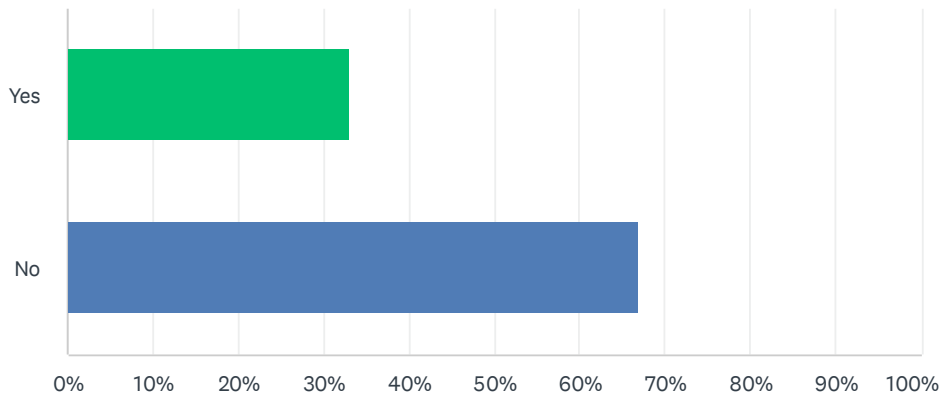


## Q1 Is your role primarily (50% or more) focused on community engagement to help shape City services?

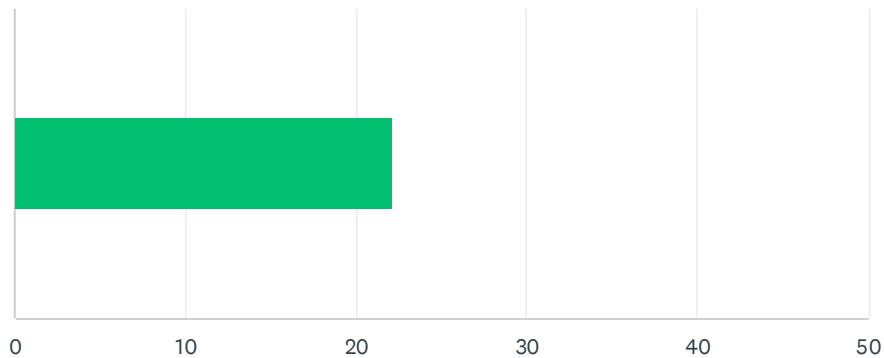
Answered: 324 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	33.02%	107
No	66.98%	217
TOTAL		324

## Q2 If no, do you spend any percentage of your time (under 50%) engaging with community to help inform project decisions?

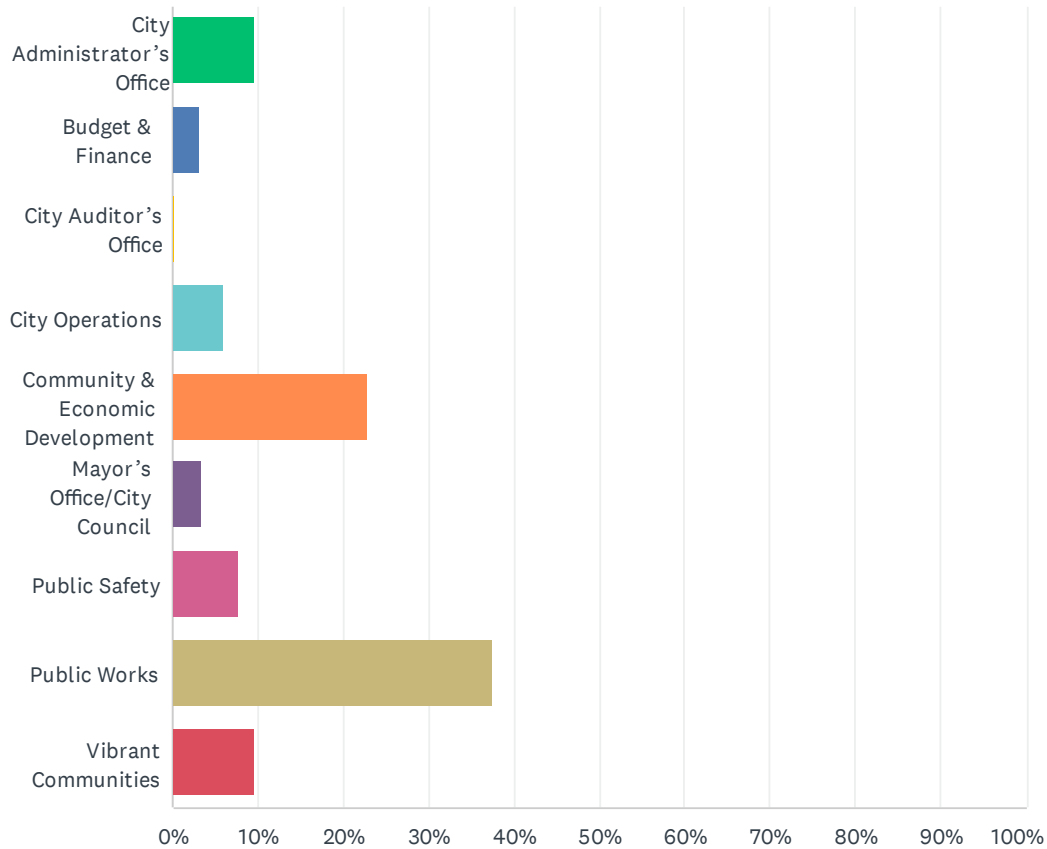
Answered: 206 Skipped: 122



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	22	4,569	206
Total Respondents: 206			

### Q3 What is your service area? Reference the city organizational chart if needed.

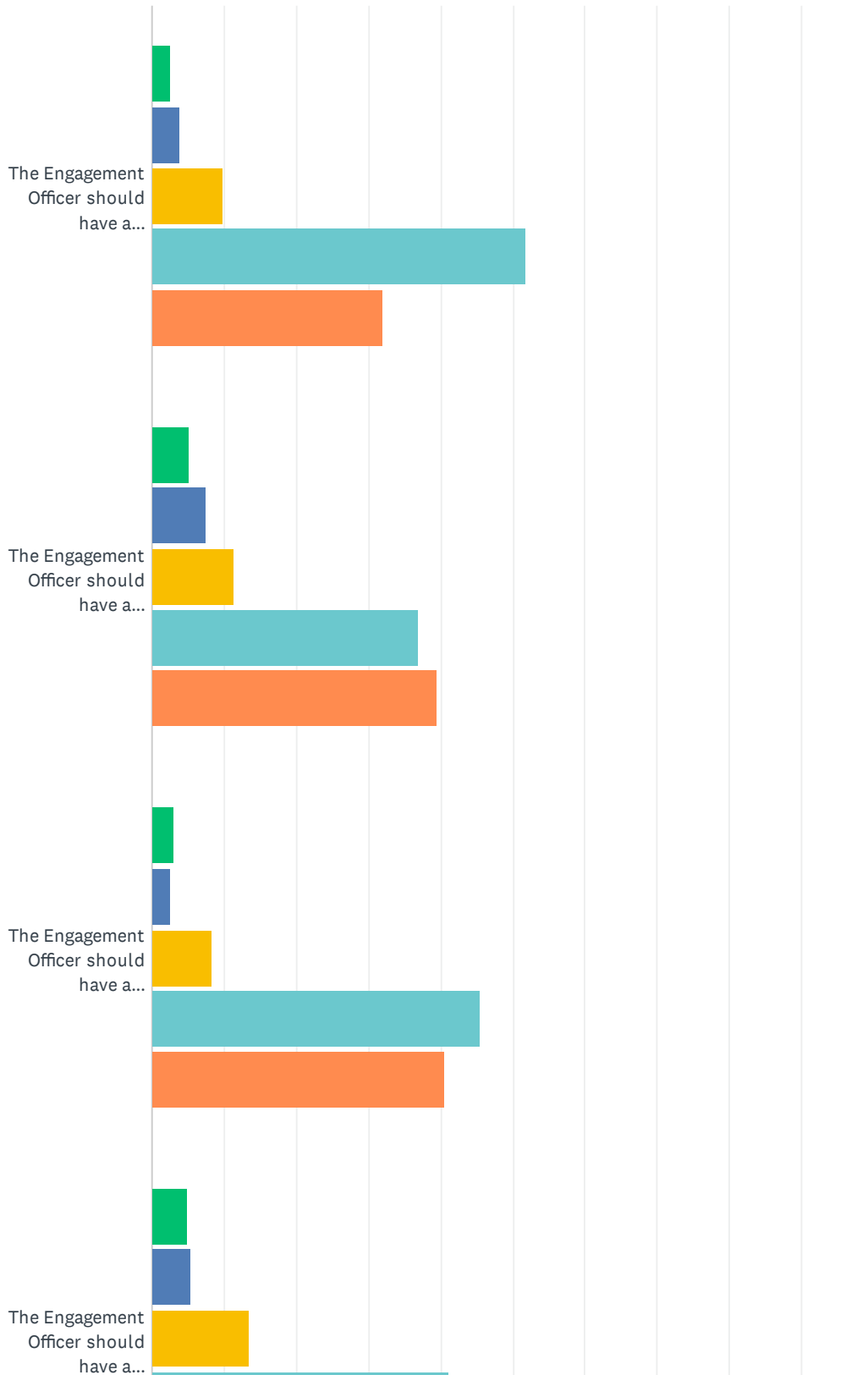
Answered: 323 Skipped: 5



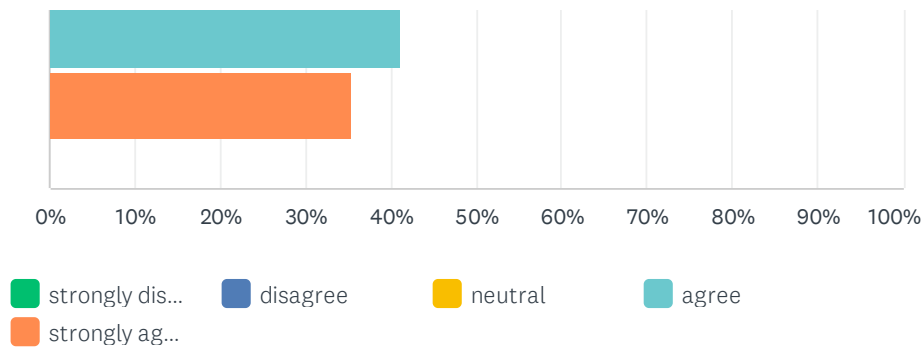
ANSWER CHOICES	RESPONSES	
City Administrator's Office	9.60%	31
Budget & Finance	3.10%	10
City Auditor's Office	0.31%	1
City Operations	5.88%	19
Community & Economic Development	22.91%	74
Mayor's Office/City Council	3.41%	11
Public Safety	7.74%	25
Public Works	37.46%	121
Vibrant Communities	9.60%	31
<b>TOTAL</b>		<b>323</b>

# Q4 Please select whether you Agree or Disagree with the following potential strategic roles for the Engagement Officer

Answered: 233 Skipped: 95



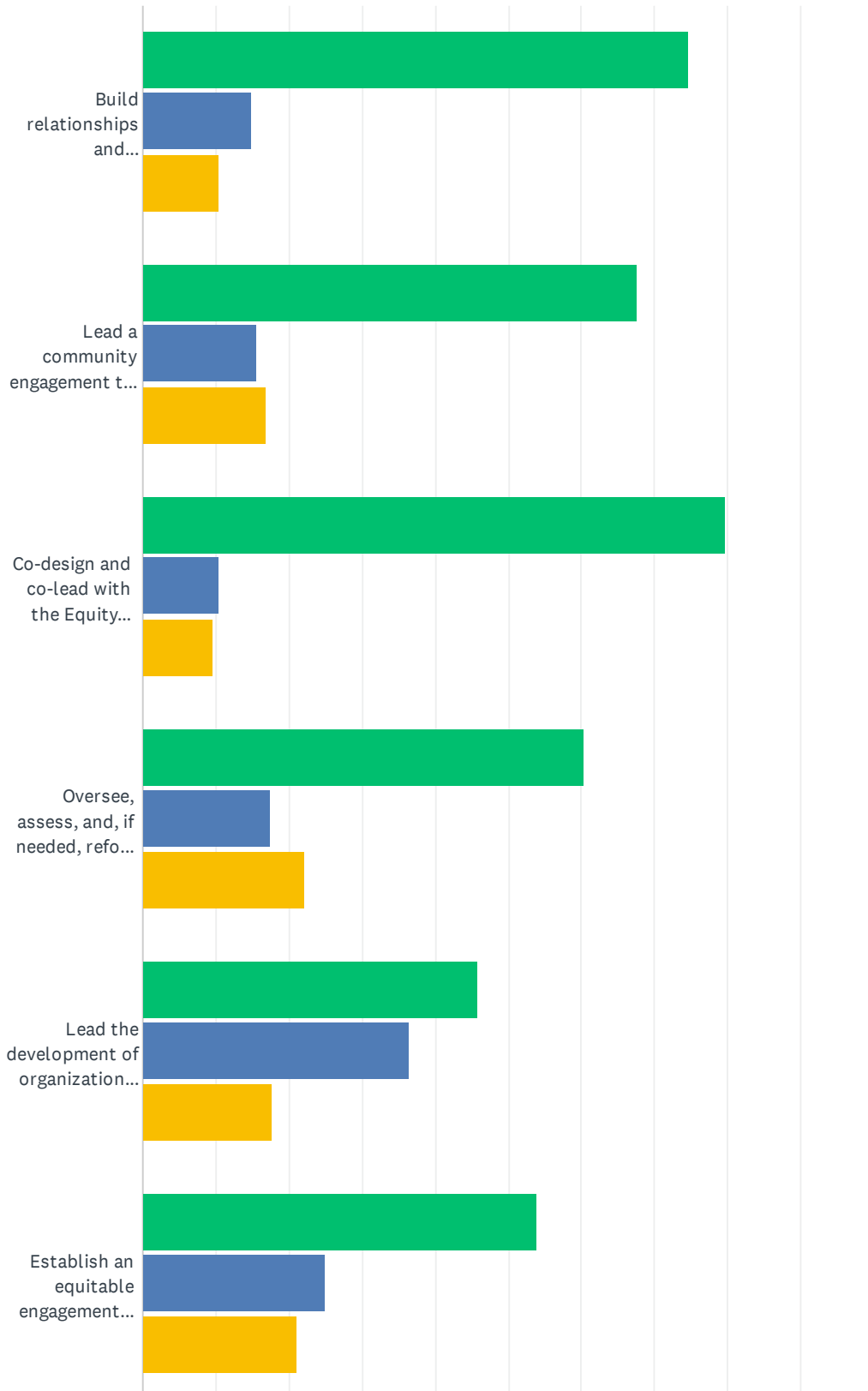
## City of Portland Engagement Officer-Employee Survey



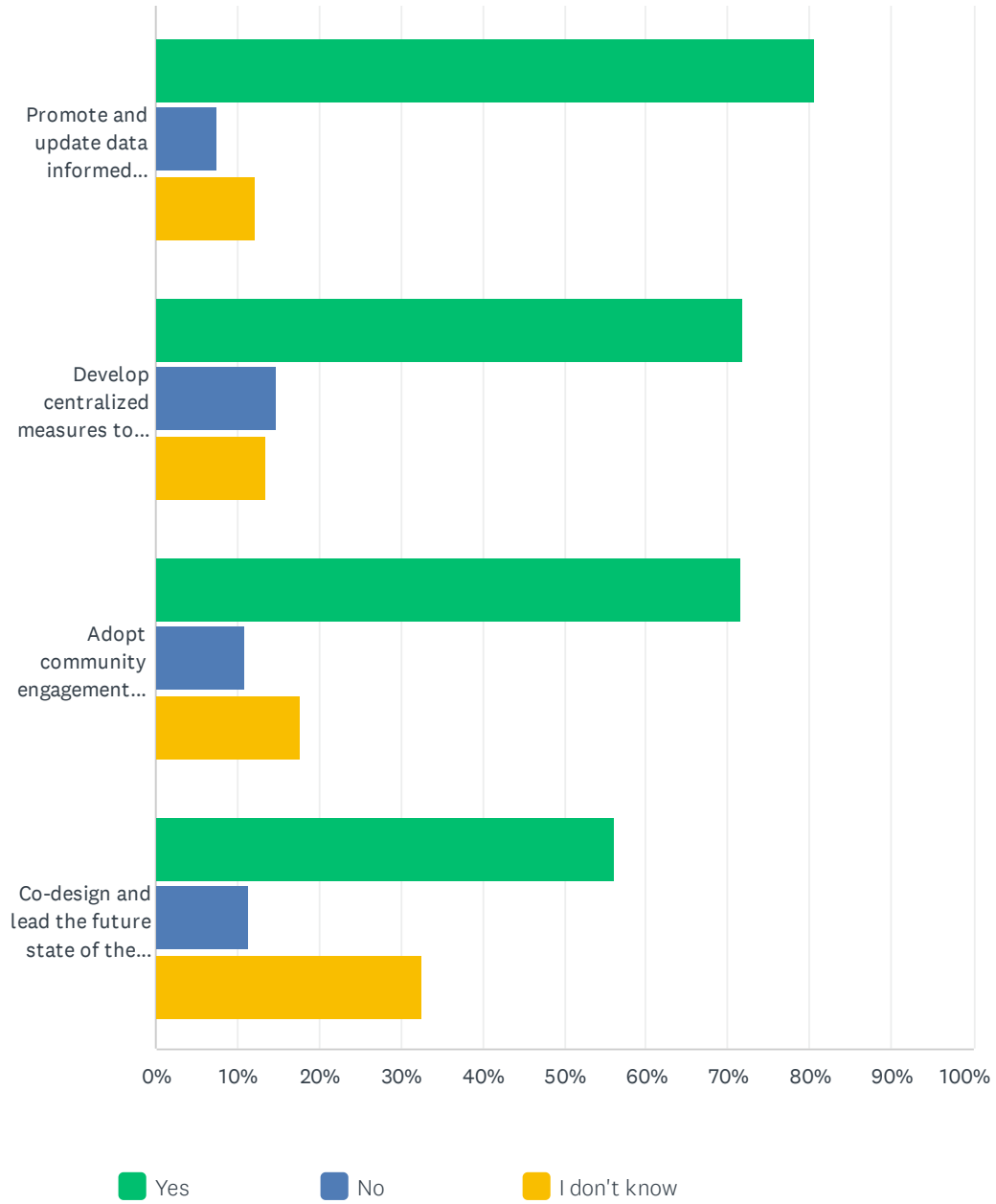
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
The Engagement Officer should have a strategic role in establishing clear procedures and guidelines to implement policy regardless of reporting structure. (example: 2035 Comp Plan chapter on Community Engagement, stipends for engagement with City, language access).	2.59% 6	3.88% 9	9.91% 23	51.72% 120	31.90% 74	232	4.06
The Engagement Officer should have a strategic role in establishing centralized measures to ensure community feedback loops are accessible by the public throughout the lifecycle of City projects regardless of reporting structure. (example: online platform requiring input from engagement practitioners).	5.19% 12	7.36% 17	11.26% 26	36.80% 85	39.39% 91	231	3.98
The Engagement Officer should have a strategic role in establishing community engagement practices at the City regardless of reporting structure. (example: guidelines for equitable practices, engagement in the budget process, demographic analysis tool).	3.06% 7	2.62% 6	8.30% 19	45.41% 104	40.61% 93	229	4.18
The Engagement Officer should have a strategic role in establishing engagement strategy at the City regardless of reporting structure. (example: success metrics that require input from engagement practitioners).	4.80% 11	5.24% 12	13.54% 31	41.05% 94	35.37% 81	229	3.97

# Q5 Should the Engagement Officer workplan include the following potential future responsibilities?

Answered: 232 Skipped: 96



# City of Portland Engagement Officer-Employee Survey



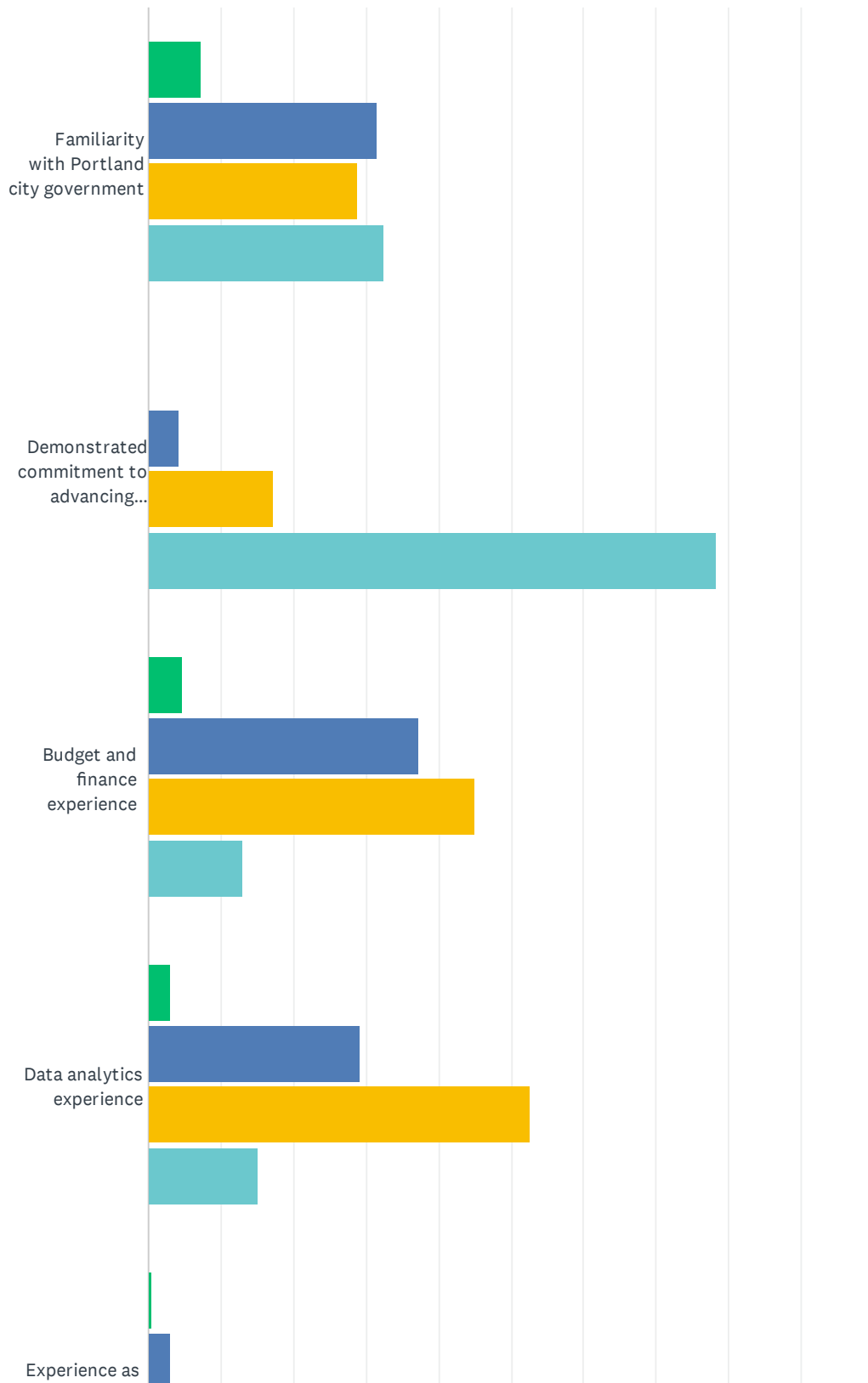
City of Portland Engagement Officer-Employee Survey

	YES	NO	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
Build relationships and inter-governmental agreements with regional and municipal community engagement leaders.	74.56% 170	14.91% 34	10.53% 24	228	1.36
Lead a community engagement team and define the scope of City engagement roles.	67.53% 156	15.58% 36	16.88% 39	231	1.49
Co-design and co-lead with the Equity Officer a framework of an organization-wide equitable engagement strategy.	79.82% 182	10.53% 24	9.65% 22	228	1.30
Oversee, assess, and, if needed, reform City advisory bodies procedures, framework, and structure.	60.43% 139	17.39% 40	22.17% 51	230	1.62
Lead the development of organization-wide, service area and bureau engagement plans.	45.89% 106	36.36% 84	17.75% 41	231	1.72
Establish an equitable engagement community advisory committee with mechanisms to influence decision-making.	53.88% 125	25.00% 58	21.12% 49	232	1.67
Promote and update data informed community engagement with demographic mapping tools.	80.52% 186	7.36% 17	12.12% 28	231	1.32
Develop centralized measures to ensure community feedback loops are accessible by public throughout the lifecycle of City projects.	71.86% 166	14.72% 34	13.42% 31	231	1.42
Adopt community engagement metrics with key performance indicators to evaluate state of government community relations.	71.55% 166	10.78% 25	17.67% 41	232	1.46
Co-design and lead the future state of the Neighborhood and Diversity and Civic Leadership programs including request for proposals for District Coalition Offices and code and standards updates.	56.09% 129	11.30% 26	32.61% 75	230	1.77

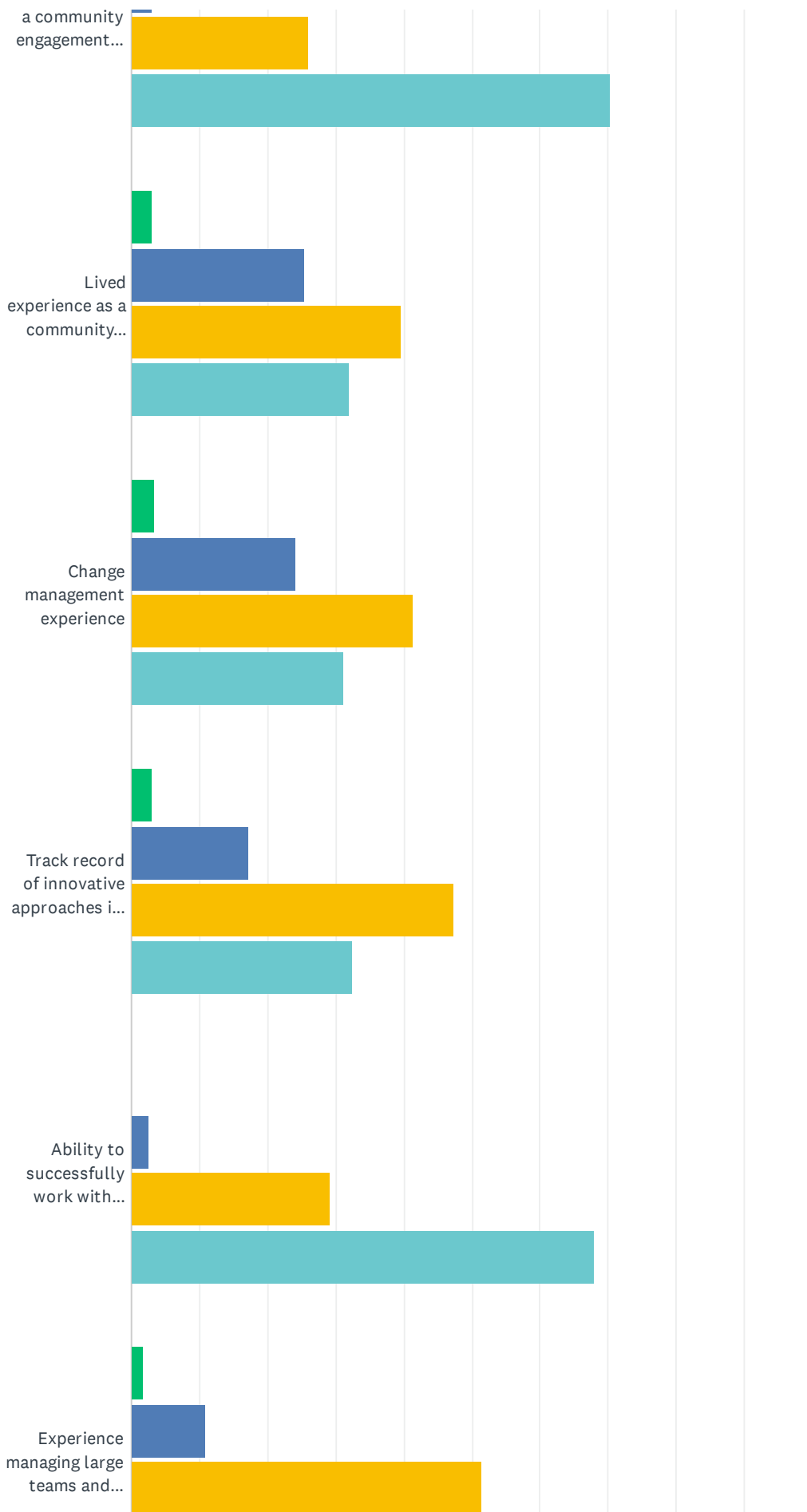


## Q6 How important is it for the Engagement Officer for the City of Portland to have the following traits?

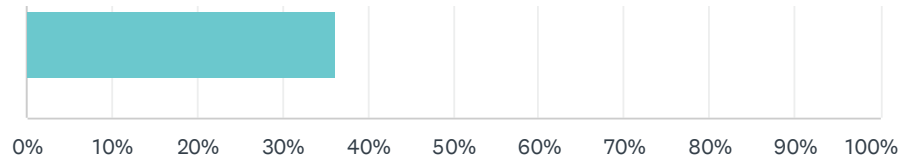
Answered: 232 Skipped: 96



# City of Portland Engagement Officer-Employee Survey



## City of Portland Engagement Officer-Employee Survey

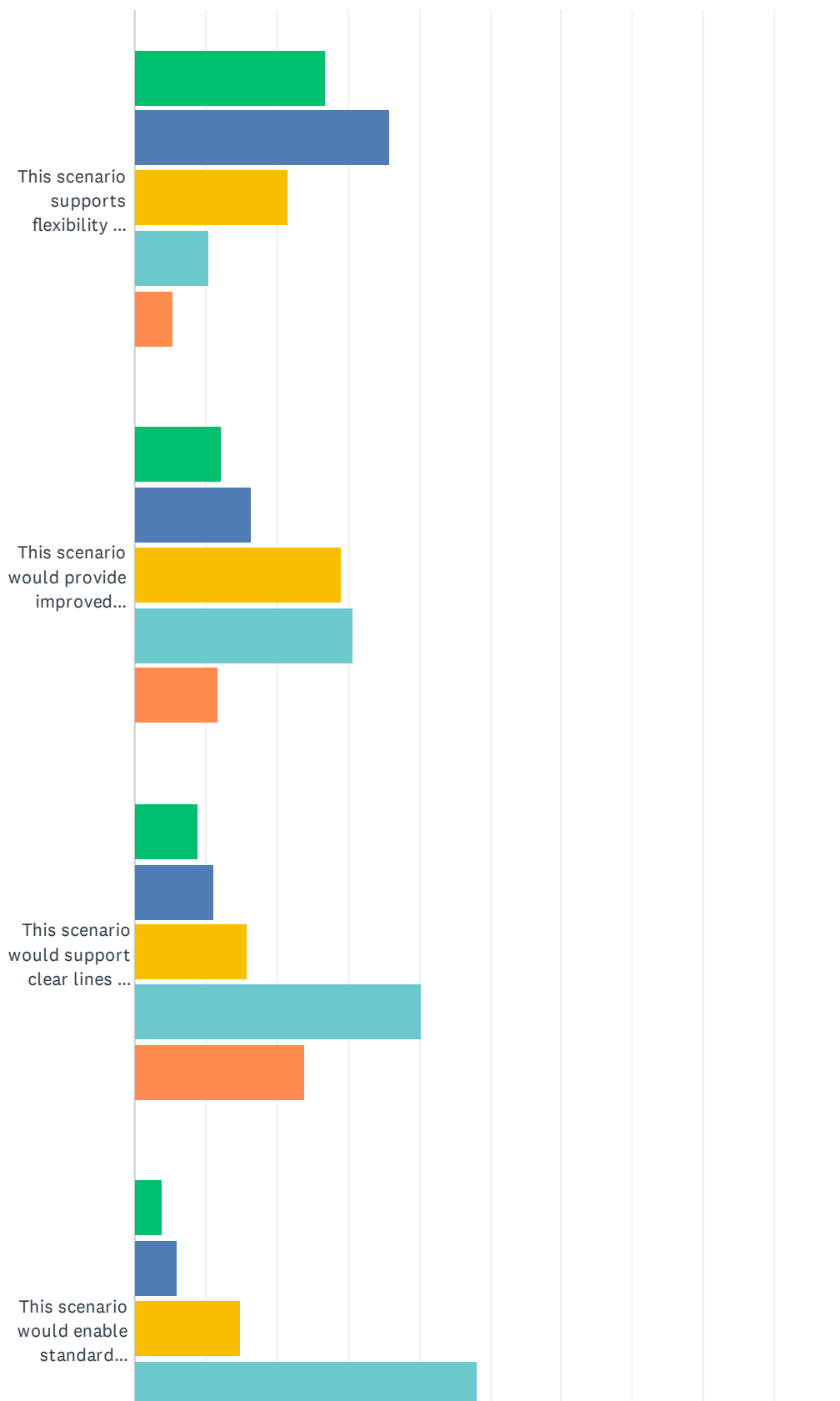


■ not import...   
 ■ slightly imp...   
 ■ important   
 ■ essential

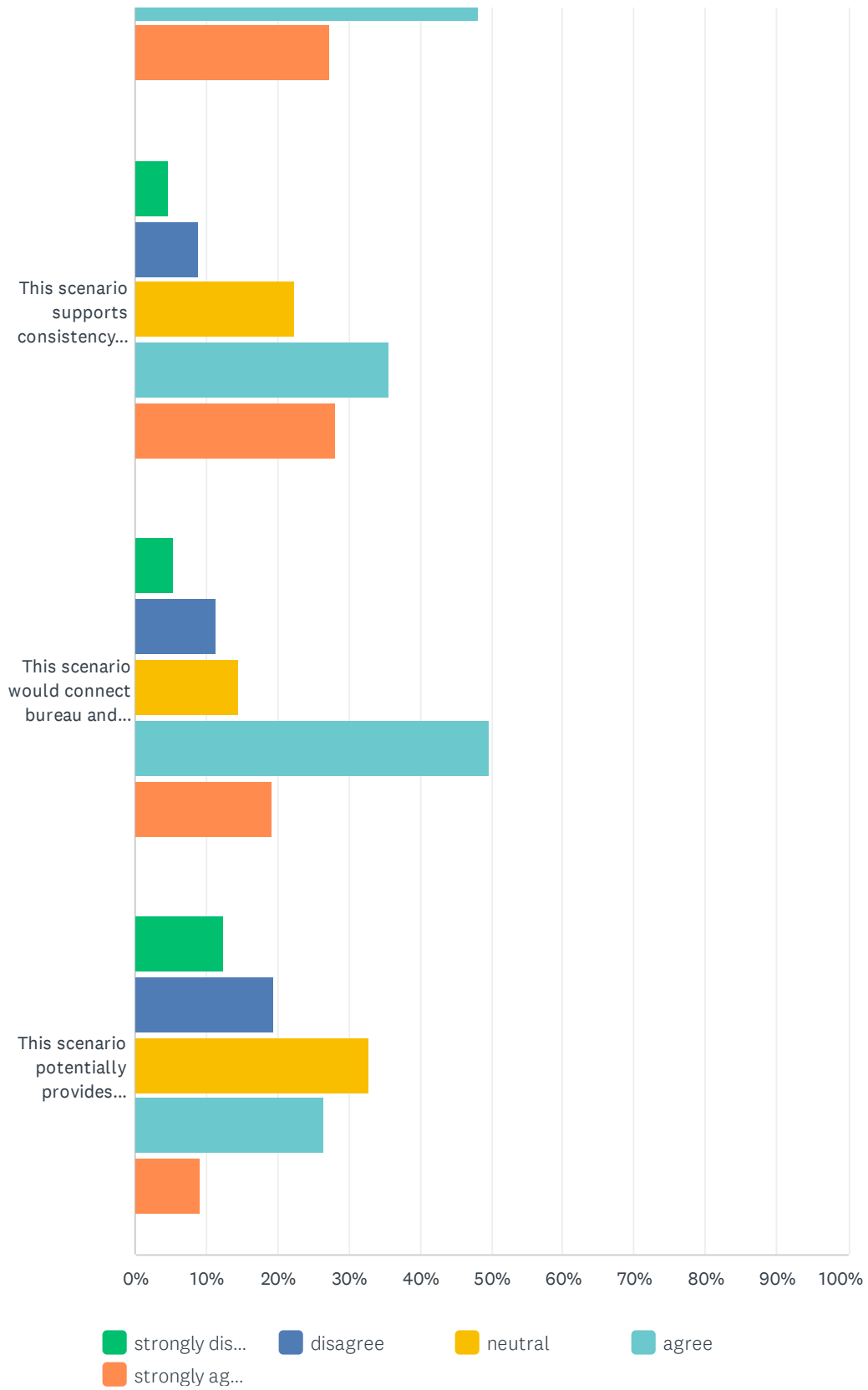
	NOT IMPORTANT AT ALL	SLIGHTLY IMPORTANT	IMPORTANT	ESSENTIAL	TOTAL	WEIGHTED AVERAGE
Familiarity with Portland city government	7.33% 17	31.47% 73	28.88% 67	32.33% 75	232	3.19
Demonstrated commitment to advancing equity	0.00% 0	4.33% 10	17.32% 40	78.35% 181	231	4.52
Budget and finance experience	4.76% 11	37.23% 86	45.02% 104	12.99% 30	231	2.79
Data analytics experience	3.04% 7	29.13% 67	52.61% 121	15.22% 35	230	2.95
Experience as a community engagement practitioner	0.43% 1	3.04% 7	26.09% 60	70.43% 162	230	4.37
Lived experience as a community member engaging with government	3.02% 7	25.43% 59	39.66% 92	31.90% 74	232	3.32
Change management experience	3.45% 8	24.14% 56	41.38% 96	31.03% 72	232	3.31
Track record of innovative approaches in engagement	3.02% 7	17.24% 40	47.41% 110	32.33% 75	232	3.41
Ability to successfully work with community leaders and jurisdictional partners	0.00% 0	2.59% 6	29.31% 68	68.10% 158	232	4.34
Experience managing large teams and operationalizing plans	1.72% 4	10.78% 25	51.29% 119	36.21% 84	232	3.58

### Q7 For the centralized scenario, please choose all that apply

Answered: 191 Skipped: 137



# City of Portland Engagement Officer-Employee Survey



City of Portland Engagement Officer-Employee Survey

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
This scenario supports flexibility for bureaus to meet operational needs.	26.84% 51	35.79% 68	21.58% 41	10.53% 20	5.26% 10	190	2.32
This scenario would provide improved community engagement outcomes.	12.17% 23	16.40% 31	29.10% 55	30.69% 58	11.64% 22	189	3.13
This scenario would support clear lines of authority.	8.99% 17	11.11% 21	15.87% 30	40.21% 76	23.81% 45	189	3.59
This scenario would enable standard practices for practitioners.	3.74% 7	5.88% 11	14.97% 28	48.13% 90	27.27% 51	187	3.89
This scenario supports consistency from the City to community.	4.79% 9	9.04% 17	22.34% 42	35.64% 67	28.19% 53	188	3.73
This scenario would connect bureau and service area community engagement to an overall community engagement strategy for the City.	5.35% 10	11.23% 21	14.44% 27	49.73% 93	19.25% 36	187	3.66
This scenario potentially provides expanded support services for community engagement in bureaus and service areas.	12.37% 23	19.35% 36	32.80% 61	26.34% 49	9.14% 17	186	3.01

## Q8 What other benefits would a centralized scenario provide?

Answered: 89 Skipped: 239

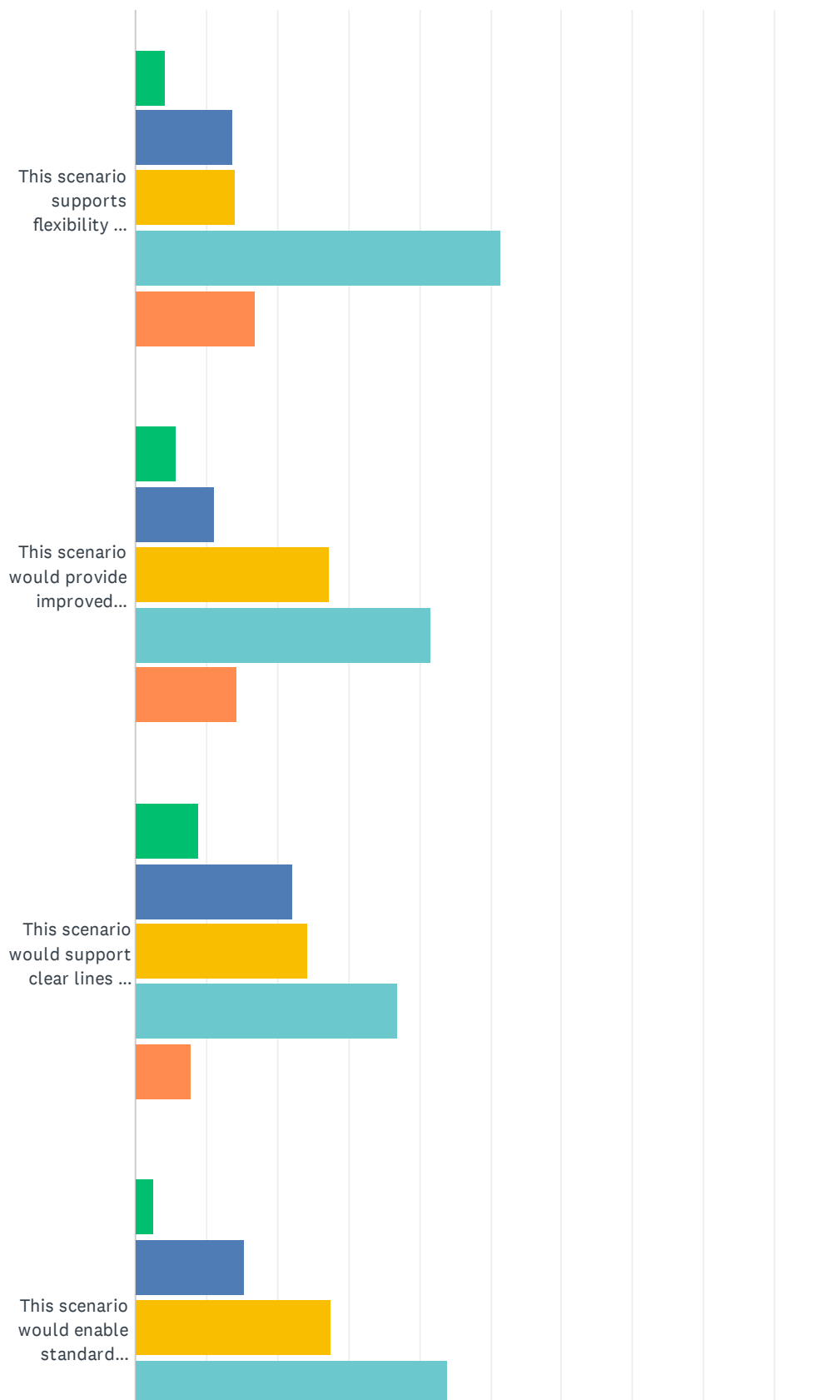
## Q9 What challenges do you foresee with a centralized scenario?

Answered: 135 Skipped: 193

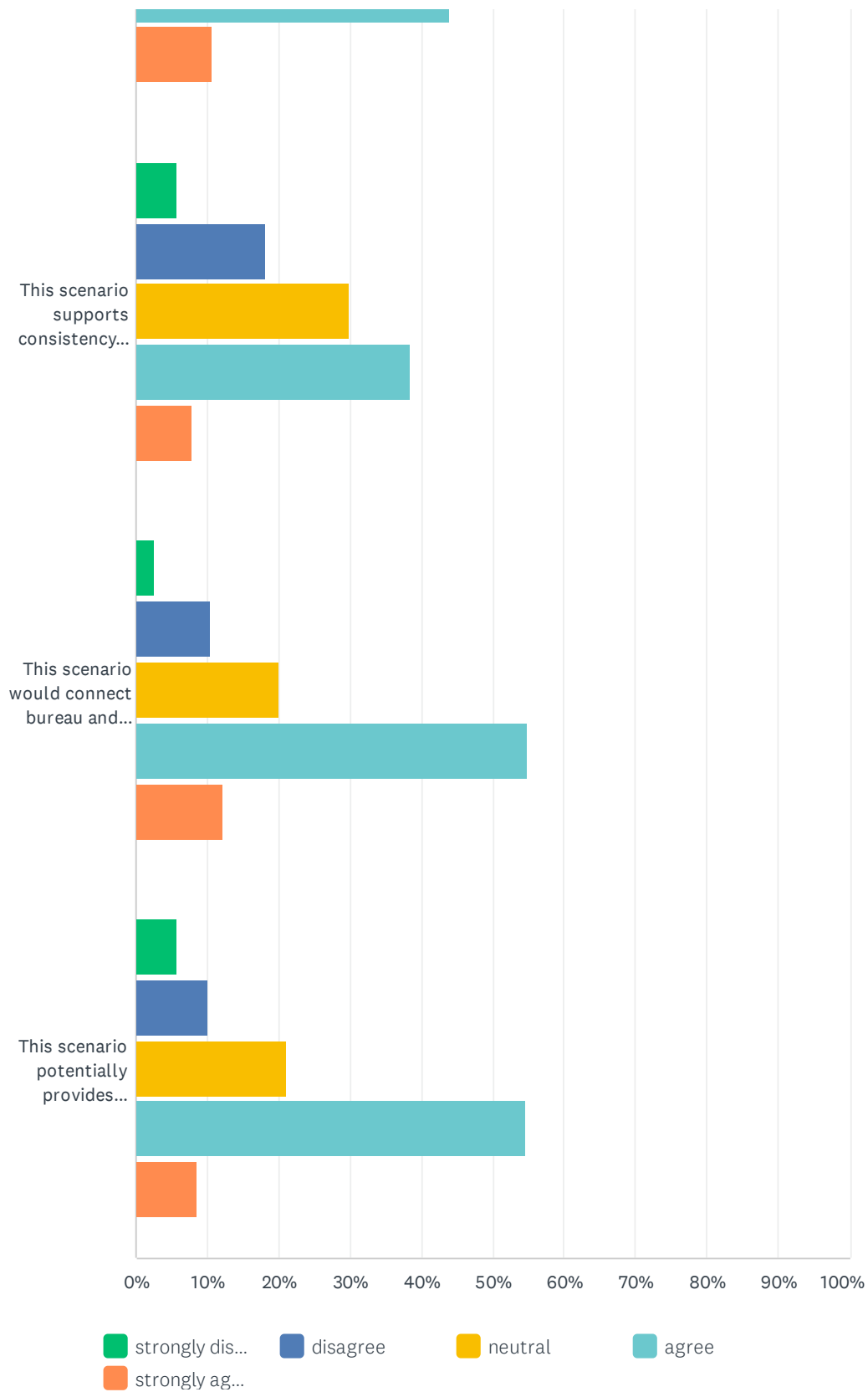


## Q10 For the hybrid scenario, please choose all that apply

Answered: 191 Skipped: 137



City of Portland Engagement Officer-Employee Survey



City of Portland Engagement Officer-Employee Survey

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
This scenario supports flexibility for bureaus to meet operational needs.	4.19% 8	13.61% 26	14.14% 27	51.31% 98	16.75% 32	191	3.63
This scenario would provide improved community engagement outcomes.	5.79% 11	11.05% 21	27.37% 52	41.58% 79	14.21% 27	190	3.47
This scenario would support clear lines of authority.	8.95% 17	22.11% 42	24.21% 46	36.84% 70	7.89% 15	190	3.13
This scenario would enable standard practices for practitioners.	2.65% 5	15.34% 29	27.51% 52	43.92% 83	10.58% 20	189	3.44
This scenario supports consistency from the City to community.	5.85% 11	18.09% 34	29.79% 56	38.30% 72	7.98% 15	188	3.24
This scenario would connect bureau and service area community engagement to an overall community engagement strategy for the City.	2.63% 5	10.53% 20	20.00% 38	54.74% 104	12.11% 23	190	3.63
This scenario potentially provides expanded support services for community engagement in bureaus and service areas.	5.82% 11	10.05% 19	21.16% 40	54.50% 103	8.47% 16	189	3.50

## Q11 What other benefits would a hybrid scenario provide?

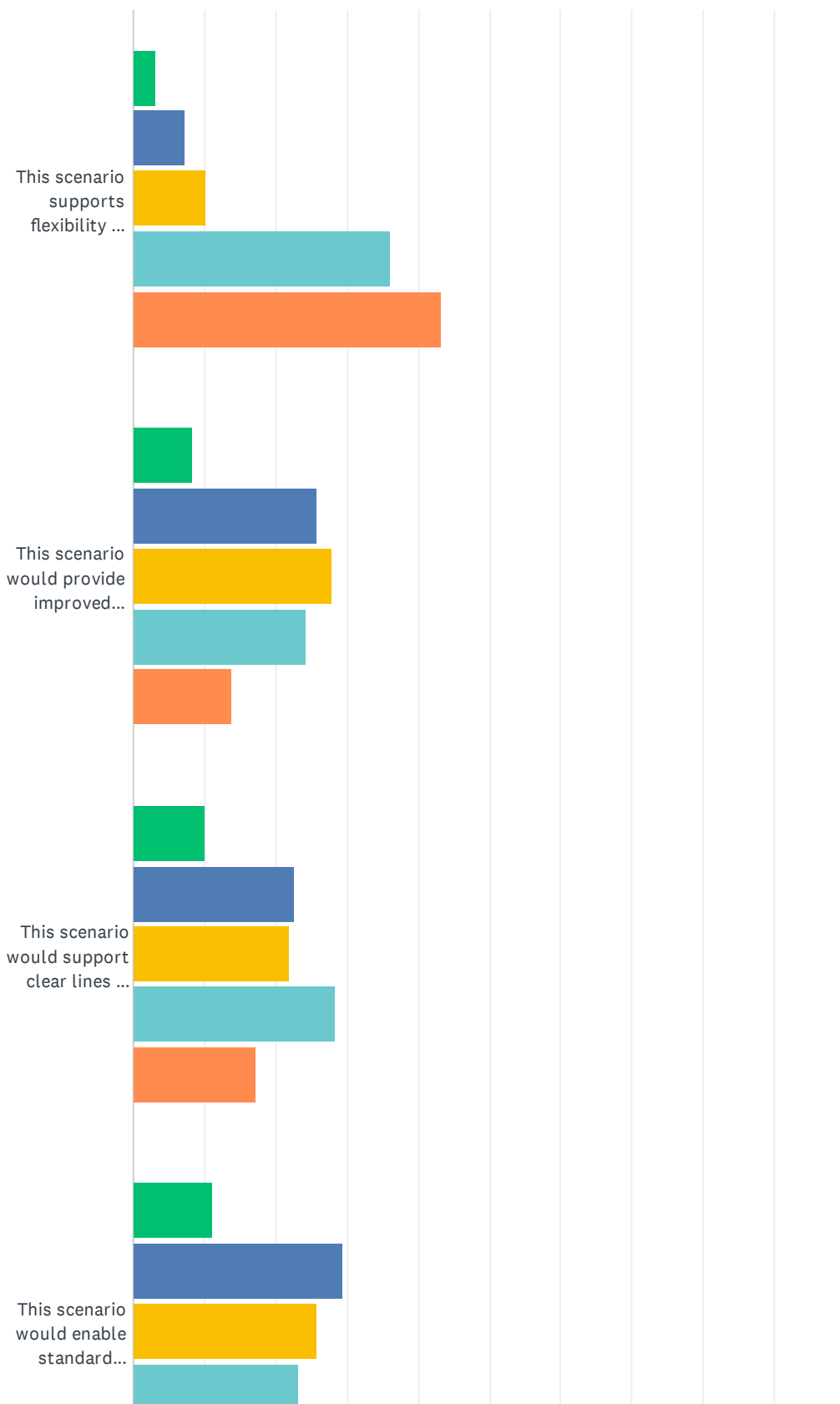
Answered: 94 Skipped: 234

## Q12 What challenges do you foresee with a hybrid scenario?

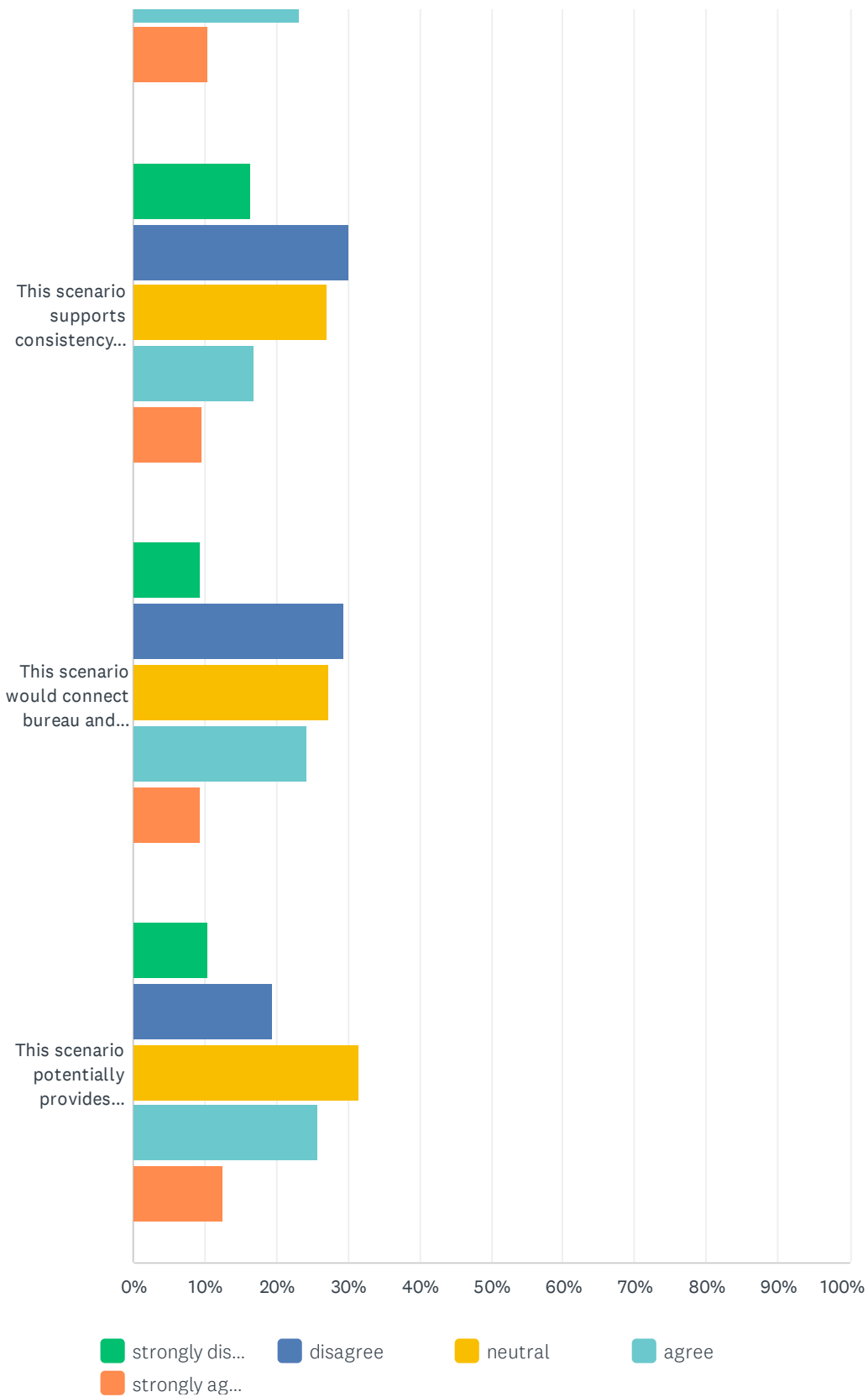
Answered: 104 Skipped: 224

### Q13 For the marginal adjustment scenario, please choose all that apply

Answered: 194 Skipped: 134



# City of Portland Engagement Officer-Employee Survey



City of Portland Engagement Officer-Employee Survey

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
This scenario supports flexibility for bureaus to meet operational needs.	3.09% 6	7.22% 14	10.31% 20	36.08% 70	43.30% 84	194	4.09
This scenario would provide improved community engagement outcomes.	8.25% 16	25.77% 50	27.84% 54	24.23% 47	13.92% 27	194	3.10
This scenario would support clear lines of authority.	9.95% 19	22.51% 43	21.99% 42	28.27% 54	17.28% 33	191	3.20
This scenario would enable standard practices for practitioners.	11.05% 21	29.47% 56	25.79% 49	23.16% 44	10.53% 20	190	2.93
This scenario supports consistency from the City to community.	16.40% 31	30.16% 57	26.98% 51	16.93% 32	9.52% 18	189	2.73
This scenario would connect bureau and service area community engagement to an overall community engagement strategy for the City.	9.47% 18	29.47% 56	27.37% 52	24.21% 46	9.47% 18	190	2.95
This scenario potentially provides expanded support services for community engagement in bureaus and service areas.	10.53% 20	19.47% 37	31.58% 60	25.79% 49	12.63% 24	190	3.11



## Q14 What other benefits would a marginal adjustment scenario provide?

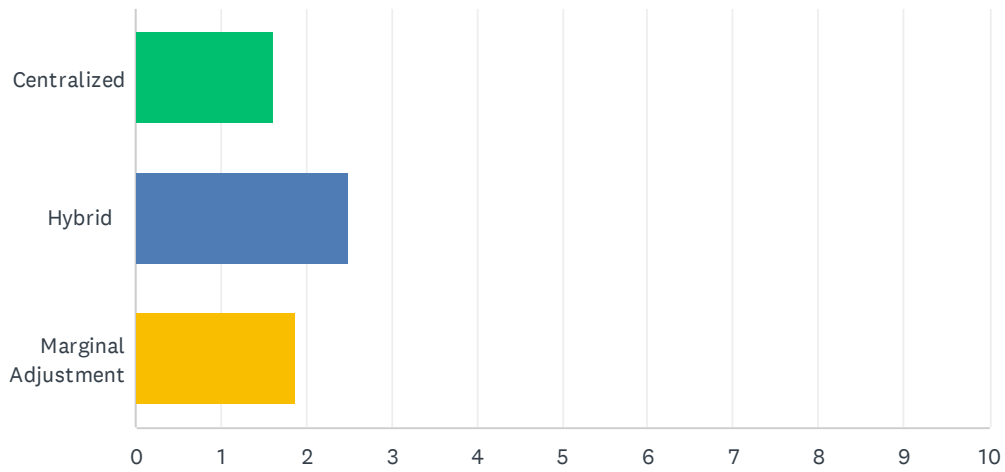
Answered: 89 Skipped: 239

## Q15 What challenges do you foresee with a marginal adjustment scenario?

Answered: 99 Skipped: 229

Q16 After reviewing all three scenarios, place them in order of preference:

Answered: 161 Skipped: 167



	1	2	3	TOTAL	SCORE
Centralized	11.18% 18	40.37% 65	48.45% 78	161	1.63
Hybrid	56.52% 91	36.65% 59	6.83% 11	161	2.50
Marginal Adjustment	32.30% 52	22.98% 37	44.72% 72	161	1.88