

From: BRIDGET E BAYER
To: Moore-Love, Karla
Subject: [User Approved] Request of Bridget Bayer to address Council regarding proposed changes to Code Section 3.96, relating to questions of equity training and support.
Date: Tuesday, November 5, 2019 2:05:18 PM

Request of Bridget Bayer to address Council regarding proposed changes to Code Section 3.96, relating to questions of equity training and support.

I've worked for the City of Portland as an independent contractor for over 20 years. My first contract was from BHCD in 1998, helping to create business district associations. I helped strengthen existing neighborhood groups by communicating directly to area residents. I burned up more than one pair of shoes walking the districts engaging renters, property owners and visitors, one on one. My last contract was for the valuable NPI Historic Parkrose program, a model that should be emulated and multiplied throughout our City.

During my tenure with Portland, I have benefitted from required trainings on equity and inclusion. I've participated in voluntary workshops on diversity leadership, hiring, racism, and accountability. Many of these programs were mandatory and I believe that my role as a leader improved, and I became an asset to the communities where I worked. As government employees, you too are required to attend equity trainings and many others that improve your capacity to address disparities. You, and Office of

Community and Civic Life employees, have learned through training and education that the moral and systemic case for putting equity and inclusion to practice is vital to our success as a society. Most neighbors in this City have not had any training to recognize or address equity issues.

- Neighbors need more guidance in how to work together, not less. There are no free trainings available to citizens but there are hundreds available to City & County employees.
- We need to be able to have more meetings, not fewer. This year, we have one free hour of room use in Portland Public Schools per month, down from when I started when it was unlimited.
- We need more support to increase our outreach efforts. Simply mailing a postcard isn't enough anymore. Our communication tools need to be translated into multiple languages. Our websites aren't static pages anymore, they need to offer vital links that are understandable and easily shared.

It's not just racism either, economic disparity is real. In the Bridgeton neighborhood, many neighbors are just getting by, living paycheck to paycheck, and there are others who enjoy inherited wealth, among others benefits. Learning to get along and care for each other's well-being, in good times or emergencies, requires investment.

The City of Portland should invest more to instigate long-term organizational change plus add structural improvements that reduce inequity. For example, the supplemental grant funding and physical space that East Portland Neighborhood Office provided, was extremely successful in connecting diverse groups together.

This may be the right time to reform neighborhood associations. I believe that boosting community development, using a holistic approach, that will not only sustain goodwill, it will invite all Portlanders to participate in neighborhood and business associations.

Thank you for your consideration of this request.

Sincerely,

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