

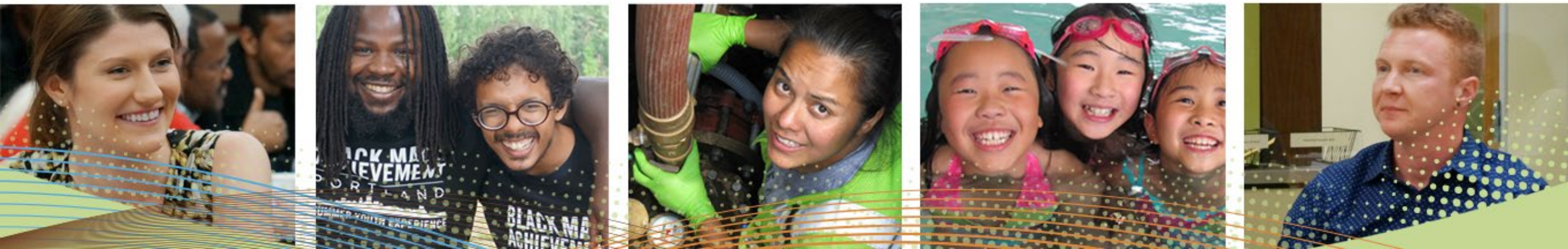


# Strategic Plan Presentation

Dr. Markisha Webster | Director  
June 2, 2021



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





# The Office of Equity and Human Rights

- Born from community vision and a mandate to “get the City’s house in order in terms of equity.”
- 2018 Stakeholder Engagement
  - Community-based organization leaders
  - City staff and elected leaders
- New director hired in February 2019
- Strategic plan process continued through 2021



# Created by City Ordinance in 2011

1. Promote equity and reduce disparities in City government;
2. Provide guidance, education and technical assistance to all bureaus as they develop sustainable methods to build capacity in achieving equitable outcomes and service;
3. Work with community partners to promote equity and inclusion within Portland and throughout the region, producing measurable improvements and disparity reductions;
4. Support human rights and opportunities for everyone to achieve their full potential;
5. Work to resolve issues rooted in bias and discrimination, through research, education, and interventions.



CITY HALL



# The Office of Equity's Role in the City of Portland

- Set the vision for the City's equity work.
- Support bureaus with implementation of collective and bureau specific equity goals and strategies.
- Provide professional learning opportunities to City staff.
- Apply an equity framework to City policies, practices, procedures, and decisions.
- Create equity tools and policies that provide guidance to bureaus.
- Monitor progress and hold City bureaus accountable for advancing equity

# Our Mission

**The Office of Equity and Human Rights leads the City of Portland's commitment to equity.**

We hold the City accountable by developing policies, practices, and procedures that strive to dismantle systems of oppression and build equitable foundations for our most systemically oppressed communities. We center race and disability through education and analysis. Individuals experience multiple forms of oppression; thus, we drive equity with an intersectional framework.



# The Magic of Constraints

Constraints force you to think creatively. Give yourself limitations or restrictions, and you push your mind to generate inventive ideas and solutions.

## Examples

**Description:** Describe your dream bedroom.

**Constraints:** The walls must be painted white. The bedspread must contain the color blue.

**Problem:** You're going on vacation tomorrow with your family. Your supervisor calls and tells you she needs you in the office for the next week. What do you do?

**Constraints:** You cannot cancel your vacation. You cannot refuse your boss.



# The Constraints

## **Challenge:**

You have been asked to serve as the Director of the Office of Equity and Human Rights and Special Advisor to the Mayor on issues of racial justice and equity, providing equity leadership and guidance Citywide.

## **Constraints:**

The City government is founded on principles and continues to uphold principles of white supremacy. Support to advance equity Citywide is often impeded by individual, institutional, and systemic racism.

## A PORTLAND CITY GOVERNMENT THAT...



Acknowledges and is accountable to redress the harms of systemic oppression, anti-Blackness, and systems of white supremacy.



Uses language that directly names the communities who experience systemic oppression—communities that are not reduced to acronyms.



## A PORTLAND CITY GOVERNMENT THAT...



Creates and maintains spaces in Portland that are clean, safe, open, and free to community.



Ensures Black, Indigenous, and other individuals of color enter Portland spaces every day without fear, anxiety, and/or uncertainty about whether they will return and whether their families are safe.

## A PORTLAND CITY GOVERNMENT THAT...



Guarantees Black, Indigenous, and other individuals of color and those with disabilities have shelter—a safe place to return to at the end of each day.



Assures Black people are not subject to, because of anti-Black racism, unjustified arrests and police violence.



# Key Initiatives from The Office of Equity

## CITY-WIDE RACIAL EQUITY GOALS & STRATEGIES



### EQUITY GOAL #1

**We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.**

### EQUITY GOAL #2

**We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.**

### EQUITY GOAL #3

**We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.**

### OVERALL STRATEGIES

- 1 Use a racial equity framework:**  
Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism.
- 2 Build organizational capacity:**  
Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.
- 3 Implement a racial equity lens:**  
Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.
- 4 Be data driven:**  
Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.
- 5 Partner with other institutions and communities:**  
Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.
- 6 Operate with urgency and accountability:**  
When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.

# Key Initiatives from The Office of Equity Slide 2

## Budget Equity Tool

### GUIDE TO THE BUDGET EQUITY ASSESSMENT TOOL



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Please note that the Budget Equity Tool is now included in the Budget Formulation Management (BFM) platform that bureaus will complete for the budget proposals. There is no separate Budget Equity Tool to submit. This guide is meant to help bureaus collect the information in a Microsoft Word document so they can copy and paste into the BFM to answer the Equity Assessment questions.

#### CITY POLICY

The City of Portland is committed to policies, practices, and procedures that center equity in the services and support we provide to the community.

### Budget Equity Tool Review: (Bureau Name)

(Check all that apply in each column) – Feel free to add comments

Budget Equity Tool Questions	Expandable	Compatible	Robust	Comments (Optional)
<b>Requested Budget &amp; Racial Equity Plan Update:</b> QUESTION: How does the Requested Budget advance the achievement of equity goals as outlined in the bureau's Racial Equity Plan?	<b>Equity Goals</b> <input type="checkbox"/> Needs to expand to have an equity goal identified for the coming year.	<b>Equity Goals</b> <input type="checkbox"/> Includes an equity goal identified for the coming year.  Examples:	<b>Equity Goals</b> <input type="checkbox"/> 1) Has an equity goal identified for the coming year. 2) Goal is realistic - i.e. it is achievable. 3) Goal aligns with Bureau's Equity work. 4) Goal is identified as supporting internal or external equity efforts. 5) Goal aligns with Strategic Plan.  Examples:	





**Key Initiatives from The  
Office of Equity Slide 3**

**Racial Equity Results Based Accountability**



# Key Initiatives from The Office of Equity Slide 4

## Citywide Disability Equity Goals:

### Equity Goal #1:

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.

### Equity Goal #2:

Hiring and promotions of people experiencing disabilities will be fair and in keeping with the Model Employer of People with Disabilities Policy.

### Equity Goal #3:

People experiencing disabilities will be provided equitable opportunities in contracting.





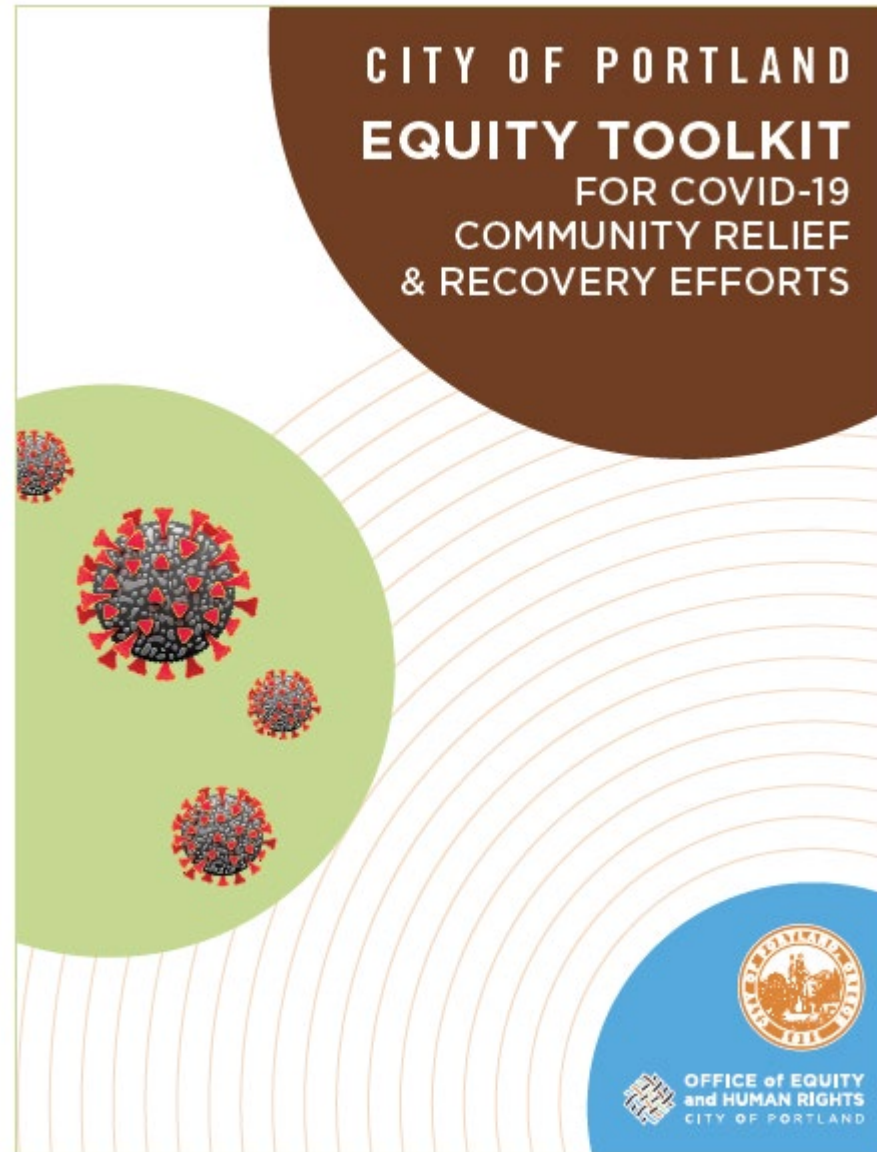
# Key Initiatives from The Office of Equity Slide 5

## Language Access Policy Resolution





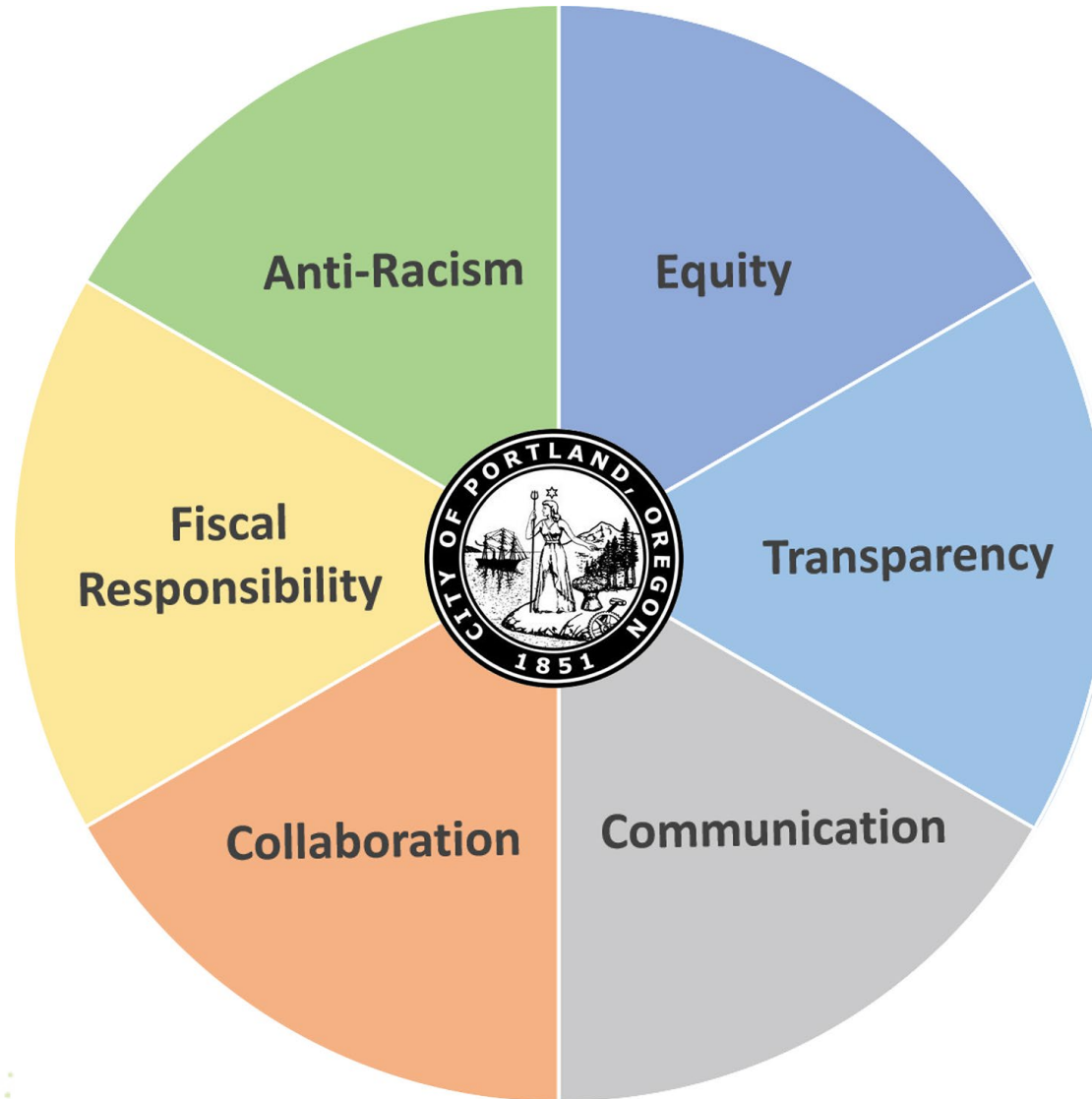
# Key Initiatives from The Office of Equity Slide 6





# Citywide Key Equity Initiatives

**City of  
Portland  
Core Values**



# Citywide Key Equity Initiatives Slide 2



## **JUNETEENTH**

**Annual Day of Remembrance**



# 2021-24 Goals and Plan of Action

1. Embedded and aligned Citywide policies, procedures, and practices to ensure collective implementation and understanding of equity work in the City is institutionalized, dismantling systemic oppression in City policy and practice.

## Accountability Partners:

- Office of Equity & Human Rights
- Bureau of Human Resources
- City Budget Office
- Bureau of Technology Services
- Procurement
- Tribal Relations Office
- Equity Managers



# 2021-24 Goals and Plan of Action Slide 2

2. Nurturing authentic, trusting community relationships/partnerships; supporting the co-creation of City policy with community.

## Accountability Partners:

- Office of Equity & Human Rights
- Office of Community and Civic Life
- Bureau of Planning and Sustainability
- Tribal Relations Office
- Equity Managers





# 2021-24 Goals and Plan of Action Slide 3

## 3. Equitable, anti-racist and anti-ableist City policies.

### Accountability Partners:

- Office of Equity & Human Rights
- City Council Offices
- City bureaus and offices
- Equity Managers



# 2021-24 Goals and Plan of Action Slide 4

## 4. Front-end accountability systems for bureaus

### Accountability Partners:

- Office of Equity & Human Rights
- Bureau of Human Resources
- City Budget Office
- Bureau of Technology Services
- Tribal Relations Office
- Office of Community and Civic Life
- Equity Managers





# 2021-24 Goals and Plan of Action Slide 5

## 5. Citywide priority of Civil Rights education/compliance.

### Accountability Partners:

- Office of Equity & Human Rights
- Bureau of Human Resources
- Equity Managers



# 2021-24 Goals and Plan of Action Slide 6

## 6. Anti-racist, anti-ableist City workforce.

### Accountability Partners:

- Office of Equity & Human Rights
- Bureau of Human Resources
- City Budget Office
- Tribal Relations Office
- Office of Community and Civic Life
- Equity Managers





# Thank You



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