

## ONI Director Community Survey July 2017

<b>Q2--What other values do you think are important?</b>
Commitment to advocate for neighborhoods at City Hall
UNDERSTANDS ALL PORTLAND NEIGHBORHOODS (HISTORY, INVOLVEMENT, IMPORTANCE TO CITY)
Transparency, innovation (boldness to try new things), communicative (explores a variety of methods to effectively communicate with the people)
Is aligned with the mayor's vision for Portland
Has good written communication skills and regularly blogs to highlight areas of interest and current direction.
Common sense vetting of people and projects connected with ONI. Tired of seeing government officials featured in "Oops!" articles in The Oregonian.
Taking a proactive approach to lead with in the community. In times like today with divisive politics and lack of morality, the office of neighborhood involvement should support strength among communities
This person should value the importance of communication with stake holders and LISTEN to their input and then act on it when possible. If action is not possible give reasons why.
Courage. It requires courage to hold any public office with integrity.
Covered above.
Recognize that property owners pay a lot in taxes here and shouldn't have people urinating, defecating, tossing used needles and trash all over their neighborhoods and parks. I am definitely not the only citizen who thinks this.
System approach to change
Comfort with WEB-based communication.
Commitment to holding the City accountable for over spending.
Honesty
Being able to prioritize issues, yet willing to be flexible with community members. Willing to set up time lines to accomplish things, and visit agenda items often, so people see that ideas have not been forgotten.
Honesty. Integrity. No ego trips.
She should be adept and highly proficient using a golden rope and in destroying deserving gods and she should be able to speak many, many languages

To not just pick someone who has always worked for government , or on paper looks great.
Make it easy for all 95 Neighborhood Associations to work together on common issues: homelessness; safety; street maintenance and markings at crosswalks/ intersections; etc. be more mission driven rather than complaint-driven!!!! Liveability is enhanced by excellent care and maintenance of our City infrastructure before new expensive projects are embarked upon which add more costs to an already unmanageable City Budget! Promote our City Pilice Force by FIGHTING AGAINST Police Budget cuts!!
Candidates should already be a part of the Portland community and should have a stake in the game. I'm wary of national recruitments which attract those who may not fully understand our city and who may be interested in implementing a template derived from experience elsewhere.
Open to listening to the community. Open forums.
Can't think of any others.
Understanding the impacts of gentrification and governmental decisions on community.
Kindness, compassion, good listening skills
Ability to balance city initiatives with neighborhood resistance
Understand the desire of neighborhoods to keep their unique identities and quiriness so we don't become all alike despite different needs and desires.
A connection to the community through leadership or family values
The ability to say no to the loudest voices in a neighborhood when they drown out all other opinions
Strong staff management skills, specifically in regards to leasing staff in achieving job objectives across cultural differences
Kind, optimistic but realistic (trust but verify)
Independent
If you can find most of the above, I'll be thrilled!
Proven track record for successful relevant and progressive community engagement
Focus on preparing all our communities to be resilient in the face of major disasters. Commitment to the success of the PBEM Neighborhood emergency Team program, and t o encouraging support for amateur radio operators who provide vital communications in major disasters.
Deep belief in citizens to be prepared and able when called into action to help others
See comments at #12.
This should be someone very familiar with the people in this community and live among us.

Obviously someone who lives in a Portland neighborhood. Someone without conflict, i.e., doesn't work for a developer or sit on a board of a neighborhood association currently.
An ability to see the big picture and not get so caught up in the weeds that issues never get resolved.
Equity Under engaged communities Informed decision making
committment to dealing with environmental justice
Communication with the neighborhoods and having a responsive working relationship with all neighborhoods in portland.
I prefer when anyone in charge does not divide people in to neat little groups in order to pander. That is discrimination and should not be tolerated.
Experience with neighborhood associations and coalitions.
willingness to listen to community members about what they actually need; evaluate own implicit biases and racism in order to implement true equity
knowledge of Process Quality Development techniques
Commitment to ALL neighborhoods, not just the close-in ones.
Yeah, they should have all those qualities but what is important to me is someone who appreciates the need for more housing in the inner city, and who recognizes that the neighborhood associations are a conservative force that do not necessarily represent the community, and is willing to work to re-adjust the power of the neighborhood associations downward. I imagine the more outlying neighborhoods in east Portland would be aligned with this objective. I myself am a home owner in the Hosford Abernethy neighborhood, so I'm going against the wishes of many of my own neighbors, but I wish to see the inner city become more diverse.
Knowledge of the history of neighborhoods and community engagement in Portland.
An attitude that all citizens have a say in evolution of their neighborhoods, with more ballot measures and in key meetings with large informed presence. Don't want NA participants alone making the decisions.
I would like to see someone who has experience creating community in their own neighborhood. Real, personal experience leads to a level of understanding of the values of ONI that otherwise may be somewhat superficial.

Engagement with community through various methods, not just the traditional standbys. This position needs to actively pursue engagement with groups that historically are hard to reach, especially youth and young adults (20s). If digital engagement methods are pursued, they need to be authentic, easy-to-use, and meaningful to residents. The feedback received from the community via digital means must be viewed at the same level of importance as those who attend in-person meetings. Their voice is equally important, whether or not they are able to make the in-person meeting. Additionally, this position must prioritize digital inclusion efforts as a means to reach all residents.

Culturally Aware/Conscious, Native Portlander (to properly evaluate PDX's needs, it is vital to be from this community)

Strategic thinking, creative problem-solving, and a clear vision for ONI.

At this time, ONI needs a leader that can deliver reforms and clearly communicate the value of community engagement. To effectively deliver improved services, the staff team must be innovative partners and inspiring practitioners, highly regarded in the community.

I think the values of a leader should be set to a high standard, the above values should be a given. Let's get to work now on making our neighborhoods better.

Ability to make quick decisions and not get mired by bureaucracy

Committed to the power of prevention/preparedness in helping neighborhoods get ready for any disaster, large or small

Pragmatic rather than utopian  
Realistic rather than visionary  
Bottom up rather than top down

These values cover the gamut. Many are vague and lend themselves to multiple interpretations depending on one's personal outlook. Others are obvious. Of course anyone in this position should have a strong work ethic.

An appreciation of history--Portland's neighborhood focus is unique. It need not be discarded in order to become more inclusive

Embraces Diversity

It is challenging to say that any of the above values/qualities would be anything less than very important.

lived experience. no career politicians, i want to be represented by people who have known poverty, who have worked crappy retail jobs, who know the difficulty of having family incarcerated, who have volunteered their time to community building their whole life. i could go on.

Efficiency, taking the reigns and moving forward, awareness that not all communities are the same

<p>Understanding the historical significance of each individual neighborhoods. Getting to know the leadership and helping develop additional leaders. Being open to hearing about difficulties, especially as neighborhoods grow and change. Having a keen ability about neighborhood logistics -- parking, lighting, and other infrastructures. Understanding the distinct needs of a diverse community, including issues of age and physical abilities.</p>
<p>Economic justice is more important than racial justice. I would like to see some one who values integrity over personal petty political power.</p>
<p>Openness about processes is important to me. Acknowledging "It's not possible to make everyone happy but here is our best attempt to balance interests based on the following data..." Evidence-based leadership is also important.</p>
<p>Strong knowledge and a voice of the Latin/Hispanic community in the metro Portland area.</p>
<p>Someone who is committed to strengthening neighborhood associations. Someone who will be focused on requiring strong ethical obligations for neighborhood board members (such as Goose Hollow does). Someone who sees the role of ONI as strengthening diversity WITHIN neighborhood associations, instead of directing city funds outside of neighborhood associations without the oversight requirements and ethics requirements that neighborhoods must adhere to.</p>
<p>Open interest in supporting small business for what it really is: the foundation of city employment. Show respect for the services it provides by improving Portland's small business environment.</p>
<p>True commitment to equity and experience engaging historically underserved and underrepresented communities, while being able to navigate buracracy and work effectively within the existing system (while working to create change).</p>
<p>Being able to follow through the promises.</p>
<p>Has integrity and is honest. Has some ideas/plans for making improvements, is willing to learn new information and views and consider all the information when making decisions.</p>
<p>Actually getting things done that are needed</p>
<p>Know Portland's history, particularly our racial history, and how that affects us today. Lead in ways that avoid replicating the same old patterns of exclusion, displacement, disempowerment.</p>
<p>Someone who has successfully worked outside of government and non-profit world before and demonstrated a track record of fiscal responsibility. The fact is we should be cutting programs right-and-left right now to fund our homeless emergency and I do not see any leadership coming from city council on this issue.</p>
<p>Knowledge of Portland - communities, history, culture</p>

Open to doing things differently. Not afraid to challenge present structure.
Commitment to unheard voices would be refreshing. And I don't mean limited to the most obvious underserved communities. The neighborhood associations tend to be mini-fiefdoms. You cannot trust the information that filters up to the city from them. Either by neglect or design, many entrenched leaders of these associations push their personal agendas and are dismissive of residents who do not agree...even if the group disagreeing is the majority and/or has the ethical high ground.
Fiscal responsibility
Experience leading large/high growth community (ie, larger than portland) with a diverse socioeconomic base--some who is effective at soliciting community feedback on needs and prioritizing these needs.
Someone who has demonstrated, effective budget management.
The neighborhood system needs some changes it's too beholden to homeowners. Those who want to do more for renters or community groups often get attacked by homeowners.
The ONI standards are severely outdated and the neighborhood system program staff aren't very engaged in the system.
We need a ONI director who can make bold changes
Leadership, organization.
Be decisive. Currently very ineffective each time I've contacted ONI.
That the person listen to everyone not just chosen few. Makes no difference color race where anyone lives in the city. If the person can't listen to all they should not be in that spot.
All values above are important, but listening to constituents is the most important aspect. Show up at some Neighborhood Associations meetings.
sense of humor

cutting through layers of bureaucracy and working for the good of our neighborhoods for the short and long term. I think we need a competent visionary that is a "statesman" so to speak like many of our past founders and leaders that saw the importance of setting aside land for parks and trees,ect. and ensuring that people have space and beauty around them to enhance their lives.

The overcrowding of our neighborhoods and roads causes a lot of irritability and dissatisfaction in peoples daily lives. So many people I talk to are "fed up" with the overcrowding, high rent and mortgage prices, disrepair of our infrastructure, city permit department allowing developers to change neighborhoods flow and harmony and taking away the ability for the younger and older members of our neighborhood to buy smaller homes in their own communities! We need a leader who sees and supports neighborhoods ability to keep the intergenerational aspect of the neighborhoods.

All of these are vital. But we really need someone who has a vision and is a do-er more than anything. Too much talk and collaboration or opinion-seeking can really bog down the process. The person should inherently "know" and not have to ask too much. Not a dictator, but confident, productive/action oriented and equity and service driven.

I would like to see someone who is native to the area, or has been a long time resident. Long time meaning pre gentrification and bikes were in bike lanes rather than in the road. I want to see someone who has been active in the community without being paid to do so. Someone who is approachable and shows a genuine interest in what people are saying and gets the community excited about working together to achieve the common goals.

Fiscally accountable.

Ability to empathize with community concerns but also communicate bigger-picture visions that might have shorter-term or smaller-scale negative impacts.

The communities are going downhill fast. I'd want someone to value restoring the neighborhoods, so that people don't feel they have to move out of Portland to have a decent, liveable neighborhood.

Familiar with the history of Portland and long-term (over 10 years) Oregonians and their desire to keep Oregonian values rather than make Portland a suburb of California

Knowledgeable about history of various neighborhoods as all have unique issues and identities

Willingness to experiment; supportive of non-hierarchical organization

I feel if we don't get back to traditional family values, we are in big trouble. We need someone in charge that is a Christian and isn't afraid to pray! ONI threw God out of the mix long ago and your paying for it.

Interest in community history, sensitivity to diverse cultures, sense of vision, inspiring.
Engaging the whole community, not just the vocal hipster millennial crowd. Guys, time to get real, Trump won because your blinders were on! Time to value all sides, not just those who concur with ypur agenda- if not your changes and victories will be short lived and short sided
Honesty. Sincerity.
Actual expertise in the leading a similar organization! (can't believe that's not listed above). Should live east of at least 60th Ave. (preferably east of 82nd or 205!) to demonstrate day-to-day familiarity with (and not drive-by understanding of) the conditions East Portland residents (1/4 of the pop.) face.
Live in Portland.
commitment to work across Portland's neighborhoods, not just on the Eastside
Not smug government person.
What is the job description? Why does the city even have such a position? I have no feeling that there is value in such a hire.
A rational decision-maker who directly addresses limits of emotionally-driven action, to foster more realistic expectations & actually get things done, while acknowledging the historical reasons for emotional reaction.
Local person acquainted with past personal in this position
Sorry, I didn't complete the survey. I feel that it would be helpful to see the current job description and learn what the top 5 priorities are currently.
Good steward of public resources - human and money.

As climate change progresses at a fast clip, and our environmental regulations dissipate, as well as our social safety networks, we need to start seriously planning for more environmental, sustainable resilience in our neighborhoods. For example, we need to end Round-Up and Neonicotinoid use to protect our bees, which at last PDX count, nearly half of domesticated bees died in one year alone, and wild bees continue to be declining rapidly. We need to be even more aggressive planting trees for shade, flood control, heatsinks and carbon sinks, and more food crops and pollinator forage to help feed those at risk and for resilience in the face of emergency needs. We need aggressive disaster planning with these concerns in mind too, and we need to look at the larger picture- can we get neighborhoods to help reduce traffic and carbon emissions, how can we make cycling and pedestrians safer and more comfortable, and can we get greywater, composting toilets, solar panels, green roofs into more neighborhoods? How can we work more aggressively to clean our air? We need to be doing garden, tree, bird and bee counts to assess our neighborhood health, too, so a strong understanding of ecological concerns at hand, and how they are intertwined with human social and economic concerns is vital.

Someone who is not biased for one group such as the bike riders & thinks about everyone is the area not just the vocal crowd

All are important, and are well-thought out. Why settle for just some values

Ability to really listen, ask open ended questions

Stop building apartments in neighborhoods. Stop building apartments without parking areas. Better security with more police with respect and protection. Make neighborhoods safe from anarchists and protestors. make our neighborhoods safe again.

Desire and ability to visit the community leaders and learn first hand what we deal with. Not just in a large group setting but one on one

Effectiveness - ability to get things done

It is essential that the future director has empathy for people and neighborhoods who have experiences different than their own experiences. It is also essential that they focus on balancing the playing field in Portland - i.e. bringing neighborhood services and involvement to equal levels of stability, rather than just encouraging and supporting already active and engaged communities. Move beyond the low hanging fruit.

Has to be committed to the dis establishment and defunding of both ONI and Office of Equity (OOE)

<p>1. sensitivity and commitment to an aging-friendly Portland of the future</p> <p>2. experience leading teams and organizations</p> <p>3. owns and operationalizes the mission</p>
<p>Support law and order</p> <p>Portland is a very white city with a past history of serious racism. Portland is also known as a friendly and progressive city. It is important to understand that just claiming to be "welcoming" is not enough to reverse inequities and racism. Also, it is very important to not think you are "doing good" if you are deciding for someone else what they need rather than their deciding for themselves.</p>
<p>Not being a yuppie. I'm so sick of the neoliberal, Obama/Clinton cluster-f. I could scream. Use Bernie as an example of good values.</p>
<p>Willingness to listen to criticism and role with the punches</p> <p>What I would rather not see is a professional city planner. Or someone steeply educated in the profession. We need someone who is willing to go outside the box and allow for new and innovative ideas to community integration and development. We all understand that density is coming and it is the best way to reduce sprawl but the past of patterning ourselves on already failed processes and programs is not sustainable nor in the best interest of Oregonians.</p>
<p>Actual demonstrated experience doing this, and should live in an underserved community</p>
<p>Somebody with a track record of "showing up" at neighborhood assn meetings, being available to answer questions after unpopular city decisions, and understanding the impacts of City Hall decisions in the communities.</p>
<p>Willingness to eliminate waste in resources and money, acknowledge that the TAXPAYERS (that's right, HOMEOWNERS) in every corner of the city are feeling disenfranchised and not served.</p>
<p>Extension of values &amp; practice similar to Eudaly &amp; Wheeler!</p>
<p>Curiosity/interest, out-of-box problem solving and willingness to become advocate for neighborhood school concerns from parents to the school board and school district. I think that helping neighborhoods define and strategize homeless solutions.</p>
<p>This survey is ridiculous. All questions should be part of the job description.</p>

Representing the middle class. Not the homeless or the unemployed special interest groups. I'm talking the working week in, week out, don't have time or energy to go to your endless bureaucratic meetings to just decide to not pave my street even though you'll hike my property taxes by 100% in 3 years. Just do the right thing for the majority for a change. That's how you get elected. That's how you stay employed.

"Understands that small business owners in Portland are also community members, and that they often share the progressive vision of this city and deserve to be engaged as partners, not adversaries." Thank you for doing this! Please report the results!

I trust Chloe. ??

How to cut governmental red tape and not speak in government speak when discussing screw ups. Also ability to stop government spending when it is not needed.

Accessibility. Otherwise you've listed all the rest

Spends money effectively.

Historical knowl edge of neighborhoods

Decreasing demolition of old houses for super big houses

Transparency/open communications and dialogue with the community

A basic, street-level commitment to addressing safety issues that impact the livability of our neighborhoods, such as traffic control, drug dealing, drunk driving, and at present in our city, the glaring, growing issue of homelessness, both in its tragic presence, and in our city's failure to address illegal camping/campsites in a way that wins the trust of the citizens. The city's failure to address the basic perception of danger (be it real or not) has resulted in a growing mistrust in citizens towards their public officials. The fact that the city has allowed campsites in public areas, parks, near schools, on bikepaths, etc., has communicated to families, parents, etc., that some neighborhoods in Portland are not worth providing a safe environment for them, whereas they note that other neighborhoods (wealthy ones) are worthy of such attention. The lack of attention given to actually clearing all illegal campsites, and the allowance of motorhomes parked in residential areas, along with what appears to be the restraint of our police officers enforcing laws against these behaviors, is setting our city up for an over-the-top authoritarian mayor to gain power, simply with the promise of bringing safety back to our streets and neighborhoods. The presence of social/human values of inclusiveness, tolerance, diversity, etc., are vital, but should not, and cannot be forced on a population through legislation.

the current N/A system should not be held in contempt.

There are many dedicated citizens who work hard to improve the community for all.

Fiscal and time management. To me ONI workers are slackers!

LISTEN to the people who actually LIVE in the communities you seek to disrupt. Stop labeling them as NIMBYs.
giver us a break. These are all important. What a crappy questionnaire. What are you trying to elicit??
The ability and desire to listen to and consider the all viewpoints and not only your own preconceptions.
Undersanding political ideology is a private matter. Elder respect.
I really hope a person of color can be found for this position.
Ability to convey to elected officials and city department heads (especially planning and police) the importance of listening to and valuing what neighborhood's feel/prioritize.
How about writing a better questionnaire?
What we need is someone that values home owners at least equally to homeless and drug addicts. Right now are not considered in the enforcement of laws. Right now everyone has more rights than hardworking home owners. It's terrible. It's like " occupy Portland". Any hard working moderate people will be driven out of the city. We need to be a sanctuary city for hardworking middle class
Results Driven - I want to see clear and realistic goals established and achieved. We need RESULTS.
Empathy
Do what she says she will.
Patience and follow through.
Have the ability to say NO when the answer is No, instead of being a people person.
Focusing on RESULTS rather than PROCESS. Portland's government focuses excessively on politically correct processes and seldom achieves desired results. As a result, Portland's quality of life has steadily eroded in the 8 years I have lived in the city.
Not so much a value, but rather someone who knows, or really wants to know what makes Portland tick. Not someone with their own agenda for making us "cool" or any other value put on us. Portland is about the river, the forests, parks, neighbors.
I'd like attention to income inequality and remedying public spending disparities more so than attention to race and ethnicity.
Supporting staff, especially helping them to seek and assume responsibility.

<p>Assistance to animal rescue facilities that help abandoned and abused pets. They typically have little to no funding.</p> <p>Helping the homeless</p> <p>Helping Veterans</p> <p>Helping victims of Domestic abuse</p>
<p>Organizational skills are a must.</p> <p>Personable and approachable.</p> <p>Thick skin because there will be people who won't like you just because you're not them or like them.</p>
<p>Know the city, be a native so you can understand the sweeping changes Portland has gone through in the past 30 years. I'm tired of transient leaders. I'm a native, we need someone who can help as our city sadly gentrifies, and helps us to expand mindfully. Also, keep out the bigots and the idiots that our currently taking our country backwards.</p>
<p>Morality.</p>
<p>clean up the city's streets and parks. remove all psychos, drug addicts and shiftless criminals endangering local families, homeowners, car owners, business owners. make Portland safe again</p>
<p>I am far less concerned about idealism than finding someone who listen to residents and follow through on details.</p>
<p>This survey has already delineated certain values. I do think this person should have some experience in the private sector and understand how to be efficient.</p>
<p>Empathy.</p>
<p>Strong backbone. Won't let an incorrect populace win.</p>
<p>Innovative approaches to connect with neighborhoods. I did not know we had an office of neighborhood involvement.</p>
<p>Connecting to all cotizens rhrough a. Stirrups of media</p>
<p>It's hard to fit this into the rubric above, but not all community involvement is created equal. One of Portland's biggest problems is that some portions of our community are overinvolved and steer decisions with NIMBY attitudes, while large swaths don't have their voices heard in decision-making.</p>
<p>Care and protection of childhood and elders</p>
<p>Honesty, good listener, demonstrated inclination to be respectful, sense of humor, trustworthiness, commitment to showing up when expected.</p>
<p>Equity, Accountability, and a Strong Work Ethic</p>

Commitment to enforce existing camping and loitering regulations. To free our neighborhoods of crime instigated by people living on the street. Admit that not all people living on the street are homeless or mentally ill/substance addicted; that some are making a conscious life choice to live "off the grid", and to get these people out of our town.

Being a manager means gathering info but good decisions are not necessarily popular

I'd value someone being brought in from outside the beauroacracy, someone who already has a voice in the city, who does the work because they're passionate, not because it's another step up for them in city government.

(1) Working with other city agencies and commissions--strong belief in the value of integration of services to solve complex problems. (2) Community/Government Partnership--commitment to ensuring that people have a voice in decisions that affect them and their communities. Challenge the "hands-off" policy of ONI towards neighborhood associations which no longer may represent citizens, but special (and often) business interests. (3) Informed Decision Making--commitment to learning, listening, and making good decisions to include a move towards evidence based decision making as reflected in their knowledge of public and private databases, research services, and applications. (4) Communities Under-engaged by Government--intentional focus on communities under-engaged by government--including immigrants, refugees, ethnic streams, people with disabilities, LGBTQII community members. Again attention on the 20% while the 80% of our citizens, white as they may be, male as they are in my neighborhood (73%) they are some of the poorest, unhealthy men on the planet.

Does not have to be from Portland, nor graduate of Lincoln HS, nor friends with the Mayor and all the buddies of Portland. Rental history? Own a car? Ride a bike? What neighborhood do they live in or would like to live in? Do they practice walk around management? Can we expect to see him/her walking down the street?

The ability to focus and prioritize the needs of the population as a whole rather than focusing on specific segments of the populace. A rising tide lifts all boats.

Not being a dick like the previous ONI.

<p>Knowledge of the community's most pressing needs and a commitment to using evidence-based and fact-based strategies to address them rather than pandering to a particular group or agenda. Listening to community members is good to determine needs but solutions should come from evidence and research to determine what really works address the needs.</p>
<p>The above covers it.</p>
<p>Knows how to work the system to get the best results possible for the constituents.</p> <p>This person will have to be a major diety to fulfill all thes criteria. I think there are too many skills to expect one person to have and be realistic.</p>
<p>using personal experiences to reflect on the needs of a neighborhood</p>
<p>someone who gets the concept of privilege</p>
<p>Involvement must lead to better outcomes for neighborhoods--results matter to this person, not just giving people opportunities to vent.</p>
<p>Looking at the big picture instead of petty issues</p>
<p>Good problem solver, able to identify inefficiencies and work with staff to address solving them</p>
<p>I think the Office of Equality and ONI need to be combined, there are redundancies having two offices and it's absolutely wasteful.</p>
<p>Good communication skills: frequent, honest, pro-active communication.</p>
<p>I'm really hoping for someone who is themselves a community organizer and skilled at bringing all different kinds of viewpoints and people together to reach innovative solutions. I think this person has to make everyone feel heard.</p>
<p>Respect for the roles that are performed by the Neighborhoods and DCL partners.</p>
<p>1) Respect for homeowners and tax paying property owners. 2) Working with neighborhood planners to be more effective than than just an information source and working with PBOT to make sure neighborhood associations have a strong voice about parking issues and other transportation such as maintain room for cars and equity for motorists.</p>
<p>A team player Kindness</p>
<p>The ability to listen and take into account perspectives from all stakeholders and communities of interest.</p>
<p>You've covered all the values I can think of.</p>

<p>Those, are of course, are all important. Equity and accountability are what we should be focusing on. We know all people are important, but some have been historically oppressed and they are usually the same folks that are working so hard to survive that they don't have the time to keep telling people they matter. Lets work toward righting the immoral wrongs like destroying Native and Black communities for starters. Wake people up and stand strong against fragile backlashes. That is what makes service worth it.</p>
<p>Open to new ideas, non-bureaucratic</p>
<p>Genuine curiosity -- truly listening to perspectives and interests, but also able to make decisions and move initiatives forward</p>
<p>I expect the director to be impartial in all areas, which is why I don't want to see special emphasis on one group or area.</p>
<p>These are very 'leading' qualities you want people to rank. Of course they are important but those qualities do not over ride common sense and helping neighborhoods get to where they want to be not where Ms. Eudaly or ONI wants them to be. So common sense and real experience and knowledge of what make a neighborhood is important.</p>
<p>Understanding why leading with race and racial justice is an intersectional strategy. Making a commitment to ONI being an anti-racist institution.</p>
<p>Values the importance of neighborhood associations and understands and supports this asset to the city. Understands how partnering with neighborhood associations brings knowledge and feedback to the city enabling the city to create improved and beneficial long term planning decisions.</p>
<p>SENSE OF HUMAN ABILITY TO DEAL WITH ADVERSITY UNDERSTANDING AND RELATIONSHIPS WITH LOCAL GOV'T AND THE NEIGHBORHOOD ASSOCIATIONS</p>
<p>Cross cultural training education for leaders to understand the concerns of people from diverse backgrounds</p>
<p>Accountability: Oversight of ensuring contract agreement with partners are met and provide access to adequate resources for achievement goals and objectives in contracts-also a good Visionary and implementer (skill, talent, and experience)</p>
<p>All of the above, in action.</p>
<p>Know or learn how to accept feedback and appropriately react, apologize if needed and re-approach.</p>
<p>A sense of humor &amp; modesty.</p>

I hope the candidate is from one of the marginalized communities mentioned above (e.g. racial, ethnic and/or LBGTQII, people w/ disabilities, etc.). A commitment to by the commissioner to support the hard work on the person in this role will be invaluable.
Someone that will think about the people that have invested in the community. Not just those passing through that they can get a vote from.
The other Director of this bureau, Commissioner Eudaly and all future Commissioners need to give the Office of Neighborhood Involvement some authority to give a real voice to community. For example, give ONI the task of leading a process that gives the public more influence over budget priorities. Also, Council needs to mandate that the neighborhood associations and other committees be comprised of people that represent the diversity of Portland, i.e. all neighborhood boards should have representation proportional to the number of renters, and seats reserved for people of color, lower income households, and people with disabilities.
open to new ideas, willing to take risks to bring about new innovation and change
Commitment to organizing constituent members of communities into decision-making processes within the ONI
These are vague in nature. Portland needs truth about it's racial history & how it's affected our current neighborhoods
Willingness to challenge those who aren't adequately considering the interests of under-engaged groups and the goal of racial justice and equity
awareness of the history behind Portland's various communities
The person must value the individuality of each neighborhood. Must engage, consult and value the neighborhood associations. Funding sources and reasons for decisions and development must be transparent and publicized
Strong commitment to diversity, equity and conclusion, not equity only. There are differences between these three that must be acknowledged.
You've about covered it.
Management leadership skills. The ability to hire the right poeple eand remove employees not working in the interest of the community.
Communication
Those are all important to me!!
Inquiring and asking for unmeet of under served community needs
They need to listen to the community and what the community needs.
Commitment to problem-solving. Sometimes contentious issues fester for too long in our communities. I'd like to to see an ONI Director who is able to chip away at problems, have the foresight to implement plans for change even it it's just doing a bit at a time.

All of the above are silly questions. The answers are obvious. For instance who would want a government official who was unaccountable for his or her decisions.
Math -- ability to put issues in perspective in terms of real costs and benefits, help neighbors understand trade-offs
being forgiving and understanding mental health
Grasp of Diplomacy and advocacy and knowing when to use which
communication skills, ability to motivate people, knowledge of how to get people to participate, strong social network, knowable about how portland operates and what has been done in the past, fund raising ability,
I believe the city council needs input from the ordinary people. In other words. There should be a hierarchy. The city funding neighborhood associations has turned into the city funding small cliques.
Politically astute (not a value but....)
capacity to see and appreciate how the 'big picture' affects the 'little people'
Intersectionality. If unsure, read Kimberlé Crenshaw
Common sense
Sensitive to all community members
Is immersed in the Portland community already and has a proven track record of engaging underrepresented populations in Portland politics (EAST SIDE, racial and ethnic minorities, non English speakers, YOUTH, etc)
Dialogue with small businesses in a given neighborhood i.e. Last Thursday.
Actually resides in the city of Portland, Multnomah County. Has lived & worked out of Oregon, for more personal/professional breadth. Has worked in a variety of industries and/or environments.
-Experience working with and for the communities they would oversee. -Diverse background
One significant quality a person should possess, is the ability to think creatively, concerning the changing dynamics of our community. In light of our current drug epidemic, it's imperative to think outside the box concerning innovative solutions in our community. Our homelessness issue, resulting from economic displacement, is taxing our citizens, particularly, families and their children are suffering and stressed familial system. It would be valuable to have a sociological lens to anticipate important trends that are evolving within our communities for quicker response to our problems, instead of waiting until it's a crisis.
Pro-change, pro-development.
this is a great list!
These are incredibly poorly written-of course all of them are important! Familiarity with existing groups and building relationships is missing.
Someone when grew up here

transparency, communicating effectively, innovative thinking
Yes include identity politics. But don't forget the middle class that isn't protesting at city hall and has laid taxes for decades.
Actually listens to the concerns of individual neighborhoods and is respectful of the time and effort of the many neighborhood association volunteers.
Effective: having a record of engaging community members to effect a positive outcome for the neighbors specifically, not just someone's idea of "public good"
Values the neighborhood boards
Respect for the residents of the community including those of us who have been here for many years. Respect for neighborhood associations and their point of view around the future of our environment.  No bias. Right now, it seems like the RIF project is pitting the "build everywhere" in the name of affordability against those of us who want to have responsible growth and preserve our neighborhoods. I do not expect to hear the next director utter the words NIMBY. That has become a naive trite meaningless rejection of those of us who have contributed financially and with our time over the years.
Aware of the historical background and motivation behind the neighborhood system
I would say outreach and responsiveness to communities that have historically been left out (or more to the point, ignored even when their input was provided) of public decision making processes is of chief importance for this role. As such, top candidates and final hires should have a demonstrated commitment to working within (not just working with) these communities, as well as lived experiences within under-engaged communities.
Engaging and thoughtful.
Recognition that any single solution is NOT going to work for everyone and that the "checklist" approach is counter to valuing any community composed of individuals.
Strong management skills to make all levels of ONI function efficiently, with established management goals and commitments to meeting them in a timely fashion.
Portland has gone overboard on its view of equity but the way they identify needy folks is not fair. There are poor people every where that need to be served. Some part of the city have far poorer infrastructure but that does not count in cities approach to equity.

A belief in adaptive management, so that failures and mistakes merely become opportunities to improve the next steps, not a messy drama-filled blame-fest.
Commitment to communicating with local residents, be they homeowners or renters.
Someone who empowers neighborhood associations instead of fighting them or diminishing them. Portland's biggest victories have been because of the advocacy of neighborhood associations. Don't sweep away that history. Don't assume that neighborhoods aren't representing their demographics--many neighborhoods do a great job on this. Neighborhood coalitions should be shut down. Right now, anyone who can get 6 votes on a coalition board can rule over an entire quadrant of the city. 3 staff members could handle what the coalitions do. This would save the city thousands of dollars.
A sense that citizens, expressing themselves through ONI, have at a minimum as much clout as the moneyed interests that line up at the door to City Hall
Supportive of geographic citizen involvement.
If the leader has integrity and listens to the community, equality will be a natural consequence.
To know portlands history and to understand the gentrification thats keeps happening despite the efforts to prevent it from happening.
BOLD BIG VISION EMPOWERING VISIONARY VOICES We need to think BIG
Shared vision of neighborhood councils' role in city government and commitment to helping empower these organizations to be functional groups which truly represent the neighborhoods, including renters and under-represented folks.
Vision, great problem solver, kindness, respected
The ability to get things done. This survey is a bit silly. Everything on this list is important as a human being.
Ability and willingness to bring people TOGETHER and not pit groups against each other. It is not necessary to weaken the voices of some in order to strengthen other voices. Help us all find our commonalities and use them to really make a difference.
Brings a broad range of experience and perspective to the table, not limited to working solely in city government or within the city limits of Portland.
The candidate should be a woman of color since Amalia was fired and the only woman of color Bureau Director in the City.

Ability to stay above politics and not bring preconceived notions to the job.
This individual must understand the history of how Portland created ONI and know that the tools & methods used in the past may not work for millennial involvement & civic participation. Finding us also important. The City cannot expect to gain involvement without appropriating funds. SWNI should not be looking at the current budget that includes increases to healthcare & wonder how & if the structure will work going forward. Getting new employees will require stable funding.
Integrity, do what you say. No nepotism or bending rules for friends. Honesty. A person who has the qualifications and experience to actually be a boss. Face problems head on
I think the ONI Director should be empowered to affect change with other bureau directors to ensure that the values above are reflected throughout the City government.
someone who is from within and has existing relationships with historically under-engaged communities, especially those in East Portland
Knowledge of adopted City plans and policies and the ability to translate them into effective community collaboration and reconciliation. Also ability to inspire community groups in furtherance of the vision for the City as reflected in those plans and policies. The person needs to act as ombudsperson / liaison between community groups (NAs) and City Council.
Strong working knowledge of municipal best practices, including budgeting, labor relations, and building an equitable workforce. ONI needs a strong manager with a thick equity lens.
commitment to efficiency in government, completion of committed tasks
Ability to serve as a transitional leader who can appreciate traditions of past involvement while broadening the base of those involved. Be more positive than negative in style of communication.
Apology, strength to say when you/government made a mistake
Honest and willing to make decisions that may go against the commissioner.
Including marginalized groups involved in the design phase, not just the phase where one needs to vote after a decision from a small group has already been made.
Active Listening Comprehensive Awareness of the City's Sociopolitical Landscape
Definitely a commitment to working with communities of color and other under represented groups.
A sense of urgency then a demonstrated capacity to address those substantial numbers of New Portlanders either not served or awfully underserved by valuable City services.
these are a great start.

Understanding of barriers to PWD inclusion, comfort working with the cross disability community, strong desire to find best practices for engaging lived experience of mental health diagnosis and homeless
Appreciation - respect and regard for the many different people the bureau supports
understanding people culture and respecting their values
Respecting [PDF]Public Involvement Principles - The City of Portland, Oregon <a href="https://www.portlandoregon.gov/oni/article/312804">https://www.portlandoregon.gov/oni/article/312804</a> spearheaded by: Afifa ahmed, former SE Uplift Staff.
Deep Curiosity - Open to new ideas, new groups, being willing and excited to look for new opportunities: Making sure that new groups receive ONI grant opportunities. New groups that have never been represented in the funding such as for the new leaders' training.  Evaluation skills - be willing to be impartial and truly look at program's benefits and costs based on what was promised a community -- be willing to cut if it is not working optimally to make room for new programming which could be more beneficial
Recognizing classist and racist attitudes in Neighborhood Associations, and also the historical biases and government actions which led to the neighborhoods segregated by income, that we have today. Need to be able to tell established NAs that, no, you're not representative of the people who live in those neighborhood boundaries, unless, for instance, the amount of renters on your board is in rough proportion to the amount within your neighborhood. Willingness to make politically risky, but morally defensible decisions. Ability to see how other city goals, such as the Climate Action Plan and transportation Mode Share Split goals, can be achieved, or thwarted, by the influence of progressive-sounding, but actually conservative NAs.
passionate about minority/ immigrant refugee rights
Deep listening without judgement Paying more than lip service to Portlanders

Equity, equity, equity. We need someone who is able to evaluate who has historically had a voice in the NA system and who has not.

We need someone with a commitment to the nondiscrimination policies in the ONI Standards. It is inconceivable to me that NA money has been spent to pursue historic districts with the stated intent of increasing property values (read: "rent") and preventing residential infill (read: "perpetuating historic redlining and exclusionary zoning.") This seems incompatible with the standard that NAs should not pursue policies that would discriminate on the basis of income.

Evaluating funding allocations to ensure that the organizations receiving the most funding are serving ALL their residents rather than only those with the most power and standing.

Interest in trying new approaches/philosophies.