

Attachment B

Proposed PCoD Budget for Equity Office

YEAR ONE

1.0 Staff and Personnel

1.1	Office Support Specialist III @ 1.0 FTE w/ Benefits	\$71,695.00 (a)
1.2	Program Coordinator/Specialist @ 1.0 FTE w/ Benefits	\$90,197.00
1.3	Education and Outreach Coordinator @ 1.0 FTE w/ Benefits	\$90,197.00
1.4	ADA Title II Coordinator @ 1.0 FTE w/ Benefits	\$74,692.00 (b)
1.4.1	Training/Consultant for ADA Title II Coordinator	(c)
1.5	Social Media/Marketing @ .5 FTE w/ Benefits	\$35,848.00 (d)
	<i>SUBTOTAL 1.0 Staff and Personnel</i>	<i>\$362,629.00</i>

2.0 Printing and Media

2.1	Printing for PCOD brochures and other materials	\$3,000.00
2.2	Public Education and Awareness materials	\$18,000.00
	<i>SUBTOTAL 2.0 Printing and Media</i>	<i>\$21,000.00</i>

3.0 Accessibility and Accommodations

3.1	Realtime captioning and interpreters for hearing impaired	\$5,500.00
3.2	Braille printing for materials	(e)
3.3	Alternative formats (including large print)	\$1,000.00
3.4	Lending closet for the community and other bureaus	(f)
	<i>SUBTOTAL 3.0 Accessibility and Accommodations</i>	<i>\$6,500.00</i>

4.0 Meetings and Events

4.1	Meeting expenses (food and supplies)	\$3,500.00
4.2	Events (1st Anniversary celebration, Making a Difference Awards)	(g)
	<i>SUBTOTAL 4.0 Meetings and Events</i>	<i>\$3,500.00</i>

TOTAL YEAR ONE \$393,629.00

NOTES:

- (a) Increase from current .5 FTE Office Specialist II
- (b) In addition to ADA Title VI (Office of Management and Finance)
- (c) Dean is checking on figure
- (d) share 1.0 FTE with Office of Equity
- (e) Jewls/Patrick - cost for anniversary materials times two
- (f) This item pending investigation of current supply and need.
- (g) Jewls/Patrick - cost for anniversary times two

Proposed PCoD Budget for Equity Office

YEAR TWO

1.0 Staff and Personnel

1.1	Office Support Specialist III @ 1.0 FTE w/ Benefits	\$71,695.00 (a)
1.2	Program Coordinator/Specialist @ 1.0 FTE w/ Benefits	\$90,197.00
1.3	Education and Outreach Coordinator @ 1.0 FTE w/ Benefits	\$90,197.00
1.4	ADA Title II Coordinator @ 1.0 FTE w/ Benefits	\$74,692.00 (b)
1.5	Social Media/Marketing @ .5 FTE w/ Benefits	\$35,848.00 (c)
	<i>SUBTOTAL 1.0 Staff and Personnel</i>	<i>\$362,629.00</i>

2.0 Printing and Media

2.1	Printing for PCOD brochures and other materials	\$3,000.00
2.2	Public Education and Awareness materials	\$60,000.00 (d)
	<i>SUBTOTAL 2.0 Printing and Media</i>	<i>\$63,000.00</i>

3.0 Accessibility and Accommodations

3.1	Realtime captioning and interpreters for hearing impaired	\$11,000.00
3.2	Braille printing for materials	(e)
3.3	Alternative formats (including large print)	\$1,000.00
3.4	Lending closet for the community and other bureaus	(f)
	<i>SUBTOTAL 3.0 Accessibility and Accommodations</i>	<i>\$12,000.00</i>

4.0 Meetings and Events

4.1	Meeting expenses (food and supplies)	\$3,500.00
4.2	Events (anniversary, awards)	(g)
4.3	Summit	\$25,000.00
	<i>SUBTOTAL 4.0 Meetings and Events</i>	<i>\$25,000.00</i>

TOTAL YEAR TWO \$462,629.00

NOTES:

- (a) Increase from current .5 FTE Office Specialist II
- (b) In addition to ADA Title VI (Office of Management and Finance)
- (c) share 1.0 FTE with Office of Equity
- (d) Includes professional video project
- (e) Jewls/Patrick - cost for anniversary materials times four
- (f) This item pending investigation of current supply and need.
- (g) Jewls/Patrick - cost for anniversary times four

Attachment C

Equity Initiative Objectives and Actions

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 track and guide the development and implementation of all city policies, programs and business operations, with the goal being the elimination of racial, ethnic, and other marginalized population disparities.

Action 3: Identify what works. Work with partner organizations, agencies and private sector leaders to research and develop innovative tools and methods to empower marginalized populations.

Action 4: Implement and extend Citywide Asset Management work plan, which includes race, disability, and social justice impact assessments, as well as best practices in risk management, business case and community consultation.

Action 5: Correlate and track racial, ethnic, and disability related disparities with infrastructure expenditures and urban renewal designations.

Action 6: Devise and apply equitable levels of service in infrastructure asset management. The intent is to: Distribute projects to eliminate public health disparities and provide environmental benefit across all social and economic demographics, including people with disabilities. Evaluate the risk of not meeting those levels of service. Identify budget needed to mitigate those risks.

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 informative well-being and equity measurement metrics into the City Auditor's Biannual Resident Satisfaction Survey evaluation services.

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.

* Including, but not limited to, race, ethnicity, disability, and age related data

Action 10: Ensure broad inclusion of underrepresented populations in decision-making and service level negotiations. Provide early engagement of community members and resources, to develop programs that effectively manifest equitable outcomes by responding to the needs and priorities of underserved communities.

Action 11: Recruit, train and appoint members to city advisory boards from all marginalized and underrepresented populations so as to equitably represent the city's diverse populations.

Action 12: Create a citywide, ongoing leadership training program to enhance the organizing capacity of marginalized communities so as to empower underrepresented populations for equitable engagement in shared governance.

Action 13: Build equity objectives and accountability into all programs receiving public monies, including youth services programs.

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 will strive to exceed minimum compliance with Title VI of the Civil Rights Act and Title II of the Americans with Disabilities Act by allocating sufficient resources to develop and maintain necessary compliance oversight and educate City staff on legal requirements.

Action 15: Build the skills, capacity and technical expertise to address institutionalized barriers to full inclusion of all marginalized populations through education and training of public agency staff and subsequent performance review. Initial efforts will target institutional racism, intercultural competency, and disability awareness improvements.

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.

Action 17: Eliminate disparities in public agency hiring, retention and contracting for racial, ethnic, disability, and other marginalized populations.

Action 19: Develop and implement a coordinated translation and interpretation strategy and program for the City and partner agencies to empower equitable participation of linguistically marginalized populations. Envisioned equitable outcomes will address barriers to full participation for both non-English-speaking populations and those with communication related disabilities.

Economic Prosperity and Affordability Strategy

PCoD's note:

Section A: In general, we feel strongly that "universal design" (a.k.a. ADA compliant or accessible) emphasis should be a high priority through incentives and or regulations applied to infrastructure and housing development projects going forward.

B1. Access to Housing

PCoD's note:

Access to housing: there needs to be strong language ensuring attention to the development of a sufficient accessible and affordable housing supply, preferably going beyond current accessibility standards by utilizing universal design best practices. Currently there is a very conspicuous deficit that will only get worse as the baby boomers age. We would also add that the city should look at ways to incentivize private development of accessible housing, in addition to leveraging federal dollars for preservation, renovation, and development of existing subsidized properties. Federally subsidized housing supply is one segment of the market, but the private development of accessible housing is also critical for people with disabilities who don't qualify for low income programs due to successful integration into the labor market.

Key Policies

- Maintain and build low- and moderate-income housing that meets the evolving needs of our growing, diverse population, including accessible, barrier-free housing for people with disabilities.
- Provide a healthy supply of housing units of various types and price ranges, located to reduce household transportation costs, and preferably spread all across the City, with particular attention to accessibility and visitability.
- Remove barriers to fair housing, including discriminatory practices and lack of accessibility, and offer safety nets to keep households from falling into homelessness, especially when disability is a factor.

Action Steps

Action 18: Housing Supply: Maintain affordable housing supply by completing the preservation of properties that receive federal housing subsidies. Where needed, the City will strive to improve the accessibility/visitability of those properties to best meet the needs of all demographics.

Action 20: Homelessness: Maintain and build upon the current 10-Year Plan to End Homelessness, while ensuring that those who are homeless due to disability receive equitable, sufficient, and, when warranted, priority attention.

Action 21: Moderate-Income workforce housing: Facilitate and incentivize private investment in accessible, moderate-income housing to expand affordable housing options for all demographics, with particular emphasis on universal design and visitability.

Action XX: The City will explore and develop ways of incentivizing development that leverages federal dollars to build accessible, affordable housing for people with disabilities, utilizing universal design best practices whenever possible.

B2. Education and Job Training

PCoD's note:

Education and job training section: it's essential that people with disabilities be included in the targeted demographics. We would like to see language ensuring that the employment of people with disabilities will be incentivized, monitored, and equitable participation ensured similar to other underemployed and thus economically disadvantaged populations.

Key Policies

- Align training and education to meet and expand access to industry's skill needs at all levels, foster individual competitiveness and prioritize the job-readiness needs of the working poor and chronically underemployed racial, ethnic, and disability related demographics.

Action Steps

Action 25: Education System: Implement the Cradle to Career Initiative recommendations that focus on directing efforts toward at-risk youth, including youth with disabilities.

Action 26: Post Secondary: Study the feasibility of a program that guarantees public school students access to two years of education or vocational training beyond high school, with targeted emphasis to reduce racial, ethnic, socioeconomic, and disability related disparities.

Action XX: The City will work to ensure that all educational institutions receiving public funding or participating in City programs can live with current Americans with Disabilities Act Accessibility Guidelines (ADAAG).

B3. Neighborhood Business Vitality

PCoD's note:

Neighborhood and business vitality: we would like to see language added promoting accessibility of local neighborhood businesses, particularly in older neighborhoods and areas. We would also like to

have language included ensuring proactive attention to transit stop accessibility and related accessible routes of travel to services, amenities and residential areas.

Key Policies

- Stimulate economic activity and incentivize barrier free, universal design development in neighborhoods throughout the city to create thriving neighborhoods and ensure access to local opportunities and amenities for all residents.

Action Steps

Action 29: Establish regular training and networking opportunities for business district associations, neighborhood associations, community-based groups and community volunteers to expand their knowledge of best practices and most effective techniques, including universal design, in neighborhood economic development.

B4. Household Economic Security

PCoD's note:

Household economic security: need to add an action item targeting people with disabilities similar to the racial and ethnic item. We would also like to see language added that overtly acknowledges the statistical reality that people with disabilities as a demographic suffer the highest unemployment rate and are correspondingly overrepresented in the low income and federal poverty level income groups.

Key Policies

- Expand upward mobility pathways for the working poor, unemployed and underemployed demographics, including people with disabilities, so that the 77% share of economically self-sufficient households in Multnomah County in 2005 exceeds 90% by 2035.

Action Steps

Action 37: Disadvantaged Workers: Increase employment of low-income, multi-barriered residents who need essential primary education, ESL or other special assistance services in order to overcome basic skill deficiencies, disability related disadvantages such as mental illness, or criminal background or chemical dependency issues.

Action 38: Race, Ethnicity and Disability: Increase targeted contracting, job training and culturally specific services to reduce racial, ethnic and disability related disparities.

Education strategy

What are the goals of this strategy?

A. The “Cradle to Career Initiative”

The Cradle to Career Initiative is a collaborative effort (already underway) by many educational, nonprofit and government partners to improve outcomes for all students, with an emphasis on communities of color, people in poverty and people with disabilities. By jointly developing indicators of success and monitoring progress, partners can better target education resources.

C. Workforce Preparation and Skill Building

A solid K-12 education, university or career training, mentorships and community support outside the K-12 classroom should be available to all students, regardless of race, ethnicity, income or disability. These things are essential to building a strong workforce that can respond to economic changes and attract the businesses with family-wage jobs.

D. 21st century school facilities

Investments are critical to transform the city’s schools into quality learning spaces that provide 21st century technology and desirable community gathering places. Quality multi-functional facilities that incorporate universal design best practices for accessibility create opportunities to serve all community members.

What will this strategy accomplish? By 2035...

2. Equitable participation: Youth of color, youth in poverty, youth with disabilities, English Language Learning (ELL) youth, and first generation college students participate in post-secondary education, vocational training, and workplace apprenticeships at the same rate as all students.

11. Learning environments: All school buildings in Portland provide a safe, warm and accessible learning environment and meet life safety regulations. Portland’s investment in education reflects pride of schools as honored places of learning.

Key 25-Year Policies and Quick Start Actions

A. The Cradle to Career Initiative

Quick Start Actions

Additional Action:

Action X: Collect data that tracks outcomes of youth with disabilities on educational, social and community indicators to help ensure equitable results relative to their non-disabled peers.

B. Communities and Neighborhoods Supporting Youth

Action 7: Increase or target rental assistance programs to low-income households with students and invest in accessible housing for homeless families with students, particularly where schools are experiencing high student mobility rates.

C. Workforce Preparedness and Skill building

Increasingly, pursuing educational training, apprenticeships, mentorships or college after high school is a critical step toward obtaining a living wage job and a high quality of life for Portlanders. Expanding support and opportunities for Portland youth to excel in languages, science, math, engineering and other disciplines necessary for a globally competitive workforce must be pursued. Gaining access to such training and education beyond high school, as well as arts and recreational programming, is an aspiration that should be available to all students, regardless of background, race/ethnicity, income or disability.

D. 21st Century School Facilities

Progress also requires longer-term changes at the state level. For instance, we could explore changing state law to require annual investments in facility improvements, including accessibility renovations for ADA compliance, similar to the approach taken in the State of Washington.

Healthy and Connected Neighborhoods Strategy

Why is this strategy needed?

Health: Chronic disease rates including those for obesity diabetes, and respiratory illness have skyrocketed. Today, 1 in 16 Multnomah County residents has diabetes, 1 in 8 has asthma, and 1 in 2 is overweight or obese. Low-income, minority, and disabled residents often face many more risk factors for poor health than the general population and experience significant health disparities.

Add:

Independence: People with disabilities, including aging elders, are frequently denied independence and community participation due to the current chronic deficit of affordable accessible housing located near complete services and accessible public transit. This disparity creates very negative physical and psychological health outcomes by leading directly to isolation, dependence, homelessness, and, all too often, permanent institutionalization in nursing facilities and premature death. Additionally, all of these outcomes in turn set the stage for the spectrum of abuse (physical, emotional, financial, etc.) routinely experienced by these populations.

What will this strategy accomplish? By 2035...

Add:

Abundant Opportunity: The abundance of housing options incorporating universal design best practices will enable Portlanders of all abilities, ages, and incomes to live in the neighborhood or geographic area of their choice.

A. Vibrant Neighborhood Hubs

Key Policies

Focus new housing – including options appropriate and affordable for all Portlanders, including people with disabilities – in and around neighborhood hubs through land use planning and public investments, with increasing emphasis on universal design best practices.

Action 9: Use regulatory tools, location policies, incentives and public-private partnerships to locate new compact, universal design, affordable housing in and around neighborhood hubs and near transit.

Action 10: Explore opportunities to create housing for elders and mobility-impaired residents in service-rich, accessible locations. As an initial project, construct senior housing as part of the 92nd Avenue redevelopment project in the Lents Town Center.

C. Human and Environmental Health in Public Decisions

Currently lower-income, minority residents as well as seniors, people with disabilities, and children are more at risk for poor health than the general population and experience significant health disparities. For example, African Americans have higher rates of death from heart disease, diabetes and stroke compared to the population in general. These residents may also suffer disproportionately from pollution, toxics and environmental hazards. To maximize health benefits, actions and investments will be targeted at currently underserved neighborhoods and resident groups so that the benefits of Portland extend equitably to residents of all races, ages, abilities and incomes.

Key Policies

Target public actions and investments to reduce disparities and maximize health in currently underserved neighborhoods so the benefits of Portland extend equitably to residents of all races, ages, abilities, and incomes.

Action 45: Institute consideration of health impacts, particularly for communities of color, low-income, youth and senior and disabled populations, in public decisions.

Action 47: Increase collaboration with Multnomah County Health Department (MCHD), Multnomah County Aging and Disability Services (ADS), and community public health stakeholders.

Portland Plan Equity Initiative

Portland Commission on Disability notes and suggestions

Why should disability be included in the equity initiative?

Some facts to frame our position:

- People with disabilities are the largest minority in our society, with one of every six people experiencing barriers to full participation due to disability
- People with disabilities are members of all races, ethnic groups, economic classes, genders, sexual orientations, and ages
- People with disabilities are overrepresented in the low and very low income demographics
- people with disabilities are overrepresented in worst-case needs housing data, particularly people with mobility impairments
- people with disabilities are overrepresented in homeless populations, particularly people with mobility impairments and mental illness disabilities
- people with disabilities are underrepresented in higher education and post secondary education workforce training opportunities
- people with disabilities, as a demographic, experience a far higher unemployment rate than any other demographic, including racial and ethnic minorities
- people with disabilities are often victimized physically, psychologically, sexually and financially because of their vulnerability due to their disability
- people with disabilities are victims of hate crimes

These facts indicate that the forces of oppression experienced by people with disabilities are substantially similar to those affecting racial and ethnic populations. If these oppressive forces are present in our communities at levels sufficient to manifest the statistically significant disparities and inequalities listed above, we can assume the causes are systemic or institutional. Just as there is still institutional racism that must be addressed, institutional ableism is also clearly a reality as well. The ADA attempts to address these institutional barriers by broadly banning discrimination based on disability, but local policy also plays a significant role in actually creating the opportunities necessary for equal opportunity for people with disabilities. Inclusion of disability in the equity initiative is necessary for policy development to address existing disparities and create opportunity.

Risks of not including disability in the equity initiative

- continuing economic marginalization of a large segment of our community due to lack of living wage employment opportunities
- continuing social marginalization of a large segment of our community due to lack of physical accessibility of infrastructure and facilities
- continuing segregation and isolation, often in nursing facilities, due to a chronically inadequate supply of appropriate housing options
- continuing physical and psychological health disparities due to systemic barriers and failures to provide appropriate supports for active community engagement and healthy lifestyle choices
- continuing criminal victimization of a large segment of our community due to systemic barriers to independence and self-sufficiency

The equity initiative documents

In general, the disability commission applauds the work done to date on the equity initiative. We do however feel strongly that disability needs to be part of the equity initiative. We feel that the disparities resulting from disability are severe and pervasive enough to warrant significant consideration and policy development in the near, and in some cases immediate, future. We do not believe that a truly equitable community is achievable without addressing disability related equity issues.

We understand that historical data and established metrics are necessary for policy creation and subsequent effectiveness evaluation. We recognize that this necessary historical data and the metrics needed for evaluation and assessment of progress already exist for the racial and ethnic communities. We acknowledge that similar data and metrics for the disability community do not currently exist at the local level to the same degree. For those reasons we support an initial focus on the racial and ethnic communities. We believe that disability specific data and metrics can be developed and that methods and best practices employed in addressing racial and ethnic disparities can inform a future disability focus.

The preamble:

We have no suggestions for improvement of this document. The language is broad and inclusive of all communities.

The initiative objectives and actions:

We feel that the language of this document needs to be universal and incorporate disability concerns. As an overarching document that will be a primary driver of policy direction, we feel strongly that these documents should acknowledge all marginalized populations and the associated disparities. We do not

feel that the inclusion of disability in these documents in any way diminishes or undermines the intended focus for emphasis on the racial and ethnic disparities originally targeted. The changes and additions we suggest are meant to enhance and broaden the initiative.

The following pages contain our suggested changes to each of the equity initiative documents...

Mission:

The mission of the Portland Commission on Disability is to guide the City in ensuring that it is a more universally accessible city for all.



Apply to serve on the Commission

If you are interested in serving on the Commission, please call the Office of Neighborhood Involvement at 503-823-3881 to learn what vacancies are available and how to apply. Information, including the application packet and instructions, is available at www.portlandonline.com/oni/pcod

The Portland Commission on Disability's goals are:

- ◆ Broaden outreach and inclusion of persons with disabilities in Portland;
- ◆ Represent a wide spectrum of disabilities on behalf of the residents of the City of Portland;
- ◆ Facilitate increased collaboration and information exchange between persons with disabilities, City bureaus, and City Council.

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 503-823-4000, or the City's TTY at 503-823-6868, or the Oregon Relay Service at 1-800-735-2900 no less than five (5) business days prior to the event.



Portland
Commission on Disability

1221 SW 4th Ave, Ste 110
Portland, OR 97204
Phone: 503-823-3881
Fax: 503-823-3050
TTY/TDD: 503-823-6868
Oregon Relay Service: Dial 711
or 1-800-735-2900

Learn more about the Commission at
www.portlandonline.com/oni/pcod



Portland
Commission on Disability



The Portland Commission on Disability (January 2010)

ABOUT THE COMMISSION ON DISABILITIES:

The Portland Commission on Disability was created by a resolution that was passed by City Council in December, 2008, to further the work of the previous Portland Citizens' Disability Advisory Committee and to better engage the disability community in actively participating in city government.

The Portland Commission on Disability is limited to 31 Commissioners. There are 23 Organization/Agency representative positions and 8 At-large positions. There are four standing sub-committees:

- Public Outreach and Awareness
- Livability and Wellness
- Employment
- Accessibility in the Built Environment

All meetings are open to public involvement. Community members may participate though they cannot vote. If you are interested in being involved, please call 503-823-3881 for further information.

GUIDING PRINCIPLES:

- Every individual must be treated with dignity in a manner that is culturally respectful to him or her.
- Individuals with disabilities have the right to attain their highest level of independence, self-determination and self support.
- People with disabilities have the right to participate in all community activities, and shall have equal access to all public programs and services.
- There are a broad range of disabilities and, therefore, a broad range of community needs.
- Because the experience of disability also includes friends, family, associates, and loved ones, these guiding principles also apply to them.
- Input and participation from persons with disabilities at all levels of decision making, goal setting, and policy formation shall be considered and included.
 - A universally accessible city is a more livable city for all persons and represents a new paradigm of how we thrive in a city and respect its diversity.

