

Community Recommendations for Racial Equity Outcomes and Strategies

Get Moving 2020

06.03.2020

Purpose

This document summarizes input from community partners and broader community engagement regarding recommended racial equity outcomes and strategies for Metro's Get Moving 2020 investment measure. It also incorporates learning and best practices from the Parks and Natural Areas Bond and Regional Housing Bond. This builds on work conducted by Metro's DEI team, Planning & Development team and community partners to analyze potential racial equity benefits and impacts in the investment measure. The recommendations made here will support Metro in identifying specific equity outcomes and strategies to make these potential benefits a reality for Black, Indigenous and people of color and minimize harm.

Introduction

Get Moving 2020 provides the region an opportunity to meaningfully invest in the safety, accessibility, affordability and health of the region's Black, Indigenous and people of color and give Black, Indigenous and people of color power to shape the implementation and oversight of these investments. This measure presents an opportunity to start meaningfully accounting for the history of transportation investments in greater Portland, and how they have been used to systematically harm, displace and disinvest in Black, Indigenous and people of color while providing access and opportunity to white communities.

The racial equity components outlined here are aligned with Metro's focus on racial equity as directed by the Strategic Plan to Advance Racial Equity, Diversity and Inclusion, the Regional Transportation Plan and Metro's Planning and Development's Diversity, Equity, and Inclusion Plan. This work also responds to the values identified by Metro Council and the Taskforce. Metro should maximize the racial equity impacts of this investment measure, as directed by Goal A of the *Strategic Plan*, by requiring and supporting our jurisdictional partners in meeting the racial equity outcomes. By leading with racial equity this measure benefits all of us – making greater Portland easier and safer to get around no matter how you choose to do so.

This current moment of health and economic crisis underscores the importance of centering racial equity and being responsive to the needs of communities of color, recognizing that Black, Indigenous and people of color will be disproportionately impacted. It also amplifies the need for regional infrastructure investments to support the recovery of our communities and the economy.

Outcomes

Get Moving 2020, in accordance with Metro's commitment to racial equity, must achieve the following outcomes through its investments and programs:

1. *The distribution of investments and programs demonstrate the prioritization of places where Black, Indigenous and people of color live, recognizing historical underinvestment in these communities*
2. *The majority of safety and transit access investments and programs are made in areas with a high concentration of Black, Indigenous and people of color resulting in the following outcomes:*
 - a. Increased safety and health outcomes
 - b. Improved accessibility to employment and community places
 - a. Increased affordability, reliability and efficiency of transportation
 - c. Enhanced ability to make choices about how to get around
3. Youth, and in particular youth of color, benefit from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.
4. Aging and older adults and people with disabilities, particular those of color, benefit from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.
5. Black, Indigenous and people of color, refugees and immigrants, people with low incomes, people with disabilities, aging and older adults, trans, queer and gender non-binary, and other historically marginalized communities are meaningfully engaged in planning, development, implementation, and oversight of investments and programs
6. Intergenerational Black, Indigenous and communities of color continue to live, work, worship, and play along investment corridors and work with Metro to prevent or mitigate investment-related residential, cultural, and business displacement
7. Women, Black, Indigenous and people of color and certified firms benefit from good jobs and contracting opportunities stemming from investments and programs
8. Track outcomes and impacts, and make them publically available, and proactively share them with community partners, particularly as they relate to Black, Indigenous and people of color, people with low incomes, people with disabilities, aging and older adults, and other historically marginalized communities
9. Communities, youth, elders, and leaders of color from across the region share decision-making power to guide implementation and oversight and are adequately supported in these roles
10. Increased capacity of community-based organizations led by and accountable to Black, Indigenous and people of color so they can be full partners in ongoing engagement around, and oversight of, investments and programs.

Strategies

These racial equity outcomes will be achieved through a combination of strategies outlined below.

Black, Indigenous and people of color, and elders and youth of color benefit

Relevant outcomes:

1. *The distribution of investments and programs demonstrate the prioritization of places where Black, Indigenous and people of color live, recognizing historical underinvestment in these communities*
2. *The majority of safety and transit access investments and programs are made in areas with a high concentration of Black, Indigenous and people of color resulting in the following outcomes:*
 - a. *Increased safety and health outcomes*
 - b. *Improved accessibility to employment and community places*
 - c. *Increased affordability, reliability and efficiency of transportation*
 - d. *Enhanced ability to make choices about how to get around*
3. *Youth, and in particular youth of color, benefit from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.*
4. *Aging and older adults and people with disabilities, particular those of color, benefit from these investments through increased mobility, affordability and safety, and have a role in oversight and implementation.*

- Track and report the amount and percent of investments that are in progress or are completed that are in areas where Black, Indigenous and people of color live (people of color equity focus areas).
- Allow some extent of flexibility during implementation to accommodate shifts in investments and programs to meet the dynamic needs of the region's Black, Indigenous and people of color.
- Utilize a localized, place-based approach to implementing projects and programs, including (when possible) partnering with community-based organizations serving Black, Indigenous and people of color living in the vicinity of the work.
- Continue to build Diversity, Equity and Inclusion (DEI) capacity within Metro's Planning and Development department and continue to work with Metro's DEI team on measure oversight and implementation.
- Prioritize all program investments in areas where Black, Indigenous and people of color live using Metro's People of Color Equity Focus Area methodology that is continuously updated with current and reliable data.
- Implement a regional, year-round universal youth pass for all youth 18 and under, regardless of financial, social, or school status.
- Utilize only progressive revenue mechanisms that do not place an inequitable burden on Black, Indigenous and people of color, low- and middle-income people, and small businesses or utilize mitigating strategies like rebates, small-business exemptions etc. to minimize the burden on these groups.

Community engagement

Relevant outcome:

5. *Black, Indigenous and people of color, refugees and immigrants, people with low incomes, people with disabilities, aging and older adults, trans, queer and gender non-binary, and other historically marginalized communities are meaningfully engaged in planning, development, implementation and oversight of investments and programs*

- Metro includes clearly defined parameters on ‘meaningful community engagement’ and mandates through the IGA process that jurisdictions meet these criteria.
- Metro supports jurisdictional partners in conducting culturally-responsive and accessible community engagement.
- Metro and its jurisdictional partners allow enough time to conduct meaningful engagement to allow for more inclusive engagement and responsiveness to engagement outcomes.
- Metro continues to prioritize the hiring and retention of trusted community leaders from Black, Indigenous, and communities of color to support meaningful community engagement.
- Metro requires jurisdictions to report on community engagement processes, outcomes and how and why specific community feedback was or was not used.

Anti-displacement and community stabilization

Relevant outcome:

6. *Intergenerational Black, Indigenous and communities of color continue to live, work, worship, and play along investment corridors and work with Metro to prevent or mitigate investment-related residential, cultural, and business displacement*

- Use participatory budgeting principles to guide anti-displacement program investments for each corridor and adequately fund and staff participatory budgeting processes to support full participation for Black, Indigenous and people of color who live along the corridors and for the CBOs that represent them.
- Metro funds place-based, community-led anti-displacement planning.
- Coordinate with other jurisdictions’ anti-displacement planning efforts in collaboration with community leaders and organizations to build and guarantee commitments to affordability, racial equity, and meaningful community engagement.
- Prioritize housing financing, acquisition, development and operation in ways that support Black, Indigenous and people of color by investing in areas where BIPOC already live, using a preference policy to prioritize current or displaced renters, and partnering with culturally-specific community-based organizations to support housing placement.
- Prioritize acquisition and development of deeply affordable units (0-30% AMI).
- Preserve existing naturally-occurring affordable housing, commercial, arts and community space, and non-profit spaces in areas where Black, Indigenous and people of color live
- Include direct rent assistance as a potential stabilization measure for community consideration.

- Invest in anti-displacement and housing stabilization before major transportation investments add displacement pressure.
- In areas of highest concern – Implement consistent tracking and reporting of displacement/gentrification using community-generated metrics and community-led participatory research practices.
- Implement an anti-displacement oversight body which includes people who identify as BIPOC, low-income, disabled, displaced, elder or aging adult, LGBTQ+, immigrant, refugee, bikers, walkers, and transit-dependent individuals.
- Provide funds for a community-based organization to hire an Anti-Displacement Manager who has autonomy from Metro, but whose job is to work with the community to develop and report on implementation of pro-active anti-displacement strategies as part of the bond.

Workforce and contracting equity

Relevant outcome:

7. *Women, Black, Indigenous and people of color and certified firms benefit from good job and contracting opportunities stemming from investments and programs*

- In line with Metro’s Construction Careers Pathway framework, set goals to ensure workforce diversity in the construction industry.
- Establish utilization goals for minority and women owned businesses and implement strategies to reduce barriers.
- Prioritize opportunities for hiring local workers and firms to support economic recovery in the context of the COVID-19 epidemic.
- Fund the capacity of workforce development and community-based organizations to support recruitment, training, and retention of women, Black, Indigenous and people of color, and formally incarcerated people to increase the number of qualified women, Black, Indigenous and people of color, and formerly incarcerated people in the construction industry.
- Demonstrate accountability by tracking outcomes and publically reporting impacts, disaggregated by race, gender and zip code.
- Support the creation of living wage jobs, safe working environments, and access to opportunities for career advancement.

Transparency and measurement

Relevant outcome:

8. *Track outcomes and impacts, make them publically available, and proactively share them with community partners, particularly as they relate to Black, Indigenous and people of color, people with low incomes, people with disabilities, aging and older adults, and other historically marginalized communities*

- Conduct a community process to identify and prioritize metrics related to racial equity outcomes for ongoing tracking and reporting.

- Publically report metrics related to racial equity outcomes at the corridor and neighborhood level, when possible.
- Conduct and update an equity analysis on the ongoing outcomes of the measure and update corridor-level profiles routinely to capture changes in demographics due to displacement.

Accountability and oversight

Relevant outcome:

9. *Communities, youth, elders, and leaders of color from across the region share decision-making power to guide implementation and oversight and are adequately supported in these roles*

- Ensure representation of Black, Indigenous and people of color who live across the investment corridors and community-based organizations who serve Black, Indigenous and people of color in the region in all oversight and ongoing implementation activities.
- Maintain a dynamic membership that continues to reflect Black, Indigenous and people of color across the region in the face of continued gentrification and displacement.
- Metro ensures that community members are able to fully participate in oversight activities regardless of language spoken, country of origin, ability, income, etc. and supports this outcome by providing stipends for participation, taking appropriate steps for accessibility and providing cultural competency training to staff supporting oversight committees.
- Metro ensures that community-based organizations are able to fully participate in oversight activities by providing compensation to these organizations, as well as training and topical education opportunities if requested.
- Metro utilizes principles of participatory budgeting for implementation of the programs and grant administration within the programs. This includes: giving residents and community leaders an active decision-making role not only in shaping the process but also in allocating resources on an ongoing basis, integrating a redistributive logic into the design of the process and ensuring social justice outcomes, and ensuring transparency and accountability, in part, through ongoing public monitoring of spending.
- Metro Planning and Development adequately staffs oversight committees and provides personalized support to community members and community-based organization representatives to ensure they are able to fully participate in oversight process.

Community capacity building

Relevant outcome:

10. *Increased capacity of community-based organizations led by and accountable to Black, Indigenous and people of color so they can be full partners in ongoing engagement around, and oversight of, investments and programs*

- Get Moving 2020 invests in the civic and community engagement capacity of community-based organizations serving Black, Indigenous and people of color through Metro's Community Capacity Building grant program
- Metro staff will provide opportunities for training and staff development to community-based organizations who serve Black, Indigenous and people of color to support CBO capacity to advise on transportation planning, fiscal oversight and other related topic areas.

Ongoing priorities

The following priorities, strategies and outcomes may not be fully realized in the Get Moving 2020 measure, or are adequately addressed in Metro's complimentary Parks, Housing, or Homeless Services measures, but need to inform Metro's future work to advance livability and racial equity in the region.

- Metro needs to go bigger, be bolder and aim for more transformative outcomes in future investment measures, policies and programs agency-wide.
- Metro programs and investments need to be more responsive to accommodate for urgent needs of Black, Indigenous, and people of color.
- Metro needs to support TriMet in going fareless. Shifting TriMet to a fareless system is the only way to ensure transportation affordability for all of the region's Black, Indigenous, and people of color.
- Metro needs to support wide-scale transit service improvements. Black, Indigenous, and people of color need transit service improvements (e.g. more frequent buses, more and improved options for riders with disabilities, more bus capacity on some lines, etc.) to make public transportation meet their mobility needs.
- Metro needs to ensure Black, Indigenous, and people of color benefit from large investments by using tools like Community Benefit Agreements for future investment measures.
- Metro needs to develop and implement an equitable transit-oriented-development framework to mitigate displacement and maximize benefit to Black, Indigenous and communities of color in all of its TOD work.
- Metro needs to leverage its relationship with TriMet and jurisdictional partners to meaningfully address the fact that transit fare enforcement and policing practices actively harm Black, Indigenous, and people of color and impact their safety, well-being and ability to get around the region.
- Metro needs to prioritize homeownership and/or models of collective ownership (e.g. land trusts) to support community stability and inter-generational wealth building for Black, Indigenous, and people of color.
- Metro needs to expand its role by stabilizing renters and homeowners through strategies like No Net Loss commitments for infrastructure investments, regional eviction reporting and tenant legal assistance, and expanding tenants' rights through programs such as First Right to Purchase.