

Diversity and Civic Leadership Program FY 2011-2012 Summary of accomplishments

Issue campaigns

Various issues DCL groups were engaged in during FY 2011-2012

- Immigration
- Equity Strategy 2010
- Child welfare
- City budget process
- Climate change
- Communities of Color report 2nd round
- Comprehensive immigration reform
- County Budget process
- Crime prevention
- Cully Green Street – minority hiring/contracting
- Dream Act – immigrant youth education
- East Portland Action Plan
- Education
- Employment and workforce – City contracting, economic development funding, Obama jobs bill
- Employment help for immigrants - KBOO
- Foster care reform
- Graffiti removal
- Health equity reform
- Health issues in the immigrant, refugee community - KBOO
- Homeless Youth Continuum, stable housing
- Housing inequities
- Immigrant issues in our schools - KBOO
- Immigrant rights policy
- Bullying
- Substance Abuse
- Neighborhood clean-up
- Police accountability
- Police relations -
- Portland Comprehensive plan-
- State legislative
- State of Black Oregon report
- Suicide Prevention Awareness

Partnerships with other organizations

Various community organizations and coalitions DCL groups actively partnered with.

- American Indians for Opportunity
- Asian Pacific American Network of Oregon
- Basic Rights Oregon
- Bhutanese community organizations
- Black United Fund
- Burmese community organizations
- Bus Project
- CAUSA's Oregon Immigration Rights Coalition
- Center for Diversity and Environment
- Center for Intercultural Organizing
- Central Northeast Neighbors
- City Club
- Coalition for a Livable Future
- Coalition of Communities of Color
- Congolese community organizations
- Cully Association of Neighbors
- East Portland Neighborhood Association
- El Programa Hispano program, Catholic Charities
- Girls, Inc.
- Hacienda CDC – Aero Vista apartments
- Impact NW
- Jobs With Justice
- KBOO
- Laborers International Union of North America
- Liberian community organizations
- MECHA, Movimiento Estudiantil Chicano de Aztlan
- National Association of Minority Contractors-Oregon
- National Indian Child Welfare Association
- Native American Youth and Family Center
- Neighborhood Associations, unnamed
- Northeast Coalition of Neighborhoods
- Nuevo Movimiento Santuario
- Office of Commissioner Nick Fish
- OPAL
- Oregon Action
- Oregon Common Cause
- Oregon Native Chamber of Commerce
- Oregon Tradeswomen Inc.
- People of Color Health Equity Collaborative
- Portland Central American Solidarity Committee
- Portland Community Media
- Portland Indian Leaders Roundtable

- Portland State University
- Powellhurst-Gilbert Neighborhood Association
- PPS, Middle School Family Night
- Project PLUS
- Resolutions
- Rose CDC
- Rotary Club
- Skanner
- Slavic youth group (
- SMILE (formerly OLI)
- St. Charles Church
- State of Oregon – Statewide Interpreting Advisory Council
- TREE Institute - TREE Institute
- University of Portland Univision
- Verde – key partner with Latino Network
- VOZ: Workers’ Rights Education project
- Western States Center
- Youth Mentoring Program for Latino Youth

Trainings and topics

- **Immigration Timeline:** Understanding the history of United States immigration policy using a racial justice lens; how this history informs the current environment for immigrants and refugees.
- **Mapping Our Community:** This workshop explored participants’ shared physical and political space as immigrants and refugees.
- **Power Relations:** This workshop was a role-play examining power relations in a real-world context; participants began to explore the pushes and pulls of public policy development.
- **Models of Social Change:** Participants explored and better understood the difference between common models of social change in the United States and how each engages people and builds community power.
- **Community Based Leadership:** This workshop provided basic principles of community based leadership while examining the difference between this type of leadership and solo or self-selected.
- **Story Telling—Coming to America:** CIO reconvened our PILOT participants for the second workshop of the year by opening up a space for people to express their stories of coming to America.
- **Introduction to Popular Education** presented by Noelle Wiggins and Rujuta Gaonkar of the Community Capacitation Center: Participants were introduced to the concept of popular education, a teaching methodology came from a Brazilian educator and writer named Paulo Freire, who was writing in the context of literacy education for poor and politically disempowered people in his country. Different from formal and informal education, popular education is a process which aims to empower people who feel

marginalized socially and politically to take control of their own learning and to effect social change.

- **Organizing Terminology:** This participatory workshop explored common terms in community organizing and what they mean.
- **Organizing 101 presented by Amara Perez:** Amara Perez, founder of Sisters in Action for Power, presented this workshop on the basics of community organizing for social change.
- **Project Planning:** CIO staff led groups in refining their joint project plans for the PILOT 2011-2012 cohort; participants learned skills such as goal setting, creating measures and action plans, and how to develop a realistic timeline for project implementation.
- **Form of Government:** Participants learned about state and local form of government, who the elected officials are, and how public policy is made.
- **Roots and Branches:** The purpose of this interactive exercise is to examine immigrants and refugees' common values, what grounds the work together and to consider how the immigrant rights movement is linked with other social justice movements.

- **Intercultural Conflict Style Inventory:**

Instructor and Facilitation by Lisa Reed Guarnero –PILOT Graduate

This in-depth inventory allowed participants to provide a clear picture of their preferred approach or style for solving problems and resolving conflict situations. The goal of the workshop was to provide insight into both the participants' personal conflict approach and intercultural styles for solving problems and resolving conflict.

- **Engaging in Boards, Commissions and Committees:**

Instruction and Facilitation by: Andrew Riley and Karla Hernandez

The purpose of this workshop was to discuss the immigrant/refugee experience working with Boards, Commissions and Committees. Challenges were addressed from language barriers, culture, differing opinions and how to overcome this while engaging in these environments.

Governments, Bureaus

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

- Bureau of Planning and Sustainability
- County Commission
- Department of Health Services, State of Oregon
- East Portland Action Plan committees
- Office of Equity creation committee
- Office of Management and Finance
- Office of Neighborhood Involvement
- Parks and Recreation
- Portland Bureau of Transportation
- Portland Development Commission
- Portland Police Bureau
- Metro opt-in survey
- PDOT- Safe routes to schools

- FBI
- Portland Housing Bureau

Boards, Commissions, Advisory Committees

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

- Public Involvement Advisory Committee (PIAC).
- EPAP Civic Engagement and Transportation Committee.
- EPAP's economic development committee.
- Parks and Recreation Sullivan Gulch advisory board. Staff participate also provide feedback to the
- Portland Department of Transportation and Safe Routes to Schools policy development.
- Portland Plan Citizen Involvement Committee (CIC).
- Stakeholder Advisory Committee: N/NE Quadrant and I5 Broadway, Weidler Plans
- Portland Parks and Rec Advisory Committee, Sullivan's Gulch
- Creation Committee, Office of Equity
- Coalition of Communities of Color, Meyer's Leadership Development Project
- Advisory Commission, Portland Bureau of Housing
- Community Advisory Council, Office of Multicultural Health and Human Services
- Diversity Advisory Committee, United Way
- Advisory Group, Racial Equity Report Card
- Oregon Advocacy Commissions Office: Advising Policy, Growing Leadership, Building Success for Asian Pacific, Black, and Hispanic Oregonians and for Women
- Office of Neighborhood Involvement, Budget Advisory Committee
- Civic Engagement Sub-Committee, East Portland Action Plan
- We Are Oregon
- Portland Comprehensive Plan Infrastructure Policy Expert Group, Bureau of Planning and Sustainability

OTHER STRATEGIES FOR ENGAGING THEIR CONSTITUENCIES

Below are various public involvement methodologies used by DCL organizations:

There is an assigned list for every PILOT graduate of 2012 to engage in a neighborhood and/or business association, as well as commissions and boards they are interested in representing with local issues as well as immigrant/refugee concerns.

Several graduates of PILOT are now being considered for the CIO Board of Directors as well.

Arts and Culture- Art and cultures is integrated through each DCL program whether it be through the sharing of food, creative or performing arts.

Issue Forums/dialogues/conferences

A workshop presentation from OHSU's Diversity and Inclusion Department was presented on how to interview and engage in a corporate environment and MESO (Micro Enterprises Services of Oregon) also presented what opportunities and resources are available for small emerging businesses in order to thrive in the current economic environment

PILOT Participants and CIO staff engaged with OPAL, an environmental justice organization, to discuss the inequities in our daily living environment, addressing economic and social equity with an emphasis on transportation and the built environment.

IRCO staff organized a public meeting with Roberta Phillip, Senior Policy Advisor from Multnomah County Chair Cogan's Office, to give input on the County Budget. Diversity & Civic Leadership program staff and Ms. Phillip co-designed and co-facilitated this meeting. The goal of this meeting was to engage communities that haven't historically been involved in the Multnomah County budget process and become involved before the budget is developed. Over 25 people attended this meeting at Asian Family Center and actively participated in prioritizing community needs.

- One leader held a workshop for 32 members of the Somali community in February on housing rights and another for
- 25 members in March on employment rights.
- The Community Alliance of Tenants presented the housing rights workshops and discussed tenant rights and responsibilities and what to do if you think your rights have been violated.
- A Job Coach from IRCO presented for the employee rights workshops and covered employment laws and employee rights.
- In March, a workshop was held for 18 members of the Oromo community on relations between local police and the immigrant and refugee communities. They discussed how to work together to address the mistrust that exist between the police and the community and how to find ways to become actively engaged with communities and establish relationships.

- *Over 100 Spanish language surveys were collected for Parks and Recreation to advise them on their outreach strategy*
- *Over 10 community members attended ONI's Budget Work Session presentation before City Council on Tuesday, April 3rd.*
- *Six letters were submitted to City of Portland Commissioners and leaders in support of DCL.*
- *Over 40 Spanish language surveys were collected for Multnomah County. Surveys were an attempt to collect information about community priorities.*
- *Participants attended a budget hearing to advocate for SUN schools*
- *14 Lidercitos (Little Leaders graduated from the Lideres Academy this year) and presented their ideas at the Academy training held at Metro on May 12.*

COMMUNICATIONS - Media, social, video

CIO has been utilizing Facebook to update our PILOT participants and over 1,300 members on issues such as the development of the City's Budget, and other opportunities for public involvement. We also have a 2,500 member email listserv and a web site where we public important public involvement opportunities.

NAYA-Portland Youth and Elders Council currently distributes the "Community Update, a monthly newsletter via US Postal mail and electronically to inform council members and community at large about current agenda items and community initiatives. We update our website to reflect monthly meetings and current community engagement opportunities. PYEC participants utilize phone tree communications whenever appropriate and to share upcoming events between general council meetings. Outreach also takes place in the community wide electronic communication "Native Connect" that is emailed bi-weekly.

Latino Network- Participant Phone tree: We use this among the cohorts of the Líderes Academy to share news and updates.

Call downs: Staff call down the alumni and current cohort. Staff leaders also call local leaders and government reps and Latino community members belonging to the larger Latino Network family of participants.

Líderes e-List: All people connected to Lideres and Latino Network education and youth programs from constituents to commissioners to city leaders get announcements, invitations and news updates via e-mail.

Website: General Latino Network program information.

Facebook: Updates, event pictures, news and other information regularly posted on two Líderes Pages (Spanish & English) and the Latino Network Group.

Lobbying, Advocacy, Negotiations

Community gatherings

. On April 4, CIO as planned by PILOT Class of 2012, had a Mayoral Candidate Forum which engaged over 100 community members at CIO. The event was very successful with Charles Hales, Eileen Brady and Jefferson Smith in attendance. The questions were formed by PILOT participants which focused on immigrant/refugee concerns. They were able to engage local community leaders, officials, and over 80% were CIO constituents.

The two focus groups held for the Russian community were attended by 14 parents and 4 service providers.

IRCO staff organized a community meeting with PIAC staff, Afifa Ahmed-Shafi. The chair person, Ms. Ahmed-Shafi presented PIAC's Public Involvement Principles document for the city. Twenty three community members from diverse backgrounds attended the meeting, including individuals from India, Nepal, Burma, Somalia, Honduras, Russia, Taiwan, Burundi, Rep Democratic of Congo, Ethiopia, Senegal, and Bhutan. The community provided feedback

for PIAC on how to best work with CBOs like IRCO and the immigrant community in general and how to support the work of these organizations as they reach out to the various diverse communities that live in the city.

**General Outreach – one-on-one relationship building, tabling
Organizing – rallies, door to door
Reports**

Youth engagement

- SAP (Student Alliance Project) in showing the film “PAPERS” which is the experience of undocumented youth. A very dynamic discussion occurred after the film amongst constituents and allies building even stronger connections with youth.
- On February 13, ENGAGE graduate Valeriy Agafonov organized a group of 7 Slavic youth to help the City of Fairview with the work on the historical Zimmerman House. This youth group continues to help the City of Fairview once a month. DCL staff fully support this effort and will continue support their efforts in the future.
- ENGAGE staff also participated in the annual African Youth Retreat, a two day leadership conference held on July 6th and 7th. ENGAGE staff led ice breakers and a workshop on working as a team for 30 youth.

Fund development

The PILOT members in the Iraqi Society of Oregon and with PSU to host a fundraiser to help establish an Iraqi Food Cart.

Strategic Planning

2011-2012

CIO- In planning the event, PILOT participants wanted to have strong attendance at the Mayoral Candidate Forum so they needed to engage with different communities and business associations. PILOT participants created outreach plan and implemented their plan where they sent email communication to partner organizations, CIO constituency and the public at large. In addition, PILOT members utilized their culturally specific outreach methodology by engaging their own community members in locations and ways most effective for their respective communities.