Office of Equity and Human Rights

Realizing Equity. Enhancing the City of Portland.

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City of Portland, Oregon
Amanda Fritz, Commissioner • Dante J. James, Director

TRANSMITTAL TO COUNCIL

June 20, 2012

TO: Portland City Council
FROM: Commissioner Amanda Fritz
Subject: Report on the Office of Equity and Human Rights' first 90 Days

Dante J. James began his tenure as Director of the Office of Equity and Human Rights (OEHR) on March 15, 2012. In that short period of time, the office has begun the substantial task of ingraining equity as a cultural and business imperative in the City of Portland, and pursuing our mission of providing education and technical assistance to Bureaus and city staff. This report reflects the work and accomplishments of the first 90 days.

Some notable accomplishments of the office include:

1. OFFICE MISSION

- Creation of an office vision and mission statements
- Moved to Re-Classify staff to better accomplish the office mission
- Planning the addition of three new staff to accomplish the office mission
- Held strategic planning session with community and creation committee members
- Completed office Work Plan for FY 2012-2013
- New Office Newsletter disseminated to over 1200 community members and city staff
- Updated Website and to better reflect OEHR programs, priorities, and accomplishments

2. TECHNICAL ASSISTANCE

- Assisted Portland Commission on Disability, a commission under the umbrella of our office, with the passing of the Model Employer of People with Disability resolution
- Worked with the Human Rights Commission, a commission under the umbrella of OEHR, to ensure the completion of its strategic planning for FY 2012-2013
- Working with the PEGS to assist in strategic planning for the Comprehensive Plan
- Collaborated with the City Procurement Office to craft new ideas for improved utilization of minority and women owned businesses

3. EDUCATION

- Created new training module for community and city staff on developing and understanding an equity mindset
- In process of creation of equity training with members of the Police Bureau to provide equity training to line officers
- Equity Presentations given to:
    - Bureau of Developmental Services
    - Bureau of Housing
- Facilitated Panel discussion for City Staff for Gay Pride Month

4. COMMUNITY ORIENTED WORK

- Established New Portlanders Advisory Council to provide program advice from leaders of immigrant and refugee communities
- Planning follow-up with Steering Committee staff and volunteers to continue community involvement with Work Plan action items, and to set up ongoing Bureau Advisory Committee structure(s)
- Met with over 20 community and business groups to better understand community needs

I recommend that Council accept this report.

Respectfully submitted,

Amanda Fritz
Commissioner of Public Utilities