

RESOLUTION No.

Adopt Citywide Disability Equity Goals to guide City policies, plans, and procedures (Resolution)

WHEREAS, the Portland Plan defines Equity as when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential; and

WHEREAS, Census Bureau data documents huge disparities between people living with disabilities and people living without disabilities in our region; and

WHEREAS, the Portland Plan is organized around an equity framework focused on compliance with the Americans With Disabilities Act (ADA); and

WHEREAS, Portland City Council created the Office of Equity and Human Rights to promote equity and reduce disparities within City government, focusing on race and disability; and

WHEREAS, on July 8, 2015 City Council adopted Resolution No. 37144, creating Citywide Racial Equity Goals and strategies;

NOW, THEREFORE BE IT RESOLVED, that the City of Portland adopts as Citywide Disability Equity Goals:

- All activities, programs, facilities, and services offered by the City of Portland will provide for equitable outcomes and opportunities in accordance with the provisions of the Americans with Disabilities Act
- Hiring and promotions of people experiencing disabilities will be fair and in keeping with the Model Employer of people with disabilities Policy adopted by Resolution 36925 in 2012 and the Model Employer of people with disabilities Strategic Plan adopted by Resolution 37235 in 2016
- People experiencing disabilities will be provided equitable opportunities in contracting; and

BE IT FURTHER RESOLVED, that the City Council directs the Office of Equity and Human Rights to work with bureau partners, including the Bureau of Human Resources, to develop and implement policies promoting the Citywide Disability Equity Goals created by this Resolution, including policies to provide effective communication as defined under Title II of the ADA; and

BE IT FURTHER RESOLVED, that the Office of Equity and Human Rights will provide a report to City Council by May 31, 2022 regarding implementation of policies and programs developed pursuant to this Resolution; and

BE IT FURTHER RESOLVED, that the Office of Equity and Human Rights will create Administrative Rules in 2021 to implement this Resolution; and

BE IT FURTHER RESOLVED, that this Resolution is Binding City Policy.

Adopted by the Council:

Commissioner Amanda Fritz
Prepared by: Jonathan Simeone
Date Prepared: November 3, 2020

Mary Hull Caballero
Auditor of the City of Portland
By

Deputy

915
Agenda No.
RESOLUTION NO.
Title

Adopt Citywide Disability Equity Goals to guide City policies, plans, and procedures (Resolution)

<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fritz</p>	<p>CLERK USE: DATE FILED <u>November 9, 2020</u></p>
<p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance & Administration – Wheeler</p> <p>Position 1/Utilities - Fritz <i>Amanda Fritz</i></p> <p>Position 2/Works - Ryan</p> <p>Position 3/Affairs - Hardesty</p> <p>Position 4/Safety - Eudaly</p>	<p style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>Keelan McClymont</i></u> Deputy</p> <p>ACTION TAKEN:</p>
<p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Office of Equity Bureau Head: <i>[Signature]</i></p>	
<p>Prepared by: Jonathan Simeone Date Prepared: 11/6/2020</p>	
<p>Impact Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document</p> <p>If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	
<p>Council Meeting Date November 18, 2020</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: <u>30</u> (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz	
2. Ryan	2. Ryan	
3. Hardesty	3. Hardesty	
4. Eudaly	4. Eudaly	
Wheeler	Wheeler	

IMPACT STATEMENT

Legislation title: Adopt Citywide Disability Equity Goals to guide City policies, plans, and procedures (Resolution)
Contact name: Jonathan Simeone
Contact phone: 503-823-1231
Presenter name: Jonathan Simeone

Purpose of proposed legislation and background information:

The purpose of this legislation is to adopt citywide disability equity goals that are similar to the racial equity goals Council adopted in 2015. This legislation is key to paving the way for additional policy, practice, and procedure that guides disability equity across the City. The needs of the disability community have been ignored. It is time to elevate disability equity through education, collaboration, and adherence to policy specifically created to eliminate disparate outcomes for individuals with disabilities.

Since 1991, Council has adopted several resolutions affirming Portland's commitment to comply with the Americans With Disabilities Act and make the activities, programs, and services offered by Portland accessible to people with disabilities. With this resolution, Council can for the first time announce Portland's commitment to achieve equitable outcomes for people with disabilities in the activities, programs, and services offered by Portland.

While there have been various levels of guidance provided citywide, such as the Transition Plan, to highlight the need for disability equity, the City Council has never directly taken action regarding equitable outcomes for people with disabilities.

After the passage of this resolution, administrative rules will be created to accompany this resolution. The Office of Equity and Human Rights will work collaboratively with bureaus to design an implementation strategy that recognizes the need for robust education and agreement on federal components of ADA Title II.

Financial and budgetary impacts:

There are no direct long-term financial impacts created by adoption of this resolution. Bureaus may individually decide they need to add FTE to implement the resolution and its related strategies.

Community impacts and community involvement:

Through Multnomah County, we estimate that 21% of Portland's community identify as having a disability. Due to the lack of comprehensive Census data, we know that number is larger as many older adults with disabilities do not self-identify that way due to the stigma of being seen as disabled. The stigma and harm of ableism has been a burden on

communities with disabilities from as far back as the development of the City Charter that included passages excluding ugly and crippled people being out in the public, least they offend. Today, people with disability experience the highest rate of unemployment than any other under-represented group. According to the Bureau of Labor, the "jobless rate is about twice as high as the rate for those without a disability (unemployed persons are those who did not have a job, but were available for work). Likewise, people with disabilities have higher representation in both Black and Indigenous communities of color whose disparate impacts were the basis of the original racial equity goals.

This Resolution seeks to raise the need for the City to address its contribution to not just provide access to people with disabilities to the City, but to acknowledge the need to address the stigmas and institutional ableism that prevents the community from thriving. The Office of Community and Civic Life has embarked on a survey project to highlight the disparities of people living with disability in Portland. The data will serve as the baseline to this Resolution. As the City commits to disability equity goals and ADA compliance, we will continue to evaluate our progress. The Office of Equity and Human Rights will lead in holding the City accountable to the community much like it does through Results Based Accountability racial equity model.

The Portland Commission on Disability regularly spoke of the need for Council to adopt disability equity goals. In two community meetings between Commissioner Fritz and the community, disability equity goals were also raised by community.

Community members wanted disability equity goals similar to the racial equity goals adopted in 2015. With this resolution the Office of Equity and Human Rights has slightly altered the racial equity goals, so they align with the Americans With Disabilities Act.

There is a plan to reengage a Disability Equity Taskforce to provide recommendations and input specific to the content of this resolution and subsequent administrative rules. It is vital that the disability community continues to guide this work as they are often the recipients of inequity services and supports provided by the City. In order to attend to the myriad needs that exists in what is a diverse and growing community in our city, we must ensure that we engage the voices most impacted.

100% Renewable Goal:

N/A

Budgetary Impact Worksheet

Does this action change appropriations?

- YES: Please complete the information below.
- NO: Skip this section

Fund	Fund	Commitment	Functional	Funded	Grant	Sponsored	Amount
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Impact Statement for Requested Council Action

	Center	Item	Area	Program		Program	