

CORE Strategic Plan Lens – DRAFT

Objective: create a shared tool for engaging with the various topics that come to CORE that dig deeper into each goal in order to support Council in making decisions that advance each of the five Strategic Plan goals and racial equity more broadly.

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

Lens objectives:

- identify concrete racial equity goals for working with regional partners
- identify how the project will support increasing the capacity of regional partners to advance racial equity
- identify how Metro can/will support educating/training/growing the capacity of regional partners

Lens questions:

- In what ways is this project a push for regional partners in advancing racial equity?
- What are the areas of growth for regional partners related to racial equity?
- What are the barriers/obstacles for advancing this goal?
- What support, education, and/or training will be provided for regional partners?
- What are the opportunities to evaluate progress toward this goal?

GOAL B - Metro meaningfully engages communities of color

Lens objectives:

- Identify how the community engagement approach removes the specific barriers individual communities face.
- Support long-term ongoing relationship building with communities versus one-time engagement.
- Encourage innovative and creative approaches to community engagement that maximizes inclusion.

Lens questions:

- Which communities are most impacted by this project? How do you know?
- How are you engaging the most impacted communities and removing the barriers to participating specific to that community?
- What is the history of engagement with the most impacted communities?
- How will community engagement on this project support long-term relationship and trust building?
- What new or different engagement strategies are you utilizing?

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

Lens objectives:

- Maximize the accessibility of hiring processes to support the hiring of a diverse workforce.

- Identify potential barriers to hiring and retaining a diverse workforce.
- Encourage new and concrete retention strategies.

Lens questions:

- What steps are being taking to increase the accessibility of the hiring process?
- Are there job or process requirements that create barriers for BIPOC or other underrepresented applicants (i.e. driving record requirements, etc)
- What is the outreach and recruitment plan? What are the specific strategies for BIPOC communities?
- What are the support system for improving retention of BIPOC staff?

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

Lens objectives:

- Maximize the accessibility of Metro services, programs and destinations.
- Identify and address barriers to access for all populations, including: access, language,

Lens questions:

- How do people access the service or destination?
 - Is it accessible for individuals without a personal vehicle?
- What steps are being taken to ensure access to all, particularly BIPOC communities and people with disabilities?
- What are you doing to better understand how different communities experience the service/program/destination?
- What is the outreach plan to ensure BIPOC communities have knowledge of the opportunity/resource?
- What is the strategy for language accessibility?
- What data are you collecting to better understand how BIPOC and other underserved communities do/don't utilize the program/service/destination?

GOAL E - Metro's resource allocation advances racial equity

Lens objectives:

- Promote clarity in how equitable resource allocation is defined and measured on projects.
- Advocate for dedicated resources to advance racial equity.
- Encourage direct communication about financial resources.

Lens questions:

- How are your measuring/defining resource allocation that advances racial equity?
- What resources/line items are dedicated to advancing racial equity through this project?
- What proportion of resource allocation will benefit BIPOC communities?
- What is the scope of work for advancing racial equity in this project?