

RESOLUTION No. 37529

Recognize City progress toward core values over the past decade (Resolution)

WHEREAS, the City of Portland seeks to uphold and affirm its commitment to core values of Anti-Racism, Equity, Transparency, Communication, Collaboration, Fiscal Responsibility, as guiding its efforts, and to recognize progress made in accordance with these values over the past decade; and

WHEREAS, in pursuit of Equity (Transformation) and Anti-Racism (Restorative Justice):

- In 2010, Commissioner Amanda Fritz co-led the process with Mayor Sam Adams and community stakeholders to establish the Office of Equity and Human Rights (Office of Equity), with the focus on race and disability. The Office of Equity is transforming how City staff are hired, trained, retained, promoted, and provide services and opportunities for historically under-served and under-represented communities and people experiencing institutional barriers.
- One of the goals of the Equity initiative is for the City staff to reflect the demographics of the community. In 2011, there were 7,811 City staff and 80.3% identified as white. In March 2020, there were 7,504 employees with 73.0% white people. In December 2020, there are 6,785 staff with 74.1% identifying as white. Despite the jobs lost in the recession, American Indian/Alaska Native staff remained stable at 1.2% from December 2011 to December 2020; Asian employees increased from 5.8% to 7%; Black staff employment improved from 6.2% to 6.5%; Hispanic/Latino/a/x staff almost doubled from 3.8% to 7%; Native Hawaiian/Pacific Islander employees tripled from 0.2% to 0.6%; and staff identifying as two or more races increased from 2.4% to 3.6%.
- From 2011 to 2020, the percentage of hours worked by men of color on City capital projects has increased from 20% to 29%; the percentage of hours worked by women of color has increased from 2.3% to 2.8%; the percentage of hours worked by white women has increased from 3.9% to 5.3%.
- From 2011 to 2020, the two-year total percentage of construction subcontracts awarded to firms owned by people of color has increased from 15.3% to 28.5%. For firms owned by women, the percentage has increased from 9.2% to 25.2%.
- In 2012, the Council unanimously passed Resolution No. 36941 to formalize the City's commitment to authentic relationships with Tribal government partners; subsequently leading to the establishment of the Tribal Relations Liaison position and program now housed in the Office of Government Relations.

- The Office of Government Relations (OGR) at the direction of Commissioner Amanda Fritz and Mayor Charlie Hales created and expanded a comprehensive Tribal Relations Program to provide a strong internal structure for establishing and maintaining relationships with and improving the City's service to sovereign tribal nations and the urban Native American community. OGR supported the Tribal Relations program which held the City's inaugural Tribal Nations Summit in 2018. It included hosting delegations from seven tribal nations where we began building diplomatic relations and partnerships, furthered in the 2019 Summit. OGR coordinated a full-day Tribal Relations 101 training for City employees and has elevated the work of Tribal Relations Director Laura John, including successfully advocating for additional staff support for the program in 2020. As a result, Tribal leaders recently recognized the City's commitment to being genuine and authentic in working to establish respectful government to government relationships.
- In 2015, the Council voted to adopt Citywide Racial Equity Goals and Strategies as binding City policy, and all bureaus were required to adopt Five Year Equity Plans.
- The Office of Equity's Equity 101 Training was made mandatory for all City employees. Across city bureaus, thousands of employees have completed this foundational training that teaches the history of racial disparities in Oregon and why equity matters.
- The Office of Equity has led the Citywide adoption of the racial equity-centered Results-Based Accountability™ to institutionalize equity in more of the City's policies and practices, breaking down silo walls among bureaus and elected leaders' offices.
- In 2020, the Council passed the Relief and Resiliency Resolution affirming Citywide commitment to equity to guide its response to COVID-19.
- In fall 2020, Council approved funding for the City's first ever full-time position focused specifically on the LGBTQIA+ community, housed in the Office of Equity.
- The Bureau of Human Resources (BHR) implemented compliance with the state Pay Equity law. All non-represented City wage and/or salary offers run through an HR Classification and Compensation team that determines acceptable pay ranges to meet the City's pay equity requirements. The study required for this improvement was transformational in and of itself, in analyzing disparities that could have been the result of bias.

- In 2015, the Portland Housing Bureau (PHB) began implementing the N/NE Portland Preference Policy, “an effort to address the harmful impacts of urban renewal by giving priority placement to applicants who were displaced, are at risk of displacement, or who are descendants of households that were displaced due to urban renewal in North and Northeast Portland.” in which the bureau endeavors to both acknowledge the harmful past actions of the City toward Black Portlanders and work to prioritize those families we have harmed for rental and homeownership opportunities. In a 2015-2020 report, the bureau indicated that 84% of N/NE Portland renter households were Black. Since that strategy was adopted PHB has built more than 500 new rental units providing affordable homes for 1,254 people as well as created 51 new homeowners - prioritizing displaced residents and residents vulnerable to displacement.
- In Commissioner Nick Fish’s four years as Housing Commissioner and eight years supporting other Commissioners in that role, he focused on serving our most vulnerable neighbors. In 2019 he wrote, “Even during the worst recession of my lifetime, we made important progress. At times, the only construction cranes in the air were the ones building affordable housing. We built new homes, saved hundreds of affordable apartments for older adults and people with disabilities, and helped hundreds of homeless veterans find stable, affordable homes. We worked closely with our partners at Multnomah County, in the non-profit community, and at the State to align our dollars and our priorities – and we made a lasting difference. Bud Clark Commons, Gray’s Landing, and the new Riverplace Parcel are testament to what Portland can do when we work in partnership.”
- Prosper Portland and the Portland Housing Bureau invested to create multiple housing and mixed-use developments in the Lents Town Center over the past five years, adding 288 new housing units, including 225 affordable and income-restricted units and affordable commercial space for 10 businesses.
- Bond measures sponsored by the City and by Metro were passed that are now bringing hundreds of affordable new homes to our community, and in 2020 new funding for the services was passed that allow people to remain successfully housed. At the urging of Commissioner Fish, the City is ahead of schedule on our goal to add 2,000 new units of permanent supportive housing – affordable homes with wraparound services – by 2028. So far, the efforts of the City and County’s collaboration has 1051 permanent supportive housing homes planned or in process, with more than 300 units already opened.
- In 2020, Council adopted Citywide policies pursuing racial and disability rights, including the Citywide Disability Equity Goals and the City’s Language Access Policy and program, thus increasing meaningful and equitable access to city government for communities who experience institutional barriers.

- The Bureau of Development Services (BDS) established a program that specifically serves Black, Indigenous, and People of Color (BIPOC)-owned small businesses to assist them with their permitting needs and one that serves BIPOC property owners to assist them with getting compliance issues resolved. BDS has also created a new online portal for residential and commercial building permit applications, so applicants can remotely upload their plans and their applications 24/7. Pre-COVID, having to take time away from responsibilities at home or work to travel to the Permit Center to wait in line to submit these applications created a barrier for some applicants. BDS continues to accept paper applications for customers without computer access, with the goal of barrier-free access to services.
- Commissioner Fritz and Mayor Hales worked extensively to help find a relocation site for the Right 2 Dream Too rest area, giving people living outside much-needed support while at the same time allowing for the redevelopment of the historic China Gate area. Mayor Wheeler supported the CP30 rest areas providing safe outdoor shelter for Portlanders.
- Harper's Playground and the Couch Park playground were built with public-private partnerships, along with inclusive playgrounds at Gateway Discovery Park and Gabriel Park provide access to recreation for users of all abilities.
- Under Commissioner Nick Fish, Portland Parks added 1,000 new community garden plots to the citywide inventory.
- The Bureau of Environmental Services (BES) developed and implemented THRIVE: Tips to Hire, Recruit, and Interview for Equity, which is a resource for hiring managers that aims to address racial equity and diversity in recruitment and hiring.
- BES developed the Brownfields program - Community-led redevelopment projects such as June Key Delta Center and Cully Park, and led the overall effort to return underused properties to productive use in historically disadvantaged neighborhoods.
- BES established the summer internship program, creating opportunities for BIPOC students.
- Even during the Great Recession, Commissioners Fish and Fritz insisted on keeping the Community Watershed Stewardship Program in the Budget, providing funding for community projects, including indigenous, BIPOC-led projects.
- BES and the Portland Water Bureau (PWB) joined the national program Project SEARCH, creating employment opportunities for young people with disabilities.

- The BES-led Portland Harbor Superfund Community Involvement Program conducts ongoing engagement with and provides grant funding to communities disproportionately impacted by the contamination to ensure their voices are included in the cleanup process. Three of the five 2020 grantees are Black-led organizations.
- The City partnered with the State of Oregon and Port of Portland to fund Multnomah County's development and implementation of a Portland Harbor Superfund Fish Advisory outreach and education program to increase awareness and understanding of the health risks associated with eating resident fish.
- BES, Parks and 21 partners successfully returned salmon to Westmoreland Park and Crystal Springs, and reinstated the Salmon in the City celebration which in 2019 was transferred to the Native American Advisory Council and Crystal Springs Partnership to celebrate indigenous culture and salmon in Portland.
- Portland Parks & Recreation (PP&R) increased full-time employees who are people of color from 17% in 2014 to 29% in 2019, and utilized racial equity best practices in the hiring that resulted from 2016 Recreation arbitration.
- PPP&R translated COVID-19 Park closure signs into 23 languages to ensure refugee and immigrant communities were informed
- PP&R furthered all the City's Core Values by implementing the 2014 Parks Replacement Bond through on-budget, timely delivery of promised projects, addressing over 400 ADA barriers to access, and sharing clear and timely information on the progress via annual reports, webpage updates and community outreach, and also through awarding 42% of the value of professional design service work and construction work to State-certified disadvantaged, minority-owned, women-owned, emerging small businesses, and/or service-disabled veteran business enterprises, exceeding the City 20% goal of engaging such firms.
- PP&R and Commissioners Fish and Fritz recognized the need to prioritize investment in underserved communities, and developed a capital project prioritization process which considers the equity score calculated using census data on % of poverty, % of youth and % of diversity. Since FY 2015-16, over 80% of Parks capital growth investments have been in areas with a higher than average percentage of Portlanders of color, youth, and/or households experiencing low income.
- PP&R named two new parks in inclusive processes engaging Indigenous communities, resulting in the names K^hunamokwst and Luuwit View; renamed Lynchview Park to Verdell Burdine Rutherford Park, the first Portland park named solely after a Black woman; and un-named A Park in SW Portland previously named for a military oppressor.

- Prosper Portland established the Inclusive Business Resource Network in 2015-16 to instill greater efficiency in driving prosperity through business ownership. Approximately 1,000 businesses are served through IBRN each year, with the goal of serving more than 70 percent entrepreneurs of color and more than 50 percent female entrepreneurs.
- BHR partnered with Council members on health care initiatives adding transgender coverage, fertility benefits for employees previously unable to access them, enhanced mental health care, Cognitive Behavioral Therapy for people on the Autism spectrum, preventive care requirements tied to premiums and the addition of short-term disability, as well as Paid Parental leave for staff of all genders to take paid time off to care for new family members.
- The Bureau of Emergency Communications (BOEC) incorporated Results-Based Accountability concepts in determining equity areas of focus, including recruitment, hiring processes, and call answering policies.
- The Portland Bureau of Transportation (PBOT) led by Commissioner Chloe Eudaly implemented the Adaptive Biketown program
- PBOT's implementation of LED lighting focused by beginning in underserved areas before being rolled out City-wide, to improve community safety. The LED lighting program is complete and it saves the City \$5M annually in electrical costs and also reduces greenhouse gas emissions which is part of the City's Climate Action Plan.

WHEREAS, in pursuit of Transparency (Accountability) and Communication (Empowerment):

- In December 2016, Commissioner Fritz worked with her staff and community partners to re-establish Public Campaign Financing in Portland by passing the Open and Accountable Elections ordinance with the support of Mayor Hales and Commissioner Novick, and the 2020 elections demonstrated its successful implementation;
- In 2019, at the request of community partners and the Human Rights Commission City code was amended to clarify that people who do not subscribe to religious beliefs are protected from discrimination in Portland
- BDS building inspectors now use tablets in the field with an "Inspector App" which allows them access to the AMANDA permitting system so they can enter the results of their inspections from the field, getting the information to the contractor and property owner in real time, rather than the delay of transcribing that information back into the computer in the office at the end of each day from their paper notes.

- Traditionally, BES and PWB developed separate utility bill inserts with important information, updates, or seasonal messaging for customers. Each bureau paid to develop, design, and print its own insert. Beginning with the summer 2020 bill insert cycle, PWB and BES began collaborating on a Customer Newsletter to replace the individual bureau inserts. The single newsletter provides all important news and updates from both utilities in one piece, making it easier for ratepayers to find and use the information. For the bureaus, this change provides a way to communicate shared information more strategically and saves the bureaus money.
- Title 11 was adopted, clarifying requirements for Tree protection and improving coordination between permitting bureaus with respect for development preserving trees.
- BHR implemented the HR Analytics Dashboard, created to support recruitments, tracking and sharing key metrics.
- Commissioner Jo Ann Hardesty and BOEC are planning and developing an integrated medical and fire call answering protocol, working with public safety partners, Multnomah County, and the Port of Portland. Implementation scheduled on May 4, 2021.
- The Chief Administrative Officer's office completed Phase I of 3-1-1 implementation and began Phase II with an ongoing commitment to universal design, which will ensure all Portlanders have access to information and referrals about the City's and County's services.
- The Council Clerk's office under the City Auditor reduced the backlog in bringing Council meeting minutes for approval from over a year to being current and approved quarterly.
- PWB founded the WaterSmart program in 2015. Customers enrolled in the City's bill discount program have been a part of a pilot project to support a better understanding of water use and help customers to use water wisely. Home Water Reports and access to a customer portal provide current and historic water use in gallons per day, comparisons to similar households, recommended actions and resources to help (fix leaks, better understand their bill, get water quality information, etc.). This tool was used in 2020 to send timely water safety (COVID and Wildfire response) messages to customers directly by email.
- In 2020 PWB adopted improved, more transparent environmental protections for city-owned lands in the Bull Run Watershed as part of the update of Title 21 in the City Code.

- PWB's biggest public outreach event, Aquifer Adventure, has been made more accessible through the use of pictographic event materials, multi-lingual promotions, and the presence of interpreters at the event to help guide non-English speakers through the activities.
- PP&R, PWB and other bureaus routinely translate community information and brochures into other languages, particularly Spanish, Russian, Vietnamese and Chinese.

WHEREAS, in pursuit of Collaboration (Intentional Inclusion and Teamwork):

- In 2013 Commissioner Amanda Fritz, in partnership with UFCW 555, MotherPAC, Working Families and a host of community leaders led the City's Paid Sick Time initiative, which led to statewide legislation and will hopefully result in national provisions.
- In 2010, Spirit of Portland Award winner Mary Ann Schwab advocated to establish the holiday season City Sock Drive for employees and visitors to donate new socks for distribution to people living outside. Over 10,000 pairs of socks have been donated in this annual drive.
- PBOT led by Commissioners Steve Novick and Chloe Eudaly collaborated with community groups to propose and pass the Fixing Our Streets and Fixing Our Streets-II initiatives to maintain and improve the safety of our streets.
- In 2012, the Williams Avenue Safety Project Stakeholder Advisory Committee recommended to PBOT that the community's stories be honored through an art history project with a prominent place on the corridor. The community-led Honoring History of Williams Avenue Committee worked with PBOT. The Historic Black Williams Project acknowledges the complex and changing history of Williams Ave and honors the role Portland's Black community has played. The art installation of local artists Cleo Davis and Kayin Talton Davis, includes 30 mounted signs and 10 sidewalk tiles on Williams Avenue between NE Broadway and N Killingsworth that represent the history and values of Black Portlanders.
- PBOT and OGR collaborated with state legislators and the Oregon Department Of Transportation (ODOT) to allocate funding and begin safety and multimodal improvements on Outer Powell an East Portland priority investment area. Secured an appropriation of \$110M to Outer Powell Blvd for upgrades to City standards and jurisdictional transfer from the Oregon Department of Transportation to the City, thereby making the road safer for the community that uses it daily.

- PBOT and BES established an intra-bureau leadership team to collaborate on street improvement projects. Out of this partnership, Portlanders have realized improved outcomes and cost savings on multiple projects citywide, including Capitol Highway and repair work in NW and Goose Hollow.
- In 2017, PBOT's Block Party Program launched a pilot project in thirteen neighborhoods east of 82nd Avenue and in the Cully area to increase participation in the Block Party Program. PBOT worked with the Office of Neighborhood Involvement's Crime Prevention Specialists within the area to help identify barriers that may have contributed to low participation. PBOT waived the permit fee, made available free barricades within the neighborhood, created an online application and translated supporting documents and outreach material into five of the most common languages spoken in these areas. The program issued a record 555 permits citywide, four times as many permits in the pilot project area than in previous years.
- PBOT's Sunday Parkways in collaboration with PP&R works with community volunteers to promote safety and fun through street closures supporting biking, rolling and strolling.
- PWB staff collaborated across professional disciplines and with utility partners to adopt a new approach to water supply system planning, using scenario analysis and adaptive planning, to build a more resilient system.
- Commissioner Amanda Fritz attended almost every League of Oregon Cities (LOC) Board meeting and conference over four years, co-chairing the LOC Equity & Inclusion Committee and serving on the Bylaws Committee, Nominating Committee, and Conference Planning Committee – thus improving Portland's relationship with cities across the state. In 2020 she worked with Hermiston Mayor Dave Drotzman to record the podcast, "Bridging the Urban-Rural Divide".

WHEREAS, in pursuit of Fiscal Responsibility (Stewardship):

- In 2013, Commissioners Amanda Fritz and Nick Fish established the independent City Budget Office (CBO), which works to support all the Core Values with significant progress in each. The CBO provides timely, unfiltered analysis individually and collectively to members of Council on hundreds of budget decisions every year; facilitates streamlined decision-making leading to dozens of on-time fiscally sound annual and supplemental budgets; and achieves annual approval and awards from the Tax Supervising and Conservation Commission and Government Financial Officers Association.

- In 2015 the City adopted the “Capital Set-Aside” rule requiring that 50% of any one-time “budget surplus” and must be spent on infrastructure maintenance, resulting in over \$65 million being invested on basic urgent repair needs in Parks, Transportation and Emergency Preparedness thus helping ensure intergenerational equity of our critical infrastructure assets.
- The CBO supported the launch of Citywide performance management, which has led the City to expand the use of data and evidence in data governance, evaluation, and contracting with the help of the What Works Cities initiative since 2016. This also led to a more robust Open Data Ordinance, a data governance committee in PBOT, a more strategic approach to technology procurements, and more. Portland was recognized in 2020 on the What Works Cities Certification Honor Roll.
- In 2015, Commissioner Amanda Fritz established the City’s successful recreational cannabis program in partnership with Director Amalia Alarcon de Morris, and in 2016 passed the local tax on recreational sales that brings in more than \$3 million every year to fund vital programs like Vision Zero, traffic safety enforcement, and support for people previously disadvantaged by cannabis prohibition. Commissioner Chloe Eudaly implemented annual grants to businesses run by people in the last category, supporting wealth creation and employment opportunities for minority-owned businesses.
- Commissioner Amanda Fritz and Commissioner Nick Fish passed the 2014 Fix Our Parks Replacement Bond, providing \$68 million for urgent repairs in our beloved parks and recreation system.
- Mayor Sam Adams initiated the Gray to Green program that Commissioner Fish expanded, maximizing the use of nature rather than pipes to manage Portland’s plentiful rainwater which is less expensive as well as providing more environmental benefits.
- Commissioner Fish established a program converting methane at the sewage treatment plant to renewable natural gas.
- In 2016 Commissioner Steve Novick led the Council in passing a tax on large companies whose top salaries dwarf the lowest paid workers, which has resulted in over \$3 million annually in new General Fund resources.
- The Fixing Our Streets 10-cent local gas tax collections is projected to collect \$73 million by the end of 2020, roughly \$9 million over what was anticipated when the measure passed in 2016. Heavy Vehicle Use Tax collections are on track to reach \$8-8.5 million, as anticipated. Estimated cost avoidance as a result of preventative maintenance funded by Fixing Our Streets 1 is \$35 million.

- In 2020 PWB earned City Council and community approval of an exchange of land with the Mt. Hood National Forest in the Bull Run Watershed, to better align property ownership with the missions of the agencies and to save money into the future. They also worked collaboratively with approximately 15 federal and state agencies, and non-governmental groups, to implement the 49 conservation measures that make up the 2008 Bull Run Water Supply Habitat Conservation Plan.
- In 2017 Mayor Ted Wheeler established the Build Portland program, investing income returning to the General Fund from expiring urban renewal areas into City infrastructure projects.
- The CBO supported the development and continuous improvement of the Budget Equity Assessment Tool, which has served as the model for other jurisdictions across the country in helping to integrate an equity lens in public budgeting.

NOW, THEREFORE BE IT RESOLVED that the Council recognizes and honors the accomplishments made by City staff and elected officials over the past decade to serve the community in accordance with our shared Core Values, while acknowledging there is much work ahead and encouraging the future City Council to continue the work to achieve transformational change and improvements for Portlanders.

Adopted by the Council: December 17, 2020

Commissioner Amanda Fritz
Prepared by: Tim Crail
Date Prepared: 12/8/2020

Mary Hull Caballero

Auditor of the City of Portland

By

Keslan McClymont

Deputy

1015
 Agenda No.
RESOLUTION NO. 37529
 Title

Recognize City progress toward core values over the past decade (Resolution)

<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fritz</p>	<p>CLERK USE: DATE FILED <u>December 8, 2020</u></p>
<p style="text-align: center;">COMMISSIONER APPROVAL</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u>Keelan McClymont</u> <small>Digitally signed by Keelan McClymont Date: 2020.12.08 12:40:59 -08'00'</small></p> <p>Deputy</p> <p>ACTION TAKEN:</p>
<p>Mayor—Finance & Administration – Wheeler</p>	
<p>Position 1/Utilities - Fritz <small>Tim Crail on behalf of Commissioner Fritz Date: 2020.12.08 10:19:21 -08'00'</small></p>	
<p>Position 2/Works - Ryan</p>	
<p>Position 3/Affairs - Hardesty</p>	
<p>Position 4/Safety - Eudaly</p>	
<p style="text-align: center;">BUREAU APPROVAL</p>	
<p>Bureau: Bureau Head:</p>	
<p>Prepared by: Tim Crail Date Prepared: 12/8/2020</p>	
<p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	
<p>Council Meeting Date December 17, 2020</p>	

AGENDA

TIME CERTAIN
Start time: 3 PM

Total amount of time needed: 1 hr
 (for presentation, testimony and discussion)

CONSENT

REGULAR
Total amount of time needed: _____
 (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	✓	
2. Ryan	✓	
3. Hardesty		
4. Eudaly		
Wheeler	✓	