

# The Port of Portland Social Equity Program Design Journey



 PORT OF PORTLAND  
Possibility. In every direction.

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

2013

2014

2015

2016

2017

2018

# 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

2013

2014

2015

2016

2017

2018

# 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



# 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



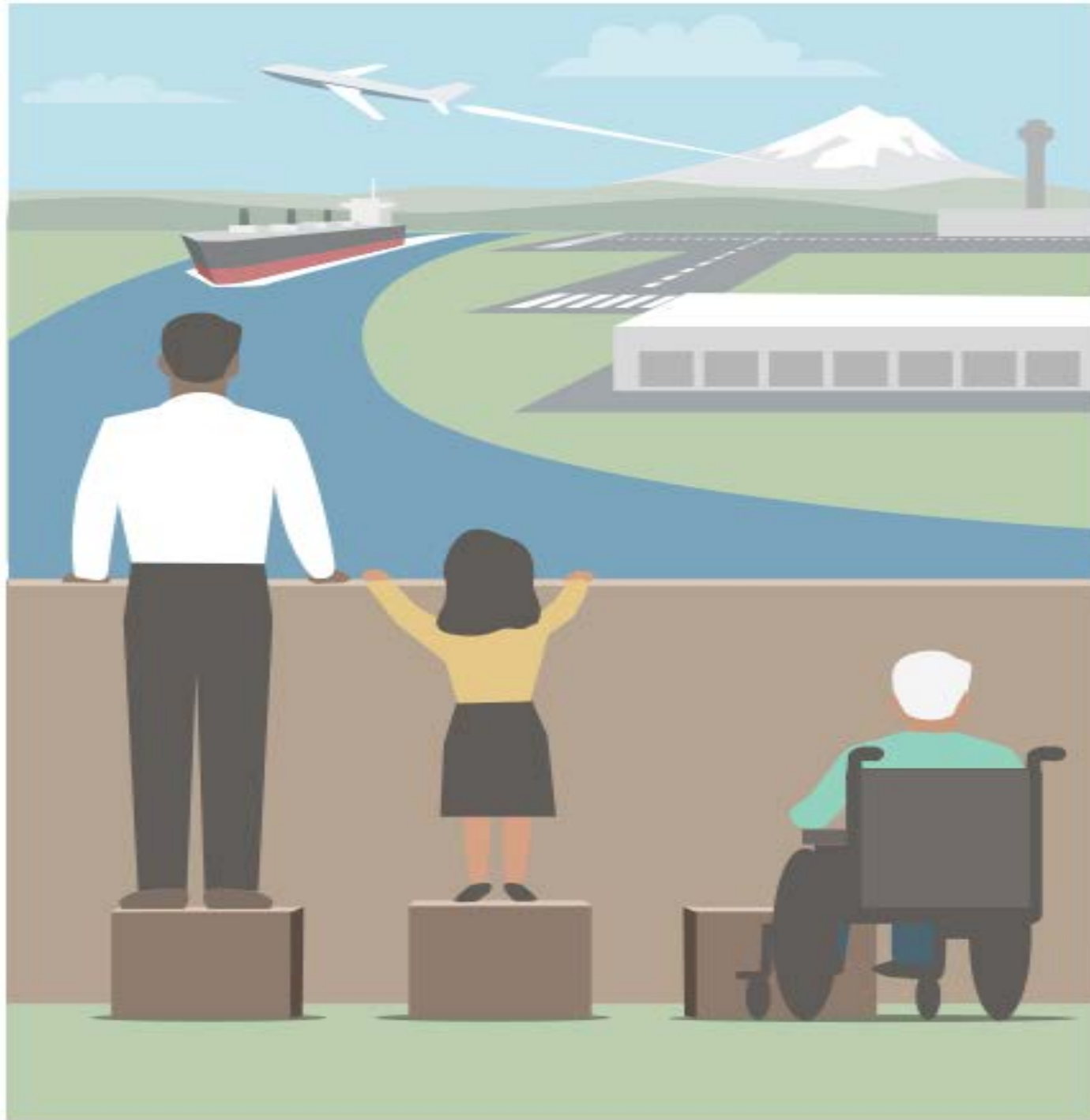


# The Mission of the Port of Portland

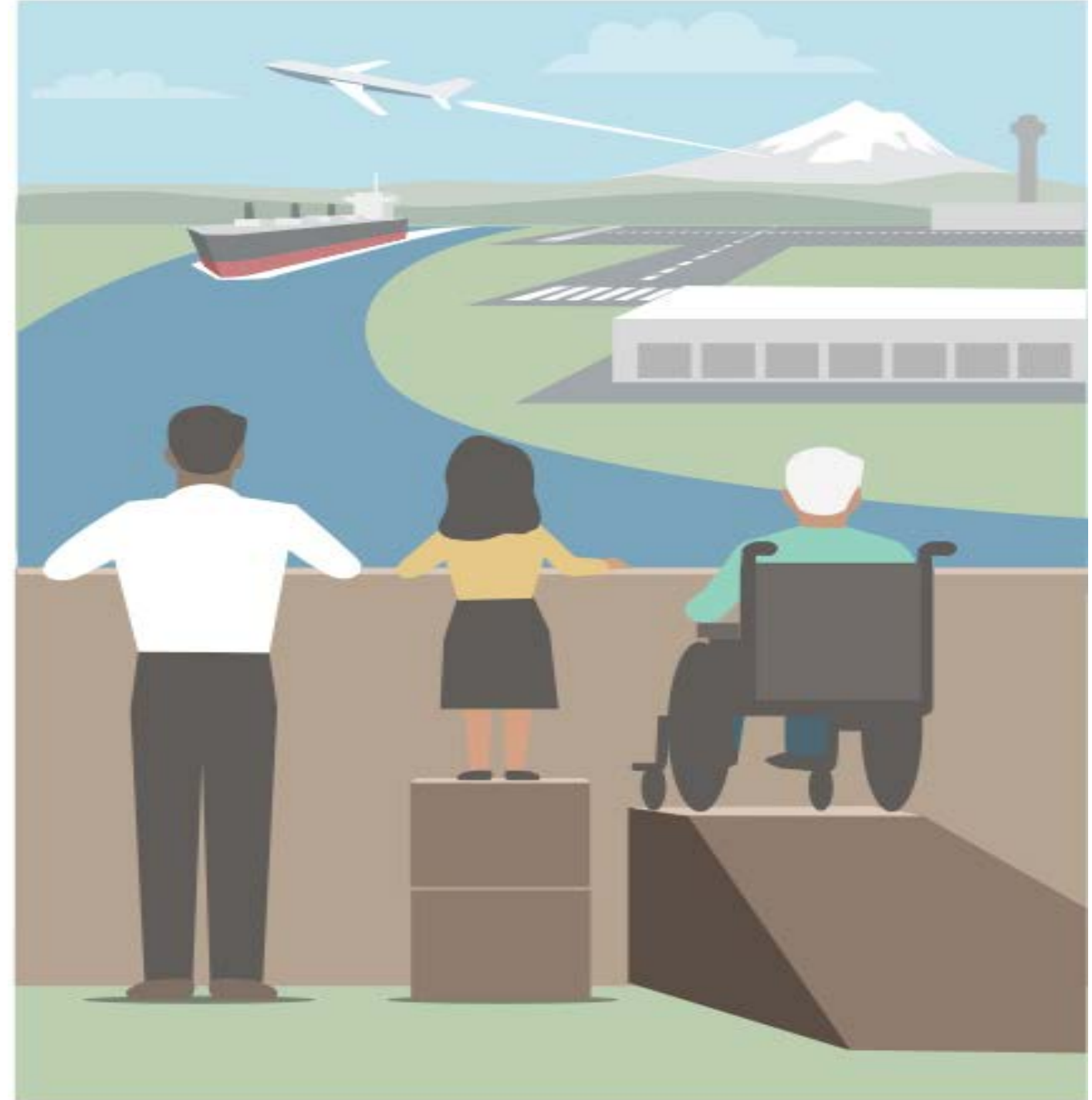
*“To enhance the **region’s economy** and **quality of life** by providing efficient cargo and air passenger access to national and global markets, and by promoting industrial development.”*



# What is Social Equity?



**Equality = Sameness**



**Social Equity = Fairness**



# The Port's Business Approach

**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.



**Sustainability** – meeting the needs of the present while not compromising the ability of future generations to meet their own needs.



# The Port's Business Approach: Possibility. In Every Direction.

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

**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



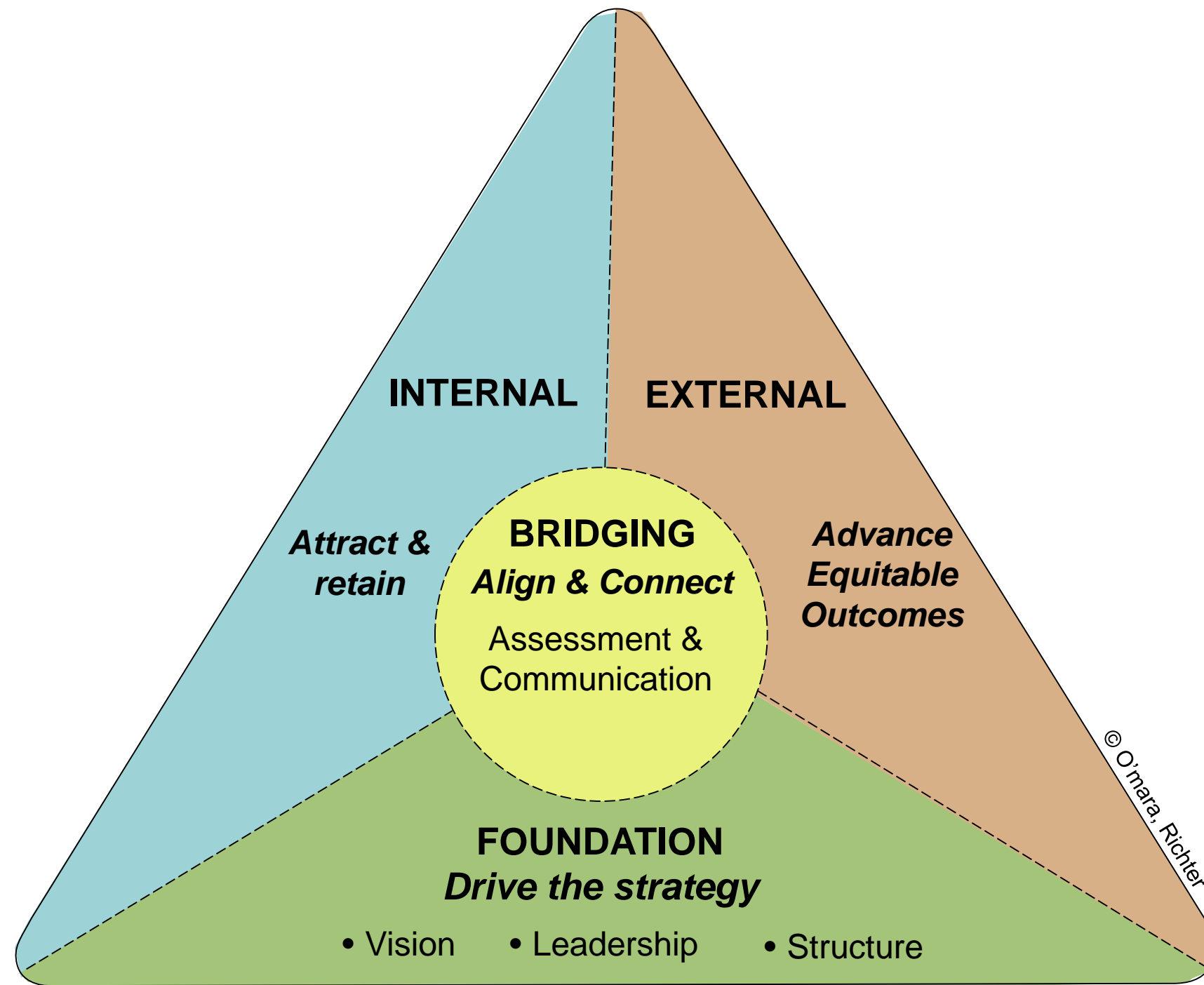
**Energy Efficiency**  
**Environmental Construction Specs**  
**Waste to Resources**

Port Environmental Programs  
Deicing System  
Zero Waste Headquarters  
Mitigation Sites

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



# Program Design and Implementation Objectives



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# 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.

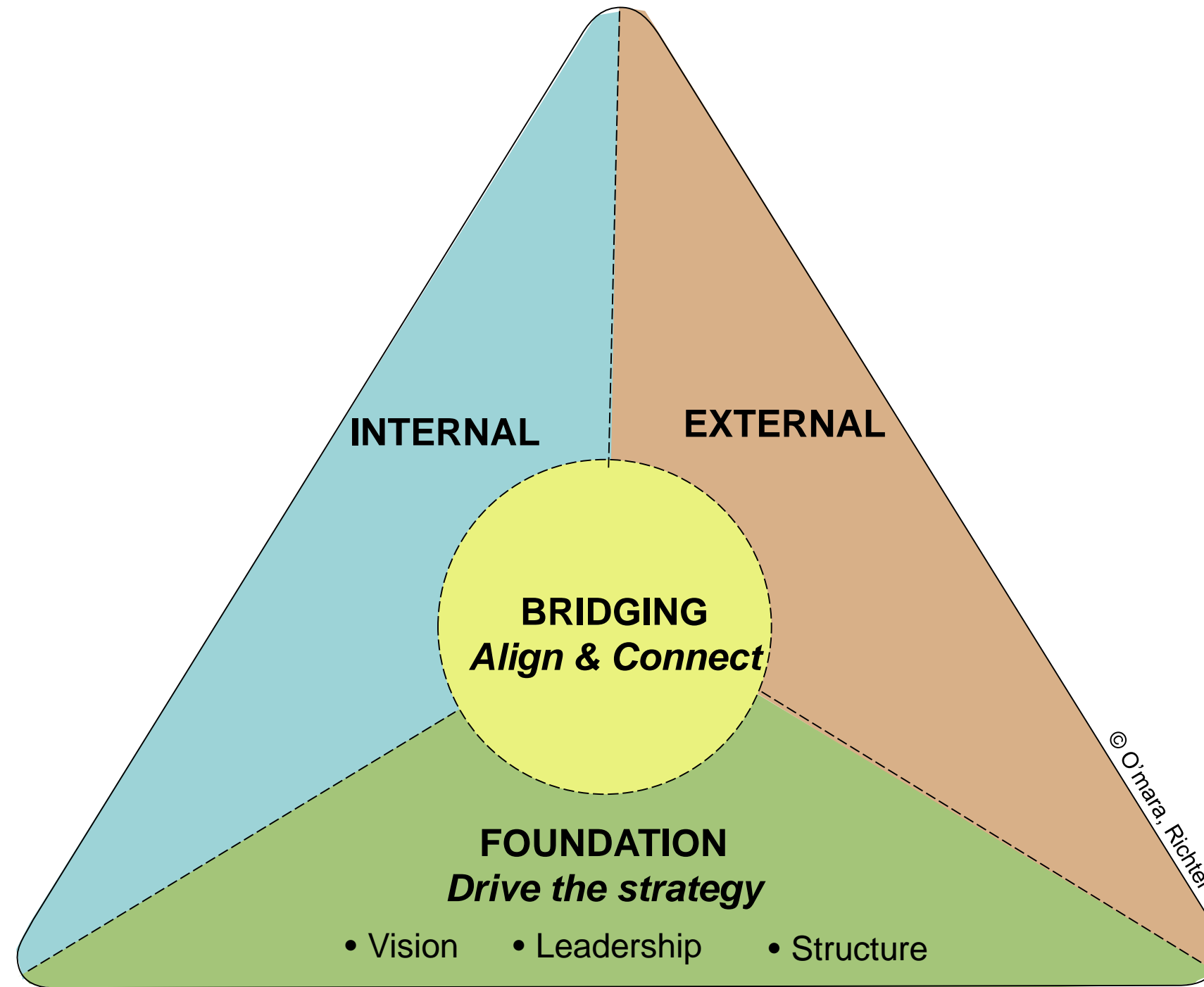
### Outcome 2: Create a More Diverse and Inclusive Employee Workforce

- 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



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Asante Sana – Thank you!

