

CITY OF

PORTLAND, OREGON

PORTLAND HOUSING BUREAU

Dan Saltzman, Commissioner Traci Manning, Director 421 SW 6th Avenue, Suite 500 Portland OR 97204 (503) 823-2375 Fax (503) 823-2387

PHB's Bureau wide Equity Goals Framework

PHB's Equity Agenda is grounded in the vision that all residents from Portland's diverse and multicultural communities have access to the opportunities and resources they need to attain their full potential. To achieve success in implementing our vision, PHB has engaged with our partners to develop ways to operationalize this vision through targeted strategies to reduce disparities.

In FY 2012-13, PHB focused on applying a racial equity lens to our budget, our funding processes, and our contracts for services. Attached to all our work are "PHB's Guiding Principles of Equity and Social Justice" which communicate our values and intentions as we approach this work with our partners.

We started with data. We required all sub-recipient contractors collect and report race and ethnicity information from clients consistently. We committed to publishing this data on who is served every year.

We followed up with setting goals. We determined that communities of color suffer disproportionately from poverty and housing insecurity. We worked with every sub-recipient contractor to set equity goals that would help their organizations increase opportunities and Access for communities of color. In doing so, we began a community wide catalogue of promising practices and successful strategies to help achieve our goals.

PHB's mission drives our strategies and work. We continue to serve vulnerable, low income people whose needs are not met by the market. In FY 2013-14, we will build on these community wide equity successes by establishing and clearly communicating bureau wide goals for Access and Outcomes across all PHB programs for communities of color.

By removing Access barriers for those most impacted by poverty and current and historical discrimination and disparity, we improve access to the system for everyone.

We recognize that Access only gets people through the door, so we will increase our focus on reducing the disparities in Outcomes experienced by communities of color.

Accountability against the goals will occur in two ways:

- 1. Transparency PHB will report on and publish our progress in serving communities of color and that of each of our contractors, by program, at least annually.
- 2. Sustained Effort PHB commits to, and will engage our partners' willingness to work to reduce and remove disparities. In this contemplative moment in our community, we are leading our partners to help us meet these goals by engaging proactively in problem solving, through dialogue with diverse community stakeholders and openness to continue to work towards reaching our goals.

The following language will be added as a section: "Commitment to Equity Agenda" in all PHB sub-recipient contracts:

Commitment to Equity Agenda

PHB is incorporating equity goals into all sub-recipient contracts in alignment with The Portland Plan which establishes that in order to ensure everyone has access to the opportunities necessary to satisfy their essential needs, the City will enforce Title VI, track the information needed to understand disparities, evaluate equity impacts, improve evaluation methods and mitigate for disparities.

http://www.portlandonline.com/portlandplan/index.cfm?c=56527

Our equity goals are also in alignment with the Strategic Plan of the Portland Housing Bureau which directs PHB to work to ensure equitable access to housing by setting, clear, measurable equity goals for all PHB programs, incorporating equity goals into all funding applications and contracts, monitoring and reporting on whether we reach our goals, and using proven strategies to increase the use of city-supported housing services by communities of color.

http://www.portlandoregon.gov/phb/article/427251

PHB will utilize indicators posted on PHB's website, linked below, to evaluate progress towards our goal of reducing and removing disparities in Access and Outcomes for communities of color.

http://www.portlandoregon.gov/phb/60596

Access

PHB works to ensure equity for communities of color in city-supported housing programs. To evaluate progress PHB will utilize indicators based on the disparity between the rates of poverty for whites and respective communities of color, as measured by ACS data for each community.

In FY 2013-14, PHB aspires to reduce disparities in community's rates of poverty by working with all contractors to increase Access to services by communities of color which experience disproportionate poverty rates. Contractors will be accountable for their efforts to reduce disparities by seeking to provide services to communities of color that contribute to achievement of the overall PHB goals. As described above, PHB will report on and publish our collective progress made in serving communities of color, by program, at least annually.

Outcomes

PHB aspires to reduce and remove the documented disparities experienced by communities of color in service and housing Outcomes by working with partners to measure outcomes and implement strategies for service delivery that contribute to the achievement of program specific and bureau wide goals for communities of color.

In FY 2013-14 all subrecipient contractors will report Outcome measures by race/ethnicity.

In FY 2013-14 all subrecipient contractors will evaluate Outcomes by race/ethnicity and if evaluation shows statistically significant disparities in the achievement of Outcomes based on race, contractor will work with PHB to determine why such disparate impacts are occurring, and to recommend and implement a remedy to eliminate them.