

**RESOLUTION No. 36943 As Amended**

Adopt the work plan for the Office of Equity and Human Rights and the Human Rights Commission's Annual Report (Resolution)

WHEREAS, the Portland Plan, adopted by Portland City Council in April 2012 (resolution no 3698) is intended to help make Portland a prosperous, educated, healthy and equitable city; and

WHEREAS, in the Portland Plan, equity is achieved when everyone has access to opportunities necessary to satisfy essential needs, advance their well-being, and achieve their full potential. Equity is both the means to healthy communities and an end that benefits us all; and

WHEREAS, it is the intent of the Portland City Council to achieve equity in City government policies, procedures and practices; and

WHEREAS, as a commitment to achieving equity in City government, 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 ensuring equal opportunity and access; and

WHEREAS, Mayor Sam Adams charged Commissioner Amanda Fritz with leading the Office of Equity and Human Rights; and

WHEREAS, the initial draft workplan of the Office of Equity and Human Rights provided that the Office will utilize the Portland Plan's Framework for Equity to guide its work and will establish reasonable and attainable metrics to advance the City's equity goals, using available tools and developing new implementation mechanisms as needed; and

WHEREAS, on March 15, 2012, following a national search, Dante James was appointed by Commissioner Fritz as Director of the Office of Equity and Human Rights; and

WHEREAS, the Office of Equity and Human Rights prepared a report of accomplishments in its first 90 days, which was presented to Council by Director James on June 28, 2012; and

WHEREAS, the next year's work plan for the Office of Equity and Human Rights has been completed through community and City bureau input and is submitted here as Exhibit A; and

WHEREAS, the Portland Plan and the Office of Equity and Human Rights recognize that advancing equity must be at the core of the City's policies and procedures for the future; and

WHEREAS, the Portland Plan and the Office of Equity and Human Rights' Work Plan include implementation strategies to improve City operations and business practices, support actions that promote accountability, close disparity gaps and increase community engagement in civic activities; and

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

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

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

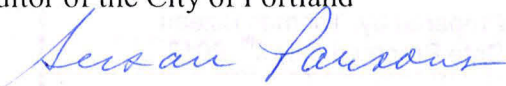
WHEREAS the Human Rights Commission which is staffed by the Office of Equity, is dedicated to issues of equity and human rights and continues to develop tools in the community directed towards a resolution of human rights issues.

NOW THEREFORE BE IT RESOLVED, that the City Council accepts the Office of Equity and Human Rights' work plan (Exhibit A) and directs the Office to fulfill as reasonably possible the objectives described in the this plan; and

BE IT FURTHER RESOLVED, that the City Council accepts the Human Rights Commission's Annual Report (Exhibit B).

Adopted by the Council: JUL 19 2012

Commissioner Fritz  
Prepared by: Tom Bizeau  
Date: July 5th, 2012

**LaVonne Griffin-Valade**  
Auditor of the City of Portland  
By   
Deputy

Agenda No. **3 6 9 4 3** As Amended  
**RESOLUTION NO.**  
 Title

Adopt the work plan for the Office of Equity and Human Rights and the Human Rights Commission's Annual Report (Resolution).

<p><b>INTRODUCED BY</b>                  Commissioner/Auditor:  <b>Commissioner Fritz</b></p> <p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz <i>Amended</i></p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p> <p><b>BUREAU APPROVAL</b></p> <p>Bureau: Office of Equity                  Bureau Head: Dante James</p> <p>Prepared by: Thomas Bizeau                  Date Prepared: July 5<sup>th</sup>, 2012</p> <p>Financial Impact &amp; 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  <b>July 19<sup>th</sup>, 2012</b></p> <p><b>City Attorney Approval:</b>                  required for contract, code, easement, franchise, charter, Comp Plan</p>	<p>CLERK USE: DATE FILED <u>JUL 13 2012</u></p> <p>LaVonne Griffin-Valade                  Auditor of the City of Portland</p> <p>By: <i>[Signature]</i>                  Deputy</p> <p><b>ACTION TAKEN:</b></p>
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<b>AGENDA</b>
<p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/>  <b>Start time: 2:00</b></p> <p><b>Total amount of time needed: 30 minutes</b>                  (for presentation, testimony and discussion)</p> <p><b>CONSENT</b> <input type="checkbox"/></p> <p><b>REGULAR</b> <input type="checkbox"/>  <b>Total amount of time needed: _____</b>                  (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Leonard	4. Leonard	✓	
Adams	Adams	✓	