

CITY COUNCIL GOAL 2023-2024

EQUITY, JUSTICE & INCLUSION



The city commits to the pursuit of an entirely equitable Milwaukee by supporting the implementation of policies, procedures, practices, and training needs identified in the forthcoming [equity assessment and action] plan to lead to a city that is more responsive to, more trusted by, and more reflective of the community we serve.

(City Council Resolution No. 21-2023)




Why This Goal?

Milwaukee's 2040 vision calls for a flourishing city that is entirely equitable.

Black, Indigenous and People of Color (BIPOC) have suffered horrific inequities and discrimination throughout history, including at the hands of government

BIPOC and other marginalized groups experience persistent disparities today, including worse health outcomes, higher incarceration rates, less access to generational wealth building, othering and discrimination, and barriers to upward mobility

How is Success Measured?

<p>DIVERSE REPRESENTATION</p> <p>The racial and gender diversity of city employees should increasingly reflect Milwaukee's demographics</p>	<p>8.1%</p> <p>staff identify as BIPOC in 2023, compared to 24% of the local population</p>	<p></p> <p>up from 6.6% in 2017</p>
<p>INTERNAL COMPETENCY</p> <p>Staff should receive training on equity, inclusion and justice, and how to apply it in their work.</p>	<p>5</p> <p>staff trainings led by professional equity practitioners in 2023</p>	<p></p> <p>up from 4 in 2022</p>
<p>ORGANIZATIONAL COMMITMENT</p> <p>The city reviews and updates policies and workplans regularly with an eye to advancing equity.</p>	<p>24</p> <p>city policies updated to ensure equity and reduce bias in 2023</p>	<p></p> <p>up from 12 in 2022</p>
<p>MEASURABLE INCLUSION</p> <p>Community members and staff report feeling more welcome, seen and celebrated for their unique identities.</p>	<p><i>The city is in the process of developing performance indicators to track overtime on this topic.</i></p>	<p><i>N/A</i></p>

ACTION SUMMARY: 2023-2024

COMPLETED

- ☑ Conducted a comprehensive equity assessment of city services
- ☑ Developed a multi-year equity work plan
- ☑ Require an equity impact statement on all city council staff reports

UPCOMING

- ☐ Update the city's annual events program to support more multi-cultural activities
- ☐ Develop a youth engagement strategy
- ☐ Centralize internal communication and equity training materials

ONGOING

- ∞ Develop an equity framework for staff to apply in decision making
- ∞ Fund and hold regular equity trainings for staff
- ∞ Support monthly meetings and ongoing work of the Equity Steering Committee
- ∞ Regularly review city policies to promote equity
- ∞ Support employee resource groups for staff who identify as BIPOC, LGBTQIA+, neurodivergent or living with a disability

Building Institutional Capacity



EQUITY STEERING COMMITTEE

This committee of appointed community members will continue to meet monthly to advise the city and council on critical equity priorities



EQUITY & INCLUSION COORDINATOR

The city has created a permanent position within the city manager's office to lead internal and external equity efforts



EQUITY PERFORMANCE REPORTING

The city is developing more standard performance measures as part of its strategic plan and will begin annual data reporting, including on equity indicators



ANNUAL EMPLOYEE ENGAGEMENT REVIEWS

The city's human resources department surveys staff bi-annually to evaluate feelings of satisfaction, wellness, belonging and inclusion

FOR MORE INFORMATION, VISIT MILWAUKIEOREGON.GOV/CITYCOUNCIL/GOALS



CITY OF MILWAUKIE

STEPS TAKEN PRIOR TO 2023

City Council previously adopted equity, justice and inclusion as a goal in 2020. Actions completed prior to 2023 include:

2020 COMPLETED ACTIONS	2021 COMPLETED ACTIONS	2022 COMPLETED ACTIONS
<ul style="list-style-type: none"> ☑ Held equity listening sessions with community ☑ Created an equity and inclusion coordinator position within the city manager's office ☑ Held equity trainings for staff on critical topics, including cultural competence, implicit bias and othering 	<ul style="list-style-type: none"> ☑ Established Equity Steering Committee comprised of community volunteers ☑ Reviewed and updated Milwaukie Police Department policies and practices ☑ Updated city's language access policies addressing translation and interpretation. ☑ Helped create the Oregon Latinos in Local Government network ☑ Supported community organizers in organizing Milwaukie's first Juneteenth celebration 	<ul style="list-style-type: none"> ☑ Updated city procurement practices to make them more fair ☑ Began publishing issues of <i>The Milwaukie Pilot</i> in Spanish ☑ Held community conversation on bias at Clackamas Community College ☑ Contracted with Keen Independent Research to conduct a comprehensive equity assessment of the city ☑ Supported community Juneteenth and Pride celebrations ☑ Reviewed and revised human resources policies and procedures to promote equity and access for all ☑ Established Employee Resources Groups for staff who identify as BIPOC or LGBTQIA+

CITY COUNCIL GOAL 2023-2024

CLIMATE CHANGE MITIGATION & RESILIENCE



The city will take aggressive steps to minimize climate change and increase climate-related resilience by continuing to implement specific actions identified in the City's Climate Action Plan (CAP) that provide the greatest impact possible.

(City Council Resolution No. 21-2023)

Why This Goal?



Climate change threatens Milwaukie's community and environment.

Climate actions create community benefits by improving environmental health, livability and resiliency.

The community vision calls for Milwaukie to reduce and offset emissions, becoming a net-zero city by 2040 as the city's contribution towards forestalling the worse effects of climate change.

The city-adopted a Climate Action Plan in 2018 and declared a climate emergency in 2020. These actions helped make progress, but much remains to be accomplished.

How is Success Measured?

<p>CONTINUED IMPLEMENTATION</p> <p>The city should make continued progress to implement the 53 city-led actions outlined in the Climate Action Plan.</p>	<p style="text-align: center;">47</p> <p style="text-align: center;">city-led Climate Action Plan actions either underway or complete</p>	
<p>PROGRESS TOWARDS CARBON-NEUTRALITY</p> <p>Community emissions should continue to decline annually as Milwaukie approaches net-zero electricity by 2030, net-zero building energy by 2035 and carbon neutrality by 2045.</p>	<p style="text-align: center;">265.8 MT CO₂e</p> <p style="text-align: center;">of local community emissions <i>(2020 inventory)</i></p>	<p style="text-align: center;"></p> <p style="text-align: center;">down 5% from 2016 inventory</p>
<p>TREE CANOPY</p> <p>The city should take efforts through direct planting, encouragement programs, and regulations to preserve and expand Milwaukie's tree canopy coverage to 40% by 2040.</p>	<p style="text-align: center;">335</p> <p style="text-align: center;">trees planted through city efforts, including Arbor Day events</p>	<p style="text-align: center;"></p> <p style="text-align: center;">down from 1,362 in 2022</p>
<p>ELECTRIFICATION</p> <p>Milwaukie needs to see a significant increase in the number of buildings and vehicles powered by carbon-free electricity to meet our carbon reduction goals.</p>	<p style="text-align: center;">3,262</p> <p style="text-align: center;">Milwaukie homes powered by voluntary renewable electricity (and 57 businesses)</p> <p style="text-align: center;">31</p> <p style="text-align: center;">public EV charges installed</p>	<p style="text-align: center;">5.5</p> <p style="text-align: center;">megawatts of solar capacity from 724 solar installations in Milwaukie</p>

ACTION SUMMARY: 2023-2024

COMPLETED

- ☑ Purchased 100% carbon-free electricity from Oregon solar farms for city operations
- ☑ Launched new online permitting system for public and private tree permits
- ☑ Secured \$250,000 grant to explore building performance standards for emission reduction in existing buildings
- ☑ Installed public EV chargers at three city facilities

UPCOMING

- ☐ Incorporate climate change considerations into Natural Hazard Mitigation Plan update
- ☐ Installation of 120kW solar array at Johnson Creek campus
- ☐ Feasibility report for city-owned building decarbonization
- ☐ Updates to invasive and rare tree lists for tree code

ONGOING

- ∞ Improve tree permit processes to protect and increase canopy
- ∞ Advocate for helpful climate policy and programs in regional and state climate planning efforts
- ∞ Coordinate with PGE to expand public EV chargers on utility poles
- ∞ Continue implementation of the home energy score program
- ∞ Work with PGE on updated voluntary renewable energy product

Building Institutional Capacity



CLIMATE ACTION PLAN

The city is committed to full implementation of the CAP and will continue to seek and dedicate resources to enable this



SUSTAINABLE FUNDING

The city is exploring strategies for collecting revenue to support ongoing municipal climate efforts. These will be discussed with City Council in 2024



CODIFIED CLIMATE POLICIES

The city has adopted local policies, including private tree code, that support ongoing mitigation efforts. The city also advocates for regional, state and federal adoption of policies that support carbon reduction goals and responsible adaptation action



CITY FACILITY IMPROVEMENTS

As the city upgrades its buildings and facilities, it is investing in infrastructure like EV chargers to lower emissions from city operations

FOR MORE INFORMATION, VISIT [MILWAUKIEOREGON.GOV/CITYCOUNCIL/GOALS](https://www.milwaukieoregon.gov/citycouncil/goals)



CITY OF MILWAUKIE

STEPS TAKEN PRIOR TO 2023

City Council previously adopted goals related to climate in 2017, 2018, 2019 and 2022. Actions completed prior to 2023 include:

<p>BUILDING ENERGY & EFFICIENCY</p> <ul style="list-style-type: none"> ☑ Implemented a residential home energy score program. ☑ Coordinated with PGE on several electrification educational events and campaigns. ☑ Advocated for regional legislation on building and utility-scale decarbonization, including adopted Clean Energy for All Act (HB 2021). ☑ Subscribed to 100% carbon-free Oregon solar electricity for city facilities and operations. 	<p>VEHICLES & FUELS</p> <ul style="list-style-type: none"> ☑ Purchased 12 EV and plug-in hybrid vehicles for city operations. ☑ Adopted renewable diesel use for city operations. ☑ Installed EV chargers across city facilities, including Electric Avenue. ☑ Adopted EV-ready code requirements for parking lots. 	<p>LAND USE & TRANSPORTATION</p> <ul style="list-style-type: none"> ☑ Adopted numerous climate and energy policies as part of the 2020 Comprehensive Plan update. ☑ Updated housing codes to encourage denser development. ☑ Implemented Safe Access for Everyone pedestrian and bikeway improvement projects. ☑ Updated public works standards to protect stormwater and flood storage.
<p>MATERIAL USE, PURCHASING & RECOVERY</p> <ul style="list-style-type: none"> ☑ Partnered with Clackamas County on food waste reduction outreach and education ☑ Used composted mulch in city projects ☑ Used low impact materials, such as pavers and permeable concrete, in city projects 	<p>NATURAL RESOURCES</p> <ul style="list-style-type: none"> ☑ Adopted a new tree code in 2019 focused on urban canopy preservation and expansion ☑ Designated a Tree City USA for seven years running ☑ Awarded Oregon Tree City of the Year in 2020 ☑ Developed a canopy analytics tool ☑ Expanded stormwater development requirements 	

CITY COUNCIL GOAL 2023-2024

IMPROVING PARKS SYSTEMS & SERVICES



The city commits to the difficult work of determining whether and under what terms to leave the North Clackamas Parks and Recreation District (NCPRD) and establish a city parks department; securing funding for that department; and engaging in a system planning process to identify community priorities for parks and recreation

(City Council Resolution No. 21-2023)

Why This Goal?

The Clackamas Board of County Commissioners, acting as the board for NCPRD, has declined to move forward with construction of Milwaukie Bay Park for more than two years.

For more than 30 years, despite being part of NCPRD, the city itself has purchased property for eventual parks development and raised the funding to develop most of the parks in Milwaukie.

City staff have estimated Milwaukie's parks have more than \$900,000 in deferred maintenance.

How is Success Measured?

<p>EQUITABLE COMMUNITY ENGAGEMENT</p> <p>The city should involve community members—particularly those underrepresented in traditional engagement—in the design and development of park improvements or plans.</p>	<p>1,073</p> <p>surveys received from community members through parks events in 2023</p>	<p>14%</p> <p>submitted by BIPOC-identifying community members</p>
<p>ADVOCACY FOR MILWAUKIE'S PARKS</p> <p>The city should seek grant funds to make critical improvements in neighborhood parks while we tackle larger questions about ongoing governance and management.</p>	<p>\$672,000</p> <p>awarded in local, regional and state grants to support parks development</p>	
<p>INVESTMENT IN PARK IMPROVEMENTS</p> <p>The city should proactively and efficiently design and construct park improvements, delivering on commitments made to the community.</p>	<p>\$3.3 MILLION</p> <p>to be invested in Scott, Balfour and Bowman-Brae parks by the end of 2024</p>	
<p>PLANNING FOR THE FUTURE</p> <p>The city should take steps to understand the community's interests and desires around parks governance to inform its decisions with regards to NCPRD.</p>	<p>55%</p> <p>of surveyed Milwaukians are willing to pay more for better parks (2023 community service)</p>	

ACTION SUMMARY: 2023-2024

COMPLETED

- ☑ Held 18 engagement events related to the development of Scott, Balfour and Bowman-Brae Parks
- ☑ Award construction contracts for Scott, Balfour, and Bowman-Brae parks
- ☑ Appealed county circuit judge's opinion to further clarify the process for leaving NCPRD (*appeal still pending*)

UPCOMING

- ☐ Complete development of Scott, Balfour and Bowman-Brae Parks by fall 2024

ONGOING

- ∞ Use city engagement channels to understand community priorities for parks governance and development
- ∞ Continue seeking clarity about the city's relationship with NCPRD

Building Institutional Capacity



INVESTMENTS IN PARKS

The steps the city is taking today to invest in better neighborhood parks for Milwaukie are a long-term downpayment on better health, public space, and community building.



COMMUNITY RELATIONSHIPS

City staff are building relationships with stakeholders and community organizations to draw on for future parks projects and initiatives.



UNDERSTANDING PARK PRIORITIES

Questions about parks were included in the biannual community survey, to track changes in priorities, sentiment and satisfaction over time.



FUTURE PARKS GOVERNANCE

The decision to leave, stay or amend the city's relationship with NCPRD will have a long-term impact on how Milwaukie residents engage with and influence their local park amenities.

FOR MORE INFORMATION, VISIT MILWAUKIEOREGON.GOV/CITYCOUNCIL/GOALS



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