

EQUITY

2014 ANNUAL REPORT



**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND

MARCH 18, 2015



PREPARED FOR PORTLAND CITY COUNCIL
CHARLIE HALES, MAYOR, COMMISSIONER IN CHARGE
NICK FISH, COMMISSIONER
AMANDA FRITZ, COMMISSIONER
STEVE NOVICK, COMMISSIONER
DAN SALTZMAN, COMMISSIONER

RECONFIGURATION

**Title VI and
Title II
programs**



**Black Male
Achievement
Portland**



**New
Portlanders
to ONI**



INFLUENCED CHANGE



**GOVERNING FOR
RACIAL EQUITY**



INFLUENCED CHANGE

A woman with glasses, wearing a dark blazer over a blue and orange striped shirt, stands at the front of a conference room, holding a microphone and gesturing with her hands. She is addressing an audience of several people seated at tables. The room has wood-paneled walls and a whiteboard in the background. A red "FIRE EXIT" sign with an arrow pointing left is visible on the whiteboard. A laptop is open on a table in the foreground, and a coffee cup is on a table to the right.

TRAINING:

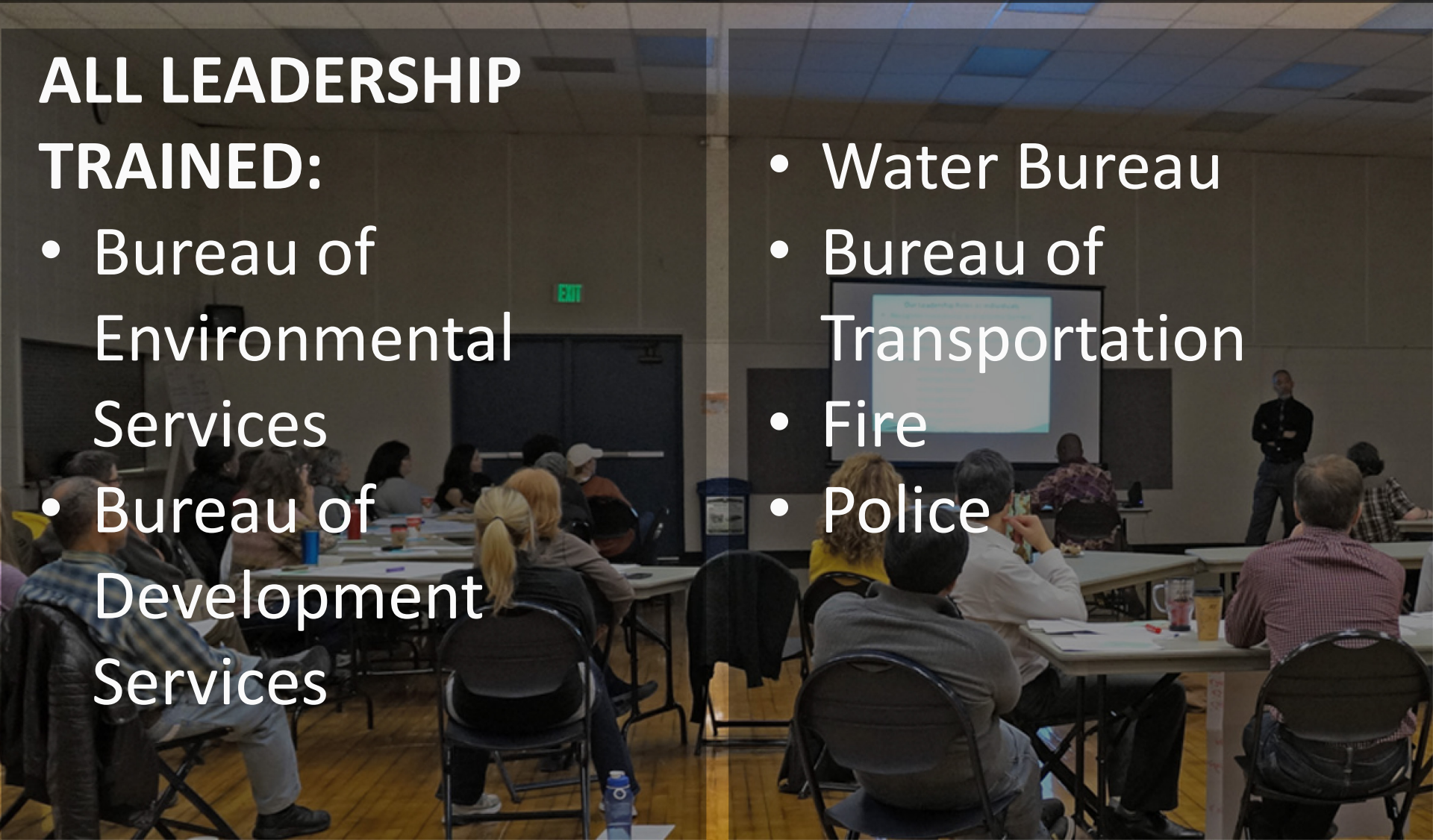
Over 1,200 attendees,
representing all City bureaus

INFLUENCED CHANGE

ALL LEADERSHIP TRAINED:

- Bureau of Environmental Services
- Bureau of Development Services

- Water Bureau
- Bureau of Transportation
- Fire
- Police



INFLUENCED CHANGE

ALL STAFF TRAINED:

- City Attorney's Office
 - City Auditor's Office
 - Portland Housing Bureau
 - City Budget Office
 - Mayor Hales' Office
 - Commissioner Fritz's Office
- 

INFLUENCED CHANGE

TRAINING:

- Performance evaluation language
- RFP language
- Procurement



INFLUENCED CHANGE



CITY OF PORTLAND
ADA TITLE II TRANSITION PLAN UPDATE

PLEASE COMMENT ON THE TRANSITION PLAN

Thank You!

Thank you so much for your interest in learning more about our ADA Transition Plan Update.

Your time and comments are important to us. Please let us know if you have any questions about the Transition Plan, the project to remove barriers at the City of Portland, the type of barriers or how we schedule to remove them.

If you would like more information on the Transition Plan, or you would like to provide comments on the plan, you can visit the following website:
<http://www.portlandoregon.gov/ohcr/adaupdates>
or
by filling out a comment card at today's open house.

If you would like to view a full copy of the plan and schedule you can do so at the following locations:

The Office of Equity and Human Rights
421 SW 4th Ave Suite 300
Midland Library 805 SE 122nd Ave
St Johns Library 7510 N Charleston Ave

If you have additional questions about the Transition Plan, please contact:
David Galat, ADA Title II Access Coordinator
david.galat@portlandoregon.gov
503-823-4072

The ADA Title II Program would like to thank our co-hosts Independent Living Resources, The Portland Commission on Disability and Elders in Action.

ADA Title II
Transition Plan Update

Civil Rights Program:

- More robust Title VI & Title II Programs
- ADA Title II Transition Plan

INFLUENCED CHANGE

Citywide Equity Committee:

- Pilot Bureau assessment of Racial Equity Roadmap



COMMISSIONS

HUMAN RIGHTS COMMISSION



COMMISSION ON DISABILITY



BLACK MALE ACHIEVEMENT



DEEP



Diverse and
Empowered
Employees of
Portland:

- Well attended presentations and events

DEMOGRAPHICS DASHBOARD



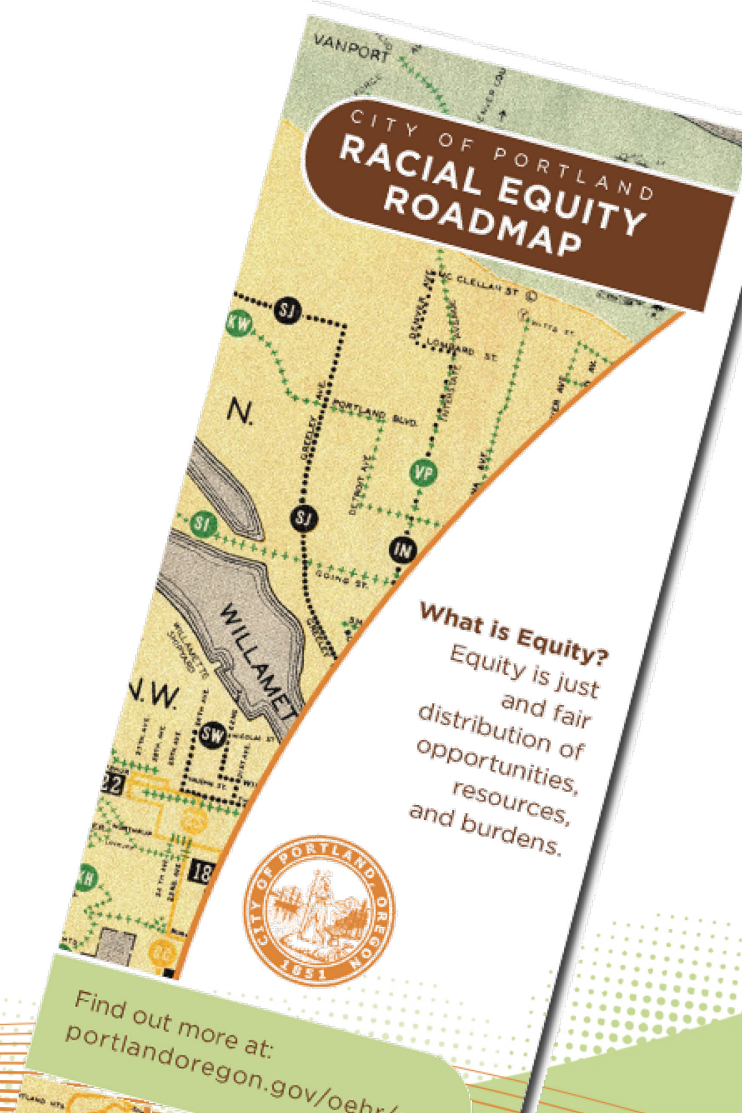
Added Veteran's Status to online dashboard



Veterans - All bureaus	Count
Other Protected Veteran	165
Recently Separated Veteran	16
Armed Forces Service Medal Veteran	2
Disabled Veteran	25
Total	208

LOOKING FORWARD

- Continue to institutionalize equity
- Roll out Equity Roadmap by end of 2015



LOOKING FORWARD

- **GRE Partnership**
 - Maintaining equity leadership role
- **Consultation**
 - COCL / COAB
 - Taxi / For-hire Drivers



LOOKING FORWARD

- **Ask Council to acknowledge that equity is a priority in the City:**
 - Citywide Equity 101 Training
 - Citywide Equity Goals

Thank You



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