



# Advancing Equity and Diversity in Portland's Waste Collection System

July 15, 2021



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# Topics

1. Portland's waste collection system
2. Why waste equity?
3. Applying an equity lens
4. Waste Equity Workplan



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# Who's who?



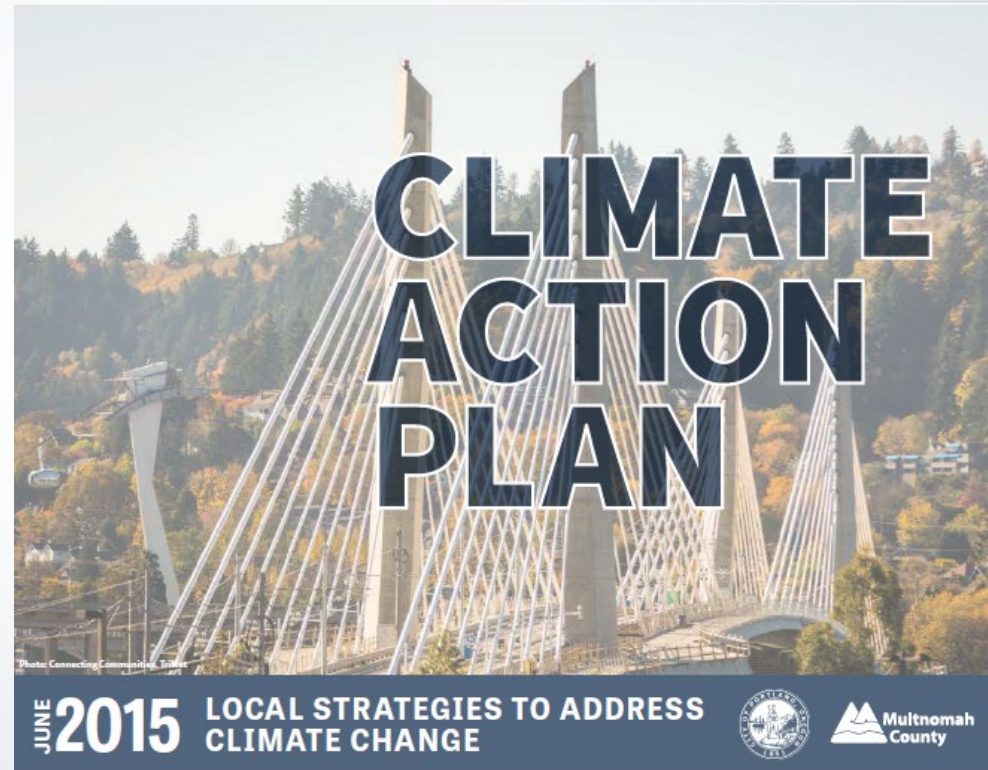
- **State** sets goals and direction, conducts research, and protects air and groundwater
- **Regional government** sets regional program standards, regulates where material goes after collection, owns two public transfer stations
- **Local government** regulates collection
- **Private companies** collect material and own and operate facilities



# Climate Action Plan

Reduce carbon emissions by:

- Encouraging sustainable consumption and production
- Reducing food scraps sent to landfills
- Reducing waste generated
- Recovering recyclable and compostable waste

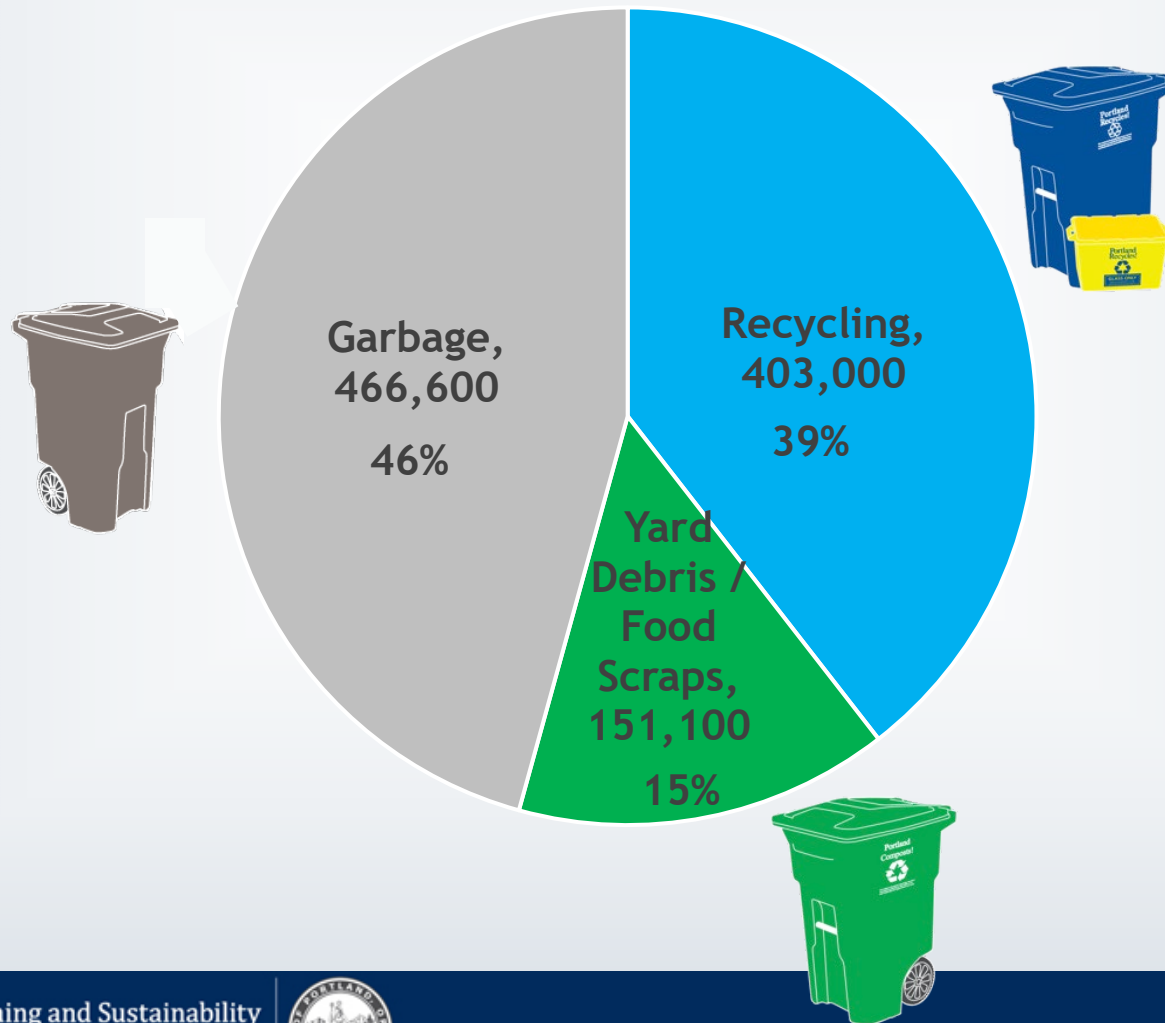


# Clean and Safe Fleet

- Hauler trucks/diesel emissions reduction
- Biodiesel/renewable diesel
- Vision Zero/sideguards



# Portland generates about one million tons of waste each year





# Residential

- Single family + duplexes, triplexes, fourplexes
- franchised (10 companies)
- 20% of waste





# Commercial

- Business and multifamily (5+ units)
- open competitive (26 permittees)
- 80% of waste





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# “Scavenging” in the early 1900s





# “Scavenging” in the early 1900s





# Union Organization



# Exclusion



*“It was pretty rough when we first come here about that "boy" stuff. Yeah, we couldn't drink out of the fountains downtown. It was that way in the '40s. We couldn't go in the park bathroom, right in front of the courthouse. They even had signs to let you know.”*

*Odel Butler, Portland Oregon, 2011*







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# CITYWIDE RACIAL EQUITY GOALS & STRATEGIES



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and HUMAN RIGHTS  
CITY OF 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:**  
Use a racial equity framework that clearly articulates racial equity; implicit and explicit bias; and individual, institutional, and structural racism.
- 2 Build organizational capacity:**  
Commit to the breadth and depth of institutional transformation so that impacts are sustainable. While the leadership of electeds and officials is critical, changes take place on the ground, through building infrastructure that creates racial equity experts and teams throughout the city government.
- 3 Implement a racial equity lens:**  
Racial inequities are not random; they have been created and sustained over time. Inequities will not disappear on their own. It is essential to use a racial equity lens when changing the policies, programs, and practices that perpetuate inequities, and when developing new policies and programs.
- 4 Be data driven:**  
Measurement must take place at two levels—first, to measure the success of specific programmatic and policy changes; and second, to develop baselines, set goals, and measure progress. Using data in this manner is necessary for accountability.
- 5 Partner with other institutions and communities:**  
Government work on racial equity is necessary, but insufficient. To achieve racial equity in the community, government needs to work in partnership with communities and institutions to achieve meaningful results.
- 6 Operate with urgency and accountability:**  
When change is a priority, urgency is felt and change is embraced. Building in institutional accountability mechanisms using a clear plan of action will allow accountability. Collectively, we must create greater urgency and public commitment to achieve racial equity.



# Waste Equity Guiding Principles

- Increase participation of women and minority workers
- Reduce barriers to economic opportunities for minority-owned and woman-owned companies

# Franchise Review Findings

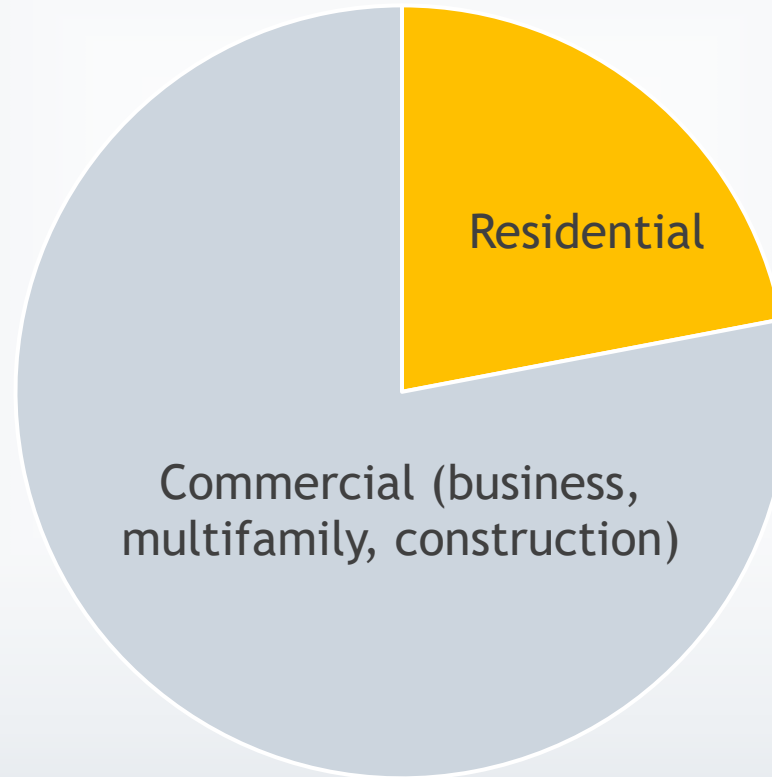
- Serves Portland residents and the City well.
- Workforce is as diverse as Portland's overall, BUT--
  - Women are significantly underrepresented
  - Both women and people of color are underrepresented in management positions

# Franchise Review Findings

- Multiple barriers to entry.
  - Access to market information.
  - Access to capital.
  - Opportunity to build experience.
  - Opportunities to purchase a franchise.



# Seeing the big picture: Where does Portland's garbage come from?





# Topics

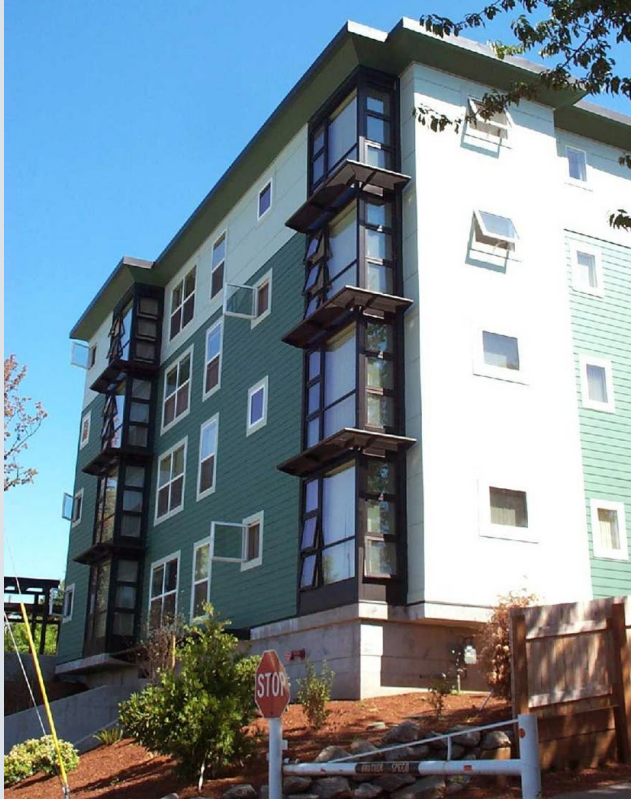
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# Waste Equity Workplan



multifamily



Public trash program

City facilities



# Challenges

- Building relationships/trust
- Maintaining focus/scope
- Managing expectations/not over-promising
- Budget/staffing
- Changes in staff/leadership



# Progress

- Waste Equity Advisory Group
- Performance metrics/goals
- Baseline workforce demographic survey
- Class Special Procurement
  - Two 5-year, \$2 million contracts
- Hauler-initiated driver training



# Questions?

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**Waste Equity Workplan**

<https://www.portland.gov/bps/waste-equity/waste-equity-workplan>



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