

Moore-Love, Karla

From: Fritz, Amanda
Sent: Tuesday, September 20, 2011 4:49 PM
To: City Elected Officials; City Elected Officials Exec's
Cc: Meng, Linda; Moore-Love, Karla
Subject: Amendments to the Office of Equity and Human Rights ordinance

Dear colleagues,

I will be bringing to the hearing tomorrow two amendments.

1) To letter h of the directives in the ordinance:

"The Commissioner in Charge and the Director of the Office of Equity and Human Rights will work with the Bureau of Human Resources to provide a senior staff position ~~within a pay grade range of 5 to 7~~ in the Office of Equity and Human Rights to assist the Human Rights Commission and will consult with the Human Rights Commission to fill that position in 2011-12."

deleted at 9/21 meeting

Commissioner Saltzman was concerned the word "senior" was undefined. This change is consistent with assurances I made to the Human Rights Commission that they will be staffed with an appropriately skilled policy specialist/coordinator, and I am putting it forward as a friendly amendment. It retains clarity that the staff person works for the Office of Equity and Human Rights under the supervision of the Director.

2)

An amendment adding an Emergency clause, so we will vote at the hearing rather than passing it to Second Reading.

Thank you for your participation in crafting the ordinance and committing to work with the new Office.

Sincerely,

Amanda

Amanda Fritz
Commissioner, City of Portland

The City of Portland is a fragrance free workplace. To help me and others be able to breathe, please avoid using added fragrances when visiting City offices.

To help ensure equal access to City programs, services and activities, the City of Portland will reasonably modify policies/procedures and provide auxiliary aids/services to persons with disabilities. Call 503-823-2036, TTY 503-823-6868 with such requests or visit http://www.portlandonline.com/ADA_Forms

Moore-Love, Karla

From: Walters, Ben
Sent: Monday, September 19, 2011 10:39 AM
To: Moore-Love, Karla
Cc: Parsons, Susan; Yocom, Jennifer; Rees, Linly
Subject: RE: Leonard teleconferencing next week

Karla:

The Mayor should make a statement at the beginning of the morning and afternoon sessions identifying that Commissioner Leonard will be participating by telephone, to make a "record of the circumstances constituting an emergency which requires use of electronic circumstances", to conform to the requirements of PCC 3.02.025.C. The statement needs to reflect, in some fashion, that failure to allow participation by telephone "would jeopardize the public interest, health, safety or welfare." PCC 3.02.025.A.

A reference to the requests as made by Commissioner Leonard should suffice.

Let me know if there are any questions.

Ben
 ' 503.823.4947
 email ben.walters@portlandoregon.gov

From: Moore-Love, Karla
Sent: Friday, September 16, 2011 4:07 PM
To: Walters, Ben; Rees, Linly
Cc: Parsons, Susan
Subject: Leonard teleconferencing next week

Ben and Linly,

Commissioner Leonard has requested to participate by telephone (emails are attached) for the following items on the Wednesday, Sept. 21 agenda and Jennifer Yocom replied to the Commissioner's request stating the Mayor approved the requests:

9:30 a.m. Time Certain agenda item #982 Oregon Sustainability Center

11:00 a.m. Time Certain agenda item #S-986 Office of Equity

2:00 p.m. Time Certain agenda item 1007 LU 11-124052 ICE Detention Facility

<< Message: Re: Request to vote on Office of Equity ordinance 9/21/11 >> << Message: RE: Request to participate in hearing on LU 11-124052 CU PR by telephone >> << Message: Re: Request to participate in OSC hearing by telephone 9/21/11 >>

Karla

Karla Moore-Love
 Council Clerk
 Office of the City Auditor
 503.823.4086

Portland, Oregon
FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT
For Council Action Items

(Deliver original to Financial Planning Division. Retain copy.)

| | | | |
|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| 1. Name of Initiator Sara Hussein | | 2. Telephone No. 503-823-3994 | 3. Bureau/Office/Dept. Comm. Fritz |
| 4a. To be filed (date): September 21, 2011 | 4b. Calendar (Check One) Regular <input checked="" type="checkbox"/> Consent <input type="checkbox"/> 4/5ths <input type="checkbox"/> | | 5. Date Submitted to Commissioner's office and FPD Budget Analyst: August 25, 2011 |
| 6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed | | 6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed | |

1) Legislation Title:

Create the Office of Equity and Human Rights, provide for staffing of Human Rights Commission and Portland Commission on Disability by Office of Equity and Human Rights, establish Council commitment and approve initial work plan (Ordinance; replace Code Chapter 3.128 and amend Chapter 3.129)

2) Purpose of the Proposed Legislation:

The purpose of the Office of Equity and Human Rights is to promote equity and address disparities within City government, and to work with community partners to promote equity and inclusion within Portland and throughout the region, producing measurable improvements and disparity reductions.

3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?

- | | | | |
|------------------------------------------------------------|------------------------------------|------------------------------------|--------------------------------|
| <input checked="" type="checkbox"/> City-wide/Regional | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East |
| <input type="checkbox"/> Central City | | | |
| <input type="checkbox"/> Internal City Government Services | | | |

FINANCIAL IMPACT

4) Revenue: Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No.

5) Expense: What are the costs to the City related to this legislation? What is the source of

funding for the expense? *(Please include costs in the current fiscal year as well as costs in future years. If the action is related to a grant or contract please include the local contribution or match required. If there is a project estimate, please identify the **level of confidence**.)*

\$525,000 has been allocated in the FY 2011-2012 budget which will be used to help establish the Office of Equity and Human Rights. This will become an ongoing expenditure to the city.

6) Staffing Requirements:

- **Will any positions be created, eliminated or re-classified in the current year as a result of this legislation?** *(If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)*

The equivalent of 2 new FTEs will be created as a result of this legislation, which is included in the FY 2011-2012 budget.

- **Will positions be created or eliminated in future years as a result of this legislation?**

Yes, it is anticipated that the Office will have the need to create more positions in the future.

(Complete the following section only if an amendment to the budget is proposed.)

7) Change in Appropriations *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

| Fund | Fund Center | Commitment Item | Functional Area | Funded Program | Grant | Sponsored Program | Amount |
|------|-------------|-----------------|-----------------|----------------|-------|-------------------|--------|
| | | | | | | | |
| | | | | | | | |
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| | | | | | | | |

[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]

PUBLIC INVOLVEMENT

8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:

- YES:** Please proceed to Question #9.
- NO:** Please, explain why below; and proceed to Question #10.

9) If "YES," please answer the following questions:

a) What impacts are anticipated in the community from this proposed Council item?

The Office of Equity and Human Rights will work with all bureaus to eliminate disparity in City policies, processes, decisions and resource allocations; and with other governments, private businesses, non-government organizations, academia and each community member to achieve measurable results reducing disparities within the City and throughout the community. The Office of Equity and Human Rights will provide leadership and coordination in facilitating systemic training, change and accountability to achieve equity in City government.

The Office will initially focus on leading with race/ethnicity, and working on issues of disability. Creation of a city-wide and/or region-wide initiative to eliminate disparities and promote social justice is needed. The Office will join with work already under way in this regard, as capacity becomes available and will develop and maintain a relationship of transparency and accountability with the community on equity initiatives.

b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?

Members of the Coalition of Communities of Color, Commission on Disability, and Human Rights Commission participated, also representatives of businesses, non-profits, the Portland Plan Technical Advisory Group and government agencies.

c) How did public involvement shape the outcome of this Council item?

This Office was created based on the needs and requests of the community. Data and reports presented by community organizations have shown the dramatic disparities that occur in Portland. Demographic data presented by the Urban League of Portland's State of Black Oregon (2009), and the Coalition of Communities of Color's Communities of Color in Multnomah County: An Unsettling Profile (2010), shows that racial and ethnic disparities are pervasive and worsening over time. Demographic data presented by the Portland Commission on Disability demonstrates that significant disparities for persons with disabilities exist. A creation committee composed of over 30 members from

community organizations and City staff has advised the Commissioner and the Mayor in discussing issues of equity in Portland and in the crafting of this ordinance.

d) Who designed and implemented the public involvement related to this Council item?

The Mayor's Office and Commissioner Fritz's office collaborated on the design and implementation of public involvement strategies for this ordinance

e) Primary contact for more information on this public involvement process (name, title, phone, email):

Dora Perry, Policy Advisor for Commissioner Fritz, 503-823-3229

10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.

The Office will establish an advisory system with community members and City staff, to provide recommendations, partner in the work, and uphold accountability on equity matters. There will be future public process and hearings as reports are submitted to Council updating the work of this Office.

Commissioner Amanda Fritz



BUREAU DIRECTOR (Typed name and signature)