



# Office of Equity and Human Rights

Realizing Equity. Enhancing the City of Portland.

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City of Portland, Oregon

**Amanda Fritz, Commissioner**

Dante J. James, Director

## **VISION**

**City services are administered and delivered in a way that gives all Portlanders access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential.**

## **MISSION**

**The Office of Equity and Human Rights provides education and technical support to City staff and elected officials, leading to recognition and removal of systemic barriers to fair and just distribution of resources, access and opportunity, starting with issues of race and disability.**

# What is Equity?

**Equity is when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential. We have a shared fate as individuals within a community and as communities within society. All communities need the ability to shape their own present and future. Equity is both the means to healthy communities and an end that benefits us all.**

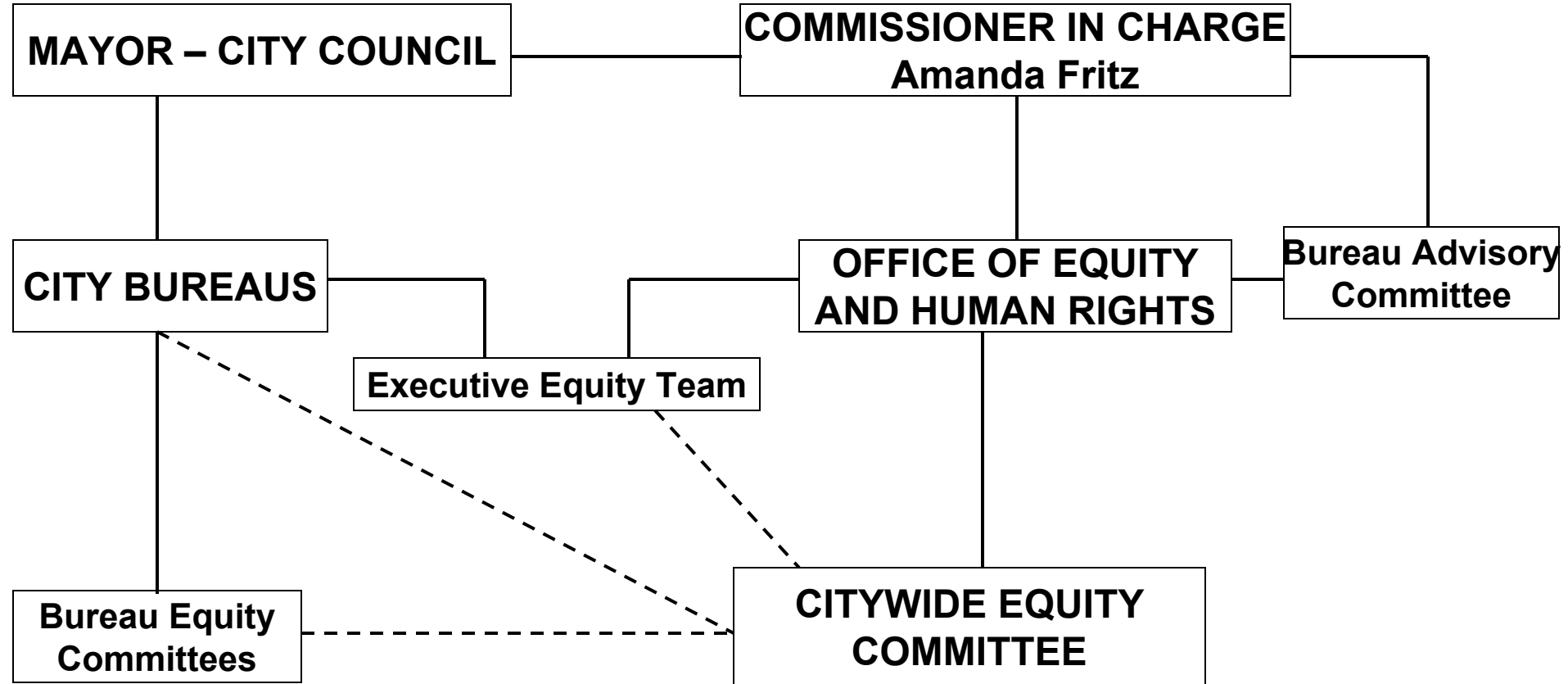
**From the Portland Plan**

# **Three Year Goals: Citywide Equity Initiative**

- 1. Establish and enhance a cross-bureau collaborative structure to support:**
  - a. Citywide equity strategies and policies
  - b. Compliance with federal laws, Title II (Americans with Disabilities Act) and Title VI (Civil Rights Act)
  - c. Sharing of best practices
  - d. Technical assistance
- 2. Develop a citywide training and professional development program to address:**
  - a. Institutionalized racism
  - b. Able-ism and disability awareness
- 3. Establish data collection and assessment mechanisms for bureaus to identify, evaluate and report on equity impact measures for:**
  - a. Hiring
  - b. Contracting
  - c. Budget expenditures
  - d. Levels of service
  - e. Infrastructure conditions
- 4. Coordinate community involvement and advisory structures to strengthen the work of the Office and engage Portlanders as valued partners:**
  - a. Bureau Advisory Committee
  - b. Portland Commission on Disability
  - c. New Portlander Advisory Council
  - d. Human Rights Commission

# **WORKING STRUCTURE**

## **Citywide Equity Committee**



# **ESSENTIAL ONE-YEAR OUTCOMES OF OEHR PROGRAMS**

- 1. Increased understanding of institutional barriers based on race and disability, resulting in changes in the culture of the City of Portland's government.**
- 2. All bureaus accept responsibility to reduce disparities within their scope of influence.**
- 3. Establish baseline assessment metrics.**
- 4. Development of equity tools to measure individual Bureau success and evaluate the reduction of disparities in the City of Portland.**
- 5. Select bureaus are assisted in developing strategic plans to increase the racial and ethnic diversity of employees in the City of Portland.**

# **ESSENTIAL ONE-YEAR PROGRAM OUTCOMES**

- 6. Select bureaus are assisted in increasing the number of persons with disabilities as employees of the City of Portland.**
- 7. Increased contracting opportunities for minority and women owned businesses.**
- 8. Improved immigrant and refugee access to City services, jobs, and contracts.**
- 9. Strengthened community outreach and public engagement of communities of color, immigrant and refugee communities, and communities with disabilities, to better inform City policies and services, including the work of the Office of Equity and Human Rights.**

**“There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because his conscience tells him it is right.....”**

**Dr. Martin Luther King Jr.**