

Diversity and Civic Leadership Program

Year-end performance summary

FY 2009-10

July 2009 through June 2010

Only 3rd Qtr report available, others missing

Organization: Immigrant and Refugee Community Organization

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

1. 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.
 - **Best practices to engage African immigrant communities** – Word of mouth by trusted community leaders (e.g. pastor/iman). Once trusted community leaders support and endorse a project, staff follow up with individual community members with phone calls and/or face-to-face meetings.
 - **Attending community functions** – Staff attend community functions (festivals, Independence Day celebrations for various African countries) as part of relationship building work.
 - **ENGAGE training sessions** – Organized 3 sessions, 19-21 per workshop
 - **Africa House Advisory Board meetings** – 8 to 12 per mtg
 - **DCL Steering Committee meetings** -
 - **City Budget Forum** – recruited 14 community members to participate. Negative experience resulted in DCL staff working closely with OMF to organize second budget session specific to immigrant/refugee community. *See description below.*
 - **Crime Prevention focus groups** – Participated in 2 ONI sessions, 12 people
 - **Community needs meetings** – 3 sessions w/ NW Health Foundation, 58 people
 - **Crime prevention meetings with African community** – 3 meetings
 - **APANO annual conference** – DCL staff facilitated and ENGAGE graduates attended and participated.
 - **APANO Health Equity Task Group** – ENGAGE participants active.
 - **Portland Plan** – DCL staff and ENGAGE graduates working with BPS to ensure project will reach communities of color.
2. Have you convened any gatherings/meetings or events to accomplish this goal/program function? If so, how many gatherings/meetings? Attendance?
 - 184 attendees
 - Engaging African, Slavic, Vietnamese, Asian

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

Communications

3. Describe the methods of communication currently used to outreach to your group.
 - Emails to reach community leaders
 - Ethnic newspapers (Asian Reporter and others) to post community events
 - Face to face meetings most effective
 - Phone calls and phone trees for immediate response needs.
4. How many people are receiving these communications on a regular basis?
 - Email announcements 134 total
 - Trained leaders spread the word through their own affiliations.
 - 167 IRCO fulltime staff
 - IRCO represents 60 ethnic groups
 - Communicate at client group meetings (e.g. African and Slavic senior groups with average 50 people per month)
5. 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?
 - **Advertising in ethnic newspapers** – ENGAGE workshop announcements in Asian Reporter. 4 people called IRCO. 2 participated in workshops. Why? Time to give back to community. Opportunity to learn about city structure/dynamics.
6. Are there plans to develop/implement any new communications strategies?

Leadership development

7. 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?
 - **ENGAGE Gathering Forums:** IRCO's leadership training program.
 - City dynamics and structure
 - Community empowerment
 - Community organizing
 - DCL staff provide mentoring and encouragement to attend govt. meetings. Staff are attentive listeners, understand community members' interests, passions, and motivation, and are supportive comrades in helping them to find the right venue to become an advocate.

Partnerships and Collaborations

8. 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?
- East Portland Action Plan committees
 - East Portland Neighborhood Association
 - Congolese community organizations
 - Liberian community organizations
 - Bhutanese community organizations
 - Burmese community organizations
 - Coalition of Communities of Color
 - Asian Pacific American Network of Oregon

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

Representation on City advisory committees

9. How many people have participated on city advisory committees, boards, commissions?
- East Portland Action Plan – 6 reps (Burmese, Bhutanese, Slavic, Somali)
 - ONI Budget Advisory Committee – 3 reps
 - BPS Portland Plan
 - APANO Health Equity Task Group – 3 reps

Culturally appropriate public involvement models

10. 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?
- **Building relationships with** – East Police Precinct, Independent Police Review Board, Neighborhood Associations, ONI crime prevention, Bureau of Planning.
 - **The design and format of many City community forums** – (e.g. Community Budget Forums) are not usually effective. When a public forum/meetings is announced, its purpose and objectives are often not clearly stated. When a forum was designed for “everyone,” it is really designed for no one. “Who are the target audience?” is an important question to clarify for any public involvement. Is this meeting designed to have community leaders who understand the breadth and depth of the community issues, or other community members who can give individual account of personal struggling with those issues, or professionals who serve the community to share what they observed in the community? Community members made an effort to attend meetings but then were disappointed because

the purpose was different from what was expected, or worse, was never even clarified. The purpose of the meetings/forum should dictate the format selected.

- **Community Budget Forum** – Description of how Office of Budget Planning learned from negative experience of 12 IRCO constituents at Community Budget Forum on March 6, 2010. Based on the negative feedback OMF staff reached out to offer a targeted budget forum for immigrants and refugees. DCL staff worked closely for many hours with OMF staff to design the event in late April. DCL staff, with input from community members, went through 92 budget items and narrowed the list down to 28 which were most relevant. Lessons learned:
 - Powerpoint should not be text heavy,
 - use various learning methods
 - group items in meaningful categories
 - speak clearly and check for understanding frequently during presentation.
 - Provide ample time to ask questions, discuss pros and cons, voice concerns and priorities
 - Summarize the discussion
 - Forward summary to attendees and City officials