

RESOLUTION No. 36942

Accept Initial Equity Inventory report and recommendations on use of data and metrics to advance equity in City government policies, procedures and practices (Resolution)

WHEREAS the Portland Plan, adopted by Resolution 36918, is intended to help make Portland a prosperous, educated, healthy and equitable city; and

WHEREAS, the Portland Plan, recognizes that advancing equity must be at the core of our plans for the future; and

WHEREAS the Portland Plan includes a Framework for Equity to guide plan implementation and improve City operational and business practices, support actions that promote accountability, close disparity gaps and increase community engagement in civic activities; and

WHEREAS, equity is defined in the Portland Plan as when everyone has access to opportunities necessary to satisfy essential needs, advance their well-being, and achieve their full potential; and

WHEREAS equity in hiring, workforce, contracting and employment opportunities in the City are essential to achieving the vision of the Portland Plan; and

WHEREAS, it is the intent of the City Council to achieve equity in City government policies, procedures and practices – including Employment, Contracting, Institutional Change, and External Leadership; and

WHEREAS, as a commitment to achieving equity in City government and in response to community advocacy, City Council created the Office of Equity and Human Rights on September 21, 2011 by Ordinance 184880 to advance policies, programs and practices of the City of Portland which remove systemic barriers related to race and ability thereby promoting equal opportunity and access; and

WHEREAS, the City is committed to using appropriate data to measure progress toward achieving equity goals; and

WHEREAS, the Portland Plan provides that the City will collect the data we need to understand the conditions and challenges facing communities with disparities, and

WHEREAS the Bureau of Human Resources and the Office of Equity and Human Rights are charged with collaborating with all bureaus to correct inequities within the City government, which requires collection of all bureaus' baseline data and ongoing measurement with regular updates; and

WHEREAS, in the fall of 2011, the City conducted an initial Equity Inventory to gather information about City bureaus' practices from two perspectives – internal practices

within the bureau's organization and workplace, and external service delivery to customers and the community; and

WHEREAS, the purpose of the initial Equity Inventory was to establish a baseline of data about City policies, programs and practices vis-à-vis equity to reference when developing and examining future improvements and progress toward achieving equity in the City work place and in its services to customers and the community; and

WHEREAS, on 1/25/12 the City Council passed Resolution 36901 to address the process for developing appropriate data regarding communities of color in Portland, in partnership with the Coalition of Communities of Color and Portland State University, to consider concerns regarding community verified data compared with Census data, and

WHEREAS, the Bureau of Human Resources has developed a number of programs (Exhibit A) to achieve equity in employment goals and wishes to build on the experience and success of the Minority Evaluator Program in City contracting by developing a process to include minority evaluators on City hiring panels for leadership positions in the City and for positions where the City has been unsuccessful in hiring diverse candidates and to work to eliminate bias and increase equity in the hiring process; and

NOW THEREFORE BE IT RESOLVED, that the City Council accepts the report on the initial Equity Inventory (Exhibit B), and

BE IT FURTHER RESOLVED, that the City Council directs the Office of Equity and Human Rights and the Office of Management and Finance to include Council members and the Auditor in discussing development of tools to assess the performance of all bureaus on equity metrics; and

BE IT FURTHER RESOLVED, that the City Council directs Bureau Directors to collaborate in identifying useful equity metrics and collecting baseline and annual data; and

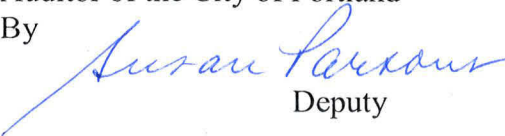
BE IT FURTHER RESOLVED that the Council directs all parties to continue working on the actions identified in Resolution 36901, and

BE IT FURTHER RESOLVED that the Office of Equity and Human Rights will disseminate refined equity metrics to be used by all bureaus by 12/31/12.

Adopted by the Council: JUL 19 2012

Mayor Sam Adams
Commissioner Amanda Fritz
Prepared by: Kali Ladd
Date Prepared: July 12, 2012

LaVonne Griffin-Valade
Auditor of the City of Portland
By


Deputy

Agenda No. **36942**
RESOLUTION NO.
 Title

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<p>INTRODUCED BY Commissioner/Auditor: Mayor Sam Adams</p>	<p>CLERK USE: DATE FILED <u>JUL 13 2012</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams <i>Amey Adams</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p>	<p>LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <i>[Signature]</i> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Office of the Mayor Bureau Head:</p>	<p>ACTION TAKEN:</p>
<p>Prepared by: Kali Ladd Date Prepared: 7/12/12</p>	
<p>Financial Impact & Public Involvement Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Council Meeting Date July 19, 2012</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	

AGENDA
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 2:00pm</p> <p>Total amount of time needed: 1 hour (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz <input checked="" type="checkbox"/>	
2. Fish	2. Fish <input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman <input checked="" type="checkbox"/>	
4. Leonard	4. Leonard <input checked="" type="checkbox"/>	
Adams	Adams <input checked="" type="checkbox"/>	