



Community discussion groups

May 2016



About Metro

Clean air and clean water do not stop at city limits or county lines. Neither does the need for jobs, a thriving economy, and sustainable transportation and living choices for people and businesses in the region. Voters have asked Metro to help with the challenges and opportunities that affect the 25 cities and three counties in the Portland metropolitan area.

A regional approach simply makes sense when it comes to providing services, operating venues and making decisions about how the region grows. Metro works with communities to support a resilient economy, keep nature close by and respond to a changing climate. Together we're making a great place, now and for generations to come.

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BACKGROUND

Metro issued eight contracts to community-based organizations and facilitators to hold a series of community discussion groups. The intent of the community discussion was to bring together a group of community members from across the region and introduce them to Metro, the draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion, and gather feedback and various perspectives to address racial disparities in the region. Discussions were with the following communities: Native American, African American, Latino, Slavic and Russian, African, immigrant and refugee, Asian and Pacific Islander and youth. Some of the facilitators and participants had taken part in the two previous community discussions in 2015, thus were more familiar with Metro and the equity strategy, allowing for a deeper discussion.

The organizations or facilitators included:

- Mohamed Abdiasis, Operations Manager Africa House
- Isatou Jallow, Community Organizer/ Energy Assistant Specialist Africa House
- Duncan Hwang, Associate Director, Asian Pacific American Network of Oregon
- Kayse Jama, Executive Director, Center for Intercultural Organizing
- Carmen Madrid, President and Owner, CTM Consult, LLC
- Maria Caballero-Rubio, Executive Director, Centro Cultural de Washington County
- Juan Carlos Gonzalez, Development Director, Centro Cultural de Washington County
- Samuel Gollah, Facilitator, Gollah Consulting, LLC
- Diego Hernandez, Co-Executive Director, Momentum Alliance
- Cary Watters (Tlingit), Community Engagement Manager, Native American Youth & Family Center
- Cat Goughnour, Principal, Radix Consulting Group, LLC
- Maria Gvozdicova, Community organizer, Russian Speaking Network
- Anna Volkova, Community organizer, Russian Speaking Network

Metro staff held nine discussion groups with more than 140 community members, including discussions held in Spanish, Vietnamese, Russian and Chinese. Each participant was asked the following questions:

1. What does equity look like to you? (Related to hiring, community engagement, safe and welcoming spaces, etc.)
2. From your perspective, what action areas do you think Metro should tackle first?
3. What else can Metro do to address equity in the region that isn't included in this plan?

While each discussion was slightly different, the facilitators conducted culturally appropriate engagement to ensure that the community felt safe and welcomed to share ideas and opinions. Each discussion was held in a space familiar to the community, at a time that was most convenient to the group and food was provided. Metro staff were present and provided information about Metro, context for the meeting and a high-level overview about the strategic plan.

These conversations varied in language and in process, but overall a few major themes emerged, including the need to develop a common language and understanding of racial equity in the community. Participants also identified the need to invest in existing leadership development programs to grow future leaders of color and to provide paid internship or career development programs for youth of color. And, they encouraged Metro to continue to hire and support staff that reflects the demographic make-up of the region.

The facilitated conversation helped Metro’s efforts to expand and deepen community engagement and partnerships with communities of color in our region and informed the final draft of Metro’s Strategic Plan to Advance Racial Equity, Diversity and Inclusion.

Each facilitator or organization submitted summary reports that captured the key themes heard during the discussion, key questions participants asked, and priority actions recommended by participants. Summary reports were shared with decision-makers at Metro and can be found in the next section.



SUMMARY REPORT | AFRICAN AMERICAN COMMUNITY



METRO DISCUSSION GROUP #3 | Report form

Please include:

- ✓ Date of discussion group: **April 14, 2016**
- ✓ Location of discussion group: **Self Enhancement Inc.**
- ✓ Number of participants: **14**
- ✓ Discussion facilitator(s): **Cat Goughnour, Radix Consulting Group**

Please attach the following:

- Participant list (attached)
- Transcribed meeting notes (below)

Please develop a report and answer the following questions:

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

- a. Black community is/was and remains in CRISIS
- b. move from talk to action for Black community
- c. underdevelopment feels purposeful and repeated, experienced every generation
- d. trauma, loss, pain, discomfort in being Black in Portland and Oregon
- e. dispossession and multigenerational under-service and exclusion from opportunity, access and equity
- f. Black discrimination and different treatment than other communities of color
- g. erasure and removal - no African American community/ neighborhood/ place
- h. lack of opportunity, resources, community, unity, familiarity and support
- i. when communities of color and people of color are spoken about, Black people are left out
- j. Lack of access to housing, jobs, and opportunity means we're locked out of society

2. What were the key questions participants asked?

What is the barrier to serving Black people?

When will the needs of the African American community be prioritized?

How is there money for extreme development, but none to stabilize the Black community?

Why must so many reports be written/ data collected/ research, when there is no commitment to implementation or moving the needle on equity for Black people?

If there isn't a Racial Equity Baseline guiding Metro's work, how are action steps being prioritized?

How long must we wait to be served?

3. Per each goal, which actions did participants prioritize? (A-E)

A: (1) Metro convenes regional/governmental partners to work toward actively engaging and reducing burdens on communities of color with input from communities of color... using accountability and data sharing

Goal A: Metro convenes and supports regional partners to advance racial equity

- Metro brings together partners to reduce racial disparities and improve outcomes for communities of color
- ~~● Metro provides data and research tools to support partners in advancing equity~~

Handwritten annotations on the slide:

- Regional Agent (above first bullet)
- actively (above second bullet)
- may (next to engagement)
- With input from the community of color (below engagement)
- accountability/sharing data (to the right of engagement)

B: (3) Metro creates a community oversight appointed body to lead to more accountability.

Metro provides opportunity for communities of color to interact directly, with hold accountable and become decision makers.

Metro provides investment to support leadership development for communities of color.

Goal B: Metro meaningfully engages communities of color

- Metro provides investment to support leadership development for communities of color
- Metro works with community to co-develop culturally appropriate engagement opportunities to improve Metro's decisions
- Metro provides opportunities for communities of color to interact directly with decision makers *to come*
- Metro invests in resources to contract or partner with organizations based in communities of color for engagement
- Metro removes barriers to participation in public engagement activities for communities of color
- Metro creates a community oversight appointed body to lead to more accountability *8 hold accountable*
- Metro creates department specific equity reports to share with community
- Metro simplifies ways for communities of color to become engaged with Metro *IN ways that will benefit the community in tangible ways*

C: (3) Metro staff members of color have clear opportunities for career advancement to leadership positions and to intentionally mentor other People of Color.

Metro staff holds honest and open conversation, resulting in action, about advancing equity at Metro.

Metro hiring committees have more Black people.

Goal C: Metro hires, trains and promotes a racially diverse workforce

- Metro staff receives the training, tools and financial resources to advance equity
- Metro leadership receives the training, tools and financial resources to advance equity
- Metro staff holds honest and open conversations about advancing equity at Metro *ACTION*
- Metro departments collaborate to advance equity
- Metro hiring committees have greater diversity *more black people, specific \$5*
- Metro provides opportunities for communities of color to gain work experience *PAID \$*
- Metro improves its hiring and recruitment practices through building stronger relationships with communities of color *Hiring Black People*
- Metro has an application process that is culturally and equitably informed
- Metro staff members of color have clear opportunities for career advancement *in leadership positions and to mentor intentionally other POC*

D: (3) Metro announces its programs and services through culturally specific media/communication outlets.

Metro facilities are welcoming and accessible (relevant, cost, location, awareness) for communities of color - eg. remove Black people from the zoo exhibit.

Metro destinations acknowledge historical and community significance of site - including placemaking and cultural reclamation for Black community.

③

Goal D: Metro creates safe and welcoming services, programs and destinations

staff must be diverse to know diversity

* representative
* authentic
* action based

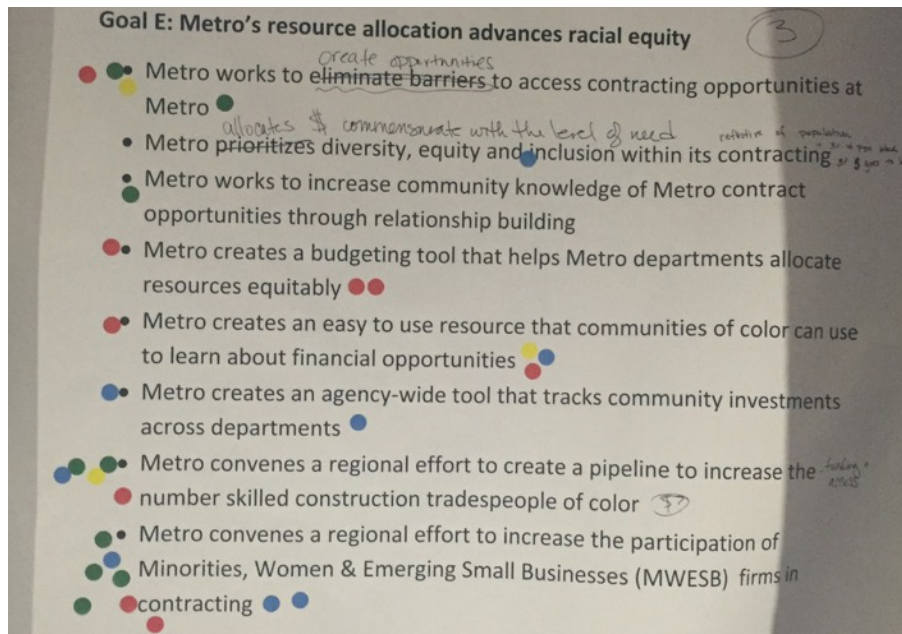
culture change inside Metro is needed!

- Metro staff is aware of tools and resources available to support community in accessing Metro destinations and services
- Metro holds cultural events at its destinations and venues
- Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations
- Metro creates systems to better understand the communities who utilize Metro services, programs and destinations
- Metro destinations acknowledge historical and community significance of site
* this is potentially a problem because historically we have had no place or history
Metro's? City's? Community's?
- Metro facilities are welcoming and accessible for communities of color
→ Remove black ppl exhibit from the Zoo
- Metro announces its programs and services through culturally specific media/communication outlets

E: (3) Metro convenes a regional effort to increase the participation of MWESB firms in contracting.

Metro convenes a regional effort to create a pipeline to increase the funding to, access of, and number of skilled construction tradespeople of color.

Metro works to create opportunities to access contracting opportunities at Metro (remember to think beyond construction when thinking about contracting MWESB).



4. Did participants identify new actions? If yes, what were they?

Yes, please see typed transcripts and notes written on photos of Metro's chosen priority areas.

5. What are culturally specific issues, challenges, insights or opportunities related to equity did the participants want to share with decision makers at Metro?

The aforementioned themes, questions, amendments to Metro's priority areas and points brought up in the meeting transcript - specifically in relation to neglect and lack of sense of urgency or comprehensive strategy to stabilize the Black community after serial forced displacement and nearly 20 years of gentrification.

6. How would participants like to be engaged after the strategy is adopted?

They feel empowered to reach out to Councilor Sam Chase, who shared his cell phone number with participants, and invited them to call directly.

Transcribed meeting notes:

Introductions

- Your name
- What brought you and/or you would like to see

Portland Native (prior): I want to see a place where Black people can flourish. I am from Portland, recently back from LA, and having a hard time finding the kind of thriving among the Black folks I saw there. Here, Black folks are so deprived and stereotypically poor. In LA I saw Black communities with all kinds and classes of people - from low-income to middle and upper class. I want to see a Portland where it is possible for us to live in mixed-income, Black communities that are thriving, and have opportunity.

Portland Native (prior): Growth in Portland, things are changing. Don't see folks who look like us included in the growth and green spaces, and would like to.

Portland Native (prior): Would like to see Black folks flourish, across the board. Basic needs, and more. Black businesses flourishing, a sense of Black community back, Black spaces for folks to be, feel comfortable, like when we had N/NE PDX. Before the Salt-n-Staws. I'd like to see more Black schools, options. There is a lot I would like to see change.

New Portlander via Chicago (new): I was forced to be here, my wife wants me to get more involved. Being an African American brother in Portland, the change coming from Chicago to here... there aren't very many African Americans. I am excited to get involved.

Portland Native (new): I would like to see the schools focus more on African American's and children of color. I would like them to provide more opportunities, particularly PPS. As a (SEI) Coordinator, for a long time about whether I should put my children in public schools... and decided I should stay there and fight for our kids; to see what I can do.

(Councilor Sam Chase arrived)

Portland Native (prior): I echo everything that was said. I think overall for me, I just want Black people to have a *choice*, wherever, whatever they choose.. that they have access to resources.

Portland Native (new): On the ride over here, we were just talking about the change. I don't recognize this neighborhood. This isn't the neighborhood I grew up in. And it's funny because, it is the same streets, but I don't recognize anything. It hurts. It's bittersweet because of course I want our community to be uplifted, but I wonder, where was that money when my people were living here? These same streets - from 15th all the way to 33rd - all these businesses, and we're going up Mississippi (Street), and I'm literally looking at everything, don't recognize anything, thinking "look at all this life" in the community. I am seeing all these white people walking around that I didn't see. What I want is, just like everyone was saying, that opportunity for our businesses. We don't have... tell me one establishment we can go to that we can say this is ours. Just like a lot of other communities are able to put money in

themselves, I want us to be able to put money in ourselves and say “this is ours”. Same with the schools, our history, they teach our history... I have an 8 yo daughter and a 15 yo son.... I’ve got to teach them what we *really* go through. We’re riding in the car and he has his hood on his head, and I tell him “take your hood off!” You know if it is “Billy” riding with “Zach”, they can have their hoods on their heads. But we get looked at differently. I have to teach him, and he has to have that in his mind, there is so much we have to teach our kids that are different due to our minoritized status. I am all about “inclusion”.

I work at Multnomah County and when we are in meetings and I look around the room, and I am the only brother I see... In the building I work in, I am the only one, and we’ve just hired two more people... I didn’t see these kinds of changed until I started to get involved, sitting on hiring panels.

Even when we say we are aiming for diversity, I still see the same type of people being hired. People of color with the same background and qualifications are not given a chance. And when Black people are hired and in the room, people in the office are uncomfortable. I strive to make equity, inclusion and diversity real, and had to get involved for that to happen... to actually see different outcomes. I didn’t see these changes until I was on these interview panels, thumbing through the applicants.

Oregon Native (new): I would like to see more of a sense of community. Growing up here, I feel like I am not a part of this community now, even though I lived here until I was forced to move out. I was actually, literally, lost... I literally didn’t know where we were going. I mean, I know where the SEI building is, but... We turned down one street by Boise (school), and I said when I saw the houses, “this looks familiar to me”. So, I would like that sense of community (back), a sense of unity would be something I would like to see, and familiarity. Again, I don’t see that, and that was one concern I had, and again, some support. I think that there is a lack of opportunity, resources and support to get to where we want to be as a community. I also want to see more equality when it comes to employment and education so we can have more options to be able to develop. **To be honest, I would also like to see less talk and more action.** I hear a lot of talk, but have not yet seen much action.

Oregon Native (prior): I am interested in seeing a community that supports the needs of *all* of it’s citizens in the decision-making and leadership that is not tokenizing. It would be nice to see a place we can go to be engaged in what the city is doing to ensure our needs are met and services are provided for us.

New Portlander from Chicago (prior): I have been visiting - off and on - for 30 years, and am only now learning the history. Gentrification has chased me around the country. Dealing with what is happening in major cities everywhere, I plan to stay in Portland, and am deeply committed to establishing something with Native-Portlanders, people from Portland who have never been given a chance to experience the things Black folks have experienced in other parts of the country. Black millionaires in other communities have been affluent for over 100 years, there are Black museums that their kids go to to take art classes, It is common community knowledge, common community assets. It is this kind of thing that I want to help happen in Portland, to help establish. There is a lot of getting to do here, and it is still very much the Wild West-Dixie, and a fascinating challenge.

Native Portlander (prior): I echo all that has been said, but there is still so much of a mouthful that can be said. What I'm hoping to see as I'm looking at the title of your report, and think back to some of the meetings we've had (with Metro), we asked questions like "so, Metro believes in diversity, how many people that work there look like us?", and being real with that. Recognizing that for the Black community, we are intelligent enough, and have always been intelligent enough to run our own... things... We don't need a savior, that position has already been filled.

The fact that when we talk about diversity, that we can hold our own. That when we say diversity, Black people mean *us*. It seems as though it means something different for Metro.

I don't want to offend anyone around the table. When I speak about diversity, I mean **racial diversity**, historic exclusion, not some of the new ways we talk about diversity that leaves **racial diversity** unspoken and unaddressed. For example, many companies that speak about "diversity" have LGBTQ staff, and other forms of diversity, but I still don't see any Black people there. When we talk about diversity, we really mean us, and don't get it twisted... don't conflate all types of "diversity" when you mean **racial diversity**.

We have always been intelligent enough to do the job, and when you talk about why you don't see Black businesses, and knowing the stories of the PDC not loaning us the money, we know these stories.

And when you do data, always tons of data that needs to be collected, how much more data do you need to prove... *you can visually see that something is wrong*. That's just buying time. We understand that in this room.

We need people who can go home at night, and have a heart for humanity's basic needs. We don't need data. Like she said, **we need action**.

New Portlander (new): This is my first meeting here, and I am excited to be here, and happy to have been invited because I'm from New Jersey. As you were saying about the culture being so different here among African Americans, I definitely realized that as soon as I got here, which is about 10 years ago.

In considering making this my home, I have a daughter who is 18 who's getting ready to graduate high school, and I want to know that whatever she decides to do, whether she goes to college, whatever, and if she wants to stay in Portland, she can work for Intel or Providence... That she can go in there confident that she will get the job... not only because she knows someone, or whatever else has to happen for us to get hired somewhere.

Part of my work is helping people get into housing, and, I have to be honest, I feel that the way the housing situation is, is that we are purposefully being shut out of affordable, safe housing.

When I hear the word equity, I know that that means justice and fairness, yet, you know, it just doesn't look that way. So I want to echo what a sister said about taking some action to make sure that that happens. That's why I'm here.

Native Oregonian New Portlander (prior): From rural Oregon, born and raised. Family moved up here in 2001 to find the Black community and were so excited because it was right before the yellow-line came in, and I lived off of Alberta and Maryland. We lived in that for 9, almost 10 years, and then it was foreclosed on, and we were kicked out and were homeless for about 10 months, and now I am in PCRI housing.

I feel very fortunate to be able to do some of this work, and to bring a different voice to a lot of what is happening to the community. Like you all, I see so much affluence, prosperity, opportunity coming and I've been waiting to see it touch all of our lives.

And, if it is not, I am also tired of waiting. So, what can I do to help bend the arc and bring this opportunity to our community if I can help in any way.

I am vested in this work because my family has been in Oregon for 50 years. While we're not from here, most of my whole life has been spent here.

Native Portland Elder (prior): I am here because I was born and raised in this community. As a little girl, I used to play on Borthwick. Went to Boise school. And, had a lot of family members who lived in this neighborhood.

Lived long enough to see gentrification a couple of times.

Used to live on Kerby, that was back when Legacy began to expand. Then it was called Emanuel. Then the freeways came in. So they booted us out of there, and we had to go to a different spot. Yeah, I am here because this is my home, and is where I was born and raised.

Juan-Carlos (Metro): I work for Metro as the Equity Strategy Program Manager. I am really happy to be here to listen to your stories, and to ask for your help, one more time, to help us prioritize what Metro should do.

Nyla Moore (Metro): I am born and raised in Portland, and also work for Metro with the Diversity, Equity and Inclusion team, there. I am one of very few faces like this at Metro, but definitely working to make those changes by sitting on hiring committees putting my opinions on the table when I am in spaces where it is asked for, and sometimes isn't asked for. They look forward to hearing from me, so it is a good thing.

I am here because this is my community, I was born and raised around these parts, just like everyone else. I was fortunate enough to continue to go to all of the schools of color, even though we were moved out, and out, and out.

I stayed in this community. I am an SEI kid. And, so, I've seen it all happen.

I, too, drive down the street and am like "what corner is this again"? I've looked up some of the new condos and apartments and am like, "ok, never living there", moving along. I have seen what has happened and would like to have a hand in making sure Black people in particular have access to all of what is happening around us.

I don't mind that things look nice, but I want to have a hand in it. I want to be able to have a shop on the corner, to have a place where... like people will visit me and ask, "where are the Black people", and I'll say... "over there, over there"... there is no actual place, no where I

can say “let’s go over here, this is where the food is, the church is, the shop is, whatever. And so, community is important to me, and I want a place where we can all be together.

Councilor Sam Chase: I am here because I want to hear a little bit and share a bit of the work we are doing. I am, I ran for Metro Council because I don’t want to live, I think I have a lot of opportunities, and this region has a lot of opportunity for people, we have a really strong economy, we have this incredible quality-of-life that’s attracting people from all over the country, the world, and there are *a lot of people* who don’t have access to the opportunity in this region.

In fact, people who have been a part of this region for many generations, and are losing opportunity, you see it is really as our economy grows, and opportunity for others grows, it is actually taking away, making it even more difficult for folks to get by.

I worked with a family 25 years ago now. They had dealt with a lot of racism, and the father, his wife and 7 children became homeless very quickly because they were living paycheck-to-paycheck. I helped to get them into a shelter, and to get them into some housing, and to get his job as a welder back, and clean up his credit. He went from homelessness to homeownership in two years. We didn’t do that! We made sure he had the opportunity for that.

He is one of many thousand of folks in this region. How do we turn that story into economy of scale where everyone has that access to succeed in life? To me that’s, I don’t want to live in a region where some folks don’t have the access and opportunity to succeed. So, that is a huge motivator for me.

I don’t have all the answers for how we do that. I see a lot, I hear a lot of the talk around equity and diversity, and where is it on the ground. Where are folks being things that are making difference in people’s lives? To me, that is ultimately what needs to happen.

I came to Metro 3 years ago, and had worked with Metro over time. Affordable housing has been a big part of my background. Homelessness and affordable housing, and had worked a lot with Metro to make sure there were great studies, research and data about why this problem is out there, and why there were inequities in the region, and every time the question came up about **“What are we going to do about it”**, that is when the conversation stalled. **There would suddenly be some really good reason why (we wouldn’t).** And so, this is my focus. To be able to actually target resources in ways that actually support communities. But I think we have a long way to go. We really need to learn and understand the things we could be doing. It is really important that we are accountable, and that the things we talk about, and asking you to come here to do more talking... **what are going to do with that information to actually translate that into job strategies, into housing strategies, into housing-and-job strategies are to me very strong components, and why we are here.**

I also really want to appreciate Cat a little bit because maybe she doesn’t have a bed at her house, she never sleeps she is working all the time. And she has really, really been a voice for me at Metro around equity and diversity to educate other folks. And she doesn’t just understand the issues and know them, but knows how to articulate them and get those messages out on behalf of the community in the kind of places that decision-makers are communicating, and she has a lot of respect from those decision-makers, and a lot of influence with those decision makers.

Cat: I was going to ask you to say a bit more about the Metro Housing Initiative that you have kicked off and spear-headed. To his credit, there is certain programming that governments do, and they say this is what we do, and this is all we can do, and Councilor Chase has started this initiative saying we have to get back into housing. Metro has historically been a part of the housing conversation, and they cover three counties - Multnomah, Clackamas, and Washington - and he has done a lot of work around this and I am hopeful that they will step back in meaningfully, because we are in a housing crisis, our community is in crisis.

Councilor Sam Chase: I would like to say, Cat has helped with that work. I would say, that I was really focused on bringing to Metro because I worked with Metro for a number of years and I had seen us get to this point where we understood the problem, had all the research, did all the studies, had the voluntary goals, ok, now we actually have to get into the implementation part. I will say, it is taking some time.

We have created the housing program, but I still cannot come here to you and say we have created housing units. We are not at that point yet. That is where I think we really need to focus, on getting housing units built.

Now, we were able to get money for PCRI to help them launch their thousand units of housing project launched, and develop financing strategies, and help to leverage Metro resources so they can get those thousand units built. They are not built yet. We still have a long way to go.

We are working with local jurisdictions, not only in Portland, but around the region, to put resources into housing that will help to build more units of housing. Working with the state legislature to get Inclusionary Zoning, which we were able to get, but, again, I think we need to be accountable to getting those to result in units of housing.

The general framework for Metro is, look, Portland needs to do more around housing, and we have a lot of work there to do, but that is only 30% of the region, only 30% of the population. Portland might have 20 affordable housing tools - tax breaks, things that can help buy down and build affordable housing. Other jurisdictions, like Lake Oswego has zero. So how are we going to get some of those other jurisdictions to... (their housing is cheaper than ours, so maybe we should move there)

Cat: I did want to ask if anyone had any specific questions for Councilor Chase? He has child-care responsibilities, and has limited time with us, and I want to make this meaningful.

Councilor Sam Chase: I will leave my cell phone number in case we aren't able to get to everything, and am happy to start a conversation.

Native Portlander (prior): I did have a question about what Metro is doing to create economic opportunity, economic development opportunities that you offer at Metro or are thinking about offering at Metro. For example, contracting with some of the Black community who might work with you to build some affordable housing, or other things you do. Are you thinking about partnering with folks so people have money in their hands? Because it is one thing to build housing, people get into low-income housing, but then after that, then what, if they can't sustain themselves or their families.

Councilor Sam Chase: Some of the folks I've learned a lot from - Bruce Watts, Tony Jones, they have taught me a lot about cutting out the middle-man and make sure there are actually jobs, and people are actually able to get living wage jobs. So we have been focused on job strategies in some areas around MWESB contracting work.

We set goals around the dollars we spend, we have some Zoo Bond dollars, we have other, to a lesser degree, Levy funds, and tax resources that we require a certain number of those dollars be allocated for... well we don't *require*, we *have goals* - that we set, we are not allowed to require, actually, but we have goals we set for minority, women-owned and emerging small businesses.

We have the Convention Center Hotel, and operate the Convention Center, which really was something that was a major disruptor for the African American community when it was built, so I think it is incredibly important as we build the hotel that we are really tracking and making sure our goals - 20 - 30% of the projects are serving Minority and Women-owned, that is one project we will be spending contracts on and engaging the minority community.

But also, the ongoing jobs, and working with the African American community in Roosevelt in particular to do some workforce training and engagement and some of the for that goes on in convention service sector, and hotel service sector, and those are some of the resources we directly control. That is where we are working now, we are working to identify what some of the best jobs are now, and engaging people now in some of the workforce issues now, and getting people at Roosevelt involved. If you can get some of those youth engaged in the summer to understand how some of the professional jobs, and getting used to that work sector for future work, that's one area.

We have also renovated the First Opportunity Target Area - FOTA - which is also related to the Convention Center disruption of the African American community, the homes, and essential areas pushed out, displaced when that development was built. FOTA is focused on this community and this area having access to the jobs that are created in advance of the "regular" public announcements that go much more broadly, so it helps facilitate more access to the jobs. We just, just renovated that, and will have to wait to see if that works.

We brought in African American community and others to help establish - Margaret Carter was involved, do you remember her - former State Senator. That is another employment opportunity area.

I think we still have a lot of work to do when diversifying Metro's workforce, and the folks who are in our building working. We have made *some* progress in line work, and those jobs, but as you start looking at management, senior management, and the real high levels of management at Metro, we are not doing well.

Cat: The Councilors. I'm waiting to see someone who looks like us up there.

Councilor Sam Chase: It is an entirely white Council.

Nyla: You are all welcome to run whenever they are out.

Councilor Sam Chase: So, we need more leadership in elected positions. We need more leadership in senior positions. We need more leadership in senior management positions, and even in management positions.

Cat: I also hear from what he is saying that we need to meet in the middle. How do we get in there and begin making those relationships. It is about us learning Metro's culture, but more about Metro learning our culture. So go get MWESB certified, no matter your skill and expertise.

I also want to ask about other ways for the people to get involved, like the African American oversight committee. I think we are in crisis, and would love to facilitate our meeting with Metro Council, to present our ask: this is where we are qualified, these are our skills, we are ready, and can help you connect with folks, yesterday.

Native Portlander (prior): I always think that the most important things are transparency and accountability has always been. We hear about the goals, but where are the hard and fast dates, and who is watching the goals, and are they looking out for our folks. Some people are not working on our timeline. Goals are great, but what is the timeline, when are coming back to the community to do oversight. Are there people at the table who look like us? Might not have the answers because folks who look like us aren't there on the front end, but they might be experts in their own communities.

Just in this agency (SEI) there are very educated people, folks with masters degrees, and up. It wouldn't be hard to find people who can help find the answer, people who are living the situation. Just show us the money!

Native Portlander (new): That is the question, where is the money coming from? All we need is the money, we know where to funnel it. We can get the money into the hands of our own people to create our own jobs, build our own community, and grow.

We are the only ones (left out).

Think about it. In certain parts of town you will see primarily Asian people of all ethnicities. They know that "this is our store" this is where our temple is... it is a whole community, not only one block. I go out past 82nd and other places, and see Asian and Russian communities with their own stores... we don't have our own. Even Black women's hair products are sold by communities of color owned by folks other than the Black community.

There isn't a spot where everyone is going, our own shops, our own stores. I'm looking at the corners, at the shops, and I don't see... I grew up here. My grandmother's lived in her house for, let me see, I'm 37, she's lived in her house since before I was born... probably close to 50 years. She is the only one still in that neighborhood, she is the only one still owning her home... I'm sure people are coming to try to buy it, right on 9th... you don't get more hood than 9th, right there between Prescott and Skidmore...

My grandma still has a house, something that's hers, they weren't able to push her out. A lot of our people didn't know what was going on back then, when it was really happening. They were selling their expensive homes that they didn't know were valuable (because they

weren't when we were in them). We got 250K, but you're not aware your house was worth a half million dollars, 2 million dollar homes. They got pushed out.

It's so hard. Two people with jobs... I've been at my job for nearly 8 years. Two incomes, and it was so hard to find a place.

I'm giving out housing resources, that what I do. I work for Multnomah County Aging, Disability and Veterans Services. I see, but to damn-near be in it. Everybody can't come up with 3, 4, 5 thousand dollars in a month. To find a place, you got 30 days. You've got people jacking the rent up \$500. \$500, imagine that. How is that even legal? That should be illegal to drop that kind of rent on people.

It's like they're trying to make people homeless because there are no resources out there. Because when you're homeless, and you're a man, it's a wrap. If you've got a family, it's a wrap. If it is a woman and a child, there *may* be some help for you. But there is no guarantee. If you've been evicted, you're done.

There are so many people out there, and the thing is, nobody knows how hard it is to get back on your feet when you're in the street. It is so much easier to get back on your feet when you've got somebody helping you to maintain, but when you're all the way out there... its a wrap. How are you going to do it?

Its like a downward-forever tunnel you're trying to crawl out of when you're homeless. A lot of them got kids, and they're out there living in a car or something. You're trying to make it day to day. How are you going to save money? How are you going to save money when you're constantly spending money just trying to get through the day? This is what I see *everyday*.

I don't have a number to give that I can say you can call to get help. We have emergency housing, but that's not even guaranteed. People come in with a 72 hour notice, all I can do is empathize and sympathize with you.

It's really humbling, its humbling because being in that position, being damned-near homeless, for whatever reason, seeing how hard it is to actually find a place in Portland, let alone Gresham, that's why I live in Washington now. It's not by choice either. But, you gotta do what you've gotta do to survive.

I've got kids, they can't be out there in the street. There's no help for me, there's no help for the person who's what we call, I don't know, middle class. I guess they'd call me middle class, but my kids can't qualify for free lunch, so I must be rich. I'm wondering where the money's going. I must be rich. But there's no help for the regular person. I get up, make no complaints, go to work, support mine, get up, go to work. So it's hard for me to feel bad for the person who is able but not applying themselves, but for the people who are trying... that's when I ask "where is the help?"

There is a guy who comes into my office, and he is homeless, but you wouldn't even know it because he keeps himself clean and maintained at a gym. He is living off of social security.

When I was growing up, the Gresham area was not a place Black people went. Fairview. Troutdale. As a kid, I didn't even go out there. Now, everyone's in the Numbers. It is bitter-

sweet. Where can we tap in, how can our community thrive. As they said... we don't have anything... A skate park, a restaurant, and shop we could call our own... no section of town. N/NE used to be, all up and down these streets, where I grew up and played, before any of this was built.

Councilor Sam Chase: All of the urban renewal work which was done for generations was really intended to support the existing community, I mean, that's the way it was written...

Native Portlander (prior): I don't know if that was what was intended... That was the way it was presented, but not the way it was intended. It was intentional

Councilor Sam Chase: *It was intentional, but if you read the law, it was supposed to serve existing populations and it ended up pushing everybody out and spending resources on raising property values. That was what ended up happening. That's why we fought so hard for the 30% set-aside, but it was too late.*

The 30% set-aside said you had to take 30% of the money and put it into affordable housing because we can't even, how are you going to save \$1500, and if you do, you can finally get into an apartment and then your rent is so high you are never going to own a home.

Then that spiral started, and the property values kept going up, and then folks would get half the value of their homes and they couldn't buy another house in the area, and ended up getting pushed into the Numbers, and it became...

Native Portlander (prior): Let me just say this really quickly, when all is said and done, this really speaks to the humanity of people.

When I come and look at City (Metro) Council, I'm not, I'm looking at, how can people sleep at night? I am being really serious. I mean, everybody goes to their little parties and their events, and they rub shoulders, and they act like they're really doing something, but the heart of the matter is, *how are folks sleeping at night?* And, I'm sure some will say, "real well".

It really does speak to one's humanity. Either the part that's numb, or something's wrong with that. And I just put that question out there because we have to be real.

For me, when I'm dealing with these families, with all kinds of families, when you go into a SEI Community and Family Programs office, it isn't just Black people coming in there. It's Asian people coming in there, its white people coming in there.

But I don't care who is coming in there, it **breaks my heart**. I've got a family of 7 living in a hotel in Tigard I'm serving now, because that is what they can afford.

And, I'm trying to figure out, how are people sleeping at night because something is wrong with that. And to not have a master timeline, we don't need another study done, not another look and see. We don't need another done because it's just another somebody saying "I'm really doing something". With the titles they have, they have to look like they're doing something.

Forget the titles, and let's get back to humanity.

Cat: I don't know whether you know, but most of the folks around this table are direct-service providers, the people who are helping the people, and are still very impacted ourselves. You have a lot of wealth in the room. These are folks who are educated, passionate, tied to the community, and they/we are struggling.

Native Portlander (prior): I am just going to say something to Metro and the government in general that I think would be very beneficial to acknowledge that the policies that were made were intentional, very intentional. Gentrification of this area was very intentional. I think for us to move forward in a way that is positive for our community is acknowledging the intentionality behind the laws and the policies that were made.

Native Portlander Elder (prior): What happens to equity in this situation? The people who are the most impacted are supposed to be served first, but what happens? Something is wrong with the way Metro is prioritizing it's actions.

Again, we are the people who are the most impacted. We are the ones who have families sleeping in cars and living out in the Numbers. That hasn't changed. We've got friends and family members that we don't know where they're going to go. I have two right now with their rents being raised, and they'll have to move. And they don't really know what they're going to do.

What happened to the equity issue? Equity has not been served until it has served our community. Until it has served Black folks, because we are the ones most impacted.

We know folks are getting rich over here. Property values are increasing like crazy. You buy a house for 80K and in two years it is worth 250K. Crazy equity in our homes that Black people used to own over here, and didn't realize. And people act like they don't know what's going on with all the zoning and laws were changed to serve first time homebuyers moving into the community, and ate up the property.

What happened to equity? And, how do you sleep?

Native Portlander (prior): There is nothing like feeling like you have a place, a home. I don't even know what that feels like and I'm from Portland. I am biracial so already feel as though I don't belong.

I lived in every quadrant. I went to Wilsonville High School, but my grandma lived on 16th and Going for 10 years. Our rent was \$710 for a giant 4 bedroom house. I've gone by and it still hasn't been remodeled or rehabbed, and I know it is appraised over 500K because it's on 16th and Going.

Like I said, I just want to feel normal being Black. I've lived in LA, and I lived in Liemert Park, in a historically Black area, that is now being gentrified. But, the Black community knows about it, and is organizing... they didn't have a Black exclusion law in CA, so they are on it, organizing, educating and helping their community hold onto their property.

I work at WIC, like Cat was saying, many of us work with the community. A lot of us have degrees. We're here doing the work, on the ground, and it's heartbreaking to see all of our moms, who are homeless or sex workers because there is no opportunity and no support.

I feel like when you don't have a place you don't have a home, you don't have something to connect to, and come back to, that cares about you, and says "don't be a sex-worker, don't sell drugs". We don't have that support here. We are so dispersed, thrown around, there is nowhere to come back to, to feel safe, to feel comfortable.

It is heartbreaking.

I am back in the hood, but on 6th and Davis, right by the freeway entrance, and am surrounded by homeless camps. I live in a disgusting house that needs rehab, it is a slum. Old, people smoked in it. Before this, I lived in a studio paying \$1000, which is literally my whole pay-check on rent. I over draw my account every time I get paid, twice a month just to survive.

I have to. I have a son. I have to buy diapers, and I can't get WIC. I work at WIC, and should be on it, but can't because I make \$1000 too much/year to be on WIC or DHS. I can't even get the help I need to survive. I'm struggling, scraping, and watching homeless people walking by my house to their tents.

I get PTSD ever time, thinking oh my god, I'm going to be homeless if I don't, I could be homeless at any minute.

What can Metro do to give us our place? There is something so important about having community assets, having an African American museum, having people in our community with money. Here we're walking, we're on the bus, we don't have a place to live. It is everywhere.

I am constantly reminded about how broke we are, how struggling we are here. And how I don't feel normal here.

What can we do to have a place? Where is it? Can we build it, so we can be accountable...

What can we do to get our place back?

Cat: I want to close by going back to the comment about equity - Equity is about serving the needs of the most impacted *first*. Prioritizing the needs of the most impacted.

Hopefully the Action Items Metro has provided for us to prioritize are meaningful to our community.

Out of the 10 indicators we created for Metro in the Equity Framework Report, Black people are at the bottom of nearly every one. I would still love to see an Equity Baseline Report coming out of Metro to show who is where - broken out by ethnicities, and then allocate the dollars based on that need. Because it is absolutely heartbreaking.

I know these conversations could go on for ages.

I would like to ask that we are able to come speak with Metro Council soon, because Multnomah County has projected that the whole of the Black community will be displaced to east of I-205 by 2025.

Their map projected the removal from 2011 - 2025. It is currently 2016, we don't have very many years left.

I am from rural Oregon, and I know where people will be moving, and it is not safe for Black people.

Councilor Sam Chase: I wanted to say that I don't think we've had enough time to have the kind of conversation I would like, and so, I will leave my cell phone number, and would love to go get a coffee or lunch. Please call me with ideas. I would also love to come back and hang out for a whole meeting.

This is such an important conversation, and I am sorry we haven't done more.

I want to try to figure out where we can do more.

I'd love to be invited back.

Thank you!

Complete written report to Cassie Salinas, cassie.salinas@oregonmetro.gov, 503-813-7586 by
Monday, April 18, 2016

SUMMARY REPORT | AFRICAN IMMIGRANT COMMUNITY



AFRICAN IMMIGRANT – PORTLAND METRO EQUITY REPORT

DISCUSSION ON “STRATEGIC PLAN TO ADVANCE RACIAL EQUITY, DIVERSITY AND INCLUSION

Sam Gollah

3/26/2016

Metro regional government and the African Immigrant leadership held a discourse on “STRATEGIC PLAN TO ADVANCE RACIAL EQUITY, DIVERSITY, and INCLUSION”. Metro is seeking input from various groups throughout the region that will enable them to develop an inclusive policy document that encompasses the vision of the Strategic Plan to Advance Equity, Diversity, and Inclusion.

METRO –AFRICAN IMMIGRANT DISCUSSIONN GROUP

MARCH 25, 2016 MEETING

Date of Discussion:

March 25, 2016.

Time:

Start time at 11am; End time 1.30 pm.

Location of Discussion:

The meeting was held at the Immigrant Refugees Community Organization (IRCO)'s Boardroom located at; 607 NE 102nd Avenue, Portland, Oregon.

Names and number of Participants:

A total of fourteen African Immigrants (AI) from various parts of the continent participated in the Equity Discussion. They included:

Table 1: Names of African immigrants Participants"

Number of Participants	Names of Participants	Affiliation	Country of Origin
1	Djimit Dogo	Director-Africa House	Chad
2	Mohamed Abddiasis	Africa House (AH)	Somalia
3	Tesfaye Denbi	Community member	Ethiopia
4	Dele Oyemaija	AH board member	Nigeria
5	Therese Lugano	AH board member	Congo
6	Kossi d'Almeia	IACC member	Congo
7	Eugene Sadiki	African Leadership	Congo
8	Isatou Berry	Africa House – staff	Gambia
9	Gudeta W	Africa House – staff	Ethiopia
10	Felicia Wachana	AH board member	Congo
11	Mayma Dumbia	IRCO	Liberia
12	Yetu Dumbia	IRCO	Liberia
13	Isatou Jallow	IRCO	Gambia
14	Abinnet Heute	AH Youth Program lead	Ethiopia

Note: Please refer to the Exhibit located at page 7 for a copy of the original sign-in sheet.

Names of Metro Participants:

Three staff members from the Metro regional government's division of Diversity, Equity and Inclusion and a Metro Council member participated in the Discussion; including, Cassie Salinas, Project Manager, Juan Carlos, Manager, and Patty Unfred, Director of the division as well as Council member Bob Stacey.

Discussion facilitator: Sam Gollah

Previous Equity Meeting: Sixty percent of this third and last meeting attendees participated in the past two equity meetings between the Metro and the African Immigrants; Hence, they have a gist of Metro's Strategic Plan and the expectations from Metro.

African Immigrant-Portland-Metro Regional Equity Meeting Report

Introduction

The Metro regional government provides diverse public services for 1.5 million diverse population residing in the region; to include land use and transportation planning, entertainment, educational and convention-related venues, parks natural areas, cemeteries and outdoor recreation; and recycling and garbage services. These entire services amount to huge employment that requires great amount of human resources to serve the dense population residing in the metro region. Further, the region is becoming more diverse. It is projected that majority of the population will be members of the Community of Color by 2045. However, majority of the communities of color in the Portland Metro region currently “experience the worst economic and social outcomes of demographic group due to long history of exclusionary and discriminatory policies”. To right the history of exclusion and discriminatory practices, Metro intends to work with the general population in the region to eliminate or reduce inequity. Hence, Metro decided to launch a “Strategic Plan to Advance Racial Equity, Diversity and Inclusion” in order to reduce disparity in the workplace and advance racial equity within the Metro government and the region as a whole.

Background

To move the Equity concept forward, Metro launched a series of community meetings with various groups in the region with the objective of seeking input in shaping the strategies for the “Strategic Plan to Advance Racial Equity” policy document. As part of the engagement strategies, Metro held numerous meetings with various groups; including the African Immigrants. Metro held two meetings last year to acquaint residents about Metro’s plans to deal with inequity in the region.

Metro and the African Immigrant held two meetings last summer and fall on this topic. The first meeting was held in June followed by a second meeting in October. Concepts and ideas that were gathered from the various groups in the past two meetings by the Metro were summarized into five key goals (Action Goals). A third and final meeting was held on March 25, 2016. This Metro-African Immigrant Discussion Group report reflects conversation and key points that emerged during the recently held third and final equity meeting between the African Immigrants and Metro.

Introduction of the Discussion group members

All in all, fourteen participants representing various parts of the continent of Africa participated in the forum. Please refer to page 1 of this document for the list of attendees. In addition, three staff members and a Metro councilperson participated in the forum. The Metro delegation included staff; Cassie Salinas, Juan Carlos and Patty Unfred and councilperson Bob Stacey.

Bob Stacey Introduced Cassie Salinas, Metro’s project manager to the group. Cassie introduced the Metro’s first speaker for that day: Juan Carlos. The rest of the discussion group members introduced themselves by identifying their ethnicity and place of birth. Please refer to page 1 for the list of attendees. Juan Carlos introduced the objective of the forum and explained the difference between Equity and Equality. He emphasized that one of the key objective of the Strategic Plan is to reduce inequities within the Metro government and the region as a whole. Metro thinks the pathway to equity could be achieved through the Strategic Plan, but they need the various communities’ participation and input to make it a success. The Strategic Plan consists of five Action Goals. He gave a brief description of the objectives of the five goals and explained what the Metro hope to attain from this third and final Metro and African Immigrants

joint meeting. The subsequent paragraphs delve into the outcomes from the joint Equity Discussion meeting.

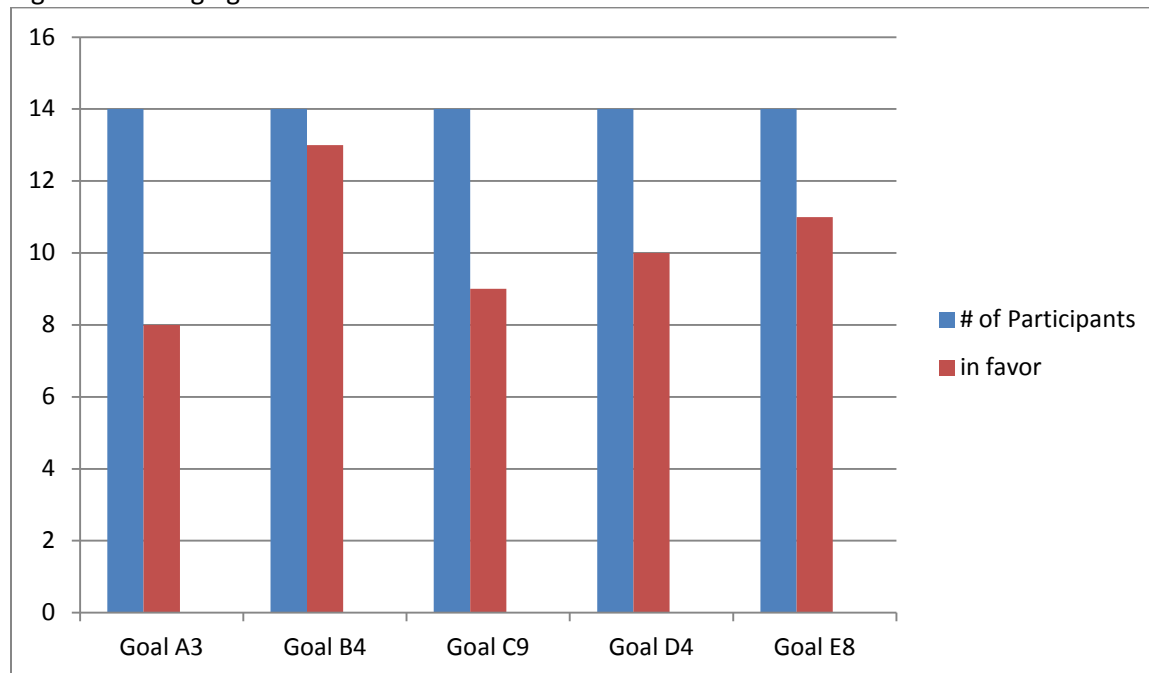
Discussing the Action Goals

1. Key themes that emerged during the Discussion: Action Goals (A-E)

The emerging themes from the five Action Goals for this report were determined based on the highest score garnered from each one of the Action Goals. For instance, for Action Goal A, A3 (**Metro provides data and research tools to support partners in advancing equity**) emerged as the favorite theme for the Africans; developing a data base separate from that of the African-Americans has always been a talking point for the group. Approximately fifty seven percent of the group voted in favor. Action Goal B4 (**Metro invests in resources to contract or partner with organization based in communities of color for engagement**) emerged as the key theme under Action Goal B. Approximately, 93 percent of the group; 13 out of 14 thought Goal B4 as being very important tool for the Strategic Plan. For Action Goal C, C9 (**Metro staff members of color have clear opportunities for career advancement**) dominated the conversation. Approximately, sixty four percent representing nine out of fourteen participants were in favor. The group picked D4 (**Metro creates systems to better understand the communities who utilizes Metro services, programs and destinations**) as the key theme under Action Goal D. Finally, the African Immigrants identified E8 (**Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in contract**) as the key theme under Action Goal E.

In terms of prioritization of themes that emerged from the five Action Goals and based on the theme selection method stated above, it is apparent that the group regards investments in resource to contract with CBOs as their top choice (B4). This was followed by E8. D4 emerged as the third best choice and C9 as the fourth choice. Action Goal A3 was picked as the fifth and last significant theme that emerged from the five Action Goals. Please refer to the graph below for a depiction of the prioritization of the Action Goals.

Figure 1: Emerging themes from the Five Action Goals



Non Action Goal Emerging Theme

The African immigrants felt very strongly about **Youth Advancement and Empowerment** programs and suggested that Metro should add that to the Action Goals. They think another mechanism for the reduction of racial equity is through empowering and advancing minorities working at the Metro into influential positions. Lastly, the African Immigrants strongly considered summer jobs and internships for the youth as being pertinent to the community. Summer jobs and internship for the youth is perceived as significant option for occupying the young people's time with positive activities and potentially prevent them from joining the gangs.

2. Key Questions Raised By Participants

The African Immigrants were questioning whether Metro can provide similar services that Multnomah County provides to the African immigrants as support services; such as, housing transportation and healthcare. Can Metro provide summer internship for the youth? Additionally, there was a concern or question about this phrase "reduce racial disparities" which formed part of the sentence within the item A1 under Goal A. They want to know "why Metro wants to reduce instead of eliminating disparities?"

3. Participants' Prioritization of Action Goals; Goals A through E

The five Action Goals contained sub-texts or action items. The action items provided under the five Action Goals served as guide post for discussing the Strategic Plan with the community. Metro's hope is that the prioritization of the action items under each Action Goal will provide insight into how communities want the regional government to deal with racial equity moving forward. The following paragraphs illustrate what the African Immigrants regarded as critical to the shaping of the Strategic Plan.

Action Goal “A” Outcomes:

Goal A: Metro convenes and support regional partners to advance racial equity

There were a total of three goal items under Action Goal: Goals A1 through A3. The African Immigrants identified Action Goal A3: **Metro provides data and research tools to support partners in advancing equity**; as the top pick under Goal A. Eight out of fourteen participants representing fifty- seven percent of the group favored the idea of Metro providing “data and research tools to support partners in equity” as an essential component to reducing racial inequity. Providing culturally sensitive research tools will smooth out the pathway to advancing equity.

Action item A1: **Metro bring together partners to reduce racial disparities and improve outcomes for communities of color**; emerged as the group’s second choice. Forty-three percent of the participants welcomed the idea of partners working together as teams to reduce racial disparity. However, they were a bit concern about the phrase “reduce racial disparities” within the sentence of A1. They prefer the phrase “eliminate racial disparities” to “reduce racial disparities”. To them, Reduce is not as forceful compared to Eliminate

Action Goal A2: **Metro convenes partners to work towards reducing engagement burdens on communities of color**; rounded up the top three with 28 percent of the group voting in favor. Four out of fourteen participants voted in favor.

Action Goal A emerging themes

The emerging key themes were: Data desegregation; which distinguishes African Immigrants from African Americans. Reduction of racial disparities and better employment outcomes for members of the communities of color and; Prioritize Investment in Community Based Organization for engagement (contracting).

Action Goal “B” Outcomes:

Goal B Metro meaningfully engages communities of color

There was a three-way tie with seven points each for three categories; B-3, B-4 and B-8 after the initial exercise. They “re-voted” on the three key points in order to prioritize their needs under this goal. Upon recasting their votes (by show of hands), the group picked B-4 as their top choice with 13 out of 14 votes followed by B-3 as their second choice with 6 out of 14 votes and B-8 as their third top choice with 5 out of 14 votes.

Top Three Choices

Action Goal B4: **Metro invests in resources to contract or partner with organization based in communities of color for engagement**; emerged as the top choice after recasting the votes. This Action Goal almost received unanimous vote of approval; thirteen out of the fourteen participants representing 92 percent of the group regarded this as critical to the growth of the African group. After all, community based organizations know themselves better than “outsides”.

Action Goal B3: **Metro provides opportunities for communities of color to interact directly with decision makers;** emerged as the second most favorite item under Action Goal B. Approximately, 43 percent representing 6 out of fourteen voted in favor after recasting votes. They see this action goal as an opportunity to affect decision making through interacting directly with decision makers. It also serves as a bridge building between Metro and Africa House.

Action Goal B8: **Metro simplify ways for communities of color to become engaged with Metro;** received the third highest votes with 5 out of 14 participants representing 32 percent in favor after recasting votes. English is a second (sometimes, third) language to a good proportion of the Africans. Hence, simplifying ways for them to engage will be helpful and germinate trust between Metro and the communities of color.

Remaining Action Goal outcomes

The top three choices were followed by B5 at twenty-eight percent. Action Goal B5 **Metro removes barriers to participation in public engagement activities for communities of color;** emerged as the group's fourth favorite choice. Approximately, twenty-eight percent consisting of 4 out of 14 participants voted in favor;

Both Action Goal B1: **Metro provides investments to support leadership development for communities of color;** and B2 **Metro works with community to co-develop culturally appropriate engagement opportunities to improve metro's decision** tied for fifth place. Each scored 3 out of 14 votes at twenty-one percent. Action Goal B6: **Metro creates community oversight appointed body to lead to more accountability;** was picked next to last with fourteen percent voting in favor. Action Goal B7 **Metro creates department specific equity reports to share with community;** was the last item picked under Goal B. Surprisingly, Action Goal B7 did garner any support; 0 out of 14 votes.

Action Goal B emerging themes

The emerging themes from Action Goal B are as follows; "Investment in leadership development", "Provision of opportunities to interact directly with decision makers" and "Simplify ways to engage Metro".

Action Goal "C" Outcomes:

Goal C Metro hires, trains and promotes racially diverse workforce

The African Immigrants regarded Goals C9, C6 and C3 as their top three priority action goal items under Action Goal C. Action Goals C5, C7, and C8 tied for fourth. This was followed by C2 with the fifth place vote. Both Action Goal C 1 and C4 tied for sixth and last place.

The Top Three Choices

The African Immigrants favored Goal C9: **Metro staff members of color have clear opportunities for career advancement;** as their top choice under this Action Goal. Approximately, sixty four percent representing nine out of fourteen participants were in favor of

C9. This Action Goal prevailed because of the direct impact it will have on racial equity. The Africans strongly believe that being at the round table of influence or decision-making is imperative to reducing inequity at Metro. “You are there to be seen; you fight to be heard”.

Action Goal C6: **Metro provides opportunities for communities of color to gain work experience;** was regarded as the second best choice with 43 percent representing 6 out of fourteen in favor. C6 is one concept that the Africans have been pursuing for quite sometimes. They are convinced that apprenticeship and internships opportunities are among the best mechanisms for work experience.

Action Goal C3: **Metro staff holds honest and open conversation about advancing equity at Metro;** this completed the top three priority goal items with 4 out of 14 votes representing twenty-eight percent voting in favor. The Africans’ definition of “honest and open conversation” means that Metro should put into practice the many positive recommendations they have received from many communities instead shelving them; talk is cheap. Pragmatic approach is honesty. They will welcome open and honest conversation and are convinced it will translate into actions and accelerate the objectives of Metro’s Strategic Plan.

Remaining Action Goal outcomes

Action Goal C5: **Metro’s hiring committees have greater diversity,** garnered 3 out of 14 votes. Approximately, twenty-one percent of the group felt having a strong minority representation on Metro’s hiring committee could help usher in the objectives of the Plan. The African Immigrants are strongly convinced that diversifying the hiring committees will increase the possibilities of minorities and underrepresented citizens being hired to join the Metro staff.

Action Goal C7: **Metro improves its hiring and recruitment practices through building stronger relationship with communities of color;** was regarded as critical to improving and diversifying Metro’s workforce. Action Goal C8: **Metro has an application process that is culturally and equitably informed;** Yes! Approaching the employment application process from a cultural and equitable perspective, the group thinks, will definitely accelerate the dispatch of disparity in the workplace and advance racial equity, diversity and inclusion.

Action Goal C2: **Metro leadership receives the training, tools, and financial resources to advance equity;** garnered only fourteen percent with 2 out of 14 voting in favor. Action Goal C2 received a low score because the group perceived its impact on reducing workplace disparities not as direct in diversifying workforce as the rest of Action items under Goal C. The group did not cast any vote for C! **Metro staff receives the training, tools, and financial resources to advance equity;** and C4 **Metro’s departments collaborate to advance equity;** making them the least favorite Action items under Goal C.

Action Goal item was considered one of the key component among all of the Action Goals; A through E. Goal C is critical to the group because of its potential to shape the racial populace of the region and the work force at Metro. They are convinced that internships and summer employment opportunities will serve as important vehicle to gaining work experience.

Action Goal C emerging themes

For the Africans, one of the problems engulfing them is recognition of their diplomas from their native countries. This lack of document recognition, they are convinced, is having an impact on whether or not an applicant can make it to the next level on the application ladder. Recognizing their diploma is seen as being culturally informed. Further, diversifying hiring and decision making bodies such as hiring committees and staff at Metro will usher in culturally and equitably informed application processes.

Suggested Goal Action Item

In addition to the Action Goal items identified under Goal C, the African Immigrants also recommended adding another category; “invest in youth”; for that category, they voted on it. The outcome **was 5 out of 14**. “Internship opportunities for youth of color” was also identified as a key component to help shape Goal C.

Action Goal “D” Outcomes:

Goal D. Metro creates safe and welcoming services, programs, and destinations

One of the key complaints emerging from the African Immigrant is the lack of respect and feeling unwelcome at places that provides the programs and destinations they NEED.

The Top Three Choices

The African Immigrants identified Action Goal D4: **Metro creates systems to better understand the communities who utilizes Metro services, programs and destinations;** as their top choice with 10 out 14 in favor. This Action Goal emerged with the highest participation votes under Goal D. Approximately, seventy-two percent of the participants regarded D4 as critical to the making and shaping of the Strategic Plan; to include implementation of the Plan.

This was followed by Action Goal D3: **Metro creates various ways to assist communities of color in becoming aware of Metro’s services, programs and destinations;** with forty-three percent voting in favor. Action Goal D3 was regarded as second priority Action item under Goal D. Approximately, forty-three percent representing six out of fourteen participants regarded this action item as channels to moving the equity conversation forward. However, they think accessibility to Metro programs for communities of color will improve if the staff members that are managing the accessibility processes are diversified. Action Goal D6: **Metro’s facilities are welcoming and accessible for communities of color;** rounded up the top three priority goal items with 21 percent of the group voting in favor.

Remaining Goal “D” Action Items

Both Action Goals D7: **Metro announces its programs and services through culturally specific media/communication outlets;** and D2: **Metro holds cultural events and destinations and venues;** tied for fourth place with seven percent each via scoring 1 out of 14 votes. The group picked Goals D5: **Metro’s destinations acknowledge historical and community significance of site;** and D1: **Metro staff is aware of tools and resources available to support community in accessing Metro’s destinations and services,** which tied for last place votes as the least favorites; they both garnered zero votes.

Action Goal D emerging themes

The Africans believe a “move from theory to practice by hiring culturally specific individual to work with Metro” should accelerate the dispatch of disparity practices in the workplace.

The group will like to see the Africa House and Metro actively engaged in information sharing; to include equity discussions, jobs and youth education/training.

Action Goal “E” Outcomes:

Goal E Metro’s resource allocation advances racial equity

The top three choices identified by the African Immigrants as salient goal items under Action Goal E; include E8, E1 and E2. The emerging theme among the top three picks under this Action Goal is; accessibility to contracting.

The Three choices under Goal E

The group identified Action Goal E8: **Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in contract;** as the top priority component in the making of the Strategic Plan. As owners of small business ventures, such as, taxi operations and storefronts, gaining access to government agency supplier and transportation contracting is a huge benefit. Currently, African Immigrants’ participation in government contracting is anemic. The problem can be attributed to the lack of information on or access to government procurement. Hence, convening a regional effort to increase participation of African immigrants in contracting will not only dispatch disparities in contracting and improve equity, but also provide economic benefit to the community. Majority of the African Immigrants are unemployed or self-employed and therefore rely on folks with small businesses and the community for support. Hence, winning a contract is huge.

Not surprisingly, E1 **Metro works to eliminate barriers to access contracting opportunities at Metro** garnered second place with fifty percent participation. The African Immigrants deemed this Action Goal as critical to survival. A good proportion of recent African Immigrants are small business owners and think eliminating barriers to contracting will improve their chances of landing a contract and in turn diversify the business culture within the region. Seven out of fourteen representing fifty percent of the participants regarded Goal E1 not just as “...elimination of barriers...” but an opportunity for Metro to test the Strategic Plan’s equity in contracting into practice. Action Goal E2 **Metro prioritizes diversity, equity and inclusion within its contracting;** rounded up the top three priority Action Goal items identified by the participants; The African Immigrants strongly believe that “eliminating barriers to access...” will result in inclusion in contracting. Approximately, forty-three percent representing six out of fourteen participants regarded prioritization of diversity, equity, and inclusion within Metro’s contracting as critical component to breaking the old boys club. A strongly worded language on equity in contracting policy, they believe will accelerate the process to making the Strategic Plan a success

Remaining Action Goal Choices

The group also identified Action Goal E5: **Metro creates easy to use resources that communities of color can use to learn about financial opportunities;** as the fourth best choice. Approximately, thirty-five percent representing five out of fourteen participants regarded this Action Goal as critical to advancing racial equity via resources allocation. Gaining access to credit facilities and benefits will improve existing small businesses and potentially expand growth. Action Goal E7; Metro **convenes a regional effort to create a pipeline to increase the number of skilled construction trades people of color;** placed fifth with twenty-one percent participation. A great proportion of the government agencies contracting occur in construction. Therefore, creating a pipeline to increase construction skills will be beneficial to the Africans. Construction is one area that needs diversity. Although the rate of participation in the Action Goal E7 is small compared to the top three choices, the need for training members of the community of color has been overstated throughout this Strategic Plan discourse report. Approximately twenty-one percent of the participants regarded E7 as critical.

Action Goal E3: **Metro works to increase community knowledge of Metro contract opportunities through relationship building;** garnered two out of fourteen votes representing approximately fifteen percent of participants' votes. Perhaps this Action Goal garnered a low score because the essence of E3's message (ensuring fairness in contracting via exposure) is encapsulated in Action Goals E1, E2 and E8. Only two out of the fourteen participants voted in favor of E3. Both Action Goals E4: **Metro creates a budgeting tool that helps Metro departments allocate resources equitably** and E6: **Metro creates an agency-wide tool that tracks community investment across departments;** tied for last place under this Action Goal with zero percent participation.

Action Goal "E" emerging themes:

The Africans believe financial equity is one of the key requisites to attaining racial equity. Therefore, Africans view contracting opportunities as a gateway to racial equity. Eliminating barriers to contracting is imperative to reducing financial inequities.

4. Did participants identify new actions? If yes, what were they?

The African immigrants felt very strongly about Youth Advancement and Empowerment programs and suggested that Metro should add that to the Action Goals.

5. What are culturally specific issues, insights, challenges, and opportunities related to equity did the participants want to share with decision makers at Metro?

The group perceives Metro as a great place for opportunities for the African Immigrants. Youth educational programs and parks and trails summer programs are some of the opportunities the group think Metro can provide. Their biggest challenge is that they know very little about the Metro. Africa House mostly deal with Multnomah County and the state; and getting insight into services provided by the Metro will enable them to culturally identify specific issues that is appropriate for their community.

6. How would the participants liked to be engaged after the strategy is adopted.

The African immigrants anticipates continuous and consist engagement with the Metro. They consider Metro's outreach to various CBOs within the region after the adoption of the Plan as sign of seriousness to implementing the Action Goals. Community forum is one way engaging the African immigrants.

Conclusion/Recommendation:

Overall, the most dominating themes that emerged from the joint Metro-African Immigrants Equity meeting were; contracting, employment (and disparity), Leadership grooming and empowerment as well as advancement (promotion) minority employees and youth development. There were two types of contracting conversations; Community Based Organization (CBO) and Metro partnership contracting for Engagement and Outreach projects and contract procured from Metro and other government agencies for individuals and small business people. There are two benefits to the CBO-Metro partnership contracting. First, it breaks barriers between Metro and the CBO leaderships and consequently establishes trust between the two groups. Secondly, it buffers the CBOs treasuries. This initial partnership via CBOs may lead to building relationship with the procurement officials; a gateway to individual contracting.

Unemployment among the African Immigrants is chronic; especially among the youth. A minority contractor who continuously and successfully procures contracts from Metro or Multnomah may be first sources of employment for a qualified member of the communities of color. The acceptance of foreign educational and professional diplomas and licenses by government agencies in the Metro region may improve employment opportunities for the Africans and other minorities. Lastly, the African Immigrants are convinced that opportunities for internships and apprenticeships could lead to permanent employment and improve racial equity.

Finally, leadership training (grooming) and empowerment may open doors for qualified minorities to secure management positions and thus influence decisions affecting diversity in the workplace. A diversified hiring committee and human resources staff may lead to the hiring of more diversified employees and thus partially fulfill the goals and objectives of the Strategic Plan. The prevention of youth vagrancy was of key concern to the group. The African Immigrants are of the conviction that youth vagrancy can be prevented through summer internship and youth leadership training.

The African Immigrants is trusting that the Strategic Plan to Advance Racial Equity, Diversity and Inclusion will come to a successful fruition. After all, it is the communities of color that encounter the most exclusion and other inequities in workplaces and the region as whole, therefore, the Africans see the comprehensive development and implementation of the Strategic Plan as imperative and critical to Metro and the regions' shared vision to Advance Racial, Equity, Diversity and Inclusion.

SUMMARY REPORT | CHINESE AND VIETNAMESE COMMUNITY



APANO Metro/PHB DEI Discussion Group Reports

Date of Discussion Group

- 1) Vietnamese Group: Thursday, April 7, 2016 from 6 pm to 8 pm
- 2) Chinese (Cantonese) Group: Monday, April 11, 2016 from 6 pm to 8 pm

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

Number of Participants

- 1) Vietnamese Group: 18 participants
- 2) Chinese Group: 13 Participants

Attachments:

- 1) Participant List
- 2) Meeting Notes/Surveys

Key Themes

As part of a broader focus group focusing on the Jade and Lents neighborhoods, local residents in both the Vietnamese and Chinese groups discussed very similar challenges.

Vietnamese Group: Rents are too high! Why did the rents go up so much this year? The goal of most everyone in the Vietnamese community is homeownership, apartments are just a starting point to buying a house. Do the City or Metro help out low income families in homeownership? The rent and the housing costs make it harder to reach their goals of buying a house as it hinders their ability to save.

Participants did not actually report significant barriers to finding housing in our neighborhoods in SE Portland. Language was actually not a barrier as there are many Vietnamese realtors who can help Vietnamese community members buy a house or find an apartment. It's all about the actual financial ability to buy/rent. The struggle is in finding well paying jobs that allow that.

Participants spent a long time talking about Habitat for Humanity. One participant told the others of this program where low-income families donate sweat equity and help build their own home. Some participants didn't believe it was a real program, but everyone seemed quite excited about it.

For access to nature and community spaces, participants most wanted to see:

- 1) A new soccer field
- 2) More street lighting
- 3) Spaces for elders, like a garden or nice park to sit down and enjoy the environment, clean bathrooms, water fountains.
- 4) More shelters
- 5) Safety around the neighborhood.

Folks were really committed to these improvements in their neighborhoods and didn't speak to other regional parks. Certainly an opportunity for Metro to share more about its local natural areas and how members of the community can access them.

Top physical activities include (in order): picnics, soccer, zumba, karaoke, stage, street fairs.

For this group, we also created our own shortened DEI survey by taking the proposed Metro DEI strategies and summarizing them more succinctly by category (attached survey for English translation). This made it more manageable to explain and used our own language developed by the facilitators.

Actions With Most Votes:

- 1) Metro brings together partners to reduce racial disparities and improve outcomes for communities of color (10 votes)
- 2) Invest in leadership development for communities of color (7 votes)
- 3) Provide ample opportunities for communities of color to gain work experience. (7 votes)
- 4) Metro holds cultural events at its destinations and venues (7 votes)
- 5) Metro creates various ways to assist communities of color in becoming aware of Metro services, programs, and destinations. (7 votes)
- 6) Work with organizations based in communities of color for engagement (6 votes)
- 7) Metro creates an easy to use resource that communities of color can use to learn about financial opportunities (6 votes)

All other proposed actions received 4 votes or less.

Chinese Group:

Many attendees brought up issues in establishing credit as the primary barrier to renting or owning homes. This group actually specifically brought up the need for affordable housing so everyone has a place to live and was generally more supportive of larger multi-family housing units such as apartments. People are struggling to make mortgage payments and those who rent report that it's going up every year.

Many of the homeowners in the group didn't have credit and had to borrow extensively from friends and family. They cited a lack of having a long credit history or not working at their jobs long enough. I think these speaks to financing mechanism in the community that is out of the standard mainstream banking system. Many also spoke of really high property taxes.

Many expressed difficulty in finding housing they like or prefer. Limited options in that after looking at homes, the financing didn't work or they couldn't afford it. It took many people a long time to find housing and not much choice, some as long as 2-3 years. They also wanted to make sure the housing was close to school, accessible to public transit, and to have safe environments walking to and from work.

People asked for downpayment assistance and focus on low income elderly housing in particular. Also more programs and community spaces like at Mt. Scott. People desired spaces to be physically active.

Many people also expressed how unsafe it is on 82nd and between Powell and Division.

In terms of prioritization of Metro DEI Actions, the following received by far the most votes.

- 1) Metro brings together partners to reduce racial disparities and improve outcomes for communities of color. (11 votes)
- 2) Metro prioritizes DEI within its contracting (10 votes)
- 3) Metro staff receives the training, tools, and financial resources to advance equity (9 votes)
- 4) Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations (9 votes)
- 5) Metro works with community to co-develop culturally appropriate engagement opportunities to improve Metro's decisions (8 votes)
- 6) Metro works to eliminate barriers to access contracting opportunities at metro (8 votes)
- 7) Metro works to increase community knowledge of Metro contract opportunities through community relationship building (7 votes)
- 8) Metro invests in resources to contract or partner with organizations in communities of color for engagement (7 votes)

All other actions received 5 votes or less.

What were the key questions participants asked?

Both groups really focused on:

- 1) Why is housing so expensive?
- 2) What programs are there that can get me into homeownership?
- 3) How do I learn more about what Metro does and has to offer?

Did Participant Identify New Actions?

Participants were really focused on their own individual challenges and what they'd like to see in their neighborhoods.

-Expanding homeownership programs was a big new action.

-All groups really want to see our elders taken care of and cited the need for affordable housing for that group in particular.

-Participants also really want to be active, but were limited by their physical environments. Park deficiency and lack of green spaces is acutely felt and cited.

-Neighborhood space and safety was super important.

Culturally specific Issues, challenges, insights, and opportunities?

The concept of “racial equity” and the DEI strategies were difficult to convey. These concepts aren’t as in forefront in these communities. Coming from more homogenous ethnic cultures in China and Vietnam, racial equity isn’t really a day to day term so many of the theoretical concepts were harder to present. The facilitators were all native speakers, but it took a very long time for facilitators to agree upon common language in meeting preparation, which took a substantial amount of time. This challenge was reinforced by outside translators who translated the documents but weren’t part of the facilitator team.

For example, many people were confused of the way apartment “co ho nho” and single family resident “can ho gia dinh” was translated. For the Metro equity strategy, the actions were too varied and complex to meaningfully go over in detail individually. Facilitators felt like the group really needed to develop some shared language first before they could even begin to tackle the concepts. It wasn’t the most effective to have shared language assigned to them from translation firms. One Metro equity priority (Goal E Action 7), for example, involved creating a “pipeline” to increase skilled tradespeople of color, but the facilitators had initially understood that as a physical system of pipes, so we had to go back and explain the concept targeted workforce development. One suggestion may be to convene a group of leaders to develop some shared language to be used when discussing DEI strategies.

People really wanted to speak to their day to day challenges and what needs to be fixed and more theoretical discussions about how an agency they didn’t know existed was deploying its resources was challenging.

We also provided our gift cards from Fubonn rather than a mainstream big box store, which people really appreciated being to purchase cultural specific goods and support our local businesses.

How would participants like to be engaged after the strategy is adopted?

Participants had a good time at these sessions and thought they were valuable. They would welcome a follow up discussion after the strategy is adopted. Ideally, they would like to be engaged in programs that advances their suggestions directly. For example, participation in homeownership programs and culturally specific physical activity programs. Both groups also highlighted leadership development and skills building as a priority and avenue for further engagement.

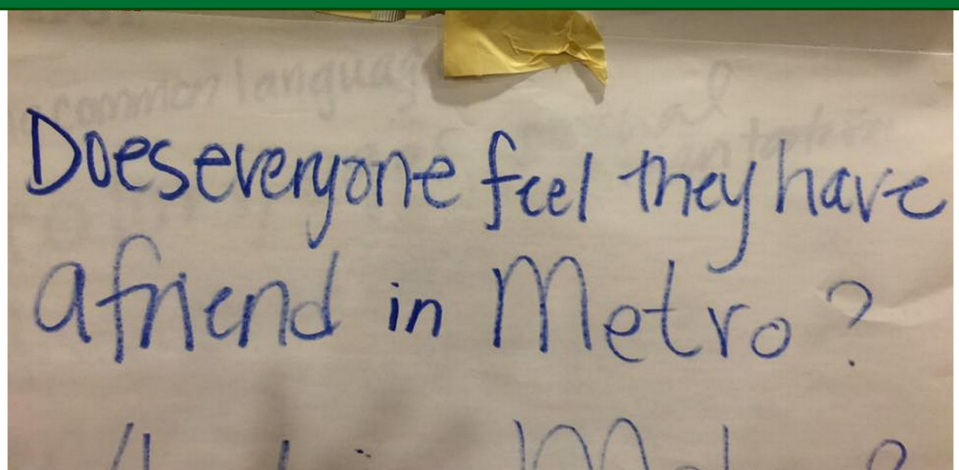
SUMMARY REPORT | IMMIGRANT AND REFUGEE COMMUNITY





EQUITY STRATEGY FOCUS GROUP:

Washington County Immigrants, Refugees and People of Color



Contents

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Project Background

In the spring of 2016, Metro contracted Center for Intercultural Organizing (CIO) to organize, recruit, facilitate, capture and summarize comments from a focus group of immigrants, refugees and people of color living in Washington County. The discussion group—held on April 8, 2016—was intended to elicit responses from impacted communities on Metro’s equity strategy and help the organization prioritize activities. The focus group likewise provided an opportunity to introduce newcomers to Metro, to deepen the partnership between Center for Intercultural Organizing and Metro, and to gather feedback and various perspectives to address racial disparities in the region.



This facilitated conversation built upon Metro’s efforts to expand and deepen community engagement and partnerships with communities of color in our region and shape and inform the final draft of Metro’s Strategic Plan to Advance Racial Equity, Diversity and Inclusion.

The findings from community discussions and the recommendations outlined in this report will be presented to the Equity Strategy Advisory Committee (ESAC) and Metro Council in coming weeks.

The following report includes:

- Key themes heard during the discussion
- A list of prioritized objectives from community perspective
- Further recommendations to address racial equity in the region

About Center for Intercultural Organizing

Founded and led by immigrants and refugees, Center for Intercultural Organizing is a nonprofit working to build inclusive, multiethnic communities. CIO was contracted by Metro due to our history of working with impacted communities in Washington County, and our demonstrated success in helping government jurisdictions in the region make progress toward equity.

Seven years ago, in collaboration with Beaverton Mayor Denny Doyle’s office, CIO spearheaded a large-scale equity and inclusion planning process that led to concrete systemic changes in the City of Beaverton. This effort brought new stakeholders to the table and resulted in:

1. Staffed Cultural Inclusion Program with ongoing annual funding

2. A permanent Diversity Advisory Board to guide the city's policy decisions and ensure equity
3. Citywide language access policy
4. A greater number of immigrants, refugees, and people of color serving on city boards and commissions
5. Increased funding for cultural events, arts, and festivals
6. Contract between CIO and the city to produce the Beaverton Organizing and Leadership Development (BOLD) training program each year
7. Minority, Women, and Emerging Small Business (MWESB) policy for city purchasing

Key Themes and Goal Priorities

Key themes emerging from group feedback, polling and discussion center on the need for strong partnerships with communities and long-term collaboration. Participants expressed that making progress on equity requires better outreach, transparency, relationships, and ongoing engagement with community members and leaders, prioritizing immigrants, refugees, people of color, and other marginalized communities. This is necessary groundwork for creating opportunity.

Under Goal A, over 70% of participants identified the importance of Metro bringing partners together to reduce the racial disparities and improve outcomes for communities of color. Advancing equity efforts is a key value which needs to permeate all programs and focus areas under Metro jurisdiction. Metro's leadership—from management, to councilors to senior staff—needs to better reflect the demographics of the communities the agency serves.

Ongoing engagement was also identified as important for the sustainability of key partners involved in the implementation of Metro programs. In order to actualize this, culturally competent methods of communication needs to be employed. 28% in Goal D identified that Metro needs to announce its programs and services through culturally specific media/communication outlets which may not be the traditionally through radio or mailings but through community events and through community leaders. In Goal B, 24% ranked the simplification of communication is important for communities of color to be engaged.

Participants felt that convening partners for equity, increasing diversity in leadership, and ensuring culturally competent communications/engagement will lead to greater opportunity for immigrants, refugees, and people of color, as well as a reduction in disparities. These are necessary precursors to meeting the strategies outlined in Goal E—convening regional efforts to increase the participation of Minorities, Women and Emerging Small Businesses, MWESB, firms in governmental contracting (prioritized by 29%) and the goal of increasing community knowledge of Metro contract opportunities through community relationship building (prioritized by 24%).

Metro’s intentional efforts to build sustainable partnerships for equity and proactively engage diverse communities in their programs would seed the ground for creating a diverse and talented workforce.

Key Questions:

1) How does Metro intersect with where I live?

The group wanted to receive a deeper understanding of Metro and how it intersects with the state and county. For some participants, this was their first interaction with Metro and they would like to continue engaging further.

2) How I can get involved in implementation of Metro’s equity strategy?

Learning about Metro was exciting for many of the participants and some participants wanted to know how they could get further involved and help with planning during implementation. One of the India-born participants kept mentioning the “Festival of Colors” in his culture and how that would be great if Metro could support the event.

3) Now that I know about Metro, how can I possibly get a job there?

There were several participants in the group seeking job opportunities and they wanted assistance in being able to navigate through the process and find the right job that would suit them and benefit Metro. More paid internships through community-based organizations (such as the one offered through the partnership between CIO and Metro) may be helpful in achieving this goal.

Goal Priorities: Below are the identified Goal Priorities of the HIGHEST RANKED action items within each goal. The full tally is attached.

Goal A: Metro convenes and supports regional partners to advance racial equity	# of Responses	% by category
Metro brings together partners to reduce racial disparities and improve outcomes for communities of color.	14	70%
Goal B: Metro meaningfully engages communities of color		
Metro provides investment to support leadership development for communities of color	9	20%
Metro invests in resources to contract or partner with organizations based in communities of color for engagement	9	20%
Metro simplifies ways for communities of color to become engaged with Metro	11	24%

Goal C: Metro hires, trains and promotes a racially diverse workforce		
Metro staff holds honest and open conversations about advancing equity at Metro	9	16%
Metro hiring committees have greater diversity	11	19%
Metro provides ample opportunities for communities of color to gain work experience	9	16%
Metro staff members of color have clear opportunities for career advancement	11	19%
Goal D: Metro creates safe and welcoming services, programs and destinations		
Metro holds cultural events at its destinations and venues	7	18%
Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations	7	18%
Metro creates improved systems to better understand the communities who utilize Metro services, programs and destinations	5	13%
Metro facilities are welcoming and accessible for communities of color	8	20%
Metro announces its programs and services through culturally specific media/communication outlets	11	28%
Goal E: Metro's resource allocation advances racial equity		
Metro works to increase community knowledge of Metro contract opportunities through community relationship building	10	24%
Metro creates an easy to use resource that communities of color can use to learn about financial opportunities	5	12%

Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in governmental contracting	12	29%
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New Action Identified:

A new action identified under Goal B: *Meaningfully engaging communities of color that one participant identified*, was to:

- Create and fund a leadership development program to advance communities of color in positions of leadership.

Participants envision a long-term partnership to train new leaders on engaging with Metro and advocating for their community's needs. Culturally-specific and cross-cultural leadership development programs have the potential to graduate a generation of diverse leaders able to forward Metro's mission and keep plans relevant to the area's changing demographics. Leadership development programs can likewise prepare immigrants, refugees, and people of color for positions of leadership, whether elected or staff.

Culturally specific issues, challenges, insights or opportunities:

- 1) **Linguistic and Cultural Access.** Participants desire more hard copy materials to be translated in a greater number of languages. Metro delivers beautiful newsletters but they are not necessarily culturally relevant or appropriate to communities of color.
- 2) **Greater Cultural Outreach.** Traditional forms of outreach and media are not reaching communities of color. Metro needs to partner with affiliated networks that broadcast in other languages (e.g., Prisma Comm, Russian Magazine, Iranian Talk Radio, etc.).
- 3) **Grown New Leaders.** Provide leadership trainings within Metro specifically for communities of color to develop and grow leaders whether they are currently employed with Metro or not.
- 4) **Bring Communities to Nature.** Participants desire more engagement with Metro in natural environments. Increase group visits into natural spaces for enjoyment and education, which engenders in community members a familiarity with the natural environment and a desire to protect them.

Full Focus Group Notes

METRO Convening - Center for Intercultural Organizing

Group Discussion Notes

Attendance: Jules Garza, Liwaa, Muwaffaq, Eduardo Corona, Eduardo Ponce, Khanda Jubbary, Harbans Lal, Manijeh Mehrnoosh, Faye Carillo, Fauzya Talabani, Chitra Arora,

Facilitators:

METRO: Cassie Salinas

CIO: Kayse Jama

CIO Member: Carmen Madrid

Kayse and Cassie welcomed the group. Participants introduced themselves and other organizations they are affiliated with.

Kayse Jama:	Executive Director of CIO
Cassie Salinas:	METRO, Diversity, Equity and Inclusion Team
Khanda Jubbary:	Currently job hunting, CIO PILOT Leadership Graduate
Fauzya Talabani:	CIO Community Member
Eduardo Ponce:	Youth Participant, Tualatin resident
Eleazar Moran:	BOLD Leadership Graduate, Oregon Latino Health Coalition, AFCSME
Liwaa Almusawi:	Iraqi Society of Oregon, CIO Washington County Council:
Muwaffaq Qattan:	Iraqi Society of Oregon, CIO Washington County Council
Faye Carillo:	CIO Member
Carmen Garnica:	CIO Member, CIO Aloha-Reedville Leadership
Manijeh Mehrnoosh:	Board member of CIO: Diversity Advisory Board in Beaverton
Chitra Arora:	Community Member
Harbans Lal:	Indian Senior Club, Tualatin Riverkeepers Member, CIO Member
Eduardo Corona:	CIO Washington County Lead Organizer
Jules Garza:	CIO Member

Why are we here?

Kayse provided context and background of CIO engaging with Metro.

CIO has been partnering with Metro for nearly 5 years. It began as an extension of the existing Pan-Immigrant Leadership and Organizing Training (PILOT) leadership program, offering immigrants and refugees the opportunity to experience their immediate natural surroundings. There has not been enough engagement with immigrant and refugee communities and Metro and CIO began to work together to engage more communities of color in programs and in leadership. Kayse mentioned how he has witnessed the intentional work in diversity that Metro

has created. The agency has started partnering more with community organizations to identify what communities really want. Today's event is just one example of this.

There are many beautiful areas over which Metro has stewardship, but until recently there has not been systemic or long-standing programs to improve engagement/access for immigrant and refugee communities. Kayse shared his experience in recently being out in the wilderness, going out into nature and it shifted his sense of belonging. He felt grounded from the experience as well as realizing that he now takes pride and ownership in Oregon's natural spaces.

Who is Metro?

Cassie Salinas defined Metro and provided background and context of the work to be done for the convening.

Cassie discussed the long culmination of work to gather diverse voices which is critical for refining the work that is being done. Metro intends not only to collect feedback, but to build long term connections and relationships with community based organizations for ongoing engagement.

Several goals have been identified and actions to date, and there are strategies and actions within each of the goals. The idea for today is to prioritize which actions resonate most to you as a community member as most important to you.

Metro Scope and Areas of Focus

- 1) Venues
- 2) Parks and Nature
- 3) Household Hazardous Waste and Garbage
- 4) Planning for the Future - Transportation and Urban Planning

Cassie described in detail of each of Metro's four focus areas, discussing the distinction that they do not provide the services that the county manages however they own the venues, parks, managing household hazardous waste and garbage and plan for the future of transportation and urban planning.

Cassie began to review all the equity goals and context of how they were developed through three years of research, and assessing how the community is impacted by the 1,600 employees of Metro. She expressed that there has been some good and hard conversations within the existing culture of the organization. Management is all white leaders, and the elected council is all Caucasian. "We need to look at the decision making tables that currently does not represent the face of the community." Cassie shifted to some of the goals identified and actions to address these things such as in Goal C, which outlines the importance of training and hiring a racially diverse workforce.

COMMUNITY QUESTIONS:

Harbans: Is there a model like this elsewhere in the US?

Cassie: There isn't anything like Metro nationally.

Harbans Lal: What inspired the Tri-Counties to form this?

Cassie: We manage the urban growth boundary so it's important to get feedback from the community.

Liwaa: How are you interacting with the county?

Cassie: For example, we don't work on affordable housing and safe housing. In the area of garbage, we plan where trash goes but does not actually provide the services to make this happen.

Liwaa: Have these goals fixed already or can we add other action plans?

Cassie: These are the action plans to achieve the goals however if you can identify another action, feel free to add this in.

EXERCISE: Groups are separated to discuss what is important to them and then began prioritizing action items on goals.

BREAK OUT GROUPS

Group 1

- More opportunity for people of color, immigrants and refugees
- Hiring and retention of people of color and immigrant and refugees
- Hire managers and leaders who are diverse. We do not want to be stuck in lower paying positions. Metro leaders and managers should reflect the community.
- Follow through on commitments and actions
- Better outreach
- Give the land back to the community or at least transfer some of the ownership/stewardship

Group 2

- Find common ground
- All colors, ages, sexual orientation
- No discrimination
- Jobs for everyone
- Services for everyone
- Understand who the decision makers are and ensure the community feels safe to talking to them and that community feels heard
- Equity is unawareness, access, needs are met. Enough to address the end goals
- Equity for everyone
- Sameness is not equity

Group 3:

- Avoid profiling during the hiring process
- Feeling safe in diverse group of people
- Make people aware of difference
- Everyone should feel they have friend in Metro
- Metro needs to adopt a leadership program
- Metro is doing great job and moving in the right direction

Prioritization (included on the following pages)

Closing and Next Steps

- 1) All of the information will be compiled and put together.
- 2) Findings will be communicated to staff and council.
- 3) April 28th - Reporting to Council with Kayse and Carmen
- 4) June 16th - Public Testimony
- 5) Ongoing leadership and committee membership is available.

Thank you remarks by facilitators.

Tally of Goal Prioritization

Goal A: Metro convenes and supports regional partners to advance racial equity	# of Responses	% by category
Metro brings together partners to reduce racial disparities and improve outcomes for communities of color.	14	70%
Metro convenes partners to work toward reducing engagement burdens on communities of color.	4	20%
Metro provides data and research tools to support partners in advancing equity	2	10%
Goal B: Metro meaningfully engages communities of color		
Metro provides investment to support leadership development for communities of color	9	20%
Metro works with community to co-develop culturally appropriate engagement opportunities to improve Metro's decisions	3	7%
Metro provides increased opportunities for communities of color to interact directly with decision makers	6	13%
Metro invests in resources to contract or partner with organizations based in communities of color for engagement	9	20%
Metro identifies, assesses and removes barriers to participation in public engagement activities for communities of color	4	9%
Metro creates a community oversight appointed body to lead to more accountability	3	7%
Metro creates department specific equity reports to share with community	1	2%
Metro simplifies ways for communities of color to become engaged with Metro	11	24%

Goal C: Metro hires, trains and promotes a racially diverse workforce		
Metro staff receives the training, tools and financial resources to advance equity	5	9%
Metro leadership receives the training, tools and financial resources to advance equity	2	3%
Metro staff holds honest and open conversations about advancing equity at Metro	9	16%
Metro departments collaborate to advance equity	7	12%
Metro hiring committees have greater diversity	11	19%
Metro provides ample opportunities for communities of color to gain work experience	9	16%
Metro improves its hiring and recruitment practices through building stronger relationships with communities of color	3	5%
Metro has an application process that is culturally and equitably informed	1	2%
Metro staff members of color have clear opportunities for career advancement	11	19%
Goal D: Metro creates safe and welcoming services, programs and destinations		
Metro staff is aware of tools and resources available to support community in accessing Metro destinations and services	0	0%
Metro holds cultural events at its destinations and venues	7	18%
Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations	7	18%
Metro creates improved systems to better understand	5	13%

the communities who utilize Metro services, programs and destinations		
Metro destinations acknowledge historical and community significance of site	2	5%
Metro facilities are welcoming and accessible for communities of color	8	20%
Metro announces its programs and services through culturally specific media/communication outlets	11	28%
Goal E: Metro's resource allocation advances racial equity		
Metro works to eliminate barriers to access contracting opportunities at Metro	4	10%
Metro prioritizes diversity, equity and inclusion within its contracting	4	10%
Metro works to increase community knowledge of Metro contract opportunities through community relationship building	10	24%
Metro creates a budgeting tool that helps Metro departments allocate resources equitably	1	2%
Metro creates an easy to use resource that communities of color can use to learn about financial opportunities	5	12%
Metro creates an agency-wide tool that tracks community investments across departments	2	5%
Metro convenes a regional effort to create a pipeline to increase the number skilled construction tradespeople of color	3	7%
Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in governmental contracting	12	29%
Metro is in Process of Advancing:	NO RESPONSES – ALREADY IN	

	PROCESS ASKED NOT TO MARK	
Metro better coordinates its existing engagement opportunities to reduce burden on communities of color and immigrant and refugee communities		
Metro leadership provides clear and vocal direction to advance equity		
Each of Metro's departments creates a strategic plan to advance equity		
Metro increases and develops training opportunities for contractors to become certified Minorities, Women & Emerging Small Businesses (MWESB)		
Metro provides improved data to identify contracting needs in the region		

Appendix A: Participant Roster

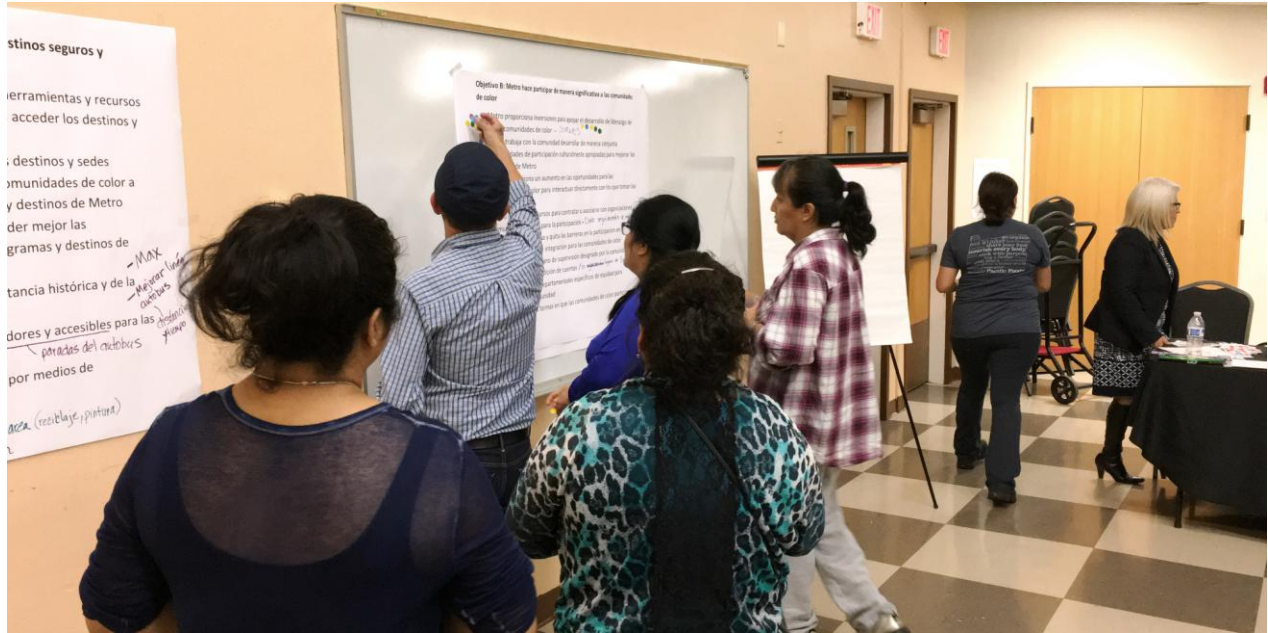
Focus Group Facilitators

Kayse Jama, Executive Director, Center for Intercultural Organizing
Carmen Madrid, Contractor
Cassie Salinas, METRO, Diversity, Equity and Inclusion Team

Participant Roster

Name	Gender	Country of Origin
Khanda Jubbary	Female	Iraq
Eduardo Ponce	Male	US (Parents Mexico/Philippines)
Eleazar Moran	Female	Mexico
Liwaa Almusawi	Male	Iraq
Muwaffaq Al Qattan	Male	Iraq
Faye Carillo	Female	Philippines
Carmen Garnica	Female	Mexico
Manijeh Mehrnoosh	Female	Iran
Chitra Arora	Female	India
Harbans Lal	Male	India
Eduardo Corona	Male	Mexico
Jules Garza	Female	US Chicana
Fauzya Talabani	Female	Iraq

SUMMARY REPORT | LATINO AND SPANISH SPEAKING COMMUNITY





METRO DISCUSSION GROUP

Date of Discussion Group: April 7, 2016

Location: Centro Cultural de Washington County
1110 North Adair Street
Cornelius, Oregon 97113

Number of participants: 19

Discussion facilitators: Maria Caballero Rubio
Juan Carlos Ocaña

Purpose: To bring together a group of Spanish speaking community members from across the region, introduce them to Metro and the draft Strategic Plan to Advance Racial Equity, Diversity and Inclusion, and gather feedback and various perspectives to address racial disparities in the region.

REPORT ON DISCUSSION GROUP FINDINGS

KEY THEMES

- Distance to Metro offices and services is a barrier to access by Latinos in western Washington County.
- Participants were pleased that their input was requested and that they had an opportunity to voice their opinion.
- Information about Metro government and services was new.
- Participants feel informed and will share this information with others and seek other ways to engage civically.

PARTICIPANT QUESTIONS

- Why doesn't Metro provide services such as transfer stations, hazardous material disposal, paint sales farther west in Washington County?
- How can we learn about jobs and contract opportunities?

PRIORITIZED GOALS AND ACTIONS

Goal A:

Metro convenes and supports regional partners to advance racial equity – received a total of 21 votes: action #2 ranking the highest priority with 10 votes; and action #1 ranking 9 votes.

The group ranked action #2 “improve outcomes in communities of color through coordinated and innovative approaches” as the highest priority.

Goal B:

Metro meaningfully engages communities of color – received 65 votes: actions # 1 and 4 received 20 points each and # 5 received 17.

The group ranked action #1 “Metro commits to co-creating with the community, learning from the collective wisdom and building the capacity of community leaders” and 4 “work to ensure that communities of color are meaningfully engaged and influence decisions and programs that impact their lives” as their highest priorities.

The group recommended that building the capacity of youth be added to action #1; that an external body be created to oversee accountability and outcomes; and that more projects be created and monitored.

Goal C:

Metro hires, trains, and promotes a racially diverse workforce – received 60 votes: action #7 received 21 votes; #9 received 19.

The group prioritized action #7 “Metro improves its contracting and recruitment practices through creating stronger relationships with communities of color.

The group added that contracting and job opportunities should be advertised through Centro’s job website.

Action #9 “Metro employees have clear opportunities for advancement in their careers” ranked second to action #7.

Goal D:

Metro creates safe and welcoming services, programs, and destinations – received 60 votes; action # 7 received 22 votes; and #6 received 16.

The group prioritized action # 7 “Metro advertises its programs and services through culturally specific media”; and also #6 “Metro sites are welcoming and accessible to communities of color”.

They added that consideration be given to increasing the Max line to Forest Grove and distances from homes in more rural areas to bus stops.

The group added an 8th action: Create a branch or education center close to “our area” such as a place to purchase Metro paint, recycling, etc.”

Goal E:

Metro’s resource allocation advances racial equity – received 57 votes; action #7 received 28 votes; #6 received 12.

The group prioritized action #7 “Metro convenes a regional effort to increase women, minorities, and small and emerging business in government contracts”. They also prioritized action #6 “Metro convenes an effort to create a path to increase the number of qualified contractors/workers in construction”.

They added that Metro provide more opportunities to study (learn) about its programs at Centro Cultural.

CULTURALLY SPECIFIC ISSUES, CHALLENGES, INSIGHTS OR OPPORTUNITIES RELATED TO EQUITY

Participants feel that they do not have access to Metro services and sites because of distance. Many of them rely on bus transportation and have experienced less-quality bus stops the farther west the bus travels. It was explained to them that Metro is not Trimet but they feel that since Metro helps plan regional transportation that consideration should be given to the needs of their community.

They expressed concern that they are not aware of construction contracts or Metro jobs and how to get information. They would like information in Spanish about opportunities.

They recommended that Metro open a branch office or site in their community and felt that they would be more involved and informed if they could actually visit Metro sites.

HOW PARTICIPANTS WOULD LIKE TO BE ENGAGED AFTER ADOPTION OF STRATEGY

Participants would like to receive updates on how strategies and actions are being implemented. They feel that they learned a great deal at the meeting and feel ready to participate. Many of those who attended have just completed their citizenship course at Centro Cultural and are waiting their appointments for the official interview/test and swearing in ceremony. They have learned about government and feel a duty to become engaged in their community.

SUMMARY REPORT | NATIVE AMERICAN COMMUNITY





Native American Youth and Family Center

5135 NE Columbia Blvd., Portland OR 97218 | p 503-288-8177 | f 503-288-1260 | www.nayapdx.org

Metro Equity Strategy: Short-mid term action prioritization April 6, 2016 NAYA Family Center Community Conversation Report

Summary

On April 6, 2016, NAYA Family Center convened a discussion group of 11 community members on Metro's equity strategy and its action items for prioritization in the next 1-5 years. Some of the participants contributed to our two previous discussion groups in June and October 2015, which informed the development of Metro's Strategic Plan to Advance Equity, Diversity and Inclusion. Several of these community members expressed appreciation for this equitable process. While we do not want to belabor process – action is urgently needed – it was meaningful that Metro staff took the time and resources to revisit what we said and how it was incorporated into the draft plan last year.

Community members expressed encouragement that our request was honored to stay engaged in process development through refinement of actions. While the Native community in particular has a keen understanding of the importance of planning for the seventh generation, current circumstances of poverty and instability mean that immediate actions are necessary in order to bring overdue benefits to our community and to build trust for longer-term promises and aspirations.

One of the questions posed by a community member involves how priorities are weighted against other groups, particularly groups of color. Building creative solutions that meet multiple interests across community groups is a challenging task for a project of this magnitude. When actions are determined, please take into account differences and reveal analysis and thought processes that go into your decisions. We understand that there is inherently a degree of give and take in processes like these, but transparency of decisionmaking helps to ensure that trust and relationship building are not compromised.

In discussion on Metro's existing conditions, there were some comments made regarding most of Metro's staff being on board with equity, diversity and inclusion work. However, it is important to acknowledge that systemic change is required in order to make meaningful change; it cannot depend purely on personalities and current circumstances. The system of power and privilege inherently protects itself, so it is important to foster an environment of humility, self-reflection and lifelong learning. On paper alone, it is easy to make these commitments. In practice, the power shift necessary will bring discomfort and likely conflict. Realistic anticipation of this as a necessary and urgent challenge can help to promote hope and prevent burnout. We have a long road ahead of us, but we are in it together.

Overall community members were excited about the potential for our region in becoming a livable and welcoming place for all. We want to be kept in the loop on this lofty project throughout development and implementation. There is a growing desire to become involved and for more leaders at Metro to engage with us. Having Sam Chase present added a level of deepened authenticity to this exchange.

Thank you for the opportunity to contribute to this important process. Please keep us aware of progress and further opportunities to provide community wisdom that produces creative solutions for diversity, equity and inclusion throughout the Portland Metropolitan Area.



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Action Prioritization

Please note that only the actions voted on are included below. Those that received no votes are not reflected in this table. Other than Goal A, which had limited actions and consequently fewer available votes to cast, the top three actions voted on in Goals B-E are reflected in bold. In the work session, community members placed new actions on sticky notes, and also made proposed edits to existing actions. These are reflected below this table, with edits and notes associated with each goal. While 143 dots were distributed in this exercise, only 126 votes are counted, although if a new idea was put forth that counted for a vote and thus did not require a separate dot.

Goal	Action	# Votes
A	Metro provides data and research tools to support partners in advancing equity	7
	Metro convenes partners to work toward reducing engagement burdens on communities of color	4
B	Metro provides opportunities for communities of color to interact directly with decisionmakers	8
	Metro provides investment to support leadership development for communities of color	6
	Metro works with community to co-develop culturally appropriate engagement opportunities to improve Metro's decisions	
	Metro creates department specific equity reports to share with community	4
	Metro creates a community oversight appointed body to lead more accountability	3
	Metro invests in resources to contract or partner with organizations based in communities of color for engagement	2
	Metro removes barriers to participation in public engagement activities for communities of color	2
	Metro simplifies ways for communities of color to become engaged with Metro	1
	Metro invests and supports leadership development AND creates internships for those leaders	1
C	Metro improves its hiring and recruitment practices through building stronger relationships with communities of color	11
	Metro eliminates applicant name and ethnicity questions to present to hiring committees so that hiring is based on skillset, not ethnicity and gender (e.g. implicit bias/discrimination against 'ethnic-sounding names' on applications)	8
	Metro supports staff in prioritizing cultural activities that may shift work schedules on occasion	5
	Metro staff members of color have clear opportunities for career advancement	4
	Metro has mechanisms in place to assure that current employees are held accountable for upholding Metro's goals and objectives related to social equity	4



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	Metro has an application process that is culturally and equitably informed	3
	Metro provides opportunities for communities of color to gain work experience	3
	Metro hiring committees have greater diversity	2
	Metro leadership receives the training, tools and financial resources to advance equity	1
D	Metro destinations acknowledge historical and community significance of site	11
	Metro holds cultural events at its destinations and venues	9
	Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations	6
	Metro announces its programs and services through culturally specific media and communications outlets	4
	Metro seeks out culturally specific publications for announcements and also mainstream media (TV/internet/radio) for announcements	3
	Metro creates systems to better understand the communities who utilize Metro services, programs and destinations	1
	Metro facilities are welcoming and accessible for communities of color	1
E	Metro convenes a regional effort to increase the participation of MWESB firms in contracting	10
	Metro prioritizes diversity, equity, and inclusion within its contracting	6
	Metro creates an easy to use resource that communities of color can use to learn about financial opportunities	5
	Metro creates an agency-wide tool that tracks community investments across departments	
	Metro convenes a regional effort to create a pipeline to increase the number of skilled construction tradespeople of color	
	Metro works to eliminate barriers to access contracting opportunities at Metro	2
	Metro works to increase community knowledge of Metro contract opportunities through relationship building	

Please see following page for additional notes provided by participants and attachments overview.



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Notes from each goal are reflected below.

Goal A: Metro convenes and supports regional partners to advance racial equity

- Note added to action, “Metro provides data and research tools to support partners in advancing equity”: “+ community driven data: own voice/representation”
- Question added to action, “Metro brings together partners to reduce racial disparities and improve outcomes for communities of color”: “Who are the partners?”

Goal B: Metro meaningfully engages communities of color

- Recommended change to sentence from “Metro removes barriers to participation in public engagement activities for communities of color” to more strengths-based language: strike “removes barriers” and replace with “invites”
- Regarding “Metro provides investment to support leadership development for communities of color”, six participants (Manuel Mose, Cecelia Lente, Leah Gibson, James Altman, Candi Brings Plenty, Nicole Charley and Anna Allen) are Oregon LEAD Program Alumni and advocated for investment in existing programs. Metro benefits from engagement of our leaders in processes like this and should invest in the culturally specific programs that exist to support development of our leaders.

Goal D: Metro creates safe and welcoming services, programs and destinations

- Proposed addition to “Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations”: insert after word ‘aware’ – “and facilitating use of”
- Note regarding types of media: Tribal newspapers, Native people, KBOO, Jammin’ 107.5

Goal E: Metro’s resource allocation advances racial equity

- “Use of the term ‘Minority’ is condescending”
- In some of your goals you use the word barriers. Who identifies the barriers?

Photo List

- NAYA 1: Community members speak with Sam Chase
 - Pictured here (counter clockwise from top left): Manuel Mose, Candi Brings Plenty, Nicole Charley, Alma Franco, Cecelia Lente, Mary Renville
- NAYA 2: Action prioritization
 - Pictured here (L to R): Nicole Charley, Candi Brings Plenty, Alma Franco, Manuel Mose, Anna Allen, Ruth Jensen, Cecelia Lente
- NAYA 3: Chatting with Scotty Ellis
 - Pictured here (L to R): Leah Gibson, Nicole Charley, Manuel Mose, Mary Renville
- NAYA 4: Invest in the existing culturally specific leadership development! Note: Most
 - Pictured here (L to R): Leah Gibson, Alma Franco, Mary Renville, James Altman, Nicole Charley

SUMMARY REPORT | SLAVIC AND RUSSIAN SPEAKING COMMUNITY



METRO DISCUSSION GROUP | Report form

Russian\Slavic speaking discussion group

Please include:

- ✓ Date of discussion group
3/29/2016
- ✓ Location of discussion group
12414 E Burnside St., Portland, OR 97233
- ✓ Number of participants
20
- ✓ Discussion facilitator(s)
Cassie Salinas
Anna Volkova
Maria Gvozdicova

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 not 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 more playgrounds for little children age 9 months to 3 years. Not every 1-year old can use a playground or water features along with older children. 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 more welcomed and valuable.

2. What were the key questions participants asked?

- 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 to dispose garbage daily.

3. Per each goal, which actions did participants prioritize? (A-E)

At the event we did an excise when participants had a chance to prioritize each goal. Please see pictures below.

Направления деятельности Metro в области равноправия, культурного многообразия и инклюзивного подхода

Цель А: Metro проводит совещания и поддерживает региональных партнеров содействовать расовому равноправию.

- Metro собирает партнеров с целью сократить расовое неравенство и улучшить положение цветного населения.
- 1st ① • Metro убеждает партнеров способствовать уменьшению нагрузки по содействию занятости со стороны цветного населения.
- Metro предоставляет исследовательский инструментарий и данные, позволяющие партнерам содействовать равноправию.

Цель В: Metro целенаправленно обеспечивает возможности для трудоустройства цветного населения, а также мигрантов и беженцев.

- 3rd ① • Metro предоставляет цветному населению инвестиции для поддержки развития лидерских навыков.
- Metro совместно с обществом разрабатывает культурно приемлемые возможности содействия занятости, чтобы усовершенствовать решения Metro.
- 1st ① • Metro предоставляет расширенные возможности, чтобы представители цветного населения напрямую взаимодействовали с теми, кто принимает решения.
- ① • Metro инвестирует в ресурсы, чтобы вступать в договорные или партнерские отношения с расположенными в цветных сообществах организациями с целью содействия занятости.
- Metro идентифицирует, анализирует и разрушает барьеры, мешающие цветному населению участвовать в общественной деятельности.
- 2nd ① • Metro создает общественную надзорную организацию для повышения подотчетности.
- Metro выпускает доступные для общественности сборники решений по делам о справедливости в конкретных подразделениях.
- Metro упрощает способы содействия занятости в Metro для цветного населения.

Цель С: Metro принимает на работу, проводит обучение и осуществляет продвижение сотрудников различного расового и этнического происхождения.

- 1st ① • Персонал Metro проходит обучение, получает инструментарий и финансовые ресурсы для продвижения равноправия.
- Руководство Metro проходит обучение, получает инструментарий и финансовые ресурсы для продвижения равноправия.
- 3rd ① • Персонал Metro ведет честный и открытый диалог о продвижении равноправия в Metro.
- Подразделения Metro помогают продвижению равноправия.
- В комитетах по найму Metro широко представлено культурное многообразие.
- 2nd ① • Metro обеспечивает представителям цветного населения обширные возможности получить опыт работы.
- Metro совершенствует методы подбора и найма персонала через укрепление взаимоотношений с цветным населением.

- Процесс подачи заявлений в Metro предусматривает осведомленность в вопросах культурны и равенства.
- Цветные сотрудники Metro имеют четко обозначенные возможности для карьерного роста.

Цель D: Metro создает безопасные и доброжелательные услуги, программы и объекты.

- Сотрудники Metro ознакомлены с инструментарием и ресурсами, обеспечивающими для населения возможность доступа к объектам и услугам Metro.
- Metro проводит культурно-ориентированные мероприятия на своих объектах и площадках.
- 1st • Metro реализует различные способы, помогающие цветному населению узнать об услугах, программах и объектах Metro.
- 2nd • Metro совершенствует системы, способствующие более глубокому пониманию групп населения, которые используют услуги, программы и объекты Metro.
- 3rd • В объектах Metro реализован принцип уважения к истории и населению местности.
- На площадках Metro приветствуют и принимают представителей цветного населения.
- Metro анонсирует свои программы и услуги посредством культурно-ориентированных СМИ.

Цель E: В распределении ресурсов Metro продвигается принцип расового равноправия.

- Metro стремится устранить барьеры, мешающие заключению договорных отношений с Metro.
- В рамках договорных отношений приоритетами Metro являются культурное многообразие, равноправие и инклюзивный подход.
- Посредством построения взаимоотношений с общественностью Metro стремится к повышению осведомленности населения о возможностях заключения договорных отношений с Metro.
- 2nd • Metro создает инструмент бюджетирования, который помогает подразделениям Metro распределять ресурсы, соблюдая принцип равноправия.
- Metro создает простой ресурс, с помощью которого представители цветного населения могут узнать о финансовых возможностях.
- 1st • Metro создает действующий в масштабе всей организации инструмент для отслеживания инвестиций в общество в разных подразделениях.
- Metro привлекает региональные усилия для создания резерва квалифицированных строительных подрядчиков из числа цветного населения.
- 2nd • Metro привлекает региональные усилия для увеличения доли участия организаций сектора MWESB (Национальные меньшинства, женщины, начинающие мелкие предприятия) в государственных тендерах.

Metro находится в процессе совершенствования:

- Metro совершенствует координирование существующих возможностей по содействию занятости для уменьшения нагрузки на цветное население, а также мигрантов и беженцев.
- Руководство Metro дает четкие и открытые указания по продвижению равноправия.
- 1st • В каждом из подразделений Metro создан стратегический план по продвижению равноправия.
- Metro повышает и развивает возможности обучения, позволяющие подрядчикам стать участниками сектора MWESB.
- Metro предоставляет достоверные данные, позволяющие определить потребности региона по заключению договорных отношений.

Goal A

Metro convenes partners to work toward reducing engagement burdens on communities of color.

Goal B

1. Metro provides increased opportunities for communities of color to interact directly with decision makers
2. Metro invests in resources to contract or partner with organizations based in communities of color for engagement
3. Metro creates a community oversight appointed body to lead to more accountability
4. Metro provides investment to support leadership development for communities of color

Goal C

1. Metro staff receives the training, tools and financial resources to advance equity
2. Metro has an application process that is culturally and equitably informed
3. Metro staff holds honest and open conversations about advancing equity at Metro

Goal D

1. Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations
2. Metro destinations acknowledge historical and community significance of site
3. Metro announces its programs and services through culturally specific media/communication outlets

Goal E

1. Metro creates an agency-wide tool that tracks community investments across departments
2. Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in governmental contracting
3. Metro creates a budgeting tool that helps Metro departments allocate resources equitably
4. Did participants identify new actions? If yes, what were they?
-Each Metro service should hire a culturally specific staff. For instance, Russian-speaking/Slavic people don't see Russian-speaking rangers or park workers. Participants

stated that this is crucial for the community to see people that they identify with-this builds trust, creates welcoming environment, and provides more opportunities for feedback.

-Main Metro services need to be better explained on Metro website in their native language

5. What are culturally specific issues, challenges, insights or opportunities related to equity did the participants want to share with decision makers at Metro?

Participants would like to see more culturally specific staff working for Metro. They would like to have an opportunity to talk to Metro staff in their native language and to be heard. Using interpretation services is not quite effective most of the time.

6. How would participants liked to be engaged after the strategy is adopted?

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.). Participants and broader community need to have access to all docs in their native language (online.) It should insure a better feedback in the future.

SUMMARY REPORT | YOUTH



METRO DISCUSSION GROUP | Report form

Momentum Alliance

Date: April 3rd Sunday 2016

Location: Center for Intercultural Organizing

Number of participants: 18

Number of discussion facilitators: 3

Please develop a report and answer the following questions:

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

Participants really felt that the devil is in the details for Metro's Racial Equity Strategy Action Items: for example, one of the action items for GOAL C is "Metro staff receives the training, tools, and financial resources to advance equity". Participants asked: "What do they mean by training? Tools? & financial resources? Who would be leading these trainings? What would be the values, agendas, and content for these trainings? How often would these trainings happen? What communities' experiences and needs would be reflected in these trainings? What concrete skills and information would Metro staff be receiving at these trainings? "

Participants were trying to understand why Metro's leadership was not as diverse as Metro's staff and what are the factors that contribute to that

Participants were trying to understanding all the different public, private, and non-profit agencies that would be involved in these racial equity strategy action items. Participants were trying to understand all the different levels of commitment and ability to do equity work among these different public, private, and non-profit agencies: the reality that some agencies are more ready & equipped & willing to do equity work than others

Participants felt strongly that one of the most effective ways to diversify staff and leadership, especially positions that have real decision-making power, positions that are not entry-level, is to ensure that the hiring committee has a large amount of POCs (People of Color) with diverse experiences: not just POCs who have bachelors or masters degrees but POCs who have criminal backgrounds, who are undocumented, who are ESL & ELL, who have disabilities, who are teen parents –POCs who come from diverse life experiences, not just POCs who have successfully assimilated to dominant culture.

What were the key questions participants asked?

How will Metro be held accountable for equity work?

Per each goal, which actions did participants prioritize? (A-E)

Each participant received a total of 13 votes, three votes per each goal (Goal B-E, Goal A only received one vote), but they had the option to put one, two or all three votes on one action item per goal.

Goal A:

- Metro provides data and research tools to support partners in advancing equity (11 votes)

Goal B:

- Metro provides investment to support leadership development for communities of color (11 votes)
- Metro provides increased opportunities for communities of color to interact directly with decision makers (14 votes)
- Metro creates a community oversight appointed body to lead to more accountability (10 votes)

Goal C:

- Metro hiring committees have greater diversity (14 votes)
- Metro improves its hiring and recruitment practices through building stronger relationships with communities of color (10 votes)
- Metro staff members of color have clear opportunities for career advancement (16 votes)

Goal D:

- Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations (12 votes)
- Metro facilities are welcoming and accessible for communities of color (9 votes)
- Metro announces its programs and services through culturally specific media/communication outlets (13 votes)

Goal E:

- Metro prioritizes diversity, equity and inclusion within its contracting (5 votes)
- Metro creates a budgeting tool that helps Metro departments allocate resources equitably (13 votes)
- Metro convenes a regional effort to increase the participation of Minorities, Women & Emerging Small Businesses (MWESB) firms in governmental contracting (16 votes)

Did participants identify new actions? If yes, what where they?

Participants wanted to know how Metro will be held accountable in each action items and goals.

Equity trainings and commitment to equity and competency in equity should be **mandatory** for all Metro leadership

More of Metro's budget and time needs to be earmarked for equity strategies & actions

What are culturally specific issues, challenges, insights or opportunities related to equity did the participants want to share with decision makers at Metro?

Gender neutral bathrooms & gender pronouns are still not a thing at Metro facilities & Metro's building

How would participants liked to be engaged after the strategy is adopted?

Participants want more paid & accessible meetings with Metro to collaborate on equity strategies & action items.

Complete written report to Cassie Salinas, cassie.salinas@oregonmetro.gov, 503-813-7586 by Monday,
April 18, 2016