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:

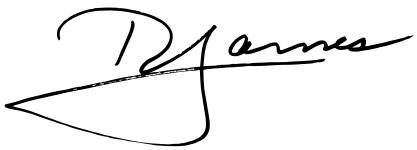
On behalf of the Office of Equity and Human Rights (OEHR), I am proud to submit this Annual Report. This report highlights the work accomplished by the office through this calendar year. OEHR has had tremendous support from internal and external partners. As defined by our mission, "OEHR will provide 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.

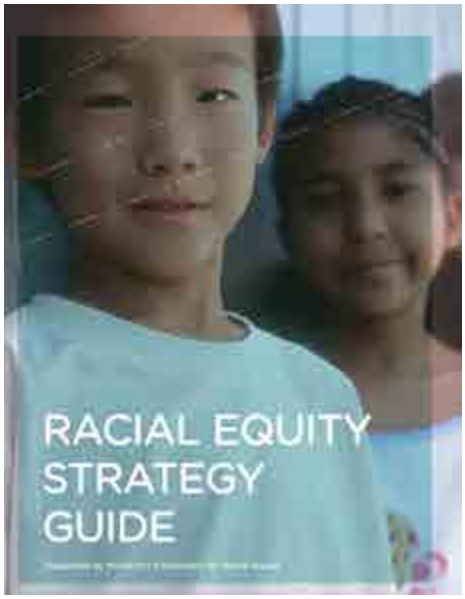
Much has been accomplished and much remains to be done. I want to offer specific thanks to my team and Portland City Commissioners for their support, and specifically Commissioner Amanda Fritz, whose support and encouragement never wavered.

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.

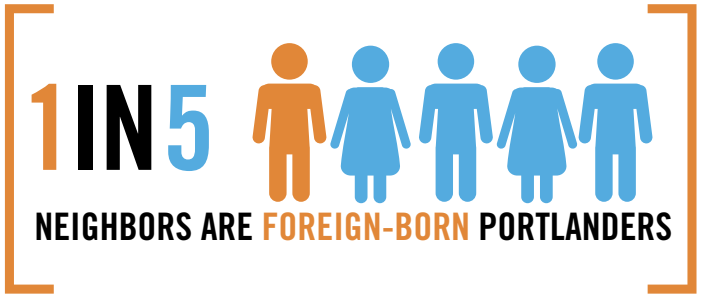
OEHR New Portlander Program partners with City Bureaus including Parks and Recreation and Fire to host the Portland World Cup Soccer Tournament & Cultural Celebration.

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

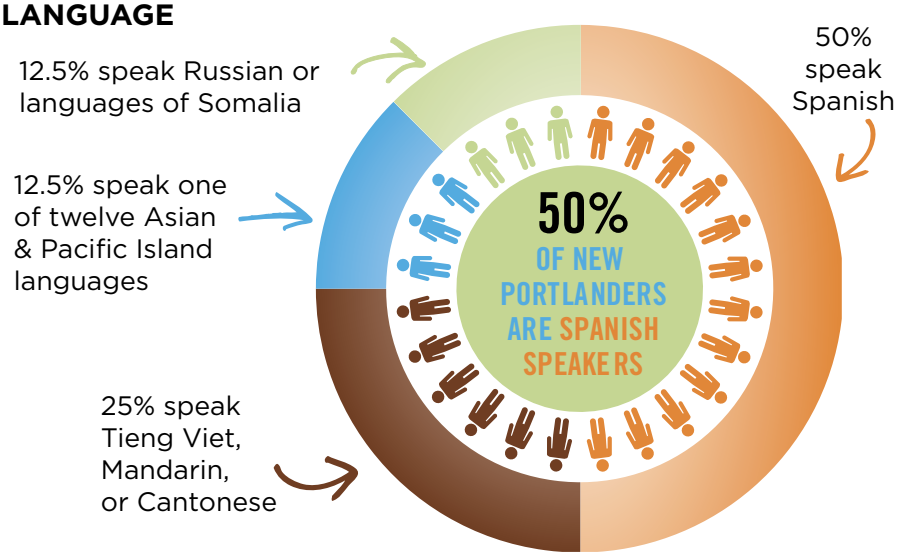
KEY STATISTICS: NEW PORTLANDERS



(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

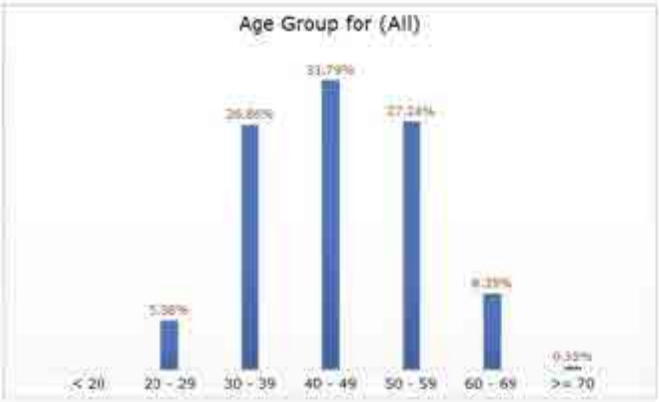
- Completed Strategic Plan that will guide the HRC to increasing community engagement and building relationships with City Council
- Hosted a Mayoral Candidate Forum
- Hosted the Emily G. Gottfried Human Rights Awards
- Community and Police Relations Committee was awarded the Portland Police Bureau Achievement 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

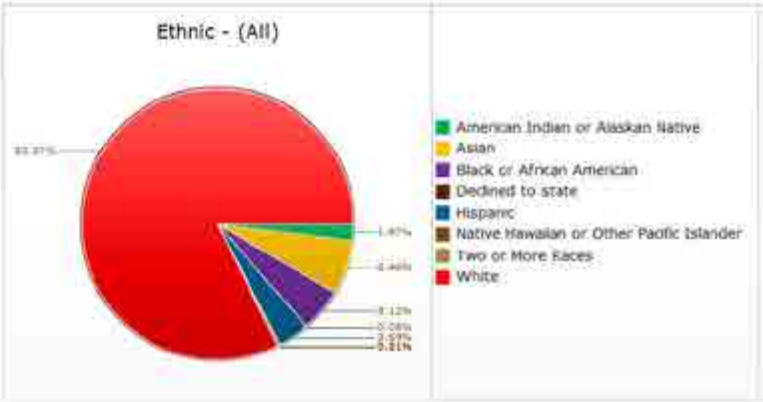
CITY OF PORTLAND WORKFORCE DEMOGRAPHICS DASHBOARD

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.

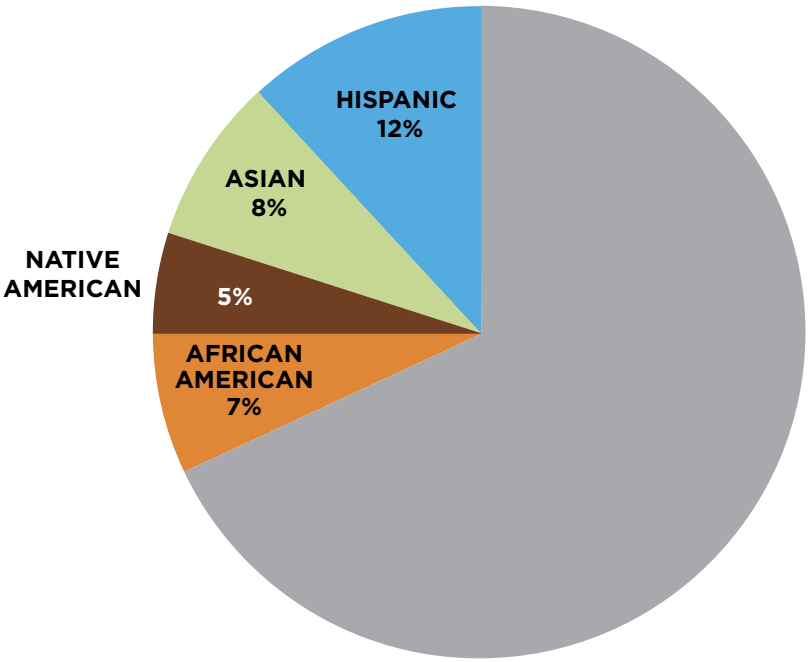
OEHR will next be looking to add demographic data on City staff who identify as having a disability. We will be working with Portland Commission on Disabilities and the Bureau of Human Resources on this effort.





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

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CITY OF PORTLAND

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