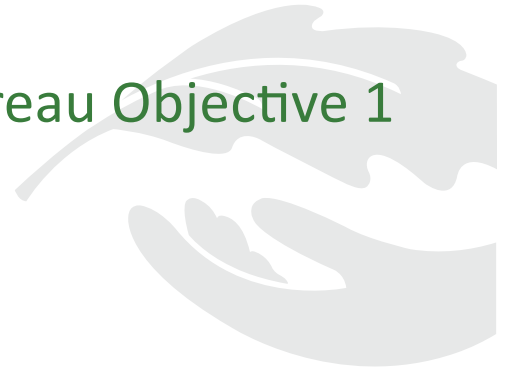


Bureau Objective 1



CITYWIDE GOAL 1

Change existing City services using racial equity best practices.

• OBJECTIVE 1 — STRATEGY 1

Incorporate the Citywide equity goals and the bureau's equity plan at all levels of the organization.

ACTIONS

1. Initiate collaboration between Equity & Inclusion Team and the Division Managers and their respective management teams to develop measureable racial equity goals and objectives for the programs and services within each division.
2. Incorporate the bureau's racial equity statement throughout all key bureau documents, job descriptions, performance measures and operating procedures. Display the bureau's written equity statement and City of Portland Racial Equity Goals in visible public areas for staff and community consideration.

BUREAU PERFORMANCE MEASURES

- 1.1.a 80% of employees report in the annual employee survey that they agree or strongly agree the work environment values racial diversity.
- 1.1.b 80% of employees report in the annual employee survey that they agree or strongly agree the bureau's racial equity work is moving in the right direction.
- 1.1.c Racial equity statement and Citywide goals placed in key areas by 2017.
- 1.1.d All Division Racial Equity Plans completed by 2019.

BUREAU OBJECTIVE 1

Portland Parks & Recreation (PP&R) will implement the Citywide racial equity goals and strategies at all levels of the organization.

Bureau Objective 1

Process Implementation Timeline Objective 1—Strategy 1				
2017 >	2018 >	2019 >	2020	2021
Evaluation Tool: Annual Employee Survey				
Due Date: 2019				
Lead Staff: Project Team				
Champion: Bureau Director				

• OBJECTIVE 1 — STRATEGY 2

Apply a racial equity lens in bureau’s project, program and policy planning processes.

ACTIONS

1. Work with the Office of Equity and Human Rights (OEHR) to develop a racial equity lens and tool kit, including a Vulnerability Index based on park service area demographics, and use these tools to review PP&R policies and practices, and modify those that have disparate outcomes for communities of color.
2. Ensure that a racial equity lens is integrated into the bureau’s next 2020 Vision Plan update.
3. The Equity & Inclusion Team will work with the Senior Management Team to ensure the use of a racial equity lens on projects, programs and policy planning process.

BUREAU PERFORMANCE MEASURES

- 1.2.a A racial equity lens applied on four major projects, programs and policies by 2017.
- 1.2.b Completion of Bureau Vision Plan by 2020.

Process Implementation Timeline Objective 1—Strategy 2				
2017 >	2018 >	2019 >	2020 >	2021
Evaluation Tool: Completion of Vision Plan and Adoption by City Council				
Due Date: 2020				
Lead Staff: Project Team				
Champion: Bureau Director				

• OBJECTIVE 1 — STRATEGY 3

Submit annual equity budget analysis that uses an equity lens and identifies benefits and burdens on communities of color and refugee and immigrant communities.

ACTION

1. Ensure collaboration between every division and program manager and the Equity & Inclusion Manager and Finance Manager to complete budget equity analysis annually for program and services. The analysis is submitted with the annual bureau budget.

BUREAU PERFORMANCE MEASURE

- 1.3.a Annual budget and equity analysis completed, and reviewed by the Bureau Budget Advisory Committee (BAC) and evaluated by OEHR.

Process Implementation Timeline Objective 1—Strategy 3				
2017 >	2018 >	2019 >	2020 >	2021 >
Evaluation Tool: OEHR Evaluation of Budget Equity Analysis				
Due Date: Annual				
Lead Staff: Equity & Inclusion Manager				
Champion: Finance Manager				

• OBJECTIVE 1 — STRATEGY 4

Provide ongoing training and tools, and increase employees' ability to apply racial equity best practices and provide culturally responsive services in daily duties to communities of color and refugee and immigrant communities.

ACTIONS

1. Hire training coordinator to facilitate timely racial equity training within the bureau.
2. Provide ongoing training opportunities for employees to increase their knowledge, skills and abilities on how to develop and apply a racial equity lens, and on the use of equity tools that can create inclusive, respectful and culturally responsive services.
3. Provide annual training for all staff on racial equity, inclusion and cultural competency tailored to the various bureau programs and provide front-line staff and managers with the tools and skills needed to work effectively with communities of color and refugee and immigrant communities.
4. Work with the (DEC) and Workforce Development team to provide on-boarding for new employees and ongoing training for PP&R staff on diversity, racial equity and how to provide culturally responsive services.
5. Develop and provide training and tools for managers and supervisors to create and support a positive and supportive work environment where issues related to racial equity are raised and resolved.
6. Survey employees annually to see if they strongly agree that they receive effective training in how to use data-specific tools to reach racial equity goals.

BUREAU PERFORMANCE MEASURES

- 1.4.a 100% of new employees to receive onboarding regarding racial equity, diversity and how to provide culturally responsive services.
- 1.4.b 80% of employees agree or strongly agree that PP&R provides employees with adequate cultural awareness and competency training.
- 1.4.c 100% of all employees have racial equity-specific professional development goals outlined in their annual work plans.

Process Implementation Timeline Objective 1—Strategy 4				
2017 >	2018 >	2019	2020	2021
Evaluation Tool: Employee Survey				
Due Date: 2018				
Lead Staff: Workforce Development Training Coordinator				
Champion: Equity & Inclusion Manager				



New Year in the Park – Glenhaven Park, 2016