



**City of Portland Oregon**  
**Bureau of Development Services**  
FROM CONCEPT TO CONSTRUCTION



## **Equity Commitment**

**The Bureau of Development Services is committed to eliminating racism and all discriminatory practices in our services and in our workplace because we understand the positive value of equitable systems.**

**Equity:** Conditions that allow everyone to flourish so that race, gender, ability and/or other held identities do not determine access or outcomes.

### **To honor this commitment we will:**

- Transform the bureau culture to advance equity in our workplace and services;
- Foster an environment of inclusion and respect for all individuals and groups;
- Demonstrate authentic partnership with our communities and stakeholders;
- Remain engaged by offering the necessary repair work when we make mistakes; and
- Operationalize equitable policies, practices, programs, and ensure methods of accountability.

### **As part of the BDS organization:**

- We understand what equity is and recognize that not all people have the same starting point;
- We acknowledge that targeted/marginalized identities are rooted in systems of oppression;
- We are committed to removing systemic barriers through equitable practices; and
- We expect honesty and candor, calling out racism and all intersecting oppressions, both overt and systemic.

**In our differences, we find strength.**