

Portland Police Bureau's Guiding Equity Lens

1

SET EQUITABLE GOALS

What are the goals and how will they be measured?



2

DETERMINE IMPACTS & DISPARITIES

Based on available data, determine who will be most impacted by these goals?

What disparities can the data identify?



3

COLLABORATE & ENGAGE

How will the most impacted continuously be engaged?
How can the past play a role?



4

REVIEW & REVISE

Based on steps 2-3, what revisions need to be made to minimize unintended consequences and disparate impacts?



5

EVALUATE & REPORT

How will the proposed goals be evaluated?

How will the outcomes/impacts of the goals be reported?



Sources: This tool was developed by PPB's Equity and Inclusion Office with design support from PPB's Communications team. The lens was informed by a number of existing equity lenses/toolkits, including: Office of Equity and Human Rights, King County Race and Social Justice Initiative, Government Alliance on Racial Equity, Multnomah County Office of Equity and Diversity, Portland Public Schools, Minneapolis Public Schools, Seattle's Race and Social Justice Initiative, Seattle Public Utilities, Portland's Bureau of Planning and Sustainability, Living Cities, and the Annie E. Casey foundation.