



5-YR Racial Equity Plan Snapshot

Andrea Durbin & Donnie Oliveira

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Working Towards Equity at BPS



- Leading with race. This means centering the needs of communities of color in our work and questioning the implications of our work on communities of color first.
- Intentionally engaging under-served and under-represented populations in decisions that affect them.
- Working towards collaborative governance. This means co-creation of our plans, policies and programs with communities who are most impacted. This requires relationship building and front-loading community engagement, rather than asking for feedback and consultation after decisions have already been made.

Working Towards Equity at BPS (cont.)



- Creating opportunities for community wealth building.
- Reviewing policy decisions for their impact on different communities.
- Identifying ways to mitigate potential harm and maximize opportunity for groups that are underserved and underrepresented.
- Using an equity lens to build accountability and responsiveness with the broader community, ultimately improving the performance of government for everyone.

Long-Term Goal 1: Culture



Bureau operates with a transformational and inclusive anti-racist culture where everyone maximizes their potential

Community Building

1A: Activate creative ways to integrate transformative values into community-building activities

Long-Term Goal 1: Culture



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Strong Communication Channels

1B: Foster transparency, collaboration, and continuous learning towards racial equity goals

Long-Term Goal 1: Culture



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Focused Equity Skill Building

1C: Activate creative ways to integrate transformative values into community-building activities

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Accountability Systems

1D: Reinforce BPS values and integrate equity into work through monitoring and evaluation



Diverse staff at all levels of the Bureau who reflect the demographic future of Portland

Targeted Internship Program

2A: Build the pool of diverse, available talent in planning and sustainability fields over time.

Long-Term Goal 2: People



Diverse staff at all levels of the Bureau who reflect the demographic future of Portland

Standardized Staff and Intern Hiring Process

2B: Update BPS hiring practices to incorporate equity and ensure consistency in use

Long-Term Goal 2: People



Diverse staff at all levels of the Bureau who reflect the demographic future of Portland

Consistent Employee Onboarding

2C: New employees and interns have the tools to feel connected and be successful.



Diverse staff at all levels of the Bureau who reflect the demographic future of Portland

Equitable Professional Development Opportunities

2D: All staff have opportunities for formal and informal professional development



Measurable equity results for communities of color, low-income populations and other underserved and under-represented communities

Equitable Community Development

3A: Determine how BPS can contribute to developing a coordinated City approach to community development that is, in part, to address displacement from gentrification.



Measurable equity results for communities of color, low-income populations and other underserved and under-represented communities

Community Engagement Program

3B: Build sustainable relationships and trust with communities of color and other under-served and underrepresented groups



Measurable equity results for communities of color, low-income populations and other underserved and under-represented communities

Metrics, Monitoring and Evaluation Program

3C: Evaluation of the progress toward achieving equity made through programs and projects.



Measurable equity results for communities of color, low-income populations and other underserved and under-represented communities

Shared Project Management Approach

3D: Practices and tools that integrate equity at all phases (scoping, design, implementation, evaluation).



Measurable equity results for communities of color, low-income populations and other underserved and under-represented communities

Internal Collaboration

3E: Collaborative structure to support equity implementation of the Portland Plan, Climate Action Plan and all other work.



NEXT STEPS
and
THANK YOU