

# Citywide Practices: Equity Project



## Portland Transition

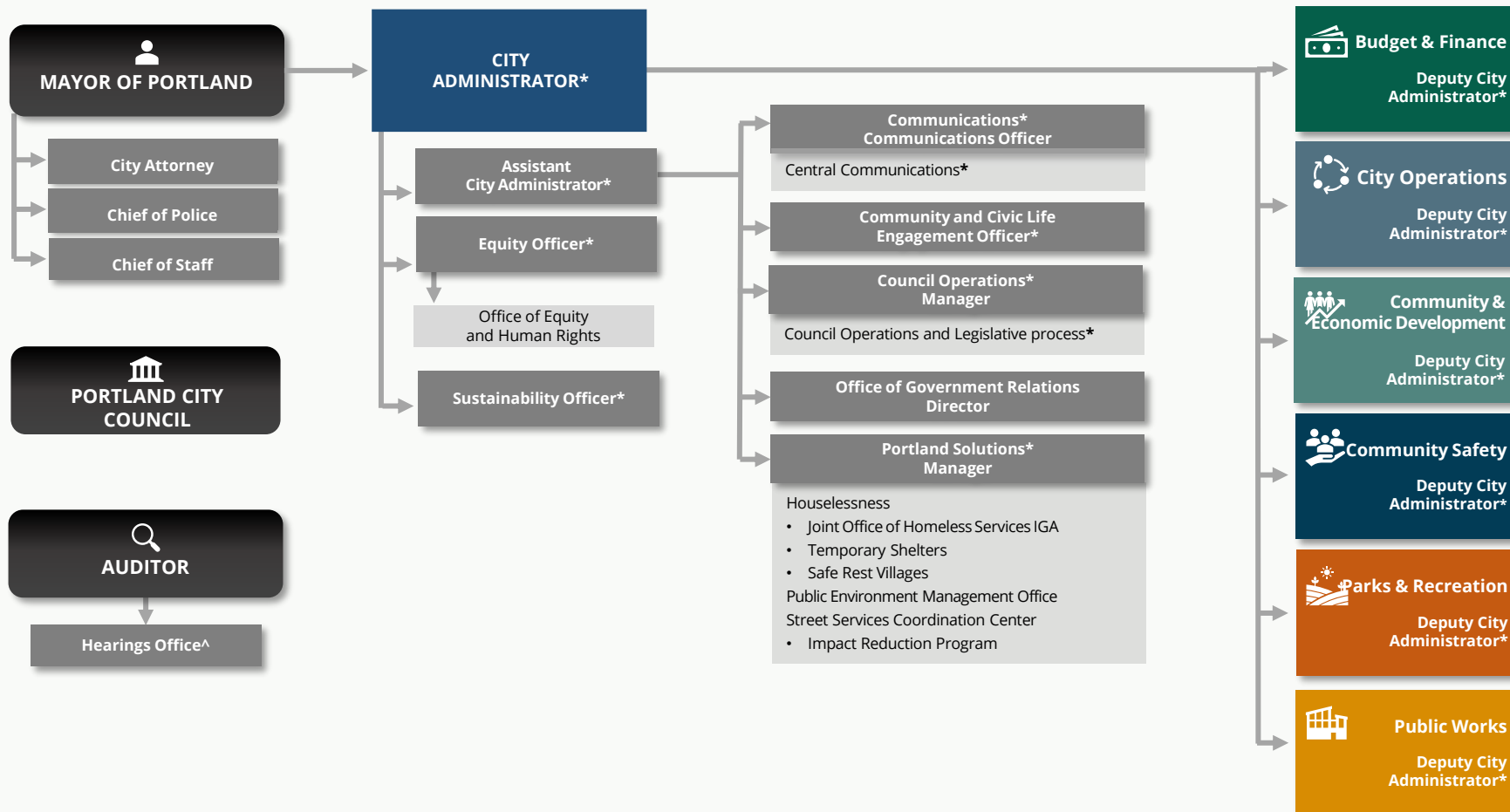
Voter approved.  
Community centered.  
City delivered.





## PORTLANDER

## CITY OF PORTLAND, OREGON Proposed Organizational Chart EXECUTIVE OFFICE



# Four New Officers in the Office of the City Administrator

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**COMMUNICATIONS**



**ENGAGEMENT**



**EQUITY**



**SUSTAINABILITY**

# Project Participants

## Project Team

Jennifer Chang,  
Transition Team

Jamey Duhamel,  
Transition Team

Autumn Carter and Ben Duncan,  
NEX Strategies and  
Kearns & West

City Leadership Team

## Subject Matter Experts and Other Key Partners

Office of Equity and Human Rights

Equity Managers & other equity practitioners

Tribal Relations

ADA Title II and Disability Equity practitioners

Budget and Human Resources

Community Stakeholders

Citywide Practice Projects

# Purpose and Scope

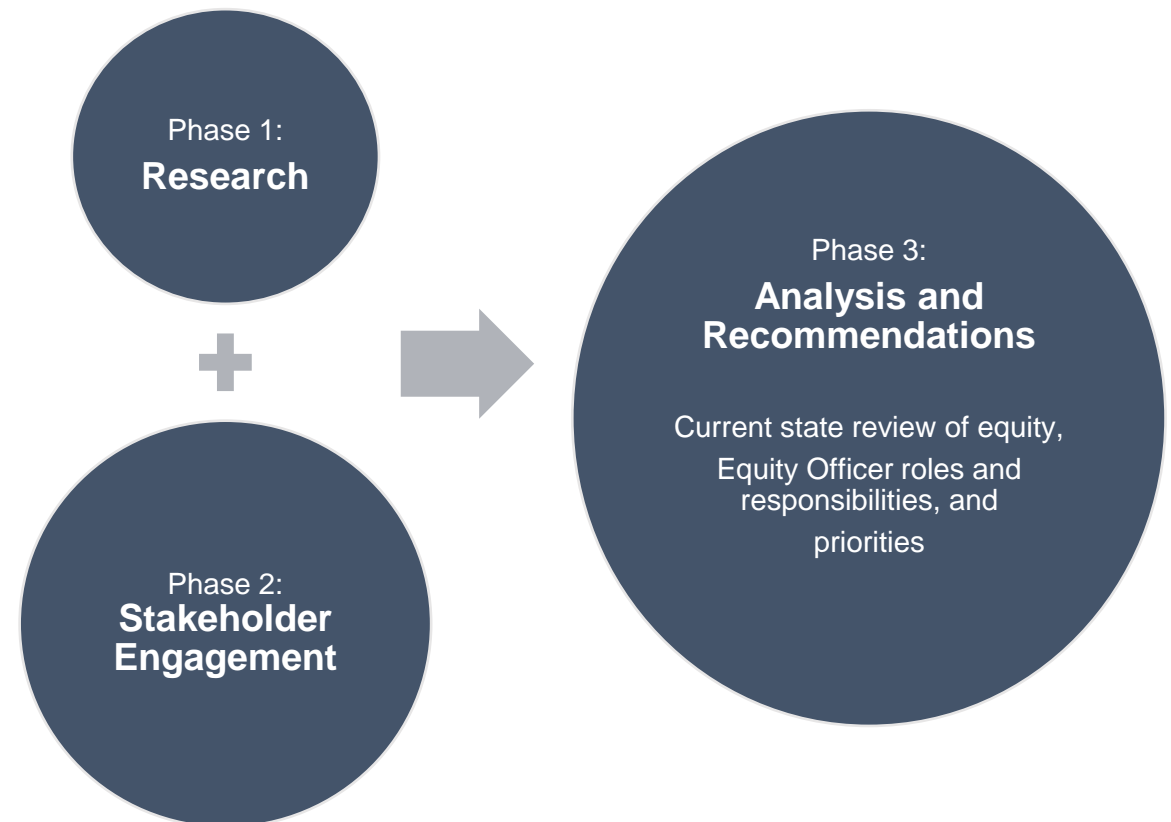
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## Purpose:

The project will prepare leadership and the organization for the new Equity Officer.

The project will provide analysis and recommendations on the hiring of the officer and priorities for the position and equity practice.

## Scope:



# Deliverables and Desired Outcomes

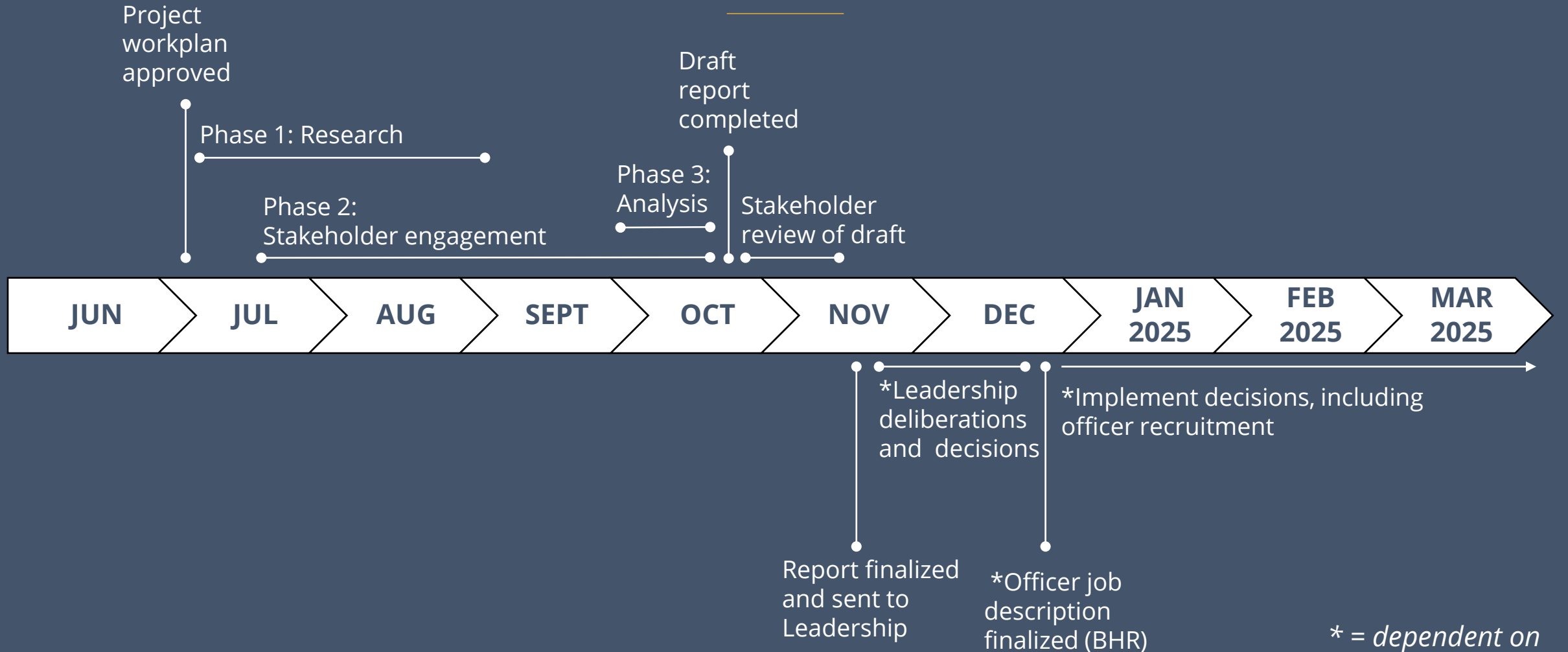
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The projects will support the new officer and City leadership as they make decisions to advance the practice of equity citywide.

The project will produce a final report containing:

- Current state review and environmental scan
- Desired goals for the future state
- Recommendations:
  - Equity Officer: roles, responsibilities, authority, span of control, collaboration and relationships, and support to transition into the new role
  - Equity Officer recruitment process and timeline
  - Organizational needs the Equity Officer may consider prioritizing
  - Potential actions, structures, resources, and options to lay foundation for success

# Equity Project Timeline



*\* = dependent on Leadership decisions*

# SME and Stakeholder Engagement

## *(preliminary)*



### Internal to City

- Office of Equity and Human Rights
- Equity managers
- Tribal Relations
- Other equity practitioners
- Equity councils/committees
- DEEP employee resource groups
- Bureau of Human Resources
- ADA policy and compliance
- Bureau directors
- City Leadership Team
- Managers and supervisors
- Citywide Practices' projects

### External to City

- Government Transition Advisory Committee (GTAC)
- Subject matter experts (local, national, public and private)
- Culturally specific agencies
- Disability community organizations
- District coalition offices
- Consultants