

OVERVIEW OF DRAFT IMPACT EVALUATION *IMPACT STATEMENTS* | MAY 2018

GOAL A: Metro convenes and supports regional partners to advance racial equity

- Metro's public, private and community partners have **increased capacity** to advance racial equity.
- Partners collaborate to achieve shared racial equity outcomes.
- People of color and women have a path to living wage careers.

GOAL B: Metro meaningfully engages communities of color

- Communities of color and decision-makers have trusting and productive relationships to better serve the region.
- Communities of Color are empowered to determine what they want and need from regional government.
- Communities of color have a sense belonging and social inclusion in regional government.
- Communities of Color have the ability and capacity to effectively influence and lead in regional government.
- Decision-makers actively and effectively elevate the influence of communities of color in government decisions.

GOAL C: Metro hires, trains and promotes a racially diverse workforce

- **Culture:** Metro staff creates inclusive workplaces where people of color in all occupations can bring their full selves to work and are valued along with all other groups.
- **Hiring:** Metro staff attracts, hires, and retains a diverse workforce, positioning Metro as an employer of choice for communities of color.
- **Training:** Metro staff use a racial equity lens in their work to eliminate systemic barriers to employment and advancement.

GOAL D: Metro creates safe and welcoming services, programs and destinations

- Communities of Color are partners in developing, assessing and evaluating Metro programs, services, and destinations.
- Communities of color benefit by freely navigating the program, service, or activity.
- Communities of Color members feel included and a sense of belonging within Metro's programs, services and spaces.

GOAL E: Metro's resource allocation advances racial equity

- The relationship between racial equity and the budget allocation process at Metro is normalized.
- People of color actively participate in budget process and targeted investments that increase racial equity.
- People of color experience social, economic and health benefits as a result of Metro's resource allocation.
- Communities of color know about, access and are awarded resource opportunities at Metro, including contracts, grants and other investments.