



7/1/2020

Get Moving 2020: Racial Equity Outcomes and Strategies

Purpose

This document outlines the racial equity outcomes that the Get Moving 2020 measure would advance and the strategies Metro would use to achieve these outcomes. It was created in response to community input and recommendations, engagement with Metro's Committee on Racial Equity, and the stated values of Metro Council and the Transportation Funding Task Force. It also incorporates learning and best practices from the Parks and Natural Areas Bond and Regional Affordable Housing Bond. This builds on work conducted by Metro's DEI team, Research Center, Planning & Development team and community partners to analyze potential racial equity benefits and impacts in the investment measure and develop specific equity outcomes and strategies to make these potential benefits a reality for Black, Indigenous and people of color and minimize harm.

Introduction

Get Moving 2020 aims to meaningfully invest in the safety, accessibility, affordability and health of the region's Black, Indigenous and people of color (BIPOC) and give them the power to shape the implementation and oversight of these investments. This measure presents an opportunity to start meaningfully accounting for the history of transportation investments in greater Portland, and how they have been used to systematically harm, displace and disinvest in Black, Indigenous and people of color while providing access and opportunity to white communities.

This current moment of health and economic crisis underscores the importance of centering racial equity and being responsive to the needs of communities of color, recognizing that Black, Indigenous and people of color will be disproportionately impacted. It also amplifies the need for regional infrastructure investments to support the recovery of our communities and the economy.

Racial equity outcomes

As long as race continues to be a determinant of health and social indicators we have to continue to lead with race. As a result, the following goals focus on advancing racial equity and are aligned with Metro's commitment to using a targeted universalism approach to improve outcomes for communities of color. While Metro is leading with race, we are also committed to improving the outcomes for other historically marginalized communities, including: youth, aging and older adults, refugees and immigrants, people with low incomes, people with disabilities, and trans, queer and gender non-binary people. The implementation of Get Moving 2020, in accordance with Metro's commitment to racial equity, would achieve the following outcomes through its investments and programs:

Impact

1. **Higher levels of safety and transit access investments and program resources** are made in areas with a high concentration of Black, Indigenous and people of color, recognizing historical underinvestment in these communities, resulting in the following outcomes:
 - a. Increased safety and health outcomes
 - b. Improved accessibility to employment and community places
 - c. Increased affordability, reliability and efficiency of transportation
 - d. Enhanced ability to make choices about how to get around
2. Youth, and in particular **youth of color, benefit** from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.
3. Intergenerational Black, Indigenous and communities of color **continue to live, work, worship, and play along investment corridors** and work with Metro to prevent or mitigate investment-related residential, cultural, and business displacement
4. Women, Black, Indigenous and people of color and certified firms benefit from **good jobs and contracting opportunities** stemming from investments and programs

Inclusion

5. Black, Indigenous and communities of color are **meaningfully engaged in planning, development, implementation, and oversight** of investments and programs, with additional focus on inclusion of refugees and immigrants, people with low incomes, people with disabilities, youth, aging and older adults, trans, queer and gender non-binary people.
6. **Increased capacity of community-based organizations** led by and accountable to Black, Indigenous and people of color so they can be full partners in ongoing engagement around, and oversight of, investments and programs.

Accountability and oversight

7. **Track outcomes and impacts**, and make them publicly available, and proactively share them with community partners, particularly as they relate to Black, Indigenous and people of color.
8. Communities, youth, elders, and leaders of color, from across the region, bringing both lived and professional experience, **share decision-making** in implementation and oversight and are adequately supported in these roles.

Strategies

These racial equity outcomes will be achieved through a combination of strategies outlined below.

Black, Indigenous and people of color, and elders and youth of color benefit

Relevant outcomes:

1. **Higher levels of safety and transit access investments and program resources** are made in areas with a high concentration of Black, Indigenous and people of color, recognizing historical underinvestment in these communities, resulting in the following outcomes:
 - a. Increased safety and health outcomes
 - b. Improved accessibility to employment and community places
 - c. Increased affordability, reliability and efficiency of transportation
 - d. Enhanced ability to make choices about how to get around
2. Youth, and in particular **youth of color, benefit** from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.

#	Community recommendation	Metro action
1.1	Track and report the amount and percent of investments that are in progress or are completed that are in areas where Black, Indigenous and people of color live (people of color equity focus areas).	Metro would measure and report the ongoing percent of investments in people of color (POC) equity focus areas, and further explore the benefits to Black and Indigenous communities in particular.
1.2	Allow some extent of flexibility during implementation to accommodate shifts in investments and programs to meet the dynamic needs of the region's Black, Indigenous and people of color.	Projects in early phases would undergo additional community engagement to adapt to dynamic community needs.
1.3	Utilize a localized, place-based approach to implementing projects and programs, including (when possible) partnering with community-based organizations serving Black, Indigenous and people of color living in the vicinity of the work.	Metro would require project delivery agencies and jurisdictions seeking program funding to meaningfully engage BIPOC communities and encourage partnership with CBOs serving BIPOC communities.
1.4	Continue to build Diversity, Equity and Inclusion (DEI) capacity within Metro's Planning and Development department and continue to work with Metro's DEI team on measure oversight and implementation.	Metro will advance equitable hiring practices within Metro and prioritize the hiring of employees with Diversity, Equity and Inclusion expertise and relevant lived experience to support measure implementation.
1.5	Prioritize all program investments in areas where Black, Indigenous and people of color live using Metro's People of Color Equity Focus Area methodology that is continuously updated with current and reliable data.	Program investments would be prioritized in equity focus areas, and Metro would routinely update these areas using the most current and reliable data.
1.6	Implement a regional, year-round universal transit pass for all youth 18 and under, regardless of financial, social, or school status.	Get Moving 2020 would initially fund a free transit pass for all high school-aged youth, including youth not enrolled in school. Over time, Get Moving 2020 would expand this program, with the intention of providing a free transit pass to all youth aged 18 and under.
1.7	Utilize only progressive revenue mechanisms that do not place an inequitable burden on Black, Indigenous and people of color, low- and middle-income people, and small businesses or utilize mitigating strategies like rebates, small-business exemptions etc. to minimize the burden on these groups.	Metro would utilize a business payroll tax, which has minimal direct impacts on BIPOC communities, and Metro would utilize a small business exemption which would help mitigate impacts on BIPOC-owned businesses. A Council decision on the inclusion of a vehicle registration fee in the measure is forthcoming.

Anti-displacement and community stabilization

Relevant outcome:

3. *Intergenerational Black, Indigenous and communities of color **continue to live, work, worship, and play along investment corridors** and work with Metro to prevent or mitigate investment-related residential, cultural, and business displacement.*

#	Community recommendation	Metro action
3.1	Use participatory budgeting principles to guide anti-displacement program investments for each corridor and adequately fund and staff participatory budgeting processes to support full participation for Black, Indigenous and people of color who live along the corridors and for the CBOs that represent them.	Metro would utilize participatory budgeting principles for resource allocation for the anti-displacement program, though final decision-making authority resides with Metro Council.
3.2	Metro funds place-based, community-led anti-displacement planning.	Get Moving 2020 would include funding for developing anti-displacement strategies in the Get Moving corridors. This program would be overseen by a community-led regional equity coalition, with corridor-level committees or focus groups of community members guiding individual corridor strategies.
3.3	Coordinate with other jurisdictions' anti-displacement planning efforts in collaboration with community leaders and organizations to build and guarantee commitments to affordability, racial equity, and meaningful community engagement.	Metro would coordinate all future anti-displacement work with existing anti-displacement planning and conversations with local jurisdictions and community-based organizations.
3.4	Prioritize housing financing, acquisition, development and operation in ways that support Black, Indigenous and people of color by investing in areas where BIPOC already live, using a preference policy to prioritize current or displaced renters, and partnering with culturally-specific community-based organizations to support housing placement.	The intent of the Housing and Anti-displacement programs is to focus on preventing displacement of the region's BIPOC communities, businesses and cultural spaces. The specific strategies Metro would use to operationalize that focus will be further refined post-referral through continued engagement with key community stakeholders, Metro's Diversity, Equity, and Inclusion team and Metro's Committee on Racial Equity (CORE).
3.5	Prioritize acquisition and development of deeply affordable units (0-30% AMI).	Program specifics for the Housing and Anti-displacement programs will be further refined post-referral through continued engagement with key community stakeholders, Metro's Diversity, Equity, and Inclusion team and Metro's Committee on Racial Equity (CORE).
3.6	Preserve existing naturally-occurring affordable housing, commercial, arts and community space, and non-profit spaces in areas where Black, Indigenous and people of color live.	Program specifics for the Housing and Anti-displacement programs will be further refined post-referral through continued engagement with key community stakeholders, Metro's Diversity, Equity, and Inclusion team and Metro's Committee on Racial Equity (CORE).

3.7	Include direct rent assistance as a potential stabilization measure for community consideration.	Get Moving 2020 would not include direct rent assistance as an option for anti-displacement investment, recognizing that the Supportive Housing Services measure will help play this role in the region.
3.8	Invest in anti-displacement and housing stabilization before major transportation investments add displacement pressure.	Metro would seek to prioritize investments in anti-displacement before major transportation investments, except for shovel-ready projects slated for immediate implementation. Program specifics for the Housing and Anti-displacement programs will be further refined post-referral through continued engagement with key community stakeholders, Metro's Diversity, Equity, and Inclusion team and Metro's Committee on Racial Equity (CORE).
3.9	In areas of highest concern – Implement consistent tracking and reporting of displacement/ gentrification using community-generated metrics and community-led participatory research practices.	Metro would monitor displacement activity along the investment corridors and routinely report findings.
3.10	Implement an anti-displacement oversight body which includes people who identify as BIPOC, low-income, disabled, displaced, elder or aging adult, LGBTQ+, immigrant, refugee, bikers, walkers, and transit-dependent individuals.	Metro would convene, resource, and support an anti-displacement oversight body that will prioritize membership from people who identify as BIPOC, low-income, disabled, displaced, elder or aging adult, LGBTQ+, immigrant, refugee, bikers, walkers, and transit-dependent individuals.
3.11	Provide funds for a community-based organization to hire an Anti-Displacement Manager who has autonomy from Metro, but whose job is to work with the community to develop and report on implementation of pro-active anti-displacement strategies as part of the bond.	Program specifics for the Housing and Anti-displacement programs will be further refined post-referral through continued engagement with key community stakeholders, Metro's Diversity, Equity, and Inclusion team and Metro's Committee on Racial Equity (CORE).

Workforce and contracting equity

Relevant outcome:

4. *Women, Black, Indigenous and people of color and certified firms benefit from **good jobs and contracting opportunities** stemming from investments and programs.*

#	Community recommendation	Metro action
4.1	In line with Metro’s Construction Careers Pathway framework, set goals to ensure workforce diversity in the construction industry.	Metro will adapt the Construction Career Pathways framework in order to advance hiring goals for women and people of color in the construction industry.
4.2	Establish utilization goals for minority and women owned businesses and implement strategies to reduce barriers.	Metro will establish a utilization goal for planning, design and implementation of 20% for minority and women owned businesses and will fund programs that provide technical assistance and support growth strategies.
4.3	Prioritize opportunities for hiring local workers and firms to support economic recovery in the context of the COVID-19 epidemic.	Metro would not deploy a specific local hire goal or strategy.
4.4	Fund the capacity of workforce development and community-based organizations to support recruitment, training, and retention of women, Black, Indigenous and people of color, and formally incarcerated people to increase the number of qualified women, Black, Indigenous and people of color, and formerly incarcerated people in the construction industry.	Metro will develop and fund a workforce equity program focused on meeting the demand for a skilled workforce created by GM 2020 by removing the barriers women and people of color face in accessing careers in the construction industry. The program will focus on increasing training opportunities, developing culturally specific recruitment and retention strategies, and workplace harassment prevention.
4.5	Demonstrate accountability by tracking outcomes and publicly reporting impacts, disaggregated by race, gender and zip code.	Metro would require and support tracking and public reporting of workforce diversity disaggregated by race, gender and trade.
4.6	Support the creation of living wage jobs, safe working environments, and access to opportunities for career advancement.	Metro will advance a policy framework to create prevailing wage jobs, safe work environments, and support workers in building successful careers in the construction industry as outlined in the Workforce and Contracting Equity Memorandum.

Community engagement

Relevant outcome:

5. *Black, Indigenous and communities of color are **meaningfully engaged in planning, development, implementation, and oversight** of investments and programs, with additional focus on inclusion of refugees and immigrants, people with low incomes, people with disabilities, youth, aging and older adults, trans, queer and gender non-binary people.*

#	Community recommendation	Metro action
5.1	Metro includes clearly defined parameters on 'meaningful community engagement' and mandates through the IGA process that jurisdictions meet these criteria.	In line with Metro's previous investment measures, Metro would define and require meaningful community engagement with BIPOC communities through the IGA process.
5.2	Metro supports jurisdictional partners in conducting culturally-responsive and accessible community engagement.	Public outreach will be conducted by the Project Delivery Agency (PDAs) and/or project leads or co-project leads. In some cases, the agency leading the planning or design work is not necessarily leading the construction. In those cases, Metro will work with all project leads to determine the best agency to lead the public outreach through the various phases of the project. The lead agency must follow public engagement practices that are consistent with Metro's Public Engagement Guide and demonstrate pursuant to the terms of an IGA that they have met the standards for public engagement and non-discrimination practices.
5.3	Metro and its jurisdictional partners allow enough time to conduct meaningful engagement to allow for more inclusive engagement and responsiveness to engagement outcomes.	Metro would require project timelines reflect a co-created engagement process and the needs and capacity of community partners to participate in the process.
5.4	Metro continues to prioritize the hiring and retention of trusted community leaders from Black, Indigenous, and communities of color to support meaningful community engagement.	Metro continues to improve hiring processes that consider and prioritize an applicant's lived experience and connections to the communities we serve. Retention of BIPOC staff is also an ongoing area of focus for Metro's DEI team.
5.5	Metro requires jurisdictions to report on community engagement processes, outcomes and how and why specific community feedback was or was not used.	Metro would require jurisdictions to document and summarize key themes from community engagement, and how these themes are reflected in investment decisions and designs.

Community capacity building

Relevant outcome:

6. **Increased capacity of community-based organizations** led by and accountable to Black, Indigenous and people of color so they can be full partners in ongoing engagement around, and oversight of, investments and programs.

#	Community recommendation	Metro action
6.1	Get Moving 2020 invests in the civic and community engagement capacity of community-based organizations serving Black, Indigenous and people of color through Metro's Community Capacity Building grant program.	Various programs, including the anti-displacement program, will invest in the capacity of community-based organizations (CBOs), building on the variety of funding mechanisms Metro's Planning and Development department uses to support CBOs. Get Moving 2020 funds will not, however, be used to fund Community Capacity Building grants as part of the agency-wide program.
6.2	Metro staff will provide opportunities for training and staff development to community-based organizations who serve Black, Indigenous and people of color to support CBO capacity to advise on transportation planning, fiscal oversight and other related topic areas.	Metro would make training opportunities available for CBOs and community members to advance knowledge and skills that support them in their oversight activities.

Transparency and measurement

Relevant outcome:

7. **Track outcomes and impacts**, and make them publicly available, and proactively share them with community partners, particularly as they relate to Black, Indigenous and people of color.

#	Community recommendation	Metro action
7.1	Conduct a community process to identify and prioritize metrics related to racial equity outcomes for ongoing tracking and reporting.	Metro would host a community process to identify and prioritize racial equity metrics for ongoing tracking and reporting.
7.2	Publicly report metrics related to racial equity outcomes at the corridor and neighborhood level, when possible.	Metro would publicly report metrics at a variety of scales, including corridor and neighborhood (when possible and relevant).
7.3	Conduct and update an equity analysis on the ongoing outcomes of the measure and update corridor-level profiles routinely to capture changes in demographics due to displacement.	Metro would update an equity analysis and the corridor profiles every two years to maintain up-to-date information about the areas of investment and who continues to benefit from the measure's investments.

Accountability and oversight

Relevant outcome:

8. *Communities, youth, elders, and leaders of color, from across the region, bringing both lived and professional experience, **share decision-making** in implementation and oversight and are adequately supported in these roles.*

#	Community recommendation	Metro action
8.1	Ensure representation of Black, Indigenous and people of color who live across the investment corridors and community-based organizations who serve Black, Indigenous and people of color in the region in all oversight and ongoing implementation activities.	Metro would convene, resource, and support oversight and accountability bodies that will prioritize membership for BIPOC leaders and community members.
8.2	Maintain a dynamic membership that continues to reflect Black, Indigenous and people of color across the region in the face of continued gentrification and displacement.	Metro would routinely evaluate oversight committee membership and conduct strategic recruitment to make sure these bodies reflect the changing demographics of the region and reflect BIPOC communities region-wide, including those being displaced.
8.3	Metro ensures that community members are able to fully participate in oversight activities regardless of language spoken, country of origin, ability, income, etc. and supports this outcome by providing stipends for participation, taking appropriate steps for accessibility and providing cultural competency training to staff supporting oversight committees.	Metro would provide stipends, as well as interpreters, child care and transportation support when requested, and provide and require cultural competency training to all staff supporting oversight committees.
8.4	Metro ensures that community-based organizations are able to fully participate in oversight activities by providing compensation to these organizations, as well as training and topical education opportunities if requested.	Metro would provide compensation for community-based organizations participating in oversight and accountability committees.
8.5	Metro utilizes principles of participatory budgeting for implementation of the programs and grant administration within the programs. This includes: giving residents and community leaders an active decision-making role not only in shaping the process but also in allocating resources on an ongoing basis, integrating a redistributive logic into the design of the process and ensuring social justice outcomes, and ensuring transparency and accountability, in part, through ongoing public monitoring of spending.	Metro would incorporate key PB principles into the implementation and oversight of the entire measure - the measure has been constructed to be redistributive, prioritizing areas where BIPOC communities live, and will ensure transparency and accountability. Implementation of the programs will include these elements and give residents and community leaders an active decision-making role in the allocation of program resources.
8.6	Metro Planning and Development adequately staffs oversight committees and provides personalized support to community members and community-based organization representatives to ensure they are able to fully participate in oversight process.	Metro would provide staff support to the committee and would provide other accommodations to make the meetings accessible, such as child care. Metro would also provide stipends and technical support to community partners for their engagement in the committee work, to make sure that the Oversight Committee and the committee meetings are fully accessible to its members and the public.

Ongoing community priorities

The following priorities, strategies and outcomes, recommended by our community partners, may not be fully realized in the Get Moving 2020 measure, nor may they be adequately addressed in Metro's complementary Parks, Housing, or Homeless Services measures. However, these community priorities should continue to inform Metro's future work to advance livability and racial equity in the region.

- Go bigger, be bolder and aim for more transformative outcomes in future investment measures, policies and programs agency-wide.
- Make programs and investments more responsive to accommodate for urgent needs of Black, Indigenous, and people of color.
- Support TriMet in going fareless to ensure transportation affordability for all of the region's Black, Indigenous, and people of color.
- Support wide-scale transit service improvements. Black, Indigenous, and people of color need transit service improvements (e.g. more frequent buses, more and improved options for riders with disabilities, more bus capacity on some lines, etc.) to make public transportation meet their mobility needs.
- Ensure Black, Indigenous, and people of color benefit from large investments by using tools like Community Benefit Agreements for future investment measures.
- Develop and implement an equitable transit-oriented-development framework to mitigate displacement and maximize benefit to Black, Indigenous and communities of color in all of its TOD work.
- Leverage Metro's relationship with TriMet and jurisdictional partners to meaningfully address the fact that transit fare enforcement and policing practices actively harm Black, Indigenous, and people of color and impact their safety, well-being and ability to get around the region.
- Prioritize homeownership and/or models of collective ownership (e.g. land trusts) to support community stability and inter-generational wealth building for Black, Indigenous, and people of color.
- Expand Metro's role stabilizing renters and homeowners through strategies like No Net Loss commitments for infrastructure investments, regional eviction reporting and tenant legal assistance, and expanding tenants' rights through programs such as First Right to Purchase.