

Social Equity Programs: What are they?



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

Steve Nakana, PhD

Defining Equity, Diversity and Inclusion or DEI

Equity, Diversity and Inclusion or DEI....

What do these words mean?

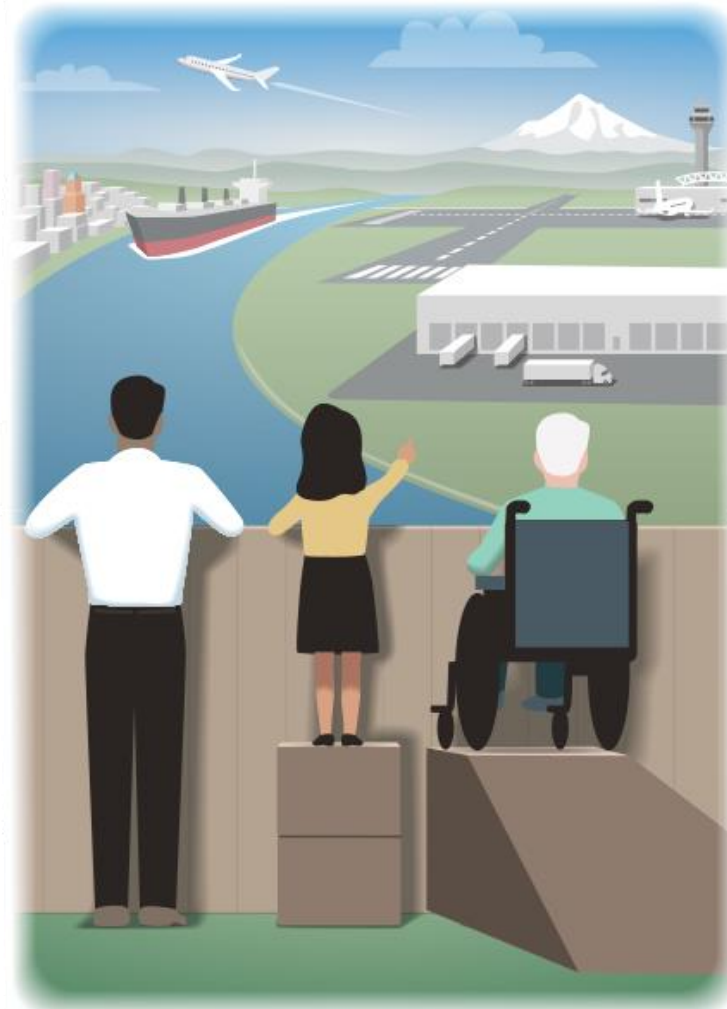
EQUITY, EQUALITY & JUSTICE?

EQUALITY



The assumption is that everyone benefits from the same support. This is equal treatment.

EQUITY



Everyone gets the supports they need (this is the concept of "social equity"), thus producing equitable access

JUSTICE



All 3 can see the port without supports or accommodations because the cause(s) of the inequity was addressed. The systematic barrier has been lowered.

EQUITY WORK



All 3 can see the port without supports or accommodations because the cause(s) of the inequity was addressed. The systematic barrier has been removed.

The Port of Portland Social Equity Definition

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 of Portland 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: % or # 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*

Building Community Capacity



Goal 3:

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

- *Indicator/Metric: Products/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:**
 - *Interdepartmental collaboration to identify opportunities and eliminate barriers and expand small business opportunities*
- **Indicators/Metrics:**
 - *# of awards under \$500,000 given 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 (incl. education and competency in application)*
- **Indicators/Metrics:**
 - *Indicator/Metric: # of businesses and # 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, training and learning
- **Indicators/Metrics:**
 - # of Port employees who report increased levels of inclusivity
 - Increased retention of women, persons with disabilities and minority employees

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
 - The rate of promotions of women is at least equal to the rate of women in the Port employee population as of 6/30/18.
 - 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 6/30/18.

Outcome 2.3: Port workforce demonstrates cultural and DEI competency

- **Strategies:**
 - Create a 3-year learning strategy on DEI and cultural competency
 - Develop DEI employee engagement survey and communication materials
- **Indicators/Metrics:**
 - # of Port employees who have attended cultural and DEI competency trainings
 - Of those who attended trainings, % that report greater understanding and application of key cultural and DEI concepts/tools

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 insert community and equity subject area 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 by the Port such as panels, seminars, workshops etc*

Asante Sana: Thank you very much!

