

ONI Director Community Survey
July 2017

Q6--Of the types of knowledge above, which are the three most important to you?
Government Culture; Relevant laws, regulations, and requirements; City Government Community Engagement
Equity, Social Justice, and Intercultural competency
Community Engagement, Social Justice, Issues
The only three I marked as "Important."
Community Engagement, Organizational Development and Management
Equity, Intercultural Competency, Management
Community Engagement Social Justice Government Culture
Issues, organizational development, community engagement
Organization cultural change management Organizational development City Government Community Engagement
Government Culture, Issues, Management
Social Justice, Issues, ONI History
Engagement, management
Community engagement, relevant laws, regulations and requirements issues
Strong leadership, active listening, and compassion.
Social justice Organizational development Public sector
Combat, geography and power

<p>Community engagement. Current issues. ONI Mission and Programs</p>
<p>All are equally important</p>
<p>Community Engagement Intercultural competency Management-</p>
<p>Intercultural competency. Social justice. Organizational development</p>
<p>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.</p>
<p>Community involvement, equity, social justice.</p>
<p>Environmental issues, emergency preparedness.</p>
<p>community engagement -- management organizational development</p>
<p>Issues, govt culture, and how to run an agency</p>
<p>Leadership</p>
<p>See answer to previous section....obviously, all of these types of knowledge is critically important for the ONI director, or his/her top staff, to have. The question is silly.</p>
<p>Community engagement, equity/intercultural competency, and management</p>
<p>Community engagement, government culture, management</p>
<p>Management, equity, intercultural</p>
<p>Community Engagement Intercultural competency Public Sector--how to run a public sector agency</p>
<p>Community engagement, Public sector, Policy analysis and research methods</p>
<p>Organizational Development, Community Engagement and Management, the ability to gather the people with the right expertise and lead them. No one person can be an expert at everything.</p>

Intercultural competency, public sector service, organizational development (much of the rest can be learned given the intelligence and experience of the candidates in relation to the job)
Intercultural competency, management, and issues
Community engagement, equity, and organizational development
Equity Management City Government Community Engagement
Social justice, community engagement, equity
Organizational Development, Intercultural competency, Issues
issues, equity, community engagement
social justice, equity, community engagement
issues, management, mission
Community Engagement
Community Engagement, Equity and effective management and supervision
Community Engagement, Equity, Social Justice
Community engagement City Government community engagement Relevant Laws, regulations and requirements
The top three again!
Community Engagement, Management, Equity within the public sector.
issues, management, disaster preparedness
Equity, intercultural competency and management
Pragmatism Integrity Honesty
Community Engagement, organizational development, ONI mission and programs
Intercultural competence, ONI history, ONI mission
Community Engagement, social justice, intercultural competency

Equity, intercultural competence, and ONI history.
equity management public sector
intercultural competency, organizational development, community engagement
social justice, relevant laws, management
Effective communication. Social Justice. Intercultural competency.
Community engagement, equity, management
Community engagement.
Organizational development, management chops, and policy analysis/research would be the hardest to train in a candidate.
History of ONI.
Improving the effectiveness and transparency of city government; ability to include all cultures in consideration of changes. Keep community informed and engaged.
Intercultural competency Social justice Organizational development
Equity, issues, and social justice.
Obviously can't know everything on this list but needs to have some knowledge and experience.
Fiscal Responsibility, Organizational Development, Community Engagement
Equity Social justice Some package of management skills
Issues, Management, City Government Weaknesses and Needs
Community engagement, management, government culture
Organization development, effective management & supervision, Policy analysis & research methods
Issues; community engagement and intercultural competency
ONI History, Management , City Gov Community Engagement

Community Engagement. Someone able to cut through the red tape. So often government rules and regulations impede good ideas from being accomplished. Integrity.
How Portland City Government works, Current important issues in Portland, Organizational Development
No, you screwed up and made every requirement for the job be the most important. If you wanted true secondary options it would have been "influencing other Portland Government departments" and such that were still requirements of the job, but the candidate would not be expected to have sufficient capability out of the gate.
Relevant laws, regulations and requirements-to make sure that the citizens pleasant and affordable livability is not being taken away by so many permits, requirements and laws set up by others in office, without regard and input for the people that live in the neighborhoods!!!
Current pdx issues, ONI history, intercultural competence
Intercultural competency. Demonstrated intercultural competency, issues, and city government and community engagement.
Management Community engagement Equity
Community engagement Intercultural competency Organizational Development
Community engagement History Issues
Intercultural competency Equity Social Justice
Community engagement, organizational development, and government culture
And this.
Community engagement, Management, Equity
Laws, management, and community engagement.

If you hire based on their "cultural competency " you will get another bicurious upper middle class college white kid.....
If they can manage well, it's less important that they have the research and social justice/equity pieces themselves, as long as their staff does.
Research skills, equity knowledge
See 5.
Policy analysis & research methods Management Equity
Org development, management, public sector
Community engagement, policy, & public sector
The ecological knowledge enumerated above, effective management skills and community engagement cover most other concerns.
history, management & issues relevant to the area
All are important....not willing to bargain.
1) Management 2) City Government Community Engagement 3) Public Sector
Management, community engagement, intercultural competency
Issues; Policy analysis and research methods; City Government Community Engagement
intercultural competency, community engagement, public sector.
Knowing the detail of the 15 years of failure of ONI under Alarcon de Morris. Understand that each Coalition and each NA is a separate juridical person and not a unit of City government. ONI needs to get the fuck out of the way.
management public decor high-level experience city government community engagement
Equity- Social Justice- Issues-
Community engagement; Intercultural competency; community engagement.

Intercultural (which should include equity and social justice) plus relevant laws and issues.
Management, organizational, cultural competence
Community engagement Social justice Relevant laws
engagement, equity, issues
community engagement, social justice, management
1. Local budget law and more municipal home rule authority. 2. Local budget law and home rule authority. 3. Local budget law and home rule authority.
City Government Community Engagement; Relevant laws, regulations, and requirements; Management
Multicultural experiences, a variety of jobs from menial/entry level to management and skills in innovation and/or reforms in employment positions.
When you ask such ridiculous questions please define them. Haven't a clue what you are asking for many of them. Not apparent.
Knowledge of laws, regulations & requirements; how to effectively manage employees; and community engagement
5
Community engagement current issues and knowledge of govt structure and processes.
Being a good manager and ability to cut thru red tape plus to fire employees and also to have the guts to admit a program is not working and wasting money and to pull out of it.
Community engagement, social justice, and government culture
Social Justice/Community Engagement experience is more important to me than Government experience.
Intercultural competency, Issues, Equity.
oni history management engagement

Stop buying into the current thinking on density and infill and realize that there are MANY areas in Portland that would benefit from careful gentrification instead of overloading areas that are already filled to the brim and reducing their quality of life.
ONI Mission, Relevant Laws, Government Culture
first 3
Community engagement skills, history of ONI, commitment to strong neighborhood system.
Community Engagement City Government Community Engagement Organizational Development
Community engagement Organizational development Issues
All equally important
Public Sector, Management, Laws.
Organizational Development Community Engagement Equity
management
First, second, and third, strong management and supervisory skills.
Everything stems from community engagement and equity. The rest should follow if these are upheld.
Equity, Organizational Development, Community Engagement
Community engagement Social Justice Issues
Community engagement City government community engagement Management
Community Engagement Intercultural competency Public Sector

intercultural competency, social justice, and the culture of Portland.
ONI History, Government Culture, Issues
equity social justice intercultural competency
The first 4. Many of the others can be learned after hiring
Intercultural competency, Organizational Development, Public Sector competence.
1, 5 and 6
GOV culture
social justice, ONI history, City government/community engagement
Most can b learned but understanding current challenges in Portland is important
All
Social Justice, Equity, Government Culture
Issues, social justice, community engagement
Don't look for a star, look for a doer. Don't under hire some young "up and comer" hoping some person will "live up to" some amorphous set of aspirations that sound best in a press release but have marginal real world relevance
Oni history Oni goals Management including spending and risk management
Community engagement. Management as in managing projects important, but leading people, is what I expect. Social justice as reflected in lifestyle choices - where to live, how to get to work, who to socialize with, etc.
Organizational development, management, Issues.
policy analysis and research methods, knowledge of how city government works, and community engagement
It's all important.
C/G engagement, laws and regs, management
Community Engagement, Equity, Intercultural Competency

don't know, never having headed a govt agency
Issues, policy analysis and research methods, and equity.
Management, Government Culture, City Govmt Community Engagement
Community Engagement, Management, and Public Sector
Community Engagement, Issues, Relevant Laws
Community Engagement, Equity/Intercultural Competency, Relevant laws, regulations and requirements.
Understand importance of ONI in city without public geographic representation; Management/Public Sector knowledge; city government community engagement
Community engagement Equity (not just race, gender sexual preference etc) ONI History - the reason why it exists
The hiring commissioner needs to open to an "outsider" who may have much to contribute because of prior experiences that were not gained in Portland.
Organizational development; ONI Mission and Programs; Public Sector
see above
Management, equity and community engagement
Community engagement, intercultural competency and effective leader
Relevant laws, issues in Portland, community engagement.
All are important except those that make ONI or Ms. Eudaly the deciding factor for neighborhoods. The people get to decide what they want for themselves. ONIs job is to help neighborhoods get there.
Social Justice Equity Intercultural Competency
Community engagement practices Current issues in Portland Organizational development
GOV'T CULTURE ONI/ONA HISTORY ORGANIZATIONAL DEVELOPMENT

Social Justice, Intercultural competency and Relevant laws
Organizational Development
community engagement, intercultural competency, social/restorative justice
Community engagement, social justice and equity.
Equity, social justice and government culture.
Equity, Social Justice, Management
Management, laws and community engagement.
Community engagement, equity, organizational management.
Community Engagement, Equity, and Social Justice
Equity, management, and issues.
equity community engagement Intercultural competence
Intercultural competency, social justice, organizational development
Social justice
issues, equity, social justice
intercultural competency, management, issues
Management, City Government Community Engagement, Equity
Has to know the history of each nhood - issues, needs
Social Justice Intercultural Competency Community Engagement
Policy analysis and research methods Organizational development Equity
oni Mission and programs Communications City government community engagement

1.) Intercultural Competency, 2.) Social Justice, 3.) Would have to be ONI history as well as ONI mission and Programs.
Equity, Social Justice, intercultural competency
Equity, Social Justice, and Issues.
Again most of those are silly questions. It's important that a director balances the need for the community to be heard with his or her Authority. The director should appreciate the value of consensus but should not let consensus dictate every decision since it will take too long. Consensus favors of those with the most free time.
engagement, management, policy
budget
Intercultural competency, community engagement, relevant laws, regulations, and requirements
Inter-cultural, management, public sector
community engagement, issues, management
Management; Public Sector; and City Government Community Engagement
Equity, intercultural competency, management
Gentrification, equity, history of Portland communities and neighborhoods
equity, social justice, management
Cultural competency, social equity and now low-towing to the squeaky wheels when there are actually more pressing issues that can lead to Positive changes for more residents.
Equity, Social Justice, and Intercultural Competency.
Equity, ONI Mission & Programs
equity, community engagement, social justice
Community Engagement Equity Social justice.
-City government and community engagement -Issues -Social justice

How are all these not most important? The director needs to know the people, systems and culture involved in the work, or be seriously interested in listening and learning. Except, I'd recommend new mission and priority building.
Management, Issues, Equity
Community Engagement Equity Social Justice
City government community engagement
community engagement, management, organizational development
Equity, cultural competency, government culture
Management Public Sector Issues
Community engagement, management, listening
Community engagement, equity, and public sector management.
Community Engagement Equity Issues
City government community engagement, government culture, ONI history
Knowledge of city code, policies, and management. The previous administration spent so much time on diversity and non-neighborhood groups that they couldn't see that most neighborhoods represent their demographics. We need a director who spends more time empowering neighborhoods than trying to diminish them. Put your effort into growing diversity within the neighborhood system --not outside of it!
Whatever knowledge it takes to have simply numbered the above "knowledge", making answering this question much easier for me and much easier for you to tabulate. If I wanted an example of how, in the forty years I have lived here, the City has never been less intelligent, this would do it. A trite example, admittedly, but an example none-the-less.
Equity/Social Justice Issues Public Sector

Should be a good manager, and dedicated to engaging the community. These are the most important skills going in.
Equity, community engagement, issues
social justice, cultural competency, and relevant legal requirements
Community engagement, organizational development, management
Community engagement, intercultural competency, equity
ONI History, Community Engagement, Issues
Community Engagement. Intercultural Competency, Management
Knowledge or organizational behavior, laws and policy, community engagement
Intercultural Competency, Organizational Development, & Gov. Culture.
Again. All equally important.
Equity Social Justice Understanding current laws/regulations
Business experience as well as community involvement.
social/emotional intelligence. Ability to be honest integrity
Equity, Community Engagement, and Management
equity, intercultural competency, organizational development
Principles of community engagement. Working with diverse cultural groups. Knowledge of City plans, policy, vision.
Finger giving, for sure.
The 3 that I marked as most important !!!!
Intercultural Competency, Government Culture, ONI History.
policy, leadership skills, experience

Community engagement, city government and community engagement, and relevant laws, regulation, and requirements.

equity, management, community engagement

Community Engagement
Intercultural Competency
Issues

Current issues, Management, Community Engagement

Community engagement. Social justice. Red-hot current issues.

social justice/equity are very important. also, inclusion in entertainment and nightlife and how to accomplish that goal without the onerous and rigid policies of the past regime.

Organizational development
Management
ONI mission

Leadership /management
Organizational development
Issue knowledge

Community engagement, ONI mission and programs, Government Culture

Intercultural competency--how to approach and communicate and work with other cultures .
Social Justice--principles, practices, and techniques.
Government Community Engagement--strengths, weaknesses, issues and needs .

Social Justice, ONI's History and their Mission and programs benefiting Portland's citizens
PERIOD!

Be challenging and relationship building at the same time, New styles of community engagement, ONI Mission and looking how this works with modern Portland and the current challenges and vision

Equity, Social Justice, and ability to work to further the city's goals, which are decided by officials elected by the entire city, rather than allow the privileged classes who run NAs to presume to speak for the rest of the people in their neighborhood.

Gov't culture
Intercultural competency (no more silo government)
Issues

Equity/Social Justice/Management

Equity Social Justice and Management
Community engagement ONI history ONI mission