

Diversity and Civic Leadership Program Year-end performance summary

FY 2010-11
July 2010 through June 2011

Organization: Native American Youth and Family Center (NAYA)

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.
 - **Portland Youth and Elders Council:** Provides a place for community to come together and recognize common concerns and values and to raise awareness about a relational worldview and the cultural significance that engages the Urban Indian community. The work they engage in is guided by reducing poverty and achieving prosperity for Urban Indian people. There are general meetings and numerous other events that provide opportunities to gain deeper understanding about community priorities and how cultural significance and community identity relate to city governance and advocacy efforts with individuals, organizations and governments. We practice culture and we learn history of the Native American people and how the history impacts our lives today and in the future. Meets second Tues. each month. Six year old program. Participants volunteer with Steering Committee, write speeches, organize protests, serve as panel presenters, meet with City officials, produce documentaries.
 - **Toastmaster's Club:** Organized support group at NAYA Family Center for practicing public speaking skills.
 - **Caruthers Park and more:** Members actively working with Parks and Recreation regarding recognition of Native history in Portland parks. Held peaceful protest at Caruthers Park regarding accurate portrayal of Native history in that area.
 - **Coalition of Communities of Color:** To identify policy recommendations that will help reduce disparities. PYEC/NAYA writing **Native specific community report** for Coalition of Communities of Color disparity reports covering education, housing, aging and disabilities, economic development recommendations. Organized Community Engagement trainings on "Making the Invisible Visible" related to CCC report.
 - **President Obama visit:** Took delegation of PYEC members to President Obama's visit to Portland.
 - **Governor Kitzhaber:** PYEC members present at several Kitzhaber speeches including Oregon Native American Chamber and Communities of Color Coalition.

- **Community Christmas event:** Partnered with non-profits, private industry and faith organizations to provide gifts. Served over 800 family members.
- **Indigenous Advisory Group on Land Use in Portland:** Partnership with Bureau of Planning and Sustainability and Mayor Adams to advise City on land use planning and policy implementation from Native community worldviews and values perspective.
- **Youth Leadership Development group:** New group engaging 15-20 youth, focus on video production and literacy curriculum. Partnering with Wisdom of the Elders program, joining them for KBOO segment. Helping youth understand they are “Not the leaders of tomorrow, they are the leaders of today.”
- **Equity retreat:** With other DCL organizations.
- **Spirit of Portland:** Youth member was recipient, Rebecca Kirk.
- **State legislative trainings and advocacy:** Participated in City Hall training, Partnership for Safety and Justice, OPAL, Community Alliance of Tenants, Have a Heart Lobby day.
- **Youth Leadership Development group:** Eight week project, engaging 15-20 youth, focus on the Great Tribal Leaders curriculum developed with PSU. (See *leadership section*.) Partnering with Wisdom of the Elders KBOO program.
- **Community parks advocacy:** Ongoing efforts with Parks and Recreation, Portland Water Bureau, and Commissioner Fish’s office. Advocacy efforts focused on recognition of Native history and culture in our parks. Held peaceful protest at Caruthers Park regarding accurate portrayal of Native history in that area – to remove a rock that contained etched language that was racist. Worked with Native community and Water Bureau to incorporate local Native history and info into the development of Powell Butte Park project. Working with other groups, Verde/“Lets Build Cully Park” collaborative, to advocate for community directed development of Thomas Cully Park in Cully neighborhood. Met with Fish’s and Parks and Recreation staff regarding shortcomings of their public involvement efforts to reach Native American community.
- **Portland Plan:** Ongoing partnership with other DCL groups working with Bureau of Planning and Sustainability. Presented to the Portland Indian Leaders Roundtable and PYEC leadership group the Phase III work making recommendations on language, content and presentation to Native community.
- **Hosting visiting German students:** From the World Affairs Council at a NAYA Culture night event.
- **Messaging Racial Equity Policy series:** Three sessions with Neighborhood Partnerships.
- **Touchstone of Hope,** Reconciliation in the Child Welfare system event.
- **Friends in Flight project:** Three word video of hope to Japan.
- **William Gray Forum** on community planning from an indigenous perspective.
- **Talking Stick project.**
- **Prayer breakfast meeting** for community leaders.
- **Outer East Portland civic engagement trainings:** Outreach to Native residents who will help with outreach, organizing and leading sessions. Partnership with

APANO, Latino Network, IRCO, Immigrants Vista, The Skanner Foundation, and the Latino Learning Community. East Portland Action Plan grant.

2. Have you convened any gatherings/meetings or events to accomplish this goal/program function? If so, how many gatherings/meetings? Attendance?
 - 410 participants, 1st quarter
 - 3 General Council mtgs.
 - 4 Steering Committee meetings
 - 15 subcommittee meetings
 - 4 DCL meetings
 - 900 participants, 51 activities, 2nd quarter
 - 105 participants, 26 activities, 3rd Qtr.
 - 685 participants, 59 activities, 4th Qtr.

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.
 - Community Update newsletter for PYEC – 285 people, USPS and email, monthly, focuses topic areas and informs on actions.
 - Native Connect Newsletter – bi-monthly electronic, calendar
 - Native Network listserv, provides calendar listing of mtgs & events –2,300 people
 - NAYA Family Center newsletter, print version, features updates – 3,000 homes
 - KBOO radio: Providing segment on Nov. 5, 2010 on Intergroup Dialogues on race and racism.
 - Person to person.
 - Website
 - Phone trees
 - PYEC monthly events
 - PYEC brochure update
 - Flyer distribution
 - Relational meetings
4. How many people are receiving these communications on a regular basis?
 - See above
 - 3rd Qtr listed total as 6,300+/-
 - 4th Qtr listed total as 3,500+

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?
 - **Monthly PYEC general council events:** Strengthen relationships and continue to cement the trust we have within the community. Most effective.
 - **“Community Update”** provides updates on goals, what needs to be done, upcoming trainings, presentations, highlights individual contributions, mtg agenda notification.
 - Challenge of maintaining accurate database with transitory community.
 - **DCL partnerships:** Working to strengthen ability to collaborate and communicate with other DCL groups to support a collective agenda.
 - **Newsletter articles:** Inform broader communities of specific projects members participate in, intended to ignite support and awareness of programming, highlight events and priorities that are community identified, calendar items.
6. Are there plans to develop/implement any new communications strategies?
 - Working with several organizations to redesign their website.
 - Plans to develop new PYEC brochure and update flyers.
 - Sending a monthly memo to NAYA staff to inform them of civic engagements and advocacy efforts so that staff can participate and distribute to clients.

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?
 - **PYEC: Described above.** Best leadership development method is participation in meetings that are influencing next steps as a city such as with Portland Plan.
 - **Youth Leadership Development group:** Eight week project, engaging 15-20 youth, focus on the Great Tribal Leaders curriculum developed under the Institute for Tribal Government, Hatfield School of Government, College of Urban and Public Affairs, Portland State University. Partnering with Wisdom of the Elders KBOO program.
 - **City Council visits and mentorship:** Provided testimony four times.
 - **Urban League of Portland’s Civic Leadership and Social Justice workshops:** 12 PYEC members participated.
 - **Lunch discussion groups:** Elders have participated in several lunch gatherings to discuss Portland Plan, housing and employment issues.
 - **Framing Equity workshop:** Participated in workshop led by Dr. Frank Gilliam.
 - **Journey to Successful Fundraising:** Training by Potlach Fund. Also met with 24 funding organizations.
 - **Grand Ronde Youth Leadership Conference**

- **Winona LaDuke** environmental justice event at PSU.
- **Phoenix Rising Transitions:** Six weekly trainings on community organizing facilitated by PHOENIX RISING Transitions -provides transitional services including education, mentoring and community building with special concern for releasing convicts, ex-convicts and their families, crime victims and the community at large.

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?

- **Portland Indian Leaders Rountable:** Meetings to engage in policy advocacy with elected officials and candidates. There are a broad range of economic and social equity issues that PILR and CCC (see below) address through education, community input and meetings with those leaders who are accountable to the people.
- **Coalition of Communities of Color:** Working with numerous other community of color organizations to identify policy recommendations that will help reduce disparities. Produced report, contributed Native specific sections.
- **Tours of the NAYA facility:** Cross cultural awareness raising through leading visiting delegations on tours of their new building including:
 - Latin American group through World Affairs Council
 - University of Portland students
 - Multnomah County Health Dept. staff
 - Bureau of Housing staff
 - Other Portland Indian organizations
- **Verde and Northwest Health Foundation:** Partnered on NWHF Convergence grant to advocate on the construction of the Thomas Cully Park. Participated in several community conversations to strengthen relationships with funding community.
- **Multnomah County Health Equity Collaborative:** Participated on panel presentation about PYEC involvement in PIAC, DCL partnership.
- **Oregon Native American Chamber, Communities of Color Coalition:** Kitzhaber speech.
- **Non-profits, private industry and faith organizations:** Christmas giving event.
- **Urban League of Portland “VOICES” project:** Participated, project planning.
- **“We Speak” Mural project:** Planning. With what group?
- **Native Peoples of Hope:** Planning and participation. With what group?
- **DCL groups:** Equity retreat.
- **Art of Reconciliation event**
- **Oregon Department of Human Services:** Summarizing department efforts regarding foster care reform.

- **State legislative advocacy days:** Partnered with Central City Concern, OPAL, Oregon Action, Partnership for Safety and Justice, Community Alliance of Tenants.
- **APANO, Latino Network, IRCO, Immigrants Vista, The Skanner Foundation, and the Latino Learning Community:** Partnership on trainings for civic engagement in east Portland. East Portland Action Plan grant. NAYA leaders will provide outreach to Native residents who will help with outreach, lead sessions, and assist in organizing and communicating about the meetings.
- **Institute for Tribal Government, Hatfield School of Government, College of Urban and Public Affairs, PSU:** Youth Leadership Development group.
- **Neighborhood Partnerships:** Messaging Racial Equity Policy series.

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?
 - 1st Quarter – 29 people, 2nd Qtr – 22 people, 3rd Qtr – 31, 4th Qtr – 36 people
 - Planning and Sustainability Commission, 1 person
 - Airport Futures Project – 1 person
 - Parks and Recreation board – 1 person
 - Housing Commission – 1 person
 - ONI Budget Advisory Committee – 1 person
 - Human Rights Commission – 2 people
 - Community and Police Relations Committee – 1 person
 - Dialogues of Truth and Reconciliation around Race and Ancestry – 1 person
 - Intergroup Dialogues on Race and Racism, Office of Human Relations -1 person
 - Art of Reconciliation Committee – 1 person
 - United Way (board?) – 1 person
 - Cully-Concordia neighborhood planning, BPS – various
 - Portland Indian Leaders Roundtable – various
 - Reynolds School District (board?) – 1 person
 - Elders in Action board – 1 person
 - Oregon Native American Chamber of Commerce – 5 people
 - Multnomah County Youth Commission – 1 person
 - Native American Advisory Committee, Parks and Recreation – 5 people
 - Portland Police Oversight stakeholders committee – 2 people
 - Public Involvement Advisory Council – 2 people?
 - Coalition of Communities of Color – various
 - East Portland Action Plan Committee
 - Portland American Indian Elders – 1 person

- Housing Bureau, Analysis of Impediments to Fair Housing Committee – 1
- Charter Review Commission – 1 person
- Housing Organizations of Communities of Color
- Portland American Indian Elders Group
- Portland Public Schools board of directors – 1 person
- Creation Committee, Office of Equity and Human Rights
- Portland Plan Equity Technical Advisory Group
- Future Connect Committee

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?

- **Community Police Relations Stakeholder meetings:** Members shadow with Commissioner Leonard.
- **Parks and Recreation Native American Advisory Committee:** Participate. Members actively working with Parks and Recreation regarding recognition of Native history in Portland parks. Held peaceful protest at Caruthers Park regarding accurate portrayal of Native history in that area. Met with Commissioner Fish's staff and Parks and Recreation staff regarding shortcomings of their public involvement efforts to reach Native American community.
- **East Portland Action Plan** community engagement committee, participate. Funded to organize civic engagement trainings with other community partners. (See 1st section.)
- **Inter-group Dialogues, Office of Human Relations:** participate
- **Portland Plan:** Ongoing partnership with other DCL groups working with and funded by Bureau of Planning and Sustainability to assist with culturally relevant public involvement on Phase III. Met with Portland Indian Leaders Roundtable and PYEC leadership to look at the draft concepts of the plan and provide feedback or add input on pieces of the plan that are relevant or were missing for our community.
- **Public Involvement Advisory Council:** Involved with Community Engagement Committee to develop an equity handbook detailing best practices and standards for effective public participation. Developed Public Involvement Principles.
- **Portland Housing Bureau:** Conversations on Impediments to Fair Housing.
- **Portland Water Bureau, Parks and Recreation, Grand Rhonde Tribe:** Powell Butte project planning to incorporate local Native history and info.
- **Multnomah County Youth Commission:** Appointment event.
- **Portland Police Bureau:**
- Portland Community College:
- Lewis and Clark College:
- Portland Public Schools

- Multnomah County Health Department
- Oregon Department of Health Services
- **Tri Met Transit Investment Plan** meetings.
- **Office of Equity, Creation Committee:** Participating. The public involvement related to this work has been less than inclusive or informative. Unless a community member has access to the World Wide Web or are on a City of Portland email list there has been virtually no public involvement or information about where this work is headed.
- **DCL performance measure reports:** Want to discuss reports to better or more accurately reflect the impact of their work.
- In working with City staff have discovered the difference in language even though we both speak English. We feel frustration what we are speaking is not what is being heard, or that what we are saying is not what our leaders or paid City employees want to hear. We duplicate the work that we are doing in the many, many meetings that are taking place to discuss the same topic. This is a waste of time and resources. We are facing challenging times and feel the answers are within each of us but cannot provide authentic input to influence change. The real meaningful work happens when we are working within the community, how do we encourage the City to learn to listen and listen to learn?