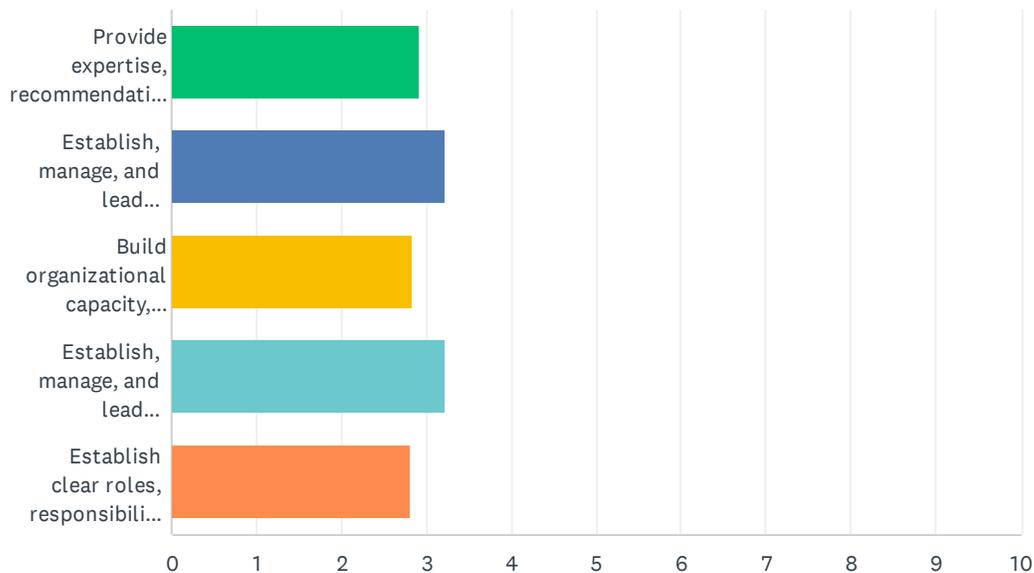


Q1 The following are common roles and responsibilities of equity officers in different jurisdictions across the United States. Prioritize the following list based on what you think are the most important areas for the City of Portland’s Equity Officer to focus on: [Rank the following list with your top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

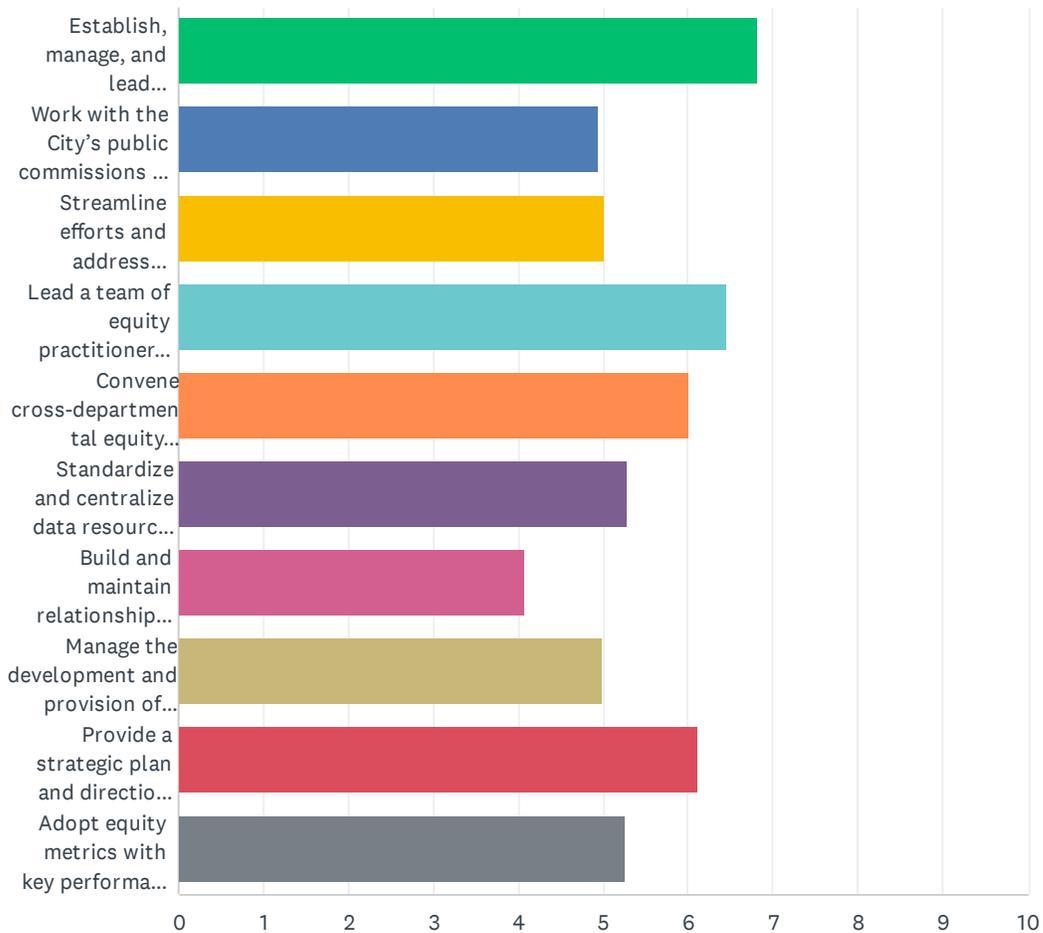
Answered: 272 Skipped: 13



	1	2	3	4	5	TOTAL	SCORE
Provide expertise, recommendations, and leadership to support the pursuit of equity objectives citywide.	20.59% 56	20.22% 55	17.28% 47	15.81% 43	26.10% 71	272	2.93
Establish, manage, and lead collaboration in implementing accountability measures for monitoring and evaluating progress, outcomes, and community impact citywide.	20.59% 56	25.00% 68	22.43% 61	18.38% 50	13.60% 37	272	3.21
Build organizational capacity, skills, and resources needed to advance equity objectives citywide.	16.18% 44	16.91% 46	21.69% 59	23.90% 65	21.32% 58	272	2.83
Establish, manage, and lead collaboration in implementing standards, policies, and a strategic vision to advance equity citywide.	27.21% 74	18.01% 49	17.65% 48	22.79% 62	14.34% 39	272	3.21
Establish clear roles, responsibilities & authorities for equity practitioners and teams to advance the practice of equity citywide.	15.44% 42	19.85% 54	20.96% 57	19.12% 52	24.63% 67	272	2.82

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 as number 1]

Answered: 271 Skipped: 14



City of Portland Equity Officer Survey (for City Employees)

	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.	19.56% 53	15.87% 43	15.87% 43	7.75% 21	11.44% 31	7.38% 20	4.80% 13	7.38% 20	6.64% 18	3.32% 9	271
Work with the City's public commissions and committees to develop and incorporate equity-focused goals, policies, and/or strategies.	6.27% 17	7.38% 20	8.49% 23	9.59% 26	8.49% 23	12.55% 34	12.92% 35	9.23% 25	12.55% 34	12.55% 34	271
Streamline efforts and address redundancies among equity-related efforts citywide.	8.49% 23	8.86% 24	9.23% 25	11.07% 30	7.38% 20	7.38% 20	9.23% 25	8.49% 23	11.81% 32	18.08% 49	271
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.	18.82% 51	14.02% 38	11.81% 32	8.49% 23	8.86% 24	11.07% 30	7.38% 20	7.75% 21	5.17% 14	6.64% 18	271
Convene cross-	8.12% 22	11.07% 30	13.65% 37	13.28% 36	12.92% 35	12.92% 35	8.12% 22	8.86% 24	6.64% 18	4.43% 12	271

City of Portland Equity Officer Survey (for City Employees)

departmental equity leadership and teams for better coordination and alignment.												
Standardize and centralize data resources and demographic mapping tools often used in equity work.	4.80% 13	9.23% 25	11.44% 31	8.86% 24	12.55% 34	10.70% 29	11.44% 31	13.28% 36	11.07% 30	6.64% 18	271	
Build and maintain relationships and partnerships with regional and municipal equity leaders.	3.32% 9	4.06% 11	7.01% 19	7.75% 21	8.12% 22	8.12% 22	11.44% 31	13.28% 36	15.50% 42	21.40% 58	271	
Manage the development and provision of trainings, workshops, and seminars to build knowledge and skills citywide.	3.32% 9	7.01% 19	8.12% 22	15.87% 43	9.59% 26	10.33% 28	12.18% 33	12.18% 33	11.07% 30	10.33% 28	271	
Provide a strategic plan and direction for bureau-specific equity plans for each service area.	18.82% 51	13.28% 36	7.38% 20	8.86% 24	9.59% 26	8.49% 23	8.12% 22	7.38% 20	9.96% 27	8.12% 22	271	
Adopt equity metrics with key performance indicators to audit and report on the outcomes of equity practices.	8.49% 23	9.23% 25	7.01% 19	8.49% 23	11.07% 30	11.07% 30	14.39% 39	12.18% 33	9.59% 26	8.49% 23	271	

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

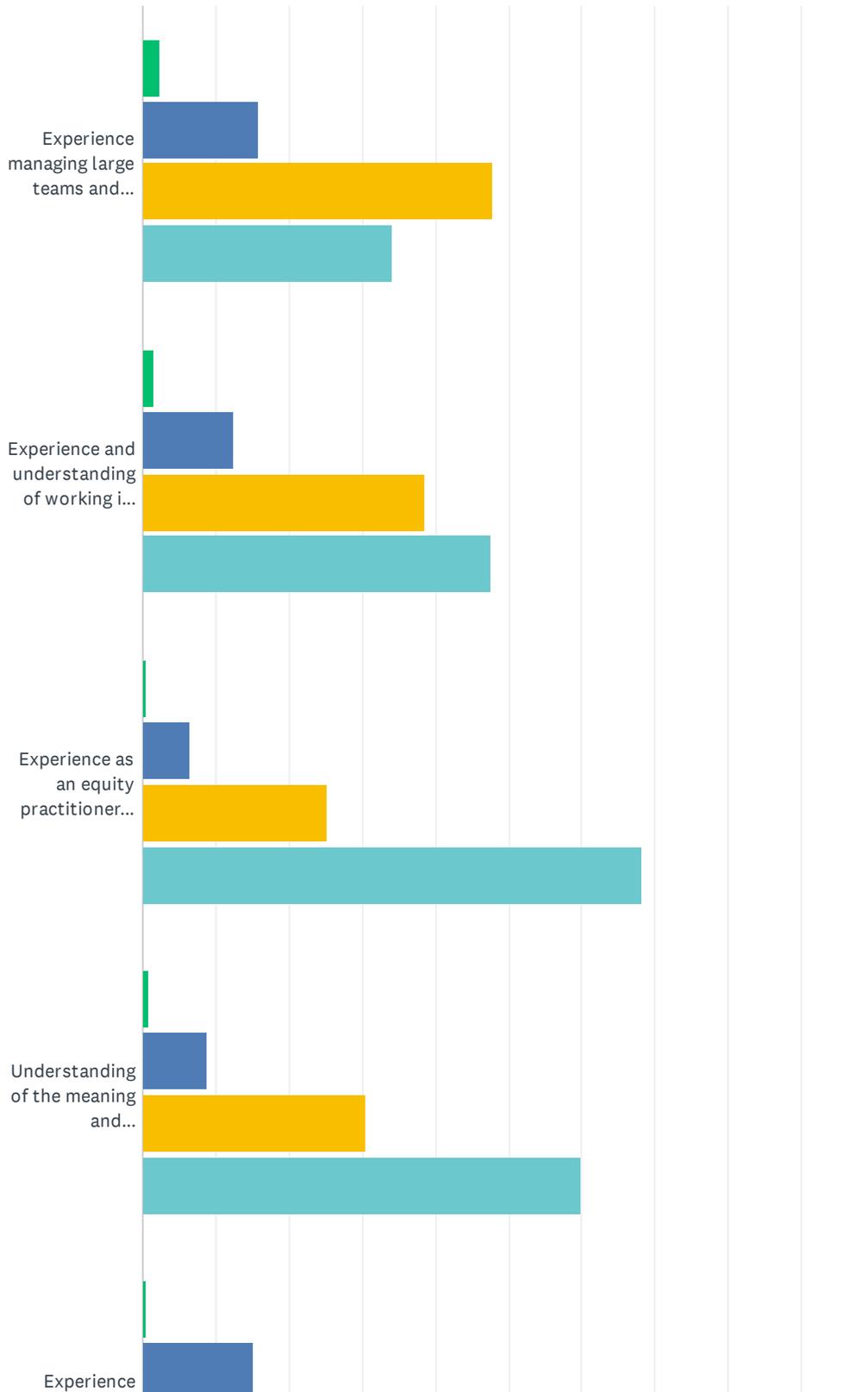
Answered: 93 Skipped: 192

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)

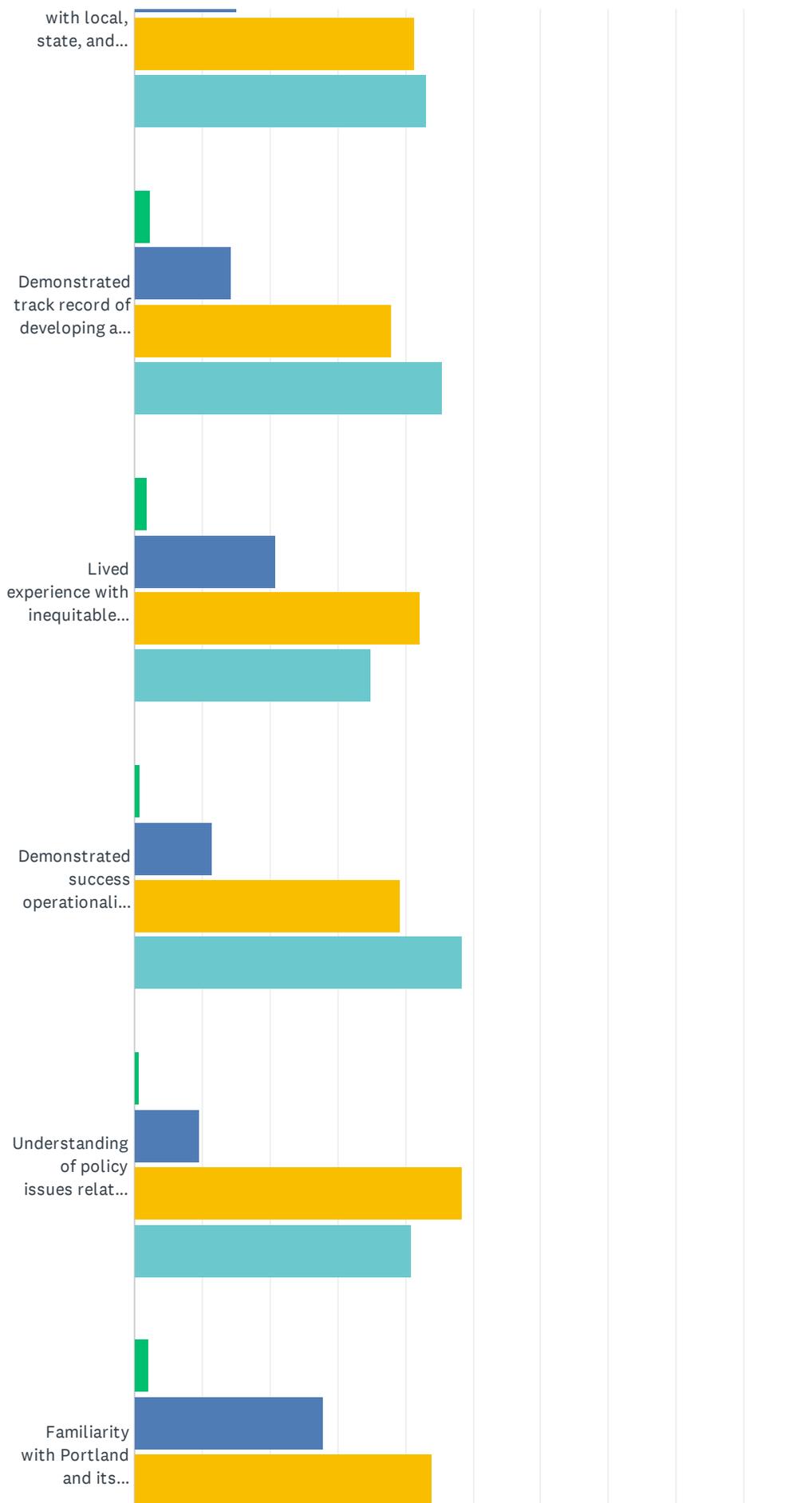
Answered: 171 Skipped: 114

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

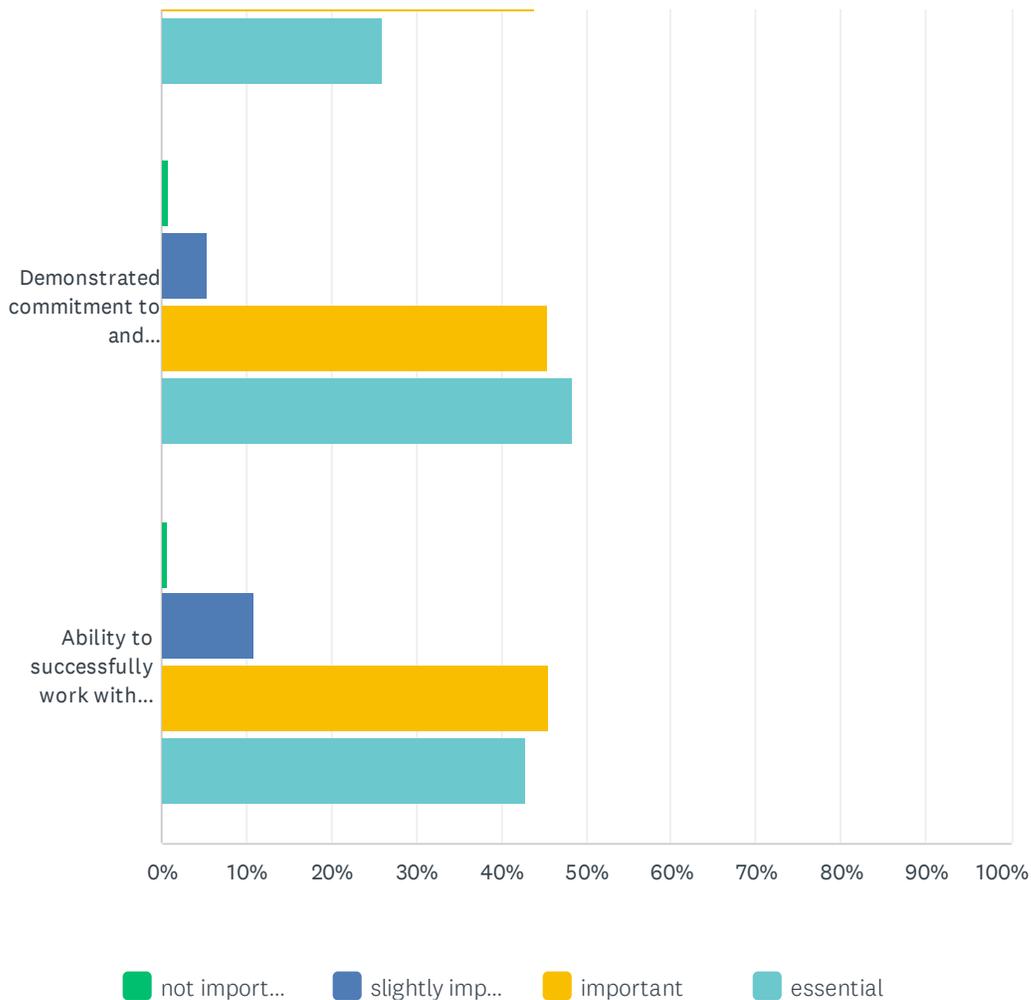
Answered: 271 Skipped: 14



City of Portland Equity Officer Survey (for City Employees)



City of Portland Equity Officer Survey (for City Employees)



City of Portland Equity Officer Survey (for City Employees)

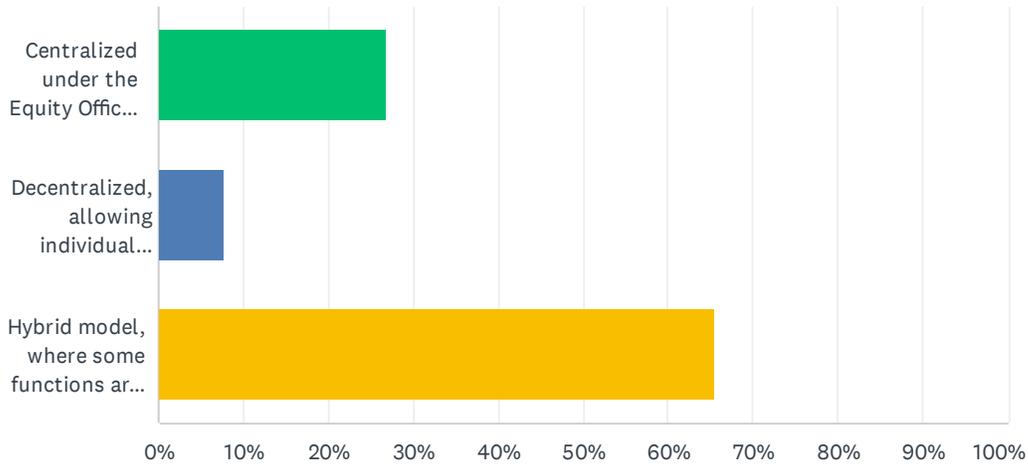
	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	IMPORTANT	ESSENTIAL	TOTAL	WEIGHTED AVERAGE
Experience managing large teams and operationalizing plans including budget and strategic planning.	2.26% 6	15.79% 42	47.74% 127	34.21% 91	266	3.48
Experience and understanding of working in and enacting structural or operational changes in government institutions.	1.50% 4	12.36% 33	38.58% 103	47.57% 127	267	3.80
Experience as an equity practitioner working with marginalized communities.	0.37% 1	6.37% 17	25.09% 67	68.16% 182	267	4.29
Understanding of the meaning and complexities of intersectionality.	0.76% 2	8.78% 23	30.53% 80	59.92% 157	262	4.10
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).	0.37% 1	15.24% 41	41.26% 111	43.12% 116	269	3.70
Demonstrated track record of developing and implementing innovative approaches to advance equity.	2.26% 6	14.29% 38	37.97% 101	45.49% 121	266	3.72
Lived experience with inequitable practices and/or outcomes.	1.87% 5	20.90% 56	42.16% 113	35.07% 94	268	3.46
Demonstrated success operationalizing equity practices in large, complex systems to achieve measurable results.	0.75% 2	11.61% 31	39.33% 105	48.31% 129	267	3.84
Understanding of policy issues related to language access, LGBTQIA+ communities, data equity, and other policy issues affecting marginalized communities.	0.75% 2	9.70% 26	48.51% 130	41.04% 110	268	3.71
Familiarity with Portland and its historical relationship to equity, both in government and in community.	2.23% 6	27.88% 75	43.87% 118	26.02% 70	269	3.20
Demonstrated commitment to and effectiveness in advancing equitable structures, policies, and outcomes.	0.76% 2	5.30% 14	45.45% 120	48.48% 128	264	3.90
Ability to successfully work with community leaders and jurisdictional partners.	0.74% 2	10.78% 29	45.72% 123	42.75% 115	269	3.73

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

Answered: 65 Skipped: 220

Q7 How should equity functions be integrated across service areas within the City of Portland?

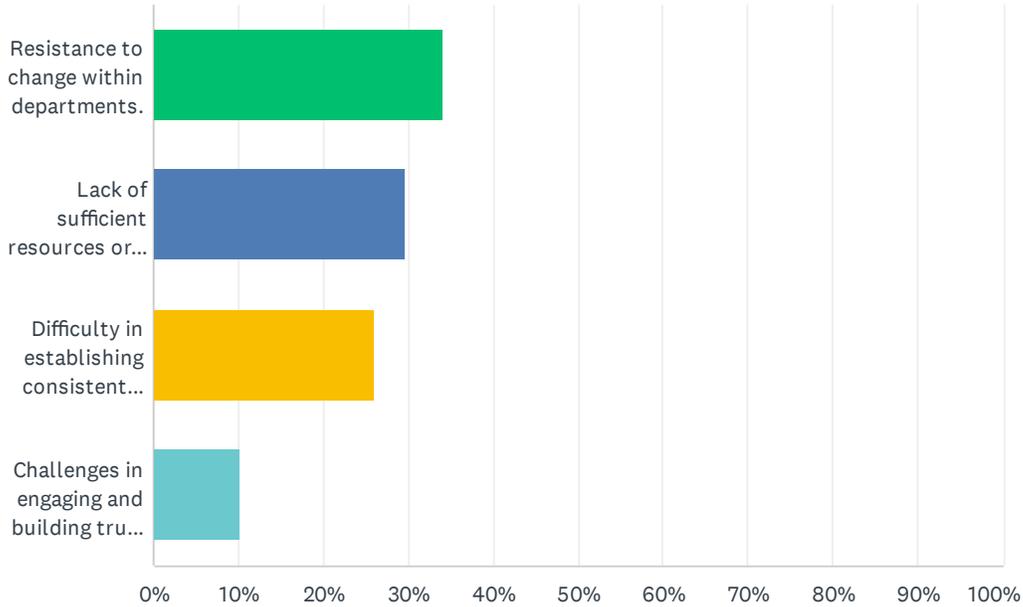
Answered: 264 Skipped: 21



ANSWER CHOICES	RESPONSES	
Centralized under the Equity Officer to support a unified approach across all departments.	26.89%	71
Decentralized, allowing individual bureaus and service areas to manage their own equity initiatives with guidance from the Equity Officer.	7.58%	20
Hybrid model, where some functions are centralized under the Equity Officer to support citywide outcomes, while other functions are managed by specific departments.	65.53%	173
TOTAL		264

Q8 What do you perceive as the biggest challenge in integrating equity functions across the city?

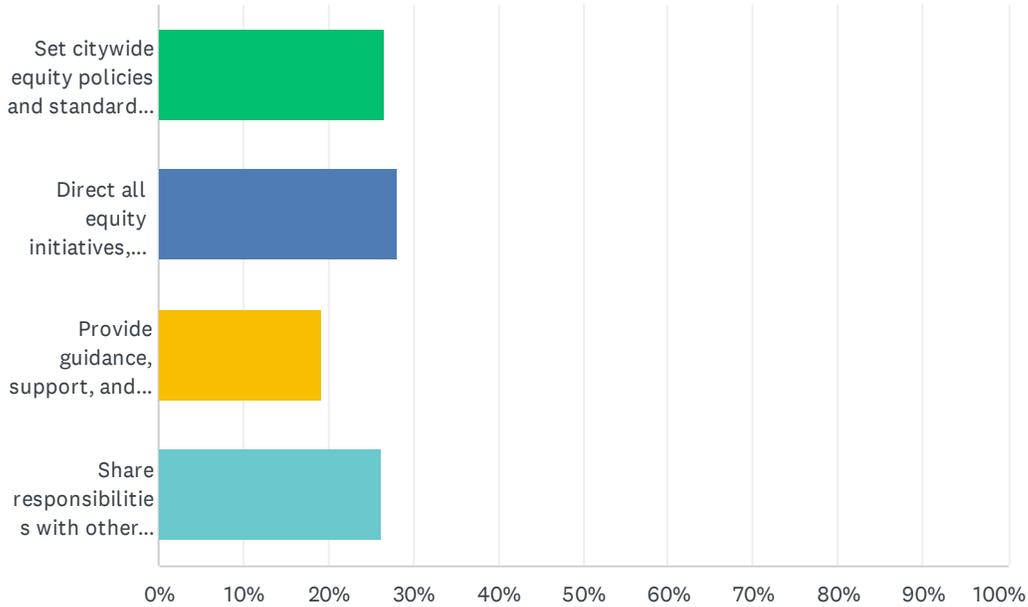
Answered: 243 Skipped: 42



ANSWER CHOICES	RESPONSES	
Resistance to change within departments.	34.16%	83
Lack of sufficient resources or funding.	29.63%	72
Difficulty in establishing consistent metrics and accountability.	25.93%	63
Challenges in engaging and building trust with diverse communities.	10.29%	25
TOTAL		243

Q9 Which level of authority do you believe is most critical for an incoming Equity Officer to effectively advance equity across the City of Portland?

Answered: 256 Skipped: 29



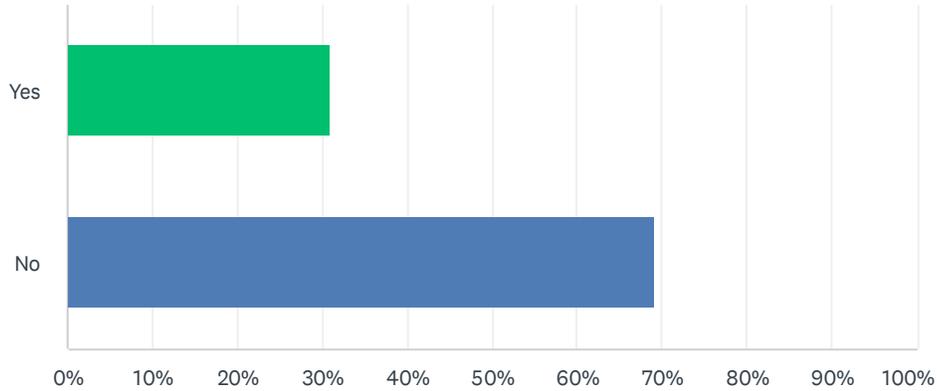
ANSWER CHOICES	RESPONSES	
Set citywide equity policies and standards, while departments maintain operational responsibility.	26.56%	68
Direct all equity initiatives, including providing centralized oversight of equity programs and practitioners.	28.13%	72
Provide guidance, support, and resources, with service area leaders retaining operational autonomy over equity initiatives.	19.14%	49
Share responsibilities with other city leaders and departments, coordinating overall equity efforts, including oversight of programs and practitioners.	26.17%	67
TOTAL		256

Q10 Do you have any additional thoughts on the Equity Officer position? If yes, please share in the space below. (Limit: 300 characters)

Answered: 60 Skipped: 225

**Q11 Is your role primarily (50% or more) responsible for designing, coordinating, or implementing programs, policies, or practices aimed at addressing systemic disparities in service delivery or practices at the City?
[If "Yes", skip to Question 13]**

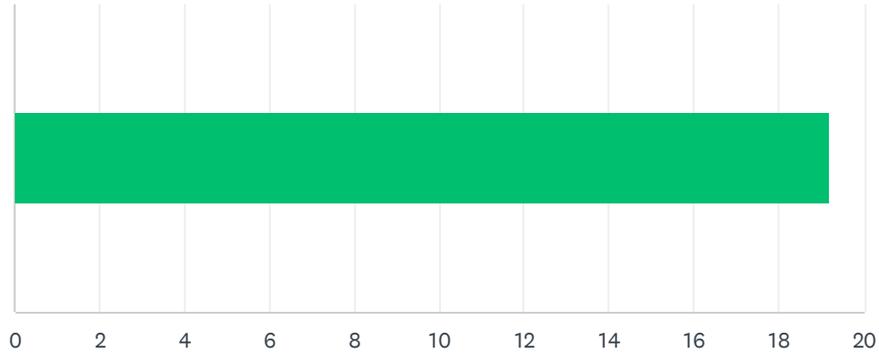
Answered: 259 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	30.89%	80
No	69.11%	179
TOTAL		259

Q12 If no, approximately what percentage of your role is responsible for designing, coordinating, or implementing programs, policies, or practices aimed at addressing systemic disparities in service delivery or practices?

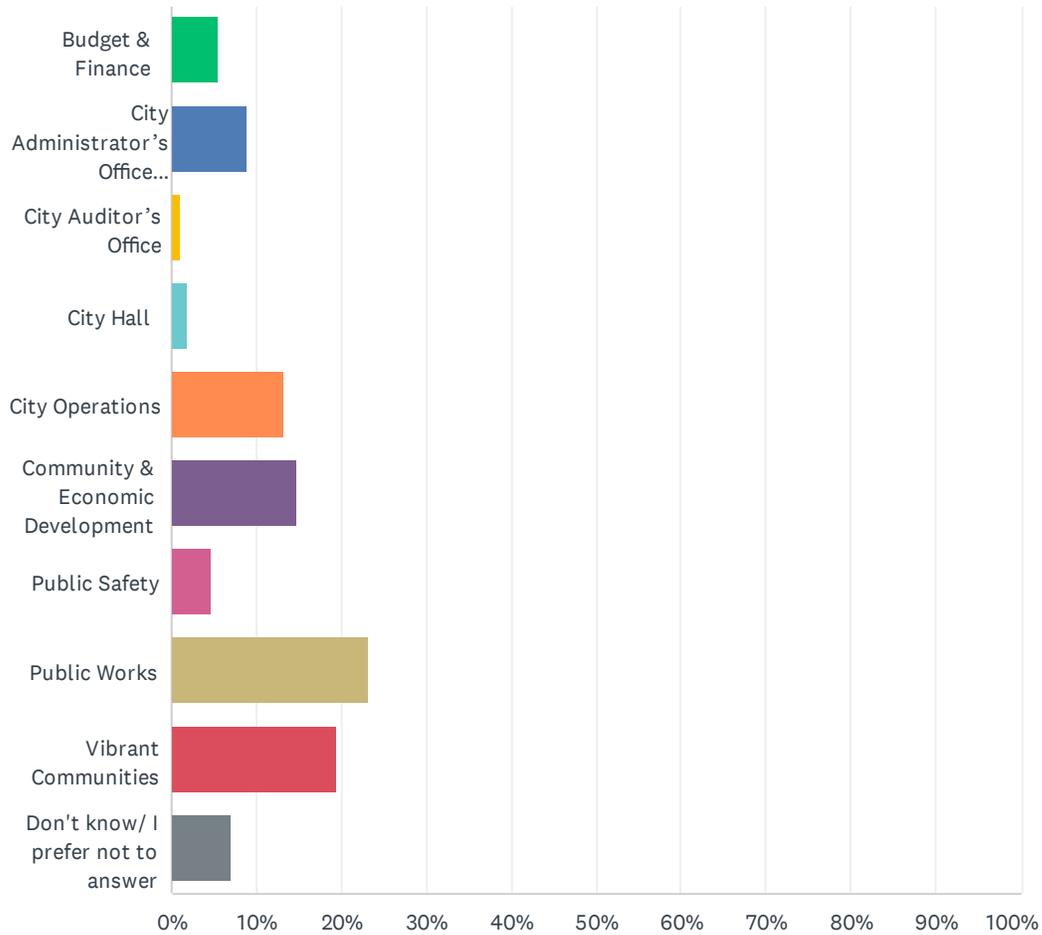
Answered: 171 Skipped: 114



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	19	3,285	171
Total Respondents: 171			

Q13 What is your service area or departmental area? Find out what service area you are in: [HERE](#).

Answered: 257 Skipped: 28

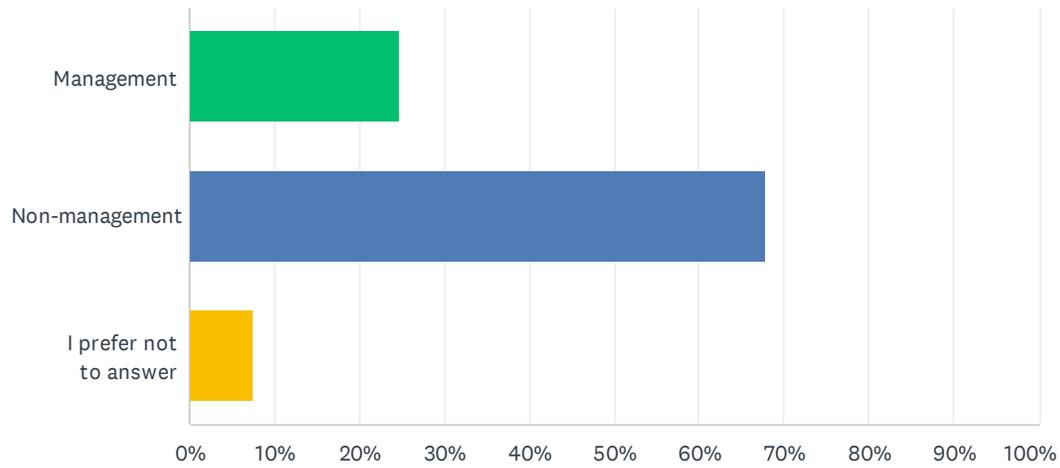


City of Portland Equity Officer Survey (for City Employees)

ANSWER CHOICES	RESPONSES	
Budget & Finance	5.45%	14
City Administrator's Office (includes Assistant City Administrator's Office)	8.95%	23
City Auditor's Office	1.17%	3
City Hall	1.95%	5
City Operations	13.23%	34
Community & Economic Development	14.79%	38
Public Safety	4.67%	12
Public Works	23.35%	60
Vibrant Communities	19.46%	50
Don't know/ I prefer not to answer	7.00%	18
TOTAL		257

Q14 Is your position:

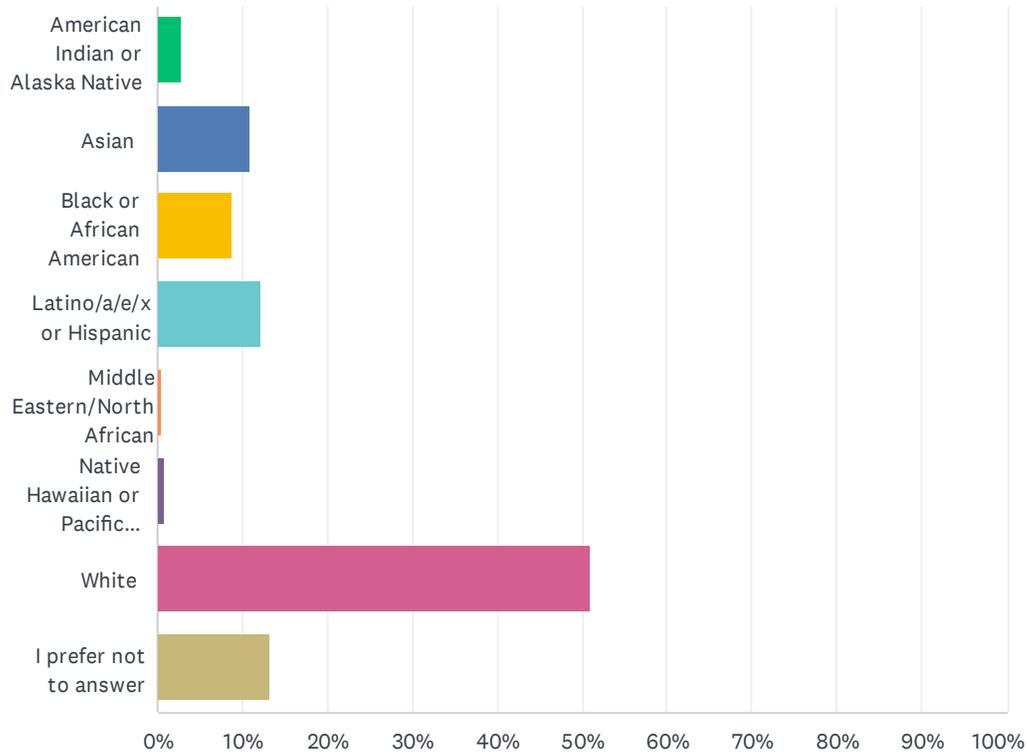
Answered: 255 Skipped: 30



ANSWER CHOICES	RESPONSES	
Management	24.71%	63
Non-management	67.84%	173
I prefer not to answer	7.45%	19
TOTAL		255

Q15 Which of the following describes your racial or ethnic identity? Please list additional or other identifies in the space provided.

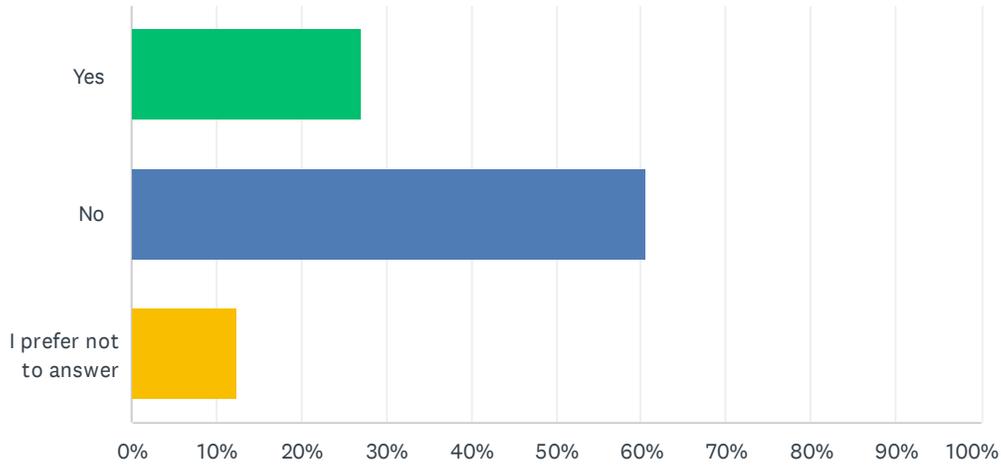
Answered: 249 Skipped: 36



ANSWER CHOICES	RESPONSES
American Indian or Alaska Native	2.81% 7
Asian	10.84% 27
Black or African American	8.84% 22
Latino/a/e/x or Hispanic	12.05% 30
Middle Eastern/North African	0.40% 1
Native Hawaiian or Pacific Islander	0.80% 2
White	51.00% 127
I prefer not to answer	13.25% 33
TOTAL	249

Q16 Do you identify as a member of the LGBTQ2SIA+ community?

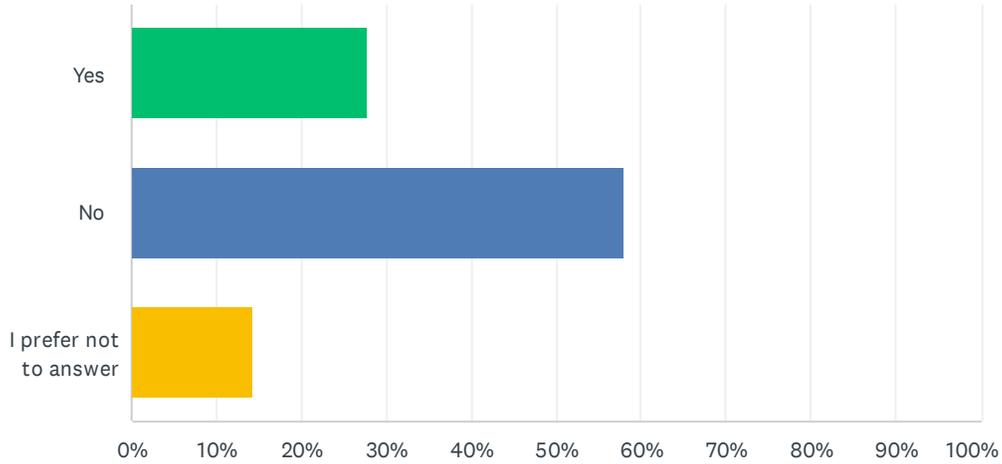
Answered: 259 Skipped: 26



ANSWER CHOICES	RESPONSES	
Yes	27.03%	70
No	60.62%	157
I prefer not to answer	12.36%	32
TOTAL		259

Q17 Do you identify with having or living with a disability? Please select one.

Answered: 260 Skipped: 25



ANSWER CHOICES	RESPONSES
Yes	27.69% 72
No	58.08% 151
I prefer not to answer	14.23% 37
TOTAL	260