

Office of Neighborhood Involvement

Budget Equity Assessment Tool – FY 2015-16

February 2, 2015

SECTION ONE: ADVANCING EQUITY

- 1. How does this budget increase, reduce, limit or eliminate programs or services that are vital to communities of color, immigrant and refugee communities and/or people with a disability?**

The Office of Neighborhood Involvement (ONI) is submitting a neutral budget recommendation for FY16. ONI's Requested Budget would at a minimum maintain existing programs and services that are vital to communities of color, immigrant and refugee communities and people living with a disability.

ONI's mission and goals center around increasing and diversifying community involvement, strengthening capacity of our community partner organizations, increasing community impact on public decisions, improving livability and safety, and providing accurate information.

In the past eight years ONI has focused on building community capacity and expanding programs within the Community and Neighborhood Involvement Center (CNIC) specific to serving these identified communities. The Diversity and Civic Leadership (DCL) Program currently budgets \$98,000 per year for community engagement and leadership development services to each of the following organizations: Immigrant Refugee Community Organization, Center for Intercultural Organizing, Latino Network, Native American Youth and Family Center, and Urban League of Portland. The ONI Bureau Advisory Committee (BAC) held these programs harmless through multiple years of budget cuts during the recession. The FY 2014-15 approved budget provided an additional \$140,000 to increase civic engagement. DCL programs were budgeted 50% of that total.

The Requested Budget does include a request to continue one-time funding for the East Portland Action Plan (EPAP). East Portland comprises an area that presents a great opportunity to institutionalize the City's commitment to equity with 25% of the Portland population, 40% of the students, and the highest percentage of immigrant and refugee new Portlanders. The \$300,000 for continuation of the EPAP is a Portland Plan priority as well as one for ONI. The EPAP funds an advocate position that organizes outreach and advises on strategy for EPAP implementation, operating expenses (primarily used to support meeting expenses and related child care and language interpretation services to ensure full participation), community grants, member capacity building and priority projects. The EPAP is an innovative program that strategically

implements Action Plan recommendations to improve livability and develops policies to address some of the challenges facing East Portland

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

While the recommended neutral budget holds these and all ONI programs harmless from cuts in our FY 2015-16 budget, these and all ONI programs remain vastly under-funded. During the past six months the ONI BAC has engaged in an exercise of learning about models for developing racial equity lens and expanding the bureau's values to incorporate equity. The BAC prioritized the DCL, Disability, and Youth programs if add-packages were an option without requiring proposed cuts to other programs. The ONI BAC rejected considering add packages as it would require proposed cuts to other existing programs and partner organizations that would result in elimination of FTE, which would be contrary to the BAC priorities.

SECTION TWO: PERSONNEL

3. What is the impact on employees of color?

The neutral budget recommendation maintains the current FTE levels and has no impact on raising or lowering the number of employees of color. One of the reasons ONI was reluctant to even consider an add package that could advance some of our programs focusing on advancing equity is that it likely would have required the loss of the most recently hired staff that included employees of color and expanded ONI's internal Spanish language capacity.

4. What is the impact on employees with a disability?

The neutral budget recommendation maintains the current FTE levels and has no impact on raising or lowering the number of employees with a disability.

SECTION THREE: PROGRAMS/SERVICES

5. How do ONI programs or services align with the goal of advancing equity?

Community and Neighborhood Involvement Center

- **Diversity and Civic Leadership program:** Serve communities of color, immigrant and refugee communities providing leadership development, engagement and organizing efforts to advance community policy, planning and budgeting priorities, communications and outreach efforts as well as a wide range of creative community building endeavors.

- **Disability Program:** Provides information and referral regarding local compliance, accommodation services and living with a disability issues; engagement opportunities with city government and neighborhoods; community building activities; and Public Alerts Additional Needs Registry and emergency self-preparedness workshops. The program will be providing strategic planning services to the Connecting Communities Coalition.
- **Neighborhood Program:** Embodies the seven neighborhood District Coalitions serving 95 Neighborhood Associations. Several of the coalitions have expanded efforts to partner with communities of color, immigrant and refugee communities including Southwest Neighborhoods, Inc. which has a project partnering with Africa Youth and Community Organization. The Neighborhood Small Grants Program was restarted in FY 2014-15, though at a reduced level, and continues to have a goal of awarding 35% of all grants to reach under-engaged communities. The East Portland Action Plan (EPAP) prioritizes engagement of diverse communities that has significantly expanded participation rates in outer East Portland community building activities.
- **Youth Program:** The Multnomah Youth Commission exemplifies efforts to recruit and successfully engage a City/County board with a majority participation rate from youth of color, immigrants and refugees. Project efforts are identified by youth, including eliminating violence against youth, lowering chronic absenteeism in high schools, and expanding transit youth pass – all disproportionately impacting youth of color.
- **Public Involvement Best Practices Program:** Numerous policy recommendations developed by the Public Involvement Advisory Council (PIAC) have prioritized advancing equity goals including updating the City's public involvement principles, public engagement in City budget process, and developing a more comprehensive community engagement policy chapter as part of the current Comprehensive Plan review and update.
- **New Portlander Program:** Focuses on providing consultation services building the capacity of both City agency staff to develop effective services and better engage immigrant and refugee communities. Provides strategic planning assistance to community organizations and Mutual Assistance Associations (MAAs). Providing staff support to develop New Portlander Policy Council for advising Council on issues affecting immigrants and refugees.
- **Hiring:** In the past year three new Community and Neighborhood Involvement Center program staffs were hired, all people of color. An additional program staff person was transferred from OEHR, also a person of color.

- **Enhanced Safety Properties:** This foundational program within Crime Prevention improves the safety and quality of residential rental property through a certification and ongoing support process. There are now approximately 150 certified ESP properties representing over 10,000 households in Portland. The majority of the properties are owned by Home Forward and local CDCs, and have a high percentage of residents who are people of color and people with disabilities. At the request of East Portland Action Plan, we are evaluating revising program criteria based on Ban-the-Box initiatives.
- **Problem solving:** Many, or even most of the problem solving cases handled by Crime Prevention staff intersect in some way with race, disability, and socioeconomics. Staff members are adept with navigating these issues in the problem-solving context.
- **Hiring:** In the most recent hire, another person of color was hired as a Crime Prevention Coordinator, this time a bilingual, bicultural Spanish speaker. She is assigned to neighborhoods with a proportionally larger percentage of Spanish speakers. Council recently added two limited-term positions to Crime Prevention related to the Department of Justice settlement. The goal of the positions is to improve community engagement outcomes particularly with people in mental health crisis and communities of color through support to the Compliance Officer/Community Liaison (COCL) and Community Oversight Advisory Board (COAB). The hiring is in process in FY 2014-15.

Livability Center

- **Liquor Licensing Program:** The Liquor License Program Coordinator advocates for Portland's communities at the Oregon Liquor Control Commission and the State Legislature around public safety and livability concerns related to alcohol and establishments that sell and serve alcohol. Often this program is the only voice for communities that are disproportionately affected by siting of alcohol establishments; neighborhoods that have lower socioeconomic status and a higher rate of people of color. This program evaluates the aggregate effect of alcohol on the community and works to mitigate harm through attention to environmental factors and community building techniques, as well as enforcement of PCC 14B.120 – the City of Portland's tool to address nuisance activity at businesses that serve alcohol. Staff has engaged in targeted outreach to underrepresented communities in order to be of better service. In FY 2013-14, 40% of complaints received were from Portland's North and Northeast neighborhoods. The program addressed 87% of those complaints through its enforcement tools. The program also works collaboratively with businesses that sell alcohol, to provide training that small businesses cannot afford given limited resources. These small businesses are often minority owned.

- **Noise Control Program:** The City of Portland Noise Control Program works to improve neighborhood livability by enforcing the city's noise regulations and issuing noise variances for events and activities that necessitate more noise than the code normally allows. The City's noise control staff work closely with applicants for variances to ensure that proper notice is given in a timely and respectful manner that invites community members to comment. The system is primarily complaint driven. In the event that a noise source is in close proximity to traditionally marginalized populations who are less likely to complain even in egregious circumstances, staffs are more proactive in maintaining reasonable expectations for individuals who are creating a noisy environment.
- **Graffiti Abatement Program** – The Graffiti Abatement program provides free removal services in some circumstances to residents and businesses of Portland that have been victims of vandalism. In the first half of FY 2014-15, 48% of free removal services have gone to Portland's North/Northeast Neighborhoods and 30% have been performed in Southeast Portland. Additionally, program staff has worked with other ONI program staffs to build capacity in areas of Portland through the implementation of Livability Teams, and provides them with supplies.

Information and Referral Center

City/County Information and Referral facilitates access to local government and local government services for all Portlanders. Phone translation services are readily available to assist community members who do not speak English as their primary language, and we have in-house Spanish language capacity.

6. Identify the impacts of the budget on specific geographic areas: (Citywide/regional, Northeast, Northwest, North, Central, Northeast, Southeast, Southwest, East, Central City, Unknown)

ONI has mapped operating budget and service level impacts for distribution of ONI resources by District Coalition, number of noise complaints, and attendance at National Night Out parties.

For distribution of resources the values range from a low of \$6 total per user in the Central City \$9 per user in inner Northeast and Central Northeast. Both North Portland and outer East Portland, where there are higher populations of people of color, are at \$8 total per user.

<https://www.portlandoregon.gov/cbo/article/479990>

The Neighborhood Program has developed funding criteria for the Neighborhood Grants Program that distributes additional resources to District Coalitions under a formula that increases funds to areas with a higher percentage of families below the median household income. The City has also funded the East Portland Action

Plan providing a higher level of community engagement and advocacy programming in Outer East Portland, an area with an increasingly diverse population.

The Noise Control Program enforces the City's noise regulations. Complaint levels range from lowest in Southwest with 39 complaints last year to highest in Southeast with between 102-228 complaints. Central NE, an area with a higher population of people of color had a low range of complaints at between 40-46. Outer East Portland, with a higher population of people of color, had the second highest level of complaints at between 73-101.

<https://www.portlandoregon.gov/cbo/article/479341>

The Crime Prevention Center coordinates National Night Out parties as a key component of promoting public safety awareness efforts. North Portland, which has a higher population of people of color, is at the highest level of attendance, along with inner Southeast, at 4,425 to 5,380 participants. Outer East Portland, with a high population of people of color, is at the second highest level of participation at between 3,469-4,424 people. Central NE, with a higher population of people of color, is at a lower range of attendees at 1,557 to 2,512 people. <https://www.portlandoregon.gov/cbo/article/479340>

7. What areas of the city will be impacted by your programs or services and is there a larger than average population of people of color in those areas?

ONI's civic engagement programs have impact throughout the city as our priority has been to provide greater access to communities of color, immigrants and refugees through the Diversity and Civic Leadership Program. One example of a geographically specific project is the East Portland Action Plan (EPAP) and East Portland Neighborhood Office (EPNO) efforts to engage culturally specific community groups in their programming. EPAP has proven to be an exemplary program engaging both neighborhoods, educational, low income and communities of color in their advocacy efforts to advance action items prioritized in the East Portland Action Plan adopted by Council. EPNO is reconstituting their advisory committee for guiding their program work priorities to include both neighborhood and diverse community-based organizations. This is a shift from an all neighborhood association based leadership structure to having broader and diverse representation of the changing demographics of the outer East Portland communities.

8. Identify potential impacts on people living with a disability. (use table below)

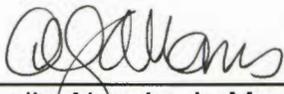
See below.

SECTION FOUR: EQUITABLE PUBLIC PARTICIPATION

- 9. 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.)**

Population impacted	Potential Positive Impacts	Potential Negative Impacts
Communities of color	<ul style="list-style-type: none"> • Dedicated funding to five community groups for leadership development, community engagement/outreach, communications, etc. • Providing strategic planning consultation to numerous small/emerging community organizations 	<ul style="list-style-type: none"> • Insufficient funding to meet organizational capacity building needs for DCL groups. • DCL groups reporting city bureau boards, commissions, BACs, advisory committees not welcoming environments. • Neutral budget eliminates ask for accommodation fund for coalitions and DCL partners to provide sign language, Braille, closed captioning, and translation of meetings and documents for non- English speakers.
People with disabilities	<ul style="list-style-type: none"> • Maintains Disability Program providing technical support to assure people with disabilities are included in emergency planning • Maintains Disability Program providing a resource to other bureaus to make sure people with disabilities are included in policy and/or that bureaus have advice on culturally competent public involvement for people with disabilities • Maintains Elders in Action which provides advocacy and participation in civic life to older adults, many whom have disabilities. • Maintains service of I&R who have multiple calls a day regarding disability related issues. • Proposed may maintain a position in crime prevention 	<ul style="list-style-type: none"> • Neutral budget eliminates ask for accommodation fund for coalitions and DCL partners to provide sign language, Braille, closed captioning, and translation of meetings and documents for non- English speakers. • Eliminates ask for funds to support Connecting Communities Coalition Leadership Academy for People with Disabilities.

Population impacted	Potential Positive Impacts	Potential Negative Impacts
	to work with people with mental health disabilities and the police.	
Immigrants and refugees	<ul style="list-style-type: none"> • Dedicated funding to five community groups for leadership development, community engagement/outreach, communications, etc. • Maintains funding with transfer to ONI of the New Portlander Program. 	<ul style="list-style-type: none"> • Insufficient funding to support New Portlanders Policy Council • DCL groups reporting city bureau boards, commissions, BACs, advisory committees not welcoming environments. • Neutral budget eliminates ask for accommodation fund for coalitions and DCL partners to provide sign language, Braille, closed captioning, and translation of meetings and documents for non- English speakers.



 Amalia Alarcón de Morris, ONI Director

2-2-15

 Date