

## ONI Director Community Survey July 2017

<b>Q10--What qualities or attributes would make it difficult for an ONI director to be effective?</b>
Narrow focus on a particular demographic. Short temper and knee-jerk reactions. Lack of follow-through and attention to detail.
A belief they already know all the answers.
INFLUENCED BY DEVELOPERS, REAL AND UNREAL POLITICIANS, AND MEDIA HYPE
overly bureaucratic, shadowy - not public, too focused on some issues to the detriment of others
Overall I would like them to have a focus for using real data to find out what the real issues are.  Too much of ONI's time is dedicated to busy bodies like spending months working out if Allen Field is or is not going to sue because Doug Klotz said something that hurt his feelings. Instead ONI should be driving forward and leading the way. Not just being some weird parent group for various Neighborhood Associations that are lead by an extreme minority of local homeowners.
Back peddling would not be effective
Probably trustworthiness and effectiveness--but I would HOPE to see those in the new ONI director. These questions are contradictory.
A top down leader that has no interest in community engagement and or believes profit is more important than the health of a community structure. Also someone who has no interest in effective supporting equality.
Arrogance, "know it all" attitude, and weak leadership skills
Honesty, Courage, Love for the people of Portland. Rich and poor.
Lack of people-skills and cultural competencies (including LGBTQII and Disability).
Single issue or narrow perspective concerns

Dismissive attitude towards neighborhood individuality and history. Progressive is great as long as you can honestly say, and most importantly demonstrate, it is informed by respect for the past.
Indifference to the health and safety issues that are impacting commercial and residential areas
Too relationship oriented. Need someone who can do strategy, process, and management.
Difficulty working with managers and staff, as well as Council Members.
Honesty, intelligence, experience, good communication skills
Stubbornness, adherence to status quo.
No record of accomplishments
Only having tunnel vision. Using ideas from other places just because it worked great somewhere else.
Certainty that *they* can fix what's broken Inability to listen to and speak with all the different groups that make up PDX All talk, no action
Lack of power and knowledge. Inability to kick some ass. Feeble and frail personality traits. Getting lost easy would also not be good. A person that thinks Portland is on the east coast probably wouldn't work out. A graduate of PSU probably would also be detrimental.
Being a bureaucratic. Picking someone just because they are a minority - this is getting pretty old in city government. Never working in a community agency or a nonprofit. Being over educated. Being from outside of the Portland area.
No or limited common sense Inability to see a bigger long range vision Lack of confidence in nghbrhd leaders
Arrogant, aloof, directive, authoritarian, results driven, opaque, poor understanding of budgeting and city process
Lack of experience with Community Building. Not open to change. Lack of cultural sensitivity
Stubbornness. Egotism. Self-centeredness. Close-mindedness. Shyness. Politically right-winged.

A supporter of the alt-right has no business in our city.
Excessive ego
Someone who knows it all and has their own agenda
Defensiveness from onslaught of neighborhood NIMBYism
Lack of input from neighborhood associations.
Time and energy
Sometimes when trying to reach "consensus", leaders tend to ignore the greater good....someone who can't say no would be a really poor choice
Being heavily embedded in current local politics, and being too focused on one objective. We need new voices, and someone who will listen to the neighborhood's input as it evolves.
Inflexible thinking, lack of understanding of diversity and cultural differences, a focus or prioritization of one's political position, rather than the needs of the community.
Arrogance/lack of humility, lack of political savvy, inability to gain trust of staff and community members
Choosing winners and losers
Someone who caters to elected so and business without community collaboration
The ability to get the information they need and act on it.
Expecting that ONI's future will be like the past.
Inability to take a vacation.
Unwilling to listen and incorporate experience at the lowest levels, command and control instincts, failure to hire committed managers and support them, punishing people for bringing bad news.
Someone who isn't willing to roll up their sleeves and do any job they manage to understand it better; know-it-all; dismissive of anyone outside of their own experience
Imposing traditions
Not to be intimately involved with Portland. Not able to get along with people, no matter whether there is agreement or not, someone who cannot be 'bought' if an issue becomes difficult.
Someone who thinks they know the answers before they've learned what the questions need to be - over-confidence.

Not having the nine most important skills outlined above.
ONI's mission is eclectic and not particularly coherent. Inequality among neighborhoods is deeply entrenched in Portland's governing structures and culture.
Preconceived ideas, lack of cultural competence, bias toward business
Closed mind, unwillingness to work with others, a lack of understanding what it's like to go door to door to get consensus on projects in neighborhoods which is different than an office setting. Not including all neighborhoods.
Inability to adapt to new situations, listen, appreciate the positive results of neighborhood associations historically.
Shortsightedness, difficulty with change, un-examined biases, disorganized, lack of managerial or leadership skills; I would prefer the ONI director be a man or woman of color
Someone who doesn't have a background in community engagement, doesn't understand issues surrounding equity and inclusion. Someone who doesn't know how to manage people and projects.
poor time management, too aspirational
Devotion to ALL of Portland, not just downtown.
Challenges from qualities we have seen with the interim director: Lack of a vision, implementing changes without first taking time to understand the programs and services, Focus on "quick wins" and media coverage without any strategic planning, Inexperience in managing an organization, communications that actively undermine management, Lack of awareness of how to implement change effectively, Poor communication both internal and external
Preconceived notions of what needs to be done.
Someone that is not willing to listen to the community or willing to reach out to the community for input.
Devotion to control of processes by City employees and Neighborhood Associations.
Greed. Selfishness. Laziness. Lack of inspiration. Lack of caring. The previous director was found to be an ineffective (maybe even unwilling?) leader who spent funding unequally (East Portland received less funding, they were aware of this, with no plans to fix it) and failed to create and execute yearly plans. For some reason she received a full year salary as severance when she should have been fired like the rest of us when we do a bad job. Please put

someone who is from East Portland or another overlooked neighborhood, who has done the work on the ground in their community, and give them the chance to lead.
The ONI director needs to build effective partnerships within the political arena and deliver results. A director who works in isolation, or who isolates the bureau will not be effective. The new leader must instill confidence in the bureau by delivering needed reforms, managing an excellent staff team, and leading constructive initiatives that advance community engagement goals.
being a push over. This is a job for someone who has a kind heart but tough mind
Someone who has not examined their white privilege (if they are white) Someone whose experience is so far related to the job requirements...i.e. often a political choice can do this.
Realistic expectations
Someone who uses the office to push a personal political agenda instead of serving the neighborhoods of Portland.
Tendency to pre-judge communities, inability to hear what different communities and groups are saying
A lot of ego and vanity
As indicated by earlier responses, I think that a focus on equity, engagement (particularly of historically disenfranchised groups), and transparency/accountability will be key.
no experience with community building, no lived experience of various adversity
someone who wants power
Misuse of power.
To enter the role with a pre-existing agenda or biases, e.g., that the neighborhood associations represent only rich white landowners; that housing and development should be undertaken a certain way; or that problems should be solved a certain way.
If ONI continues along the path it is on now. ONI is involved with city commerce, yet lacks the skill set to "help advance the craft".
This person shouldn't be on a mission to change world views of people in various neighborhoods in order to inspire change. It's too hard a road to get folks in gentrified/gentrifying neighborhoods to see themselves as part of a problem. Instead, focus on specific techniques and tactics that make neighborhoods healthy places and get those in place without doing the worldview change. The'll be more successful using that approach.

Too focused on organizations outside of the neighborhood associations.
Secretive decision making; excessive support for one special interest group, poor use of our limited city budget.
Not knowing any of the local community/history, conversely, entrenchment in existing systems.
Discriminating based on locations, income, and influence.
only having their own agenda without listening to the community,
Pandering to social justice warriors and being politically correct
Lack of a deep understanding of equity, racial & social justice, and Portland's history - particularly around displacement, exclusion, and disempowerment Inability to listen and really engage with both staff and community Over-reliance on how things have always been done
The stereotypical Portland inability to prioritize expenditures to address our city's biggest issues.
Trump is an example of the wrong kind of person for this position
Someone who is comfortable with the status quo would not be an effective director. We need someone who is willing to assess the effectiveness of the current management of each program and the effectiveness of each program and not be afraid to make drastic changes in processes and personnel.
Lack of vision, Lese faire attitude, micromanager, inability to communicate the vision and values to employees, conflict avoidance when employees don't perform
Another political puppet that gets paid well for nothing done but lip service
One with limited community organizing experience
Lack of firm knowledge of ONI Programs, Lack of knowledge of neighborhood system and challenges. We need a leader from inside ONI or who worked there in the past.
The dishonesty of government officials...anything that wastes money or takes away from things that could help the communities help themselves.
Evasive, indecisive
Top down approach, only in it for the money or the power...

<p>One that only sees color and race. Will not get rid of employees that are just wasting money and time.</p>
<p>Huge ego, Unchecked white male privilege.</p>
<p>Unable to work with people.</p>
<p>unaware of race, equity issues.</p>
<p>Someone who isn't effective because she/he is trying to please too many organizations, groups and government goals, and losing sight of the peoples needs, rights, and desires to live in their city and neighborhoods peacefully and not feel threatened that they will be moved out, or forced to change the neighborhood dynamic, and lose the community they have shared for so long, and worked to build.</p>
<p>Too much talk. Too much "meeting everyone's needs". Just DO - strong, clear, logical, ethical. We will be with you. Keep it simple and demand healthy compromise.</p>
<p>Career driven, competitive, one who's non confrontational. Not that they need to be confrontational, but some people are unable to be effective if they are more concerned about who likes them. There has to be a middle ground.</p>
<p>Unable to see multiple perspectives Ineffective manager</p>
<p>I would not want the person to feel that Portland can support the infinite numbers of homeless persons streaming into the city, because it's not possible.</p>
<p>Works off of own agenda Emphasizes time on being "PC" instead of looking st all sides of community Discounts beliefs wishes and values of long time residents</p>
<p>A crowd pleaser.</p>
<p>Someone with too many answers and not enough questions would not be a good fit for this role.</p>
<p>Having to make sure you have what we call token reps from all races. Hiring someone for head count doesn't mean they are qualified.</p>
<p>Dominating and self centered; insensitive to cultural, linguistic and economic diversity; lack of good management skills.</p>
<p>Being a city politician</p>

<p>Too much comfort with 1) saying, "Oh we just can't do that' to outer neighborhoods, or asking US to do everything ourselves (don't pass your job to us, please!) 2) too much familiarity with the close-in neighborhoods, their leaders, and their "needs." Equity in Portland will mean putting NWNW, SWNI, HAND, etc. on the back burner (at risk of offending them!) and giving 200% more attention to East Portland and central eastside (60-82nd) neighborhoods.</p>
<p>To feel as if this person represents the community as a member of it. And that my concerns matter, as does everyone else's.</p>
<p>Arrogance and not engaging with the WHOLE city. East Portland is underserved.</p>
<p>Overbearing know it all, comes in to the job knowing the answers</p>
<p>The use of nepotism, exclusion, favoritism. Dishonesty. Conflicts of interest.</p>
<p>Define the job .. maybe then you could get reasonable responses.</p>
<p>Lacking resilience to the ongoing, mud-flinging, character-assassinating criticisms from discordant Portland residents.</p>
<p>Someone who's not self absorbed willing to bring others along and give credit to others</p>
<p>Too attached to currently dysfunctional neighborhood system Someone with strong engagement skills, but weak management and executive director skills.</p>
<p>Thinking they know all the answers without listening to the community</p>
<p>Too compliant with big business interests or other big players over real residential concerns. Arrogance, timidity to rock the boat, disinterest, disorganized, uncommunicative, unobservant- all problem qualities for many of those in civil service,</p>
<p>Hired for ability, not race or gender</p>
<p>Unwillingness to communicate</p>
<p>Office bound, addicted to established processes, unable to grasp grass roots leadership problems, micro manager who pushes his/her agenda</p>
<p>Inability to delegate tasks, lack of empathy/understanding of different experiences from their own, the ability to approach problems with unbiased, but technically founded, perspectives.</p>
<p>Usual "PDX polite" afraid of his shadow liberal asshole.</p>
<p>an "I-me-my" person rather than a "we-team" person</p>

Someone who thinks they know what is good for other people and communities and therefore does not seek or listen to input from them-- that is what would NOT be effective (no matter how well-meaning).
someone who is a " lone wolf" .Not open to input from the community.
Ignoring people. Being a bully or putting people down. Insisting on things being done their way.
Arrogant yuppie condescension and know-it-all ism. Those bat rastards have nearly destroyed the country.
Egocentric, self-promoting. Narrow focus on issues and constituencies, tunnel vision.
A history of successful programs at other cities that establish standard practices and cookie cutter development. Portland has been and should continue to stand out as the city that works meaning that we don't just blindly go the way of other cities. It has stood out and succeeded because we are out of the box and maintained a community/small town perspective and not folded to the pressures of big city planners.
Politics and fending off developers who are in the pockets of government...Vera's good buddy, name begins with H. ☺
lack of demonstrated experience being successful
Somebody who gets gummed up worrying about the feelings of outspoken individuals to the long-term detriment of the community.
Being so sensitive to special interest groups that data is ignored in decision making. Continuing to ignore issues that the CITY is responsible for in favor of "feel good" programs which do not address neighborhood problems or use \$\$ wisely. Being a "Yes Only" person to C. Eudaly.
Personal agenda, ego, unfamiliarity w neighborhood system.
Limited life: work experience, inability to actively listen or communicate and political ambition beyond role of directorship.
Trying to make everyone happy right out of the gate. Have a vision of where you hope to be, then work backwards to find the path of achievement.
Lack of listening and communication skills.

If he/ she only focus on a theme that is timely. The issue of homeless versus campers and not able to see how neighbors who to put with the garbage and not feeling safe...might have to make decisions that the groups who tend to get press might not like. ability to make decisions for the good of the city just not one specific group who protests. Also ability to stand up to city unions.
Too much involvement with city politics; it's good to know the nuts & bolts & not be a total outsider but needs to spend most of their time/energy with us
I don't want someone who wants to serve the interest of the status quo and only the well to do.
Need organizational skills, patience
Presence--physically "out there," constantly, to the point that everybody in Portland has multiple experiences of running into the Director somewhere in the city.
In dealing with the diversity of constituents and issues, having an open mind and sense of self without being egocentric
Self importance, laziness, not being creative, living in the past, lack of true leadership, not being trustworthy
Being in the pocket of developers, being in lockstep with the current city leadership in density and infill.
narrow focus
Inability for the Director to advocate effectively for the Neighborhoods in the city bureaucracy.
too thin-skinned or reactive to criticism
Preconceived ideas, inability to communicate importance of "strong neighborhoods" to elected officials, planning bureau, police, water bureau.
Be a developer.
Inability to Achieve Results
Ego-driven
Arrogant, bullying, inferiority complex, ego maniacal, attention demanding
Ego. Inability to make decisions Lack of accountability

Anyone who wants to actually accomplish anything.
Failure to listen to views expressed by a minority of residents.
Bias and thinks they already know the solutions.
Hierarchical orientation, Insecurity, Need for predictable structure (upset by surprises)
Doing only what they believe in without listening to the community.
Unapproachable, heavily political, unmotivated, disinterested in east county
Self importance People pleaser
Don't bring in some former Nike or California corporate HR person, yuck. Enough with the white men already. Let's give someone else a chance.
Making promises without having money in hand to complete whatever you are promising...EXAMPLE: jail located in NE Portland which never has had 1 inmate so a complete waste of money BY the POLITICIANS just like you will be.
inability to listen to tax-payers and property-owners
Micro-managing control freak. Director who believes they know best for the neighborhoods and does not understand bottom-up versus top-down, does not understand they are there to BE OF SERVICE to the neighborhoods, to FACILITATE their communications and interactions with City bureaus/government, to HELP DEVELOP WAYS that the neighborhoods can be more effective and involved in the City decision-making process on matters that impact the neighborhoods. An elitist who places more value on neighborhood leaders who have more political savvy, education, social standing, etc, than the more "common person".
Arrogance, self interest, corrupt
micro-aggressor
inflexible. non-collaborative
Machiavellian, stiff in manner, Need to be able to balance common touch with ability to make friends with the council.
To be constantly be working in opposition to development policies created by the City and Metro which favor development and increasing the tax base over quality of life.
Inflexibility, too academic or too much of a purist, unorganized

Unwillingness to fix ONI's mistakes. Not caring about community outreach. Caring more about the neighborhood association system than communities organizations and individual residents.
Non collaborative approach. Doesn't listen
Stuck on old school practices and techniques. Ego too big to see his own weaknesses.
Poor listener, rash, impulsive, sexist, racist
Unable to listen to many different points of view
The more this position is seen as a nod to some political or cultural value the less likely they are to succeed. Be careful how you set this job up or it may be that absolutely no one will be able to succeed in it
Not understanding the impact of politics. You can't do the right thing without understanding and managing expectations
White, male, 40ish, lives in a home he/she owns in the West Hills or equivalent, drives to work, thinks hybrid neighborhood organizations are just peachy keen and never heard of nextdoor.com or spot crime reports.
A singular focus on serving only minority groups and pursuing social justice related agendas at the cost of helping neighborhoods and livability in general.
Someone thin-skinned
Conservative republican would be a no.
Arrogance, detachment
Bureaucracy
All of those listed are important for effective leadership.
Trying to live up to this impossible list of skills and behaviors listed here. This seems like the expectations are unrealistic and expectations that will cause one to fail. This list is not focused enough to be measurable and have a degree of probability that they will have a chance of succeeding.
No power to effect change.
getting stuck in policy limitations and small details, someone who isn't interested in collaborating with other bureaus, someone for who community outreach and communications (communication budget) is not a priority

Having a giant ego, selfishness, narcissistic, practicing cronyism or nepotism. Basically any trait that has gotten Portland City employees fired, or prosecuted, etc.
A lack of organizing experience and/or experience in neighborhood associations.
Somebody who thinks they know it all.
Lack of understanding of the unrepresentative nature of Portland's political system, which was eliminated elsewhere several decades ago by Civil Rights Voting Act lawsuits by Feds.
When they cave in to special interests and/or see policies such as BDS and PBOT goals and standards set in stone
top down, dictatorial style.
Autocratic leadership; arrogance; anything Trump-like
Someone more worried about ambition than building a working vision of Portland that will be sustainable and serve marginalized populations. Someone that lacks vision, the ability to strategize, or does not have a deep understanding of the mechanisms/policies of community destruction that have been employed by Oregon's majority populations holding all the power.
Accept the status quo. Portland has changed, now ONI needs to change.
The opposite of the previous list!
Inability to define what ONI's role is and/or should be going forward.
Paying too much attention to noisy groups that represent a very small part of the Portland population.
Authoritarian. Forcing a predetermined plan that may not be what the neighborhoods want. Undermining neighborhoods. Lack of timely response to neighborhood concerns. Merely a pawn of Ms. Eudaly and her own predetermined positions. Ms. Eudaly does NOT have direct education or experience in helping neighborhoods. I do not want the new director to merely be Ms. Eudalys' pawn. The director must have some autonomy and be able to support neighborhoods even if they go against Ms. Eudalys' plan.
Weak oversight, no accountability processes.
Short sightedness and current city planning failures. PDX inability to problem solve and initiate long term sustainable city and social planning.
TOO MUCH EXPERIENCE INTERNALLY WITH THE CITY OF PORTLAND TOO YOUNG/LACK OF EXPERIENCE FAVORITISM TO CERTAIN GROUPS AND CITY POLICY

Allocating funds to employee positions rather than funds needed to implement quality community service
uninformed, unilateral decision maker and unsound judgement with personal biases, who seeks to focus on differences rather than unify or seek common ground, no vision, not transparent- nor holds staff/partners reasonably accountable, no expectations or poor direction, or communication in bureau, disorganized leaving a trail of unfinished priorities unmet, disingenuous, does not thrive in challenging public policy processes, take things personal, poor leadership capacity
If it is a white male who only speaks English. That would make it the most difficult to be effective.
A difficult personality, arrogance, lack of a sense of humor and no willingness to learn from others or to allow others to lead.
Not knowing the racial exclusionary laws and history of Oregon, not using an equity lens in all their efforts and not engaging with under engaged communities from the beginning.
Being too political, being willing to bend integrity to tell the elected officials what they want to hear.
being just another political appointee.
Complacency
An unwillingness to interrogate personal and government involvement in white supremacy and colonialism.
A lack of relevant experience and a disregard for minority communities.
outdated thinking lack of imagination arrogance
Know-it-allism, someone with ties to 'Prosper Portland,' someone who centers the interests of white Portlandians
Someone who favors business over people or property over justice
command and control leadership style, decisiveness without input from affected people and communities
Narrow minded, stuck in past history, pessimistic, too "wonky" (unable to communicate political issues without a lot of jargon), stays in office (doesn't get to know coalitions)

political pressure and financial incentives taking precedent over neighborhood interests and wishes.
Personal Agenda Empire Building Not a good communicator Not collaborative
Ego
Long term insider who will continue to uphold the current system or only merely tinker with the current broken system. If the new director does not understand the power of community organizing and building coalitions then they will be extremely ineffective.
Personal agenda
Someone who only has their own vision in mind, and not that of the whole community. Someone who hears, but doesn't listen or take into account the opinions or suggestions of those whom it will impact.
Not having a short and long term goal to make a change or planning to make difference
Not seeing the whole picture or not listening to what the community wants.
I would hate to see the position go to someone who is just padding a resume, hoping to make it big in politics. I'd hate to see anyone too beholden to business/ corporate interests--like HBA, Everett Homes, etc.
I do not want to see the director pander to the homeless population. I would like the director to put taxpayers interests ahead of the homeless.
We can't keep going with the business-as-usual suburban NIMBY mindset. Someone who drives to work or errands rather than taking a bike or transit probably doesn't think it is possible without a car, expects lots of free parking, isn't used to being part of a neighborhood rather than isolated inside their car.
Being two faced
un cooperative, not willing to listen, not flexible
Not thinking outside the box, rigidity, someone who doesn't see the destruction gentrification is having on Portland
Dominant cultured male.
egotistical, indecisive, politically naive, too bureaucrat, not creative, thin-skinned

vested interest in outcome that preserves status quo; inability to compromise
Top down attitude, limited exposure to diverse communities
Disconnected from the community (not a long-term Portland resident), disingenuous, another person from the west side
-Implicit/explicit bias -Lack of experience working in communities specifically of color
Limiting policy decisions only to those who currently live in Portland while ignoring those who would like to.
limited resources, "we already tried that" naysayers, trying to change the system from within
someone with an agenda from another bureau
If they are a white person. If they are wealthy. If they are not from here.
Not listening and hearing; arrogance, big and/or weak ego
Someone with limited knowledge of the city
Someone who is making this position as a stepping stone for political gain.
The director should actually CARE.
Unwillingness to ask for and fight for what's needed
Some with personal agenda for profit or social mores. This director needs to help the city represent everybody in each community to develop their own communities, not some preexisting norm or notion based on his/her religion, class or financial goals.
Poor communicator and little to no management experiences.
Deemphasizing and/or diminishing the role, influence, power of the 95 neighborhoods
Resistance to feedback, a "Check-the-box" approach to community engagement efforts, limited understanding of the history of planning and missteps in the previous decision making processes at the City of Portland, a career exclusively comprised of government positions.
Weak in political knowledge
1- inexperience with the current neighborhood systems 2- no prior involvement with ONI issues and groups
If the person who is selected spends most of their time trying to please angry white people, they will not be effective.

Being only focused on one segment of the community and not holding all ONI managers accountable and actions transparent to the community. Some directors only focused on appealing the political types downtown, others only focused on one specific segment such as existing neighborhood groups, some others only focused on coalition and coalition office staff rather than individual neighbors and neighborhoods. As director, that person must be responsible for the actions or non-actions of their staff.
Having preconceived opinions rather than an open, inquiring mind that seeks to engage the full range of Portland neighborhoods.
Too close to the commissioner!
Somebody with their own agenda that's different from the ONI vision. Also, professional ambition that makes them see the position as a step to something else will not allow them to effectively perform in THIS position, which requires long-term commitment to the ONI mission.
Self-serving
Lack of belief in the important role of the neighborhood associations
Someone who understands ONI history and that it took strong neighborhood associations to achieve many of Portland's great victories. Someone who wants to strengthen neighborhood associations not diminish them.
Favoring business or government over citizens
Bias against geographic citizen involvement. Bias towards supporting PDX monied power structure.
A poor manager of people.
Poor track record of making enemies in the community or being difficult to work with; getting easily frustrated by complex problems or challenging personalities
ego, lack of vision, commitment to old ways, resistance to change, lack of perspective
Unrealistic expectations for the role or agency
being short sighted, lack of community engagement experience
Imposing their own priorities and not what the Public wants or needs. "I know better than you"
Change is difficult for most organizations, and the director will have challenges simply in the adjustment of being new.

Arrogance, condescension and inability to listen
Defensive Jargon-talking
Too much change and too many priorities. Top 3 and defined with measurable outcomes.
lack of confidence, knowledge about the importance of good public engagement. The desire to do the job.
I don't want the ONI Director to be territorial about any specific part of the bureau or city agencies. An effective director will work with all and will know best practices from other community engagement programs to revitalize Portland's civic engagement system.
lack of connection to culturally diverse communities, lack of flexibility and responsiveness
Arrogance. Lack of appreciation for Portland's history and vision. Lack of understanding of the ONI mission.
Non-Collaborative Hierarchical Management Style, Ignorance Regarding ONI & History, Lack of Humility in seeking change that emphasizes buy-in more than genuine input.
Non rich person humble roots.
Not willing to listen with the coalition executive directors, who work hard every day for the ideals of ON I and the neighborhood associations.
arrogance, lack of empathy
Favoritism of one or more neighborhoods or coalitions over others.
Not listening to community, never coming out of the office, etc. Also covering things up, not being accountable
I'd like to see someone who is comfortable centering their work on communities of color, and less so on neighborhood representatives.
Too conceptual in education or experience, not enough demonstrated practical success in communities we serve. Too narrow band of ethno-cultural educ and experience, too narrow to be competent and confident in Portland's 70-or-so ethnic streams.
A lack of commitment to Neighborhood Involvement.
Strongly bias towards their own experiences. Limited knowledge of disability issues beyond access and inclusion.

Authoritarian, top-down, misogynist, racist, self-important

Having skills to push back on BULLY Developers "by right" -- sadly, the [PDF]Public Involvement Principles - The City of Portland, Oregon  
<https://www.portlandoregon.gov/oni/article/312804>  
spearheaded by: Afifa ahmed, former SE Uplift Staff.

On The Community Engagement Input Sessions, Sept 27, 2012

City's 2013 State and Federal Legislative Agendas

Portland City government works best when community members and government work as partners. Effective public involvement is essential to achieve and sustain this partnership and the civic health of our city. This:

- \_ Ensures better City decisions that more effectively respond to the needs and priorities of the community.
- \_ Engages community members and community resources as part of the solution.
- \_ Engages the broader diversity of the community—especially people who have not been engaged in the past.
- \_ Increases public understanding of and support for public policies and programs.
- \_ Increases the legitimacy and accountability of government actions.

The following principles represent a road map to guide government officials and staff in establishing consistent, effective and high quality public involvement across Portland's City government.

These principles are intended to set out what the public can expect from city government, while retaining flexibility in the way individual city bureaus carry out their work.

Though well written -- document lacks enforcement when blindsided by Grinch like Developers who fail to attend LUTC meeting to review their blue print renderings plans within 60-days when submitting to BPS.

Being part of the entrenched current system, Not willing to challenge what has not been healthy at ONI, A talker (not a listener), Stubborn - Not willing to work with the mayor's and commissioners' vision(s), No interest in technology, Not curious or interested in learning new things

A background of privilege, an "establishment" bias toward the average older white homeowner because he or she is one, too. A concentration on holding on to the job by playing all the right political cards, etc.

I don't want someone who doesn't step out of the office and see what's happening in the present. I don't want someone who just buys into the current culture. And I don't want

someone who stays too long, way after they are ineffective. That's been done and it's not a good model to follow. And please mentor that person so they can start working right away. Don't waste any more time on someone who is just good enough.

Someone who focuses on the loudest voices rather than seeking out the marginalized ones would not succeed.

Focus on social justice without the ability to administer ONI programs in general.

Being ONLY a politician.

Being ONLY supportive of Neighborhood Coalitions.

Being autocratic.

Loyalty to the city commissioner in charge of ONI.