Equity & Vulnerability Lens

CITY of PORTLAND Office of Equity and Human Rights Equity Stance
Equity addresses the historic, institutional systems that create oppression based on identity. We strive to use an intersectional approach to transform historic power dynamics for accountable systemic change based on the principles of humanity, justice, and belonging.

PROSPER PORTLAND'S EQUITY STATEMENT
We acknowledge our past as we move forward to create economic opportunity and prosperity for all communities. We make racial equity the foundation of our community and economic development work. We hold ourselves accountable to Portland's communities of color and others our work has negatively impacted. While racial equity is the primary lens to focus our efforts, we understand the connection between racism and other forms of bias that lead to oppression.

Within our workplace and working with our partners, we embrace values of authentic inclusion, transparency, and collaboration. We work toward nothing less than an anti-racist Portland that welcomes and serves all communities and perspectives. We encourage our partners to do the same. Advancing **Equity** at Prosper Portland means the following:

1. Because opportunities currently do not exist for everyone, equity is a restorative measure of redistributing benefits and burdens.
2. Because as individuals we operate within systems that create inequities, equity requires both individual and systems level change.
3. Because "business as usual" will not change by itself, equity requires transforming the culture that produces different outcomes of the organization.

Equity and **equality** are not the same thing. Equality is treating everyone the same, while equity is ensuring everyone has what they need to be successful. While equality aims to promote fairness, it can only work if everyone starts from the same place and has the same needs and goals.

City of Portland Equity Framework

1. **Set Equitable Outcomes**. Work with the communities impacted to determine equitable outcomes to guide the analysis. Leadership communicates determined outcomes throughout the lifespan of the project for increased accountability and transparency.
   Purpose: Orient and commit the process to equity-focused goals.
   Framing questions: Who will be most affected and what do we want to accomplish? What are our desired outcomes? What are the success indicators? How will we document learnings?
2. **Collect and Analyze Data**. Research and collect data on racial, ethnic, disability, national origin, and gender disparities and identify those most impacted.
   Purposes: Change the information informing the proposal to identify disparities and those most impacted.
   Framing questions: Which groups are deeply disadvantaged by the issues we are trying to address? How? Is there existing evidence of inequality, both qualitative and quantitative?
3. **Understand Historical Context**. Research the history of racial, ethnicity, disability, national origin, and gender injustice relevant to this proposal to better understand the root causes of

disparities and which communities were most impacted. <u>Purpose:</u> Inform/change the analyst's historical frame of reference.

<u>Framing questions</u>: Do we understand the historical relationship with affected communities? Have we built trust in past efforts? How are we building capacity in communities most impacted? Are we being diligent, intentional and thoughtful about the long-term capacity and infrastructure for communities? What are the expectations for partners in this work? Philanthropy? Corporations? Organizations? How does the equity lens apply with them?

4. **Engage Those Most Impacted.** Commit to more meaningful strategies for engagement, identify which communities, such as communities of color, the disability community, immigrant communities, women, and others may be impacted by the proposal, engage impacted communities in decision making and develop community ownership of the proposal.

<u>Purposes</u>: Change the user's relationship with those most impacted, shift power, and change the information informing the proposal.

<u>Framing questions</u>: Have deeply impacted communities been informed or are they represented in the development of this effort? What is the communication and engagement that is done? What is the mid or long-term approach of equity lens through the process? How is the communication effort and engagement measured?

5. **Develop Racial, Ethnicity, Disability, National Origin, and Gender Equity Strategies & Refine Outcomes**. Identify potential impacts, who benefits and who is burdened, commit to strategies that advance racial, ethnic, disability, national origin, and gender equity and mitigate harm, and refine the proposal's outcomes.

<u>Purpose:</u> Create a proposal for change.

<u>Framing questions:</u> What internal or external factors are perpetuating existing inequities? What are the root causes? Are we addressing them through existing efforts? What are the barriers specific to advancing equity efforts? How do we refine the proposal with timely information that is coming up?

6. **Implement Changes.** Plan for implementation and identify what resources are needed to eliminate/decrease disparities and make necessary changes to the proposal.

<u>Purpose:</u> Establish commitment and support for changes.

<u>Framing questions:</u> How are we tracking and monitoring the impact of the proposed effort? During implementation, how are we planning to identify unintended impacts? How will we plan to prevent or minimize them? What kind of research or process to identify impacts? What is already in place to implement changes? How is this going to be measured? How are impacted communities informed of resources designed to eliminate/decrease disparities? How do we ensure that those resources are delivered to the communities most impacted? How will we course correct in the event unintended consequences don't become apparent until implementation?

7. **Evaluate / Accountability / Report Back**. Develop a system of evaluation including ongoing community partnerships and opportunities to make further changes.

<u>Purpose:</u> Create accountability and measure change.

<u>Framing questions:</u> How will we evaluate impacts, both qualitative and quantitative? How will we engage the impacted community in designing the evaluation methodology? How are we going to assess stakeholder engagement? How will we identify who benefits?