Race Equity as a Key to Success for Your Pool and Members

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Racial inequity in the U.S.

From infant mortality to life expectancy, race predicts how well you will do...

Equality Vs Equity

Equality = Sameness
- Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice
- Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.
"...Sameness is not always fairness if the disadvantaged group remains disadvantaged."
- Focusing a Global Lens, "Equality vs. Equity"

The goal is for everyone to see the game.
Racial Equity Action Plan

2. Build and foster awareness in the organization of racial inequity as our society grows in diversity.

- Percent of employees who believe addressing racial equity is a priority and value of Biomeme (Employee Survey)
- Percent of employees who feel comfortable talking about race and culture at work (Employee Survey)

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The Workforce in 2030
Projected size of U.S. labor force (in millions) by age, for the year 2030

- Generation Z
- Millennials
- Generation X
- Boomers

Source: Department of Labor | WSJ.com
The way to stop discrimination on the basis of race is to speak openly and candidly on the subject of race, and to apply the Constitution with eyes open to the unfortunate effects of centuries of racial discrimination.

Advancing Racial Equity throughout the Greater Portland, Oregon region

What is Metro?

- Regional government
- Jurisdiction over issues that cross county and city lines
- Uniqueness

How Metro works

Making a great place

1. Economic
   - Education and training
   - Workforce development
   - Entrepreneurship
   - Innovation
2. Equitable Development
   - Affordable housing
   - Access to services
   - Community planning
3. Environmental
   - Land use planning
   - Transportation
4. Public Services
   - Public safety
   - Public health
   - Public parks and recreation
5. Regional Planning
   - Land use
   - Transportation
   - Housing affordability
   - Equity

Metro Region Map
Six desired regional outcomes

- Vibrant communities
- Sustained prosperity
- Safe and reliable transportation
- Leadership on climate change
- Clean air, clean water, healthy ecosystems
- Equity

What’s Metro’s Strategic Plan to Advance Racial Equity, Diversity and Inclusion?

- Agency-wide strategy
  - Racial equity approach
  - Participatory evaluation and implementation
  - Complementary to Metro’s Diversity Action Plan

Racial equity approach

Equity vs. Equality
Racial equity approach

Why racial equity?

Barriers vs. service

Data driven

Most effective strategic direction

Institutional and systemic level

Intersectional work

Targeted universalism

Measuring progress

Economic strategy for a prosperous region
What’s in the Strategic Plan?

5 long-term goals
A. Metro convenes and supports regional partners to advance racial equity
B. Metro meaningfully engages communities of color
C. Metro hires, trains and promotes a racially diverse workforce
D. Metro creates safe and welcoming services, programs and destinations
E. Metro’s resource allocation advances racial equity

What’s in the Strategic Plan?

Department-specific action plans
Four pilot plans and projects in:
- Parks and Nature
- Planning and Development
- Property and Environmental Services
- Oregon Zoo

Agency-wide impact evaluation framework

Public engagement to inform the Strategic Plan
Engagement with communities of color and youth
Racial equity implementation at Metro

- Implementation can be challenging and messy
- Focus on policies or hearts and minds
- Adapting and recalibrating
- Investment in equity-related work