

# PROSPER PORTLAND EQUITY POLICY

Prosper Portland creates economic growth and opportunity and envisions Portland as one of the most globally competitive, healthy, and equitable cities in the world. It stimulates job creation, encourages broad economic prosperity, and fosters healthy neighborhoods on behalf of the City of Portland.

## I. OBJECTIVES

The objective of Prosper Portland's Equity Policy ("this policy") is to ensure Prosper Portland delivers on its strategic priorities of increasing access to quality employment; supporting equitable wealth creation; creating healthy, complete neighborhoods; fostering partnerships; and becoming a multicultural Anti-Racist Organization. Prosper Portland aims to achieve these objectives by:

1. Demonstrating Prosper Portland's leadership in racial equity through anti-racist internal practices focused on Human Resources, staff development and support, and employee management that leads to a healthy internal culture centered in learning;
2. Advancing racial and economic equity through programs and investments that promote inclusive growth and address persistent disparities;
3. Leveraging investments that support Minority, Disadvantaged, and Women Business Enterprise firms, People of Color, and women in contracting opportunities; and,
4. Prioritizing accountability and collaboration with underrepresented communities.

## II. ORGANIZATIONAL SCOPE

The policy applies to all levels of Prosper Portland.

## III. POLICY GUIDELINES

The objectives outlined in this policy will be delivered in three primary ways:

1. **Ensuring Prosper Portland's internal practices embody anti-racist strategies to support organizational culture change, strengthen cultural competence, and increase diversity.** This will be achieved by:
  - a. Developing, implementing, and measuring inclusive human resource practices for staff development.
  - b. Creating internal structures and support systems that advance learning on racial equity and anti-racist strategies.
2. **Managing all programs and investments in a manner that explicitly considers beneficiaries, addresses disparities, and supports equitable outcomes.** Prosper Portland's programs and investments that impact the community shall center racial and social equity in program development, community engagement, and implementation and be considered from a racial equity perspective to understand who benefits, who is burdened, and who influences decisions.
  - a. **Programs:** Program or initiatives, the recipients thereof, and the processes that govern such activities will be designed to address disparities in access or outcomes and reduce unintended consequences.

- b. **Investments:** Financial investments, including loans and grants, shall be developed in alignment with Prosper Portland’s *Financial Sustainability Plan* by optimizing community benefits and financial returns. As applicable, investments should ensure the delivery of community benefits that broaden economic opportunities and promote wealth creation to People of Color and historically underrepresented and disadvantaged Portlanders.
- 3. **Prioritizing external accountability and collaboration through inclusive and equitable community engagement.** This shall be achieved by:
  - a. Creating advisory bodies that provide guidance and help advance racial equity efforts;
  - b. Ensuring community engagement practices are effective in engaging and including People of Color and historically underrepresented and disadvantaged Portlanders;
  - c. Providing staff training on developing culturally responsive approaches for engagement and representation; and
  - d. Developing ongoing mechanisms that increase transparency, learning, and trust with the community.

#### **IV. IMPLEMENTATION**

The Executive Director is hereby authorized to create and periodically update administrative policies or procedures to guide implementation of this policy.