
Budget Equity Assessment Tool

This Budget Equity Assessment Tool is a general set of questions to guide you and your Budget Advisory Committee in assessing how current budget requests or decisions benefit and/or burden communities, specifically communities of color and people with disabilities. This is a critical part of the City of Portland's commitment to ending inequity based on race and disability.

The use of the Budget Equity Assessment Tool in developing your budget will guide you through answering these questions. It is recommended that all managers and others who work on the budget for the bureau use this tool.

HOW TO USE THIS DOCUMENT

The document is divided into four specific sections: 1. Advancing Equity Overall; 2. Personnel; 3. Programs/Services; 4. Equitable Public Participation. Each section has a series of questions. The Office of Equity and Human Rights is available for discussion/training/consultation regarding the use of this document.

BUREAU/OFFICE/DEPARTMENT Police Bureau, Chief's Office

I. ADVANCING EQUITY

1. Will this budget proposal reduce, limit or eliminate programs that are vital to or disproportionately needed by communities of color, immigrant and refugee communities and/or people living with a disability?

No, the bureau's FY 2014-15 Requested Budget does not reduce, limit or eliminate programs.

2. Will this budget proposal increase, expand or create programs that are vital to or disproportionately needed by communities of color, immigrant and refugee communities and/or people living with a disability?

Yes. Consideration was given to areas of need throughout the City as a whole as determined by performance indicators and community input, including the Budget Advisory Committee (BAC) and a public survey.

Further, the bureau's budget includes a request for the addition of an Equity Program Manager to further the bureau's goal of implementing practices, policies, and procedures that further diversity and equity within the workforce and improve the interactions between police and the diverse communities it



serves. The Equity Program manager would work to develop and assess the effectiveness of curricula for trainings and programs to address issues that impact communities affected by implicit bias and institutional racism.

3. What considerations were taken into account in this proposal to maximize equity?

The General Fund Add Package request for the Equity Program Manager stems from the Police Bureau's desire to maximize equity in the bureau wherever possible. Specifically, the position will be responsible for developing, implementing, and providing the Community and Police Relations Committee's training at the officer level. The training has already been completed by command staff. The training will provide a bureau-specific equity lens for the evaluation and development of bureau processes, practices, and policies, in order to be more responsive to the community as a whole. This position will also coordinate partnerships with the Equity Leadership Council, the City-wide Equity Committee and the Office of Equity and Human Rights.

II. PERSONNEL

NOTE: *It is understood that final demographics resulting from any staff reduction may not be known if there is a bumping process to be completed. However, it is important to monitor the demographics of any layoffs or staff reductions to assess the specific impact to people of color and people with disability (if known). Human Resources can be a resource for this data if it is unknown.*

1. What is the number of staff reductions in this proposed budget?

There are no proposed staff reductions.

2. What is the racial demographic of any staff reductions being proposed?

There are no proposed staff reductions.

3. What is the remaining racial demographic of your bureau after the reductions?

The Police Bureau's racial demographic is expected to remain essentially unchanged. The August 9th, 2013 demographic profile was as follows: 85.42% White; 6.21% Asian; 3.71% Hispanic; 3.54% Black or African American; 0.78% American Indian or Alaskan Native; and, 0.17% declined to state. The Police Bureau has an active, ongoing recruitment effort directed towards developing a diverse set of candidates for hiring as current employees retire, resign, or are otherwise separated from employment.



4. What is the position level of any staff reductions being made, e.g., management vs. line staff?

There are no proposed staff reductions.

5. To your knowledge, is there an adverse impact on employees with a disability due to these staff reductions?

There are no proposed staff reductions.

III. PROGRAM/SERVICES (SEE, Workforce Demographics per Bureau [here](#) or by visiting our website)

1. What service/program outcome or philosophy will be met with the overall budget request?

The overall mission of the Portland Police Bureau is to work with the community to maintain and create safe neighborhoods. It reduces crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property and promote individual responsibility and community commitment. The bureau's FY 2014-15 Requested Budget maintains core services that produce outcomes in accordance with its mission. The bureau's add packages build on and support the core services of the bureau as well as fulfill the Mayor's priorities of complete neighborhoods, emergency preparedness and resolving critical needs.

2. Identify impacts on specific geographic areas.

- City-wide/Regional Northeast Northwest North
 Central Northeast Southeast Southwest East
 Central City



3. Identify the racial demographics of those impacted by this request.

The bureau's FY 2014-15 Requested Budget will have City-wide impacts. Per the 2010 U.S. Census, the racial demographics of the City of Portland were:

White: **72.2%**

Black or African American: **6.3%**

American Indian or Alaskan Native: **1.0%**

Asian: **7.1%**

Native Hawaiian and Other Pacific Islander: **0.5%**

Two or More Races: **4.7%**

Hispanic or Latino: **9.4%**

4. Identify potential impacts on people living with a disability.

The Police Bureau's FY 2014-15 Requested Budget includes training and services geared to provide core services to members of the community, including those people living with a disability.

IV. CONTRACTING

1. Does the proposed budget impact contracting with outside sources?

The bureau's FY 2014-15 Requested Budget has no contracting impacts.

2. What percentage of contracting/consulting work is performed by M/WESB contractors?

- a. In what capacity (prime contractor, sub-contractor, supplier, etc.)

Neither of the Police Bureau's two prime Professional, Technical and Expert contracts for FY 2012-13 were MWESB certified contractors.

3. How will this budget impact consulting or contracting with M/W/ESB contractors? (Including professional services)

The bureau's FY 2014-15 Requested Budget has no contracting impacts.



V. EQUITABLE PUBLIC PARTICIPATION

1. How have you ensured inclusive and equitable participation in the preparation of this budget?

Public involvement and participation in the Requested Budget process was provided in public meetings of the Police Bureau’s Budget Advisory Committee (BAC). The BAC reviewed core services and recommended policy direction to develop a budget responsive to the public safety and neighborhood livability needs of the community.

The bureau developed a budget survey that was sent directly to all neighborhood coalitions in the City. The survey was also posted on the bureau’s website and a press release was provided to make the public aware of the survey and the budget development process. The survey and other public input provided additional insight into the communities’ areas of concern as a part of the development of this budget.

2. How does this budget build community capacity and power in communities most impacted by inequities?

The bureau’s FY 2014-15 Requested Budget reflects the Police Bureau’s dedication to implementing practices, policies, and procedures that further diversity and equity City-wide through public involvement and participation.

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MICHAEL REESE (Chief of Police)



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CITY OF PORTLAND

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Commissioner in Charge:
Charlie Hales, Mayor

Bureau Director:
Dante J. James, Esq.

Identifying Impacts Worksheet - Once you have identified the populations/communities impacted, use the following chart to name the potential burdens and benefits.

Populations Impacted	Potential Positive Impacts	Potential Negative Impacts
The bureau's FY 2014-15 Requested Budget has City-wide population impact.	The potential positive impact of the bureau's request to add an Equity Program Manager is increased training in the areas of diversity and equity resulting in a bureau better equipped to identify and address these issues within the bureau and the community.	



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