Bureau of Planning and Sustainability

Equity and Engagement Team

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SUSTAINABILITY**

Program Work Areas

Internal Functions (Staff)

- Budget Management & Support

- Staff Training

- Program design and evaluation

- Committees & Advisory Bodies

External Functions (Community)

- Sponsorships
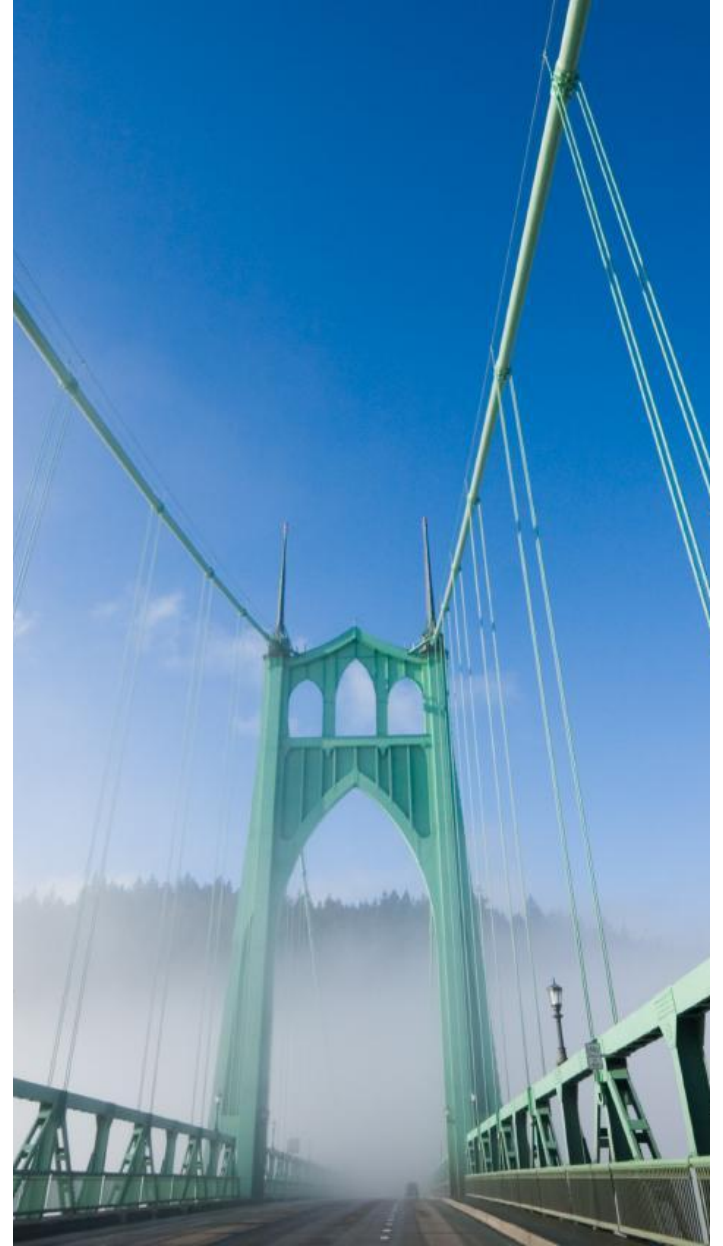
- Relationship Building

- Internships

Other Internal Functions

- Hiring & Retention

- Conflict Resolution

- Organizational Development

Who initiates BPS projects?

- Council or PSC Directive

- Shared responsibility with another bureau or agency

- Strategic Plan Priority

- Community-Led and Initiated

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▶▶▶▶▶▶ INCREASED EFFICIENCY IN DECISION-MAKING AND SOLUTIONS IMPLEMENTATION ▶▶▶▶▶▶ EQUITY

STANCE TOWARDS COMMUNITY	IGNORE 0	INFORM 1	CONSULT 2	INVOLVE 3	COLLABORATE 4	DEFER TO 5
IMPACT	Marginalization	Preparation or Placation	Limited Voice or Tokenization	Voice	Delegated Power	Community Ownership
COMMUNITY ENGAGEMENT GOALS	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process & inform planning	Ensure community capacity to play a leadership role in decision-making and the implementation of decisions.	Foster democratic participation and equity through community-driven decision-making; Bridge divide between community & governance
MESSAGE TO COMMUNITY	*Your voice, needs & interests do not matter*	*We will keep you informed*	*We care what you think*	*You are making us think, (and therefore act) differently about the issue*	*Your leadership and expertise are critical to how we address the issue*	*It's time to unlock collective power and capacity for transformative solutions*
ACTIVITIES	Closed door meeting Misinformation Systematic Disenfranchisement Voter suppression	Fact sheets Open Houses Presentations Billboards Videos	Public Comment Focus Groups Community Forums Surveys	Community organizing & advocacy Interactive workshops Polling Community forums Open Planning Forums with Citizen Polling	MOU's with Community-based organizations Citizen advisory committees Collaborative Data Analysis Co-Design and Co-Implementation of Solutions Collaborative Decision-Making	Community-driven planning and governance Consensus building Participatory action research Participatory budgeting Cooperative models
RESOURCE ALLOCATION RATIOS	100% Systems Admin	70-90% Systems Admin 10-30% Promotions and Publicity	60-80% Systems Admin 20-40% Consultation Activities	50-60% Systems Admin 40-50% Community Involvement	20-50% Systems Admin 50-70% Community Partners	80-100% Community partners and community-driven processes ideally generate new value and resources that can be invested in solutions

What does it mean to be community initiated, led and/or informed?

- Deep respect for and engagement with most impacted populations
- Community members co–design and own the process
- Community members are trusted to make the decisions

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Parkrose Community Plan

The Parkrose Community Plan was created by and for the Parkrose Community to address topics important to the community, such as safe streets, affordable housing and displacement, access to jobs, small businesses, community spaces, and emergency preparedness.

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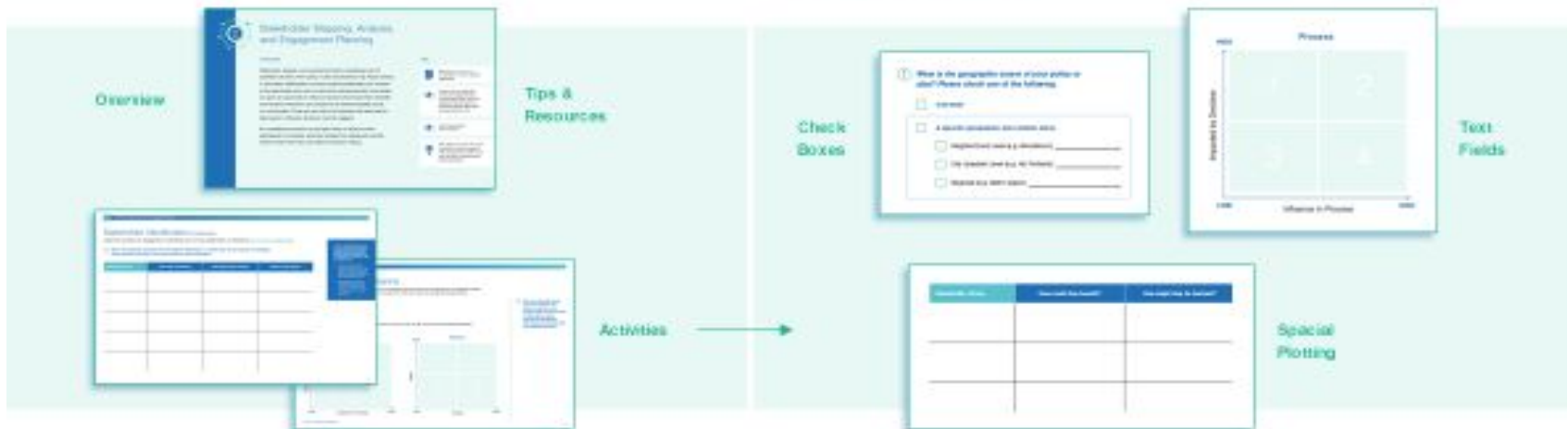SUSTAINABILITY**

Other useful tools

- Community Involvement Committee

- Equity Toolkit

The toolkit is designed to support team conversations. Use it at team meetings to guide planning and decision making.

Each section has an **overview** & a **series of activities**

It's designed to be used **digitally** or **printed and filled out by hand**.

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Questions?

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