

Training Part Two

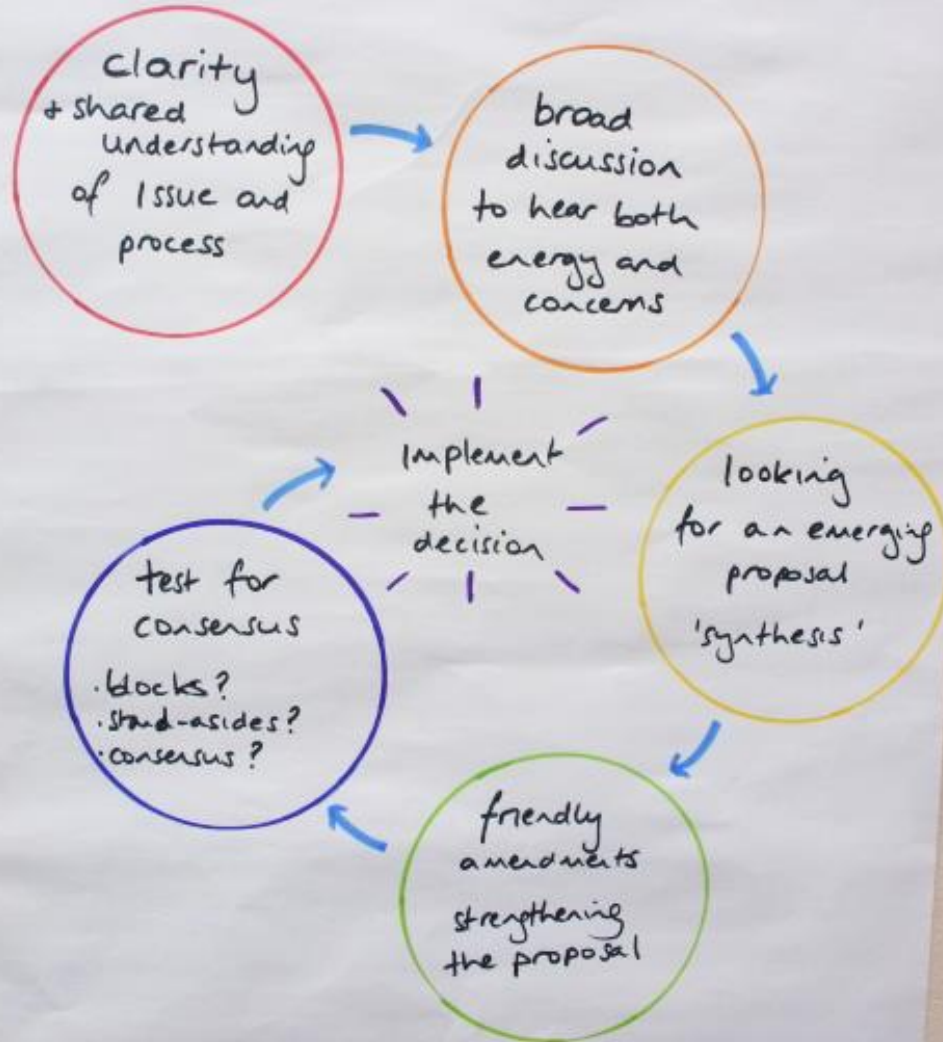
1. What and why is the CIC?
2. How does the legislative planning process work?
3. How does the City do public involvement?
4. What will the CIC actually do?
- 5. CIC mandate and bylaws**
- 6. Official City Advisory Body training**
 - Public Official training
 - HR trainings
- 7. How does Portland City government work?**

Topic 5: CIC City Code language/charter

- Review draft bylaws
- Concerns? Questions?
- Decision-making approach?

Consensus vs majority vote?

The Flow of Consensus...



Topic 6: Official Advisory Body stuff

- New resolution
- Public Official training
- HR trainings

Advisory Body Types

	Type I	Type II	Type III
Who does the body advise?	Recommendations to Council	Recommendations to Council	Elected official, bureau director, or designated City staff
What is the duration of the body?	Usually perpetual	Limited	Perpetual or limited
Who creates the body?	Code, Charter, Council ordinance or resolution	Code, Charter, Council ordinance or resolution	Code, Charter, Council ordinance or resolution, elected official, or bureau director
Does the body need to comply with Public Meeting Law ORS 192?	Yes	Yes	No. But meetings may be open to the public
How are members approved?	By Council	By Council	By Council, elected official, bureau director, or designated City staff
Are the number of seats set or fluid?	Set number of seats	Set number of seats	Either. Set or fluid number of seats
Is quorum required to make a recommendation?	Yes	Yes	No
Are members public officials?	Yes	Yes	Yes
Do members need to disclose conflict of interest?	Yes	Yes	Yes
What is the maximum time for member service?	8 years	8 years	8 years
Who can dismiss a member?	Elected-in-Charge	Elected-in-Charge	Elected-in-Charge or bureau director

Public Official Rights & Responsibilities

- City Attorney's presentation
 - What is a Public Official
 - Obligations
 - Restrictions on Political Activity
 - Public Meetings Law
 - Public Records Law

Resources

- [Oregon Government Ethics Law: A Guide for Public Officials](#)
- [Code of Ethics: Explanations and Examples \(City Auditor\)](#)
- [Restrictions on Political Activities \(Oregon Secretary of State\)](#)
- [Attorney General's Public Records and Meetings Manual](#)

Equity 101

CITYWIDE RACIAL EQUITY GOALS & STRATEGIES



**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND

EQUITY GOAL #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.

EQUITY GOAL #2

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.

EQUITY GOAL #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.

OVERALL STRATEGIES

- 1 Use a racial equity framework:**
Use a racial equity framework that clearly articulates racial 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 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 equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.
- 6 Operate with 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.

HR 2.02

It is the City's policy to prohibit workplace harassment, discrimination and retaliation on the basis of protected status.

Protected status includes race, religion, gender, marital status, familial status, national origin, age, mental or physical disability (as defined by the Americans with Disabilities Act and state law), sexual orientation, gender identity, source of income, protected veterans' status or other protected status under applicable law.

HR 2.02: Unlawful and Inappropriate Conduct

- Harassment
- Sexual Harassment
- Discrimination
- Retaliation

Topic 6: How Portland City Government Works

- Commission form of government
- Bureaus
- Other jurisdictions

Commission form of government

- The Mayor, four Commissioners and the Auditor comprise the City's six elected officials. The Mayor and the Commissioners together make up the City Council.
- The commission form of government differs from most other municipal governments in that its members have legislative, administrative and quasi-judicial powers.
 - **Legislative** - adopts the City budget and passes laws, policies and regulations that govern the City.
 - **Administrative** - The Mayor and Commissioners also serve as administrators of City departments, individually overseeing bureaus and carrying out policies approved by the Council. The assignment of departments and bureaus is determined by the Mayor and may be changed at his or her discretion.
 - **Quasi-Judicial** - Council members also act in a quasi-judicial capacity when hearing land-use and other types of appeals.

Bureaus

- [There are lots.](#)

Other jurisdictions

- Metro
 - Regional LU and Transportation planning org
 - Plus information clearinghouse, run a bunch of properties, solid waste, tec.
- State – planning and transportation
- Counties – Multnomah, Washington, Clackamas
- Cities – Gresham, Beaverton, Tualatin, Tigard, Milwaukie
- Other important organizations – Trimet, etc.

Thanks!