

## ONI Director Community Survey July 2017

Q3--Of the values above, which are the three most important to you?
Accountability, Community/government partnership, Community organizing and Capacity Building.
Attention to Equity and to Communities Under-engaged by Government, especially groups that can't reliably participate in public meetings. Secondarily, Informed decision-making, especially making decisions based on facts and tradeoffs, and not just on who complains the loudest.
ALL NEIGHBORHOODS (HISTORY, INVOLVEMENT, IMPORTANCE TO CITY)
Working with Community, Equity, Collaborative
Uses data to address concerns; not just squeaky-wheel appeasement  Helps underrepresented groups
The only three I marked as "Important."
Community organizing, integrity and equity would be most important to me.
Collaborative, Accountable and Informed Decision Making
Accountability, Integrity & Leading by example
Community/Government Partnership Communities Under-engaged by Government Accountable
This survey is skewed. Who thinks any of these values are unimportant? Mail a survey to all property owners and ask them what the issues are.
Informed decision making Equity Sense of urgency
Community Organizing, Service, Accountable
Integrity, good work ethic, collaborative
Same as above.

Collaboration, Community-Government Partnership, Accountable
Collaboration, strong work ethic, honesty
Integrity, Informed decision making, Working with neighborhoods
Setting priorities to get things done. Being able to see the big picture, through the eyes of people in the community. Be able to delegate task to others and trust that they will report back in full details.
Community organizing & capacity building Accountable Humility
The rope, the god destroying and language proficiency
Accountability, leading by example, and working with community.
Collaborative Community Organizing and Capacity Building- Community/Government Partnership-
Sense of urgency. Accountable Equity
I cannot decide on the top three. Folks much smarter than I should make this decision! Good luck and thank you for allowing us to be a part of this.
Work with community, sense of urgency, and informed decision-making.
Kindness, compassion, good listening skills
working with community - accountable community organizing and capacity building
Not useful question, But would choose collaborative, govtcommunity partnership,and leading by example. We don't need a subsidized opposition (grants to neigh assns) to city initiatives
Collaborative, Accountable, Integrity
Community
Not trying to be negative, but all of the above values are important...I didn't rank them all "important" only because it seemed silly

All of these things are important for good leadership and successful community involvement. I tried to prioritize by making some "somewhat important." I would say the three most important are probably collaboration, equity, and informed decision-making.

Collaborative, sense of urgency, accountable

Community govt partnership, equity, humility

Working with Community  
Informed Decision Making  
Integrity

Community government partnerships humility collaboration

1. Informed Decision Making, 2. Community/Government Partnership, 3. Integrity

As a member of the Multnomah Co OCI for the last 15 yrs. I will state without a doubt that all of the above are of great importance and should therefore not be prioritized

Community/Government Partnership, Community Organizing and Capacity Building, and Integrity.

Integrity, informed decision making, equity for underserved communities

Service, Accountability, Community/Gov Partnerships

collaborative, integrity, accountability

Service, integrity, working with community

Community organizing, Equity and a priority on under served communities

These questions are very "leading" questions, i.e., is anyone going to say they don't want a ONI director who doesn't have integrity? Although I don't disagree with the values suggested by the questions I do wonder what breadth of responses you'll get.

Equity, community organizing, humility

Accountability, Integrity, Service

Experience, knowledge, strong work ethic. I am sick and tired of folks who talk a big game and then go golfing.

accountability, equity, collaboration

Equity, Communities under engaged by government, Service

Equity, Informed Decision Making and Community/Gov't partnership

I have lived in many states and in a foreign country (though I'm a native Oregonian), and nowhere have I seen such a blatant disparity in services and attitudes as there is in Portland, with respect to different neighborhoods and areas of the city. I recently bought a house in Southeast, and it's particularly noticeable here, although other "lower income" areas of the city may feel the same way. On July 4, and days before and after, I felt like I was living in a war zone with bombs going off all around. Does the city do nothing about this? There's a house at the end of my street with multiple cars, many old junkers, that haven't been moved in months. They also have a dog that yips for hours at a time, and there seems to be no recourse. I can't even get my garbage picked up on a reliable basis! I know of no other place where incivility coupled with lack of code enforcement is so rampant. The southeast parks have no trees, just big expanses of nothing with a children's playground stuck in a corner, but then I drive through Laurelhurst or Irvington, and it's like a different city (which I suppose it actually is). Which is all to say, I think the quality you label "Equity" is your survey is by far most important.

Equity, ethics, accountability
Accountable, Collaborative, Integrity
Equity, Collaborative and Informed decision making
Equity, Working with community, Community organizing and capacity building.
Working with the community Informed decision making leading by example
The first three on the list.
They are all important. I don't think typically you hire someone based on 3 values, so ranking them does not seem helpful.
Integrity, Sense of urgency, and working with communities.
Communities Under-engaged by Government, Equity, Service
Native Portlander
The new director must prioritize Collaboration, Equity & Inclusion, and Leading by Example. Accountability is a primary duty of all public officials and at should be at the heart of the ONI mission.
Integrity; strong work ethic; leading by example

Collaboration, sense of urgency, integrity
Collaborative Integrity Accountability
Collaborative, working with community, informed decision making
Community/Government Partnership, Equity, Service
Collaborative, Integrity, Community Organizing
They're certainly overlapping qualities, but equity, integrity, and accountability rise to the top in my estimation.
collaborative, community/govt partnership transparency
equity, accountability and focusing on communities that are under engaged by government
Informed decision, integrity, work ethic
Collaborative. Equitable. Understanding the historical significance of each individual neighborhood.
Accountable/transparency; community govt partnership; collaborative
Economic justice Clean up the neighborhood association mess. A better path to voice city government concerns, not just the typical ONI lip service.
Informed/Data-based decision making.
Ethics, transparency, integrity
Transparency, cooperative VS top down, Accountability
Underserved communities work Integrity Service
Integrity, humility, and sense of urgency.
Informed decision making, collaborative, and service.
Sense of Urgency, Accountable and Informed Decision Making

Equity Communities under-engaged Community organizing and capacity building
Integrity, Informed Decision Making, Accountable.
Collaborative, equity, humility
Collaborative, Informed decision making & sense of urgency.
All of the above values are important. For the Director, who sets the tone for employees, I think Leading by Example, Integrity and Accountable are the most important. My list will differ for other positions reporting to the Director or Managers.
Working for the neighborhoods, with the neighborhoods and in our best interest
Community organizing/capacity building, sense or urgency, strong work ethic
Working with community, integrity, equity
Working with community; sense of urgency and informed decision making
Accountable, Sense of Urgency and Integrity
Integrity, Sense of Urgency, Finding Community Support/ helpers to be able to accomplish more. Really all the things you put on the list was important. But one person can't do it all.
Integrity, Work ethic, Working with Community.
Working with Community Community/Government Partnership Informed Decision Making
equity, collaborative, integrity in that order.
Strong work ethic, Accountable, sense of urgency
Service, equity, community organizing
Service, integrity, and collaborative
Accountable, integrity and work ethic.
Communities under-engaged by government Community/government partnership Working with community
Accountable. Working with the community.

<p>Integrity  Collaborative with the community  Accountable</p>
<p>Integrity partnership and working with community</p>
<p>Equity  Community/Government Partnership  Integrity</p>
<p>Collaborative, capacity building, belief in government/community partnerships</p>
<p>Having a Christian leader is the most important thing you can do. There are a lot of Christians that are dismissed and God forbid we talk about it! That's why I don't get involved anymore because ONI says to not talk about Christianity. Its insane.</p>
<p>Equity, Community/government partnership and Accountable</p>
<p>Integrity, seriously, the city has been ripping us off with little accountability for years! BOEC bullying and lies about 911 wait times, millions spent on a bridge that never even started, and a water bureau spending funds in violation of city charter.</p> <p>Hard Working... remember the slogan "the city that sleeps" ? Parks workers sleeping in a truck in a park...</p> <p>Not racist. I mean real racism, increasing density in north and northeast, while getting historical designation for the affluent neighborhoods? Not feel good diversity, but hard rubber meets the road equality.</p> <p>I know you guys could give a shit about my opinions, but seriously, if you did 10 years from now when the "free speech protestors" and "Antifa" Have killed livability in our city you would have realized doing the hard right over the easy wrong and demonstrating real leadership would have paid off.</p>
<p>Integrity, humility, accountable.</p>
<p>The above values are all important but a bit fluffy. I want someone who is 1) strong work ethic (and by that, does ACTUAL WORK and has a track record of hard work) 2) Equity (provided it includes geography and poverty and not just race) 3) accountable (no payout packages to leave!) I want someone who will FIGHT for better neighborhoods, esp. east of 60th.</p>
<p>Voice for the underserved, integrity and lead by example.</p>

Humility, working with community.
Don't know what the, responsibilities are so cannot evaluate.
Informed decision-making Sense of urgency Leading by example
Honesty morals not in it for the money
Equity & Communities under engaged by government
Engage underrepresented communities, sense of urgency, community/government partnership
The concern I just enumerated- ECOLOGICAL knowledge and awareness of its human implications, with drive to imbue policy with this awareness. Further, collaborative and accountable covers most other concerns. Thanks for asking.
Integrity, Humility, leading by example
Integrity, service & accountable
See response above
Equity, commitment to involvement of underserved community, integrity
Make out neighborhoods safe again!
1) Collaborative 2) Community Organizing and Capacity Building 3) Integrity
Integrity, Service, Informed Decision-making
Working with Community; Informed Decision Making; Humility
Equity, Collaborative, Accountable.
Dis establish and defund ONI.  Dis establish and defund OOE.  Integrity.
leading by example informed decision-making service
Work with communities and accountability

Community/Government Partnership- Community Organizing and Capacity Building- Equity-
Equity;Integrity;community/government partnership
Collaborative, equitable and accountable/transparent.
Working with the community, equity and the last two. ??
Collaboration, informed decision making, integrity
I don't see that they are mutually exclusive. They pretty much all go hand in hand. All these qualities can be displayed and hold the same level of importance.
Work with community Equity Accountable
equity, work ethic, accountable
Equity, Communities Under-engaged by Government, Informed Decision Making
1. Informed Decisionmaking 2. Capacity for Collaboration 3. Comfort Working w/ a Given Community
Accountable, Service, Strong Work Ethic
Integrity, humility, sense of urgency
Collaboration, Creativity and Commitment.
Honesty gumption and dedication to serving the public.
Collaboration
Attitude of service, integrity, accountable.
Collaborative - genuinely values and actively seeks engagement from all community members.
Integrity, community engagement, organizing.
Common sense. Honest. Knowing the difference between reality and theory as most government decisions are theory based. Being able to pull the plug if something is not working.
Collaborative, working with the community, and equity

Collaborative director, community organizing, community government partnership
Of these, I believe a commitment to Equity (whether addressing the concerns of our more racially or economically marginalized communities in Portland) is the most important value at this time
Integrity, working with the community, and service are the three most important to me.
transparency of process, respect for participants accountability
Work ethic Accountability Service
Working with the community. Stop having bullshit meetings where the people in communities raise their concerns and are they shunted aside to fulfill the city's vision of Portland's future and fill city coffers with property tax dollars.
collaborative, partnership, equity.
Integrity, Service, Community Government Partnership
Informed decision-making, Integrity, and Accountable.
Equity, Community Organizer, Commitment to listening and involving Communities under-engaged by government
Community/government partnership, collaborative style, community organizing
Not on the list. Going into the neighborhoods, knocking on doors. Asking what the individual residents want for their neighborhood. Don't rely on the NA
The most important is fairness to hard working people
Accountable Sense of Urgency Strong Work Ethic
Community/government partnership Communities under engaged by government Community organizing and capacity building
All are of equal importance
Strong work ethic, Accountability, Collaborative

Ability to hold subordinates accountable.
Integrity humility and accountability
Setting objectives and achieving results is first. Honesty and candor are second. Sense of urgency is third.
Equity, Informed Decision making, Integrity.
Humility, honesty, transparency.
Equity, informed decision making, sense of urgency.
Help for: 1 - Animals 2 - Homeless 3 - Veterans
Working with community, Community organizing, Service
Strong work ethic Integrity Accountable
Integrity, equity and humility.
Working with Community, Informed Decision Making, and Integrity.
Community organizing, equity, under served groups
Collaborative, Service, Integrity
Integrity Equity Collaborative
Equity, Working with Community, Informed Decision Making
Integrity, Community/Government Partnership, Equity
The first three.
The city can't please all the existing interest groups all the time. I think the ability to make sound strategy decisions with the limited resources ONI has is important, and the ability to explain what has been prioritized and why. The ability to navigate city politics is also important.

Integrity, commitment to under-represented populations, informed decision-making
Building community leaders, getting underrepresented groups more involved, and open honesty
Service minded, integrity and strong work ethic
Connection, marginalized communities, and promptness
Equity, Community Under-Engaged by Government, Service
Equity, working with community, integrity
Integrity, Informed Decision Making, and more Integrity
Honesty, being respectful to all persons, and behaving in a transparent manner.
Having helped hire a lot of people over the years, the mistake many groups of me is to try and cram all sorts of values and ideals into it with the result the candidate is not really a star of any one thing. Reading your checklist above suggests to me you're hiring process is already flawed. Focus on your outcomes. Hire two intended outcomes not to sound check list of values.
Collaborative, Community/Government Partnership, Sense of Urgency
community organizing working with underserved communities
Integrity, accountable and informed decision making.
Informed decision making Integrity Strong work ethic
They're all important, obviously, but none of them are extraordinary--they should just all be expected. This survey won't really mean anything, as written. It's just being presented for the sake of saying it was done.
Integrity, informed decision making, working with the community (and this for me means citizens not special interests).
Informed decision making, Humility, Accountability
Listening to citizens and taking their concerns seriously, even concerns that might run counter to popular opinion.
Informed decision making, work ethic, honesty.

The first 3 listed above.
Organizing and capacity building, C/G partnership, Humility
Working with Community, Accountable, Informed Decision Making
All of these values are critical to creating healthy communities..
Collaborative, hardworking, humble
accountability, community government partnership, equity
Integrity, informed decision-making, and equity. We need someone who will talk straight with us, seek facts AND insight through research with Portlanders, and defend us against the encroachment of greed.
Integrity, strong work ethic, sense of urgency
Informed Decision Making, Sense of Urgency, Accountable
Collaborative, Accountable, and Community Organizing and Capacity Building.
Collaborative, Accountable, Service
Equity, urgency and integrity.
Well, the way this is set up, it's kind of hard to pick. These are all good qualities, and I'm not sure how they all map to job description and ONI mission, which is what I would expect to be thinking about here. I do think that Capacity Building (which really takes a service oriented person) and an Equity background and training are two important aspects of the job that are very important.
Working with community; sense of urgency; integrity
Working with community Informed decision making and Equity Note: Communities not engaged should part of the communities that are engaged and not be treated with special rights or immunities.
They are all important and must be represented in the person hired for the job.
Collaborative; equity; accountable
See above
Community organizing/capacity building, communities under-engaged by government and accountable
Collaborative spirit, committed to equity and working with integrity

Integrity, collaborative, and accountable.
Common sense and knowledge of what makes a neighborhood. I think Ms. Eudaly should seek elder statesman / stateswoman counsel before any selection is made.
Equity Collaborative Community Organizing
Collaborative Working with neighborhood association communities Neighborhood/City Partnerships
ACCOUNTABLE COLLABORATIVE SERVICE
Integrity, Accountability and Equity
Informed Decision Maker-Accountable-Community Government Partnership
Communities Under-engaged by Government--intentional focus on communities under-engaged by government--including immigrants, refugees, ethnic streams, people with disabilities, LGBTQII community members
Collaborative approach, integrity and commitment to equity.
Equity, communities under engaged by government, and accountable.
Equity, Integrity, Collaborative
Finding out what the community that has made a commitment to the community want.
Community Government Partnership, Equity and Community Organizing.
Working with Community, Equity, and Integrity
Equity, informed decision making, and communities under-engaged by government.
Integrity Sense of urgency collaborative
Community Organizing/Capacity Building, Accountable, Collaborative
Equity

Equity, working with the community, accountable
collaboration, equity, informed decision-making
Community Organizing / Capacity Building, Integrity, Equity
The person must value the individuality of each neighborhood. Must engage, consult and value the neighborhood associations. Funding sources and reasons for city and bureau decisions and development must be transparent and publicized
Collaborative Integrity Service
Community/Government partnership Accountable Sense of urgency
Equity Community Organizing Accountability
Integrity Communication Informed decision making
1.) Collaborative, 2.) Equity, 3.) Accountable!
Integrity, Equity, & Accountability.
Working with Community, Integrity, and Accountability.
I appreciate a leader who puts the interests of those already living in a community ahead of people who wish to profit by imposing unsustainable density through excessive development.
math, collaborative, urgency
Integrity keeps word honest follow through
Collaborative, equity, integrity
communication, motivation, social connections
Collaborative, community capacity building, integrity
Community organizing, Communities unengaged, informed decision making

strong work ethic, communities under-engaged, and community capacity building
integrity, accountable, equity
1. Equity 2. Collaboration 3. Integrity
Accountability; Informed Decision-Making; and Community/Government Partnership
Equity, gov/com partnership, accountability
Committed to equity, community involvement, East Portland
Working w/community; integrity; humility
Integrity, ability to listen process information and engage in relevant problem solving. Collaboration.
Community engagement, informed decision making and honest work ethic.
Equity, Community Organizing and Capacity Building, and focus on Communities Under-engaged by Government.
Community building, equity and strong work ethic.
Equity, urgency, engagement
Equity & accountability
Underengaged, partnerships, collaboration
A minority. Who is proactive. And will really work with the community.
Collaborative, Communities Under-engaged by Government, Working with Community
Equity, collaborative, community and capacity building
Good manager who is willing to create meaningful metrics and runs a tight fiscal ship.
Listening to community voices Integrity Equity.
Honest and accountable. There is very little of these qualities in Portland governance.
Integrity and intentionally setting goal priorities with communities and under-represented community members.
Collaborative, Integrity, Equity

<p>The new ONI director should do 2 things:</p> <ol style="list-style-type: none"> <li>1) Give more power to neighborhood associations</li> <li>2) Help us keep transient activity and their garbage and debris out of the parks.</li> </ol>
<p>Communities Under-engaged by Government Community Organizing and Capacity Building Equity</p>
<p>Equity, communities under-engaged by government, and humility.</p>
<p>Integrity</p>
<p>accountable, integrity, working with community</p>
<p>Collaboration, Equity and Accountability</p>
<p>Community Organizing and Capacity Building Collaborative Accountable</p>
<p>Inclusiveness, listening, grass roots decision making,</p>
<p>All of the issues above are important</p>
<p>Belief in the mission of ONI, to get people involved in the decisions that affect their neighborhoods, is essential. The vision and the knowledge to achieve it - that's the key.</p>
<p>Integrity Working with the Community (Collaborative) Accountable</p>
<p>Informed decision making; collaborative; accountable</p>
<p>Making sure that neighborhoods are strengthened, not diminished. Disbanding coalitions. Requiring strict ethical obligations of every neighborhood association and any organization receiving funding from ONI.</p>