

RACIAL EQUITY PLAN
Furthering the Citywide Racial Equity Goals and Strategies
For the Period July 1, 2016 to June 30, 2021

Bureau: Office of Government Relations Director: Martha Pellegrino Action Plan Development Lead(s): Program Managers Implementation Team Lead(s): Program Managers

Bureau Equity Guiding Statement: The vision of the Office of Government Relations is to be the premiere public government relations office in Oregon, known for professional excellence, innovative solutions, the highest ethical standards, and a strong commitment to equity.

Long-term Goal	Five Year Bureau Objective	Strategies and Bureau Actions*	Bureau Performance Measures					Evaluation Tool	Lead Staff	Oversight	Due Date
			Year 1	Year 2	Year 3	Year 4	Year 5				
End disparities in city government hiring and promotions	Expand recruitment/outreach efforts to communities of color and other underserved communities	Strategy: Build organizational capacity									
		Action(s): Provide informational interviews and job shadowing opportunities annually, with a focus on developing the pipeline for underserved communities working in politics	30+ informational interviews and 5+ job shadowing opportunities	30+ informational interviews and 5+ job shadowing opportunities	30+ informational interviews and 5+ job shadowing opportunities	30+ informational interviews and 5+ job shadowing opportunities	30+ informational interviews and 5+ job shadowing opportunities	Staff files	Program Managers	Business Operations Manager	Dec-30 annually
		Strategy: Partner with other institutions and communities									
		Action(s): Participate in at least one job fair each year designed to reach underserved communities	1 job fair with OGR presence	1 job fair with OGR presence	1 job fair with OGR presence	1 job fair with OGR presence	1 job fair with OGR presence	Staff files	Program Managers	Business Operations Manager	Dec-30 annually
		Strategy (Bureau specific): Use culturally-relevant communication outlets									
		Action(s): Share job postings with Say Hey! Partners in Diversity list serve and other resources to reach minority communities for open positions in OGR	100% of open recruitments posted on Partners in Diversity listserve	100% of open recruitments posted on Partners in Diversity listserve	100% of open recruitments posted on Partners in Diversity listserve	100% of open recruitments posted on Partners in Diversity listserve	100% of open recruitments posted on Partners in Diversity listserve	Staff files	Program Managers	Business Operations Manager	Dec-30 annually
Long-term Goal	Five Year Bureau Objective	Strategies and Bureau Actions	Bureau Performance Measures					Evaluation Tool	Lead Staff	Oversight	Due Date
			Year 1	Year 2	Year 3	Year 4	Year 5				
Provide equitable City services to all residents	Create opportunities for Portland to become a more inclusive and equitable City	Strategy: Build organizational capacity									
		Action(s): Lead and/or participate in community-based events annually that explain how the legislative process works and that build capacity for community advocacy	4 events	4 events	4 events	4 events	4 events	Staff files	Program Managers	Bureau Director	Dec-30 annually
		Strategy: Implement a racial equity lens									
		Action(s): Advocate for issues of importance to underserved communities	3 issues selected and advocated for	3 issues selected and advocated for	3 issues selected and advocated for	3 issues selected and advocated for	3 issues selected and advocated for	Staff files	State and Federal Gov Relations Managers	Bureau Director	State - End of legislative session, annually; Fed - End of year, annually
		Strategy: Partner with other institutions and communities									
		Action(s): Actively participate in Say Hey! Partners in Diversity events annually	Participate in 75% of events, OGR staff are Say Hey! Buddies	Participate in 75% of events, OGR staff are Say Hey! Buddies	Participate in 75% of events, OGR staff are Say Hey! Buddies	Participate in 75% of events, OGR staff are Say Hey! Buddies	Participate in 75% of events, OGR staff are Say Hey! Buddies	Staff files	Program Managers	Bureau Director	Dec-30 annually
		Action(s): Hold an annual Advocacy 101 training outside the Central City and in areas with larger communities of color	1 training held	1 training held	1 training held	1 training held	1 training held	Staff files	State and Federal Gov Relations Manager	Bureau Director	Dec-30 annually
		Action(s): Engage with culturally specific organizations who conduct advocacy	5 groups engaged	5 groups engaged	5 groups engaged	5 groups engaged	5 groups engaged	Staff files	State and Federal Gov Relations Manager	Bureau Director	Dec-30 annually

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			Year 1	Year 2	Year 3	Year 4	Year 5				
					Strategy (Bureau specific): Communicate commitment to equity publically Action(s): Generate equity-related content on OGR social media accounts and/or website, including posts in languages other than English	1 equity-related post each month completed	1 equity-related post each month completed				
Racial equity and inclusion is an integral component of the OGR's identity and culture.	OGR has an inclusive and supportive work environment to retain and develop employees	Strategy: Build organizational capacity Action(s): Provide staff professional development opportunities annually related to diversity and equity, including training sessions, conferences, speakers, films, tours, etc. Strategy: Partner with other institutions and communities Action(s): Actively engage in the annual NW Public Employees Diversity Conference Strategy: Operate with urgency and accountability Action(s): Offer leadership development opportunities within office to all staff, including facilitating elements of annual staff retreat, leading staff meetings, and participating in leadership training sessions	4 professional development opportunities	4 professional development opportunities	4 professional development opportunities	4 professional development opportunities	4 professional development opportunities	Staff files	Program Managers	Bureau Director	Annually at bureau retreat
		50% of OGR staff registered and/or volunteered at the diversity conference	50% of OGR staff registered and/or volunteered at the diversity conference	50% of OGR staff registered and/or volunteered at the diversity conference	50% of OGR staff registered and/or volunteered at the diversity conference	50% of OGR staff registered and/or volunteered at the diversity conference	50% of OGR staff registered and/or volunteered at the diversity conference	Staff files	Administrative Assistant	Business Operations Manager	Annually at bureau retreat
		3 leadership development opportunities	3 leadership development opportunities	3 leadership development opportunities	3 leadership development opportunities	3 leadership development opportunities	3 leadership development opportunities	Staff files	Program Managers	Bureau Director	Annually at bureau retreat

To add more goals, copy rows 9-23 and columns A-L and paste below. Remember to include one objective per goal. As many actions as needed to achieve an objective may be identified. Columns D-L should be completed for each action.

* Citywide Racial Equity Strategy 1 "Use a Racial Equity Framework" is not listed because it is inherent in a Racial Equity Plan. All actions in your Plan should focus on racial disparities.