

working for clean rivers



Budgeting for Equity

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City of Portland Bureau of Environmental Services

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ENVIRONMENTAL SERVICES
CITY OF PORTLAND

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BES Equity Stance

Spring Leadership
Summit 2019

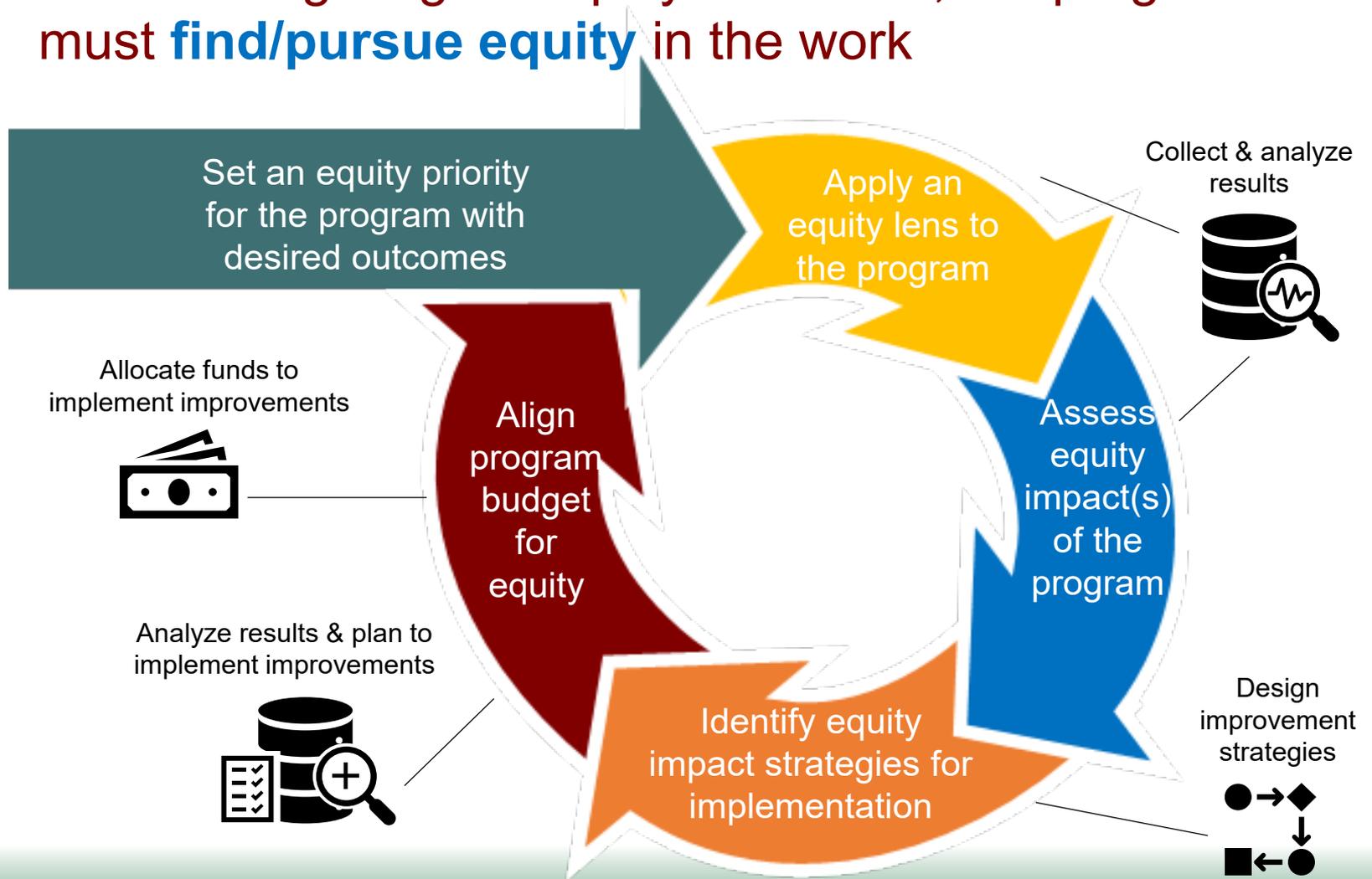
BES intentionally builds and nurtures a safe and inclusive environment so that employees are able to bring their true selves to work.

We are committed to engaging with our community in an accessible and thoughtful way to deliver services that benefit all Portlanders, especially those who have experienced historical inequities, and work proactively to correct them.

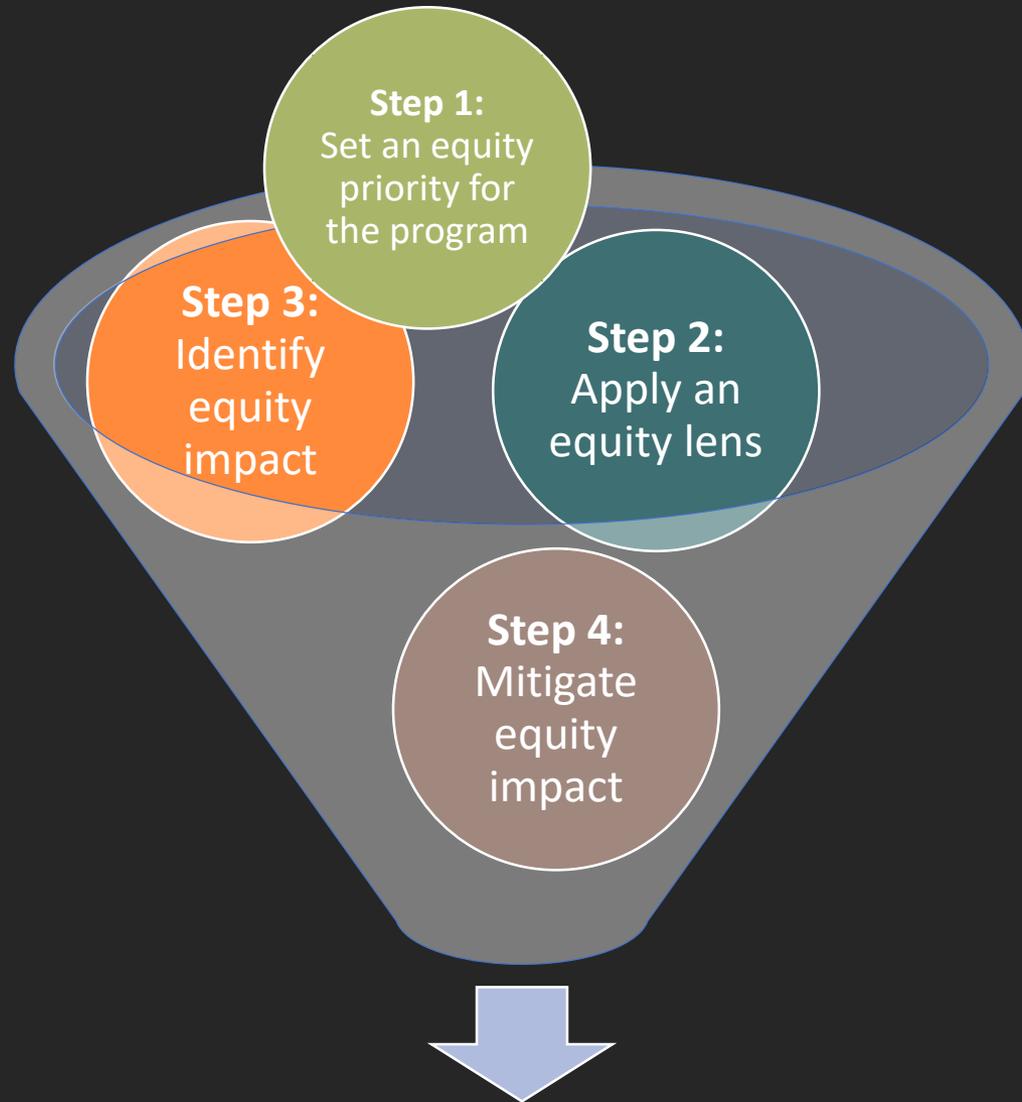
- Every BES employee is responsible for advancing equity in our workplace culture and service delivery.

Budgeting for Equity

Before budgeting for equity can occur, the program must **find/pursue equity** in the work



BES Budgeting for Equity Strategy



Align program budget to budget for equity

BES Equity-focused Strategic Planning Initiatives*

SD-1. Deliver services equitably.

CITY-1. Evaluate and improve existing inter-bureau partnerships to maximize efficiency and effectiveness of service delivery.

CITY-2. Take a leadership role in developing new inter-bureau partnerships to advance the Bureau's mission, improve service delivery, and achieve City goals.



CITY-3. Integrate City goals into our culture, operations, and decision-making.

WF-2. Lead the City in developing a workforce that reflects the diversity of the community we serve.

WF-3. Implement professional development and cross-training opportunities to improve employee knowledge, skills, and leadership abilities at all levels of the organization.



CULT-5. Create a culture of equity, diversity, and inclusion.

COMM-1. Communicate proactively, transparently, and effectively to inform our customers and the public about how our work benefits the communities we serve and improves the health of our waterways.

COMM-2. Conduct ongoing stakeholder engagement to maintain communication and to receive input that shapes our work, particularly in communities most impacted by our projects.

COMM-3. Streamline and improve the equity and accessibility of the financial assistance we offer for a suite of costs that customers incur, including monthly bills, mandatory and voluntary sewer connections, and costs for grease treatment.

COMM-4. Use expertise in equity to inform our community relationships and communications.



COMM-5. Work with businesses, residents, educational institutions, nonprofits, and agencies

to partner on projects and support private activities that complement our work.

* Please consult the City of Portland Bureau of Environmental Services' 2018-2027 Strategic Plan for a comprehensive list.



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BES Budget Equity Framework

