

OFFICE OF EQUITY

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
✓ Gary Hollands	4425 NE Ainsworth 97218	gary@usaTruckingllc.com
✓ GERRARD Deloney	3920 N. Kerby AVE 97227	
✓ DAN HARDELMAN	PORTLAND COPWAIN	
✓ Inger McDowell ^{spoke on panel}	10 W Russell St 97227	
✓ JoAnn Bower Hardisty		
Sharon Gary Smith <small>SHARON GARY SMITH</small>	SHARON	
Promise King <small>PROMISE KING</small>	Portland	

Testimony for Office of Equity September 21, 2011

Mayor Adams and Commissioners,

My name is Joe VanderVeer and I have been a Commissioner on the Portland Commission on Disability since its inception nearly two years ago and I currently chair the Accessibility in the Built Environment subcommittee for the commission. I was also part of the Portland Citizens Disability Advisory Committee that preceded the commission and I served on the summary commission that established the PCOD. For the past six years, I have also served as the chair of the Disability Services Advisory Council for Multnomah County's Aging and Disability Services and I represent that group on the PCOD.

Having been an advocate on disability issues to the City of Portland for several years now, I can personally attest to the tremendous progress that has already been made by the disability commission. As you are all aware, it can be a difficult task to get an advisory commission with 31 members up and running to a level of functional productivity and such a venture is rarely guaranteed to succeed, especially with minimal staff support and an all volunteer membership. The disability commission deserves recognition for having not only survived its first two years but for having become a thriving entity within the City. Already today, the commission, through the work of its subcommittees, has established relationships with multiple bureaus and routinely works with staff to accomplish the goals set forth in our work plans and our mission.

I strongly encourage you to make the Office of Equity a reality. I would also encourage you ALL to vote yes for this initiative, as I believe that a unanimous vote in favor of this new office will communicate its importance to future Council members. Some of you may have reservations regarding aspects of this initiative, but please don't let those reservations keep you from officially showing your support with an affirmative vote. I strongly believe that this new office will serve to leverage the remarkable volunteer energy and enthusiasm that is evident in the accomplishments of the Commission on Disability. There is much work to be done toward equity for people with disabilities in this city and this proposed Office can do much to facilitate that work.

Finally, I would ask that you be generous in funding the Office of Equity. In order to truly empower the disability commission in its efforts to advise the City, both initial and ongoing data collection, will be key to meaningful and lasting success. The more resources that this office has to support the advisory bodies that will comprise it, the more effective those bodies will be in guiding Portland toward a more equitable and inclusive future.

In solidarity,

Joe VanderVeer
Commissioner, Portland Commission on Disability
Chair, Accessibility in the Built Environment subcommittee

September 19, 2011

To members of City Council

This coming Wednesday, September 21 at 11 AM, Council will be hearing a "substitute" for the ordinance considered on August 31 regarding the new Office of Equity. The revised ordinance specifically adds Human Rights to the purview of the office, including the Human Rights Commission (HRC). This is a good step forward as the HRC was not originally consulted about the Equity Office subsuming the current Office of Human Relations (OHR) and therefore their staff, budget, and potentially any power they had.

While this new proposal goes a long way to integrating the HRC into the Equity office, it does not fully restore their authority from existing code. Previous City Code requires that the Director of the Office of Human Relations could only be removed by Council (as in, the whole Council) upon request of the Mayor, and only "after consideration of the recommendation of the Human Rights Commission." There are no provisions in the new code for all of Council to take responsibility for the staff of the Equity office or HRC in this way.

Moreover, the HRC no longer has a say in whether their own staff will be terminated. That provision was part of the showdown between Commissioner Fritz and former OHR Director Maria Lisa Johnson earlier this year-- in essence, Johnson was forced to resign because had Commissioner Fritz tried to fire her, Council would have had to hear from the HRC how much they supported Johnson.

Instead, the ordinance-- but not the new Equity code-- states that the Director of the Equity and Human Rights office will work with the Commissioner in Charge and "consult with" the HRC to fill a "senior staff position" to "assist" the HRC.

It seems clear that the original Code was meant to force all of Council to take responsibility and to assert the independence of the Human Rights Commission, which is not clear from the new Code.

In addition, the new ordinance (but not the new Code) directs that "The City Office of Equity and Human Rights must work with the City Attorney's office... to help meet th City's legal obligations to protect and advance the civil rights of all persons." This is the same City Attorney's office that went to bat trying to defend the officers who beat James Chasse, Jr. to death in 2006. Do you think that is the right place to go to ensure everyone's civil rights are being upheld?

The HRC has been pushing the Charter Commission to add a Human Rights Commission in the City Charter. We support that as part of a broader vision where the HRC, the Independent Police Review Division, and the Ombudsman all are established in the Charter and are given their own Counsel to prevent conflicts of interest between human rights and the City's indiscriminate desire to defend itself against lawsuits.

The new ordinance also adds the Portland Commission on Disability to come from the Office of Neighborhood Involvement. It seems reasonable to include that office in Equity efforts. However, it doesn't escape our attention that the Human Rights Commission's letter to City Council condemning the "Sidewalk Management" ordinance as an affront to human rights pointed out that "Sit/Lie 4.0"'s reliance on the Americans with Disabilities Act didn't promote human rights, but rather pitted people who are poor and homeless against people with disabilities (noting that there are many people in both categories).

<http://www.portlandcopwatch.org/PPR52/sitlie52.html>

We urge Council to give the HRC back its independence by adding Code language similar to the existing OHR/HRC language requiring that HRC have input before City Council hires or dismisses their staff, and to make the HRC staff accountable to the entire Council, not just the Commissioner in Charge. While that may be unusual, it was how the original ordinance was intendad. Council should not take this opportunity of promoting equity to take apart a system put in place after substantial community input and paid consultants' work just three years ago.

dan handelman
--Portland Copwatch

PORTLAND COPWATCH

a Project of Peace and Justice Works

PO Box 42456

Portland, OR 97242

(503) 236-3065

Incident Report Line (503) 321-5120 copwatch@portlandcopwatch.org

www.portlandcopwatch.org

184880

Moore-Love, Karla

From: Bonnie Gilchrist [bonnie@gilchristassoc.com]
Sent: Wednesday, August 31, 2011 6:27 PM
To: Moore-Love, Karla
Subject: Testimony in support of Office of Equity Ordinance
Attachments: Tesitmony in support of Office of Equity Ordinance.doc

Hello Karla,

I had hoped to attend the hearing this evening, but I'm not able to. I called Amanda's office to see if I could send my comments to you via email and have them entered into the record and was told that would be ok....so please find them attached.

Thanks much!
Bonnie

--
Bonnie Gilchrist
Gilchrist & Associates
15235 Boones Way
Lake Oswego, OR 97035

Tel: 503-635-5100
Fax: 503-635-0825
Cell: 503-516-6501

www.gilchristassoc.com

August 31, 2011

TO: Commissioner Amanda Fritz
Karla.Moore-Love

FROM: Bonnie Gilchrist
15235 Boones Way
Lake Oswego, OR 97035

RE: Office of Equity Creation Ordinance

Although my residence is in Lake Oswego, I most closely identify with Portland because much of my business is conducted there.

I've been interested in following the progress of the Office of Equity Ordinance in recent weeks, due to observations and experiences I have had over the past twenty months.

A year ago last January I was contracted to produce a music festival for Jefferson High School in support of their music program. Although I had lived in the Portland area since 1970, until I was approached to take on this project, I had never been to Jefferson. I simply had not a reason to go there.

I soon learned that many of the stereotypes that I had associated with Jefferson relative to safety, crime, and gangs simply were greatly exaggerated. I was embraced by the faculty and the students and thoroughly enjoyed the many hours I spent there.

What did surprise me was the reaction of many of those who lived in the neighborhood. I had expected that it would be primarily African American. What I learned was that due to the policy of Portland Public Schools which allows people to live in the neighborhood and send their children to other high schools, the demographic has shifted in recent years to 80% white. Because the home prices in that area were more affordable in recent years, people purchased homes...either as their own residence, or in many cases as rental properties...raised the rents and forced a relocation of many African Americans who had made their homes there for many years.

This demographic did not support the music festival, so it was ultimately not as successful as we hoped, in spite of the fact that Pink Martini and Michael Phillips donated concerts during the week, and we ended the festival with a day that included the longest list of local musicians ever to appear on the same day in Portland's history.

Through the process of creating the festival, I was also surprised to learn of the attitudes of many in my own peer group, who couldn't see the need to support the school and felt that it should be closed.

What I finally realized through the entire process, was that racism is alive and well in our community. But it is insidious...bubbling along below the radar. Which frankly, in my view, is much more dangerous than if it were out in the open.

On January 17, 2009, the Oregonian ran an article "In a Changing World, Portland Remains Overwhelmingly White." It reported that among the nation's 40 largest metro areas, only four -- none of them in the West -- are whiter than Portland, based on the new census figures. Those other four cities were Pittsburgh, Cincinnati, Providence and Minneapolis-St. Paul. I'm sure you are probably familiar with the article, which goes on to explain the ramifications of this statistic, but if not, here is the link:

http://www.oregonlive.com/news/index.ssf/2009/01/in_a_changing_world_portland_r.html

I do believe, based on my own experience, that there is definitely a need for this ordinance. Much more must be done to educate the general public, and to engender a sense of community that includes equity for all who live here.

You have my full support.

Sincerely,

Bonnie Gilchrist

SUPPORT

Agenda Item 928

TESTIMONY

6:00 PM TIME CERTAIN

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IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
Dorota Fry		
✓ Roger Anthony Nick Johnson Nick Johnson		
Jack Stratton		
Ed Jones		
MARA Gross		
Roy Jay		
✓ Thomas Ngo		
✓ WILL FULLER	3824 SW Canby ST 97219	wwfuller@teleport.com
CEZIA KEARNS	623 NE Thompson ST. 97212	incessiable@yahoo.com
Chris Logan		chrisplagan@gmail.com

Date 08-31-11

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SUPPORT

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Agenda Item 928

TESTIMONY

6:00 PM TIME CERTAIN

OFFICE OF EQUITY

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
✓ Dr Ryan ^{Skelton} Skelton	3705 SE Cesar Chavez Blvd	pttheatherapy@yahoo.com
✓ PETER BALE		peterbale@hotmail.com
✓ Jamal - Dar	P.O. Box 19673 PDX OR 97280	JD
✓ Anne Downing	22360 SE Donna Circle Damascus	Ann W. Down
✓ TERRY TARKER	P.O. Box 13503 97213	
✓ Tim Hall	4533 NE 32 nd Ave 97211	halltim@juno.com
✓ Fern Wilgus	4307 NE FLANDERS PDX 97213	youngst@SPIRITONE.COM
✓ Sharon Gary-Smith	2705 E Burnside, Ste 210 PDX 97214	sharon@mrgfoundation.org
✓ Kristie Duyckinck	10325 NW Flotoma Dr. PDX 97229	kduyckinck@comcast.net
✓ Walter	309 SW 4TH AVE., PDX	WWRYCE@AOL.COM
Sue Stacht	1814 SW Madison St, PDX	Suzanne Stacht@gmail.com
Beth Kaye	5102 NE 30th Pdx 97211	

Date 08-31-11

SUPPORT

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Agenda Item 928

TESTIMONY

6:00 PM TIME CERTAIN

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IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)

ADDRESS AND ZIP CODE

Email

✓ LARAUN HEASTER	BOX 56 A3 RD AVE 97215	laraunoch@yahoo.com
✓ Daryl Dixon	501 SE Hawthorne Blvd. PDX	daryl.dixon@multco.us
✓ Michele Jill Severson	401 N. Bladen St. Pdx 97219	JILLMS@LCLARK.edu
✓ MARTHA PEREZ	920 NW KEARNEY ST #110 Pdx 97209 (503) 954-9653	MARTHAOFPEREZ@yahoo.com
✓ Curtis Walker	8704 NE Brazee PDX 97220	impetusarts@yahoo.com
✓ Taj Saleyman	700 N Killingsworth 97212	Taj@interculturalorganizing.org
✓ Andre Baugh	3327 NE 59 PDX	andre@groupagb.com
Green		
✓ Adam Kriss	1717 SW Park Ave	ADAM.KRISS@MAIL.NET
✓ Karen Redington	3494 SW 12 St	othentic@gmail.com
✓ Mary Czarniecki	2942 NW Savier St. 97210	jrca@aol.com

SUPPORT

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IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
John Nordby	CLF	
✓ Sam Sachs	citizen	thenohatezone@yahoo.com
Caitlin Wood		
Sim Jackson	citizen	
✓ Amy Anderson	citizen	
Maria Cross	CLF	
NYLA Mc CARTHY		
[scribble]		
MAT WOODEN	97217	
Donla Nava	97002	dorlan@missportland.com
Joe J. Cla	97206	
Alberto Moren	97212	

✓ MIKE DEE

Date 08-31-11

133 NW 6th Ave Portland

Leslie Rose Warner Peck Cullen

1321 N Winchell St Portland 97217

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✓ Doretta Schroed

doretta@doretta.com

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IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
Paul Marech	Box 89589 PO Box 97287	
Pop. F...	900 St. NE Sales, DC.	
Chris Lopez	1204 NE 27th Ave. 97232	lop2757@comcast.net
Ptery U...	9401 NE Sunderland	xongshenmen@gmail.com

Hussein, Sara

From: Bizeau, Tom
Sent: Wednesday, August 31, 2011 3:57 PM
To: Hussein, Sara
Subject: Testimony List

Panel #1 (each person has 3 min)

- ✓ Dora Perry
- ✓ Amalia Alarcon de Morris
- ✓ Lisa Bates
- ✓ Karyn Hanson

Panel #2 (each person has 3 min)

- ✓ Midge Purcell
- ✓ Ann Curry-Stevens
- ✓ Jan Campbell
- ✓ ~~JoAnn Bowman~~ → Hardesty

Panel #3 (each person has 2 min)

- ✓ Bill Failing
- ✓ Don Geddes
- ✓ Ann Naito Campbell
- ✓ Serilida Summers McGee

Panel #4 (each person has 2 min)

- ✓ Garmen Rubio *Cynthia Gomez*
- ✓ Ray Espana
- ✓ Jessica Lee
- ✓ Lee Po Cha

~~✓ Berbera Me Cullough - Jones~~

Panel #5 (each person has 2 min)

- ✓ ~~Margaret Brayden~~ *called did not answer*
- ✓ Vicki Hersen
- ✓ Joyce Harris
- ✓ ~~Matt Morton~~

Panel #6 (each person has 2 min)

- ✓ Helen Ying
- ✓ Nichole Maher
- ✓ Allan Lazo
- ✓ ~~Kayse Jama~~

These will be part of the public testimony, but we'll try to sign them in early:

- ✓ Donita Fry
- ✓ Roger Anthony
- ✓ Nyla McCarthy
- ✓ ~~Jack Stratton~~ *called yes did not*
- ✓ ~~Chris Duffy~~
- ✓ Ed Jones *- Judge*
- ✓ ~~Mara Gross~~
- ✓ ~~Roy Jay~~ *called did not come*

Equity District

On August 8, 2011 Mary Frances Czarnecki wrote:

Dear Mayor Adams and City Commissioner ,

In "Ron Sims' announcement he is leaving HUD" by Jake Ellison the Deputy Secretary said the following:

"Never again should we think of a healthy community without thinking of how that community is linked to transportation choices, educational opportunities, safe neighborhoods, a vibrant ecology, healthy food choices, and access to arts and humanities. And never again should we sit back and let a zip code be the determinant of the health and well being of a child."

When Deputy Secretary Sims, one of the Nations foremost leaders on Sustainability and Racial Justice, came to Portland on the 40th Anniversary of Earth Day, April 23, 2010, I was struck by his rich cultural heritage and a belief that everyone should have a rich and vibrant life. I was able to share some articles on livability and received a huge in return.

If we can have an ~~ELO~~ ELO DISTRICT & why not EQUITY DISTRICT?

What has been missing from the pie is a total mixed-income housing. NWDA has allowed me to explore the possibilities of creating an "Equity District". (see attached letter to the Executive Committee)

My husband has worked for 10 years on Affordable Housing for the State of Oregon

For the past two years NW Portland has been having a dialogue on a large close-in new development and what it means to the neighborhood and Portland in terms of livability. NWDA has addressed sustainability in complex ways through neighborhood sessions and studies for future development, participating in Portland's URA process, and conversations with property owners and stake holders. Now we wonder as a few new housing projects come into the neighborhood without an affordable housing component will we become that stereotype of an elite neighborhood rather than an exemplary livable place to live, work and play.

So I know these issues! Anonymity is critical to civilized living!

Mayor Adams should be praised for the initiative on the creation of a new City bureau – the Office of Equity. .

Commissioner Amada Fritz' leadership will continue her work for the people in Portland helping us all have rich fulling lives. The Office of Equity could be invaluable in assisting us in forming an Equity Districts in Portland

'Everything that we see is a shadow cast by that which we do not see.'

Martin Luther King

Regards,

Mary Czarnecki,

~~NWDA member of the Planning Committee, Slabtown Committee, and Livability and Safety Committee~~

- NW Portland Resident
- Care up in Portland East side.
- Both sides! for a livable Portland for ALL

~~I~~ I APPLAUD THE URBAN
LEAGUE + COALITION
OF COMMUNITIES OF
COLOR FOR DOCUMENTING
HOW INEQUITIES
ARE AFFECTING THEIR
COMMUNITIES! I
BELIEVE CHANGES NEEDS
TO HAPPEN AND IT
WILL REQUIRE

ORGANIZATION AND
A COMMITMENT TO
CHANGE FROM THE
CITY AND ITS PARTNERS.

*THINGS WERE BAD
FOR SOME GROUPS
AT THE BEST OF TIMES
AND ARE GETTING
DISPROPORTIONATELY
WORSE IN OUR CURRENT

ECONOMY.

AS A PERSON WITH
A DISABILITY INVOLVED
WITH MY COMMUNITY
I HEAR ABOUT FRIENDS
NOT BEING ABLE TO
FIND WORK, ^{HOUSING} REPORT
CRIMES OR NOT BEING
PROVIDED REASONABLE
ACCOMMODATIONS.

184880

EVEN SHOWING UP AT
THIS MEETING IS
CHALLENGING WHEN THE
ONLY OPTION IS PUBLIC
TRANSPORTATION. THAT IS
PART OF WHY YOU SEE
~~NO REPORTS~~ FEW OF
THE LARGEST MINORITY
GROUP IN THE ROOM₄
HERE. OUR DISPARITIES

ARE LARGELY HIDDEN
UNDOCUMENTED WHICH
GOES ALONG WITH OUR
EXPERIENCE OF ~~BEING~~
~~IN~~ FEELING INVISIBLE

- INVISIBLELY A PWD
- LANGUAGE LEAVES OUT ASL
 - NOT BEING ABLE TO REPORT CRIMES
 - NO COMPREHENSIVE REPORTS & DATA

TAXES EMPLOYMENT OF PWD WOULD BEING

HOUSING @ DISCRIMINATION PARTNER W/ FAIR HOUSING TO KEEP PWD VISIBLE

Portland City Council Presentation August 31, 2011

Good Evening Mayor Adams and Commissioners. I am Vicki Hersen, Executive Director for Elders in Action. Our mission is to ensure a vibrant community through the active involvement of older adults. We have been proud to work with the City of Portland since 1968 to help ensure that the quality of life in Portland never depends on age.

Our Elders in Action Commission members and other elder advocates have provided input into the Portland Plan and we commend the foresight of applying an **equity** lens in moving forward with making Portland a community where **everyone** has access to opportunities necessary to

- satisfy essential needs
- advance their well-being
- and achieve their full potential.

As an Office of Neighborhood Involvement partner, we are aware of the time and thoughtful planning that has been put into this Office of Equity proposal.

It is heartening to note that this new Office will work in a positive and proactive way to ensure that all bureaus and City programs have the education and support to evaluate what **has** and **has not** worked and how to make changes as necessary.

We see the Office of Equity as a **wise** investment in making changes to lead to a more prosperous Portland for all. We appreciate the consideration of the initial focus on race/ethnicity and issues of disability. The thoughtful review of the very comprehensive reports by the Urban League of Portland's *State of Black Oregon* ; the Coalition of Communities of Color's *Communities of Color in Multnomah County: An Unsettling Profile* ; and the Coalition for a Livable Future's *Regional Equity Atlas* will provide valuable data to guide the work of the Office of Equity. Since **age** affects everyone regardless of race, ethnicity, disability, religion, or sexual orientation; we feel that the recent recommendations from the Age-Friendly Cities report conducted by the Institute on Aging at Portland State University may **also** be a valuable tool to use. Portland has already signed on as a member of the World Health Organization's Global Network of Age Friendly Cities.

We encourage the efficiencies made when working in partnerships and the effectiveness of clear communication among all involved. After reading the ordinance and draft work plan, we feel confident the creation of an Office of Equity will work in **concert** with **current**

work in this arena in the city and will not duplicate efforts but will create a synergism of success.

We see the initial plans for review of City Bureaus using an **equity** lens as comparable to the “**elder friendly**” lens we use to evaluate businesses and services. The Office of Equity will educate, monitor and provide technical assistance to City Bureaus and services to ensure that they are assessed with an equity lens. We see this as a positive endeavor and can work similar to the way we help the public and private sector better serve the growing elder population by providing “aging awareness” training , other education and recommendations.

We are extremely encouraged that the Portland Plan has embraced the vision of equity but more important is the proactive action that will be made by the Office of Equity in making Portland a City where all people may live and thrive.

Elders in Action is delighted to help in any way as the plans move forward for the Office of Equity.

Thank You.

184880

Moore-Love, Karla

From: Lilly, Caitlin
Sent: Wednesday, August 31, 2011 11:21 AM
To: Moore-Love, Karla
Cc: Hussein, Sara
Subject: FW: Testimony for Office of Equity

From: edward jones [mailto:linntonlanduse@gmail.com]
Sent: Wednesday, August 31, 2011 10:47 AM
To: Hoop, Brian
Cc: Alarcon Morris, Amalia; Perry, Dora; Lilly, Caitlin
Subject: Re: Testimony for Office of Equity

TESTIMONY OF EDWARD JONES

LINNTON NEIGHBORHOOD ASSOCIATION LAND USE CHAIR

ON THE PROPOSED CREATION OF AN OFFICE OF EQUITY

More than most cities, Portland has committed itself to community participation in its decision making. As the land use chair for the Linnton Neighborhood Association, I'm one example of that commitment in action. But our neighborhood, despite having a cadre of articulate, resourceful and committed participants in the process, still struggles to make sure our voice is heard while the critical decisions are being made. What is hard for us is near impossible for many others in our city.

Citizen participation in city government is another phase for "endless meetings." I go to those meetings, and I know you go. And when we go, do we see participation by a true cross section of the community? No, there many under represented groups. To be blunt, the city, despite some effort, has failed to bring the entire community to the table. It is easy to understand why. Many members of minority or handicapped communities face daily problems that overwhelm any interest they might have in city policy; others have language or mobility restrictions which limit their ability to participate. Yet they live here too, and are often more dependant on city policy than those members of the better off communities who do turn up at the meetings.

This is a problem that an Equity Office can address. Where will the leaders of the multi-cultural Portland of a decade from now come from? If the city does it's work well, and the Office of Equity is a critical part of getting it done well, those new leaders will come from among the citizen participants who have been drawn into the process by an effective policy of inclusion of all communities in the city's decision making.

There is no shortage of cities that have done poorly at inclusiveness; Portland isn't the first city to face these problems. We can learn from the mistakes of others. The mechanism through which that learning will occur is the Office of Equity. It is critical to our long term health to make sure that those under represented communities find their voice and their place at the table.

I urge you to approve this proposal, and to set expectations for the office that move Portland

184880

forward in its efforts to be responsive to the entire community.

On Tue, Aug 30, 2011 at 4:16 PM, Hoop, Brian <Brian.Hoop@portlandoregon.gov> wrote:

Ed, thank you for agreeing to testify in support of the Office of Equity, Wednesday evening, Aug 31, 6 PM, Council chambers at City Hall.

Attached are talking points.

I'll confirm early Wednesday about whether we can count you as an invited guest to be an early speaker in first two hours. Otherwise we might have to sign you in as early as we can.

If you do complete written testimony please email it to Dora Perry and Caitlin Lilly in Commissioner Fritz' office.

I suggest a few highlights - lots more in the attachment - that would be important to hear from a neighborhood, white ally:

- Work with community partners to promote equity and inclusion in Portland & region - It will be important to engage neighborhood associations in addressing and advocating for issues related to equity in our city.
- Continue and expand current work of the Office of Human Relations with the community and neighborhoods **fostering civil rights education** and inclusion of immigrant, refugee, and disabilities communities.
- Data indicates that racial and ethnic disparities and those for people with disabilities are vast across all indicators. Programs and policies designed to eliminate race/ethnicity and disability-based disparities benefit everyone.
- Portlanders rarely talk about racism. We rarely talk about disabilities such as mental illness or physical impairments. Pretending problems don't exist does not make the problems go away, it makes them more difficult to correct. **Intentionally owning and working to correct the problems is more likely to result in positive changes.** *(This sounds like something you'd say.)*
- In a 2011-12 City budget survey, **52% of responders** in a scientific poll said that **Portland has a problem with equity**, and that the City should do something about it. *(That means alot of white allys agree something needs to be done.)*

Lots more info is on Commissioner Fritz' web page

<http://www.portlandonline.com/fritz/index.cfm?a=361064&c=49233>

including the ordinance <http://www.portlandonline.com/fritz/index.cfm?c=49205&a=361062>, which has lots of additional great talking points

and

initial workplan <http://www.portlandonline.com/fritz/index.cfm?c=49205&a=361063>

My cell if you have questions tonight. [503-475-6056](tel:503-475-6056)

Brian Hoop
 Manager, Neighborhood Resource Center
 Office of Neighborhood Involvement
 Phone: [503-823-3075](tel:503-823-3075)

Good evening Mayor Adams and our caring city commissioners. Thank you for this opportunity to share with you some of my thoughts about equity in Portland Oregon. My name is Anne Downing and I have the great good luck to teach English as a second language at David Douglas High School. My students come from all over the world. They and their families have come here work and learn, and above all - to live in peace. David Douglas occupies 12 very diverse square miles. 10 years ago the percentage of White native-English speakers in the district dropped below 50%. In 2007 it dipped below 40%. Today it is at 32%. The fact is, the students in my school district go home each night and speak 75 languages, only one of which is the English language. Life has been difficult for these New Portlanders, particularly those who've spend most of it living in refugee camps. These new members of our Portland family need more than equal opportunity, they need more than tolerance. They need all of their Portland family to show them, connect them, mentor them until our children's children stand together ~~side by side~~ in this wonderful community. Equity is an ideal caring humans can strive for, and in doing so we all can make this city one of the richest places on earth.

I come from New England, a lovely place with a lot less rain, but I love living here because Portland is rich in diversity and well stocked with people like Amanda Fritz and Ronault Catalni who not only share this value, but create vehicles like the office of Human Relations and the Office of Equity to make our city strong and beautiful in all it's colors. Amazing things can happen if we all dig in and strive for equity in the City of Portland!

Subject: Testimony to the Portland City Council on establishing an Office of Equity in Portland City Hall, August 31, 2011

Equity has many facets. They include ethnic, the delivery of services, paying for those services and equity of representation within the citizen process, just to mention a few. The charge of any Office of Equity must be to assure equity is applied across the board, and not just in selected areas of political interest or where the loudest voices are being heard. While most of testimony this evening will likely address ethnic equity and the delivery of services, my focus will be in an area where the city has subjectively refused the call for equity.

The mantra of so-called progressive thinking has been to "get out of the way" of the financial obligations for the users of alternative forms of transport - all "for the sake of growing those modes, and as a means to redistribute the modal split." The current political approach for controversial transit or bicycle projects is to routinely stack the deck on citizen advisory committees with special interest activists, and then proclaim community support. The voices of the fiscal stakeholders - specifically tax abused motorist representation - are always excluded from within the upfront process and conversation. The big missing piece from all this political manipulation is equity. The huge problematic result is the absence of sustainability.

To remedy this indiscretion; special interests need to be set a side, social engineering must be thrown in the trash and buried where it can not be recycled back to life, and a "change of direction cultural shift" must take place. One of the valid functional obligations for an Office of Equity must be to create an equity policy of transport fairness principals. Responsibility requirements must include infrastructure user fees for bicyclists, the elimination of the free rail zones, and a mandate that transit fares better reflect the actual fiscal costs of providing the service. Not only does this confirm a more equitable funding mechanism for alternative transport infrastructure, but it is also a step in the right direction for alternative transport modes to become more financially self-sustainable while at the same time, creating a steady revenue stream that is less impacted and interrupted by oil prices, commuting trends, traffic projections and/or modal shifts. .

This new policy must also address the citizen process whereby specific representatives from all modes of transport are included on PBOT advisory committees - with membership numbers that correspond to actual mode splits. It is totally unjust and biased to assert the excuse that because most people drive there is no need to have motorist specific representation on transportation related citizen advisory committees, and then include pedestrian coalition representatives when just about everybody walks.

In closing, a logical person can easily see the current recession is in part the result of a political mindset that includes a social engineering agenda. Continuing down the same one-sided road only stirs up the lack of equity and increases the deficiency of financial self-sustainability. The local accountability is yours. Creating a City Office of Equity is the right thing to do. Producing an equity policy of transport fairness principals falls within the realm of what an Office of Equity should be and must do.

Respectfully submitted,

Terry Parker

My name is Midge Purcell, I am the Director of Advocacy and Public Policy at the Urban League of Portland.

Thirty years ago, when someone asked for an “environmental impact statement” regarding key policy decisions, they were met with the question “What does that mean?” “What does that look like in practice?” Now, Portland has successfully integrated environmental sustainability into the core of its policies and decision-making. We are asking the same be done with equity. We need that kind of intentionality to reverse hundreds of years of practice that entrenches disadvantage.

The Urban League of Portland published the State of Black Oregon in 2009 revealing stark disparities in jobs and economic opportunity, housing, criminal justice and policing and education. The Coalition of Communities of Color Report confirmed our findings.

Portland prides itself on being progressive and sustainable. How can we call ourselves sustainable when 38% of Black children live in households with incomes below poverty levels; when unemployment in communities of color is twice the rate of the general population; where children of color live in neighborhoods where air quality fails to meet EPA standards, resulting in higher asthma rates for children of color; where there are little or no sidewalks, poor lighting, poor transit access, and families are fearful to send their kids out for play—exacerbating obesity levels and chronic disease. How can we be a progressive or sustainable city when 49 % of Black children do not graduate high school.

Given that one out of 2 children in Portland Public Schools are students of color, this level of disparity is unsustainable—not only for our communities, but for Portland as a whole.

We need an equity strategy for the city and the means to systematically implement it; an office that will develop the expertise, structures and tools that will result in measurable outcomes that reduce disparities. The Office of Equity can build upon existing efforts, develop best practices and save the city money by not having to reinvent the wheel each time a bureau develops an equity plan. It means that every Bureau will have the support and capacity to allocate resources in ways that benefit all Portlanders, and avoids unintended consequences. It means that the city and every bureau will have a plan that they can be held accountable to.

Until now, equity work in the city has been piecemeal, sporadic, and without consistent leadership, we have seen no significant change from these efforts. Unemployment, housing stability, neighborhood safety, gang violence have all gotten worse.

Our communities are demanding a change. It’s been a long time coming. Portland has spent millions on bicycle infrastructure—all for good reasons- but the benefits have not been universal. We are asking yet again- for so little just for the city to be equipped to do its job for the benefit of all Portlanders. To refuse, sends a message that our communities are unimportant and the city is happy with the status quo. It’s not a message that I want my kids to hear.

Joyce Harris Testimony in Support of the Proposed Office of Equity

August 31, 2011

Good evening Mayor Adams, Commissioner Fritz, Commissioner Leonard, Commissioner Saltzman, and Commissioner Fish. My name is Joyce Harris and I am here this evening to add my voice in support of the ordinance to establish the City of Portland's Office of Equity. I just returned from Washington, DC to attend the dedication of the Martin Luther King, Jr. Memorial, although it was cancelled due to weather, the spirit and commitment of Dr. King's relentless struggle to achieve equity and justice for all was everywhere. Sadly we were reminded that many of the inequities that Dr. King marched for and eventually lost his life for still exist today. Disparities in hiring, access to quality education health care, elder care, transportation, environmental safety, funding inequities, housing, gentrification, discriminatory housing practices, police and community conflicts, and the list goes on. As we try to create what Dr. King referred to as a "beloved community" we must recognize that there is still much work to be done and that as a city we must be proactive and like Dr. King relentless in our advocacy and pursuit of fairness and justice for our citizens who are most disenfranchised. We must also remember that many of the key provisions of the Civil Rights Act of 1964 have still not been met. We need to identify policies and practices that allow inequities to exist and understand that our failure to address these inequities may in many instances violate the civil rights of citizens that are contained in the Civil Rights Act. The Office of Equity provides us with an opportunity to not only look at the data on disparities in our city but to hold our city government accountable for eliminating policies and practices that contribute to inequities and potential violations of Civil Rights. Dr. King reminded us **"There is a maxim in the law-justice too long delayed is justice denied.**

I urge each of you to draw on the courage and commitment to justice that Dr. King exemplified and support the creation of the Office of Equity. I leave you with these words from Dr. King, **"We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly affects all indirectly.** Thank you



**Testimony in Support of
City of Portland Office of Equity**

Date: August 31, 2011
To: Mayor Sam Adams & Portland City Council
From: Jeana Frazzini
Executive Director, Basic Rights Oregon

Mayor Adams & Commissioners,

Basic Rights Oregon is a statewide advocacy organization dedicated to ensuring that lesbian, gay, bisexual and transgender (LGBT) Oregonians experience equality. We represent thousands of LGBT Oregonians, their families and friends. I write today in support of the proposed City of Portland Office of Equity, and to urge your yes vote on the ordinance before you.

At Basic Rights Oregon, we are committed to addressing the needs of all LGBT Oregonians, particularly those who face multiple forms of oppression and are often underserved: people of color, those with disabilities, youth and transgender Oregonians. We believe the city can play an important role in addressing the many social, economic, and civic disparities suffered by LGBT communities, communities of color, immigrants, refugees and other protected classes.

The City of Portland has a strong history of working to address the inequities faced by LGBT populations. Portland has been among the first cities to pass non-discrimination policies, create a domestic partnership registry and, most recently, ending insurance exclusions against transgender city employees. The Office of Equity can build upon this foundation and provide much-needed focus to these efforts. While leadership from City Hall is essential, we also need to spread this commitment more broadly to ensure our city's shared values of ensuring access and opportunity for everyone are put into concrete action.

Again, on behalf of Basic Rights Oregon, I urge you to pass this ordinance and I thank you for the opportunity to submit testimony.

Respectfully,

A handwritten signature in blue ink that reads "Jeana Frazzini". The signature is fluid and cursive, with a small dot above the 'i' at the end.

Jeana Frazzini
Executive Director
Basic Rights Oregon

TALKING POINTS

- Buenas Tardes*
- ~~Good evening~~ Mayor and Commissioners.
 - My name is Cynthia Gomez, and I am here tonight representing Latino Network. Since 1996, we've worked to provide transformational services, and advocacy in education, leadership and community development for Latinos in Multnomah County.
 - We do this by engaging Latino youth and adults in learning that provides them the ability to participate meaningfully in decisions that impact their lives, and the lives of their communities. One way we do this is through our civic leadership *Academy* programs – ~~The Diverse Civic Leaders Academy (English track)~~ *project* and ~~Academia Lideres Latinos~~. *Academy serving both mono-lingual Sp speakers and young Latino emerging leaders.*
 - To date, we have graduated more than ~~70~~ *70* community leaders that are ready to make their neighborhoods and city a better, more equitable place to live. We'd also like to especially thank Commisioner Fritz for her strong support for our organization, and for taking the time to engage meaningfully with our graduates. We are so grateful for your support.
 - Over the years, we have witnessed how the policy direction of important issues like public safety, housing and neighborhoods

can change in an instant because of the power and voice of the community. If we are not at the table when decisions are made, our neighborhoods and families will not be represented in the outcome.

- So it is in that vein that we are here today.
- Latino Network supports authentic, and community-engaged efforts to address disparities within City government, and promote equity at all levels of government. Under former Mayor Tom Potter, the City engaged with community through Vision PDX to identify Equity as the top priority for Portlanders.
- An outcome of this was the creation of the Human Relations Office and Human Rights Commission. We urge you to not forget the countless hours of testimony, hard work, and community voices that also went in to the formation of this office.
- We urge the continuance of the work of HRC's work as a vital, external convener around the issues the new office will raise. Additionally, we also support the internal accountability of the City of Portland to its mission to serve ALL Portlanders through an office that reports to City Council, HRC and the community

about the City's progress in reducing disparities, and the monitoring of implementation of any recommend changes.

- **These two efforts should complement one another, and we ask that you work WITH the community to make these work for the BEST INTERESTS of the community.**
- **The time for ^ameaningful ~~focus~~ focus on ending racial disparities within – and external to – the City is now. We are appreciative of the important steps we have made, but we need leaps and bounds to catch up to where we ought to be – from hirings, to policy decisions, to strategic bureau investments. Each year we lose time is another year we lose the opportunity to address disparities and serve our communities better.**
- **We look forward to the day when our City staff and investments reflect the interests – and the leadership – of everyone who lives here. Dedicated resources that promote equity and accountability is a necessary first step in that direction.**

Testimony of Serilda Summers-McGee
Executive Director
Partners in Equity
Regarding Approval of the Office of Equity
August 31, 2011

Mayor Adams, members of the Council, thank you for the opportunity to appear before you this evening in support of the formation of a Portland Office of Equity. My name is Serilda Summers-McGee, Executive Director of Partners in Equity, an affiliate program of the Portland Business Alliance.

Partners in Equity works to help companies recruit, support, and retain professionals of color in Oregon and SW Washington. We believe that, in today's global marketplace, companies need a competitive edge and one of the best ways to create that edge is through a diverse workforce. At the same time, changing demographics are driving a more diverse population and our economic future depends on nurturing the skill, knowledge and innovation of that changing workforce.

We believe Portland should aspire to a level of social and economic equity and success that is the envy of the country – just as we have aspired to, and in many cases achieved, strategies for innovative land use, transportation and community engagement that the rest of country admires. But we we're not successful in those initiatives by chance – our success came only after we put real people and real resources behind them so that they received the day-to-day attention that ambitious initiatives require.

We should do no less as we focus our attention on the issue of Equity. Changing demographics present us with a challenge and an opportunity. If current trends continue, the population of Hispanic or Latino origin will increase from about one in seven people today to one in three by 2050. Over that same time-span the percent of our population over age 65 will grow from 13 percent to over 20 percent. There are more than 22 million working age individuals in the US with one or more disabilities. Historically these and other minority populations have been under-represented in community leadership and in jobs that provide family wage incomes. To address these historic inequalities and ensure our collective future economic success, we need to have a strategy for embracing this Equity and harnessing its economic potential.

While it doesn't answer every question, establishing an Office of Equity can give us a central point of focus as we look for strategies to address current issues and harness the changing composition of our community and our workforce. We have shown that, with a focused effort, we can be successful at shaping our future in Portland. But it takes more than just good intentions – it takes infrastructure. We believe the Office of Equity can be an important part of that infrastructure – providing a platform for the consistent, sustained effort required to achieve real progress.

Thank you Mayor Adams and Commissioner Fritz for your work on this important initiative.

TESTIMONY OF EDWARD JONES
LINNTON NEIGHBORHOOD ASSOCIATION LAND USE CHAIR
ON THE PROPOSED CREATION OF AN OFFICE OF EQUITY

More than most cities, Portland has committed itself to community participation in its decision making. As the land use chair for the Linnton Neighborhood Association, I'm one example of that commitment in action. But our neighborhood, despite having a cadre of articulate, resourceful and committed participants in the process, still struggles to make sure our voice is heard while the critical decisions are being made. What is hard for us is near impossible for many others in our city.

Citizen participation in city government is another phase for "endless meetings." I go to those meetings, and I know you go. And when we go, do we see participation by a true cross section of the community? No, there many under represented groups. To be blunt, the city, despite some effort, has failed to bring the entire community to the table. It is easy to understand why. Many members of minority or handicapped communities face daily problems that overwhelm any interest they might have in city policy; others have language or mobility restrictions which limit their ability to participate. Yet they live here too, and are often more dependant on city policy than those members of the better off communities who do turn up at the meetings.

This is a problem that an Equity Office can address. Where will the leaders of the multi-cultural Portland of a decade from now come from? If the city does it's work well, and the Office of Equity is a critical part of getting it done well, those new leaders will come from among the citizen participants who have been drawn into the process by an effective policy of inclusion of all communities in the city's decision making.

There is no shortage of cities that have done poorly at inclusiveness; Portland isn't the first city to face these problems. We can learn from the mistakes of others. The mechanism through which that learning will occur is the Office of Equity. It is critical to our long term health to make sure that those under represented communities find their voice and their place at the table.

I urge you to approve this proposal, and to set expectations for the office that move Portland forward in its efforts to be responsive to the entire community.

Alex

a more commission on the character of the

SP deStorson
I am also a member of the connecting communities coalition

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equity
office

Good evening Mayor and Commissioners. Tonight I come as a Commissioner on Portland's Commission on Disability. We support the Ordinance to create the Office of Equity with the assumption that this office will be truly equitable and will represent the needs of all of our marginalized communities in Portland.

I believe all of you know me. I live with a disability and my whole adult life has been advocating for persons with disabilities. I was very privileged to be able to do this as an employee for the City of Portland for 24 yrs. before I retired. Now I work with persons with disabilities who suffer depression and/or have been abused.

Looking back on my life I really don't see much change in the inequities that pwd face today, even with the passing of the ADA and state legal protections. And that is why this Equity Office is so important so that we can begin to see some change. Let me give you some statistics regarding disabilities. As you are aware it is very difficult to obtain data on disability because it isn't required in many cases and also because people with disabilities are reluctant to self-identify because of the stigma attached to having a disability.

People with disabilities constitute between 16 and 25% of the adult population, making them the largest protected class. 1-5 people have a disability - of which only 5% are visible disabilities. 1 in 4 people who are 20 yrs. old or less will become disabled before they retire. Of disabilities that happen after birth, 90% are through illness, not accident. 100 million United State workers do not have private disability insurance.

People with disabilities have the highest rate of poverty and underemployed and unemployed of any group. PWD often work in segregated settings and for subminimum wages. Persons with disabilities are twice as likely as anybody else to be earning \$15,000 or less a year. As of May 2011, the national unemployment rate for PWD was 16.9% compared to 9.2% for others. Other data suggests a much greater inequity. The current population Survey estimates that the proportion of pwd who are employed is 17% compared to 63% of people without disabilities. The unemployment rate for pwd, who live outside of institutions is 74% in Oregon. Not surprisingly, therefore, in 2008 over 25% of pwd live below the poverty line. Unemployment of individuals with more significant or severe disabilities is much higher. One estimate puts it at or near 70%. Children with disabilities, particularly children of color, experience the highest rates of school discipline and suspension. According to the Oregon Bureau of Labor and Industries, approximately 50% of housing discrimination complaints it receives each year are disability related. Lastly, women with disabilities experience sexual violence at a far higher rate than the general population.

Before I leave I want to thank you so much, especially Mayor Adams and Commissioner Fritz for including in the Ordinance that disabilities need to be an initial priority for the City and the Office of Equity, and in the draft work plan that the initial priority for the Office of Equity will be to address disparities in employment and service delivery with regard to race, ethnicity and disability.

We know there are issues of equity that need to be addressed. We also know that having the Office of Equity is the right thing to do to examine these issues, but we also know how hard it is to change

attitude so we also need to have accountability. When we talk about affordable housing we need to also say affordable accessible housing. Here in our city this is very hard and almost impossible to find. I received a call one day from a gentleman who lives in housing that he can afford but cannot get into his bathroom so he takes sponge baths and leaves his residence and use a nearby public restroom. The City needs to become a model employer of PWD. We need to include pwd on committees, boards and commissions and not just at the advisory level but also at the policy and design level. And last but not least the City has to become a welcoming environment for all marginalized communities. As the Ordinance says everyone needs to have access to opportunities necessary to satisfy essential needs, advance their well-bine, and achieve their full potential. All communities need the ability to shape their own present and future. The Office of Equity can help to begin this journey to make it happen and to become a reality.

*This is
NOT RIGHT.*

Thank you.

8-31-11

Office of Equity – Testimonial in Support

My name is Danny Pierce. I am a 54 YO male with muscular dystrophy that is also gay. As you might imagine I have been discriminated against in housing, employment, education and transportation during my lifetime. I could say, woe is me and come from a disempowered place. I know our world is getting better, I also realize that we still have a ways to go before we really have true equality.

Over 80% of persons with disabilities cannot find a job. We have also been let go even if there is a perceived believe that we cost more to employ because of health care costs. As our economy improves, we need to be ready to add qualified applicants that happen to have disabilities to the workforce. Our city needs to look like the people we serve.

I serve of the Portland Commission on Disability as a volunteer. This is one of many ways that I support our disability community while serving at the gay community center know as QCenter.

It is imperative that we fund this new Office of Equity to the necessary work of working with bureaus and other community partners. It is also important that an advisory body help shape and focus the Office on Equity.

A handwritten signature in black ink, appearing to read 'Dan Pierce', written over a horizontal line.

Dan Pierce

184880

Moore-Love, Karla

From: Mark Alter [marklawrencealter@gmail.com]
Sent: Wednesday, August 31, 2011 4:58 PM
To: Moore-Love, Karla
Subject: testimony

As a white person who has lived in Portland nearly all of the last forty years, and a participant in two anti-racism dialogue groups during the last six months, I think that creating the Office of Equity you have before you tonight is critical. However, that is not the reason I'm writing this to you today. It is because in taking this step, you would not only be saying let's fix what is broken on an operational level between the many peoples of this city, but let's make this a Portland priority. I have heard the pained cry of neglect. This is a need whose time has come.

Mark Alter
3453 NW Savier Street

8/31/2011

184880

Fax: [503-823-3050](tel:503-823-3050)
Email: brian.hoop@portlandoregon.gov
Web: www.portlandonline.com/oni

To help ensure equal access to City programs, services and activities, the City of Portland will reasonably modify policies/procedures and provide auxiliary aids/services to persons with disabilities. Call [503-823-3075](tel:503-823-3075), TTY [503-823-6868](tel:503-823-6868), or the Oregon Relay Service at [\(800\) 735-2900](tel:800-735-2900) with such requests or visit http://www.portlandonline.com/ADA_Forms

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Edward Jones
Chair

Linnton Land Use Committee

"Working together to build a glorious future for people and industry in Linnton"

Moore-Love, Karla

From: Will Newman II [will@osalt.org]
Sent: Friday, August 19, 2011 10:15 AM
To: Moore-Love, Karla
Subject: Proposed Office of Equity Ordinance

Karla,

Brava!

However, there is a common mistake in the ordinance.

Section 1, Item 1. a. ends with the words "healthy food". This is the common error.

"Healthy" means in good health. Most of the food we eat is not healthy, it is dead - or dying. Most of the food humans have eaten since we began walking on two legs has been dead or dying. (The exception is raw seeds - nuts, beans, peas, etc.)

"Healthful" means supportive or productive of health.

I believe the drafters meant "healthful food", and I encourage you to make the change, please.

Thanks for all your good work,

Will Newman II