

# *WELCOME* COAC MEETING

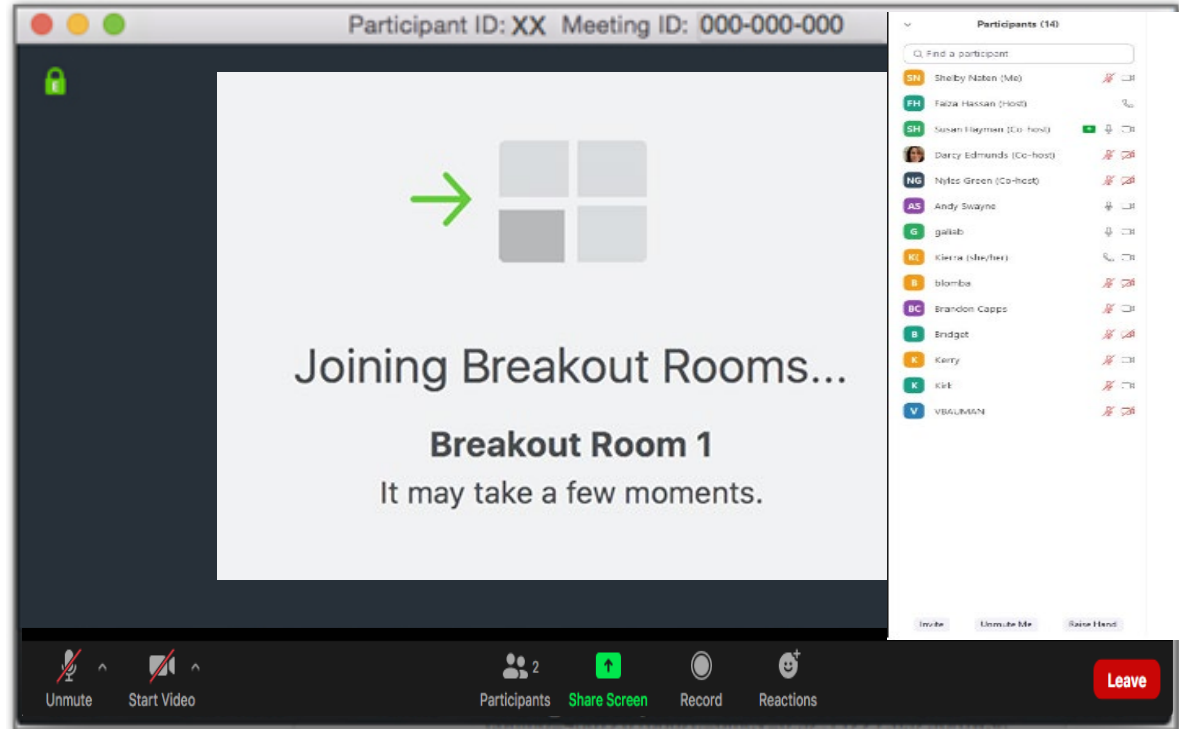
September 16, 2021





# 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 Meera at: 503-479-8674



# Agenda

1. Welcome, Meeting Platform and Ground Rules
2. Overview COAC August 19, 2021 Meeting Summary Notes
3. Project Updates
  - Project Committee
4. Diversity Plan—Workforce (C) – General Part 2
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](http://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?  
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# 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?  
Text or call Meera at: 503-479-8674



# 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 AUGUST 19<sup>TH</sup> MEETING SUMMARY NOTES





# PROJECT UPDATES



# COMMITTEE UPDATES



# TONIGHT'S TOPIC IN CONTEXT OF PREVIOUS MEETINGS



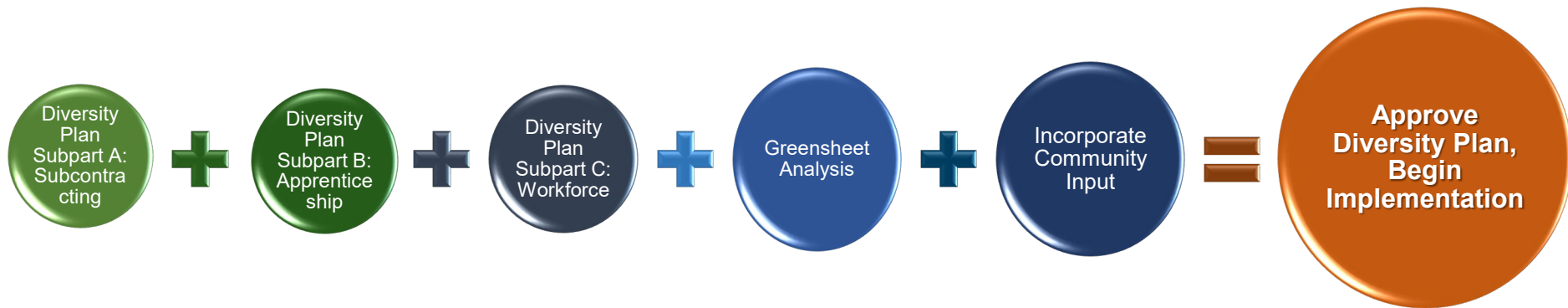


## Overview of Diversity Plan Meetings

- March – Subcontracting (A) – Historical Barriers
- April – Subcontracting (A) – Greensheet Tool
- June – Subcontracting (A) – Technical Assistance
- July – Workforce (B) – Apprenticeship
- August – Workforce (C) – General Part 1
- September – Workforce (C) – General Part 2
- October – Community Matrix Part 1
- November – Community Matrix Part 2
- December – Diversity Plan Approval Procedure



# Input Incorporation Process



# CM/GC DIVERSITY PLAN SUBPART C

Utilization Of A Diverse Workforce  
During Construction Part 2





## 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 Disadvantage Business Enterprises (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.





# Workforce Advocate

## Recap from Subpart B

### Workforce Advocate

- A means to produce better results towards the recruitment and retention of Black Indigenous People Of Color (BIPOC) individuals
- Management of the 4 Avenues for Employment
  - ✓ Recruitment
  - ✓ Retention



# Workforce Advocate

## Working with HSJV, MCMGCs, & Subcontractors

- Analyze project staffing needs
- Individualized by company
- Employment open houses early in preconstruction
- Vetting of potential workforce candidates
- Assessment and funneling

**HSJV** = Hamilton Sundt Joint Venture

**MCMGC** = Mini Construction Manager/General Contractor



# Four Avenues for Employment

## Recap from Subpart B and applicable to entire workforce

- Direct Hire
  - Experienced and Skilled Individuals
- Pre-Apprenticeship
  - Establish pre-employment skills, funnel to apprenticeship
- Apprenticeship
  - State Accredited Apprentices
- Mid-level Management Program
  - Internships



# HSJV Compliance

## Role of Diversity Team

- Take corrective action as needed
- Implement the HSJV OJT/workforce program
- Coordinate HSJV activities involving OJT/workforce apprenticeship plans and implementation
- Report on HSJV & Subs monthly progress for workforce

**HSJV** = Hamilton Sundt Joint Venture

**OJT** = On Job Training

**MCMGC** = Mini Construction Manager/General Contractor

**Subs.** = Subcontractor



# DBE and Workforce Related Progress Reports

- ODOT system to track statistics (including disaggregated)
- HSJV system to track statistics (including disaggregated)
- We fully intend to exceed the DBE and workforce goals for the project
- Tracking and reporting is a critical component
- *Having a plan in order to achieve a goal*
- Monitoring (Interactive with COAC)

**HSJV** = Hamilton Sundt Joint Venture

**DBE** = Disadvantage Business Enterprises (DBE)



# Cultural Competency Training and Orientation

- Foster an environment of safety and fairness.
- Criticality of safe workplace with successful training and retention.
- Who gets it? Everybody gets it.
- Project values, history of Albina, Equity, Equality.
- A culturally competent workforce is more successful at recruiting and retaining a diverse workforce and maintaining a harassment free work environment.
- *Use of Rose Quarter Cultural Competency Training to Train the Trainers.*



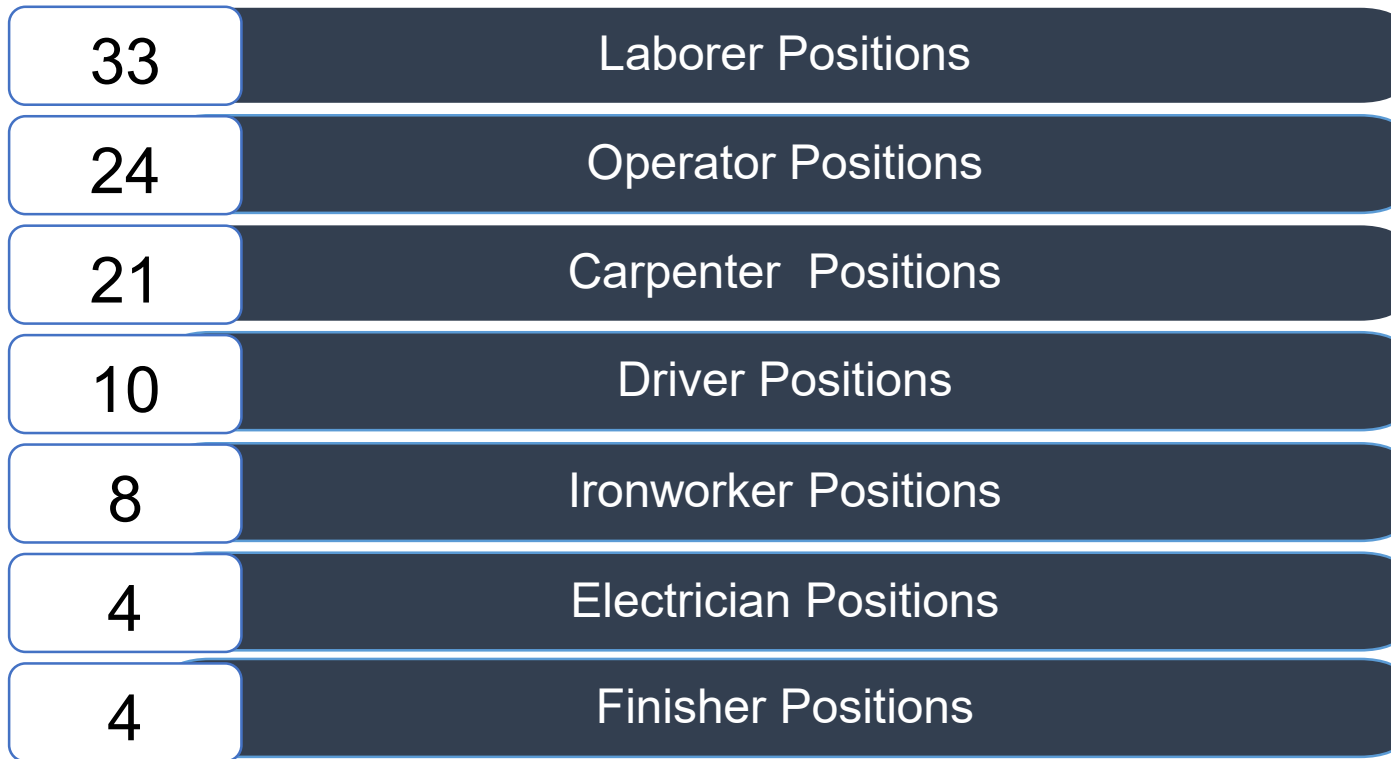
# Harassment Free Work Environment

- Working with the Safe from Hate Task Force
- Development and Roll Out of a curriculum specific to the Portland area
- Program Adoption prior to workforce hiring and subcontractor selection
- A Process to Investigate Incidents
- Develop and Implement an Internal/External Crisis Communication
- Rise Up



# Conclusions from 20% Design Analysis

Approximate Craft Breakdown (106 New Hires Based on 71 Positions)







# Supply Side Assessment In Progress

## Supports 1:1 Hiring

- Open Shop Journey Profiles **N**
- Open Shop Apprentice Profiles **Y**
- Union Journey Profiles **N**
- Union Apprentice Profiles **Y**
- Pre-Apprenticeship Group Profiles **Y**



## Role of outreach in affecting diversity prior to the project

- Current Greensheet Projections = **37%-31%** Black Indigenous People of Color (BIPOC)
- Publish procurement methodology to potential subcontractors and Mini Construction Manager/General Contractor (MCMGC) well in advance of project
- Procurement methodology heavy on workforce
- Further define efforts to address craft disparity well in advance of project

# 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

<b>Group Number</b>	<b>Facilitator</b>
Group #1	Matt O'Connell
Group #2	Jeff Moreland



# Breakout Questions:

1. What recommendations can you offer as to how we affect/influence the industry, primes and general contractors related to other on-going projects to hire the gap today? How can the COAC members assist in making your recommendations a reality?
2. What recommendations can you offer to “bridge the gap” within journey level disparities by craft?

# BREAKOUT GROUPS

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

- Livestream observers may provide written comments to [info@I5RoseQuarter.org](mailto: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:

1. What recommendations can you offer as to how we affect/influence the industry, primes and general contractors related to other on-going projects to hire the gap today? How can the COAC members assist in making your recommendations a reality?
2. What recommendations can you offer to “bridge the gap” within journey level disparities by craft?



***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](mailto:info@I5RoseQuarter.org)
- » Submit via project website: [i5RoseQuarter.org](http://i5RoseQuarter.org)
- » In subject line input: "COAC Public Comments"

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

# CONCLUSION AND NEXT STEPS

