

**EQUITY STEERING COMMITTEE**

City Hall: Community Room

**NOTES**

July 25, 2024

- The meeting began at 6:11 p.m.
  - In attendance were Seyona Belai, Aneesa Turbovsky, Shian Gutierrez, Nikki Storm, Cameron Ruen, Dennis Ward, Elizabeth Start, Corey Hester, Shayna Justus, Roberto Arreola Moreno, and Sarah Vasquez.
  - City Council members in attendance were Adam Khosroabadi, Will Anderson, Rebecca Stavenjord, and Mayor, Lisa Batey.
  - Staff present included Gabriela Santoyo Gutierrez (Equity and Inclusion Coordinator), Emma Sagor (Acting City manager)
  - The city's Equity Analytics Group consultant and one community member were also present.
  
- Gabriela introduced herself and asked the group to do a roundabout of introductions and connection to the city.
- Gabriela then shared gratitude and then gave a short overview of the agenda for the night.
- The conversation then transitions to the Equity Group Consultant to deliver developing Effective and Meaningful Metrics Workshop including overview of:
  - What are metrics?
    - The Equity consultant then asked the group what some other reasons of why we care about metrics?
    - One ESC member shared to measure progress and celebrate successes
    - Another member said to evaluate effectiveness, adjust plans and inform next steps
    - A council member said it's hard to measure prevention efforts in communities, which unfortunately often means metrics that are left are metrics measuring what is wrong with our communities. Therefore, the way we define our metrics in other creative ways can lead to a greater storytelling.
    - One ESC member the importance of storytelling is critical. It's how you have conversation and engage with community members and clients about the work you are doing

- Another ESC member said metrics make it easier to make budget decisions
    - Another mentioned Building trust, and transparency
    - Harm reduction and respect to staff
    - One council member asked what the difference between an outcome and objective
    - Objective the thing we are committing to – “we care about quality trash service program” and outcome would be long-term statement “Milwaukie is trash and litter free.” In other words, the outcome gives purpose to the objective
    - Community member shared they thought outcomes were going to be based on date results but how these are projected outcomes
  - What does this process look like?
    - Consultant shared best practices
    - Assessment cycle: define outcomes, tactics, metrics, develop data collection systems, develop analysis and dashboard plan, collect data and public dashboard, update dashboard, and update dashboard, review, and revise
  - What are some examples?
    - Consultant shared healthcare example related contraindications to treatment contraindications and intersections of gender and race
  - How do we narrow down which community-wide outcome metrics to prioritize?
- We’re going to use this information to guide data collection, analysis, and visualization to create a public facing dashboard.
  - The consultant gave an overview of pulling priorities from [Milwaukie’s Community Vision \(2017\)](#), [Milwaukie Momentum Strategic plan \(2023-2026\)](#),
  - [Milwaukie Momentum Strategic plan \(2023-2026\)](#), [Keen Assessment \(2023\)](#), and [Equity plan \(2023\)](#).
  - Then consultant shared a draft webbing example of the four priorities of Milwaukie Moment strategic plan connecting them to objectives, tactics, desired outcomes to make meaningful metrics. This demonstrated a visual example of the metrics process in progress for Milwaukie’s internal work.
  - The consultant then pulled priorities for from the Community
  - Meeting members then used a online voting platform to select their top priorities.

- The group narrowed down five priorities for community-wide outcome metrics along with potential metrics. All measurements should report demographic categories (race, gender, age, income demographic, etc.), and spatial distribution (neighborhoods):
  1. Milwaukie residents enjoy affordable housing
  2. Milwaukie is a safe and welcoming community
  3. Milwaukie's neighborhoods are the centers of daily life, with each containing amenities and community-minded local businesses that meet residents' needs
  4. Milwaukie is adaptive to the realities of a changing climate
  5. Milwaukie's government is transparent and accessible
  
- Gabriela shared next steps:
  - Council updates in August and October
  - Next meeting:
    - Milwaukie's Community Events Fund applications review
    - September retreat
  - Committee agreements and expectations

The meeting adjourned at 8:08pm