

# DRAFT Waste Equity Workplan

7/19/2018

## Purpose

This document identifies the work the City of Portland Bureau of Planning and Sustainability will undertake to advance equity and diversity in Portland's garbage and recycling collection system.

## Garbage and Recycling Collection System Overview

BPS is responsible for the oversight of Portland's garbage, recycling, and composting collection system. Collection from single family residents and small plexes (up to four units) is governed by a franchise agreement with twelve garbage and recycling collection companies. In this "residential" sector, customers must use the assigned franchised hauler and the City of Portland sets service standards, available service levels, and rates. The residential sector generates about 20 percent of Portland's waste.

Most of Portland's waste is generated by the multifamily / business / construction and demolition sectors. The City of Portland sets service standards, but customers in these sectors can choose from over 30 permitted garbage and recycling collection companies and negotiate service levels and rates.

Additionally, the City of Portland is itself a customer and contracts for garbage, recycling, and composting collection services at its own facilities as well as for public trash and recycling containers on sidewalks in business districts.

## Background

BPS is directed to act to achieve a vision of racial equity and use an equity lens for all of its work via the following documents:

- City of Portland Racial Equity Toolkit
- Portland Plan
- 2015 Climate Action Plan
- BPS Strategic Plan

More specifically, BPS has been directed to increase equity and diversity in its garbage and recycling programs. In August 2017, City Council launched the most recent midterm review of the franchise agreement that governs residential garbage, recycling, and composting collection. At that time, City Council adopted a set of guiding principles for the franchise review that included two new principles focused on equity and diversity, which directed BPS to:

- Increase participation of women and minority workers
- Reduce barriers to economic opportunities for minority-owned and woman-owned companies.

Through a year-long process of research, analysis, and conversations with stakeholders representing franchise garbage and recycling collection companies as well as minority contractors, BPS identified ways to incorporate these guiding principles into the renewal of the residential franchise agreement. BPS also recognized that these changes may have limited impact and identified additional work to pursue moving forward, both inside and outside the residential franchise.

### **Workplan Function**

The actions below will serve as a record of the commitment BPS is making to advance equity and diversity in Portland garbage and recycling industry, both inside and outside of the residential franchise. The workplan is also a tool to hold BPS accountable to this work moving forward, through changes in staffing and administration. The workplan will be reviewed and updated annually by the Waste Equity Advisory Group.

### **Waste Equity Advisory Group**

Several of the work items in the table below require input from representatives that can speak to the interests and unique circumstances of COBID-certified companies. These projects are concrete, two are potentially synergistic, and they have near-term discrete timelines. BPS proposes to convene a waste equity advisory group to provide guidance and feedback to staff on the scoping, analysis, and approaches for the following projects:

- Public trash cans
- City facilities contract
- Diverse workforce

Sector	Project	Description	Timeline
Multifamily	Multifamily Service Equity	<p>Engage property managers, tenants, current and prospective service providers to identify ways to improve multifamily recycling performance, improve equitable service to tenants, and provide equitable access to M/WBE companies. The process will consider additional regulatory controls.</p> <p>Potential pilot project: Partner with an affordable housing provider to bring on a COBID-certified contractor and collect data for and test elements of a more comprehensive and equitable standard of multifamily collection service.</p>	<ul style="list-style-type: none"> <li>• Scope late 2018</li> <li>• Launch early 2019</li>   <li>• Scope Summer 2018</li> <li>• Select vendor(s) Fall 2018</li> <li>• Training/transition Winter/Spring 2019</li> <li>• Pilot begins July 2019</li> </ul>
Commercial	City Facilities Contract	Work with Procurement, Office of Management and Finance, and the infrastructure bureaus to overhaul the procurement approach for collection services at City offices and facilities to increase access and opportunity for COBID-certified companies.	<ul style="list-style-type: none"> <li>• Scope Fall 2018</li> <li>• Develop new procurement approach early 2019</li> <li>• Release new bid(s)/RFP(s) Spring 2019 to select contractor(s) by Summer 2019</li> <li>• Current contract ends August 2020</li> </ul>
Commercial	Public Trash Cans	As the program expands to 24 business districts across the city, work with Procurement to plan the procurement approach for public trash can collection services to provide access and opportunity for COBID-certified companies.	<ul style="list-style-type: none"> <li>• Scope Summer/Fall 2018</li> <li>• East Portland expansion bid/RFP released early 2019</li> <li>• Phased expansion continues through 2022</li> </ul>
Residential	Franchise Review	<p>Current Review Process</p> <p>Update franchise agreement and corresponding administrative rules to:</p> <ul style="list-style-type: none"> <li>• Lengthen the term of the franchise agreement to 12 years</li> <li>• Allow division of franchise territories for sale</li> </ul>	Summer/Fall 2018

		<ul style="list-style-type: none"> <li>• Require outreach to M/WBEs on a registry of parties interested in acquiring a franchise</li> <li>• Require franchisees with a larger customer base to identify opportunities to utilize M/WBE subcontractors</li> </ul> <p>Future Reviews</p> <ul style="list-style-type: none"> <li>• Revisit options for creating one or more new entrant zones at the next franchise review in five years</li> <li>• Include diversity and equity guiding principles in future franchise reviews</li> </ul>	2022
All	Diverse Workforce	<ul style="list-style-type: none"> <li>• Establish an agreed upon baseline and goals for women and minority participation in the workforce across all organizational levels. Set up regular data collection processes to evaluate progress towards goals</li> <li>• Partner with workforce development organizations and Metro to implement best practices for increasing workforce diversity, including connecting employers to pools of qualified job candidates and providing technical support and training to prospective job candidates</li> <li>• Offer trainings to address workplace culture issues that can make recruitment and retention of minorities and women more difficult and less effective.</li> </ul>	<ul style="list-style-type: none"> <li>• Early 2019 hire contractor to help develop survey and summarize data</li> <li>• Spring 2019 collect baseline data through annual permit</li> <li>• Summer 2019 set goals and scope partnership with workforce agencies</li> <li>• Fall 2019 hire contractor to conduct workplace culture trainings</li> <li>• Early 2020 begin outreach to targeted populations to connect employers with qualified candidates</li> </ul>