

Equity at the City of Portland

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Office of Equity and Human Rights

City of Portland

Equity at City of Portland: History

- Synchronicity: internal/external drivers
- Community reporting on disparities
 - Urban League's "State of Black Oregon"
 - Coalition of Communities of Color/PSU, "Communities of Color in Multnomah County: An Unsettling Profile"
- Portland Plan: City's Strategic Plan
 - Recognized changing demographics
 - Advocated for inclusion of equity

Equity at the City of Portland: History

- Mayor's announcement to create Office of Equity, February, 2011
- Creation Committee formed to assist in planning for new office
- Office of Equity and Human Rights created by City Ordinance in September, 2011

Equity at the City of Portland

- OEHR's Mission: To 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.

Equity at the City of Portland

- Office of Equity & Human Rights (OEHR), initial charge:
 - Promote equity and reduce disparities within City government
 - Provide guidance, education and technical assistance to all bureaus as they develop sustainable methods to build capacity in achieving equitable outcomes and service

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- OEHR's initial charge cont'd:
 - Work with community partners to promote equity and inclusion within Portland and throughout the region, to produce measureable improvements and disparity reductions
 - Support human rights and opportunities for everyone to achieve their full potential
 - Work to resolve issues rooted in bias and discrimination, through research, education and intervention

Equity at the City of Portland

- Initial Work
 - Researched different models
 - City of Seattle's RSJ Initiative
 - King County's Equity and Social Justice
 - Multnomah County's Diversity and Equity
 - Determined needed to develop model to fit City of Portland's unique form of government
 - Leadership commitment from elected officials and bureau directors was critical

Equity at the City of Portland

- Equity Training Framework
 - Created menu of training options
 - Foundational
 - Mandatory Managers and Supervisors
 - City-wide Equity Committee
 - Executive Team (Bureau Directors)
 - Customized
 - Tailored for individual bureaus
 - Also offered for Comp Plan PEGs

Equity at the City of Portland

- OEHR Consulting & Technical Assistance
 - Also offer equity consulting and technical assistance on bureau specific issues, projects and programs
 - Some examples include:
 - Parks Bureau
 - Environmental Services
 - Police
 - Transportation
 - Purchasing

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- Key Learnings:
 - We're not where we'd like to be!
 - We're not where we thought we'd be!
 - We move forward from where we're at!
 - It's about facilitating difficult conversations about race, disability and disparities.
 - We must build on progress and acknowledge and celebrate our successes!

Equity at the City of Portland

- Thank you!
- Questions???