

ONI Director Community Survey July 2017

Q5--What other knowledge do you think the new ONI Director should have?
How to effectively make presentations to the City Council
Portland history, neighborhood history, global/national perspective
Detailed knowledge of time management/delegation stratagems.
Covered above.
Urban design understanding
I would like a survey of the homeless population and see how many have warrants, violent convictions, and have moved here from over 50 miles away before they are embraced as neighbors and given limited social services that could go to needy people from here.
Organizational cultural change management Strategic planning
Budgetary information analysis per neighborhood.
Should be able to build or join a strong team of staff members sharing a common goal. This is one position, but this person with need a respectful, responsible, and dedicated team to address or just to even investigate issues in this community.
Knowledge of a variety of combat methods, geography and the languages of course. It might help if she knows how to use her powers.
How to get along with others.
Street Smarts and Common Sense Run a lean but effective Agency where most of the resources are spent in the neighborhoods
Sociology-Anthropology History of Portland
Can't think of anything.
Understanding of gentrification impacts.
Environmental issues, emergency preparedness.
Ability to work with electeds and staff

Lots of energy
History of neighborhood associations who strong-arm less vocal members
The Director can learn from community about what's important, current. Helps community groups do social justice, equity work.
The director must do it all, be all things to all people. Not a job for me.
Ways other emergency services work in other cities
Knowledge to surround themselves with knowledgeable staff to fill in the gaps on their shortcomings. Some things can ben learned.
History is important, but an educated view to the future and how to achieve that aim.
Like inter-cultural competency, I think inter-generational and socioeconomic literacy is key.
I personally worked with the City of Tulsa and their neighborhood office and I rezoned over 400 properties adjacent to the downtown area of Tulsa. I think having actual neighbor experience is key to this position.
Is this a paid position? Because based on all the questions you would need to find a super person and pay them well.
Very successful government - neighborhood partnerships in comparable cities.
Knowledge of different Portland regions and neighborhoods.
History and thoroughly-declared vision for each neighborhood.
Personally, as a resident of East Portland, I would like to see the director have some knowledge of my neighborhood.
City government Community engagement, Intercultural competency, Management
Demonstrated knowledge and skill in leading organizational culture change within a public agency.
Knowledge of the most pressing issues
emergency and disaster preparedness
How the NET (Neighborhood Emergency Team) program works and how to use their expertise in all that the ONI does.
Street smarts

Awareness and understanding of neighborhood involvement efforts in other cities throughout the country.
I don't think the Director has to know everything, if there are capable staff and the Director listens to them
A damned good ability to communicate, in writing and verbally
Again, it's challenging to say that any of these knowledge areas would be anything less than very important. I selected some as "somewhat important," with the suspicion that there would be individuals with whom to collaborate or consult re: relevant regulations, policy methods, and running public sector agencies.
Active participation in their OWN neighborhood, problem-solving skills (critical thinking)
Effective communication! Ability to write effective community surveys. For instance, this survey is simply the reiteration of the points of a good job description and keeps the focus on the person to be hired, rather than on the community to be served.
Commit to transparent communications and clarify the mission.
Understanding best practices and being able to translate those into Portland-appropriate policies
Knowledge of how important neighborhood associations are in their community. Commitment to strengthen neighborhood associations, not weaken them.
If knowing the history of what has failed and seeing the shortcomings of Portland's city government is important, then so is recognizing the potential in appointees that can start pushing improvements. The ONI can't do it alone.
How to leverage staff and community information systems to access the knowledge they don't have
Equity when it comes to the conditions of roads and streets.
Independent thinking, Fiscal Responsibility
Some of the knowledge above can be learned on the job or through focused professional development. Pieces like equity and an ability to build relationships across differences are not easy to learn and should be top priorities in the hire.
Knowledge of Portland, of city history, of local communities
The Director needs to have a vision and set the tone. Others who carry out the vision can have greater knowledge of the nuts and bolts.

Can they do the job?
Strong familiarity with the neighborhood system and what works and doesn't
<p>Don't let others run this person. Keep things even. Know this can be hard but they are getting paid to know the department and know that some of them should be gone. The crime prevention people most are worthless. A lot of the neighborhoods hardly ever see them and then they think they know it all and they don't Cut half staff there and give the money to the police that can help neighbors.</p>
How to formulate a survey that does not require every item to be most important.
To remember that the job is to help the people have the greater say in how their neighborhoods are managed, it is not the governments right to impose their ever changing laws, and requirements on the people.
Issues that are being dealt with (or not) in SE Portland east of 52nd and south of Clinton. And I'm sure other currently neglected, but actively-thriving (by move-in rate and "affordability") neighborhoods in NE PDX.
<p>I believe the ideal candidate needs to be aware of the current issues, especially those that long term residents and small businesses are being affected by. I do not think that education or previous experience within the public sector is very important as those things can be learned. A true public servant is not someone who is independently wealthy or who has their eye on high powered government jobs as those people tend to worry about their own interests first or are just looking for something to boost their resume. There is alot of distrust of the local government from long term residents. Myself included. We feel as if our voices are not being heard. That the local government is so far removed from our reality that they do not realize the effect on us due to poor decision making. The city is rapidly changing. Change is inevitable, and can be a good thing, but it's not when it causes thousands of people to lose their homes and businesses. Portland was a place where people flicked to because it was 'weird'. Our entire landscape has been changed. In catering to the newer, wealthier residents, the entire fabric has been unraveled. Very little remains of what made our city so desirable. I just hope that whomever is chosen is a person who is in touch with those of us who are unheard. We need a champion. Someone who will be an effective go between.</p>
Firsthand knowledge of the tents, camps, beggars, break-ins, car prowls, public urination, drug houses, drug dealers, drug users, cars/vans/campers parked on our street with meth users living in them - that sort of thing.

Ability to communicate in laymen terms
Willing to follow through with plans Inform communities at the very beginning stages of resolution not after decisions made with no community input
Customer service experience is always helpful
I think I have already addressed this.
creative conflict resolution - strategies to resolve conflicts in productive ways within multicultural settings.
They should have a background in managing and understanding tertiary effects, not short sighted feel good policy.
Urban planning (land use, transportation, economic development.) Some record of EXCELLENCE.
Actual skills, not just delegating skills
What are the responsibilities of the office? do not have enough information to respond.
Knowledge about the role of city government in the context of federal disinvestment, devolution & regressive policies. Also knowledge of triple bottom line (including strong understanding of social fabric & strong markets).
Knowledge of position in other states
As stated earlier, knowledge or openness to learn about the ecological concerns of our neighborhoods, which deeply impact all creatures. As examples, in Paris, a new law mandates that all new construction either have a green roof or solar panels. This is a serious contribution to helping mitigate climate change. Another example is, there are cities across the world that have banned Round-Up and Neonicotinoid pesticides and bees and butterflies are rebounding. Urban areas are much more biologically diverse than most rural areas in the US, and therefore are crucial Bee habitats. We need to protect our bees which pollinate 70 of 100 of our most consumed crops, and much of our wild ecosystem.
How to work around bureaucracy to actually get something done
If qualities above are present, person is good Director.
The ability to gain knowledge is more important than arriving with a ton of history.
The ability to develop new methods, skill sets, knowledge bases, i.e. creativity and flexibility in how they problem solve.

N/A
should bring an expertise in something--which demonstrates depth in subject matters (either academic studies or expertise learned through working)
knowledge of and respect for the changing demographics of Portland, and how those numbers will influence policy and programs going forward
Stop any criminal activities and make neighborhoods safe places
Who are leaders in different communities in Portland. What neighborhood organizations are influential. How do different communities relate to each other.
Knowing about successful community involvement in other cities.
Financial, public relations
See previous comments.
these are all academic in some way or another, we need experience first and foremost.
Local budget law and home rule authority.
Critical thinking and awareness of resident issues/crises
Vision!
Lived in a different culture, had a wide range of jobs in private, non-profit and social services- from positions of entry level to management, and has initiated reforms or innovations with
Again this survey is ridiculous. Unprofessional leading and the questions biased towards what is required as a public servant.
The ability to say NO to good intentioned people who are trying to push through an agenda that harms the majority of Portland taxpayers.
Subject matter knowledge! Understanding of the issues in play within the programs the bureau manages - including the larger (state and federal) context.
Creative problem solving.
Some of the topics above could be handle by people under the person and then the director make final decisions after reading pro and con memos.
You've listed the ones I feel are important

<p>Knowledge of homelessness City planning Inclusiveness</p>
<p>I think it is important the ONI Director have a history of community engagement such that they have developed an understanding of the diverse communities living in Portland. For example, I want to know that someone in this position has really spent time in all parts of Portland and engaged with people in neighborhoods throughout the city rather than, say, has lived here five years and interacted with people only living in the Pearl.</p>
<p>The ONI Director should understand the dynamics of local community history, such as the impact of Vanport flood on North Portland, the history of St Johns as a township, the effect of East County annexation, with its dubious promises for an improved standard of living, its loss of fire, police, etc., and the funneling of low-income housing along MAX lines, etc. Also, a working knowledge of the historic interactions between Portland proper and its surrounding cities, such as Beaverton, Gresham, Milwaukie, etc.</p>
<p>Fiscal knowledge Leadership and not management</p>
<p>Look at what has made Portland unique and special and livable in the past and don't run roughshod over that!</p>
<p>goodness! what didn't you already cover above???</p>
<p>Network - ability to get answers from city government officials quickly</p>
<p>Ability to build trust of others through excellent listening and honoring commitments</p>
<p>Listening. Honesty. Integrity. Sincerity. Commitment. Collaboration.</p>
<p>What the heck? You want the candidate to have all these. Criminey!</p>
<p>What each neighborhood perceives as its most pressing issues - and if this information isn't already available, get out there and get it through neighborhood engagement, and fast.</p>
<p>Educated and a humble management and communication stay. Good managers make employees and consumers heard and not left to dangle waiting for responses or options.</p>
<p>Ability to engage multiple levels/bureaus in order to provide service to the community.</p>
<p>I hope the recruitment will consider candidates who come from outside Portland and thus have little or no current knowledge about the City.</p>
<p>Building teams, staff development</p>

Community needs Wealth distribution Ethnic majority in areas
Portland is different. Know that, and help to make it be even more inclusive and safe for people from other areas of the country choking on god guns and hypocrisy.
Quit lying like all politicians are know for. Do not say they don't since I have been around to long and know better.
time to get serious. no more free-range stabbers walking around Portland's neighborhoods
Knowledge of Portland's Neighborhoods
They should be strategic in their decisions.
Project management and economic development on a neighborhood scale
Multi cultural team members all
Risk management
ONI History/mission--evolution of Portland's community and neighborhood engagement system and lessons learned. Really? ONI stuck in the 90's, many of the associations are run by the same people year after year after year. The principles of community action as I learned them back in the 60's and 70's no longer apply. They have been bastardized. As to Policy analysis and research methods very important but can be delegated. Government Culture-- how Portland City government works. Well, it took me nearly two months of reading and asking questions to complete due diligence on the planning process and our neighborhood association, and that's what I expect a new hire to do. Current and important issues by the Planning director are affordable housing and childcare. How many other agency leaders have the same two priorities?
The ability to separate their own personal agendas from the process and be fair to all taxpayers. To be able to recognize that not all the loudest voices speak for everyone.
You've covered it.
Best practices in other cities for promoting equitable housing that blends all income types in every neighborhood, including and especially wealthy neighborhoods.
Knowledge of Portland's neighborhoods & business districts
They need to have the willingness and ability to learn quickly, they don't need to know everything as soon as they are hired.

Land use planning.
Either working knowledge of (or a willingness to find out about) the people who are volunteering across the city to make their neighborhoods more engaging. There are people in neighborhood associations, in community organizations and non profits, in regional offices and in activist groups who are building community of all sorts. How amazing it would be if the director can help us all to see each other and to connect.
Understand the role of the Neighborhoods and DCL partners in a city which lacks a representative form of government.
Social justice yes but NOT social engineering
Once again these are all important. Although the director needs to have knowledge in all of these areas, they also need to be flexible and allow for change to within the areas of policy, culture, and a strong moral backbone that sees these areas through a social justice lens. This person should know what it is like to be a minority and aim to serve marginalized populations.
Distinction between having the knowledge and ability to learn. Applicants unlikely to have all the knowledge described above, so need to assess ability to learn that entire list! I would sub "leader: for "manager"
I rank social justice and equity low because I don't want this effort to take over the Director or ONI's role. Everyone is important--even those in Northwest Portland.
Knowledge of what makes a neighborhood and how the people living there get to decide NOT ONI and NOT Ms. Eudaly.
How to create an anti-racist institution, how to move away from the Neighborhood Association model and into a community based organization model.
Ability to tap into problem solving sources and make a plan that encourages the city to create infill and increased housing while maintaining a high standard of living. The traffic and missing parking options lowering on the quality of Portland living in all neighborhoods
THE HISTORY OF PORTLAND AND SURROUNDING AREA MANY IMPORTANT AND DIVERSE RELATIONSHIPS WITHIN LOCAL GOV'T, BUSINESS, AND COMMUNITY
Not to rely on current policies, but to implement new policies reflecting the new and diverse communities. The old policies are most likely outdated and exclusive.
Knows how to problem solve creatively and collaboratively with proven outcomes-knows how to envision/see the big picture and work with moving parts to achieve the vision with community

Restorative Justice
Deep and personal knowledge of Portland's history of racism.
The ONI Director should be willing to do things differently and not just operate in "City politics as usual"
What gentrification has done to the city in the past. We have great goals but the city cannot fix everything. They cannot fix up a neighborhood and make it affordable at the same time.
The ability to say no and to engage others to share the values and cost of the mission. It is not important that this person be able to quote the latest intellectual discourse about social justice.
Understanding of national and international trends and best practices
Knowledge about how institutional racism works
Has to know the history of each n-hood - issues, needs
They'll find out soon enough
Communications conflict resolution
They should have knowledge of the racial disparities in each community.
The director should understand how each community has evolved and take that evolution into account when making decisions.
Every problem Portland has was created by bad land-use and transportation policies which have given us more room (and better treatment) for cars than for people.
Mental health and different types
budget, state laws and barriers
Sustainability
creative problem solving
Advocacy practices
History of Portland Community and neighborhoods, knowledge of current Portland communities and understanding of our (problematic) changing demographic and the impact on neighborhoods, GENTRIFICATION
A comprehensive understanding and grasp of the mission upon which ONI is based.
You've covered the areas above.

-Oregon/Portland's racist history
City planning or community development background
A commitment to underrepresented communities to make up for all the damage done by the Portland Development Commission
Know the character of the different communities. We are all SO different. Make no assumptions: ask and check out information.
Education- Building up and educating the team around them and developing that staff improves the people they interact with.
Mediation techniques
Willingness to learn from community members, not just bureaucrats.
Broad based understanding of how other successful cities manage similar programs.
How to get things done, how to get out of office and engage with folks everywhere.
A strong comfort with technological systems - if the city is going to do more outreach to more people with less funding, then the leadership of ONI should be ready to prioritize an investment in IT infrastructure.
History of the neighborhood associations and their role in Portland local government
Understand how much the neighborhoods already represent our demographics before assuming that they don't. In my neighborhood, half of our board members are low income. We are VERY angry when told that neighborhoods are not truly representative. We are. We need a director who believes in neighborhoods and isn't trying to dismantle neighborhoods.
How to shame the City of Portland into behaving rationally
Intelligence and ability to learn trumps knowing everything about Portland going into the job.
The ONI director should have all these skills but some can be delegated.
city history, underserved communities and populations
innovative approaches to community organizing
The Director alone needs to know everything, but have the capacity to learn, be flexible, and most importantly utilize the ONI team.
How to use new models of engagement.
Getting to know community leaders and their perspectives.

Must prioritize & help coalitions prioritize too. Other bureaus may need to help provide a portion of capacity needs for coalitions & the NAs.
The ability to lead and not cower to administration and sell employees short.
See question #3.
How Portland politics work-- and willingness to give the finger to the status quo
Practical and strategic experience in changing a government agency's course.
A pragmatic understanding of how moving from that which is far from ideal to that which is more ideal requires patience and human communication skills.
a strong team
The ability to listen to all who are willing to talk about any subject.
capacity to change as more information becomes available
An understanding of relevant laws, regulations, and requirements.
Na
Human migration. Knowledge of assets (social capital) as well as needs (civic and economic integration) of Portland's vigorous resettling communities.
i think ONI needs to return to reacting to the needs, complaints from the neighborhoods, not the top down and onerous enforcement that has permeated it in the last 10 years.
Leadership best practices and delegation
Well versed in City Government Culture -- and how to improve communication between Mayor and City Commissioner working in their "silos."
Listen to people who are often ignored by City Hall, Look for new ways of inviting communication: for example, how to get "quiet" people's input, restructure leadership around neighborhood associations, helping neighbors really get to know each other, helping to bridge older (people from many years of living here) with the new residents so there is more cultural harmony and less complaining, helping all to find common goals even with completely different backgrounds and experiences, how to challenge the status quo at City Hall and somehow also be accepted (so many of the same groups getting the money for years - time to break this pattern)

Knowledge of how broken ONI and the Neighborhood Association system is, in that it's become a channel for NIMBY white homeowners to keep everyone else out of their neighborhood by supporting and demanding restrictions on multi-family housing, restrictions on house conversions, resistance to traffic changes to help those who are not driving cars, etc. The best route is to follow Seattle and de-fund the neighborhood coalitions, who often are part of the problem, being run by a board of NIMBY neighbors, with staff who is sometimes also of the same "preservationist" persuasion. While the Portland neighborhood system was founded on NIMBY impulses to fight the Mt. Hood Freeway, which is a good thing, unfortunately, it is now based on excluding people from privileged neighborhoods. "Put the density in Gateway" is a call echoed throughout Inner Southeast, in just one example of this type of thinking.

a global view of Portland and its' impact on the other cities and counties in Oregon

The director should understand historical land use issues as they relate to race and income segregation. They should understand Oregon's particularly racist and exclusionary history.

The director should understand how low-density zoning creates the conditions for segregation, so that the director can understand when ONI is being captured by homevoters to perpetuate the historical inequities.

Ability to comply with the suggestions in the audit and show success in one year.

How neighborhood associations succeed, why they fail.