

[STAFF REPORT FOR USE FOR COMMITTEE ON RACIAL EQUITY MEETINGS]

2022 OREGON CONVENTION CENTER RACIAL EQUITY ACTION PLAN REPORT

Date: December 15, 2022

Department: Oregon Convention Center

Meeting Date:

Presenter(s): Michelle Hedegard, Equity & Belonging Program Manager

Length: 45 mins

ISSUE STATEMENT

In 2019, The Oregon Convention Center (OCC) developed a 5-year Racial Equity Action Plan (REAP) to prioritize diversity, equity, and inclusion in decision-making and create inclusive spaces for internal and external stakeholders. OCC Leadership is pleased to share a progress report with our broader community for the first time since REAP's publication. Today we seek consultation with the Committee on Racial Equity to better understand the impact of OCC's work and opportunities for future collaboration.

COUNCIL ENGAGEMENT

[How does this project/program engage Metro Council and what decisions are they making?]

This engagement provides a report on the progress made on OCC's Racial Equity Plan actions through 2021 while also giving context for future work toward our goals. OCC's annual operating budget reflects our priorities and desired outcomes. Adopting the budget affirms Metro Council's direction to staff to pursue these desired outcomes with continued opportunities for input and approval.

QUESTION(S) for CORE

[What questions do you have for the committee? What feedback or input would you like from the committee?]

1. Which actions or objectives, once in progress or completed, do you feel will make the most impact?
2. Within our scope of influence, are there positive equitable outcomes for OCC's stakeholders (employees, clients, and guests) you would like to see in a future update to the plan?

STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION

[Please provide strategic context where applicable and frame the discussion around how this project fits in with other Metro programs, recent public or committee engagement, stakeholder decisions, budget challenges or opportunities, etc.]

- This report provides accountability and transparency in support of Oregon Convention Center's Racial Equity Action Plan in alignment with Metro's [Strategic Plan to Advance Racial Equity, Diversity and Inclusion](#).

- OCC's annual Racial Equity Action Plan Report seeks input and collaboration from a variety of stakeholders including individuals and groups responsible for delivering the work, the convention center's management and leadership teams and those impacted by the work, convention center staff and clients. OCC regularly collaborates with partners Travel Portland and the Metropolitan Exposition Recreation Commission to advise where expert insight is essential.
- The actions within the Racial Equity Action Plan itself require project plans of their own, as well as the oversight of a project manager. Each of these project plans will use [Metro's Racial Equity Framework](#) where able to help ensure that a racial equity analysis is applied.
- What are the anticipated racial equity benefits (positive) and impacts (negative) of this project/program? OCC's Racial Equity Action Plan aims to drive, support and influence racially equitable outcomes for our region so that all people thrive by prioritizing diversity, equity, and inclusion in all our decision-making and creating inclusive spaces for both internal and external stakeholders.

BACKGROUND

[Provide a brief summary of the project/program.]

At its inception in 1990, the Oregon Convention Center was tasked with making a positive economic impact for our region. For the entirety of its existence, the OCC has maintained its focus on that goal.

And while the mission of the convention center has broadened over time, economic prosperity is still top priority. It is known, however, that not all of the region's 1.6 million residents experience that prosperity in the same way. Most communities of color in the Portland Metropolitan region currently experience the worst economic and social outcomes of any demographic group. The many decades of discriminatory and exclusionary practices that have resulted in this reality were worsened, if not directly caused, by policies created by government. So as a part of [Metro Regional Government](#), the Oregon Convention Center identifies its influence as a key opportunity to help drive equitable change.

OCC's Racial Equity Action Plan prioritized work to help eliminate the disparities that communities of color experience. And while it is certainly true that people of color is not the only demographic group that experience barriers, solutions that help to remove barriers for people of color will likely dismantle barriers for other marginalized groups. These other groups, such as LGBTQ+ communities, people with disabilities, the elderly community and those with low income will enjoy better outcomes alongside communities of color when we focus on achieving racial equity.

ATTACHMENTS

- [Oregon Convention Center's Racial Equity Action Plan](#)

- [2022 Oregon Convention Center's Racial Equity Action Plan Report](#)