

## Appendix A - Definitions



The following definitions and terms have been developed by the Office of Equity and Human Rights (OEHR) and other sources to provide a common understanding of terms commonly used in relationship to the City’s racial equity work. These terms should be used when implementing the Citywide Racial Equity Goals and Strategies through the use of the Budget Equity Tool and PP&R Racial Equity Plan.

**Adverse Impacts:** practices or policies that appear neutral but have a discriminatory effect on a federal, state or city protected group (OEHR, 2016b).

**Civil Rights Title VI:** Title VI of the Federal Civil Rights Act of 1964 states that “No person in the United States, on the grounds of race, color, or national origin, shall be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program, or activity [of a public entity, like the City of Portland] that receives federal assistance.”

**Culturally Responsive Services:** services that have been adapted to maximize the respect of and relevance to the beliefs, practices, culture and linguistic needs of diverse consumer/client populations and communities. Cultural responsiveness describes the capacity to respond to the issues of diverse communities. It thus requires knowledge and capacity at different levels of intervention: systemic, organizational, professional and individual (Curry-Stevens, Reyes & Coalition of Communities of Color, 2014 ; Department of Health, 2009).

**Communities of Color:** a term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism (OEHR, 2016b).

**Discrimination:** practices or policies that may be considered discriminatory and illegal if they have a disproportionate “adverse impact” on persons in a protected class (OEHR, 2016b).

**Disparate Impacts:** practices or policies that may be considered discriminatory and illegal if they have a disproportionate “adverse impact” on persons in a protected class (OEHR, 2016b).

**Diversity:** includes all the ways in which people differ; it encompasses all the different characteristics that make one individual or group different from another (UC Berkeley Division of Equity and Inclusion, 2016).

**Diversity and Equity Committee (DEC):** an internal bureau committee comprised of staff that makes recommendations to the Senior Management Team (SMT) and coordinates bureau-wide efforts to shift internal culture by recognizing and actively addressing policies and practices to create a respectful workplace for all.

**Equity (see Racial Equity):** when everyone has access to the opportunities necessary to satisfy their essential needs, advance their wellbeing and achieve their full potential. We have a shared fate as individuals within a community and as communities within society. All communities need the ability to shape their own present and future. Equity is both the means to healthy communities and an end that benefits us all (PBOT, 2016).

**Equity Lens:** a critical-thinking approach to undoing institutional and structural racism that evaluates burdens, benefits and outcomes to underserved communities (OEHR, 2016b).

**Ethnicity:** a category of people who identify with each other based on common language, ancestral, social, cultural or national experiences (OEHR, 2016b).

Rather than physical characteristics, social traits that are shared by a human population. Some of the social traits often used for ethnic classification include nationality, tribe, religious faith, shared language, and shared culture and/or traditions. Unlike race, ethnicity is not usually externally assigned by others. The term ethnicity focuses more upon a group’s connection to a perceived shared past and culture (Curry-Stevens, Reyes & Coalition of Communities of Color, 2014).

**Explicit Bias:** the evaluation of one group and its members relative to one another, expressed directly, with full awareness (OEHR, 2016b).

**Implicit Bias:** the evaluation of one group and its members relative to one another, expressed indirectly, usually without awareness. This operates in one’s subconscious (OEHR 2016b).

**Inequality:** an unfair situation in which some people have more rights or better opportunities than other people.

**Injustice:** the withholding or denial of justice.

**Institutional Racism:** occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) (Race Forward, 2014).

**Internalized Racism:** lies within individuals. These are our private beliefs and biases about race and racism, influenced by our culture (Race Forward, 2014).

**Interpersonal Racism:** occurs between individuals. These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions (Race Forward, 2014).

**Limited English Proficiency (LEP):** when an individual does not speak English as their primary language and has a limited ability to read, speak, write or understand English. These individuals may be entitled to language assistance with respect to a particular type of service, benefit or encounter (*Limited English Proficiency*, 2016).



Summer Family Swim session at Grant Pool, 2016

**Low-income populations:** people, households, families and neighborhoods with below-average incomes. Because of socioeconomic patterns, low income also overlaps with people of color and many older adults. However, a focus on low-income people does not substitute for a focus on racial and ethnic justice (City of Portland, 2016).

**Minority, Women Business Enterprise:** a State of Oregon designation that includes contracting firms and consultants that are certified as one or more designations for the purposes of City contracting. In a firm that is certified as a minority- or women-owned business at least 51% of the business is controlled by, and daily operations are managed by, a minority or woman representative, or both. An emerging small business is a licensed, independent, Oregon firm that has 19 or fewer employees and an average annual income over a three-year period that is below a revenue target defined by the State of Oregon (Bureau of Revenue and Financial Services, 2016).

**People/Communities of Color:** individuals or groups who identify as African and African-American, Native American/Indigenous Nation/ Native Hawaiian, Asian-American or Asian/Pacific Islander, and/or of Latino/Hispanic/Chicano descent (City of Portland, 2016).

**Privilege:** the unearned set of advantages, entitlements and benefits bestowed by the formal and informal institutions of society to ALL members of a dominant group (e.g., White privilege, male privilege, etc.). Privilege is usually invisible to those who have it (OEHR, 2016b).

**Race:** the idea that the human species is divided into distinct groups on the basis of inherited physical and behavioral differences. Genetic studies in the late 20th century refuted the existence of biogenetically distinct races, and scholars now argue that “races” are cultural interventions reflecting specific attitudes and beliefs that were imposed on different populations in the wake of western European conquests beginning in the 15th century ([www.britannica.com](http://www.britannica.com)).

**Racial Disparity:** a significant difference in conditions between a racial group and the White population that is avoidable and unjust. For example, African-Americans are underrepresented in City of Portland management positions when compared to the percentage of African-Americans in the general population or the representation of Whites in management positions (OEHR, 2016b).

**Racial Equity:** when race does not determine or predict the distribution of resources, opportunities, and burdens for group members in society (OEHR, 2016b).

**Racial Equity Framework:** an understanding of the root causes of racial disparities, an analysis of the structures that perpetuate these disparities, and the ability to deploy critical strategies to undoing those structures (i.e., community self-determination, shifting power, etc.) in order to replace them with structures that produce equitable outcomes (OEHR, 2016b).

**Racial Equity Tool:** a set of strategies, procedures and resources designed to integrate explicit consideration of racial equity and that can be implemented and applied throughout organizational policy, procedures and operations to ensure/drive equitable process, impacts and outcomes (OEHR, 2016b).

**Racial Equity Plan:** a layout of each bureau's approach to operationalizing the Citywide Racial Equity goals and strategies while also articulating any additional unique goals and strategies of each bureau (OEHR, 2016a, p. 2).

**Refugee:** under United States law, someone who is or was located outside the United States; is of special humanitarian concern to the US; demonstrates that they were persecuted or fear persecution due to race, religion, nationality, political opinion or membership in a particular social group; is not firmly resettled in another country; and is admissible into the US. A refugee does not include anyone who ordered, incited, assisted or otherwise participated in the persecution of any person on account of race, religion, nationality, membership in any particular social group, or political opinion (U.S. Citizenship and Immigration Services, 2015).

**Safe Harbor Languages:** 10 languages other than English spoken by those who reside in the city of Portland. A Safe Harbor language is identified in a process the City has taken to comply with federal regulations to identify the need for translation of vital written materials after conducting a four-factor analysis to determine that translated documents are needed by LEP users.

**Structural Racism:** racial bias among institutions and across society (Race Forward, 2014).

**Under-represented:** recognizes that some communities have historically and currently not had equal voice in institutions and policy-making and have not been served equitably by programs and services. The terms under-served and under-represented focus action and implementation attention toward people of color, immigrants, refugees and low-income populations (City of Portland, 2016).

**Under-served:** people and places that historically and currently do not have equitable resources, access to infrastructure, healthy environments, housing choice, etc. Due to historical inequitable policies and practices, disparities may be recognized in both access to services and outcomes (City of Portland, 2016).

## **PORTLAND PARKS & RECREATION GUIDING STATEMENT**

We recognize, understand and encourage celebration of the differences that surround us. Diversity and equity are vital to Portland Parks & Recreation's ideals and values.

## **PURPOSE**

Portland Parks & Recreation's (PP&R's) five-year Racial Equity Plan is an important step for the bureau to set a course for infusing equity within the bureau with measurable outcomes and timelines that complement the bureau's 2020 Vision, organizational mission and strategic plan.

## SOURCES

Jordan, C., & Favara, M. (2014). *More than fun and games*. Portland, OR.

ii Gregory Nokes, “Black Exclusion Laws in Oregon”, Oregon Historical Society

iii Charles Jordan and Melissa Favara, *More Than Fun and Games* (USA, 2014)



Soccer tournaments and play organized through the Latino Network and Portland Parks & Recreation, 2016.