

December 24, 2020

Dear Chair Warner and Members of the TriMet Board,

We are writing to you with regard to the TriMet Board's anticipated process to find and appoint a new general manager in early 2021.

TriMet has been a national leader in addressing land use and transit connections and reducing greenhouse gas emissions in the Willamette Valley since the 1970s.

These priorities are core Oregonian values, and should continue to be priorities for the TriMet Board as it works to select a new general manager. But that is not an exclusive list of priorities. If the summer of 2020 has taught us anything, we need leaders who think more broadly about how all of the tools of public service can benefit all Oregonians.

Over the next decade, TriMet's new leadership will need to address these, and more, challenges:

- Effectively connecting people to jobs, education and medical care;
- Addressing racial equity within the TriMet system to ensure that all users, particularly people of color, benefit from our region's transit network;
- Meeting our regional climate goals;
- Powering our region's economic recovery; and
- Providing affordable housing and job options.

We are invested in your success and ask to be included in what must be a successful recruitment of a leader to fulfill the position.

We ask the following:

- That the TriMet Board spend the upfront time in researching best practices to create an open and transparent hiring process for the next general manager of TriMet.
- That the Board take the time to do a deliberate, open and thoughtful process to recruit and ultimately select a candidate for this position.
- That the Board use non-traditional consultants to run the recruitment process so as to show your commitment to equity, inclusion and transparency.
- Prior to a recruitment period, conduct thorough engagement with stakeholders, residents and users to develop hiring criteria that align with the values that we share with TriMet: Inclusion, equity, innovation, mobility, community engagement, partnerships and a significant reduction in tailpipe emissions.
- That any hiring process meaningfully involve city leaders and community organizations, particularly from region's small and midsized cities, where expansion of TriMet service will be crucial in the success of equitable economic development, social justice and climate action goals.

- And we ask that you include internal and external reviewers in the hiring process and at the table where decisions get made. You have several internal committees that should be engaged in this process and many stakeholders around the region that could be included in the process of identifying the hiring criteria and be at the decision-making table to recommend candidates through the selection process.

Please do not wait to involve the region in this decision. The strength of engaging stakeholders is that you will receive a rich diversity of opinion and perspective each person brings to the table. You will dramatically increase the likelihood of finding a successful candidate for the next general manager by fully informing your decisions with input from diverse stakeholders about the key competencies that the position requires.

The coming year will be a time of major change and an opportunity at TriMet. The hiring of a new general manager and anticipated changes to the TriMet Board will shape the vision and shape transit in greater Portland for the decades to come. These changes create an opportunity to advance the culture of the agency while strengthening TriMet's partnerships.

Sincerely,

Oregon State Legislature

Rachel Prusak, Representative, District 37

Jeff Reardon, Representative, District 48

Metro

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Mary Nolan, Gerritt Rosenthal, Metro Councilors-elect

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Angel Falconer, City Council President

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Darren Riordan, City Councilor

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City of Durham

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Tualatin Hills Park and Recreation District

Felicita Montebalanco, Board Member