



SPRING EQUITY FORUM – 4/29/13



EQUITY BASELINE PROJECT REPORT



DATA REQUESTED:

- Demographic Composition of Board and Staff
- Agency Equity initiatives
- Culturally specific programming
- Partnerships with culturally specific provider agencies

WHO REPORTED, BY THE NUMBERS:

- Organizations
 - 2012-13 Subrecipient Contractors 24
 - Fall 2012 NOFA Awardees 3
- Mainstream Organizations 21
- Culturally Specific Organizations 5

		
BOARD COMPOSITION		
	Mainstream Organizations	Culturally Specific Organizations
Race		
African-American/Black	12%	22%
Asian & Pacific Islander	4%	13%
Native American/ Alaskan Native	3%	16%
White	75%	21%
Other	6%	9%
Ethnicity		
Latino	5%	19%
Gender		
Male	63%	72%
Female	37%	29%

			
AGENCY STAFF COMPOSITION (%)			
	Mainstream Organizations	Culturally Specific Organizations	PHB
Race			
African-American/Black	8%	23%	16%
Asian & Pacific Islander	3%	5%	8%
Native American/Alaskan Native	1%	29%	14%
Two or More	5%	4%	8%
White	75%	28%	62%
Other	8%		14%
Ethnicity			
Latino	12%	10%	16%
Gender			
Male	30%	30%	32%
Female	70%	70%	68%



AGENCY EQUITY INITIATIVES

Q. Does your agency have an equity policy or statement?

A. **15 of 21** mainstream organizations responded **YES**

Wide range of examples Include:

- Equity Policy
- Equitable Employment Policy
- Equity Incorporated Into Value Statement
- Cultural Diversity Workplan
- Anti-Discrimination Policy
- Inclusion Council
- Economic Equity Policy
- Statement of Diversity
- Diversity Vision Statement



CULTURALLY SPECIFIC PROGRAMMING

Q. Does your agency manage culturally specific programming or services?

A. **7 of 21** mainstream organizations responded **YES**

While many orgs. reported having translated program materials available, we counted agency programs created with cultural specificity.

City of Portland, Oregon

Portland Housing Bureau

PARTNERSHIPS

Q. Does your agency partner with culturally-specific provider agencies?

A. **15 of 21** mainstream organizations and **4 of 5** culturally specific organizations responded YES

Agencies named included:

- * Lifeworks NW * Native American Rehabilitation Association (NARA)
- * Black Parent Initiative * El Programa Hispano * IRCO * NAYA
- * African-American AIDS Awareness Action Alliance * Opciones y Educacione
- * Russian Oregon Social Services * Healing Roots * SAWERA
- * Urban League * Asian Family Center * Latino Network
- * Asian Health and Service Center * Immigration Counseling Services
- * Islamic Social Services of Oregon

City of Portland, Oregon

Portland Housing Bureau

PHB STRATEGIC PLAN INVESTMENT PRIORTIES

PRIORITY # 1 – PROVIDE MORE AFFORDABLE RENTAL HOUSING





