

PORT OF PORTLAND COMMISSION POLICY

SOCIAL EQUITY

Policy No. 6.1.16

Approved by Commission meeting of February 14, 2018.

1. PURPOSE

This Social Equity Policy prioritizes the Port of Portland's commitment to social equity, using a racial equity focus, and to leveraging the Port's strengths to create a more prosperous, equitable and livable region.

2. PERSONS AFFECTED

All Port employees and contingent workers, Port business and stakeholder partners.

3. POLICY STATEMENT

- Because historically inequitable policies and practices in our community resulted in many social inequities that persist to this day;
- Because the demographics of our community are rapidly evolving, our futures are inextricably linked, and we strive to adapt with our evolving community;
- Because it is the Port's responsibility to enhance regional prosperity and we seek to do so with a social equity "lens";
- Because by addressing the barriers experienced by people of color, we may effectively also identify solutions and remove barriers for other historically underserved population groups;
- Because we have a responsibility as neighbors in our community to understand the impacts of our decisions and our operations; and
- Because we believe more diverse voices lead to better business decisions;

Therefore, it is the policy of the Port of Portland to promote social equity, using a racial equity focus, with the purpose of advancing fair and equitable inclusion and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

Port staff are directed to develop an Administrative Guideline to establish a framework to integrate social equity considerations and goals into decision making processes within the Port consistent with this Policy.

4. DEFINITIONS

4.1 Contingent Worker

As defined in Administrative Policy No. 7.3.57, workers used to temporarily fill in for FTE vacancies or to perform project-based services that are discrete in nature and that cannot be performed by an existing Port employee as a result of workload, specialized nature of work to be performed, etc.

4.2 Social Equity

Fair and equitable inclusion, and creating the conditions in which all people can participate, prosper, and achieve equitable outcomes with respect to the Port's employment, business, and services.

4.3 Racial Equity

The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, one's access to opportunity. Racial equity can be advanced by ensuring that all races have access to opportunity, and that access may need to be tailored to meet an individual's or group's specific needs.

4.4 Historically Underserved

Historically underserved communities are those groups that either face barriers to participate in decision-making processes and/or have documented low levels of access to employment, service, and business opportunities.