

EVALUATING EQUITY – EQUITY MEASURES BUDGET NOTE AND IMPACT EVALUATION

Date: 12/8/2021
Department: Office of the COO
Meeting Date: 12/16/2021

Presenters: Raahi Reddy, DEI Director
Reed Brodersen, Equity Analyst
Length: 30 minutes

ISSUE STATEMENT

Metro Council's *Equity Goals and Corrective Measures Budget Note* and the associated Impact Evaluation Project aim to clarify, set targets for, and effectively measure progress towards our racial equity goals in order to improve our decision-making, resource allocation and accountability to BIPOC communities.

To deliver on the Budget Note, the Office of the COO and DEI have worked with Metro's departments and visitor venues to articulate, compile, and/or re-confirm their racial equity outcomes, goals and performance measures, as seen in *Attachment A, Evaluating Equity – Inventory and Gaps*.

The Project Team is presenting to CORE on the reflections of the budget note work and to inform CORE members of the upcoming Impact Evaluation process, through which CORE will work alongside Metro leadership and staff to create standard metrics and approaches to evaluating the success of the Strategic Plan's five goals.

COUNCIL ENGAGEMENT

Council's upcoming engagement in this work includes:

Budget note: The Inventory and Gap predominantly highlighted that Metro has more work to do to evaluate the racial equity impacts of its efforts. However, in many cases useful information is already being collected and these metrics will help inform departments and Council as they craft and approve budgets for Fiscal Year 2022/23.

Impact Evaluation project: Over the next year, Metro Council will participate alongside CORE, other community leaders and Metro staff in the development of standard metrics for the Strategic Plan and integrate these metrics into their decision making (e.g. annual budget process).

QUESTION for CORE

Do you have any questions or reflections on the work to date (budget note) or upcoming efforts (Impact Evaluation)?

STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION

Forwarding commitments in the Strategic Plan

The Strategic Plan to Advance Racial Equity called on the agency to deeply embed evaluation and measurement into its equity work to support successful and impactful delivery of the Plan's goals and actions. While the agency has made significant progress in some departments and programmatic areas, much work is left to ensure consistent and high-quality evaluation of impact.

Building on past learning and successes

Since the Strategic Plan's adoption, a variety of efforts have worked to fill the evaluation and measurement needs for the agency. These provide a strong foundation for ongoing efforts and, in some cases, will act as ongoing supplements to the Budget Note and Impact Evaluation projects. These efforts include:

- **Impact Evaluation Project:** In 2017 and 2018 the Impact Evaluation Project was started in order to define and measure the impacts for each goal of the Strategic Plan. Leadership, staff and community leaders undertook a collaborative process to further define intended racial equity impacts and started to explore potential metrics for evaluation before the project was put on pause. This new iteration of the Impact Evaluation project picks up where its predecessor left off.
- **Regional Barometer:** The Regional Barometer project sought to standardize and make publicly accessible a host of data related to Metro's Six Desired Outcomes. This effort primarily focused on community-level data that spoke to the conditions and experiences of greater Portland residents in order to better inform Metro's work. This tool continues to be available to Metro staff and the public.

BACKGROUND

Background on the Equity Goals and Corrective Metrics budget note and staff's work to deliver on it can be found in the [November 9th Metro Council Work session](#). The budget note presentation can be found at the beginning of the session/video.

ATTACHMENTS

- *Attachment A: Evaluating Equity – Inventory and Gaps*