



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Meeting minutes

Meeting: CORE Meeting
Date: Thursday, October 20, 2022
Time: 5:30 p.m. to 7:30 p.m.
Place: Zoom

Attendees

Co-Chairs: Tristan Penn,

CORE Members: Anthony Deloney, Nabin Dhimal, Nura Elmagbari, Quincy Brown, Daniela Ortiz, Jamila Dozier, Wade Hopkins, Brandon Culbertson, Ernesto Oliva

MERC Commissioners: Danel Malan

CORE Liaisons: Councilor Duncan Hwang, Councilor Mary Nolan

Metro staff: Raahi Reddy, Sebrina Owens-Wilson, Melissa Palavecino, Sabrina Catholina, Nathan Sykes,

Absent: Rebecca Descombes

Welcome and Overview of the day

Melissa Tech Overview

Public Comment

Public comment was offered by Gwen Kondor, they asked the committee how children could get involved in conversations like these.

Committee Business & Updates

Ernesto shared that Unite Oregon is having T.V. Highway public workshops that are starting this month. The first one is on October the ninth. Unite Oregon is tasked with working on the development strategy that is supposed to be a 100% community lead. This will be the first round of public involvement that people can get to learn about the T.V. highway projects.

Anthony shared that Saturday is the SEI purple mile walk against domestic violence at 10:30am at self-enhancement Inc. until 2 o'clock. The whole city is encouraged to come out and support. The walk will happen rain or shine. For more information, please visit self-enhancement's website.

Jamila shared that a colleague of hers is hosting a workshop on November third about value-driven leadership, and intentional workplace culture. She put mor information in the chat for that event. Jamila also shared that she is on the on the board for Rose CDC and that they will be participating in the give guide this November.

Tristen shared his organization NTEN puts on a conference every year, and this year it is finally back to in person. They have been doing online events the last 2 years and this year they are going to be in Denver. It is a nonprofit technology conference that brings about 3,000 nonprofit folks from across the country together to talk about everything related to nonprofit work and technology and how it is becoming more and more important to not only be familiar with it but to stay on top of things, and how technology intersect with marketing and communications and Equity uses.

Approval of Co-chair & Minutes:

Quincy motion to approve Jamila as co-chair of the committee on racial equity

Anthony seconded

All were in favor

Jamila is now an official co-chair of CORE

Minutes approval

September meeting Minutes

Nura motioned to approve minutes

Jamila seconded

All approved

July internal subcommittee minutes

Wade moved to approve

Anthony seconded

All approved

Metro Council Update

Councilor Hwang started with some updates on the affordable housing bond implementation. There are 3 more projects set to break ground on next month from the 2018 bond. One in Portland, Powell Hurst place apartments will bring 64 new homes; second the North interstate project with 63 new units in Overlook, and then Beaverton, the gold crest apartments will be breaking ground for some 75 units in the South Cooper Mountain area.

For the re-envisioning of the EXPO center 8 proposals were submitted, the opportunity closed last Friday. The council will be looking at these 8 proposals to redevelop, or re-work

how the expo center operates. There are some really creative proposals, including the possibility for film studios, a community re-reuse or upcycling center and entertainment venues. They will also be working to appreciate the history of a site, some of the proposals they have received are for museum space, acknowledging the Japanese internment and the adjacent Vanport community. The next step will be having the Metro Chief operation Officer, Marissa, reviewing the applications, and then making the recommendations to both the Metro Council and MERC. Councilor Hwang hopes to also have a presentation done for CORE. In 2024 they hope to enter negotiations with a development partner and then redevelopment potentially happening in 2026. This is really exciting opportunity; this site is actually the last big open area in the city of Portland that is zoned industrial, so it's got a lot of potential, both in the midterm, and also in the future as well.

Today the council voted to approve another round of nature and neighborhood grants. There are 10 new projects funded, they will invest in bringing and connecting BIPOC communities to parks and nature across the region. Some examples include funding for pray, play, grow, confluence outdoors, and a whole bunch of other emerging nonprofits. The Metro Council is excited to see all these great projects. Councilor Hwang also mentioned that the levy that funds this is on the ballot for approval in November.

Quincy had a question about the selection process, he asked that councilor Hwang to go into more detail on how the decision around what will be funded will be made, and the process in terms of predevelopment engagement around those decisions.

Councilor Hwang responded that it was a little too early for the engagement piece, however Council set a direction that prioritizes climate resilience, financial responsibility, and maximizing community benefit. Those are the 3 frames that will be looked at with each application, due to it being RFP and because they will not have to award to just one group, there will be a process for negotiation and match making and things like that. Scoring or reviewing on those guidelines and presenting recommendations to MERC and Council, and then, doing community engagement and planning is what he anticipates happening.

Nathan followed up with stating that there is going to be a series of reviews and analysis of the plans based upon the guiding principles, and then there will be a determination of who meets those guiding principles. Next steps after that there will be a report to the COO, a financial review, then a community review and finally government partner review. Currently they are still working on the determining criteria will be and how exactly everything will be reviewed is still in process.

SPAREDI presentation

Presenters: Raahi Reddy and Sabrina Catholina

Raahi and Sabrina went through an in-depth look at Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion.

Nura asked how Metro makes hiring practices inclusive and gets the caliber of expertise needed for the positions they are looking for.

Raahi responded that there are two ways she would describe this work happening at Metro.

One is that there is a goal, a call to action for HR Recruitment teams to reimagine how the recruitment processes are done, everything from before posting goes out, to training our hiring managers to have a clear idea of what skills and experiences they want coming in the door. There is also a big emphasis on how to minimize bias throughout the process, as well as job postings that really speak to what we need from people as opposed to jargon that may alienate so many. There is a lot of work that happens on the recruitment team. On the training side for managers the DEI team and HR try to hit training at different opportunities, such as training right on site for the hiring panel before the hiring interview happens to the mandatory supervisor trainings. There are two tiers of the mandatory supervisor trainings and in the equity focus tier, there is a section on hiring and recruitment. That includes best practices, how to be more creative and thoughtful about outreach, and what hiring managers do to seek the talent that we know is out there.

Nura commented that she believed that it was hard to get the right people to apply was because of imposter syndrome. And she wanted to also impress the importance of not hiring to check a box.

Quincy added that based on his and his family's lived experience they have seen that black individuals needed to leave the Portland and even Oregon in order to get ahead in their careers. Once they had done so elsewhere, they would be able to come back and be taken seriously in the workplace in Portland and Oregon. He also noted that there was not a lot of mid-career jobs for young professionals who maybe have gone through the entry level work and that he didn't see a lot of opportunity for retention or scaling their professional career up.

Nabin commented that he appreciated the conversation folks were having. He was also curious if there were any affinity groups.

Raahi responded that yes, Metro had employee resource groups (ERGs). The ERGs that Metro had are the Black, People of color and a Pride employee resource group. And added that there was Asian Pacific Islander Affinity group. She also mentioned that there are conversations of additional employee resource groups coming online, and funding through DEI to support those group which she felt is a critical piece of retention.

Jamila asked how the practical implementation work of the RBA would happen as she had seen the work fall through in other agency's due to lack of capacity.

Raahi responded that this was something that had been notice when looking at other agencies. Which was why the decision was made for the DEI team to hold the work and not to expect the departments to do it on their own. Making that declaration means that it will be named for our chief operating officer and the Metro council and can become a body of work that can continue and be seen.

Time at the end of the meeting was held for departing words from Nura.

Adjourn