



# BUDGET WORK SESSION

## 2015/16



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



# Introduction

- Ongoing funding for bureau programs is largely stable
- Infusion of equity as a mindset and a priority in the City continues to grow
- Demand for OEHR's services and consultation continues to grow in City, which represents both a success and a challenge



# Decision Package OE\_01

## Support Black Male Achievement Portland

(\$0 requested; funded via  
realignment)

- Transfer \$100,000 of ongoing  
general fund resources from  
Mayor's office to OEHR to support  
BMA program coordinator



# Decision Package OE\_02

## Enhance Equity Services to Bureaus

(\$0 requested; funded via realignment)

- Realign \$52,000 in OEHR resources to create 0.6FTE assistant program specialist to increase OEHR capacity to deliver services citywide



# Decision Package OE\_03

## Transfer of New Portlander Program to ONI

(\$0 requested; funded via realignment)

- Transfer \$112,254 of ongoing general fund resources from OEHR to fund NP program on ongoing basis at ONI



# AREA: City Workforce Demographics

## CURRENT STATE HIGHLIGHTS

- 21% of City workforce from communities of color



- Only 94 employees (or 1%) identify as having a disability

## FY 2015/16 & BEYOND

- Continue collaboration with BHR and bureaus in recruitment processes to attract and retain employees of color
- Continue collaboration with BHR in implementing the Model Employer Plan

# AREA: Equity 101 Training

## CURRENT STATE HIGHLIGHTS

- 550 City employees projected to attend training during FY 2014/15, as compared to 376 in prior fiscal year

## FY 2015/16 & BEYOND

- **FY16 Decision Package OE\_02:** New part-time assistant program specialist increases OEHR's capacity to deliver training
- **Key Issue:** Consider mandating Equity 101 as a City employee requirement



# AREA: Racial Equity Roadmap

## CURRENT STATE HIGHLIGHTS

- First third of bureaus will complete assessments and begin implementation of 5-year strategic racial equity plans during FY 2014/15

## FY 2015/16 & BEYOND

- **FY16 Decision Package OE\_02:** New part-time assistant program specialist increases OEHR capacity to support bureaus in equity plan development





# AREA: Black Male Achievement

## CURRENT STATE HIGHLIGHTS

- BMA focuses on job creation and mentoring, criminal justice intervention, and education policy engagement
- Creating full-time limited-term program coordinator to staff program with one-time funding from Mayor's office

## FY2015/16 & BEYOND

- **FY16 Decision Package OE\_01:** Transfers ongoing resources from Mayor's office to fund BMA program permanently
- Set goals, including measurable indicators of performance

# AREA: Civil Rights Program Title II

## CURRENT STATE HIGHLIGHTS

- Spring BMP package will request carryover of transition plan funds to extend term of ADA Transition Plan Coordinator for one year

## FY 2015/16 & BEYOND

- Develop tracking infrastructure. Reporting out on transition plan status of barrier removal and bureau-specific funding needs
- **Key Issue:** Transition plan program coordinator funded only through FY16



# AREA: Civil Rights Program Title VI

## CURRENT STATE HIGHLIGHTS

- \$100,000 Translation Pool funded in Fall BMP (50% OEHR resource, 50% one-time general fund). \$27K awarded to bureaus through February

## FY 2015/16 & BEYOND

- **Key Issue:** How will bureaus fund these Federal requirements going forward?



# AREA: Civil Rights Program HR Harassment and Title VII

## CURRENT STATE HIGHLIGHTS

- Employment discrimination and Harassment investigation functions reside outside of City (BOLI) or within Bureau of Human Resources

## FY 2015/16 & BEYOND

- **Key Issue:** Potential creation or transfer of this function to OEHR

# AREA: City Boards and Commissions

## CURRENT STATE HIGHLIGHTS

- Available demographic data is over 4 years old



## FY2015/16 & BEYOND

- **FY16 Decision Package OE\_02:** New part-time assistant program specialist creates OEHR capacity to collect and report out board and commission demographics

# AREA: New Portlander Program

## CURRENT STATE HIGHLIGHTS

- Program transferred to ONI effective December 2014



## FY2015/16 & BEYOND

- **FY16 Decision Package**  
**OE\_03:** Transfer program coordinator and resources on a permanent basis