

Diversity and Civic Leadership Program

Year-end performance summary

FY 2007-2008

July 2007 through June 2008

Organization: Latino Network and Verde partnership

Latino Network primarily organized women, Proyecto Puentes
Verde primarily organized men, Vecinos en Alerta (correct?)

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

1. Provide short narratives describing examples of how two to three individual participants in the training program are contributing to building the organizational capacity of their organizations and/or expanding their personal leadership skills.
 - **City budget/DCL grant renewal** – Academy participant Ana Bertha Alvarado testified at Council, her first experience, to support renewing DCL grants.
 - **Cesar Chavez Blvd. street renaming** – Mobilized participation for final Council hearing where Council voted not to rename Interstate Ave. Academy participant Dora Reyna designed a poster and distributed it to all the North Portland Latino owned stores. She also videotaped the hearings. See *more Question 10*.
 - **Parent groups at schools** – Organizing parent groups at several schools to advocate for a welcoming school and educational supports for Latino children, Glenfair and Harvey Scott School, where Academy participant Ana Bertha Alvarado is the lead parent organizing a leadership team. Project continued beyond LN's funding on an all volunteer basis. They meet weekly. Ana Bertha is applying lessons learned at Academy to the school campaign.
 - **ONI BAC** – Academy participant Dora Reyna attending ONI budget advisory committee meetings.
 - **Racial profiling** – active and supporting Oregon Action's lead on this issue.
 - **Anti-immigrant ballot initiatives** – active, supporting CIO's lead on issue.
 - **Proyecto Puentes** – Latino Network's DCL Organizing Project. Academy participant, Ana Bertha Alvarado, is a lead organizer. This project closely coordinated with Vecinos en Alerta, a Verde program.
 - **Puentes de Paz con la Policia/Building Bridges of Peace with Police** – Project with St. Michael of All Angels Church, organizing living room dialogues on public safety and immigration with Portland Police, mainly NE Precinct. Key issue is transient nature of police assignments which will make it challenging to ensure ongoing participation of beat cops in dialogues with residents. First three dialogues included 13 community members and 7 cops, sharing stories, hopes, learning about each others' fears – fears rooted in

oppressive military police in Latin America and in experiences with US police and immigration. For many first conversation with Police. Final session they developed joint strategies and action plans. Planning joint tree planting. *SEE MORE DETAIL IN VERDE'S May 2007 – AUG 2008 report.*

- **Spirit of Portland award** – Latino Network won award from Mayor Potter.
- **Del Monte raid** – Six women detained in the Del Monte raid informally joined Academy trainings. Organized themselves into Grupo Solidaridad y Apoyo/Group of Solidarity and Support.
- **Vecinos en Alerta: Puentes de Union/Bridges of Unity** – Direct request from residents at Aero Vista apartments to support them in improving the community livability and environmental justice of their apartment complex. Staff worked with residents to define priorities for organizing campaign. Partnership with Verde in two complexes. Typical 2-3 meetings per month:
 - **Aero Vista apartments** – Residents active in meeting organized with Mayor Potter (see below). Meeting organized with Academy participants, Mayor's staff, ONI Crime Prevention, and Community Alliance of Tenants where concerns raised about public safety and environmental health. Staff worked with residents to develop an action plan. Most events below were Aero Vista.
 - **Villa de Suenos apartments** - In response to a shooting, Academy participant Francisco Aguirre, developed capacitation modules to address issues of communication and division within the community. Organized community meeting with Hacienda CDC to develop coordinated response to public safety concerns after shooting. Resulted in increased participation of Hacienda staff in community meetings. Participated in several Academy trainings to foster a more organized community that can respond to issues of safety and livability.
 - **Clara Vista apartments** – not sure what organizing took place?
 - **Container Gardening with Native Plants** - Academy participants, Anabertha Alvarado and Martha Escobedo, taught children how to plant and care for native plants. Led by Verde staff.
 - **Neighborhood clean-up** – 50 participated in two litter clean ups at Aero Vista apartments. Celebrated with ice cold agua de jamaica.
 - **Executive Committee** – Demonstration of leadership capabilities.
 - **Community safety signs** – Organized garage sale to build signs.
 - **Family Emergency Plan Presentation** – Workshop by El Programa Hispano to 20 participants on family emergency preparedness.
 - **Environmental Health Assessment Visits with Health Promoters** – With El Programa staff went door to door to survey about health risks in their homes – pests, mold, and functioning installations.
 - **Community celebration** – Organized baby shower for VEA member as community building strategy.
 - **National Night Out event**
- **Community Safety Campaign** – See Villa de Suenos apartments above. Residents self-identified skills they wanted to develop that were integrated

into leadership training curriculum, specifically communications and organizing. Included neighborhood clean-ups and outdoor activities.

- **Visit with Mayor Tom Potter** – Academy participants met with Mayor highlighting community concerns – public safety and livability issues. Popular education skits illustrated community concerns about graffiti, gang activity, pests and filth at apartments, mothers with kids crossing dangerous streets.
- **Cully Blvd. Green Street Project** – Verde’s Native Plant Nursery and LN’s Academy participants gave input, helped design, collected, translated, compiled 51 bilingual questionnaires for Planning Bureau process. Outreached, hosted and co-presented at community meeting with City project manager. Concerns about pedestrian safety of children going to school and women with kids going to groceries led to recommendations about placement of pedestrian crosswalks, blinking lights, and improvements to five-way intersection at Prescott and 60th. Advocating for economic investment – jobs for local residents. Policy Link and Oregon Tradeswomen provided technical assistance.
- **Proyecto Esperanza/Project Hope** – Academy participant Jaqueline Luna, leading women’s dialogue about developing small business plans.
- **Mayoral candidate forums** - Organized with Oregon Action, CIO, and APANO. Key issues – immigration and education. Organized a mock candidates forum where staff played role of candidates and Academy participants formulated and posed questions of interest. Participants reflected and analyzed how to ask questions that demand a direct answer. First time experience for many participants.
- **Thomas Cully Park** – Verde shared info on project at Vceinos en Alerta and Juntos Aprendmos early literacy meetings, collected 25 surveys for Bureau of Planning.
- **Puentes de Paz sobre Inmigracion/Building Bridges of Peace Across Communities on the Immigration Issue** – Again working with St. Michael of All Angels Church to inform their congregation about specific actions they can take in solidarity on immigrant rights. 20 participants at first event.
- **Community Gathering Center** – Hosted a table at World Café, jointly organized with several groups. Helped collect 16 community surveys.

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

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

Communications

4. How many people are receiving these communications on a regular basis?
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?
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? (Leadership Academy question): Provide a short narrative on how one or two trainings provided contributes to building the organizational capacity of participants' organizations and/or are building leadership skills of the participants?)
 - Organized some trainings in collaboration with Oregon Action and CIO (other DCL Academy grantees) and some independently:
 - **History of Race and Immigration in the United States**
 - **Introduction to Leadership**
 - **Power Analysis** (joint training) – Used the Cesar Chaves street renaming effort to analyze the progression of events, decisions, broken agreements, misperceptions, and politics of race within the city. See further good comments in Sept – Dec. 2007 report.
 - **Racism** – definition and how it plays out in our day to day interactions
 - **Politics of Oppression** (joint) – Included role playing skits about oppression, i.e. Russians took on roles of Latinos and vice versa, and personified the struggles highlighted in skits.
 - **Sharpening our Awareness of Leadership Skills** – Self reflection around the roles of each individual vis a vis their families, community and volunteer commitments.
 - **Basics on City Hall**
 - **Know Your Rights** – Rights and responsibilities in interactions with police and immigration officials, paths to residency and citizenship. 30 attended.
 - **Picking an issue** (joint) – Analyzing and selecting an issue for an organizing campaign, how they do or don't strengthen organization's base, how winnable and timely they are, bringing public attention to issue.
 - **Understanding Geography of Government:** Cities, Counties, States and corresponding government jurisdiction. Engaging in public processes.
 - **Impact of branding**

- **Organizational Development: Roles of the Executive Committee** – Refining exec committee members’ awareness of their new roles, and to identify the key skills and responsibilities that correspond to each role.
 - **Juntos Aprendemos Graduation Celebration**
 - **Communication and Organizing (two parts)** – build analytical and practical skills among participants... to foster a more organized community that can respond to issues of safety and livability, specifically in response to the shootings at Villa de Suenos apartments.
 - **Building a Community Safety Campaign** – see above.
 - **Graduation: Cross Cultural Movement Building (joint)** – Guest speaker Eric Ward.
 - **Year-end celebration (joint)** – The first session where participants shared in a celebratory spirit and discovered commonalities and differences about their traditions.
- **Quotes:**
 - “I didn’t realize there were other groups of immigrants – that we weren’t the only ones...”
 - Dora Reyna, on experience with ONI BAC – “Nuestra voz si cuenta.” “Our voice does count!”
 - Jaquelina Luna, Proyecto Esperanza/Project Hope – The Leadership Academy “taught me that I have the capacity to develop my skills and help with my community. For example, it has helped me to feel more confident speaking with the women I work with.”
 - Francisco Aguirre, hired by VOZ to organize the new Centro de Jornaleros, “I came because I heard that there were people organizing themselves to improve their community, and I was intrigued. I came, and I observed, and I thought, ‘There’s something happening here. These women are strong!’”

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?
 - Aero Vista apartment residents
 - Bureau of Environmental Services
 - Bureau of Planning
 - Center for Intercultural Organizing – anti-immigrant ballot measures
 - Cesar Chavez Blvd. Committee
 - Community Alliance of Tenants
 - Crime Prevention Program, ONI
 - El Programa Hispano
 - Grupo Solidaridad y Apoyo/Group of Solidarity and Support (Del Monte raid)

- Hacienda CDC
- Northwest Constitutional Rights Center
- Oregon Action – racial profiling
- Oregon Tradeswomen
- Policy Link
- Portland Office of Transportation
- Portland Police Bureau
- St. Michael of All Angels Church
- Verde
- Villa de Suenos apartment residents

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?
 - ONI Budget Advisory 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?

Challenges and successes

- **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.

- **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.
- **Mayoral candidates forum** – see above. The experience of coming together in solidarity (with APANO, CIO and Oregon Action) to challenge mayoral candidates on issues of importance to our communities was deeply moving. They walked into "our house" and answered to our communities. For many Academy participants this was a first experience.