

## WHY RACIAL EQUITY?

Multiple studies show that people of color in Portland fare worse than their white counterparts in virtually every area: education, economic prosperity, criminal justice, housing and health.

While Portland prides itself on being a wonderful place to live, due to a number of historic and current inequities, it can be a difficult place for people of color. Inequities persist, despite the City's efforts to respond to discrimination over the years.

Government institutions have a special role to ensure that all people have access to the opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential. Equity is achieved when outcomes like economic status, education, access to healthcare and other social determinants for success cannot be predicted by identity.

To advance racial equity, residents of all races must go beyond simply recognizing individual racial prejudices. We must also focus on changing unfair and unjust policies, practices and decisions embedded in our institutions.

In this spirit, the Citywide Equity Committee is committed to identifying and removing barriers that cause and perpetuate inequitable outcomes, and to create and replicate practices that promote racial equity. The lives of all Portland residents, and our future growth and prosperity depend on it.

*The Roadmap will assist bureaus in asking challenging questions about race to address long-standing systemic and institutional issues.*

*This work will not be easy, but it will be worth it. The Office of Equity and Human Rights (OEHR) and the Citywide Equity Committee (CEC) are available to provide support.*

## SPECIAL THANKS

In developing the Roadmap, the CEC reviewed many practices from across the country. The Partnership for Racial Equity's *Racial Equity Strategy Guide*; the Coalition of Communities of Color's *All Hands Raised* assessment; and Crossroads Anti-Racism Organizing and Training's *Anti-Racism Continuum*® were all invaluable resources.

## ROADMAP RESOURCES

Visit the City's Office of Equity and Human Rights website to find the Racial Equity Roadmap tool, step-by-step instructions, and other resources.

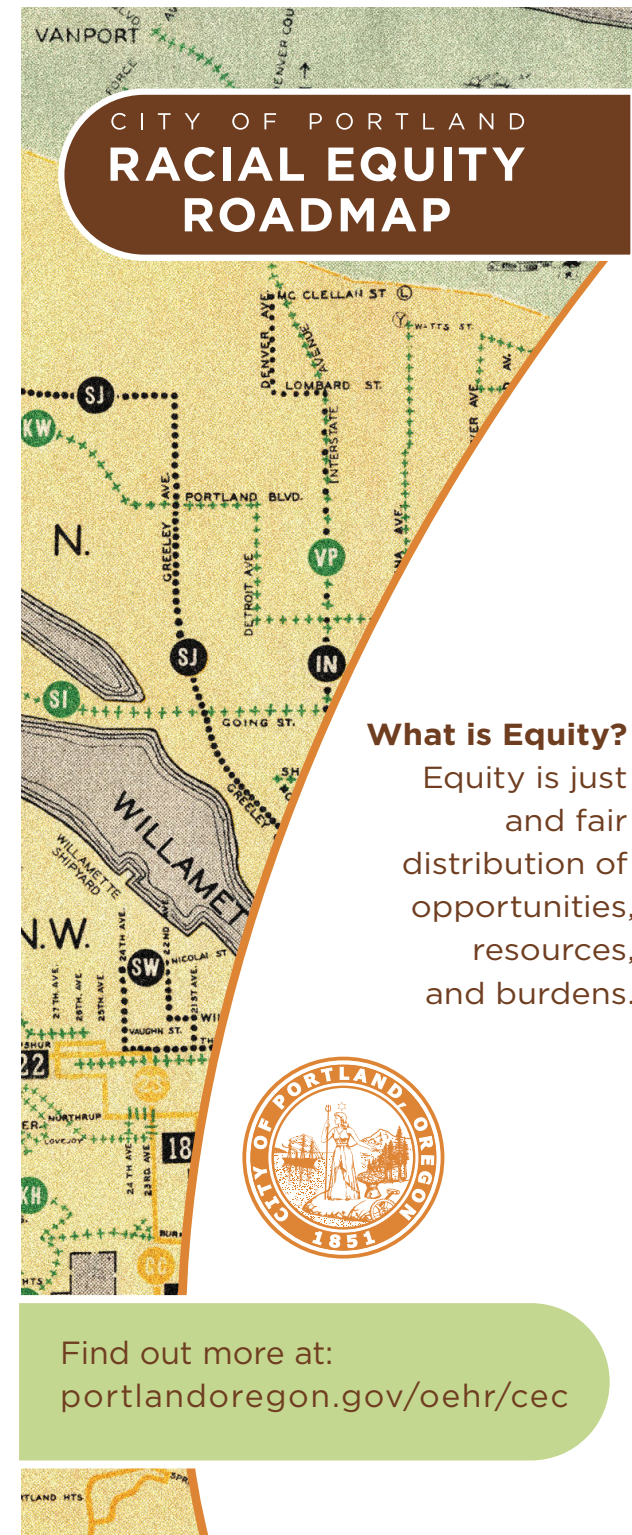
For questions about the Roadmap, or to schedule an orientation on the Roadmap for your bureau, please email: [oehr@portlandoregon.gov](mailto:oehr@portlandoregon.gov).

**CITYWIDE  
EQUITY  
COMMITTEE**



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

421 SW 6th Avenue, Suite 500  
Portland, OR 97204  
503.823.4433  
[portlandoregon.gov/oehr](http://portlandoregon.gov/oehr)



### What is Equity?

Equity is just  
and fair  
distribution of  
opportunities,  
resources,  
and burdens.

CITY OF PORTLAND  
**RACIAL EQUITY  
ROADMAP**

The Roadmap is an in-depth tool that leads each City bureau through the process of developing and implementing a Racial Equity Plan.

## PERFORM A BASELINE ASSESSMENT

## Where are we starting from?

The purpose of the baseline assessment is to:

1. Identify current policies, practices, rules and structures that support and/or hinder equity.
2. Form a basis of comparison for future organizational change.

The assessment covers the following areas:

- organizational commitment
- leadership and management
- workforce
- community access and partnership
- contracting
- data, metrics, and continuous quality improvement



## SET GOALS AND DRAFT RACIAL EQUITY PLAN

## Where are we going and how will we get there?

Bureaus will analyze the assessment findings and determine areas where bureau practices, policies and/or programs may need further examination or change.

Each bureau will be responsible for developing a 5-year Racial Equity Plan that includes goals, actions, tasks, persons responsible and progress indicators for each action.

## IMPLEMENT THE PLAN

## Create systems and structural changes.

Implementation of the plan is perhaps the most critical step. It turns the “good intentions” of the Racial Equity Plan into actions, and creates positive, meaningful change over time.

Implementation will look differently for each bureau. Some tips include:

- Identify and prioritize easily achieved improvements.
- Identify actions that must be taken immediately.
- Distribute the responsibility for implementation at multiple levels, from line staff to the Director.
- Engage the Bureau Equity Committee.
- Consult with the CEC and OEHR for assistance.
- Partner with another bureau for mutual support.



## REPORT AND EVALUATE

## Continuous learning towards racial equity

The work of advancing racial equity is dynamic and continuous. Regular reporting and evaluation will assist bureaus in understanding and building upon their own successes and challenges.

It will also provide accountability to bureaus, City Council and the greater community, to help identify where further resources are needed to support racial equity work. Bureaus will complete annual progress reports using the report template provided in the Roadmap.

The Racial Equity Plan will also be updated annually to ensure the planned actions adapt to the growth and progress in the bureau.

