



Budget Equity Assessment Tool

CITY POLICY

This Budget Equity Assessment Tool is a general set of questions to guide city bureaus and their Budget Advisory Committees in assessing how budget requests benefit and/or burden communities, specifically communities of color and people with disabilities. As noted in Portland's 25-year strategic plan, the Portland Plan, Goal-Based Budgeting, and page 102:

When fully implemented, the new budget approach will direct City of Portland bureaus and offices to:

Use an asset management approach to achieve more equitable service levels across communities and geographies.

Track and report on service levels and investments by community and geography, including expanding the budget mapping process

Assess the equity and social impacts of budget requests to ensure programs, projects and other investments to help reduce disparities and promote service level equity, improve participation and support leadership development.

Identify whether budget requests advance equity, represent a strategic change to improve efficiency and service levels and/or are needed to provide for basic public welfare, health and/or meet all applicable national and state regulatory standards.

It is the policy of the City of Portland that no person shall be denied the benefits of, or be subjected to, discrimination in any City program, service, or activity on the grounds of race, color, national origin, English proficiency, sex, age, disability, religion, sexual orientation, gender identity, or source of income. Additionally, the City's Civil Rights Title VI program guidelines obligate public entities to develop systems and procedures that guard against or proactively prevent discrimination, while simultaneously ensuring equitable impacts on all persons. Therefore, City bureaus may find this tool helpful when evaluating equitable impacts on all residents.

The Office of Equity and Human Rights is also available for discussion/training/consultation regarding the use of this document.

Portland Housing Bureau

BUREAU/OFFICE/DEPARTMENT

SECTION ONE: BASE BUDGET

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

The following represents a non-comprehensive listing of the processes, reports and data sources that informed PHB's efforts to incorporate equity into its base budget:

- **North - Northeast Neighborhood Housing Strategy:** This in-depth public involvement process identified community priorities for investment of a \$20M Interstate TIF allocation made in early 2014. The N/NE Oversight Committee – representing the historic community of North and Inner Northeast Portland – was established to provide regular input and guidance on ongoing programming of all Interstate TIF affordable housing programming.
- **State of Housing Report:** This report shows the general issues in housing affordability across Portland and highlights the extreme disparities in affordability for different subsections of Portland residents (e.g., communities of color, single mothers, seniors, and foreign-born).
- **East Portland Action Plan:** This report delivered recommendations for addressing disparities in affordable housing investment between East Portland and other parts of Portland.
- **Anti-Displacement Coalition:** This community coalition -- formed in opposition to involuntary displacement -- delivered recommendations for the mitigation of displacement.
- **A Home for Everyone:** This Community-wide partnership to address homelessness has established the promotion of racial and ethnic justice as guiding principles. Policy, programming and budget recommendations employ an equity lens and place an emphasis on community-specific and culturally-appropriate service delivery.
- **Street Count:** This community-wide comprehensive count of persons experiencing homelessness takes place every other year. It showed no substantial overall growth or reduction in persons experiencing homelessness, but it did show a significant spike in homelessness among African-American and Native Hawaiian – Pacific Islander males.

The bureau's base budget includes many programs and services that have been designed and/or refined to address disparities in service, outcomes and community well-being.

- **PHB's Annual NOFA process** – which awards millions in affordable housing development funding – uses equity (e.g., demonstration of organizational commitment; track record of successful community partnerships and minority contracting) as a key criterion in the scoring and evaluation process.
- The **Grant Warehouse Project** is part of the N/NE Neighborhood Housing Strategy and represents PHB's best efforts to develop affordable housing in a manner that honors community priorities and delivers an equitable portion of the economic and capacity-development benefits generated by this project to the historic community of North and Northeast Portland.

- **PHB subrecipient contracts** (i.e., sub-grants made to non-profits and public agencies to deliver services on PHB's behalf) require the subrecipient agency to track race/ethnicity data for beneficiaries (i.e., clients). Contracts establish goals and facilitate ongoing tracking, trending, goal-setting and program evaluation. Contracts also require organizations to conduct organizational equity self-assessments similar in form and concept to City Racial Equity Roadmap.
- Additionally, **homeownership and home retention programs** are delivered in partnership with multiple culturally-specific organizations and specifically target communities of color, with a goal of improving the minority homeownership gap.
- **Affordable Housing Development** funding is awarded with the requirement that developers report MWESB in disaggregated fashion. PHB holds annual events to bring minority-owned businesses into contact with affordable housing developers and prime contractors. Both efforts are intended to help address the disparities that exist in contract funding awarded to minority- and woman-owned businesses.

Additionally, this budget year the City Council awarded \$10M (\$5M ongoing and \$5M one-time) of new general fund to the bureau at the outset of the budget process. Under direction provided in the Mayor's budget guidance, PHB allocated this \$10M and also reallocated other existing resources within its base budget. Many of these allocation and reallocation decisions were made with an eye towards equity, as informed by the processes, reports and data sources described above. The following "revised base" allocations were made to maximize equity

- **Create \$1.5M Ongoing General Funded East Portland Rental Rehab Program** to preserve existing privately held affordable housing in East Portland to mitigate against risk that these units be lost (e.g. , become uninhabitable or get renovated to target higher-income tenants) and to address the percentage of "rent burdened" households – something experienced disproportionately by communities of color.
- **Replace \$1M Lents URA TIF funding with \$1M Ongoing General Fund for Homeownership and Home Retention** in order to make these services available outside URA's and mitigate involuntary displacement, with an emphasis upon people of color and seniors.
- **Allocate \$500,000 General Fund for East Portland Home Repair** to stabilize households and address a disparity of City investment from both a geographic and racial/ethnic perspective.
- **Allocate \$300,000 General Fund Ongoing for homeowner case management citywide.** This will allow PHB to address factors contributing to involuntary displacement (such as predatory real estate practices and lending, complications in estate planning and challenges of maintaining a large home) with a focus on communities of color.
- **Allocate \$1.5M annual federal grant funding (CDBG/HOME) for rental housing development** to increase resources available to be used outside of URA's. This allows increases PHB's ability to create and maintain affordability in gentrifying communities and racial/ethnic communities at risk of displacement.

- **Allocate \$1M Lents URA funding for rental housing development** to preserve and create affordable housing in East Portland – a neighborhood at risk of involuntary displacement, something experienced disproportionately by communities of color.

SECTION TWO: DECISION PACKAGES

If your bureau or office has multiple decision packages, please address each one separately.

How does this program or service align with the goal of advancing equity?

Identify all Citywide Goals and or Strategies you are using:

<http://www.portlandoregon.gov/oehr/article/537589>

See attachment.

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

To help you answer this question, the following map link shows where communities of color are greater than average for the city of Portland.

<https://www.portlandoregon.gov/bps/article/508117>

This next link provides information on overall vulnerability, including maps of communities of color, lower income households, renters, and level of educational attainment. Together these four components are indicators of at risk populations.

<http://www.portlandoregon.gov/bps/66107>

Identify potential impacts on people living with a disability. (See Attached Worksheet)

See attachment.

Identify impacts on workforce demographics. (Goal #1)

See attachment.

SECTION THREE: EQUITABLE ENGAGEMENT AND ACCESS (Goal #2)

How does this budget build the bureaus capacity to engage with and include communities most impacted by inequities? (e.g., improved leadership opportunities, advisory committees, commissions, targeted community meetings, stakeholder groups, increased outreach, etc.)

This budget maintains and creates a number of foundational engagement elements:

1. The **Portland Housing Advisory Commission** is a volunteer public advisory body that advises the Director of the Portland Housing Bureau (PHB), the Housing Commissioner and the Portland City Council on a range of housing policy and program issues. This body is intentionally representative of communities of color and is asked to:
 - Provide a sounding board on significant housing policy issues.
 - Advise on strategies for investment of public resources in service of PHB’s mission.
 - Press PHB to implement its commitment to equity in all facets of its work.
 - Assist PHB to extend and deepen its community partnerships.
 - Help make the case for new resources.
 - Review PHB’s broader public involvement strategy and implementation to make sure that community members and stakeholders have many opportunities to participate in PHB’s work.
2. The **North-Northeast Neighborhood Housing Strategy Oversight Committee** advises PHB on and monitors implementation of the North/Northeast Neighborhood Housing Strategy. Members represent the historic African-American community of North and Northeast Portland with a focus on implementing racially equitable policies and investments.
3. The **Home For Everyone Coordinating Board** has membership that is *broadly* representative of the community (www.portlandoregon.gov/phb/article/486613) and provides input and recommendations regarding the Continuum of Care (i.e., homeless services programs).
4. The **Fair Housing Advocacy Committee** is sponsored by Multnomah County, Gresham and the City of Portland, and was formed in response to actions outlined in the *Analysis of Impediments to Fair Housing Choice Report*. The committee is charged with developing a work plan that includes the review of data, the review and endorsement of best practices, the coordination of public information campaigns, the regular review of enforcement data, suggestion of policies for adoption by jurisdictions, and advocating for resources that will support effective approaches to furthering fair housing.
5. As part of the “**TIF Lift**” that increased budgets for affordable housing in Urban Renewal Areas, PHB will seek community input on how the additional funds should be invested. Specifically, the bureau will hold community forums with residents in the Lents and Gateway area and will expand current community outreach efforts in the Interstate area.
6. PHB’s full-time **engagement and outreach coordinator** position was established to lead the bureau in developing more effective outreach, engagement and partnerships with the diverse and historically underserved communities of Portland. Recent efforts include: implementing culturally-specific marketing of homeownership and home retention programs and services; coordinating efforts to connect minority- and women-owned businesses with the contracting opportunities PHB’s affordable housing investments create; engaging PHB with the East Portland Action Plan; coordinating outreach to faith-based communities; and planning the Lents, Gateway and Interstate outreach associated with the TIF Lift (see above).

Identifying Impacts Worksheet

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

The information below pertains specifically to the decision packages submitted in the PHB Requested Budget.

Populations Impacted	Potential Positive Impacts	Potential Negative Impacts
African American	<ul style="list-style-type: none"> • Implementation of preference policy will provide increased ability for displaced former residents (and their descendants) to return to N/NE Portland • New proposed investments in ending homelessness place communities of color as priority target population • Specific focus on closing disparity in rates of homelessness for African American men 	None identified.
Asian	<ul style="list-style-type: none"> • New proposed investments in ending homelessness place communities of color as priority target population 	None identified.
Hawaiian - Pacific Islander	<ul style="list-style-type: none"> • New proposed investments in ending homelessness place communities of color as priority target population • Specific focus on closing disparity in rates of homelessness for African American men 	None identified.
Hispanic - Latino	<ul style="list-style-type: none"> • New proposed investments in ending homelessness place communities of color as priority target population 	None identified.
Native American	<ul style="list-style-type: none"> • New proposed investments in ending homelessness place communities of color as priority target population 	None identified.

Persons with Disabilities	<ul style="list-style-type: none">• New proposed investments in ending homelessness place persons with mental illness as priority target population	None identified.
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Name of Bureau Director

Date

Rev: Nov 2015

PHB FY 2016-17 Budget Equity Assessment SUPPLEMENT

Decision Package	Description & Outcome Excerpts	Goals & Strategies Alignment	Geographic / Community Analysis	Impact Upon Persons With Disability	Workforce Demographic Impact
Program Design & Development Coordinator	The city is currently pursuing, or has already adopted, initiatives related to the establishment of preference policies and lottery leasing , a voluntary incentive zoning program, a mandatory inclusionary zoning program, an affordable housing linkage fee program, increased renter protections , and others. These initiatives need additional staff support to develop the program detail and manage implementation.	Goal: 1-2 Strategies: All	<ul style="list-style-type: none"> North & NE Portland is target for initial roll-out of preference policy designed to award priority preference in rental housing and home ownership programs to those negatively impacted by historic City actions that took place when neighborhood had high concentration of African-American residents. Increased renter protections would be citywide and universal. But communities of color are more likely to be renters and victims of housing discrimination. 	No specific focus or anticipated negative impact	One perm FTE added. PHB recruitment/hiring practices show improvements in racial equity over past 2yrs
Permanent Supportive Housing Development	These resources will allow the Bureau to take advantage of opportunities to complement the additional investment made through A Home For Everyone for the benefit of those exiting homelessness by building or purchasing units citywide, and targeting resources where the Bureau can currently only provide limited programming, if any at all. This package would support the development of approximately 100 such units intended for those experiencing homelessness and/or those at risk of displacement.	Unknown	Target populations prioritized based upon vulnerability (e.g., women, people of color, and people with severe mental illness) but do not follow traditional neighborhood geography	Emphasis upon people with severe mental illness as priority population	No change to City staffing
A Home For Everyone: Expanded Veterans Assistance	The expanded veterans assistance package will increase year-round shelter for veterans by 20 beds and increase short and long term rental assistance to help at least 60 additional veterans obtain and maintain permanent housing. These funds leverage significant federal program dollars and allow us to maintain the necessary capacity to ensure that homelessness among veterans is rare, brief and one time.	All		No specific focus or anticipated negative impact	No change to City staffing
A Home For Everyone: Safety Off Streets	Entire package will provide at least 630 safe sleeping options in a combination of facility-based shelter (approximately 410 beds) and alternative shelter options (~265 beds), to highly vulnerable people lacking access to permanent housing, including women, women escaping domestic violence, people of color, and people with severe mental illness . The budgeted funds will allow for some start-up capital expenses, but are assumed to primarily pay for ongoing shelter operating expenses. These funds will pay for only very limited on-site support services at each shelter site.	All	Target populations prioritized based upon vulnerability (e.g., women, people of color, and people with severe mental illness) but do not follow traditional neighborhood geography	Emphasis upon people with severe mental illness as priority population	No change to City staffing
A Home For Everyone: Permanent Housing Placements	This package will provide rental assistance and support services to at least 190 people who, due to the severity of their disability, require permanent supportive housing. Resources will serve highly vulnerable individuals, including women, people of color, and people with severe mental illness , who are ineligible for or are unable to access other permanent supportive housing options in our community.	All	Target populations prioritized based upon vulnerability (e.g., women, people of color, and people with severe mental illness) but do not follow traditional neighborhood geography	Emphasis upon people with severe mental illness as priority population	No change to City staffing

PHB FY 2016-17 Budget Equity Assessment SUPPLEMENT

Decision Package	Description & Outcome Excerpts	Goals & Strategies Alignment	Geographic / Community Analysis	Impact Upon Persons With Disability	Workforce Demographic Impact
A Home For Everyone: Rapid Re-housing	This package will enable 1,130 individuals to move from homelessness into permanent housing. The resources will increase permanent housing placements for highly vulnerable populations including communities of color, women (unaccompanied or with children), women escaping domestic violence, and female youth. Services will include short-term rental assistance, housing placement and retention staff support, and income acquisition assistance through employment and long term benefits access.	All	Target populations prioritized based upon vulnerability (e.g., women, people of color, and people with severe mental illness) but do not follow traditional neighborhood geography	No specific focus or anticipated negative impact	No change to City staffing
A Home For Everyone: Homelessness Prevention & Diversion	Entire package will prevent or divert from homelessness at least 1,000 additional people in FY 16-17. The funding will increase prevention and diversion for highly vulnerable populations, including communities of color, women, families with children, and individuals with significant physical and mental health disabilities. Assistance will take the form of rental assistance, professional staffing to support housing placement and retention, legal assistance/tenant advocacy, and transportation assistance.	All	Additional focus upon African American and Native Hawaiian – Pacific Islanders due to spike in rate of homelessness in most recent Street Count.	Emphasis upon people with significant physical and mental health disabilities.as priority population	No change to City staffing