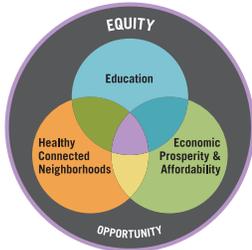




# Equity Preamble



**Equity is when everyone has access to opportunities necessary to satisfy essential needs, advance their well-being, and achieve their full potential.**

## WE MAKE THE PROMISE OF OPPORTUNITY REAL WHEN:

- All Portlanders have access to a high-quality education, living wage jobs, safe neighborhoods, a healthy natural environment, efficient public transit, parks and green spaces, decent housing and healthy food.
- The benefits of growth and change are equitably shared across our communities. No one community is overly burdened by our region's growth.
- All Portlanders and communities fully participate in and influence public decision-making.
- Portland becomes a place where your future is not limited by your race, gender, sexuality, disability, age, where you were born or where you live.

## Why Does This Matter?

**PROSPERITY:** We all win when everyone achieves their full potential. We all win when children graduate from school, when we all can access healthy food sources, and when businesses can thrive in our community. Our shared prosperity depends on everyone's participation.

**RESILIENCE:** Without healthy, thriving, prepared people we cannot achieve our highest goals, implement our best plans for averting global climate change, or secure Portland's position in the global economy. We want a city where we are better on a good day so that we can bounce back from a bad day. That requires everyone's well-being, everyone's thriving, everyone's participation.

**PREVENTION:** When everyone has real access to opportunity – and they are connected to community institutions, programs and services – it prevents problems from occurring in the first place. The cost of doing nothing is profound, both socially and fiscally.

**INGENUITY:** Just as Portland has led innovation in environmental sustainability and green technology, Portland can take leadership in social sustainability. By focusing on ways to build equity and accountability we will be leading the development of 21st century business practices and tools, and that has value in a knowledge-based economy.

**EQUITY IS THE FOUNDATION OF THE PORTLAND PLAN AND WILL BE A CENTRAL FOCUS OF ALL THE STRATEGIES IN THE PLAN.**

**EQUITY OBJECTIVES AND ACTIONS ARE BUILT INTO ALL OF THE PORTLAND PLAN STRATEGIES.**

## KEY ELEMENTS

**An effective equity agenda includes:**

**CLOSING THE GAP:** Reducing critical disparities will help us reach all of our goals.

**PARTICIPATION:** Have transparency and accountability in public engagement and throughout the policy-making process – from setting priorities to implementing programs and evaluating their success. Build capacity for people to participate.

**EQUITABLE PUBLIC SPENDING:** Track and report where we make expenditures and investments geographically and by community to clearly see the impacts of spending.

**INTERNAL ACCOUNTABILITY:** Meet and exceed the requirements of civil rights and accessibility laws. Develop the capacity of staff, and improve city business practices.

**PARTNERSHIPS:** Build relationships with public and private sector partners around diversity and equity. Learn from one another to advance equity objectives through complementary work.