

Port's Consolidated Equity Plan



 **PORT OF PORTLAND**
Possibility. In every direction.™

Port Lines of Business

The Port operates PDX Airport, 2 general aviation airports, 4 marine terminals, 6 business and industrial parks, and the dredge “Oregon”



Aviation (PDX Airport)

- Airfield and Terminal
- Ground Transportation, Parking and Rental Cars
- Concessions
- General Aviation
- Air Service Development
- Public Safety and Security

Marine & Industrial Development

- Containers
- Automobiles
- Mineral and Grain Bulks
- Industrial Land Development
- General Aviation Airports (Hillsboro and Troutdale)

Corporate Support Services

- Executive Administration
- Financial, Audit and Risk Services
- Project Delivery and Safety
- Legal
- Administration and Equity
- Public Affairs

Port History

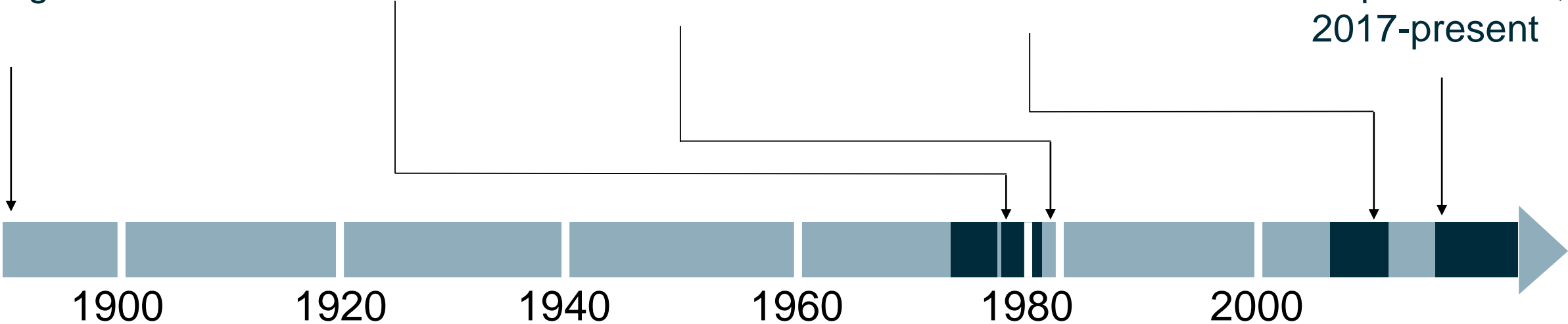
Port established in 1891 by the Oregon Legislature

First female Commissioner: Ilo Bonyhadi, 1975-1979

First racially diverse Commissioner: Sam Naito, 1977-1981

First female Commission President: Judi Johansen, 2007-2012

First female and racially diverse Commission President: Alice Cuprill-Comas, 2017-present



Our Diversity, Equity, and Inclusion Journey



Summary of Port's DEI Journey

Port starts equity conversations



2013

2014



Two consultants hired

Social Equity and Diversity & Inclusion positions created and staffed



2016

2018



Commission Approves Social Equity Policy

Departmental Equity Plans created



2018

2019 to present



Plan implementation and tracking begins



Consolidated Equity Plan

Goal 1: Business Participation



Increased participation of businesses from underserved communities in Port transactions, projects, and programs

Goal 2: Welcoming Place to Work



The Port is regarded as an equitable, inclusive, and welcoming place to work

Goal 3: Engaging Community



Develop mutually beneficial relationships, invite diverse perspectives and engage the leadership of people of color

Note: Plan is for FY 19/20 – FY24/25

Goal 1: Business Participation

Strategies	Success Metrics	Target	Results
1. Cross Departmental Collaboration	<ul style="list-style-type: none"> • % of contract dollars • % of contracts awarded 	Port = 20% FAA = 11%	SBE = 17.5% DBE = 10.2%
2. Provide Technical Assistance	<ul style="list-style-type: none"> • % of small business that requested and received technical assistance from the technical assistance fund 	100%	SBE = 30/30
3. Integrate an equity lens	<ul style="list-style-type: none"> • # of new companies meeting Port's quality job criteria (QJC) • # of companies the Port connects with/to organizations that support, train, and recruit women and minorities 	N/A N/A	# of new Co. with QJC = 1/1 # of SBEs = 0/0



Goal 2: Welcoming Place to Work

Strategies	Success Metrics	Target	Results
1. Employee-Centered Programs	• Inclusivity Results	75%	70% Port-wide
	• Retention Rates		
	– White	n/a	92.7%
	– Black, Indigenous, People of Color	92.7%	93.4%
	– People with disabilities	92.6%	94.7%
	– Veterans	92.7%	91.9%
	– Women	94.1%	89.9%



Goal 2: Welcoming Place to Work (continued)

Strategies	Success Metrics	Target	Results
2. Evaluate and Eliminate Recruitment and Advancement Barriers	• Port-wide workforce annual assessment		
	– Women	>/= Zero	+.12%
	– Black, Indigenous and People of Color	>/= Zero	-.21%
	• Promotion rates		
	– Women	34%	40.9%
	– Black, Indigenous and People of Color	17%	22.7%



Goal 2: Welcoming Place to Work (continued)

Strategies	Success Metrics	Target	Results
3. Advance Cultural Competency	• Understanding/ Application of key cultural and DEI concepts	75%	77% Port-wide
	• Port-delivered DEI training	40%	24% Port-wide



Goal 3: Engaging Community

Why?

- The Port impacts the community and the region.
- We learn from the community how we can maximize the positive and minimize the negative impacts of our work.
- Clear, ongoing and transparent communications and partnerships build trust, begin to address historic racism and create a stronger region.



Goal 3: Engaging Community

Strategies

Metrics

1. Matchmake: Connect diverse community organizations to programs, projects and policy positions

- Number of opportunities for introductions and information sharing.
- Number of new connections made.
- Examples of information and stories shared with community.

2. Facilitate: Build positive, working relationships with the community-based organizations, leaders and audiences

- Identify shared interests and values that connect community to projects and policies.
- Specific examples of productive engagement with people of color.
- Partners articulate value of relationship through surveys and written feedback.



Goal 3: Engaging Community (continued)

Strategies

3. Integrate and Narrate:
Demonstrate community impact to Port and Ports impact to community

Metrics

- Qualitatively and quantitatively describe who was impacted and how they benefited from our efforts.
- Track community input and how it informs policy and program development.
- Feedback from community partners demonstrates trust and commitment to ongoing work.

