



Portland Equity Initiative

DRAFT FOR PUBLIC REVIEW

Portland Plan Phase III:
Portland Equity Initiative
www.pdxplan.com

Equity is the foundation of the Portland Plan, and it will be a central focus of all the strategies in the plan. Equity objectives and actions are built into all of the Portland Plan strategies. The Equity Initiative focuses on objectives that have to do with the way the City does business, including human resources, contracting, access, funding and decision-making.

WHAT WILL THIS INITIATIVE ACCOMPLISH?

1. **Reduce disparities across all plan areas, starting with the most severe inequities.**
2. **Ensure accountability and implementation of equity initiative.**
3. **Ensure that the City does business in an equitable manner.**

This initiative establishes an ongoing Office of Equity to accomplish these goals. The office will be established in consultation with the Human Rights Commission, the Portland Commission on Disability, the Coalition of Communities of Color, the Diversity and Civic Leadership Program Partners, business leaders, and community members. Efforts will include a strong Civil Rights component, and will include a focus on reducing racial and ethnic disparity.

The Office will be tasked with:

- Evaluating government processes and programs, and holding bureaus accountable to set equitable goals.
- Assisting bureaus in setting metrics, designing data collection and developing accountability reports.
- Publishing regular progress reports.
- Working with private sector and community partners in a way that supplements, complements and supports the good work already under way.

PARTNERS

For tracking disparities:

City of Portland (BPS, ONI, PDC, City Asset Managers Group); Multnomah County (Public Health, Criminal Justice, others); Portland State (Survey Research Lab, Population Research Center, Social Work); Metro Data Research Center; Communities of Color Coalition; DCL Partners; Coalition for a Livable Future

For accountability:

City of Portland (Auditor); Multnomah County (Health Initiative); community groups (tbd)

For equitable City business practices:

City of Portland (OMF/Human Resources, Internal Business Services, Civil Rights and ADA; Bureau Directors)



Objectives and Actions

A. Reduce disparities across all plan areas, starting with the most severe inequities

By 2035, all Portlanders benefit equitably and contribute to costs equitably in community services and infrastructure investments.

- Action 1:** Develop and apply a set of equity tools to evaluate the development and implementation of all city policies, programs and business operations, including reduction of racial and ethnic disparity.
- Action 2:** Develop a city communication and engagement strategy around equity as defined in the Portland Plan (possible role for an Office of Equity).
** Public Involvement Advisory Council*
- Action 3:** Identify what works. Work with partner organizations, agencies and private sector leaders to research and develop innovative tools and methods.
- Action 4:** Implement and extend Citywide Asset Management work plan, which includes race and social justice impact assessments, as well as best practices in risk management, business case and community consultation.
** Seattle Race and Social Justice Initiative*
- Action 5:** Correlate and track racial and ethnic disparities with infrastructure expenditures and urban renewal designations.
- Action 6:** Devise and apply equity levels of service in infrastructure asset management. The intent is to:
 - Distribute projects to eliminate public health risks and provide environmental benefit across all social and economic demographics.
 - Evaluate the risk of not meeting those levels of service.
 - Identify budget needed to mitigate that risk.

B. Ensure accountability and implementation of equity initiative

By 2035, the principles and measurements of equity are monitored at multiple levels, before, during and after actions are taken.

- Action 7:** Build well-being and equity measurements into the City Auditor's Biannual Resident Satisfaction Survey evaluating services.
** Ideas on survey methods to address phone non-response*
- Action 8:** Gather, disaggregate and track data for key population groups and geographic areas, using culturally specific metrics and research methods. Coordinate this activity with the Cradle to Career initiative.
- Action 9:** Continue and expand the practice of tracking and reporting city budgetary expenses by district and selected communities, while also providing long-term reliability and preservation of public structures.
** Seattle RSJI*
- Action 10:** Ensure broad inclusion in decision-making and service level negotiations. Provide early engagement of community members and resources, to develop programs that effectively respond to their needs and priorities.
** Public involvement principles*
- Action 11:** Recruit, train and appoint minority members to city advisory boards who represent the city's diverse population.
** ONI/DCL programs on civic engagement and leadership development*
- Action 12:** Create a citywide, ongoing leadership training program to build community organizing capacity and the capacity for people to engage in shared governance.
** Community Connect Final Report, January 2008*
- Action 13:** Build equity objectives and accountability into youth services programs that receive public money.

C. Ensure that the City and Portland Plan partners do business in an equitable manner

By 2035, City bureaus routinely pass equity reviews, and clients and communities express satisfaction with public access and involvement.

- Action 14:** The City and Portland Plan partner agencies meet and exceed compliance with Title VI of the Civil Rights Act and Title II of the Americans with Disabilities Act by allocating appropriate resources to support implementation of compliance programs and educate City staff on legal requirements.
** City of Portland Title VI Plan Summary*
- Action 15:** Build the skills, capacity and technical expertise to address institutionalized racism and intercultural competency through education and training for public agency staff and subsequent performance review.
** Seattle RSJI, Intercultural City*
- Action 16:** Each City bureau and partner agency prepares a business equity plan to increase purchasing and contracting from M/W/ESBs and firms committed to maintaining a diverse workforce and EEOE certification.
** Existing M/W/ESB policies in Procurement*
- Action 17:** Eliminate racial and ethnic disparities in public agency hiring, retention and contracting.
** Specific HR practices in PDX*
- Action 18:** Evaluate public information, requirements and fees for ease of entry for diverse communities (provide universally accessible services/facilities/translation support).
- Action 19:** Develop and implement a coordinated translation and interpretation strategy and program for the City and partner agencies.
**Public Involvement Advisory Council*