



# Civil Rights Compliance: Responsibilities and Roles for the City of Portland



**OFFICE of EQUITY  
and HUMAN RIGHTS**  
CITY OF PORTLAND



# Title VI of the 1964 Civil Rights Act

No person in the United States shall on the grounds of race, color, or national origin be:

- excluded from participation in;
- denied the benefits of;
- or subjected to discrimination;

under any program or activity [of a public entity]  
receiving Federal financial assistance.

# Executive Orders that expand Title VI

- EO 12898 – Environmental Justice
  - must identify and address, as appropriate, disproportionately high and adverse human health or environmental effects
- EO 13166 – Language Access
  - must take reasonable steps to ensure that persons of Limited English Proficiency (LEP) have meaningful access to their programs, services, and activities



# **Title II of the Americans with Disabilities Act (ADA) of 1990**

Title II of the ADA requires that people with disabilities:

- have equal opportunity to participate in programs, series and activities;
- have an equal access to programs, services, activities and benefits;
- Or are not subjected to discrimination;

under any program, service, or activity of a public entity [state or local government].

# City of Portland policies and initiatives

- Title 23 of City Code: Civil Rights
- Chapter 3.128 of the City Charter: established the Office of Equity and Human Rights
- The Portland Plan: Equity Framework
- The 2035 Comprehensive Plan: Chapters 2 & 3
- Civil Rights Title VI and ADA Title II Administrative Policies
  - Citywide Racial Equity Goals and Strategies
  - City's Budget Equity Tool and Racial Equity Plans
  - City Code of Conduct
  - Public Involvement Principles

# Equitable approach

To comply with Title VI and Title II, the City shall take steps to assure and actively demonstrate, that for all, we:

- provide inclusive, accessible, meaningful participation and engagement;
- foster, provide, and promote equitable benefits of government;
- ensure equitable impacts, treatment, and nondiscrimination in City decision-making and its public programs, services, activities.

# Key action areas

- Meaningful Access and engagement
- Complaints
- Inclusive policy creation or redevelopment
- Equitable decision making or policy process
- Service delivery
- Planning
- Resource allocation
- Identifying and aligning goals and priorities
- Research and analysis of disparate impacts or needs
- Demographics
- Performance measures and accountability strategies



# Accountability

- Developing central intake and tracking
- Incorporating compliance work plans into preexisting plans
- Establishing internal committees to audit Bureaus and Plan progress
- Developing implementation and performance metrics tied to Community identified and defined priorities



# Foundation of best practice

- DOJ guidance
- Research from other cities and fields
- Lawsuits
- Stakeholder and community input and review

# Role of The Office of Equity

- Identify, develop, and establish City-wide policies, plans, and strategies to meet the goals, intent, obligations
- Establish City-wide practice through Administrative Rule-Making Authority
- Support implementation through technical assistance and training
- Monitor, evaluate, report to City Council on City-wide Compliance

# Role of City bureaus

- Identify, develop, implement strategies to meet these goals, intent, obligations
- Create bureau structure to do this
- Build bureau capacity to do this
- Monitor, evaluate, report
- Measure success by implementation and impacts

# Role of City Council

- Continue to make compliance a priority in policy and practice
- Hold bureaus in your portfolio accountable
- Make sure Office of Equity staff are consulted early and consistently in City-wide policy developments



# 2019-2021 policies and actions

- Complaint Administrative Rules Amendments
- Meaningful Access Administrative Rules and Report
- Demographic Policy
- Civil Rights Title VI Work Plan and Metrics
- Training:
  - Complaints
  - Meaningful access
  - Creating accessible documents
- Internal ADA Advisory Body:
  - Accessible Event and meeting guidance
  - Accessible Technology policy
  - Transition plan update