

Diversity and Civic Leadership Program FY 2007-08 Summary of accomplishments

Issue campaigns

Various issues DCL groups were engaged in during FY 2007-08

- Affordable housing and sustainable communities, near family-wage jobs (UL, IRCO)
- Apartment organizing – health, public safety, etc. (LN)
- barriers and misunderstanding between African and African-American communities (UL)
- Beyond War: Immigrant and Refugee Voices for Peace – Panel presentation (CIO)
- Board development (CIO, OA)
- Building Bridges of Peace with Police/ Puentes de Paz con la Policia (LN)
- Building purchase - capital campaign (NAYA)
- Candidate forums (UL, NAYA, LN, CIO)
- Cesar Chavez Blvd. street renaming (LN)
- Childcare and after-school care (IRCO)
- City budget (UL, OA, LN, CIO)
- Civic engagement (UL)
- Colwood Golf Course (NAYA)
- Community celebration – baby shower at apartments being organized (LN)
- Community Connect – ONI recommendations (NAYA, LN)
- Community Gathering Center (LN)
- Congolese Community of Oregon – PILOT member new board chair (CIO)
- Container Gardening with Native Plants (LN)
- Contracting and procurement practices which support minority businesses (UL)
- County budget (NAYA)
- Crime prevention, public safety (LN)
- Criminal justice (UL)
- Cully Blvd. Green Street Project (LN)
- Cully-Concordia neighborhood assessment - with Planning staff: Native American Heritage Recognized at Cully-Concordia Parks, Affordable Family Housing, Gentrification, Schools that reflect the needs of our Children, Economic Development, Trimet access, How priorities are set in Cully-Concordia meetings (NAYA)
- Cultural awareness training with SEUL about African and Latino communities (CIO)
- Del Monte raid (LN)
- Economic development and green jobs (UL, NAYA)
- Education funding (UL, OA)
- Employment (NAYA)
- Environmental Health Assessment Visits with Health Promoters at apartments (LN)
- Environmental justice (UL, LN)
- Executive Directors of Color Network (OA, CIO)
- Family Emergency Plan Presentation (LN)
- Gang activity (LN)
- Graffiti (LN)

- Grandparents raising grandchildren – funding and support (UL)
- Health care and Equity (UL, OA)
- Hiring process for new Office of Human Relations director. (UL)
- History of Indian Organizing in Portland video (NAYA)
- Immigrant – opposing anti-immigrant ballot measures and more (CIO, LN)
- Immigrant and Refugee Task Force report (CIO)
- Increasing opportunities for homeownership and wealth creation (UL)
- Job training (UL)
- Living wage employment opportunities (UL)
- Making the Invisible Visible (NAYA)
- MLK Action Plan and renovated gazebo at Dawson Park (UL)
- Multicultural community center (CIO)
- Multnomah County - Elders Program funding, Work Systems Incorporated, Native Employment, Assigned advocate in Chairs office, emissions in Cully (NAYA)
- Mutual assistance association support - APANO, Africa House, and SCO (IRCO)
- National Immigrant and Refugee Rights Conference (CIO)
- National Night Out event (LN)
- Neighborhood clean-up (LN)
- ONI BAC (LN)
- Oregon Voices Community Dialogue Project (CIO)
- Parent groups at schools – Glenfair, Harvey Scott schools (LN)
- PDC’s Triangle Redevelopment Plan in Woodlawn neighborhood (UL)
- Portland Leadership Council – gathering of MAA leaders (IRCO)
- Portland Plan, Public Engagement Advisory Team (CIO)
- Portland Youth and Elders Council (NAYA)
- Progressive Technology Project conference (CIO)
- Racial profiling issues (UL, OA, LN)
- Recycling issues (UL)
- Seniors and health care issues (UL)
- Spirit of Portland award (LN, CIO)
- State of Black Oregon report (UL)
- Statewide grassroots immigrant and refugee table (CIO)
- Thomas Cully Park (LN)
- TriMet - bus stop in front of center, service during weekday hours, age Required to Have a Honored Citizen Ticket or Pass, Native employment at Trimet (NAYA)
- Vecinos en Alerta: Puentes de Union/Bridges of Unity - Aero Vista apartments (LN)
- Vision Into Action (OA, IRCO, CIO)
- VOTE Project - Western States Center’s (CIO)
- Voter registration and GOTV for 2008 election (UL, NAYA)
- Women’s small business dialogue - Proyecto Esperanza/Project Hope (LN)

Governments, Bureaus

Various government agencies and city bureaus DCL groups actively partnered with.

- Bureau of Environmental Services (LN)
- Bureau of Housing and Community Development (IRCO)
- Bureau of Planning – Youth Program (IRCO, CIO)
- Bureau of Planning (NAYA, LN)
- Multnomah County (NAYA)
- Multnomah County Health Equity Initiative (UL)
- New Columbia – Housing Authority of Portland (UL)
- Office of Senator Avel Gordly (UL)
- Office of Senator Ron Wyden (UL)
- Office of Sustainability (UL)
- OHS (Oregon Human Services?) (OA)
- ONI - Crime Prevention Program (LN)
- PCC-Cascade (UL)
- Portland Development Commission (UL)
- Portland Office of Transportation (LN)
- Portland Police Bureau (LN)
- Portland Public Schools Title VII Indian Education (NAYA)
- Portland State University Institute for Tribal Government (NAYA)
- TriMet (NAYA)

Partnerships with other organizations

Various community organizations and coalitions DCL groups actively partnered with.

- AARP (UL)
- Aero Vista apartment residents (LN)
- AFL-CIO (UL)
- African American Alliance (UL)
- African American Chamber (UL)
- African American Outdoor Association (UL)
- African Women’s Coalition (CIO)
- Albina Ministerial Alliance (UL)
- Alpha Kappa Alpha Sorority (UL)
- Archimedes Movement (OA)
- Asian Pacific American Network of Oregon (IRCO, CIO)
- Associated Students of Portland Community College (CIO)
- Basic Rights Oregon (CIO)
- Black Cultural Affairs Board - PSU (UL)
- Black Lawyer’s Association (UL)
- Black Studies Dept. PSU (UL)
- Black United Fund (UL)
- Bonneville Power Administration Tribal Affairs (BPA)
- Bow and Arrow Culture Club (NAYA)
- Bus Project (UL, CIO)
- Cambodian American Community of Oregon – CACO (IRCO)
- Central Northeast Neighbors (IRCO)

- Cesar Chavez Blvd. Committee (LN)
- ChristieCare (NAYA)
- Columbia River Inter-Tribal Fish Commission (CRITFC)
- Community Alliance of Tenants (UL, LN)
- Concerned Indian Citizens (NAYA)
- Confederated Tribes of Siletz Indians (NAYA)
- Congolese Community of Oregon (CIO)
- Cully Association of Neighbors (NAYA)
- DCL Grantees: IRCO, Latino Network, Oregon Action, CIO, NAYA
- Education Equity Center (UL)
- El Programa Hispano (LN)
- Elders in Action (UL)
- Executive Directors of Color Network (CIO, OA)
- Good Spirit (NAYA)
- Grandparents Raising Grandchildren, Inc. (UL)
- Grupo Solidaridad y Apoyo/Group of Solidarity and Support (Del Monte raid) (LN)
- Hacienda CDC (LN)
- Kurdish Community Center of Oregon (CIO)
- Lewis & Clark, Indigenous Ways of Knowing Program (NAYA)
- NAACP (UL)
- NAACP – PSU chapter (UL)
- National Association of Minority Contractors Oregon – NAMO (UL)
- National Indian Child Welfare Association (NICWA)
- Native American Program, Legal Aid Services of Oregon (NAYA)
- Native People's Circle of Hope (NAYA)
- New Harvest - Thai, Iu Mien, and Karen, Christian Ministries (IRCO)
- Northeast Coalition of Neighborhoods - NECN (UL)
- Northwest Constitutional Rights Center
- Northwest Health Foundation (IRCO)
- Northwest Indian Veterans Association (NAYA)
- Northwest Portland Area Indian Health Board (NPAIHB)
- Northwest Somali Association (CIO)
- NW Areas Foundation (NAYA)
- OHAC (Oregon Health Action Coalition?) (OA)
- ONABEN – A Native American Business Network (NAYA)
- One Sky Center (NAYA)
- OPAL - Organizing People, Activating Leaders (UL)
- Oregon Fair Housing Council (NAYA)
- Oregon Native American Chamber (NAYA)
- Oregon Tradeswomen (LN)
- Oregon Voices Dialogue Project ? (CIO)
- OSPIRG (OA)
- Partners in Diversity (UL)
- Pi Nee Waus (NAYA)

- Policy Link (LN)
- Portland Housing Center (UL)
- Portland Immigrant Rights Coalition ACLU of Oregon (CIO)
- Portland Indian Elders Association (NAYA)
- Portland Indian Leaders Rountable (NAYA)
- Portland International Business District Association (Sandy Ave.) (IRCO)
- Portland Youth and Elders Council (NAYA)
- Sisters in Action for Power (UL)
- Slavic Coalition (CIO)
- Somali Women’s Association (CIO)
- Southeast Uplift (CIO)
- St. Michael of All Angels Church (LN)
- Verde (LN)
- Villa de Suenos apartment residents (LN)
- Vision Into Action Coalition, Steering Coalition, Transition Team (NAYA, IRCO, CIO)
- Western States Center – Vote Project (CIO)
- Wisdom of the Elders (NAYA)
- Woodlawn Neighborhood Association (UL)
- Work Systems, Inc. (NAYA)

Trainings and topics

Workshops, training series and various leadership topics DCL groups organized.

- Social Justice and Civic Leadership trainings (UL) –
 - History of social movements (civil rights)
 - Tackling inequity through policy change
 - Building community campaigns and relationships with elected officials.
- PILOT training – Year long leadership training program (CIO)
 - Community Based Leadership
 - Organizing terminology
 - Cultural awareness training
 - Government 101: How City Government Works
 - Review/discuss policy recommendations
 - What’s Happening Today
 - Non-partisan electoral organizing
 - Leadership assessment
 - Holistic social justice movement building
 - City Hall Exposed
 - City Hall 201
 - Women’s Leadership in Immigrant and Refugee Communities
 - Global Movement Building
 - Public Speaking
 - How to Plan a Candidates Forum

- Leadership Academy and Puentes Program (LN)
 - History of Race and Immigration in the United States
 - Introduction to Leadership
 - Power Analysis (joint training) –
 - Racism – definition and how it plays out in our day to day interactions
 - Politics of Oppression
 - Sharpening our Awareness of Leadership Skills
 - Basics on City Hall
 - Know Your Rights
 - Picking an issue
 - Understanding Geography of Government
 - Impact of branding
 - Organizational Development: Roles of the Executive Committee
 - Communication and Organizing
 - Building a Community Safety Campaign
 - Graduation: Cross Cultural Movement Building (joint)
 - Year-end celebration

- ENGAGE training sessions – Organized 3 sessions (IRCO)
 - How to become effective advocates on City public involvement initiatives -
 - business-minded participants - making enterprises eligible for City work
 - community policing initiatives

- Mentoring new leaders - Engaging in planning, research, organizing ()

- Oregon Action’s Leadership Academy workshops:
 - Basics of Leadership and Organizing
 - Intro to Community Organizing
 - How Portland Works (Government and Non-Government
 - How to develop a plan... to have an impact on public policy – How to effectively engage policy makers in making changes that have an impact on people’s lives. Importance of personal stories.
 - City’s budget process – learn process for approving the City budget.
 - How City Hall Works & Media Planning – hands on experience in speaking at a press event.

- NAYA workshops
 - City of Portland 101 - Orientation about local power structures
 - Political organizing as a 501(c)(3) nonprofit including fundraising, leadership development, and community organizing.
 - Youth leadership development
 - TriMet 101 training with Fred Hansen General Manager of TriMet.
 - Cully-Concordia Neighborhood 101 training with BOP planner
 - Work Systems Inc. training
 - Middle and High School youth training – general leadership development

Boards, Commissions, Advisory Committees

Various committees DCL groups had constituents represented on, primarily leadership training participants.

- City budget process (UL)
- Coalition of Communities of Color (NAYA)
- Diversity and Civic Leadership Advisory Committee (NAYA)
- Housing & Community Development Commission (NAYA)
- Human Rights Commission (NAYA)
- Lobby visits with City Commissioners Eric Sten, Randy Leonard, Tom Potter (UL)
- Neighborhood association meetings (UL, IRCO, NAYA)
- Office of Human Relations – new director hiring process (UL)
- ONI Budget Advisory Committee (NAYA, LN)
- Oregon Community Fund Leadership Council (UL)
- Parks and Recreation board, recommended woman (UL)
- Portland Development Commission – UL board member now Chair of PDC (UL)
- Portland Parks and Recreation Board (NAYA)
- Portland Planning Commission (NAYA)
- Portland Superintendent's/Elected Officials Roundtable (NAYA)
- Public Involvement Advisory Council (NAYA)
- Public Involvement Advisory Council (UL)
- United Way of Columbia-Willamette, Vision Council (NAYA)
- Vision Into Action, Steering Committee, grants, public meetings (NAYA, IRCO)

OTHER STRATEGIES FOR ENGAGING THEIR CONSTITUENCIES

Below are various public involvement methodologies used by DCL organizations.

Arts and Culture

- PSU “Edu”tainment event (UL)
- Vagina Monologues (UL)

Surveys, interviews, questionnaires

- URBAN NET- Partner with local hair and nail salons, ask their customers to complete surveys on UL topics (UL)
- Online Survey Monkey (UL)
- Environmental Health Assessment Visits with Health Promoters (LN)
- Thomas Cully Park (LN)

Issue Forums/dialogues/conferences

- Community dialogues at New Columbia on health equity (UL)
- Town Hall meeting with Senator Ron Wyden (UL)
- Info session with Senator Avel Gordly (UL)
- Community dialogue between African immigrants/refugees and African Americans (UL)

- African American Advisory Committee (UL)
- Community meeting on health policy (UL)
- Community dialogue meeting on green jobs and economic development (UL)
- Portland Indian Leaders Roundtable (NAYA)
- Cesar Chavez Blvd. street renaming (LN)
- Living room dialogues between police and Latino apartment residents - Puentes de Paz con la Policia/Building Bridges of Peace with Police (LN)
- Villa de Suenos apartments community town hall on public safety (LN)
- Family Emergency Plan Presentation (LN)
- Women developing small business plans, Proyecto Esperanza/Project Hope (LN)
- Immigration - Puentes de Paz sobre Inmigracion/Building Bridges of Peace Across Communities on the Immigration Issue (LN)
- Portland Leadership Council (IRCO)
- Beyond War: Immigrant and Refugee Voices for Peace – Panel (CIO)
- Anti-immigration ballot initiatives #19 and #112 forums (CIO)
- National Immigrant and Refugee Rights Conference (CIO)
- Cultural awareness training with SEUL about African and Latino communities (CIO)
- Oregon Voices Community Dialogue Project – on immigration (CIO)

Media, social, video

- Comcast Newsmakers (UL)
- Urban Vibe cable program (UL)
- KBOO Radio (UL)
- History of Indian Organizing in Portland video (NAYA)
- Progressive Technology Project conference (CIO)

Lobbying, Advocacy, Negotiations

- Testifying at City Council on City budget and other issues (UL, NAYA, LN, CIO)
- Lobby visits with City Commissioners (UL, LN, NAYA)
- People of color Candidate's Forum (UL, NAYA)
- Candidates Forum, Mayoral (UL, NAYA, LN, CIO)
- Candidate forum, State legislature (UL)
- PDC's Triangle Redevelopment Plan (UL)
- Candidates Forum, City Council commissioners (UL)
- Lobbying visits with State legislators (UL)
- PPS, Superintendent's Leaders Roundtable (UL)
- Meetings with Mayoral and City Council candidates (NAYA)
- ONI Community Connect recommendations (NAYA)
- Discussion with TriMet General Manager (NAYA)
- Discussion with Ted Wheeler, Chair of Multnomah County (NAYA)
- Wrote letter re: Cully-Concordia neighborhood assessment (NAYA)
- Multnomah County budget forum (NAYA)
- ONI BAC mtgs (LN)
- Cully Blvd. Green Street Project (LN)

- Portland Plan, Public Engagement Advisory Team (CIO)

Community gatherings

- Info event/concert/unveiling of renovated gazebo at Dawson Park (UL)
- Annual Meeting (UL)
- Exercise Your Rights event – exercise, health, and voter registration (UL)
- Portland Youth and Elders Council (NAYA)
- National Night Out event (LN)
- Community celebration – Organized baby shower for VEA member (LN)
- World Café on Community Gathering Center (LN)
- Mutual assistance association’s - APANO, Africa House, and SCO (IRCO)
- Multicultural community center, organizing to create (CIO)

General Outreach – one-on-one relationship building, tabling

- Door to door outreach strategy in King and New Columbia neighborhoods (UL)
- Door to door outreach on recycling outreach (UL)
- Booth at Delta Park Pow-Wow (NAYA)

Organizing – rallies, GOTV, mobilizations

- GOTV (UL, NAYA)
- Voter registration (UL)
- Voter Education Rally (UL)
- Power2Vote - GOTV (UL)
- Cesar Chavez Blvd. street renaming (LN)
- Apartment organizinn - Vecinos en Alerta: Puentes de Union/Bridges of Unity (LN)
- Anti-immigration ballot initiatives #19 and #112 (CIO)
- Western States Center’s VOTE Project (CIO)

Reports

- State of Black Oregon report (UL)
- Making the Invisible Visible report (NAYA)
- Immigrant and Refugee Task Force report (CIO)

Beautification project

- Workshop - Container Gardening with Native Plants (LN)
- Neighborhood clean-up (LN)

Youth engagement

- PSU “Edu”tainment event (UL)
- Parent groups at schools – Harvey Scott, Glenfair schools (LN)

Fund development

- Meeting with NW Area Foundation (UL)
- NW Areas Foundation grant – (NAYA)
- Capital campaign – PYEC assisting to raise \$12 million to purchase building (NAYA)

- Vision Into Action grants and grant making committee (IRCO, CIO)

Strategic Planning

- Coalition of Communities of Color (UL)
- Executive Directors of Color Network (CIO, OA)
- Statewide grassroots immigrant and refugee table (CIO)
- Board development (CIO, OA)

Culturally appropriate engagement strategy issues

- Providing childcare is incredibly helpful (NAYA)
- Interpretation accommodations. (NAYA)
- Communication strategies could be more transparent and accessible to a wider variety of community members with varying levels of literacy and knowledge of local power structures. (NAYA)
- Hall's week at Jefferson High as being incredibly engaging; therefore, having the City come into communities more often would be appropriate to engage more diverse communities. (NAYA)
- The Diversity and Civic Leadership Organizing Project has already raised collective consciousness about civic engagement and policy issue across communities. (NAYA)
- We base many of our decisions on consensus. No one speaks on behalf of our community. We also believe in a seventh generation model. How do we hear the voices of our next generation? When we take into account consensus and a seventh generation model, it forces us to think very carefully with any major decisions and must take into account our future generations. Many of the issues we have as central teachings were taught by our elders and these basic teaching have not changed. We continue to honor and practice our cultural traditions and values at all of our meetings, by including blessings from an elder at the beginning and end of our meetings. (NAYA)
- **State of Black Oregon** – Revived for the first time in 17 years. The publication is a report on the disparities between African Americans and the majority population based on key social and economic indicators. Report will measure the progress or decline in the relative status of black Oregonians in health, education, economics (employment, business, homeownership), criminal justice and civic engagement. Will be statewide in scope, (using the Oregon Progress report and other statewide data) but the more detailed data will concentrate on the greatest population center for African Americans; the 5 counties of the Portland Metro Statistical Area. Will result in an action agenda that provides recommendations for changes in policies and practice across local, state and federal authorities, and the private sector. Scheduled to be published in late 2008, just months before the 2009 Legislative Session and the installation of new city and county elected officials. It is an important opportunity to reinforce the urgency of placing issues critical to African Americans on these agendas. Have developed partnerships with African American educationalist, health advocates, environmental justice advocates, economic development advocates, such as African American Chamber, Black United Fund, Portland Housing Center, OPAL, the Education Equity Center, Black Studies Dept at PSU, as well as African American organizations around the State. It has provided an opportunity to locate and make connections with African Americans in Salem, Eugene, Medford, Klamath Falls, Corvallis and Bend. This has been very significant in unifying

and solidifying the African American community across the state, especially as we develop a state-wide Action Agenda and as we head into the next legislative session. (UL)

- **URBAN NET-** Partner with local hair and nail salons as well as black owned barber shops to create community dialogue. Each salon or outlet will regularly ask their customers to complete surveys and contact information on a variety of subjects from education, economic development, job training and health care. Provide new contacts and insight into what issues the community feel most effect their lives. (UL)
- **Experiences with neighborhood associations** – Several DCLA participants took a field trip to their local neighborhood association meeting. They reported back that its hard for new people coming into the neighborhood system to track the process and to follow the issues. They recommend associations have a mentor assigned for new participants who provide background materials (i.e. last three months) so that new participants don't feel lost at the meetings and creating an inclusive spirit surrounding the meetings. Participants said they were not engaged by longtime participants. (OA)
- **Cesar Chavez street renaming** - Academy participants were able to lend their support to the Cesar E Chavez Blvd committee during the month of September in preparation for the October public forums at Ockley Green School. After the very tense meetings at Arbor Lodge and Overlook, CECB members approached Latino Network for support. Latino Network then turned to Academy participants and staff to mobilize community members to attend the forums. We then conducted a power analysis session to examine how the re-naming was being addressed by City Council members. The experience provided a focused and concrete opportunity for organizing and mobilization. At the beginning of the Cesar Chavez re-naming process Academy participant Dora Reyna did not feel entitled to express her opinion in a public forum. She was hesitant to display her signs and wanted to return them to her vehicle. By the end of the first hearing, however, she was determined to continue her engagement. She remained at Ockley Green School dialoguing with neighbors about the issue of race and history until 11pm the night of the Oct 9th hearing. Dora is an example of an emerging leader taking courageous steps to participate in civic life in the United States despite the anti-immigrant sentiment that challenges her activism. (LN)
- **ONI BAC meetings** – Academy participant, Dora Reyna, is participating in ONI's Budget Advisory Committee meetings. She developed a greater understanding of how neighborhood coalitions and neighborhood organizations advocate for funding. She reports that at times she felt pressured to conform to negative or dismissive opinions of the work of organizations of color. Yet she was able to counter negative opinions by stating the value of projects such as the DCL Academy. After intense discussion at a meeting Dora was impressed to hear that positions regarding ONI's diversity initiative had shifted. She feels her involvement has added a much needed perspective on the importance of including other voices in budget discussions. (LN)
- **Candidates Forum lessons learned** – CIO had initially planned a collective candidates forum with all three Leadership Academy organizations, where our participants could plan a citywide forum as their community project. However, one group invited many other organizations and CIO's participants felt uncomfortable/did not have the space to make decisions on how the forum would be planned. So, organized a Mayoral Candidates Forum only collaborating with APANO. PILOT participants learned hands-on

skills of how to plan and implement a candidates forum. Empowering experience, developing relationships with other groups through the DCL Leadership Academy. Forum organizing led to relationships to engage on anti-immigration ballot initiatives.
(CIO)