

**PROFESSIONAL EXPERIENCE****Equity + Inclusion Manager**

Nov 2018-Present

*Portland Bureau of Transportation, City of Portland*

Portland, OR

Provide strategic counsel to the Bureau Director, Transportation Commissioner and other bureau leadership in the development of equity-focused policy, programs and practices throughout bureau operations. Serve as a member of the Director's Team, Enterprise Leadership Team, Strategic Plan Implementation Team, Employee Management Committee and Capital Investment Committee. Develop and advance the Bureau's diversity equity and inclusion initiatives. Oversee the Bureau's work on Civil Rights Act Title VI and American's with Disabilities Act Title II compliance, including oversight of discrimination complaint process and guidance on meaningful access and accommodations. Lead the integration of a transportation justice focus within the PBOT five-year strategic plan and facilitate engagement of the PBOT Transportation Justice Steering Committee. Manage the Bureau's Racial Equity Plan and provide consultation on team-level equity initiatives and public involvement focused on sifting outcomes for frontline communities. Lead workforce equity initiatives and promote diversity, equity and inclusion training opportunities. Advance PBOT's investment in community events and initiatives and grow the capacity of key community partners. Collaborate with the Office of Equity and Human Rights and other bureau equity managers on citywide efforts. Accomplishments include:

- **Civil Rights Compliance:** oversaw development of PBOT Civil Rights Title VI Annual Accomplishments Report for the Oregon Department of Transportation; supported public involvement activities for PBOT ADA Right of Way Transition Plan
- **Equity, Inclusion and Antiracist Training:** encouraged staff participation in city-required Equity 101 training; supported staff participation in various equity, inclusion and antiracist training cohorts, including Results Based Accountability for Racial Equity and Leading with a Racial Equity Lens for Structural Transformation; funded manager and BIPOC staff professional development, networking and conference attendance (\$50,000+)
- **Community Access + Partnerships:** established Transportation Justice Community Partnership Program (on-call contract with equity practitioners and nonprofit organizations); established Black Portland Matters Art + Placemaking Initiative in coordination with the Regional Arts and Culture Council (\$200,000); facilitated equity and inclusion community event sponsorships and outreach strategies (\$50,000+); supported PBOT collaborations and training with the City of Portland Tribal Liaison Office
- **Advancing Racial Equity in Transportation Planning, Programs + Project Delivery:** supported strategy development and community engagement for Vision Zero program; facilitated Walking While Black focus groups for Portland Pedestrian Plan update (2018); supported Black community outreach and advised City of Portland leadership on partnership in the ODOT I-5 Rose Quarter Improvement Project; support strategy and community engagement in capital project planning efforts, including Lloyd to Woodlawn Neighborhood Greenway; co-led Preliminary Racial Equity Analysis of NW Streetcar Expansion
- **Addressing Hate in the Right of Way:** facilitated PBOT's membership in the Portland United Against Hate Coalition; participated in national dialogues about the impacts of anti-Blackness in the right of way
- **Contract Equity:** supported work led by PBOT Contract Equity Coordinator, including strategy development and contractor outreach activities; member of Oregon Association of minority Entrepreneurs Advisory Board
- **Workforce Development:** initiated Employee Management Committee with early focus on addressing racial disparities during employee probation period; supported strategic recruitment initiatives for utility workers, parking enforcement and other key hires; supported strengthening workforce onboarding practices; supported establishment of key equity-focused positions across

the organization, including Equity + Inclusion Coordinator, Onboarding Coordinator, Contract Equity Coordinator, Workforce Equity Coordinator (in development) and Equity Planner (in development)

- **COVID-19 Response:** led development of the City of Portland Equity Toolkit for COVID-19 Community Relief and Recovery Efforts (informed CARES Act priorities and program development); facilitated City of Portland and Multnomah County public health messaging campaign (\$500,000); established PBOT COVID-19 Frontline Community Partnership program (\$100,000); initiated development of PBOT Pandemic Mobility Support Rides program (\$50,000); volunteered with City of Portland Emergency Coordination Center (community liaison team)
- **Conference Participation + Presentations:**
  - National Association of Chronic Disease Directors, 2020 webinar panelist: *Arrested Mobility: Exploring the Adverse Social, Political, Economic and Health Outcomes of Over-policing Black Mobility in the U.S.*
  - UCLA Lake Arrowhead Symposium, 2020 webinar panelist: *How Can We Do Better? Limits on Black Mobility in Transportation*
  - National Association of City Transportation Officials Designing Cities 2019, attendee
  - Association of Pedestrian and Bicycle Professionals 2019 Conference, keynote: *Centering the Black Experience in Active Transportation*
  - The Street Trust Active 2019 Transportation Summit, keynote panel: *Black Perspectives on Active Transportation*
- **Awards:**
  - 2020 Walkstar Awardee, Oregon Walks
  - 2020 Alice Award Recipient, The Street Trust

#### **Public Involvement Coordinator**

Apr 2016-Nov 2018

*Portland Bureau of Transportation, City of Portland*

Portland, OR

Advance the Bureau's outreach to and engagement of traditionally underserved populations. Support staff teams through consultation and with resources that develop innovative approaches to public involvement and in policy and program development. Serve as a liaison between other bureaus, public agencies, government officials, community and business groups. Develop, administer and implement projects of the Portland in the Streets Community Grant Program. Facilitate community event sponsorships in support of PBOT programming and in coordination with citywide partners. Partner with and contribute to the implementation of PBOT's 5-Year Racial Equity Plan. Contribute to general public information work of the Communications Team.

#### **Program Director**

Feb 2013-Apr 2016

*Funders' Committee for Civic Participation*

Portland, OR

Lead the planning, development, implementation and evaluation of FCCP programs including convenings, briefings, site visits and working groups. Staff committees and manage special projects as assigned. Develop resource materials and disseminate information in coordination with FCCP communications staff. Help track national, regional and local trends in civic/voter engagement. Cultivate and maintain effective relationships with colleague affinity groups, regional associations of grantmakers and other philanthropic trade institutions. Seek ways to serve as a resource to the larger grantmaking community and facilitate cooperative programming and strategy initiatives.

**Program Coordinator**

Jun 2011- Feb 2013

*Coalition for a Livable Future*

Portland, OR

Monitor, participate in and promote the progress of equity issues in local government policy, process and resource distribution, including the City of Portland (Networks Policy Expert Group - Portland Comprehensive Plan & Creation Committee - Office of Equity and Human Rights); Metro Regional Government (Performance Measurement and Equity Committee - Community Investment Initiative); Partners for Equity (Racial Equity Strategy Guide); and 2011 Oregon Legislative Report Card on Racial Equity (Advisory Committee). Provide support for the development of the Regional Equity Atlas, a data driven opportunity mapping project. Coordinate the Annual Regional Livability Summit, a convening of 300 regional leaders and community members to discuss livability in the region. Develop an organizational communications strategy.

**Coalitions Director, Chairwoman Barbara Lee (D-CA)**

Jan 2009 – Dec 2010

**Coalitions Advisor, Chairwoman Carolyn C. Kilpatrick (D-MI)**

Feb 2007 – Dec 2009

*Congressional Black Caucus*

Washington, DC

Coordinate Caucus Members' participation in weekly CBC meetings and events. Maintain relationships and coordinate legislative efforts with various stakeholders and coalition partners, including international heads of state and dignitaries and national organizations such as the Black Leadership Forum, NAACP, National Urban League, and National Black Caucus of Black State Legislators. Facilitate senior and junior staff coordination for CBC legislative priorities and related events. Serve as a liaison to the White House, Federal Agencies, Democratic Caucus leadership, CBC Foundation, CBC Institute and CBC Political Action Committee. Conduct legislative research and analysis on issues including agriculture, nutrition, health disparities, climate change, environmental justice, education, voting rights, juvenile justice and Gulf Coast recovery. Develop publications for external distribution, including CBC agenda, annual reports and legislative updates.

**Program Associate**

Jun 2006 – Feb 2007

*National Coalition on Black Civic Participation*

Washington, DC

Coordinate national *Black Youth Vote!* & *Black Women's Roundtable* programs.

*Black Youth Vote!* Duties - Serve as National Coordinator of 2006 Black Youth Vote! Project, including management of field staff and operations in seven states (AL, FL, GA, LA, MD, MI, TX). Conduct program assessments and regular reporting for senior staff and program funders. Conduct research on voter trends, tools and resources. Develop materials, promotional tools, website content, and paraphernalia. Develop and administer national and state project budgets. Establish strategic partnerships. Oversee planning and logistics for 6<sup>th</sup> Annual Black Youth Vote! Civic Leadership Conference.

*Black Women's Roundtable* Duties - Support the development and maintenance of project initiatives. Assist with coordination of the "Hear Me Now" Listening Tour of the Gulf South Region (in conjunction with the one year anniversary of Hurricanes Katrina and Rita). Assist with grant reporting & strategic planning.

**Director, Student of Color Campus Diversity Project**

Jul 2004 – Jun 2006

*United States Student Association Foundation*

Washington, DC

Conduct trainings and workshops for students at state, regional and national conferences on various issues and direct action organizing skills. Support grant reporting and monitor progress of fulfilling grant deliverables. Track and analyze issues affecting students of color in higher education. Serve as liaison to national coalition partners including the National Youth and Student Peace Coalition, the Voting Rights Act Coalition and the National Hate Crimes Coalition. Work with staff and student teams to coordinate annual events including National Student Congress, Annual Grassroots Legislative Conference and

**IRENE BIANCA MARION**

(b)(6)

National Student Lobby Day. Coordinate the annual "National Take Affirmative Action Day." Execute leadership development plans for members of the USSA's National Board of Directors.

**EDUCATION**

**Portland State University**, Portland, OR, Sustainability Certificate, Institute for Sustainable Solutions, December 2011

**Howard University**, Washington, DC, Bachelor of Arts, Political Science, May 2004

**Portland State University**, Portland, OR, Dates of Attendance: 1999-2001

**REFERENCES AVAILABLE UPON REQUEST**