



EQUITY & ENGAGEMENT TEAM

Equity & City Planning at the Bureau of
Planning and Sustainability

Harmonee Dashiell

Interim Equity Manager



THE BUREAU OF
**PLANNING &
SUSTAINABILITY**



Purpose

The City of Portland BPS Equity and Engagement Team is committed to dismantling barriers, promoting access, and amplifying the diverse voices in our City. Our mission is to foster an inclusive and just community, ensuring equitable representation and co-creating policies that celebrate diversity and eliminate disparities for a resilient and vibrant Portland.

Staffing

4 FTE

- Equity Manager
- Community Engagement Strategist
- Equity & Outreach Operations Coordinator
- Outreach Support Specialist (not fully funded)
- Administrative Assistant – part time (one time funding FY 2023-24)



Equity & Engagement Team Services

LOGISTICS

- Using the Equity Toolkit
- Public meeting and event support
 - In-person, hybrid and virtual
 - Agenda planning, run of show, tech and facilitation
- Stipends and compensation
- Incentives
- Identifying appropriate vendors / open contracts
- Accessibility / language access
- Evaluation
- Demographic collection and best practices
- Budget

STRATEGY

- Community engagement plans
- Identifying partners and stakeholders
- Supporting existing partnerships
- Relationship management (database)
- Population specific outreach strategies
- Troubleshooting issues and hurdles
- Public meetings and events best practices
- Results Based Accountability, Targeted Universalism, and other strategies

Equity and Engagement Team Programs

- Community Involvement Committee
- Sponsorship Committee
- Community Outreach Database
- Racial Equity Workplan
- Bureau-wide Training and Skill Building

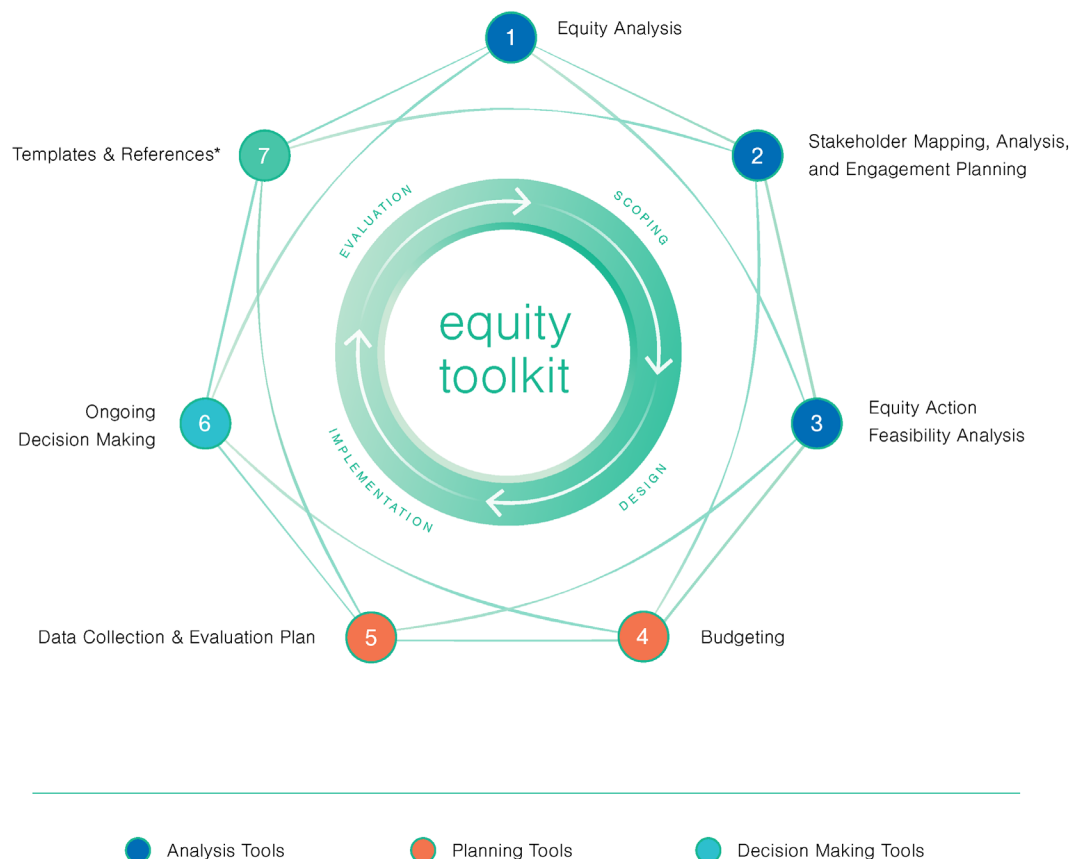


Overview

This toolkit consists of a set of guiding questions and activities organized into seven distinct tools. Use them to support planning and decision making across projects, programs, and policy work.

Who should use this toolkit

- BPS Leaders
- People Managers
- Program Managers



“I learned early on about the real meaning of equity and inclusion, and that when those guiding principles are not met, they can have devastating effects on individuals, families, and communities.”

–Lori Lightfoot (*Mayor of Chicago*)





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