

## PORT OF PORTLAND COMMISSION POLICY

### Social Equity

Policy No. X.X.X

The Port of Portland defines social equity as *fair treatment and equitable access to opportunity*. The Port believes *social equity* means creating and fostering an environment where all people have fair access to opportunities to advance well-being and achieve their full potential. The broad term *equity* includes safety, health, diversity and inclusion programs for employees as well as other activities that seek to create equitable outcomes. The Port commits to:

1. Institutionalize equity practices by using an equity lens within decision-making protocols, economic development programs, partnerships and planning processes. An *equity lens* is a tool that consists of a set of principles, reflective questions and processes that analyzes who benefits and who is negatively impacted by Port activities, and assists staff in determining how best to address negative impacts.
2. Proactively assess and remove inequities for marginalized communities, and systemic and institutional barriers that may hinder fair treatment and equitable access to employment opportunities for current and future employees;
3. Manage projects and programs in a manner which explicitly considers beneficiaries, addresses disparities and supports equitable outcomes;
4. Use a social equity lens with a racial equity focus when:
  - a. Setting economic development and financial investment goals;
  - b. Supporting community organizations and engaging communities in advisory protocols, including strategic planning, program and project initiation, design and evaluation;
  - c. Hiring and promoting staff;
  - d. Awarding contracts for goods, services, professional services and construction;
5. Take action on key activities as deemed necessary and reasonable by the Executive Director, program and project teams, including an internal equity advisory panel consisting of social equity experts and other staff. This panel will manage the equity lens process;
6. Ensure the Port's economic development activities promote inclusive and equitable growth, and job and business opportunities for marginalized communities;
7. Leverage the Port's economic position through partnerships with key public, private, community and non-governmental organizations to advance equity outcomes in the region;
8. Ensure all staff participate in training and professional development workshops on equity;
9. Annually measure the impact of Port policies, programs and projects that advance equity outcomes in the region.
10. Report on social equity outcomes and metrics annually to the Port Commission.

*The Social Equity Policy applies to all Port employees.*