

# Diversity and Civic Leadership Program

## Year-end performance summary

FY 2008-09

July 2008 through June 2009

Organization: NAYA – Native American Youth and Family Center

*NOTE: Many activities were already recorded for spring 2008 (FY 08-09) with one performance report for January 2008 to October 2008 over end and beginning of new fiscal year.*

**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.
  - **Youth & Elders Council:** Monthly General Council meetings at NAYA Family Center, an intergenerational community building and learning group open to all community members interested in advocacy for the Native American community. General Council membership elected a Steering Committee, made up of 2 representatives from each category - elders, adults, young adults and youth who set the agenda for the monthly meetings.
  - **“Making the Invisible Visible” document** - Working with 20+ organization to help develop document describing diverse history of Portland’s Native American community.
  - **Portland Indian Leaders Roundtable** – Six Youth and Elder Council members are active participants in monthly gatherings of this leadership forum.
  - **City budget process:** How it affects culturally specific programs and services for the Native community.
  - **Get Out the Vote:** Hosted two GOTV events.
  - **Cully-Concordia Community Assessment** and Action Plans
  - **Gang prevention:** Advocate for culturally specific city and county gang prevention services.
  - **History of Urban Indian Organizing Video:** Interviewed 17 Elders about what our community has been through in Portland from mid 1940’s until now. The focus of the filming was around their civic engagement, community building, challenges they faced, and how they dealt with those challenges.
  - **Worksystems, Inc.** – NAYA hosted a board meeting of WSI where PYEC members advocated for better employment and community building strategies.

- **Hired VISTA volunteer:** Assist in development of their civic engagement program, coordination of the PYEC, increase community participation and develop leadership trainings.
  - **Cross-generational lunches** each month.
  - **Leverage:** Approximate value of leveraged grants, in-kind donations, volunteer hours: \$3,069,564
2. Have you convened any gatherings/meetings or events to accomplish this goal/program function? If so, how many gatherings/meetings? Attendance?
- Total: Convened 50+ gatherings and work groups in the Native American community, representing 380 Tribes.
  - 11 large community meetings with average attendance of 60 people.
  - 1<sup>st</sup> Qtr: 10 events, 220 attendance

**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.
- USPS mailing list – 200 people
  - Email list – Native Network community calendar, twice month – 1,200 people
  - newsletter – Community Update, trainings and advocacy – 250 people
  - phone tree – 200 phone calls per month
  - online blog
  - webpage – PYEC site includes meeting notes, calendar, videos, reading material
  - database of participants
  - Brochure – developed PYEC brochure
4. How many people are receiving these communications on a regular basis?  
*See above*
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?
- “Community Update” is serving to keep our members updated on our advocacy actions, where we are, what needs to be done. It also give information on how and where to contact City Commissioners, Bureaus and staff if there are issues that need to be addressed directly in regards to our ongoing advocacy efforts, such as the Cully-Concordia Community Assessment and Action Plans. The PYEC has been given consistent updates and information about upcoming City Council meetings and their agenda. We also include information about

opportunities to serve on a City board or Commission and how to access the application online.

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?)

- **The Indigenous Worldview as it related to City Government** – Executive directors of the National Indian Child Welfare Association, Terry Cross, and NAYA Family Center, Nichole Maher. This worldview finds its roots in tribal cultures that is intuitive and fluid, giving context to how Native people view and function in the world. People are our first priority.
  - Mainstream American thought is organized in a linear model, where goals and objectives have to be measurable. It is organized as a succession of cause and effect, cause and effect. Native and Tribal thought is arranged in a circle, where we understand the world by the relationships in the circle. This Relational Worldview is focused on balance, not problems, within our lives. It is fluid and based in change. There are cultural viewpoints contained within this model that do not match that of American culture. The tribal community is able to embrace things seen as conflicting in American worldview.
  - When advocating for services from the Relational Worldview, it is essential to look at the whole person. This applies to organizations as well as people, and can inform the creation of a strong community voice. The inclusive nature of this also informs advocacy attitudes.
  - Nichole Maher presented potential talking points when advocating for our community and our people. The general advice was realizing the importance of our voice – individual and collective. Our people have survived many difficult years of oppression, and we have kept our culture and our identity alive. Our community is respectful and kind, and we have a wonderful sense of humor. These are all strengths that we can offer to the community. We are powerful when we are united and our message is clear.
  - Specific talking points: Portland is the 9<sup>th</sup> largest Native American Community in the country. Over 38,000 Native Americans representing 380 Tribes in Multnomah County alone. We are 4% of the population, yet we make up 30% of children in Foster Care, 30% of high school drop outs, and 15% of the unemployed workers. These issues are important and

cannot be resolved unless the Native American community is engaged and our views and voices heard.

- **Leadership based and grounded in Indigenous values, beliefs and traditions:** Elders and 8 emerging Native leaders in nonprofit. The elders shared qualities and characteristics of leaders, their personal journey as a community leader and what kinds of leadership opportunities are needed in Portland's Native community. These young emerging Native professionals are part of a year-long fellowship through the First Nations Development Institute who will receive training in financial management, program development, grant writing and service leadership. The elders passed on valuable knowledge on the history of organizing in Portland among the Native community.
- **Gang awareness training** - for PYEC, how to be more active in addressing the problem. Led by NAYA Gang Prevention team. Discussed the history and current struggles with youth who are involved in gang activities and how to identify youth, and what can be done to address this problem. Members are deeply committed to helping the youth in our community, especially in helping to reconnect them with their identity and culture since this is the best strategy in preventing and connecting to the youth. Several creative ideas for reaching out to the youth were discussed and members are becoming active in various efforts in the community to mentor and build relationships and connections with young people. PYEC members will advocate on the value of culturally specific services and programs in Gang prevention at the county and city levels.
- **Training with Mayor's Public Involvement Policy Manager** – Collin McCormack led workshop. Topic?
- **Advocacy trainings** - for Middle School and High School students.

## 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?
  - **Culturally specific City Council candidates forums:** for the African American, Native American, Latino and immigrant/refugee communities, which historically have had minimal participation in local candidate forum efforts.
  - Jointly hosted a city budget forum turning out over 375 residents from their communities. (SEE BELOW – NOT CLEAR WHICH IS CORRECT.)
  - **City Community Budget Forum:** Met with City staff and DCL groups to design a process that would encourage and empower our community members to focus on our priorities and advocate for what is important for our communities based on our own cultural values and input from our people. Mayor Adams and City Commissioners were unable to attend our event. Our members expressed the

need to speak and engage directly with the elected officials in order to build relationships and cultural understanding between the communities of color and the city. DCL groups decided to opt out of hosting a Community Budget Forum without the presence of the people who hold power in the decision making.

- Mayor Tom Potter and his staff
- ONI staff
- Trimet
- Multnomah County
- Bureau of Planning
- Cully Neighborhood Association
- Worksystems, Inc
- Concordia Neighborhood Association
- Oregon Fair Housing Council
- Other DCL groups

We worked with the following organization to help develop “Making the Invisible Visible” document – describes diverse history of Portland’s Native American community:

- Bonneville Power Administration Tribal Affairs (BPA)
- Bow and Arrow Culture Club
- ChristieCare
- Concerned Indian Citizens
- Confederated Tribes of Siletz Indians
- Columbia River Inter-Tribal Fish Commission (CRITFC)
- Good Spirit
- Lewis & Clark, Indigenous Ways of Knowing Program
- National Indian Child Welfare Association (NICWA)
- Native American Program, Legal Aid Services of Oregon
- Native American Youth and Family Center
- Native People's Circle of Hope
- Northwest Indian Veterans Association
- Northwest Portland Area Indian Health Board (NPAIHB)
- ONABEN – A Native American Business Network
- One Sky Center
- Oregon Native American Chamber
- Pi Nee Waus
- Portland Indian Elders Association
- Portland State University Institute for Tribal Government
- Portland Public Schools Title VII Indian Education
- Portland Youth and Elders Council
- Wisdom of the Elders

**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?

Ten NAYA members on City boards, commissions and committees, including:

- Public Involvement Advisory Committee (PIAC) ONI
- Portland Planning Commission
- Airport Futures Project (BPS)
- Vision into Action Steering Committee
- ONI Bureau Advisory Committee (BAC) 2 members
- Portland Parks and Recreation Board
- Human Relations Commission
- Housing and Community Development Commission
- Vision Council, United Way of the Columbia-Willamette
- Cully-Concordia Neighborhood Assessment (Bureau of Planning)

## 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?

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- **Consensus decision making:** Base all decisions on consensus. No one speaks on behalf of community. Believe in a seventh generation model. Both force us to think very carefully with any decisions and must take into account our past, current and future generations.
- **Making welcoming meetings:** PYEC honors and practices cultural traditions and values at meeting, including blessings from an elder at the beginning and end of our meetings. Values skills and assets each person brings into community. In return, they provide adequate training and support to members to ensure their voices and power continue to be strengthened.