

## **RESOLUTION No. 37492 As Amended**

Adopt Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility as the Core Values of the City of Portland as recommended by the Bureau of Human Resources and Office of Equity and Human Rights to inform a unified workplace and city culture, systems, policies, practices, and procedures. (Resolution)

### **Anti-Racism**

WHEREAS, the City of Portland is committed to being an anti-racist institution; and

WHEREAS, addressing issues concerning anti-Blackness will be a priority for the workforce and city; and

WHEREAS, actions to dismantle institutional and systemic racism will be the responsibility of every employee and resident; and

WHEREAS, racism, discrimination, and bias will not be tolerated within the workplace or our communities; and

WHEREAS, oppression, violence, and hate speech towards people of color is condemned by the City of Portland; and

### **Equity**

WHEREAS, the intersectional identities and lived experiences of our workforce and over 650,000 residents are valued; and

WHEREAS, we acknowledge Oregon's history of exclusion and are dedicated to rebuilding trust through reconciliation and restorative justice; and

WHEREAS, solidarity and the preservation of diverse communities and their cultures enhances the livability and vibrancy of our beautiful city; and

WHEREAS, equity, access, and the removal of institutional and systemic barriers to resources and opportunities is essential in diversifying our workforce and the public good; and

WHEREAS, our vision to lead people, cultivate change, and develop a culture of innovation, inclusion, and inspiration will strengthen our city and communities; and

WHEREAS, sense of belonging, support, and safety are vital for a diverse, equitable, and inclusive city and workforce; and

WHEREAS, the Office of Equity and Human Rights was established in 2011 and is charged with setting the foundation and accountability mechanisms for the City's equity work; and

### **Transparency**

WHEREAS, transparency is essential to upholding the principles of democracy; and

WHEREAS, reimagining political processes occurs through accountability; and

WHEREAS, Portland, OR being the first city in the United States to adopt an Open Data policy leads the nation in developing a culture of information sharing; and

WHEREAS, trust is established and maintained through integrity and inclusion; and

### **Communication**

WHEREAS, communication serves as a catalyst for transformative change; and

WHEREAS, knowledge sharing will impact our workplace and communities; and

WHEREAS, the art of storytelling and narratives can promote a culture of inclusion; and

WHEREAS, the power of our collective voice will unify our city; and

### **Collaboration**

WHEREAS, our belief that we are Better Together promotes collaboration and the co-creation of knowledge; and

WHEREAS, the nexus of politics and public service will connect our workforce and communities; and

WHEREAS, civic engagement and collective action will empower our employees and residents; and

WHEREAS, institutional knowledge and awareness is gained through inclusive outreach and public engagement; and

WHEREAS, all behaviors, actions, decisions, and systems shall reflect a culture of accountability and commitment to the City's core values; and

### **Fiscal Responsibility**

WHEREAS, the City of Portland is dedicated to being fiscally accountable to the public; and

WHEREAS, fiscal resiliency, climate action, equity, and the needs of our most vulnerable populations will be the focus of every budget decision; and

WHEREAS, community values, addressing inequities, and transparent budgetary decisions are essential to developing trust; and

WHEREAS, rethinking budget processes will ensure the economic sustainability of our city; and

NOW THEREFORE BE IT RESOLVED, that Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility are adopted as the Core Values of the City of Portland by City Council; and

BE IT FURTHER RESOLVED that this Resolution is Binding City policy.

Passed by the Council: June 17, 2020

Mayor Ted Wheeler  
Prepared by: Allison S. Prasad, Ph.D.  
Date Prepared: June 11, 2020

**Mary Hull Caballero**

Auditor of the City of Portland

By *Keelan McClymont*

Deputy

Agenda No.  
**RESOLUTION NO. 37492 As Amended**  
 Title

Adopt Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility as the Core Values of the City of Portland as recommended by the Bureau of Human Resources to inform unified workplace and city culture, systems, policies, practices and procedures.

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Ted Wheeler</b>	CLERK USE: DATE FILED <b>June 15, 2020</b>
<b>COMMISSIONER APPROVAL</b>	Mary Hull Caballero Auditor of the City of Portland
Mayor—Finance & Administration - Wheeler <small>Mustafa Washington</small> <small>Digitally signed by Mustafa Washington Date: 2020.06.15 12:36:22 -07'00'</small>	By: <b>Keelan McClymont</b> <small>Digitally signed by Keelan McClymont Date: 2020.06.15 14:29:34 -07'00'</small> Deputy
Position 1/Utilities - Fritz <small>Tim Crail</small> <small>Digitally signed by Tim Crail Date: 2020.06.12 13:44:00 -07'00'</small>	
Position 2/Works - Vacant	
Position 3/Affairs - Hardesty <small>J. Hardesty</small>	
Position 4/Safety - Eudaly <small>Marshall Runkel</small> <small>Digitally signed by Marshall Runkel Date: 2020.06.15 12:25:02 -07'00'</small>	
<b>BUREAU APPROVAL</b>	<b>ACTION TAKEN:</b>
Bureau: OMF/CAO Bureau Head: <b>Cathy L. Bless</b> <small>Digitally signed by Cathy L. Bless Date: 2020.06.12 14:26:23 -07'00'</small>	
Prepared by: Allison Prasad Date Prepared: 6/11/20	
<b>Impact Statement</b> Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
<b>Portland Policy Document</b> If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>City Auditor Office Approval:</b> required for Code Ordinances	
<b>City Attorney Approval:</b> required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date 6/17/20	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> <b>Start time:</b> _____ <b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input type="checkbox"/>
<b>REGULAR</b> <input checked="" type="checkbox"/> <b>Total amount of time needed:</b> <b>25</b> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz <b>Tim Crail</b> <small>Digitally signed by Tim Crail Date: 2020.06.12 13:44:18 -07'00'</small>	✓	
2. Vacant		
3. Hardesty <small>J. Hardesty</small>	✓	
4. Eudaly <b>Marshall Runkel</b> <small>Digitally signed by Marshall Runkel Date: 2020.06.12 12:25:02 -07'00'</small>	✓	
Wheeler <b>Mustafa Washington</b> <small>Digitally signed by Mustafa Washington Date: 2020.06.11 18:39:53 -07'00'</small>	✓	