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# 191024

Ordinance

## Authorize application to the State of Oregon through the Higher Education Coordinating Commission for a grant in the amount of \$500,000 to develop an Emergency Medical Technician Certificate Program for individuals from underserved communities

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. On July 8, 2015, Council adopted Resolution No. 37144 that defines Citywide Racial Equity Goals and Strategies.
2. 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.
3. 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.
4. 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.
5. In 2016, City Bureaus released five-year Racial Equity Plans addressing specific racial inequities.
6. Portland Fire & Rescue (PF&R) is dedicated to dismantling institutional barriers based on race, gender, disability, and sexual orientation and addressing those societal patterns that interfere with equitable City service delivery to all communities in Portland.
7. On June 29, 2022, The State of Oregon released the Higher Education Coordinating Commission (HECC), Office of Workforce Investments Workforce Ready Grant; Round One of Three.
8. The HECC applies their Equity Lens to all aspects of its work, placing an emphasis on serving priority populations which include communities of color, women, low-income communities, veterans,

### Introduced by

[Commissioner Jo Ann Hardesty](#)

### Bureau

[Portland Fire & Rescue](#)

### Contact

Trisha Schultz  
Contract Administrator

✉ [Trisha.Schultz@portlandoregon.go](mailto:Trisha.Schultz@portlandoregon.go)

📞 [503-823-3705](tel:503-823-3705)

### Requested Agenda Type

Regular

### Date and Time Information

**Requested Council Date**  
October 5, 2022

persons with disabilities, incarcerated and formerly incarcerated individuals, members of Oregon's nine federally recognized Indian tribes, older adults and individuals who identify as members of the LGBTQ+ community.

9. PF&R, using the Oregon HECC Equity Lens and the City of Portland's Bureau Racial Equity Plan, will maximize grant funds to build capacity to launch, expand, and sustain an Emergency Medical Technician (EMT) workforce program that will serve a historically underserved, priority workforce population.
10. PF&R's overall strategic plan and program goal is to increase the number of our historically underserved employee-base by 10% in the next 5 years.
11. PF&R has specifically created a program to reach and recruit within priority populations who experience existing barriers in regard to health, education, and economic opportunities and to meet the future needs of community health, by acquiring an EMT Basic certification through an accredited institution.
12. No match is required by this grant

NOW THEREFORE, The Council directs:

- A. The Mayor is hereby authorized to make an application to the State of Oregon through the Higher Education Coordinating Commission for a grant in the amount of \$500,000.
- B. The Mayor is authorized to provide such information and assurances as are required for the grant period.
- C. The Office of Management & Finance Grants Management Division is authorized to perform all administrative matters in relation to the grant application, grant agreement or amendments, requests for reimbursement from the grantor, and to submit required online grant documents on the Mayor's behalf.

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed by Council  
October 5, 2022

Auditor of the City of Portland  
Mary Hull Caballero

## **Impact Statement**

### **Purpose of Proposed Legislation and Background Information**

Authorize a grant application for \$500,000.

PF&R's Plan with these grant funds is to build capacity within PF&R to prepare, train, and retain a workforce that represents priority populations who identify and incorporate the lived experience of their communities who,

on a systemic level, have been disadvantaged in the past, and yet through this grant will be prioritized to help care for the many diverse communities that live and work within the largest urban metropolitan setting.

This grant will expand the capacity of our Equity team and recruiters to create an Emergency Medical Technician Certification Program for individuals from underserved communities. . The PF&R Equity Manager's work will utilize the framework provided by both the City of Portland's Bureau Racial Equity Plan that promotes equity and reduce disparities within City government, and PF&R's commitment to equity by dismantling institutional barriers based on race, gender, disability and sexual orientation.

With a purposeful examination of systemic policies and practices, PF&R will launch an annual comprehensive Emergency Medical Technician (EMT) certification program within regional priority populations. The intent of this project is to respond to the City's growing diversity by investing in individuals within the community to provide the ability to shape their own present and future through equitable education and training.

### **Financial and Budgetary Impacts**

Grant application for \$500,000 in the initial Round 1-Workforce Ready Grant Cycle will fund Program Coordinator (Diversity Recruiting Strategist) 1 FTE, Program Recruiters 2 FTE, and an Equity Data Analyst 1 FTE and additional contractors that include a Cultural Competency Liaison for other services identified in the Work Plan.

PF&R will continue to fund from their General Fund dollars the Equity Manager 1 FTE, Recruiter 1 FTE and Deputy Community Health Administrator 1 FTE.

The work of Portland Community College Dean of Academic & Career Pathway will be funded by their program.

### **Community Impacts and Community Involvement**

PF&R's Project consists of an "Integrated Network" of dedicated stakeholders that represent culturally-specific organizations including regional the Native American Rehabilitation Association (NARA), Native American Youth and Family Center (NAYA), Portland Community College, local Community Based Organizations (CBOs) and nonprofits.

The Project's Plan will launch a comprehensive annual EMT Certification Program for priority populations in our region. The intent of the Project is to prepare, train and retain an EMT certified workforce, ultimately leveling a path to a sustainable career in the emergency medical service/ healthcare field for the acknowledged priority population.

PF&R's Project Plan's long-term impacts, through our Integrated Networks, will open doors to priority populations in both private and public EMS/Healthcare fields and possibly in the community based and nonprofit fields as career paths as well.

Portland Fire & Rescue (PF&R) seeks to recruit and hire individuals from priority populations that identify as a person of color, emerging bilingual, member of Indigenous communities, rural learners, immigrants, and others from diverse backgrounds with a unique, ongoing employment opportunity within a large metropolitan Fire, Rescue, and Emergency Medical Services Agency.

### **100% Renewable Goal**

Not applicable.

### **Budget Office Financial Impact Analysis**

The bureau's proposal would expand the capacity of PF&R's Equity Team and recruiters. Funding would support four new FTE and additional contractors for other services. The bureau's existing Equity Manager, Recruiter, and Deputy Community Health Administrator would support this program.

### **Agenda Items**

#### **796 Time Certain in September 28, 2022 Council Agenda**

Passed to second reading

Passed to second reading October 5, 2022 at 9:30 a.m.

#### **835 Regular Agenda in October 5-6, 2022 Council Agenda**

Passed

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Absent

Commissioner Dan Ryan Yea

Commissioner Jo Ann Hardesty Yea

Mayor Ted Wheeler Yea