

Draft Civic Life Racial Equity Plan

<p>The equity outcome was in part developed in consultation with 2021-22 Civic Life equity committee's work to understand and apply Racial Equity Results Based Accountability practices. The equity outcome is directly aligned with Civic Life's mission, the City's Racial Equity Goal #2, and Chapter 2 of the Comprehensive Plan centered on removing barriers to conduct diverse, equitable, and inclusive community outreach and engagement.</p>	Civic Life Equity Outcome	Strategies	Bureau Programs & Services	Actions & Key Results	Performance Measures	Update Frequency	Year 1 Update	Year 2 Update	Lead Staff	Partners
	All Portlanders have options to engage in civic issues that matter most to them and see their voices reflected in decision-making for a representative City of Portland government.	Offer leadership development opportunities to people in Portland. Partner with adversely impacted and marginalized communities to increase diverse participation in leadership development.	Neighborhood and Diversity Civic Leadership Program offers grants & sponsorships and supports the neighborhood data mapping tool.	Provide grants and support that grow Black people, Indigenous people, people of color, immigrants and refugees, underrepresented and under resourced communities' leadership capacity to advocate for their needs and shape	Analyze grant reporting data of Civic Life grantee organization's service population and geographic area information. Measure % of grant funding awarded to under resourced communities as the indicator of Civic Life's overall investment to	Annually with FY grant program cycles			Neighborhood and Diversity Civic Leadership program grant administrator(s), Neighborhood Profiles lead	Immigrant and Refugee Community Organization (IRCO), NAYA Family Center, Urban League of Portland, Unite Oregon, Latino Network, SE Uplift,
	The strategies and program results that impact the equity outcome are related to Civic Life's 2016-2020 Racial Equity Plan community-facing goals and are in alignment with the assessment of these program goals in 2021 and the 2023-24 Requested Budget Equity Report. As our Office experienced recent unprecedented change (other equity aligned programs were reassigned to different bureaus), this community-facing equity outcome reinforces our commitment to addressing systemic inequities to build and restore community trust with current and historically underserved and underrepresented communities.	Create more inclusive participatory structures to elevate underrepresented and marginalized community voices in City processes.	Adapt To Impact Program supports the Immigrant & Refugee program/New Portlanders Policy Commission, Multnomah Youth Commission, City Advisory Bodies, Bureau Advisory Committee, and the Equitable Engagement Practitioners group.	Center youth and immigrant and refugee voices that impact community and City government relations and shape policy recommendations. Advance community recruitment policies and equity practices that increase meaningful multilingual and multicultural engagement on boards and commissions. Build shared understanding with monthly presentations on community engagement practices that build two-way relationships with marginalized communities. Connect the results of the FY 2022-23 Portland Engagement Project to engagement teams and the City	Assess the % rate of participation on Civic Life supported Commissions. Analyze demographic information of applicants to City advisory bodies. Analyze youth involvement with the number of youth participating on committees and % of youth engaged in policy work through the Youth Commission. Assess the rate of participation of engagement practitioners at presentations and provide narratives around the awareness and effectiveness of methods and tools presented. Provide qualitative and quantitative data from the Portland Engagement Project themes. Measure % of primary themes that are included in each of the engagement listening projects. Provide examples of participant	Annually, Every 6 months for advisory bodies			New Portlanders Policy Commission, Multnomah Youth Commission, City Advisory Bodies program, Equitable Engagement Practices lead(s)	Multnomah County
		Provide accessible information to people in Portland. Partner with marginalized and culturally specific communities to increase Civic Life's reach to diverse communities.	Neighborhood Program and Communications Team provides communication services to the communities we serve.	Incorporate data-driven equity values and practices into communications with the communities we serve. Increase multicultural and disability community access to City government through language and disability accommodations (outreach documents and for community events). Offer communications into the identified languages of the City of Portland Languages List. Prioritize other languages identified by the communities we serve.	Assess the % rate of participation in Civic Life events compared with prior year. Summarize social & electronic media analytics. Identify the number of new community partnerships. Analyze qualitative and quantitative accessibility and translation data of FY 2022-23 of the Portland Engagement Project.	Annually			Public Information Officer	SE Uplift, NE Coalition of Neighborhoods, Central NE Neighbors, Neighbors WNW community orgs.