



COMMUNITY TREE PLANTING



TREE SUMMIT AND INVENTORY



TREE INSPECTIONS AND PERMITS



CARING FOR TREES IN PARKS



HERITAGE TREES



ARBOR DAY CELEBRATION

# Equity & Inclusion Urban Forestry Commission



**Larry Wallack**

Professor of Public Health

— on —

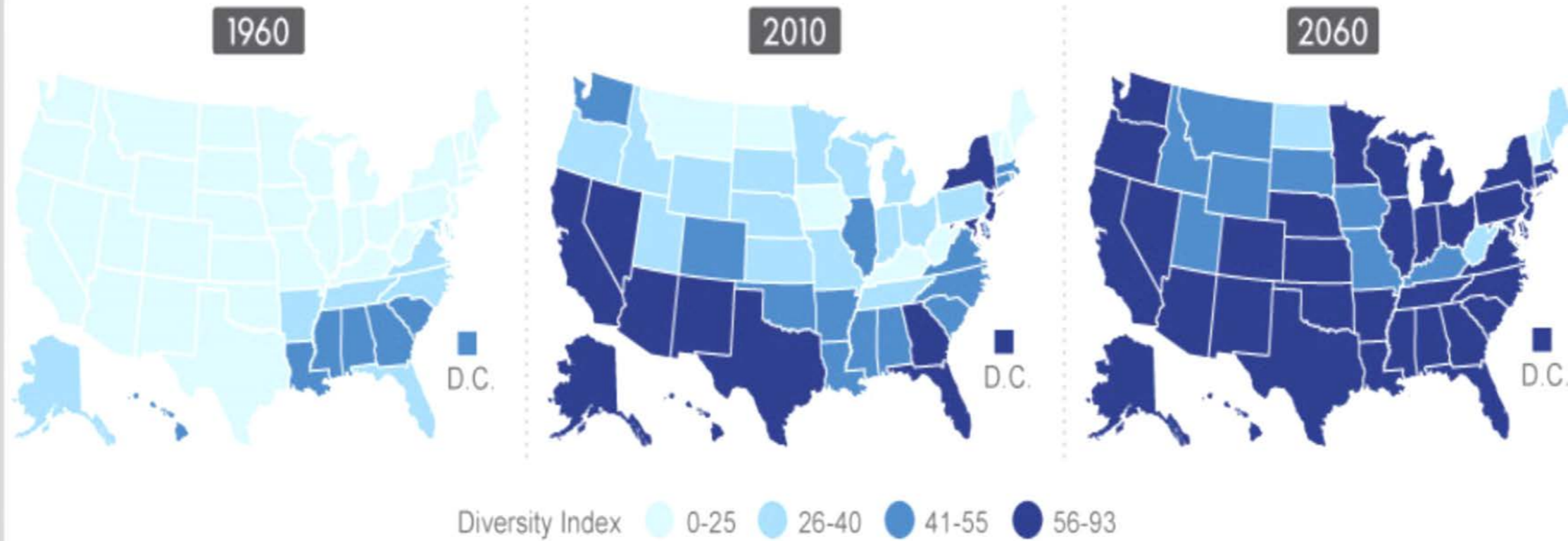
**Life Starting  
Before We Know It**

<http://oregonhumanities.org/magazine-extras/health/epigenetics-and-equity/845/>

# Changing demographics

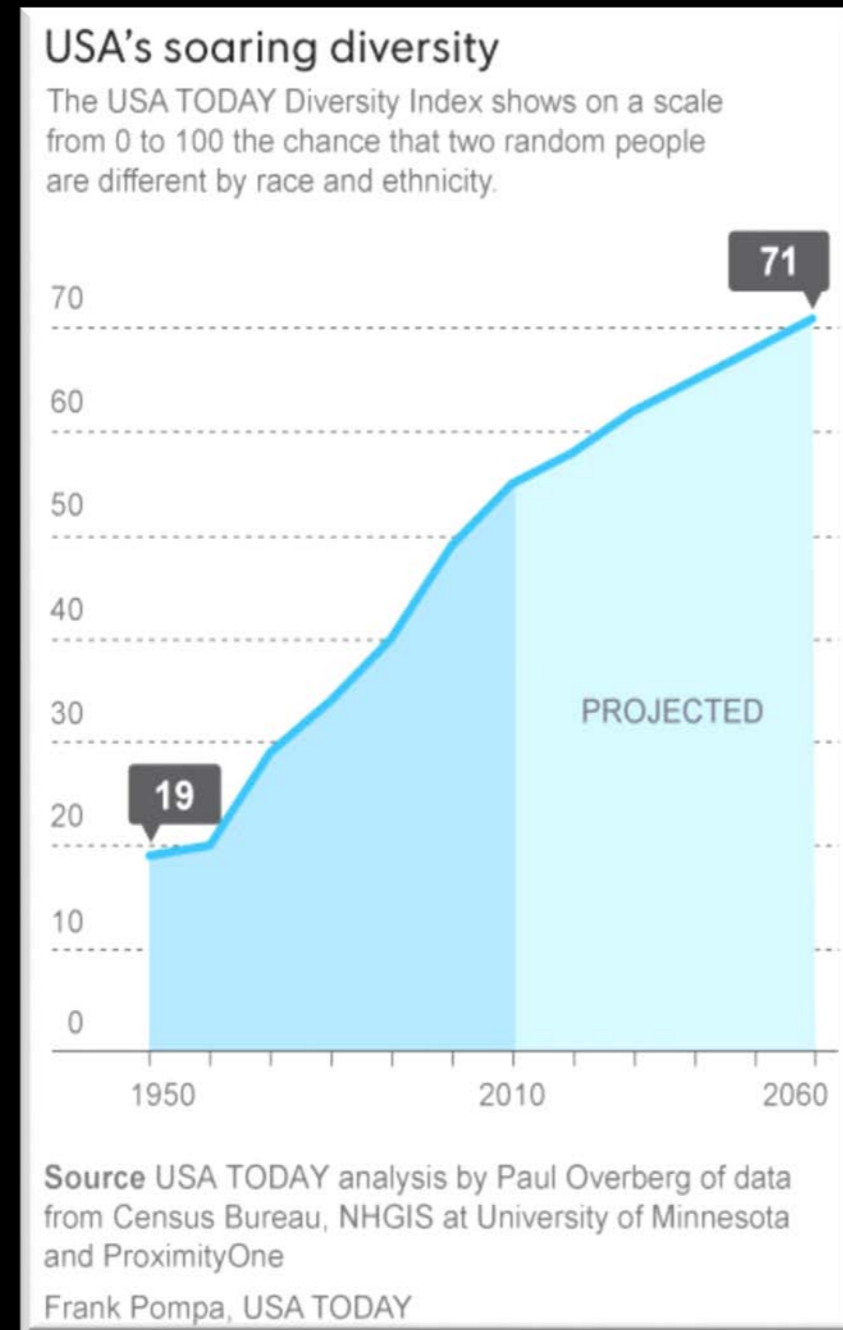
## Rising diversity, state by state

The USA TODAY Diversity Index shows on a scale from 0-100 the chance that two random people are different by race and ethnicity.



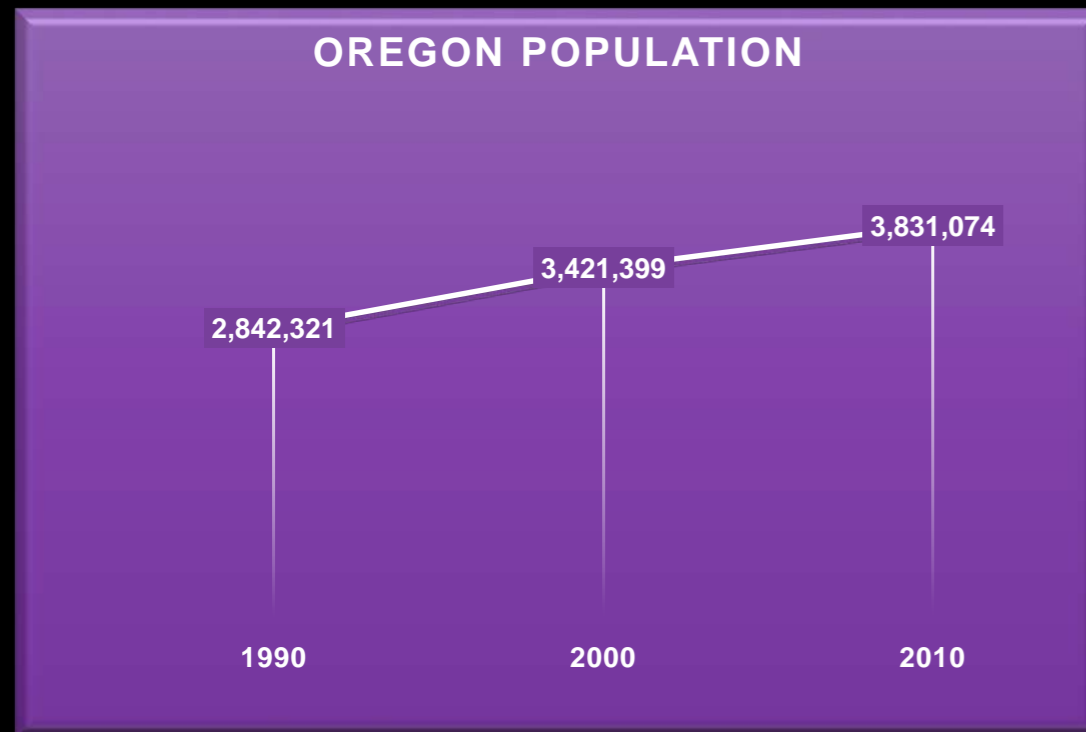
Source USA TODAY analysis by Paul Overberg of data from Census Bureau, NHGIS at University of Minnesota and ProximityOne  
Frank Pompa, USA TODAY

# Diversity Index

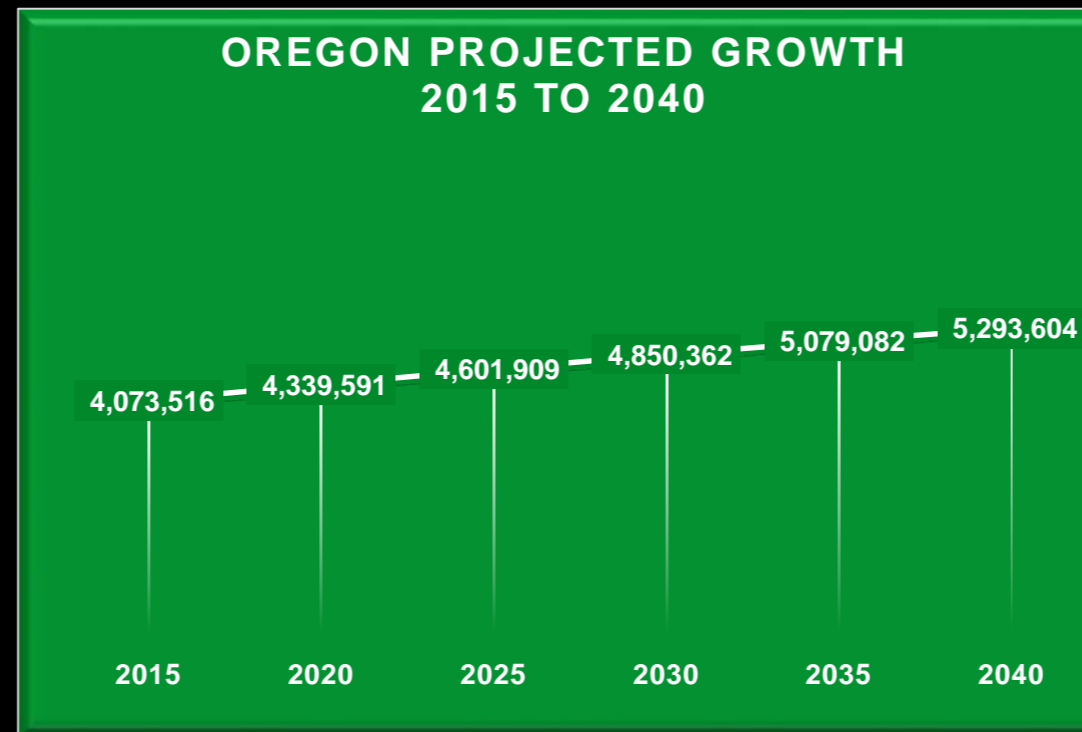


- Using Census data to calculate the chance that two random people are different by race or ethnicity.
- On a scale of 0 to 100. The nationwide Diversity Index reached 55 in 2010 up sharply from 20 in 1960 and 40 as recently as 1990.
- Population projections show that by 2060. The diversity index will be 70
- That means there will be less than 1-in-3 chance that the next person you meet will share your race or ethnicity.

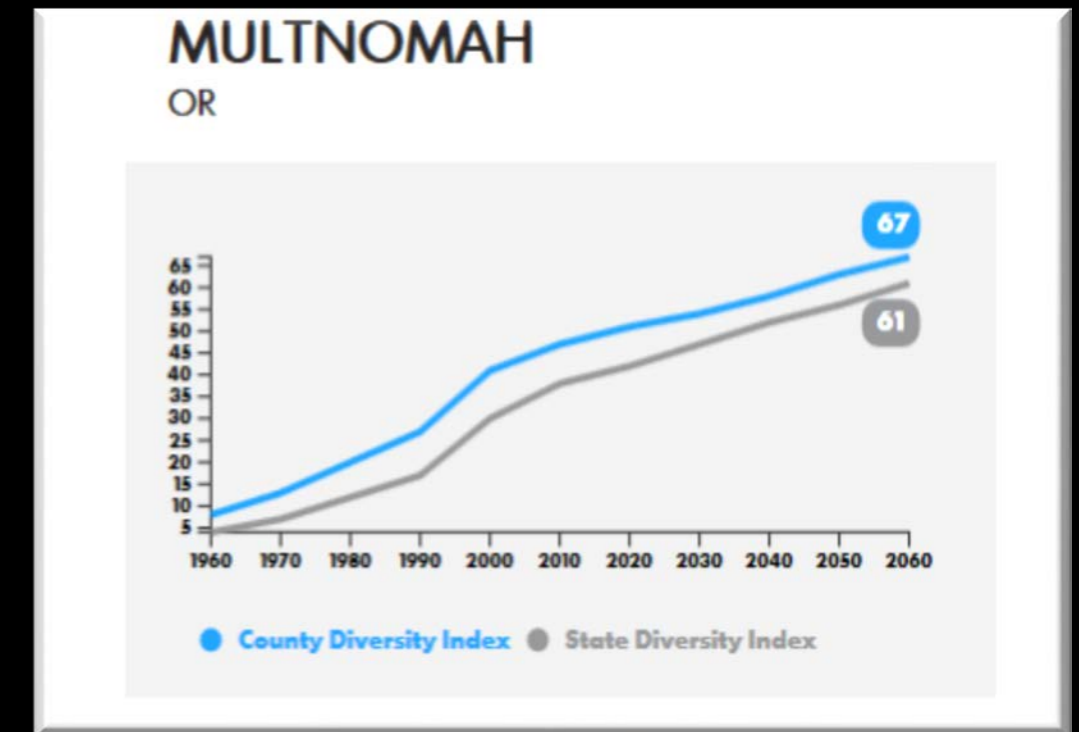
# Oregon Diversity



Oregon's overall population has grown by 34% in the last 20 years



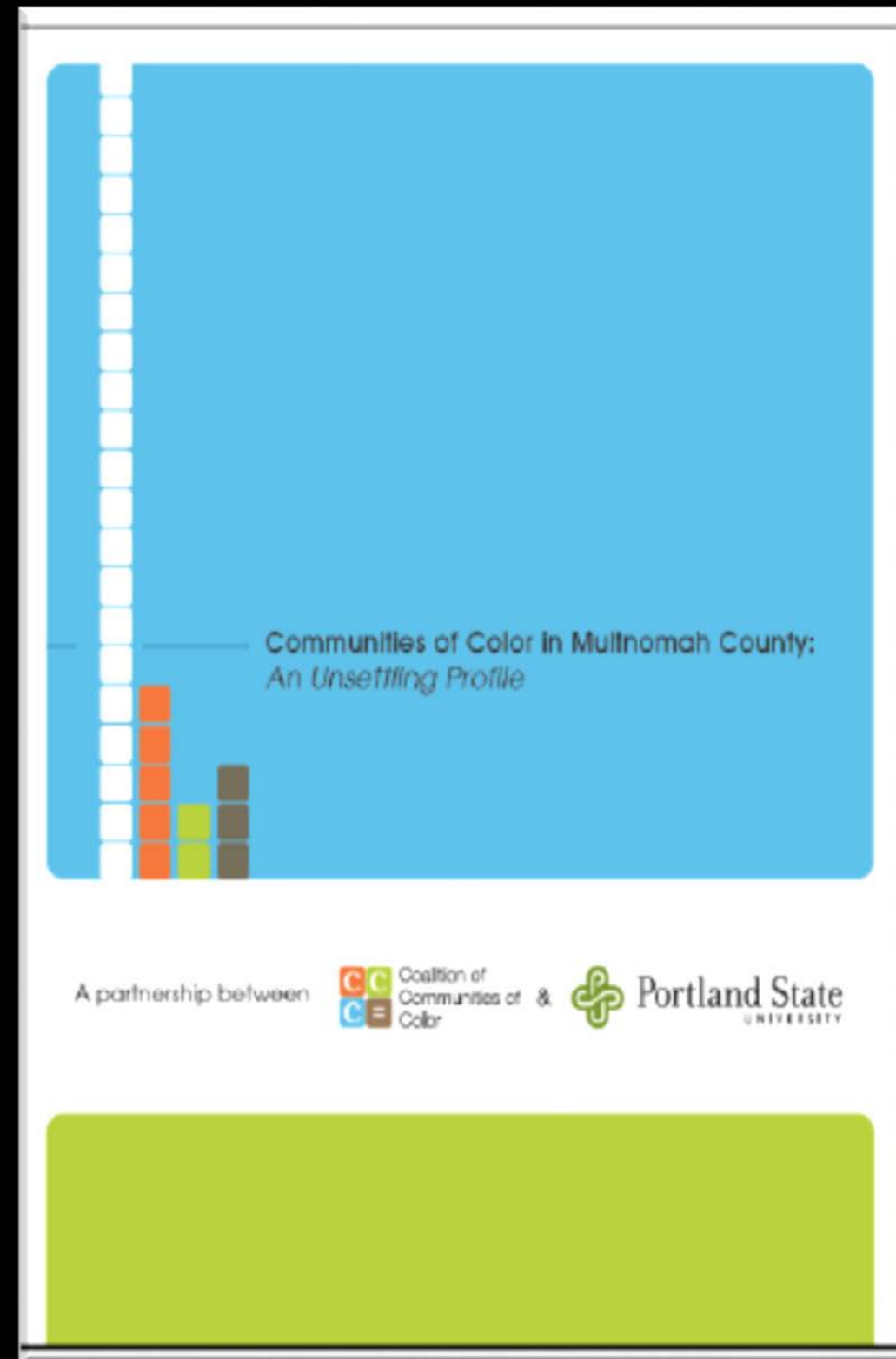
And the state is projected to grow by 30% with over 1 million new residents in the next 25 years



In 2060, there is a 67% chance that the person you will meet will be racially and ethnically different than you

## Key Drivers

- Urban League of Oregon
- Creation of Office of Equity and Human Rights
- Strategic Plan
- Creation of Parks Equity Manager
- Citywide Equity Goals and Strategies
- Racial Equity Plans



# CITYWIDE RACIAL EQUITY GOALS & STRATEGIES



OFFICE of EQUITY  
and HUMAN RIGHTS  
CITY OF PORTLAND

## EQUITY GOAL #1

We will end racial disparities within city government, so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.

## EQUITY GOAL #2

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices.

## EQUITY GOAL #3

We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success.

## OVERALL STRATEGIES

- 1 Use a racial equity framework:**  
Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism.
- 2 Build organizational capacity:**  
Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.
- 3 Implement a racial equity lens:**  
Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.
- 4 Be data driven:**  
Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.
- 5 Partner with other institutions and communities:**  
Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.
- 6 Operate with urgency and accountability:**  
When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.

## Bureau Racial Equity Plan

1. Change existing city services within the bureau  
Using racial equity best practices
2. End disparities within city government
3. Strengthen outreach and public engagement  
For communities of color, refugee and immigrants
4. Increase access to culturally and linguistically  
responsive services for communities  
of color, refugee and immigrants
5. Provide equitable access to city services to all  
residents
6. Meet or exceed citywide contracting goals  
for Minority, Women and Emerging Small businesses



## 5-Year Racial Equity Plan

Furthering Citywide Racial Equity Goals and Strategies  
For the Period July 1, 2016 through June 30, 2021



# Foundations of Equity & Inclusion

- Civil Rights Title VI/EEO
- Hiring a diverse workforce
- Capacity building (diversity, cultural competency training)
- Developing a respectful workplace
- Building organization culture that understands and uses cultural strengths as an asset





*New Year in the Park - Glenhaven Park*

- Redistribution of power and decision making authority
- Dismantling systems that sustain privilege and restrict access
- Expanded relevancy of programs and services
- Engagement of non-users
- Changes in disparate community outcomes

Q & A