

working for clean rivers



BES Equity Plan

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ENVIRONMENTAL SERVICES
CITY OF PORTLAND

NICK FISH, COMMISSIONER
MICHAEL JORDAN, DIRECTOR

Presentation Overview

- Vision and Background
- Committee for Equity & Diversity (CED)
- Equity Plan Overview
- Next Steps



BES Equity Vision

- All Portlanders deserve access to a healthy and safe environment.
- Access to Bureau services is not limited by a person's race, gender, sexual orientation, disability, age, income, where you were born or where you live.
- BES promotes equity in our community, in our business practices, and within our Bureau.



Background

- Constantly evolving and maturing body of work
- 2011 Office of Equity and Human Rights created
- BES has successfully led many Contracting and Community Outreach initiatives
- Bureau Leadership is serious about advancing equity goals and being an effective partner



BES CED

- Committee for Equity and Diversity created in 2005
- 13 members representing all work groups in the bureau
- Recently re-chartered along identifying new co-chairs. Expect BLT approval by February



BES CED

MISSION

- The CED promotes an intentionally inclusive culture, where the bureau's work does not unduly burden or benefit one group over another.
- The CED supports and advances the City and BES Equity Goals and Strategies to achieve equity in our workplace, with our partners, and in the community.
- The CED advises BLT on equity challenges and opportunities.

EXPECTED OUTCOMES

- Advance Equity Literacy so workforce has increased understanding of the City's Equity Goals and Strategies, institutionalized racism and its impacts, historical and present day causes of racial disparities.
- Provide the bureau Leadership Team and Director with information, strategies, tools and advice to make progress on bureau equity.
- Strengthen collaboration between BLT, CED, and workforce to increase equity and inclusion in the Bureau.



BES Equity Plan

- Started in 2015, the bureau's CED worked with bureau leadership and OEHR to develop plan
- Signed and submitted Sept 2016
- Living document, each year report on the results and evaluated and modified as appropriate.



BES Equity Goals

- **Equity Literacy:** Each BES employee understands his or her role in equity.
- **Equitable Service Delivery and Business Practices:** Portlanders share the benefits and burdens of BES work equitably.
- **Workforce Equity:** A diverse BES staff reflects the demographics of the region.



BES Equity Plan

Goal 1: Equity Literacy

Skill Building

Training, budget, management support

Accountability

Performance reviews, Create tracking database,
Provide annual reporting



BES Equity Plan

Goal 2: Equitable Service Delivery & Business Practices

Purchasing

Increase access to underutilized firms

Impact On community

Analyze existing bureau policies

Collect and analyze service delivery data

Improve frequency and quality of interactions and engagement



BES Equity Plan

Goal 3: Workforce Equity

Hiring

Train management, support academic institutions and expand recruitment opportunities

Retention and Promotion


Training, Partner with those advancing work, Collect and analyze work force data, Improve onboarding and Leadership opportunities



Next Steps

- OEHR Partnership
- Budget Equity Tool
- BES Strategic Plan
- Portland Harbor
- Racial Equity Toolkit
 - March 2017 BES Manager's meeting OEHR will workshop City's Racial Equity Tool for bureau managers.
- Continued Training and Outreach efforts





Q/A

Thank you!