



Metro



Parks and nature action plan

Feb. 5, 2018

Our mission

Metro parks and nature protects water quality, fish and wildlife habitat, and creates opportunities to enjoy nature close to home.



Our mission

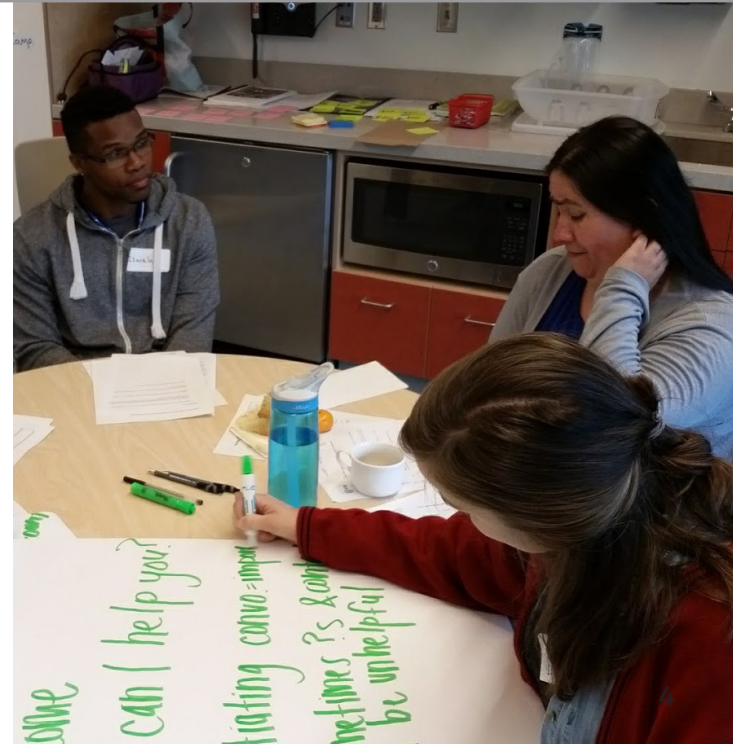
- 17,000-plus acres of land
- 17 parks and boat ramps
- 14 historic cemeteries
- 4 new parks in the works



Insights from the community

Four sessions with Coalition of Communities of Color Bridges Development Initiative.

Momentum Alliance brought 22 young people to six parks.



Wisdom from current projects



We applied lessons from projects and partnerships with groups including: IRCO, NAYA, Verde, APANO, Adelante Mujeres, Centro Cultural, Unite Oregon, SEI, Latino Network and others.

Ideas from staff

Each parks and nature team surveyed its work and identified opportunities to advance racial equity.

The department's system plan was mined for potential actions.

Learning from the process

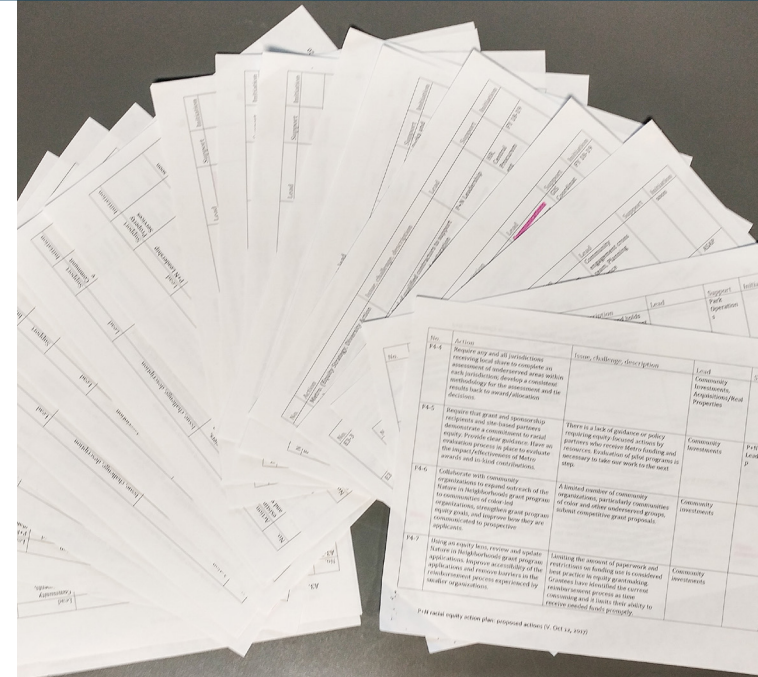
The work fostered education, engagement and enthusiasm.

White staff members learned about and discover their role in racial justice.

The working group sent issues raised by staff of color to management

The action extravaganza

Through this process, the working group produced more than 100 potential actions the department could take to promote racial equity.



Filtering

Each team identified five actions for the department and five for their team.

They filtered by fit, impact and capacity.

This focused the number of actions.

It also created more actions.

More filtering

Fit: Does it fit in the system plan and the Racial Equity Strategy?

Impact: Which actions offer the greatest outcomes? Which actions set the groundwork for future actions?

More filtering

Capacity/timing: Does the department have the capacity to take on this action in relation to other recommended actions? Does the department have the skills to do this?

Easy wins/bright spots: Is this work being done now? Does it institutionalize this work?

Bright spot: ROSE CDC



Bright spot: Africa House



Bright spot: Indigenous expertise



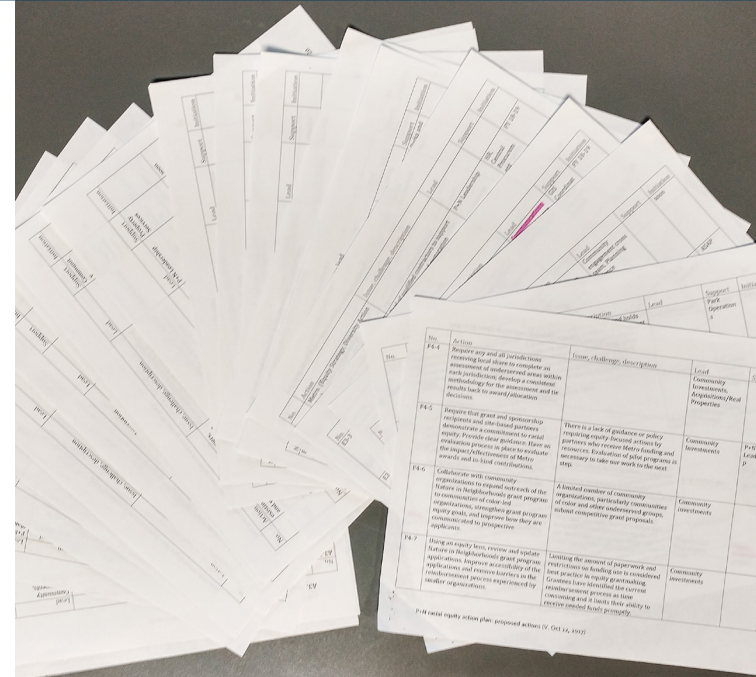
Bright spot: Momentum Alliance



The actions

A few ways they're split up:

- Internal or external
- Start now or start later
- Progressive or educational



- Staff of color crave a space to speak bluntly about race and work.
- Many white staff members became confident in this work and want more.
- Many white staff learned they have a role to play and want more education.
- Other staff are still struggling with the idea of leading with racial equity.

External department priorities

- 1. Internal communications, transparency and accountability**
- 2. Education and inclusive staff culture**
- 3. Building capacity for community partnerships**
4. Hiring, recruitment and promotions
5. Equity in contracting

Internal department priorities

- 1. Engaging communities of color in policy development and investment decisions**
- 2. Honoring indigenous and community connections to land**
- 3. Planning the regional and Metro parks and nature system**
4. Direct service and engagement for communities of color (marketing, events, nature education, volunteer services)
5. More accessible, relevant and welcoming nature parks for communities of color
6. Career pathways for communities of color and youth

