

## **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 Portland Bureau of Emergency Management**

### **I. ADVANCING EQUITY**

1. Will this budget proposal or package increase, 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?

PBEM's Senior Community Outreach & Information Representation (SCOIR) position realignment and Community Emergency Notification System (CENS) decision packages increase programs/services that are needed by communities of color, immigrant and refugee communities and/or people living with a disability. Specifically, the primary role of PBEM's SCOIR is to engage the community but primarily underserved populations and communities of color as well as to broaden their engagement in the development of emergency preparedness, response and recovery plans and emergency preparedness training.



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The CENS request will ensure the implementation of a notification system that can disseminate public emergency alerts in different languages including telecommunication devices for the deaf.

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

Disasters disproportionately affect vulnerable populations. People who are poor are less likely to have household emergency kits. People with limited English proficiency may not understand emergency messages. Immigrant and refugee communities often lack adequate support systems or have limited access to resources. Many of these vulnerability factors separate and marginalize communities, which result in a disproportionate impact when an emergency occurs. Although all of PBEM's decision packages are intended to improve overall citywide preparedness, two decision packages (CENS and SCOIR) specifically enhance the resilience of vulnerable populations.

## II. PERSONNEL (*See*, Workforce Demographics per Bureau [here](#) or by visiting our website)

**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. To your knowledge, is there a positive or adverse impact on employees of color, and if so, what?  
N/A
2. To your knowledge, is there a positive or adverse impact on employees with a disability, and if so, what?  
N/A

## III. PROGRAM/SERVICES

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

We will continue expanding our network of key collaborators and stakeholders particularly those working with low-income populations, the disability community and communities of color. The member organizations of the Coalition of



Communities of Color and Immigrant and Refugee Community Organization will be important in helping ensure emergency preparedness efforts are relevant to the primary needs of vulnerable communities.

2. Identify impacts on specific geographic areas.

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

3. Identify the racial demographics of those impacted by this request. (*See Attached Worksheet*)
4. Identify potential impacts on people living with a disability. (*See Attached Worksheet*)

**IV. EQUITABLE PUBLIC PARTICIPATION**

1. How does this budget build community capacity and power in communities most impacted by inequities? (e.g., improved leadership opportunities within BAC, community meetings, stakeholder groups, increased outreach, etc.)

By ensuring emergency messages are accessible to people with disabilities or limited English proficiency and increasing emergency preparedness training opportunities and vulnerable populations stakeholder engagement in preparedness, response and recovery planning processes we hope to build capacity within these advocacy and community groups to plan and lead resilience efforts.

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



**OFFICE of EQUITY  
and HUMAN RIGHTS**  
CITY OF PORTLAND

Realizing Equity. Enhancing the City of Portland.

**Commissioner in Charge:**  
Charlie Hales, Mayor

**Bureau Director:**  
Dante J. James, Esq.

| Populations Impacted          | Potential Positive Impacts  | Potential Negative Impacts |
|-------------------------------|---|----------------------------|
| Immigrant & refugee community | Increase in emergency preparedness trainings, engagement in development of emergency response plans   |                            |
| Communities of color          | Increase in emergency preparedness trainings, engagement in development of emergency response plans   |                            |
| Disability: Deaf / blind      | Ability to receive emergency messages   |                            |
| Limited English proficiency   | Ability to receive emergency messages   |                            |
| West side residents           | Increase timeliness of emergency response efforts on the west side by having an emergency operations and 2 <sup>nd</sup> city-owned fueling station on the west side. |                            |
|                               |   |                            |
|                               |   |                            |

*Cemario*

**Bureau Director**

February 18, 2014

**Date**