

# Community Involvement Committee

## Meeting Minutes

March 17, 2010

**Committee Members Present:** Anyeley Hallova, Brian Heron, Linda Nettekoven, Stanley Penkin, Ryan Schera, Peter Stark

**Absent:** Paula Amato, Judy BlueHorse Skelton, Liz Gatti, Lai-Lani Ovalles, Judith Gonzalez Plascencia, Jason Long, Shirley Nacoste, Rahul Rastogi, Howard Shapiro, Alison Stoll, Angie Thompson

**Staff (BPS):** Tom Armstrong, Brett Bauer, Kristin Belz, Debbie Bischoff, Eden Dabbs, Eric Engstrom, Deborah Stein

**Visitors:** None

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### **Welcome – Stanley Penkin**

Stanley recognized that they did not have a quorum at this meeting so they would not be able to approve last meeting's minutes. At the next meeting, they would approve the minutes as well as review changes to the bylaws concerning membership.

### **CIC Report to Planning Commission this Spring – Eric Engstrom**

Staff is preparing a packet for the State that reports on the activity of the CIC as part of periodic review. Howard will prepare a letter for the State. If there's anything the Committee would like to see in that report, they should let Howard know as soon as possible. Howard and a group from the CIC will likely make a presentation to Planning Commission.

### **Partnership with Office of Neighborhood Involvement and the Diversity and Civic Leadership Partners – Deborah Stein**

We are working with the DCL partners to be in-sync for the Round 2 Workshops. They are discussing how to design and conduct their own culturally appropriate outreach efforts to their constituents, with funding provided by the Bureau of Planning and Sustainability.

### **Draft Disparities Snapshot – Deborah Stein**

This draft report was culled from all the various background reports and summarizes areas of inequity and disparity. The disparity report could help us allocate resources to those groups that have been disadvantaged. One example mentioned are the homeless kids at Chapman Elementary. The report is admittedly very incomplete since it only captures those disparities raised in the background reports; no original research was done and the obvious gaps in data have not been filled.

Linda mentioned that the Coalition of Communities of Color could provide an opportunity for the City and the County to work together. Their comprehensive report, which is soon to be published, could also be an appropriate presentation for a Bureau wide or City wide meeting. Her feeling is the various cultural groups are being asked to do more than they have staff and/or leadership for. Linda

passed out a handout with the PowerPoint presentation of the Coalition of Communities of Color presented to the Multnomah County Board of Commissioners on 3/16/2010.

### **Outreach Update – Debbie Bischoff**

The outreach efforts are continuing through work with neighborhood and business associations, neighborhood coalitions, nonprofits such as IRCO, Impact NW and the Housing Authority of Portland, education groups, seniors, arts groups, religious groups and Latino leaders. Staff and volunteers have tabled events like the Fix-it Fair and the Annual Youth Summit. Upcoming events include business outreach to the East Portland Chamber of Commerce today and the Connected Communities Coalition forum (for the disabilities community) on March 23rd.

Debbie wanted to thank the CIC members for contributing to our outreach and let them know there is still room for more assistance with the engagement efforts as we continue through Phase II.

The survey planned for the business community has lagged. Peter inquired as to why this survey was continually being delayed. Kristin said it was being held up in the review process and that it was not an issue with content. Another survey or source of information is being developed internally among the Portland Business Association (PBA) and the Alliance of Portland Neighborhood Business Associations. (APNBA). The APNBA represents many of the sole practitioners. These are the people that have been identified as really driving the economy and it is important to seek their input.

Stan asked how the outreach is being received. Debbie, Tom and Kristin responded that people are positive and receptive, but they are waiting to see something more concrete come from the Portland Plan.

At the Outreach Subcommittee meeting in February, the Measures of Success and the draft proposal for Culturally Appropriate Outreach and Engagement were reviewed. Debbie is updating the Portland Plan Public Involvement Progress Report to incorporate all the comments received by the CIC. A report for Phase II will also be prepared.

### **Phase II Workshops – Tom Armstrong**

A “Save the Date” flyer has been made available. Several copies have been made here for the CIC members to distribute. We are still trying to nail down a date and time for the business workshop. The length of the workshops will be kept at 2 ½ hours so as not to scare people away from a 3 hour meeting on a weeknight. The attendees will have the opportunity to talk about the one action area they are most interested in. The final discussion will revolve around an equity discussion for each action area. Everyone will get a handout with all the action areas. All discussion groups will have a facilitator and an expert/notetaker from the technical action groups.

Peter asked if the business survey would be used to set a more directed business workshop.

Tom said the discussions will center on whether or not these are the right measures of success and objectives at which we should be looking. There will likely be 2 groups for each action area and one or two overflow groups. Polling questions will revolve around the 9 action areas. There are dry runs of the presentation coming in April.

Anyeley proposed that the equity discussions take place at the same time as the others, so as not to be shifting topics. But first, equity should be defined for everyone. The other CIC members agreed with this proposal.

### **Communications Update – Eden Dabbs**

Eden asked the CIC to please distribute the flyers provided at this meeting. A draft of the Curbsider is under review. Peter asked if the website for the business survey will be mentioned in the Curbsider survey. Tom noted that the distribution for the Curbsider has been expanded to include multi-family dwellings.

Eden added that a brochure that has been designed to be used through out all phases of the Portland Plan is being translated into 4 other languages. Also, a video re-cap of Phase I is being produced with the Mayor. Peter suggested that staff consider a PSA through the various television stations. He suggested a contact at At Large Film that might be able to assist with the production. Anyeley also suggested staff look into Facebook ads for the website.

The question was also raised as to whether or not we want to put the workbook on the website.

### **Portland Plan Advisory Group (PPAG) – Linda**

Linda felt the discussion wasn't framed very well, meaning there weren't very good questions to stimulate a discussion. The quality of discussion was better at the first meeting. Also, she did not feel the information generated by the group would be made available or useful.

### **Next Step(s)**

The next CIC meeting is as follows:

- **Meet as full committee on Wednesday, April 21, 8:00-10:00 a.m., Rm. 7A (7<sup>th</sup> Floor, 1900 Bldg.)**
- **A joint meeting should be organized with the PPAG.**

Meeting adjourned.

### **Attachments**

The following documents should be considered part of the minutes for this meeting:

Phase II Workshops Flyer

PowerPoint from Coalition of Communities of Color presentation to the Multnomah County Board of Commissioners; March 16, 2010

# THE PORTLAND PLAN



## PHASE II WORKSHOPS START APRIL 26.



### THERE'S TALKING ABOUT IT. AND THEN THERE'S DOING SOMETHING ABOUT IT.

**OUR FUTURE, THAT IS.** We understand that jobs, education, equity, public health and sustainability are important to the people of Portland — because you told us. Now it's time to take the next steps. The upcoming series of Portland Plan workshops will be about setting direction — identifying our goals and choosing targets to tell us whether we met them.

So whether you're new to the Portland Plan or you participated in Phase I, we want to hear your ideas and dig deeper into the issues that Portland faces.

Please join your neighbors and fellow Portlanders at one of the workshops listed below. Help sort through this information, tell us what's important and chart the course for Portland's future!

#### Save the Date

<p><b>Monday</b> <b>April 26</b> 6:30-9:00 pm</p>	<p><b>Thursday</b> <b>April 29</b> 6:30-9:00 pm</p>	<p><b>Saturday</b> <b>May 1*</b> 10:00 am- 12:30 pm</p>	<p><b>Monday</b> <b>May 10</b> 6:30-9:00 pm</p>	<p><b>Saturday</b> <b>May 15*</b> 10:00 am- 12:30 pm</p>	<p><b>Tuesday</b> <b>May 18</b> 6:30-9:00 pm</p>
<p><b>SOUTHEAST</b> <b>Central Catholic High School</b> 2401 SE Stark Street</p> <p><b>Bus # 15, 20</b></p>	<p><b>NORTHEAST</b> <b>Beaumont Middle School</b> 4043 NE Fremont Street</p> <p><b>Bus # 75, 24</b></p>	<p><b>NORTH</b> <b>University Park Community Center</b> 9009 N Foss Avenue</p> <p><b>Bus # 4, 35</b></p>	<p><b>CENTRAL CITY</b> <b>University of Oregon - White Stag Block, Rooms 142 &amp; 144</b> 70 NW Couch Street</p> <p><b>Bus # 12, 19, 20</b></p>	<p><b>EAST</b> <b>David Douglas High School</b> 1001 SE 135th Avenue</p> <p><b>Bus # 20, 71</b></p>	<p><b>SOUTHWEST</b> <b>Jackson Middle School</b> 10625 SW 35th Avenue</p> <p><b>Bus # 43, 44, 12</b></p>

\*Childcare provided

The Portland Plan will be the City's roadmap for the next 25 years, guiding our direction as the city grows and changes. We face some real challenges, and our response to those challenges will create the Portland of 2035 — the city of our children and grandchildren. It will take a lot of collaboration and your good ideas! So get involved.

The Portland Plan team is committed to providing equal access to information and meetings. If you need special accommodations, please notify us five (5) days prior to the event by phone at 503-823-7700, by the TTY line at 503-823-6868, or by the Oregon Relay Service at 1-800-735-2900.

# Coalition of Communities of Color

*Presentation to  
Multnomah County  
Board of Commissioners  
March 16, 2010*

# Overview

- Brief recap of this project & the Coalition
- Synthesis of findings
- Population counts
- Selected findings on disparities
- Community-specific findings
  - Asian/Pacific Islander
  - Slavic
  - African Immigrant & Refugee
  - African American
  - Hispanic
  - Native American
- Recommendations
- Next Steps

# Coalition of Communities of Color



The Coalition's mission is:

- To address the socioeconomic disparities, institutional racism, and inequity of services experienced by our families, children and communities
- To organize our communities for collective action resulting in social change to obtain self-determination, wellness, justice and prosperity

# Coalition of Communities of Color

- Formed in 2001
- Membership
  - Culturally-specific community based organizations
  - Representative members include El Programa Hispano, Urban League of Portland, Native American Youth and Family Center, Asian Family Center, Africa House, and Slavic Coalition of Oregon
- Principles
  - Self-determination
  - Equity
  - Direct Contracts
  - Core Services for ALL
  - Relationships





# A quick recap of this project

- Partnership between PSU's School of Social Work & the Coalition of Communities of Color
- Funding from:
  - Multnomah County (\$100,000 for one year, FY09)
  - City of Portland (\$50,000 for one year, 2009)
  - Northwest Health Foundation (\$180,000 spread over three years, 2009-2011)
  - Coalition of Communities of Color (In-kind contribution of \$36,000/year)
  - Portland State University (In-kind research contribution of \$27,800 in FY09 & through 2011, and grant of \$9,400 for 2010)

# Recap (cont'd)

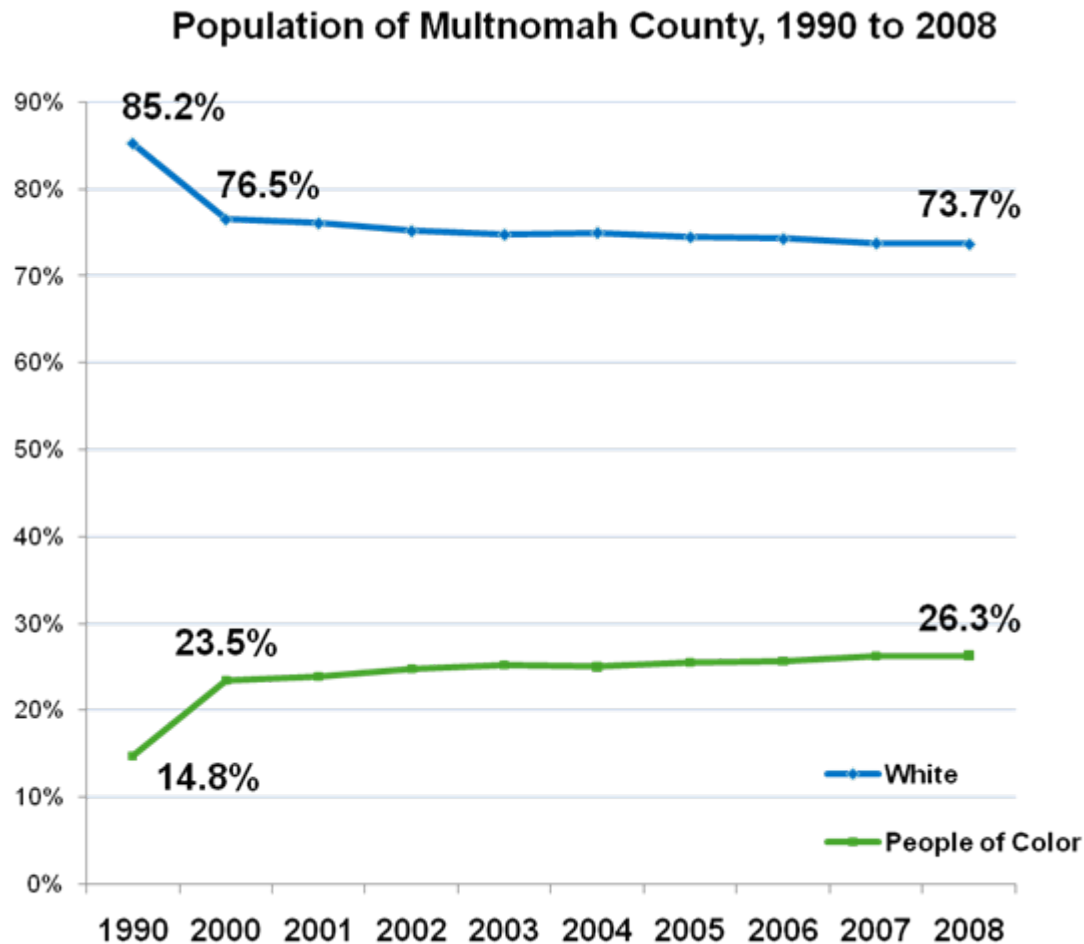
- First presentation to Multnomah County Commissioners was March 19, 2009
  - Presented initial findings
  - Dialogue about Census 2010
    - We got very involved in Census 2010 with most organizations very involved in increasing response rates and helping bring more funding to the County
    - Many of us have joined you at the Complete Count Committee
- Today
  - Updated and expanded data
  - Recommendations
  - Clear next steps

# Synthesis of our work

- We are sizeable and growing in numbers
  - We are rendered less visible by undercounts that we are solving in several ways
- There are **huge disparities** across all systems and institutions between Communities of Color and Whites
- It is **worse here than in King County** (home to Seattle) for communities of color
- It is **worse here for communities of color than USA averages**
- These disparities are **worsening over time**
- These comparisons show that **policy can influence outcomes**
  - The policy landscape is failing our communities
  - We can and must reverse these trends

# Communities of color in Multnomah County

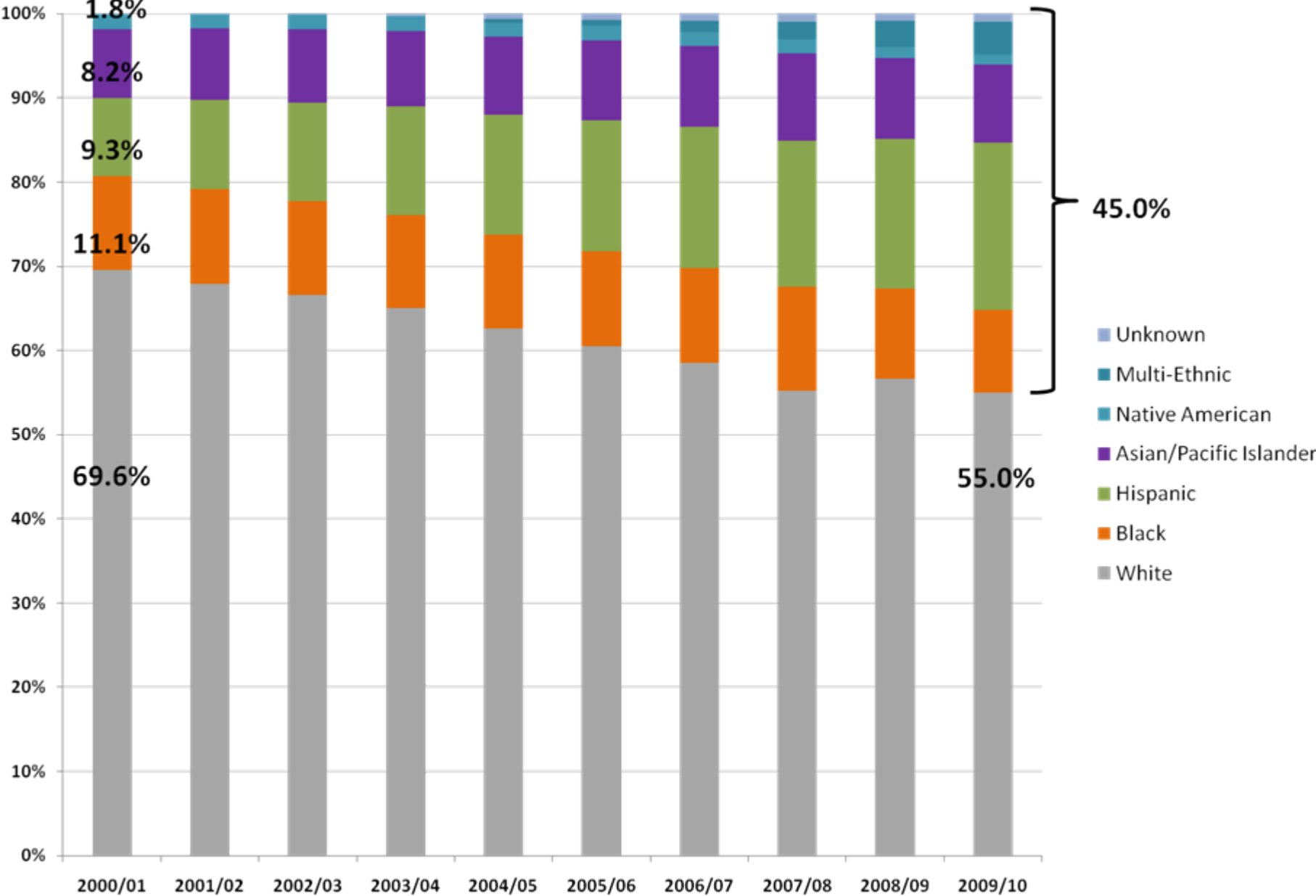
- Communities of color make up a significant portion of Multnomah County's population ....



# Our communities are young...

- We make up 45.0% of local public school students
- And this portion is growing quickly

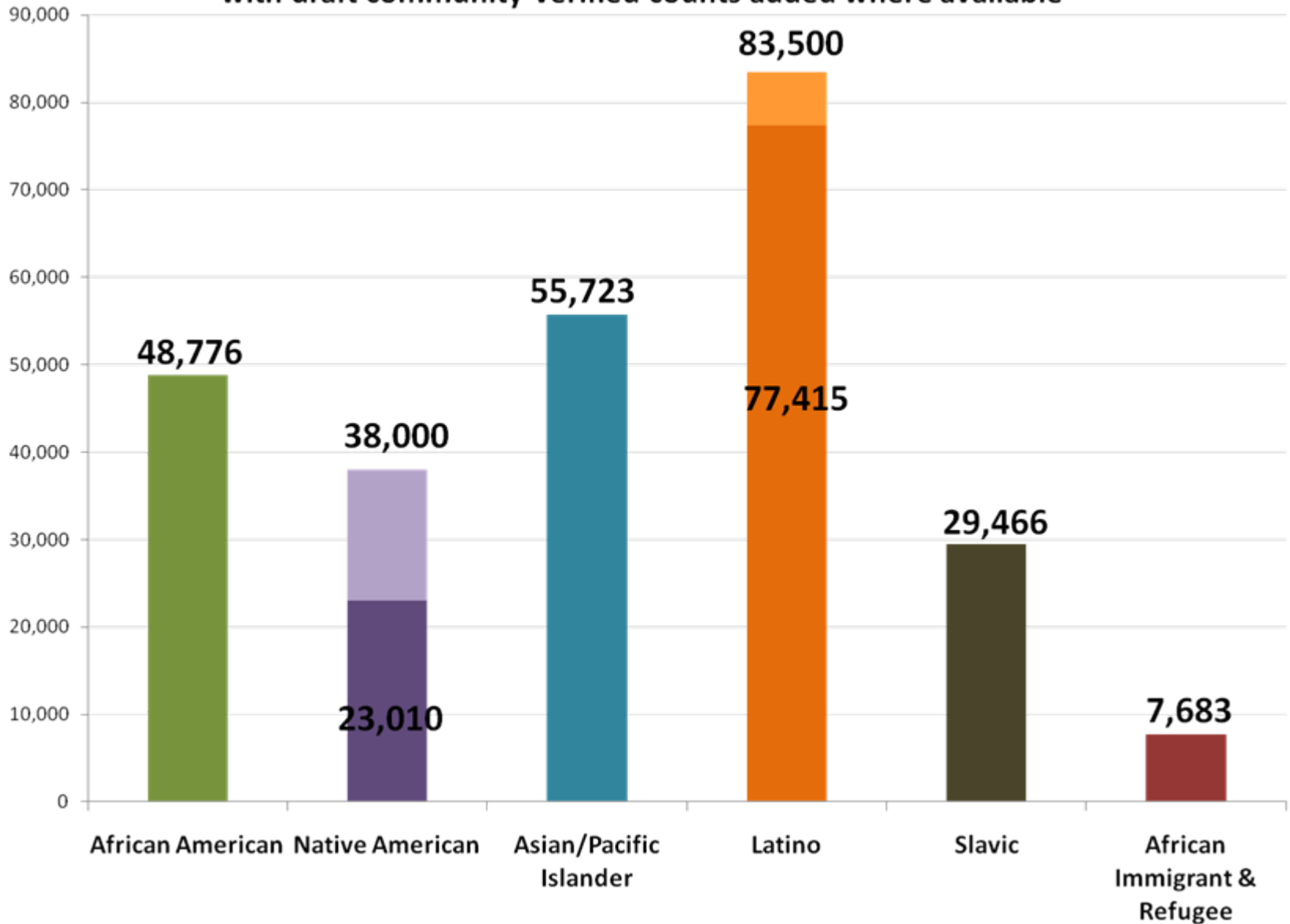
# Race/Ethnicity of Students in Public Schools, Multnomah County



# How many are we? Several ways to “count”

- Very important issue since tied to visibility, status, funding and power
  - American Community Survey, 2008
    - “Alone” figures
    - “Alone or in combination” (AOIC) with other races
    - “Alone or in combination, with or without Hispanic”
  - Census 2010
    - We have been active here to increase turnout
    - Two of our communities will be invisible (only short form administered)
      - African Immigrant & Refugee
      - Slavic

**Population Counts of Communities of Color – Conventional sources, 2008  
with draft community-verified counts added where available**



*We do know that this results in an “overcount” of 7.7% as per conventional numbers, but...*



# We dispute these “official” counts

- Undercounting legacy, due to:
  - Whiteness bias in conventional surveys
    - Forms inadequate to capture lived experience & identity
  - Unwillingness to fill out forms
    - History of genocide, persecution & fear
    - Distrust of governments
    - Have acculturated to deny one’s identity – desiring whiteness is commonplace
  - Lack of inclusion
    - English capacity as 5.1% of the county population cannot communicate in either English or Spanish
    - Poverty-related causes (eg. moving, phones)

# ACS shortcomings

- ACS is flawed in accurately counting our communities
  - Due to the reasons on the prior page
  - Comparison with ODE records that shows errors in accuracy
    - Our examination of ACS data & comparison with ODE data shows an ACS undercount of 4.8%, and a miscoding that undercounts about 15% of youth of color
  - This is first “hard” evidence that ACS is flawed

# Results of Undercounting

- Invisibility & tokenistic responses to needs
- Financial
  - Estimated by Census Bureau that each person undercounted in Census 2010 results in \$300/year in funding for the region
- Political
  - Census numbers determine appointments of seats in the House, and for drawing Congressional districts within the states & local governments
- Research
  - Census figures serve to set standards for “inclusion” and “representativeness” in research, so undercounting weakens all research (though few researchers are aware of this)

# Community-Verified Counting Method

- Our own community-verified counts (informed by research & critique of dominant methods)
  - Native American: Has collected data on tribal registry numbers
  - Latino: Using secondary research on the number of undocumented people, and the proportion who do not complete Census/ACS forms
  - Asian/Pacific Islander: Comparing Census counts for smaller communities with local network estimates of, for example, the Hmong and Burmese residents
    - Similar approach with African Immigrants & Refugees
- A post-Census 2010 survey of those who did not complete the form could shed light on this issue

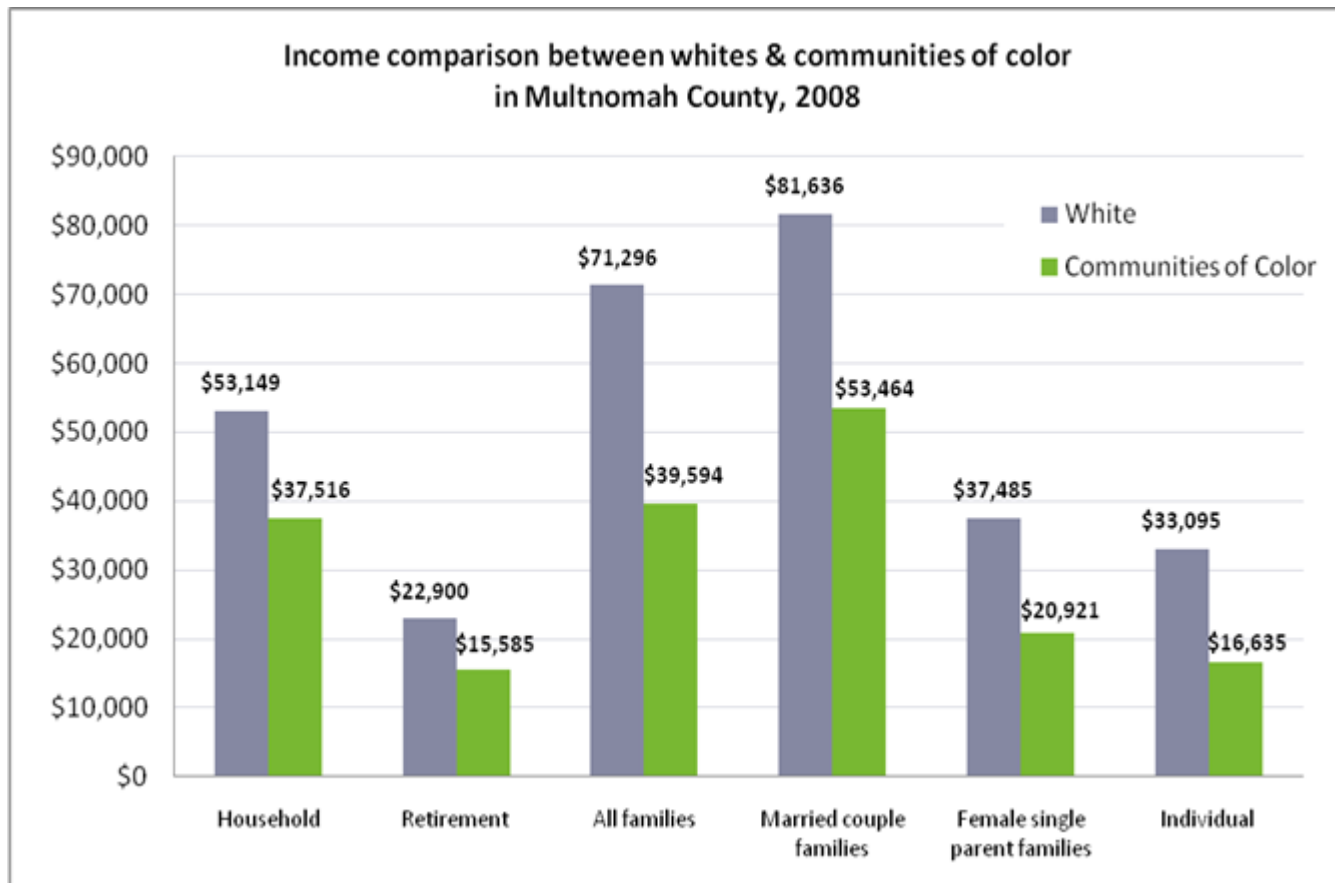
# Our position

- Use the “Alone or in combination with or without Hispanic” numbers for determining the size of our communities (as immediate response), and use these numbers from 2008 ACS until the next round of data is released
- When finalized, use the community-verified counts

# How are we doing?

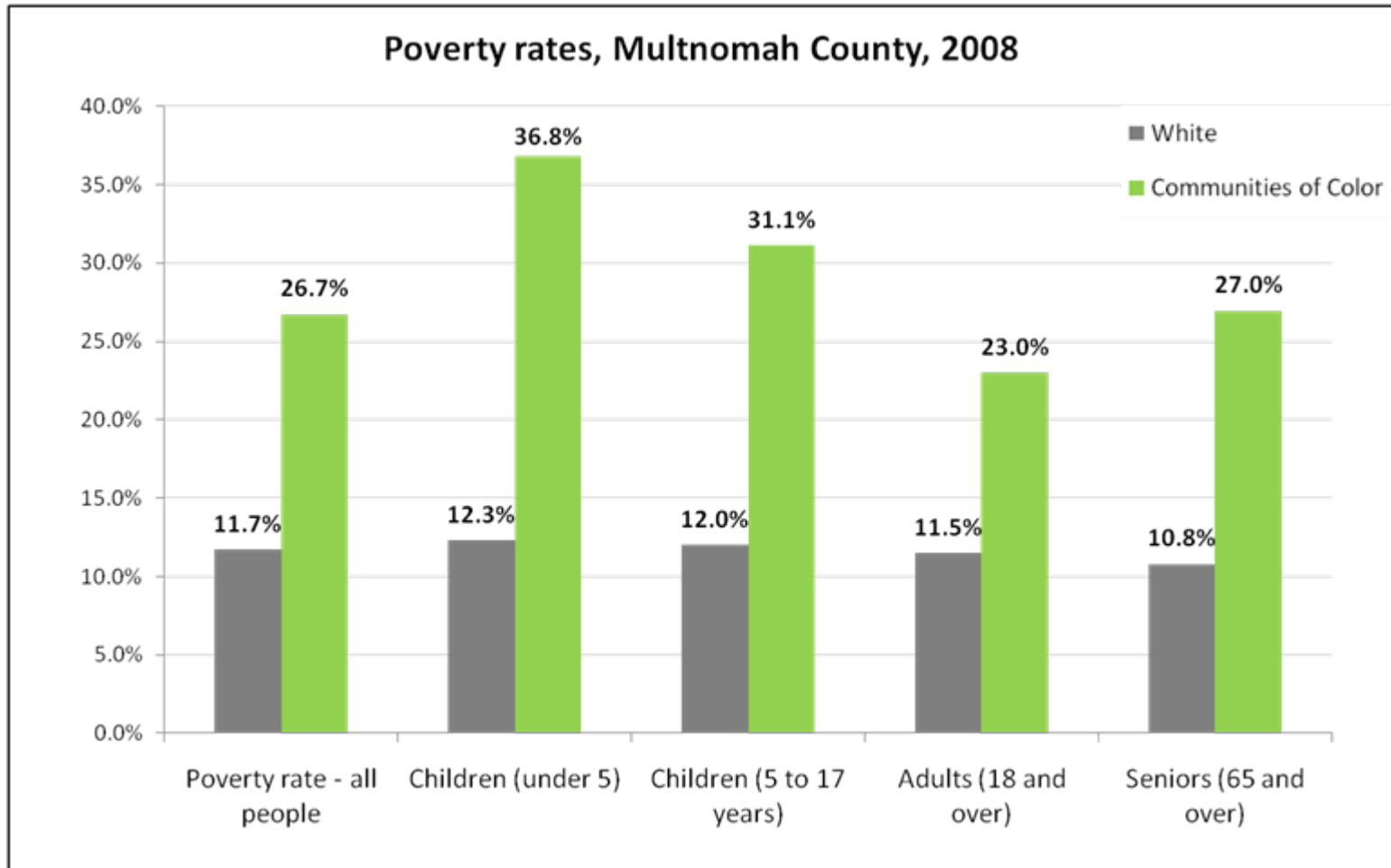
- *“Communities of color in Multnomah County: An unsettling profile”* (March 2010)
  - The first of a series of seven research reports
  - Remaining six reports to address community-specific issues
- Disparities exist across all institutions addressed in the report. The magnitude of these disparities is alarming. Consider some of these data...

- Communities of color earn half the incomes of Whites, earning \$16,636 per year, while White people earn \$33,095 annually.



- Disparities close to this magnitude exist regardless of one's family and household configuration
  - Commissioners saw a similar chart last year. These data are updated and they have worsened.*

- Poverty levels among our communities are at levels at least double those of Whites.

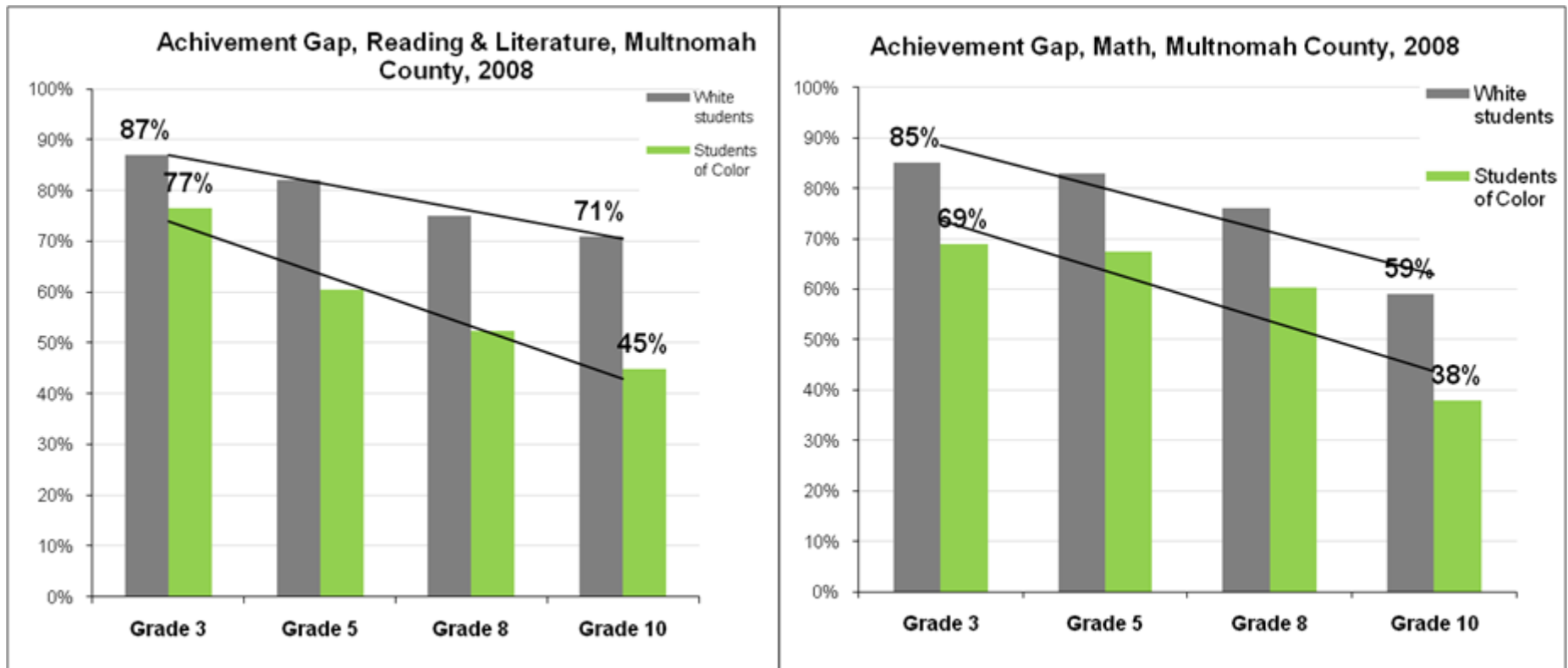


- Our child poverty rate, collectively, is 33.3%, while that of White children is 12.5%.



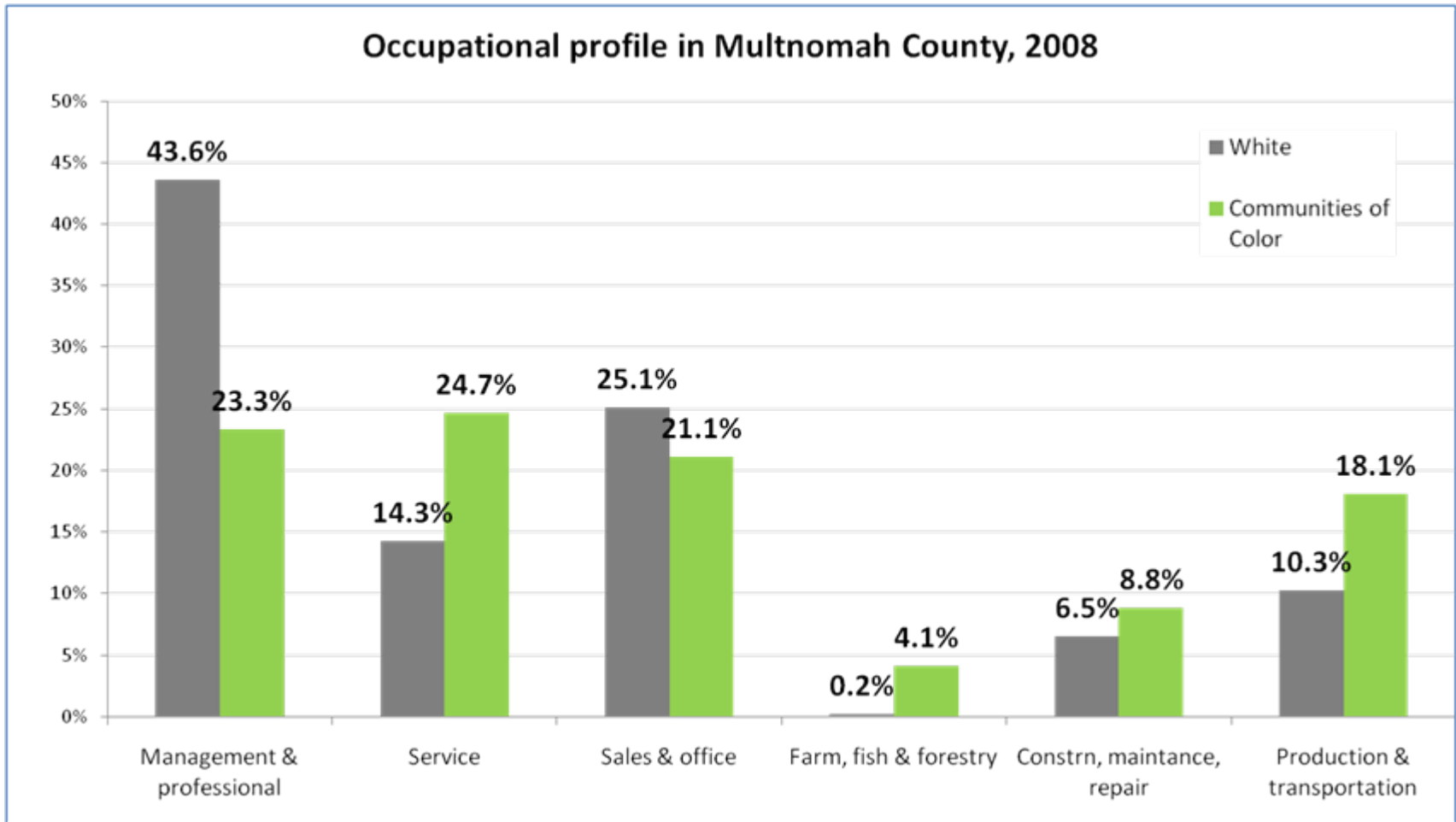
# Schooling & the Achievement Gap

- Educational disparities in our local public schools are deeply entrenched; gains made earlier in the decade have been lost, and the achievement gap is widening.



- **Preschool Disparities**
  - By the time children enter kindergarten, there is a disparity that, depending on the measure, averages between 5% and 15% in “readiness for learning” scores
- **Discipline disparities**
  - Students of color fare much worse than Whites in major suspensions & expulsions
- **Dropout rates**
  - Students of color drop out of school (or are “pushed out”) much more frequently than Whites
  - While only 7% of Whites do not graduate high school, 30% of communities of color do not

- The labor market is ripe with disparities. Communities of color access management and professional positions at half the levels of Whites.



- One of every two Whites access such high status and high paid work, while less than one of every four people of color access these positions.

# Additional Disparities

- Unemployment
  - Communities of color have unemployment rates that are 35.7% higher than Whites
- Hiring in public service
  - County: 21.0% of employees are people of color while 26.3% would suggest no employment barriers exist
  - City: 16.6% of employees of color when 26.2% would be parity
- County contracts
  - Minority-owned businesses were 12 of 120 contracts. While this is an increase over the prior year, there was a drop in the value of these awards. Minority businesses lost over 20% of their claim on County contracts, dropping from 4.9% of the amounts awarded to 4.0%

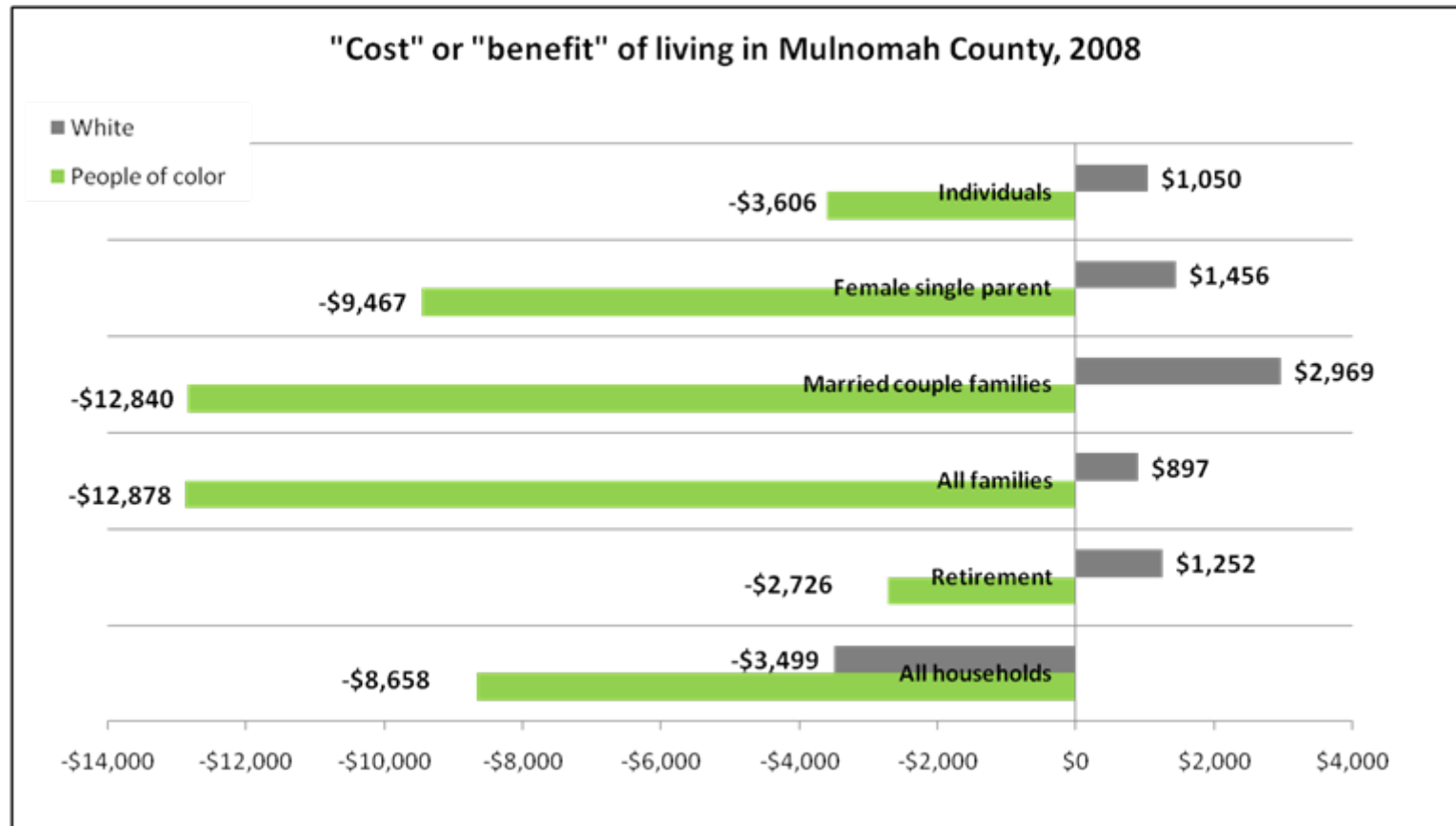
- Health disparities, while unevenly distributed across communities of color, average out to result in significant disproportionality. Low birth weights among communities of color are 37% worse than for Whites.
- The child welfare system disproportionately removed children of color from each community at some point in the child welfare process.
- African American and Native American children are grossly overrepresented foster care. Once in care, African American and Native American children are likely to stay in care longer than other children.

Children in Foster Care	Number of children per 1,000 population
USA - all	6.3
Oregon - all	10.2
<b>Multnomah County</b>	<b>15.2</b>
White	11
People of Color	16
Native American	218
African American	32

# *Communities of Color in Multnomah County: An unsettling profile*

- Communities of color suffer more than the national levels for similar communities of color.....

- In the measures explored in this report (incomes, poverty, occupation and education), communities of color have between 15% and 20% worse outcomes. It is more difficult to get ahead here in Multnomah County than it is more generally across the USA.



- This inequity does not hold true for White people. On average, one's income is enhanced by living in Multnomah County.

# *Communities of Color in Multnomah County: An unsettling profile*

- How have communities of color here fared in comparison to those in a western nearby city?
  - In comparison with King County (home to Seattle), we have worse disparities and worse outcomes on every measure examined....

Child poverty	54.7%	worse
Rent burden	21.8%	worse
Individual incomes	30.8%	worse
Better occupations	31.3%	worse
University degrees	27.6%	worse
<b><i>Average "worse"</i></b>	<b>33.2%</b>	



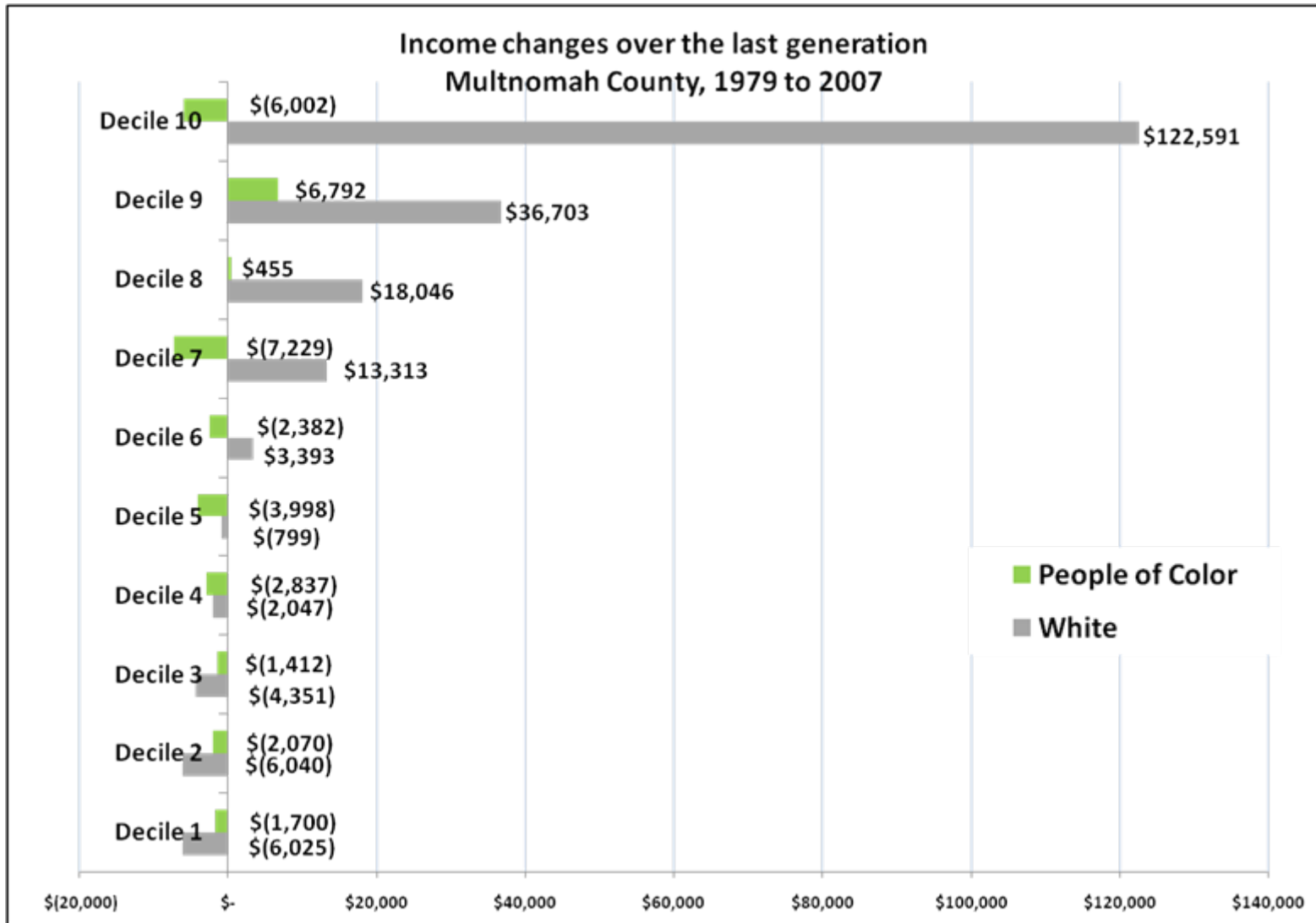
# *Communities of Color in Multnomah County: An unsettling profile*

- Are local conditions improving or deteriorating for communities of color?

Looking at this in two ways, we found...

- Intergenerational income research
  - Comparing incomes of Whites and communities of color shows communities of color have not fared well
- Changes between 2007 to 2008 on 26 measures
  - 16 measures are worse
  - 6 are better
  - 4 stayed the same

- Only the wealthiest 40% of Whites have gained significant ground over the last generation (at an average of \$47,663/year) while that same grouping among people of color have lost income (facing an average loss of \$1,496 per year).



- Across 26 measures...

- The crucial measures of incomes, obtaining a university degree, all poverty measures and health insurance had all deteriorated.

	Size of Disparity 2007 % worse for people of color	Size of Disparity 2008 % worse for people of color	Direction of Change from 2007 to 2008
<b>Family Poverty</b>			
Family poverty, kids <18	62.2%	66.3%	↓
Female single parent, kids <18	32.6%	34.8%	↓
Female single parent, kids <5	32.8%	55.4%	↓
<b>Poverty for individuals</b>			
All individuals	53.8%	56.2%	↓
Children under 18	60.0%	62.5%	↓
<b>Education</b>			
Attainment of a university degree	90.6%	93.0%	↓
Drop out rate	46.8%	44.6%	↑
High School graduation rate*	24.6%	24.8%	↔
Academic test scores in Math**	23.5%	22.6%	↔
Academic testing - reading/literature	24.2%	25.6%	↓
<b>Incomes</b>			
Individual	49.8%	49.7%	↔
Family	43.0%	44.5%	↓
Retirement	10.4%	31.9%	↓
Female single parent	40.0%	44.2%	↓
<b>Health</b>			
Health insurance***	36.9%	47.7%	↓












\*Please note that these rates are for the prior two years (2007 & 2007)

\*\*A drop of more or less than one percentage point is deemed to have remained constant

\*\*\*Data for 2004 and 2008 were used for these two time periods

- Across 26 measures....

- Two of the positive gains in housing and unemployment were due not to an improved situation for communities of color, but due to a more rapidly deteriorating situation for White people which narrowed disparities.

	Size of Disparity 2007 % worse for people of color	Size of Disparity 2008 % worse for people of color	Direction of Change from 2007 to 2008
<b>Occupation</b>			
Management & professional jobs	46.1%	46.5%	
Service jobs	35.0%	42.1%	
<b>Housing</b>			
Rent Burden	11.5%	14.0%	
Mortgage Burden	48.4%	33.3%	
Homeownership	30.5%	27.4%	
Home value (owners only)	12.7%	16.2%	
<b>Criminal &amp; Juvenile Justice</b>			
Frequency of juvenile detentions	32.3%	50.0%	
Correctional caseloads (adult)****	49.2%	47.8%	
<b>Civic Engagement</b>			
Voter turnout	37.1%	22.9%	
<b>Unemployment</b>	61.8%	35.7%	
<b>Comparison with King County (composite)</b>	32.1%	33.2%	

\*\*\*\*Data for 2008 and 2009 were used here

# *The Asian/Pacific Islander Experience*

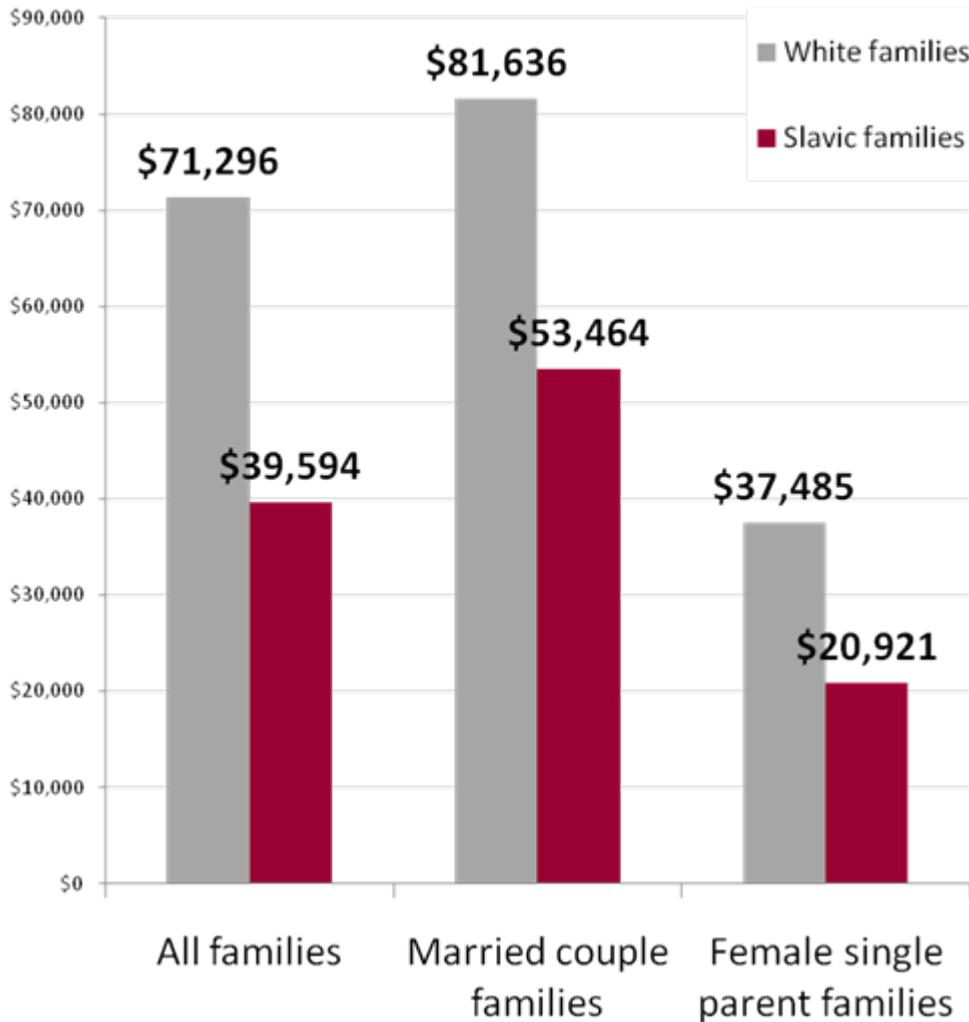
- We have learned an important lesson about our Asian/Pacific Islander communities.
  - Asian/Pacific Islander communities typically fare well in national studies, often outperforming Whites on measures such as incomes, occupations, education, poverty and housing.
  - This does not occur in Multnomah County.
  - Here, the characteristics of the Asian/Pacific Islander community much more closely resemble those of other communities of color than they do of Whites.

2008		Multnomah County	
		Whites	Asian/PI
Educational Attainment			
	Less than high school	6.7%	22.0%
	Bachelor's degree	24.5%	23.4%
	Graduate/professional degree	15.7%	11.5%
Occupations			
	Management & professions	43.2%	35.2%
	Service	14.3%	20.2%
Incomes			
	Family median	\$71,296	\$57,807
	Married couples raising kids	\$81,636	\$63,871
	Female raising kids	\$37,485	\$28,789
	Individuals	\$33,095	\$22,070
Poverty rate			
	All families raising children	10.4%	13.1%
	Married couple families	3.1%	7.3%
	Child poverty	14.4%	22.5%
Housing value (median)		\$291,400	\$249,000

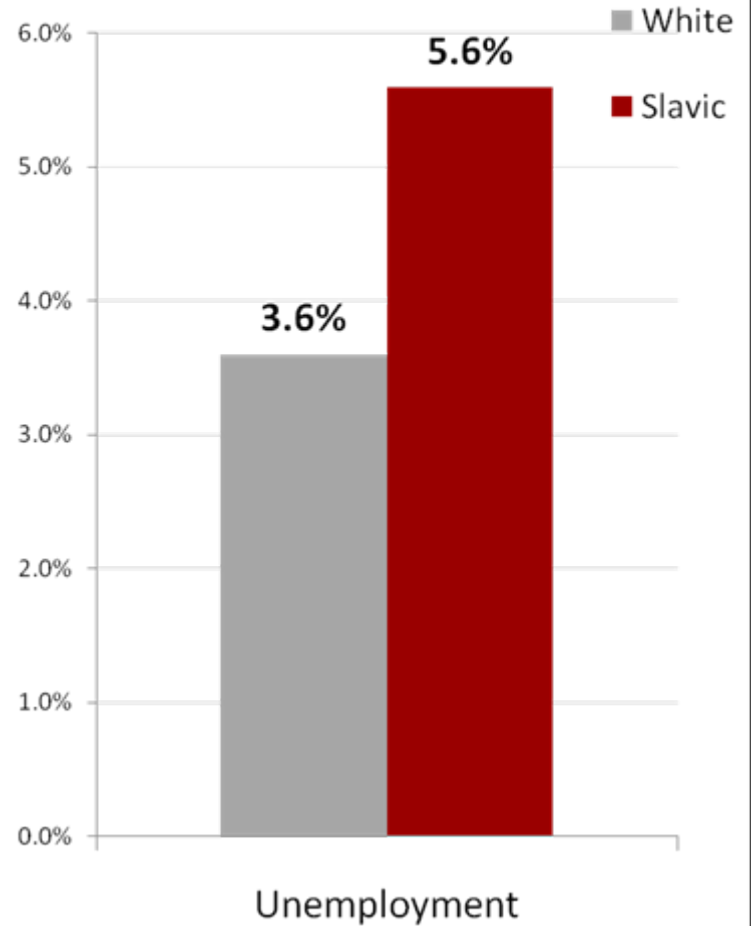
# The Slavic Experience

- First time any specific data on this community is available
- Education is very high with 39.3% having a university degree
  - Almost  $\frac{1}{4}$  of Slavics have a graduate degree while Whites have only 15.7% at this level
  - Yet those who do not graduate high school are high, outnumbering by 2:1 those Whites who don't graduate high school
- Incomes are less than Whites, sometimes much worse
- Poverty – in every measure, have worse poverty rates than Whites
- This very highly educated community is unable to protect itself from poverty & unemployment at the levels of Whites
  - This suggests they face significant employment barriers as a result of their identity

### Family Incomes, Multnomah County, 2008



### Unemployment Rates, Multnomah County, 2008

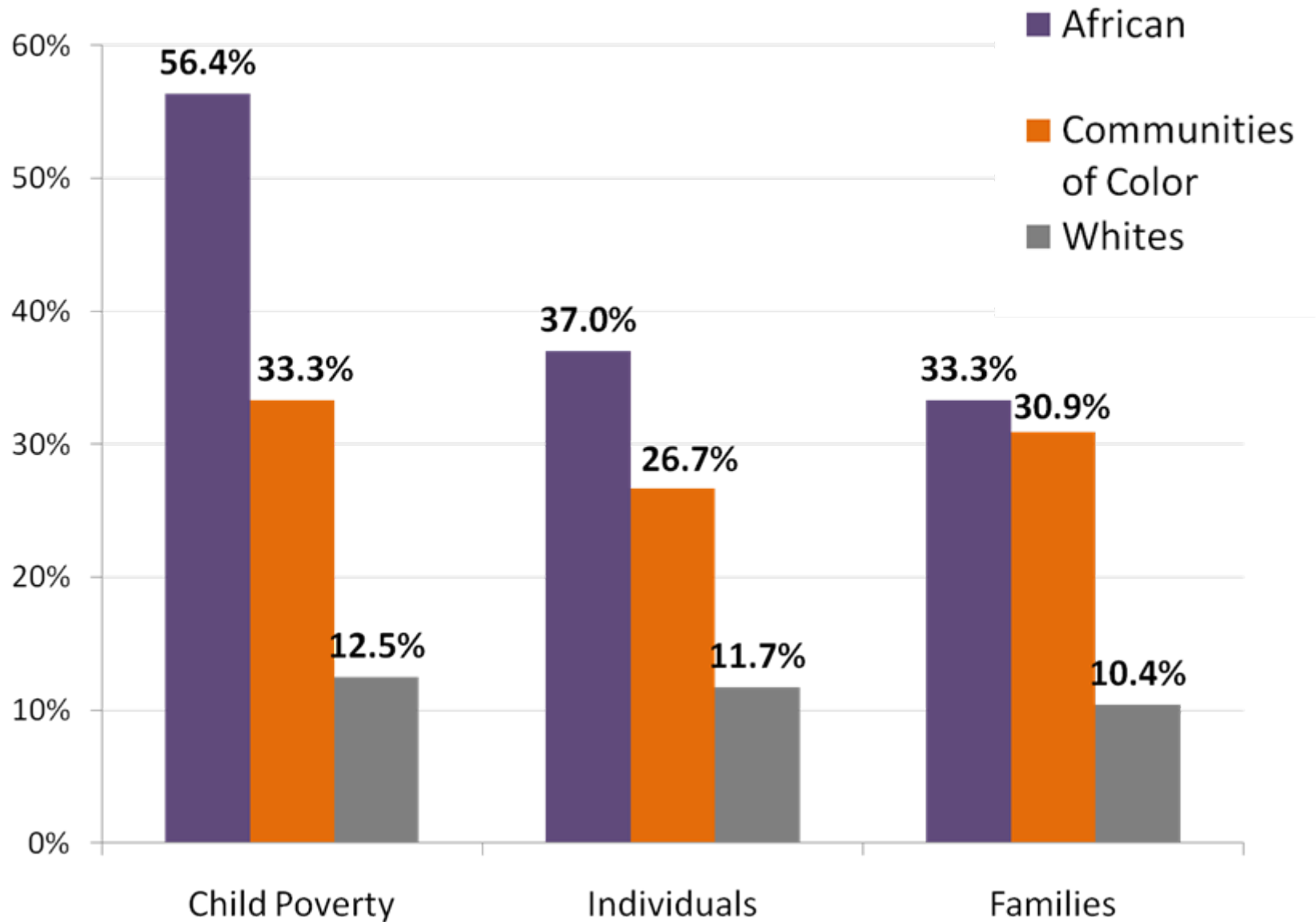




# The African Immigrant & Refugee Experience

- First time any specific data on this community is available
- Education
  - Again, very high levels with  $\frac{1}{4}$  having a graduate degree
- Poverty levels 3- to 4-fold higher than Whites
- Across the African community, poverty is deep
  - For the African immigrant and refugee community, the child poverty rate is 56.4%

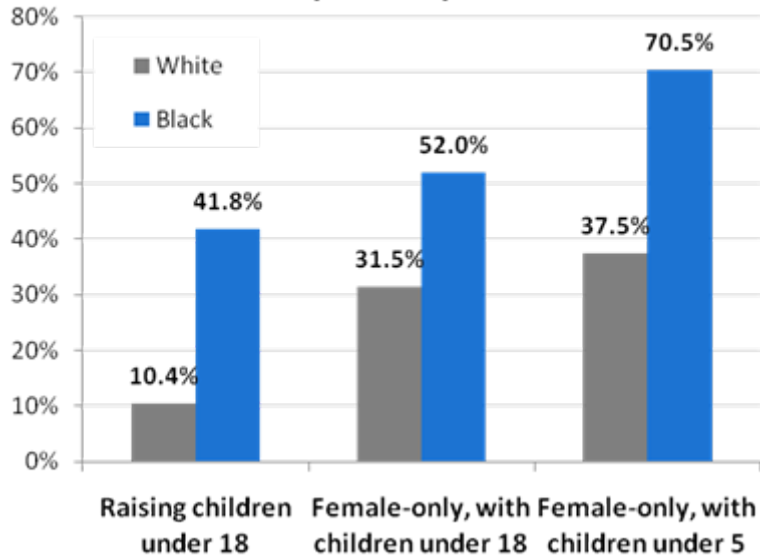
# Poverty Rates, Multnomah County, 2008



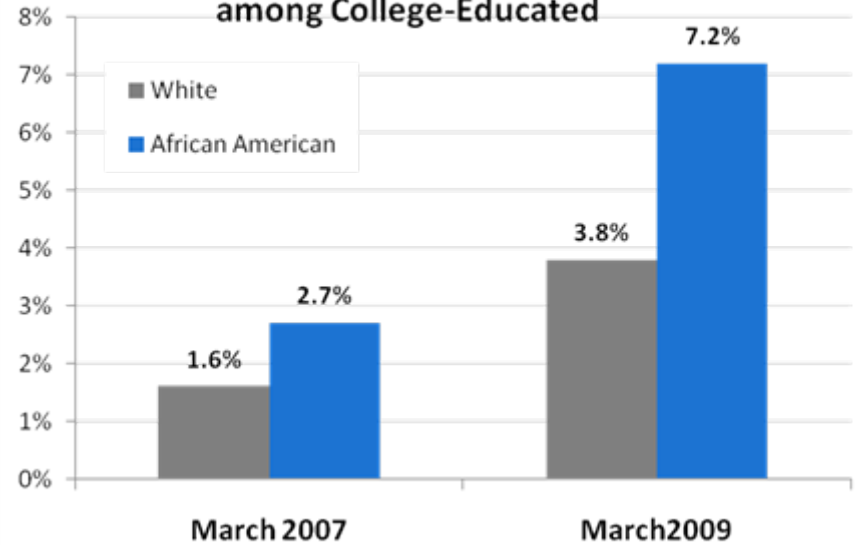
# The African American Experience

- The State of Black Oregon explored the state-wide experience. We look at the county-level data...

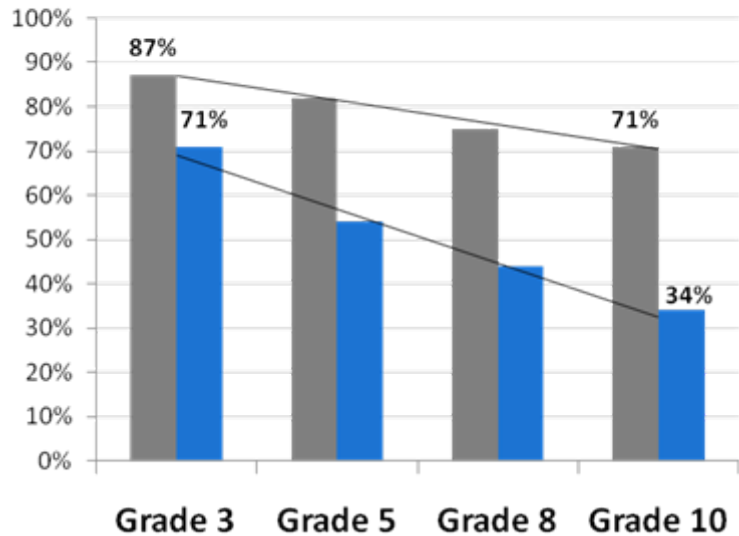
### Family Poverty Rates



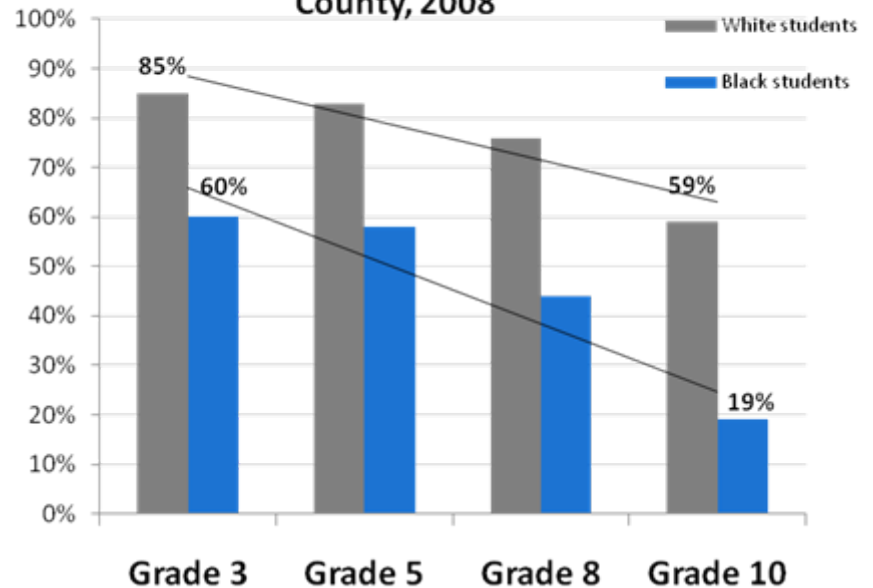
### Unemployment Rate, USA, among College-Educated



### Achievement Gap in Reading & Literature, Multnomah County, 2008



### Achievement Gap in Math, Multnomah County, 2008



# The African American Experience (cont'd)

- Child poverty
  - At a rate of 40.9%  
(instead of 12.5% for Whites)
- Juvenile justice
  - Are 5½ times more likely to get referred into the justice system (instead of warnings and diversion)



# The Hispanic Experience

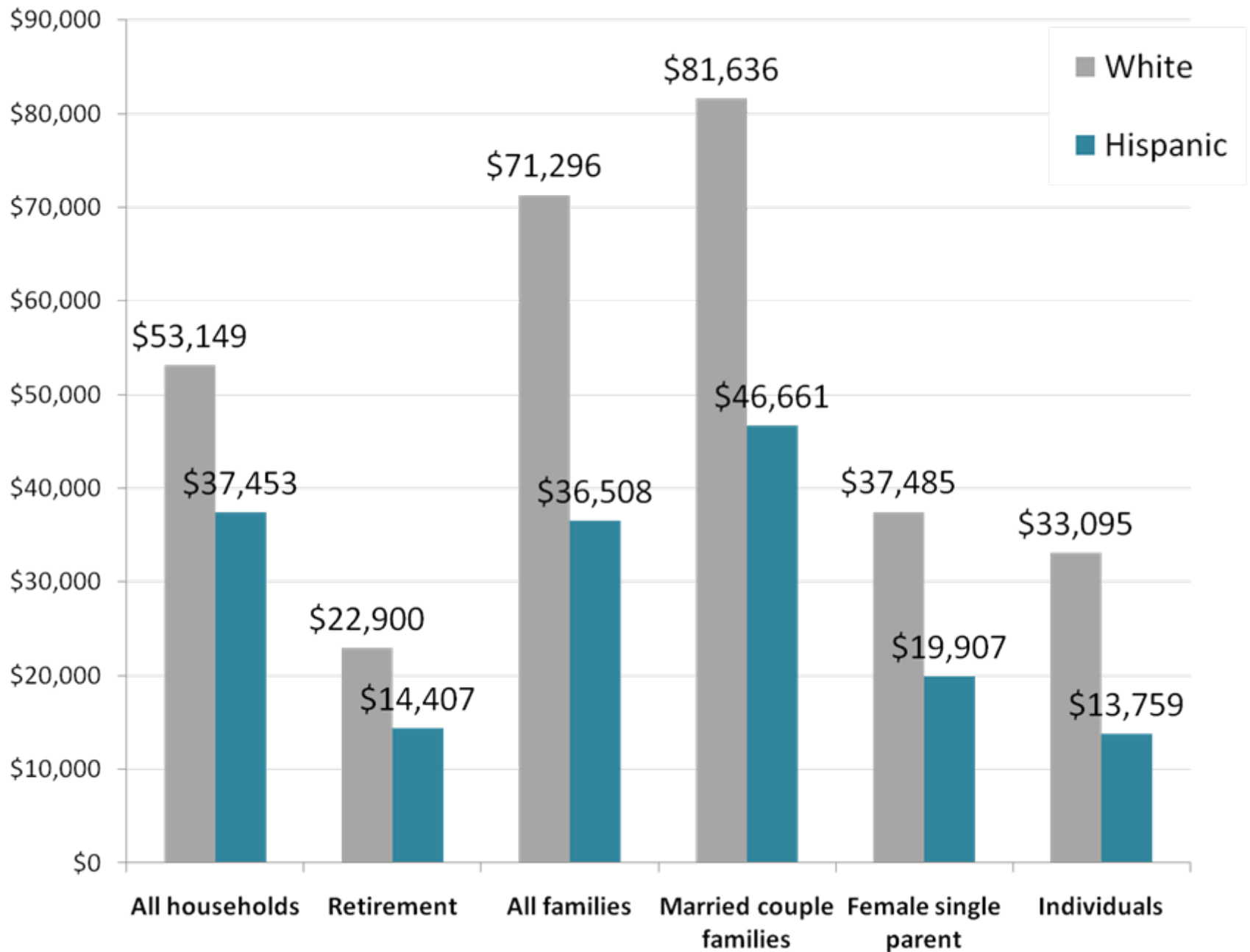
- Education

- 44.4% of our community did not graduate high school (compared with 7.6% for Whites)
- Despite being 10.8% of the Multnomah county's population, we graduate from OUS post-secondary institutions at just 4.2% of degrees awarded
- We have lost ground in graduating our youth from PSU and OHSU in the last 8 years

- Incomes

- Our individual incomes are close to 1/3 those of Whites

# Incomes in Multnomah County, 2008



# The Native American Experience

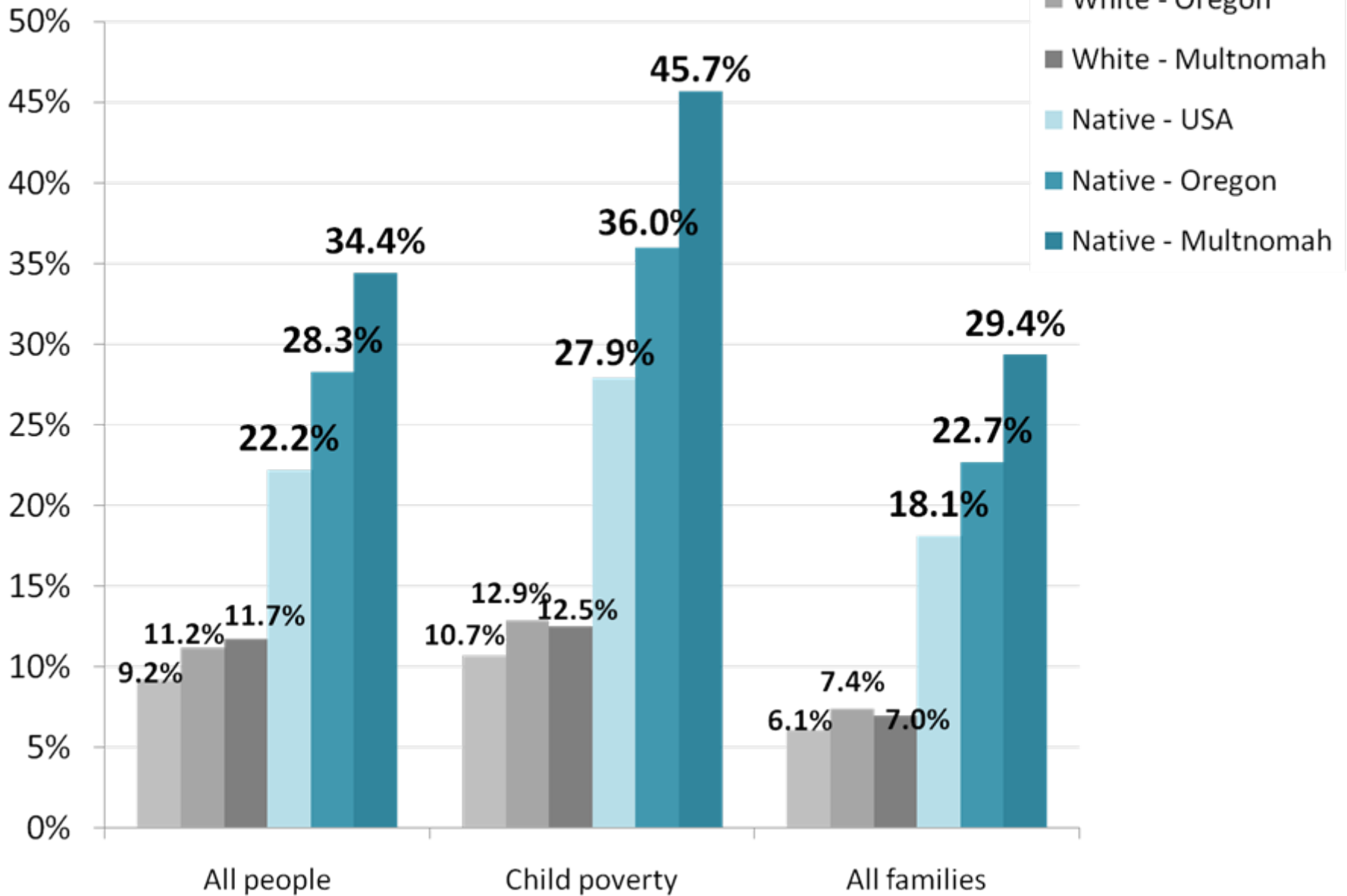
- Disastrous poverty rates
  - Child poverty rate of 45.7%
  - 100% of female-led mothers raising children under 5 live in poverty
- Rapidly shrinking incomes
  - Those earning below average incomes...

Year	White households	Native households
1989	45%	54%
1999	46%	62%
2007	48%	70%

- Poverty, unemployment, dropout rates, incomes, occupation have significant disparities
  - And it's worse here than elsewhere in the USA...



# Poverty rates, various regions, 2008



# Communities of Color in Multnomah County: An unsettling profile

*“The failings of mainstream institutions to address the needs of communities of color are abundant and must create the impetus to act, to act holistically, and to act under the leadership of communities of color who have the legitimacy and the urgency to remedy many of the shortcomings that besiege Multnomah county.”*

# Affirming...

## ***Affirm culturally-specific funding.***

- We affirm and appreciate Multnomah County's dedicated funding pool within the DHS, SUN Service System and seek to expand this commitment, urging all funding units in all levels of government to make such allocations a priority.

## ***Support equity initiatives at County-level.***

- The Equity Council, the Undoing Institutional Racism and the Health Equity Initiative efforts hold promise to reduce disparities.

# Recommendations

- We make the following recommendations for addressing the needs of communities of color...



# Recommendations

## ***1. Expand funding for culturally-specific services.***

- These must expand. Designated funds are required. Allocation must recognize the size of communities of color, must compensate for the undercounts that exist in population estimates, and must be sufficiently robust to address the complexity of need that are tied to communities of color.

# Recommendations

## ***2. Implement need-based funding for communities of color.***

- We urge funding bodies to begin implementing a needs-based funding allocation that seeks to ameliorate some of the challenges that exist in resourcing communities of color.

## ***3. Emphasize poverty reduction strategies.***

- Poverty reduction must be an integral element of meeting the needs of communities of color. A dialogue is needed immediately to kick-start economic development efforts that hold the needs of communities of color high in policy implementation.

# Recommendations

## ***4. Reduction of disparities with firm timelines, policy commitments & resources.***

- The Coalition urges the State, County and City governments to establish firm timelines with measurable outcomes to assess disparities each and every year. Plans for disparities reduction must be developed in every institution & be developed in partnership with communities of color.



# Recommendations

## ***5. Count communities of color.***

- Immediately, we demand that funding bodies universally use the most current data available and use the “alone or in combination with other races, with or without Hispanics” as the official measure of the size of our communities.
- When available, use the community-verified counts to define the size of these communities.



# Recommendations

## ***6. Prioritize education and early childhood services.***

- The Coalition prioritizes education and early childhood services as a significant pathway out of poverty and social exclusion, and urges that disparities in achievement, dropout, post-secondary education and early education must be prioritized.

## ***7. Expand role for the Coalition of Communities of Color.***

- The Coalition of Communities of Color seeks an ongoing role in monitoring the outcomes of disparity reduction efforts and seeks appropriate funding to facilitate this task.

# Recommendations

## ***8. Implement research practices that make the invisible visible.***

- Implement research practices across institutions that are transparent, easily accessible and accurate in the representation of communities of color. Draw from the expertise within the Coalition of Communities of Color to conceptualize such practices.

## ***9. Fund community development.***

- Significantly expand community development funding for communities of color. Build line items into state, county and city budgets for communities of color to self-organize, develop pathways to greater social inclusion, and provide leadership within and outside their own communities.

# Recommendations

## ***10. Disclose race & ethnicity data for mainstream service providers.***

- Accounting for the outcomes of mainstream and government providers of services for communities of color is essential. We expect that each level of service provision to increasingly report on both service usage and service outcomes for communities of color.

## ***11. Name racism.***

- It is time to stop pretending that Multnomah County is an enclave of progressivity. Communities of color face tremendous discrimination and inequities that are getting worse. This must become unacceptable for everyone.

# Next Steps

- Within the next two months, a meeting between the County Commissioners and the Coalition to develop an action agenda to implement these recommendations.
- We envision a policy-driven approach to implement these recommendations.
- Presentation to County Commissioners of the community-specific reports as they are released.

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*Thank you!*