Port of Portland
Social Equity Program

January 18, 2017

Steven Nakana – Social Equity Program Manager

PDX COMMUNITY ADVISORY COMMITTEE

CHARTING A COURSE FOR PDX

Presentation Overview

- Background
  - PDX CAC Social Equity ad hoc committee role
  - PDX CAC recommendations and Port deliverables

- Port's Social Equity Program
  - Port's Social Equity Definition
  - Program implementation
  - Next Steps

Background and PDX CAC's social equity role

- Social Equity ad hoc committee held eight meetings
- Committee recommendations:
    1. Create an organization-wide equity definition and strategy
    2. Create a template of equity considerations which could be used voluntarily with certain projects, and
    3. Report out annually on progress towards certain equity goals

- **Deliverables**
    - Social Equity Manager position created and filled, inclusive process
    - Creation of social equity program with clear definition, programmatic goals, outcomes, and implementation strategy
    - Draft social equity Port Commission policy drafted
    - Annual Report by Small Business Development Program

3

External and Internal Assessments

External Assessments

50+ external stakeholders interviewed

- What we heard:
  - Race is a key issue, have a long-term vision
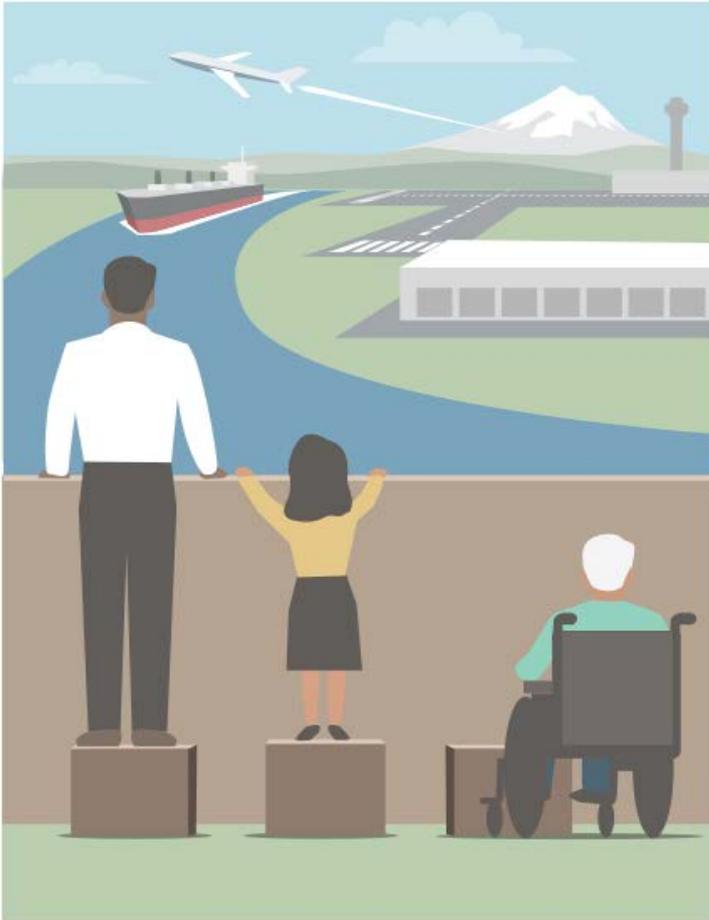 - Have ongoing stakeholder engagement

Internal Assessments

50+ employees interviewed

- What we heard:
  - Key stakeholders interested, differing levels of understanding
  - Need for equity training/tools
  - Involve everyone, institutionalize progress on D & I.

What is Social Equity?

Equality = Sameness

Social Equity = Fairness

Examples of Port's Social Equity Activities

- PDX Lactation Rooms
- Safety considerations in how we plan and build facilities
- Consideration of disabled access
- Aircraft Noise program
- PSU Community Environmental Services (CES) partnership
- Diversity and Inclusion of Port workforce
- Small/Disadvantaged Business Program
- Mentor Protégé program
- Contracting with PHC for janitorial services
- Use of Brooks Staffing for temp services
- Outreach and input related to facility planning

PORT OF PORTLAND
Possibility. In every direction.

CITY OF Vancouver
WASHINGTON

Social Equity Program Outcomes and Strategies

Increase access to prosperity related to Port activities

- Build institutional and organizational capacity about equity
- Use an equity framework to influence Port processes and decision-making

Create a more diverse and inclusive employee workforce

- Assess and remove systemic and institutional barriers that may hinder fair treatment and equitable access to employment opportunities for current and future employees
- Promote an inclusive workplace culture that respects and values diversity and provides opportunity for all Port employees to pursue innovation and excellence

Demonstrate regional equity leadership

- Partner
- Influence

8

PDX COMMUNITY ADVISORY COMMITTEE
CHARTING A COURSE FOR PDX

Next Steps:	Timeline
• Continue ongoing dialogue with external equity organizations, PDX CAC, and influencers	Ongoing
• Scope and issue RFP for Portwide Equity Dialogue/Discussion (Training	April 17
• Refine Port Commission social equity policy	Ongoing
• Create strategy document, metrics, social equity lens toolkit, website content with annual reporting	Jun, 17
• Implement Diversity/Inclusion internal strategy	Ongoing
• Create and Implement enterprise wide Dialogue/Discussion (Training)	Aug, 17
• Support staff in creation of departmental equity work plans	Fall, 17
• Explore pilot equity projects	Ongoing
• Evaluate and adjust	Dec, 17

Discussion Questions

- What have we missed?

- What else should we think about?

- What should we adjust?