

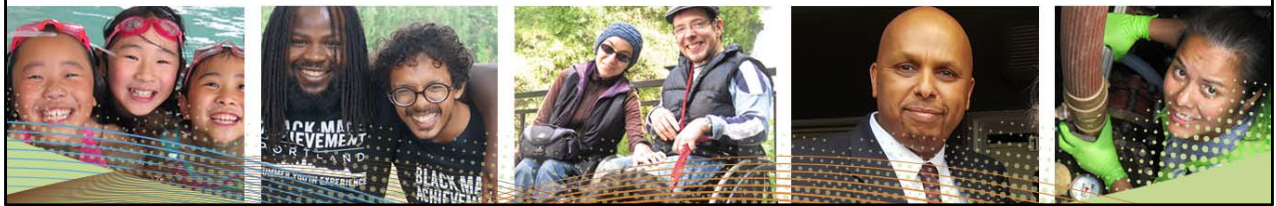


Institutionalizing Equity: Creating a City that Works for All Portlanders

Prepared for Portland City Council | September 6, 2018



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



The Office is Normalizing Equity

2012:

8 BUREAUS MENTION EQUITY

2015:

**ALL BUREAUS MENTION
EQUITY IN A MEANINGFUL WAY**



The Office of Equity and Human Rights is normalizing the equity conversation in the City. In 2012, only eight City bureaus mentioned equity in key documents and on their websites. In 2015, equity had a significant presence in all bureaus' key documentation, communications, and outreach.

Influencing Change: Education + Training

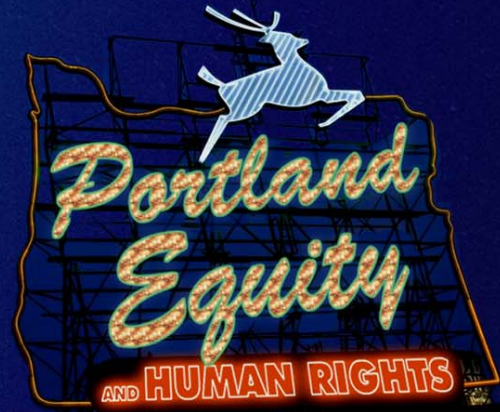
**EQUITY 101:
OVER 5,000
CITY EMPLOYEES
TRAINED SINCE 2013**



The Office of Equity and Human Rights training team has delivered Equity 101 Training to over 5,000 City employees, often accommodating challenging shift-work schedules.

Influencing Change: Citywide Equity Policy

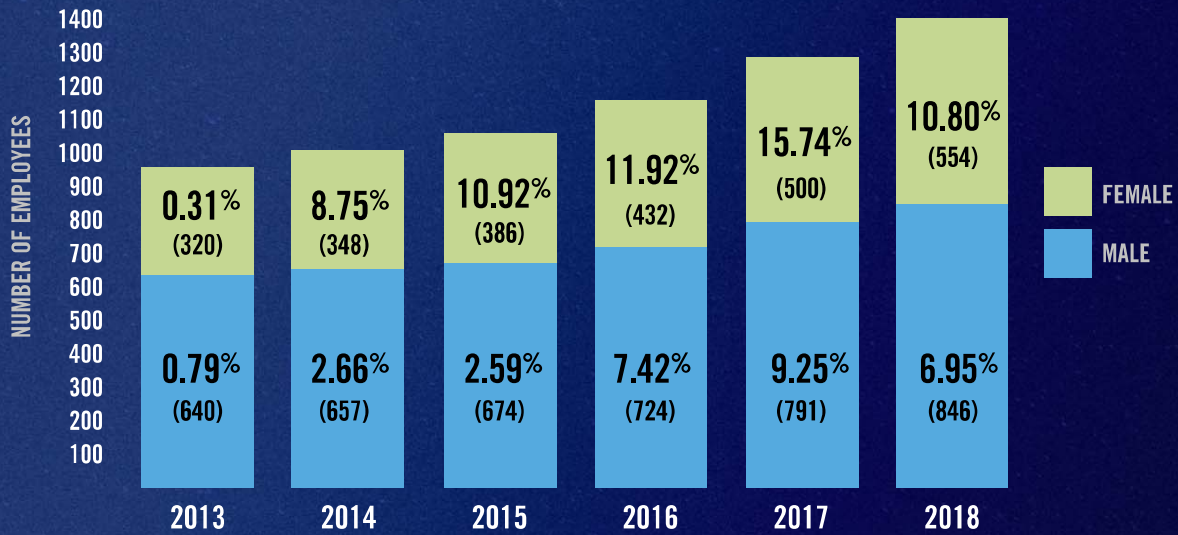
| CITYWIDE RACIAL EQUITY GOALS & STRATEGIES | | OFFICE OF EQUITY and HUMAN RIGHTS CITY OF PORTLAND |
|---|---|--|
| EQUITY GOAL #1 | OVERALL STRATEGIES | |
| EQUITY GOAL #2 | <ol style="list-style-type: none"> 1 Use a racial equity framework: Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism. 2 Build organizational capacity: Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government. 3 Implement a racial equity lens: Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs. 4 Be data driven: Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability. 5 Partner with other institutions and communities: Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results. 6 Operate with urgency and accountability: When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity. | |
| EQUITY GOAL #3 | | |
| EQUITY GOAL #1 | | |
| EQUITY GOAL #2 | | |
| EQUITY GOAL #3 | | |
| EQUITY GOAL #1 | | |



In 2015, The Office of Equity and Human Rights developed Citywide Racial Equity Goals and Strategies and City Council adopted them as binding City policy. The Goals and Strategies serve as a guide for each bureau’s Five-Year Racial Equity Plan.

Influencing Change: Workforce Demographics

Percentage of Increase From Previous Year by People of Color + Gender



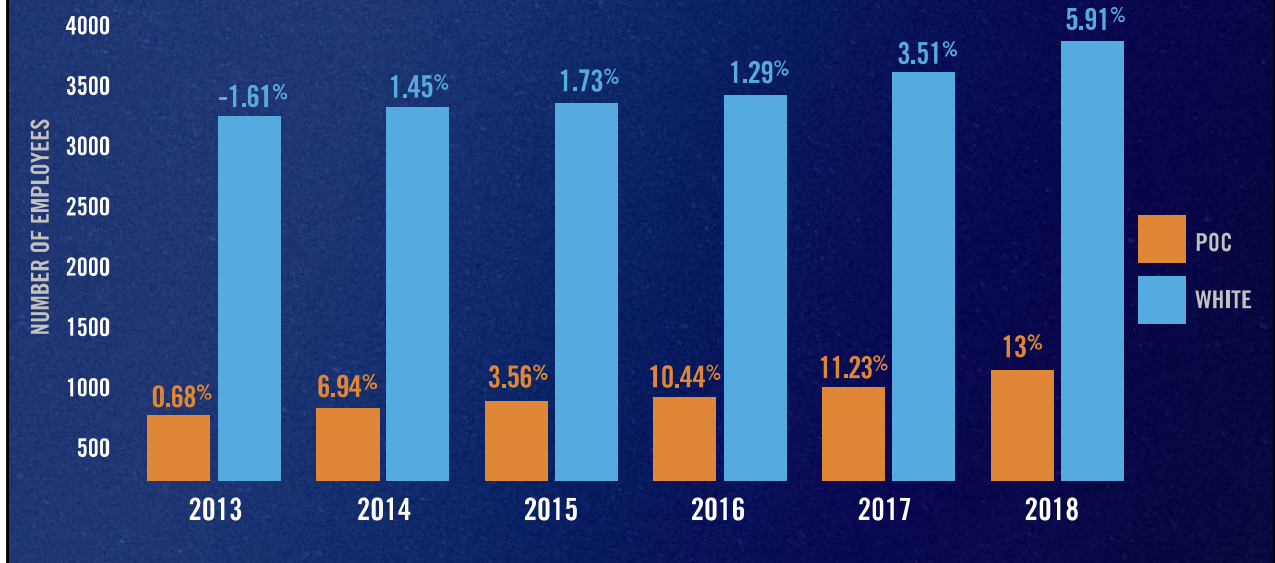
From 2013 to 2018, we see a noticeable positive trend in the percentage of People of Color working for the City. The graph shows the percentage of increase **over the previous year** for females and males of color. The numbers in parentheses are the actual numbers of females and males of color working for the City.

(Source: City of Portland SAP. Both graphs are available here:

https://public.tableau.com/profile/matthew.lim#!/vizhome/CouncilSessionOEHR_PoC/Earnings)

Influencing Change: Workforce Earnings

Percentage of Increase From Previous Year by Race (\$35K to \$100K pay range)



From 2013 to 2018, we see a noticeable positive trend in workforce earnings overall in the \$35,000 to \$100,000 annual pay range. For employees of color, the percentage of increase **over previous years** is significant and moving in a greater, more equitable trend.

The Office of Equity and Human Rights is gathering more detailed demographics data to get a deeper look at the City's workforce diversity efforts. For example, we are examining retention and promotion rates for employees of color.

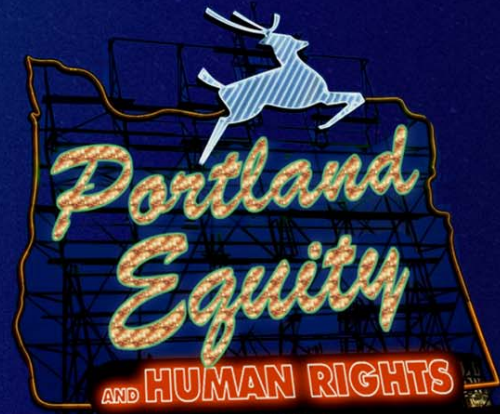
(Source: City of Portland SAP. Both graphs are available here:

https://public.tableau.com/profile/matthew.lim#!/vizhome/CouncilSessionOEHR_PoC/Earnings)

Collaboration

Bureau of Human Resources:

Equity Training is integrated in “Cultural Competency for Managers and Supervisors” and Equity 101 is available in the City Learner system



The Office of Equity and Human Rights provides educational and technical support to elected leaders, Bureau Directors, and City staff.

Collaboration

Portland Housing Bureau:

Equity Training for the Coalition to End Homelessness

City Budget Office:

Budget Equity Assessment Tool



The Office of Equity and Human Rights provides educational and technical support to elected leaders, Bureau Directors, and City staff.

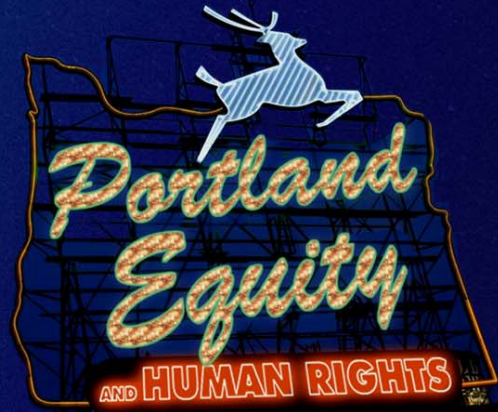
Collaboration

Bureau of Technology Services and Bureau of Human Resources: City Demographics Dashboard on the Office of Equity and Human Rights website



The Office of Equity and Human Rights provides educational and technical support to elected leaders, Bureau Directors, and City staff.

Partnerships with Other Agencies



The Office of Equity and Human Rights also partners with several other agencies and organizations, providing educational and technical support.

Partnerships with Other Agencies

State of Oregon:

Governor's Office, Oregon
Department of Energy, Office of
Diversity, Equity, and Inclusion



The Office of Equity and Human Rights also partners with several other agencies and organizations, providing educational and technical support.

Partnerships with Other Agencies

Other Agencies and Jurisdictions:

- Portland State University's Public Safety Division
- City of Tacoma, WA
- City of Oakland, CA
- City of New Orleans, LA
- City of Austin, TX
- City of Buffalo, NY



The Office of Equity and Human Rights also partners with several other agencies and organizations, providing educational and technical support.