



Metro

PLANNING AND DEVELOPMENT STRATEGY FOR ACHIEVING RACIAL EQUITY 2018-2022 EXECUTIVE SUMMARY

Advancing racial equity, diversity and inclusion in regional planning

The Planning and Development department works with and engages communities about how growth and development will affect our region over time. We are guided by the 2040 Growth Concept, a 50 year vision that has, over the last 25 years, shaped what we see around us today. The compact development inside our cities prevents sprawl and allows people to live close to the places they live, work, and play. Our integrated transportation system provides travel options connecting those places, and a network of natural areas is managed and protected for people, wildlife and a clean water supply.

Because our economy, housing and transportation systems cross city and county lines, the regional framework allows for collaboration, leverage, and scale, but also requires agreement, compromise, and prioritization among many diverse partners and perspectives. Community input on these elements is critical to informing our decisions.

Policymakers in our region are responsible for shaping our communities in ways that have led to revolutionary outcomes, from land use to transportation planning, they've transformed freeways into parks, and parking lots into neighborhoods - however, many of the processes used to make these decisions often intentionally excluded or ignored certain residents of our region. Moving forward it's critical that we continue our tradition of innovation but changes must be made to incorporate, empower, and support the voices we've historically ignored.

oregonmetro.gov

Learn more about Planning and Development and download the strategy at:
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. Planning and Development's Racial Equity Strategy illustrates the department's commitment to Metro's agency wide strategy by creating strategies to reduce disparities in all aspects of the department's work.



Planning and Development staff discuss equity strategies during an all-staff meeting

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.

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

Planning and Development's Strategy for Achieving Racial Equity plan was produced with input from an array of sources. The plan was the primary subject at an array of Planning and Development gatherings including all-staff meetings, team retreats, manager meetings and online assessments as well as multiple presentations to Metro's Committee on Racial Equity (CORE). These conversations resulted in the development of five guiding principles that serve as the pillars of our racial equity plan and actions moving forward.

Five Guiding Principles to advance diversity, equity and inclusion

1. We will establish avenues to power by creating pathways to decision making for people of color in our region.
2. We will use our influence to direct decision making, resources, and planning process that ensure people of color benefit from quality jobs, housings, and reliable transportation options.
3. We will remain committed to innovation by devoting resources and time to reflection and experimentation, as well as replacing and retiring outdated practices that do not support the achievement of racial equity.
4. We will shift culture by normalizing conversations about race and racial equity, both internally and with partner agencies and actively strive to break down barriers in the field of urban planning present for people of color.
5. We will increase accountability by establishing a comprehensive system for tracking our improvement over time and continually provide opportunities for community members, partner organizations, and staff to offer feedback and advice.

PROGRAM HIGHLIGHT

Southwest Corridor Equitable Development strategy

The Southwest Corridor Plan envisions a livable, affordable, economically thriving community with reliable and safe transportation for every resident and commuter. With this vision in mind, the Southwest Corridor Equitable Development strategy (SWEDS) strives to ensure that individuals and families continue to live, work and thrive in the southwest corridor as we invest in a major transportation project like light rail. This means ensuring the southwest corridor neighborhoods have:

- Different choices for where to live across all income levels
- A range of jobs for people of all backgrounds
- Learning opportunities that prepare people for those jobs
- Wages that support people's desire to live and work in the corridor

Metro's Equitable Development Pilot Projects are intended to inform, advance, and facilitate future work in support of the Equitable Development strategy while sustaining or enhancing community-driven initiatives that prepare communities for the changes and opportunities light rail and other investments would bring to the southwest corridor. Grant awards ranging from \$25,000 to \$100,000 will support a mix of projects that address equity and housing issues as well as business development needs in the southwest corridor.

"The creation of a racially focused equity strategy is unprecedented in a regional planning organization. By taking this important first step, Metro and the planning department are saying that they are dedicated to making a more equitable region for all and that we aren't afraid to have challenging conversations and make the big decisions that support the creation of a better society."

– André Lightsey-Walker,
Planning and Development,
assistant planner



Regional Leadership Forums

To support development of the 2018 Regional Transportation Plan (RTP) update, Metro's Planning and Development department hosted four regional leadership forums - each welcoming more than 100 regional leaders including city and county policymakers as well as business and community leaders. These leaders offered their views on priorities for the RTP, opportunities for aligning investments with these priorities, and strategies for building a shared path forward.

Forum outcomes

1. We can make more near-term progress on key regional priorities – equity, safety, travel options and congestion.
2. The RTP is an opportunity to reduce disparities and barriers that exist for historically marginalized communities.
3. Projects that focus on safety in high injury corridors need to be prioritized.
4. Accelerate transit service expansion.
5. Tackle congestion and manage travel demand.
6. Prioritize completion of biking and walking network gaps.
7. We must continue to build public trust through inclusive engagement, transparency and accountability.

Regional Leaders meet during the fourth Leadership Forum



Advancing equity in the 2018 Regional Transportation Plan (RTP)

Transportation planning means more than deciding where to build roads, sidewalks, bikeways and transit and freight routes. It's about taking care of what we have and building great communities. It's about ensuring that no matter where you are or where you're going, you can have safe, reliable, healthy and affordable options to get there. With the draft constrained list, the greater Portland region is making progress toward improving equity in some areas, but there is still more to do. Where partners could redirect and advance active transportation completeness and safety investments, they did.

Equity Outcomes in the 2018 RTP

- In total, 307 transportation projects are in equity focus areas in the first 10 years of the plan; that number grows to 588 transportation projects by 2040, about 44 percent of the total constrained list.
- In the first 10 years, \$3.9 billion dollars of active transportation and transit capital investment is expected in equity focus areas; through 2040, there will be \$6.5 billion of active transportation and transit capital investments.
- The constrained list is increasing the number of jobs and community places, like the grocery store, libraries, banks and medical facilities, the average household in equity focus areas can reach within a short transit trip. This reflects the significant investment in transit, both on the capital side and in service hours.
- When it comes to bicycling, walking or driving, the average household in equity focus areas, is seeing an increase in the number of jobs and community places within a short trip, though not as much of an increase as the average household in other areas.

To learn more about the 2018 Regional Transportation Plan visit:

oregonmetro.gov/public-projects/2018-regional-transportation-plan



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.

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