

### DEVELOPMENT BENEFITS PLAN

#### Introduction:

The acceptance by the Portland City Council of [The North/Northeast Neighborhood Housing Strategy](#), reinforces the Portland Housing Bureau's (PHB) commitment to the community through its proposed investments. The Strategy addresses the specific barriers to accessing housing, security and economic opportunities that were voiced repeatedly during the Bureau's [community forums](#). PHB is dedicated to advancing equity by increasing housing and economic opportunities for current and former residents of N/NE Portland and creating business opportunities for State of Oregon certified Minority, Women and Emerging Small Business enterprises ("M/W/ESB").

The Development Benefits Plan criteria (below) describes minimum requirements for proposers in documenting their goals, activities and creative partnerships in developing properties in the Interstate Corridor Urban Renewal Area (ICURA). Proposers are encouraged to tailor their Development Benefits Plan (DBP) to suit their project and development team members.

#### Plan Components:

- 1) Discussion of how the proposed project team will effectively respond to the comments heard during the [community forums](#) and align with PHB's [North/Northeast Neighborhood Housing Strategy including:](#)
  - Any activities in the North/Northeast community focusing on equity and diversity including any specific community engagement efforts.
  - Any affiliations or partnerships in the North/Northeast community focusing on equity and diversity
  - How does your proposal respond to comments heard from community members during the NNENHS forums
  
- 2) Discussion of the roles and responsibilities of the development team, its members and any internal policies/practices as those relate to the specific housing needs in North/Northeast Portland, including who has access to the housing opportunities to be created by this project:
  - How the proposal and its implementation will counter issues of gentrification and displacement in the N/NE Portland community
  - Partnerships already in existence or proposed for providing, improving or increasing access. Include any documentation of support from such partnerships from North/Northeast community members or organizations (e.g. Memorandum of Understanding, Letters of Support and/or Partnership Agreements)
  - Description of organizations' equity and diversity initiatives, if any, including: Staff and board members recruiting, hiring and retention; equity and diversity plans and policies and their implementation; and/or Training around equity, diversity, inclusion, cultural competency, etc.

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- Approaches to marketing, screening criteria, appeal process and lease-up in operations that increase or improve access.
  - Strategies and/or outreach activities for property management services and other vendors, which are responsive to this community (e.g. professional services, laundry, maintenance, landscaping)
  - Resident services and resident services programming including staffing or contracting with outside providers, which are responsive to this community.
- 3) Discussion on how your development team will create community economic opportunities. Include in the response information related to Minority, Women, and Emerging Small Business Contracting, Workforce Training and Hiring, Professional Services and Commercial Space::

**A. Minority, Women, and Emerging Small Business Contracting**

- Discussion on how your team intends to meet or exceed the contracting policies and goals, as established by the Portland Housing Bureau
- Approach and methodology for identifying subcontracting opportunities (including suppliers, manufacturers and services).
- Outreach to inform contractors of opportunities, schedules, solicitations, etc.
- Any mentoring, technical or bonding assistance to be made available to M/W/ESB subcontractors.
- Any financial assistance, including bonding, prompt pay and/or other forms of financial assistance that increases M/W/ESB subcontractor's capacity and capability for maximum participation.
- Name, experience and qualifications of the personnel assigned to and responsible for the successful development and implementation of the Development Benefits Plan.

**B. Workforce Training and Hiring**

- Strategies/methods for meeting workforce policies and goals, as established by the Portland Housing Bureau
- Describe your general contractor's workforce demographics and any measurable steps taken to ensure a diverse workforce (e.g., women and people of color).
- How does your general contract approach increase on-the-job training, mentoring, technical training, and/or professional opportunities for women and people of color?
- Describe your general contractor's commitment to community service, (e.g., charitable programs, scholarships, economic development, etc.)
- Describe how the general contractors and its subcontractors will encourage the involvement of the N/NE community through employment opportunities, including the use of state-approved pre-apprenticeship programs, specifically programs residing in the N/NE community.

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### C. Professional Services.

PHB does not have established policies or current utilization goals for professional services; however, the Bureau encourages outreach to M/W/ESB professional services firms.

- Outreach activities for soft cost and pre-development services anticipated for the project including professional trades, especially minority and women-owned firms, (e.g. architecture, engineering, geotechnical, project and financial consulting, legal, accounting, etc.)
- Estimated target and/or any goal setting for professional trades involved in your project.
- M/W/ESB firms already part of or partnering with development team.

### 4) Commercial Space Opportunities.

Where applicable, ground-floor commercial space should support neighborhood business growth and provide needed goods and services to the N/NE Portland community (scale and size of the commercial space will be determined in partnership with the selected development team). Development teams should provide information on any potential tenants already identified and/or discuss their approach and methodology for outreach and identifying potential tenants. Responses should include how any commercial tenants may be a benefit to residents of the housing development and/or the surrounding N/NE Portland community.