



OFFICE OF EQUITY AND HUMAN RIGHTS

City of Portland

Vision

All Portlanders thrive when city services are equitably administered and delivered.

Mission

The Office of Equity and Human Rights will engage city staff and elected officials through education and technical support to recognize and remove racial and other systemic barriers to equal opportunity and access, thereby making equitable policies, programs, and practices an organizational priority.

Tentative Goals

1. Evaluation (equity tool kit, assessment/analysis, metrics, and accountability)
2. Citywide Equity Initiative (education and technical support strategies)
3. City and Community Advisory Systems
4. Equity Partnerships and Collaborations (HRC and Commission on Disabilities)
5. Branding and Messaging (includes short-term and ongoing strategies)

Challenges

- Being a new office and needing to develop awareness and understanding of the office and its mission, its staff and its expertise
- The Commission form of government itself presents challenges in implementing a comprehensive, city-wide initiative
- Lack of understanding of the term “equity” and how it differs from affirmative action, diversity or EEO measures
- Lack of appreciation that a need exists for the office and its work
- Electoral outcomes that may change support on Council for the initiative