

Diversity and Civic Leadership Program

Year-end performance summary

FY 2008-09

July 2008 through June 2009

Organization: Center for Intercultural Organizing

This is a training program for emerging leaders in communities of color, immigrant and refugee communities to expand civic involvement in the City of Portland. The project received initial funding in FY2006-07 and ONI awarded grants to Latino Network, partnering with the Center for Intercultural Organizing (CIO) and Oregon Action. In the second year, FY 2008-09, the grant was awarded to CIO to partner with Latino Network. The additional one-time funds allocated in FY2008-09 are in addition to ongoing funds of \$72,310.

GOAL: Community Involvement, Increase the number and diversity of people who are involved and volunteer in their communities and neighborhoods.

1. Provide short narratives describing examples of how two to three individual participants in the training program are contributing to building the organizational capacity of their organizations and/or expanding their personal leadership skills.
 - Sourixay Vilalay (Laos) is a student at MHCC, student newspaper photographer for the MHCC Advocate. Connected with other Asian community members at retreat to share experiences with various types of leaders within Asian/Pacific Islander communities and shared their visions. In mock school board hearing workshop Sourixay was appointed role of representative for mobilized group of immigrant parents to explore power relationships in an institutional context.
 - Nim Xuto (Thailand) After attending the first convening she launched Colored Pencils (www.coloredpencilsart.com) which organizes Art and Culture Nights, featuring open mic and brings together newcomers from all corners of Portland to showcase their artwork.
 - Franklin Kwa (Cameroon) shared his art work with the public for the first time at Colored Pencils, sold more than eight pieces and was invited to showcase his art in a New York art gallery.
 - Anna Volkova and Natalya Sobolevskaya (Russia) organized Russian-speaking community to establish a new mutual assistance association called the Russian Speaking Network. CIO helped them develop the organization's infrastructure.
 - Baher Butti (Iraq) got a \$15,000 Vision into Action grant for the Iraqi Society of Oregon to create a cross-cultural model for the refugee, immigrant and U.S. born populations that build upon greater understanding and integration into the community.

2. Examples of developing culturally appropriate strategies to bring constituency together to build community identity, understanding of existing City governance structures, and/or skills to analyze City power dynamics.
 - Organized dozens of immigrants and refugees to tell their stories to the media, elected officials and decision-makers.
 - Mobilized thousands to demand policy change at rallies, protests, and public hearings.
 - **Immigrant/refugee statewide table:** Co-convened a grassroots table of over 35 immigrant and refugee organizations and allied organizations throughout the state.
 - **Uniting Cultures in Portland: Bridging the Gaps in City Policy:** Developed and completed report on local immigrant and refugee policy issues.
 - **Immigrant and refugee community survey:** Trained immigrant and refugee organizers who collected 1000 surveys from African, Latino, Arab, Slavic, and Asian/Pacific Islander communities designed to surface immigrant and refugee issues and solutions. Results were published in the Uniting Cultures in Portland report, and provided to elected officials, community leaders and media.
 - **Onsite media center:** Received a grant from Mt. Hood Cable Commission to establish an onsite media center.
 - **Colored Pencils:** CIO has provided technical assistance and space for this monthly collective immigrant artist gathering event. First three months 450 people attended and more than 50 immigrant and refugee artists and poets have participated.
 - **African and African American dialogues:** Partnered with Urban League to organize dialogues between African and African American communities to discuss conflict between these communities.
 - **Nigerian women and sustainable development:** Two PILOT members leading efforts to organize nationwide network of Nigerian advocates for empowering women as well as sustainable development.
 - **CIO Legislative Advocacy Day:** 12 of 22 PILOT leaders participated in advocacy day at State Capital to learn about the legislative process and to meet with State representatives.
 - **Your Money, Your Voice - City budget process:** CIO actively involved in efforts to diversify involvement in City budget process. Co-sponsored event with OMF and Vision into Action. 80 participants. For over 2/3 of participants this was their first budget forum whereas in the City sponsored forums 52% had previously attended. PILOT leaders report priorities that emerged during the Your Money, Your Voice event were reflected in the final city budget including full funding for the Office of Human Relations and ONI's requested budget. Leaders felt that their involvement in the budget process had an impact.
 - **Russian Speaking Network:** Two PILOT leaders organized Russian-speaking community to establish a new mutual assistance association called the Russian Speaking Network. CIO helped them develop the organization's infrastructure.
 - **Vision into Action grant:** PILOT leader of Iraqi Society of Oregon received a \$15,000 Vision Into Action grant to create a cross-cultural model for the refugee,

immigrant and U.S. born populations that build upon greater understanding and integration into the community.

- **Women-only swim times:** Worked with Parks and Recreation to change policy to allow for women-only swim times at Buckman Pool for Muslim community members for whom separation of genders was of cultural significance.
 - **City Council candidate forums:** Partnered with DCL groups to organize culturally specific candidate forums.
 - Approximate value of leveraged funds and volunteer hours: \$107,289
3. Have you convened any gatherings/meetings or events to accomplish this goal/program function? If so, how many gatherings/meetings? Attendance?
- Dec 08 – Feb 09: Convened 25 activities with attendance of 932 people.
 - Don't have specifics for other time periods

GOAL: Capacity Building, Strengthen neighborhood and community capacity to build identity, skills, relationships and partnerships.

Communications

4. Describe the methods of communication currently used to outreach to your group.
- Utilizes Constant Contact notices very well
5. How many people are receiving these communications on a regular basis?
6. Describe one example of how one of these communication strategies is supporting your community building and livability efforts, fostering dialogue on policy issues, or publicizing opportunities for involvement with the City?
7. Are there plans to develop/implement any new communications strategies?

Leadership development

8. As a result of this project describe one method to develop leadership opportunities for your constituents to become effective advocates on City public involvement initiatives and/or initiatives by your organization to achieve economic and social equity? How many people have participated? (Leadership Academy question): Provide a short narrative on how one or two trainings provided contributes to building the organizational capacity of participants' organizations and/or are building leadership skills of the participants?)
- **Pan-Immigrant Leadership and Organizing Training (PILOT)** project convenes four times per year for two and a half day weekend retreats, where they participate in workshop topics such as:

- Welcome dinner
 - **Immigrant Timeline:** Discuss personal stories of migration and place these in context of US immigration policy and movements for social justice.
 - **Power Relations:** Role playing workshop where participants organize their community based on an issue of injustice to immigrant school children. Had to consider power relations in a real world institutional context and how to conduct a successful, efficient and constructive community meeting.
 - **Mapping Our Community:** Conversations on immigrants' and refugees' shared physical and political space, common issues and challenges, and experiences being and differences between "cultural brokers", self-selected leadership and community-based leadership.
 - **Legislative advocacy:** Including key elements of effective messaging.
 - **Community Based Leadership:** Basic principles of community based leadership, examined difference with solo or self-selected leadership.
 - **Models of Social Change:** Difference between common organizational models of social change in the United States and how each engages people and builds community power. Organizational models examined included social service, advocacy, cultural/mutual assistance, legal, electoral, religious, and organizing groups.
 - **Closing the Wedge:** Examine "wedge" issues such as race, class, immigration status, and education that keep groups of people from organizing collectively.
 - **Multicultural Movement-Building: A Case Study:** Examined case study of cross-cultural community organizing in Chinatown, San Francisco, and then led an interactive dialogue session with PILOT participants, IRCO, and APANO members.
 - **Keeping it real:** Focused on City programs and bureaus that impact newcomers or intersect with immigrant and refugee issues and how participants can become involved in the City's budget cycle.
 - **Different government jurisdictions:** How the City, Multnomah County, METRO and the State of Oregon jurisdictions are governed, what issues they are responsible for, and how they work together.
- Joint Convening workshop with Latino Network May 2009:
 - **Pair/Share Concentric Circle Exercise on DCL Academy:** Participants answer a series of questions utilizing "Active Listening" techniques. Why did you enroll in the DCL Academy? What is the most important thing you want to get out of the Academy? What do you feel are critical issues facing our communities? Identify one critical issue and state how you believe this critical issue can be addressed, resolved, worked on.
 - **Linking Our Issues:** Participants identified and linked critical issues such as oppression and social justice between groups.

- **Building Strong Alliances:** Understanding our community issues and where we intersect as communities, people discussed barriers and challenges that make it difficult to work together and brainstorm solutions.
 - Basics of City government
 - Conflict resolution
- This year there are 22 participants from 16 countries requiring extensive language interpretation and translation services.
- Since July of 08 have trained 197 leaders through various leadership programs.
- Conducted 2 Cross-cultural trainings with Latino Network's training program. Combined, Pilot 2 and Latino Network Leadership Academy have been training with 43 new leaders from 17 countries.

Partnerships and Collaborations

9. Describe a new or update on a collaboration or partnership developed as a result of this project with other community organization(s), neighborhood and/or business association(s) where there may be opportunities to work on common community and neighborhood livability issues?
- Held culturally specific City Council candidates forums for the African American, Native American, Latino and immigrant/refugee communities, which historically have had minimal participation in local candidate forum efforts.
 - Jointly hosted a city budget forum turning out over 375 residents from their communities.

Community-based organizations

- Colored Pencils
- Russian Speaking Network
- Iraqi Society of Oregon
- 35 immigrant/refugee community organizations for statewide convening
- Urban League of Portland
- Immigrant Refugee Community Organization
- Asian Pacific American Network of Oregon
- Latino Network

Government agencies

- Vision Into Action
- Office of Neighborhood Involvement
- Office of Management and Finance
- Parks and Recreation
- Mt. Hood Cable Commission

GOAL: Public Impact, Increase community and neighborhood impact on public decisions.

Representation on City advisory committees

10. How many people have participated on city advisory committees, boards, commissions?

Culturally appropriate public involvement models

11. Please describe any opportunities this quarter you have had to engage with City public involvement efforts. What have been some of the successes or challenges in engaging in this process?