

NOTE:

The data shown in this report is public from a dashboard created by the Office of Equity and Human Rights. The data is a snapshot taken from March 13, 2021. The data is updated regularly and may not reflect current employee numbers today, but the trend shown in this report is what we hoped to convey.

The dashboard can be found here:

<https://www.portlandoregon.gov/oehr/article/595121>

The data shows only employees who self identify and select 'Black' on their applications. This data misses employees who select ' Two or More Races.'

The recommendations in this report were drafted by the City African American Network (CAAN) Leadership Team. We recognize we do not speak for all Black employees.



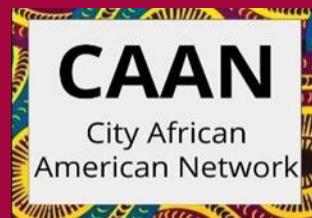
CITY OF PORTLAND

Black Workforce Data

Prepared by:

City African American Network

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City of Portland Black Workforce Demographics

Why we care.

The City African American Network (CAAN) is keenly aware that every economic or public health crisis will disproportionately impact Black people. We suspected the economic and social impacts of COVID-19 would be an example of that as well. We conducted a survey and released the results and recommendations in October 2020 to all Bureau Directors, which showed many personal accounts of discrimination, job security fears, and a consistent want for more black leadership. While many Bureau Directors responded to CAAN's letter in October, many were unresponsive. Those that did respond provided examples on how they are improving the workplace for their Black staff, which CAAN is planning to follow up for accountability quarterly. As a companion to that work, CAAN is comparing our findings to the demographic employment data reported by the City of Portland. With our personal experiences and the lack of black management, CAAN hopes that this report will provide clear data on the lack of mobility and representation in the City of Portland for Black employees.

METHODOLOGY

This report explores employment data from the City of Portland. The current City of Portland Workforce demographics dashboard can be found on the Office of Equity and Human Right website. Since 2020, all employees from every demographic group have suffered employment and economic setbacks. However, the employment data suggests that Black employees have faced career disparities even before COVID-19's impacts.

THE DATA

Below is a snapshot taken 3/8/2021 from the City of Portland workforce demographics dashboard. The figure below summarizes the status of black employment in the City of Portland, beginning in 2019.

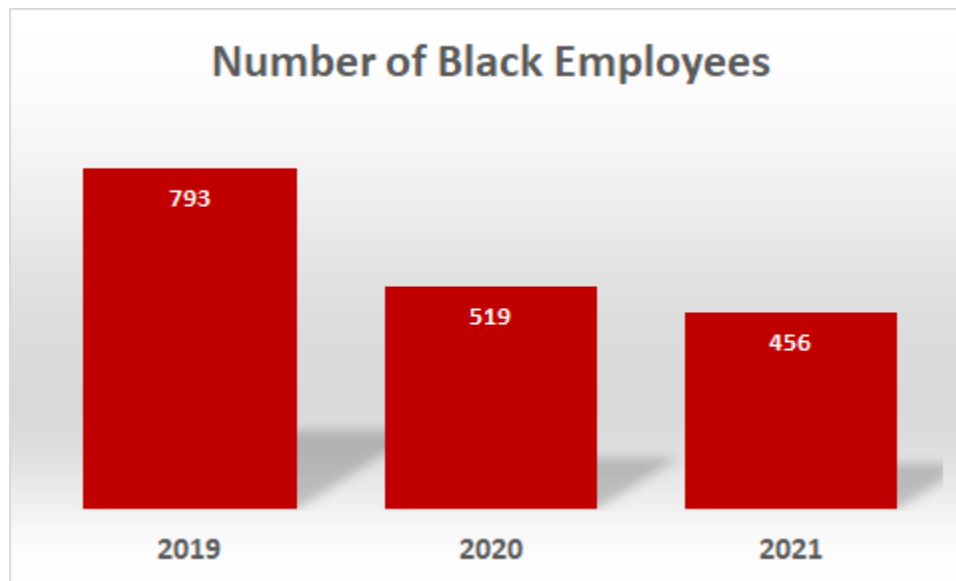


Figure 1. Number of Black Employees in the City of Portland from 2019 - 2021

In 2019, 793 Black employees worked for the City of Portland. We represented 7.65% of the overall workforce. Our numbers have declined to 456, representing 6.7% of the workforce. In contrast, while the majority of White employees at the City of Portland also had significant declines going from 7,477 employees in 2019 to 5,623 in 2020, their overall percentage in the workforce *increased* from 72.14% to 73.49%. Analysis by bureau also shows that Black employees are concentrated in certain bureaus, in non-permanent classifications, and in job categories that limit income earning potential. The figure below (Job Categories for 2021) shows that the bulk of our representation are in support roles - administrative workers, technicians or service and maintenance workers, while Professionals make up only 8.1% of the categories. Professionals have higher earning potentials, which in turn reflects on Black accessibility for home ownership, debt erasure, economic prosperity and generational wealth.

Job Category		
Administrative Support Workers	90	19.7%
Officials & Administrators	76	16.7%
Professionals	37	8.1%
Protected Serv Works:Nonsworn	17	3.7%
Protected Serv Works:Sworn	58	12.7%
Service & Maintenance Workers	108	23.7%
Skilled Craft Workers	22	4.8%
Technicians	29	6.4%
Not Assigned	19	4.2%

Table 1. 2021 Job Categories for Black Employees

The lack of Black management spans more prominently across each bureau where they are either non-existent or few, and also consistently declining over the years. The lack of Black leadership leads to the realities of limited access and growth in the City of Portland. Without Black managers, Black employees continue to be unsupported, feel that there are no pathways to promotion (which the data clearly shows when looking at how few Black Professional classifications there are) and in turn, leave the City. While much of the City's focus is on recruitment, the loss of over 200 Black employees in less than three years shows that retention should also be a priority.

BLACK MANAGERS	Number of Employees	Percent of Bureau Workforce	Number of Employees	Percent of Bureau Workforce	Number of Employees	Percent of Bureau Workforce
	2019	2019	2020	2020	2021	2021
Mayor Office	1	5.30%	2	8.70%	0	
Commissioner#3	1	12.50%	1	12.50%	1	12.50%
Chief Administrative Officer's Office	1	0.60%	0		0	
City Auditor	1	1.80%	2		2	3.80%
Community & Civic Life Office	1	1.70%	3	5.10%	0	
Development Services	4	1.00%	5	1.30%	4	1.10%
Emergency Communications	1	0.70%	1	0.70%	1	0.70%
Emergency Management	1	4.20%	1	4.50%	1	4.00%
Environmental Services	2	0.30%	2	0.30%	1	0.20%
Equity& Human Rights Office	2	14.50%	1	6.70%	2	13.30%
Fire & Police Disability & Retirement	1	5.90%	1	5.90%	1	5.90%
Fire & Rescue	2	0.30%	2	0.30%	2	0.30%
Housing	3	4.20%	4	5.60%	2	2.80%
Human Resources	4	4.80%	3	3.80%	1	1.30%
Parks & Recreation	15	0.30%	17	0.90%	16	1.40%
Planning & Sustainability	1	1.00%	1	1%	2	2.10%
Police	1	0.10%	2	0.20%	1	0.10%
Revenue & Financial Services	4	2.40%	5	2.70%	4	2.20%
Technology Services	1	0.40%	2	0.80%	0	
Transportation	8	0.80%	8	0.80%	4	0.40%
Water	4	0.60%	5	0.80%	4	0.60%
City Wide	59		68		49	

Table 2. Black Management for 2019 and 2020 (2021 data not available)

Table 3 shows the distribution of Black employees across all bureaus, which show a significant number of Black employees in Parks (making up 129 employees and nearly a fourth of all Black City employees) and fewer than 10% in most other bureaus. Retaining Black employees lies not just in the access to promotion and management, but in workplace culture. Many Black employees in CAAN's COVID impact survey voiced feeling isolated and unsupported in their bureaus. With so few Black employees per bureau, access to affinity groups like CAAN or Dr. Smith's facilitated OEHR Black Space are some of the only spaces where Black employees feel empowered to be themselves. Support from management, which we have identified is primarily White, is not always found in workplaces. A former Human Resources Director stated they found 40% of internal investigations at that time, were against black employees, who at its highest point in 2019 represented only 7.65%. There is a pattern that more HR complaints were made and investigations initiated against Black Employees than any other group. This is significantly disproportionate to the percentage of Black employees in the City. Clearly the data speaks not to Black employees' behavior, but instead to the culture we must work in.

City Office	Number of Employees	Percent of Bureau Workforce
Mayor's Office	3	13.00%
Commissioner #2	1	14.30%
Commissioner #3	2	25.00%
Chief Administrative Officer's Office	8	4.50%
City Attorney's Office	6	8.20%
City Auditor	5	9.60%
Development Services	22	6.00%
Emergency Communications	3	2.00%
Emergency Management	5	20.00%
Environmental Services	22	3.80%
Equity & Human Rights Office	4	26.70%
Fire & Police Disability & Retirement	2	11.80%
Fire & Rescue	29	4.00%
Government Relations	1	10.00%
Housing	9	12.50%
Human Resources	16	20.30%
Parks & Recreation	129	11.50%
Planning & Sustainability	6	6.20%
Police	42	3.70%
Revenue & Financial Services	23	12.60%
Technology Services	11	4.50%
Transportation	58	6.20%
Water	39	6.30%
Civic Life	8	17.80%
Community Technology	1	9.10%
Portland Children's Levy	1	14.30%
TOTAL	456	

Table 3. 2021 Total Black Employees

SUMMARY

1. **Number of Black employees.** The number of Black employees has decreased from 793 in 2019 to 456 in 2021.
2. **Percentage of workforce.** As a percentage of the workforce Black employees are 6.7 % of the overall City of Portland workforce. It should be noted that this is slightly higher than the percentage of Black residents in Portland, which is often the justification for the City being on track for diversity. However, not all City of Portland employees live within Portland boundaries - with many employees living in Vancouver, Gresham, or

Clackamas. With the effects of gentrification, most of the Black community no longer lives in Portland, so the percentage of Black people in Portland is a poor metric for hiring.

3. **Bureaus with Black Employees.** The bureaus with the largest number of Black employees are as follows; Portland Parks and Recreation (129), Transportation (58), Police (42). These three bureaus employ almost half of the Black workforce in the City of Portland 229 out of 456 employees.
4. **Seasonal employment.** Black employees were overrepresented in seasonal employment at the Parks department prior to COVID-19. In 2020, Black employees represented 36.55% of the Parks Bureau. In 2021, Parks is now made up of 28.29% showing the importance of permanent employment with the City. Permanent employment retains employees during economic or public health crisis and also provides full benefits that seasonal employees are not able to have.
5. **Gender.** Black employees, like the City as a whole, are more likely to be male (63.06%).
6. **Executives.** There were 5 Black Executives (Director Level) in 2012. In 2021 there are 3 Black Executives representing Police, Fire and the Office of Equity and Human Rights.

RECOMMENDATIONS

- **Update Hiring Practices**
 - Current practice is to include Black employees as tokens on hiring panels, where we are often selecting between White candidates where White women benefit from diversity. (i.e. 339 White female identifying managers versus the 49 Black managers) There are no studies that prove having a diverse panel creates diverse hiring, because the power of hiring lies more importantly with the hiring manager.

- Blind Resume review
Studies have shown that removing names from resumes results in more diverse hiring.¹
 - Train all hiring managers with a thorough Implicit Bias training.
Currently hiring panels and managers are only trained with a one page sheet on what Implicit Bias is, but this does not leave a lasting impact or change a culture of behavior.
 - Eliminate hiring manager filtering. Diverse candidates are filtered out before they are even given an opportunity to interview.
 - Establishing a mentor/shadowing program for new hires can help to acclimate new Black employees to the culture of the working environment.
 - Include more than one KSA that ties to racial equity and inclusion.
 - All Job Descriptions need to be written with an equity lens.
 - Interview questions need to be reviewed with an equity lens
- **Prioritize Retention**
 - **Invest in Black employee Advancement**
In 2016, Diverse Empowered Employees of Portland (DEEP) hosted a Leadership Development Program (LDP), which had cohorts of 5 employees from each affinity group. The volunteer ran and \$10K budget provided mentor pairing, professional development trainings, and support for the cohort. Not only did employees feel empowered and supported in their careers in the City, but all members of the cohorts have advanced their careers and education since their participation in LDP. The table below shows career advancement from 2016 to 2020. This is a great example of how investing in current employees leads to advancement, and as stated before, opens doors for economic prosperity - something needed for Black people in the US (for reference, \$171,000 is the net worth of White family versus the \$17,150 for Black families²). The LDP program was approved for another wave of funding, but relied too heavily on volunteer DEEP staff, so the program did not continue. Investing in

¹ <https://www.inc.com/marcel-schwantes/why-minority-job-applicants-mask-their-race-identities-when-applying-for-jobs-according-to-this-harvard-study.html>

² <https://www.brookings.edu/blog/up-front/2020/02/27/examining-the-black-white-wealth-gap/>

leadership and professional development of existing Black employees would help retain us and diversify leadership in the longrun.

Employees	Title/Role (2016)	Title/Role as of 2020
Employee A	CAS 1	Coordinator I
Employee B	Senior Associate Engineer	Engineer III
Employee C	Program Coordinator	Rental Services Manager / Director
Employee D	Streetcar Officer	Coordinator I
Employee E	Management Analyst	Equity and Inclusion Coordinator
Employee F	Crime Prevention Coordinator	Intergovernmental Affairs Research & Legislative Assistant
Employee G	Community Outreach Assistant	Coordinator II
Employee H	Timekeeping Specialist	Daimler - AM Warranty Operations
Employee I	Engineering Technician	Senior Engineering Associate
Employee J	Community Outreach Assistant	Analyst I
Employee K	City Planner II	Intel - Senior Strategic Site Planner
Employee L	Engineering Tech II/ WOC Engineer	Senior Engineering Associate
Employee M	Fire Captain	Fire Battalion Chief

Table 4. 2016 DEEP LDP Cohort Career growth

- Evaluate pay equity and merit raises. Black employees who are non represented are not receiving raises or considered for management leave.
- Establishing a mentor/shadowing program for new hires can help to acclimate new Black employees to the culture of the city.

CENTERING MENTAL WELLNESS

- Promoting wellness; to improve productivity; to increase self-awareness; to acknowledge the prevalence of mental health disabilities; and to reduce the impacts of re-traumatization for Black employees.
- Adopting a person-centered lens that acknowledges the humanness of each employee which involves enabling individuals to be acknowledged as a being made up of many different identities (mentally, spiritually, professionally, culturally, emotionally etc.). People are people first deserving of dignity and respect. City employees are people with feelings and experiences separate from our assigned role with the City..
- Destigmatizing mental health through education and awareness efforts

- Educating, equipping, and capacitating leadership to recognize, understand, and respond when an individual may experience distress; while also maintaining their mental wellness.
- Creating processes, policies, and procedures that acknowledge the prevalence of trauma and its significant impacts.
- Taking a proactive approach to culturally specific, equitable, and inclusive resources and services for black staff.

CONCLUSION

Every economic downturn sets the Black community back in ways that can take years to recover if ever. We expect it could take over five years to only recover the modest gains over the previous five years, and longer to achieve overall economic parity and security. The impacts are predictable, and we ask the City of Portland to employ proactive strategies to retain Black employees and by extension strengthen the Black community. While Citywide Racial Equity goals have been reiterated in the last few years, the Workforce demographics do not reflect a priority, or outcomes for Racial equity.

City African American Network

CAAN

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