

# Highlights from the FY19-20 Budget Equity Assessment Tool

WE KEEP PORTLAND MOVING.



**PBOT**  
PORTLAND BUREAU OF TRANSPORTATION

# Key Bureau Positions

## Equity and Inclusion Program Staff

Equity and Inclusion Manager

Equity and Inclusion Coordinator (open recruitment!)

Community Service Aide (part time)

## Other Key Teams + Positions

Office of the Director

Strategy, Innovation and Performance Manager

Business and Employee Services Manager

Asset Manager

Onboarding Coordinator

Training Coordinator

DMWESB Program Coordinator

ADA Transition Coordinator

Public Involvement Coordinator

PBOT Equity Committee(s)

# Key Responsibilities + Work Areas

## Citywide Obligations

Affirmative Action Plan  
Civil Rights Compliance  
Americans with Disability Act (ADA) Compliance  
Language Access

## Racial Equity Plan Work Areas

Planning and Evaluation  
Training  
Human Resources  
Tools + Resources  
Community Access + Partnerships  
Contracting

# Disability Access

## Cool Programs + Initiatives Around PBOT:

PBOT Right of Way ADA Transition Plan

CREEC Settlement (ADA Accessible Curb Ramps)

Transportation Plan Barrier Removal Schedule (parking structures)

ADA Ramps by Request Program

Adaptive BIKETOWN

Streetlights + Signals

PDX WAV (Private for Hire wheelchair access program)

On-street Disability Parking Spaces

# Equity + Inclusion Initiatives

## What We'll be Working Towards in FY19-20

Alignment with the PBOT Strategic Plan

Defining an Equitable Transportation System

Strengthened Community Partnerships

Workforce Development + Special Recruitment Efforts

Improvement in Equity-focused Data + Decision Making Tools

Clarity on DMWESB Contracting Goals + Outcomes

Enhanced Language Access

Equity Goals + Performance Measures in PBOT Programs

# Help Us Recruit!

## Current Recruitments (10 total)

### **Equity + Inclusion Coordinator**

in Office of the Director, Equity + Inclusion Team  
Application Period: February 18 - March 4

### **Seasonal Maintenance Workers**

at Maintenance Operations  
Application Period: February 18 - March 11

### **Utility Worker II**

at Maintenance Operations  
Application Period: February 25 - March 6

[www.governmentjobs.com](http://www.governmentjobs.com)