

National League of Cities

Cities for Black Male Achievement
Technical Assistant Cross-Site Convening
Portland, OR



WHITE UTOPIA

OREGON'S RACIST HISTORY

When Oregon was granted statehood in 1859, it was the only state in the Union admitted with a constitution that forbade black people from living, working, or owning property there. It was illegal for black people even to move to the state until 1926. Oregon's founding is part of the forgotten history of racism in the American

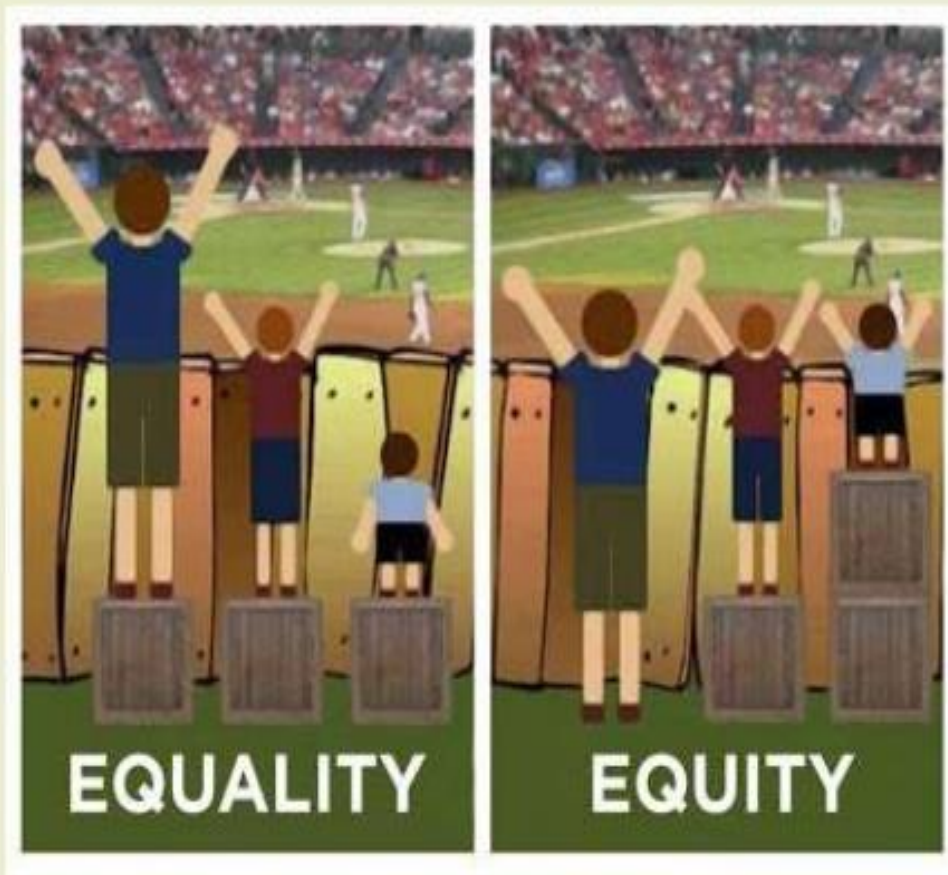
Portland BMA Negative Indicators

- African American Graduation rate (2014): 60%
- African Americans in Oregon are six times more likely than whites to be incarcerated (2013)
- African Americans comprise 7% of Portland's population but 45% of the city's homicide victims (2013)
- African American Unemployment Rate: 18.4% (2013)

Citywide Racial Equity Goals and Strategies

“Equity is achieved when one’s identity cannot predict the outcome” - Office of Equity and Human Rights’ working definition of equity

EQUALITY VS EQUITY



Office of Equity and Human Rights

**BLACK MALE
ACHIEVEMENT**
PORTLAND



Equity Goal #1

We will end racial disparities within city government so there is fairness in hiring and promotions, greater opportunities in contracting, and equitable services to all residents.

Equity Goal #2

We will strengthen outreach, public engagement, and access to City services for communities of color and immigrant and refugee communities, and support or change existing services using racial equity best practices

Equity Goal #3

We will collaborate with communities and institutions to eliminate racial inequity in all areas of government, including education, criminal justice, environmental justice, health, housing, transportation, and economic success

Overall Strategies

1. Use a racial equity framework.
2. Build organizational capacity.
3. Implement a racial equity lens.
4. Be data driven.
5. Partner with other institutions and communities
6. Operate with urgency and accountability.

Highlights: Day 1

- Race, Equity and Leadership Talk: Inequities from a Millennial's perspective



- Panel Discussion on the “Impact and process for applying a racial equity lens to BMA work”
- The Office of Equity and Human Rights will work with all bureaus to eliminate disparity in City policies, processes, decisions and resource allocations and with other governments, private businesses, non-government organizations, academia and each community member to achieve measurable results reducing disparities within the City and throughout the community.

Highlights: Day 2

Site Visits:

1. Portland Opportunities Industrialization Center (POIC)
2. Reaching Empowering All People, Inc. (REAP)
3. Self Enhancement Inc. (SEI)

- Also included was a Hip Hop concert at City Hall that featured inclusion and equity



Highlights: Day 3

Team Meetings By Affinity Group

- Local Elected Officials
- Points of Contact
- City Leadership
- Community/ Faith Leaders
- Millennials

Action Items/ Asks

- Youth Council Restorative Justice Initiative
- Workforce development and tracking
- Assign a member of the Youth Council to the BMAAC
- NLC sponsored Google drive for information sharing
- Site visit in Spring from NLC
- Sharing of National School District Best Practices for BMA
- Sharing of Knowledge with SEI