

WELCOME COAC MEETING

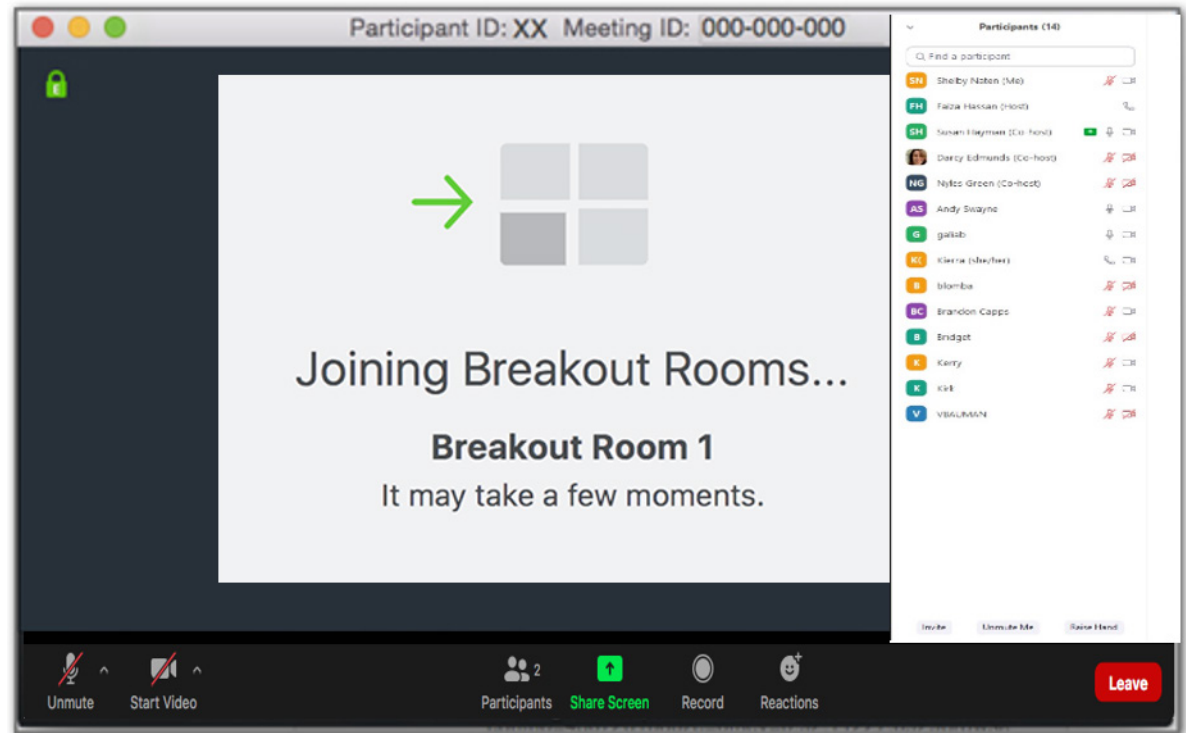
August 19, 2021





Zoom Participant Review

- » Zoom view available for Presenters and COAC members; the general public viewing via YouTube livestream
- » Please raise your hand to speak – please remain on mute until recognized
- » COAC: Please keep your video camera on
- » Others: Please keep your video off unless speaking



Technical issues?

Text or call Corinne at: 503-479-8674



Agenda

1. Welcome, Meeting Platform and Ground Rules
2. Overview COAC July 15th Meeting Summary Notes
3. Project Updates
 - Project Committee
4. Diversity Plan—Workforce & Apprenticeship (Subpart C)
5. Breakout Groups
6. COAC Reports Out and Discussion
7. Public Comments
8. Conclusion and Next Steps



Meeting Format & Overview

- General Public Attendees (Non-COAC Members) will be in listen-mode.
- Today's meeting will be live streamed and recorded via YouTube and will be made public on ODOT's Project website, i5RoseQuarter.org.
- After the breakout group session, the General Public is invited to rejoin the meeting for the report-back summary, work session and public comment.

Technical issues?
Text or call Corinne at: 503-479-8674



Meeting Format & Overview

- Due to technical limitations of livestreaming, members of the public are not able to listen to or view the breakout sessions in real time.
- At **5:20 p.m.** COAC members will reconvene with the larger committee and report their summary from each breakout session.
- Recommendations from each breakout group will be presented and discussed publicly at that time.
- Recordings of the individual sessions will be posted online once available after the meeting.

Technical issues?
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Ground Rules and Facilitation

- Let everyone participate by listening to and respecting diverse views and opinions
- Listen with an open mind
- Value learning from different input
- Stay open to new ways of doing things
- Treat others constructively and respectfully



Ground Rules and Facilitation

- Respect the role of the facilitator to guide the group process
- Attack the problem, not the person
- Disagreement, frustrations and differences of opinion are acknowledged, explored and addressed

OVERVIEW COAC JULY 15TH MEETING SUMMARY NOTES



PROJECT UPDATES



COMMITTEE UPDATES



TONIGHT'S TOPIC IN CONTEXT OF PREVIOUS MEETINGS





Overview of Diversity Plan Meetings

- March – Subcontracting (A) – Historical Barriers
- April – Subcontracting (A) – Greensheet Tool
- June – Subcontracting (A) – Technical Assistance
- July – Workforce (B) – Apprenticeship
 - 20% Estimate Workforce Projection
- August – Workforce (C) – General Part 1
- September – Workforce (C) – General Part 2

CM/GC DIVERSITY PLAN SUBPART C

Utilization Of A Diverse Workforce During Construction Part 1





Guiding Principles Related to Workforce

- Work closely with workforce providers to increase access for underrepresented local populations.
- Work closely with workforce providers to increase skill development through more culturally competent advocacy, mentorship and workforce retention programs.
- Maximize opportunities at all levels of the project for local minorities.
- Constitute a DBE/On-the-Job Training (OJT) Advisory Committee of local community members to provide recommendations DBE/OJT project development (COAC).



R.A.R.E

Recognize

Historical boundaries created by racist policies and discriminatory practices

Accept

Construction role in this process;

Redefine

What “normal” behavior is to ensure an inclusive work environment; and

Effort

Being intentional about hiring, training and protecting.



Leveraging The Duration Of Work

Preconstruction and Construction

Rose quarter presents a unique opportunity for workforce development and utilization, specifically as it relates to minorities, due to the duration of the pre-construction services scope and the estimated duration of construction, which is about seven years combined.

- **Preconstruction** – the ability to produce analysis to design diversity into specific scopes
- **Construction** – extended duration offers unique opportunity to develop and implement more comprehensive approach
- **Post Construction** – the outcomes continue on



The Pipeline

On-going Activity On Current Projects

- Raimore – Tri-met, City of Portland
- Sundt - Tualatin H2O Treatment
- Hamilton – The Dalles, Various other projects
- Ongoing work of prospective MCMGCs - Redline, Columbia Wastewater, Bull Run



Measures To Achieve

- Create a project specific assessment of workforce hours by trade, and disaggregated
- Better define trades with historical deficiencies in diversity
- Build consensus on approach, HSJV, ODOT, COAC
- Develop cultural competency program to create a culture of inclusion and improved retention
- Educate project workforce on best practices
- Ensure project team reflects a diverse work force with recruitment from the Historic Albina community



HSJV Commitment

HSJV recognizes and is fully committed to recruitment, retention and promotion of historically and economically disadvantaged, underserved, or underrepresented people.



Workforce Targets

These workforce diversity targets apply to the workforce of all Employers on the project regardless of contract size.

- Minority Males **25%** of total project hours
- Women **14%** of total project hours



Tribal Employment Rights Ordinance or Office (TERO)

- Workshops with Confederated Tribes of Grand Ronde.
- Workshops with Confederated Tribes of Warm Springs.
- Active TERO Certification.
- Committed to working with the Tribes to achieve goals assigned to the project.



Disaggregated Reporting

Our commitment will target a minority male and female workforce and provide disaggregated reporting throughout the project by trade as follows:

African American / Black

Native American

Hispanic/Latino

Asian/ Pacific Islander



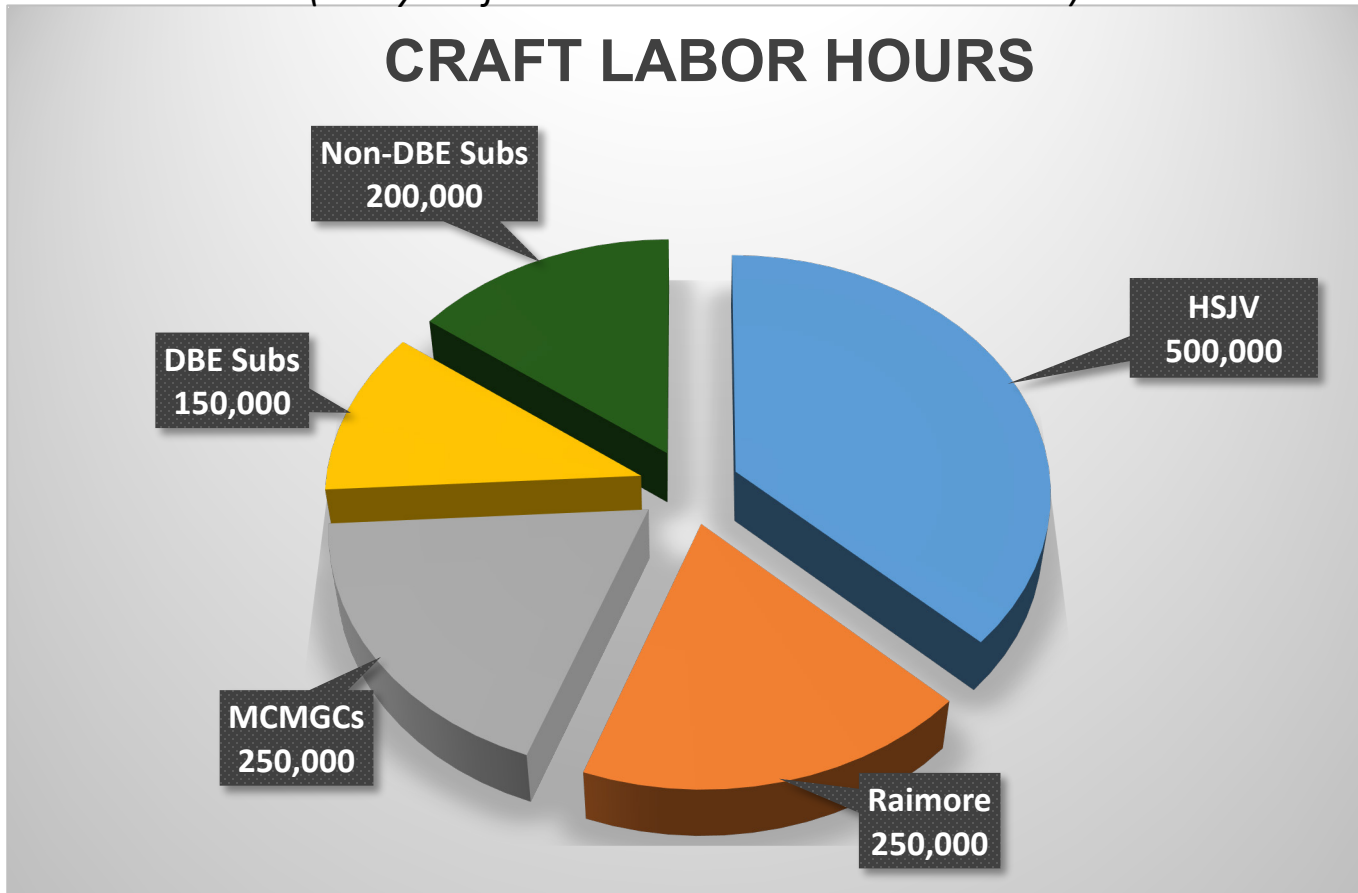
Greensheet Tool – 20% Design

- Recap - Summary Results of Workforce Values
 - Total Craft Hours – 1.4M Hours
 - Carpenters – 298K Hours
 - Concrete Finishers – 46K Hours
 - Ironworkers – 104K Hours
 - Laborers – 441K Hours
 - Operators – 320K Hours
 - Truck Drivers – 135K Hours
 - Electricians – 48K Hours



Recap - Projected Workforce Hours – 20% Design

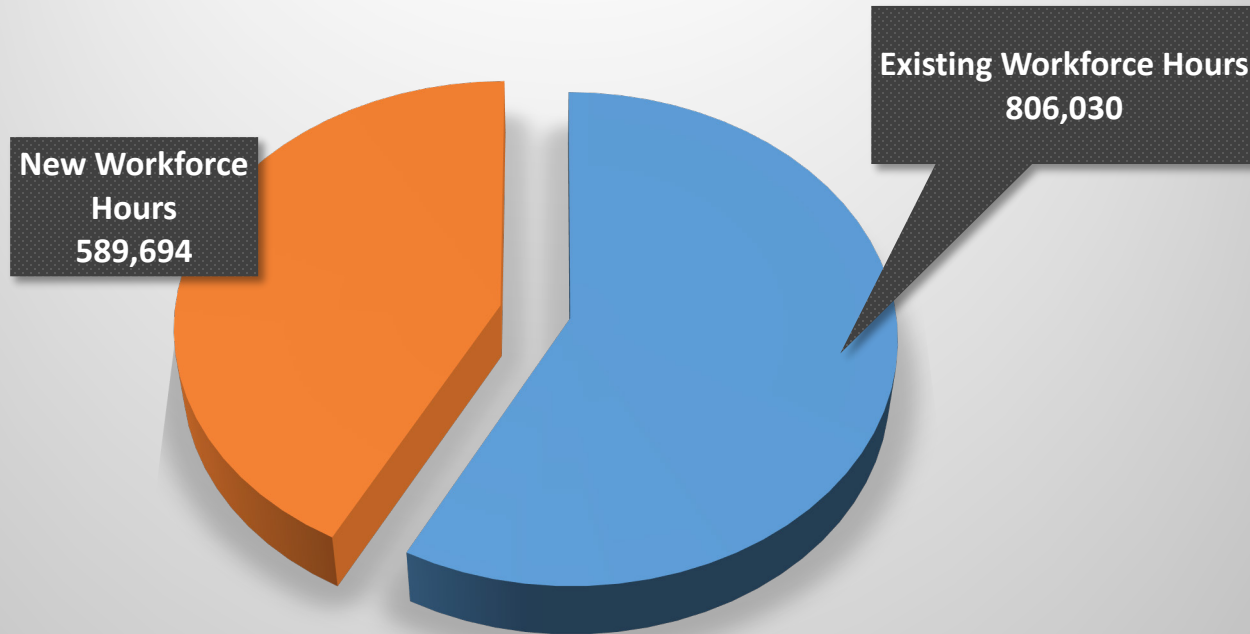
(Likely Project Hours based on 20% Estimate)





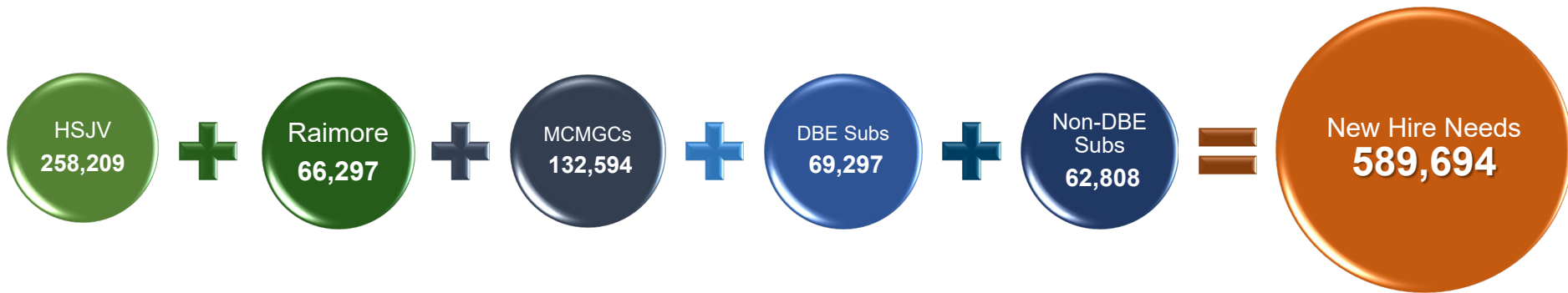
Recap – Gap Analysis – 20% Design

CRAFT LABOR HOURS





Projected New Hiring Needs – 20% Design



- 4-year duration
- 284 Fulltime Equivalentents (589k/2k)
- 71 Positions over 4 years (284/71)
- 106 Total Hiring (150% of 71)



Projected Hiring Needs – 20% Design

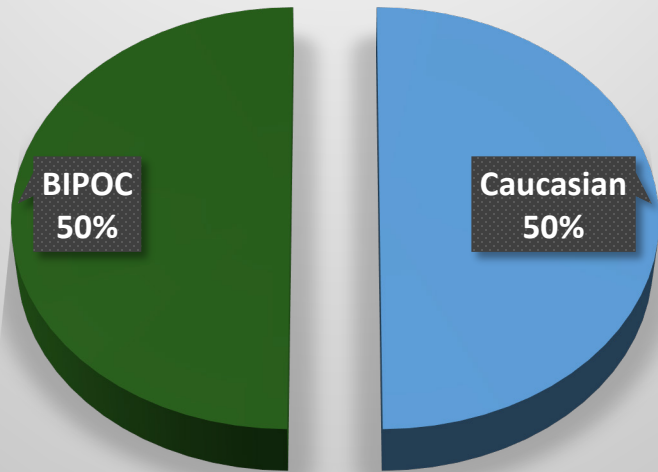
Projected Hiring Needs 589,694 Hrs.



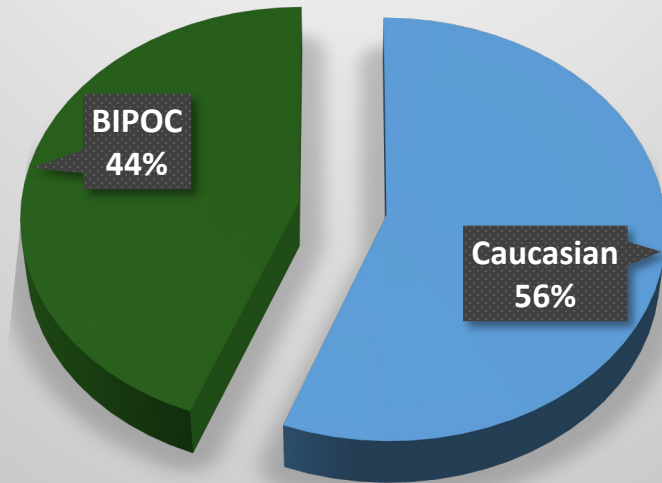


Projected Hiring Needs – 20% Design

Journey Workers Goal
(New BIPOC & Non BIPOC 1:1)



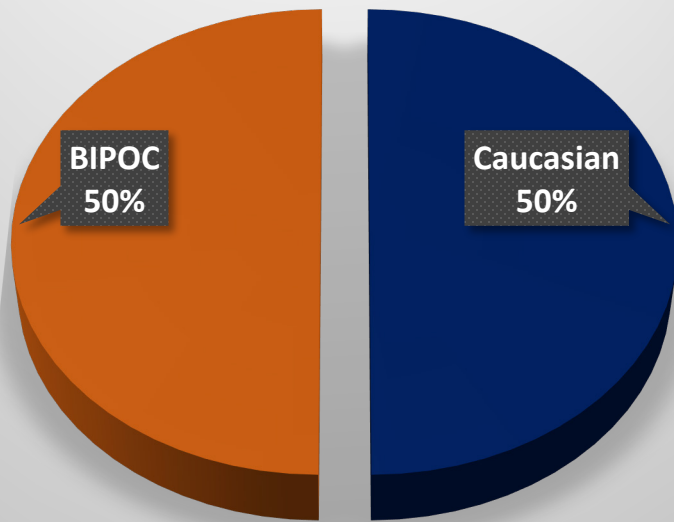
Journey Workers Goal
(New BIPOC & Non BIPOC -
Adjusted)



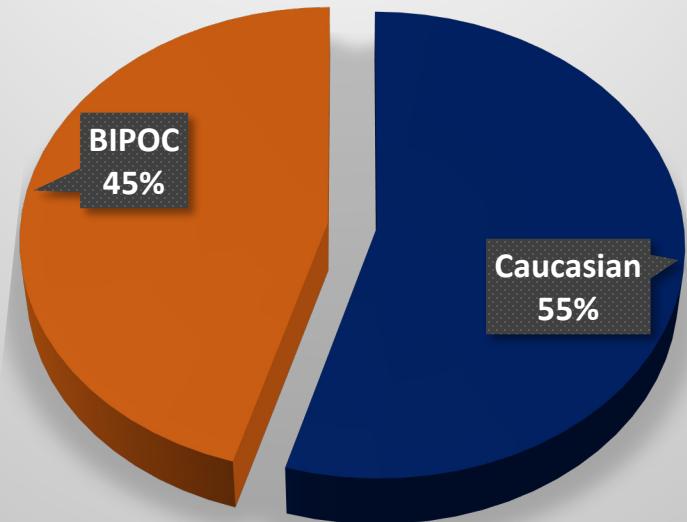


Projected Hiring Needs – 20% Design

**Apprentices Goal
(New BIPOC & Non
BIPOC 1:1)**



**Apprentices Goal
(New BIPOC & Non
BIPOC - Adjusted)**





Projected Hiring Needs By Trade – 20% Design

Approximate Craft Breakdown (106 New Hires)





Supply Side Assessment In Progress

- Open Shop Journey Profiles
- Open Shop Apprentices Profiles
- Union Journey Profiles
- Union Apprentices Profiles
- Pre-Apprenticeship Group Profiles
- Outcome based strategy development
 - Individualized workforce development plans



Assessment Based Planning

- Utilize Greensheet Projections to formulate plans
- Current Greensheet Projections = 37%-31% BIPOC
- Further analysis to come focusing on craft disparity
- Further analysis to come based on design progression
- Further analysis to come based on Subcontractor Selection

“Hope is not a plan” – utilize projections and analysis to formulate plan

BREAKOUT GROUPS





Breakout Group Process

- Designate group's spokesperson for report out.
- COAC members and facilitators will automatically be brought to their assigned breakout groups.
- At **5:20p.m.** COAC members, facilitators and presenters will be brought back to the main session.



Breakout Groups

Group Number	Facilitator
Group #1	Bill Bruce
Group #2	Jeff Moreland



Breakout Questions:

- What recommendations can you offer the CMGC to best achieve Journey Workers and Apprenticeships Goals?
- What advice do you have for the CMGC that can be applied to assist with the recruitment and retention strategy in the BIPOC community?

BREAKOUT GROUPS

* We'll reconvene at 5:20 p.m. *

- Livestream observers may provide written comments to info@I5RoseQuarter.org with the subject line “*COAC Public Comment*”;
- Verbal comments can be submitted via Voicemail at 503-470-3127;
- There will be an opportunity to provide a brief oral comment near the end of the meeting; and
- All written comments received will be added into the meeting record.





Breakout Questions:

- What recommendations can you offer the CMGC to best achieve Journey Workers and Apprenticeships Goals?
- What advice do you have for the CMGC that can be applied to assist with the recruitment and retention strategy in the BIPOC community?

WELCOME BACK

**COAC REPORTS OUT
AND DISCUSSION**



PUBLIC COMMENTS





Due to the unprecedented logistical and public health challenges presented by COVID-19, public comment will proceed as follows :

VERBAL

- » Live Call: Zoom dial-in number:
971-247-1195 enter Meeting ID:
884 8824 7639 Passcode: **095146**.
You'll be placed in a virtual waiting room until time to speak
- » Voicemail: **503-470-3127**
- » Speakers will have 1 minute for comments; state your name and speak slowly
- » Speakers can also state "I wish to remain anonymous"

WRITTEN

- » Email:
info@I5RoseQuarter.org
- » Submit via project website:
i5RoseQuarter.org
- » In subject line input: "COAC Public Comments"

All comments and questions will become part of the public record.

CONCLUSION AND NEXT STEPS

