

SEUL 6-Month Grant Report to Office of Community and Civic Life FY 2020-21

Grantee	SE Uplift Neighborhood Coalition
Project Title	District Coalition Office
Grant Agreement	32002080
Fiscal Year	January 1 st , 2021 - June 30, 2021
Overall Project Status	Ongoing, 6-month report

Project Summary: SE Uplift is one of seven coalition offices which is part of the city-wide district coalition system. SE Uplift (SEUL) serves a geographic region of 20 neighborhoods in southeast (and small portion of northeast) Portland. SEUL has received ongoing funding from the City of Portland Office of Community and Civic Life (Civic Life) since 1974 as part of a mutually beneficial relationship where the nonprofit coalition is contracted to provide vital services that contribute to the City’s civic engagement goals at a cost much lower than the equivalent services provided directly by the City. SEUL fulfills our Civic Life contract obligations consistent with how it has met requirements in previous years, via our core programming and services. The mission of SEUL is to collaborate with the Southeast Portland community to build informed, inclusive, and participatory neighborhoods that support our social and ecological well-being.

Grant funds cover five staff positions and all operating expenses of the organization. SE Uplift staff include Interim Executive Director Leah Fisher (she/her), Operations Manager Ean Goss (he/him or they/them), Outreach & Communications Manager Paola De La Cruz (she/her), and Community Liaison Program Manager Matchu Williams (he/him).

Successes: SEUL has successfully partnered with local communities of identity and geography, as well as city government, to address our mission of collaborating with the SE Portland community to build informed, inclusive, and participatory neighborhoods that support our social and ecological well-being. Please review the featured work outlined below, which includes:

1. Anti-hate and justice work
2. Community Resiliency & COVID-19
3. Program and Organizational Updates
4. Trainings and Skill Building
5. Partnerships

Challenges: SE Uplift struggled in three areas this reporting period:

- **Staff Turn-over:** SE Uplift experienced a change-over of all staff but one a few months before this reporting period, requiring a significant amount of training and orientation which continued into this reporting period. We were fortunate to have a solid team in place until the news of our Executive Director, Leroy Eadie, was leaving in March. Leah Fisher, stepped in to help with the transition during a time of funding uncertainty, and SE Uplift is in process of hiring a new Executive Director. During this time, SE Uplift hired a temporary person to fill Leah's role while she was stepping in as Interim Executive Director, however, this person found a permanent position shortly after starting and the vacancy was not filled again as it was temporary. SE Uplift is a small organization with a large geographic areas to serve and has always struggled with cross-training staff and retaining institutional knowledge about programs and services. The more recent transition has illuminated this short-coming and we are working to put more documentation and policies in place to ensure better transition in the future.
- **Organizational structure challenges:** We continue to face challenges as an organization because of the outdated system and standards we are part of do not align with current Civic Life goals and associated grant agreement expectations. The organization continues to experience inefficiencies due to long-standing expectations by *some* neighborhood association volunteers, and our inability to modify our board structure or create mechanisms for accountability. Additionally, our Executive Director resigned after one year in the position due to the COVID-19 pandemic, the 4th ED we've had in 5 years.
- **Programming challenges:** Limited capacity to adequately respond to community need as we modify our programming and services to serve other community organizations and volunteer-led groups in addition to Neighborhood Associations within our boundaries. Additionally, address the need resulting from the houseless crisis and the COVID-19 pandemic.

Featured Work of SE Uplift January 1, 2021 - June 30, 2021

1. Anti-hate and Justice Work

Below are some examples of anti-hate and social justice work (with an emphasis on racial-justice) SEUL has done during this reporting period that falls outside of our regular programming work.

Impact Story **Portland United Against Hate Coalition (PUAH):**

SEUL is excited to welcome Úmi Vera as the new Executive Director for Portland United Against Hate Coalition. She brings a wealth of knowledge and vision for the organization, and we are thrilled to continue our partnership with the PUAH coalition. As their fiscal sponsor we extend our 501C3 status to the organization. SEUL has provided liability insurance for PUAH meetings and events, served on their Steering Committee, and provided a significant amount of administrative support with completing contracts during the leadership transition.

SEUL has been there for PUAH since its infancy and encouraged to see the tremendous growth over the years. PUAH released its 2020 Annual Report thanks to the work of Coalition of Communities of Color to analyze hundreds of community-supplied incidents of hate. PUAH coalition members concluded over 20 workshops to understand specific types of hate and develop community skills to interrupt, track, respond to, and prevent hateful acts.

 <p>Portland United Against Hate</p> <p>Các tổ chức cộng đồng và cơ quan Thành phố Portland đang hợp tác để theo dõi, ứng phó và ngăn chặn các hành vi mang tính thù ghét.</p> <p>PortlandOregon.gov/oni/puah   503-823-2294</p>	<p>Ngắt ngang Sự thù ghét Thè Hành động <i>Chứng kiến điều gì đó? Hãy hành động.</i></p> <p>Cảm thấy Hãy bình tĩnh và quyết đoán.</p> <p>Hỏi Nói chuyện với người đang bị quấy nhiễu: Tôi không cảm thấy thoải mái với điều này. Bạn ổn chứ?</p> <p>Hành động Làm nger kẻ quấy nhiễu. Giúp đỡ người bị quấy nhiễu. Đứng bên cạnh người bị quấy nhiễu, nhìn họ và trò chuyện với họ. Mời họ đi với bạn, tôn trọng mong muốn của họ.</p>
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Figure 1. PUAH Interrupt Hate Action Card in Vietnamese language

Houseless Action Committee Update: The work of SEUL's Houselessness Action Committee is continuing, with the group now working on a list of priorities/values around houselessness for the SEUL board to sign onto. The committee continues to meet on a monthly basis to share neighborhood action updates, hear from guest speakers from around the city, and hear about new resources and workshop/event opportunities. Committee

members have been making connections and fostering partnerships outside of meetings as well, including neighbors from the Kerns and Laurelhurst neighborhoods coming together to form a new non-profit focused around creating temporary micro-villages, WeShine. Additionally, the committee collaborated with SE Uplift's Operations Manager (Eaen), to create a [Houselessness Resource Guide](#) for SE Portland. The guide features dozens of local organizations and resources to assist housed neighbors in supporting unhoused folks in their communities (the guide is also a great resource for our unhoused neighbors as well). As interest grows, the committee will continue to create partnerships, procedures, and policies to effectively respond to Portland's housing crisis.

DEIA Working Group: The workgroup, comprised of SEUL staff, board members, and executive committee continued moving SEUL's DEIA (Diversity, Equity, Inclusion and Accessibility) work forward during this 6-month period, SE Uplift's DEIA work group hosted three DEIA trainings facilitated by human rights activist, educator and consultant, Cliff Jones. As a group, SE Uplift operationalized our DEIA Commitments document by having all board members sign on to our DEIA statement and values.

Organizational Change: Change continues to be a struggle in this system, and the last six months have been no exception. During this reporting period, SEUL established a bylaws committee to address challenges and inequities within our board after inequities both in board structure and procedures were identified as major challenges to DEIA work as an organization. With the concurrent conversations happening across the nation and globe around justice, healing, and equity the group is charged with applying the DEIA Documents including the Equity Lens to re-examine our bylaws and address inequities focusing on how Neighborhood Association Representative Board Members are treated more favorably in the bylaws than Small Organization, Business Association and At Large Board Members. The bylaws were last modified in 2018, but the modifications did not dig deep into these structural inequities. Currently the committee is collecting background information, bylaw resources and examples to inform their review process.

***Impact Story* Supporting Unhoused Neighbors: Collaboration with Beacon PDX and other community groups**

Over the last 6 months, SE Uplift has engaged in a variety of partnerships to support our unhoused neighbors, and we are excited to highlight a few of those efforts.

Beacon PDX Partnership:

SE Uplift has had a longstanding relationship with Beacon PDX and have supported their work with unhoused neighbors in a variety of ways, including providing storage space for clothing donations. Beacon is preparing to open Beacon Village in the Montavilla neighborhood, which will host 10 tiny homes for currently unhoused individuals. While Beacon waited to move into their permanent location, they used SE Uplift's parking lot for 3 months to serve lunches to unhoused neighbors for an hour each day of the week. We are excited to continue supporting and partnering with Beacon as they move into their new space.



Figure 2. Via Defense Fund PDX

Heat-Wave Support: Most recently, SE Uplift provided building space for community groups and individuals to distribute water, ice, sunscreen, and other vital supplies during the heatwave in late June. Hundreds of cases of water and thousands of pounds of ice were distributed over the course of 3 days to help keep both housed and unhoused neighbors who were unable to accessing cooling shelters alive and safe.

Porta-Potty Partnership: SE Uplift had an additional new partnership with the Sunnyside Neighborhood Association (SNA) to benefit our unhoused neighbors for a few months, which involved hosting porta-potty at our space. This provided a much-needed resource for unhoused (and housed neighbors) to be able to access a restroom whenever it was needed. It was serviced weekly, and all upkeep was paid for by SNA. The funding for the porta-potty has ended as of July, but we are looking forward to partnering with SNA in other areas, such as potentially hosting a community dumpster.

2. Community Resiliency and COVID-19

COVID-19 Impacts: During this reporting period, SEUL had to continue to modify and evolve, not only the work we do in a way that was safe and accessible to our community, but also support our Neighborhood Associations and other partners in doing the same.

As more community members have access to being vaccinated, we have increased activity on-site and are in the process of incrementally re-opening our building. We are adapting our policy to welcome more in-person events

that are done safely and with immunocompromised and unvaccinated community members in mind.

Small Grants Program:



Figure 3. Grants Recipients Announcement

Now in its 14th year, the Community & Civic Engagement Small Grants program continue to infuse funds into the community to increase the number and diversity of people engaged in the community, strengthen community capacity to create social change, and increase community impact on public decisions and community life. This reporting period, due to the houseless crisis and COVID-19 crisis facing our community, these funds were leveraged by community more than ever to support community resiliency and to support those most impacted by social inequity.

Delivering relief during the ongoing COVID-19 pandemic was an additional category taken into consideration in the 2021 cycle as Matchu Williams, new Grants Manager, took over the program. Two workshops, one held during the workday and another in the evening, were held online to assist people with applications in February and expand access for people working outside of first shift professions.

Thank you to all 32 grant applications and our Small Grants Review Committee – Destinee Rogers, Keller Dean, and Linda Nettekoven – for their careful consideration and funding recommendations. Special thanks to Communications & Outreach Manager, Paola, for support and coordination of

the program. With over \$100,000 requested by the community, eight projects ultimately received funding with the \$20,000 in funds available. SEUL in partnership with Multnomah County has connected all applicants who requested supplies, personal protection equipment (PPE) as an additional level of support. Further grant resources throughout Portland are available on the website thanks to a new community resource page with information on where to apply. Community & Civic Engagement Small Grants are made possible by the City of Portland & the Office of Community and Civic Life. Below is a complete list of funded projects.

ALLOCATIONS

Project	Amount
People for Mutual Education 2021 Pamphlets and Events (P4ME)	\$3,150
Youth Learning Cohort (Passion Impact)	\$1,388
Growing Justice (City Repair)	\$2,775
Education Equity School Supply Drive & Community Gathering (Congo Peace Project)	\$2,755
Night Out for Safety & Liberation PDX 2021 (Black & Beyond the Binary Collective)	\$3,215
Brentwood Darlington Community Center Garden (Impact NW)	\$2,757
Casting Pods – Sowing the Seeds of Engagement (Free Arts NW)	\$1,080
Diversifying Community Leadership (Rahab's Sisters)	\$2,880
Total Available Funding	\$20,000

Figure 4. Community & Civic Engagement Small Grant 2021 Allocations List

Several projects are building upon increased awareness of safe public gatherings to return to community gatherings while building upon the skills developed over the past year of remote meetings. A great example of this is People for Mutual Education (P4ME) who held a hybrid event at the SE Uplift Main Street property during Memorial Day Weekend to discuss the impact of the criminal justice system upon the community. Two on-site hosts were joined by two guests virtually and were able to



Figure 5. Photograph of a P4ME 2021 event at SEUL Main St.

communicate with a live audience. Thanks to speakers, microphones, a video projector with screen, carpets, chairs, beverages, and tech-know-how P4ME created an interactive space for community participation both in person and via online platforms.) An audio recording of the hybrid event can be found online at KBOO.FM.

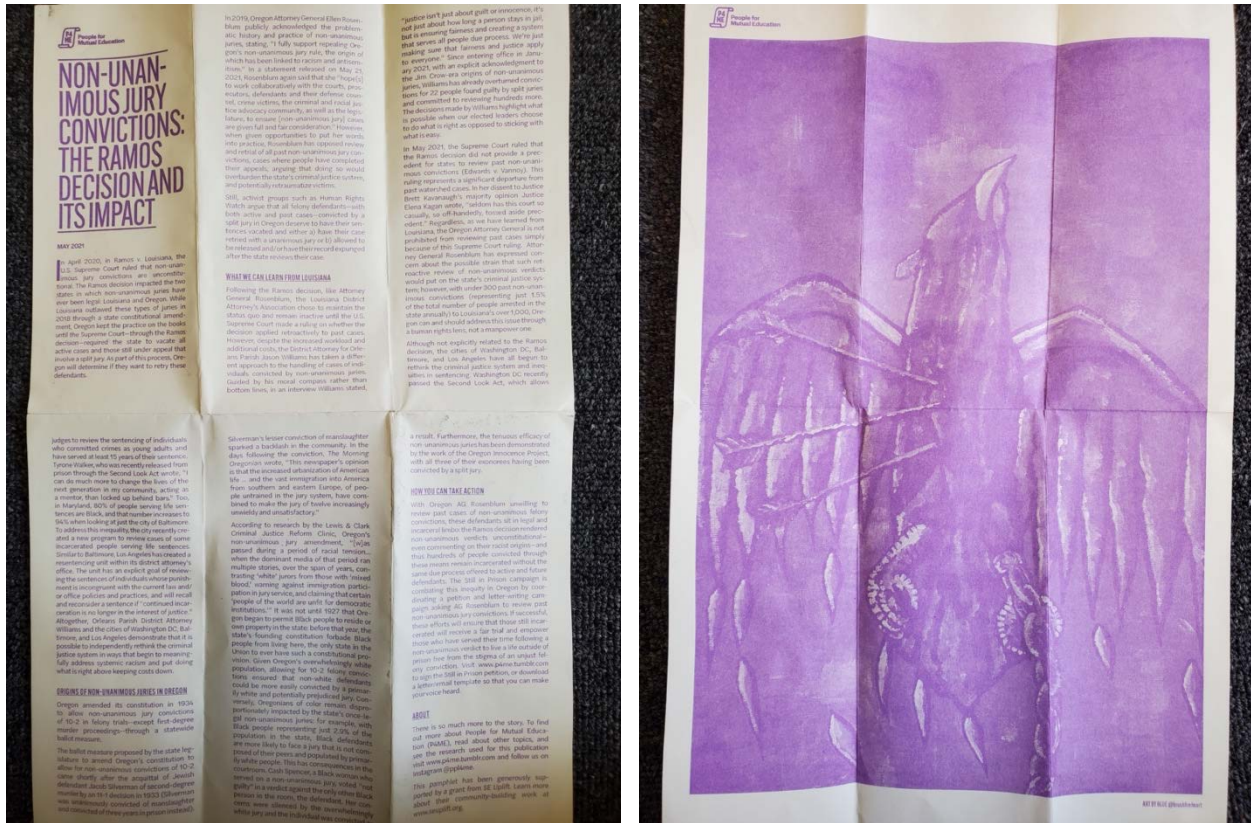


Figure 6. P4ME pamphlet and artwork by BLUE @brushfireheart

The next day discussions continued about the impact of the criminal justice system and neighbors' well-being. Portland neighbors who had served prison sentences under now unconstitutional nonunanimous jury convictions held a discussion with the Still In Prison campaign and Lewis & Clark Criminal Justice Reform Clinic about *Ramos v. Louisiana* (2020). P4ME pamphlets distributed during the event can be seen above.

3. Program and Organizational Updates

Hiring Committee and Search for Next Executive Director of SE

Uplift: Leroy Eadie stepped down from his role as Executive Director in March 2021. Leah Fisher was prepared in advance to step in to create a seamless transition in leadership until Civic Life funding was certain and a hiring process could begin. Nonprofit Professionals Now have been contracted to facilitate the search for the next Executive Director of SE Uplift. The team interviewed staff and board members to learn about the opportunities and challenges of the organization. With the support of the Hiring Committee, SE Uplift is looking forward to welcoming new leadership while continuing to support the SE Portland community.

Fiscal Sponsorship Program: SEUL provides fiscal sponsorship services to numerous community groups including 11 neighborhood associations and 8 community groups. Fiscal sponsorship is a contractual arrangement between a nonprofit, tax-exempt organization and a project that allows the project to receive grant funding and solicit tax-deductible donations. Capacity is added to projects that allow SEUL to handle financial reporting while projects develop programming and outreach. The service helps build connections with the SE Portland community.



Figure 7. *Portland Through a Latinx Lens* is fiscal sponsorship project of SEUL

Thanks to the projects that have renewed their agreements. Congratulations to the Woodstock Neighborhood Association on graduating from fiscal sponsorship after receiving an IRS determination letter of nonprofit status! Staff have made it easier to donate towards grassroots community projects via an updated donations page including the QR code found below. The following is a list of fiscally sponsored projects that rely on SEUL staff to administer and support:

- 11 Neighborhood Associations
- Black and Beyond the Binary Collective
- Portland United Against Hate
- Portland Through a Latinx Lens
- Congo Peace Project
- Inner SE Action!
- Sensory Integration Project
- United Congolese Community Organization of Oregon
- Kitchen Share SE



Figure 8. QR Code to SEUL Donations Page

Land Use and Transportation Program: In addition to offering monthly meetings with educational speakers and timely land use and transportation topics and responding to land use and transportation -related questions from community, SE Uplift has been in process of launching a land use & transportation leadership program. This program is intended to increase the number and diversity of folks we serve via this program in southeast. Land use and transportation-related topics are already challenging, and this program has struggled to support community outside of the neighborhood associations due to a number of challenges.

In response, funding was set aside to pay a consultant, We All Rise, with expertise in this area and SEUL will provide a technology stipend for the 5-6 participants to participate in a focused leadership program with the hope that these leaders will connect with agencies, SEUL, and other neighbors about this important topic. This reporting period, We All Rise, developed a robust 8-module/16 week curriculum on the history and role of land use and transportation planning and civic engagement in Portland. We hoped to recruit and launch the leadership program in June, however, due to staffing turnover and shortage, the project is delayed until the fall. However, recruitment materials, the curriculum, and funds set aside for a stipend are all ready to go for a program launch in the fall.



Learning Objectives and Outcomes

By the end of this leadership development program, the participant will be able to:

- Identify the appropriate level of government for land use and transportation issues and the appropriate decision-maker(s) for that issue.
 - Develop and execute an advocacy plan for an issue.
 - Feel confident attending decision-maker meetings and committee meetings to share information, perspective, provide public testimony, or ask questions.
 - List stakeholders for their issue (e.g. individuals, groups, community organizations, committees, and bureaus that oversee, support, or make decisions about land use and transportation-related issues).
 - Access connections and resources available in the community to work on land use and transportation-related issues.
 - Apply tips and tricks for effective advocacy with different stakeholders.
 - Identify appropriate data sources for land use and transportation issues.
 - Frame messages to different audiences.
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Figure 9. Land Use & Transportation Leadership Program promotional materials

Staffing shortages have most greatly impacted the Land Use program this reporting period. The Neighborhood Planning Program Manager stepped into the Interim Executive Director position and SEUL hired a temporary employee who only stayed with SEUL for 2 months before securing a permanent position at Albina Vision Trust. It was decided to leave the position vacant in the interim given the timeframe. We have had to cancel 3 meetings and leveraged our partnership with Northeast Coalition of Neighbors (NECN) to host a joint land use meeting in June.

Neighborhood Association Liaison Support: SEUL staff continue to provide technical assistance and support to our 20 Neighborhood Associations via the Staff Liaison program. As we continue to modify our programming to be more inclusive and strive for greater equity in the city-wide Neighborhood Association System, SEUL has struggled most to modify this program due to our limited capacity and the specific services provided

by this program. This reporting period, staff provided election support to 15 of our 20 neighborhood associations. Elections provide an opportunity to build stronger connections with our neighborhood association partners. Election support often creates opportunities to strengthen trust, revisit bylaws, address long-standing challenges the neighborhood association is struggling with, and share of information and training opportunities. Elections were conducted primarily virtually and brought up conversations about the future of in-person or virtual meetings.

As part of our election support, SEUL staff Liaisons, Matchu and Paola, led a New Board Member Orientation in June to welcome new board members into their role. This orientation provided insight on the history of the Portland Neighborhood System, board member roles and an interactive quiz bowl to familiarize members with bylaws. The training was held via zoom and it encouraged attendees to interact by asking clarifying questions, conversating and providing ideas. Current and past board members were also invited to attend and share their experiences on the board, this created an environment of community and trust. Amongst the Southeast Portland board members invited, the invitation to the board orientation was extended to Northeast Coalition of Neighbors (NECN). This is in attempt to strengthen our partnership and connection with our neighboring district coalition. NECN members provided insightful resources and conversation and where an overall pleasure to have amongst attendees. Along with the orientation, SE Uplift's Operations Manager (Eaen) completely updates SEUL's New Board Member Packet and resource page found on our [website](#).



Figure 10. Flyer for Orientation

Neighborhood Coalition Offices
What They Do

- Information and resource provision / technical support
- Educational and community events
- Community project incubation
- Opportunities for groups to share and collaborate

Office of Community & Civic Life
Office of Community & Civic Life Staff

District Coalition Office

- Coalition Office Board
- Coalition Office Committees
- Staff

Neighborhood Groups, Community Orgs, & Individuals

- Neighborhood Association Boards
- Association Committees
- Members & Individuals

The mission of SE Uplift is to collaborate with the Portland community to build informed, inclusive, and participatory neighborhoods that support our social and ecological well-being.

neighborhoods that support our social and ecological well being

Figure 11. New Board Member Orientation training with SEUL and NECN

Communications & Outreach: Over the last six months, SEUL has seen an increase in social media interactions and engagement. From May to June, SEUL’s Instagram saw a 18.7% increase in accounts reached, a 7.4% increase in content engagement and a 5.1% increase in followers. This is the result of consistent posting and visual language. SE Uplift’s Communications & Outreach Manager (Paola), has dedicated her background in communication design to assist community groups, including neighborhood associations with promotional designs for events and/or news. During Pride month, Paola developed a series in which every Monday for the month of June, SE Uplift posted local LGBTQ+ resources and events. During the heatwave, Paola put together resources for cooling centers in the Portland Metro Area. This post was shared over 70 times and reached 248 accounts. Throughout the year, SE Uplift social media accounts have consistently uploaded COVID resources such as vaccines, and educational material.

Communications Grant Update: *SE Uplift Neighborhood Coalition Awards \$16,576 in Communications Grants*

SEUL has been proudly working towards equity in the way that communications support, including direct funds use to support communication efforts in the community, are distributed between our 20 neighborhood associations and community groups in Southeast Portland. In

2020-2021, SEUL re-evaluated the program and distribution of funds once again, to strive for greater equity among the population we serve. SEUL transitioned half of our communications funds from direct payment to neighborhood associations into a small competitive grant process open to all community groups. We received an array of powerful applications, most prioritizing DEIA values and missions, as well as creative strategies to reach out and engage community members. For the 2021 grant round, 21 eligible projects were awarded up to \$1,000. Learn about the grant recipients [here](#).

Newsletter: The SE Uplift Newsletter has 2437 subscribers with a 28% open rate (7% higher than the industry rate). Our newsletters have a monthly theme, relevant to celebrations or important significance pertaining to the month. SEUL continues to inform and educate community members on events, topics of interest, community news and our organization via our monthly newsletter. Key feature articles this period included: Juneteenth, education around the racist history of the neighborhood watch program, our grant programs and other community support. All newsletters can be found [here](#).

Juneteenth 2021: Throughout this grant period, the Communications Manager (Paola) has worked on creating content that is intentional and supports the southeast community while upholding SEUL's mission and values. Much of this content, revolves around educating and support marginalized communities. For the first time in SE Uplift history, the communications program created a Juneteenth focused newsletter. This e-news focused on the history, future and resources of the now federally recognized holiday, in order to educate our audience and to uplift and recognize Black American history. To celebrate the Black community in Portland, SEUL held a call for art, designed to contract a local Black artist to create an art piece to go along the Juneteenth newsletter and any other educational formats put forth by SEUL. Through this call for art, SEUL found Portland artist Clara Emiliana. This artist was given full authority to create a piece that reflects the impact and importance of June 19th. The piece created has been used for various educational purposes within social media and our website.



Figure 12. Illustrated by Clara Emiliana

Community Space: SEUL typically makes community meeting space available to community members and groups at little to no cost, depending on the situation. However, due to the COVID-19 pandemic, our building has been open by appointment only and was largely closed to non-tenants. During this time, we revisited our space rental policies and practices to ensure we offer our space in an equitable way to community and tightened up our process and space use expectations.

Throughout June we have been tracking health organization's recommendations and have made a plan for reopening our space over the next two months following COVID-19 safety protocols.



Figure 13. SEUL Main St. Office

SEUL continues to rent office space to community organizations at a significantly subsidized rate at our two locations in inner Southeast. In February, Black and Beyond the Binary Collective (BBBC) was selected via an RFP process to rent the property and building at Tabor Commons. This was significant for BBBC as it afforded the organization the opportunity to provide a safe community space for the community they serve (Black transgender and gender-variant). SEUL Board agreed to offer the space at an even lower rental rate than previous tenants using our equity lens and leading with a focus on racial-justice. The move by BBBC to Tabor Commons opened up office space at our main street office, we are pleased to welcome our new tenant Empowering People by Holding Hands, a budding and BIPCO-run non-profit in Portland. We look forward to building a relationship and providing capacity building support as they support the southeast Portland community. SEUL currently offers over 83% of its discounted office space to organizations supporting historically underserved populations.



Figure 14.: New BBBC property sign at Tabor Commons formalizing their first ever safe community space

4. Trainings & Skill Building

In the past six months, SEUL staff has hosted and co-hosted several virtual trainings for board members and the community.

Coalition Board Orientation: In June, SEUL co-hosted a non-profit board orientation with the other three non-profit Coalition District Offices. Since we all struggle with similar challenges this offered an opportunity to leverage our resources, address common challenges, and create a board networking opportunity for board members. We hired an outside consultant to develop and conduct the training on non-profit boards and best practices.

Disability and Accessibility Trainings: In June, Operations Manager, Eaen Goss, conducted a training for staff on creating a culture of accessibility within SE Uplift. Eaen will be working on a collaboration with staff at Neighbors West Northwest to bring the training to the community in the coming months. In the meantime, they created an [accessibility resources page](#) on our website and the team formalized and put into use an accessibility statement that past staff had worked on. Eaen is also working to create resources for neighborhood associations looking to transition to hybrid meetings.

Interrupting Harm Training: SE Uplift's Operations Manager (Eaen) and Communications and Outreach Manager (Paola) hosted an Interrupting Harm Workshop for the SE Uplift board in July 2021. The purpose was to encourage and build skills for board members to interrupt to create a safer, more inclusive environment rather than letting harm go unaddressed. With some slight changes to the content, we are looking to bring that training to the broader SE community as well.

Revamping Website Resources: Through staff conversations and community feedback, SE Uplift staff revamped some of the community resources on our website, especially the areas that guide community members through the process of making advocacy requests. SEUL has an updated [Advocacy Resources](#) page and added more clarity/visuals around our own process for [advocacy requests made to the SE Uplift Board](#). We have also added language around thinking through diversity, equity, and inclusion and how that can impact requests.

Diversity, Equity, Inclusion & Access (DEIA) Board Trainings: SEUL conducted a 3-series DEIA training for the SE Uplift Board in March, April,

and May. The purpose was to continue DEIA training for new and long-standing board members, and to support the implementation of our recently adopted DEIA documents (can be found at <https://www.seuplift.org/deia-statements-documents/>). Trainings were co-developed with our trainer Cliff Jones and the DEIA workgroup to address specific needs of our organization and Board. The first session focused on baseline DEIA information and content moved to skill building and taking action by the third session.

That said, despite on-going training and resources on this topic, developing cultural competency on our Board remains an ongoing challenge for our organization. With such a large board that has inconsistent member attendance and high turn-over, it's a challenge to build capacity in DEIA. Board members are at significantly different places in their learning, many requiring supplemental independent learning for our trainings to have an impact. While others are highly advanced, come with lived experience, and do not need to sit through introductory information. Despite ongoing trainings and resources, board members from dominant identify groups intentionally and unintentionally harm and hurl micro-aggressions at meetings which result in board members from non-dominant identify groups eventually leaving due to frustration/ exhaustion and/or harm. Despite these setbacks, SEUL will continue to work to create an inclusive welcoming board meeting space.

5. Community Partnerships

Community partners that SE Uplift engaged with this reporting period include, but are not limited to:

***Impact story* Black and Beyond the Binary Collective (BBBC):** Black and Beyond the Binary Collective (BBBC) is dedicated to advocacy and healing for transgender and gender-variant Oregonians who are Black and have lived experiences as a member of the African diaspora. Throughout their relocation to Tabor Commons and as SEUL supports the growing organization as a fiscal sponsor, SEUL and BBBC have found a number of education and community building opportunities to collaborate on. We continue to work on the Neighborhood Watch sign replacement project and community safety initiatives together, SEUL is providing insurance for



Figure 15. Logo for Black & Beyond the Binary Collective

BBBC’s Constructing Civic Dialog series, and SEUL staff is participating in BBBC’s National Night Out for Safety and Liberation to name a few.

Additionally, SEUL has learned more about how to be a white ally and resource for historically marginalized groups like BBBC through its close partnership. This reporting period, SEUL has revisited its fiscal sponsorship policy and gone above and beyond to support BBBC’s transition into the Mount Tabor and South Tabor neighborhood. Helping BBBC into their new space at Tabor Commons has taught us what it means to support and offer a physical space for an organization that focuses on marginalized communities. The property will allow BBBC to find a safe space to have complete autonomy, while helping displaced groups return to places they have been displaced from while supporting their journey into placemaking and taking up space.

***Impact story* Congo Peace**

Project: SE Uplift acts as fiscal sponsor to Congo Peace Project. Congo Peace Project is a grassroots organization committed to fight for women’s educational and menstrual equity in the Congo through regular supply drives in Portland. The project is run by Asukulu Songolo, a student at Central Catholic High School in the Buckman neighborhood, and a group of youth and includes a network of several hundred volunteers. SE Uplift staff have been excited to see the project grow and have supported the project with grant reporting, invoicing, and additional assistance in the last half of the fiscal year. Learn more about [Congo Peace Project](#) at Facebook.



Sunnyside Neighbor Partnerships: In January 2021, SEUL staff connected with a couple from the Sunnyside neighborhood who were looking for space to begin a free pantry. SEUL provided space in front of our building for the pantry to be set up and it has served as an amazing community resource since. Since then, we've also seen a dedicated demonstration of community engagement from other Sunnyside neighbors. In March, Sunnyside volunteers secured a donated refrigerator and work began on setting up a free fridge component to join the pantry. Together, we worked with PDX Free Fridge, a wonderful builder, and the local community to build a shelter to house the fridge (the materials to do so were all donated), install the electrical components needed to run the fridge (through collaboration with an electrician who volunteered his time), and successfully get it up and running. Volunteers from Sunnyside service the fridge and pantry daily and ensure that it is cared for so community members can have continued access to free food.



Figure 16. Free Fridge at SEUL Main St.

Southeast Uplift Board Demographics

As of this report the Southeast Uplift Board consists of 28 Board Members at the time of our elections (June 2021). Here are the demographics of the Board as best approximated by staff. Demographics will change as of July 1, after our board member elections.

Neighborhood Association Representatives:	20 participants
Small Organizations, Business Associations, At Large:	08 participants
Female:	17 participants
Male:	11 participants
Under 24:	00 participants
25-44:	17 participants
45-64:	09 participants
Over 65:	02 participants
White:	19 participants

Hispanic/LatinX	06 participants
Asia:	01 participants
African American or Black	01 participants
Middle Eastern/Northern African	01 participants
Project Finances	Awarded: \$475,356 Grant Expenditure to Date \$475,356

Next Steps: SEUL will begin work on implementing the 2021/22 Grant Year Scope of Work. SEUL understands that in recognizing historical inequities, Civic Life is pivoting to better serve under-served, under resourced, and/or marginalized communities through district coalitions while continuing to support neighborhood associations.

Specific Project Metrics

The City of Portland contracts with SEUL Neighborhood Coalition to provide the following deliverables specified in the grant contract:

1. An annual plan
2. Outreach and Communications (communication, collaboration, and connection among community organizations and disseminate information about neighborhood associations, coalitions, ONI, and City public involvement opportunities)
3. Organizational Support: Support neighborhood associations and community groups in developing and implementing projects and activities that benefit the community.
4. Advocacy Support (help neighborhood associations and community efforts to analyze, organize, and influence decisions that affect community livability).
5. Training and Skill Building (develop and offer leadership and skill-building opportunities that benefit the community)
6. Participation in Civic Life programs
7. Neighborhood Small Grants Program
8. An accessible office in the community
9. Document management (collect and archive neighborhood association and district coalition documents)

SEUL addresses each of the above through ongoing programming which is described in detail in our 2020-2021 Annual Plan, and many highlights have been described in this grant report. In general, these deliverables are inherently part of SEUL structure and services, based on the grant requirements and expectations of City of Portland over the past multiple decades.

The work of SEUL includes, in conjunction with the above deliverables, efforts to address the following goals listed in the 2020-2021 contract with City of Portland. Goals and sub-goals below have been identified by our board and staff as key areas for SEUL programs.

GOAL X: STRUCTURES FOR INCLUSION: Modeling the inclusive practices and processes we seek to promote, the Office of Community and Civic Life will partner with diverse, self-identifying communities to:

- Aggressively develop institutional practices for inclusion and transformational change within government structures
- Increase community building and civic engagement opportunities for communities working toward equitable outcomes for all

GOAL Y: MORE REPRESENTATIVE GOVERNANCE: To realize more adaptive decision-making in community and government, the Office of Community and Civic Life will:

- Support inclusive cross-cultural, cross-issue organizing in community to reflect the ability of resilient communities to address complex, inter-connected issues
- Lead internal capacity development within City government, particularly as it pertains to engaging community toward equitable outcomes
- Create and hold shared space where community and government join together to identify opportunities and solve shared challenges
- Support communities in pursuing forms of governance that reflect their lived experience, values, and aspirations

GOAL Z: FULFILLED AND EMPOWERED PORTLANDERS: A progressive change in culture of civic engagement is foundational to long-term systemic community building and government change. The Office of Community and Civic Life will:

- Prioritize resources that support communities in building resilience both with and without their government

- Ensure equitable sharing of resources
- Promote inclusive education, art and play
- Create an environment for respectful dialogue and problem solving that acknowledges our differences as we work toward shared goals

Certification: By signing this report, I certify that it is true, complete, and accurate to the best of my knowledge.

Name: Leah Fisher, Executive Director

Date: July 30, 2021

Signature:

Leah Fisher

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Date report submitted

July 30, 2021