



BUDGET EQUITY TOOL

FY 2024-2025

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THE BUREAU OF
**PLANNING &
SUSTAINABILITY**

Budget Equity Tool

A City Council Resolution in 2016 required all City Bureaus to use the Tool in conjunction with bureau budget proposals. It is essentially a narrative description of how we fund our equity strategies. The report is generated from our collective responses to 13 prompting questions addressing Bureau Operations and Equitable Engagement



Bureau Operations

1. How does the Requested Budget advance the achievement of equity goals as outlined in the bureau's Racial Equity Plan?
 - a. In what ways does the Requested Budget benefit Indigenous people, Black people, immigrants and refugees, people of color, and people with disabilities?
 - b. In what ways does the Requested Budget negatively impact Indigenous people, Black people, immigrants and refugees, people of color, and people with disabilities?
2. How has the bureau engaged with communities in the budget request to identify the priorities, particularly with Indigenous people, Black people, people of color, immigrants and refugees, multilingual, multicultural, and people with disabilities. How are these priorities reflected in this Proposed Budget?
3. What are the insufficiencies in the base budget that inhibit the bureau's achievement of equity, or the goals outlined in the Racial Equity Plan?
4. Have you made significant realignments or changes to the bureau's budget? If so, how/do these changes impact the community? Is this different for Indigenous people, Black people, immigrants and refugees, people of color, and/or people with disabilities?
5. If applicable, how is funding being prioritized to meet obligations related to Title II of the Americans with Disabilities Act and the bureau's Transition Plan barrier removal schedule?
6. What funding have you allocated in the bureau's budget to meet the requirements of ADA (Americans with Disabilities Act) Title II and Civil Rights Title VI?
7. Please take a look at the City of Portland's workforce demographic dashboard as provided by the Bureau of Human Resources: [Public Human Resources Analytics Dashboard - September 2022](#) | [City of Portland Public Analytics Dashboards](#) | [The City of Portland, Oregon \(portlandoregon.gov\)](#). How does the bureau's Requested Budget support employee equity in hiring, retention, and inclusion, particularly for Indigenous people, Black people, immigrants and refugees, people of color, and people with disabilities?
8. If the bureau has capital assets, how does the Requested Budget take into consideration intergenerational equity (ensuring that those who are currently benefiting from the service are paying for its upkeep versus placing the financial burden on future generations)?



Equitable Engagement

9. If applicable, how does the bureau's budget create contracting opportunities for disadvantaged, minority, women, and emerging small businesses (D/M/W/ESB)?

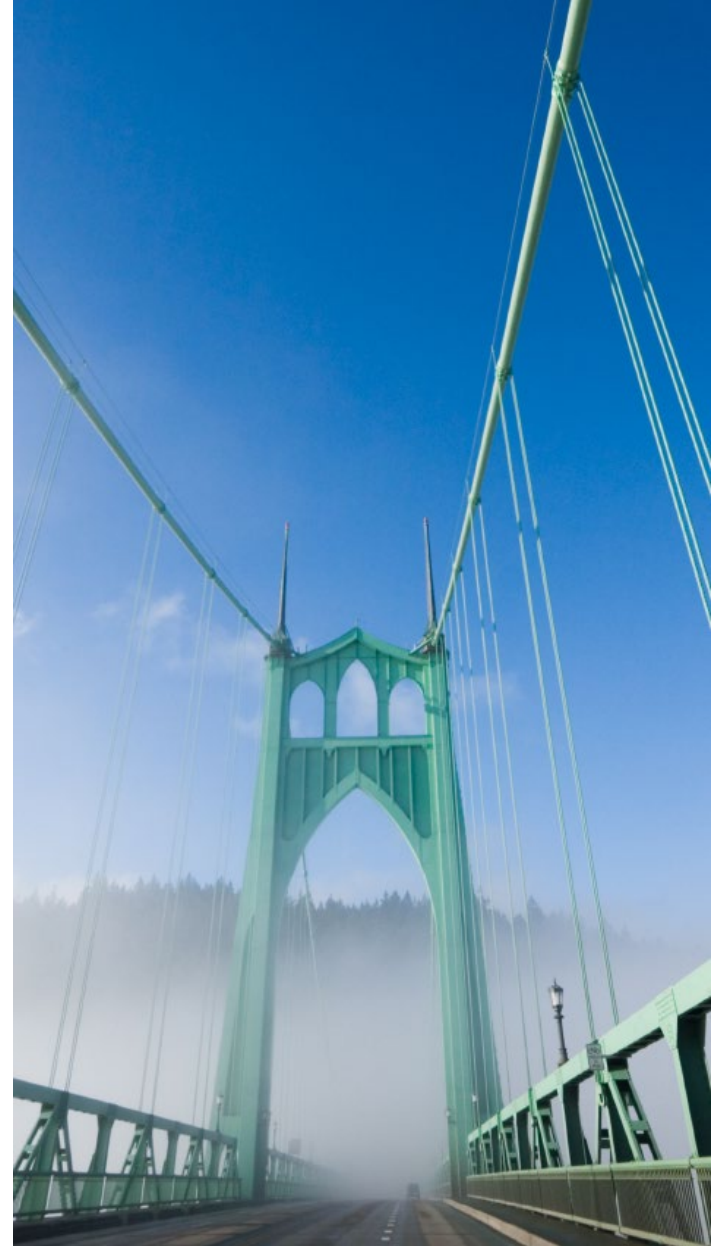
10. If the bureau has dedicated equity staff, such as an Equity Manager, how were they involved in developing the bureau's Requested Budget?

11. How has your team's budget helped build capacity of your staff to engage with communities most impacted by inequities? Examples might include paid training opportunities for outreach and engagement coordinators, a position that focuses on public information or relations officers, fund to support advisory committees or commissions, targeted community meetings or focus groups.

12. How does this budget build capacity and power in communities most impacted by inequities? (e.g., leadership development for communities and guidance from communities, etc.)

13. How does the bureau use quantitative and qualitative data to track program access and service outcomes for different populations? Please provide the data source(s).

What additional disaggregated demographic data will the bureau collect, track, and evaluate to assess equity impacts in community moving forward, and inform future budget decisions?





Process

- Receive Budget Guidance
- Work with managers to respond to questions
- Align Equity Tool with budget packages
- Submit with proposed budget

New for 2024-2025

- Office of Equity and Human Rights Budget Equity Tool Dashboard

Future Improvements

- Accountability feature added to dashboard
- 2025-2026 Amendments to the tool





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Устный и письменный перевод | Turjumaad iyo Fasiraad | Письмовий і усний переклад |
Traducere și interpretariat | Chiaku me Awewen Kapas | 翻訳または通訳 | ການແປພາສາ ຫຼື ການ
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