City of Portland Core Values:
Anti-racism | Equity | Transparency | Communication | Collaboration | Fiscal Responsibility

These values 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.

Core Values	Competencies	Behaviors
Anti-racism	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.
	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.
	Action	Participate in dismantling institutional and systemic racism, and discriminating policies. Educate yourself. Walk your talk.
	Commitment: The City of Portland is an anti-racist institution. Addressing issues concerning anti-Blackness is a priority for the workforce and city. Actions to dismantle institutional and systemic racism are the responsibilities of every employee and resident. Racism, discrimination, and bias are not tolerated within the workplace or in our communities. The City of Portland condemns oppression, violence, and hate speech toward people of color.	
Equity	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.
	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.
	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.
	Commitment: We value the intersectional identities and lived experiences of our workforce and over 650,000 residents.	

	We acknowledge Oregon's history of exclusion, and we are dedicated to rebuilding trust through reconciliation and restorative justice. Solidarity and the preservation of diverse communities and their cultures enhances the livability and vibrancy of our beautiful city. Equity, access, and the removal of institutional and systemic barriers to resources and opportunities are essential in diversifying our workforce and the public good. Our vision to lead people, cultivate change, and develop a culture of innovation, inclusion, and inspiration to strengthen our city and its communities. Sense of belonging, support, and safety are vital for a diverse, equitable, and inclusive city and workforce. We respect the value and contributions of community, including but not limited to Black, Indigenous and people of color, people with disabilities, older adults, younger adults, LGTBQ+, and immigrants and refugees. The Office of Equity and Human Rights sets the foundation and accountability mechanisms for the City's equity work.	
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.
	Commitment: Transparency is essential to upholding the principles of democracy. Reimagining political processes occurs through accountability. Portland, Oregon, being the first city in the United States to adopt an Open Data policy leads the nation in developing a culture of information sharing. We establish and maintain trust through integrity and intentional inclusion.	

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.
	Commitment: Communication serves as a catalyst for transformative change. Knowledge sharing impacts our workplace and communities. Storytelling and narratives promote a culture of inclusion. The power of collective voice unifies our city.	

Collaboration	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.
	Peer Support and Training	Support, develop, and empower others. Take on new assignments with different people. Approach challenges from a growth mindset.
	Teamwork	Encourage feedback and accountability among your team. Build relationships throughout the City and community. Be available.
	Commitment: Our belief that "we are better together" promotes collaboration and the co-creation of knowledge. The nexus of politics and public service connects our workforce and communities. Civic engagement and receptive collective action empower our employees and residents. Inclusive outreach and public engagement increase institutional knowledge and awareness. All behaviors, actions, decisions, and systems reflect a culture of accountability and commitment to the City's core values.	

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.

Commitment:

City of Portland is fiscally accountable to our community.

Every budget decision focuses on fiscal resiliency, climate action, equity, and the needs of our most vulnerable populations.

Community values, addressing inequities, and transparent budgetary decisions are essential in developing trust.

Rethinking budget processes ensures the economic sustainability of our city.

City of Portland Equity Goals & Strategies

Equity Goals:

1. We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.
2. We will strengthen outreach, public engagement, and access to City services for communities of color, people with disabilities, immigrant and refugee communities, and support or change existing services using racial equity best practices.
3. We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.

Strategies:

1. Use a racial and disability equity framework:
Use equity framework that clearly articulates racial and disability equity; implicit and explicit bias; and individual, institutional, and structural racism.

2. Build organizational capacity:
Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.

3. Implement a racial and disability equity lens:
Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.

4. Be data driven:
Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.

5. Partner with other institutions and communities:
Government work on racial and disability equity is necessary, but insufficient. To achieve equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.

6. Operate with thoughtful urgency and accountability:
When change is a priority, urgency is felt, and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.