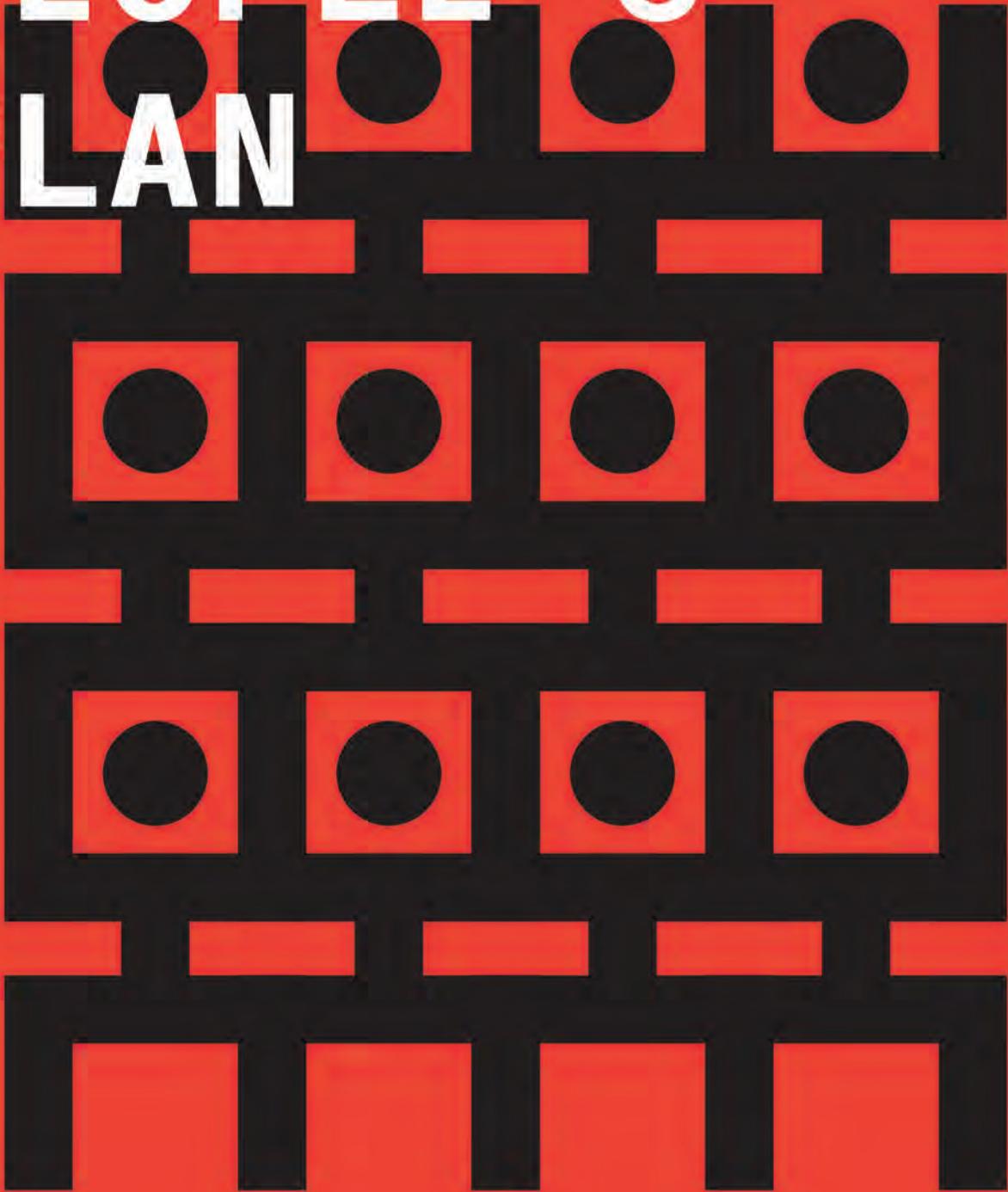


PAALF PRESENTS



# THE PEOPLE'S PLAN



## **INTRODUCTION**

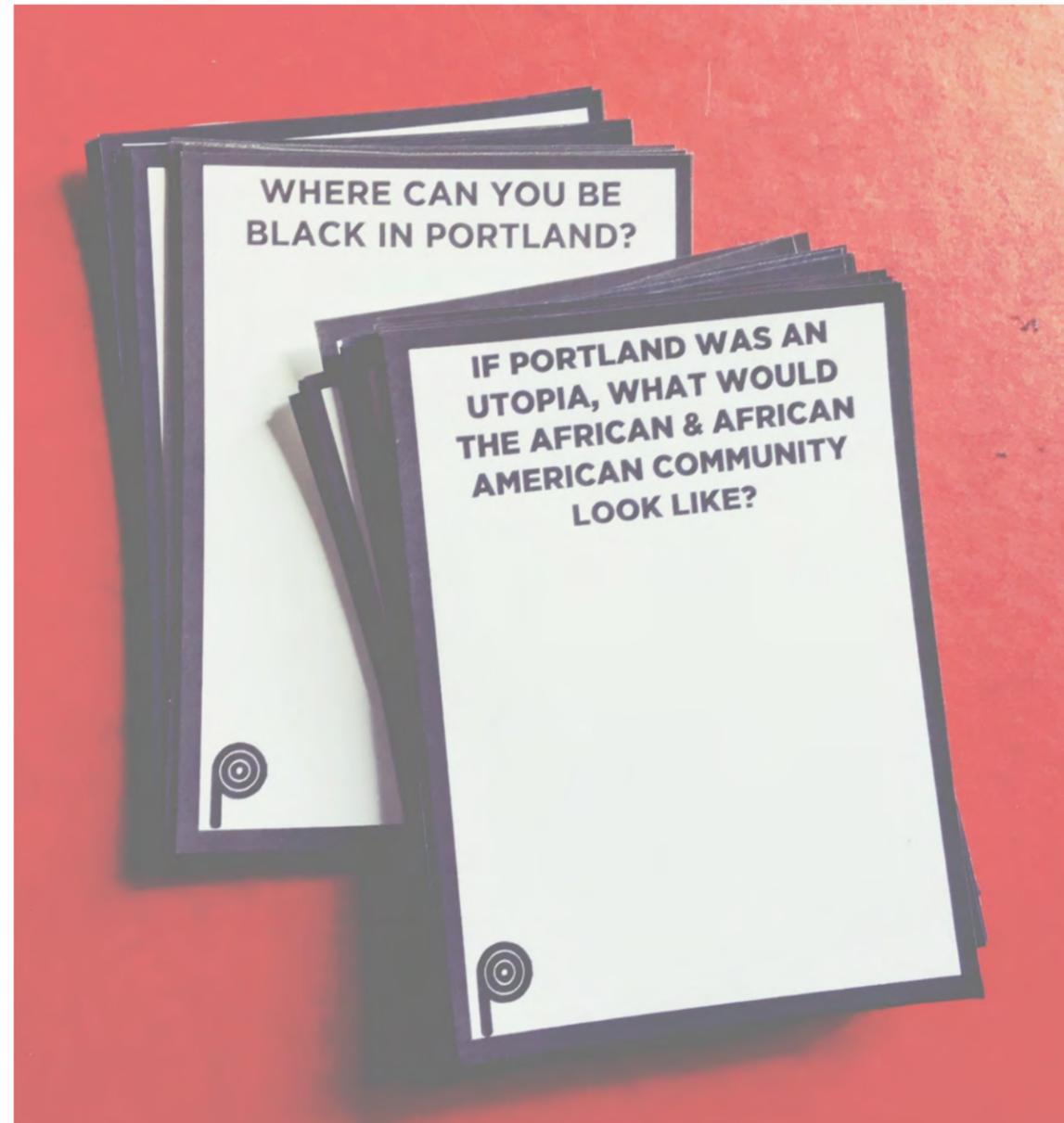
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## LETTER FROM PORTLAND AFRICAN AMERICAN LEADERSHIP FORUM CO-CHAIRS

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The concept of a Black Utopia, one that promotes and fosters a Black community that taps not only into its legacy of resilience but is truly one afforded the opportunity to thrive, can be a symbol of hope. Not a hope that is shaped in wistful “what ifs...?” but a hope that is connected to true possibility. The People’s Plan seeks to contextualize the data used by policy makers in the City of Portland and the State of Oregon, by juxtaposing the understanding of where we, the Black community, are and where we could be. The People’s Plan recognizes that it is not enough to re-illustrate the disparities facing our communities in the areas of health, education, housing, administration of justice, environmental justice, etc. There needs to be space for, and an ongoing conversation regarding, what the Black community could be with the elimination of barriers. What would be our ideal expression and realization of community?

The Portland African American Leadership Forum strives to be an organization that brings leaders together to address the needs of our community, and the individuals and families it is comprised of. As an organization, we aim to be clear that the term “leader” can accurately be applied to the mother who advocates for her child; to the community elder who continues to remind us of the journey; to our organizational executives and CEOs. PAALF recognizes we need the multitude of our collective voices at the table in order for us to realize meaningful change in our community. The work we need to do is not something that can be done in a vacuum. Therefore, we seek a variety of inclusive ways in which to engage our community members to participate and benefit from the work of PAALF.

The goal of the PAALF People’s Plan report is to empower the voices of all of our Black community’s leaders. Through this lens of empowerment, we recognize it is our community’s right to shape the way our community looks, feels, and how Black people of Portland experience it. Through the unapologetic assertion of our voices we will be the ones to shape the policies that impact our Black community. Anything that lacks the breadth and depth of our collective voice will fall short in the policies that seek to foster a Portland the Black community has truly shaped and designed. It is incumbent for the Black community to continue to push for our voices to be heard and our recommendations to be actualized. PAALF will continue to be a part of this clear mission to create the space for the elevation of our voices and experiences to be heard.

Robin M. Johnson, MS  
Executive Committee Co-Chair  
Portland African American Leadership Forum



### PAALF VISION

The Portland African American Leadership Forum envisions a world where people of African descent, enjoy the rights, resources and recognition to be a thriving, resilient and connected community.

### PAALF MISSION

The Portland African American Leadership Forum helps our Black community imagine the alternatives we deserve and build our political participation and leadership to achieve those alternatives.

## Preface: VALUES & ORIGINS

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“The first act of a free people is to shape its world in its own image and interest. And it is a statement about their conception of self and their commitment to self-determination.”

KWANZAA PRINCIPLE -  
KUJICHAGULIA

Over the past two years, the Black community has been galvanized to action by the crisis of police violence in Portland Oregon and around the country. As we've gathered to bear witness and to organize, the community has clearly spoken for a racial justice that addresses not only the violence of policing and mass incarceration, but also the violence that is poverty, displacement, disenfranchisement, and anti-Black racism in all of our institutions. Setting “equity goals” in government is not enough: we need accountability and we need our own unapologetically Black voices demanding racial justice.

### **A PEOPLE'S PLAN ADDRESSES THE ISSUES WE PRIORITIZE, AND WE DETERMINE ITS GOALS AND STRATEGIES.**

The People's Plan lays out a vision of a thriving, empowered Black community and asserts the right of Black people to be in and shape community, whatever neighborhoods we live in, from the North to the Numbers. This document frames a Black community policy agenda and advances community-initiated projects as a powerful tool for organizing, advocacy, and implementation.

The PAALF People's Plan gives us the opportunity to answer as a collective of Black citizens and organizations, “What does Portland's Black Community want, and what does it propose to move forward?” The People's Plan provides a framework for transformative change within our beloved community. The Portland African American Leadership Forum, as the steward and champion of this effort, has provided the support and space for these important conversations to take place.

## HOW WE GET TO UTOPIA: DEVELOPING A COMMUNITY VISION

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While traditional planning models often intimidate community members through complex urban planning language and rigid government processes; the People's Plan approach was to engage the Black community on their terms to ensure that the solutions are informed directly by Black Portlanders.

Between May 2015 and May 2016, PAALF People's Plan team held and participated in twenty-six community events, engaging over 400 Black community members, using numerous engagement approaches. The project team convened members of the Black community through PAALF committee meetings; community visioning sessions; Monday meetups at black-owned restaurants; partnering community events like Good in the Hood and Urban League East Portland Resource Fair/Celebration; and the Kaleidoscope Community Conversation in partnership with Sharita Towne.

Visioning towards a community health and resilience is often difficult for communities that have been confronted with continuous barriers. Moving from simply naming the issues to collectively building solutions represents an empowering transformation in the community engagement process. In this way, the People's Plan engagement furthered community power building and created new collective social power. The visioning sessions asked the attendees five questions relating to their experience living in Portland, Oregon. The following are the five questions that were asked of participants:

1. If Portland was an Utopia, what would the African and African-American Community look like?
2. What does the current African and African-American community look like?
3. How do we get to Utopia?
4. If you had to pick three priorities for the People's Plan to focus on, what would they be?; and
5. Where can you be Black in Portland?

In addition to a robust engagement process, the People's Plan conducted community-based participatory research, and other data collection, which included: community surveys on issues and engagement preferences; physical assessment of sites throughout Northeast and East Portland; review of past plans for their impact on and potential for the Black community; best practices research; and development of model policy and project concepts.

This research informed the creation of plan, and was synthesized with expert knowledge and refined by the PAALF leadership. Our recommendations come from an iterative interaction of the expressed desires from the community and the input from policy and programmatic experts.

## HOW TO USE THIS REPORT

### TO: BLACK COMMUNITY MEMBERS

Portland Black family, this People's Plan emerges from your words, your dreams, and your fierce advocacy. It attempts to assemble the demands and actions that we as community identified as most meaningful. Perhaps the most important finding in our planning process is that the Black community feels fragmented, disconnected, and disempowered. Through the organizations, campaigns, and initiatives listed here, we can begin to identify and create the spaces to come together, fight together, and thrive together.

### TO: ALLIES

Many People of Color and White folks want to work towards a city in which Black Lives Matter. It can be challenging to identify starting points for countering white supremacy and anti-Black racism in yourself, your communities, and institutions that may serve you well. It can be challenging to identify places of solidarity in your own struggles for justice. As you read this document, you will find a clear articulation of an agenda and priorities from Portland's Black community that you can connect with your work and struggle. We invite you to become more than just an ally, but rather to be active accomplices, with the Black community in the shared struggle for liberation for all.

“There exists a fiercely unrelenting desire to achieve total liberation, with the land and, together. At some point there is a “we”, and we most likely will have to work together. ...we need to know who has our backs, or more appropriately: who is with us, at our sides? ... When we fight back or forward, together, becoming complicit in a struggle towards liberation, we are accomplices.”

ACCOMPLICES NOT ALLIES,  
INDIGENOUS ACTION MEDIA

### TO: PUBLIC OFFICIALS, ELECTEDS, GOVERNMENT AND PHILANTHROPIC ACTORS

Here in the Portland region, our local governments, schools, and philanthropic organizations have pledged to seek racial equity in their work. So far, those promises have fallen short of achieving real and meaningful change for the Black community. There have been some important advancements in policy at the city level - most notably, Ban the Box - but in other cases, action has been delayed in favor of studies or prolonged advisory processes. It is time to gather the political will and begin the transformation of our public and nonprofit institutions. This document articulates the needed changes and lists the partners for your work. Once you have read it, you will not be surprised by the demands of the community for your response.

**In August 2016, the Movement for Black Lives released its powerful platform for achieving Black humanity and dignity in the U.S. These demands - to end the war on Black people, provide reparations for harms done, to defund racist systems and reinvest in Black futures, for economic justice, and for community control and political power - are nothing short of transformational. If you are wondering how to enact this platform for Black Lives locally, the People's Plan begins to point the way.**

“..we are going to have equal rights and justice in our own country or we will restructure their function and ours.”

JESSE WILLIAMS, ACCEPTING THE  
2016 BET HUMANITARIAN AWARD

## TOPICS ADDRESSED BY THE PLAN

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This plan is divided into chapters representing specific issue areas. While of course these issues are inter-connected, the organization of this plan allows you to look with focus into the issues separately. Each chapter can be read individually, but when linked together they represent a larger platform for advocacy.

In each chapter, you will find:

### VISION

The vision describes the goals that PAALF and its community partners are currently working towards in a particular subject area.

### PROBLEM STATEMENT

The problem statement describes current conditions, including inequalities and disparate impacts, affecting the Black community in a particular subject area.

### ADVOCACY AND ACTION

Through discussions with community, from grassroots to those in leadership positions, we have identified the most critical changes we still need in policy and law in order to achieve our visions. These are causes that PAALF supports, and hopes you will join in advocating for at the local and state level.

### EMERGING IDEAS

The ideas for actions and programs emerged from community conversations and were identified as projects to be initiated by the community. These aspirations require your leadership! We encourage those who are sparked by these ideas to create connections and collaborations, knowing these concepts have strong support in the community and from PAALF.

“WE NEED TO GO BACK TO BEING LIKE A VILLAGE WHERE EVERYBODY CARES ABOUT EVERYBODY ELSE AND EVERYBODY KNOWS WHERE EVERYBODY IS. WHERE WE SEE EVIDENCE OF OUR CULTURE AND IT’S POWERFUL AND WE’RE PROUD OF IT, THAT YOU CAN SEE AND UNDERSTAND WHAT BLACK CULTURE IS. THAT’S PART OF OWNING IT AND KNOWING. THERE ARE PEOPLE THAT LOOK LIKE US THAT ARE IN OFFICE, THAT ARE IN CITY HALL, IN COUNTY GOVERNMENT, IN STATE, CONGRESS, SENATE, THAT WE SEE US AS PART OF THAT POLITICAL BASE. WE’RE TAKING CARE OF OUR ELDERS, WE’RE MAKING SURE THAT WE HAVE THAT SENIOR SUPPORTS AND PROGRAMS THAT TAKE CARE OF THE ELDERS IN OUR COMMUNITY. WE ALSO CAN HAVE DISCOURSE IN A WAY THAT WE CAN AGREE TO DISAGREE AND STILL COME UP WITH A COMMON GOAL OF BLACK EMPOWERMENT, THAT WE AS A COMMUNITY ARE GOING TO BE EMPOWERED. WITHIN OUR COMMUNITY WILL BE AN ECONOMICALLY MIXED COMMUNITY, WHERE WE HAVE HOMEOWNERSHIP, AS WELL AS RENTAL , WHERE WE SEE THAT MULTI-GENERATIONAL WEALTH, WHERE IT’S ACTUALLY BEING PASSED DOWN AND WE’LL SEE CULTURAL ENCLAVES THAT YOU’LL BE ABLE TO SEE, AND THAT YOU’LL BE ABLE TO SEE A STRONG FAITH COMMUNITY, BECAUSE THAT’S THE BACKBONE AS WELL AS APART OF OUR IDENTITY.”

HOUSING PLANNING SESSION. 14 MAY 2015.

## WE ARE BLACK, WE ARE PORTLAND

What would it be like if you felt that your neighborhood and your city as a space, as a community, loved Black People?

At the core of the People's Plan is the Black community in all of its diversity. Black Portlanders seek and create community with one another, in historically Black neighborhoods in North and Northeast Portland, in East Portland, in the suburbs, and everywhere that Black people gather to seek one another's presence. Black community building strengthens connections and resilience.

The People's Plan agenda requires Black Portland to assert ourselves as a political force to demand transformational change and to hold those in power accountable to this vision. Despite its small numbers, the Black community in Portland has made its voice heard on issues of social justice. When we are organized, we make change.

“What saying Black Lives Matter does is to rehumanize us in our own eyes so we are strengthened to fight.”

-ALICIA GARZA, CO-FOUNDER OF BLM, SPEAKING AT PORTLAND STATE UNIVERSITY 16 FEBRUARY 2016

## ENVISIONING BLACK COMMUNITY

“Happiest when neighborhood was full of my people - felt good about ourselves - feel I am part of community - I belong...”

“If PDX was a utopia, black community looks like... It look like me & you as family. Always looking out for each other...”

“Youth are valued and respected - and elders are honored and revered...”

“The community is organized, active, and knows its own collective power...”

“Black leadership represents the community with integrity...”

“Black people would be safe...”

“There would be a voice for those who don't have one now...”

“If Portland loved black people.... It would be the best city it pretends to be...”



WHAT WOULD YOUR  
 NEIGHBORHOOD  
 BE LIKE IF YOU  
 FELT THAT YOUR  
 NEIGHBORHOOD  
 AS A SPACE,  
 AS A  
 COMMUNITY,  
 LOVED BLACK  
 PEOPLE



## COMMUNITY BUILDING CONNECTION + RESILIENCE

### VISION STATEMENT

The Black community thrives when it is connected and recognizes its interconnectedness. Even as the Black community in Portland has been dispersed across the region from historical neighborhoods in Northeast Portland, folks have come together to celebrate, worship, protest, grieve, and simply to be whole. Black Portlanders want and need to be reflected in our city and to have the sacredness of our history and culture recognized.

We can make Black Portland visible in the fabric of the city by recognizing Black communities as valuable and meaningful, and asserting the right of Black people to be in place and to be reflected in place, and to shape community and neighborhoods.

Public social spaces need to be safe for Black community gathering and for everyday social life in the city. A Black 'right to the city' includes the ability to walk, bike, shop, and socialize in our neighborhoods free from suspicion, police profiling, and violence.

In all parts of the City, Black-centered organizations in historical neighborhoods need support to continue to address persistent issues and to hold space for Black presence and organizing. Black community needs should also be addressed in their new neighborhoods with relevant and culturally appropriate programs.

“What would it look like if, when I dream big, people come at me with everything they've got - their resources, their mentorship, their support.”

PAALF PEOPLE'S PLAN  
 PARTICIPANT

## ACTIONS

### ADVOCACY

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

#### **Building Community Among All Black People From The North To The Numbers**

Support Black community organizations to extend their programming into East Portland and have visible presence where Black people are moving across the region.

Continue dialogues and community building within the Black community: Intergenerationally, dialogues on *QTPOC*, dialogues between native and new Portlanders, African-identified and Black American communities, and across faith traditions.

Philanthropic funders should support the growing infrastructure of information networks for Black folks and folks of color seeking to connect across Portland. Websites and apps to connect to events, resources, organizations, such as BlackPDX, MercatusPDX.com.

#### **Supporting Community Efforts To Preserve And Enhance The Historical And Cultural Contributions Of Black People**

Support the preservation and development of Black cultural and heritage sites.

Explore preserving Black-owned properties such as the Gordly House, for long-term community use.

Bureau of Development Services must pursue historic preservation with a racial justice lens on the history of Portland. Preserve Golden West, sites of organizing and conflict, and other important Black historical figures for Portland locally. Mark them visible and with accurate and thorough information.

Urban design, art, public spaces, and community events should honor history and culture in meaningful, not superficial or stereotypical, ways.

Existing public art by and for the Black community must be preserved.

Public art and design must represent Black Portland in its diversity in all the neighborhoods where Black people live.

Public agencies incorporating art and design to represent cultural communities must actively reach out to and engage with artists and designers from the Black community to ensure their presence in these projects.

## DEAR NEXT MAYOR

Dear Next Mayor was a mobile engagement activity that asked Portland's Black residents to write their concerns, hopes, and priorities for the incoming Mayor of Portland to take action on during his first 100 days in office. This activity allowed the People's Plan to gather policy priorities from the community while also providing a channel from the Black community to the Mayor's office.

Dear Next Mayor "voting booths," were in partnerships with Our City in Stereo an investigative exhibit by Sharita Towne. Booths were featured at the People's Plans Kaleidoscope Conversations on March 2 2016 at c3:initiative, Gentrification is WEIRD! Event and exhibit from March 19 to April 2, 2016 (partnership with ignorant/reflections and Our City in Stereo), the People's Plans Kaleidoscope Conversations on April 12 at The Rosewood Initiative, the Dear People's Plans Next Mayor event on May 19 2016 at Center for Intercultural Organizing.



DATE: 4/12/2016

PLACE POSTAGE HERE

**DEAR NEXT MAYOR,**

**I'M MOST CONCERNED ABOUT:**

The lack of investment, and disproportionate taxation we see here in east Portland.

**BLACK PDX'S FUTURE NEEDS YOU TO :**

Recognize and address the fact that there are two Portlands: one for the "haves" one for the "have nots".

SINCERELY, *Jasmine*,  
A BLACK PORTLANDER.

PAALF PEOPLES PLAN | OUR CITY IN STEREO

DATE:

PLACE POSTAGE HERE

**DEAR NEXT MAYOR,**

**I'M MOST CONCERNED ABOUT:**

involuntary displacement  
racial disparities  
spatial disparities (East PDX)

**BLACK PDX'S FUTURE NEEDS YOU TO :**

listen  
engage  
invest  
put them first

SINCERELY, *[Signature]*,  
A BLACK PORTLANDER.

PAALF PEOPLES PLAN | OUR CITY IN STEREO

“MY VISION IS THAT WE HAVE UNDERSTANDING OF THIS INFINITE ABUNDANCE...THIS IS A WEALTHY PLACE, BLACK PEOPLE HERE ARE WEALTHY ON A LOT OF LEVELS. BUT THAT WEALTH IS NOT INTERNALLY DIRECTED...THERE'S CLASS STRATIFICATION WITHIN THE BLACK COMMUNITY THAT DOESN'T GET ACKNOWLEDGED OR UNPACKED AT ALL.”

ARTS & CULTURE SESSION. 23 JUNE 2015.



Shane Valle

“THE BLACK COMMUNITY WOULD LOOK LIKE LOVE FOR THE COMMUNITY AND OURSELVES. LOOKING AT VIBRANT COMMUNITIES, THERE IS UNCONDITIONAL LOVE BECAUSE OF THE CULTURAL BOND ACROSS ECONOMIC STRATIFICATIONS. ... IF WE HAVE A SCARCITY MINDSET, IT COUNTERACTS SELF-LOVE AND WE COMPETE FOR RESOURCES. WE CAN'T TAP INTO THE ABUNDANCE HERE AND ACTUALLY ORGANIZE.”

ENVIRONMENTAL AND JUST SUSTAINABILITY VISIONING SESSION.  
23 JUNE 2015

## COMMUNITY ORGANIZING = BUILDING POWER

### VISION STATEMENT

Political empowerment requires political education and mobilization. The political empowerment of our all our community members is necessary to hold public officials accountable for their decisions. It demands a Black voice in decision-making, recognizing the particular mechanisms of anti-Blackness that are part of structural and institutional racism, while working with other communities of color for collective action strategies. The community wants to see itself reflected in elected leaders, with Black candidates for political office who give confidence that they are working with integrity and with the interests of the Black community as a priority.

The Portland African American Leadership Forum, and in turn the People's Plan, has the mission to politically empower Portland's Black community by...

**Facilitating** strategic interaction and cooperation among Black organizations and individuals towards a unified action agenda.

**Advocating** for and proposing effective public policy solutions to the challenges facing the Black Community.

**Promoting** civic engagement and political participation and leadership by Black people.

**Developing** transformative leadership skills and capacity amongst the Black Community.

## ACTIONS AND ADVOCACY

THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.

### Building And Supporting Black Organizing For Political Power

Black organizers funded and networked to build a grassroots to treetops force for change and develop leadership in the community.

Develop spaces for Black community members to build critical consciousness and learn movement building and policy advocacy strategies and skills.

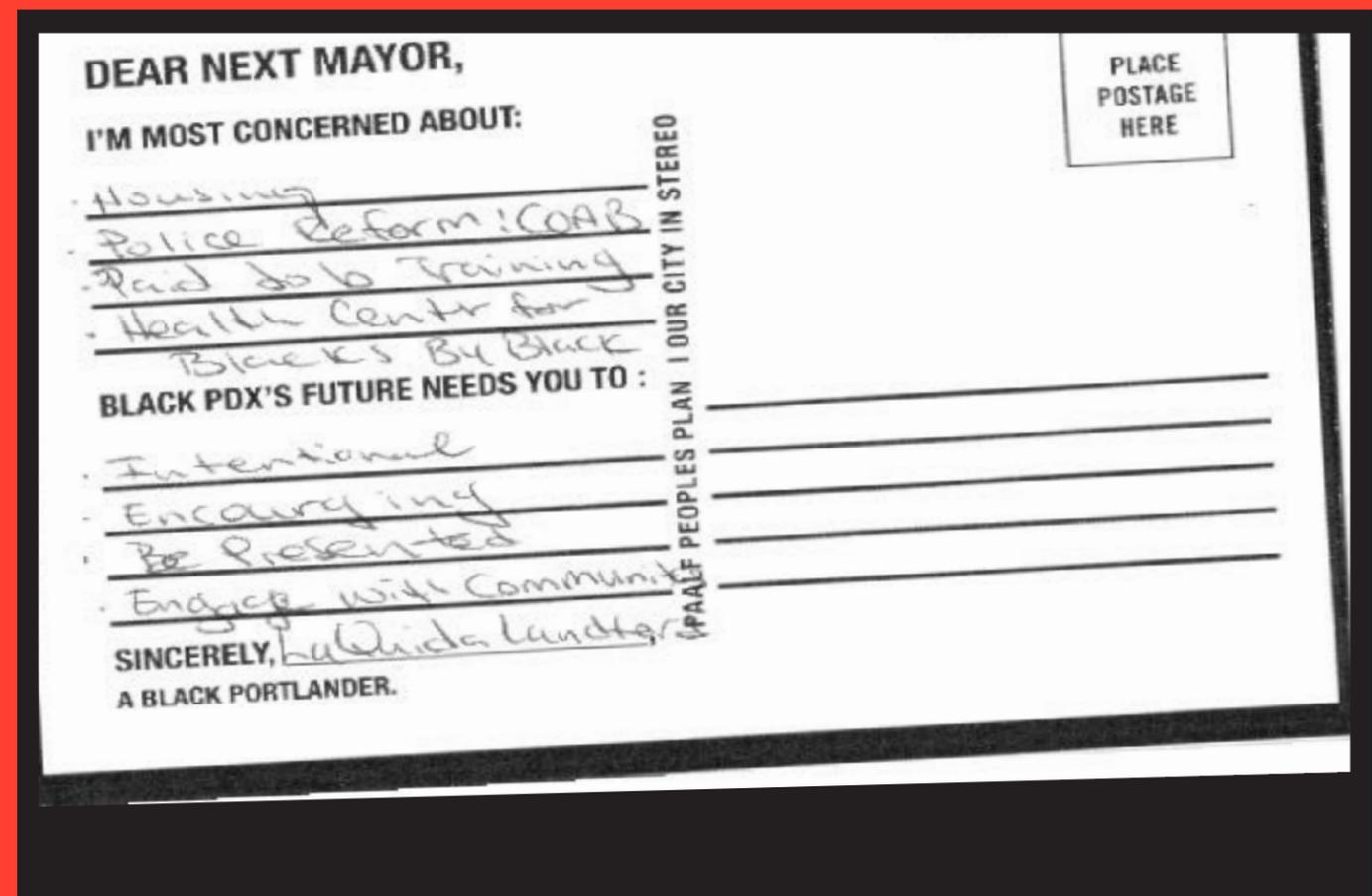
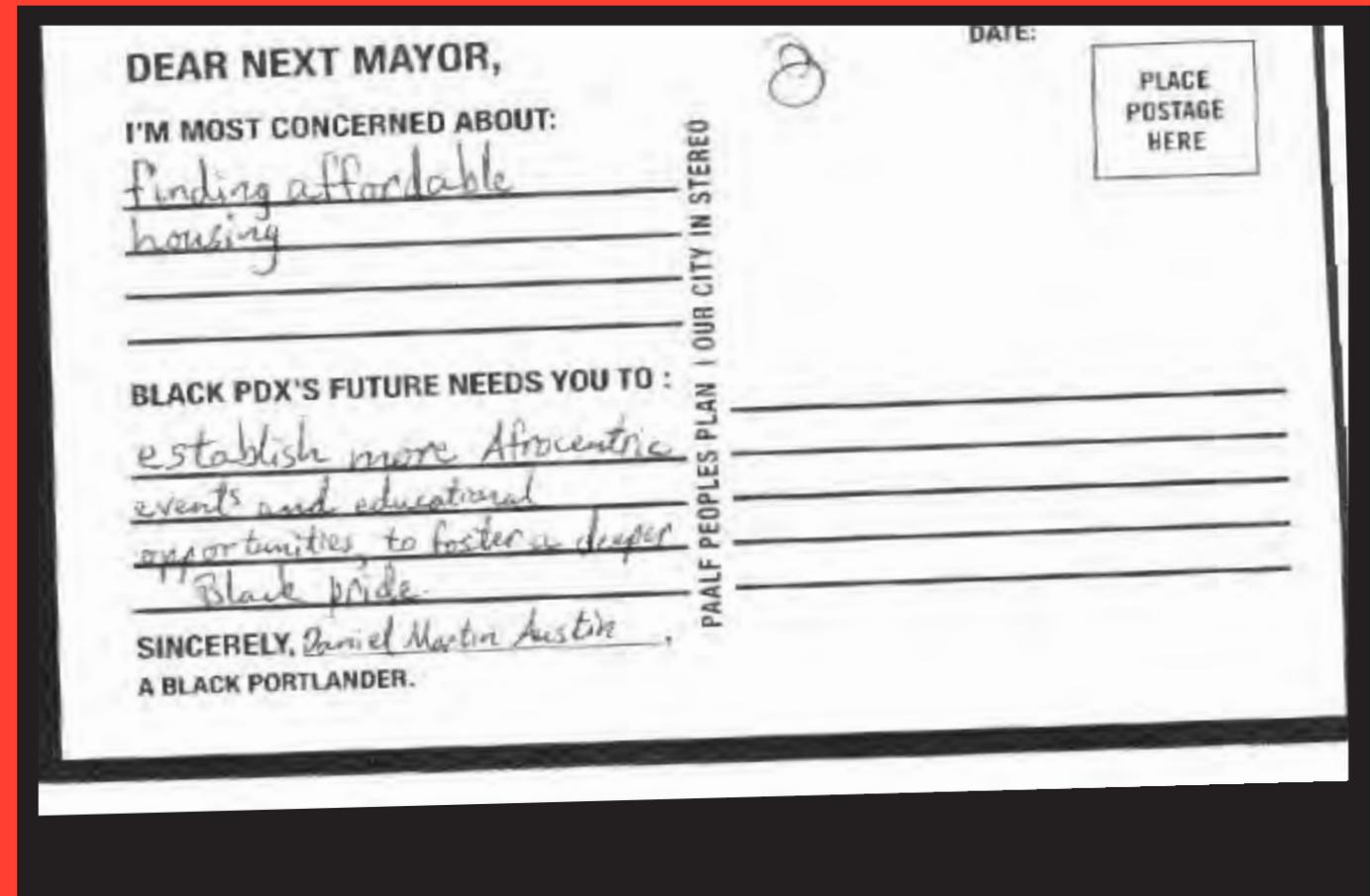
Philanthropic funders must support organizing, advocacy, and movement building as critical components of democracy and necessary transformations of civic institutions.

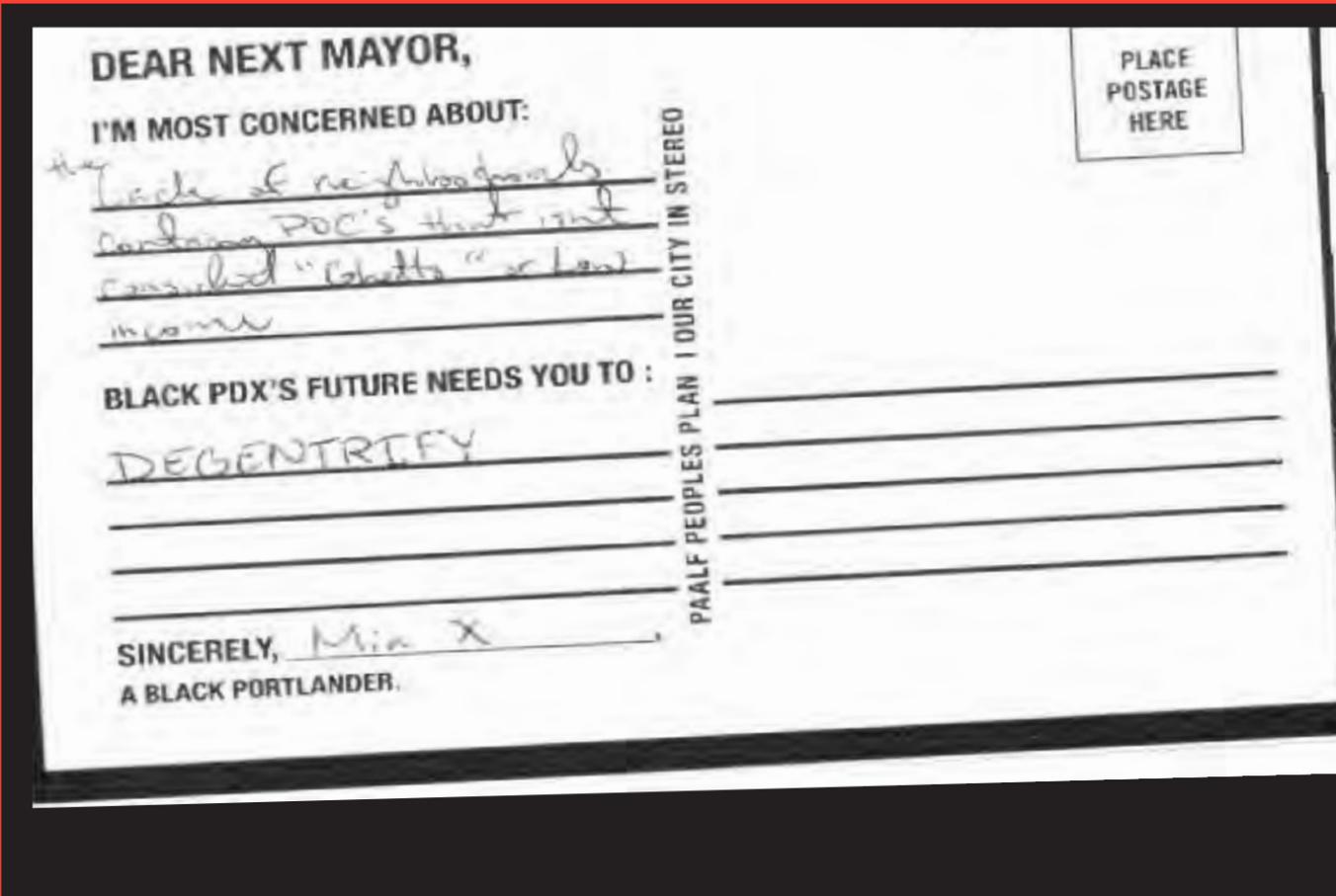
Build an infrastructure that can both respond rapidly to crisis in the community and can network a larger movement in Portland, the region, Oregon, and beyond for real social change.

### Building And Supporting A Pipeline Of Black Candidates For Elected Office

Support programs to identify and train promising leaders as candidates for office.

Support the campaigns of Black candidates who have a platform of racial justice and transformative leadership to reform and build new institutions.





**Revive Voter-Owned Elections In Portland To Provide Public Funding For Candidates Instead Of Relying On Wealthy Individuals And Interest Groups To Back Campaigns.**

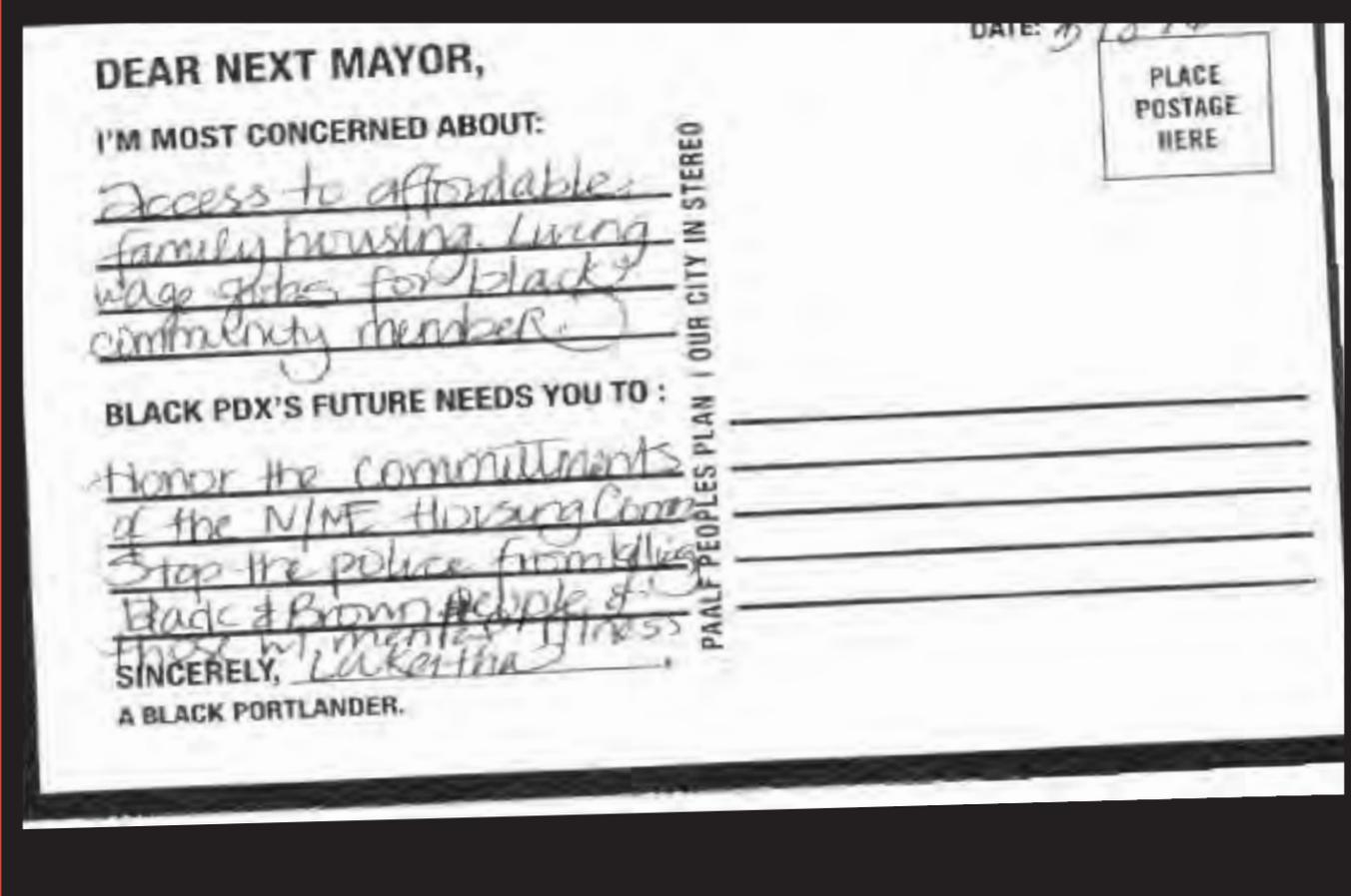
Ensure equitable access to public funds for candidates of color.

**True Participatory Policy-Making At City And County And In School Districts.**

Fund and support training and preparation of Black people/POC to serve on boards and commissions with real decision-making power. Fund programs that support members of these boards and commissions to develop a racial justice lens on policy work and appropriately train community members to engage in institutional change work in government.

Advisory bodies should represent fully Black community, including immigrant, QT, youth, elders, formerly incarcerated, many of all income levels, and all cultural identifications.

Hold accountable government bodies to their pledges of racial equity. Account publicly for racial equity in budgeting for every bureau/department and the public sector overall to ensure adequate investment into Black lives/communities.



## KALEIDOSCOPE CONVERSATIONS

The Kaleidoscope is a collaborative story-telling exercise that asks participants to identify and consider the breadth and depth of a problem by asking questions from their own perspective. This style of participatory inquiry was developed by Tova Averbuch, MSc.

The main requirement to be part of the Kaleidoscope is the introspective ability of inquisitiveness. The goal of the activity is to present multiple diverse perspectives on a single topic by asking questions rather than giving answers. Ideally, the participants are of diverse backgrounds and experiences.

“ How do we use communication and the information of ideas to either expand or contract what the Black owned spaces could be? ”

“ Why don't we take ownership of gentrified spaces? How can we re-appropriate spaces? How much anger do we have to swallow to think we deserve these spaces? How much permission do we need to have to create these spaces for ourselves? ”

“ Black is beautiful; We are Black, We are Portland; Stay Black or die trying. ”

“ Where can I be Black? Any place I damn well please; #BeBlack #BeMe #Unapologetic ”

“ What would it look like if when I dream big people come at me with everything they've got - resources, mentorship, support ”



**THRIVING.  
EMPOWERED.  
UNIFIED.  
BLACK.**

### ENDORSEMENT STATEMENT FOR M4BL

The Portland African-American Leadership Forum and the People's Plan believe in the Movement for Black Lives. We affirm and endorse the principles of *A Vision for Black Lives: Policy Demands for Power, Freedom, and Justice*. The People's Plan articulates how the Movement for Black Lives can be realized locally for our community, and prioritizes the issues that resonate most deeply for Black Portlanders.

## HEALTH

### BLACK WELL-BEING REQUIRES RACIAL JUSTICE

If Portland loved Black people, what would it look like?

“Beautiful, prosperous, kind and loving”

GOOD IN THE HOOD 27 JUNE 2015

#### VISION STATEMENT

Health is greatly influenced by the social, economic, and environmental conditions where people live, learn, work, play, worship and age. The context in which people live their lives, the limits of their choices, and the environmental burdens they experience are important to consider when examining health disparities. We know that health starts long before illness and before we ever see a health provider. Racial and ethnic health disparities have existed for decades and are well documented at the state and national levels. Racism greatly contributes to health disparities. Studies have shown that racism negatively impacts health-independent of genetics, behavior, community characteristics and socio-economic factors.

Black Portlanders deserve parity in health and life outcomes. Improving the health of the Black community means that the social, structural, economic, and environmental factors that lead to improving inequities within our community must all continue to be addressed. Bettering Black health must also be linked to our ability to access the appropriate resources and services, and to keeping people within close proximity near those resources they rely on most. Due to repeated displacement, the result of which is *Root Shock*, many of our community members are living with trauma. We need to heal, re-establish a sense of safety, and rebuild a sense of control and empowerment in our lives.



## PROBLEM STATEMENT

The narratives and experiences of Black residents provide some of the clearest examples of the effects of environment and surroundings on health, with the impact of poverty compounding these effects. As Oregon's economy has recovered, Black unemployment remains double that of White Oregonians, and 30 percent of Blacks live in poverty (Urban League, State of Black Oregon 2015).

Black workers are overrepresented in low-wage jobs and underrepresented in living wage jobs. Without adequate resources, it becomes challenging to meet basic needs for maintaining health and security. In fact, 44% of Black families experienced food insecurity versus 19% of white families (Urban League, State of Black Oregon 2015).

In Portland, housing insecurity is another factor that significantly impacts Black residents. Housing affects health in many ways, ranging from economic stress to dangers of homelessness. In Multnomah County, one of the paths by which housing is affecting health is gentrification and displacement. It is widely accepted that displacement caused by gentrification is a public health matter as identified by The Center for Disease Control. People who have been displaced experience *root shock*. Root shock is the traumatic stress reaction to the loss of some or all of one's emotional ecosystem. Root shock can follow natural disaster, war, development-induced displacement, and changes that play out slowly like those that accompany gentrification. Because of gentrification, Black residents have dispersed from the N/NE neighborhoods. The repeated forced migration of marginalized communities translates to continued health inequities that affect future generations. This movement over time has weakened important social support networks that are critical for ensuring survival.

**Health is a fundamental building block of individual and community well-being.**

**Because health is shaped by our environment and surroundings, improving Black people's health means that we need a comprehensive approach through policies, programs, and projects.**

**We must target institutional structures that produce our urban living conditions, with an explicit emphasis on neighborhoods where Black folks live.**

Social ties and connection to our communities serve as a buffer for stress and feeling safe in your home or having people close by that you can rely on for support contribute to an overall sense of well being. Studies suggest that loss of housing is a risk factor for anxiety and depression as it reduces feelings of personal control and increases stress. When families are displaced frequently they can develop chronic stress related to multiple factors, for example, fear of becoming homeless or inability to pay rising rents. The stress can become toxic when it increases in frequency and urgency, causing depression, anxiety, and other mental health conditions. Lack of housing security and continuity can also have deep lasting impacts on children's development physically, emotionally, and cognitively including poorer mental health and educational outcomes.

The litany of disparities continues, including disparities in incarceration rates, educational outcomes and employment. All of these factors impact health in some way. Because so many disparities exist that harm Black people, it is not surprising that Black communities experience poor health and suffer from disproportionate rates of preventable disease and death. To reduce these disparities and improve health outcomes, root causes must be addressed and comprehensive action must be taken that addresses Black families' access to resources and opportunities that ensure our safety and security, and improves our ability to get the care that we need.



**MONDAY MEETUP**

**THE OREGON PUBLIC HOUSE**

**25 MAY 2015.**

## ACTIONS AND ADVOCACY

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

**Continue to fully implement the Affordable Care Act to ensure that Black Oregonians have access to health insurance coverage (commercial as well as Medicaid and Medicare)**

Address gaps in eligibility and affordability in health care coverage.

**Culturally specific mental health care Healing Centers**

Support centers like the Avel Gordly Center for Healing with significant funding, from public health agencies at the city and state level.

**Neighborhood access to healthy food and safe recreation.**

Establish funding to end food insecurity by supplementing SNAP and WIC.

Transportation plans and updates should take into account access to healthy and affordable food options, within Black neighborhoods and on frequented transit routes.

Portland Parks and Recreation should invest free parks programming in all neighborhoods, including those in East County, to provide options for free exercise and outdoor recreation.

**Fund culturally appropriate maternal health programs.**

The Oregon Health Authority must fund Black community health workers and

doulas programs that are critical to Black wellness. These programs should include pregnancy health and prenatal care, birthing assistance, and family supports for new parents learning to care for infants.

Reduce disparities in access to Fertility treatment and prenatal care.

Increase public health resources towards reducing low birth weight and infant mortality for Black babies.

**Intervention and treatment, not incarceration, for substance abuse and addiction.**

Oregon Health Authority, provide financial resources to support drug and alcohol and mental health diversion from the criminal justice system. Support participants to address treatment while remaining in the community.

**Hold public health departments accountable for racial equity in health impact assessments.**

Public health agencies can pursue the community oversight board model to bring more transparency and accountability to their equity strategies and impact assessments.

**CURRENT PROGRAMS & PROJECTS**

**This is a list of resources. We hope that if you are interested in health, you will support and take-part in these programs and projects.**

**The Avel Gordly Center for Healing**

The Avel Gordly center is a renowned multicultural mental health center responsive to the mental health needs of the African-American community as well as the needs of the diverse communities of Oregon.

**African American Health Coalition (AAHC)**

The mission of the AAHC is to promote health and improve wellness among Oregon's African-American community through health education, advocacy and research.

**Urban League of Portland, Community Health Workers Program**

Urban League CHWs are uniquely positioned to work with community members to identify and resolve their most pressing health issues and eliminate health inequities. In addition to providing health promotion and chronic disease management to its clients, the Urban League addresses the social determinants of health by connecting participants to its other social service programs, including job training and placement, housing consultation, financial education, senior services, substance abuse prevention programs, and civic engagement and community empowerment opportunities.



**MONDAY MEETUP**

**CLYDE'S PRIME RIB RESTAURANT**

**8 JUNE 2015.**

**Multnomah County, Health Department (Healthy Birth Initiative)**

The Healthy Birth Initiative addresses the needs of pregnant African-American women. It does this by opening up access to health care and providing ongoing support to pregnant African-American women and their families before and after birth.

**Urban League of Portland, Healthy Families Program**

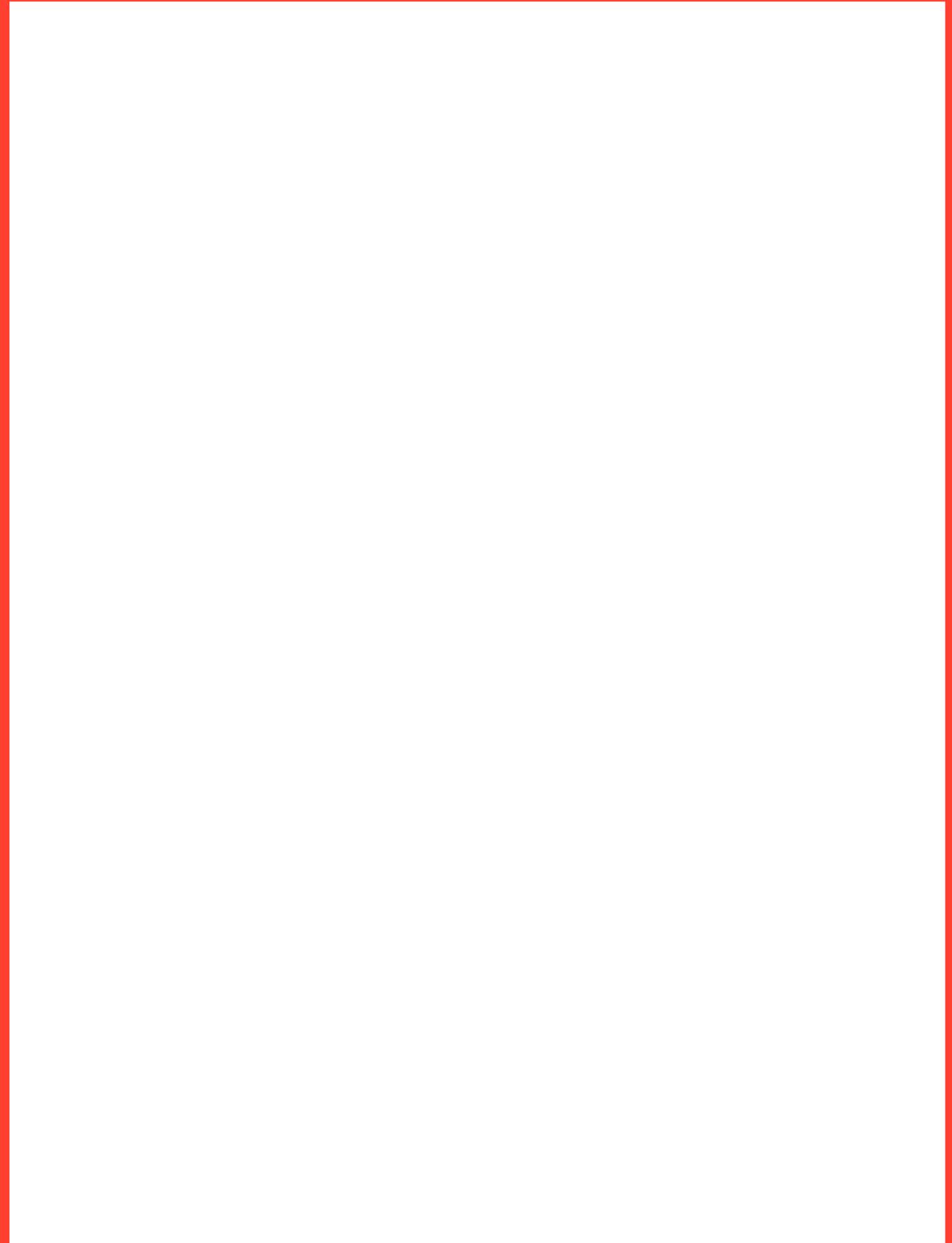
The Urban League of Portland works to outreach to underserved communities to insure all Oregonians are aware of the opportunities for health coverage, including enrollment assistance, plan selection, and follow up for both public and private health insurance.

**EMERGING IDEAS****Property Development Project: Healing Center**

Create a Black space in which the next generation can heal from trauma.

**Program: Healthy Lifestyle Programs**

Creative programs and opportunities to provide and receive coaching and education from their peers about how to lead healthy lifestyles.



## Black Community Development By Dr. Lisa K Bates

Originally published in longer form in  
State of Black Oregon 2015, Urban League

“This is gentrification: fundamental changes to the character of neighborhoods as those with economic means and racial privilege outbid and out-buy existing residents.”

**A Black community development framework must include:**

**Safe, decent, affordable housing must be at the core of community development programs.**

Black housing needs are great across households—from extremely low-income renters to moderate-income homeowners. More affordable housing, and more stable housing, are obvious priorities. Furthermore, we need a strong anti-displacement component in programs and projects, including a right to return for those involuntarily relocated through public policy and its consequences in the market.

**We must develop meaningfully inclusive social and economic structures.**

When neighborhoods change in ways that reduce segregation and bring new economic opportunities, existing community members could benefit, with intentional inclusion, especially for those who are most likely to be displaced. An approach to lifting up people in place requires resources for education, workforce development, and job placement. These economic development programs should be targeted to growth industries to ensure Black participation in emerging areas.

**New vitality in neighborhoods should activate new possibilities for successful Black entrepreneurship.**

The Oregonian values of creativity, innovation, and sustainability are all embodied within the Black community; given appropriate capital support and technical assistance, these potentials could be realized.

**Neighborhood organizations need authentic participation by community members who are vulnerable to displacement and economic precariousness.**

In a state and city that views public participation part of policy-making, Black civic engagement in neighborhoods is not only important for neighboring social ties, but also

for decision-making and resource allocation.

**Finally, we must create a Black-centered approach to place-based racial justice.**

Black community must be fully engaged in building supportive institutions like schools and community-based organizations. Black-centered organizations in historical neighborhoods need support to continue to address persistent issues and to hold space for Black presence and organizing. Black community needs should also be addressed in their new neighborhoods with relevant and culturally appropriate programs. Existing organizations need to address institutionalized racism in their structures and approaches. We need a racial justice lens that is sharply focused on structures and systems that particularly affect Black people's ability to thrive in place, including predatory lending and racist policing practices.

Black community development needs to lift up new models that are rooted in Black history and experience. Displacement occurs in part due to lack of ownership—of property, housing, and businesses. Black community development approaches can encompass a range of ownership possibilities, not only individual but also collective and community ownership. Black history reveals collective values of rooting people in place and community, creating intergenerational opportunities, and building community-wide prosperity. For instance, it was African-Americans who created the first community land trusts. While mainstream urban development segregated by class and housing tenure, Black neighborhoods included economic integration and a mix of renters and owners, cooperative purchasing and investment, and financial contribution towards community institutions that served all. Now is the time to return to these traditions in order to stabilize the Black community.

Gentrification and displacement are not inevitable. Black Oregonians have voiced a vision for neighborhoods in which the community can thrive. That vision for community development can be made real with a clear focus on racial justice and empowerment in place.

**Dr. Lisa Bates  
Portland, 2015**

## HOUSING

# ENSURE HOUSING JUSTICE AND BLACK COMMUNITY DEVELOPMENT

### VISION STATEMENT

Housing is the most basic element of rootedness, and too many Black households are precarious in their homes. Stabilized housing is the basis for community-building and revitalization for Black neighborhoods from the North to the Numbers. More affordable housing, and more stable housing, are obvious priorities. Furthermore, we need a strong anti-displacement component in programs and projects, including a right to return for those involuntarily relocated through public policy and its consequences in the market.

Black community development will require policy changes to protect renters, enforcement of Fair Housing law, and for public agencies to require racial justice outcomes from public dollars. A Black-centered model of community development is built on foundations of community history and values. It prioritizes and aligns work done by many Black-serving organizations and demands that the public sector changes its values and practices to meet those principles. The consequences of maintaining status quo policies towards the neighborhoods where Black and other communities of color live are apparent. Black Oregonians have voiced a vision for neighborhoods in which the community can thrive. That vision for community development can be made real with a clear focus on racial justice and empowerment in place.

“Gentrification causes trauma, we know this.”

HOUSING PLANNING SESSION  
14 MAY 2015



**End Black displacement, gentrification, and community instability.** Black people, families, and community are harmed by being uprooted from their homes and neighborhoods. Black communities must be stabilized and revitalized, in North, Northeast, and East Portland, through equitable investment without displacement. Black people and families must have the right to return and the right to stay in place.

**Support Black home-buying and intergenerational wealth building.** Homeownership is the primary way that families build and pass down wealth; and if done intentionally can provide stable housing that prevents displacement. Black people must have access to the homeownership benefits that have been denied for generations.

**Stabilize and protect Black renters.** Black renters are overburdened by costs and evictions, and face discrimination in the market. Renting should be a safe, affordable, and stable option that is protected by fair housing law.

**Build Black cooperative ownership.** Developing Black-led/Black-owned cooperative ownership of land, housing, and businesses is an anti-gentrification strategy that keeps the market from pushing people out.

**Create community development by and for Black people.** Black-led community development organizations have deep roots in community and can develop plans that implement the visions of the people.



## PROBLEM STATEMENT

“I would like us to go back to a geography. To a zip code.”

HOUSING PLANNING SESSION  
14 MAY 2015

Portland is in the grips of a housing crisis, and those hit hardest have been African-Americans. According to a report from the Portland Housing Bureau, there is not a single neighborhood in Portland that offers affordable housing options for renting a two bedroom apartment for the average Black household. Additionally, no neighborhood has an appropriate and affordable median home sale price for the average Black family.

It is no wonder then, that we are seeing an unsettling home-ownership gap between Portland's Black and White residents. Explained by the Coalition of Communities of Color 2010 report, white homeownership is 58.9% compared to just 31.9% in the Black community. Members of our community who rent their home see strikingly high cost burdens when compared to the white majority. According to the 2010 data, 69% of Black renters are cost burdened, spending over 30% or more of their income on rent.

Gentrification and displacement play a large role in the housing dilemma. With the gentrification of historic Black neighborhoods in North and Northeast Portland came forced displacement of Black residents from high opportunity areas to areas lacking comparable city investments. This migration from the N/NE Portland to more remote neighborhoods in East County, Gresham, and beyond is well documented. Though what is often missed is the serial displacement of some households, who are forced to continually move in order to find affordable and appropriate housing options.

Not every household is able to find affordable and appropriate housing; this reality has been reflected in the most recent homeless counts for the City of Portland and Multnomah County. At this point in time (2015), our city streets are home to an astonishing 1887 unsheltered people; 872 rely on emergency shelters; 1042 reside in transitional housing. African-Americans make up roughly a quarter of those experiencing homelessness, despite only accounting for 7% of the county's population. African-Americans have experienced the greatest increase in homelessness between 2013-2015, with an increase in homelessness of 47%. It is also recognized that under-counting pollutes these statistics; people of color are more likely to be doubled up in emergency shelters and on the streets in order to keep themselves and their loved ones safe. What is known is that we do not have an exact understanding of the severity of Black housing instability.

“EVERYBODY LIVED IN THIS NEIGHBORHOOD, NO MATTER WHO YOU WERE AND THE ONLY THING THAT SEPARATED YOU, THAT DESIGNATED YOU ONE WAY OR THE OTHER WAS PROBABLY THE SIZE OF YOUR HOUSE THAT YOU LIVED IN AND OWNED. HOMEOWNERSHIP WAS RAMPANT. ANYBODY THAT WANTED TO OWN A HOME COULD FIND A HOME AND OWN A HOME THAT THEY COULD AFFORD. YOU WEREN'T PRICED OUT LIKE WE ARE HERE IN PORTLAND NOW. THERE ARE FAMILIES WHO WANT TO BUY A HOUSE, WORK EVERY DAY, GOT DECENT CREDIT, CAN'T BUY A HOUSE BE IT NOT FOR IT NOT BEING AFFORDABLE FOR THEM...HOMEOWNERSHIP SO WE CAN START BUILDING OUR EQUITY GENERATIONALLY THAT WE CAN PASS ON TO OUR CHILDREN.

HOUSING VISIONING SESSION. 14 MAY 2015.”

## ACTIONS AND ADVOCACY

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

### End Displacement, Gentrification And Community Instability

Hold the City, County, and Metro accountable for equitably investing in neighborhoods; and coupling that investment with anti-displacement strategies.

Right to Return to Northeast Portland to address historical injustices created by policies. The Portland Housing Bureau's Preference Policy must be fully implemented and applied to housing available through urban renewal and new housing bond resources. The City must evaluate and report on implementation to ensure that the policy addresses Black families displaced by recent urban renewal-driven gentrification.

New housing resources must address racial justice. Prioritize resources for Black families in East Portland who have been serially displaced with a "right to stay in place" that prioritizes those households who were affected by policy and gentrification in NEP so they are not displaced again.

### Fair Housing

Hold the City, County, and Metro accountable for the HUD mandate to *Affirmatively Further Fair Housing* by ending racial segregation from opportunity, providing community development and investment without displacement (State of Black Oregon 2015, 155.)

End discrimination and fair housing violations through robust testing and enforcement by Oregon BOLI.

Ban the box for housing applications including drug distribution records (state legislature.)

### Prioritize Ending Black Homelessness

Focus on anti-displacement and anti-discrimination measures that are causing increasing Black homelessness. The City, County, and service agencies must assess and address the particular causes of the dramatic increase in Black homelessness over the past decade.

New City/County partnership on homelessness must hold nonprofit agency partners accountable for racial equity outcomes in services to Black people experiencing homelessness. Withhold funding from organizations without credible plans and measurable outcomes for reaching and serving African-Americans, the fastest growing group among houseless people in Portland.

### Support Black Home-Buying And Intergenerational Wealth Building

The City and philanthropic partners must fund financial capacity building and homebuying education that is intentionally specific to Black community history and culture. Fund and implement education and pro bono legal assistance for intergenerational transfer of properties.

Hold the City's nonprofit agency contractors accountable for reaching Black families with publicly funded programs for access to homebuying assistance, down-payment grants, home repair and refinance programs.

The City must fund capital to make home buying affordable to Black families. We should advocate for state constitutional changes in the use of General Obligation bonds to support non-governmental owned properties, including cooperatively through land trusts.

### Stabilize And Protect Black Renters

Enact state and local policy changes to protect renters. Enable rent control/regulation policies, just-cause evictions standards, and anti-landlord harassment laws to make renting a safe, affordable, and stable option for Black people.

## **CURRENT PROGRAMS & PROJECTS**

**This is a list of resources. We hope that if you are interested in housing, you will support and take-part in these programs and projects.**

### **Pathway 1000**

Portland's only Black-led Community Development Corporation, Portland Community Reinvestment Initiatives Inc., is currently undertaking a community development project to link 1,000 new affordable housing units with workforce development and employment, for community stability in Northeast Portland.

### **Getting Your House In Order**

Getting Your House in Order, created by the Portland Housing Center, is a financial fitness course with a culturally and historically African-American perspective. The course includes reflection on how the historical experience of African-Americans with financial institutions, cultural, family, and personal values affect spending and saving. Participants learn to build a strong credit record and healthy relationship with money in preparation for homebuying and other personal goals. The Getting Your House in Order initiative is aimed at closing the Black wealth gap.

## **EMERGING IDEAS**

### **Build Black Cooperative Ownership**

Fund and create a community-owned and cooperatively controlled land bank and housing land trust to fulfill community development needs (State of Black Oregon 2015.)



## ECONOMIC DEVELOPMENT

### RECONSTRUCT AND REVITALIZE BLACK COMMUNITY ECONOMY AND HONOR BLACK WORKERS

#### VISION STATEMENT

“Economic development has to mean people first, in relationships. Not sterilized as a building, a business, a job, money--that focuses on things rather than people.”

**ECONOMIC DEVELOPMENT  
SESSION  
14 JULY 2015**

We envision a more economically just society that respects and supports the lives of all Black people. Black communities have the right to economic opportunities that build multigenerational wealth and reinforce our talents and contributions in all industries and disciplines throughout Portland. Our communities deserve bold shifts in economic policy in order to require the resources necessary to build healthy lives, families, and prosperous communities. This requires advancing Black economic goals and proposing structural changes that will provide both individual and collective outcomes.

Black Portlanders are pursuing the reconstruction and economic revitalization of the Black community, and they should be supported. We desire to create and grow Black owned businesses, including cooperative enterprises. We are building financial knowledge through networks and mentoring within our community. Now is the time to lift up Black workers with promising wages, appropriate child care, family leave, and necessary protections against discrimination in the workplace. We demand accountability for outcomes for Black people in economic opportunity, including contracting equity, workforce training, city-wide economic development programs.

**Increase the number of jobs and job access for Black workers.**

**Holistically support Black owned businesses, from startups to established enterprises.**

**Support financial literacy in our community.**

**Implement anti-poverty strategies that assist working families, including family leave and quality affordable child care.**

**Ensure equitable access to public contracting to end gentrifying investments.**

**Create a strong jobs program that focuses on the creation of good jobs, extensive training for those seeking work, and the full acceptance of formerly incarcerated people back into society.**

**“... We want to be able to be entrepreneurs and own businesses and be able to employ our people, you know?”**

**HOUSING PLANNING SESSION  
14 MAY 2015**

## **PROBLEM STATEMENT**

The State of Black Oregon highlighted the deep disparities experienced by our community, and has demonstrated that in the last five years these disparities have persisted or gotten worse. The State of Black Oregon report revealed not only that 30% of Black families live below the poverty line and have twice the unemployment rate of White families, but also that the gap in wealth between Black and White households has widened considerably.

The Black community is in the midst of an employment crisis with an unemployment rate 50% higher than Whites in Oregon in 2015 (ACS 2010-2014, ipums). In the Portland metropolitan area the Black community suffers from a 17.5% unemployment rate, nearly twice the unemployment rate of Whites in the region (ACS 2010-2014, ipums). The disproportionate rate of incarceration of Black people in the state only exacerbates these problems as formerly incarcerated people are habitually discriminated against in the labor market. The result is a permanent group of potential Black workers that will remain unemployed or under-employed due to the stigma of incarceration.

The Black community is overburdened with some of the the highest rates of unemployment, poverty, and incarceration in the state. While each of these issues requires their own extensive set of policies, the most vital starting point is a strong jobs program that focuses on the creation of good jobs, extensive training for those seeking work, and the full acceptance of formerly incarcerated people back into society.

- In the last 5 years, economic disparities drawn along racial lines have grown worse.
- In Oregon, 30% of Black families live below the poverty line. (State of Black Oregon 2015)
- Unemployment rates in the Black community are nearly twice as high as those in the white community. (State of Black Oregon 2015)
- The disproportionate rate of incarceration of Black people in the state of Oregon only exacerbates these problems.

## ACTIONS AND ADVOCACY

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

### **Support Black entrepreneurship small business ownership.**

Provide greater information and coordination of existing small business development and minority business development programs at PDC and state of Oregon. Ensure that communications pathways include networks of Black entrepreneurs.

Target access to capital programs to Black business owners for scaling up small businesses, a stage where Black business owners face significant barriers.

Provide support to programs that provide training, B2B services, consultation, and networking for Black business owners.

### **Improve financial capabilities among Black Portlanders**

State of Oregon institute Individual and Children's Savings Accounts (IDAs and CSAs) that provide the ability to generate savings and wealth. Children's Savings Accounts automatically open an account for every child at a predetermined benchmark, like birth or kindergarten enrollment, seeded with a minimal state contribution.

Support family, adult, and peer network programs that reinforce paths to self-determination and financial success. The State of Oregon should partner with organizations such as the African American Chamber of Commerce to expand and enhance peer networking programs.

Institutions of higher education, including Portland State University and Portland Community Colleges should offer culturally specific financial coaching and mentorship matching services designed for Portland's Black community.

### **Prepare a skilled Black workforce.**

State of Oregon Employment Department must commit to better preparing Black youth and adults for the workforce by developing culturally responsive apprenticeship and paid internship programs for Black youth and adults. Increase the public and private sector pipelines for internships into careers in high wage and high demand areas of economic growth, especially in green jobs and green industries.

Community Colleges in Oregon can contribute by expanding funding for the National Career Readiness Certificate (NCRC), which certifies workers as having key work-ready skills, and by recruiting Black youth into the program.

Establish funds for Black workers to access workforce readiness and job training programs, including paying for transportation, child care, equipment, books, and other expenses during training and apprenticeship periods.

### **End economic development investments that gentrify neighborhoods by ensuring equitable access to public sector contracts and economic development investments.**

Community organizing to negotiate legally binding Community Benefits Agreements with private entities will occur without interference from the City or PDC.

Public Benefits programs on all publicly funded investment in infrastructure and economic development must include targeted workforce goals with accountability and consequences for failing to meet equitable standards for workers of color.

Publicly funded or subsidized projects should include First Source hiring, and jobs on publicly funded projects must meet "high road" standards and provide a living wage.

Urban renewal districts must include: business retention and development that recognizes racial disparities in access to opportunities for capital financing; and workforce goals on funded projects that target specifically the historical disadvantages faced by Black workers.

Disparities in public agency contracting and purchasing, including for professional services, must be eliminated. MBE utilization must go beyond “good faith efforts” and achieve targets for workforce utilization as well as business ownership. Fully implement Community Benefits Agreement policies on public projects, and ensure that those agreements that are developed in transparent and participatory forums with accountability measures in place.

**CURRENT PROGRAMS & PROJECTS**

**This is a list of resources. We hope that if you are interested in economic development, you will support and take-part in these programs and projects.**

**Oregon Commission on Black Affairs**

The Commission on Black Affairs is authorized under ORS 185.410 to work for the implementation and establishment of economic, social, legal and political equality for Oregon’s African American and Black populations..

**African American Chamber**

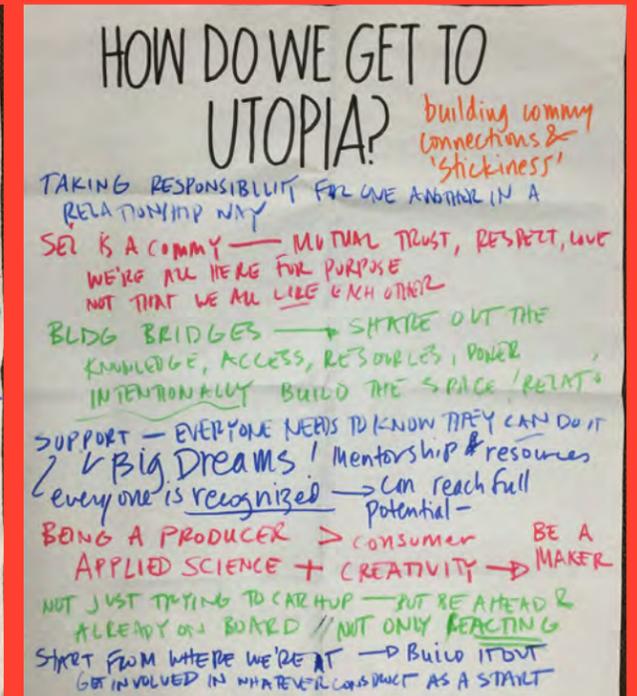
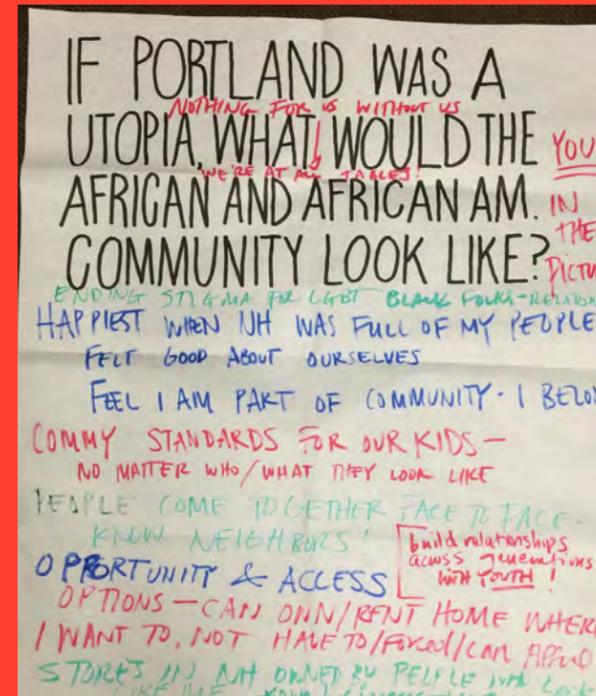
The African American Chamber strives for an enhanced economic base, better capitalized businesses and equitable participation, for all minorities, within the economic mainstream.

**PAALF Economic Development Committee**

The Portland African American Leadership forum leverages the power of our community’s combined resources to advance the of a connected thriving, resilient Black Community.

**Black United Fund of Oregon**

The Black United Fund provides a free job source listings, college fairs, scholarship programs, grant programs, a resource library and more for low-income communities of all ethnic groups.



**ECONOMIC VISIONING SESSION**

**14 JULY 2015**

## **EMERGING IDEAS**

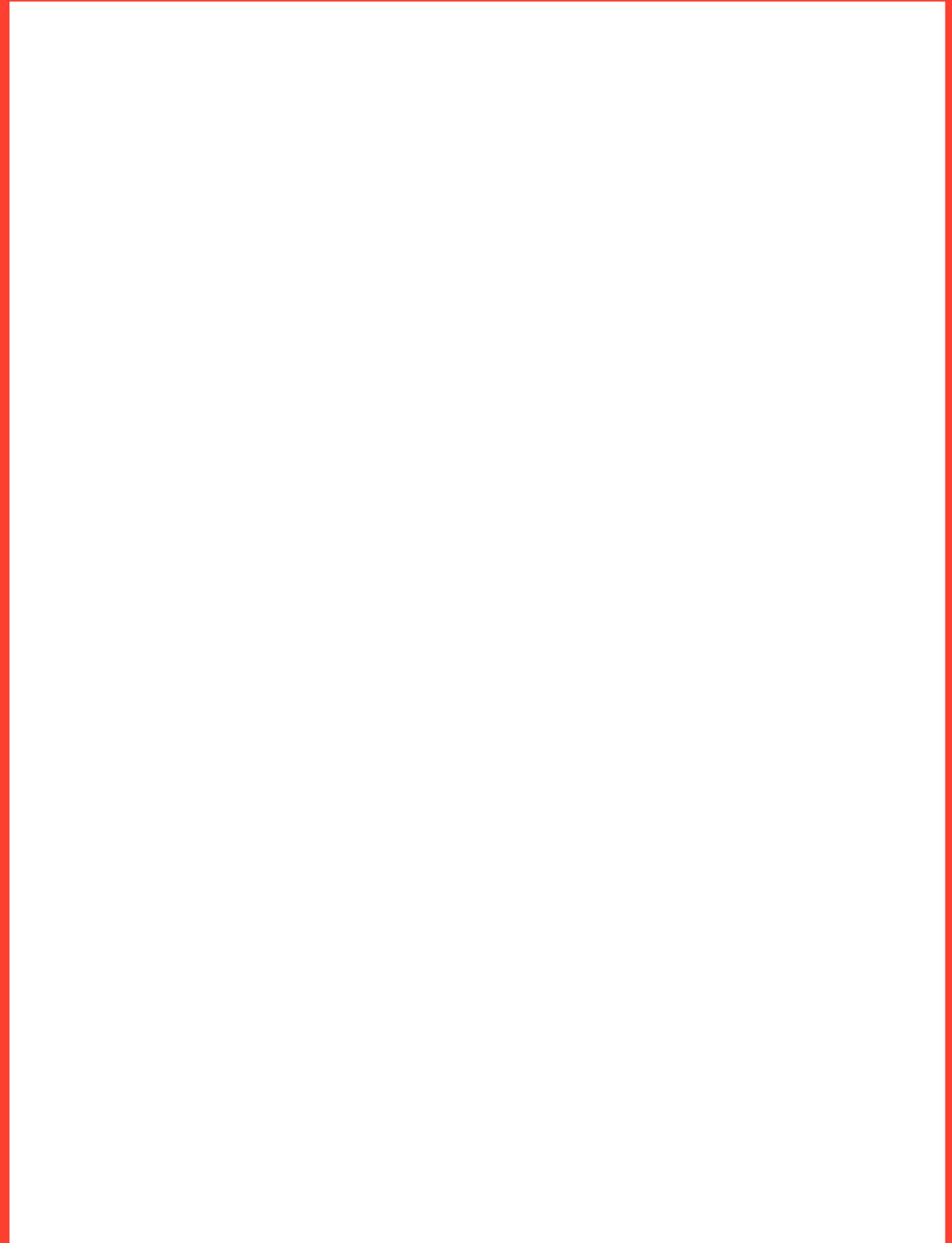
**Create an online platform for information about opportunities and programs, mentorships and professional coaching opportunities within the Black community.**

**Create community-led Business Development Assistance Programs.**

**Cultivate community sourced capital, lending circles, co-signing community programs, and develop a fund for black business use.**

**Create a black owned business incubator.**

**Create community-led career mobility programs.**



## Environmental Justice Is Racial Justice Preface

By Desiree Williams-Rajee

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“...the lasting power to provide for that which nourishes us and is fundamental to our long-term survival.”

Sustainability is globally understood as a social justice movement where people's human rights are advanced through equitable economic development and care for the environment. The United Nations Agenda for Sustainable Development includes a set of 17 Sustainable Development Goals “to end poverty, fight inequality and injustice, and tackle climate change by 2030.” Around the world, this is a movement led by Black and Brown people.

Then why, in the City labeled the most sustainable in the U.S., are Black people not at the helm of this conversation? A long legacy of national and local racism that is deeply entrenched in institutional practices and policies have served to effectively discriminate, disempower, disenfranchise, and disinherit Black people from the benefits of sustainability programs and policies. In Portland, sustainability has become synonymous with whiteness, privilege, and exclusion.

But what does sustainability mean? At its core are just two simple words “sustain” and “ability”. To be sustained means “to last”, “to be enduring”, it comes from the same word as “sustenance,” which are the essential things that provide nourishment and are fundamental to our survival. “Ability” means to “have the power”. We can translate sustainability to then mean “the lasting power to provide for that which nourishes us and is fundamental to our long-term survival.”

This definition of sustainability brings us closer to that which ties us together as a collective of Black people: our common ancestral heritage from advanced societies of indigenous people on the continent of Africa. In comparison to the environmental and human degradation and devastation caused by a half century of colonization, Black people had the power to exist for millennia without causing irreversible harm to the earth. These advanced sustainable livelihoods are now the source

of interest of elite researchers and scientists, trying desperately to reclaim the wisdom of the past to correct a broken present.

It is from Africa that our relational world view is derived, where life is seen as a collection of harmonious relationships, where health is achieved by maintaining balance between the many interrelating factors in one's circle of life. These relational values still hold true today, we can witness this at any place or worship, picnic, or Sunday family dinner. But we are also in a tenuous relationship as we as Black people struggle to exist in an American culture still motivated by colonial thinking where conquest, ownership, individual needs, and immediate gratification predominate. The psychological results of this tension have been devastating - mental health issues, chronic stress related diseases, and violence plague our communities.

Our version of sustainability must find solutions by remembering the value systems of our ancestral past, prioritizing community over the individual, prioritizing our future generations while honoring our past, and prioritizing that which empowers us to independently provide for and protect what nourishes us: food, housing, clean air, water, and land, and a tightly woven fabric of cultural bonds within community.

Sustainable solutions will always need to have a systemic approach that applies the rules of both justice and self-determination. We must hold accountable the institutions that have served to dehumanize and disempower us by demanding the correction of past harm in addition to the prevention of future injury. Concurrent to this, we as a community must operate with a sense of hope and vision, if not for ourselves, for our children. We must cultivate relationships so we can trust that those not working directly with us are not working against us. We must organize and build the elements of community that serve our holistic physical, emotional, and spiritual needs, based in our identity as Black people, today and into the future.

**Desiree Williams-Rajee**  
Portland, OR 2016



## ENVIRONMENT AND JUST SUSTAINABILITY

### ADDRESS CLIMATE CHANGE THROUGH RACIAL JUSTICE

#### VISION STATEMENT

“ We want a self-determining community living in stewardship with the natural environment. ”

ENVIRONMENTAL AND JUST SUSTAINABILITY VISIONING SESSION. 23 JUNE 2015.

In recent years, the conversation in urban planning and development has centered on sustainability and thinking “green.” However, a long legacy of national and local racism in institutional practices and policies has served to effectively discriminate, disempower, disenfranchise, and disinherit black people from the benefits of a healthy environment and sustainability programs and policies.

A *truly* sustainable city is both ecologically and socially healthy. It provides clean air, clean water, and clean land with opportunities for access to green space, public transportation, healthy foods, and safe recreation to all residents. A truly sustainable city places greater emphasis on environmental justice than pretty design features, urban development incentives, and bike lanes to be enjoyed by wealthy residents. Sustainability cannot only be for the privileged. Sustainability has to be just and equitable.

Our community must lead in addressing climate change through racial justice. Climate change presents challenges never before seen in modern history, and we must make changes to live within the limits of our precious ecosystem. Those changes must be made with racial equity at the forefront. The tools of environmental justice and self-determination have never been more needed in the sustainability movement. Realizing environmental justice is a key component in community-building, community health and revitalization in the black community from the historically Black neighborhoods in North/Northeast Portland to East County.

Urban farming and community gardening initiatives are a means of connecting Black people to healthy food and its origins. These urban agricultural opportunities also provide the skills training, internship and job opportunities, and community empowerment needed to combat negative effects of serial displacement.

The green economy holds much promise in creating career pathways and living wage jobs while constructing and fixing and aging, out-of-date municipal infrastructure. Black people want the opportunity to participate on equal footing in employment and in business opportunities that heal our environment and provide for their families.

Many Black Portlanders wish to see more green buildings and ecologically sound development in their neighborhoods. Green infrastructure and development may be a means of mitigating many of the spatial inequities and additional energy cost burdens that burden low-income people and communities of color.

Equitable access to public transit, green spaces and parks, is vital to helping our community remain resilient while dealing with the effects of gentrification and displacement. Public investments in environmentally conscious transportation options and green space within the city must serve all Black people, from inner N/NE neighborhoods to East County.

Free transit for low-income Black peoples must become a priority, with a longer term goal of free transit for all. Public transit is one of the most equitable public investments we can make.

Our children deserve to grow, learn, and thrive in an environment safe from toxic lead, air pollution, chemical runoff, and other environmental hazards.

## PROBLEM STATEMENT

There are known health and economic disparities between Black Portlanders and others that require the pursuit of both environmental justice and equity in sustainability. Race makes a difference in the geography of poverty in the city, as well as the relationships between disadvantaged families and access to opportunity including public transit access, the availability of healthy and affordable foods, and opportunities for healthy outdoor recreation.

*Environmental justice* is a movement led by communities of color and low income people experiencing environmental injustices: polluted air, soil and water; unsafe housing, roadways, sidewalks, and bus stops; inequitable investments in housing, green spaces, active transit and mass transit; and disproportionate impacts due to climate change. Many of these problems arise because our communities are not participants in the decision-making process that produces these results. Environmental justice challenges the mainstream environmental movement to address systemic and historical causes of these environmental problems, and is a community-driven movement to restore justice to our communities.

Low-income and communities of color in the Metro area continue to feel the prevalence of polluted waterways, toxic hazards including four Superfund sites, and other environmental issues. Environmental burdens, such as landfills, toxic-emitting facilities, and other environmental hazards are disproportionately located near disadvantaged groups in the Portland area, presenting significant threats to the health and wellness of the Black community.

The Black community has been unfairly burdened with unmitigated air quality issues from industrial and mobile sources. Further, our communities have suffered displacement, largely to areas with limited transit options and often increased pollution. In addition to bearing the burden of environmental pollution, the Black community has largely been excluded from addressing these challenges through sustainable solutions, whether jobs associated with renewable energy, green infrastructure development, or the cycling industry to name a few.

## ACTIONS AND ADVOCACY

THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.

Safe, efficient transportation options must be available in all Black neighborhoods, connecting people to jobs and education via transit, walking, biking, and rolling.

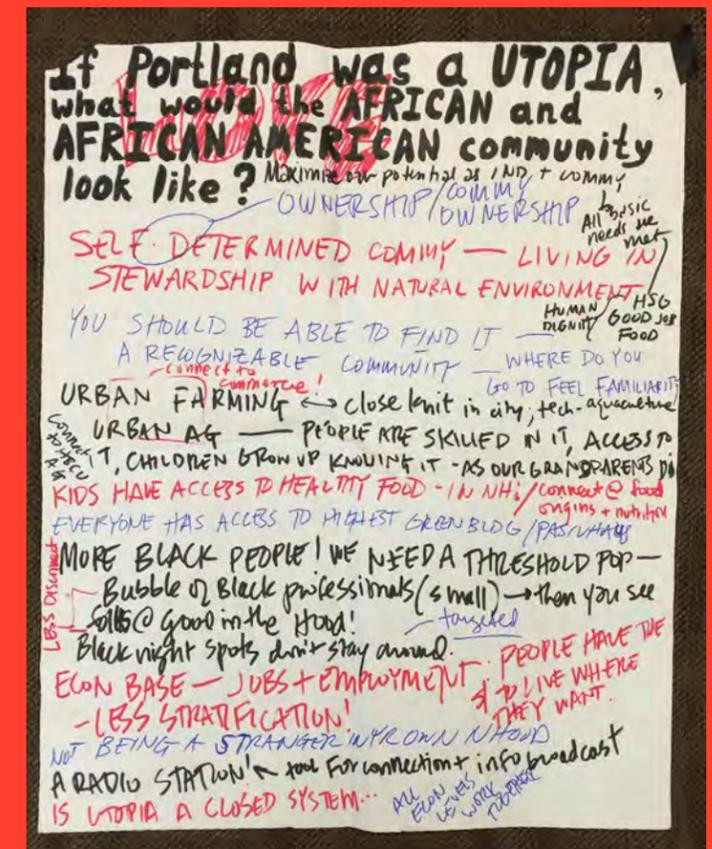
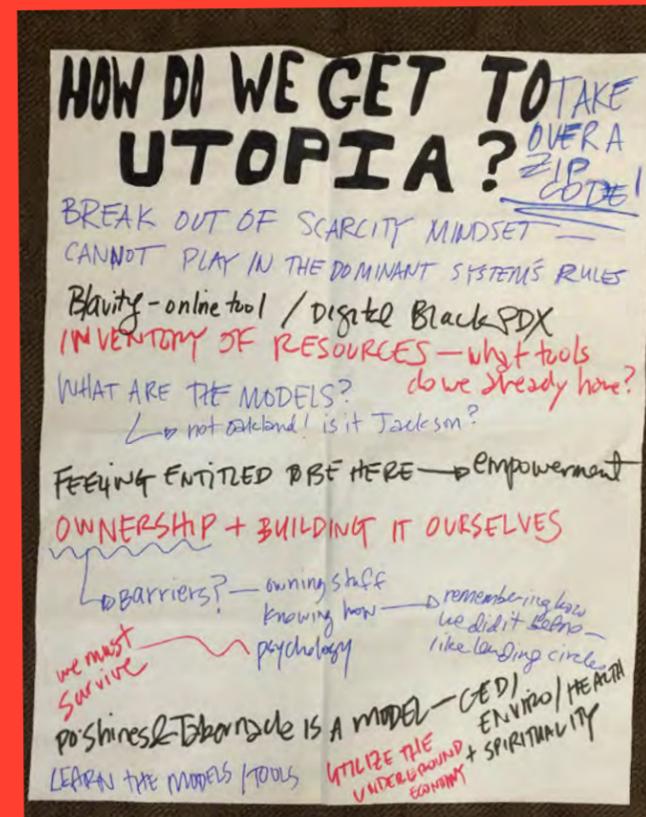
Metro, TriMet, and Portland Bureau of Transportation (PBOT) should assemble a transit justice task force made up of Black Portland residents, and members of other vulnerable groups, that is responsible for analyzing current data on transit access and developing solutions to enhance equitable access.

PBOT must prioritize improvements to make it safer to walk, bike, and ride transit in East Portland and provide increased transportation options to transit poor areas. Commit to Complete Streets in East Portland neighborhoods where Black people have been displaced.

Ensure that Vision Zero goals are met with racial equity at the forefront. Begin the redesign of streets in the lowest income neighborhoods where communities of color disproportionately face dangerous conditions. Ensure that policing strategies to reduce crash fatalities do not disproportionately impact Black and brown drivers, walkers, and cyclists through inequitable increased traffic enforcement.

The City, County, Metro, and TriMet must include anti-displacement plans, projects, and resources to ensure that new transportation investments do not create housing displacement for low-income folks and renters. These entities must coordinate plans and budgets to prioritize affordable housing preservation and new construction as part of transit oriented development in neighborhoods.

City, County, Trimet and School districts must continue to fund, and seek additional resources for, youth transit passes to support Black young people



## ENVIRONMENTAL AND JUST SUSTAINABILITY VISIONING

SESSION. 23 JUNE 2015.

in their education, employment, and personal development goals that require mobility. Expand YouthPass from PPS High School students to all youth in the TriMet service area.

**Ensure land uses and the physical appearance of neighborhoods support the wellbeing of our community with minimal impact on the earth. Plan for equitable urban development where 'sustainability' features support and enhance Black lives.**

Access to nature and recreation is important for all Black neighborhoods. Portland Parks and Recreation must focus on serving not only the inner east neighborhoods that have experienced gentrification, but also those neighborhoods to where our community has been displaced to in East Portland. Parks programming and infrastructure investments should be made equitably across the city.

Portland's Department of Urban forestry should focus tree planting in under-served neighborhoods such as East Portland to meet the needs of African-Americans that has experienced displacement.

Access to healthy food options, community gardens, and urban farming initiatives within the Black community is vital. Bureau of Planning and Sustainability should incorporate racial justice as a guiding principal in the Urban Food Zoning Code update.

Bicycle infrastructure must meet the needs of Black riders who use bicycles as a low-cost form of transportation, Black youth and families, Black recreational riding. Partner with community-based organizations that work for racial equity in cycling, such as Community Cycling Center and the Rosewood Initiative.

**Environmental justice enforcement**

The Oregon Department of Environmental Quality must work to reduce exposure to airborne pollutants from industrial activity, transportation, and energy production within the Black community by establishing and working according to racial equity goals. Oregon DEQ should also focus time and

resources in understanding and remediating brownfields within the Black community.

The current 750 million dollar EPA cleanup plan does not do enough to address the needs and concerns of marginalized and impacted communities. The EPA must include the voices of our community in their remediation plan. Work with community organizations such as the Portland Harbor Community Coalition to make sure that affected communities are heard and to bring new green jobs into communities of color.

**Equitable access to green programming**

Programming, education, and initiatives must be provided in ways that include outreach into the Black community, Black-community specific information and communication, and capacity building for participation in climate change preparation and GHG reduction efforts. As the City of Portland/Multnomah County Climate Action Plan is implemented, continue to include racial equity metrics and accountability to the Black community.

Energy efficiency, weatherization, seismic.

Ensure sufficient funding for weatherization programs targeting and maintaining affordable housing.

Support resources for households to access financing for weatherization, retrofit, and seismic upgrades with grants and loans to lower-income homeowners and those who cannot increase their debt load.

**Emergency preparedness plans in the Black community**

Portland Bureau of Emergency Management and the Multnomah County Office of Emergency Management should conduct planning in the Black community that recognizes not only the need for targeted outreach, education and assistance in developing individual disaster readiness plans, but provides resources for those whose financial means limit their ability to prepare. PBEM should commit both time and resources to assisting our community in creating community emergency plans for under-served neighborhoods and for nonprofit organizations that serve Black people and families.

## **CURRENT PROGRAMS & PROJECTS**

**This is a list of resources. We hope that if you are interested in environmental justice, you will support and take-part in these programs and projects.**

### **Outdoor Afro**

Outdoor Afro has become the nation's leading, cutting edge network that celebrates and inspires African-American connections and leadership in nature. Their mission includes helping people take better care of themselves, our communities, and our planet!

### **Blueprint Foundation**

Members of the Portland Chapter of the historically Black Fraternity Phi Beta Sigma founded the Blueprint Foundation. The organization exposes Black urban youth to vital learning opportunities, including those in science and technology (STEM).

### **Environmental Professionals of Color, Portland Chapter**

The Portland Chapter of the Environmental Professionals of Color Network is a growing community of leaders of color across the Portland area at work on a vast array of critical environmental issues, from habitat conservation to environmental justice to upstream public health.

EPOC's vision is to grow and strengthen representation of people of color in leadership roles in the environment space by facilitating leadership skills, building community and networking, providing connections to jobs and internships, and encouraging innovation and partnerships across projects, program, and organizations.

### **OPAL Environmental Justice Oregon**

OPAL Environmental Justice Oregon builds power for environmental justice and civil rights in our communities. The organization organizes low-income communities and people of color to achieve a safe and healthy environment where we live, work, learn, play and pray. Their mission is to identify and create opportunities for meaningful participation in decision making.

### **iUrban Teen**

iUrban Teen is a STEM+Arts education program that brings together underrepresented teens and young adults for career exploration and mentoring.

### **Coalition of Communities of Color, ReDefine Environmental Justice**

With the ReDefine Environmental Justice campaign, CCC reports that any environmental or climate initiative must lead with racial and economic equity, prevent harm, provide benefit, and ensure inclusive and accountable decision making. These principles are applied in the 2016 policy advocacy document.

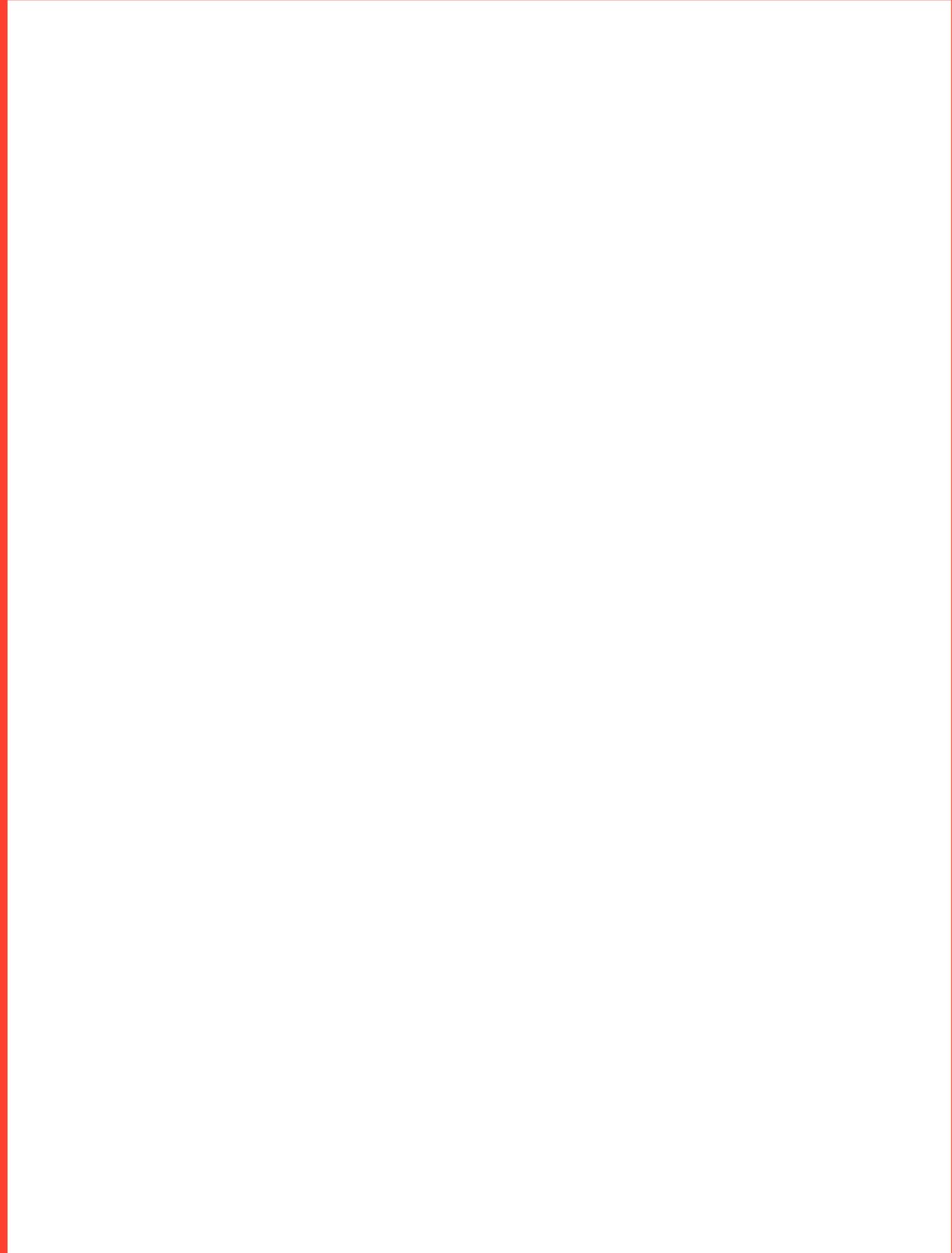
## **EMERGING IDEAS**

**Urban farming and gardening training.**

**Programs and curriculum on consumption choices to support a sustainable Black economy.**

**Programs and curriculum on promoting recycling and reuse.**

**Emergency preparedness planning in Black communities.**



## YOUTH AND EDUCATION

### YOUNG BLACK PEOPLE CAN THRIVE AND LEAD

#### VISION STATEMENT

Young Black people deserve an education that prepares them to thrive and to lead. Black culture must be present in our schools, from the recruitment and retention of staff to the development of culturally relevant curriculum. Portland's public schools are responsible for imparting our African-American history, while reflecting the different perspectives and contributions of all Black people throughout history (SB 103: Multicultural Education, passed in 1999). We call on the school districts serving the Portland area to increase relationship with culturally specific organizations that have successful outcomes working with African-American students and to partner with culturally specific organizations that can assist in improving family and community engagement in their schools.

Our schools should also function as spaces for pro-Black activism and youth leadership development. Black youth must come to see their culture represented and reaffirmed in their schools rather than maligned and marginalized. School administrators are called on to pursue restorative justice and mediation, to develop accountability measures to ensure fair treatment of our youth, and to put an end to the discipline disparity and school to prison pipeline.

“Take youth seriously-- make things accessible. Really find and reach young people, where we're at.”

**KALEIDOSCOPE EVENT-  
ROSEWOOD INITIATIVE  
APRIL 12 2016**



**PROBLEM STATEMENT**

In Oregon, students of color make up more than one-third of the K-12 population but only 8.3% of Oregon's teacher workforce is non-white. The Oregon Educator Equity Act (Formally known as the Minority Teacher Act and Senate Bill 755) sought to increase the number of culturally and ethnically diverse teachers in our classrooms, and it has had some success since its adoption. However, as Oregon has not been on track to meet the goals of increasing the percentage of minority teachers. Given that the gap between student demographics and educator demographics in Oregon continues to widen at the same time that the student achievement gaps between student populations continues to increase, tools such as the Minority Teacher Act and Senate Bill 755 must be revisited and strengthened so that they can better serve our youth.

Having Black teachers in our classrooms is vital to the success of our youth. Black teachers serve as role models for all students and they are uniquely positioned to teach students of color. It is critical that we also understand the impact of a diversified workforce in closing the academic achievement gap between white and non-white students. While there are multiple efforts, policies, and programs centered on this social crisis, several studies have found that diversifying the field of education has both an immediate and long-term impact of closing the academic achievement gap. Research (Dee, 2004; Eddy & Easton-Brooks, 2011) has shown that when matched with a teacher of the same ethnicity, elementary level students of color performed higher on academic achievement tests than those students of color who were taught by a white teacher.

It is important that we have approachable and culturally responsive teachers in the classroom to help out kids learn and graduate successfully on-time. High school graduates have higher lifetime earning capabilities than their less-educated peers. Studies suggest that each additional year completed in high school is correlated with 10-14 percent higher lifetime earnings. Graduates see more opportunities for individual and family prosperity.

Black, culturally-fluent, representation in the classroom as well as the administrative staff, is key to addressing the discipline disparities our youth face as well. Black students in our school districts are disproportionately and unfairly disciplined compared to their white counterparts. Far too often, Black students are suspended, expelled or even arrested for minor offenses interfering with their chance at an education and establishing a criminal record before they have even reached adulthood. This unequal treatment holds our youth back from thriving and leading, and it must be put to an end.

**Provide schools with the support needed to be proactive and take creative approaches to disciplining students to end push-out of Black students.**

**Increase the number of qualified Black teachers and administrators and support all teachers through culturally responsive and reflective classroom management.**

**Increase numbers of Black students who are represented in TAG programs.**

**Develop a partnership with Black professionals to encourage mentoring opportunities with Black professionals (of all trades and occupations) for youth in 6th-12th grade.**

**ACTIONS AND ADVOCACY**

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

**PUBLIC EDUCATION MUST TEACH AND ENGAGE BLACK STUDENTS**

**Support child development so all Black children come to school ready to learn.**

Invest in strategies to ensure that Black children have equitable access to early childhood interventions such as Head Start, Early Head Start, and Oregon pre-K and to develop effective, culturally relevant programming for pre-K.

Provide appropriate professional development to early childhood education professionals and caregivers to support their practices to prepare Black children for school.

**Adequately fund Charter Schools through SB 819.**

Charter schools have all the same rules and regulations as district-run schools, we are expected to produce the same student outcomes, and yet have only 60% of the public funding. This inequity needs to be addressed at the state and local levels.

**Partner with community-based organizations and culturally specific providers to:**

Leverage the recent successful SEI Model used at Jefferson High School in additional schools populated by African-American students.



**MONDAY MEETUP**

**YOUNG BLACK AND DOT DOT DOT**

**20 JULY 2015.**

**Implement Black studies curriculum that is thorough and accurate at all levels.**

Integrate Black studies across subjects in K-12 education, with specialized and advanced study available at the high school level. Ensure that teachers are trained and new hires are well versed in Black history, culture, literature, etc in order to contribute to accurate representation of Black studies.

Success tracking for PPS culturally relevant curriculum Monitor  
Accountability of new PPS directive for culturally relevant curriculum.

**Recruit and support Black public school teachers and insist on cultural competency of non-Black teachers.**

Develop a pipeline between the Portland Teachers Program and public school systems that will increase the number of qualified black teachers and administrators. Launch a public campaign to encourage more Black teachers and establish goals that support Black teachers once they are employed with public schools systems in Portland.

Expand the the Oregon Educator Equity Act (Formally known as the Minority Teacher Act and Senate Bill 755)

The State of Oregon can make a solid investment in expanding the OEEA and adding additional funding to ensure that more teachers of color are present in our classrooms.

Hold school administrators accountable to standards for culturally competent education and outcomes for diverse youth. Ensure that all teachers are culturally competent and trained to avoid implicit bias in discipline. Provide professional development to ensure that teachers are prepared to incorporate Black studies, Latina studies, and Native studies into curriculum.

**Student debt assistance programs**

Black students are a rising collegiate population despite the fact that there is less intergenerational wealth among our families. The State of Oregon should invest in student debt assistance programs for Black youth that have the determination and skills for college but little personal assets.

**END THE CRIMINALIZATION OF YOUTH IN AND OUT OF SCHOOL**

**End Discipline disparities and school pushout.  
There must be real accountability to end the racial disparities in educational attainment.**

Ban expulsive discipline, especially for subjective behavior such as “disrespect” or “defiance.” Provide leadership and professional development to administrators to end zero tolerance discipline policies.

Train all teachers on implicit bias with programming that addresses race and gender to end discipline disparities for black boys and girls.

Track teachers and schools for discipline disparities and address those contributing to racial and gender bias in school pushout.

**Restorative Justice**

Restorative justice can be empowering for youth who learn to address conflicts and maintain their ties to community.

Use restorative justice models in schools to address conflict, bullying, and to ensure that young students remain integrated within their peer community. Institute training in mediation and restorative justice for students, parents, teachers, and community members to avoid the school to prison pipeline and the escalation of misdemeanor charges for youth.

**End measure 11 and keep all juveniles out of the adult court system.**

Measure 11 has been enacted with racially disparate impacts and places youth of color in an inappropriate adult court system. No young person should have an adult conviction record creating a barrier to their future development.

End prosecutorial discretion in charging and sentencing juveniles to long minimum sentences in the adult system. Ensure that all youth are adjudicated in the appropriate court system where the needs of the young person, community, and victim are considered and weighed when determining appropriate outcomes.

**BUILD BLACK YOUTH LEADERSHIP****Job preparedness for our youth**

Our schools, from K-12 to college, must dedicate resources to train and develop Black leaders, mentors, and teachers and implement Black leadership and mentorship programs to prepare our youth for more prosperous careers and futures.

Our youth deserve culturally-responsive job readiness training, productive mentorships, and internship opportunities.

**Youth leadership development programs, including organizing and activism training.**

Fund Black youth leadership development that is centered in racial justice, LGBTQ justice, and gender justice. Ensure that Black young people are funded and supported to participate.

Develop youth-led work to raise Black young people's voices in community and civic affairs, and embed youth voice into policy process and community organizations.

**Black education center**

Develop a Black history education center as a part of the Portland State University Library system to house both local and regional archival materials in the context of African-American and African diaspora historical narratives.

**CURRENT PROGRAMS & PROJECTS**

**This is a list of resources. We hope that if you are interested in youth and education, you will support and take-part in these programs and projects.**

**Self Enhancement Inc.**

Self Enhancement, Inc. (SEI), is a nonprofit organization supporting at-risk urban youth. In 31 years, SEI has grown from a 1-week summer basketball camp to a flourishing agency serving thousands of students each year in the greater Portland, Oregon area, with plans to replicate across the country. SEI offers comprehensive in-school and after-school services for youth and families.

**Kairos**

KairosPDX is a K-5 school,, early learning network, and family connections program focused on providing culturally competent programming and education so that children will thrive. The charter school opened in 2014 is a Reggio-inspired, multicultural service learning academy.

**Community Cycling Center, Bike Camp Scholarship Program**

Bike Camp brings kids in grades 1-8 together for a summer of bike adventures, learning, and friendship. Campers learn how to ride safely and maintain their bikes in a supportive, hands-on environment. This program is responsive to cultural and ethnic barriers to bicycle ridership.

**IRCO SummerWorks programs**

SummerWorks (a partnership with Worksystems) provides valuable work experience to low-income youth ages 16-24. Each participant has a job coach to provide support services—including appropriate clothes, shoes or tools, and transportation passes—as well as work readiness training, ongoing job coaching, and networking opportunities to integrate experiences into education and career goals.

**Urban League of Portland, Youth Programs**

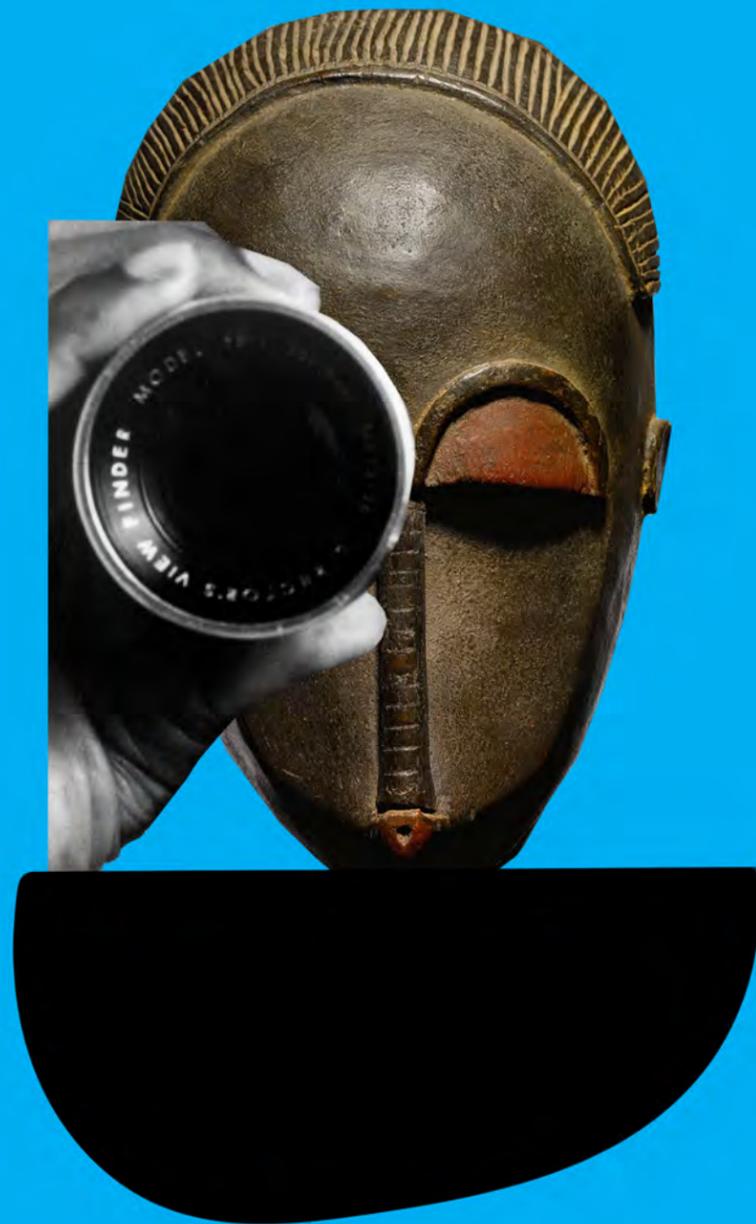
The Urban League of Portland conducts comprehensive youth programs that serve to shepherd the youth in our community and empower them to achieve. Urban League Youth programs are designed to prepare youth to be successful and encourage them to pursue post secondary education and professional careers. These programs include after school leadership programs for high school and middle school students and annual recreational and educational summer programs for middle school students, high school students, and young adults ages 18-25.

**EMERGING IDEAS**

**Establish a Black led homeschool network**

**Initiate a mentorship program for Black professionals and Black youth**

**Create a careers technical center for youth mentorships and leadership development**



## ART & CULTURE

### DEVELOP NETWORKS AND SPACES THAT SUPPORT BLACK BRILLIANCE

#### VISION STATEMENT

“I think our power is in the recognition of our unity as black people, but celebrating the differences. And I think those multitudes of stories that can be told about us is actually gonna be what makes it so great when there is more national attention to what black Portland creates – not just the story of us being attacked but the story of what we can make, period.”

**DONOVAN SMITH, THE FADER,  
01 SEPTEMBER 2016**

Arts and culture encompasses the performing, visual, and fine arts, as well as applied arts including architecture and graphic design; crafts; film, digital media and video; humanities and historic preservation; literature; and other creative activities. Culture can be defined as the arts as well as the intangible shared beliefs, values, and practices of a community. Black culture is one of exceptional ingenuity and creative expression.

Black people pursue artistic and creative expression through a variety of outlets: formal theatrical performances, sculptures, paintings, and buildings; as well as the less formal arts, music and food festivals, celebrations and informal cultural gatherings, and crafts groups. Together, these formal and informal, tangible and intangible, professional and amateur artistic and cultural activities constitute a community's cultural assets. These activities – which encompass a diverse set of locations, spaces, levels of professionalism and participation, products, events, consumers, creators, and critics – are essential to a community's well-being, economic and cultural vitality, sense of identity, and heritage.

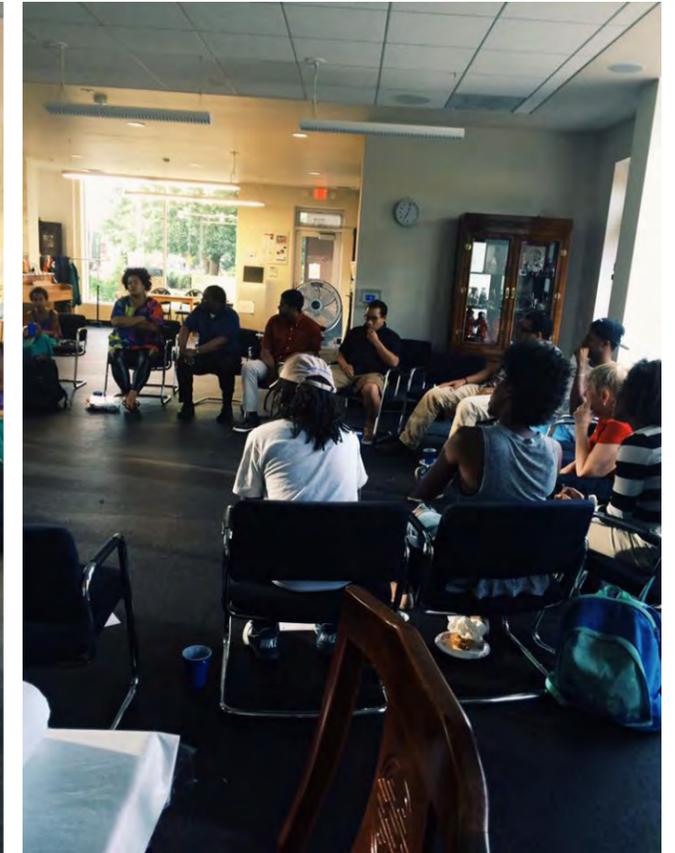
**A sign of a healthy community is its simultaneous ability to preserve and invent its culture.**

**The Black community has experienced a loss of place due to the pressures of gentrification and displacement. This loss of place results in a strained connection to our cultural history.**

**This has left Black Portlanders with the sensation of being isolated from each other, and the difficulties of finding information about organizations, events, and help for one another.**

**Cultural isolation can be addressed by creating new and reclaiming old cultural centers and performance arts spaces.**

**It is time to establish a Black-owned and operated cultural hub in Portland, patronized by our community and allies, that will deliver benefits to the Black community.**



**“UTOPIA IS CELEBRATING OUR OWN HISTORY AND LETTING THAT HISTORY BEING RECOGNIZED -- NOT ONLY IN PORTLAND BUT NATIONALLY...”**

**ART AND CULTURE VISIONING SESSION.**

**23 JUNE 2015.**

## ACTIONS AND ADVOCACY

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

### **Build a sense of place by weaving Black art into urban design**

City of Portland, Urban Design Studio and Bureau of Development Services should commit to preserving Black cultural heritage and transmitting Black cultural values and history as part of their mission.

Bureau of Planning and Sustainability should augment public spaces with art that reflects Black cultural identity to foster a sense of place and belonging.

Portland Bureau of Transportation and TriMet should couple investments in transportation corridors and transit stations with public art that welcomes and affirms Black ridership.

Preserving public art and murals that exist in celebration of African-American community and history . Provide legal resources to support mural protection through the Visual Artists Rights Act, prioritizing the murals by Black artists documenting community and political history.

### **Increase arts access and education.**

The Regional Arts and Culture Council (RACC) should expand their Arts Equity Grants programs, offering culturally specific arts support and eliminating competition between communities of color.

### **Locate or develop performance spaces and public gathering places.**

City of Portland, and the Portland Development Commission should work with the Black community to establish a cooperatively owned arts and performance space.

Portland's public agencies should donate land and free or reduced rent to establish a Black creatives incubator space.

### **Creatively reuse and preserve historic structures.**

City of Portland: Recognize cultural significance as a necessary component of assessing historic preservation targets. Preserving buildings and sites of Black portland history is essential to maintaining historical memory.

### **Create an active pipeline for Black artists from leading from school to the creative industry.**

Local arts education must be coupled with internship and mentorship opportunities for Black youth and collegiate students pursuing the art and design industry.

## CURRENT PROGRAMS & PROJECTS

**This is a list of resources. We hope that if you are interested in arts and culture, you will support and take-part in these programs and projects.**

### BLACK CULTURAL NETWORKS

#### **BCC Brownhall**

BCC Brownhall is a black artist collective.

#### **Y.G.B Portland**

Y.G.B is more than just a club night, it is a community of young, gifted, Black creatives.

#### **Deep Under Ground (DUG)**

Multidisciplinary art collective curating safe space for brown folks.

### LOCAL ARTS ORGANIZATIONS

#### **Portland Emerging Arts Leaders**

PEAL's Equity Committee emerged in early 2016 from conversations about how to address the lack of racial and ethnic diversity in the arts, particularly

among arts and culture organizations in Portland. The goal of the Equity Committee is to provide space and resources to advance the conversation about equity, diversity and inclusion in the arts and take action.

### **Regional Arts and Culture Council, Access to Arts Program and Arts Equity Grants**

Arts organizations are using proceeds from the Arts Education & Access Fund to make their programs more affordable and accessible. Most arts organizations offer a number of free and reduced cost admission opportunities, and many participate in the "Arts for All" program, providing \$5 tickets to low-income Oregonians who receive Supplemental Nutrition Assistance.

The Arts Equity Grant program (formerly the Expanding Cultural Access Grant program) provides financial support to organizations in Multnomah County and the City of Portland conducting arts and culture projects and programming for communities of color, and other underrepresented communities.

### **NATIONAL ARTS CAMPAIGNS WORKING IN OREGON**

#### **August Wilson Red Door Project**

The Mission of the August Wilson Red Door Project is to change the racial ecology of Portland through the arts. A collection of theater, film, literature, music, art, and dance that will open your inner red door.

### **EMERGING IDEAS**

**Develop a collectively-owned Black performance and gallery space**

**Establishment of a Black cultural center**

**Establishment of a Black American Social Club**

**Focus on documenting Black culture and art in Portland**



## ADMINISTRATION OF JUSTICE DISMANTLE RACIST SYSTEMS AND BUILD A RESTORATIVE MODEL

### VISION STATEMENT

“ You should feel safe,  
no matter where you're  
going. ”

HOUSING PLANNING SESSION  
14 MAY 2015

All across this country Black people live with the reality of being subjected to a police occupation everyday. This is a form of state violence perpetrated against our community. Black folks who are poor, women, both currently and formerly incarcerated, working class, LGBTQ+ and gender non-conforming, differently abled, and undocumented are particularly vulnerable to police violence and hyper-surveillance. As a people living in Black bodies, state-sanctioned violence is always a clear and present danger. We demand an end to this violence.

Our conversations around state violence must reflect all the ways in which Black people are intentionally left powerless at the hands of the state. This is a reflection on all the ways which Black lives are deprived of our basic human rights and dignity.

## PROBLEM STATEMENT

The history of events in Portland and recent events across the country have demonstrated that cases of murder, sexual assault and harassment committed by police officers continue with impunity. In 2016, 963 individuals have been fatally shot by an on-duty police officer (Washington Post). Though African-Americans only account for roughly 13% of the population in the United States, nearly 25% of those killed by the police have been Black (Ibid). This set of statistics was tragically on-trend with the number of killings that shook our communities in 2015 - a year in which 991 people were killed by police officers (Ibid).

The documentation of police violence is a relatively new phenomenon. This research has been the ground-up result of the Black community rising and demanding police accountability and criminal justice reform. Over the last few years we have learned many things about the violence imposed on our communities nationally. In fatal police shootings, 1 in 5 officer's names go undisclosed. Calls for de-escalation protocols and greater accountability measures have drawn caustic backlash from police unions, many police chiefs, and many government officials. Clear video evidence, or other supporting evidence, of police wrongdoing, more often than not, fails to ensure criminal convictions.

Portland Police, like police in other cities, have an integrated subculture of officers who disregard human rights and are verbally and/or physically abusive of members of the Black community and those experiencing mental illness and homelessness, and other vulnerable populations. The US DOJ is currently providing oversight to PPB due to documented abuses of those with or perceived to have mental illness. Yet officials continue to defend the system and resist externally driven reforms. The most recent Settlement Agreement is not the first time that PPB has been under federal scrutiny.

In Portland, the Independent Police Review receives 300-600 complaints a year regarding police misconduct, of which a small percentage are sustained. While they have the power to investigate the community's complaints, the IPR has never done so. Instead, about 10% of cases are turned over to the Police Bureau's Internal Affairs office for investigation. As of July 2016, the City of Portland is attempting to drive police oversight behind closed doors by eliminating the Citizen Review Committee's public meetings where community members can appeal decisions by IPR about police misconduct. It is through this public body that Portlanders have learned further information about incidents that have occurred.

**The clear relationship between Black poverty and over-policing is the result of state violence.**

**2.8 million of our community members are locked away, this is a form of state violence.**

**Black women and families bearing the burden of a state sponsored assault on our children is a form of state violence.**

**Not only must the community at large come to recognize that Black lives matter, but we must compel systems change that will affirm our truth.**

**The People's Plan calls for a complete restructuring of the justice system in our communities. New models for administering justice must include: democratic community control and accountability in policing; and seeking restorative justice models that move away from criminal justice institutions and towards community safety and productive, holistically healed citizens.**

**PAALF PEOPLE'S PLAN + YGB: AWAKENING  
KILLINGSWORTH DYNASTY 8 APRIL 2016**

**ACTIONS AND ADVOCACY**

**THESE ARE CAUSES THAT PAALF SUPPORTS. WE WOULD LIKE YOU TO JOIN US IN ADVOCATING FOR THESE LOCAL AND STATE POLICY CHANGES.**

**Meet and exceed DOJ requirements for ending discrimination.**

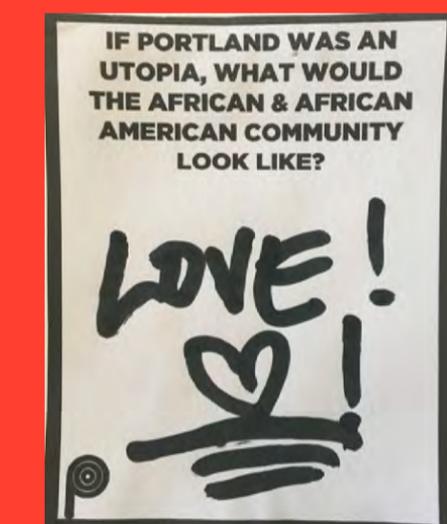
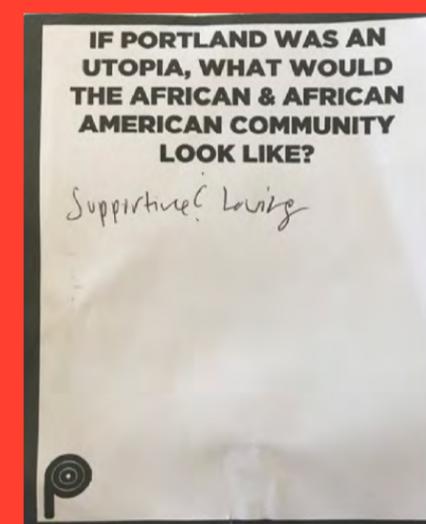
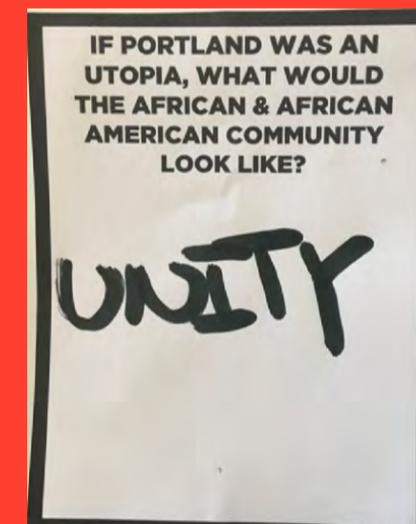
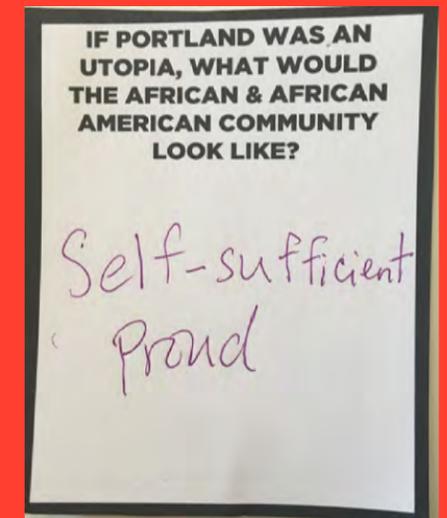
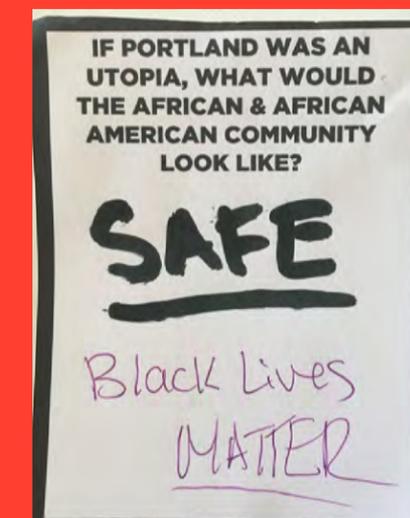
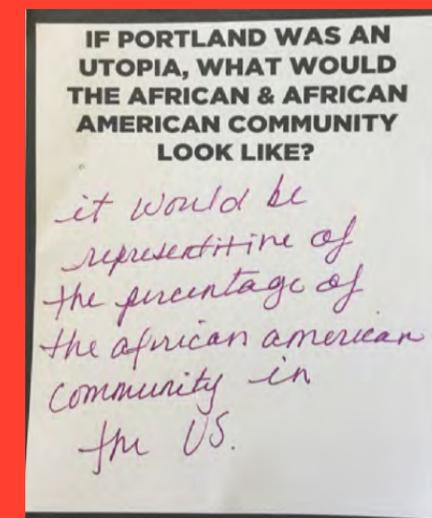
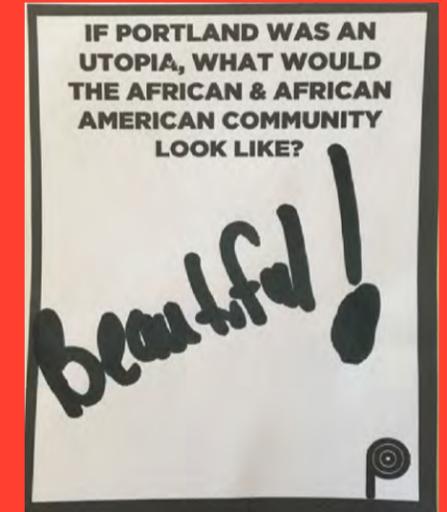
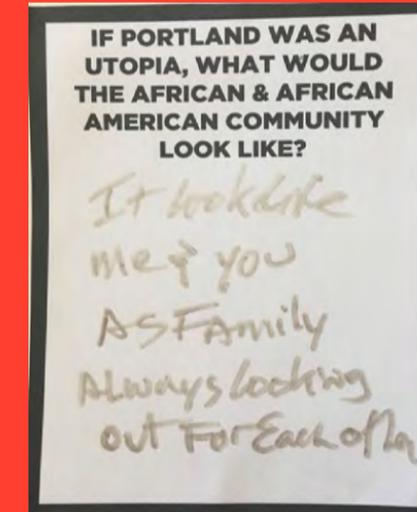
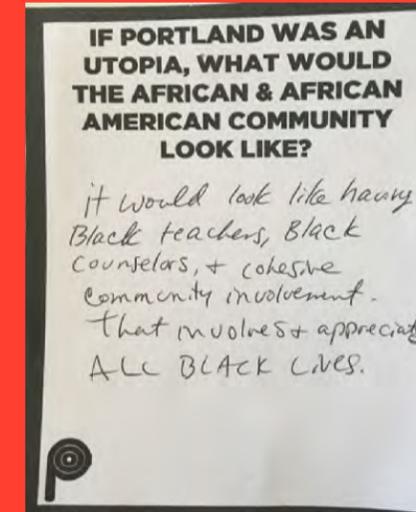
Portland Police Bureau must meet and endeavor to exceed the requirements outlined by the Department of Justice for ending excessive force, and to meet standards for eliminating racial discrimination as outlined by the Albina Ministerial Alliance and other community organizations.

City of Portland must begin to restore its relationship with the Black community and all communities of color by acknowledging and apologizing for the long history of abuses by PPB and the Portland Police Association against community members. The City of Portland must stop resisting oversight by judicial monitors as part of the DOJ consent decree.

Require training on implicit bias; interacting with youth; de-escalation; and cultural competency in communications for all officers at all levels. End the use of any "Bulletproof Warrior" or similar trainings that teach officers to escalate interactions, and begin training on de-escalation and dealing with people in mental health crisis. There must be community involvement in the delivery and design of training.

Continue to support Behavioral Health Teams to work with people experiencing mental health issues who are encountering law enforcement. Ensure that the BHT is also trained in racial implicit bias and cultural competency to address the range of communication and de-escalation needs in a diverse community.

Use data to identify police officers with excessive, disproportionate numbers of civilian complaints and excessive, disproportionate numbers of arrests made for resisting arrest or interfering with an officer. These statistics



indicate officers who are behaving aggressively and need to be immediately re-trained or removed from the force.

### **Real oversight and accountability to the community for policing.**

Sever the relationship between the Independent Police Review Division and the Bureau's Internal Affairs office; in favor of truly independent review and oversight, including full subpoena power, and community co-management of the police department.

Ensure that the CRC maintains its independent function and continues to meet in public with full transparency. Streamlining disciplinary procedures should not come at the expense of visibility.

### **Refuse police contracts that protect racist and violent cops.**

Portland Police Bureau and all partner agencies must stop protecting racist and violent cops in their employ. Acts of violence against our communities should never be met with paid administrative leave or comfortable desk jobs - only automatic termination and swift and transparent cooperation with the District Attorney's office.

End the 48 hour rule that allows police to delay being questioned about shootings.

Ensure that whistleblowers within police and prosecutors' offices are protected and end incentives to hide misconduct. Increased public transparency and access to independent review bodies will support breaking the blue wall of silence.

### **Practice and promote restorative justice in the community.**

Restorative justice mediations are cooperative processes that focus on taking active responsibility to make amends for harms among individuals, families, and communities. In some cases, restorative justice can be an

alternative to the criminal justice system. In others, it can be used to repair community that remain even when the offender is punished.

Train students, teachers and school staff, parents, community members in mediation and restorative justice models. Public Schools must adopt a restorative justice process for responding to and supporting our youth instead of reacting with expulsive disciplinary proceedings. (Toolkit available from <http://restorativejustice.org/am-site/media/toolbox-for-implementing-restorative-justice-and-advancing-community-policing.pdf>)

Support and fund programs to use RJ to support people in their transition from incarceration back to the community. Reduce recidivism through reconnection and reintegration into community support systems.

### **Repeal Measure 11 and end the criminalization of Black youth.**

We call on the Oregon Legislative Assembly to repeal Measure 11 and keep youth out of adult criminal justice system.

### **End the racial disparities of the destructive War on Drugs.**

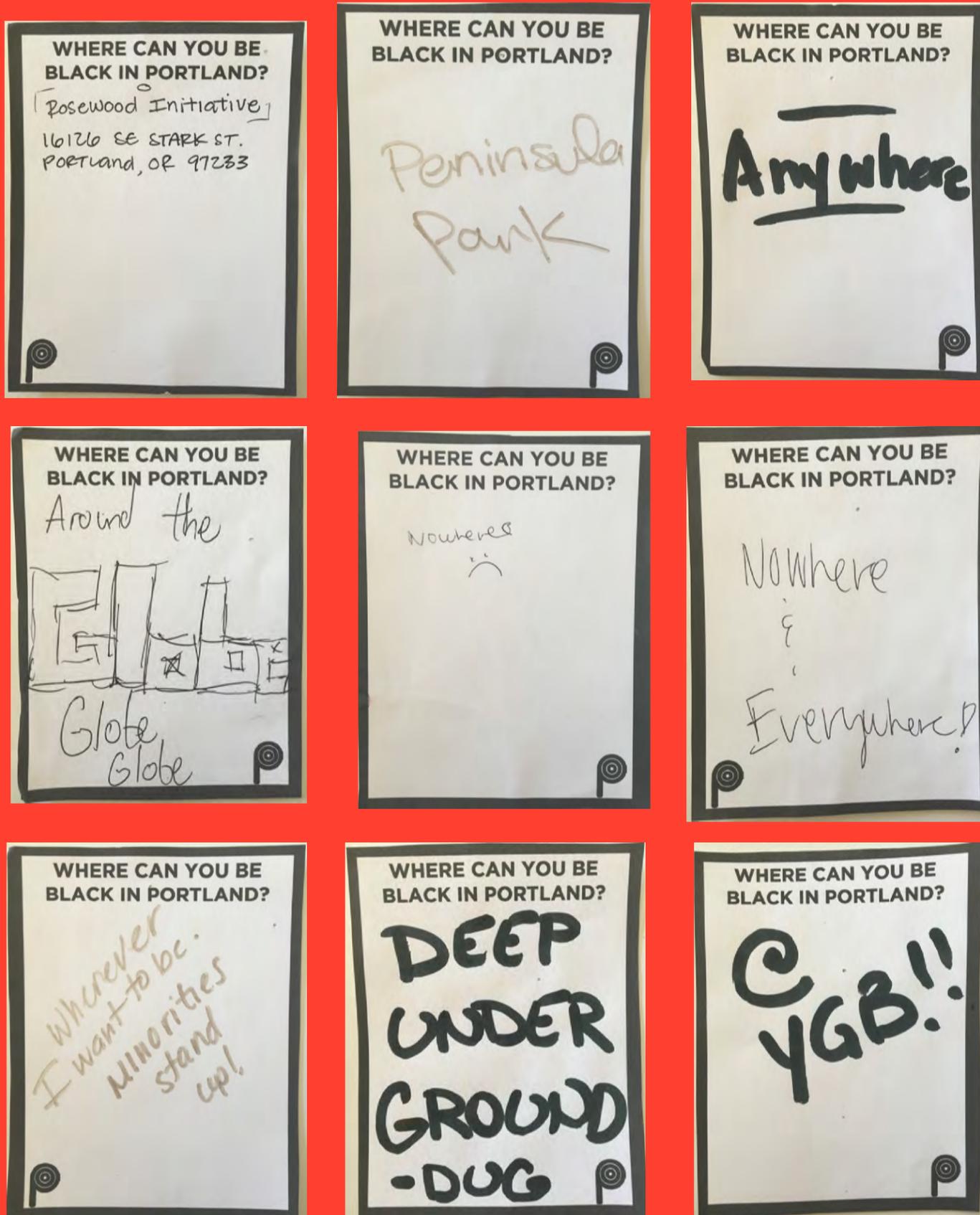
Intervention and treatment, not incarceration, for substance abuse and addiction: Provide financial resources to support drug and alcohol and mental health diversion from the criminal justice system. Support participants to address treatment while remaining in the community.

### **Assistance for expunging and sealing marijuana felony convictions.**

Under Oregon's new law, most marijuana-related felonies, including those related to growing and selling cannabis, can be set aside - and yet the current protocol comes with many barriers, including complex conditions and personal expenses.

The Black community deserves financial and legal assistance for expunging marijuana convictions. These assistance programs should be funded through the Oregon State Police budget.

**PAALF PEOPLE'S PLAN + YGB: AWAKENING  
KILLINGSWORTH DYNASTY 8 APRIL 2016**



**CURRENT PROGRAMS & PROJECTS**

This is a list of resources. We hope that if you are interested in administration of justice, you will support and take-part in these programs and projects.

**BLACK-LED ORGANIZATIONS**

**The Albina Ministerial Alliance for Justice and Police Reform**

The AMAC has for the last two decades addressing the issues of accountability, reform and justice with the City of Portland, PPB and others. The AMAC is a named party in the DOJ vs City of Portland Federal case and Settlement Agreement. The AMAC was granted status in the case as a party, the first ever of a Community Organization receiving such status in a Federal Case. The AMAC continues its efforts and work towards justice, accountability and reform in the City of Portland and the PPB, realizing that this is not a sprint, but a Marathon.

**Black Lives Matter, Portland Chapter**

Black Lives Matter PDX is welcoming and accepting of all intersections within the universe of Black/African identity and all levels of political knowledge and revolutionary consciousness.

Organizers with Black Lives Matter Portland commit to build, learn, grow, and struggle beside each other for revolution and ultimate liberation. BLM PDX is committed to unlearning, revealing, and rejecting capitalism, colonialism, and imperialism.

### **Don't Shoot PDX**

Don't Shoot PDX is made up of citizen advocates united in protest against racism, police brutality, and state violence. The organization demands justice for acts of police brutality and state violence.

### **NAACP Portland Branch**

The Portland NAACP branch has been a leader in establishing and upholding civil rights for the African-American community and for people of color in Portland. To date, the Portland NAACP Branch is the oldest continuously chartered branch west of the Mississippi.

### **Urban League of Portland**

Established in 1945, the Urban League of Portland is one of the oldest African-American service, civil rights and advocacy organizations in the region. The Urban League of Portland's mission is to empower African-Americans and others to achieve equality in education, employment, health, economic security and quality of life. Their programs include a distinctive blend of direct services, organizing, outreach, and advocacy.

## **POTENTIAL ALLY ORGANIZATIONS**

### **Portland CopWatch**

Portland Copwatch (PCW) is a grassroots group promoting police accountability through citizen action. PCW also participates in community forums on police accountability, and regularly attends meetings of Portland's "review board", known as the Citizen Review Committee of the Independent Police Review Division, and other bodies.



## CONCLUSION

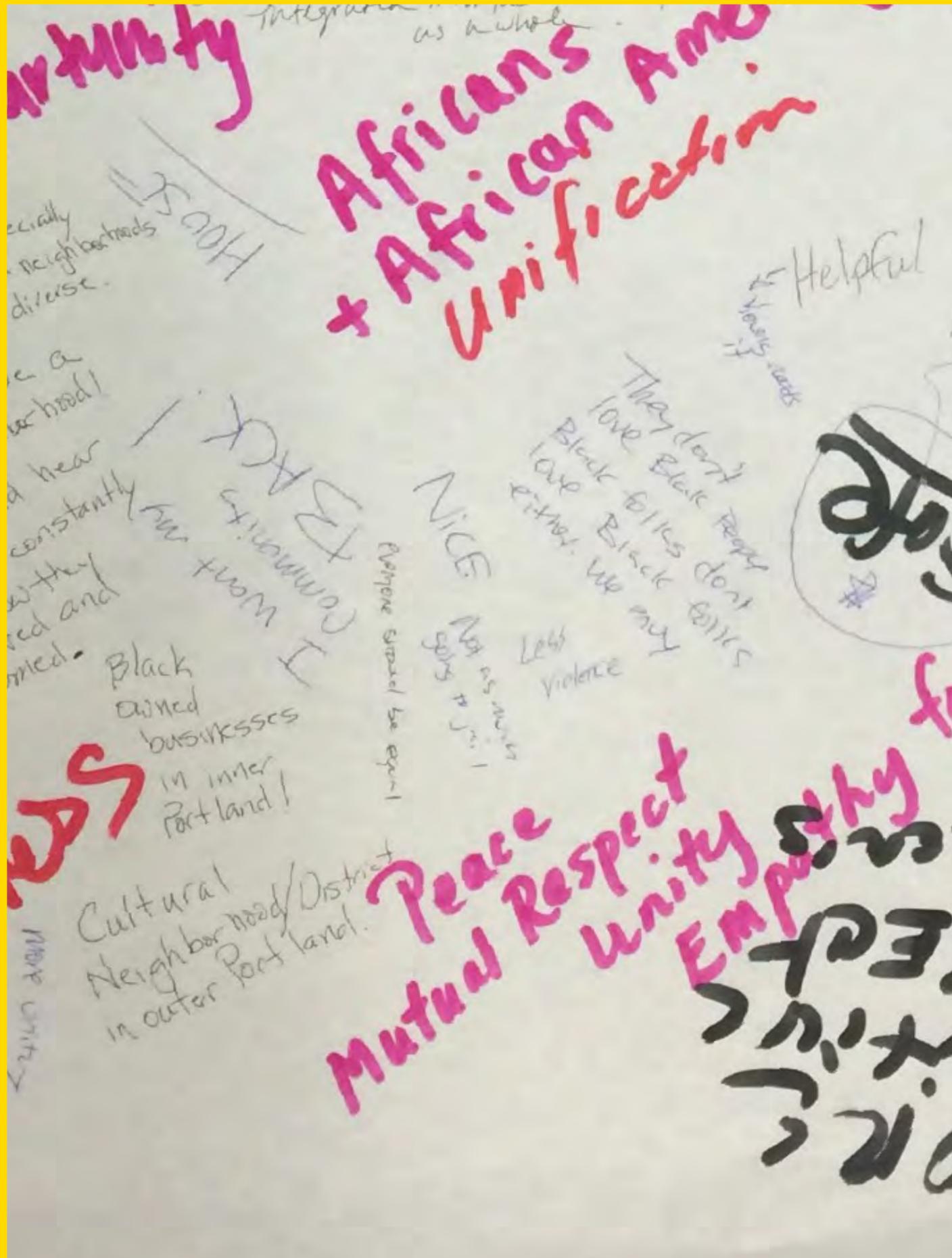
You have just finished a significant work by the Black Community of Portland, The People's Plan, that captures our collective empowered voice. Congresswoman Barbara Jordan stated, "We the people - it is an eloquent beginning. But when The Constitution of the United States was completed on the seventeenth of September in 1787, I was not included in that "We the people." In this speech, Jordan goes on to say that she is included now through a process of amendment, interpretations and court decisions. Black sisters and brothers, We have been included, but where is the Plan? The People's Plan addresses for the Black Community of greater Portland what that inclusion looks like in many important areas.

The voice of the Black community has been prevented, discounted and generally ignored; however today PAALF through the People's Plan seeks to unite and empower the voice of the Black community. Our voice has and will continue to rise as we speak in a collective voice about those things promised to us and are rightfully ours. Who knows best what our community needs? Our community. Barbara Jordan states, "What people want is very simple - they want an America as good as promised." Portland must rise to this occasion and opportunity to see that nothing less than what the collective empowered voice and minds of the Black community speaks will suffice.

To the Black Community and allies to action, this is not just another report issued and not used. I encourage you to first read and reread the People's Plan. Find that area(s) of your choice, passion, expertise or interest and begin to dialogue with other like minds moving towards action. Moreover, as we speak within our circles, let us do so in a collective manner. Finally, this collective empowered voice will call for some flexibility as we move forward with the Plan, though some may want to add or delete from it, if we could allow it to serve as a framework for our working together and not lose sight of our goals, let's flex to attain those goals. PAALF will continue to be a part of this collective and empowered voice of the Black community of greater Portland willing to actively participate, shaping our future and to make this better than promised - better than thought! Forward - that's our mantra.

**The Rev. Dr. T. Allen Bethel**  
**Co-Chair Executive Committee**  
**Portland African American Leadership Forum**





“ ... SO WE CAN TALK ABOUT DREAMING AND VISIONING, BUT WE HAVE TO DEAL WITH THE REALITY. IF THEY DON'T HAVE HEALING, THEIR DREAMS ARE CONFINED... HOW DO WE GET BEYOND THE DAILY REACTION TO THE ENVIRONMENT INTO A PLACE WHERE WE ARE ACTUALLY WHOLE ENOUGH TO HEAL? TO NOT LIVE IN SCARCITY REALITIES BUT TO ACTUALLY SEE ABUNDANCE.... ”

ART AND CULTURE VISIONING SESSION.

23 JUNE 2015.



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THIS PROJECT ENGAGED OVER 400 BLACK COMMUNITY MEMBERS.

BELOW ARE THE NAMES OF A FEW BLACK PORTLANDERS THAT PARTICIPATED IN THE COMMUNITY SESSIONS:

INTISAR ABIOTO, ANDERSON, CAROLINE ADJOU ASSUMAN, ETTA ASSUMAN, ETEMA BANKS, IFANYI BELL, JACKIE BUTTS, FAYE BURCH, TORY CAMPBELL, NICK CHRISTENSEN, DAVID DOUGLAS HIGH SCHOOL BLACK STUDENT UNION, KAYIN TALTON DAVIS, ANDREA DEBRAM, LAKINDRA MITCHELL DOVE, LAKEITHA ELLIOTT, LLOYDYN ELLIOTT, SHANAQUEWA FINNEY, MAXINE FITZPATRICK, LAUREN GARRETTE, N. JANINE GATES, TANEISHA GRANVILLE, SAM GOLLAH, CAT GOUGHNOUR, JAMAAL GREEN, SUEZET HOOUD, MELISSA HICKS, EDWARD B. HILL, SOLOMON IBE, MARGARET JACOBSEN, DWAYNE JOHNSON, BESHURA KAME, TONY LAMB, ORCHADIA KADI MCLEAN, LISA MATHIS, DEBRA MAYFIELD, ROBIN MAYFIELD, ANDRE MIDDLETON, RENEE MITCHELL, GRACE NEAL, EBONY OLDHAM, NICOLE PARKER, NIC W. PHILLIPS, D'ANGELO RAINES, LISA SAUNDERS, DONOVAN M. SMITH, LUC SMITH, JAMES SNEED, DORIS STEVENSON, ANTWOINE THOMAS, FELICIA TRIPP, DAMON I. TURNER, NYANGA UUKA, DESIREE WILLIAMS-RAJEE, PASTOR ROBIN WINSER, GREG WOLLEY, AND SEKOYNIA WRIGHT.

## GEOGRAPHIC CONDITIONS

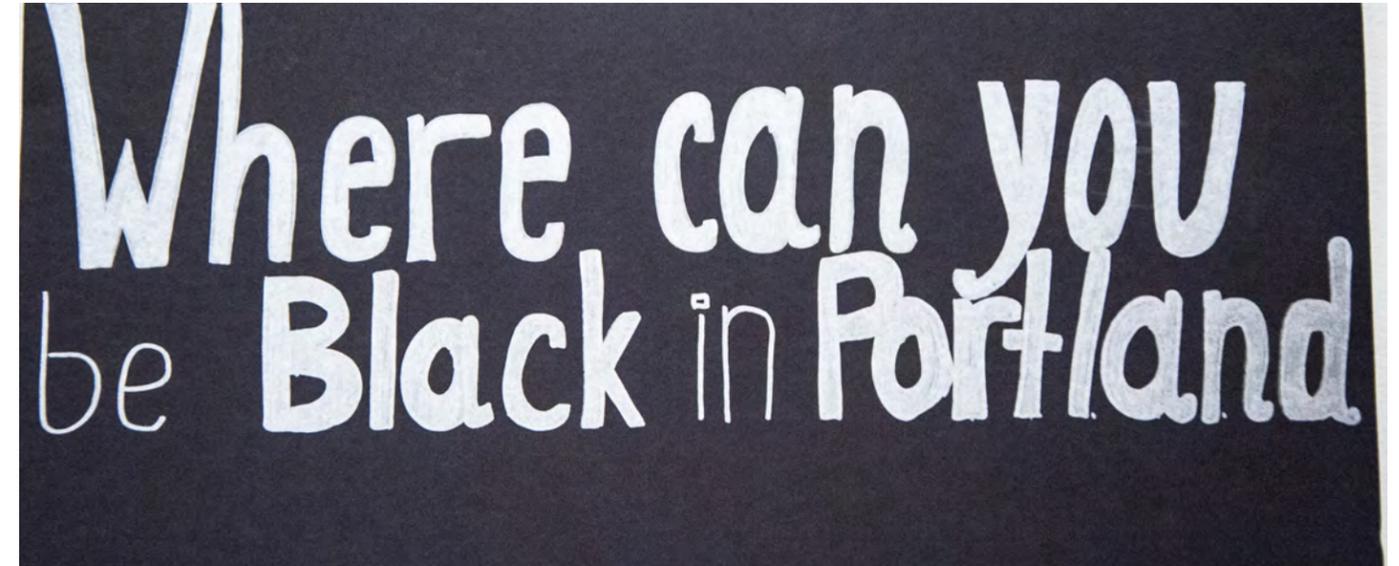
“From the North to the Numbers” is the PAALF Leadership Academy’s call out to the Black community in Portland for solidarity and representation.

The historical heart of Black Portland is in Northeast. Many Black families in Portland have their roots in these neighborhoods. PAALF has fought for a meaningful recognition of Black community history, continued presence, and a right to return in Northeast Portland.

And, we know we can’t address Black Portland only in one place. Significant numbers of our community have been pushed out of Northeast by gentrification. Other families, no longer confined by segregation, have moved to neighborhoods of their choice throughout the region. Black newcomers, from around the country and around the world, have settled in places that Black folks never lived before.

Too often, the mainstream conversation about Black community in Portland is confined to Northeast Portland. Through the People’s Plan engagement, we learned that Black folks living elsewhere struggled to attend meetings far from home; that they didn’t have enough opportunities to talk about the challenges where they live now; and that it felt like the community was becoming fractured by geography. That’s why we started the work of the People’s Plan in East Portland’s Rockwood neighborhood, collaborating with the community that has been displaced and is the most under-represented and under-served by mainstream planning and policy. It also led us to hold community events in St. Johns, Montavilla, the Industrial Eastside, and downtown Portland.

A People’s Plan for Black Portland has to speak to the community visions and needs of Black people, wherever they live. This work includes actions that are specific to rejecting the racialized gentrification of Northeast Portland. It also includes policies and programs that are relevant for folks living in neighborhoods without access to the amenities of central Portland. We also found that many challenges, such as the experiences of Black youth in schools, are relevant all across the city. We hope that through this plan, we can come together as a community that may be scattered geographically, but is cohesive and strong in raising our voices for justice.



## PROJECT METHODOLOGY

The PAALF People's Plan's aim was to address gentrification and to examine displacement as a social determinant of health within the Africans and African-American community in Portland, OR. The People's Plan presents a policy agenda built upon a collaborative community vision for a thriving Black community. In performing this work, the People's Plan team has aspired to improve community connectivity, understand community experience, and identify community-based solutions that can be translated into transformative policies that benefit Africans and African-Americans living in Portland, Oregon.

The PAALF People's Plan also had an aim to serve as a powerful tool for research, organizing, and implementation. By viewing the community as the drivers of change, this project empowered the Portland Black community to assert their right to actively shape the city they live in.

The social environment of systematic racial discrimination, gentrification, displacement and urban exclusion have become determinants of health and equity for the African and African-American community. Black Portlanders have been affected by uneven, inequitable development practices, leading to their displacement and the destruction of their communities. This inequitable serial forced displacement has caused a physiological trauma called Root Shock. The term Root Shock was coined by Dr. Mindy Fullilove, "Root Shock is the traumatic stress reaction to the destruction of all or part of one's emotional ecosystem. It has important parallels to physiological shock... Just as the body has a system to maintain its internal balance, so too, the individual has a way to maintain the external balance between himself and the world." By focusing our efforts on strengthening the social, environmental and economic connections amongst the Black community, it is our hope that the PAALF People's Plan will directly impact the health of displaced Black individuals.

The PAALF People's Plan has eight key focus areas: Community Resilience & Community Power Building, Health: Black Well Being Requires Racial Justice, Housing: Ensure Housing Justice And Black Community, Economic Development: Reconstruct And Revitalize Black Communities, Environmental And Just Sustainability: Address Climate Change Through Racial Justice, Youth And Education: Black Young People Can Thrive And Lead, Arts And Culture: Develop Networks And Spaces That Support Black Brilliance, Administration Of Justice: Dismantle Racist Systems And Build A Restorative Model.

Research and data activities included: community surveys on issues and engagement preferences; physical assessment of sites throughout Northeast

and East Portland; review of past plans for their impact on and potential for the Black community; best practices research; and development of model policy and project concepts.

This project engaged over 400 Black community members. Community engagement activities included: sixteen visioning sessions; Engagement surveys with Fall 2014 Master of Urban Planning Course (USP 533) taught by Dr Lisa Bates at Portland State University; East Portland outreach with the Spring 2015 Master of Urban Planning capstone called East Portland Pilot Plan; feedback opportunities at major Black community events; and supporting Black social and community-building gatherings to reinforce networks. These events include connecting with BCC:BrownHall, a Black artists' collective; events on natural hair care with Black youth at Jefferson High; participating in the Urban League Rosewood office launch and PCRI Pathway 1000 Initiative.

While traditional planning engagement models often intimidate community members through complex language and processes; the project's aim was to engage the community on their terms to ensure that the solutions are informed by the people they affect. We succeeded by asking very relatable, simple questions during each session and later leveraging that data to inform equity agenda. To secure that each response was treated equally, each session participants answered the same project questions within their session: If Portland was a Utopia, what would the African and African-American community look like?, What does the current African and African-American community look like now?, How do we get to utopia? and If you had to pick three priorities for the People's Plan to focus on, what would they be? Visioning towards a healthy community is often difficult for communities that have been confronted with continuous barriers, it was a very empowering transformation moving from issues examination to a collective social power.

The Portland African American Leadership Forum policy committees have reviewed the community engagement data and vision to consider policy and programmatic actions to include in the People's Plan. The committees include identified 'experts' in each sector, program staff from community-based organizations who understand the needs and concerns of the folks they serve, and individual community leaders who are active civic participants and connected in the grassroots.

This community based research collected informed the creation of plan, and was synthesized with expert knowledge and refined by the PAALF leadership. Our recommendations come from an iterative interaction of the expressed desires from the community and the input from policy and programmatic experts.

## HISTORY OF PAALF

**The African American Leadership Forum is a movement of African-American leaders and stewards across five metropolitan areas – the Twin Cities, Portland, Seattle, Des Moines, and Tacoma – that is committed to the revitalization and sustainability of a vibrant African-American community. We are united in the belief that we can do more together than separately. We recognize that in order to achieve enduring, positive, change in our communities we need a truly transformative agenda; one that is exciting and fresh; one that challenges the status quo and changes the game.**

**The Portland African American Leadership Forum (PAALF) is one of the national African American Leadership Forums created out of Minnesota's African American Leadership Forum established in 2007. PAALF was established in 2009 by a Steering Committee of 20 local African-American leaders with significant professional experience in advocacy, social services, government affairs, fundraising, economic development, public education and health care. PAALF's mission is to solve issues that challenge the Portland African-American community in a unified and collaborative way. PAALF's primary goal is to enforce an action agenda that improves the health and wellbeing of local African-Americans. Its' work addresses the unique and interrelated issues of poverty and disparities that challenge us as a community.**

## PAALF VALUES:

The following values are based on the 7 Principles of Ma'at, the Kemetic laws of righteousness.

**Truth** is honesty, sincerity, and authenticity in our words. When we speak truth we are bonded to its wisdom and morality. Truth of who we are as Black people, our ancestry, our traditions, has been stolen from us, yet the truth of our bond persists. We will both reclaim and speak our truths as a people, and uphold our integrity by seeking the truth in ourselves and one another.

**Justice** occurs when one's humanity has been restored, enabling equal pursuit of opportunity to fulfill one's potential. To be just is to see the humanity in others, to honor it and to fight for it as if it were your own.

**Propriety** to act with propriety is to act with humility and accountability towards those we serve and honor. First, we must honor and serve our ancestors and elders who have sacrificed and paved the way for us. We must honor and serve our children and unborn generations, and our responsibility to create for them a future that is better than our present. We must honor and serve our community, particularly those whose voices are least heard and hurting most. We must honor and serve the organization as a means by which to accomplish the changes we need.

**Harmony** is achieved when the diversity of our community effectively works together towards common goals. We practice inclusion; everyone is valued for their unique contributions. Our strength is in our ability to come together across our differences.

**Balance** The practice of balance is not binary, it is multi-disciplinary. It is the effective management of the range of diverse characteristics, interests, and issues that we face. It is the ability to be nimble and adaptive. It is the ability to simultaneously see the forest from the trees and the trees from the forest, the short-term obstacle and the long-term goal.

**Reciprocity** to do unto others as you would have them do unto you requires empathy and compassion. This is the glue that bonds our connections as a community. To be reciprocal is also to model the highest standards thereby influencing others to achieve the same.

**Order** consistency, transparency, clarity of expectations, and operations rooted in the highest moral standards create the structure by which order can be attained. Order is preserved through personal and group accountability. Good order is the outcome of effective organizing and power building.

## GLOSSARY

### A

#### **Adverse Impacts**

Refers to practices or policies that appear neutral but have a discriminatory effect on a protected group. Source: Office of Equity and Human Rights (OEHR)

#### **Affordable Housing**

Housing for which the occupant(s) is/are paying no more than 30 percent of his or her income for gross housing costs, including utilities. Source: U.S. Department of Housing and Urban Development (HUD)

#### **Affirmatively Further Fair Housing (AFFH)**

Affirmatively Furthering Fair Housing (AFFH) is a legal requirement that federal agencies and federal grantees further the purposes of the Fair Housing Act. This obligation to affirmatively further fair housing has been in the Fair Housing Act since 1968 (for further information see Title VIII of the Civil Rights Act of 1968, 42 U.S.C. 3608 and Executive Order 12892). Source: HUD Exchange

#### **African-Diaspora**

The African diaspora refers to the communities throughout the world that have resulted by descent from the movement or dispersal of peoples from Africa, predominantly to the Americas, Europe, the Middle East, Asia, and among other areas around the globe.

#### **Anti-displacement**

Refers to forced serial displacement mitigation strategies and actions intended to keep people in their current homes or neighborhoods. Source: PAALF People's Plan

### B C

#### **Civil Rights Title VI**

Refers to Federal law. No person in the United States, on the grounds of Race, Color, or National Origin, shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, service, or activity of a public entity, like the City of Portland, that receives federal assistance Source: Office of Equity and Human Rights (OEHR)

#### **Cooperative Enterprise**

An association or corporation established for the purpose of providing services on a non profit basis to its shareholders or members who own and control it. The nature and functions of cooperatives differ considerably—such as purchasing cooperatives, consumer cooperatives, and marketing cooperatives. Source: Free Legal Dictionary from Farlex

#### **Community Health Worker**

Community health workers (CHW) are members of a community who are chosen by community members or organizations to provide basic health and medical care to their community. Source: World Health Organization (WHO)

#### **Communities of Color**

A term used primarily in the United States to describe communities of people who are not identified as White, emphasizing common experiences of racism. Source: OEHR

#### **Creative Economy**

Definitions of a modern creative economy continue to evolve. A creative economy is based on people's use of their creative imagination to increase an idea's value. John Howkins developed the concept in 2001 to describe economic systems where value is based on novel imaginative qualities rather than the traditional resources of land, labor and capital.

#### **Criminal Justice Reform**

Criminal justice reform in the United States is a type of reform aimed at fixing errors in the criminal justice system. Goals of such reform include decreasing the prison population and reducing prison sentences and eliminating mandatory minimum sentences for low-level drug offenses. Source: Christian Science Monitor

#### **Culturally Responsive**

Cultural responsiveness is the ability to learn from and relate respectfully with people of your own culture as well as those from other cultures. Source: The Latino Literacy Project

### D

#### **Discrimination**

Discriminations refers to practices or policies that may be considered discriminatory and illegal if they have a disproportionate "adverse impact" on persons in a protected class. Source: OEHR

#### **Disparate Impacts**

Disparate impact refers to practices or policies that may be considered discriminatory and illegal if they have a disproportionate "adverse impact" on persons in a protected class. Source: OEHR

**Diversity**

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from one another. Source: UC Berkeley Center for Equity, Inclusion and Diversity

**E Environmental Justice**

Environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Source: US Environmental Protection Agency (EPA)

**Ethnicity**

A category of people who identify with each other based on common language, ancestral, social, cultural, or national experiences. Source: Oxford English Dictionary

**Equity**

Equality implies sameness while equity implies fairness. Equity has become synonymous with “leveling the playing field.” It recognizes that individuals do not all start from the same place, and that some may require more resources to achieve the same access that others have already been granted. We must first ensure equity before we can enjoy equality. Source: PAALF People's Plan

**Explicit Bias**

Explicit bias is the evaluation of one group and its members relative to one another, expressed directly, with full awareness. Source: OEHR

**F Fair Housing Law**

The Fair Housing Act protects people from discrimination when they are renting, buying, or securing financing for any housing. The prohibitions specifically cover discrimination because of race, color, national origin, religion, sex, disability and the presence of children. Source: HUD

**Family Leave**

An excused absence from work for the purpose of dealing with family matters, especially the birth or adoption of a child or to care for a sick parent or spouse. Source: Oxford English Dictionary

**Financial Literacy**

Financial literacy is the ability to understand how money works in the world: how someone manages to earn or make it, how that person manages it, how he/she invests it (turn it into more) and how that person donates it to help others. Source: Central Washington University

**G Gentrification**

Gentrification occurs when a neighborhood has attractive qualities—for example, location or historic architecture—but remains relatively low value. This disconnect between potential value and current value (called “the rent gap”) may occur due to historic disinvestment by public and private sectors. When the area becomes desirable to higher-income households and/or investors, there are changes in the housing market. As demand rises for the neighborhood, higher-income households are able to outbid low-income residents for housing, and new development and economic activity begins to cater to higher-income tastes. Lower-income households and/or households of color migrate out of the neighborhood and new in-migrants change the demographics of the neighborhood. Source: PAALF People's Plan

**H  
I****Implicit Bias**

Implicit bias is the evaluation of one group and its members relative to one another, expressed indirectly, usually without awareness. This operates in one's subconscious. Source: OEHR

**Institutional Racism**

Institutional racism occurs within institutions and systems of power. It is the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) Source: Race Forward, Moving the Race Conversation Forward

**Internalized Racism**

Internalized racism lies within individuals. These are our private beliefs and biases about race and racism, influenced by our culture. Source: Race Forward, Moving the Race Conversation Forward

**Interpersonal Racism**

Interpersonal racism occurs between individuals. These are biases that occur when individuals interact with others and their private racial beliefs affect their public interactions. Source: Race Forward, Moving the Race Conversation Forward

**Intersection, Intersectional (Identity)**

Intersectionality is a term that was coined by American professor Kimberlé Crenshaw in 1989. The textbook definition states: The view that people experience oppression in varying configurations and in varying degrees of intensity based on all of the identities they embody.

**Involuntary Displacement**

Displacement occurs when any household is forced to move from its residence by conditions which affect the dwelling or its immediate surroundings, and which: 1. are beyond the household's reasonable ability to control or prevent; 2. occur despite the household's having met all previously imposed conditions of occupancy; and 3. make continued occupancy by that household impossible, hazardous or unaffordable. Source: Back to the City: Issues in Neighborhood Renovation (1980)

**J, K, L, M**

**MBE**

A This acronym represents Minority Business Enterprise (MBE) - a business with at least 51% minority ownership by such individuals or, in the case of a publicly-owned business, at least 51% of the stock is owned by one or more such individuals i.e. the management and daily operations are controlled by those minority group members.

**Micro-enterprise**

A business operating on a very small scale, especially one with a sole proprietor and fewer than six employees. Source: Oxford English Dictionary

**The Minority Teacher Act (Oregon Senate bill 755)**

In 1991, the Oregon Legislature, recognizing the disparity between its diverse student population and predominantly white teacher workforce, drafted the Minority Teacher Act. The goal set forth by the Act states that by the year 2001, the number of minority teachers, including administrators, employed by school districts and education service districts shall be approximately proportionate to the number of minority children enrolled in the public schools of this state. During the 2013 Legislative Session, Senate Bill 755 (Appendix A) amended the original Minority Teacher Act passed in 1991 with a revised goal for 2015 and changed the definition of "Minority" to include educators whose first language is not English.

**N**

**The Numbers**

The Numbers is one term used to describe the communities east of Highway 205 in Portland, Oregon. This geography is also referred to as East County or East Portland. Source: PAALF People's Plan

**O  
P**

**Pan-African**

Of or relating to all people of African birth or descent. Source: American Historical Association Police Occupation (See Police State)

**Police State**

Police state is a term denoting a government that exercises power arbitrarily through the power of the police force. The inhabitants of a police state experience restrictions on their mobility, or on their freedom to express or communicate political or other views, which are subject to police monitoring or enforcement, repression and violence. Source: Adapted from Black Lives Matter: Freedom and Justice for Black Lives

**Predatory Lending**

Predatory lending is any lending practice that imposes unfair or abusive loan terms on a borrower. It is also any practice that convinces a borrower to accept unfair terms through deceptive, coercive, exploitative or unscrupulous actions for a loan that a borrower doesn't need, doesn't want or can't afford. Source: Indiana Bar Foundation

**Privilege**

The unearned set of advantages, entitlements, and benefits bestowed by the formal and informal institutions of society to ALL members of a dominant group (e.g. White privilege, male privilege, etc.). Privilege is usually invisible to those who have it. Source: OEHR

**Q**

**QTPOC**

This acronym represents queer identified and/or transgender people of color. Source: University of Arizona. Find national resources here: <http://lgbtq.arizona.edu/qt poc-national-resources>.

**R**

**Race**

A non-scientific classification of human beings created by Europeans (Whites) which assigns human worth and social status for the purpose of establishing and maintaining privilege and power. Source: adapted from Ronald Chisom and Michael Washington, Undoing Racism: A Philosophy of International Social Change

**Racial Disparity**

A significant difference in conditions between a racial group and the White population that is avoidable and unjust. For example, African-Americans are underrepresented in City of Portland management positions when compared to the percentage of African-Americans in the general population or the representation of Whites in management positions. Source: OEHR

**Racial Equity**

When race does not determine or predict the distribution of resources, opportunities, and burdens for group members in society. Source: OEHR

**Racial Equity Framework**

An understanding of the root causes of racial disparities, an analysis of the structures that perpetuate these disparities, and the ability to deploy critical strategies to undoing those structures (i.e. community self-determination, shifting power, etc...) in order to replace them with structures that produce equitable outcomes. Source: OEHR

**Racial Equity Tool**

A set of strategies, procedures, and resources designed to integrate explicit consideration of racial equity and that can be implemented and applied throughout organizational policy, procedures, and operations to ensure/drive equitable process, impacts, and outcomes. Source: OEHR

**Restorative Justice**

A system of criminal justice that focuses on the rehabilitation of offenders through reconciliation with victims and the community at large. Source: Oxford English Dictionary

**Right to Return**

The right of return is a principle which is drawn from the Universal Declaration of Human Rights and the International Covenant on Civil and Political Rights, intended to enable people to return to, and re-enter, their country of origin. This concept has been applied at the local level as a response to gentrification and involuntary displacement.

**Rootedness**

The quality or state of having roots, especially of being firmly established, settled, or entrenched in place. Source: PAALF People's Plan

**S****School to Prison Pipeline**

The United States school-to-prison link or school-to-prison pipeline is a metaphor used to describe the increasing patterns of contact students have with the juvenile and adult criminal justice systems as a result of the recent practices implemented by educational institutions, specifically zero tolerance policies and the use of police in schools. Source: American Bar Association

**Self-Determination**

The power or ability to make a decision for oneself without influence from outside. Source: Oxford English Dictionary

**Social Justice**

Justice in terms of the distribution of wealth, opportunities, and privileges within a society. Source: Oxford English Dictionary

**Structural Racism**

Racial bias among institutions and across society. Source: Race Forward, Moving the Race Conversation Forward

**Sustainability**

The ability to be sustained, supported, upheld, or confirmed by way of balancing social, environmental, and economic imperatives. Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Source: International Institute for Sustainable Development

**T****Transit Access**

Transit access is defined as whether transit is available at the trip origin, connections, and destination. Transit access is access to opportunity, as well as a means of moving safely and efficiently from one place to another. Source: King County Metro Transit Access Report (2015)

**U****Under-served**

Refers to people and places that historically and currently have not had equitable resources or access to infrastructure, healthy environments, housing choice, etc. Disparities may be recognized in both services and in outcomes. Source: OEHR

**Undocumented**

Not having the official documents that are needed to enter, live in, or work in a country legally. Source: Merriam-Webster English Dictionary

**Urban Design**

Urban design is the process of giving form, shape, and character to groups of buildings, to whole neighborhoods, and the city. It is a framework that orders the elements into a network of streets, squares, and blocks. Source: The Center for Design Excellence

**Urban Planning**

Urban planning is a technical and political process concerned with the development and use of land, protection and use of the environment, public welfare, and the design of the urban environment, including air, water, and the infrastructure passing into and out of urban areas, such as transportation, communications, and distribution networks. Source: Urban Planning Theory (Journal)

**Utopia**

An ideally perfect place, especially in its social, political, and moral aspects. Source: Oxford English Dictionary

**V, W, X, Y, Z**

