# SPRING EQUITY FORUM - 4/29/13







**EQUITY BASELINE PROJECT REPORT** 

#### **DATA REQUESTED:**

- Demographic Composition of Board and Staff
- Agency Equity initiatives
- Culturally specific programming
- Partnerships with culturally specific provider agencies

#### WHO REPORTED, BY THE NUMBERS:

Organizations

<u> </u>	1 garrization 3	
•	2012-13 Subrecipient Contractors	24
•	Fall 2012 NOFA Awardees	3

•	Mainstream Organizations	21
•	Culturally Specific Organizations	5

### **BOARD COMPOSITION**

	Mainstream Organizations	Culturally Specific Organizations
Race		
African-American/Black	12%	22%
Asian & Pacific Islander	4%	13%
Native American/ Alaskan Native	3%	16%
White	75%	21%
Other	6%	9%
Ethnicity		
Latino	5%	19%
Gender		
Male	63%	72%
Female	37%	29%

### **AGENCY STAFF COMPOSITION (%)**

	Mainstream Organizations	Culturally Specific Organizations	РНВ
Race			
African-American/Black	8%	23%	16%
Asian & Pacific Islander	3%	5%	8%
Native American/Alaskan Native	1%	29%	14%
Two or More	5%	4%	8%
White	75%	28%	62%
Other	8%		14%
Ethnicity			
Latino	12%	10%	16%
Gender			
Male	30%	30%	32%
Female	70%	70%	68%

### **AGENCY EQUITY INITIATIVES**

- Q. Does your agency have an equity policy or statement?
- A. 15 of 21 mainstream organizations responded YES

### Wide range of examples Include:

- Equity Policy
- Equitable Employment Policy
- Equity Incorporated Into Value Statement
- Cultural Diversity Workplan

- Anti-Discrimination Policy
- Inclusion Council
- Economic Equity Policy
- Statement of Diversity
- Diversity Vision Statement

#### **CULTURALLY SPECIFIC PROGRAMMING**

- Q. Does your agency manage culturally specific programming or services?
- A. **7 of 21** mainstream organizations responded **YES**While many orgs. reported having translated program materials available, we counted agency programs created with cultural specificity.

#### **PARTNERSHIPS**

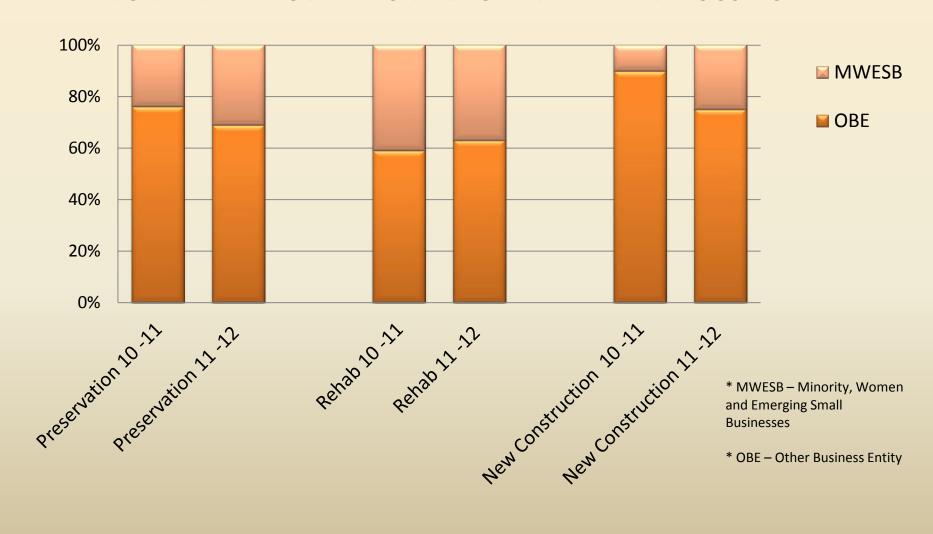
- Q. Does your agency partner with culturally-specific provider agencies?
- A. **15 of 21** mainstream organizations and **4 of 5** culturally specific organizations responded YES

#### **Agencies named included:**

- \* Lifeworks NW \* Native American Rehabilitation Association (NARA)
- \* Black Parent Initiative \* El Programa Hispano \* IRCO \* NAYA
- \* African-American AIDS Awareness Action Alliance \* Opciones y Educacione
- \* Russian Oregon Social Services \* Healing Roots \* SAWERA
- \* Urban League \* Asian Family Center \* Latino Network
- \* Asian Health and Service Center \* Immigration Counseling Services
- \* Islamic Social Services of Oregon

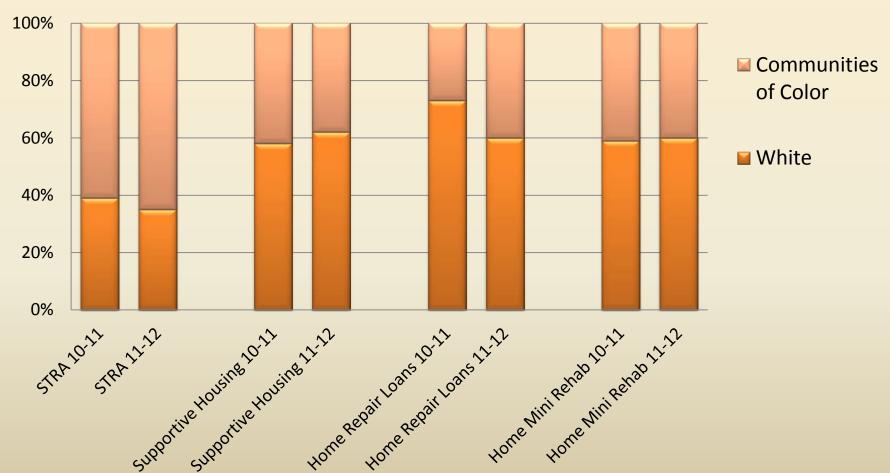
#### PHB STRATEGIC PLAN INVESTMENT PRIORTIES

#### PRIORITY # 1 – PROVIDE MORE AFFORDABLE RENTAL HOUSING



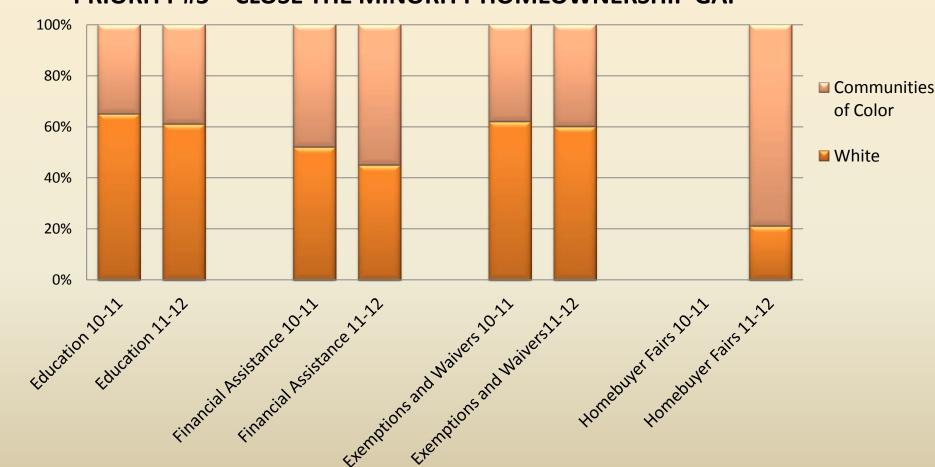
#### PHB STRATEGIC PLAN INVESTMENT PRIORTIES

#### PRIORITY #2 – HOMELESS PREVENTION AND STABILITY



#### PHB STRATEGIC PLAN INVESTMENT PRIORTIES

#### PRIORITY #3 – CLOSE THE MINORITY HOMEOWNERSHIP GAP



#### PHB STRATEGIC PLAN INVESTMENT PRIORTIES

PRIORITY #4 - PROVIDE A SAFETY NET FOR LOW INCOME
PORTLANDERS WHO ARE AT RISK OF HOMELESSNESS

