

# CITY OF PORTLAND CHARTER COMMISSION VALUES

## Charter Commission Values discussion

The values below are based on the values developed by the City of Portland through extensive community engagement over two years, and subsequently adopted by City Council in 2020. This body of Charter Commissioners have highlighted and elevated the values that feel most important to them as they approach the work of Charter review in 2021-2022. Where some of these value statements are framed for the City of Portland, they indicate the goals of this Charter Commission in building City accountability to these values through Charter review. The Charter Commission is committed to looking at ways that values can be put into action through Charter review.

## Anti-Racism

- The City of Portland is committed to being an anti-racist institution
- Addressing issues concerning anti-Blackness will be a priority for the workforce and city
- Actions to dismantle institutional and systemic racism will be the responsibility of every employee and resident
- Racism, discrimination, and bias will not be tolerated within the workplace or our communities
- Oppression, violence, and hate speech towards people of color is condemned by the City of Portland
- The City should be held accountable for this commitment to anti-racism

## Equity

- Solidarity and the preservation of diverse communities and their cultures enhances the livability and vibrancy of our beautiful city
- Equity, access, and the removal of institutional and systemic barriers to resources and opportunities is essential in diversifying our workforce and the public good
- The intersectional identities and lived experiences of our workforce and over 650,000 residents are valued
- We acknowledge Oregon's history of exclusion and are dedicated to rebuilding trust through reconciliation and restorative justice
- We are committed to hearing from communities around Portland, and creating space for geographic distribution of voices.
- Our vision to lead people, cultivate change, and develop a culture of innovation, inclusion, and inspiration will strengthen our city and communities
- Sense of belonging, support, and safety are vital for a diverse, equitable, and inclusive city and workforce

- The Office of Equity and Human Rights was established in 2011 and is charged with setting the foundation and accountability mechanisms for the City's equity work, and this office should continue to hold the City accountable to this commitment to equity

## Transparency

- Transparency is essential to upholding the principles of democracy
- Reimagining political processes occurs through accountability, and transparency is a critical part of public accountability
- Portland, OR being the first city in the United States to adopt an Open Data policy leads the nation in developing a culture of information sharing
- Trust is established and maintained through integrity and inclusion

## Communication

- Communication serves as a catalyst for transformative change
- Knowledge sharing will impact our workplace and communities
- As critical as it is to share knowledge with communities, listening to communities is equally important, and providing opportunities for community to speak to decision-makers
- The art of storytelling and narratives can promote a culture of inclusion
- The power of our collective voice will unify our city

## Collaboration

- Our belief that we are Better Together promotes collaboration and the co-creation of knowledge
- The nexus of politics and public service will connect our workforce and communities
- Civic engagement and collective action will empower our employees and residents
- Institutional knowledge and awareness is gained through inclusive outreach and public engagement
- Communities should be able to evaluate this engagement to build accountability to this value
- All behaviors, actions, decisions, and systems shall reflect a culture of accountability and commitment to the City's core values

## Fiscal Responsibility

- Community values, addressing inequities, and transparency budgetary decisions are essential to developing trust
  - Communities should be involved in decision-making around budgeting and priorities for the City

- Fiscal resiliency, climate action, equity, and the needs of our most vulnerable populations will be the focus of every budget decision
- The City of Portland is dedicated to being fiscally accountable to the public
- Rethinking budget processes will ensure the economic sustainability of our city