The Port of Portland Social Equity Program Design Journey

Dr. Steven Nakana
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Agenda

• Social Equity Journey
• Our mission and how we understand social equity
• Our Business/Sustainability Approach
• Our program design and implementation process
• Our definition of social equity
• Summary of our social equity policy
Timeline of Port’s Social Equity Journey

- Social equity conversation starts
- Stakeholders and Community Advisory Committee (CAC) reps met for discussions
- CAC creates social equity ad hoc committee to explore ways of improving existing programs at Portland Airport
Timeline of Port’s Social Equity Journey

• Consultant (Good Company) hired to assess and compare social equity best practices in govt, marine, aviation, and transportation sectors

• Consultant (Innovative Growth Solutions-IGS) hired to assess and compare best practices in internal workforce processes & programs
Timeline of Port’s Social Equity Journey

- Good Company, IGS, and CAC summary and recommendations shared with Executive Team
- Port Executive Team fully embraces recommendations
- Began incorporating social equity into strategic plan discussions
Timeline of Port’s Social Equity Journey

- Social Equity incorporated into FY 2016-2020 strategic plan and PORTshare
- Positions Staffed
- Both program managers begin preparing organization to fully embrace equity

2013 2014 2015 2016 2017 2018
Timeline of Port’s Social Equity Journey

- Consolidated equity functions and created a new division---Administration and Equity (A&E) division
- Internal equity assessment conducted
- Social Equity policy and implementation guidelines drafted
- Launched disparity study
Timeline of Port’s Social Equity Journey – Post Approval

- Implicit bias training begins
- Development of departmental/divisional equity plans and metrics
The Mission of the Port of Portland

“To enhance the region’s economy and quality of life by providing efficient cargo and air passenger access to national and global markets, and by promoting industrial development.”
What is Social Equity?

Equality = Sameness

Social Equity = Fairness
Sustainability – meeting the needs of the present while not compromising the ability of future generations to meet their own needs.

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.
The Port’s Business Approach: Possibility. In Every Direction.

Innovation, Capital Efficiency, Risk Management
Regional Trade Support and Enhancement

Energy Efficiency
Environmental Construction Specs
Waste to Resources

Port Environmental Programs
Deicing System
Zero Waste Headquarters
Mitigation Sites

Direct and Indirect Job Creation
Training and Organizational Development
Local Economic Impacts
Wellness
Business Ethics
Security

Workplace and Contractor Diversity Programs
Community Outreach
Labor Relations

Socio-Economic

Socio-Environmental

Eco-Efficiency

Environmental Stewardship

SHARP Program, Environmental Compliance,
Chemical Procurement Program, Water Rights,
Emergency Preparedness and Response, Friends of Trees Partnership
Program Design and Implementation Objectives

- **INTERNAL**
  - Attract & retain
  - Align & Connect
  - Assessment & Communication

- **EXTERNAL**
  - Advance Equitable Outcomes

- **FOUNDATION**
  - Drive the strategy
  - Vision
  - Leadership
  - Structure
Policy Summary

- Our policy uses a racial equity lens
- Our choice to lead with a racial equity lens
- Adopting the policy confirms our commitment to social equity
- Directs Port staff to develop Administrative Guidelines for integrating social equity considerations and goals into decision-making processes
- Ensures accountability
Social Equity Program Summary

Vision
To advance equity at the Port and Region by promoting **fair treatment and equitable access** to business, services, and employment opportunities.

Goal
Provide leadership to institutionalize the **integration** of equity consideration into Port economic development programs, projects, and decision-making projects.

Outcome 1: Increase Access to Prosperity Related to Port Activities
- Build Port institutional and organizational capacity about equity.
- Use an equity framework to influence Port processes and decision making.

Outcome 2: Create a More Diverse and Inclusive Employee Workforce
- Assess, identify, and remove institutional barriers that hinder fair treatment & equitable access to employment opportunities.
- Promote an inclusive workplace culture that respects and values diversity & provides opportunity for all Port employees to pursue innovation and excellence.

Outcome 3: Demonstrate Regional Equity Leadership
- Partner
- Influence
Program Design and Implementation Considerations

INTERNAL
• Vision

EXTERNAL
• Leadership

FOUNDATION
• Structure

BRIDGING
Align & Connect

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Asante Sana – Thank you!