



Metro



PROPERTY AND ENVIRONMENTAL SERVICES
DIVERSITY, EQUITY AND INCLUSION WORK PLAN
2018-2022 EXECUTIVE SUMMARY

Advancing racial equity, diversity and inclusion in our regional facilities and waste management system

Property and Environmental Services (PES) is Metro's department responsible for managing the garbage and recycling system of the Portland metropolitan region, construction projects at Metro facilities and venues and the facility and fleet operations for the Metro Regional Center. Through its various roles, PES seeks to eliminate barriers and generate positive community benefits that advance racial equity, diversity and inclusion.

PES has work to do. The garbage and recycling industry tends to lack diversity in the workforce except in the lower compensated job categories. Contracting processes for construction and solid waste operations often include participation barriers for minority-owned and woman-owned small businesses. Communities of color also do not often access Metro's recycling information and education services or household hazardous waste services.

The DEI Work Plan is a product of PES's commitment to address these challenges. It provides strategies to guide the department in actions necessary to ensure racial equity, diversity and inclusion in all aspects of PES's work over the next five years.

Learn more about Property and Environmental Services and download the PES DEI Work Plan: oregonmetro.gov/equity

Metro recognizes racial equity as the backbone of good governance to ensure the success of everyone

Metro acknowledges that people of color across the region experience the most disparate outcomes in nearly every category of social well-being including housing, transportation, access to nature, education and health. Metro has identified racial equity as its strategic direction to eliminate the disparities that people of color experience (regardless of race or background) especially in areas related to Metro's policies, programs, services and destinations. Focusing on racial equity will result in all people in the region having the opportunity to thrive in all aspects of social well-being.

The Strategic Plan to Advance Racial Equity, Diversity, and Inclusion directs all Metro departments to develop equity action plans to achieve Metro's five strategic goals through the department's programs, services,

projects and plans. PES's DEI Work Plan illustrates the department's commitment to Metro's racial equity strategy by creating strategies to reduce disparities in all aspects of the department's work.



2030 Regional Waste Plan equity work group

Five strategic goals to achieve an equitable and prosperous region

The Strategic Plan to Advance Racial Equity, Diversity, and Inclusion identifies five long-term goals to direct Metro in creating specific objectives, actions and measures of evaluation and accountability as the agency works to help greater Portland reach an equitable and prosperous future.

Goal A

Metro convenes and supports regional partners to advance racial equity.

Goal B

Metro meaningfully engages communities of color.

Goal C

Metro hires, trains and promotes a racially diverse workforce.

Goal D

Metro creates safe and welcoming services, programs and destinations.

Goal E

Metro's resource allocation advances racial equity.

PES commits to racial equity, diversity, and inclusion goals through plans and actions

Over the course of a year PES engaged its employees, held discussion groups with co-workers who self-identify as having a marginalized identity, and obtained input from leaders from the Coalition of Communities of Color. The feedback PES received informed actions that were grouped into seven strategy areas. These strategies guide PES in advancing Metro's five goals to advance racial equity in all aspects of the department's work over the next five years.

Seven strategies to advance diversity equity and inclusion

1. Meaningfully engage and educate PES employees on diversity, racial equity and inclusion.
2. Meaningfully engage communities of color and partner with community-based organizations (CBOs) to advance racial equity.
3. Provide services equitably, with a priority on communities of color.
4. Manage PES facilities to be more welcoming for people of color and to increase accessibility.
5. Create jobs, career pathways and promote workforce equity in the sectors where PES works, with a priority on people of color and women.
6. Incorporate racial equity outcomes into PES procurement, contracts and allocation of budget resources.
7. Evaluate and report on PES's diversity, racial equity and inclusion efforts to ensure accountability and transparency.

Partnerships provide workforce development and support cleanup of illegal dump sites

Beginning in 1993, the Regional Illegal Dumping (RID) Patrol program investigates and cleans up illegal dump sites working with inmate work crews from local law enforcement agencies. Recently, the program launched an additional cleanup crew to offer workforce development opportunities to justice-involved individuals.

Two community-based organizations, Portland Opportunities Industrialization Center and Constructing Hope, have also recently partnered with the program to provide workforce development services to individuals who face systemic barriers to employment. Referring individuals to the position, the community-based organizations act as an employer to provide work readiness training, coaching and help with items such as transit passes, medical insurance and work clothes. Participants commit to a minimum of one year and maximum of three years in the program. After program completion, partners provide support for individuals to transition into a permanent position of their choosing.

“We now have the opportunity, and expectation, to help people in ways that we haven’t before contemplated. More importantly, we can and should help those that have historically been left behind, placed on unequal footing, or otherwise marginalized. We will do just that, through our Metro Values, our PES cultural characteristics and the ideas and strategies contained in this plan.”

– Paul Slyman, PES Director



Promoting workforce equity

PES partnered with Oregon Tradeswomen and Constructing Hope, community-based organizations that support skill building and offer apprenticeship opportunities for communities of color and women. This partnership promotes workforce diversity, job quality and career pathways in the region’s solid waste sector to advance racial, gender and economic equity.

Partnership outcomes

- Shared learning among PES staff and partner organizations through facility tours and information sessions.
- Hosted film screenings and discussions that explored intersections of gender justice, racial equity, and economic justice for PES field staff, facilitated by partner organizations.
- Created an interactive workshop to teach women and girls how to wear personal protective equipment, and how to sort and categorize hazardous waste and other skills used on the job at Metro facilities.
- Partner organizations created a report on best practices for inclusive workplaces to support the PES team in promotion workforce equity.

Metro staff and participant at the Women in Trades Career Fair



Community members participate in a workshop to prioritize actions for the 2030 Regional Waste plan

Advancing equity in the 2030 Regional Waste Plan

As the department responsible for managing the region's garbage and recycling system, PES prepares a Regional Waste Plan that acts as a blueprint for how the region reduces and handles more than two million tons of waste every year. To build equity into the planning process and engage communities of color, the PES Engagement Team employed techniques to support inclusive engagement and build relationships with members of traditionally under-served communities.

Inclusive engagement and relationship building techniques

- Partnered with eight Community Based Organizations to engage over 100 people of color, youth, immigrants, and refugees.
- Built upon community members existing knowledge through a series of workshops, facility tours, and community conversations.
- Encouraged community leadership and skill building through active roles in event planning, facilitation, note taking, and presentations.
- Translated all material in Spanish, Russian, Vietnamese, and Chinese and offered simultaneous translation at all events.
- Addressed barriers to participation by providing transportation to events, meals, childcare, and compensation.

To learn more about the 2030 Regional Solid Waste Plan visit:
oregonmetro.gov/public-projects/future-garbage-and-recycling



Arts and events
Garbage and recycling
Land and transportation
Oregon Zoo
Parks and nature

oregonmetro.gov

Hello, we're Metro.

Metro brings people together to shape the future of greater Portland and provides places, services and tools that work best at a regional scale. Led by an elected council, this unique government gives Oregonians a voice in their community.

Parks and nature

Metro protects clean water, restores fish and wildlife habitat, and connects people to nature across 17,000 acres of parks, trails and natural areas – and the Oregon Zoo.

Land and transportation

Metro plans for new homes, jobs, transportation options and access to local businesses and parks.

Garbage and recycling

Metro manages the garbage and recycling system and is a resource for information about safe disposal and ways to reduce waste.

Arts and events

Metro runs the Oregon Convention Center, Portland Expo Center and Portland's 5 Centers for the Arts.

PES Equity plan contact

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