

Port's Consolidated Equity Plan



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

Consolidated Equity Plan Goals*

Business Participation



Goal 1:

Increased business participation from and access to job opportunities for underserved communities

- *Indicator/Metric: # of businesses and # of quality job opportunities created that are accessible to underserved communities*

Welcoming Place to Work



Goal 2:

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

- *Indicator/Metric: % of Port employees who report that the Port is an equitable and inclusive employer and the Port's ability to meet or exceed market availability for women and people of color*

Building Community Capacity



Goal 3:

Port cultivates and engages in learnings that influences equity awareness in our region and industry

- *Indicator/Metric: Services being provided by a particular outreach initiative*

*FY 19/20 – FY24/25

Goal 1: Increased business participation from and access to job opportunities for underserved communities

Outcome 1.1:
Increased opportunities for small businesses* at the Port

- **Strategies:**
 - *Collaboration across departments to identify opportunities and eliminate barriers and expand small business opportunities*
- **Indicators/Metrics:**
 - *# of contracts under \$500,000 awarded to small businesses by each division*
 - *% of contracts awarded to small businesses*

Outcome 1.2:
Increased employment opportunities due to Port commercial and construction actions/activities

- **Strategies:**
 - *Integrate equity lens into an internal process and how we do business*
- **Indicators/Metrics:**
 - *# of quality job opportunities created that are accessible to underserved communities*
 - *# of construction-related jobs created*

Outcome 1.3:
Increased technical assistance offered to small business within capital projects

- **Strategies:**
 - *Establish partnerships with trade unions/associations, private/public agencies, and community-based organizations to provide technical assistance*
- **Indicators/Metrics:**
 - *# of small businesses supported throughout the life of capital projects*

* A small business is any business certified as a small business by either the State of Oregon or the State of Washington



Goal 2: The Port is regarded as an equitable, inclusive, and welcoming place to work

Outcome 2.1:
Increased feeling
of inclusivity and
belonging among
Port employees

- **Strategies:**

- *Enhance employee-centered programs such as ERGs, coaching, wellness and training*

- **Indicators/Metrics:**

- *% of Port employees who report increased levels of inclusivity*
- *Retention rate for women, people of color, veterans and people with disabilities is within a specified range (determined annually) of the retention rate for white members*

Outcome 2.2: Port
workforce reflects
the demographics
of the community

- **Strategies:**

- *Evaluate and eliminate recruitment and advancement barriers*

- **Indicators/Metrics:**

- *Our workforce meets or exceeds market availability for women and people of color*
- *The rate of promotions of women is at least equal to the rate of women in the Port employee population as of the end of the preceding fiscal year*
- *The rate of promotions of persons of color is at least equal to the rate of persons of color in the Port employee population as of the end of preceding fiscal year*

Outcome 2.3: Port
workforce
demonstrates
cultural and DEI
competency

- **Strategies:**

- *Create a three-year learning strategy on DEI and cultural competency*
- *Develop DEI employee engagement survey and communication materials*

- **Indicators/Metrics:**

- *% of Port employees who report enhanced understanding and application of key cultural and DEI concepts/tools as a result of Port-delivered training*
- *% of Port employees who have attended Port-delivered cultural and DEI trainings*



Goal 3: Port outreach builds community capacity, increases diverse engagement, and contributes to equity learning locally and nationally

Outcome 3.1: Be of service and build capacity within under-represented communities

• **Strategies:**

- *Create guidance for divisions to engage with educational institutions and community-based organizations*

• **Indicators/Metrics:**

- *# of educational/career exposure activities provided by the Port to community-based organizations and educational institutions*
- *# of program-specific partnerships established with community-based organizations*
- *# of people reached*

Outcome 3.2: Increase engagement with under-represented and key stakeholder groups on programs and projects

• **Strategies:**

- *Identify early opportunities to bring community and equity expertise into programs and projects with high impact*

• **Indicators/Metrics:**

- *# of learning and listening events and activities that the Port organizes and/or participates in*
- *# of people reached at learning and listening events and activities*

Outcome 3.3: Port cultivates and engages in conversations that influence equity awareness

• **Strategies:**

- *Identify opportunities to engage in continuous learnings and conversation about equity work*

• **Indicators/Metrics:**

- *# of speaking and learning events that advance equity in our region and industry in which the Port hosts or is an active participant*
- *# of equity events attended or hosted by the Port such as panels, seminars, workshops etc*



What's Next

- Plan implementation and metric tracking (beginning FY 19-20)
- Plan communication and metric sharing through Port website (beginning FY 19-20)

