

RESOLUTION No. 37517

Adopt Citywide Disability Equity Goals to guide City policies, plans, and procedures (Resolution)

WHEREAS, the Portland Plan defines Equity as when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential; and

WHEREAS, Census Bureau data documents huge disparities between people living with disabilities and people living without disabilities in our region; and

WHEREAS, the Portland Plan is organized around an equity framework focused on compliance with the Americans With Disabilities Act (ADA); and

WHEREAS, Portland City Council created the Office of Equity and Human Rights to promote equity and reduce disparities within City government, focusing on race and disability; and

WHEREAS, on July 8, 2015 City Council adopted Resolution No. 37144, creating Citywide Racial Equity Goals and strategies;

NOW, THEREFORE BE IT RESOLVED, that the City of Portland adopts as Citywide Disability Equity Goals:

- All activities, programs, facilities, and services offered by the City of Portland will provide for equitable outcomes and opportunities in accordance with the provisions of the Americans with Disabilities Act
- Hiring and promotions of people experiencing disabilities will be fair and in keeping with the Model Employer of people with disabilities Policy adopted by Resolution 36925 in 2012 and the Model Employer of people with disabilities Strategic Plan adopted by Resolution 37235 in 2016
- People experiencing disabilities will be provided equitable opportunities in contracting; and

BE IT FURTHER RESOLVED, that the City Council directs the Office of Equity and Human Rights to work with bureau partners, including the Bureau of Human Resources, to develop and implement policies promoting the Citywide Disability Equity Goals created by this Resolution, including policies to provide effective communication as defined under Title II of the ADA; and

BE IT FURTHER RESOLVED, that the Office of Equity and Human Rights will provide a report to City Council by May 31, 2022 regarding implementation of policies and programs developed pursuant to this Resolution; and

BE IT FURTHER RESOLVED, that the Office of Equity and Human Rights will create Administrative Rules in 2021 to implement this Resolution; and

BE IT FURTHER RESOLVED, that this Resolution is Binding City Policy.

Adopted by the Council: November 18, 2020

Commissioner Amanda Fritz
Prepared by: Jonathan Simeone
Date Prepared: November 3, 2020

Mary Hull Caballero

Auditor of the City of Portland

By *Keelan McClymont*
Deputy

915
Agenda No.
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Title

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<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fritz</p>	<p>CLERK USE: DATE FILED <u>November 9, 2020</u></p>
<p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance & Administration – Wheeler</p> <p>Position 1/Utilities - Fritz <i>Amanda Fritz</i></p> <p>Position 2/Works - Ryan</p> <p>Position 3/Affairs - Hardesty</p> <p>Position 4/Safety - Eudaly</p>	<p style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>Keelan McClymont</i></u> Deputy</p> <p>ACTION TAKEN:</p>
<p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Office of Equity Bureau Head: <i>[Signature]</i></p>	
<p>Prepared by: Jonathan Simeone Date Prepared: 11/6/2020</p>	
<p>Impact Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document</p> <p>If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	
<p>Council Meeting Date November 18, 2020</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: <u>30</u> (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	✓	
2. Ryan	✓	
3. Hardesty	✓	
4. Eudaly	✓	
Wheeler	✓	