to roll this process out soon, and would love for you to update the map with properties you know about and/or own so we are able to figure out the disparity between what we held in the past and what we hold now, and to quantify the dollar amount of that disparity. Additionally, I have initiated a Master Planning process that will allow us to start the **Community RE/Construction 3.0 Initiative** and the **Right to Root Campaign**, which I've asked all of our participants to participate in. CPID – Center for Public Interest Design, and Alex Salazar Architecture will conduct the technical assistance. The goal is to target low-income Black people to be in that room to vision what we would like to have built within the ICURA boundary, and to have it drawn up in a Master Planning document, with feasibility, proforma, so that people will stop saying to Black people “You don't have a plan”.

Councilor Stacey: I apologize for the implication that you must have a plan.

No offense taken. If you would like to participate, the process runs from October – December, and it will be with, for and by Black people. We would love to have you and Metro as a partner, and potentially identify some land we can use. Meeting dates: November 14<sup>th</sup>, December 12<sup>th</sup> - rollout December 17<sup>th</sup>.

We are trying to replicate all of the successful community development strategies.

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Councilor Stacey: **Would you make sure the whole Metro Council knows about this? I think this is something Metro would love to participate in.**

Wonderful. Let's follow up with next steps:

- We will review the document, and bring in the language and framing that works for other categories into our feedback
- Metro is invited to meet with us again.
- We would love to present at Metro.
- Metro is very responsive and respectful of our need for healing and privacy

- END -

Started by watching the Momentum Alliance Equity Video other groups saw at the last Focus Group

### Feedback

- Liked that people looked like “regular folk”, diverse age groups, nationalities, well produced
- Brought up memories of experiences

Did it give a good idea of what “Equity is”? Enhance our understanding and/or create a shared, common understanding? Help to define “equity”? Is it the same as justice, equality? Why are we focused on equity?

- Ensures all groups have a part of what is going on.
- Helping people who have been pushed out for a long time, to be targeted for inclusion. Include what has been done in the past to groups who haven’t been able to be represented. Equity has to involve that – bringing individuals in in specific ways.
- Access. You have to have access to have opportunities. Running on transportation schedules often keeps people from participating due to irregularity.
- Meeting people and/or communities of people at the barrier that prevents them from moving forward in whatever opportunity, essential need they are after. Creating a way in which people *can* access opportunity. It is one thing to access opportunity, but if there are barriers in place that prevent access, equity is figuring out how to make it possible.
- I don’t know if that video really made me think about equity. It pulled in different stories and experiences, in nature, the bus system, but it didn’t break down what equity would look like. It just talked about folk’s experiences. I mean, it had all the right parties. We like to pick out Hispanic, somebody with disabilities, African American, all the right players... but, it didn’t really get to equity to me. I did recognize some of the people in the video, and I think Momentum Alliance do make some nice videos (I’m in one of their videos). It was nice to see nature.

What would you have wanted to see to depict equity in action, or to represent what equity is/is not?

- This is Metro, right? Did Metro make that? Let’s start right there. I’d be interested to see equity played out in the company – how much diversity, equity, access is there in the company. Then it would let me know whether there is heart for equity. I think the video caused more questions than it answered... I did love the nature, and the nice music. But it did cause questions for me, that’s not the day to day experience I see. It caused questions.
- It would be nice to talk about the history of different folk’s experiences in relation, maybe, to Metro and some of the services they provide. And then, showcase a few of the things they are trying to do to rectify these wrongs, or things that are happening historically for folks.

So, how they are increasing access or overcoming some of the barriers? Talking about what is driving the equity initiative?

- Yes, something that is more strength-based and action-oriented. I think we like to tell folks’ stories and experiences a lot, but we don’t really talk about what the things are that they are doing.
- Councilor Stacey: Can you talk a bit more about strength-based and how you use that?

- It seems like in many social justice movements, people want somebody who will share their sad story, so then people tell their sad story. And then what happens? What are folks doing to correct that problem or issue it is they are having? Instead of having people tell their stories, whatever they are, talk about things that people are doing that are positive and more strengths-based. Not that people sharing their experiences aren't, but it is also nice to hear some solutions.
- So, I am going to be less diplomatic and more honest. I found that really traumatizing. Again, it is a PSA, and I understand the point of them, but it is seeing folks trotted out, and it is tokenizing. And it is demeaning. Its, in conversations I have with POC, and Black people in particular, who live in Portland, not much about that experience is represented in the video. And, it's a particularly visceral for me in this moment, and again to be perfectly transparent, having lived very recently through an overtly and aggressively racist interaction in my office building, based on nothing but the surprise this person felt at not being able to shame a group of Black students because of their Black instructor who, when he asked for management and saw me, lost his mind. And if the video is meant to talk about equity, I would expect to hear some professionals in equity speaking about it intelligently, and not trying to package it to look like a vacation promo. It is not a vacation for Black people and People of Color to live here, it is traumatizing, daily, and some days we are better able to really get the resources together and hold the resources together to move through. I am very grateful to this experience because the opportunity to be in this community setting and talk about it openly is a step toward that healing, but when we talk to the group about truth-telling, this seems disingenuous. Not that the individual stories aren't their own, they are. But, that's what cooptation is: finding people who are willing to share their stories, then using them to your own political end. So, for me, I would be much more interested in hearing what the professionals at Metro who are bringing forward this equity strategy, where this is founded, where it came from. You know, make it about equity. Quite frankly, equity is the reversing of the historic tides of systemic discrimination. And that's what it is. Creating roads of access and inclusion. And, can also mean, holding one's own or using privilege to those ends. Equity, for me, is not necessarily about everyone being nice to each other. I don't really care about that. I don't care about equality in the equation either, because the kind of reverse-engineering that would have to happen would have to be upwards of 600 years of restorative pay for folks who have been oppressed to create the system, so, I thought the music was lovely.

I think everybody should take a deep breath. Welcome to our new participants. It would be nice if everyone could reintroduce yourselves.

I hadn't seen the video before this either. I agree, it seems to be more about diversity than perhaps it is about equity. The strengths-based piece – talking about how we are overcoming barriers – why are we doing this? Certain groups aren't just feeling like a stranger in their own house, and that want to be out in nature, it is that they are purposefully excluded and have historically been excluded from jobs, homes with yards – they are stacked on top of each other in often sub-standard apartment buildings, so being out in nature does seem a respite. I hear people saying they'd like more about the root causes, about why Metro is doing this. I think it would be wonderful because many people are not articulating this, and you can still be a part of the solution even if you talk about the deep disparities and where they come from, specifically for different groups.

- Councilor Stacey: Carlos extended an offer that perhaps Metro might describe what it is that Metro is trying to accomplish under the rubric of equity. I don't know if this is the right moment, but I would like to take up that offer.

Agenda – share feedback; review draft strategic plan; prioritize long- term strategy and short- and medium-term action items;

Outcomes – understand how input was used, input expressed reflected from last focus group, additional feedback to shape strategy and action plan, and deepen relationships between us and with Metro staff.

Thankful to have Councilor Stacey. I did push a little bit to have senior leadership and a champion – someone who can hear us and represent what we are saying when he's back in Metro.

- Councilor Stacey: I'd like to say a couple of words and then turn it over to Nyla. Metro is part of government, it is the regional part of it. Our self-appointed charge is to make this a greater, healthier, safer, more economically prosperous, livable, community. I think, generally speaking, Metro folks – staff, elected – think they are doing good work on behalf of the communities to make this a stronger place, but that work builds off of the culture of what government has done, institutionally, for 300 of those 600 years, with the current administration. At the federal, the state, and the local level, the government has been utilized as a means of differentiating access to resources and goods, excluding people, as well as rewarding others, and as Carlos suggested, there is no way forward that is based on equal opportunity or equality under the law, regardless of what the US Supreme Court says. We are learning, those of us on the Metro Council who have not dealt professionally with questions of equity, inclusion and diversity at all during most of our careers, are learning that probably the most effective approach to ensuring goods, services, access to nature, transportation improvements, better bus service, however that's manifested, that we have some role in providing, the best way to ensure that the allocation, distribution and availability of those resources we work on are provided in a way that is equitable is to focus on the disparate impacts experienced by People of Color. There are poor people, unengaged people, people who don't have a voice in government who are from the current majority race in America in this community who deserve to have better access to government as well, but we will not those people effectively unless we reach the people who have been systematically deprived of those kinds of opportunities. That is the starting premise of the work that our staff is engaged in on behalf us. Of this, we have to figure out, first of all, are we doing the best possible job of inclusion and diversity in our own workforce? Is the electorate doing the best possible job making sure that we 7 white people are the best representatives in the region in terms of elected service? I'm up for re-election this next May, so you have an opportunity to think about that. I'm serious about that, that's a real challenge for all of us: are we doing the best possible job we can in our own hiring and advancement programs within our workforce; second is our process of engaging minority contractors, female and small business contractors as effective as it can be, as effective as some other government agencies – like Trimet have been in insuring that white-owned, general contractors MUST in order to get our business do a better job engaging businesses that are minority-owned and employ minorities. And then, finally, as we do the more wonky stuff – the planning for future investment, the provision of accessibility to our 17,000 acre park and natural areas, as we develop programs of engagement with the community – we are thinking about how to do this in

a way that is meaningful for people who don't have the access points today. When we do inclusion, when we act as a government and ask the people we supposedly govern what it is we should be doing, how are we doing an intelligent job of reaching folks who are not going to take time from their lives to go to a 2pm Metro Council hearing, and are probably not going to invest an entire evening in going to a workshop about a transportation project. There is some stuff we are doing now that sort of blew my mind being new to this stuff in the Powell-Division Corridor Bus Rapid-Transit Project where one of our contractors – APANO – engaged folks from the Cantonese-Chinese and Mandarin-Chinese communities in the Jade District, and offered them a meal and translation services so they could sit at a table and help plan that bus network. We got a bunch of seniors from those two language communities to participate in a way that probably wouldn't have happened in the past. There are different mechanisms, different approaches to every community in this region. We need to have more than one cookie-cutter, and so the primary goal in reaching out to those of you who work on these issues and know your communities is to understand better how we can do diversity, equity and inclusion in a meaningful way. At the policy level and on the street.

- I would've liked to have heard that on a video. (strong group agreement)

Do you think that it was helpful hearing about Metro's role? I do have one question: it is still very forward-looking to me, getting money to do this transportation development in Powell-Division, what about mitigating what has happened to our community? The Black community didn't get to benefit from a lot of these inclusionary practices everybody is taking forward, and we're still bleeding out. The statistic Maxine uses is that 3 Black people are being removed every day, the count stopped around 10,000 in 2010, the maps from Multnomah County show that by 2025 the whole of the Black community will be moved to east of I205.

- Councilor Stacey: Entirely different questions, about what things we might do in the future, because those are remedial actions. How do we engage in the whole process that the City of Portland is engaged in, to some extent, of housing affordability with some real targets to it, in terms of dealing with past displacement and dislocation, as well as trying to prevent future dislocation in communities of color and other low-income communities as improvements get made, transit and transportation improvements, other kinds of improvements that cause gentrification. Gentrification means a whole new group of people moving in. It is not revitalization, it is not prosperity. So, we're trying to think about how we avoid displacement by our current actions. I think there is a role for us across the region in terms of finding new resources for affordable housing and market rate housing, which is a chronic problem across the region which would have particular application to those communities. We don't have the resources. We had to go out twice for the property tax bond to acquire those 17,000 acres.
- You could give us some of those 17,000 acres in a rapid land transfer.
- That's really real though, because the thing is, to get to the work we were brought to in the documents, is to consider engaging in landbanking. While a promise around the consideration of what might happen is fine, as was just pointed out, three families a day are being dislocated. There is not consideration time. We are past the state of emergency. I mean, it is wonderful to hear recognition from electeds that it is a state of emergency. You know, for many of us living in it, that is like asking what color is the sky today and hearing back that it's blue after however many years. Great, we're all agreed. This is an emergency. Therefore, emergency measures are

necessary, right?! Not, the slow burn, run up, lead up – we wanna try, we’re gonna do this, we’re thinking about – in the meantime, at 3 a day. Again, I understand that it is not you individually, but it doesn’t serve to squelch alarm.

Say what you’ve heard, and provide solutions. The thing about our community is that we’ve been wholly underserved since we got here, we’ve always been excluded. It was written into the Constitution. While the record was expunged in 2001, the practices are not different. We see what is happening with the Jade District, with Living Cully, with the Neighborhood Prosperity Initiatives, places where other communities of color have been able to get community control on the front end, explicitly saying “we don’t want what happened to Black people to happen to us”, and now they are being engaged in a very different way, and we are still bleeding out. I use that term because Dr. Karen Gibson’s article “Bleeding Albina” talks about equity-stripping from ages ago, but I feel like we are bleeding, still hemorrhaging... with the amount of people leaving, and the amount of homelessness. In 2015, with this much prosperity, we should be doing better. It is different with our community, we recognize that, but we don’t apologize for that. We are trying to figure out how we make relationships to at least get a pilot project going. Something we can start to build upon right now, because it is beyond the point of urgency.

Nyla – thank you all for being here tonight. You have other things you could be doing, and we need you. Everything you are sharing is being taken into account, and be assured that when we are writing documents, your voices will be included.

You have a couple of documents in front of you. Some of you were here in the spring, and input was reflected. Some of you were not. Look the documents over, ask questions if you have them, let us know what your thoughts are.

The larger document is a summary of everything we heard from everyone we talked to, about 150 people across all groups. We need your help prioritizing what you said you’d like to have happen. In order of importance, say what you’d like to see today, and what you could see 5 years from now. And then, we want to make sure we’ve accurately captured what you’d said. Finally, we want to make sure we didn’t miss anything. Maybe there are things you thought about afterward. We can add as many items as you’d like. Present on the equity strategy

Councilor Stacey thanked us for allowing him to participate.

Becca – representing community relationships at Metro. Asked for feedback on equity work at the last focus group, and also asked for help with “I” in DEI, inclusion work that is what community relations and engagement. Gave great feedback about how we can do work more effectively. The short document, snapshot, is what we heard from all community groups. I also want to let you know what we are doing with that feedback. We are in the process of developing a strategy for engagement – 5 components – including access to decision making. So we heard things like we’d like people to serve on Boards, committees, thinking about locations and stipends. We are thinking about all of these recommendations and bubbling them up to senior leadership into budget process.

1. Access to decision making – remove barriers to service; be intentional about who is working at Metro and who is leading at Metro. Metro employed a contractor to speak with communities of color to learn how to get the word out. Create a pipeline. Get the word out early and often.

Recruiting POC. Minimum qualifications are often a barrier. Working on recruitment, retention and creating a pipeline. Starting small first, piloting. HR is working with the Urban League to do outreach. Procurement is also working on MWESBs. Not enough to reach out, have to provide support and training. Held a bunch of training sessions.

2. Plain old public engagement – meet people where they are, relationships – not just project-specific, but long-term relationships where you can tell us what you think, having connections with real people at Metro
3. Accountability – reporting out about feedback, and what we are doing with it, or not doing with it
4. Transparency
5. Evaluations – Part of recommendations, budget in qualitative evaluations – conversations with community.

Equity isn't only about the gap. Baseline shows where the disparity is the deepest. Equity says to me we prioritize those with the greatest need, and we put the most resources, time, energy into lifting those folks up. There is a framework report, how to approach equity, but no baseline was made. However, some data was crunched through our framework, and African American's were the most underserved. Equity is not only about race, but doing an intersectional analysis of all the factors represented in the video, and starting to meet with those folks specifically. Is there a prioritization when you look at the data to see who is the most impacted, not only for trainings, etc. but to get people in, because the barriers are quite significant.

Becca – the data piece is new to me. Great question I can only give a partial answer to. I think that was Council's intention when they gave the thumbs up to focusing on race. That is exactly the intention, once we have the data, we'll know who to start with and we'll be applying it. As I said, we are doing it piecemeal, small-projects, and it is not necessarily data-based. So, I think that is where we want to go, but in the meantime we're doing some small stuff and any feedback you can give us long-term, this is a conversation, but short-term what do we need to go back and talk to HR and Procurement about TODAY, what do we need to talk to our engagement department about projects that impact your communities TODAY. We can't wait for the data. I mean the data is there, but the wheels sometimes turn slow, so we need to do something now and your feedback can inform the longer term.

- Honestly, one thing you can do based on what you are saying, is instead of training people around the bids, work to simplify the bids. The thing is, there are a lot of downstream answers that are provided, and that is not increasing inclusion, that is training people to be integrated. A very, very different model, right. Instead of training people up to a false meritocracy, understand alternative qualifications – life experience as a qualification if that is what is being called for, especially if you are talking about issues of equity. If you are talking about accountability, if you are going to come back with reports, I remember speaking very clearly to historic accountability that could look like everything, the boldest version of which could look like truth and reconciliation. By the way, as Metro, this is where we've been explicitly responsible for the displacement of Black communities, which has had X, Y and Z outcome, in particular on Black women, who have historically been the most under protected people in the state by our government. That's truth.
- Yes, write that down.

- Look upstream. Yes, these are small measures, but small measures, if aimed in the right direction, can make a very significant difference. Trying to train people up to integrate into, does not seem to be the one.

Becca – I have a question about what you said about historic truth, would you want to see that represented in the equity strategy? Would you want to see it called out in the final document? Would you like government officials and elected staff...

- YES! (whole group)
- Yes, and a public hearing, and bring the City and the County into it. Let people voice what is being done, how it is being lived, be accountable to it. When a problem around housing, livelihood, health is presented, rather than crocodile tears, wrap-around services in the moment. This would be a great use of funds. Where does the resource need to be, now. Have a multi-streamed development plan for 5 – 10 years. And 5 years is too long, you all should have quarterly report outs. I wish I was being facetious, but there is no historic evidence that anything projected to come out in 5 years should be trusted; there is no evidence it is going to be followed up on; no evidence that if it is abandoned there will be recovery. If you did apply the baseline, not only the frameworks, then What? Who are you accountable to? What happens to those who are being displaced and are living through a genocide. Without a plan, we will find ourselves back here again and again, which is why we find ourselves back here again and again.  
After the Coliseum
- We've got Black mothers signed up for Section 8 who are not able to get housing within our County, they have to spend a year in Salem and Oregon City... way out somewhere, or another city... where they have to live for a year before they can apply to come back here.
- Councilor Stacey: So they are given a voucher, but it doesn't work here?
- Right, so once again I am seeing young Black mothers having to live in Salem, which they know nothing about, and being forced to accept a plan if they want housing, or they will be bumped to the end of the line. And we'll serve the next person instead, even though you've already waited 3 years to get a voucher for proper housing. That's not right. That's just not right. There's nothing right about that at all. And, I appreciate what you are saying, and the steps you are taking, but seriously, we don't have that kind of time. We really don't. We're losing people everyday to homelessness. Mothers and babies on the street, there's nothing right about that. From one person's couch to another. That's not right. You know, people are going to have to live with, it is one thing to have a job and be good at your profession, and do what you do, but all of that that you're doing, you're going to have to deal with these outcomes at some point... going to the store on the bus, trying to get home to family before dark... these outcomes are coming from decisions that are made by people who are in positions like you are. If you could do something to change it, you need to really think about how to make that happen, how to make that happen soon, because we don't have, we don't have a lot of time anymore. We just don't. I wish we did. But, we just don't.
- In term of long-term planning, I would say to that point, if we are looking at upstream solutions and who get elected, let's look at how the Council gets elected. We are looking at a lot elected bodies continue to benefit from systems and structures, and I do not hear any elected official saying we need to figure out how to get a poor Black woman elected here.

I would love to see the Metro take account of the developments in N Portland to which it has contributed resources to support development. What has been Metro's role in stabilizing or displacing Black community in N Portland, and is there a plan to recompense the community with land, development? Is it possible for Metro to see what it has done in Alberta/Albina to determine how it can reverse some of what is happening today?

- Councilor Stacey: The one on Williams?
- Understanding institutional challenges to make change, I would like to include –and support everything being said – there are some ways regional governance can involve people who have been excluded. It is one of the only organizations that could come out and set a trend making statements about all the people who are being impacted in the region – Beaverton, Tigard. People are being sent to areas where the people never thought they would see anyone who looked like us, and the rapidity of change is causing tensions. Affordable housing means poor and Black in these areas. A lot of communities are not prepared, do not understand what equity and inclusion means – that those who are more affected will get more, least affected will get less until things are stabilized. Forced restabilization of the market. We haven't even gotten to the point where everyone is equally poor. NY Times says a Black person with a Masters degree will still earn less than a white person with a high school diploma. It is a hard thing Metro has to do. Many people are ready to clear the debts. After the 2001 change of Constitution, there was no truth and reconciliation committee called by the government to clear this and say "this was an apartheid state", the only apartheid state in America. Everyone wants to get that out in the air, so we can move forward. Municipalities and governance has been well paid and slow to respond. Complaining costs money for poor people... takes a lot of time and energy. Metro should absorb some of that cost as an equity strategy. Just hiring Black or Latino people doesn't mean anything, just like bringing Clarence Thomas to the Supreme Court didn't mean the needs of Black people were being addressed. So how do we appropriately vet people in the communities most traumatized and damaged so that we are accurately represented.
- Planning is not social engineering, but spatial engineering.

As Councilor Stacey said earlier, disparate impact comes from Civil Rights law, so much of equity will have to be sold as evidence-based, data driven decision, that says these people have gone without for this long. In these advocacy processes, we are constantly told that there is no political will. In a state that's 80% white, there will never be political will to do racial equity unless people become very altruistic. So, we're working together to try to understand what the role of Metro is. Is it to set the higher bar, as was just said? Setting a standard that all these counties, municipalities and cities must then measure themselves against is a wonderful ask.

- Somebody has got to be the leader. If it is not outcomes driven, I don't even care. Outcomes must drive decisions. I beg the bravery to do the thing. We are not going to change hearts and minds, we must change the laws, the rules.

NYLA - Let's go through the draft plan to advance strategic equity. This is the first draft, literally an outline. Plan to complete the first draft in December, January will go into public comment. It will be submitted to Council in April. Brief summary:

1. Pages 2 and 3 – why this work is important

2. Page 4 – metro’s commitment to addressing racial barriers
3. Page 5 and 6 – internal equity goal and objective – partnerships – all examples
4. Plan to add an equity decision-making tool at the end of the document
5. Document will be evaluation driven



# Native American Youth and Family Center

5135 NE Columbia Blvd., Portland OR 97218 | p 503-288-8177 | f 503-288-1260 | [www.nayapdx.org](http://www.nayapdx.org)

## NAYA-Metro Equity Focus Group #2 Notes

October 14, 2015 from 6-8 PM

*Native American Youth & Family Center*

*5135 NE Columbia Boulevard, Portland, Oregon 97218*

### Notes from flipchart:

- Follow up: PYEC has opportunity for Metro staff to present on Willamette Falls Legacy Project
- Mention of challenges re: TriMet service @ NAYA
  - Metro question: when do NAYA activities die down?
    - Many events throughout the week leave at about 9:30-10
    - Weekly (Friday night) Bow and Arrow Culture Club left because the bus stopped at 8
  - Cliff said Metro will postpone\* this
- Scotty: Metro is feeding info from last session to other agencies; Cassie will follow up with Cary regarding the Equity Baseline Report

### NEXT STEPS

- Long term-funding for Indian housing
  - ^ Racial dev. Council
- Transit for Elders
- Improve transport -> regional parks
- Reflect Native history and education
- Increased cultural understanding at Metro
- Better communication with CBOs
- Increase welcoming all cultures at parks
- Professional development is weakest link – community members must feel valued
  - Investment from metro, city, and other agencies in leadership development
  - Metro should support the Oregon LEAD Program and other existing leadership development programs from the CCC and DCL cohort in order to invest in those who are being asked to participate in civic opportunities
- Need for increased racial makeup of Metro Council
  - Members should carry voice for Natives regardless of who is in Council Chambers
- Should Council members have been present at these focus groups?
  - Metro staff were concerned that if Council members were present it could create an unwanted power dynamic
  - Participants would like one or more Council members to be present in future
- Metro Q: How to get Natives to give testimony? (See professional development discussion above)
- County does stakeholder mapping by culture
  - How do we reach beyond that?
  - Identify diverse array of community members from different cultures

## Framing of today's discussion

- Create planning document with long-term goals and short-term actions
  - Community will have ownership/contribute
- Lack of discussion on public safety and law enforcement
  - Increased concern for juveniles in particular
  - Metro explained its jurisdictional domain, including park rangers and others in public safety roles at the regional scale; also recommended looking at other agencies' jurisdictions
- Are there demographics re: usage of parks/rec/zoo?
  - How do we increase the numbers of Natives using public lands
- Metro- call out data (qualitative included)
- Self-identified Natives are often multi-racial and often not represented in data

## Prioritization of urgent action items

- #1 (p.1) Increase metro roles and responsibilities
- #2 (p.3) What we / responsibilities does Metro play?
- Last (2<sup>nd</sup> box)- STEM
  - Apply equity lens to budget
  - Award small contracts
  - Ensure CBO- participation, engagement and outreach
- Understand equality vs. equity
- 1<sup>st</sup>: Good feeling to recognize on "Indian land"
- P3 last: Diversity in hiring
- P3 2nd last re: indigenous plants in parks; expand to include history and relationship with land
- 2pg (com. last) youth advisory position on boards
- Community concern- how improving communities increases monetary value of land and displaces people.
  - Metro is looking at displacement policies
  - Comes to state law change
- Regional Equity Atlas – helpful tool
- How do we plan across the diversity for "the big one" we are told is coming?
- Address Elders' concerns for youth

**Notes from participants' "Key Themes" document:** Many participants circled preferred short-term actions. These are represented below in terms of page, # box on page, and bullet point, i.e. *page (XX), box (XX) and bullet point (XX)*

- Page 1, box 1, bullet points 1, 2, 6 and 7
- Page 1, box 2, bullet points 5, 6, 8
- Page 2, box 1, bullet points 1, 3, 4 and 6
- Page 2, box 2, bullet points 3, 11 and 12
- Page 3, box 1, bullet points 1 and 3
- Page 3, box 2, bullet points 3 and 7
- Page 3, box 4, bullet points 3, 5, 6 and 9
- Page 4, box 1, final bullet point
- Page 4, box 3, bullet points 3 and 9
- Page 4, box 4, bullet point 4
- Page 4, box 5, bullet point 4



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## Memorandum

To: Multicultural Collaborative  
Metro Regional Government

From: Native American Youth & Family Center

Date: November 4, 2015

RE: Metro Discussion Groups: NAYA FAMILY CENTER REPORT

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This report includes key information about participants and discussion content about the following focus group:

Date: October 14, 2015  
# of Participants: 13

Location: Native American Youth & Family Center  
Discussion leader: Cary Watters

### Key themes you heard during the discussion

- **Making the Invisible Visible.** We all live on ceded lands and it is crucial to recognize Native history, those that have lived here since time immemorial, in public spaces. The lack of visibility of our past, present and future creates a dynamic in which our presence does not feel valued. In order to overcome over 500 years of colonization it will be crucial for Metro to intentionally seek opportunities to represent the true narrative of this land and its indigenous peoples.
- **Professional development** for community members being asked to fill civic leadership roles. The Oregon LEAD Program was brought up as a good opportunity for investment from Metro. Currently OR LEAD and the other six culturally specific leadership development programs through the Coalition of Communities of Color are funded through foundations (Meyer Memorial Trust, Oregon Community Foundation and the Collins Foundation). We hope that governments like Metro will begin to invest in programs like these that seek to build the leadership pipeline on public policy issues.
- **Increased diversity and strong relationships** with Metro Council and staff. Community members appreciated that Metro's representatives were people of color. There was concern about the lack of diverse representation on the Metro Council. Regardless of whether there is diversity, they need to meet with our community in order to best know how to serve us.
- **Public safety.** This was one of the first items brought up by one of our Elders. In the midst of our continued challenges with police brutality across the nation, this cannot be left unspoken, even if it is not expressly Metro's jurisdiction. Metro still has rangers that should be trained on how to deal with communities of color in a positive way.

### Key new questions participants asked as opposed to the June session

- Why aren't Metro Council members present at these types of community conversations?
- Are there demographics data re: usage of Metro parks and public spaces?

### Did Metro accurately capture/integrate feedback heard from the June meeting in creating goals and outcomes?

Participants did not indicate that Metro was inaccurate in their capture/integration of wisdom. It would have been nice to have the same amount of time allotted as we did in the previous session. This one felt somewhat rushed. It seemed that as soon as participants were getting comfortable with the flow of the conversation that our time was over. Even if it doesn't seem like as much time will be needed, our community requires time to process things and build a level of safety and trust that cannot be rushed.

### What are some ways you feel you would like to have to hold Metro accountable throughout the process?

- Regular communications to NAYA/PYEC staff, who can pass along to community. We value proactive communications that build ongoing relationships. This allows us to delve more quickly into work as it arises if a foundation of trust has already been built. In accordance with the Trauma Informed Collaborative Model, trust building takes longer than expected.
- Visit a Portland Youth & Elders Council meeting with updates. We meet the second Tuesday of every month in the NAYA Cafetorium from 6-8 PM, with dinner served. It is a good opportunity to see a best practice of engagement with our community.

### What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues?

- Develop revised document with top 30 short-term actions from all communities, along with proposed timeline for actions.
- Share proposed short-term actions with staff who can distribute to community for any further comment. Keep us involved with the process as much as feasible.

### What do you think of Metro's stronger focus on internal goals and objectives, other external indicators in housing, transportation, parks and natural areas, and community engagement?

It is important to assure internal health before approaching external health. Since we are dealing with a housing crisis and urgency in other areas, a balance must be struck between internal and external action. Internal action should be prioritized first, which will give way to more lasting external actions.

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#### Attachments included:

- Participant list
- Transcribed meeting notes

Metro Discussion Groups  
Reporting Form

Date: 10.12.15

Location: APANO 2788 SE 82nd Ave, suite 203, Portland OR 97266

# of Participants: 15

Discussion leader: Duncan Hwang

Attachments: Photos, participant list, transcribed notes

Explicit Feedback for MCC and Metro:

**For MCC:** great job organizing the process and preparing the facilitator packets. The directions for holding the workshops were clear as were the reporting protocol. The biggest feedback was that in the reporting form for the October session, you asked the same questions as in June. The purpose of this focus group shifted to reviewing the work thus far and many of the questions in the form should be updated to reflect that. Asking how Metro can connect with your community again in question 6, for example, is not that helpful. We were asked that question in June and there hasn't been any new developments on how Metro can better reach API communities. They just need to implement it. Rather, this report memo should have questions tailored to this point in time.

Some possible questions for MCC to include and our short answers:

- 1) Do you feel Metro accurately captured and integrated your feedback from the June meeting in creating the new goals and outcomes? *Unclear, it seemed like some of the focus had shifted to internal strategies and many of the action items on the document were left blank.*
- 2) What are some ways you feel you would like to have to hold Metro accountable throughout the process? *I really viewed this session as a status update from Metro. We like the way goals and objectives are framed. They made sense to us. There were not enough of a development in strategies and action items to really judge progress. How are CBOs going to be involved in looking at the action items and strategies once they are developed?*
- 3) What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues? *It's pretty clear that our group will have to convene again once strategies and action items are developed. I think to stop this form of sustained engagement at this point would leave the process incomplete because our staff participants feel invested in this process and want to see their input make a more developed plan.*
- 4) What do you think of Metro's new strong focus on internal goals and objectives other external indicators in housing, transportation, etc.? *This probably needed to happen, but needed to be more framed clearly at the outset of the discussion. Why did this pivot happen? How are you explaining why that pivot happened to communities when we first started on external considerations?*

I feel that if we didn't discuss these types of questions at this point in time, it is a real opportunity lost.

**For Metro:** Clearly a lot of work and energy has gone into the Strategic Plan to Advance Equity at Metro. The scope is broad and ambitious and the goals and objectives are clearly articulated. I know the focus on racial equity was a lift politically, but is well worth it. My more particular feedback on the process:

- Metro needed to better articulate why the June session was more outward facing on parks, transportation, housing and this October session there seemed to be a pivot to internal goals and strategies around diversity, community engagement, cultural responsiveness. It's fine if that was needed, but why? What about our previous feedback and how will that get integrated into the eventual strategic plan?
- What was the goal of this focus group. Was it to review the new proposed goals and objectives? Or was it to talk strategies and action items. An hour and a half is not enough time to do both, so I think we needed to focus the discussion on some particular frames. In facilitation, "what are we missing" is a difficult question to answer because it becomes a free for all and is so easily to get sidetracked. Instead we should focus on what the frame is right now, the process for concrete actions, and how community will be engaged to get us there.
- The document chart presented did not serve the purpose of this meeting. It was a bit too long, too detailed in some areas and not detailed enough in others. I think maybe presenting a shorter document that highlights goals, objectives, and 1-2 concrete strategies and action items, but be very clear that these are not all the strategies and action items being considered. You want the community to feel like you are on the right track in terms of the process even if all the content isn't there yet. The goal of this meeting should be an update on the process and where your community fits in it, even as some of the content in strategies/actions is still being developed. I see many planning documents from government agencies and when I see strategies and action items aren't provided for many of the proposed goals, that does not inspire confidence in the process. Community members think that goals have no teeth if there is no action behind it.

1. What were the key themes you heard during the discussion:

This discussion was more of a status update from the key themes we shared at our June focus group. The biggest issue this time was that participants felt that the focus of the work had shifted. In June, we provided more feedback on housing, transportation, and parks and green space while this time, it felt like much more of Metro's focus was on internal strategies such as increasing diversity at Metro, racial justice, cultural competency etc.

Key themes we wanted to highlight are:

- having a strong neighborhood level analysis and tools at Metro with a real racial justice lens
- What is the explicit pipeline and support system at Metro to advance people of color to management level jobs. Is there intentional leadership development?
- Could there be a scholarship program for youth of color to intern at Metro and get help with higher education?
- Is there racial equity training for all staff? How does that look and what are outcomes.
- Support for the “new normal” is racial equity concept.
- Are there diversity action plans led by data publishing like there are in the tech industry?
- How are we measuring equity at Metro. Data on expenditure and jobs.
- How is Metro reaching out to elder communities in this process? Seniors of color need to be explicitly called out.
- How are transportation/housing/parks being linked in an intersectional manner. They are not mutually exclusive. How is Metro addressing silos. Need to focus on health equity and racial equity as lenses that can tie all the work together.
- How can Metro be a more effective equity convenor.

2. Key questions include:

- What are the specific actions being taken to improve management level diversity?
- Why the sudden shift to internal facing strategies over external strategies?
- How are silos being addressed within Metro?
- Lots of questions around data. What is being collected and is it being shared to the right places, particularly around expenditure and diversity.

3. What is working well for your communities

We really wanted to applaud Metro for taking a racial justice lens to the work and looking at best practices around the country. Otherwise please see June memo.

4. What problems were identified by your community.

Please see June memo.

5. Solutions identified.

This time were looking for specific action items, which weren't really fully fleshed out.

6. How can Metro connect with your community

See June memo

7. Other insights

See June Memo.

## Metro Equity Strategy Listening Circle

Date: Monday, October 12, 2015

Time: 11:00 - 12:30pm

APANO Attendance: Kathy, Duncan, Melissa, Merrie, Jeanice, Karn, Joseph, Kara, Shannon, Paolo, Yian, Khanh, Luann

Metro: Heather, Yessie, and Juan Carlos

### Context of Strategic Plan to Advance Equity

- Public Engagement (Heather): Plans for inclusive engagement program, strategic plan for youth engagement
- Equity: Met with various community groups and experts in transportation, housing, etc. based on feedback put together goals, objectives for Metro's plan to advance equity. Internal and external. Internal are services and policies that Metro would implement within organization, shifting/re-organizing systems. External is working with community organizations and other stakeholders.
- Putting more detail on internal systems change at Metro, in order to be prepared for the external work.
- Pressing concerns: Affordable housing. Every single group identified affordable housing of great concern and importance. Transportation, making it more afford and accessible. Stop displacement and gentrification. Developing culturally-specific housing options.
- Today's meeting focused on helping prioritize issue areas
- What is Metro currently doing to prepare strategic plan?
  - Follow-up conversations with same community-based organizations and stakeholders
  - Similar conversations happening in small groups within Metro; What are they currently doing to advance equity? What can they start doing to advance equity?
  - Racial equity assessment, tool created by Coalition of Communities of Color
  - Final version of plan to be presented in April 2016

### Strategic Plan to Advance Equity at Metro

#### Goals, objectives, and community feedback

- **Metro Leadership and Staff Reflect the Diversity of the Region**
  - Leadership is not currently diverse
  - Strategic plan will proactively change leadership staff more diverse and is more reflective of the racially diverse community
  - (Joseph): In hiring, build into job description, hiring committee, criteria should include highest level of cultural competency, expectation should be put on all staff, not just current leadership. Demonstrated track record is more reliable and should be taken seriously.

- (Duncan): Is there a formal training program or pipeline of coaching for POC in lower management level available?
- (Metro Staff): Enviro literacy project, parks & rec have good programs that other areas of Metro is looking to model
- Any opportunities for youth of color?
- (Metro): Yes, seasonal jobs for youth of color at places like the Zoo (Metro operated) and few other entry level jobs available to youth.
- (Metro): Internship program (Summer Works) primarily youth of color, 12 person cohort, paid internship
- (Yian): Did interns have an option to get hired on?
- (Metro): There wasn't a bridge to employment. Many were students in higher ed, so it was just a summer thing that many went back to school.
- (Yian): Scholarship programs available?
- (Jeanice): Racial justice and equity training for all staff and cultural competency for all staff
- (Metro): Yes, there is cultural competency training, but needs to broaden to include equity. There's a bias training, but working to broaden.
- (Jeanice): Where does housing and transportation fit into this plan now? it seems to be internally focused right now
- (Metro): Once there's a stronger foundation then there's greater opportunity for a bigger prize. Normalizing equity. Normalizing racial equity. Working to have it be a part of all operations to continue to build.
- (Duncan): Support organizations who develop new leaders and organizers to hold Metro accountable... what does that mean? What does that look like? What are the actual action items.
- (Jeanice): The action items seem too broad and not specific. We didn't see all the goals, so we didn't have a chance to speak to all the internal goals in particular.
- (Metro): We wanted to keep it open to have community conversations before we specified goals. Let's have conversation first and organize this into better goals and objectives after.
- (Duncan): Data disaggregation not really shown here in plan; also how do we assimilate without compromising who we are?
- (Khanh): Survey specific neighborhoods to see what they want. Example, Glenover Golf Course: who's being served.
- (Joseph): Parks & Rec has been good about equity. It's about getting resources into the community. We want to see shifting of hard dollars.
- (Duncan): No action items about accountability. How is Metro holding themselves accountable?
- (Metro): Stopped at goal and objective level, so we haven't gotten down into the specific action items. Lacking specificity now. Good to bring up things like Glendover, since it's specific. Wasn't clear before. There will be a new iteration come December. We want your help prioritizing the community based action items.

- (Duncan): Community led assessments? There's an opportunity to weigh in and hold Metro accountable.
- (Metro): "Culturally responsive manner" came clearly from all conversations. We Metro can do more to better serve all communities of color and youth. Lots of commentary around parks, but we operate other venues as well. Left at general level and we know that more should be included. Main objectives (see chart) culturally accessible and welcoming policies and programs, interweave in all of Metro, practice this in community engagement.
- (Joseph): No called out affirmative action plans on this list. Commend Metro's efforts around communications. More conversations and case studies. See target measures in the future. Money and jobs.
- (Metro): Plan needs to have: decision making tools--equity lens--mechanism to help organization make better decisions that are rooted in equity and apply equity to everything. Similar to Multnomah County one. Also important is measurement piece where we help Metro stay accountable to what is here. Evaluation is super important. One thing that happens-- super easy to count. If you're good you look at outcomes. What happens as a result of more meetings and outreach. Next piece to measure is impact-- how does this impact the lives of everyday people of color? Hard to do, hard to measure impact. Coming up with a mechanism to measure qualitative and quantitative measures to get to impact. Staying in the statistical realm doesn't show impact.
- (Duncan): Impact felt in transportation and housing.
- (Khanh): Action items spelled out a little more. Specifically about land banking, where to put money. Nice to put action items to long term strategy
- (Duncan): How are all of these things connected? What does transportation equity mean for housing equity? How do different agencies connect with one another?
- (Metro): We brought together housing, transportation, parks to convene and have internal conversations.
- (Kathy): How do regional strategies connect to the statewide plan? Transportation planning? Housing crisis? Connections. Don't know how Metro operates in other counties, so how does it work? Talked a lot about youth, see where connection is to college campuses. How to we engage them?
- (Melissa): No elder piece?
- (Metro): We did ask for multi-generational groups. APANO is mostly younger, but other groups had more age diversity. Getting push back from others on other diversity areas (ability, age, etc.) Deepest barriers are in racial equity, so we approach our work in that way.
- (Paolo): API students renters rights workshops for first time renters. PSU students are choosing to live at home more often. Affordable housing near transit. Safety in public areas.
- (Metro): What planning tools can the cities and counties use to create more affordable housing. Definition: housing costs up to 30% of a household or

person's income. Combining affordability index mixing transportation and housing.

- (Jeanice): How are are making spaces for families of color? Having spaces specifically for POC, instead of focusing on the economic piece.
- (Duncan): Just a few minutes left, I'd like to talk about current campaigns
  - Missing Pages of our History campaign
  - Our Families, Our Health, statewide health access campaign, emphasis on COFA communities
    - (Duncan): If Metro took a social determinants of health look, can have a more intersectional analysis.
    - (Kathy): Main thing for health campaign, is who has access to healthcare and who doesn't. Primary focus, really looking at folks who are uninsured, underinsured. It would be interesting to see if Metro could offer campaign endorsements.
  - Our Families, Our Homes, anti-displacement in the Jade District and Lents. Taking more holistic approach. Metro needs to be more explicit about the anti-displacement issues in equity plans.
    - (Duncan): Community control is so important, how do we include community interests
- Closing: Results of all CBOs in conversations, Metro staff conversations, CCC racial equity report card, will be fleshed out in December, take back to community in January during public hearing, and then final plan will be presented in April. Partnerships with CBOs is in strategic plan, and Metro hopes to continue to strengthen relationship.

# Metro Discussion Groups

## REPORTING FORM

Date: October 22, 2015

Location: Latino Network

# Of Participants: 12

Discussion leader: Linda Castillo

### 1. What were the key themes you heard during the discussion?

- a) There is a disconnect between issues and actions in the Strategic Plan to Advance Equity.
- b) Need have a way to involve community in a more meaningful, relevant, and user friendly way. Community wants to be involved, help make decisions, in specific areas, key areas (policies, procurement, equity).
- c) Community wants these opportunities to be clearer, accessible, and transparent to be able to participate effectively.
- d) Look at the intersections of what the issues are and how to leverage support & resources from all in a collaborative way to get to results.
- e) Metro needs to establish specific outcomes.
- f) Metro needs to use an Equity Lens in all its practices, functions, and processes.

### 2. What were key new questions participants asked as opposed to the June session?

How is METRO addressing equity issues in procurement? How can resources be equitably distributed and evaluated?

How is accountability going to be measured, evaluated, and operationalized?

How will issues of access and inclusion be addressed?

Can METRO convene all the Equity, Inclusion, and Diversity officers and learn from them, learn from each other rather than always reinventing the wheel?

### 3. Do you feel Metro accurately captured and integrated your feedback from the June

meeting in cre

Twice it was noted that a key recommended engagement strategy item was left off the draft document. The discussion leader initially and then the participants shared that they noted this omission. The recommended strategy was “Involve leaders in the decision making process”. Draft still feels incomplete. As participants noted the documents needs a rubric as there is a disconnect between issues and actions. What does METRO want to impact, effect, what is their theory of change?

#### 4. What are some ways you feel you would like to have to hold Metro accountable throughout the process?

The participants made the following recommendations:

- i. Recommended Accountability Measures: How will this be operationalized, occur?*
  1. *Evaluation of business by “subs”*
  2. *Create a “prime’ report cad, see history of contractors project success/challenges*
  3. *Special measures may need to be developed, new evaluation measure that are transparent.*
  4. *Report on what has been developed*
  5. *Seek input form community about grants that are going out.*
  6. *Awardee applicant should get an equity assessment.*
  7. *Get feedback from Communities of Color*
    - a. *How many went to C of C, are minority owned business.*
  8. *Make it a goal to do this agency wide, institutionalize.*
    - a. *Use equity criteria in ranking*
    - b. *Define your equity strategy with consideration, focus on increasing representation, and work in WA, Clackamas County, where there are growth opportunities.*
  9. *Share what successful grantees do and how this is a best or promising practice*
    - a. *Building bases of experience, documenting mechanism of ‘best’ practice, these should not be limiting; look at what has worked, here and other places.*
  10. *Build awareness on issues of access vs., and inclusion*

11. Look to a cross system of participation to solve issues, problems, share best practices, leverage CBO + METRO resources.

12. Establish specific outcomes that METRO expects.

5. What do you think should be the process to include your community feedback as the process continues?

Strategic Plan to Adv

Incorporate key suggestions and themes in the equity plan and move toward deeper organization evaluation and change focus. Once this movement happens all other issues will be addressed as a byproduct of the use of an organizational assessment, equity lens rubric and plan of action.

6. What do you think of Metro's stronger focus on internal goals and objectives, other parks and natural areas, and community engagement?

external indicat

Participants voiced that both the internal and external matter, albeit the internal focus is a priority and concurrently the external priorities and strategy actions will be clear. For the community these priorities became clearer.

*#1: Develop an Equity Lens for use in all METRO processes; workforce, business needs and all other areas; that are consistent and integrated across agency. Institutionalize this, include P of Color in taskforces, and consider developing a resource center to be more inclusive, engage. Bring Equity leaders together from all jurisdictions to compare notes, practices. Include community participants.*

*Areas of recommended focus:*

- *In Washington County, increase developments of Parks and Rec esp. with more services for youth, geared to the demographics of the community (involve cultural specific CBO's to engage cultural communities to provide info on community needs, developmental needs).*
- *Review and improve accountability and evaluation of procurement process, practices, including resource allocations.*
- *Look at mechanisms/resources/capacities*
  - *Incentivize equity in contracts*

- *Use an independent auditor to help CBO's contractors develop metrics, if none exist.*

*#2: Build relationship between community + METRO. Increase level of comfort, trust, relationship/engagement, empower where we can be useful, what are our mutual needs, opportunities. Go to these communities, continue to use and develop Latino specific strategies.*

*#3: Increase diverse racial and ethnic representation in METRO Council. Work with agency to get information and share information on opportunities. Work to engage specific underrepresented communities to address issues of equity and socially just access.*

*#4: Develop low-income housing that is affordable, accessible and customized to needs. That is, it considers transit to housing dependent needs& family size, refugee, and multigenerational configurations\_The group recognizes this is somewhat out of METRO's lane but there is an opportunity to leverage, address houseless needs, include all jurisdictions to work to solve this together given the anti-displacement emergency we are experiencing in the Portland metro area.*

## Unidos Meeting Notes

Date: October 22, 2015

Time: 4:00- 7 PM

Attendees: Linda Castillo (LN facilitator), Antonio Lara, Alexander Flores, Octaviano Merecias, Marissa Madrigal, Robert Munoz, Jr., Begona Rodriguez Liern, Osvaldo Gonzalez, Aline Rodriguez, Patty Unfred (Metro), Becca Uherbelau (Metro), Kathryn Harrington (Metro Council)

Introduction – Linda

Presenter- Patty

1. Things to focus on during this meeting: How to Incorporate comments into equity strategy, share outline of strategy, and how metro is working on developing a relationship with the Latino community and becoming better partners.

Presenter- Becca

1. Went over action items discussed in spring meeting (Childcare, stipends/resources to community members who help inform metro policies and programs, use of ethnic media to get the word out, limiting jargon, use social media, connect with community organizations, plan events at times when families can attend). *Becca stressed that they are creating an expectation at metro for every planner to meet the standard of seeking resources and finding culturally specific ways to reach out to the community.*

Questions and Feedback:

- A Rubric or a visual representation of how we can speak to different areas was suggested.
- Prioritization – what are the things that are important for respective communities?
- Meet with each other as communities
- Question regarding different strategies for each community and about intent behind it. Answer: How innovative ideas can lead to best practices. Engaging with communities may not be the same, still some strategies may be good to adapt across all communities.

- Question about “involving leaders in the decision making process” What does it mean to be involved in that? A: Make sure outreach is going to people that are directly affected by the decision or directly advocate for that group.
- How can we be associated with the group? Are there advisory groups, etc.? How do we get involved as Latinos?

*Summary of Equity Strategy given by Patty*

Feedback on what is missing from action plan: Linda (facilitator)

1. Involve indigenous communities: get ahead of the curve and don't leave them behind. Develop relationships, connections. Help broaden social networks to address an unseen constituency.
2. Housing developers – do any serve on board (METRO)? Voice of developers & community is not heard in regards to housing issue. Utilize them as topical experts. How much funding is available? Seek community representation from different regions.
3. Disconnect occurring between issues and actions. What can METRO effect and impact? What can metro influence, how much leverage does metro have? What can METRO do now and help pull in others later? Look at the metric of control/influence/concern.
4. Meaningful, tangible engagement mediums from METRO; make it all user friendly.
5. Intersection of efforts of different entities- Connect people to networks and entities. Who else can help address these issues (i.e. TriMet). Awareness of Convergence and divergence of the work.
6. Reach out to Washington County.
7. Engage students who are studying in METRO's fields of interest, involve them early in METRO's work.

*Kathryn Harrington, Councilmember, would like to see an increase in racial representation of council. Opening in may of 2018 for District 4. Who to work with to find a non- Caucasian replacement? Where to find potential candidates?*

*Recommendations: Contact Color Pac, meet with leaders in Washington County, announce upcoming opportunity at all POC contacts, events, we will share with our contacts and ask them to pass it on to others.*

*Question to Councilmember Harrington: What does METRO's funding look like?*

*Grants: regional flex funds*

*Venue Revenue (convention Ctr, Zoo)*

*General Fund:*

*Property Tax: 0.9cents/\$1000*

*Excise Tax (Waste, some facilities)*

*VA Programs*

*1995 Open Space*

*2006 National Area*

*2008 Oregon Zoo*

*totals; +14,000-17,000*

*VA Levy 2013 P &NA: 5 yr. bond*

*Group Discussion:*

- a. Rather than focus on 'standardized practices' would prefer innovative. Promising, and/or best practices better tailored to our community.*
  - b. Involve Latino leaders in decision-making processes/opportunities (this was mentioned in June but left out of the Latino section though raised at the review of notes in June with Metro). How to involve us:
    - i. Advisory Committees*
    - ii. Let us know where the opportunities are*
    - iii. How can METRO provide us this information, educate us on their work, culture, processes?*
    - iv. Utilize existing outreach processes to involve people impacted by METRO decision.*
    - v. When we speak of engagement, we want to be involved in this principle areas:
      - a. Policies*
      - b. Procurement*
      - c. Equity***
- 2. When we speak of equity, we mean in:
    - a. In distribution of resources to all communities*
    - b. Involvement in decision making process that will impact us, engage us or potentially exclude us*
    - c. In social capital resources*
    - d. Not equity a communication strategy*
    - e. Meet with each other, as communities, align opportunities, prioritize opportunities, advocate together.**

3. *Reflections on the 'Draft' document:*
  - i. *Procurement: Consider regional resourcing, business in that community, addressing gaps in MWSEB language. Regional= within a community, neighborhood. For example, work in the Alberta area is provided by/sourced to a local entity, business.*
  - ii. *Accountability Measures: How will this be operationalized, occur? We recommend:*
    1. *Evaluation of business by "subs"*
    2. *Create a "prime" report card, see history of contractors project success/challenges*
    3. *Special measures may need to be developed, new evaluation measure that are transparent.*
    4. *Report on what has been developed*
    5. *Seek input from community about grants that are going out.*
    6. *Awardee applicant should get an equity assessment.*
    7. *Get feedback from Communities of Color*
      - a. *How many went to C of C, are minority owned business.*
    8. *Make it a goal to do this agency wide, institutionalize.*
      - a. *Use equity criteria in ranking*
      - b. *Define your equity strategy with consideration, focus on increasing representation, and work in WA, Clackamas County, where there are growth opportunities.*
    9. *Share what successful grantees do and how this is a best or promising practice*
      - a. *Building bases of experience, documenting mechanism of 'best' practice, these should not be limiting; look at what has worked, here and other places.*
    10. *Build awareness on issues of access vs., and inclusion*
    11. *Look to a cross system of participation to solve issues, problems, share best practices, leverage CBO + METRO resources.*
    12. *Establish specific outcomes that METRO expects.*
4. *What items would we prioritize that would most impact in our Latino community? #1: Develop an Equity Lens for use in all METRO processes; workforce, business needs and all other areas; that are consistent and integrated across agency. Institutionalize this, include P of Color in taskforces, and consider developing a resource center to be more inclusive, engage. Bring Equity leaders together from all jurisdictions to compare notes, practices. Include community participants.*

*Areas of recommended focus:*

- *In Washington County, increase developments of Parks and Rec esp. with more services for youth, geared to the demographics of the community (involve cultural specific CBO's to engage cultural communities to provide info on community needs, developmental needs).*
- *Review and improve accountability and evaluation of procurement process, practices, including resource allocations.*
- *Look at mechanisms/resources/capacities*
  - *Incentivize equity in contracts*
  - *Use an independent auditor to help CBO's contractors develop metrics, if none exist.*

*#2: Build relationship between community + METRO. Increase level of comfort, trust, relationship/engagement, empower where we can be useful, what are our mutual needs, opportunities. Go to these communities, continue to use and develop Latino specific strategies.*

*#3: Increase diverse racial and ethnic representation in METRO Council.*

*#4: Develop low-income housing that is affordable, accessible and customized to needs. That is, it considers transit to housing dependent needs& family size, refugee, and multigenerational configurations\_The group recognizes this is somewhat out of METRO's lane but there is an opportunity to leverage, address houseless needs, include all jurisdictions to work to solve this together given the anti-displacement emergency we are experiencing in the Portland metro area.*

*Wrap up:*

1. *Next Steps:*
  - a. *Review notes from our meeting.*
  - b. *Review next draft*
  - c. *Help with building diverse partnership with METRO (not the usual suspects but go to CBO's, faith based entities, youth, etc.)*
2. *How would we like to continue to be involved?*
  - a. *We would like to know what are the opportunities to be involved. An email with committees, ad hoc opportunities and other advisory or active roles that we can consider and or recommend someone to participate in.*
3. *Questions/Meeting Evaluation: thumbs up, good discussions*



Housing October 21, 2015

Reviewing the list of tools, which would have greatest impact. Any concerns?

Mary, Denny, Aaron, Ed, Joann

Facilitators: Juan-Carlos and Kirstin Greene

- Most currently on the table
- Need community education; get pushback from neighbors which can slow development
- Need to consider place as associated with housing; access to food, transit, jobs, parks
- Will always need a combination, package of strategies; concurrent activities
  - o Do a model impact analysis with intersectional considerations, analysis
  - o Define the short list
  - o Include specific (disaggregated) reference to race and ethnicity (otherwise, it's the same old list and we won't reach those that need it)
  - o Apply the lens with vigor and rigor
  - o Responding to a participant question, Multnomah County, Portland, King County sample decision-making tools
  - o Consider family size, culturally-specific techniques, transportation options
  - o Targeted universalism
- Verde, Living Cully example of customized strategies sample for older adults, rental potential
- Identify resources for these developments (financial) – elder, senior and other
- Key overarching question: what will Metro expect from local governments?
- How to institutionalize that tracking, especially for smaller local governments (with less resources to track)
- Tool?
- Bridging gap between (housing) crisis and long-range planning [with requirements, diligence, tracking]
- As a region, focus on centers and corridors (form and cost prohibit market rate development of affordable housing in the most “desirable” areas
- Rent one can garner in the outer ring suburbs less than inner, costs of construction are the same
- Need to package – developer and financing
- SDC waivers good but who then pays the balance
- Joe Cortright’s guidance that IZ costs need to be shared more broadly. Question is how?
- Should be part of the fair share for each jurisdiction; has to be shared equitably across the region (politically; TriMet experience not positive for Hillsboro)
  - o How funded
  - o What data/units are needed
  - o Where resources are coming from/going to
  - o Need to make a clear link
- Need background analysis

- In this context, highlight historic policies and practices that created inequities based on race and ethnicity; elevate the reasons to address – moral, pragmatic, legal (new rule on affirmatively furthering fair housing or AFFH)
- Can't perpetuate segregation; gentrification and concentration is not an answer
- N/NE Portland gentrified; pushed out to east to find affordable housing with no cause evictions occurring there now as well; need to get ahead of the crisis cycle/mentality
- Look at EPAP antigentrification plan
- Avoid concentration of any income levels

October 27 in Hillsboro

David Ruelas, Ellen Johnson, Steve Franks, Jon Holan, Sheila Greenlaw-Fink,

- Prioritize landlord outreach and education
- Realtors, same
- Recognize the privatization, out of state interest in the housing market – out of state trusts, corporations, evictions and renting to higher incomes. One REIT is from China; no/limited connection to local/social/community interests.
- Examine the cost of building housing, esp at multistory; lends to higher incomes as is more expensive to build (elevators, steel/concrete, etc.)
- Role for micro studios, boarding houses model with shared meals and renting rooms or suites
- Can Metro do a pilot model of micro homes on smaller lots. [others wonder, is it a blip? Recognizing manufactured/mobile homes as first tiny homes]
- Look at land trust model, benefits in technical assistance
- Look at reducing parking requirements; how workable is that
- SDCs in Washington County mostly controlled by non-city agencies (e.g., County Transportation Tax)
- Encourage larger units (more bedrooms); consider a subsidy per bedroom
- Forest Grove considering densities to 40-100 units/acre downtown. Already have a town center density bonus
- One block off the couplet could do cottage cluster; have the land
- Micro homes can be important for millennia and retirees; potentially useful
- Acquire, provide, utilize surplus land to bring down the cost of development
- Keep inclusionary zoning on the table; strategies and full repeal
- Encourage mix of non-profit and for profit developers; incentive based
- Programs to encourage shared housing – even system to match rooms in homes with need
  - Code
  - Marketing
  - EMO precedent
  - Churches
  - Air BnB pros and cons

- Be creative to find ways to offset the commercialization of the rental market
- Prioritize preservation, modernization of existing stock (Bienestar current priorities)
- .
-

Metro equity discussions  
Hillsboro City Hall  
October 25, 2015

Visoin Zero:

What would equity criteria be for regional flexible funds/RTP

What are the criteria? What are the overlaps with Title 6?

Should have engagement and disproportional burden criteria with communities.

Some jurisdictions have staff to do that evaluation, but not all.

Transportation equity analysis: what are some performance measures? Grace Cho (Metro) leading workgroup and work program, how do we have an equity assessment that all jurisdictions can apply to program and projects? Starting in 2016 work group with jurisdictions on equity criteria.

Ride Connection. Provides service for seniors and people with disabilities.

Grants/Federal funds/TriMet/fundraising. Working with TriMet on areas that they don't serve. Shuttles and starting program for elderly, and seniors, Tualatin, Hillsboro, shuttle workers.

General public program rural Washington county, Latino outreach with Forest Grove and Cornelius. Works with Centro, community collaborations. General service 15 years, been around for 25 years. Hold town hall and surveys in rural areas. Covers tri-county area, and work with different partners in 3 counties, difference between TriMet LIFT program and Ride Connection, covers areas that TriMet doesn't. We use volunteers that drive their own cars. Riders don't need to declare or provide certification for disability, like they do for the LIFT. Federal funding is for rural Washington County. 100 employees, 420 volunteers

Washington County. We need to do a better job of assessing, concentration on demographics has changed dramatically over last 20 years. Working closer building relationships with CBO and Nonprofits. Asking for voluntary assistance without funding, or leadership development to sustain and build capacity. Social service/CBO demonstrates representation to a community, usually piles on. Meaning, they get one CBO to participate, everyone piles on for more information, engagement and info.

We need better sharing of information. Where people are, beginning and ending destination. Coordinate with county on better serving communities. Building the case for more rigorous assessment, funding to create some capacity building, leadership development, sustainable relationships. Cost associated with 50 year look at transportation needs, all communities in the county, where they identify as their community, where they will expand over next 50 years, expanding, where the new jobs/housing will be. Can we forecast what demographics look like?

Ride Connection. Reporting on demographics, build report and can pull information as needed. Popular locations, applying for grants need that information, use for outreach, volunteer coordinator. Also keep on asking the same people to do the work, volunteer. Starting to look at strategic focus on using data, offering rides to forums.

County does not have ways to measure impacts. Only use traditional measures, vehicle miles, traffic counts, etc. Does not recognize pressure on residents, community members on transportation improvement, to communities of color, bike lanes/road improvements that lead to gentrification. Where do those communities go? Elderly/seniors

Last mile connections. Long commutes. Washington County convenes equity group. How do we measure effects of transportation improvements and range of demographic that will occupy these areas?

Last mile shuttles: Intel for employees only. Housing plus transportation not very well refined.

Washington County transportation options. Major employers, Ride Connection, schools. Wilsonville SMART, not enough corporate funding.

Maps of evolution of income and race, from 1990 to present. Progression didn't have community with top end of earning, Bethany top in state. Latino moving along corridor toward Cornelius, centralized. How other communities engaging with needs: Somali communities ?

Can work better by having more of these discussions. Don't know services and data to share. Gets lost with every focus group, find out more, who does what and who to go to. People change, lose connection, create a way for people to find that they need.

DLCD CIAC, Metro standard demographic form. Metro to be the aggregator of these forms can understand, get current snapshot of what's here.

Transportation expert group  
Metro equity  
10/19/15

Discussion questions notes:

Question 1:

Money: criteria for regional flex fund allocation. Award criteria in lower income census tracts, projects to provide improvements to gaps, sidewalks, under represented communities.

Beaverton investments based on who comes out with the loudest. Money time and resources. Need to be more creative about how to get people to bus stops and light rail stops. "Last mile".

CIP process: input from members of communities, end up seeing people from more affluent and find that majority of dollars tracked last 10 years are allocated to those areas.

Need transportation equity performance measures. How are they measured at application stage and should be measured on implementation. Criteria should include: does the city have an equity lens appropriate and acceptable for regional flex funds? We should look at historic investment of transportation funds, public process for good investment and follow up.

A lot of communities are getting up to speed on equity, so don't use equity criteria as the only criteria. Caution: should look at spending money on other things than road expansion. There are some instances where to create better N/S access and will need to downsize some other roads that run through cities.

TriMet uses basic equity criteria to prioritize programs/projects that have already applied to the application, encourage partnerships in prioritizing equity. Metro can then apply their own equity evaluation.

2. evaluation

Ride connection. With grant application measures how much cost/hour, unduplicated rides, how many rides. We don't hold ourselves accountable, only for funding agencies if don't meet criteria.

TriMet: we have some, but don't know about "work well" ridership is what we use. Federal Title VI, service for Communities of Color, distance of low income communities, federal compliance and operational efficiency, not so much as outcomes for specific communities besides traditional federal requirements. Surveys and onboard surveys demographics, attitude. Do not measure do these investments provide outcomes for communities? Do the service enhancement planning look at transit dependent communities for access investments, priorities?

Still working on that. We are meeting with jurisdictional partners, leadership coordinates with elected officials.

Light rail only serves a small % of community. Need to focus on “last mile solutions” help shift workers on “transit deserts”. Need partnership with city and TriMet with 122 corridor on improvements. Preventing pedestrian deaths. Equity outcomes.

Provide access “first” and “last “ mile connections at edge of suburbs where there isn’t the density to get the ridership on TriMet fixed route, Ride Connection provides the connector, but not sure how sustainable, our operations are based on what partners ask. Hillsboro shuttle runs between two bus lines. Forest Grove

Does the most powerful/loudest voice influence outcomes? Usually.

TriMet: equity index about how to prioritize future investments, incorporate types of jobs, services, population. Still working on it.

Reevaluate based on demands, start looking at where is the latent demand? Who would use the service if it was there. Traditional outreach does not meet that.

Beaverton: boards and commission. Cultural and inclusion committee and staff person. Title VI audit stay ahead advises on equity manager

TriMet. Outreach strategies, generally tied to project. Service changes, electronic fares, extra effort to go to where people are, not always coming when you need something, having a presences and building relationship, matter of capacity, staff and funding usually tied to projects. We have a Transit Equity Advisory Committee, and an Accessible Transportation Committee, training for operators and front line staff for cultural competency, fare enforcement, but we need more training.

Ride Connection. Colorblind in how we provide services. Board not engaged with staff, most are older white men. Focus on language, Spanish and Russian speakers, focus on specific seniors, disabilities and low wage workers, don’t know if we do enough to reach out other communities, we only do the required reporting to FTA.

## Subject Matter Expert sessions –Parks and Open Spaces

Hillsboro , October 26

Participants:

Laura???, City of Hillsboro Planning

???, Washington County

Cassie Salinas, METRO

Chip Lazenby, facilitator MCC

Question 1: Do you currently measure community access, usage?

Parks and open spaces in Washington County are managed by a variety of public agencies. Tualatin Valley Parks and Recs has the largest responsibility. But Hillsboro has a separate system of parks and open spaces. Washington County does not have a parks system but provides services to the parks. This is mostly a complaint driven, law enforcement based process.

In addition the area has a significant amount of unincorporated areas that serve as open public space and park settings. The entire county is poised to undertake a comprehensive planning process with specific goals developed and announced in 2017. The county and the city have a robust outreach and engagement process including multi-lingual materials and media.

Included in that will be the Trails and Pathways Master Plan. This will largely consist of planning the bike path and pedestrian pathways. An example would be the Rock Creek Path project. This is the result of a community visioning process that has been going on for a number of years.

As Washington County population has grown, development has produced some disconnections between pockets of populations. For various reasons building roads is not a solution in some areas, so they have turned to a series of Pedestrian and bike networks to connect people and create better connections to work and play.

There is a tradition in the county of trying to retain its rural character that can inhibit some aspects of planning. For instance, many areas that now have housing retain their rural character in that there are no sidewalks. And building out sidewalks presents a budgetary challenge for residents and local governments.

In fact the proposed transportation system plan provides no funding for upgrades and no plan for retrofitting infrastructure.

The participants report that the planning process is actively involving the schools as resources and partners in the outcomes.

Both participants indicated that their staffs at both the City and the County were quite diverse and reflective of the community. They particularly gave credit to Tammy Cochran, who has been instrumental in achieving high levels of diversity throughout their structure. In addition they have good relations with the many community based organizations operating in the county/region.

If given a magic wand, participants said they would hope for

- one coordinating organization for parks in place of the fragmented governance model now in place.
- Ideally they want to provide access to parks no more than a ½ mile from every resident. This is especially critical since so much dense housing is being built. Without a private yard, parks become even more important.
- They also want to see a planned new community center become a reality.

## Subject Matter Expert sessions –Parks and Open Spaces

Metro, October 19

Participants:

Steve White, Oregon Public Health Institute (OPHI)

Bruce???, from ???

Laura Odom, Metro

Cassie Salinas, METRO

Chip Lazenby, facilitator MCC

### Question 1

Bruce indicated that they have not typically tracked park usage. They have historically focused on traditional physical barriers like railroad tracks and street crossing. But they are beginning. They have a program using electronic monitors to track trail use. They confirm their data by having live persons also keep hand counts from time to time.

A lot of focus is now on upgrading the facilities for community use. Picnic Shelters, community gathering spots and better coordination with neighborhood group for better demographic information and informal talks about culturally appropriate and attractive parks.

They are also in the process of designing an equity plan and hope to learn from the Metro process.

Steve pointed out that the use of community health workers is a new and emerging concept. It presents opportunities for partnerships that can increase park usage by diverse groups as well as new funding opportunities.

For instance under the Affordable Care Act ( ObamaCare), there are incentives for health care organization to partner with communities to provide healthy experiences and parks and park programs are a natural recipient of this attention. Examples include the Champions II program for persons with disabilities and the Aloha Access for All project.

Health organizations, like Kaiser, are actively looking for community partnerships.

### Question 2

The group identified several varieties of barriers.

A steady group of community based organizations for partnerships are needed. This is especially true outside of Portland metro area.

And once identified the CBOs often lack the capacity to effectively participate. At the same time the parks organizations lack funding to help the CBOs financially.

The group discussed the possibility of regional grants to help support CBOs in this work. Also the idea of hiring community liaisons was discussed.

### Question 3

To improve access and assure that parks are serving the needs of all communities the group identified several ideas:

- Establishing a standard and working process for engaging communities of color so that the “wheel doesn’t have to be reinvented each time”
- Diversifying park staff and providing culturally competent training for all staff
- Have diverse staff on hand in parks to welcome people.
- Refocus on healthy parks/healthy people to attract a broader range of people and more diverse funding sources.
- Targeted media outreach with culturally specific content and making use of mobile app technology to target younger people for park activities.
- Opportunities for artwork creation, presentation and display.
- Need for better regional coordination led by Metro.



Multi-Cultural  
Collaborative

# DISCUSSION LEADER'S GUIDE

## Metro Discussion Groups



# Metro Discussion Groups Discussion Leaders Guide

## CULTURALLY SPECIFIC GROUPS

### PREPARATION CHECKLIST

<b><u>Before the Event</u></b>	(√)
Be familiar with all the items in this guide. Review format and preparation with Therese.	
<b>Determine:</b> <ul style="list-style-type: none"> <li>• Total number of participants and attendees</li> <li>• Manage your own groups’ ordering and delivery of food/refreshments and supplies (paper plates, drinks, cups, plastic forks/knives, napkins) for the meeting</li> <li>• Manage childcare, if necessary</li> </ul>	
<b>Metro representative to bring:</b> Draft outline of Metro’s strategic plan to advance equity, list of action items	
<b>Coordinate</b> with your MCC support staff person or Therese to ensure these meeting <b>materials:</b> <ul style="list-style-type: none"> <li>• A flip chart</li> <li>• Easel</li> <li>• Flip chart pens</li> <li>• Extra pens</li> <li>• Sign-in sheet</li> <li>• * For the Fall session – each group will provide their own note-taker</li> </ul>	
Find out information about the room arrangements—size, layout? (Arrive 20 minutes early to make any needed adjustments.)	
<b><u>At the Event</u></b>	(√)
<b>Take photographs.</b> Ask the note taker, someone from your group, MCC rep to take photos and send these to Therese.	
<b><u>After Event</u></b>	(√)
<ul style="list-style-type: none"> <li>• Transcribe flipchart notes/typed notes, if needed</li> <li>• Transcribe sign in sheet, if needed</li> <li>• Complete reporting form (attached)</li> </ul> <p style="color: red; text-align: center;">Within 5 days after the discussion group meeting, email the <a href="#">Reporting Form and Notes</a> (see last page) to Therese at <a href="mailto:therese@multiculturalcollaborative.com">therese@multiculturalcollaborative.com</a>.</p>	

## LEADER'S GUIDE (1.5 Hours session)

Please review this guide prior to leading your discussion. Prompts and explanatory text are included in bullets below.

### Set Up

#### 20 minutes: prepare

- Arrive 20 minutes early
- Set up food, water
- Set up easel (CBO writes on flip chart notes/write notes and transcribe into Word doc)
- Honor the allotted time for each agenda item
- **Complete Sign in sheet and Metro photo release form**
- Locate bathrooms
- Agree on the order of the introductions, presentations per below.

## AGENDA

Goals for the discussion groups in the fall:

- Share feedback and input gathered at discussion groups in the spring
- Review of the draft strategic plan to advance equity

Prioritize long term and action items identified in the strategic plan to advance equity

Outcomes for the discussion groups:

- Participants understand how their input was used and see their input reflected in the strategic plan to advance equity
- Participants have an opportunity to provide additional input to shape the equity strategy and action plan
- Deepen relationship with leaders and emerging leaders at community based organizations and youth leaders

5 minutes – Welcome and introductions

5 minutes – Why are we here (Metro staff)

20 minutes – What did Metro hear (Metro staff)

- Community engagement update
- Equity update –how is your feedback reflected in the strategic plan to advance equity

45 minutes – Group discussion - Facilitated by CBO facilitator

- What is missing from the outline strategic plan to advance equity?
- Interactive exercise to rank urgent action items
- Considering existing Metro's services and programs, what items would you prioritize that you believe would make the most impact in your community?

15 minutes –Wrap up – Facilitated by CBO

- Next steps
- How to continue to be involved with Metro and with this project
- Questions/Meeting evaluation

## DISCUSSION LEADER TIPS

### General Principles

As the presenter and discussion leader, your role is to help create a warm, respectful and collegial environment so that all participants have the opportunity for discussion but within the allotted time frame. Please follow the agenda closely due to the limited time. “Prompts” are shown in italicized print below. Participants do not need to agree on solutions.

### General Guidelines

- Keep control with a carrot, not a stick, by sticking to the agenda and moving the conversation forward.
- If a point is made that is off-topic, summarize by writing it down, but guide the discussion back to the question at hand.
- Encourage everyone to participate but do not allow anyone to dominate.
- Keep the discussion moving by summarizing and synthesizing.
- Resist the temptation to voice your own opinions or to be the “expert” on the subject.
- Start and end each meeting on time.
- Have fun!

### Specific Guidelines

- Emphasize that there are no “right” or “wrong” answers. Everyone’s opinion is valid.
- Record remarks on flip chart paper.
- Give credence to differences, but do not dwell on them. *It’s important that we have an open discussion. There are no right or wrong answers.*
- Do not hesitate to say you do not know the answers to a specific question. Make note of the question and ask the individual to see you later.
- Follow the agenda. *That’s a good question/idea/issue, I’ll write it down to make sure we don’t forget that point.*
- Move the group along politely but firmly. *I see we have only a few minutes left and we have more discussion questions to cover or Thank you for your suggestion.*
- Make sure each participant has a chance to speak. *Who else has something to add?*
- Summarize the discussion as you go along, validating it with participants. *Have I captured all key points?*
- Five minutes before the discussion ends, summarize the discussion. Ask participants for any final thoughts. *Is there anything we have missed?*
- Thank everyone for participating. Collect any completed questionnaires.

## DISCUSSION TIPS FOR METRO STAFF

### General recommendations to Metro staff for cultural awareness

- Be aware of your power, privilege and class dynamics. As a Metro staff person, you hold the power of information, funding, governance decisions. Be aware of being a “gatekeeper” of information and decision-making.
- Use language that is inclusive when you talk about Metro’s programs and resources.
- Acknowledge everyone in the group when you introduce yourself and, if possible, remember people’s names, and use them whenever possible. If you are in doubt, ask how to pronounce their names correctly.
- Remember to be humble, gracious and thankful to those that show up to help make Metro a better place to live.
- Provide context about the reason why you are here and refrain from using jargon, acronyms and naming people that the group may not know.
- If possible, share a story about yourself, your family and/or a place in the Metro region and why you are inspired to do your work with this group.

## Metro Discussion Groups REPORTING FORM

Date: \_\_\_\_\_ Location: \_\_\_\_\_

# of Participants: \_\_\_\_\_ Discussion leader: \_\_\_\_\_

Thank you for all your effort in leading a equity strategy and community engagement workshop for Metro.

Please attach:

- Participant list
- Transcribed meeting notes

Please develop a report/memo and answer the following questions:

1. What were the key themes you heard during the discussion?
2. What were key new questions participants asked as opposed to the June session?
3. Do you feel Metro accurately captured and integrated your feedback from the June meeting in creating the new goals and outcomes?
4. What are some ways you feel you would like to have to hold Metro accountable throughout the process?
5. What do you think should be the process to include your community feedback as the Strategic Plan to Advance Equity at Metro continues?
6. What do you think of Metro's stronger focus on internal goals and objectives, other external indicators in housing, transportation, parks and natural areas, and community engagement?

Return this completed form and any attachments listed above, within 5 days of the meeting to  
Therese McLain at [therese@multiculturalcollaborative.com](mailto:therese@multiculturalcollaborative.com)

Thank you!!



Multi-Cultural  
Collaborative

# DISCUSSION LEADER'S GUIDE

## Metro Discussion Groups



# Metro Discussion Groups Discussion Leaders Guide

## YOUTH GROUP

### PREPARATION CHECKLIST

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1. What were the key themes you heard during the discussion?
2. What were the key questions participants asked?
3. What is working well for your community?
4. What problems were identified by your community?
5. Did your discussion group identify solutions to addressing these problems? If yes, what are they? If no, what do you think are some suggested solutions, knowing your community?
6. How can Metro connect with your community?
7. What are culturally specific issues, insights, challenges and opportunities that you want to share with Metro?

Return this completed form and any attachments listed above, within 5 days of the meeting to  
Therese McLain at [therese@multiculturalcollaborative.com](mailto:therese@multiculturalcollaborative.com)

Thank you!!

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Therese McLain at [therese@multiculturalcollaborative.com](mailto:therese@multiculturalcollaborative.com)**

Thank you!!



Multi-Cultural  
Collaborative

**Subject Matter Expert  
Discussion Groups  
October 19 – Metro Regional HQ**



Time	Item	Lead
8:00 am – 8:05 am	Welcome and Introductions	Anita Yap (MultiCultural Collaborative)
8:05 am – 8:10 am	Why are we here?	Cassie Salinas and Juan Carlos Ocana-Chiu
8:10 am – 8:25 am	What did Metro hear? <ul style="list-style-type: none"> <li>• Community engagement update</li> <li>• Equity update – how is your feedback reflected in the strategic plan to advance equity</li> </ul>	Clifford Higgins and Juan Carlos Ocana-Chiu
8:25 am – 9:10 am	<i>Topic specific discussion groups break out into three groups (parks and natural areas, transportation, housing)</i>	All Facilitated by MCC
	<b>Parks and Natural Areas</b> <ul style="list-style-type: none"> <li>• Do you currently measure community accessibility, park use and parks' impact on community outcomes? If so, how do you measure it?</li> <li>• What are the biggest barriers to achieving equity in parks and nature work?</li> <li>• How can we work better together to achieve our common goals?</li> <li>• Do you have other ideas on how to move this work forward?</li> </ul>	Cassie Salinas and Laura Odom, Metro Chip Lazenby, MCC
	<b>Transportation</b> <ul style="list-style-type: none"> <li>• How can we as a region improve equity with transportation planning and</li> </ul>	Clifford Higgins, Metro Anita Yap, MCC

	<p>investments?</p> <ul style="list-style-type: none"> <li>• What are some ways that your organization measures the impacts of transportation investments in your communities that work well?</li> <li>• How can we work better together to achieve our common goals?</li> <li>• Do you have other ideas on how to move this work forward?</li> </ul>	
	<p><b>Housing</b></p> <p>As part of its Equitable Housing Initiative, Metro is working to develop a technical assistance program to support local governments and their partners in eliminating barriers and creating incentives and resources to encourage the development and preservation of diverse, quality, affordable housing with access to opportunities and amenities. Staff have partnered with Oregon Opportunity Network (Oregon ON) to identify opportunities for Metro to provide technical assistance to local governments interested in implementing new tools or approaches.</p> <ul style="list-style-type: none"> <li>• Which of the following tools/approaches do you think would have the biggest impact in the communities where you live/work?</li> <li>• Do you have concerns about the use of any of these tools?</li> </ul>	Emily Lieb & Juan Carlos Ocana-Chiu, Metro Kirstin Greene, MCC
9:10 am – 9:20 am	Report back to all	All
9:20 am – 9:30 am	Next steps and how to continue to be involved with the equity strategy and other Metro projects	All

**THANK YOU FOR YOUR VALUED PARTICIPATION!**

To learn more about Metro's work to advance regional equity, visit:  
<http://www.oregonmetro.gov/regional-leadership/access-metro/equity>