

ONI BAC Agenda & Notes – 11.17.2014

Objectives:

- (1) Develop a preliminary set of shared values on funding equity.
- (2) Start to dig in and examine those values, develop deeper sense of problem-solving mindset
- (3) Deepen and strengthen relationships among BAC members

Agenda:

- (1) Introductions
 - (2) Updates
 - (3) Our Landscape, Pt. 2 (Our Internal Landscapes)
 - (4) At the roots: Our Values for Equity & Funding
 - (5) Close
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Our Internal Landscapes: Successes, risks, fears around deep transformational equity work

Group 1

- ☑ NC-engaging intentional with communities of color (youth underrepresented) some more than others some with great success
 - NC engaging successfully with DCL's
- ☑ Risk: Sharing, daring to be more equitable with successful work on progress; feel safe, be willing to relinquish funds to other, understanding inequities
- Bringing Healthcare to villages-w social structures
 - Risk: finding common goals
- ONI Budget: make risks on funding to keep DCL's/NA going, funded, unknowing where it would lead- but making priorities clear
- Risk-making to US-struggles-not knowing where we are going to land-but knowing I wanted to have evaluation.
- Collectivity coming together to put conferences/ to get 49 groups to co-sponsor: Risk: threat against sponsor and putting most affected first-invest long term
- Risk-demographic changing-outreach to Somali community:
 - Education- on Somali culture community classes
- Creating of CCC-Breaking fears-learned to come together to be strong w common goals

Fears/obstacles/overcoming

- Change
- Breaking through obstacles
 - Looking at it different and analyzing
- Fear who isn't here
- Proud of who stayed through process-allies
 - Lost opportunities
- Success: Relationships built personal transformations
- Stuck in the past – old ways
- Deconstructing-revealing ourselves exposure

- Then can trust
- Personal barricades/barriers
- Say things out loud
- Outreaching to low-income pockets of E. Portland
- Risk: focusing a fair budget/resources on a underserved comm.
 - Struggle-successful-Rosewood initiative-NGO that came out of the outreach, resource center
- Fear-getting over fear to being a woman with a disability-joining the Vagina Monologues
- Success: empowering, being seen a sexual being

Group 2

Highest Hopes

- That this is transformational for system that will help us advocate for profit
- Paradigm shift that we haven't foreseen
 - Better than we imagined
- Laughter
- Brainstorming who's missing and talk about broader equity for everyone
- That everyone comes out of this with feeling of having accomplished something important
- All different ONI partners develop a stronger understanding of the important role we all play in participatory democracy in PDX
- That we all reach agreement in the end
- That we can elevate ourselves/ONI to the same level as bigger bureaus that get more respect

Fears

- That relationships don't survive the process
- Setting or what we think is achievable rather than what is really needed
- Excess of process without accomplishing much
- That people won't really listen to different perspectives to their own
- That the city won't fund our needs and the group will feel disregarded/discouraged
- That we let "the perfect" be the enemy of "progress"
- That different ONI partners are left feeling like some are less valued than others

What worked

- Ongoing challenge: language/culture barriers and addressing those
- Addition of DCL partners
 - People took agreements as to how we were to operate seriously-putting aside disagreement to listen (listen to understand)
- Comm. Health worker class-divergent views
 - At first difficult, but agreement to put aside personal views and focus on topic at hand.
- Liquor program-bar owners
 - Brought together people who wouldn't normally come together. Personal invite and positive messaging has helped

- Change of PC.D from committee to commission
 - Clear purpose and agenda and strong facilitation that keeps things moving
 - Drawing in divergent agendas towards common goal
 - Keep coming back to goal (goal forward)
- Expanding coalition board by adding at large seats
- Everyone agreed on the need to broaden membership
- Summer camp with campers from low-income communities of color and counselors **not**
- Personal transformation:
 - Deep training that delved into identity racism oppression privilege-traumatic for some but they all learned something about themselves they didn't know
 - People took care of each other through "trauma"

Group 3

Experiences

- Intergenerational trauma
 - Knowing our history
 - Cross-mutual shaming
- Going deeper-transformation
- Shifting timeline-shifting practices
 - Re-new game
- Parent Leadership conf well attended
 - Outreach childcare, transportation, *interp?*
- Community met w students to meet comm. needs
- Focus on systems change
- Hired!
- Aha Moments!
- Translated materials
- Ethnic Studies! MA and PhD programs – success!
- Making real connections

Fears and Anxieties-triggered

- Privilege can be invisible to those who have it
- Frustration-getting stuck
- The work is slow
- Lack of ongoing work with communities of color (cant go back to business as usual)
- Resistance of POC to white "savior"
- Coming in with "solution"(lack of trust and understanding of community)
- Structural barriers to hiring people with direct (*openenia?*)
- Immigrants-doesn't make sense to go with strangers safety
- How long do POC last in equity work?
- Structural barriers still exist
- Chops?

New partnerships

- What is meaningful?
- Equity: racial economic
- Not asking permission
- Tokenism in work?
- How is the work visible?
- What is success?

Our Values for Funding Equity

Allowing space for people to make mistakes and learn from them	Different learning	Accountable	Cultural sensitivity
All voices heard and valued	Keeping the good of whole system at forefront rather than individual interests	Value work of all who are represented	Take risk
Build maximum unity in PDX community	Self reflection	Share resources	Healing
Honesty	Respect	Break barriers	Making priorities clear and consistent
Lifting those with fewer resources lifts us all up	Strive together	Informed	Willingness to won our impact as well as intentions
Advocacy	Using data to drive decision	Actionable	Reciprocal
Efficient process	Transformational	Flexible / nimble	Sustainable