



# Five-Year Racial Equity Plan Fact Sheet

## Overview

Portland Parks & Recreation's (PP&R's) five-year Racial Equity Plan provides a framework and future guidance for the implementation of racial equity goals adopted by City Council. This plan sets a direction for the bureau that is consistent not only with the Citywide racial equity goals, but with our 2020 vision and with the City's vision outlined in the Portland Plan, which envisions that "everyone has access to opportunities necessary to satisfy their essential needs, advance their well-being and achieves their full potential."

In 2015 the City of Portland adopted citywide racial equity goals and a vision. Portland Parks & Recreation is committed and supports these goals and the aspiration that race will have no detrimental effect on people of color, refugee or immigrant communities in accessing our parks and natural areas, or from the benefit of our services. The five-year PP&R Racial Equity Plan is focused on providing a proactive framework that seeks to achieve racial equity. Additionally, we recognize this will take time and require the need to examine the impact that systems of oppression have on other protected class designations. Moreover, we will need to provide further supports to minimize discrimination related to religion, class, gender, sexual identity, disability and their related histories.

### **RACIAL EQUITY**

When race does not determine or predict the distribution of resources, opportunities, and burdens for group members in society (OEHR, 2016).

## Results to Achieve

Achieving racial equity will take time and dedication. We are committed to achieving several results including the following:

- Ensuring that our workforce racial diversity is reflective of the overall population of the city and promotes an internal culture of respect, inclusion and equity across the organization.
- Providing plain language around racial equity that staff at all levels can understand, and create a supportive environment for all employees.
- Actively engaging communities of color and refugee and immigrant communities to participate in our project committees and budget process.
- Taking the time to consult, support and empower staff to create an environment of mutual respect and accountability toward meeting our racial equity goals.

## Our Planning Process

The Racial Equity Plan was initiated by the Office of Equity and Human Rights (OEHR) and PP&R began its planning process in 2015. OEHR provided an organizational assessment tool called the Racial Equity Roadmap, comprised of 44 questions in six areas:

- Organizational Commitment
- Leadership and Management
- Workforce
- Community Access and Partnership
- Contracting
- Data, Metrics and Continuous Quality Improvement

After completing the Racial Equity Roadmap assessment phase, approximately 100 staff from across the bureau participated in six focus groups covering the areas outlined in the Roadmap. The purpose of the focus groups was to develop key strategies and action steps for inclusion in the Racial Equity Plan and serve as a strategic focus for the bureau going forward.

## Goals

The following six goals are identified in Portland Parks & Recreation's five-year Racial Equity Plan:

- Goal 1.** Change existing services within the bureau using racial equity best practices.
- Goal 2.** End disparities in City government hiring and promotions.
- Goal 3.** Strengthen outreach and public engagement for communities of color and refugee and immigrant communities.
- Goal 4.** Increase access to culturally and linguistically responsive services for communities of color and refugee and immigrant communities.
- Goal 5.** Provide equitable access to City services to all residents.
- Goal 6.** Meet or exceed Citywide contracting goals for Minority Business Enterprises (MBE).

## Next Steps

Moving forward, we are meeting with departments across the bureau to begin implementation of the goals identified in the plan for 2017. We will also work with each division to identify specific strategies and actions relative to racial equity that are occurring within departments and programs across the bureau. We are also creating a dashboard for the plan for staff to access updates and see the progress the bureau is making towards implementation.

This Plan since it is a living document and as our community changes, we as an organization must adapt and learn and grow as an organization.



*PP&R staff at Equity and Culture Training*

## 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).

## For more information:

**Portland Parks & Recreation Racial Equity Plan:**  
<https://www.portlandoregon.gov/parks/article/623289>

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