



PARKS AND NATURE

Racial equity, diversity and inclusion action plan

Appendix A:

Community engagement
summary and themes

Appendix A: Community engagement summary and themes

The Parks and Nature action plan is informed by community members from across the region. This is a brief summary of the engagement activities designed to inform the plan's focus and priorities. The reports or summaries of each engagement listed follow this section.

Spring 2017

Discussion group with Coalition of Communities of Color

In spring of 2017, the Coalition of Communities of Color (CCC) proposed a spring and summer partnership with Metro to help build agency understanding of community priorities as they relate to racial equity. This partnership was designed as an opportunity to listen, learn and identify gaps in the development of department racial equity work plans and to help focus racial equity priorities to reflect community perspective. CCC leveraged support from its Bridges Leadership Development Initiative, comprised of seven member organizations who serve six culturally specific communities. In total, CCC staff recruited 36 participants to share their perspectives.

Discussion group with Momentum Alliance

In May 2017, Momentum Alliance led a half-day session focused on Metro recruitment and hiring practices, in support of department racial equity action plan development. The overall goal of this discussion was to gather diverse youth voices on Metro's job postings, hiring practices and work environments in order to help Metro hire, train and promote a racially diverse workforce. A total of 17 youth participated.

Summer 2017

Park site visits with Momentum Alliance

In June 2017, Parks and Nature hosted a half-day tour of Oxbow, Blue Lake and Canemah Bluff Nature Park for youth of color, followed by an afternoon discussion. Momentum Alliance staff and youth leaders recruited participants and

facilitated conversations. A total of 22 youth participated.

Fall 2017

In fall of 2017, Metro re-engaged the partnership with CCC's Bridges Leadership Development Initiative. In this listening session 37 participants provided feedback to initial goals and objectives of the department plans.

Winter 2018

In January 2018 Metro's Committee on Racial Equity – the advisory committee to the Metro Council and staff that provides input, advice and oversight for the implementation of the Metro Strategic Plan to Advance Racial Equity Diversity and Inclusion – invited Parks and Nature to present a draft plan and receive feedback. In February 2018, the department was invited back to present a set of initial actions to their internal and external subcommittees.

Spring 2018

In spring 2018, Parks and Nature staff partnered with three community organizations – Momentum Alliance, Native American Youth and Family Association and Centro Cultural – to host meetings with community partners. The goals for the engagement were to validate the direction and initial actions of the Parks and Nature action plan with community and ensure it aligns with their desires for a more diverse, equitable and inclusive department and to identify community partners who want to co-create implementation on key partnership-oriented actions. A total of 27 people representing 22 culturally specific organizations participated.