Office of Equity & Human Rights
Program Summary

1. Program Title Manager Phone #	2. Program Description	3. Staff (FTE)		4. Requirements		5. Percent Admin	6. Resources				7. Output or Efficiency Measure(s)	8. Program Rankings	
		Regular	Limited Term	Operating	Capital		General Fund	Rates, Fees & IAs	Federal, State & Local	Other		Bureau	BAC
Training & Education Manager Phone #	This program builds skills and capacities by designing and delivering training sessions that facilitate staff understanding around equity concepts and implementation methodologies.	1.70	-	223,033	-	0%[1]	223,033	-	-	-	**Number of citywide equity trainings offered by OEHR or BHR** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 24 **Number of bureau-specific equity-focused trainings provided** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 15 **Number of City employees who receive equity trainings annually** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 1000	**1**	**1**
Equity Technical Support & Consulting Manager Phone #	This program provides equity related technical support and consulting to bureaus in areas such as policy review and development, recruitment and outreach, and equity tools in support of Citywide or bureau specific equity initiatives.	2.40	-	313,679	-	0%[1]	313,679	-	-	-	**Number of bureaus provided with technical support and consulting services** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 6	**1**	**1**
Citywide Equity Committee Manager Phone #	The CEC is designed to integrate equity throughout each of the bureaus and shift internal City culture by promoting the recognition and removal of racially inequitable policies and practices. Each bureau is required to have at least one staff person on the committee, and submit a Bureau Strategic Equity Plan to establish goals in improving equity outcomes. The CEC maintains a liaison function with the bureaus and will monitor, assist, assess and report on bureau progress in meeting Citywide Equity goals.	1.00	-	129,893	-	0%[1]	129,893	-	-	-	**Number of bureau equity plans reviewed** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 6 **Number of equity-focused trainings Citywide Equity Committee members attend** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 2	**1**	**1**
DEEP Program Manager Phone #	Diverse and Empowered Employees of Portland (DEEP) is a networking resource and support mechanism which acts as a central coordinating body for all City employee affinity groups. It was developed by City employees for City employees.	0.10	-	23,911	-	0%[1]	23,911	-	-	-	N/A	**1**	**1**
Human Rights Commission Manager Phone #	The Human Rights Commission works to eliminate discrimination and bigotry, to strengthen inter-group relationships and to foster greater understanding, inclusion and justice for those who live, work, study, worship, travel and play in the City of Portland.	0.70	-	107,565	-	0%[1]	107,565	-	-	-	**Number of activities sponsored or held by the Human Rights Commission** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 6 **Number of Human Rights Commission meetings held** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 80	**1**	**1**

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Portland Commission on Disability Manager Phone #	The Portland Commission on Disability's mission is to guide the City in ensuring that it is a more universally accessible city for all. Work of the Commission focuses on accessibility in the built environment, employment, livability/health, and	1.05	-	117,090	-	0%[1]	117,090	-	-	-	**Number of activities held/sponsored by the Portland Commission on Disability** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 5	**1**	**1**
New Portlander Program Manager Phone #	The program seeks to assist immigrant and refugee communities in accessing City services and resources and fully participating in civic governance. It promotes the value to our city of human migrations. the program also creates partnerships between City bureaus and community organizations that produce more equitable City services and projects in which City bureaus build organizational capacity in community organizations.	1.10	-	126,979	-	0%[1]	126,979	-	-	-	**Number of activities held/sponsored by the New Portlanders Program Advisory Council** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 4 **Number of participants and attendees to New Portlanders Program Advisory Council sponsored activities** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 200 **Number of New Portlanders Program Advisory Council meetings held** FY 2012-13 Actuals: N/A[2] FY 2014-15 Target: 12	**1**	**1**
Administration & Support Manager Phone #	This program provides strategic support and direction for the OEHR staff; overall guidance to city bureaus on implementation of equity city-wide; executive-level assistance to the bureau director; and support to OEHR's policy team	0.95	-	256,670	-	100%[1]	256,670	-	-	-	N/A	**1**	**1**
Total		**9.00**	**-**	**1,298,820**	**-**		**1,298,820**	**-**	**-**	**-**			

Notes:

1. All of OEHR's administrative expenses are tracked in a single budgetary program. Overall, administration comprises 20% of the bureau-level base budget. OEHR, however, feels that percentage is skewed given that while internal materials & services benefit all bureau programs, for efficiency's sake OEHR budgets virtually all internal M&S expense ($135k) in administration. When excluding internal M&S budgets, administration represents 11% of the bureau budget.
2. Because OEHR was created in the FY 2012/13, the bureau did not establish a formal programmatic structure until FY 2013/14. Accordingly, performance measures were not collected in FY 2012/13 against programs that hadn't yet been formally established.