

## City of Portland Core Values:

# Anti-Racism | Equity | Transparency | Communication | Collaboration | Fiscal Responsibility

These values, competencies, and associated behaviors guide our actions as we engage our workforce and serve the community.

They should serve as facets of everything we do and every decision we make in the City.

## Anti-Racism

**Action-** Participate in dismantling institutional and systemic racism and discriminating policies. Educate yourself. Walk your talk.

**Intentional Partnership-** Actively emphasize racial/social justice, inclusion, human rights, institutional and systemic change. Identify the needs of underrepresented communities, and work in allyship to find solutions. Listen to understand.

**Self-Awareness-** Own your thoughts and conduct. Recognize and address your own micro-aggressions and privilege. Be intentional, non-defensive, and authentic when communicating. Educate yourself.

## Equity

**Cultural Humility-** Work to understand diverse cultural values and celebrate differences. Participate on multicultural and multi-generational teams. Learn from others but don't hold BIPOC (Black, Indigenous and People of Color) colleagues or those with disabilities responsible for educating you.

**Advocacy-** Champion the City's equity goals and translate them into your day-to-day work. Hold others and yourself accountable while creating a sense of belonging and an accessible environment.

**Mindfulness-** Hold yourself accountable, before you ask it of others. Recognize the impact of individual and systemic bias, stereotypes and gaslighting. If you see it, gather the courage to stop it. Support physical and emotional safety and well-being.

## Transparency

**Historic and Current Context-** Proactively share history as well as institutional knowledge with job candidates and the workforce; city, state, civic; the good and the bad. Build trust with openness and honesty. Share a candid historic and current perspective which dignifies and contributes to an environment of respect for all.

**Integrity-** Create, demonstrate, and maintain an ethical work environment. Use the City's core values as a foundation. Communicate with no hidden agenda.

**Accountability-** Accept responsibility for your mistakes, decisions, and words. Have the courage to show vulnerability, listen to and implement feedback from all levels. Engage the community to build mutually beneficial and trusting relationships over time.

## Communication

**Empowerment-** Understand and accept that everyone has different working/communication styles. Be respectful of differences and make information accessible. Proactively learn from others and share your knowledge with openness and objectivity. Demonstrate dignity. Shift the power dynamic that is inherently built to uphold white supremacy; provide space for the voices and contributions of BIPOC (Black, Indigenous and People of Color) and staff with disabilities to assume key leadership roles.

**Leading Change-** Participate in dialogue focused on positive change. Support your team when moving through challenging situations. Be responsive, timely, and transparent.

**Emotional Intelligence-** Listen to understand with empathy and sincerity versus listening to respond. Solicit and provide effective feedback. Cultivate self-awareness and understand the difference between impact and intent.

## Collaboration

**Teamwork-** Encourage feedback and accountability among your team. Build relationships throughout the City and community. Be available.

**Peer Support and Training-** Support, develop, and empower others. Take on new assignments with different people. Approach challenges from a growth mindset.

**Intentional Inclusion-** Practice broad outreach and engage the community to ensure diversity. Approach outreach/inclusion from a culture add (growth), rather than a culture fit (fixed) mindset. Create an environment for diverse perspectives; ensure all voices have value. Reach out to bring in – with authenticity and kindness. Center the voices and experiences of BIPOC (Black, Indigenous and People of Color) staff and staff with disabilities.

## Fiscal Responsibility

**Commitment-** Dedicate yourself to the details while working within a public budget. Use resources appropriately – consider how decisions will impact populations negatively impacted by fiscal decisions historically and our most systematically oppressed communities. Develop trust internally and externally by making informed decisions regarding public funds and government spending.

**Clarity-** Make sure data and information regarding budgetary decisions and fiscal allocations are accessible and readily understood by broad audiences. Share priorities and eliminate any sense of entitlement. Consider asking the question: Who is better off?

**Sustainability-** Promote inclusive and equitable practices that focus on fiscal resiliency, climate action, anti-racism, and the needs of our most historically oppressed communities. Model social accountability.