

**Subject:** Planning to return and to keep working safely | Resources supporting mental health | Reimagine how we work | Town Hall next week

**Date:** Thursday, May 7, 2020 at 5:54:16 PM Pacific Daylight Time

**From:** Marissa Madrigal

**To:** Marissa Madrigal

Hello everyone,

I hope you've been well. I have a lot of information to share with you this week.

Here you'll find information about:

- Planning to return to workplaces and keep working safely at those still open
- Metro Council's proclamation recognizing missing and murdered indigenous women
- Resources to support your mental health
- Help reimagine how we work
- Next week's Town Hall

### **Returning to workplaces**

There's more and more news about businesses and restaurants reopening, governments lifting stay-at-home restrictions and folks getting back to pre-pandemic activities. I know many of you would like to know when Metro will re-open its closed worksites and facilities. When will visitors be welcomed back to our facilities?

We are still under stay-at-home order in the greater Portland area for many good reasons. We appear to be flattening the curve and this is a critical time to maintain physical distancing and stick to only essential travel and activities. We are helping to save lives, thank you for your efforts.

Metro is proactively looking ahead and planning for the coming months, determining when old routines can come back, and where new ones need to be made. I recently designated a special project team to focus on advance planning to resume operations at our worksites and public spaces, and continue safe operations at those facilities that never closed. This team has representatives from across Metro working together.

Unlike the last three months as our organization and country rushed to respond to this pandemic, we have time on our side to plan ahead. The advance planning team has been given clear direction to maintain a steady course of work with the understanding that we are not in a rush to get folks back to any one site, whether that is at the Metro Regional Center or elsewhere. The safety, health and well-being of our workforce and community come first. I want to ensure we take time to address the challenges of reopening, use science to guide decision-making and ensure Metro conserves its bandwidth to respond to new emergencies that may arise in the future.

You have my commitment to timely updates on the advance planning project beginning later in May.

For now, please continue doing what you're doing. Thank you to those working from home, and thank you to those who continue to serve the public at our parks, transfer stations, Metro Paint and venues.

### **Missing and murdered indigenous women proclamation**

Today Metro Council passed a resolution proclaiming Tuesday, May 5, as National Day of Awareness for Missing and Murdered Indigenous Women. The violence and trauma against indigenous women is startling:

- 84% of Indigenous Women have experienced violence in their lifetime.
- Indigenous women face murder rates more than ten times the national average.
- In 2016 there were 5,712 known incidents of missing and murdered indigenous women in native communities.
- The majority of these murders are committed by non-Native people on Native-owned land.
- A significant lack of communication between state, local, and tribal law enforcement contributes to high numbers of unsolved cases.
- Families and communities face insurmountable challenges to be believed and investigations to begin, making Indigenous women an easy target.

As we advocate for equity at Metro it is important we share the responsibility to bring awareness to this crisis. Please take a moment to see these resources and share with others.

[Coalition to Stop Violence Against Native Women](#) - The CSVANW takes ownership and responsibility for the future of Native women and children by providing support, education, and advocacy using our strengths, power and unity to create violence-free communities

[Wind River](#) – A feature film about a veteran hunter who helps an FBI agent investigate the murder of a young woman on a Wyoming Native American reservation.

### **Taking care of your mental health**

Taking care of our mental health is as important as ever. Our Human Resources team has put together some great resources for you and your loved ones.

[Find them here on MetroNet.](#)

### **Help reimagine how we work**

Businesses and governments around the world are facing extreme economic stress due to COVID-19, and Metro is no different. We recently made difficult financial decisions that have led to valued friends and colleagues being laid off, programs and service levels being reduced, and many being asked to reimagine how they work.

How best to adapt to our new financial environment is a learning lesson we are all taking on together. And we need your help.

The [Innovators Process Improvement Program](#) is partnering with Metro Leadership to create the [“Pitch an Idea”](#) web form.

All Metro employees can now submit a cost, time, or frustration-saving idea that is “pitched up” to department leads, Metro leadership and the Innovators program.

We recognize that our staff know their work best, and your suggestions on how to improve Metro’s

work matter to us. We hope you take a few moments to share your ideas by clicking the form above, or clicking “Pitch an Idea!” on the [Innovators SharePoint site](#).

**Next week’s Town Hall**

I hope you can attend our next All Metro Town Hall on Thursday, May 14, from 10 to 11:30 a.m. We’ll be talking about the budget that’s been submitted to Council, the latest about returning to workplaces, an update on the employee assistance fund, and we’ll have time for your questions. If you have some ahead of time, please send them to Grady Wheeler in Communications.

Thank you all and please take care,

Marissa