



Building Racial Equity Together

? What is the Five-Year Racial Equity Plan?

Government created and continues to perpetuate racial inequity—therefore, we must **transform it**. Portland Parks & Recreation's (PP&R's) Five-Year Racial Equity Plan (REP) provides a framework of best practices for this transformation.

Implementing racial equity best practices will remove barriers and strengthen our connections to each other and our community—creating equitable opportunities for all.

🎯 PP&R's Racial Equity Plan is centered on:

1

Enhancing **services and programs** within the bureau using **racial equity best practices**.

2

Ending disparities in PP&R **hiring and promotions**.

3

Strengthening **outreach and public engagement** for communities of color and refugee and immigrant communities.

4

Supporting an **inclusive workplace** for everyone.

5

Increasing **investments and access to parks, natural areas, and services** to communities of color, low income, and refugee and immigrant communities.

6

Meeting or exceeding Citywide **contracting** goals for Minority Business Enterprises (MBE).

Q/A Questions regarding PP&R's REP?

Please contact Margaret Evans, Interim Equity & Inclusion Manager, at margaret.evans@portlandoregon.gov or call 503-312-1522.

🖱️ Access PP&R's REP at portlandoregon.gov/parks/rep