

EQUITY

2015 ANNUAL REPORT

“

In order to get beyond racism, we must first take account of race. There is no other way. And in order to treat some persons equally, we must treat them differently.

—Honorable Harry A. Blackmun

”



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

PREPARED FOR PORTLAND CITY COUNCIL

CHARLIE HALES, MAYOR, COMMISSIONER IN CHARGE

NICK FISH, COMMISSIONER

AMANDA FRITZ, COMMISSIONER

STEVE NOVICK, COMMISSIONER

DAN SALTZMAN, COMMISSIONER

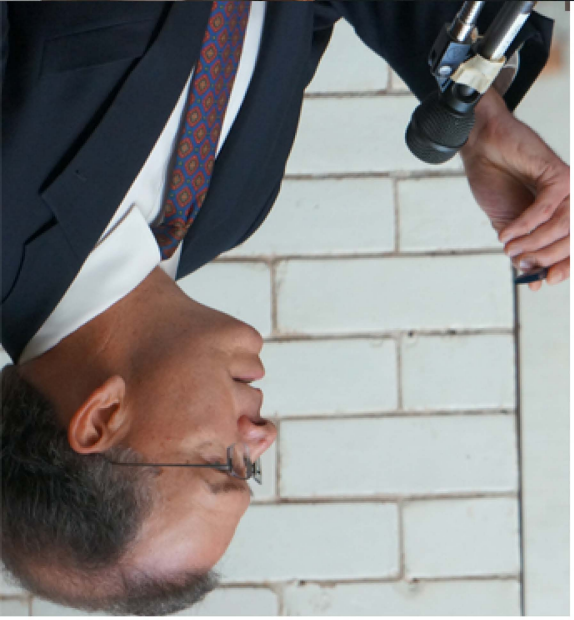
ACKNOWLEDGEMENTS



A BUSY YEAR



ADA 25TH ANNIVERSARY



A NATIONAL MODEL



CITY OF OAKLAND



THE PORTLAND PLAN

CLOSED GAPS

PARTNERSHIPS

**COMMUNITY
ENGAGEMENT**

RACIAL JUSTICE INITIATIVE

**INCREASED
DISABILITY FOCUS**

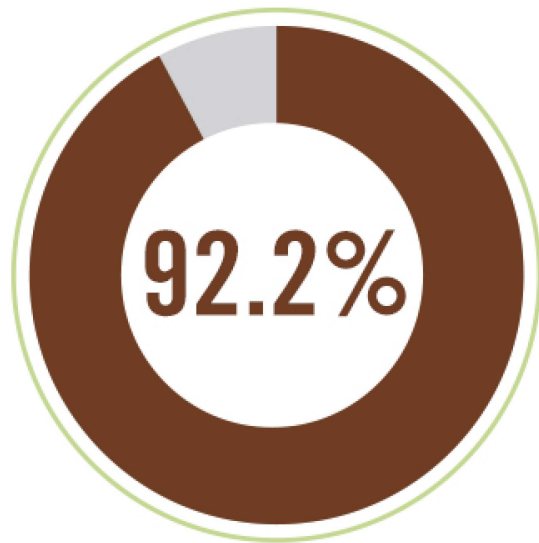
**INCREASED
INTERNAL
ACCOUNTABILITY**

PROSPEROUS. EDUCATED. HEALTHY.

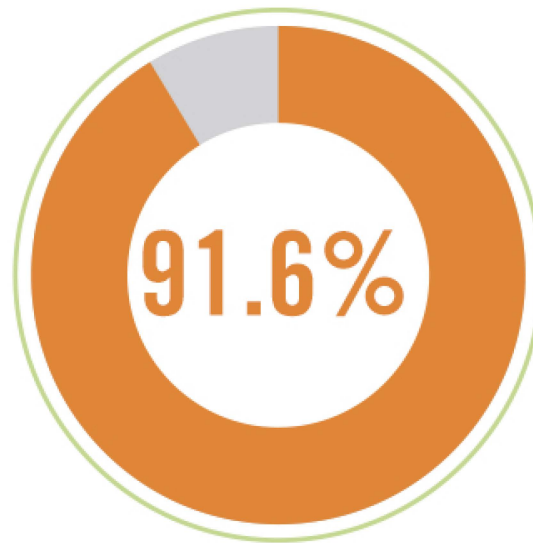
**THE
PORTLAND
PLAN**

TRAINING

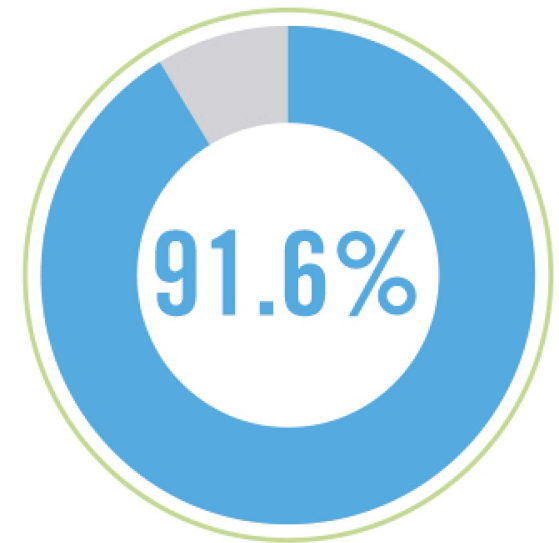
**OVERALL
SATISFACTION**



**SATISFACTION
W/FACILITATION**



**UNDERSTANDING
OF EQUITY AFTER
TRAINING**



TRAINING



TRAINING



INFLUENCE



CITY-WIDE RACIAL EQUITY GOALS

EQUITY GOAL #1

We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.

EQUITY GOAL #2

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.

EQUITY GOAL #3

We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.

BUREAU EQUITY PLAN



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers

ACTION

Partner with regional high schools and colleges to expand internships and other learning opportunities for student populations underrepresented at the bureau.

TIMELINE

3 years

LEAD

Director's office

METRICS

A high school internship is implemented for students from disadvantaged communities.

BUREAU EQUITY PLAN



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers

ACTION

Partner with regional high schools and colleges to expand internships and other learning opportunities for student populations underrepresented at the bureau.

TIMELINE

3 years

LEAD

Equity specialist

METRICS

A new short-term job shadow opportunity is created for high school students to interact with different areas of the bureau.

BUREAU EQUITY PLAN



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers

ACTION

Partner with regional high schools and colleges to expand internships and other learning opportunities for student populations underrepresented at the bureau.

TIMELINE

1 year

LEAD

Megan Hanson,
Andi Gresh,
Lynne Casey

METRICS

Track and annually increase by 5% the number of youth-focused career demonstrations and/or field trips that represent the bureau's work as potential career paths. Track and annually increase the number of student contacts made through career fairs and demonstrations.

BUREAU EQUITY PLAN



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers

ACTION

TIMELINE

LEAD

METRICS

Support the current Committee for Equity and Diversity budget to provide equity focus groups, tracking measures, trainings, and other opportunities.

1 year

Director's office

A \$10,000 budget is established for the Committee for Equity and Diversity.

BUREAU EQUITY PLAN



ENVIRONMENTAL SERVICES
CITY OF PORTLAND
working for clean rivers

ACTION

Add a section on the Employee Annual Performance Review form that addresses equity and diversity.

TIMELINE

1 year

LEAD

Equity specialist,
Shane Davis

METRICS

The next Employee Annual Performance Review form has a section that addresses equity and diversity.

BLACK MALE ACHIEVEMENT



MOVING FORWARD



INVITED SPEAKERS





CITY COUNCIL EQUITY LENS

- 1. Is my implicit bias impacting how I think about this issue?**
- 2. How will this issue impact communities of color?**
- 3. How will this issue impact people with disabilities?**
- 4. Is there an opportunity to reduce disparities?**



THANK YOU

