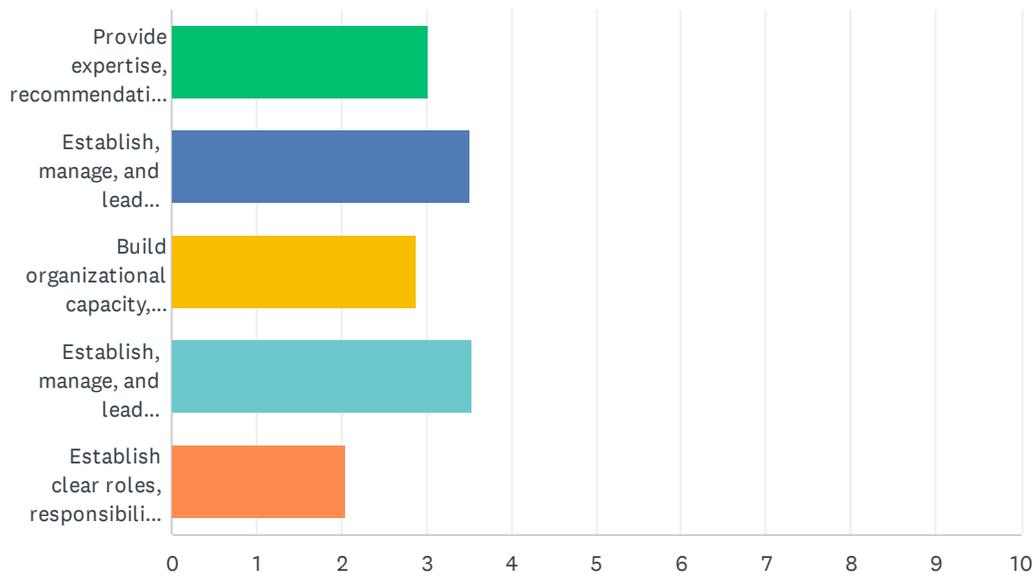


Q1 The following are common roles and responsibilities of equity officers in different jurisdictions across the United States. Prioritize the following list based on what you think are the most important areas for the City of Portland’s Equity Officer to focus on: [Rank the following list with your top priority ranked as number 1]

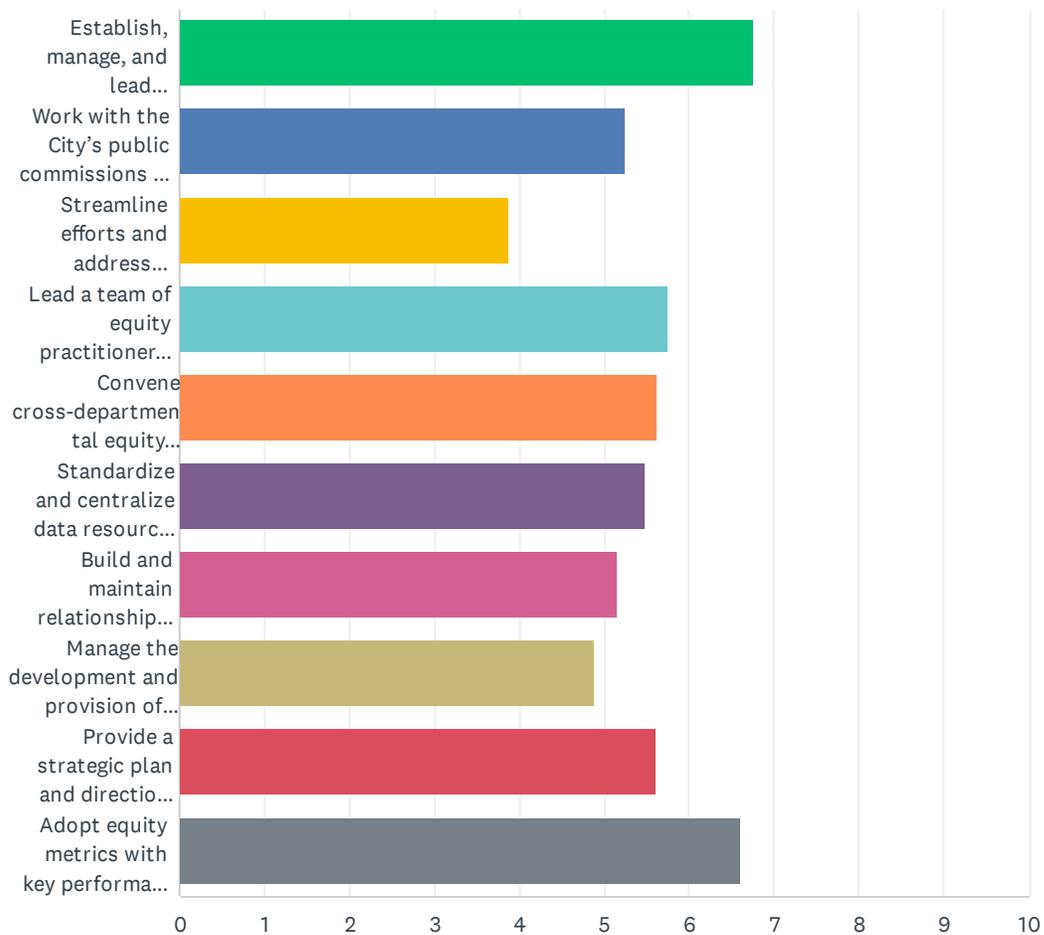
Answered: 41 Skipped: 1



| | 1 | 2 | 3 | 4 | 5 | TOTAL | SCORE |
|--|--------------|--------------|--------------|--------------|--------------|-------|-------|
| Provide expertise, recommendations, and leadership to support the pursuit of equity objectives citywide. | 21.95% 9 | 21.95% 9 | 14.63% 6 | 19.51% 8 | 21.95% 9 | 41 | 3.02 |
| Establish, manage, and lead collaboration in implementing accountability measures for monitoring and evaluating progress, outcomes, and community impact citywide. | 24.39% 10 | 31.71% 13 | 24.39% 10 | 9.76% 4 | 9.76% 4 | 41 | 3.51 |
| Build organizational capacity, skills, and resources needed to advance equity objectives citywide. | 14.63% 6 | 21.95% 9 | 19.51% 8 | 24.39% 10 | 19.51% 8 | 41 | 2.88 |
| Establish, manage, and lead collaboration in implementing standards, policies, and a strategic vision to advance equity citywide. | 34.15% 14 | 21.95% 9 | 12.20% 5 | 26.83% 11 | 4.88% 2 | 41 | 3.54 |
| Establish clear roles, responsibilities & authorities for equity practitioners and teams to advance the practice of equity citywide. | 4.88% 2 | 2.44% 1 | 29.27% 12 | 19.51% 8 | 43.90% 18 | 41 | 2.05 |

Q2 Many additional responsibilities and requirements of a city government can be part of an equity officer’s job. Prioritize the following list based on what you think should be included as one of the primary roles of the City of Portland’s Equity Officer: [Rank the following list with your top priority ranked as number 1]

Answered: 38 Skipped: 4



City of Portland Equity Officer Survey (for Community Organizations and Groups)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------|
| Establish, manage, and lead collaboration in implementing clear procedures, guidelines, and definitions of equity for shared usage and understanding citywide. | 15.79% 6 | 15.79% 6 | 5.26% 2 | 13.16% 5 | 21.05% 8 | 13.16% 5 | 7.89% 3 | 2.63% 1 | 5.26% 2 | 0.00% 0 | 38 |
| Work with the City's public commissions and committees to develop and incorporate equity-focused goals, policies, and/or strategies. | 10.53% 4 | 7.89% 3 | 10.53% 4 | 2.63% 1 | 13.16% 5 | 7.89% 3 | 13.16% 5 | 13.16% 5 | 13.16% 5 | 7.89% 3 | 38 |
| Streamline efforts and address redundancies among equity-related efforts citywide. | 2.63% 1 | 0.00% 0 | 5.26% 2 | 10.53% 4 | 10.53% 4 | 5.26% 2 | 18.42% 7 | 10.53% 4 | 13.16% 5 | 23.68% 9 | 38 |
| Lead a team of equity practitioners and define the scope of City equity roles, including partnerships with the Bureau of Human Resources, employee resource groups, and bureau-specific equity committees. | 7.89% 3 | 7.89% 3 | 18.42% 7 | 10.53% 4 | 7.89% 3 | 18.42% 7 | 5.26% 2 | 5.26% 2 | 10.53% 4 | 7.89% 3 | 38 |
| Convene cross- | 10.53% 4 | 7.89% 3 | 15.79% 6 | 7.89% 3 | 2.63% 1 | 15.79% 6 | 10.53% 4 | 15.79% 6 | 7.89% 3 | 5.26% 2 | 38 |

City of Portland Equity Officer Survey (for Community Organizations and Groups)

| | | | | | | | | | | | | |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----|--|
| departmental equity leadership and teams for better coordination and alignment. | | | | | | | | | | | | |
| Standardize and centralize data resources and demographic mapping tools often used in equity work. | 7.89% 3 | 7.89% 3 | 10.53% 4 | 7.89% 3 | 18.42% 7 | 13.16% 5 | 2.63% 1 | 15.79% 6 | 7.89% 3 | 7.89% 3 | 38 | |
| Build and maintain relationships and partnerships with regional and municipal equity leaders. | 5.26% 2 | 13.16% 5 | 10.53% 4 | 10.53% 4 | 5.26% 2 | 10.53% 4 | 7.89% 3 | 10.53% 4 | 13.16% 5 | 13.16% 5 | 38 | |
| Manage the development and provision of trainings, workshops, and seminars to build knowledge and skills citywide. | 7.89% 3 | 7.89% 3 | 2.63% 1 | 18.42% 7 | 7.89% 3 | 5.26% 2 | 10.53% 4 | 10.53% 4 | 13.16% 5 | 15.79% 6 | 38 | |
| Provide a strategic plan and direction for bureau-specific equity plans for each service area. | 10.53% 4 | 13.16% 5 | 10.53% 4 | 10.53% 4 | 10.53% 4 | 5.26% 2 | 10.53% 4 | 5.26% 2 | 7.89% 3 | 15.79% 6 | 38 | |
| Adopt equity metrics with key performance indicators to audit and report on the outcomes of equity practices. | 21.05% 8 | 18.42% 7 | 10.53% 4 | 7.89% 3 | 2.63% 1 | 5.26% 2 | 13.16% 5 | 10.53% 4 | 7.89% 3 | 2.63% 1 | 38 | |

Q3 Are there additional roles or responsibilities that should be part of this position? If yes, please list in the space below. (Limit: 300 characters)

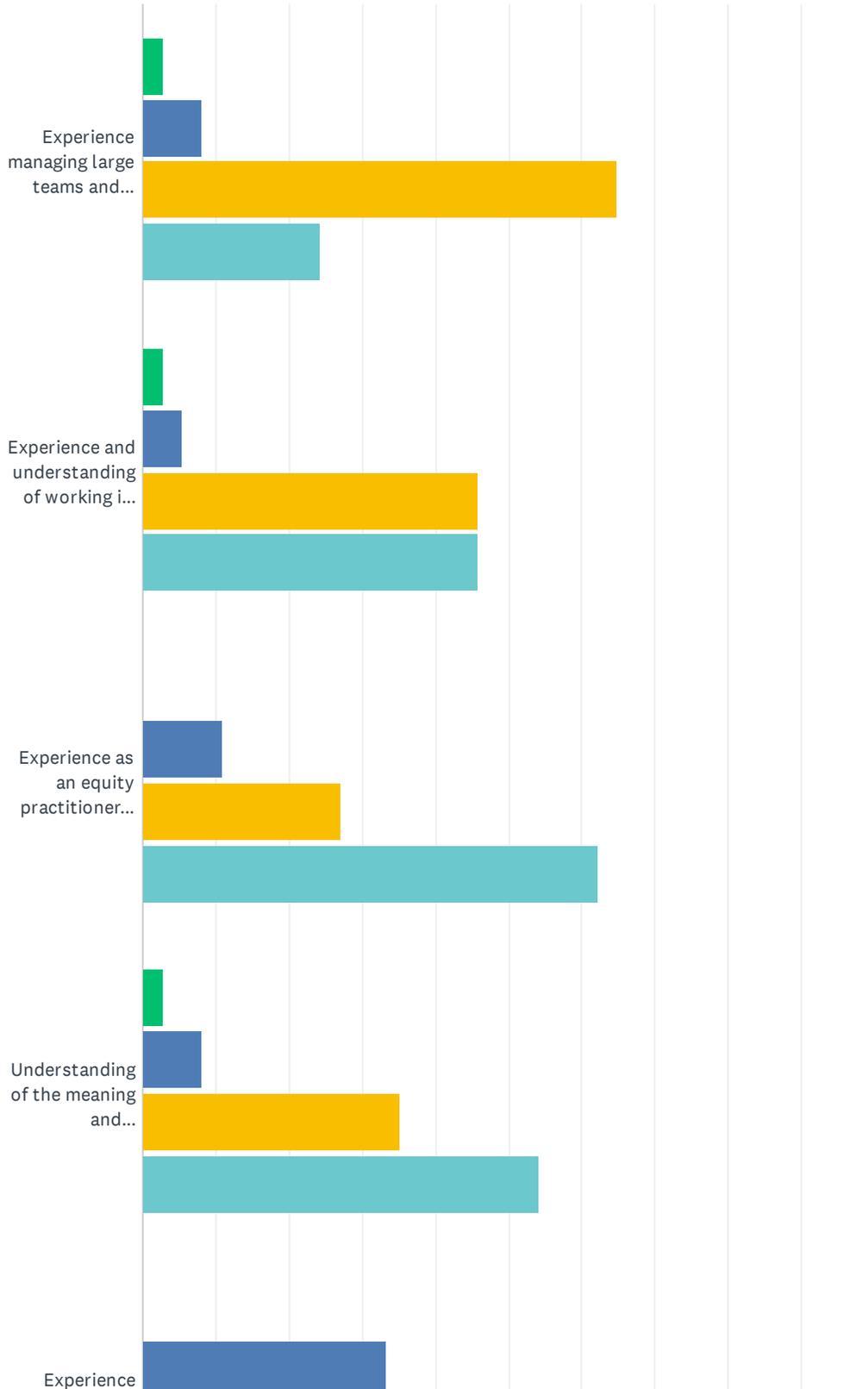
Answered: 13 Skipped: 29

Q4 Within the next five years, what equity-related outcomes or advancements would you like to see in the City of Portland? (Limit: 300 characters)

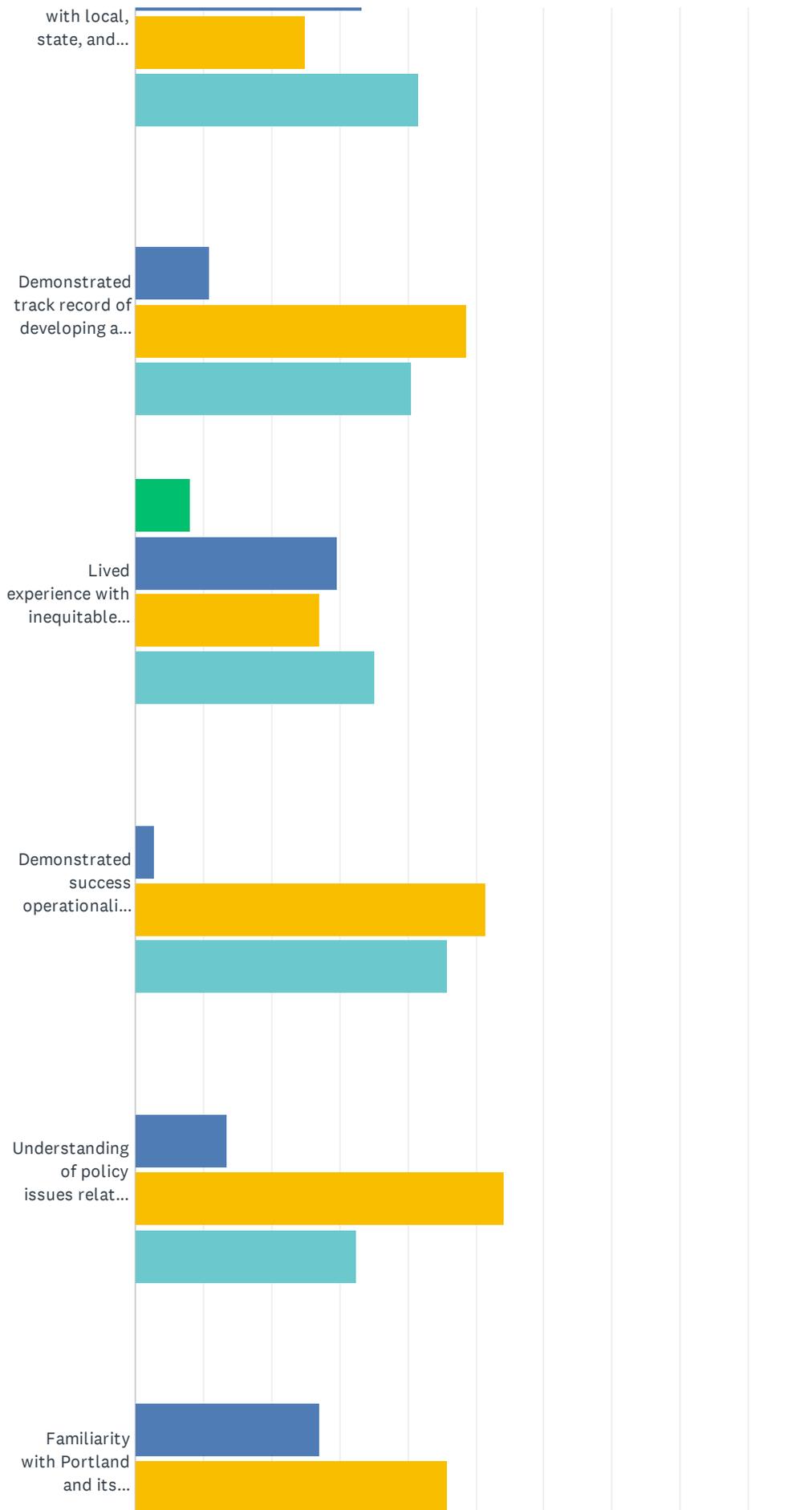
Answered: 21 Skipped: 21

Q5 How important is it for the City of Portland Equity Officer to have the following qualifications?

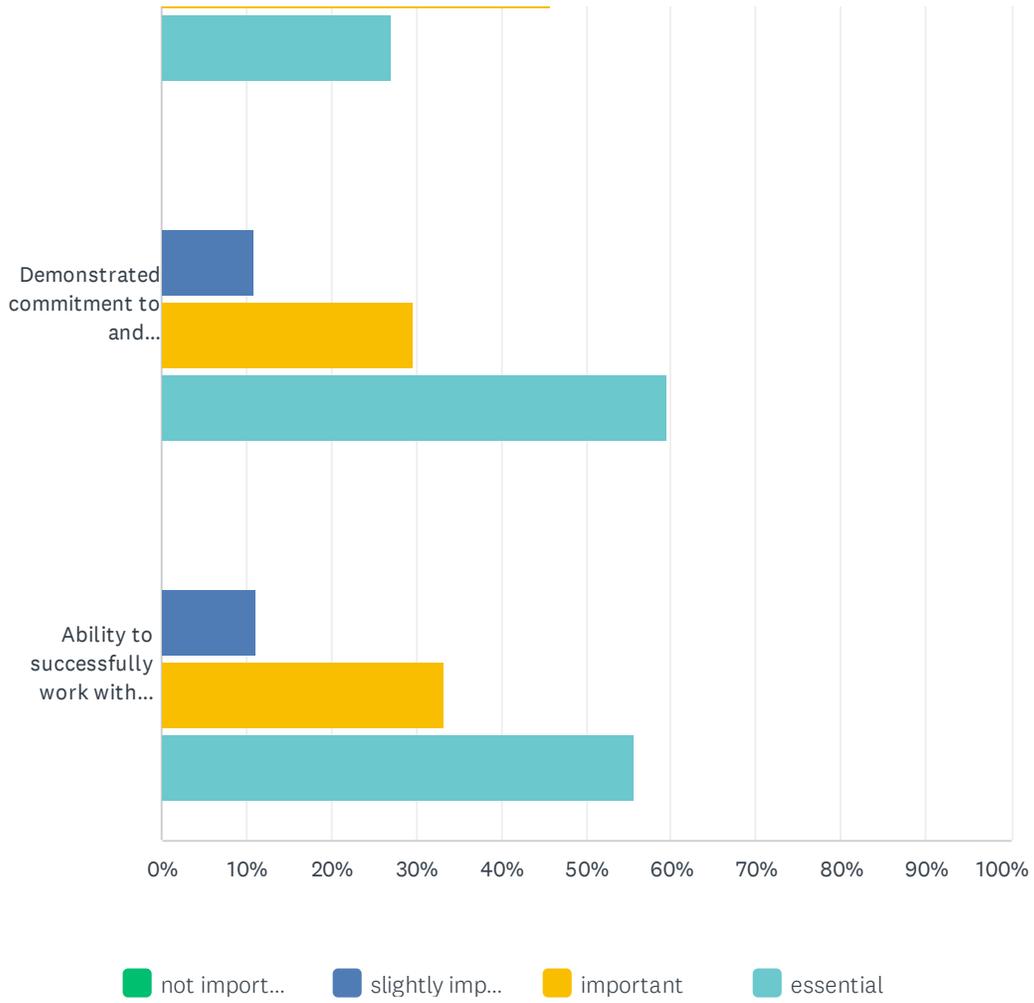
Answered: 37 Skipped: 5



City of Portland Equity Officer Survey (for Community Organizations and Groups)



City of Portland Equity Officer Survey (for Community Organizations and Groups)



City of Portland Equity Officer Survey (for Community Organizations and Groups)

| | NOT IMPORTANT AT ALL | SLIGHTLY IMPORTANT | IMPORTANT | ESSENTIAL | TOTAL | WEIGHTED AVERAGE |
|--|----------------------|--------------------|--------------|--------------|-------|------------------|
| Experience managing large teams and operationalizing plans including budget and strategic planning. | 2.70% 1 | 8.11% 3 | 64.86% 24 | 24.32% 9 | 37 | 3.35 |
| Experience and understanding of working in and enacting structural or operational changes in government institutions. | 2.70% 1 | 5.41% 2 | 45.95% 17 | 45.95% 17 | 37 | 3.81 |
| Experience as an equity practitioner working with marginalized communities. | 0.00% 0 | 10.81% 4 | 27.03% 10 | 62.16% 23 | 37 | 4.14 |
| Understanding of the meaning and complexities of intersectionality. | 2.70% 1 | 8.11% 3 | 35.14% 13 | 54.05% 20 | 37 | 3.95 |
| Experience with local, state, and federal regulations, including Title VI of the Civil Rights Act of 1964, Language Access, and Title II of the Americans with Disabilities Act (ADA). | 0.00% 0 | 33.33% 12 | 25.00% 9 | 41.67% 15 | 36 | 3.50 |
| Demonstrated track record of developing and implementing innovative approaches to advance equity. | 0.00% 0 | 10.81% 4 | 48.65% 18 | 40.54% 15 | 37 | 3.70 |
| Lived experience with inequitable practices and/or outcomes. | 8.11% 3 | 29.73% 11 | 27.03% 10 | 35.14% 13 | 37 | 3.24 |
| Demonstrated success operationalizing equity practices in large, complex systems to achieve measurable results. | 0.00% 0 | 2.70% 1 | 51.35% 19 | 45.95% 17 | 37 | 3.89 |
| Understanding of policy issues related to language access, LGBTQIA+ communities, data equity, and other policy issues affecting marginalized communities. | 0.00% 0 | 13.51% 5 | 54.05% 20 | 32.43% 12 | 37 | 3.51 |
| Familiarity with Portland and its historical relationship to equity, both in government and in community. | 0.00% 0 | 27.03% 10 | 45.95% 17 | 27.03% 10 | 37 | 3.27 |
| Demonstrated commitment to and effectiveness in advancing equitable structures, policies, and outcomes. | 0.00% 0 | 10.81% 4 | 29.73% 11 | 59.46% 22 | 37 | 4.08 |
| Ability to successfully work with community leaders and jurisdictional partners. | 0.00% 0 | 11.11% 4 | 33.33% 12 | 55.56% 20 | 36 | 4.00 |

Q6 Are there additional qualifications that are important for this position? If yes, please share in the space below. (Limit: 300 characters)

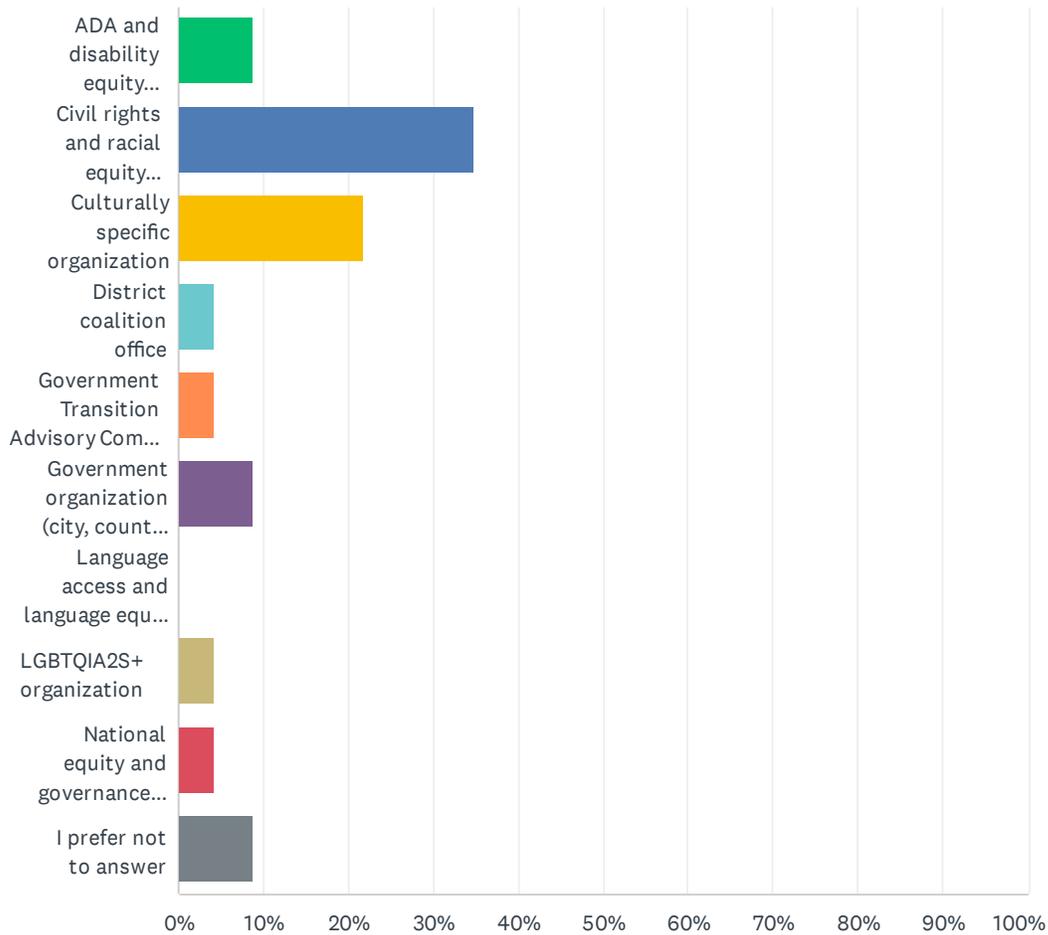
Answered: 9 Skipped: 33

Q7 Do you have any additional thoughts on the Equity Officer position? If yes, please share in the space below. (Limit: 300 characters)

Answered: 8 Skipped: 34

Q8 Which of the following describes the type of organization/group you represent? Please list additional or other descriptions in the space provided.

Answered: 23 Skipped: 19



City of Portland Equity Officer Survey (for Community Organizations and Groups)

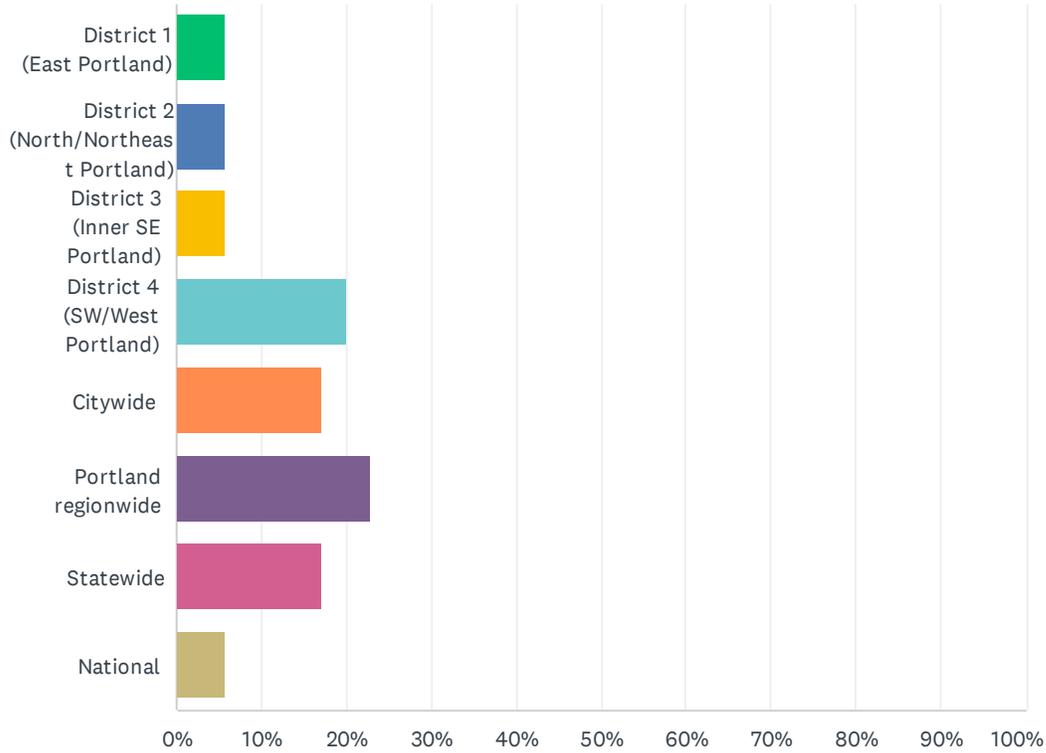
| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| ADA and disability equity organization | 8.70% | 2 |
| Civil rights and racial equity organization | 34.78% | 8 |
| Culturally specific organization | 21.74% | 5 |
| District coalition office | 4.35% | 1 |
| Government Transition Advisory Committee (GTAC) | 4.35% | 1 |
| Government organization (city, county, state, etc.) | 8.70% | 2 |
| Language access and language equity organization | 0.00% | 0 |
| LGBTQIA2S+ organization | 4.35% | 1 |
| National equity and governance focused organization | 4.35% | 1 |
| I prefer not to answer | 8.70% | 2 |
| TOTAL | | 23 |

**Q9 Other than those listed in question 8, are there additional communities or populations your organization represents? If yes, please describe below.
[Limit: 300 characters]**

Answered: 13 Skipped: 29

Q10 What geographic area does your organization or group serve? To find what City of Portland district an address is located in, go to www.Portlandmaps.com.

Answered: 35 Skipped: 7



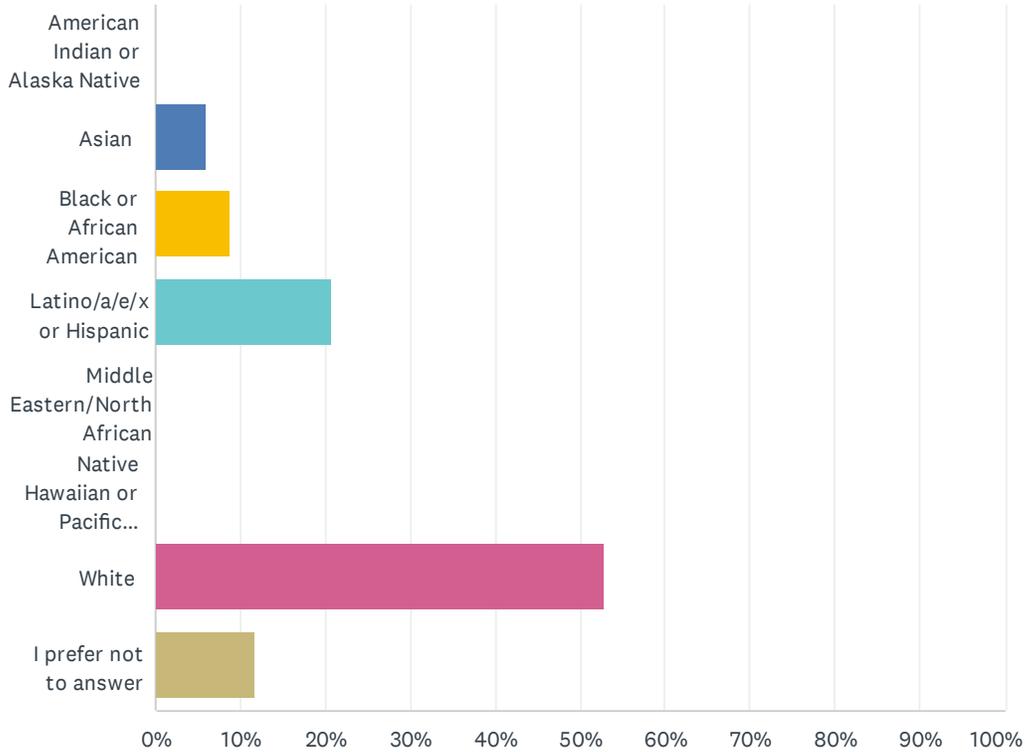
| ANSWER CHOICES | RESPONSES |
|---------------------------------------|-----------|
| District 1 (East Portland) | 5.71% 2 |
| District 2 (North/Northeast Portland) | 5.71% 2 |
| District 3 (Inner SE Portland) | 5.71% 2 |
| District 4 (SW/West Portland) | 20.00% 7 |
| Citywide | 17.14% 6 |
| Portland regionwide | 22.86% 8 |
| Statewide | 17.14% 6 |
| National | 5.71% 2 |
| TOTAL | 35 |

Q11 Describe what experience your organization has in engaging with the City of Portland in its equity work. (Limit: 300 characters)

Answered: 23 Skipped: 19

Q12 Which of the following describes your racial or ethnic identity? Please list additional or other identifies in the space provided.

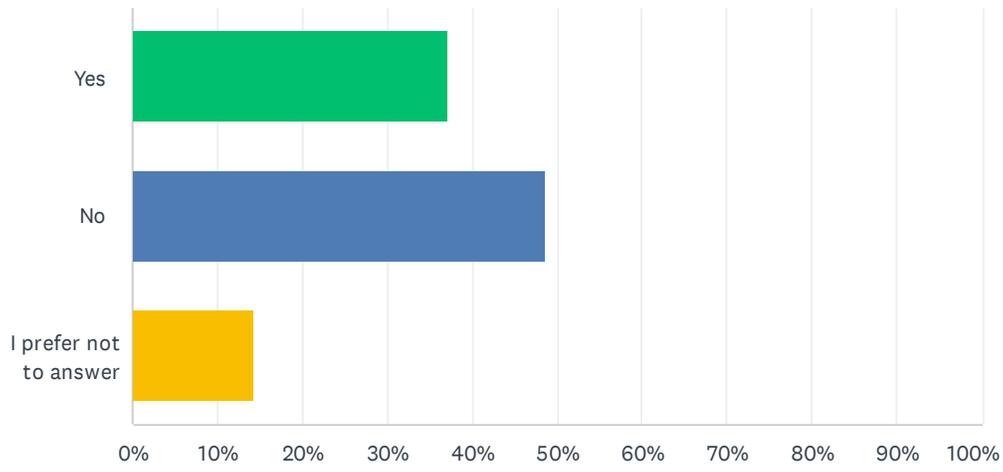
Answered: 34 Skipped: 8



| ANSWER CHOICES | RESPONSES | |
|-------------------------------------|-----------|-----------|
| American Indian or Alaska Native | 0.00% | 0 |
| Asian | 5.88% | 2 |
| Black or African American | 8.82% | 3 |
| Latino/a/e/x or Hispanic | 20.59% | 7 |
| Middle Eastern/North African | 0.00% | 0 |
| Native Hawaiian or Pacific Islander | 0.00% | 0 |
| White | 52.94% | 18 |
| I prefer not to answer | 11.76% | 4 |
| TOTAL | | 34 |

Q13 Do you identify as a member of the LGBTQ2SIA+ community?

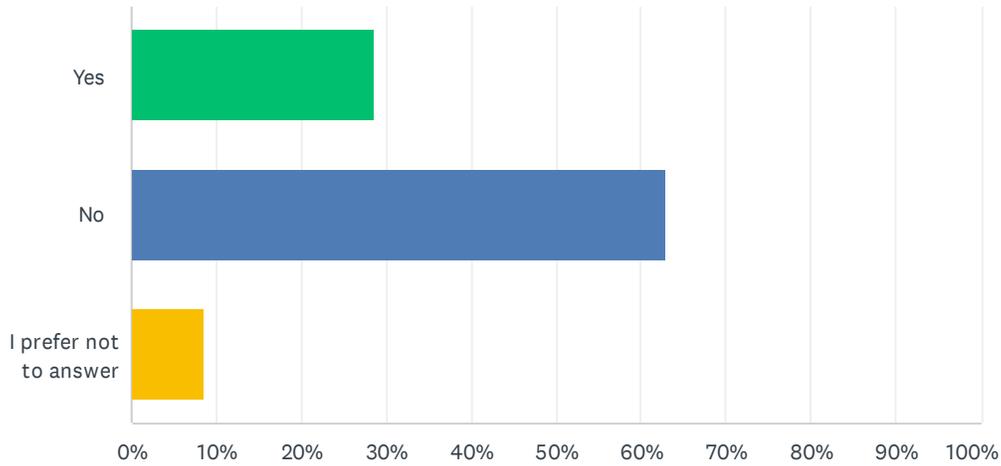
Answered: 35 Skipped: 7



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----------|
| Yes | 37.14% | 13 |
| No | 48.57% | 17 |
| I prefer not to answer | 14.29% | 5 |
| TOTAL | | 35 |

Q14 Do you identify with having or living with a disability? Please select one.

Answered: 35 Skipped: 7



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----------|
| Yes | 28.57% | 10 |
| No | 62.86% | 22 |
| I prefer not to answer | 8.57% | 3 |
| TOTAL | | 35 |