

PORT OF PORTLAND COMMISSION POLICY

SOCIAL EQUITY

Policy No. 6._._

Approved by Commission meeting of _____, 2017

1. PURPOSE

This policy establishes the Port of Portland's commitment to social equity with a racial equity focus by leveraging its strengths to create a more prosperous, equitable and livable region.

2. PERSONS AFFECTED

All Port employees and contingent workers, Port business and stakeholder partners.

3. POLICY STATEMENT

- Because historically inequitable policies and practices in our community resulted in many social inequities that persist to this day;
- Because the demographics of our community are rapidly evolving, our futures are inextricably linked, and we strive to adapt with our evolving community;
- Because it is the responsibility of the Port of Portland to enhance regional prosperity and we seek to do so with a social equity lens;
- Because addressing the barriers experienced by people of color, we will effectively also identify solutions and remove barriers for other disadvantaged groups;
- Because we have a responsibility as neighbors in our community to understand the impacts of our decisions and our operations; and
- Because we believe more diverse voices lead to better business decisions;

Therefore, it is the policy of the Port of Portland to promote social equity with a racial equity focus by advancing fair and equitable inclusion and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

4. DEFINITIONS

4.1 Contingent Worker

As defined in Administrative Policy 7.3.57, workers used to temporarily fill in for FTE vacancies or to perform project-based services that are discrete in nature and that cannot be performed by an existing Port employee as a result of workload, specialized nature of work to be performed, etc. Contingent workers are hired for assignments under Port contracts. Contingent workers are not employees of the Port or regarded as Port of Portland employees for any purpose, including benefit eligibility or participation in Port-sponsored programs or events. Contingent worker assignments generally last between 12-18 months. A project worker is a subset of contingent worker who is assigned, typically through a Port contract with an outside firm, to perform tasks associated with completion of Port projects (capital, construction, IT, etc.). Project workers' assignments may exceed

18 months, and that is the primary distinction between them and other contingent workers. Project workers are not employees of the Port or regarded as Port of Portland employees for any purpose, including benefit eligibility or participation in Port-sponsored programs or events. Some procedural requirements in place for contingent workers will not apply to project workers.

4.2 Social Equity

Fair and equitable inclusion, and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

4.3 Racial Equity

The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one's access to opportunity. We advance racial equity by ensuring all races have access to opportunity, and that access may need to be tailored to meet an individual's or group's specific needs.

5. RELATED POLICIES, PROCEDURES, GUIDELINES, STANDARDS, ETC.

Administrative Guideline No. 8.2.01.G1, *Social Equity*

Fair Treatment Policy No. 7.3.01

| Administrative Policy No. 8.2.01: Social Equity | |
|--|------------------------------------|
| Date | Description of Modification |
| TBD | New Policy, |
| mm/dd/yyyy | |

Reviewed

Chief Administrative & Equity
Officer

Reviewed

General Counsel

Approved

Executive Director