



AGENDA
Special Commission Meeting
April 21, 2025
8:30 a.m.

The Board of Commissioners of the Port of Portland will hold a Special meeting.

Subject to successful streaming, the Board of Commissioners will meet virtually, and will provide access to the meeting on the Port's website and YouTube channel. If you do not have access to the Port's website or YouTube channel, call 503.866.5573 by noon on the day prior to the meeting to arrange an alternative way to listen to the meeting.

Written public comments can be submitted via email at testimony@portofportland.com. If you submit comments in writing, they will be distributed to all Commissioners for their review.

Action Item

1. REVOCATION OF PORT OF PORTLAND COMMISSION
SOCIAL EQUITY POLICY AND ASSOCIATED GUIDELINE, AND
DIRECTIVES TO PORT STAFF

CURTIS ROBINHOLD

Requests revocation of the Port of Portland Commission Social Equity Policy and associated Guideline, and requests certain directives to Port staff.

REVOCATION OF PORT OF PORTLAND COMMISSION SOCIAL EQUITY POLICY AND ASSOCIATED GUIDELINE, AND DIRECTIVES TO PORT STAFF

April 21, 2025

Presented by: Curtis Robinhold
Executive Director**REQUESTED COMMISSION ACTION**

This agenda item requests revocation of Port of Portland (Port) Commission Social Equity Policy No. 6.1.16 and associated Guideline to ensure compliance with state and federal law, regulation and policy, and requests directives to Port staff.

BACKGROUND

The Port is dependent on federal and state support to fulfill its mission and vision; therefore, it is critical to ensure the Port is in compliance with state and federal law, regulation and policy. The Port seeks to ensure that its workplace is one where all can thrive. The Port values its relationship with the community and seeks to ensure that the Port operates in a way that ensures that our region prospers.

EXECUTIVE DIRECTOR'S RECOMMENDATION

The Executive Director recommends that the following resolutions be adopted:

BE IT RESOLVED, That Port of Portland Commission Policy No. 6.1.16 and associated Guideline are hereby revoked; and

BE IT FURTHER RESOLVED, That the Executive Director or his designee is directed to ensure that the Port of Portland remain in compliance with applicable laws and policies; and directs Port of Portland staff to uphold Port of Portland values and foster a workplace where all can thrive; and, if necessary, to develop a new or, if preferred, modify an existing administrative policy, to reflect these compliance and values directives.

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.

ADMINISTRATIVE GUIDELINE SOCIAL EQUITY	Guideline No.: 6.1.16.G1
	Original Date: February 14, 2018
	Revision Date: New
	Page: 1 of 2
	Owner: Administration & Equity

1. PURPOSE

These Social Equity Guidelines establish a framework to integrate equity considerations and goals into decision-making processes within the Port of Portland.

2. PERSONS AFFECTED

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

3. PERSONS RESPONSIBLE

All Port employees.

4. SCOPE

In performing the Port's mission, we will

4.1 Ensure that social equity activities are integrated and resourced within sustainable business models when considering human capital, commercial and economic development activities, projects, and partnerships.

4.2 View business decisions through a racial equity lens to determine:

- a. The problem we are trying to solve or opportunity we are trying to create.
- b. Who will benefit or be burdened by the proposal, program, or project by using disaggregated data by population.
- c. What are possible areas of opportunity that should be explored for advancing social equity outcomes.

4.3 Identify and remove structural, systemic and institutional barriers for historically underserved communities that may hinder fair treatment and equitable access to employment opportunities for current and future employees.

4.4 Award contracts for goods and services, planning and managing programs and projects, and constructing and designing facilities and buildings in a manner which explicitly considers beneficiaries, addresses disparities and supports equitable outcomes.

4.5 Establish an internal social equity advisory team charged with providing tools and advice in the creation of department social equity plans. The team will ensure that racial equity considerations are integrated into Port capital and business decision-making processes with a particular focus on major investments and projects of highest potential for positive benefit for the community. This may include engaging communities in an advisory capacity.

4.6 Require that all divisions/departments develop social equity work plans with clear goals, outcomes, and metrics.

4.7 Ensure accountability annually through reporting to the Port Commission.

5. DEFINITIONS

5.1 Contingent Workers

As defined in Administrative Policy 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.

5.2 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.

5.3 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.

5.4 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.

6. RELATED POLICIES, PROCEDURES, GUIDELINES, STANDARDS, ETC.

Commission Policy No. 6.1.16, *Social Equity*

Administrative Policy No. 7.3.01, *Fair Treatment*

Administrative Policy No. 7.2.16, *Sustainable Procurement*

7. REVISION HISTORY

Administrative Guideline No. 6.1.16.G1: Social Equity	
Date	Description of Modification
02/14/2018	New Guideline created along with Commission Social Equity Policy 6.1.16