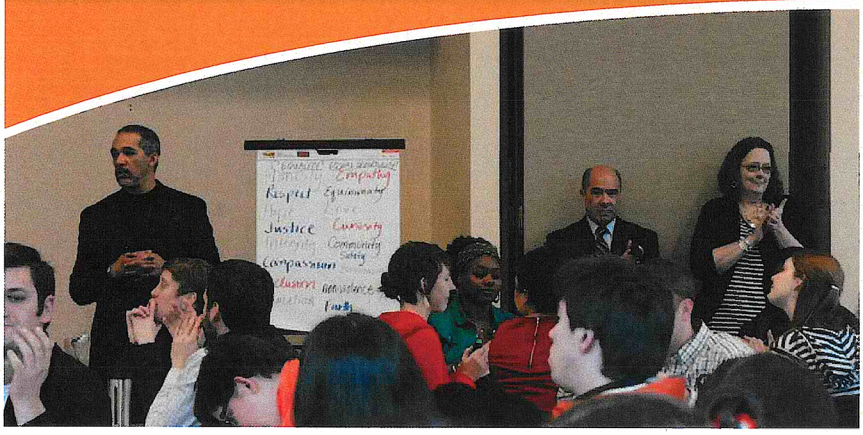
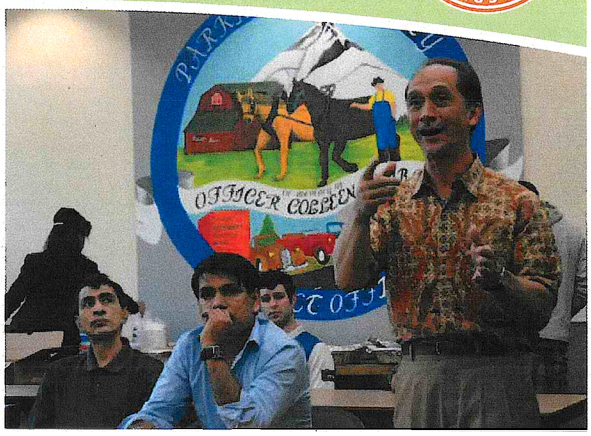
REQUESTED BUDGET
for FY 2014-15





OFFICE of EQUITY and HUMAN RIGHTS
CITY OF PORTLAND

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.

Date: January 30, 2014

To: Commissioner Nick Fish
Commissioner Amanda Fritz
Commissioner Steve Novick
Commissioner Dan Saltzman

From: Commissioner Charlie Hales
Director Dante J. James

Subject: FY 2014-15 Office of Equity and Human Rights Requested Budget

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We are pleased to submit the FY 2014-15 Requested Budget for the Office of Equity and Human Rights (OEHR) and we look forward to the new fiscal year with high expectations.

The OEHR continues to implement its strategic work plan, improve transparency and accountability in City processes, work on a city-wide equity initiative, and advance its core mission of working with all bureaus. Already in FY 2013-14, we have offered technical assistance and education and training to over half of the bureaus, and Bureau directors and managers increasingly request OEHR staff to provide continued technical assistance, education and training.

This stabilization budget request, and the three decision packages therein, are intentionally designed to further the core mission of improving equity within the City of Portland, and address the specific Council priorities of complete neighborhoods, homelessness and hunger, and achieving greater recognition and connection by all residents with the city's emergency management needs. The bureau has been consistently frugal and responsible with materials and services spending, which has afforded the bureau with the opportunity to fund two decision packages from current appropriations.

- **Enhance Equity Services To Bureaus**
  ($86,250 ongoing general fund requested)

  OEHR is requesting ongoing general fund to allow the creation of a new position within the office. In order to ensure that City services and opportunities are delivered and promoted equitably, additional resources are necessary as we attempt to "infuse" equity within 26 bureaus and over 5000

employees with an OEHR staff of nine. This request also responds to Council's direction for OEHR to focus on both race and disability as initial priorities.

- **Enhance Translation & Interpretation Services**
  ($0 requested; funded via realignment)

  OEHR is requesting a realignment of $10,000 to increase funding for translation and interpretation services to better allow the Portland Commission on Disability and the New Portlanders Council to meet obligations under the ADA and the Civil Rights Act.

- **Pilot Culturally-Specific Mentorship Program**
  ($0 requested; funded via realignment)

  An additional realignment request of $10,000 will be used to fund a pilot program of mentorship for employees of color. While the city's workforce is comprised of approximately 18% people of color, only about 4% are managers or supervisors. Through the Diverse and Empowered Employees of Portland (DEEP) this program will be designed to create a more competitive pipeline toward management for people of color.

We look forward to discussing the budget with you in the coming months. The Office of Equity and Human Rights staff is available to assist the Council and the City Budget Office in analyzing budget options to identify equity issues that may not be immediately apparent. We are grateful to the Council for its steadfast support to realize equity within our City government and the jobs, contracts and services it provides.

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.

Date: January 31, 2014

To: Mayor Charlie Hales Adams
Commissioner Nick Fish
Commissioner Amanda Fritz
Commissioner Steve Novick
Commissioner Dan Saltzman

Re: OEHR FY 2014-2015 Requested Budget

The Bureau Advisory Committee (BAC) for the Office of Equity and Human Rights (OEHR) welcomes the opportunity to comment on OEHR's FY 2014-2015 requested budget.

OEHR's Bureau Advisory Committee consists of a Human Rights Commissioner, a Commission on Disability Commissioner, two Multnomah County Youth Commissioners, 15 community members, and three City of Portland staff. For a full list of BAC member names and affiliations, refer to *Appendix A*.

We believe in OEHR's vision of a more equitable City of Portland and we support its mission of providing education and technical support to City staff and elected officials, to recognize and remove systemic barriers to fair distribution of resources, access and opportunity, starting with issues of race and disability.

We also acknowledge the value OEHR has added to the City's core services as presented in OEHR's 2012-2013 Annual Report, which was presented to Council on January 8, 2014. In just over a year in existence, the office has accomplished much to change City practices, including: assisting in the creation of the Purchasing Bureau's pre-qualification board, conducted training for over half the City bureaus, formed the Citywide Equity Committee, provided racial and collaborated with Human Resources on the Council Resolution for the City to become a Model Employer of People with Disabilities.

We met on November 19, 2013 and January 14, 2014 to review and discuss OEHR's FY 2014-2015 requested budget. OEHR and staff from the City Budget Office presented an overview of the budget process, the budget, and its program areas. After a broad discussion, consensus was reached to fully support OEHR's budget proposal. The BAC urges City Council to fund the proposed realignment and add packages so that OEHR can continue to further the City's equity goals and objectives.

Thank you for your ongoing support of the Office of Equity and Human Rights.

Sincerely,

OEHR Bureau Advisory Committee

APPENDIX A

Bureau Advisory Committee Membership

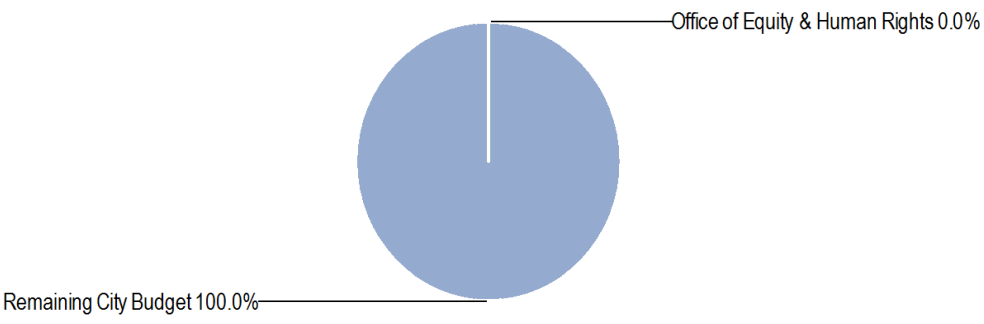
	Member	Organization
1-5are set aside seats		
1.	Allan Lazo	Human Rights Commission (HRC)
2.	Michael Szporluk	Portland Commission on Disability (PCoD)
3.	Jeri Williams	City of Portland
4.	Karyn Hanson	City of Portland
5.	Janis McDonald	Diverse and Empowered Employees of Portland (DEEP)
6.	Vacant	New Portlanders Advisory Council
7-21 are at large seats		
7.	Dana Ingram	
8.	Diana Nunez	
9.	Faisal Mutua	
10.	Gregory Sotir	
11.	Jane Yang	
12.	Jerome Funchess	
13.	Julia Meier	
14.	Kate Lore	
15.	Maria Rubio	
16.	Midge Purcell	
17.	Rachel Gilmer	
18.	Steve Brown	
19.	Thuy Tran	
20.	Erika Molina	
21.	Kassamira Carter-Howard	

Office of Equity & Human Rights

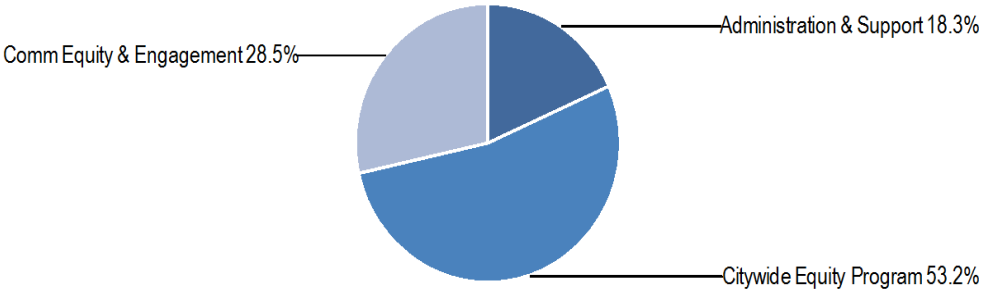
Community Development Service Area

Mayor Charlie Hales, Commissioner-in-Charge
Dante James, Director

Percent of City Budget

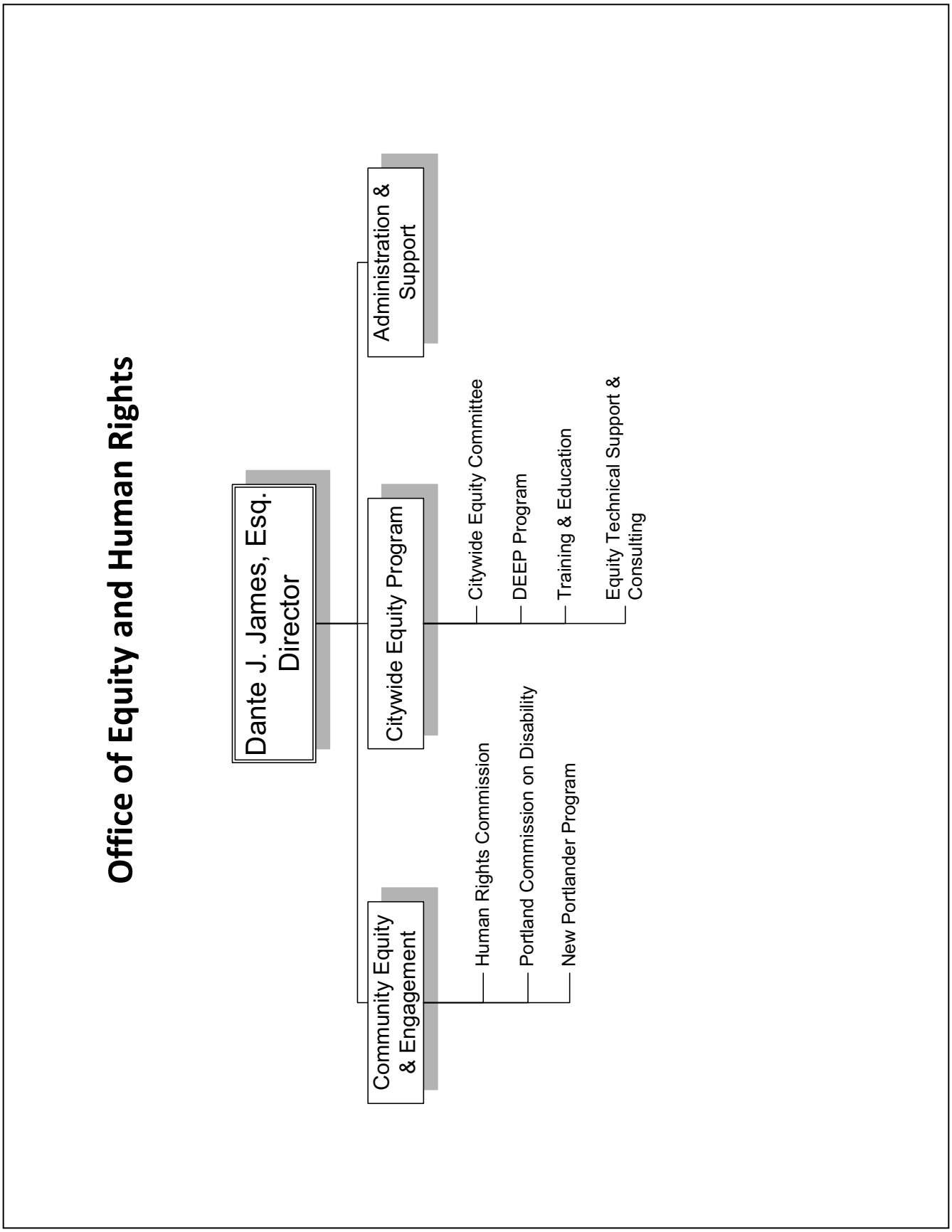


Bureau Programs



Bureau Overview

Expenditures	Revised FY 2013-14	Requested FY 2014-15	Change from Prior Year	Percent Change
Operating	1,417,055	1,385,070	(31,985)	(2.26)
Capital	0	0	0	0.00
Total Requirements	**1,417,055**	**1,385,070**	**(31,985)**	**(2.26)**
Authorized Positions	9.00	10.00	1.00	11.11


Office of Equity and Human Rights
Dante J. James, Esq.
Director
Administration & Support
Citywide Equity Program
Citywide Equity Committee
DEEP Program
Training & Education
Equity Technical Support & Consulting
Community Equity & Engagement
Human Rights Commission
Portland Commission on Disability
New Portlander Program

Bureau Summary

Bureau Mission

The mission of the Office of Equity and Human Rights (OEHR) is 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 City resources, access and opportunity, starting with issues of race and disability.

Bureau Overview

The Office of Equity and Human Rights was created in September 2011 by City Council and is one of the City's newest bureaus. OEHR provides services to all City bureaus in the areas of training and technical assistance related to promoting equity and reducing disparity throughout the City.

Organizationally, OEHR has three program areas -- the Citywide Equity Program, the Community Equity & Engagement Program and Administration & Operations. The office is also responsible for administration and staffing of the Human Rights Commission (HRC) the Portland Commission on Disability (PCoD) and the Diverse and Empowered Employees of Portland (DEEP).

The work of providing OEHR services is carried out by nine employees and is guided by its Strategic Work Plan, which was developed with broad and inclusive input from community members and employees. The plan communicates the organization's mission and vision, as well as the goals and strategies to be achieved.

Strategic Direction

OEHR's Strategic Plan was designed as a guiding document for the bureau. It follows the framework of the Portland Plan and identifies long-term and short-term goals. The bureau gathered input through a strategic planning process and involvement of the original community committee that helped in the creation and structure of the office.

The plan describes the bureau's focuses both internally and externally and provides a framework of program-specific goals. These overall long-term goals are as follows:

1. Create a Citywide Equity Initiative
2. Collect and review City data that reflects on and informs equity work
3. Create an equity strategy for City bureaus and staff
4. Create a Citywide community advisory system to assist OEHR in achieving its mission
5. Create equity partnerships and collaborations
6. Establish an OEHR branding and messaging strategy

Summary of Budget Decisions

OEHR is submitting three decision packages for Council consideration in the FY 2014/15 Requested Budget.

Add Package **Enhance Equity Services to City Bureaus**

OEHR maintains that equity is a core service because the City must provide its services and opportunities with a commitment to closing disparities that exist in communities' access to and benefits derived from those services and opportunities. As described in the 1/8/2014 Council presentation, OEHR has shown its ability to catalyze rapid development and change in bureaus as evidenced by the bureau's work with Parks in efforts to determine race and ethnicity of their clients and recruit summer youth of color from immigrant neighborhood enclaves for its Mobile Playground initiative; with Planning & Sustainability on update of the Comprehensive Plan; and with Procurement on the creation of the pre-qualification board to provide greater equity in contracting opportunities.

OEHR has four program staff expected to provide assistance and training to all 26 bureaus and 5000 employees of the City. This staffing level is insufficient to provide the depth and breadth of service city bureaus require. Thus, OEHR is requesting ongoing general fund resources for an assistant program specialist to raise the level of service OEHR provides to City bureaus.

This package aligns with all three Council priorities, as the City cannot effectively combat homelessness and hunger, prepare for emergencies or create complete neighborhoods without the capacity to understand, and equitably serve and engage all the residents of the City.

This budget request will result in the following outcomes in FY 2014/15:

- Increase effectiveness of emergency preparedness outreach to refugee and immigrant communities, and communities of color
- Provide increased depth of equity technical assistance to bureaus
- Assist two additional bureaus with equity technical assistance
- Provide five additional bureau-specific equity trainings
- Train 200 additional city employees in equity concepts and implementation methodologies

Funding Requested: $86,250 General Fund Ongoing

Realignment Packages

Pilot Culturally-Specific Mentorship Program

While the City's workforce is 18% people of color, only 4% of managers are persons of color. OEHR proposes to realign $10,000 of existing OEHR general fund resources to fund a pilot mentorship program. This program will provide leadership training, mentorship and coaching to employees of color to assist them in being more competitive for management and supervisory opportunities in the City. This pilot program will be facilitated through the Diverse and Empowered Employees of Portland (DEEP) and initially supported by the City's African American Network (CAAN). Following the pilot, this program will broaden to include other affinity groups (e.g., Latino, Women, etc). This funding will cover the costs of materials, a consultant to assist in launching the program and other ongoing program expenses.

This budget request will result in the following outcomes:

- A replicable model of a mentorship program that can be leveraged by the other affinity groups in the City
- A better and more demographically representative candidate pool for management and supervisory opportunities in the City

Funding Requested: $0 (funded via realignment of existing resources)

Enhance Translation & Interpretation Services

OEHR proposes to realign $10,000 of existing general fund resources in order to provide additional funding for translation and interpretation services. This will allow the Portland Commission on Disabilities, the Human Rights Commission and the New Portlanders Council to meet obligations under Title 2 (of the Americans with Disabilities Act of 1990) and Title 6 (of the Civil Rights Act of 1964). $7,000 will support translation and interpretation services. $3,000 will fund the purchase of a wireless headphone system to facilitate translation and allow involvement and interaction across languages. OEHR will make this system available to City bureaus.

This decision package will provide greater public involvement opportunities for those for whom English is a second language or who have a hearing impairment.

Funding Requested: $0 (funded via realignment of existing resources)

Administration & Support

Description

This program provides strategic support and direction for the OEHR staff; executive level assistance to the Director; support to the Senior Policy Team members and program area staff; and administration of general bureau business operations.

Goals

The Administration Program supports the citywide goal of effective and efficient management and governance of City resources, including talent management, budget and non-financial resources.

Performance

The performance of this program will be measured by how well the office manages within its budget. Last year, the office accomplished this goal.

Changes to Services and Activities

Since OEHR is now fully staffed, the bureau does not anticipate any changes to services or activities in this program area.

FTE & Financials	Actual FY 2011-12	Actual FY 2012-13	Revised FY 2013-14	Requested No DP FY 2014-15	Requested FY 2014-15
FTE	1.00	1.70	1.15	0.95	0.95
Expenditures					
Administration	414,442	1,149,441	283,787	256,670	253,670
Total Expenditures	**414,442**	**1,149,441**	**283,787**	**256,670**	**253,670**

Citywide Equity Program

Description

The Citywide Equity Program describes OEHR's internally focused efforts to assist City bureaus and staff to better understand equity and disparities in order to create their bureau strategic equity plans. It encompasses the following service areas:

Equity Education and Training - This program builds skills and capacities by designing and delivering training sessions that allow City staff to understand equity concepts and implementation methodologies. Participants develop skills to recognize institutional and systemic barriers to just distribution of resources and opportunities and best practice skills in different specific functions within the City. The training sessions currently focus on racial and disability equity. Participants develop strategies to remove barriers in policies, programs, and practices, focusing on improved outcomes for all. The training sessions are structured, interactive, and include practical exercises, presentations, skills practice, large and small group discussions, and currently vary in length from two hours to four hours.

Citywide Equity Committee - The Citywide Equity Committee (CEC) was created by City Council resolution in September 2012. It has a significant role as members engage bureau directors, staff and bureau equity committees to move bureaus toward the goal of producing an annual equity plan, 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 to submit a Bureau Strategic Equity Plan Roadmap that describes and defines goals and objectives in improving equity outcomes within individual bureaus. The CEC maintains a liaison function with the bureaus and will monitor, assist, assess and report on bureau progress in meeting goals.

Equity Technical Support and Consulting - This team provides consulting, technical assistance and equity tools to bureaus in the areas of policy development and review, data collection and assessment, and program assistance to bureaus in support of equity initiatives. Examples include the Budget Equity tool (which all bureaus will now use as part of their budget submission) and the City of Portland Workforce Demographic Dashboard (which provides real time demographic data on the City's workforce, broken down by race, gender and age.)

Diverse Empowered Employees of Portland (DEEP) - Diverse and Empowered Employees of Portland (DEEP) is a networking resource and support mechanism developed by City employees for City employees. The mission of DEEP is to assist the City of Portland in creating and enhancing a work environment that is inclusive and supportive of the City's diverse workforce. DEEP is committed to working to support the City of Portland's interest in attracting, developing, and sustaining a diverse workforce committed to quality public service. DEEP works independently under the umbrella of the OEHR.

Goals

After establishing baseline goals for OEHR's programs last year, OEHR will review those goals this year to determine if they are still appropriate and meaningful. We will engage our Bureau Advisory Committee (BAC), as well as seek feedback from bureaus and community regarding these goals. Current goals are as follows:

Equity Education and Training Program:

- Develop and deliver training curriculum on institutionalized racism and required accommodations for individuals with disabilities.

Citywide Equity Committee:

- Develop committee governance structure, strategic goal
- Build capacity of CEC members through equity focused training
- Develop criteria for review/approval of bureau Strategic Equity Plans

Equity Technical Support and Consulting

- Develop customer service survey instrument to measure effectiveness of OEHR services

DEEP

- Track number of DEEP sponsored/coordinated events and number of participants

Performance

FY 2013-14 was the first year that OEHR organized its services into a program structure. Consequently, we used that year as a baseline for establishing our performance measures. They are as follows:

Equity Education and Training Program

- Provided over 30 equity training sessions to employees from more than ten different bureaus and two elected officials offices.
- Equity training is now required for all City Managers and Supervisors
- Monthly Citywide Equity training is now offered and accessible to all employees who wish to sign up through BHRs online registration system

Citywide Equity Committee (CEC)

- Built capacity of CEC members to address and promote racial equity within their bureaus
- Raised awareness about and built awareness for equity work within the City
- Created an equity strategic plan assessment tool, called the Racial Equity Roadmap, that will be implemented in a pilot program in 2014.

Equity Technical Support and Consulting

- Provided equity technical support and consulting services to the following bureaus:
  - Revenue Bureau - Taxi Licensing and Arts tax

- Procurement Services - M/WBE Program and Pre-qualification process
- Parks & Recreation - Assisted with efforts to collect demographic data of users, assisted with recruitment of summer youth of color for Mobile Playgrounds
- Auditors Office - Consulted on diversity recruitment process
- Police Bureau - Consulted on and offered feedback for Police Officer training
- Planning & Sustainability - Partnered extensively on the Comprehensive Plan update

- Citywide created the Budget Equity Impact Assessment Tool, upon request from the Mayor, for all bureaus to use during FY 2013-14 budget process
- Created City of Portland Workforce Demographic Dashboard

Changes to Services and Activities

The major changes to the services under this program during FY 2013-14 relate to implementing the program structure defined during the budget process. This has allowed the office to better manage these service areas, as well as offer improved financial controls and accountability. From a budgetary standpoint, the FY 2014/15 base budget provides a level of services as described in the performance measures. Funding the add package proposed in the bureau's Requested Budget will significantly increase OEHR's ability to accomplish its mission.

FTE & Financials	Actual FY 2011-12	Actual FY 2012-13	Revised FY 2013-14	Requested No DP FY 2014-15	Requested FY 2014-15
FTE	0.00	4.75	5.30	5.20	5.70
Expenditures					
Citywide Equity Council	0	0	141,162	129,893	127,893
DEEP Program	0	0	7,500	23,911	32,411
Governing for Racial Eq	0	0	110,000	0	0
Tech Support & Consulting	0	0	325,007	313,679	356,721
Training & Education	0	0	233,337	223,033	219,733
Total Expenditures	**0**	**0**	**817,006**	**690,516**	**736,758**

Performance	Actual FY 2011-12	Actual FY 2012-13	Yr End Est. FY 2013-14	Base FY 2014-15	Target FY 2014-15
Effectiveness					
Number of bureau equity plans reviewed annually			4	6	6
Number of equity-focused trainings Citywide Equity Committee members attended			2	2	2
Number of Citywide equity trainings offered by the Office of Equity and Human Rights or the Bureau of Human Resources			15	24	24
Number of City employees who received equity trainings annually			897	1,000	1,200
Number of bureaus provided with tech support and consulting services			6	6	8
Workload					
Number of bureau-specific equity-focused trainings provided			16	15	20

Community Equity and Engagement

Description

The Community Equity and Engagement Program describes OEHR's externally focused activities which serve to connect City bureaus to diverse communities in order to educate and foster greater understanding and collaboration. This is critical in helping bureaus to see how their decisions can potentially impact disparities in communities of color and individuals with disabilities. These activities are focused in providing administration and staffing to the following organizations:

- **Human Rights Commission** - The Human Rights Commission works to eliminate discrimination and bigotry, to strengthen inter-group relationships and to foster greater understanding, inclusion and justice for those who live, work, study, worship, travel and play in the City of Portland. In doing so, the Commission is guided by the principles embodied in the United Nations Universal Declaration of Human Rights. The Commission works independently under the umbrella of the OEHR.
- **Portland Commission on Disabilities** - The primary focus of the OEHR Disability Program involves the work of the Portland Commission on Disability whose mission is to guide the City in ensuring that it is a more universally accessible city for all. The Commissions four committees work on accessibility in the building environment, employment, livability/health, and outreach issues and goals. Springing from the Commissions work is broader program engagement with bureaus and their ADA coordinators to promote inclusion and accessibility for people with disabilities. The engagement will be with technical support and information to assess and improve their processes, policies and services. To provide technical advice, outreach involves developing effective working relationships with individuals, organizations and others who are involved in issues and with concerns for people with disabilities.
- **New Portlander Program** - The goal of the New Portlander Program is to successfully help integrate newcomers into the social, economic and political life of our city. The program provides presentations on the value to our city of human migrations; creates partnerships between City bureaus and diverse community organizations that seek to produce more equitable City services; and projects in which City bureaus help build organizational capacity in community organizations. The program also staffs the work of the New Portlanders Policy Council (former Mayors Immigrant & Refugee Task Force) which provides community guidance and support for the strategic direction of the New Portlanders Program.

The Community Equity and Engagement Program priorities are in close alignment with Portland Plan Action Item #6:

Implement recommendations of the City of Portland Public Involvement Advisory Committee (PIAC) to include people not generally represented in decision-making, advisory committees and technical teams. Recognize non-geographic based communities in Portland's public involvement standards. Include these principles in the city Charter and the City's comprehensive Plan.

Goals

Program goals for FY 2014/15 include:

Human Rights Commission (HRC)

- Hold at least four general HRC meetings annually
- Implement new strategic plan

Portland Commission on Disabilities

- Work with OMF and ONI to ensure ADA Transition Plan implemented
- Collaborate with BHR and OEHR to ensure disability awareness part of equity training

New Portlander Program

- Seek Council approval to transition from advisory council to commission
- Implement new strategic plan

Performance

The following describes program performance during FY 2013/14:

Human Rights Commission (HRC)

- Held at least four general HRC meetings during the year
- Created and developed new strategic plan, which is in in early implementation stage

Portland Commission on Disabilities

- Work with OMF and ONI to ensure ADA Transition Plan implemented. (PCOD has been working with new OMF Title II/VI Program Coordinator to ensure ADA Transition Plan moving forward.)
- Collaborate with BHR and OEHR to ensure disability awareness part of equity training. (PCOD has met with and is currently in planning stages of implementing Model Employer Initiative, approved by City Council.)

New Portlander Program

- Seek Council approval to transition from advisory council to commission
- Strategic planning session was held and follow-up work continues as it is implemented

Changes to Services and Activities

The major change to this program is that our current budget does not allow for additional services to engage or provide services to individuals from certain disability arenas, such as hearing impaired and sight impaired. Additional resources would allow us to more effectively engage and connect these individuals to City services and resources, thus helping to reduce potential disparities in these areas.

Office of Equity & Human Rights

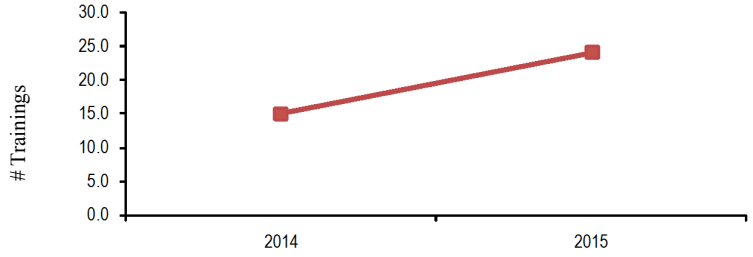
Community Development Service Area

FTE & Financials	Actual FY 2011-12	Actual FY 2012-13	Revised FY 2013-14	Requested No DP FY 2014-15	Requested FY 2014-15
FTE	0.00	2.55	2.55	2.85	3.35
Expenditures					
Disability Commission	0	0	85,893	117,090	129,102
Human Rights Commission	0	0	101,009	107,565	125,177
New Portlander Program	0	0	129,360	126,979	140,363
Total Expenditures	**0**	**0**	**316,262**	**351,634**	**394,642**

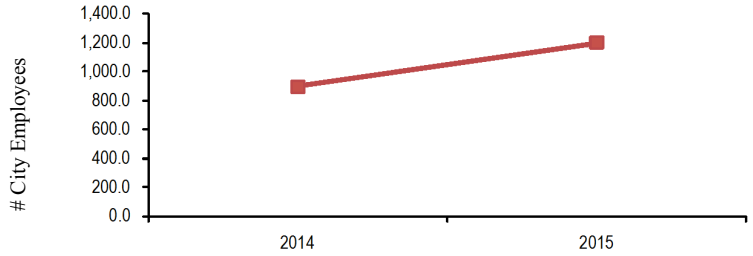
Performance	Actual FY 2011-12	Actual FY 2012-13	Yr End Est. FY 2013-14	Base FY 2014-15	Target FY 2014-15
Effectiveness					
Number of activities sponsored or held by the Human Rights Commission, including subcommittees			6	6	6
Number of activities held or sponsored by the Portland Commission on Disability including subcommittees			5	5	5
Number of activities held and sponsored by New Portlanders Program Advisory Council			5	4	4
Number of participants and attendees to New Portlanders Program Advisory Council sponsored activities			125	200	200
Workload					
Number of Human Rights Commission meetings held, including subcommittee meetings			84	80	80
Number of Portland Commission on Disability meetings held, including subcommittee meetings			37	35	35
Number of New Portlanders Program Advisory Council meetings held			12	12	12

Performance Measures

Equity Trainings Offered by OEHR or BHR



Employees Receiving Equity Trainings



Office of Equity & Human Rights

Summary of Bureau Budget

Community Development Service Area

	Actual FY 2011-12	Actual FY 2012-13	Revised FY 2013-14	Requested No DP FY 2014-15	Requested FY 2014-15
Resources					
External Revenues					
Charges for Services	0	0	90,000	0	0
Intergovernmental	0	0	20,000	0	0
Miscellaneous	0	1,949	525	0	0
Total External Revenues	**0**	**1,949**	**110,525**	**0**	**0**
Internal Revenues					
General Fund Discretionary	414,442	1,147,492	802,268	817,445	903,695
General Fund Overhead	0	0	504,262	481,375	481,375
Total Internal Revenues	**414,442**	**1,147,492**	**1,306,530**	**1,298,820**	**1,385,070**
Beginning Fund Balance	0	0	0	0	0
Total Resources	**$414,442**	**$1,149,441**	**$1,417,055**	**$1,298,820**	**$1,385,070**
Requirements					
Bureau Expenditures					
Personnel Services	315,174	921,868	1,069,594	1,065,435	1,146,687
External Materials and Services	59,877	104,151	227,505	97,986	102,984
Internal Materials and Services	39,391	123,422	119,956	135,399	135,399
Total Bureau Expenditures	**414,442**	**1,149,441**	**1,417,055**	**1,298,820**	**1,385,070**
Fund Expenditures					
Total Fund Expenditures	**0**	**0**	**0**	**0**	**0**
Ending Fund Balance	0	0	0	0	0
Total Requirements	**$414,442**	**$1,149,441**	**$1,417,055**	**$1,298,820**	**$1,385,070**
Programs					
Administration & Support	414,442	1,149,441	283,787	256,670	253,670
Citywide Equity Program	0	0	817,006	690,516	736,758
Comm Equity & Engagement	0	0	316,262	351,634	394,642
Total Programs	**414,442**	**$1,149,441**	**$1,417,055**	**$1,298,820**	**$1,385,070**

Class	Title	Salary Range Minimum	Salary Range Maximum	Revised FY 2013-14 No.	Revised FY 2013-14 Amount	Requested No DP FY 2014-15 No.	Requested No DP FY 2014-15 Amount	Requested FY 2014-15 No.	Requested FY 2014-15 Amount
30000434	Administrative Assistant	46,571	71,739	1.00	75,336	1.00	75,336	1.00	75,336
30001758	Equity and Human Rights Director	106,038	151,798	1.00	141,348	1.00	147,148	1.00	147,148
30000453	Management Analyst, Principal	77,584	103,355	1.00	103,356	1.00	103,356	1.00	103,356
30000452	Management Analyst, Sr	65,478	87,422	1.00	80,855	1.00	84,167	1.00	84,167
30000464	Program Coordinator	62,338	83,138	4.00	285,636	5.00	358,115	5.00	358,115
30000463	Program Specialist	56,534	75,338	1.00	56,725	0.00	0	0.00	0
30000462	Program Specialist, Assistant	46,571	71,739	0.00	0	0.00	0	1.00	54,996
TOTAL FULL-TIME POSITIONS				9.00	743,256	9.00	768,122	10.00	823,118
TOTAL PART-TIME POSITIONS				0.00	0	0.00	0	0.00	0
TOTAL LIMITED TERM POSITIONS				0.00	0	0.00	0	0.00	0
GRAND TOTAL				9.00	743,256	9.00	768,122	10.00	823,118

CITY OF PORTLAND OREGON
1851

Decision Package Summary

Bureau: Office of Equity & Human Rights **Priority:** 01 **Type:** Key Priorities

Decision Package: OE_01 - Enhance Equity Services To City Bureaus **Program:** Citywide Equity Program

	FY 2014-15 Requested 1 Time DP	FY 2014-15 Requested Ongoing DP	FY 2014-15 Requested Budget	FY 2015-16 Estimated Budget	FY 2016-17 Estimated Budget	FY 2017-18 Estimated Budget	FY 2018-19 Estimated Budget	
EXPENDITURES								
Personnel Services	0	81,252	81,252	0	0	0	0	0
External Materials and Services	0	4,998	4,998	0	0	0	0	0
TOTAL EXPENDITURES	**0**	**86,250**	**86,250**	**0**	**0**	**0**	**0**	**0**
REVENUES								
General Fund Discretionary	0	86,250	86,250	0	0	0	0	0
TOTAL REVENUES	**0**	**86,250**	**86,250**	**0**	**0**	**0**	**0**	**0**
FTE								
Full-Time Positions	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00
TOTAL FTE	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00

Description:

OEHR maintains that equity is a core service because the City must provide its services and opportunities with a commitment to closing disparities that exist in communities' access to and benefits derived from those services and opportunities. As described in the 1/8/2014 Council presentation, OEHR has shown its ability to catalyze rapid development and change in bureaus as evidenced by the bureau's work with Parks in efforts to determine race and ethnicity of their clients and recruit summer youth of color from immigrant neighborhood enclaves for its Mobile Playground initiative; with Planning & Sustainability on update of the Comprehensive Plan; and with Procurement on the creation of the pre-qualification board to provide greater equity in contracting opportunities.

OEHR has four program staff expected to provide assistance and training to all 26 bureaus and 5000 employees of the City. This staffing level is insufficient to provide the depth and breadth of service city bureaus require. Thus, OEHR is requesting funding for an assistant program specialist to raise the level of service OEHR provides to City bureaus.

This package aligns with all three Council priorities, as the City cannot effectively combat homelessness and hunger, prepare for emergencies or create complete neighborhoods without the capacity to understand, and equitably serve and engage all the residents of the City.

Expected Results:

This budget request will result in the following outcomes in FY 2014-15:

- Increase effectiveness of emergency preparedness outreach to refugee and immigrant communities, and communities of color
- Provide increased depth of equity technical assistance to bureaus
- Assist two additional bureaus with equity technical assistance
- Provide five additional bureau-specific equity trainings
- Train 200 additional city employees in equity concepts and implementation methodologies

Decision Package Summary

Bureau: Office of Equity & Human Rights **Priority:** 02 **Type:** Realignments

Decision Package: OE_02 - Pilot Culturally-Specific Mentorship Program **Program:** Citywide Equity Program

	FY 2014-15 Requested 1 Time DP	FY 2014-15 Requested Ongoing DP	FY 2014-15 Requested Budget	FY 2015-16 Estimated Budget	FY 2016-17 Estimated Budget	FY 2017-18 Estimated Budget	FY 2018-19 Estimated Budget	
EXPENDITURES								
External Materials and Services	0	0	0	0	0	0	0	0
TOTAL EXPENDITURES	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Description:

While the City's workforce is 18% people of color, only 4% of managers are persons of color. OEHR proposes to realign $10,000 of existing OEHR general fund resources to fund a pilot mentorship program. This program will provide leadership training, mentorship and coaching to employees of color to assist them in being more competitive for management and supervisory opportunities in the City. This pilot program will be facilitated through the Diverse and Empowered Employees of Portland (DEEP) and initially supported by the City's African American Network (CAAN). Following the pilot, this program will broaden to include other affinity groups (e.g., Latino, Women, etc). This funding will cover the costs of materials, a consultant to assist in launching the program and other ongoing program expenses.

Expected Results:

This budget request will result in the following outcomes:

- A replicable model of a mentorship program that can be leveraged by the other affinity groups in the City
- A better and more demographically representative candidate pool for management and supervisory opportunities in the City

Decision Package Summary

Bureau: Office of Equity & Human Rights **Priority:** 02 **Type:** Realignments

Decision Package: OE_03 - Enhance Translation & Interpretation Services **Program:** Community Equity & Engagement

	FY 2014-15 Requested 1 Time DP	FY 2014-15 Requested Ongoing DP	FY 2014-15 Requested Budget	FY 2015-16 Estimated Budget	FY 2016-17 Estimated Budget	FY 2017-18 Estimated Budget	FY 2018-19 Estimated Budget	
EXPENDITURES								
External Materials and Services	0	0	0	0	0	0	0	0
TOTAL EXPENDITURES	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

Description:

OEHR proposes to realign $10,000 of existing general fund resources in order to provide additional funding for translation and interpretation services. This will allow the Portland Commission on Disabilities, the Human Rights Commission and the New Portlanders Council to meet obligations under Title 2 (of the Americans with Disabilities Act of 1990) and Title 6 (of the Civil Rights Act of 1964). $7,000 will support translation and interpretation services. $3,000 will fund the purchase of a wireless headphone system to facilitate translation and allow involvement and interaction across languages. OEHR will make this system available to City bureaus.

Expected Results:

This decision package will provide greater public involvement opportunities for those for whom English is a second language or who have a hearing impairment.

Budget Equity Assessment Tool

This Budget Equity Assessment Tool is a general set of questions to guide you and your Budget Advisory Committee in assessing how current budget requests or decisions benefit and/or burden communities, specifically communities of color and people with disabilities. This is a critical part of the City or Portland's commitment to ending inequity based on race and disability.

The use of the Budget Equity Assessment Tool in developing your budget will guide you through answering these questions. It is recommended that all managers and others who work on the budget for the bureau use this tool.

HOW TO USE THIS DOCUMENT

The document is divided into four specific sections: 1. Advancing Equity Overall; 2. Personnel; 3. Programs/Services; 4. Equitable Public Participation. Each section has a series of questions. The Office of Equity and Human Rights is available for discussion/training/consultation regarding the use of this document.

BUREAU/OFFICE/DEPARTMENT Office of Equity and Human Rights

I. ADVANCING EQUITY

1. **Will this budget proposal or package increase, reduce, limit or eliminate programs that are vital to or disproportionately needed by communities of color, immigrant and refugee communities and/or people living with a disability?**

    a. This budget proposal will increase programs needed by the disability community. The request for additional funding for interpretation services will provide greater access to government involvement to those with hearing impairments

    b. This budget proposal will increase programs needed by refugee and immigrant communities. The request for additional funding for translation services will provide greater access to government involvement by non-English speaking communities.

c. This budget proposal will increase programs needed by communities of color. The request for funding for DEEP will provide the opportunity to expand the mentor program which will begin this fiscal year. The mentor program will initially target African American city employees, and be expanded to offer a mentorship program for other affinity group members, e.g., Latino, Asian, Women.

d. The requested additional FTE will increase the capacity of the office to accomplish its city-wide mandate of providing equity support and oversight to all bureaus.

2. **What considerations were taken into account in this proposal to maximize equity?**

The totality of the budget proposal is designed to promote and maximize equity for city employees and city residents. The goal being to improve service delivery from an equity lens, addressing gaps in service delivery or increasing capacity of city staff to conduct their work with greater opportunities to provide greater equity of services.

II. PERSONNEL (*See,* Workforce Demographics per Bureau here or by visiting our website

NOTE: *It is understood that final demographics resulting from any staff reduction may not be known if there is a bumping process to be completed. However, it is important to monitor the demographics of any layoffs or staff reductions to assess the specific impact to people of color and people with disability (if known). Human Resources can be a resource for this data if it is unknown.*

1. **To your knowledge, is there a positive or adverse impact on employees of color, and if so, what?**
   a. There will be a positive impact on employees of color as the office increased its capacity and overall work on behalf of racial equity is improved.

   b. There will be a positive impact to OEHR employees of color who participate in the mentor program and gain greater job skills and build relationships.

   c. There is no specific impact on OEHR employees of color.

\

2. **To your knowledge, is there a positive or adverse impact on employees with a disability, and if so, what?**

a. There will be a positive impact on employees with a disability as the office increased its capacity to work with HR toward creating baseline data regarding the number of employees in the city who identify as having a disability.

b. There is no specific impact on OEHR bureau employees with a disability.

III. PROGRAM/SERVICES

1. **What service/program outcome or philosophy will be met with the overall budget request?**

2. **Identify impacts on specific geographic areas.**

X☐ City-wide/Regional ☐ Northeast ☐ Northwest ☐ North

☐ Central Northeast ☐ Southeast ☐ Southwest ☐ East

☐ Central City ☐ Unknown

3. **Identify the racial demographics of those impacted by this request. (*See* Attached Worksheet)**

4. **Identify potential impacts on people living with a disability. (*See* Attached Worksheet)**

IV. EQUITABLE PUBLIC PARTICIPATION

1. **How does this budget build community capacity and power in communities most impacted by inequities? (e.g., improved leadership opportunities within BAC, community meetings, stakeholder groups, increased outreach, etc.)**

This budget proposal will build community capacity and power by increased outreach and engagement with English as a second language communities, the hearing impaired community as well as with communities of color. Additionally, with the work of the Human Rights Commission New Portlander Program, and Commission on Disability and their community work, greater capacity and engagement is achieved.

Identifying Impacts Worksheet - Once you have identified the populations/communities impacted, use the following chart to name the potential burdens and benefits.

Populations Impacted	**Potential Positive Impacts**	**Potential Negative Impacts**
Disability Community citywide	Increased ability to participate in government with improved interpretation services	Slightly increased costs to bureaus using this service
Refugee and Immigrant Community citywide	Increased ability to participate in government with improved translation services	Slightly increased costs to bureaus using this service
Initially, African American City Staff	Increased job skills with mentor program and possible improved access to job opportunities	Dislike by non-Black city staff at this initial focused effort on Black employees

Bureau Director **Date**

OFFICE of EQUITY and HUMAN RIGHTS
CITY OF PORTLAND

ANNUAL REPORT
2012-2013

PREPARED FOR PORTLAND CITY COMMISSIONERS

CHARLIE HALES, MAYOR, COMMISSIONER IN CHARGE
NICK FISH, COMMISSIONER
AMANDA FRITZ, COMMISSIONER
STEVE NOVICK, COMMISSIONER
DAN SALTZMAN, COMMISSIONER

Commissioner in Charge:
Charlie Hales, Mayor

Bureau Director:
Dante J. James, Esq.

December 11, 2013

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

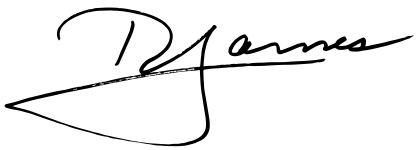
On behalf of the Office of Equity and Human Rights (OEHR), I am proud to submit this Annual Report. This report highlights the work accomplished by the office through this calendar year. OEHR has had tremendous support from internal and external partners. As defined by our mission, "OEHR will provide 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." OEHR has focused on creating the best approaches for institutionalizing this work within Portland city government, with the goal that all communities and residents benefit. Portland's unique governmental structure and decentralization of some key practices often create difficulties. Addressing issues across multiple portfolios is challenging, however the relationships built between many bureaus and this office have allowed for the promotion and implementation of more equitable practices, policies and procedures throughout the City.

In the short period of time since its inception, the office has influenced significant changes: assisted in the creation of Procurement's pre-qualification board to provide greater equity in contracting opportunities; conducted equity training for employees of over half of the City bureaus; developed and implemented the curriculum for mandatory training required by Human Resources; created the Citywide Equity Committee, specifically with Council approved staff-time for equity work; collaborated with Human Resources on the City's resolution as a Model Employer of People with Disabilities; coordinated the requirement that all on-line City videos must be captioned; and consulted to change practices that allow our newcomer communities of refugees and immigrants greater access to jobs and City opportunities.

Our goals for next year will be developed through evaluation of success and on-going needs, as well as with the input of the Bureau Advisory Committee. The office is preparing to host the Governing for Racial Equity (GRE) Conference in March 2014, which will bring together public sector employees from across the region to address institutional and structural racism, strengthen a regional alliance, and increase public will to achieve racial equity.

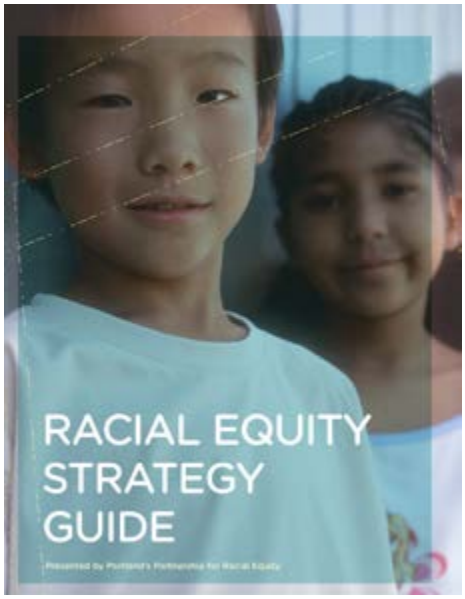
Much has been accomplished and much remains to be done. I want to offer specific thanks to my team and Portland City Commissioners for their support, and specifically Commissioner Amanda Fritz, whose support and encouragement never wavered.

Sincerely,



Dante J. James, Esq.

WHY EQUITY MATTERS



From Racial Equity Strategy Guide, August 2012: www.ulpdx.org.

Equity is Portland's key to increasing economic and social opportunity. Through expanding and coordinating how the City practices the value of equity, Portland can realize its potential as both an economic leader and thriving community. Portland is known for its commitment to sustainability and livability. Yet not all populations share in this experience.

Studies show that in Portland and Multnomah County, communities of color, people with disabilities and low-income residents fare far worse than many other cities' residents in educational achievement, income and economic prosperity, health outcomes and affordable, secure and viable neighborhoods. Recent studies show that inequities have worsened.

Since 1980, Portland's population of communities of color has increased from 15% to 27% in 2010, and continues to grow. More than 36% of Portland's youth under the age of 25 are youth of color. Creating opportunity and achievement for all is essential for the City's future growth and prosperity.

STAFF

Dante James

Joseph Wahl

Judith Mowry

Tonya Stephens

Koffi Dessou

Ronault "Polo" Catalani

Patrick Philpott

Muna Idow

Jeff Selby

DIRECTOR
Dante J. James provides strategic support and direction for OEHR Staff, while providing guidance to City bureaus on implementation of equity programs. He is responsible for the overall direction of the Citywide Equity Initiative.

EXECUTIVE TEAM
Assistant Director Joseph Wahl, and Policy Analyst 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
Education & Training:
Koffi Dessou

New Portlander Programs:
Ronault "Polo" Catalani

Disability Equity Program:
Patrick Philpott

Citywide Equity Committee:
Judith Mowry

Communications and Human Rights Commission:
Jeff Selby

DEEP (Diverse and Empowered Employees):
Joseph Wahl

OFFICE OF EQUITY AND HUMAN RIGHTS OVERVIEW

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.

OEHR is in Mayor Charlie Hales' portfolio.

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.

DUTIES

The purpose of the office is to:

- 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;
- Work with community partners to promote equity and inclusion within Portland and throughout the region, producing measurable improvements and disparity reductions;
- Support human rights and opportunities for everyone to achieve their full potential; and
- Work to resolve issues rooted in bias and discrimination, through research, education, and interventions.

COMMUNITY SUPPORT AND ENGAGEMENT

OEHR works with the following advisory commissions and committees:

- **Bureau Advisory Committee (BAC)** was initially formed to assist with OEHR budget review and presentation to City Council. The BAC will continue to advise the work of OEHR.
- **New Portlander Advisory Council** represents over 15 refugee and immigrant communities and provides an essential avenue for identifying barriers to robust engagement and service delivery to New Portlanders.
- **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.

Bureau Advisory Committee (BAC)

- **Portland Commission on Disability (PCOD)** helps guide the City in ensuring a more universally accessible city.

PROGRAMS AND ACHIEVEMENTS

EDUCATION AND TRAINING

> "Equity is realized when one's identity has no detrimental impacts on the outcome, or conversely; equity is achieved when one's identity cannot predict the outcome." —OEHR working definition of Equity

OEHR designs and delivers training programs that allow City staff to understand equity concepts focused on race and ability, 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.

Achievements

- The training team provided over 30 equity training sessions to employees of more than 10 bureaus and two elected officials' offices.
- Equity training is now required by Human Resources for all managers and supervisors.
- Monthly Citywide Equity Training is now accessible through online registration for all City employees who wish to sign up on their own.

Structured, interactive training sessions include practical exercises, presentations, skill practices, and large/small group discussions.

TECHNICAL ASSISTANCE

OEHR provides technical assistance in the form of consulting and equity tools to bureaus—including assistance to bureaus for Council testimony. OEHR also designed and introduced an Equity Budget Assessment Tool for use in preparing budgets (see Appendix II, page 13).

Achievements

- **Revenue Bureau:** consulted on taxi licensing policies and Arts Tax reform
- **Procurement Office:** consulted on M/WBE program and pre-qualification process
- **Parks and Recreation:** assisted with efforts to determine race and ethnicity of their clients, and to recruit summer youth of color from immigrant neighborhood enclaves for its Mobile Playground initiative
- **Auditor's Office:** consulted on diversity recruitment process within their office
- **Citywide:** created a Budget Equity Impact Assessment Tool upon request from the Mayor, for bureaus to use during the 2013-14 budget process
- **Portland Police Training Center:** observed, offered feedback, and encouraged grading of all scenario-based training
- **Bureau of Planning and Sustainability:** partnered extensively on the Comprehensive Plan update

CITYWIDE EQUITY COMMITTEE (CEC)

The Citywide Equity Committee (CEC) has a significant role as members engage bureau directors, bureau staff, and individual bureau equity committees, with the goal that bureaus will produce an annual equity plan 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 CEC maintains a liaison function with the bureaus and will monitor, assist, assess and report on bureau progress in meeting goals.

Achievements

- Builds capacity of CEC members to address and promote racial equity within their bureaus
- Raises awareness about, and building capacity for, equity work within the City
- Created an equity strategic plan assessment tool called the Equity Roadmap that will be implemented in a pilot program in 2014

NEW PORTLANDER

The counterpart to City services becoming more equitable is when newcomer communities become more effectively organized for participation in local democracy.

The program provides presentations on the value to our city of human migrations and creates partnerships among City bureaus and community organizations that produce a more equitable distribution of City services. New Portlander Programs help City bureaus build organizational capacity in community organizations.

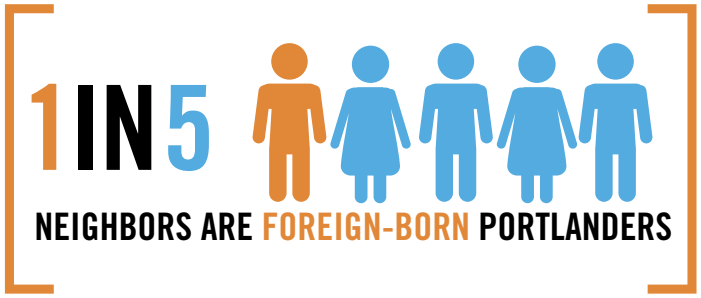
OEHR New Portlander Program partners with City Bureaus including Parks and Recreation and Fire to host the Portland World Cup Soccer Tournament & Cultural Celebration.

The program also staffs the work of the New Portlander Advisory Council (formerly the Immigrant & Refugee Task Force) which provides community guidance and support for the strategic direction of the New Portlander Program.

Achievements

- Facilitated "Equity in Practice" partnerships of seven City bureaus and 27 community organizations to deliver City services to some of Portland's most vulnerable neighborhoods
- Convened the New Portlander Policy Advisory Council, representing three generations from five continents and five world religious traditions
- Provided civic engagement technical assistance to 42 emerging civil society, education, and business leaders representing 36 ethnic Portland communities
- Invited to New York City by Mayor Bloomberg to present "Equity in Practice" models to the First Convening of Immigrant Integration Cities
- Honored for leadership by Oregon's Muslim Educational Trust

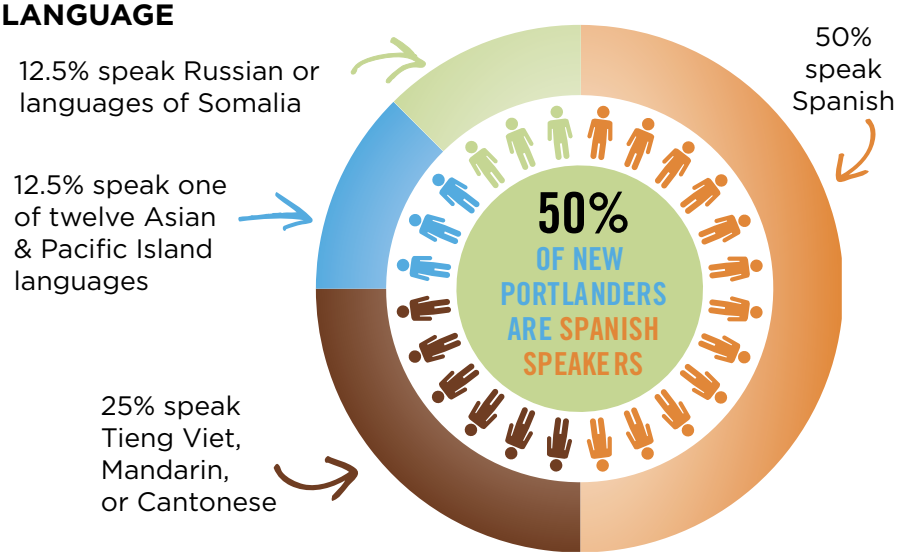
KEY STATISTICS: NEW PORTLANDERS



(Source: Portland Public Schools October 2012)

48% OF PORTLAND PUBLIC SCHOOLS STUDENTS ARE CHILDREN OF COLOR AND/OR ETHNIC MINORITIES.

LANGUAGE



(Source: Portland Public Schools October 2012)

CIVIC ENGAGEMENT

Volunteer engagement for New Portlanders is very high:

- Community problem solving: 62%
- Regular volunteering for (non-electoral) community-building: 77%
- Regular voting (of eligible and registered voters): 95%

(Source: ONI/IRCO Engage, Hear Our Voices. 2013)

ECONOMIC IMPACT

Purchasing power:
Oregon Asians: $6.1 billion in 2012 (574% increase since 1990)

Oregon Latinos: $8.4 billion (821% increase since 1990)

Entrepreneur power:
Oregon Asian-owned business: $3.2 billion in 2012. 12,647 businesses, employing 26,779

Oregon Latino-owned business: $1.7 billion in 2012. 11,338 businesses employing 13,916

(Source: American Immigration Center. 2013)

INSTITUTIONALIZING EQUITY

- OEHR formed the Executive Equity Team. This team consists of each bureau director and senior members of council staff who meet quarterly to specifically discuss implementation of equity within their bureaus.

Examples of how equity has been institutionalized in City operations:

- City Council approved a resolution making Portland a Model Employer of People with Disability.
- OEHR collaborated on the requirement that all online City video content be captioned.
- OEHR collaborated with Procurement to improve the pre-qualification process for contractors, which will provide transparency and consistency.

City Council approved ten hours of work time for CEC members to perform equity work.

ADA AND DISABILITY EQUITY PROGRAM

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. The Commission's four committees work on accessibility in the building environment, employment, livability/health, and outreach issues and goals.

The 23 Commission members' work entails:

- Broadening inclusion and outreach of persons with disabilities in Portland
- Representing a wide spectrum of disabilities on behalf of Portlanders
- Facilitating increased collaboration and information exchange between persons with disabilities, City bureaus and City Council

Springing from the Commission's work is broader program engagement with bureaus and their ADA coordinators to promote inclusion and accessibility for people with disabilities. The Commission has provided technical support and information to assess and improve Bureau processes, policies and services. The Commission has developed effective working relationships with individuals, organizations and others who are involved in issues and with concerns for people with disabilities in order to better provide technical advice.

Achievements

- Continues work on the resolution making the City a Model Employer of People with Disability
- Consulted with PBOT to improve lift service near Portland State University
- Consulted on the City's ADA Transition Plan
- Provided input on Police Bureau training
- Focused local and national media attention on an anonymous hate campaign targeting people with disabilities
- Partnered with veterans with disabilities, Commissioner Fritz, and Bureau of Parks and Recreation to make the USS Oregon Memorial accessible to all

KEY STATISTICS: U.S. DISABILITY

Overall, 19% of the U.S. population has a disability.

Children, 5 to 17 ..... 5%
People 18 to 64 ..... 10%
Adults aged 65+ 38%

Race/Ethnicity
White 17.4%
Black..... 22.3%
Latino..... 17.8%
Asian 14.5%

Poverty Rate
Adults 25 to 64 ..... 12%
Adults with a disability 27%

Internet Access
Without a disability 81%
With a disability..... 54%

By Gender
Male 17.9%
Female..... 19.0%

OEHR partnered with PCOD, veterans with disabilities, Commissioner Fritz, and Bureau of Parks and Recreation to build accessibility ramps and improvements to the USS Oregon Memorial.

DIVERSE EMPOWERED EMPLOYEES OF PORTLAND (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.

Achievements

- Filipino American City Employees (FACE) Celebration for Asian American and Pacific Islander Month in May
- Multiple events celebrating Women's History Month
- Multiple events for Black History month
- The Veterans' Empowerment Team coordinated a drive to send care packages to U.S. military members serving abroad

HUMAN RIGHTS COMMISSION (HRC)

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.

Achievements

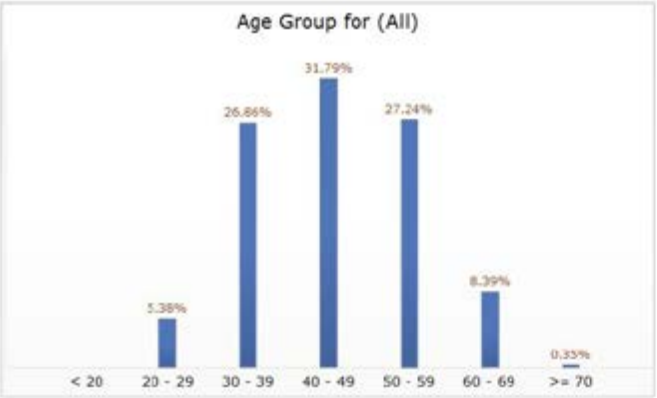
- Completed Strategic Plan that will guide the HRC to increasing community engagement and building relationships with City Council
- Hosted a Mayoral Candidate Forum
- Hosted the Emily G. Gottfried Human Rights Awards
- Community and Police Relations Committee was awarded the Portland Police Bureau Achievement Medal for their training and strategies related to equity, diversity, and inclusion in the Police Bureau
- Hosted the Human Rights Roundtable where over 30 community organizations participated

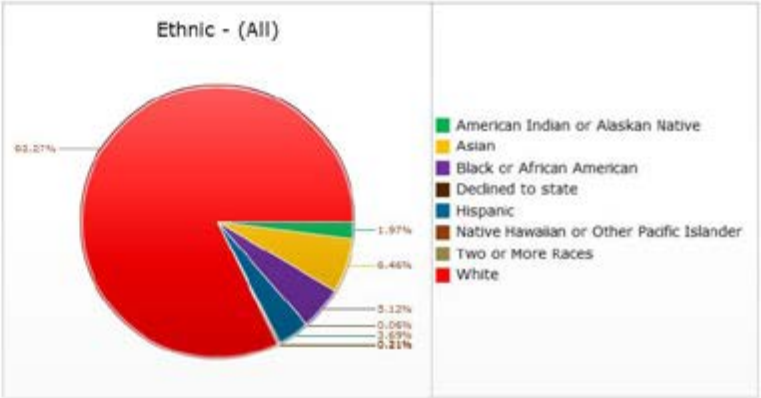
CITY OF PORTLAND WORKFORCE DEMOGRAPHICS DASHBOARD

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.

Working with EBS, OEHR created a dashboard at http://www.portlandoregon.gov/oehr, which provides real time information on the City's workforce categorized by race, ethnicity, age, gender, and Veteran status. Users can look at this data by City bureau, or by employee status, i.e., full time, part time/seasonal, managerial/executive, etc.

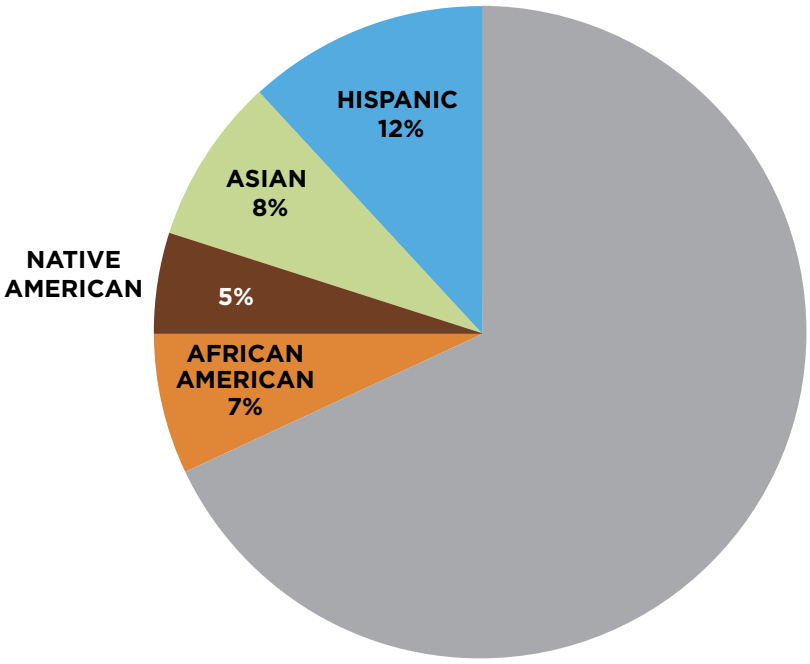
OEHR will next be looking to add demographic data on City staff who identify as having a disability. We will be working with Portland Commission on Disabilities and the Bureau of Human Resources on this effort.



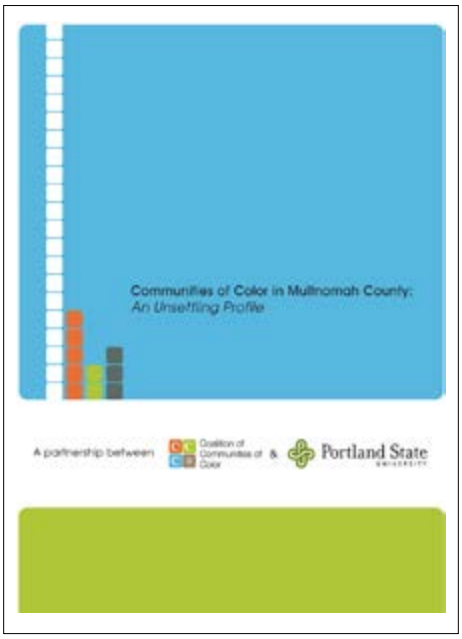


KEY STATISTICS: MULTNOMAH COUNTY

PEOPLE OF COLOR COMPRISE 32% OF MULTNOMAH COUNTY



Demographics by Race (2010)



From Communities of Color in Multnomah County, 2010: www.coalitioncommunitiescolor.org.

DISPARITIES IN MULTNOMAH COUNTY

- Communities of color earn half the incomes of whites, earning an average of $16,636 per year, while the average income for white people is $33,095 annually. Disparities close to this magnitude exist regardless of one's family and household configuration.
- Poverty levels in communities of color are at least double those of whites. The child poverty rate for communities of color is 33.3%, while that of white children is 12.5%.
- Educational attainment is stratified by race. While only 7% of whites did not graduate high school, 30% of communities of color did not.
- Communities of color access management and professional positions at half the levels of whites. One in two white people access management and professional positions, while less than one in four people of color access these positions.
- Unemployment for communities of color are 35.7% higher than whites.
- Juvenile detention rates for children of color are much worse than for their white counterparts. They are 50% more likely to be held than released into the community once they engage with police.
- In key measures (incomes, poverty, occupation and education) Communities of color in Multnomah County suffer more than similar communities of color nationally, with between 15-20% worse outcomes.
- While Asian communities fare quite well in national studies, typically outperforming whites on measures such as incomes, occupations, education, poverty and housing, that is not the situation in Multnomah County. Asian Communities here much more closely resemble those of other communities of color than they do whites.

OEHR CONNECTED WITH VARIOUS COMMUNITY GROUPS, SUPPORTED EVENTS, AND PARTICIPATED IN PROJECTS

African American Chamber of Commerce

Albina Ministerial Alliance

APANO

Asian Pacific American Chamber of Commerce (APACC)

The Asian Reporter

Black Parent Initiative

Center for Intercultural Organizing (CIO)

Coalition for a Livable Future

Coalition of Communities of Color

Dignity Village

Hispanic Chamber of Commerce

IRCO

MRG Foundation

NAYA

National Indian Child Welfare Association (NICWA)

Partners in Diversity Say Hey

Portland African American Leadership Forum

Portland Community College: Passages Program for Black students

Portland Japanese American Citizens League (JACL)

Portland Police Bureau's East Precinct community engagement events

Portland State University School of Urban Studies

R2D2

Race Talks

Regional Arts and Culture Council (RACC)

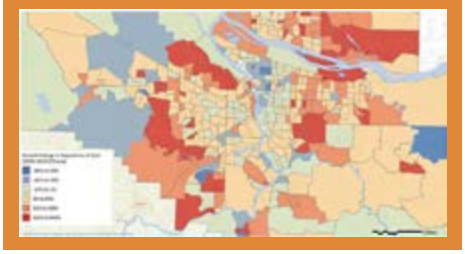
Somali American Council of Oregon

State of Oregon Advocacy Commissions

United Way

Urban League of Portland

Joseph Wahl assisted Coalition for a Livable Future in their Regional Equity Atlas training outreach. The atlas assesses how well different populations across the four-county Portland-Vancouver metro region can access key resources necessary for meeting their basic needs and advancing their health and well-being.



Dante James moderated the community discussion following the PAALF Gentrification Bus Tour. PAALF organized the tour to show the Mayor and community members the negative impacts to the Black community from gentrification in the N. Williams Ave. neighborhoods.

OEHR assisted the Somali community by providing community meeting space and participated in the opening of the community center.

DOJ AGREEMENT: COMPLIANCE OFFICER AND COMMUNITY LIAISON

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

The City of Portland entered into a Settlement Agreement with the United States Department of Justice (DOJ) to improve the policies and practices of the Portland Police Bureau related to serving or responding to individuals experiencing mental illness. Through this Agreement, the City is responsible for hiring a Compliance Officer and Community Liaison ("COCL") to perform duties identified in the Agreement.

The COCL will be selected by the City Council following a public vetting process. The Agreement requires that the top three finalists for this position be publicly announced and for the community to have an opportunity to provide public testimony on those candidates

The COCL will independently examine and synthesize data for the purpose of reporting to the City Council, the DOJ and the public on the City's compliance with the Agreement.

The COCL will chair a Community Oversight Advisory Board ("COAB"), which will be formed and hold public meetings.

APPENDIX I (FROM OEHR ONE YEAR WORK PLAN, JULY 2012 – JUNE 2013)

ESSENTIAL ONE YEAR OUTCOMES OF OEHR PROGRAMS

- ✓ Increased understanding of institutional barriers based on race and disability, resulting in changes in the culture of the City of Portland's government
- ✓ All bureaus accept responsibility to reduce disparities within their scope of influence
- ✓ Establish baseline assessment metrics
- ✓ Development of equity tools to measure individual Bureau success and evaluate the reduction of disparities in the City of Portland
- ✓ Select bureaus are assisted in developing strategic plans to increase the racial and ethnic diversity of employees in the City of Portland
- ✓ Select bureaus are assisted in increasing the number of persons with disabilities as employees of the City of Portland
- ✓ Increased contracting opportunities for minority and women owned businesses
- ✓ Improved immigrant and refugee access to City services, jobs and contracts
- ✓ Strengthened community outreach and public engagement of communities of color, immigrant and refuge communities, and communities with disabilities, to better inform City policies and services, including the work of the Office of Equity and Human Rights

APPENDIX II (BUDGET EQUITY ASSESSMENT TOOL)

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.

Budget Equity Assessment Tool

This Budget Equity Assessment Tool is a general set of questions to guide you and your Budget Advisory Committee in assessing how current budget requests or decisions benefit and/or burden communities, specifically communities of color and people with disabilities. This is a critical part of the City or Portland's commitment to ending inequity based on race and disability.

The use of the Budget Equity Assessment Tool in developing your budget will guide you through answering these questions. It is recommended that all managers and others who work on the budget for the bureau use this tool.

HOW TO USE THIS DOCUMENT

The document is divided into four specific sections: 1. Advancing Equity Overall; 2. Personnel; 3. Programs/Services; 4. Equitable Public Participation. Each section has a series of questions. The Office of Equity and Human Rights is available for discussion/training/consultation regarding the use of this document.

BUREAU/OFFICE/DEPARTMENT_____

I. ADVANCING EQUITY

1. Will this budget proposal or package increase, reduce, limit or eliminate programs that are vital to or disproportionately needed by communities of color, immigrant and refugee communities and/or people living with a disability?

2. What considerations were taken into account in this proposal to maximize equity?

APPENDIX II (BUDGET EQUITY ASSESSMENT TOOL, CONT'D)

II. PERSONNEL (*See*, Workforce Demographics per Bureau here or by visiting our website

NOTE: *It is understood that final demographics resulting from any staff reduction may not be known if there is a bumping process to be completed. However, it is important to monitor the demographics of any layoffs or staff reductions to assess the specific impact to people of color and people with disability (if known). Human Resources can be a resource for this data if it is unknown.*

1. To your knowledge, is there a positive or adverse impact on employees of color, and if so, what?

2. To your knowledge, is there a positive or adverse impact on employees with a disability, and if so, what?

III. PROGRAM/SERVICES

1. What service/program outcome or philosophy will be met with the overall budget request?

2. Identify impacts on specific geographic areas.

☐ City-wide/Regional ☐ Northeast ☐ Northwest ☐ North

☐ Central Northeast ☐ Southeast ☐ Southwest ☐ East

☐ Central City ☐ Unknown

3. Identify the racial demographics of those impacted by this request. (***See*** Attached Worksheet)

4. Identify potential impacts on people living with a disability. (***See*** Attached Worksheet)

IV. EQUITABLE PUBLIC PARTICIPATION

1. How does this budget build community capacity and power in communities most impacted by inequities? (e.g., improved leadership opportunities within BAC, community meetings, stakeholder groups, increased outreach, etc.)

Identifying Impacts Worksheet - Once you have identified the populations/communities impacted, use the following chart to name the potential burdens and benefits.

APPENDIX II (BUDGET EQUITY ASSESSMENT TOOL, CONT'D)

Bureau Director **Date**

Populations Impacted	Potential Positive Impacts	Potential Negative Impacts

OFFICE of EQUITY and HUMAN RIGHTS
CITY OF PORTLAND

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portlandoregon.gov/oehr

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