

Diversity and Civic Leadership Program

Year-end performance summary

FY 2010-11

July 2010 through June 2011

Organization: Center for Intercultural Organizing (CIO)

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.
 - **PILOT Program:** Pan-Immigrant Leadership and Organizing Training builds the skills, analysis and organizing ability of immigrant and refugee leaders across cultural groups. Held four PILOT retreats. Builds a common identity shared among those who have had a direct experience of immigration. Uses popular education methodology to contrast US cultural context with those of their home countries. Also utilize a racial justice lens.
 - **Digital storytelling:** Participant Arturo Colorado Munoz, involved in CIO's Media Program. "I have learned to use high definition cameras, editing programs, lights, audio storyboard, etc." "CIO has given me the opportunity to develop my personal skills in video, but at the same time, it has also given me the opportunity to develop myself as a person."
 - **Voter Owned Elections:** Participants Akberet Zemedede and Karla Hernandez worked on an educational PSA about Voter Owned Elections. They collaborated with other CIO members to write the storyboard, script the PSA, act as talent in the shoot and edit it." Others also formed a project with other community groups – Iraqi Society of Oregon, African Women's Coalition, Bhutanese Community Organization) to participate. Goal to help naturalized citizens eventually run for office. Participants developed public service announcements videos (PSAs), conducted GOTV outreach through door-to-door canvassing and phone banking. Collaborated with Bus Project and Common Cause Oregon.
 - **Somali Youth of Oregon:** CIO played a critical role in facilitating Somali-American youth to organize in response to the alleged bombing attempt at Portland's tree lighting ceremony at Pioneer Courthouse Square in 2010. PILOT participant Kamar Haji-Mohamed and friends organized 50 Somali youth in an ongoing dialogue about challenges and barriers Somali youth face leading to the founding of the organization. Now partnering with other immigrant/refugee groups such as Oregon Dreamers, Youth Alliance Project. Working with Mayor's office, Federal Department of Justice (local chapter) and many other local agencies.

Because of her training Kamar knew exactly what to do in a community crisis. Organized fundraiser attended by 200 people. At end of year they had 75 youth participants.

- **State Legislative Advocacy Day:** Organized lobby day at State Capital in Salem attended by 50 CIO members who met with 20 elected officials. Organized rally on capital steps. PILOT participants helped to recruit people, identify policy agenda, and took leadership role by becoming team captains for visits with legislators.
- **Ice Cream Social:** Organized an ice cream social at the request of PILOT participants to have more social networking events.
- **Cultural orientation video for Bhutanese refugees:** PILOT participant Som Subedi of the Bhutanese Community of Oregon partnered with Media Collective to produce cultural orientation videos for Bhutanese refugees. With CIO's help wrote and got an East Portland Action Plan grant.
- **Health care "Listening Project":** Developing issue campaign around health care inequities for immigrant/refugee communities. Listening Project to gather video narratives from immigrant and refugees about their experiences and ideas regarding health care in Oregon.

2. Have you convened any gatherings/meetings or events to accomplish this goal/program function? If so, how many gatherings/meetings? Attendance?

- 558+ participants in all CIO related activities identified in their reports by ONI reviewer, Brian Hoop. Probably more but many activities have no participant count.

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
- Social networking sites
- Phone calls
- Provide one-on-one mentorship and support between quarterly retreats

4. How many people are receiving these communications on a regular basis?

- Current 25 PILOT leaders and 76 past participants.

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?

- **CIO messaging:** Following the Framing and Messaging workshop several PILOT participants helped CIO develop messaging that became part of the legislative advocacy day. Examples: “Immigration is an American Experience, Compassion is an American Value, We Are Oregon, Equity Benefits All, Make Oregon the Welcome State.
- Communities value personal relationships above “traditional” public involvement techniques utilized by government.
- Developing relationships between community leaders and city staff.
- City involvement opportunities are sent to PILOT participants via email.

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?

- **Held 1st PILOT retreat:** focused on building cross-cultural relationships and participants sharing their current work. 25 participants. Workshops included:
 - CIO history and timeline
 - Immigration timeline
 - Understanding Power Relations
 - Organizing Terminology Exercise
 - Mapping Our Community
 - Legislative Overview
 - Community Based Leadership
- **Held 2nd PILOT retreat:** 25 participants. Workshops included:
 - Re-Connecting Through Our Hearts and Minds
 - Power Analysis
 - Government 101
 - Public Speaking 101, Shut Up and Let Me Talk
 - Public Policy – Real Case Study (Portland Plan)
 - Storytelling Through Video
 - CIO’s 2011 Legislative Agenda Update
- **Held 3rd PILOT retreat:** 23 participants. 12 training hours. Workshops included:
 - Framing and messaging
 - Statewide Policy
 - Social Marketing: Mobilizing for Change
 - Maximum Impact: Identifying Opportunities to Get Involved in City Hall
 - You Listen To Me... We Elected You!
- **Held 4th PILOT retreat:** 23 participants. 15 training hours. Workshops included:
 - Models for Social Change
 - Community Organizing
 - Current Citywide Engagements

- Wedge Issues
- Issue Selection
- Self Assessment
- Building a Multicultural and Multiethnic Movement
- **Field Training at State Capital in Salem:** 50 CIO members.
- **CIO board development:** Several PILOT participants approached to be CIO board members. Three have joined CIO's public policy committee.
- **Fundraising skills:** Four are helping with CIO's Annual Party fundraising. Two raised \$3,500 in silent auction.
- **Participants in four PILOT Retreats:** 25 people. Most in their 20's and 30's. Ages 21 to 47. From the following countries: Eritrea, Mexico, Somalia, Latvia, Brazil, Ukraine, Somalia, Bhutan, Congo, Zimbabwe, Phillipines, Turkey, Kazakhstan, Iraq, Lebanon, Kenya, Togo, and Kenya.
- **"Digital Inclusion Now" Project:** Partnership with Cable Regulatory Commission and ONI to ensure immigrants, refugees and people of color participate in and provide input into the City's Broadband Strategy Plan regarding equitable access to high-speed internet. Organizing survey, video contest.

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?
- Cultural events: Participants have been inviting one another and their respective communities to cultural events.
 - Iraqi Society of Oregon, African Women's Coalition, Bhutanese Community Organization, Bus Project, Common Cause Oregon: Voter Owned Elections
 - Somali Youth of Oregon, Oregon Dreamers, Youth Alliance Project, Mayor's office, Federal Department of Justice: alleged bombing attempt at Portland's tree lighting ceremony at Pioneer Courthouse Square in 2010.
 - Neighborhood Partnerships, Human Services Coalition of Oregon, Office of Neighborhood Involvement, Basic Rights Oregon, others: Provided trainers for PILOT retreats.
 - Bhutanese Community of Oregon, Media Collective: Produce cultural orientation video for Bhutanese refugees.
 - City Cable Regulatory Commission and ONI: "Digital Inclusion Now" Project

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?
- 42 CIO members participated in City engagement opportunities 2nd quarter.
 - 56 CIO members participated in City engagement opportunities 3rd quarter.
 - PILOT participants attended citywide budget forums in 3rd quarter.
 - 60 CIO members participated in City engagement opportunities 4th quarter.

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?

- **Portland Plan:** Every PILOT member this year offered input in to the workshop on the Portland Plan Phase II. CIO organized workshop with City employee familiar with immigrant experience. CIO wrote memo to BPS with their response to Phase II work. CIO members have found process challenging because many issues they are concerned about have not to date been accurately described in the plan.
- **Government 101:** Jeri Williams from ONI provided a workshop to explain how the volunteer boards and commissions work, how they make decisions, and where they can get involved at the city level.
- **CIO long-term strategy:** First needs to build the infrastructure of those institutions that represent immigrants, refugees and people of color. Participants need to feel they are not alone. Encourage leadership practice within CIO first. Later, they are able to meaningfully advocate for their community needs in other contexts.
- **“Digital Inclusion Now” Project:** Partnership with Cable Regulatory Commission and ONI to ensure immigrants, refugees and people of color participate in and provide input into the City’s Broadband Strategy Plan regarding equitable access to high-speed internet. Organizing survey, video contest.
- Have sent email notices of City public involvement opportunities to participants.