Advancing equity must be at the core of our plans for the future. Portland is becoming a more racially, ethnically and age diverse city with more newcomers. At the same time, Portland’s diverse communities have not had, and many still do not have, equitable access to opportunities to advance their well-being and achieve their full potential. Greater equity in the city as a whole is essential to our long-term success.

Equity is both a means to a healthy, resilient community and an end from which we all benefit. For Portland to be prosperous, educated, healthy and equitable, quality, reliable basic services must be provided for all.

Title VI: Civil Rights Plan

As an implementation action of the Portland Plan and a federal requirement, the Title VI Civil Rights Plan is part of the City’s effort to remove physical and cultural barriers and conditions that prevent minority, disabled, low income, limited-English proficiency and other disadvantaged groups and persons from receiving access, participation and benefits from City program services and activities.

Shoshanah Oppenheim | shoshanah.oppenheim@portlandoregon.gov | 503-823-2559

Website www.portlandoregon.gov/OMF/CivilRights

Name Shoshanah Oppenheim, ADA Title II & Civil Rights Title VI Program Manager

Phone 503-823-2559

Email shoshanah.oppenheim@portlandoregon.gov

Address 1120 SW 5th Avenue, Room 1204, Portland, Oregon 97204

Schedule

Now Working draft available for review

April 2013 Public engagement and community meetings

May 2013 Final plan

June 2013 City Council

Summer-Fall 2013 Public information workshops

Title VI: Civil Rights Policy Statement

It is the policy of the City of Portland that no person shall be denied the benefits of or be subjected to discrimination in any City program, service or activity on the grounds of race, color, national origin, English proficiency, sex, age, disability, religion, sexual orientation, gender identity or economic status. The City of Portland also requires its contractors and grantees to comply with this policy.

Contact

Name Shoshanah Oppenheim, ADA Title II & Civil Rights Title VI Program Manager

Phone 503-823-2559

Email shoshanah.oppenheim@portlandoregon.gov

Address 1120 SW 5th Avenue, Room 1204, Portland, Oregon 97204
The Title VI Civil Rights Plan will advance equity by:

- Ensuring that all persons are able to receive the benefits, services and opportunities of City programs and investments without regard to their race, color, national origin, age, gender, disability, economic status or limited English proficiency.
- Proactively preventing discrimination and ensuring non-discrimination by all City programs, regardless of funding source.
- Developing and implementing a coordinated language interpretation and translation strategy program for the City, which incorporates ASL services for in-person translation and serves non-native English speakers.
- Coordinating efforts between the Americans with Disabilities Act (ADA) Transition Plan, Self-Evaluation and related implementation efforts. Implementing this plan at the same time that the ADA Transition Plan is being developed is particularly important to the disability community, as the remedies provided by Title VI will be an enforcement tool for the ADA and related statutes.
- Evaluating environmental justice concerns so that the benefits and burdens of growth and change are equitably shared across our communities.
- Expanding participation in public decision-making so all Portlanders and underrepresented communities can fully participate.
- Training City and partner staff about the regulations of the Civil Rights Act of 1964 and the ADA, and educating the public about how to access its protections, including working toward eliminating discrimination.

The Title VI Program Manager will:

- Work with City staff to ensure that data collection meets federal requirements and that City staff have the data they need to understand the conditions and challenges facing communities with disparities.
- Work with City staff and offices to establish procedures to promptly resolve deficiencies and discrimination complaints. Recommend procedures to identify and eliminate discrimination that may be discovered in any Bureau process.
- Work with City staff and offices to outline the requirements of early engagement of community members, including the resources to make the engagement meaningful and responsive to their needs and priorities.
- Ensure City programs and benefits are easily accessed by persons with limited English proficiency.
- Validate that City contractors and subcontractors are complying with all federal, state and local laws that prohibit discrimination.
- Provide Annual Reporting on the progress of the goals listed in the Civil Rights Plan.

The City of Portland will provide translation or alternative formats of this document upon request.

1. Read Portland’s Title VI Civil Rights Plan: www.portlandoregon.gov/OMF/CivilRights

2. Meet with Shoshanah Oppenheim, the City’s Title VI Civil Rights Program Manager to discuss the plan and offer feedback. Areas of specific feedback include:
   - Public Involvement Principles: Is your community adequately engaged by the City’s public involvement efforts?
   - Limited English Proficiency: Does the proposed engagement and translation policy serve your community?
   - Access to Benefits, Services or Programs: Does the draft policy provide opportunities to access your City? Do you feel you are able to participate in your programs with or without accommodation?
   - Environmental Justice: Does the draft policy provide a fair and thorough evaluation and process tool?
   - Complaint Process: Is the proposed complaint process clear and accessible to your community?
   - Title VI Program Administration: Do you have any questions about the administration of the program?

3. Show your support for the plan when it is presented to City Council in early summer 2013.

4. Co-host a public information workshop with the City to help inform your community about the Title VI policies and their civil rights.