

Supporting the Strategic Plan to Advance Racial Equity, Diversity and Inclusion: 2020 Transportation Investment Measure
 DRAFT – For CORE Meeting 2/20/2020

Metro’s racial equity strategy goal	How has this goal been reflected in measure development and engagement?	How could this goal be advanced in measure implementation?	Additional notes
<p>Convene and support regional [jurisdictional] partners to advance racial equity</p>	<p>Build off Regional Transportation Plan process with deep focus on racial equity</p> <p>Regional partners engage with and listen to communities of color at Task Force, Local Investment Teams, community workshops and other discussions</p> <p>Community Partnership program to expand capacity of communities of color-led orgs to engage jurisdictions</p>	<p>Jurisdictional partners will be primary investment delivery agencies; Accountability measures under development will include guidelines regarding racial equity outcomes and community engagement</p>	<p>The Task Force and Metro Council have elevated racial equity as a core outcome of the potential measure</p> <p>Coordinating with affordable housing bond and parks and nature bond teams to inform consistent expectations for racial equity metrics and community engagement.</p> <p>Planning & Development has convened trainings and provided other support for jurisdictional partners to advance racial equity.</p>
<p>Meaningfully engage communities of color</p>	<p>Task Force has strong representation of people accountable to communities of color, directly engaging with elected officials and fellow community leaders</p> <p>Spring 2019 forums organized with a cohort of community organizations discussing housing/parks/transportation</p> <p>Deep engagement with Local Investment Teams over the summer: 20+ meetings and tours to discuss potential investments</p> <p><i>(cont.)</i></p>	<p>Implementation to include specific guidelines regarding community engagement, especially with communities of color, to further refine projects and programs funded by the measure.</p> <p>Apply a racial equity lens to oversight & accountability structure development</p>	<p>Effort builds on 2018 Regional Transportation Plan, which included extensive engagement with communities of color to define key priorities</p> <p>Metro has held multiple discussions with leaders of communities of color-based organizations to shape measure development, decision-making process and engagement goals and plans</p> <p>Public engagement includes stipends, childcare and other strategies to encourage diverse participation</p>

<p>Meaningfully engage communities of color (cont.)</p>	<p>Metro allocated \$150,000 for partnerships with communities of color-led organizations to build capacity & co-host engagement activities elevating communities of color</p> <p>Additional partnership with Getting There Together building connections in advocacy</p>		
<p>Hire, train and promote racially diverse workforce</p>	<p>Metro Planning & Development department racial equity plan includes specific actions to meet this goal which would be applicable for measure implementation, including hiring, training and promotion of staff.</p>		
<p>Create safe and welcoming services, programs and destinations</p>	<p>Work with community partners to focus engagement on welcoming and elevating experiences and voices of communities of color</p> <p>Facilitation of Task Force and Local Investment Teams to elevate marginalized voices</p>	<p>Although Metro will not own most investments built through measure, use urban design guidelines and agreements with project delivery agencies to ensure investments create safe, welcoming facilities for all.</p>	
<p>Allocate resources to advance racial equity</p>	<p>Core outcome identified by Metro Council, Task Force</p> <p>Explicit criterion in selection & development of measure corridors, projects and programs</p> <p>Metro to fund community-led anti-displacement strategies alongside corridor investments</p> <p>Metro conducting additional racial equity analysis of potential investments and revenue mechanism</p>	<p>Working with Task Force and community partners to identify measurable outcomes as part of oversight process; create mechanisms to recommend changes if needed</p> <p>Metro to work with implementation partners to develop goals and metrics for contracting with minority owned businesses and workforce development.</p>	