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.

• 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 Meera 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? 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
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

Diversity Plan Subpart A: Subcontracting + Diversity Plan Subpart B: Apprenticeship + Diversity Plan Subpart C: Workforce + Greensheet Analysis + Incorporate Community Input = Approve Diversity Plan, Begin Implementation
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).
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)

<table>
<thead>
<tr>
<th>Number</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td>Laborer Positions</td>
</tr>
<tr>
<td>24</td>
<td>Operator Positions</td>
</tr>
<tr>
<td>21</td>
<td>Carpenter Positions</td>
</tr>
<tr>
<td>10</td>
<td>Driver Positions</td>
</tr>
<tr>
<td>8</td>
<td>Ironworker Positions</td>
</tr>
<tr>
<td>4</td>
<td>Electrician Positions</td>
</tr>
<tr>
<td>4</td>
<td>Finisher Positions</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Group Number</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group #1</td>
<td>Matt O’Connell</td>
</tr>
<tr>
<td>Group #2</td>
<td>Jeff Moreland</td>
</tr>
</tbody>
</table>
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?
• 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:

1. What recommendations can you offer as to how we affect/influence the industry, primes and general contractors related to other ongoing 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

» 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