



Community Involvement Committee



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May 18, 2021 6:00-8:00 pm

Google Meet

MEETING MINUTES

In Attendance: Angel Brophy, Desiree' Duboise, Michelle Kosta, Ilima Nitta, Sachini Weerawardena, Rhiannon Martin

Excused: Mike Savara, Malcolm Hoover, Sahar Yarjani Muranovic & Amanda Squiemphen-Yazzie

Absent: Richard Barker

Staff: Dani Bernstein, Olivia Kilgore

Guests: Ben Duncan, Scotty Sherington

Agenda Item	Action Item
<p>Co-Chair Updates, Review Agenda Desiree' opened the meeting and reviewed the meeting agenda.</p> <p>Desiree' reminded everyone that Marvin has resigned from the CIC because he took a position with Multnomah County.</p>	
<p>Small Group Check-ins Olivia led the group through a check-in activity.</p>	
<p>Update on Trans Houselessness Desiree' introduced Scotty Sherington from the Office of Diversity & Equity. Last year, one of the subcommittees focused on houselessness in the trans community and developed recommendations (found here: https://multco-web7-psh-files-usw2.s3-us-west-2.amazonaws.com/s3fs-public/CIC%20Housing%20Subcommittee%20Recommendation%20Letter%20June%202020.pdf)</p> <p>Last budget cycle, Scotty was tasked with facilitating the community engagement process for the County's initial investment in transgender housing. This work started for Scotty a few years ago while attending a listening session with the Chair's Office, and heard that housing was a big issue for the transgender community.</p>	

<p>Right now, there's no program in the housing continuum that specifically addresses disparities for the trans community. Scotty asked the County to make an initial investment to take to the community. The County's initial investment was \$250,000. In surveying the community and leading with race, Scotty found the group Black and Beyond the Binary Collective. A partnership was developed with them and JOIN to build Black & Beyond the Binary's capacity to bring on a housing advocate. They also utilized some funding from City of Portland pandemic relief.</p> <p>Black & Beyond the Binary is now in a team at JOIN along with other providers working on these issues. Scotty thinks the funds will likely be doubled for the next fiscal year, up to \$500,000.</p> <p>The ultimate goal of the Black & Beyond the Binary group is to buy land, create a collective, and build a sustainable housing model. That also aligns with the Metro housing initiative.</p> <p>It's helped in thinking about how to reduce barriers and rethink the governance structure of A Home for Everyone. A Home for Everyone is the structure around the continuum of care around ending homelessness in our region. It's a group of electeds, business officials, service providers and philanthropic organizations. It's been in place since 2014 and has had the same governance structure since its creation. They're currently strategically rethinking their structure to improve their community engagement.</p> <p>Scotty recalled the subcommittee's recommendation about having an FTE dedicated to these issues. Scotty has talked to Marc Jolin, and it is in their plan but hasn't happened yet.</p>	
<p>Learning Topic: Multnomah County Equity Updates</p> <p>Desiree' introduced Ben Duncan, Chief Diversity & Equity Officer. Ben invited members to introduce themselves.</p> <p>Ben said that the Workforce Equity Strategic Plan has been the Office of Diversity & Equity biggest focus of late, and a big inward focus on creating a welcoming and inclusive internal culture.</p> <p>The office has been leading with race - this concept of identifying and understanding racial inequities and government's obligations to address those harms. That framework was recently updated to 'inclusively leading with race.' Scotty's work with Black & Beyond the Binary is a good example of how we can partner strategically to meet the needs of communities.</p> <p>The office is doing work around the intersections of race and disability, updating the equity and empowerment lens that guides us in thinking about the impacts of policy decisions.</p>	

<p>This year was the first time the County piloted an organization-wide strategy to embed equity in our budget process, to infuse it in how we talk about programs, how we address disparities, and how we measure impact.</p> <p>In terms of the pandemic - the Emergency Operations structure is traditionally very rigid, hierarchical, originating from military and white supremacy culture. When the County launched its emergency operations center, equity positions were embedded in the leadership. There was great community outreach and efforts to ensure access in distributing resources and vaccinations. We tried to maintain the racial justice focus in addressing the pandemic.</p> <p>Criminal justice has also been a focus - Ben acknowledged the work of Reimagine Oregon and their advocacy. Multnomah County has a webpage that shows Reimagine Oregon's demands and the County's response. A few examples include several million dollars in divestment from the Sheriff's Office, investment in diversions programs, and not using general fund dollars for School Resource Officers.</p> <p>The Office of Diversity & Equity just finished a restructure of the office and created a Deputy Director position and a new position to support Employee Resource Groups. There are currently equity managers across every department except the District Attorney.</p> <p>Sachi asked how the County measures progress over time?</p> <p>Ben said it's a complicated question and depends on the issue. We have lots of data in criminal justice that tells us about racial disparities. We have reduced the number of children in detention for example, but the youth who are incarcerated are increasingly disproportionately black. In terms of Workforce Equity, there's looking at whether tasks have been accomplished, or how employees feel. We are looking at the impacts of trainings and how we can measure if they truly change how we do our work. Ben said a shortage of data isn't the issue in his opinion, but we can get more sophisticated in how we examine it. For example, we often count the number of people we serve, rather than the quality of the service or the impact.</p> <p>Illima asked if there's been conversation in Multnomah County about reparations? Ben said there are active conversations and pilots around unconditional cash - that's it in terms of the County for now. There is also the potential of a federal level commission.</p>	
<p>Approve Annual Recommendation Letter from BIPOC Community Engagement Subcommittee</p> <p>Desiree' let everyone know that the BIPOC engagement subcommittee finalized their recommendation letter, which will be presented at the CIC's Board Briefing on</p>	

<p>June 15th. Desiree' reviewed the key recommendations in the letter.</p> <p>A quorum of members was not present, so a vote on approving the recommendation letter was tabled. Olivia will follow up with the committee about scheduling a short meeting to approve the letter before the briefing.</p>	
<p>Annual CIC Retreat Planning</p> <p>Olivia shared a few polls about retreat planning for members to complete. Olivia will also share this poll with other members who aren't present.</p>	
<p>Discuss McCoy Award</p> <p>Dani provided background on the Gladys McCoy Award and the committee's role in the selection process. Angel and Illima expressed interest in being involved in selection.</p>	
<p>CIC and OCI Updates</p> <p>Desiree' shared that she and Marvin met with Chair Kafoury and gave her an update on the CIC's work. Chair Kafoury was excited about the work on BIPOC engagement. The CIC's briefing for the Board of Commissioners will be on Tuesday, June 15th. Desiree' and Amanda will be presenting this year's recommendations.</p> <p>Olivia gave an overview of the CIC's annual work calendar.</p> <p>Michelle asked if the CIC will continue to meet virtually? Olivia said yes, for now. We are awaiting further guidance from the County on this. As staff, we haven't heard a timeline or guidance for going back in person. Even when we begin offering in person meetings, we will still have an option for folks to participate virtually.</p> <p>Olivia shared that beginning in July (assuming OCI's budget is adopted as is), we'll be able to start offering stipends to members for committee and subcommittee meetings.</p> <p>Olivia provided an update on the community engagement resolution. It's been sent to the commissioners for feedback. OCI staff attended a meeting with department leadership to get their feedback and it will be going before the Board for their consideration next week - Thursday, May 27th. Olivia will send out a calendar invitation once we find out what time we're presenting. It will stream live on YouTube. The feedback we've received has all been very positive!</p>	
<p>Reflections On The Year</p> <p>Olivia invited the group to share any successes from the last year, and things that went well that members would like to see carry forward into the next cycle of work.</p> <p>Sachi shared in the chat that she was glad we got to do subcommittee work even though we were not able to meet in person.</p>	

<p>Desiree' agreed - the subcommittee work has been her favorite, and there's the successful outcome of presenting recommendations to the commissioners.</p> <p>Michelle said it has been cool to see relationships develop over these two years, and kudos to Dani and Olivia for creating space in online platforms for team building.</p> <p>Olivia asked what could be changed or improved for work together next year?</p> <p>No one had any comments.</p> <p>Olivia expressed their appreciation for the members on the call for joining the meeting.</p>	
<p>Closing</p> <p>Desiree' said our next full group meeting will be the retreat in July - date and time to be decided.</p> <p>Olivia will send out some follow up emails about Board of Commissioners sessions, and getting a quorum together to approve the recommendation letter.</p>	

Google Chat Record:

Olivia Kilgore6:11 PM

Something yellow

Something smaller than the palm of your hand

Something that has brought you joy during the pandemic

Something you can't live without

Such Wee7:00 PM

The universal income has been tested in many places in the US too -- hopefully the County can run pilot tests if they can find money, too!

<https://www.npr.org/2021/03/04/973653719/california-program-giving-500-no-strings-attached-stipends-pays-off-study-finds>

Angel Brophy7:17 PM

I'm interested!

Ilima Nitta7:18 PM

me too!!

You7:19 PM

Thanks Illima and Angel! I'll follow up closer to the end of the month with more info

Such Wee7:29 PM

I'll share that i'm really glad we got to do the sub-committee work even though we've been fully online

:) thank you to everyone!

Such Wee7:31 PM

Always! yes, we couldn't do it without you.
