

## IMPACT STATEMENT

**Legislation title:** Declare support for a robust standard of Civil Rights Title VI and ADA Title II compliance throughout City Bureaus and Offices and direct the Office of Equity and Human Rights to lead coordination by setting Citywide policies and accountability measures (Resolution)

**Contact name:** Nickole Cheron, ADA Title II Manager; Danielle Brooks Civil Rights Title VI Manager

**Contact phone:** 503-823-2709; 503-823-2595

**Presenter name:** Nickole Cheron; Danielle Brooks

**Purpose of proposed legislation and background information:**

This resolution re-commits the City to focusing on compliance for Civil Rights Title VI and ADA Title II. It directs The Office of Equity and Human Rights to create the overall polices, standards, rules, monitoring and reporting for the City as an integral part of its mission. It also directs bureaus to comply with these policies and implement bureau specific policies, plans, monitoring and reporting in accordance with the City-wide standard of practice.

**Financial and budgetary impacts:**

There is no immediate budgetary impact of this policy. Civil Rights compliance has been a mandate of the City since each law was adopted at the Federal level. The Resolution is intended to clarify the roles and responsibilities of compliance and enhance standards of practice throughout the City.

There may be potential budgetary impacts depending on how bureaus choose to implement these compliance standards. There is currently a general lack of tracking and reporting with in bureaus up to this point, as well as a lack of structured coordination throughout bureau programs.

There is also potential that these amendments could greatly reduce the cost and loss of revenue to the City by mitigating lawsuits for non-compliance with ADA Title II or mitigating demanding, potential Civil Rights Title VI compliance reviews, interventions, and oversight by external jurisdictional or federal partners.

**Community impacts and community involvement:**

ADA Title II impacts the 21% of Portlanders who identify as living as people with disabilities. Disability is experienced by all ages, races, and genders. The ADA directives of this Resolution came out of recommendations 2016 Auditors report on ADA Title II gaps in City services. The audit included community interviews conducted with Portlanders living with disabilities.

This Resolution is also informed by results from a 311 survey conducted in 2018 that found a large percentage of respondents, who identified as being disabled, were unable to navigate City services, and felt that the City was not responsive to their needs and concerns.

Civil Rights Title VI compliance impacts the approximate 28.4% of people of color who live in Portland, the over 13% of Portlanders who speak a languages other than (and usually in addition to) English, the approximately 7.21 percent of the Portland population who are considered limited English proficient, and our immigrant and refugee communities and others who might be subject to national origin discrimination (approximately 10 percent of the state population are foreign born, and 1 in 8 children have a parent who is foreign born).

This Resolution relates to the multitude of recommendations from numerous community reports and outreach projects including The State of Black Oregon, The Coalition of Communities of Color Unsettling Profile series, The Peoples Plan, IRCO Community Needs Assessment, and forums put on by the Office of Equity and Human Rights over the last four years. These documents outline the experiences and concerns of these communities; disparities faced by communities of color and New Portlanders; the needs, priorities, and vision of the communities; and the challenges, service gaps, impacts experienced by communities engaging with and being served and impacted by local government.

**Budgetary Impact Worksheet**

**Does this action change appropriations?**

- YES:** Please complete the information below.
- NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount