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CITY COUNCIL WORKSHOP

Justice, Diversity, Equity, and Inclusion (JDEI)

August 26, 2024 at 5:00 PM in Council Chambers

REMOTE PARTICIPATION:

The City Council will conduct this meeting from Council Chambers, located on the second floor of City Hall.

To watch the meeting remotely, please visit <https://portlandme.portal.civicclerk.com/event/7331/media>

AGENDA ITEMS:

I. Overview

II. Action to Date RE: Council Goals and Racial Equity Steering Committee (RESC)

A. Internal culture and equity assessment update and next steps

B. Citywide strategic planning process

C. Justice, Diversity, Equity, and Inclusion (JDEI) Office

- Next steps re: hiring a Director

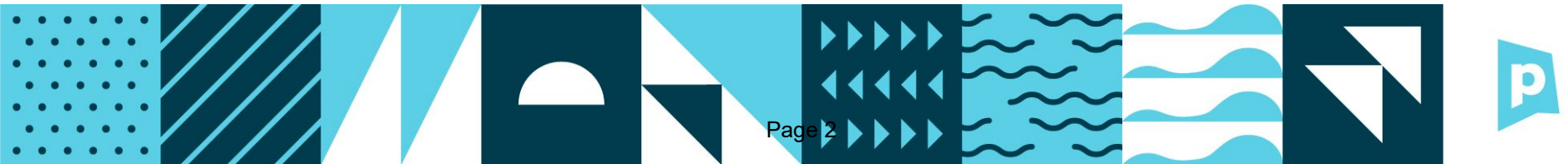
D. Other JDEI-related special projects

- Recruitment and retention
- Naming process
- Municipality bond market and racial equity technical assistance program update

ADJOURNMENT:

City Council Workshop Justice, Diversity, Equity & Inclusion (JDEI) Update

August 26, 2024



Agenda

- 1) Overview: City Council goal and RESC recommendations;
- 2) Staff work to operationalize JDEI; and
- 3) City Council questions/comments.

Council Goals

Goal 1: Diversity, Equity, and Inclusion

At the start of each Council year, the elected body establishes goals it tries to meet through policy development and enactment.

On the administrative size of City government, staff endeavor to reflect Council goals in the work they do on a daily basis. As such, staff are committed to viewing municipal operations through a diversity, equity, and inclusion lens.



Racial Equity Steering Commission (RESC) Report Recommendations

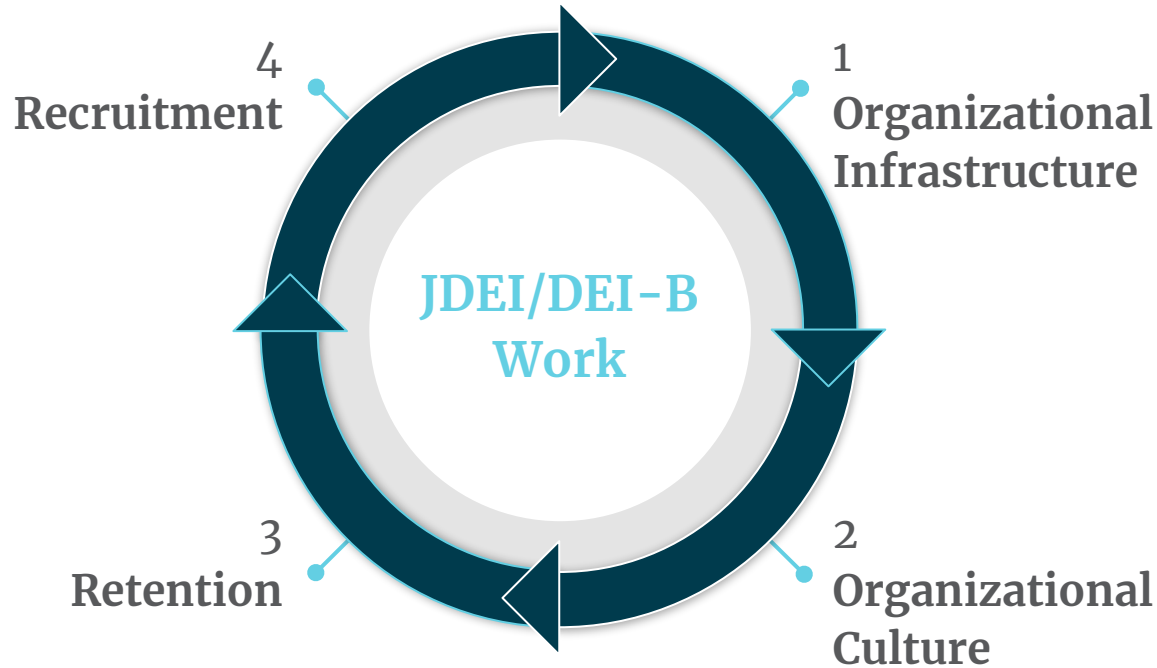
Staff Focus:

- RESC Charge #2: “reviewing...the way in which the City interacts with area agencies, organizations, and non-profits in the name of public safety and how these partnerships can best work to enhance public safety in the City.”
- Reevaluating Organizational Policies

JDEI Office

1. Created by the City Manager (approved by the City Council in the city budget) in 2023;
2. Hired Staff: Currently operating with an Interim Director and Associate;
3. Staff conducting work which will be described in detail in the subsequent slides; and
4. Timeline for Hiring of New Director.

Organizational Approach: *Institutionalizing JDEI/DEI-B work*





Culture & Equity Assessment

Process:

1. **Lunch & Learns** (Oct 2023 – Dec 2023)
2. **Citywide Survey** (January 2024)
 - a. **Employee Engagement**: Assessment of the overall employee experience centering assessing value of work
 - b. **Intergroup Contact**: Assessment of intergroup contact experience, including between employee groups and personal identity groups.
 - c. **Employee Life Cycle**: Assessment of equity markers in employee experiences, such as recruitment, evaluation, and promotion practices.
 - d. **Equity Policies and Equity Practices**: Assessments of the equity practices and policies related to, or indicative of, employee equity and belonging.
3. **Citywide Listening Sessions** (March 2024)



Culture & Equity Assessment: Where are we now?

Report Back:

1. All Staff receives Report (Fall 2024)
2. Citywide Road Show (Fall 2024)
3. Department-wide, and led, action planning from report (Fall 2024)
4. Strategic Planning – Citywide (fall 2024/spring 2025)
 - a. Org. Dev.; **Strat. Plan.**; *DEI*
5. Strategic Planning – Dept. Level (TBD)
 - a. Org. Dev.; **Strat. Plan.**; *DEI*



Public Financing Program

- 2024 Technical Assistance Cohort of the Municipal Bond Markets & Racial Equity Program – Led in partnership with PFM Consulting and the National League of Cities (NLC)
- Designed for government officials working at the intersection of racial equity and public finance, who want to support enhancing and strengthening their practices.
 - Integrating equity in all things Finance

Our Focus:

- CIP process – developing a assessment tool to select projects and prioritizing equity in how projects are scored and selected

Recruitment & Retention

Current:

- Addressing Critical Staffing Needs
- Hiring & Onboarding
Training/Practices
- Community Engagement
- Improving Accessibility
- System Improvement Review
- Updated Job Ads

Goals:

- Standardize hiring practices across all City departments
 - Define diversity hiring practices
- Implement training for all involved in hiring process
- Extend accessibility, programming, and outreach
- Implement metrics & service level agreements (SLA's)
- Define mission & values
- Continuous improvement & adaptation

Recruitment, Retention & Organizational Culture

Goal:

- **Mission, Vision & Values:** Develop a clear mission reflecting City values and department values to attract mission-driven candidates.

Why?:

- **Define Purpose:** Helps current employees understand the meaning of their work.
- **Attract Talent:** Attract candidates who resonate with City values.
- **Build Brand Awareness:** Help candidates recognize our brand and stand out from other employers.
- **Ensures Accountability:** A public mission statement can hold us accountable to our goals.
- **Creates a Unified Culture:** When employees embrace the mission, creates a unified culture toward a common goals.

Additional Goals:

- Continuous training & development
- Inclusive policies and procedures
- Receive feedback (employees, staff, candidates)

2023/24 Equity Work Highlights

1. Creation of JDEI Office/Hiring of a Director;
2. Address the Organization through:
 - a. City-Wide Culture and Equity Assessment
 - b. Strategic Planning Process,
 - c. City-wide Recruitment and Retention
3. Application and Admittance into Bond Equity Program and application to City CIP Process



City Council Questions & Comments