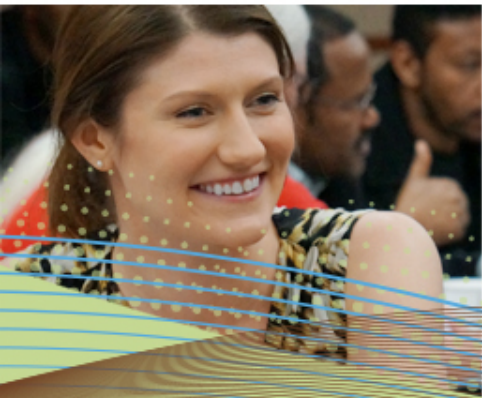




CITYWIDE DISABILITY EQUITY GOALS



OFFICE of EQUITY
and HUMAN RIGHTS
CITY OF PORTLAND



Percentage of People in the Portland Area with a Disability ³⁷⁵¹⁷

- Multnomah County, roughly 21.7%
- Washington County, roughly 17.5%
- Clackamas County, roughly 19.6%
- Average in the tri-county area, roughly 19.6%

Source: OHSU's Oregon and Disability Health Data and Statistics analyzing data from the Behavioral Risk Factor Surveillance System

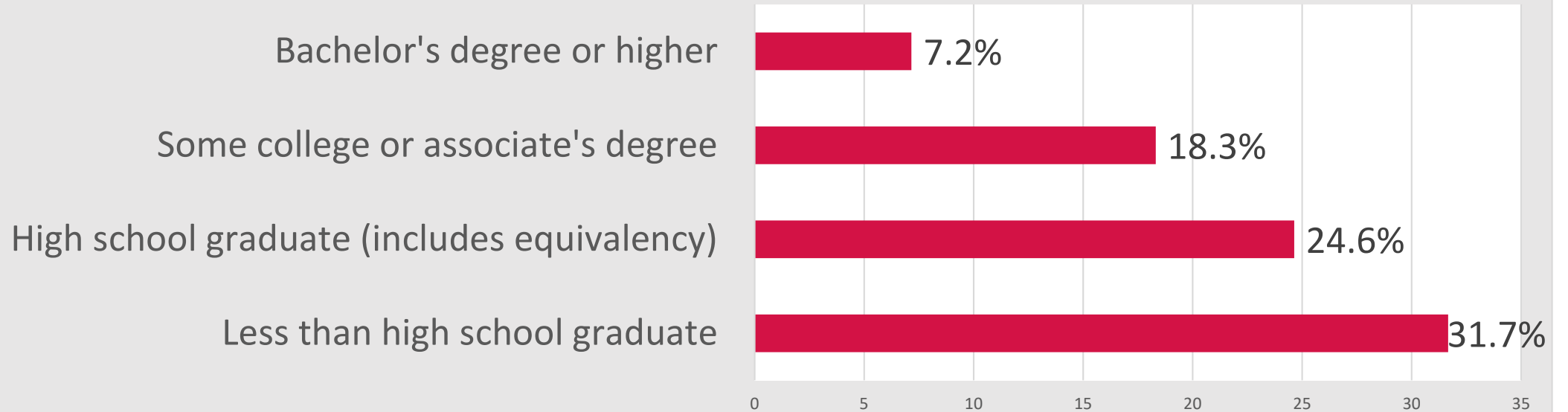


Disability: Education (Portland)

37517

EDUCATIONAL ATTAINMENT (Age 25+)

Approx. percent with disability



Data Notes:

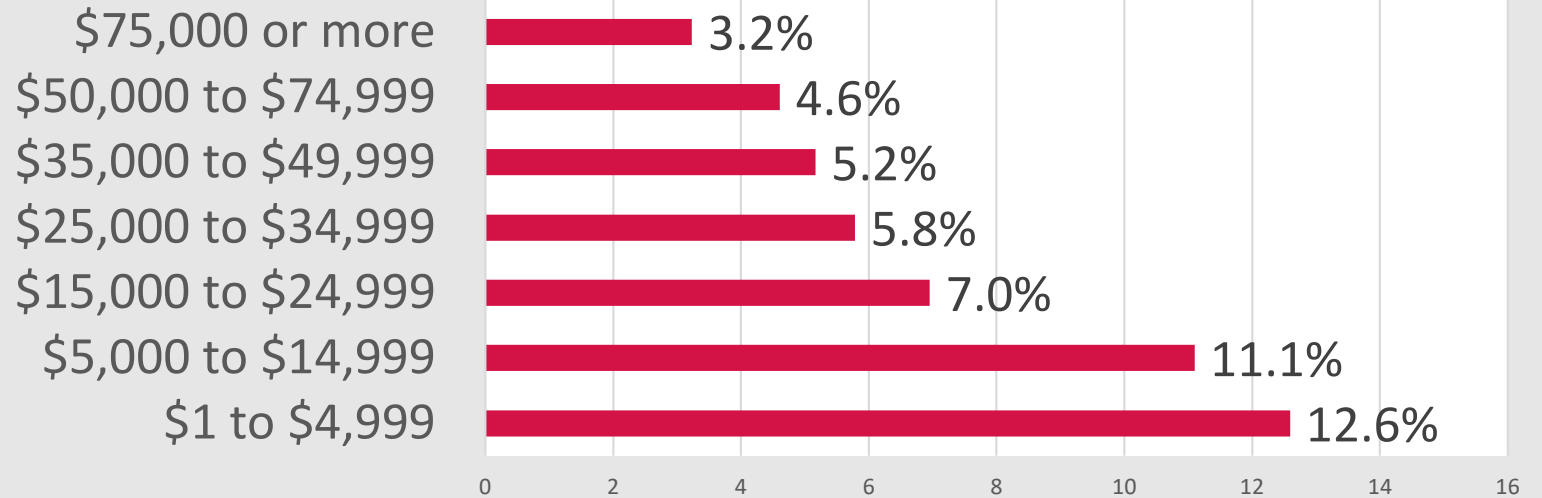
- **Disability prevalence:** Includes *any* reported disability: Hearing, vision, cognitive, ambulatory, self-care, or independent living difficulty
- **Source:** 2018 American Community Survey 5-year data (table S1811)
- **Analyses:** Portland State University's Institute on Aging; percentages in these tables are rounded percentages from combined data tables

Disability: Earnings (Portland)

37517

EARNINGS IN PAST 12 MONTHS (Age 16+)

Approx. percent with disability



Data Notes:

- **Disability prevalence:** Includes *any* reported disability: Hearing, vision, cognitive, ambulatory, self-care, or independent living difficulty
- **Source:** 2018 American Community Survey 5-year data (table S1811)
- **Analyses:** Portland State University's Institute on Aging; percentages in these tables are rounded percentages from combined data tables

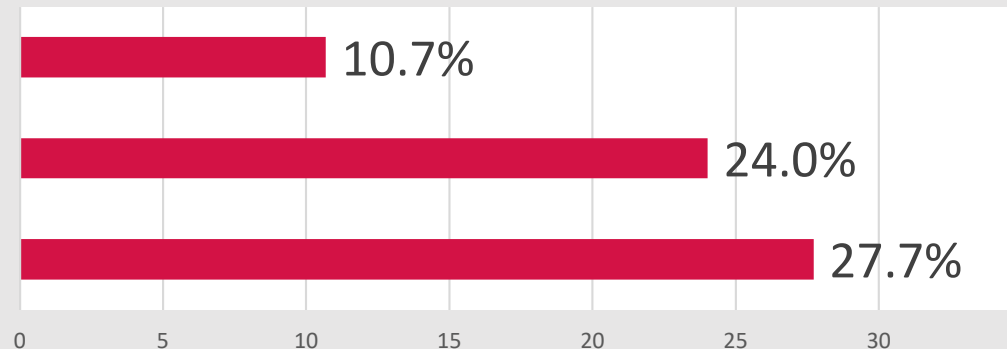
Disability: Poverty (Portland)

37517

POVERTY STATUS IN THE PAST 12 MONTHS (Age 16+)

Approx. percent with disability

At or above 150 percent of the poverty level



10.7%

100 to 149 percent of the poverty level

24.0%

Below 100 percent of the poverty level

27.7%

Data Notes:

- **Disability prevalence:** Includes *any* reported disability: Hearing, vision, cognitive, ambulatory, self-care, or independent living difficulty
- **Source:** 2018 American Community Survey 5-year data (table S1811)
- **Analyses:** Portland State University's Institute on Aging; percentages in these tables are rounded percentages from combined data tables

Disability Equity Goals

37517

- All activities, programs, facilities, and services offered by the City of Portland will provide for equitable outcomes and opportunities in accordance with the provisions of the Americans with Disabilities Act



Disability Equity Goals

37517

- Hiring and promotions of people experiencing disabilities will be fair and in keeping with the Model Employer of people with disabilities Policy adopted by Resolution 36925 in 2012 and the Model Employer of people with disabilities Strategic Plan adopted by Resolution 37235 in 2016



Disability Equity Goals

37517

- People experiencing disabilities will be provided equitable opportunities in contracting



Potential Rules or Policies to Implement the Disability Equity Goals

- Accessible information and Communication technology policy
- Effective communication
- Reasonable modifications of practices, policies, and procedures
- Methods for addressing requested accommodations



Disability Employment in the City

37517

- As of November 17, 2020 there are **337 employees** who have self-identified as having a disability (4.5% of the City's workforce)



BHR BUREAU OF
HUMAN
RESOURCES



Disability Employment in the City (continued)^{B7517}

- Since its creation in 2018, the City's Disability Employment Program in BHR has:
 - Conducted a Citywide survey in Summer 2019
 - Number of employees who self-identified as having a disability went from 148 to 332 (1.7% to 3.9%)
 - 5.6% of managers and supervisors self-identified as having a disability



Disability Employment in the City (continued)^{B7517}

- Established the City's first reasonable employment accommodation policy (HRAR 2.06) and centralized both processes and funding
- Developed Access to Work, an innovative employment program – launch in Summer 2021
- Coordinated Project SEARCH internship program – Fall 2021





Thank you.



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

