

Social Equity Progress Report

January 24, 2018

Steve Nakana– Social Equity Program Manager



PDX COMMUNITY ADVISORY COMMITTEE

CHARTING A COURSE FOR PDX

Presentation Overview

- Background
- Social Equity Program overview
- Progress since January 2017
- Next Steps
- Draft Social Equity Policy and Implementation Guidelines
- Questions and Comments



Background

- **PDX CAC Social Equity Ad Hoc committee: eight meetings**
Ad Hoc committee recommendations:
 1. Create an organization-wide equity definition and strategy
 2. Create a template of equity considerations which could be used voluntarily with certain projects, *and*
 3. Report out annually on progress towards certain equity goals
- **Consultant Social Equity Assessment Report**
- **Community Survey:** compensated four community organizations
- Creation of **PDX Workplace Initiative**
- Social Equity included as Initiative in **Port Strategic Plan**
- Social Equity Manager hired

Port's Social Equity Program Overview

Vision

Promote Social Equity by advancing fair treatment and equitable inclusion, and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's business, employment and services opportunities.

Goal

Provide leadership to institutionalize the integration of equity consideration into Port economic development programs, projects, and decision-making processes

Outcome 1: Increase Access to Prosperity Related to Port Activities

- Build Port institutional and organizational capacity about equity.
- Use an equity framework to influence Port processes and decision making.

Outcome 2: Create a More Diverse and Inclusive Employee Workforce

- Assess, identify, and remove institutional barriers that hinder fair treatment & equitable access to employment opportunities.
- Promote an inclusive workplace culture that respects and values diversity & provides opportunity for all Port employees to pursue innovation and excellence.

Outcome 3: Demonstrate Regional Equity Leadership

- Partner
- Influence



Progress Since January 2017

- Completed internal and external outreach and assessments
- Worked with Coalition of Communities of Color and Intertwine Alliance: internal equity assessment
- Hosted internal workshop with local equity peer practitioners
- Created an active employee equity steering team
- Convened a leadership workshop, hosted by Policy Link, for our executive team
- Incorporated equity language into key Requests for Proposals



Next Steps

- **Winter 2018:** Employee training on implicit bias, diversity and inclusion with Resolutions Northwest.
- **Summer 2018:** After training, develop equity plans for individual Port departments. Will include metrics and a reporting mechanism.
- Continue to improve our recruiting, contracting, decision-making and outreach practices.
- Continuous evaluation and adaption for improvement.



Draft Social Equity Policy and Implementation Guidelines

- Social Equity Policy
- Implementation Guidelines



Questions or Comments?

