



**Metro**

600 NE Grand Ave.  
Portland, OR 97232-2736

# Meeting minutes

Meeting: CORE Meeting  
Date: Thursday, November 17, 2022  
Time: 5:30 p.m. to 7:30 p.m.  
Place: Zoom

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## **Attendees**

**Co-Chairs:** Tristan Penn, Jamila Dozier

**CORE Members:** Anthony Deloney, Nabin Dhimal, Quincy Brown, Wade Hopkins, Rebecca Descombes

**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:** Daniela Ortiz, Brandon Culbertson, Ernesto Oliva,

## **Welcome and Overview of the day**

### **Public Comment**

No Public comment was offered.

### **Committee Business & Updates**

Jamila gave an update on the Give Guide for Rose City CDC- affordable housing (Orchards on 82<sup>nd</sup>)

Danel shared about the pasterella, xmas crafts event on Dec 18.

Tristan, shared about a networking mixer at board volunteer.

### **Director Updates**

Raahi shared that DEI officially became a department. She stated that this could create more opportunity to coordinate/build a field of practice for DEI professionals within depts. She also reminded CORE members that the Metro Council report to Council was on Dec. 15<sup>th</sup>, the report will highlight progress on the strategic plan to advance racial equity and CORE's work. Raahi also shared that Metro would be going into its second year of the

budget equity tool implementation with more FRS investment this time around. And finally she stated that HR would be coming back in January to go over the October meeting and feedback for Goal C.

## **SPAREDI eval-**

### **Goal A-**

- Quincy, great job institutionalizing CBO interaction/engagement, involving BIPOC community. Great to see professional community grow. Because of Metro, other agencies have followed through.
  - o Nabin 2<sup>nd</sup>
- Anthony, who are those partners. How do we pick those partners? Highlight that process as well.
- Co-ownership model that the affordable housing folks are doing.
- Would love to hear more about the supportive housing services program and the work they are doing.
  - o Sebrina, we're working on having them come to CORE to provide an update.
- Tristan, HOW we meet is important. Robert's Rules can be intimidating.
- Quincy, request for financial reports and how resources have changed over time regarding MWESB, and BIPOC CBOs and measurements.
  - o Nolan, would CORE find info useful of delineated info on WHO accesses services.
  - o Quincy, would like to see that for venues, I don't find content that is culturally relevant.
  - o Nolan, yes to venues and parks and nature- how often is community accessing.
- CBOs are doing work anyway so how is this measured in terms of community.
  - o Raahi, what is the Metro impact different than what CBOs are already doing.

### **Goal B-**

- Rebecca, in building relationships with CBO's, does that include participating and/or showing up to CBO's events and meeting community members....Having an active presence in the community you are working with?
- Danel, some CBOs receive funds from the County with little red tape. Whereas Metro has a lot more barriers.
- Washington County and Clackamas County- similarly CBOs being tapped by different govt entities on same topics.- One action item says no progress in the last year.
- Tristan, few CBOs receive the lion's share of funding. How are is Metro engaging with small CBOs.

- RR, We have a direct award process with CBO's up to \$50k
- Quincy, MWESB too, For example there is approved list of CBOs that developers can work with on affordable housing projects. Is Metro working to expand that group of approved organizations on the lines Tristen was speaking to?
- Wade, I would say CORE leadership has been responsive to CORE members when they expressed difficulty attending meetings, etc - it felt meaningful. CORE leadership has seemed responsive when we needed to slow down
- Quincy, More collaboration on what strategies have been successful across the region.
- CORE RBA participation- how is the stated success measured?
- Jamila, Racial Equity Tool, training & support- what gaps are missing, how is this measured?
- Wade, convening this group does not necessarily meet the action in Goal B.
  - Sebrina, you are not here to be a proxy to your community.

### **Goal C**

- Quincy, How is Metro engaging with youth. Would be great to see metrics on metro staff attending conferences like Facing Race. Does
  - Following up with Quincy's comment - Yes! I'd love to see more internships for BIPOC Youth from METRO if they're not already doing this. Youth meaning teens and 20's because sometimes folks don't think of mid 20's as youth but it is!
- Anthony, What are the metrics as to what diversity looks like?
- Nabin, Groups where Metro staff are involved, there is a sense of urgency. How is there counterbalance for BIPOC staff to be supported in not being tokenized and also needing to be part of the dominant culture.
  - RR, I would like to know more about staff communicating that out in the community. Highlighting in this goal area, the success in getting mandatory supervisor training. To Jamilia's point, what is the comprehension of trainings, Nyla is developing a method/tools to measure competency. We are trying to set up mandatory DEI trainings for all staff. What are their competencies of DEI learnings.
- Jamila, in addressing how the EDI is integrated into all positions- job descriptions? What is the policy when the competencies/behaviors are not adhered to?
  - RR, yes, core competencies were developed for all positions. Another action, that has not been started yet, there is work to do regarding the analysis. We should talk about how core competencies show up in the job descriptions when HR attends in Jan.

- Jamila, since you are measuring methods of BIPOC communities for advertising- I would like to see data/measurements of the rate BIPOC is receiving an interview.
- Tristan, one thing to get them [BIPOC] through the door, another to retain them. Important for managers able to support BIPOC staff.
- Quincy, question about the term “in progress” would like to see more about what that means, a barometer or other measurement.
- Nabin, Does Metro offer training on successfully creating a resume, cover letter, and other requirements?
  - We used to do that Nabin before pandemic. Would be good to add that back.
- Nabin, do see you Metro recruiting for positions that don’t require a cover letter/resume for positions that don’t need to require that. Can be barriers for people.
  - This has been discussion and we are looking at that, more needs to be explored. How flexible can we be?
  - Quincy, would be good to highlight the work of venues to /that they do to host career fairs.
    - Daniela, The “Open House” model for hiring sounds great, it would be nice to see more of that for more of the departments. Intentional reducing of barriers!
    - Wade, Getting hiring managers on the same page - system wide - was a theme in my RBA group.

#### **Goal D**

- Nabin, does Metro have data on who is visiting the different venues? What changes have been reported in reviewing over time.
  - RR, some venues do that and some have not figured out how to do that- invest in it.
- Quincy, Highlighting water program- how can that transfer over to programs like transportation, youth, etc.
- Tristan, what additional positional power do we have now as a dept. can we influence other departments.
- Nabin, natural disasters some have offered resources like transportation or cooling centers- what has Metro done.
  - Quincy, Upstream issues and how Metro can engage.
  - RR, we are excited to include climate and resiliency in the updated Strategic Plan.
  - Danel, sustainable practices happening at venue.
  - Jamila, what do you mean by “safety”
  - How is the success of water safety being measured? What is their experience [community]? Better off measures in RBA.

- In terms of area of growth, I see Metro to be an ecosystem where disproportionately impacted communities can have multiple needs met at once without facing perceptual barriers.

### **Goal E**

- Quincy, making sure COBID firms are not being taken advantage of.
  - Sebrina, there is effort to share that information and ensuring...
  - Quincy, I hear from folks in the community that they tend to have a good relationship with Metro and its not as transparent at City of PDX.
- Tristan, it will really say a lot if the DEI DEPT is the lowest budgeted dept.
- Nabin, where Metro allocates contracts, how does immigration status play into this in term of what kind of documents they have to submit.
  - Nathan, for a contractor, as long as they meet the requirements, I don't think metro will inquire about the immigration status. As long as they have work authorization...
  - Daniela, Does Metro participate in E Verify for hiring?
    - Nathan, I believe e-verify is a federal requirement, I will check.
    - Daniela, It would be interesting if Metro could support that for immigrants communities, included in resume support and such.
- Danel, a contractor I know, were told by Metro that they would have to prove legal status of ALL employees in order to contract.
  - Nathan, all our contracts do say that you have to comply with the law.
- Tristan, what reporting and data requirements does Metro ask of grantees, recipients, and does it align with the DEI dept. And are they aware of the privacy that should be adhered to by Metro. Data should be held in a method that is racially equitable.
  - Quincy, the way Metro requires people to report (PDF) is very challenging. Would be helpful for CBOs and contractors to have more guidance on submitting data and for Metro to attend events. Within these metrics what are the privacy barriers for privacy.

### **Overall**

- Wade, is there a relationship between the RBA, budget equity, and dept equity plans.
  - RR, the dept plans align with the strategic plan and there's a master spreadsheet of the actions of all. We do need to add climate.
  - Quincy, how can Metro create regional connectivity around metrics for equity.
    - Sebrina, each investment is an opportunity to connect regionally.
    - Quincy, Nathan- how about the process to use IAA to creating this connectivity.

- Nathan, the strategic plan does do that and resources play a role in attaching strings.

Tristan, thank you. Reminder, if anything comes up feel free to email Sebrina and/or Sabrina.

Handing it over to Quincy for a farewell since this is his last meeting.

Quincy, so cool to see the impact this work has had and working with all of you.  
Farewell from other members.

**Adjourned 7:28**