

## Understanding the City of Portland's Racial Equity Roadmap

A citywide initiative to achieve the Citywide Racial Equity Goals:

- 1. End Racial Disparities in City Government**
- 2. Strengthen community access to services**
- 3. Collaborate with communities**

### PBOT'S TIMELINE

**Develop Five-Year Racial Equity Plan**  
Aug - Dec 2016

**Five key components of the plan:**

1. GOALS (Citywide Racial Equity Goals)
2. FIVE-YEAR PBOT OBJECTIVES
3. ACTION ITEMS

Based on the feedback gathered during the assessment phase, PBOT developed nine themes for its action items.



4. PERFORMANCE MEASURES
  5. EVALUATION TOOLS
- Draft plan due Oct 31, 2016  
Final plan due Dec 2016

- Baseline assessment designed by the Office of Equity and Human Rights (OEHR)
- 40 questions on a bureau's culture, structure and use of racial equity best practices
- PBOT's methodology: focus groups, survey, observation, etc.

**Assessment**  
Jan - Sep 2016

**Implementation, Reporting & Evaluation**  
Jan 2017 onward

- Create positive, meaningful change over time
- Acknowledge that the work of advancing racial equity is dynamic and continuous
- Regular reporting and evaluation
- Racial Equity Plan will be updated annually as needed

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