

**RESOLUTION No.      36956**

Rename and relocate the Citywide Diversity Committee, including development and oversight for an equity strategic plan (Resolution)

WHEREAS, on October 17, 2001 the City of Portland (the City), in Resolution #36035, created the Diversity Development/Affirmative Action Office and the Citywide Diversity Development Coordination Committee and concomitantly accepted the Committee's Strategic Plan and Guiding Principles to guide and support diversity development strategies of the City and placed coordination and oversight responsibilities in the Bureau of Human Resources; and

WHEREAS, this 2001 resolution declared its commitment to serve all residents of the City in the most respectful, effective, and efficient manner possible and therein acknowledged the City's increased diversity in race, culture, ethnicity, and manner of living; and

WHEREAS, the City is committed to continuing its leadership as a model to private business, public agencies, and local governments to eliminate barriers to equitable inclusion; and

WHEREAS, documentation of on-going disparities and inequities among communities of color within the City were brought before Council which created the Office of Equity and Human Rights to reduce inequities and disparities within the City; and

WHEREAS, the City has demonstrated a commitment to institutional change and equitable policies and practices through the creation of the Office of Equity and Human Rights; and

WHEREAS, the City acknowledges that while all policies and practices have the appearance of fairness, they may perpetuate disparities and continue to marginalize people of color and other historically marginalized groups; and

WHEREAS, the City recognizes that equity goes beyond diversity in that equity requires an intentional examination of systemic policies and practices from both a historical and present day perspective; and

WHEREAS, the City recognizes that in order to achieve equity throughout this institution, a well coordinated effort between bureaus and the offices of City Council members is necessary; and

WHEREAS, the City agrees that this coordinated effort is better reflected by renaming the Citywide Diversity Committee, the Citywide Equity Committee (CEC) as well as moving responsibility for CEC functions from the Bureau of Human Resources to the Office of Equity and Human Rights; and

WHEREAS, the City accepts the Citywide Equity Committee's proposal to present a new equity strategic plan for its work to City Council within ninety days from the passage of this resolution;

NOW, THEREFORE, BE IT RESOLVED, that the City of Portland adopts this Resolution to rename and relocate the Citywide Diversity Committee, including development and oversight for an equity strategic plan.

Adopted by the Council: SEP 12 2012

Mayor Sam Adams  
Prepared by Anna Kanwit  
Date Prepared August 28, 2012

**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By   
Deputy

1013

Agenda No.  
**RESOLUTION NO.**

36956

Title

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<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Sam Adams</b>	CLERK USE: DATE FILED <u>SEP 07 2012</u>
<b>COMMISSIONER APPROVAL</b> Mayor—Finance and Administration - Adams <i>[Signature]</i> Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Leonard	LaVonne Griffin-Valade Auditor of the City of Portland  By: <i>[Signature]</i> Deputy  <b>ACTION TAKEN:</b>
<b>BUREAU APPROVAL</b> Bureau: Bureau of Human Resources Bureau Head: Jack Graham/Anna Kanwit <i>[Signature]</i>	
Prepared by: Kathleen Saadat Date Prepared: August 28, 2012	
<b>Financial Impact &amp; Public Involvement Statement</b>  Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
<b>Portland Policy Document</b> If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>Council Meeting Date</b> <b>September 12, 2012</b>	
<b>City Attorney Approval:</b> required for contract, code, easement, franchise, charter, Comp Plan	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> <b>Start time:</b> _____  <b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input checked="" type="checkbox"/>
<b>REGULAR</b> <input type="checkbox"/> <b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Leonard	4. Leonard	_____	
Adams	Adams	✓	