

# Building Shared Language:

## An introduction to Equity for City of Portland Advisory Bodies

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# Growth Mindset



# Learning Objectives

- Gain a shared language:
  - Define bias, types of racism, and equity and more
- Review Citywide Racial Equity goals
- Apply these concepts to advisory body work



# Learning Objectives: Part 1

## Gain a shared language: Define bias

- The next few slides will define bias, and examples of bias



# **Bias is the tendency to favor or disfavor**

Group context: Bias is the evaluation of one group and its members relative to another.



We all carry bias. Acting on bias can be discriminatory and create negative outcomes for particular groups.



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# What is Prejudice

An unjustified or incorrect attitude (usually negative) towards an individual or group based solely on the individual's membership of a social group. Prejudice for (or against) one person or group or concept, is usually based on opinions and stereotypes. The term is usually used when the opinions are considered to be unfair.

# How Does Bias Affect Our Actions

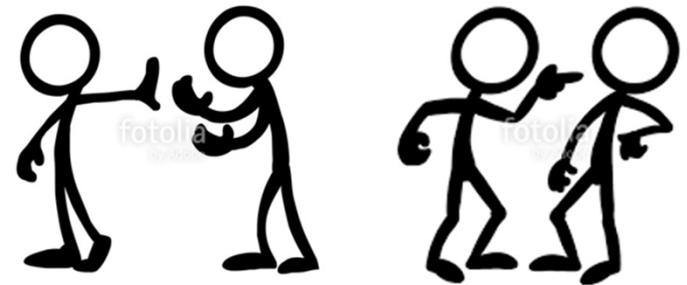


OUR PERCEPTION



WHO CARES.

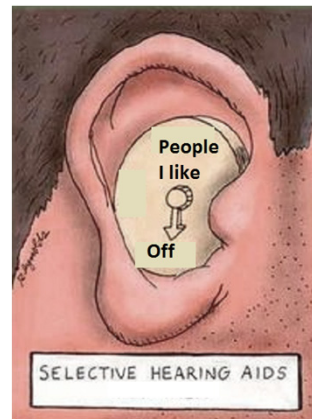
OUR ATTITUDE



OUR BEHAVIORS



OUR ATTENTION

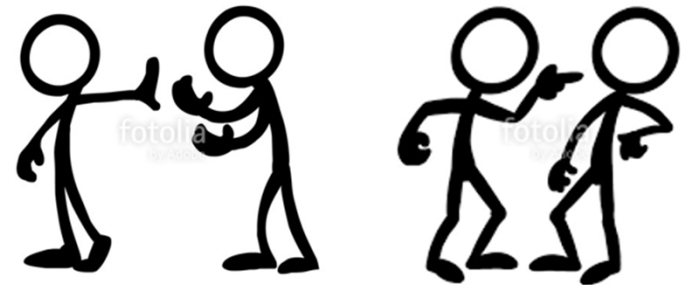


OUR FILTER



OUR MICRO AFFIRMATIONS

# How Does Bias Affect Our Actions



## OUR PERCEPTION

how we see  
people and  
perceive reality

## OUR ATTITUDE

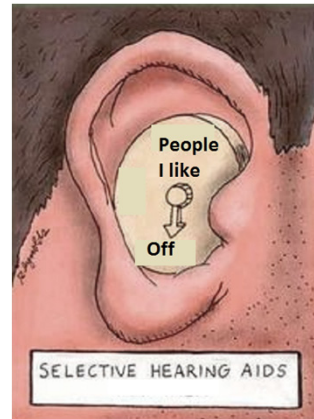
how we react  
towards certain  
people

## OUR BEHAVIORS

how receptive/friendly  
we are towards certain  
people



# How Does Bias Affect Our Actions



## OUR ATTENTION

which aspects of a person we pay most attention to

## OUR FILTER

how much we actively listen to what certain people say

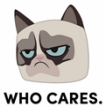
## OUR MICRO AFFIRMATIONS

how much or how little we comfort certain people in certain situations

# How Does Bias Affect Our Actions



**Our Perception** – how we see people and perceive reality



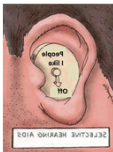
**Our Attitude** – how we react towards certain people



**Our Behaviors** – how receptive/friendly we are towards certain people



**Our Attention** – which aspects of a person we pay most attention to



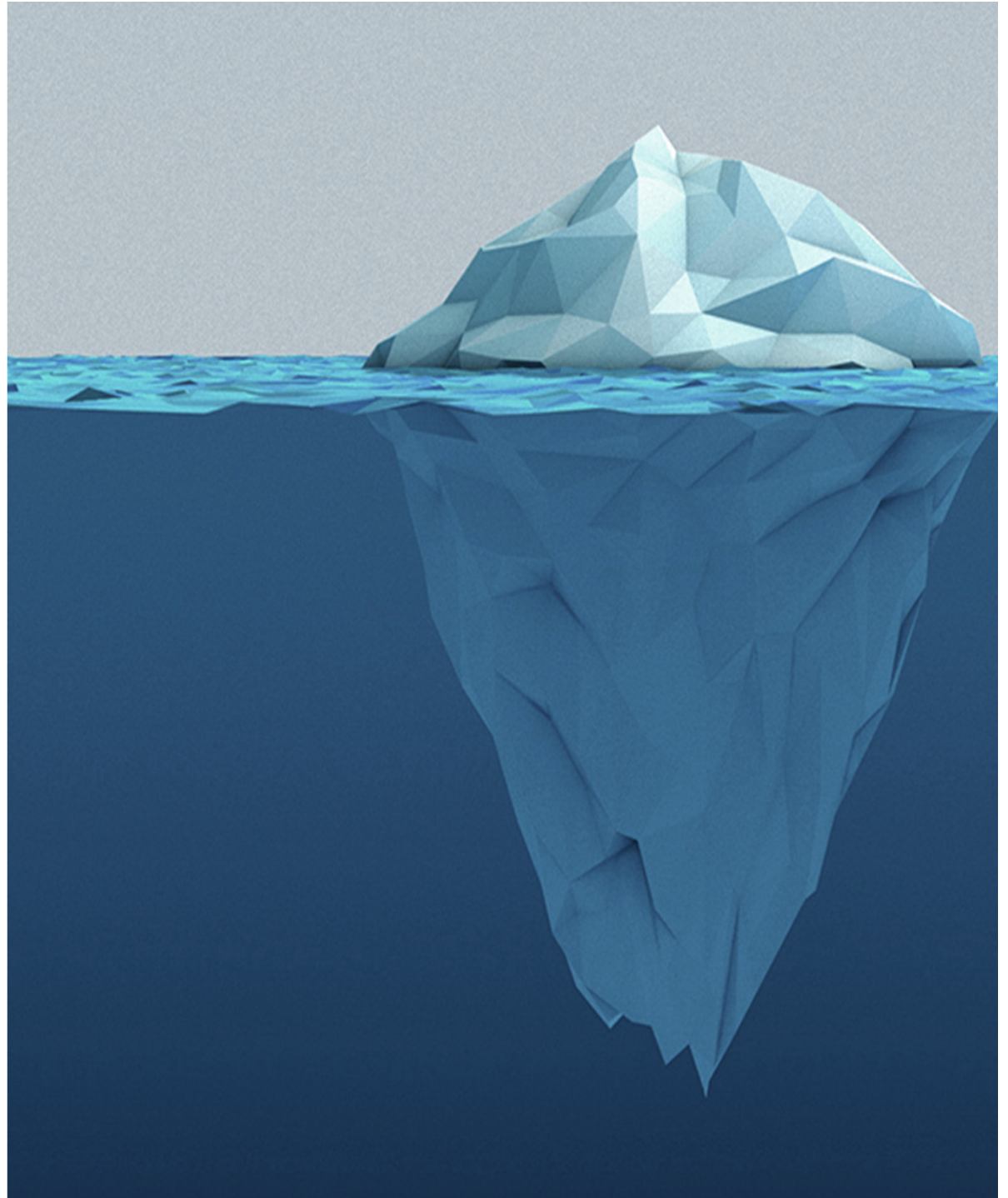
**Our Listening Skills** – how much we actively listen to what certain people say



**Our Micro-affirmations** – how much or how little we comfort certain people in certain situations

EXPLICIT  
BIAS

IMPLICIT  
BIAS

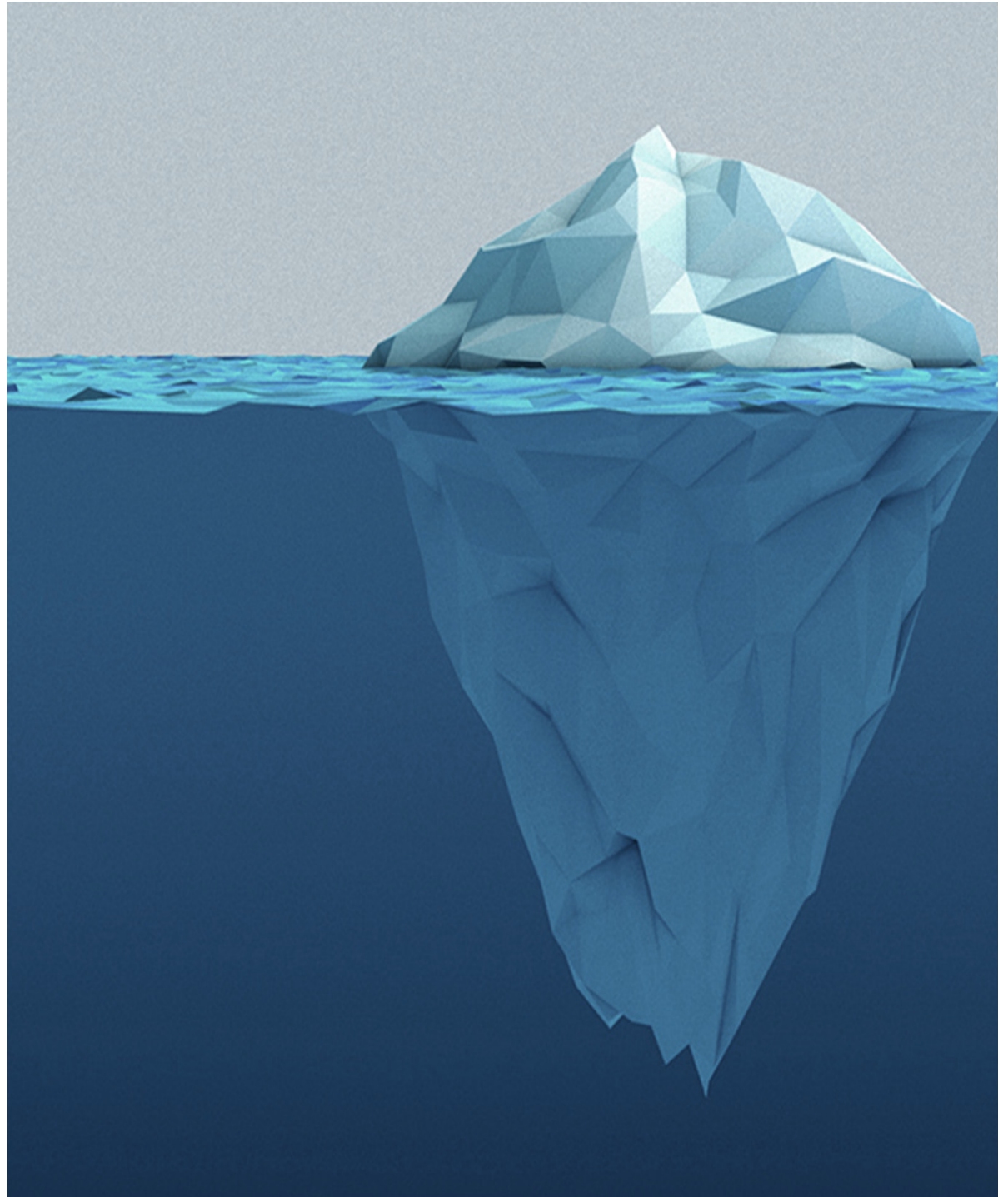


# EXPLICIT BIAS

A sign posted:  
“White Only  
Swimming Pools”

# IMPLICIT BIAS

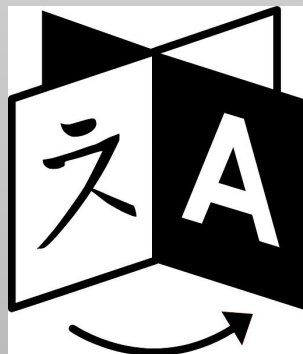
An individual today thinks:  
“I don’t often see people of  
color at pools.  
They probably do not need to  
**participate** in our program  
planning, because it must be  
that people of color aren’t  
**interested**, don’t know **how** to  
swim, or don’t **like** pools.”



# Learning Objectives: Part 1

## Gain a shared language: Racism

- The next few slides will define and provide examples of different types of racism



# Definitions of Racism

- Interpersonal
- Institutional

# Interpersonal Racism

- Occurs between individuals.
- Once we bring our personal beliefs about race into our interaction with others, it is now in the interpersonal realm.



# Institutional Racism

Institutional racism is when policies, practices, and procedures work better for white people than for people of color, often unintentionally.

Source: GARE 2016





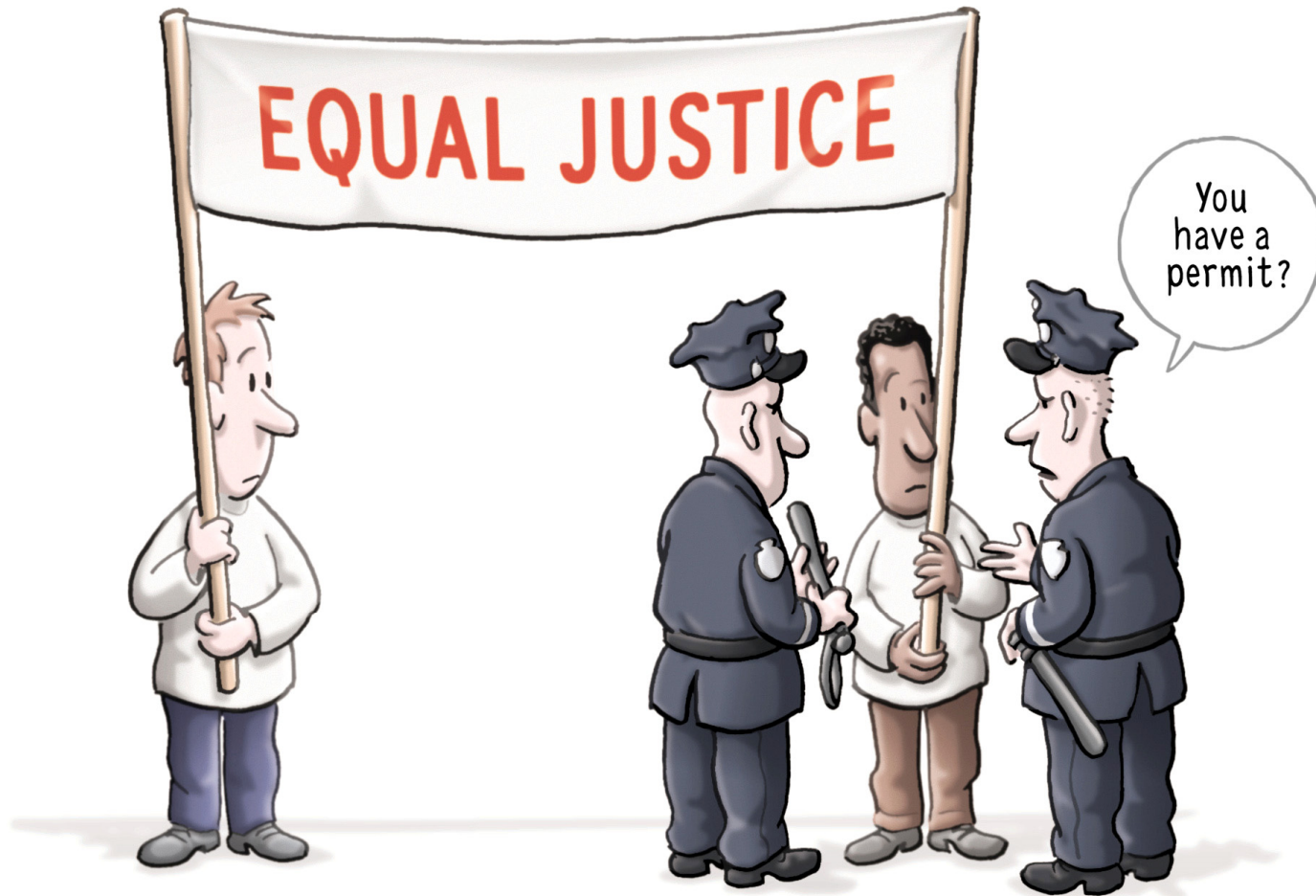
# Why center on race?

**RACE IS STILL A PRIMARY INDICATOR OF  
A PERSON'S SUCCESS AND WELLNESS IN  
OUR SOCIETY.**

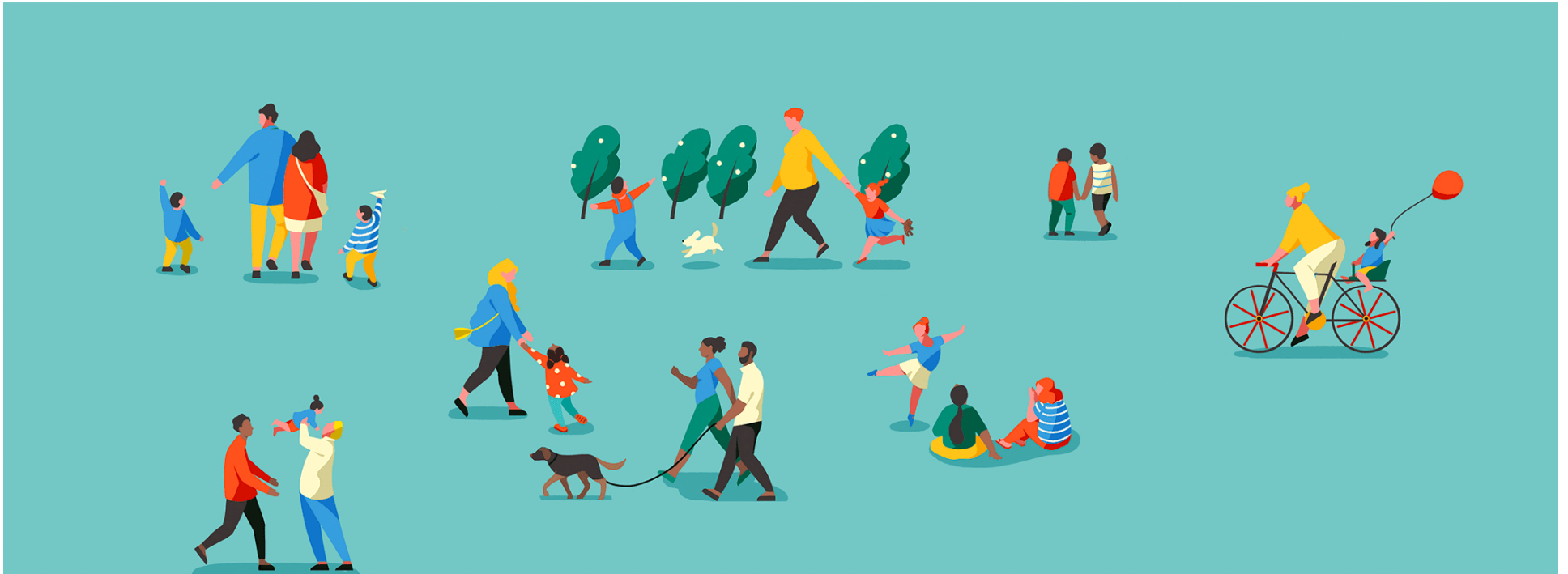


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# What does this picture illustrate?



# Centering race improves outcomes for all



# Learning Objectives: Part 1

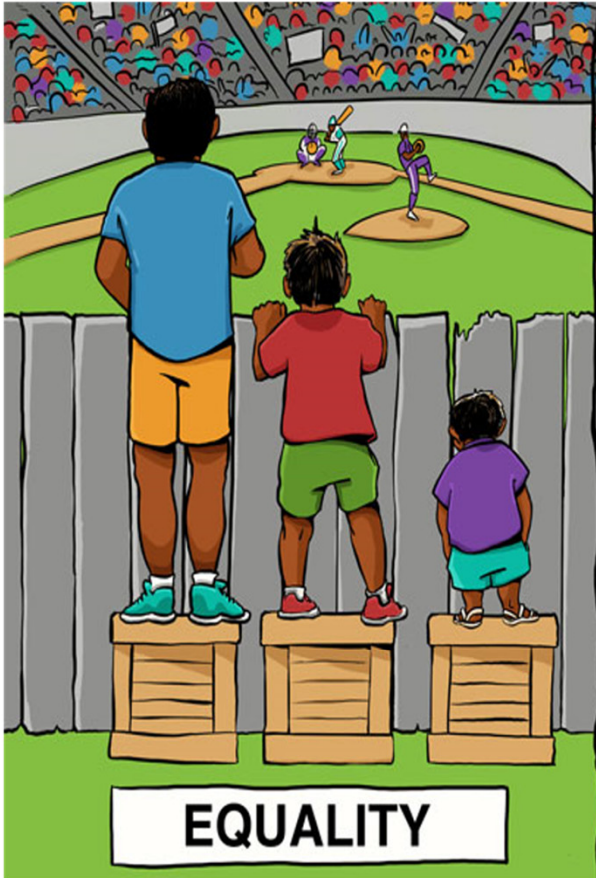
## Gain a shared language: Equity

- The next few slides will define and provide examples of different types of equity



# **Equity** versus **Equality**

- Equity and equality are two strategies we can use in an effort to produce fairness.
- **Equity** is giving everyone what they need to be successful. **Equality** is treating everyone the same.



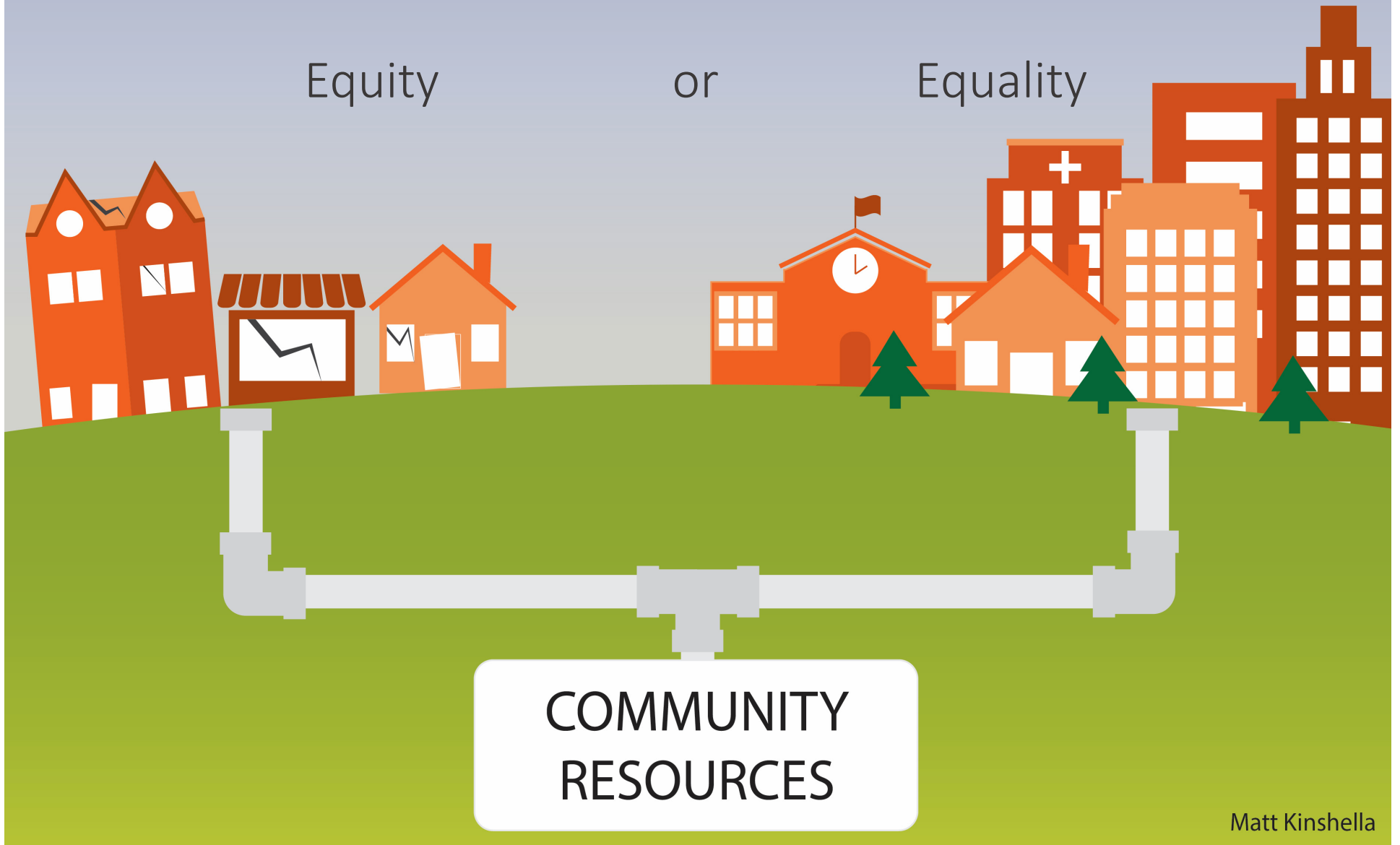
“

# Which concept is the figure illustrating?

Equity

or

Equality



# Equality.

The focus is on uniformity and sameness regardless of the recipient's needs.



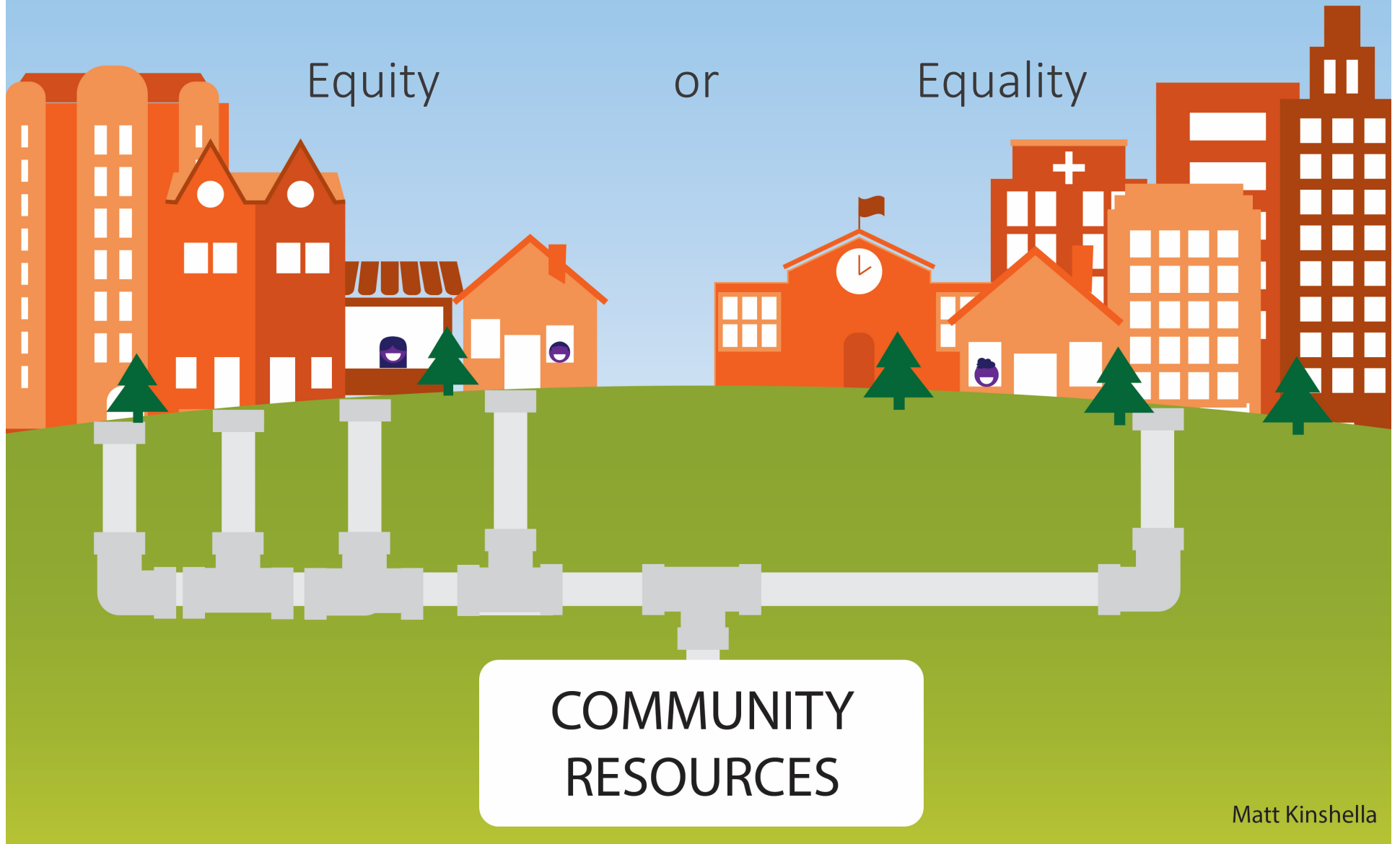


# Which concept is the figure illustrating?

Equity

or

Equality



# Equity.

**The focus is on fairness.**

Recipients may be treated differently in order to achieve the same results.



COMMUNITY  
RESOURCES

What is equity?



“Equity is achieved when one’s identity cannot predict the outcome.”

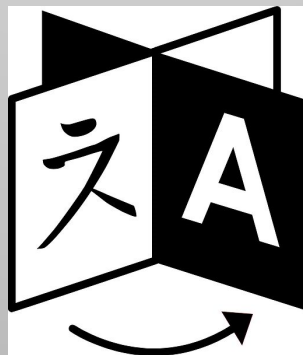


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# Learning Objectives: Part 2

## Citywide Racial Equity Goals

- The next few slides will cover the three Citywide Equity Goals



# EQUITY GOAL #1

We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.



# EQUITY GOAL #2

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.



# EQUITY GOAL #3

We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.



# Learning Objectives: Part 3

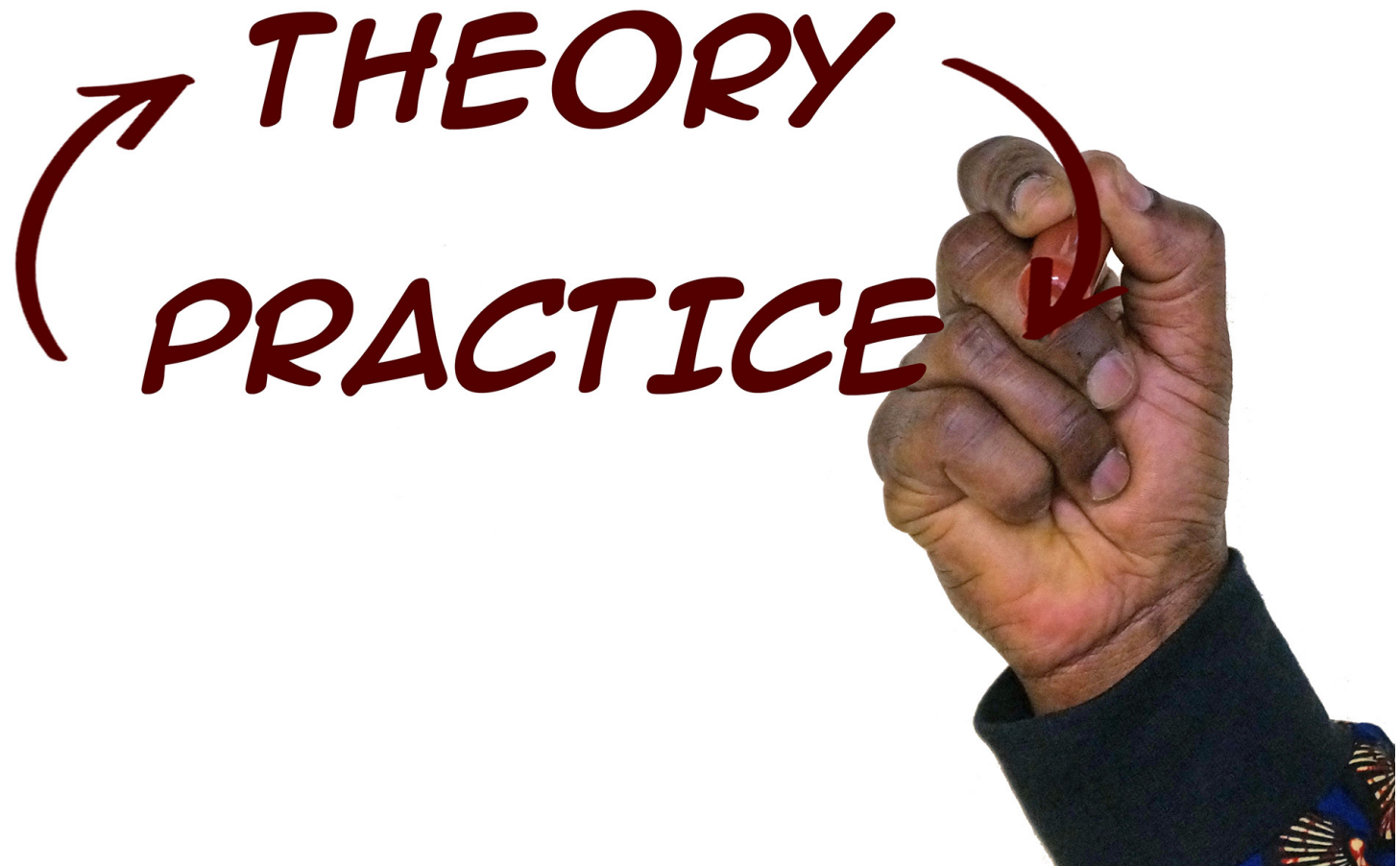
## Apply these concepts

- The next few slides will apply these concepts to advisory body work





**Now let's practice!**



# How does equity apply to your work on an advisory body?



○ Meeting Dynamics



○ City Policies

○ Service Delivery Outcomes



○ Community Representation



# How does equity apply to your work on an advisory body?



Meeting Dynamics

Meeting dynamics can be influenced by personal biases, interpersonal racism, and institutional racism.

# How does equity apply to your work on an advisory body?

For example, emphasis on being “*polite.*” Equating the raising of difficult issues with being impolite, rude, or out of line silences different or less popular opinions.



Meeting Dynamics

# How does equity apply to your work on an advisory body?

City policies can be affected by those making decisions in advisory bodies.



City Policies

# How does equity apply to your work on an advisory body?

Policy directs the work of the City. Inequities exist because the policies we operate under benefit some and burden others. Policy development is a necessary part of institutional change.

City Policies





# How does equity apply to your work on an advisory body?

Example: Complaint-based systems are more likely to be utilized by those who are more resourced and familiar with these systems. They are less likely to be used by historically marginalized communities.

City Service  
Outcomes





# How does equity apply to your work on an advisory body?

Community representation is when those who are most impacted are seated at the decision-making table.

Community  
Representation



# How does equity apply to your work on an advisory body?

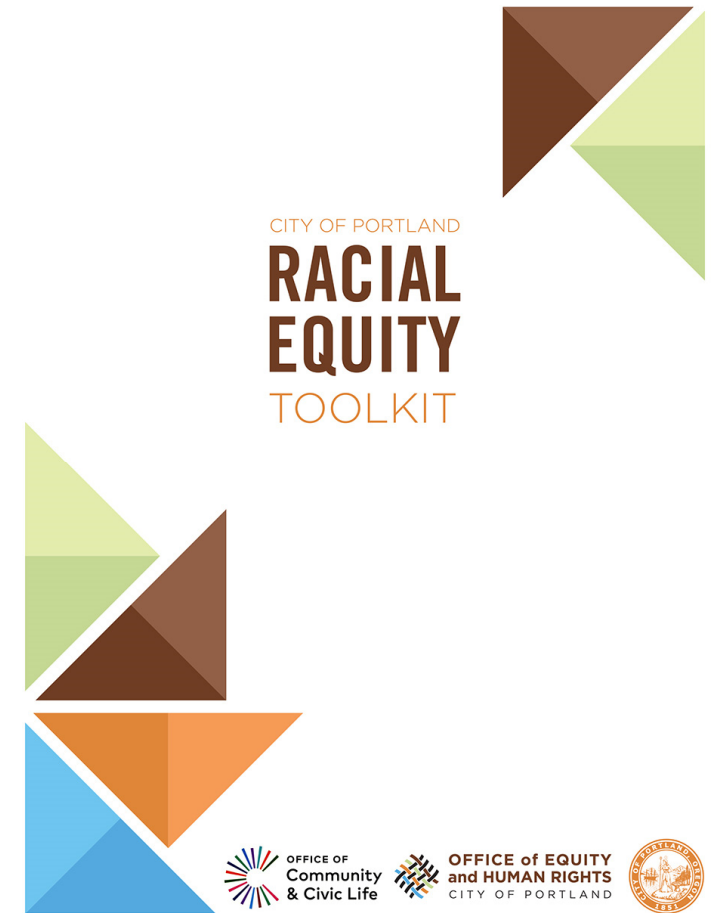
Those who are affected by a decision have a right to be involved. Equitable and sustainable outcomes are achieved when input is sought from affected and potentially affected communities, and when communities have influence over the decision. (IAP2 Core Values)

Community  
Representation



# As you make decisions, consider:

- What actions has your organization/board taken in the past that disproportionately harmed communities of color?
- Have communities of color been inequitably impacted or denied access by similar or related types of proposals in the past?
- Will any historical disparities/impacts be a determining factor in the ability to benefit from this proposal?



# Learning Objectives Covered

- Gain a shared language:
  - Define bias, types of racism, and equity and more
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# Tips and Tools

# What to do with bias?

Openly acknowledging and challenging biases allows us to develop strategic interventions.

Suppressing or denying biased thoughts can actually increase prejudice rather than eradicate it.

Try taking a bias awareness test:

<https://implicit.harvard.edu/implicit/takeatest.html>

# Additional Resources:



- Jay Smooth: How I Learned to Stop Worrying and Love Discussing Race  
<https://www.youtube.com/watch?v=MbdxeFcQtaU>
- Aamer Rahman: Fear of a Brown Planet - Reverse Racism  
[https://www.youtube.com/watch?v=dw\\_mRaIHb-M](https://www.youtube.com/watch?v=dw_mRaIHb-M)
- OEHR: Citywide Racial Equity Goals & Strategies  
<https://www.portlandoregon.gov/oehr/article/537589>
- OEHR: Shared Citywide Definitions of Racial Equity Terms  
<https://www.portlandoregon.gov/oehr/article/581458>
- OEHR: Racial Equity Toolkit  
<https://www.portlandoregon.gov/oehr/article/592297>
- PolicyLink: Resources & Tools  
<http://www.policylink.org/resources-tools/tools>
- Government Alliance on Race and Equity: Tools & Resources  
<https://www.racialequityalliance.org/tools-resources/>



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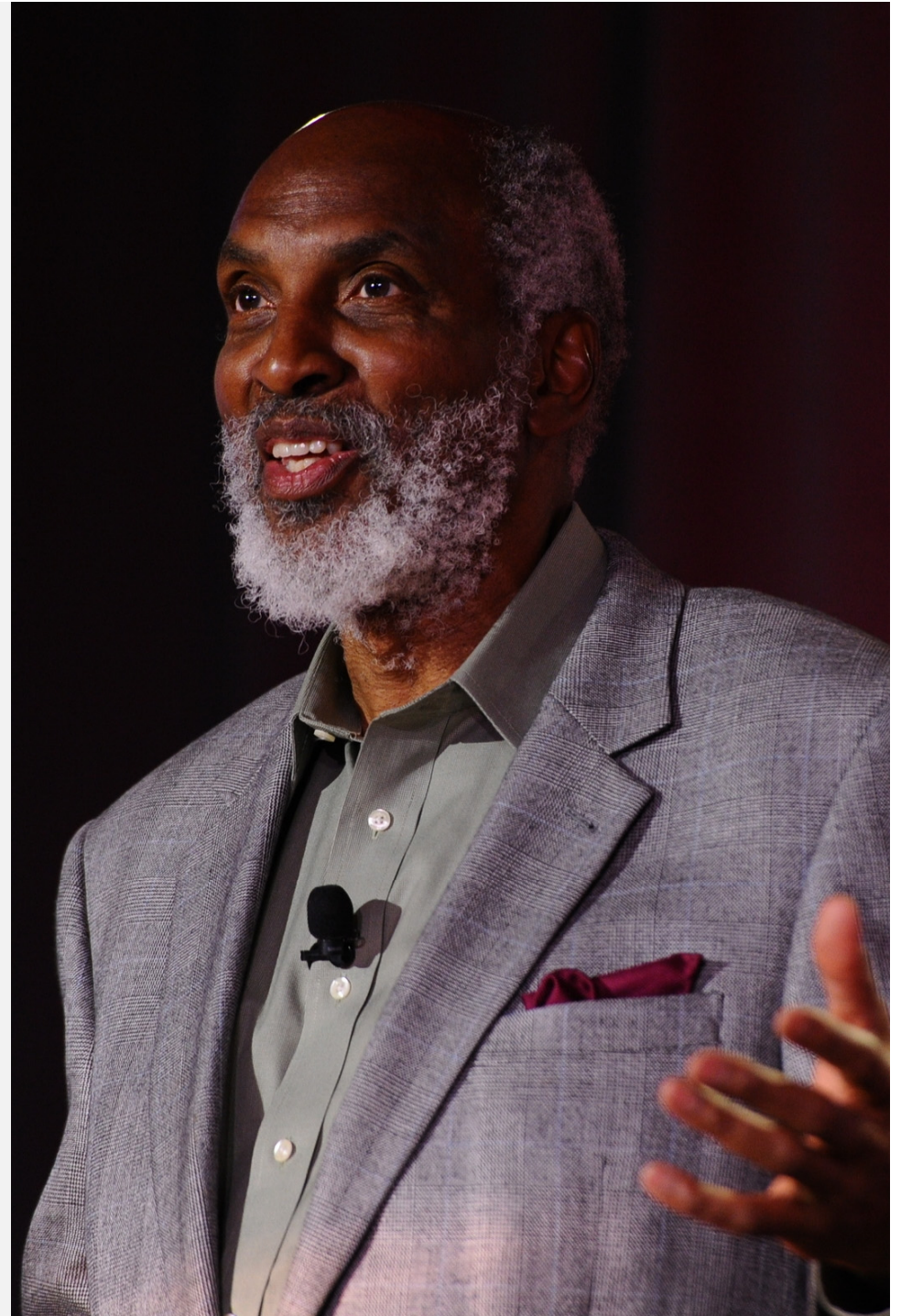
**PolicyLink**



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
RACE & EQUITY

“How we do race will be consequential to the kind of society we have in the future...Our future will be impacted by the way the conscious and unconscious make meaning of our new social constructions. We must intertwine race with the other urgent issues we must confront...and with our most fundamental questions about who we are.”

john a. powell





# Thank You!

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