

# Memo



Date: Friday, July 13, 2018  
To: Metro's Committee on Racial Equity (CORE)  
From: André Lightsey-Walker, Assistant Regional Planner  
Subject: Racial Equity Strategy - Vision Statement & Guiding Principles

---

## Vision Statement

*We will work together to ensure that all facets of work within Metro's Planning and Development Department actively advance or support the advancement of racial equity. We will actively dismantle structures of racial inequality both internally, and throughout the region. We will use Metro's unique position as a leader in the discipline of urban planning to normalize racial equity work in contemporary planning practice and will remain committed to this endeavor until racial equity is achieved.*

## Guiding Principles

We will establish avenues to **Power** by creating pathways to decision making: including committees, workgroups, and other organizational bodies that advise or enact policy decisions. We will create engagement and participation structures that empower people of color and create space for their voices to be heard and included.

We will use our **Influence** to direct decision making, resources, and planning processes to ensure that people of color in the region have access to and benefit from quality jobs, affordable housing, safe and reliable transportation, clean air and a healthy environment.

We will remain committed to **Innovation** by devoting resources and time to reflection and experimentation. We will explore trends and emerging issues where new ideas, practices, and approaches can be established with a foundation on racial equity and inclusion. We will actively seek to prevent negative impacts before they occur. We will recognize and

retire outdated practices and replace them with those that are aligned with Metro's racial equity goals.

We will change **Culture** by breaking down barriers in the field of urban planning present for people of color. We will provide internship opportunities targeted at students of color, engage with schools in the region, participate in organizations and events that provide professional development to people of color and hire staff that help the department become reflective of the communities we serve.

We will remain **Accountable** by establishing a comprehensive system for tracking our improvement over time. We will continually provide opportunities for community members, partner organizations, and staff to offer feedback and advice on how to best accomplish our racial equity goals. We will normalize and incorporate formal performance evaluations specific to the subject of racial equity into our annual reviews.