

PROSPER PORTLAND

Portland, Oregon

RESOLUTION NO. 7335

**ADOPTING CHANGES TO THE PROSPER PORTLAND SOCIAL EQUITY
POLICY**

WHEREAS, the Prosper Portland Board of Commissioners (“Board”) is committed to ensuring that Prosper Portland’s strategic goals, outcomes, programs, and initiatives advance social and economic equity;

WHEREAS, Prosper Portland is committed to increasing economic opportunity and income for all Portland residents and historically disadvantaged Portlanders and communities of color in particular;

WHEREAS, on January 9, 2013 the Prosper Portland Board adopted the Prosper Portland Equity Policy through Resolution No. 6988, demonstrating a commitment to and leadership in social equity through internal business practices, robust community partnerships, and accountability measures;

WHEREAS, the Prosper Portland 2015-2020 Strategic Plan (“Strategic Plan”) prioritizes equity as one of Prosper Portland’s fundamental values and the Prosper Portland Equity Policy should align with the Strategic Plan;

WHEREAS, on April 20, 2016 the Prosper Portland Board through Resolution No. 7175 adopted changes to the Prosper Portland Equity Policy to affirm its commitment to becoming an anti-racist organization and to establish the Equity Council as the Prosper Portland staff body that will drive implementation of the Equity Policy;

WHEREAS, on November 8, 2016 the Prosper Portland Board through Resolution No. 7256 adopted changes to the Prosper Portland Equity Policy rename it the Social Equity Policy, acknowledged the agency’s new name, and retitled objectives for clarity and succinctness;

WHEREAS, staff have created an agency Equity Framework to support the implementation of Prosper Portland’s Strategic Plan by providing clarity to staff, ensuring alignment on internal equity efforts, creating shared language and definitions, increasing access to existing resources, and providing on-going learning opportunities; and

WHEREAS, staff is proposing further changes to the Social Equity Policy to rename it the Equity Policy, align it with the agency’s Equity Framework, and retitle objectives for clarity and succinctness.

NOW, THEREFORE, BE IT RESOLVED, that the changes to the Prosper Portland Social Equity Policy in Exhibit A are adopted; and

BE IT FURTHER RESOLVED, that this resolution shall become effective immediately upon its adoption.

Adopted by the Prosper Portland Commission on August 14, 2019

A handwritten signature in blue ink that reads "Pam Feigenbutz". The signature is written in a cursive style with a large initial "P".

Pam Feigenbutz, Recording Secretary

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

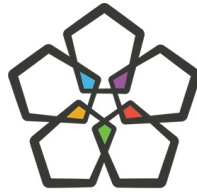
The objectives outlined in this policy will be delivered in three primary ways:

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.



**PROSPER
PORTLAND**
Building an Equitable Economy

RESOLUTION NO. 7335

RESOLUTION TITLE:

ADOPTING CHANGES TO THE PROSPER PORTLAND SOCIAL EQUITY POLICY

Adopted by the Prosper Portland Commission on August 14, 2019


| PRESENT FOR VOTE | COMMISSIONERS | VOTE | | |
|-------------------------------------|--|-------------------------------------|--------------------------|--------------------------|
| | | Yea | Nay | Abstain |
| <input checked="" type="checkbox"/> | Chair Gustavo J. Cruz, Jr. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | Commissioner Alisha Moreland-Capuia MD | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | Commissioner Francesca Gambetti | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | Commissioner Peter Platt | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input checked="" type="checkbox"/> | Commissioner William Myers | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Consent Agenda Regular Agenda

CERTIFICATION

The undersigned hereby certifies that:

The attached resolution is a true and correct copy of the resolution as finally adopted at a Board Meeting of the Prosper Portland Commission and as duly recorded in the official minutes of the meeting.

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|---|-------------------------------------|
|  | Date: August 19, 2019 |
| Pam Feigenbutz, Recording Secretary | |