



PORTLAND PARKS & RECREATION

Healthy Parks, Healthy Portland

Update on Equity Actions for the Urban Forestry Commission

August 17, 2017

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Purpose

The purpose of this agenda item is to:

- Share information on certain current efforts to improve equity in Urban Forestry's work and in delivery of forest services to Portland residents.
- Provide an opportunity for discussion and advice from the Urban Forestry Commission (UFC) on equity and these efforts.

Background

Many Urban Forestry (UF) activities and resources are now focused on improving equity in Urban Forestry's work and forest services to City residents.

Some of the more substantial actions are presented. These are organized within the framework of the [PP&R Five-Year Racial Equity Plan | The City of Portland, Oregon](#), previously presented to the UFC, to show how UF efforts specifically advance the PP&R REP goals.

Equity: equal outcomes, not just equal inputs, for all residents. Redistribution of resources so that outcomes of UF programs and urban forest services are comparable for all residents, regardless of residents' differences.

PP&R Racial Equity Plan Goals and Supporting UF Activities

Goal 1: Change existing services within the bureau using racial equity best practices

Current:

1. PP&R Diversity and Equity Committee (DEC)
 - PP&R Equity & Inclusion: <https://www.portlandoregon.gov/parks/72012>
 - City of Portland Office of Equity and Human Rights: <https://www.portlandoregon.gov/oehr/>
 - Nik Desai, UF representative and liaison and DEC Co-Chair
 - Meets 3rd Thursday each month (locations vary)- UFC could request to attend as a guest with prior notice
 - Examples of accomplishments:
 - Representing equity on hiring panels/interviews
 - Educating workgroups on equity definitions
 - Reducing barriers to PP&R volunteerism (adjusting blanket

Urban Forestry

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Portland, Oregon 97201
503-823-TREE (8733)
Fax 503-823-4493

Administration

1120 SW 5th Ave., Suite 1302
Portland, Oregon 97204
503-823-PLAY (7529)
Fax 503-823-6007

Portland Trees – portlandoregon.gov/trees - permits, tree removal, report a downed tree.

Sustaining a healthy park and recreation system to make Portland a great place to live, work and play.
portlandparks.org • Amanda Fritz, Commissioner • Mike Abbaté, Director



misdemeanor exclusions for minor offenses)

- Organizing Bureau/Division equity trainings
2. UF staff and UFC Training
 - E.g., “Equity 101” with Portland Office of Equity and Human Rights and PP&R Equity and Inclusion Team staff.
 - Ongoing with PP&R Equity and Inclusion Division and DEC support.
 3. Citywide Tree Planting Strategy [Project Overview - Branch Out PDX](#)
 - to promote equitable urban forest services to low-income, low-canopy neighborhoods.
 - Partnership with Portland State University Sustaining Urban Places Research Lab/ Vivek Shandas.
 - Community Advisory Committee:
 - 5 meetings.
 - Identify barriers, incentives and policies related to increasing tree canopy in underserved areas of the City.
 - 5 Culturally-specific focus groups.
 - Citywide resident survey. [Branch Out PDX - Home](#)
 - 3 stakeholder workshops.
 4. DED Street Tree Removal Realignment Package
 - Reallocation of subsidy for removal of DED-infected street trees to proactive maintenance of city-owned Heritage and park trees.
 - Support equity goals with budget structure.
 - Shift resources to provide more equitable services.
 - Apply City code consistently.

Upcoming:

1. Update City’s Urban Forest Management Plan
 - Spring 2018
 - PP&R Asset, Planning and Construction Division
 - Engage community stakeholders and ensure that communities of color and immigrant and refugee communities are involved.
2. UF Division Racial Equity Plan

Goal 2: End disparities in City government hiring and promotions

1. UF participation in Tualatin Riverkeepers (TRK) Urban Forestry Training Program (with Muslim Educational Trust and Centro Cultural)
 - <http://tualatinriverkeepers.org/urbanforestryjobtraining/>
 - Funding from Metro and Oregon Community Trees to provide Introductory training (20 hrs) and internship (100 hrs) for students aged 18+

- Nik presented topics on:
 - Intro to Urban Forestry
 - Pathways to careers in UF
 - Internship opportunities with UF
 - This fall, Nik invited to participate again
2. UF Internships
 - 2 part-time positions for students from: Youth Conservation Crew and & TRK Program (2016-17)
 - Assisted with Outreach + Science programs:
 - Neighborhood Tree Team workshops
 - Neighborhood Tree Steward class
 - Tree Inventory Projects
 3. [Youth Conservation Crew | The City of Portland, Oregon](#) Tree Crew
 - Summer employment for diverse Portland area youth that develops job skills and potential arboriculture or forestry career paths
 - 1 tree crew -pruning and establishment care of Learning Landscapes/community-planted trees
 - Youth age 14-18
 - 40 teens hired this year
 - now in 9th year
 - ~400 students trained in program (~40/yr)
 - YCC grads have opportunity to continue as crew leaders and qualify for PP&R paid internships (until age 25)
 4. [Urban Forestry | The City of Portland, Oregon](#)
 - Permanent staff who are people of color
 - 2011: 6%
 - 2017: 20%
 5. PP&R Trainee Program: Arborist 1
 - On-the-job training for residents from underserved communities.
 - Community Partner – recruitment, training development, trainee support.
 6. [Urban Forestry Commission | The City of Portland, Oregon](#)
 - Focusing work on underserved communities
 - Recruitment
 - East Portland

Goal 3: Strengthen outreach and public engagement for communities of color and refugee and immigrant communities.

1. [Learning Landscapes | The City of Portland, Oregon](#)
 - Schools tree planting Program
 - Since 2009
 - nearly 1400 trees planted
 - Over 50 low canopy locations since 2009
 - ~600 students/year
 - ~60 trees planted/year

2. [Portland Arbor Day | The City of Portland, Oregon](#)
 - Mt Scott Park – greater accessibility to East Portland communities
 - Partnering with local communities, local vendors

3. [Neighborhood Tree Stewards \(NTS\) | The City of Portland, Oregon](#)
 - Theme: Equity and the Urban Forest – introducing the idea of environmental justice
 - 37 students enrolled, 4 on wait
 - New east Portland neighborhoods represented

4. [Workshops with Urban Forestry | The City of Portland, Oregon](#)
 - Focus in east Portland, workshops scheduled for:
 1. Jade District
 2. Hazelwood
 3. Lents
 4. Brentwood- Darlington
 5. Cully
 - Topics:
 - Tree selection (in collaboration with Friends of Trees)
 - Tree Care and pruning
 - Tree walks and ID

5. Collaboration with [APANO | Asian Pacific American Network of Oregon](#)
 - Community Health, Housing Institute – training for community leaders
 - Teaching module on equitable distribution of trees
 - Benefits of trees
 - Existing disparities
 - Challenges
 - Strategies moving forward

6. [Jade Greening Project | Oregon Solutions](#)
 - Collaborative model for fostering connections with underrepresented communities- understanding community concerns: traffic safety, air quality, heat island effect

Goal 4: Increase access to culturally and linguistically responsive services for communities of color and refugee and immigrant communities.

1. [Title VI Civil Rights | The City of Portland, Oregon](#)
 - Implementation of Language Access Plan
 - Translation/interpretation services will be available for customers with Limited English Proficiency
 - Print/web media translations
 - Phone/in-person/field (staff will be trained)
 - Evaluation of LEP services
 - Raising cultural competency of staff and programs through education and stronger community connections

- Attention to discrepancies in equitable distribution of services and info
- *UF/Nik's work complimented by OEHR as exemplary*

Goal 5: Provide equitable access to City services for all residents.

1. Neighborhood Tree Stewards
 - 2017 theme: Equity and the Urban Forest
 - Location of classes on eastside and along transit
 - Provision of scholarships, childcare and transit vouchers
2. Neighborhood Tree Team Workshops
 - Reallocation of effort to focus on partnering with east Portland NTS and Tree Teams
3. Permits as equity tools
 - Permit languages
 - Permit requirements for tree planting in low-canopy, low-income areas and targets for maximizing tree services (BES tree planting)
 - Mapping
 - Tree Planting and Preservation Trust Fund
 - Mitigation payments used for tree planting to partially replace services lost
 - Citywide Tree Planting Strategy
4. Citywide Tree Planting Strategy
 - Offset urban heat island effect, air quality
 - Plant trees in underserved areas
 - Community input as described above