

EQUITY

2014 ANNUAL REPORT



**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND



PREPARED FOR PORTLAND CITY COUNCIL

CHARLIE HALES, MAYOR, COMMISSIONER IN CHARGE

NICK FISH, COMMISSIONER

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**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND

Realizing Equity. Enhancing the City of Portland.

Commissioner in Charge:
Charlie Hales, Mayor

Bureau Director:
Dante J. James, Esq.

February 4, 2015

To the Mayor, City Commissioners, and Supporters of the Office of Equity and Human Rights:

It is my pleasure to submit this Annual Report on behalf of the Office of Equity and Human Rights. This report highlights positive changes within the office and the momentum experienced as equity continues to take root in the City.


Five bureaus now have positions specifically focused on equity. The City “Banned the Box” by removing any language on its job applications regarding criminal convictions. The office assumed a civil rights role as responsibilities for ensuring compliance with the Americans with Disability Act and Title VI of the 1964 Civil Rights Act transitioned to OEHR from the Office of Management and Finance. These two programs work to ensure that everyone has access to the services, benefits, and programs of the City of Portland, and the move makes these vital equity programs more visible and accessible to the community. Our office was also instrumental in the selection process for the Compliance Officer and Community Liaison (COCL) position, related to the Department of Justice Settlement Agreement.

As we began 2014, OEHR transitioned to the Mayor’s portfolio of bureaus and was a major sponsor of the Governing for Racial Equity conference, which hosted over 450 government employees from as far away as New York. It was an unparalleled success with compliments and inquiries still coming in about Portland’s equity work.

At the end of the year, the office assisted in the transition of the New Portlander Program to the Office of Neighborhood Involvement, where its community involvement model will be better served in helping communities. We are proud of the program’s many accomplishments and look forward to its continued success.

In between has been the excellent work of the OEHR staff, the Human Rights Commission, the Portland Commission on Disability, the Diverse and Empowered Employees of Portland (DEEP), and the newest programmatic addition, Black Male Achievement Portland. I would like to specifically thank Mayor Hales, who has elevated the conversation about equity across the City.

Sincerely,



Dante J. James, Esq.

WHY EQUITY MATTERS

From the Racial Equity Roadmap, developed by the Citywide Equity Committee

Multiple studies show that people of color in Portland fare worse than their White counterparts in education, economic prosperity, criminal justice, housing, and health.

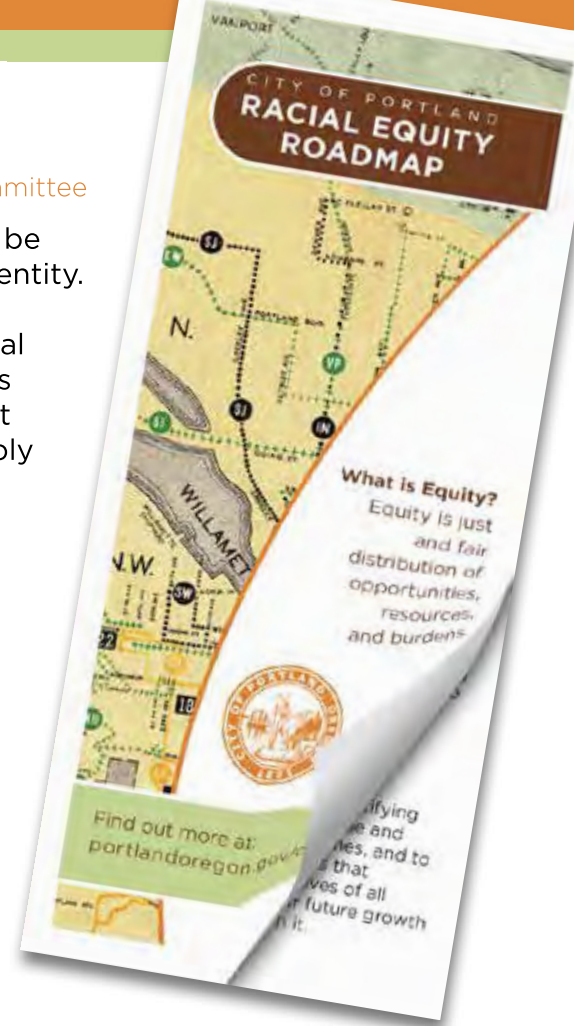
While Portland prides itself on being a wonderful place to live, due to a number of historic and current inequities, it can be a difficult place for people of color. Inequities persist, despite the City's efforts to respond to discrimination over the years.

Government institutions have a special role to ensure that all people have access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential.

Equity is achieved when outcomes like economic status, education, access to healthcare, and other social determinants for

success cannot be predicted by identity.

To advance racial equity, residents of all races must go beyond simply recognizing individual racial prejudices. We must also focus on changing unfair and unjust policies, practices, and decisions embedded in our institutions.



THE EQUITY TEAM



Dante James

Joseph Wahl

Judith Mowry

Tonya Stephens

Danielle Brooks

Kenya Budd

Koffi Dessou

David Galat

Beth Kaye

Jeff Selby

DIRECTOR

Dante James provides strategic support and direction for OEHR staff, while providing guidance to City bureaus on implementation of equity programs.

EXECUTIVE TEAM

Assistant Director Joseph Wahl, and Senior Policy Advisor Judith Mowry provide policy development; data collection and assessment; and program and policy technical assistance to bureaus in support of equity initiatives.

EXECUTIVE ASSISTANT

Tonya Stephens provides executive level assistance to the Director and OEHR Staff.

PROGRAM AREAS AND STAFF

Civil Rights Title VI & ADA Title II Program Manager: Danielle Brooks

Citywide Equity Committee, Human Rights Commission: Kenya Budd

Education and Training, Community and Police Relations Committee: Koffi Dessou

ADA Title II Access Coordinator: David Galat

Disability Equity Program Coordinator, DEEP (Diverse and Empowered Employees): Beth Kaye

Communications and outreach: Jeff Selby

OFFICE OF EQUITY AND HUMAN RIGHTS OVERVIEW

“Equity is achieved when one’s identity cannot predict the outcome.” —OEHR working definition of Equity

OUR MISSION

OEHR will provide education and technical support to City staff and elected officials, leading to recognition and removal of systemic barriers to fair and just distribution of resources, access and opportunity, starting with issues of race and disability.

OUR VISION

City services are administered and delivered in a way that gives all Portlanders access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential.

EQUITY CONSULTING

OEHR provides consultation and support across bureaus to ensure equitable policies, practices, and procedures.

In 2014, OEHR consulted with over half of the City bureaus, in addition to the Children’s Levy.

EQUITY AT WORK

“Excellent service is about more than just delivering water; it’s also about understanding our diverse communities and examining how we engage them through outreach, education, and service.”



We work with the Office of Equity and Human Rights to help us broaden our view of customer service with an equity lens, so we can better serve all Portlanders.”

—David Shaff

Director,
Portland Water Bureau



Black Male Achievement works with government officials, and for-profit and non-profit entities to create access to jobs and mentoring.

COMMUNITY SUPPORT AND ENGAGEMENT

OEHR works with advisory bodies:

- **Human Rights Commission** works to eliminate discrimination and bigotry and to strengthen inter-group relationships for those who live, work, study, worship, travel, and play in the City of Portland.
- **Portland Commission on Disability (PCOD)** helps guide the City in ensuring a more universally accessible city.
- **Black Male Achievement Portland (BMA)** is designed to work across public and private sectors and among jurisdictions to help improve the life outcomes of Black men and boys in four key areas: Education, Employment, Family Stability, and Criminal Justice.

EDUCATION AND TRAINING



The Training Team facilitates in-bureau and citywide discussions.

OEHR designs and delivers training programs that allow City staff to understand racial equity concepts and to develop skills to recognize and remove institutional and systemic barriers in

policies, programs, and practices. The ultimate goal is to assure just distribution of resources and opportunities, with improved outcomes for all.

Achievement Highlights

- 1,205 City staff members, including elected officials, managers, and program administrators from 24 City bureaus attended training in 2014.
- 92% of the participants found the training worthwhile overall and 75% say they gained immediate tools to apply in their work.



GOVERNING FOR RACIAL EQUITY

The Office of Equity and Human Rights co-hosted the 2014 Governing for Racial Equity Conference on March 25 and 26, 2014.

Multnomah County Office of Diversity and Equity, King County Equity and Social Justice, City of Seattle Race and Social Justice Initiative, and San Francisco Human Rights Commission were partners on the conference planning committee.

Originally planned as a regional event for government employees and elected officials, the

conference attracted nearly 450 participants from the Pacific Northwest as well as jurisdictions in New York, Minnesota, Massachusetts, Iowa, Wisconsin, California, and Virginia.

Workshops and presentations focused on incorporating a racial equity lens for training, policy development, health, transportation, planning, and other governmental functions.

OEHR staff is helping to organize the 2015 GRE Conference in Seattle.

EQUITY AT WORK

“There is no way to serve our communities if we don’t understand them in all their wholeness and complexity.”



“The whole point of the topic, ‘governing for racial equity,’ is to acknowledge that not all policies work; not all policies are viewed through the appropriate racial lens; and unintended consequences do happen.”

—Charlie Hales
Mayor of Portland

CITYWIDE EQUITY COMMITTEE

The Citywide Equity Committee (CEC) has a significant role as members engage bureau directors, bureau staff, and individual bureau equity committees, with the goal of producing equity plans with milestones, timetables, and accountability measures.

The CEC integrates equity throughout each of the bureaus and shifts internal City culture by promoting the recognition and removal of racially inequitable policies and practices.

Each bureau is required to have at least one staff person on the committee, and submit a Bureau Strategic Equity Plan to describe and define goals and objectives in improving equity outcomes within individual bureaus.

The Racial Equity Roadmap, developed by the CEC, is a comprehensive tool that leads City bureaus through a four-phase process of developing and implementing their own Racial Equity Plans.

Bureau Equity Committees

Bureau Equity Committees (BEC) work in tandem with the Citywide Equity Committee and play an important role in implementation, oversight, and consultation on equity issues..

BEC members advise their leadership teams on equity strategies, plans, policies, and projects. Guidelines and Best Practices are forthcoming in 2015.



The CEC maintains a liaison function with the bureaus and will monitor, assist, assess, and report on bureau progress in meeting goals.

Achievement Highlights

- Pilot tested The Racial Equity Roadmap in five City bureaus. Results have been reviewed and the CEC expects to roll out the Roadmap to all Bureaus in 2015.
- Completed first CEC membership terms. Half of the first term members have renewed their commitments and join several new members.
- Surveyed BECs and drafted guidelines to be rolled out to bureaus in 2015.

EQUITY AT WORK

“OEHR has helped the Portland Fire and Rescue Equity Committee understand that equity is about looking through a different lens so we can provide the tools necessary for everyone to be successful in the workforce.”



It's not just about showing up. It's about speaking up and the organization, from the top down, actually valuing your differences.

In our committee meetings, I see the understanding and corresponding participation growing exponentially.”

*—Captain Kristine Artman
Portland Fire and Rescue*

DISABILITY EQUITY PROGRAM



Commissioner Amanda Fritz joined PCOD for their 2014 Annual Retreat.

The primary focus of the OEHR Disability Equity Program involves the work of the Portland Commission on Disability (PCOD), whose mission is to guide the City in ensuring that it is more universally accessible.

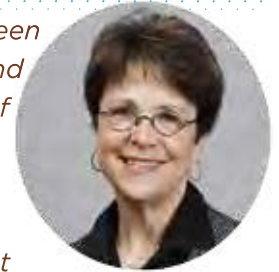
Springing from the Commission’s work is broader program engagement with bureaus and their Americans With Disabilities Act (ADA) Coordinators to promote inclusion and accessibility for people with disabilities.

Achievement Highlights

- Advised Portland Bureau of Transportation and Council on new On-Street Disabled Parking regulations governing use of state-issued disability placards
- Provided feedback to City Attorney and Portland Police Bureau on a Draft Directive regarding communication with people who are deaf, hard of hearing, or have limited English proficiency
- Advised Council and the City Attorney on the creation of the Community Oversight Advisory Board and the hiring of the Compliance Officer Community Liaison for the DOJ Settlement process
- Collaborated with OEHR on the development of a Public Engagement Plan for the City’s ADA Transition Plan Phase I
- Coordinated community ADA Anniversary Celebration with City and community partners
- Held a community workshop on exploring life at the intersection of race and disability

EQUITY AT WORK

“OEHR has been helpful to, and supportive of the Bureau of Human Resources as we roll out programs and trainings that will positively impact the City’s ability to attract and retain a diverse workforce, such as the Focused Outreach program, Bias Awareness training, and the Model Employer resolution that calls for the City to become a model employer of persons with disabilities.”



—Anna Kanwit
Director,
Bureau of Human Resources

Statistics

In Oregon, 13.9% of the population has a disability.

Children, 5 to 15	5.5%
People 16 to 64	11.4%
Adults aged 65+	37.1%

Race/Ethnicity

White	14.2%
Black.....	15%
Native American.....	22.4%
Asian	8.9%
Latino.....	8.4%

Poverty Rate

Adults 21 to 64	31.3%
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CIVIL RIGHTS PROGRAM



Under the umbrella of OEHR, the Civil Rights Program can better meet the intent and spirit of the law, while focusing on a broader, more systemic approach to supporting justice.

With a concentration on Title VI of the Civil Rights Act and Title II of the Americans with Disabilities (ADA) Act, the Civil Rights Program is designed to remove barriers and conditions that prevent underserved groups from accessing programs and services.

In July, 2014, the Program moved to the Office of Equity and Human Rights from the Office of Management and Finance. The move

provides the opportunity to be more visible and accessible to the community and City.

The Program focuses on identifying and eliminating barriers using an equity lens through institutionalized mitigation efforts, as well as prioritizing and promoting equity strategies in City policies, plans, programs, practices, services, and operations.

Civil Rights Title VI

This program is working to achieve compliance with the legal standards of Title VI of the Civil Rights Act, which essentially declares that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits

of, or be subjected to discrimination under any program or activity of an entity. The purpose of Title VI is to ensure that public funds are not spent in a way that encourages, subsidizes, or results in discrimination, whether intentional or not.

Since the move to OEHR, the program has worked on transitioning to a broader scope, asking how to best do this work on an institutional and upstream level, including:

- Beginning planning on one, three, and five year work plans
- Beginning to design an assessment that identifies gaps and opportunities in terms of bureau policies, programs and operations, and overall equity, as well as Title VI methods of administration, while concurrently developing resource and best practice guidance
- Continuing to work with, facilitate, train, and support Title VI Bureau Liaisons, who work at the direction of Bureau Directors and the Title VI Program Manager to implement the City's Title VI Plan and Activities at bureau level
- Continuing to collaborate with City, bureau, and community interest groups which have Civil Rights Title VI components

ADA Title II

Title II of the ADA prohibits all state and local governments from discriminating on the basis of disability, but moreover its goal is to promote equal access and full participation.

The City of Portland works to ensure that every program, service, benefit, activity, and facility operated or funded by the City of Portland is accessible to people with disabilities. The City of Portland's Title II program helps facilitate and promote

the overriding goals of equal access, participation and opportunity for persons with disabilities and this effort extends both internally to City bureaus, and externally to Portland's disabled community.

Since moving to OEHR the Title II program has been active in City-wide initiatives, advisory committees, and bureau planning with a primary goal to assist with the City's implementation of the ADA Transition Plan:

- Presented the final draft of the Transition Plan to City Council on November 6, 2014. Council unanimously accepted Portland's ADA Title II Transition Plan Update
- Continued to finalize Portland Parks and Recreation's extended component to the Transition Plan, which is expected to be accepted as an addendum to the Transition Plan by City Council in the summer of 2015
- Provided consistent and continued work with bureaus regarding barriers identified in the Transition Plan, including new facility surveys not originally captured in the Transition Plan

EQUITY AT WORK

"It is important for all members of the community, regardless of ability, to participate in City



functions. The ADA Transition Plan does just that, ensuring that Portland is barrier-free, allowing people with disabilities, like me, to be active in the community.

We have seen City bureaus adopt the Transition Plan with vigor and enthusiasm, and look forward to supporting their efforts."

*—Sue Stahl
Portland Commission on Disability*



The City's ADA Title II Transition Plan team conducted several outreach events to engage the public and collect input on the progress and developments of the Transition Plan.

HUMAN RIGHTS COMMISSION

The Human Rights Commission works independently under the umbrella of OEHR and is guided by the principles embodied in the United Nations Universal Declaration of Human Rights.

Achievement Highlights

- Honored Avel Gordly, Corey Murphy, and Albina Ministerial Alliance (AMA) Coalition for Justice and Police Reform at the Emily G. Gottfried Human Rights Awards in December, 2014.
- Convened the 2014 Community Roundtable: Creative Solutions to Homelessness.
- Co-hosted free legal advice sessions for victims of human trafficking.



The Human Rights Commission's Human Trafficking Task Force partnered with other agencies and Univision to produce and broadcast public service announcements to help victims of human trafficking.

BLACK MALE ACHIEVEMENT PORTLAND



In 2014, the City of Portland was selected as one of 11 cities to participate in the National League of Cities' Black Male Achievement Initiative to improve outcomes for Black men and boys.

Black Male Achievement Portland (BMA) is designed to work across public and private sectors and among jurisdictions to help improve the life outcomes of Black men and boys in four key areas: Education, Employment, Family Stability, and Criminal Justice.

Housed in the Office of Equity and Human Rights, BMA works with officials in Multnomah County government, as well as with for-profit and non-profit entities to influence policy and equity.

DOJ SETTLEMENT: COCL

The City of Portland is moving forward with the latest requirement of a police reform settlement agreement crafted with the U.S. Department of Justice: hiring a Compliance Officer/Community Liaison (COCL) to oversee the City's compliance with those reforms.

The Mayor's Office tasked Joseph Wahl, OEHR Assistant Director, as project manager to lead the hiring process for the COCL position.

City Council has approved an annual contract to Rosenbaum & Watson. The group will work with former Oregon Supreme Court Chief Justice Paul J. DeMuniz as COCL chair.

DIVERSE AND EMPOWERED EMPLOYEES (DEEP)

Developed by City employees for City employees, Diverse and Empowered Employees of Portland (DEEP) assists the City in creating and enhancing a work environment that is inclusive and supportive of the City's diverse workforce.

DEEP works independently under the umbrella of OEHR and supports the City's interest in attracting, developing, and sustaining a diverse workforce committed to quality public service.

Achievement Highlights

- February: Black History Month Celebration hosted by the City African American Network
- April: Faith & Friends Affinity Group presented intriguing roundtable discussion on "Matters of Faith"
- May: Walidah Imarisha presented "Why Aren't There More Black People in Oregon: A Hidden History" for two sessions to a packed auditorium
- Held a meet and greet with employees to coordinate the American Asian Pacific Islander Affinity Group
- June: Portland Pride kicked off at City Hall, presented by the LGBTQ & Friends Affinity Group
- Presented a Meet & Greet to City employees: "We are ALL DEEP." Over 100 attended
- September: Unidos Latinos Americanos presented a proclamation at City Council for Hispanic Heritage Month.
- October: Michael Heyn, author, presented a talk to city employees titled, "Breaking Down Inequality: A Global Challenge"
- November: Veterans' Empowerment Team gathered photos from employees and displayed them at the Portland Building and City Hall in honor of Veteran's Day
- DEEP co-sponsored the Native American Heritage Marketplace on November 21 presented by Environmental Services.
- December: Annual Kwanzaa Celebration at City Hall. Almost a hundred members of the public and city employees celebrated with music, food, and key speakers.

EQUITY AT WORK

"For me, as a new employee, the DEEP Women's Affinity Group has been vital to connecting me with women in different bureaus."



"I attended my first meeting out of curiosity, and immediately felt welcomed by these women with a variety of backgrounds and experiences. I am excited to contribute to enriching our experience here at the City in a broader way."

*—Ashley Tjaden
Bureau of Environmental Services*



Nearly a hundred members of the public and City employees celebrated with music, food, and key speakers at the 2014 Kwanzaa Celebration.

CITY EMPLOYEE DISCUSSION ABOUT FERGUSON

On three separate dates in December 2014 and January 2015, a total of approximately 200 City employees came together to discuss the Ferguson grand jury decision from an organizational perspective.

The discussions were attended by a wide spectrum of City employees of diverse backgrounds and races. There were also police officers in attendance, their numbers increasing with each session. The discussions began with thoughts of Ferguson and racism globally, and turned to discussions about Portland and how the City can improve police accountability and community relations.

Dante James presented their recommendations to Council on January 14, 2015.



A video recap is online at portlandoregon.gov/oehr. Scroll down to the YouTube links.

NEW PORTLANDER PROGRAM

In 2014, the OEHR New Portlander Program launched the Community Engagement Liaison (CEL) program. CELs are experienced City of Portland-trained civic activists, fluent in English, who are available to assist City public involvement programs with interpretation and facilitation services.

The City Budget Public Hearing on May 15, 2014 featured many community voices never before heard at previous years' sessions. Answering a request from the City Budget Office, CELs helped gather members of several immigrant and refugee communities to testify before City Council. Community members included

Zomi, Iraqi, Kurd, Sunni, Shi'a, West and Central Africans, and Pacific Islanders (Tongan and Chuuk). The CEL Program was recognized by the Harvard Kennedy School Ash Center for Democratic Governance and Innovation's 2015 Bright Ideas program.

In 2014, the New Portlander Advisory Council began working with Mayor Hales' office to become a City commission.

In 2015, the Program moved to the Office of Neighborhood Involvement.



Mayor Hales meets with the New Portlander Council to discuss its transition to a full City commission.



Activists from the Portland Zomi community testify at the Budget Hearing.

CITY WORKFORCE DEMOGRAPHICS DASHBOARD

As part of OEHR's efforts to gather equity data related to City of Portland workforce staffing, the office partnered with the City's Enterprise Business Systems (EBS) team to produce an online demographic data resource in 2013.

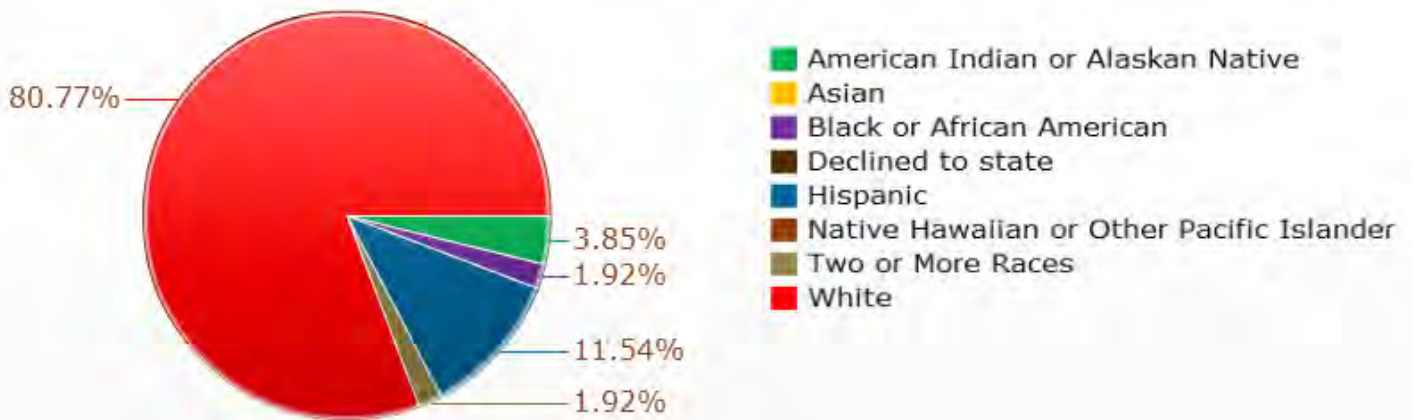
Initially, the dashboard, located at <http://www.portlandoregon.gov/oehr>, provided updated information on the City's workforce categorized by race, ethnicity, age, and gender. Users can

look at this data by City bureau, or by employee status, i.e., full time, part time/seasonal, managerial/executive, etc.

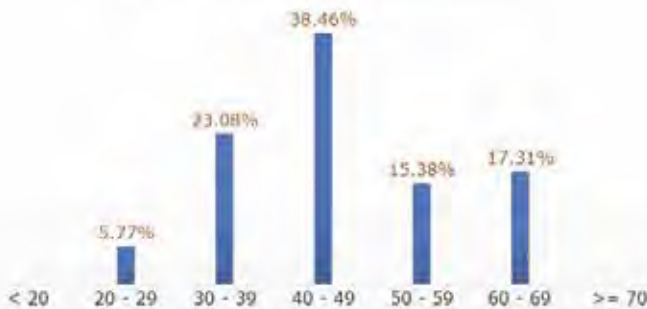
In 2014, OEHR added demographic data on City staff who identify as veterans and employees who identify as having a disability.

The Office of Neighborhood Involvement is used as an example below:

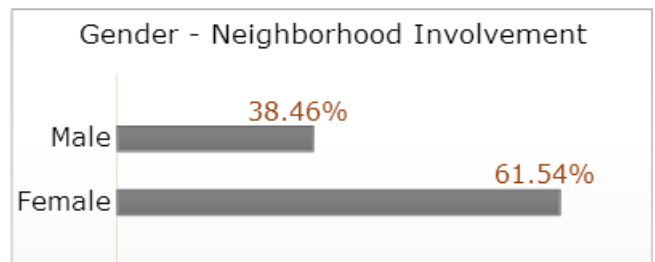
Ethnic - Neighborhood Involvement



Age Group for Neighborhood Involvement



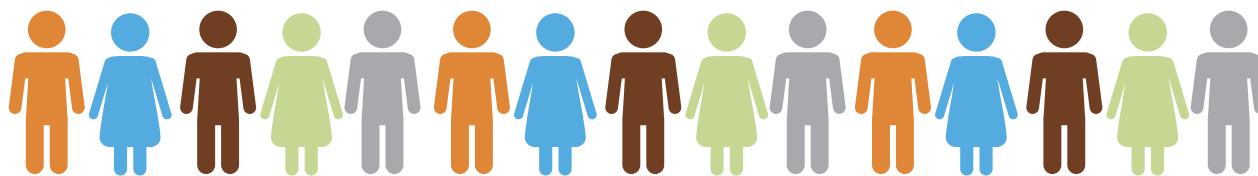
Disability - Neighborhood Involvement	Count
self-identified disability	3



Veterans - Neighborhood Involvement	Count
Other Protected Veteran	1
Recently Separated Veteran	0
Armed Forces Service Medal Veteran	0
Disabled Veteran	0
Total	1

Disability and veteran status layers were added to the Dashboard in 2014.

WHY FOCUS ON RACIAL EQUITY?



COMMUNITIES OF COLOR IN MULTNOMAH COUNTY

Communities of Color in Multnomah County: An Unsettling Profile
Coalition of Communities of Color & Portland State University



INCOME

50%
LESS INCOME



Communities of color earn half the incomes of Whites.



**LEADERSHIP
POSITIONS**

50%
FEWER
LEADERSHIP
OPPORTUNITIES



Communities of color access management and professional positions at half the levels of Whites.



EMPLOYMENT

36%
HIGHER
UNEMPLOYMENT
RATES



Communities of color have unemployment rates that are 35.7% higher than Whites.



Much of our work at the Office of Equity and Human Rights focuses on tackling institutional barriers based on race and disability, and addressing those societal patterns that interfere with equitable City service delivery to all communities in Portland.

The school of thought that says we should be “colorblind” and treat everybody equally, ignores the historic exclusion of those not considered white and the need to recognize and value our differences. In the context of race, being colorblind marginalizes negative

racial conflicts, cultural heritage, and unique perspectives of people of color. Colorblindness stands in the way of our necessity to address racial differences and difficulties.

Look at the picture above and think of the field in terms of the services the City provides. What are your observations of the Equality picture compared to the Equity picture? How can you use the principles illustrated in these pictures to better understand the need for equity in our City?

*Note: This image was adapted by OEHR from the original graphic:
<http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg>*



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