

Update: Bureau Racial Equity Plans (2023-2025)

Speakers:

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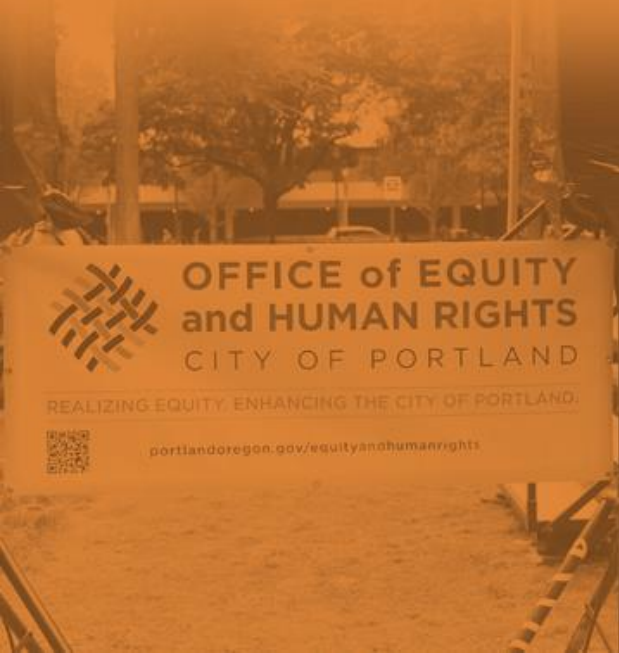
Introduction

- Please hold questions until the end
- Two-year process
- Process details, themes, and challenges



A Brief History of Racial Equity Plans

- Established under Administrative Rule 18.31, adopted in 2016
- Community stakeholder feedback in 2018
- Plan renewal: Office of Equity hired staff and collected director and equity practitioner feedback in May 2021
- Adopted Results-Based Accountability™ (RBA) standards from May to October 2021



Updated Racial Equity Plan Goals



Connect decisions and programs to equity values and goals



Be transparent and accountable to Portland Communities



Create and implement a new framework that supports thoughtful, collective work



Help make and track progress toward equitable outcomes



Meet City standards and build a base for compliance

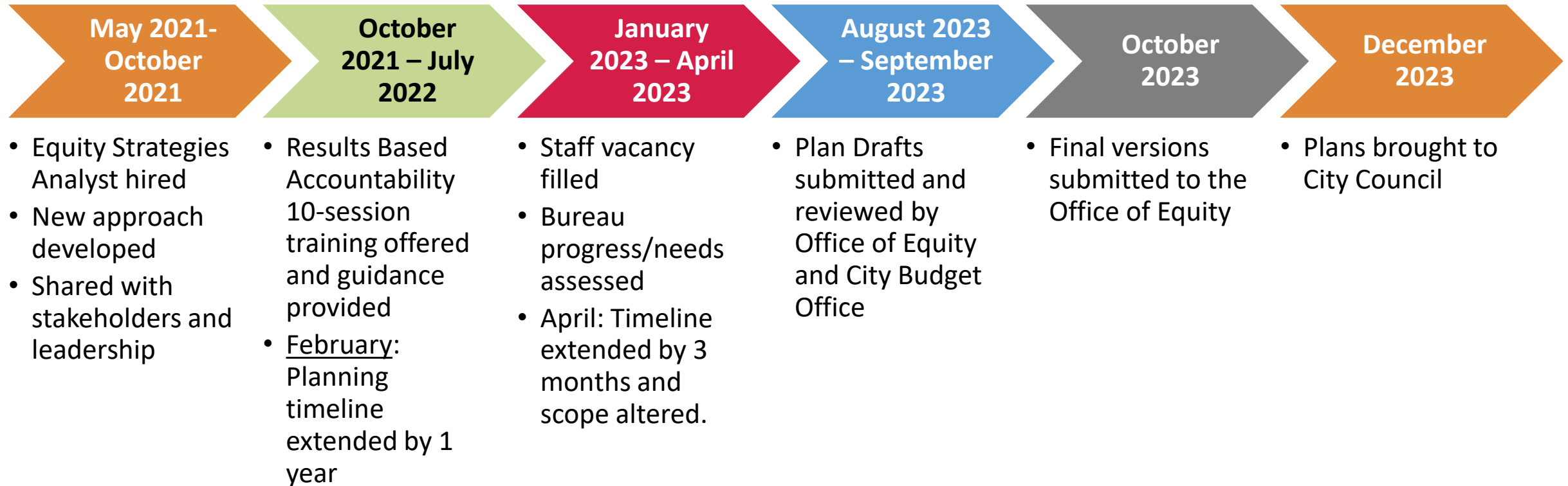


Build scalable and replicable processes, tools, supports, and structures

Three Methods of Accountability

1. Using Results-Based Accountability™ (RBA) to create equitable outcomes and select indicators.
2. Presenting Racial Equity Plans to City Council and requesting commissioner approval.
3. Providing a shared strategy and format for ongoing measurement, performance management, and annual reporting at a bureau and City level.

Timeline and key milestones since 2021



What is different?

- Systems of accountability
- 18-month plans
- Unified processes across projects
- Alignment with City Budget priorities
- Opportunities to merge plans

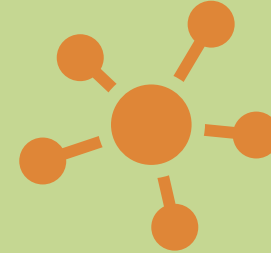


The Review Process



The Title VI team and the Performance Management teams agreed to review the plans and align them with city priorities

Review took place in two batches; equity managers and teams were able to incorporate their feedback; office hours were offered by Dr. Means



All plans were due to the Title VI team October 10; future collaboration between Title VI and Performance Management was established

Title VI team reviewed submitted plans in preparation for the council presentation



Common Themes and Plan Challenges

Themes

- Hiring and Retention within the City
- External Recruitment to City Positions
- Improving Internal Processes
- Increasing Community Access, Outreach and Education

Challenges

- COVID-19
- Staff Turnover
- Funding
- The Charter Transition



City Budget Office's review of Racial Equity Plan Measures

Assessment of:

- Interpretability of wording
- Reliability and staff burden of data collection
- Balance of types of measures (outputs vs. outcomes)
- Balance of quantitative and qualitative data sources for measures
- Meaningfulness of the “theory of change” behind measures

Where measures are now:

- Most bureaus provided data source ideas
- The next step for most bureaus to is write out specific measures
 - Ex: Number of participants who received X service annually

Common recommendations:

- **Include both an output and an outcome measure** for each action in the Racial Equity Plan, to communicate what activities (outputs) are intended to lead to what outcomes.
- **Include qualitative data sources** to not mask peoples’ feelings and perceptions, especially for programs that provide services directly to the community.

What Happens Next?



Implement Year One
Equity Actions
(2024-25)



Build Data and Reporting Pipeline.
Support Bureau Reporting
(2024-2025)



Civil Rights Title VI Plan
Development
(2025)



Build out and Align
with Performance and
Data Work (2024-2025)



Align with Community
Equity Outcomes
(2025)



Merge Racial Equity
Plans, Civil Rights
Title VI Plans and
Strategic Plans

Looking Ahead



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Current Equity Structure

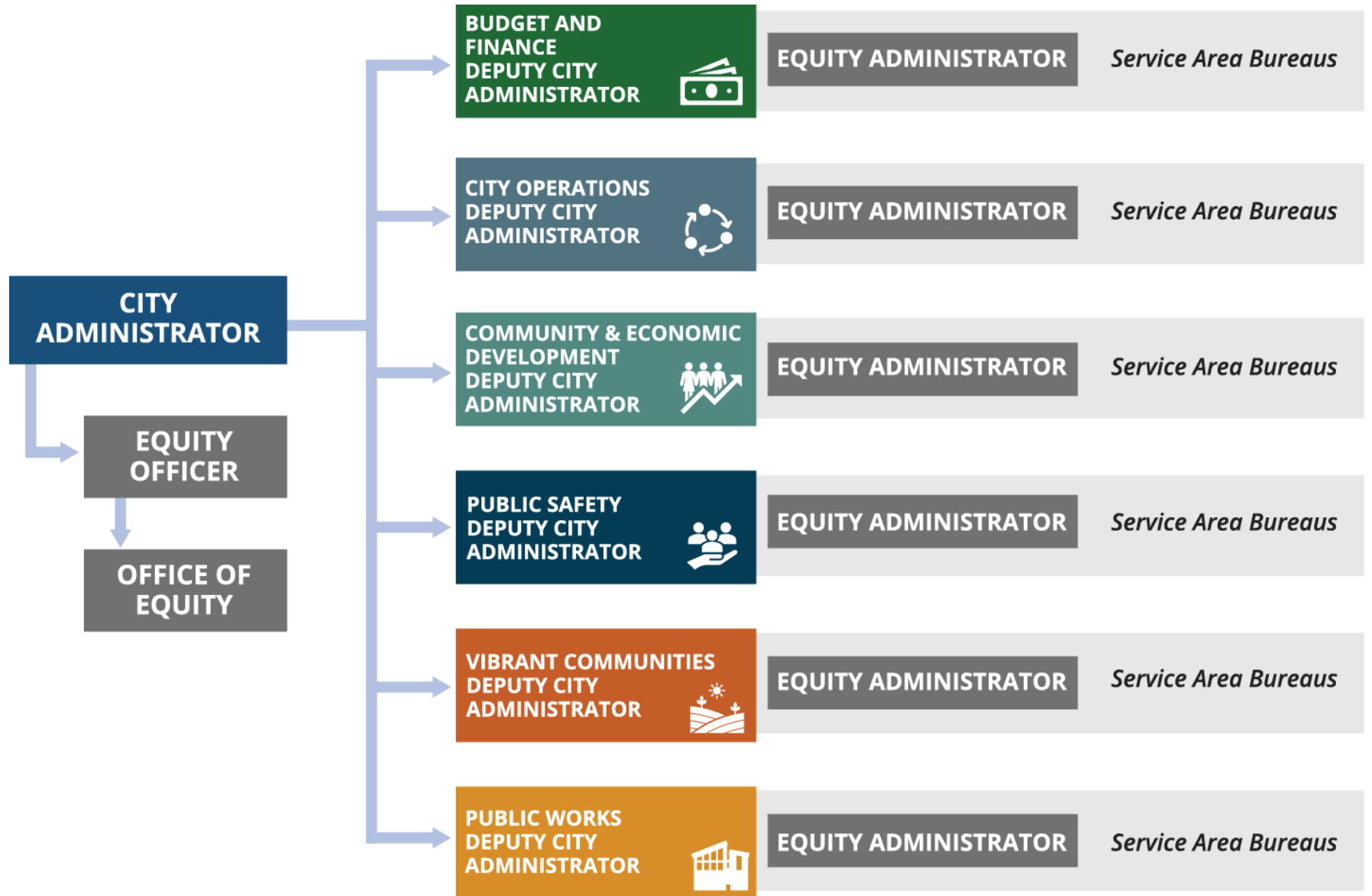


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CITY HALL

Equity Administrators



Thank you for your time.

We will now open the floor for
questions.



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