

CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

Policy Session Worksheet

Presentation Date: 05/12/20 **Approx. Start Time:** 2:30 p.m. **Approx. Length:** 30 mins.
Presentation Title: Coalition of Communities of Color Research Proposal
Department: Public and Government Affairs (PGA) and Human Resources (HR)
Presenters: Sue Hildick, PGA Director; Evelyn Minor-Lawrence, HR Director; Marcus Mundy, Executive Director, and Andres Lopez, Director of Research, at Coalitions of Communities of Color;
Other Invitees: Department Directors and County Elected Officials; and members from Clackamas County's Leaders in Equity, Diversity, and Inclusion Council (LEDIC); Equity, Diversity, and Inclusion Council (EDIC); Equity Action (IDEA) Workgroup in H3S, and Queers and Allies (Q&A)

WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?

The Board of County Commissioners (BCC) will consider a proposal by the Coalition of Communities of Color to implement a community-based participatory research project into the lived realities of communities of color in Clackamas County.

EXECUTIVE SUMMARY:

In February 2020, Clackamas County presented its initial plan to improve work in equity, diversity and inclusion (EDI), which included partnering in the work provided by the Coalition of Communities of Color (CCC). The recommendation to participate in this membership originated from the Leaders in Equity, Diversity and Inclusion Council (LEDIC), which serves as an advisory council the BCC.

CCC's proposal spans multiple years, and is modeled after successful and groundbreaking research with Multnomah County (2010) and Washington County (2018). Summarily, the project activities will include:

- Performing an environmental scan of Clackamas County
- Building and strengthening relationships in Clackamas County
- Collecting and analyzing quantitative data about communities of color
- Incorporating community-based verification processes and call to action
- Communicating and disseminating the research findings and call to action

CCC's mission is to address the socioeconomic disparities, institutional racism and inequity of services experienced by families, children, and communities; and to organize communities of color for collective action resulting in social change to obtain self-determination, wellness, justice and prosperity.

FINANCIAL IMPLICATIONS (current year and ongoing):

Phase one of the project is \$55,000 to occur over the next five months and is planned for in the current year PGA budget. This investment will conduct an environmental scan that identifies organizations and leaders in the county that represent and organize communities of color; recognize internal county and jurisdictional diversity, equity and inclusion trends and occurrences; document external county factors that affect the quality of life for communities of color in Clackamas County; and assess and analyze current CCC connections in Clackamas County.

By the time the scan is completed, thereby laying the foundation for the next phases of the study, the new staff of the County's Office of Equity and Inclusion will be on board and they will direct

the next phases and funding of work. Other counties have raised significant funding contributions to complete this work from partners such as school districts, municipalities and service districts. The information collected will be fundamental and high value for service delivery for many organizations in the county. Clackamas County will view its investment in phase one of the project as its primary contribution, to be leveraged by other funders in the county.

STRATEGIC PLAN ALIGNMENT:

This item aligns with two of the county's five Performance Clackamas goals:

Build public trust through good government – by enhancing Clackamas County's presence in the community as an agency that welcomes diverse communities and voices.

Ensure safe, healthy, and secure communities – by learning areas where Clackamas County can improve service delivery to marginalized communities and people of color.

Equity, Diversity, and Inclusion is one of four policy perspectives – or lenses – identified in Clackamas County's Performance Clackamas goals intended to shape policy and enhance strategic results.

LEGAL/POLICY REQUIREMENTS:

N/A

PUBLIC/GOVERNMENTAL PARTICIPATION:

Clackamas County prioritizes transparency as a means of building public trust through good government. This information is being presented at a public meeting, and the work described has the potential to impact future public and governmental engagement.

OPTIONS:

1. Accept CCC's proposal, as presented
2. Table Action
3. No Action

RECOMMENDATION:

- Accept CCC's proposal, as presented.

ATTACHMENTS:

- Research Proposal by Coalition of Communities of Color
- February 10, 2020 Letter from Leaders in Equity, Diversity and Inclusion Council (LEDIC)

SUBMITTED BY:

Division Director/Head Approval _____

Department Director/Head Approval s/Sue Hildick

County Administrator Approval _____

For information on this issue or copies of attachments, please contact Sue Hildick @ 503-742-5900



Communities of Color in Clackamas County

Research Proposal | May 6, 2020

Summary

The Coalition of Communities of Color proposes a multi-year project in partnership with Clackamas County, local community-based organizations, and jurisdictional agencies to implement a community-based participatory research project into the lived realities of communities of color in Clackamas County, Oregon. The following are the project aims.

- Build knowledge about communities of color in Clackamas County
- Develop community and build social capital in Clackamas County
- Increase the regional capacity of the Coalition of Communities of Color to be a resource to Clackamas County
- Engender more civic, policy, and regional government participation by communities of color and community-based organizations in Clackamas County

The research proposal below outlines the nuances of a multi-year community-based participatory research project. We propose that Clackamas County immediately begin with step one, an environmental scan at \$55,000 – see below for areas that will be covered.

- Identifies organizations and leaders in the County that represent and organize communities of color
- Recognizes internal County and jurisdictional diversity, equity, and inclusion trends and occurrences
- Documents external county factors such as demographics, politics and public policy, labor markets, housing, education, civic life, and other areas of interest that affect the quality of life for communities of color in Clackamas County
- Assesses and analyzes current CCC connections with Clackamas County including partners, constituents, and activities.
- Connect and help build relationships between the County Equity and Inclusion Officer and community-based organizations/leaders of communities of color in the County.
- Provide a report on the environmental scan and plans for next steps

After this step is complete, the CCC will partner with the County's new Office of Equity and Inclusion, to collaborate with the County Equity and Inclusion Officer to complete the remainder of the project. With COVID19 wreaking havoc on the lives of Oregon's communities of color, this project will provide the County with a better understanding of its residents' challenges and strengths and lay the foundation for years of work to come to serve the county equitably for the benefit of all its current and future residents.

Organizational Description

The mission of the Coalition of Communities of Color (CCC) is to address the socioeconomic disparities, institutional racism, and inequity of services experienced by our families, children, and communities. And to organize our communities for collective action resulting in social

change to obtain self-determination, wellness, justice, and prosperity. Formed in 2001, the CCC is an alliance of 19 culturally specific community-based organizations with representation from eight broad and varying communities of color. These communities include African, African American, Asian and Asian American, Latinx, Middle Eastern and North African, Native American, Native Hawaiian and Pacific Islander, and Slavic.

The CCC supports a collective racial justice effort to improve outcomes for communities of color through policy analysis and advocacy, culturally appropriate data and research, environmental justice movement-building, and leadership development and training in communities of color.

The CCC has a successful track record of collectively advancing racial justice in Multnomah and Washington Counties, including our collective understanding of racial inequities and shared vision for change; our coordination of activities and strategies across member organizations; our ability to function based on differentiated approaches to advance collective agendas arising from our founding principles of cultural-specificity and cross-cultural collective action; our experience working across sectors to advance racial equity; our consensus-based decision making and open communications; and our nearly two-decade-long experience building intentional relationships across communities and organizations of color.

This project takes advantage of the CCC's stature as one of the region's foremost providers of culturally appropriate data and research. The CCC spent years developing and implementing community-based participatory research about the lived realities of communities of color in Multnomah and Washington Counties. The CCC is committed to growing its reach in Clackamas County and throughout the state of Oregon to help those jurisdictions be more responsive to their rapidly changing demographics.

Project Decision-Making

A Steering Committee will guide the project's design and implementation. The Steering Committee will be comprised of local jurisdictions, local community-based and other organizations, funders, and CCC members. The Steering Committee is responsible for developing the scope of the research and collectively creating any recommendations that travel with the research. The Steering Committee structure ensures local partners are working together to inform the narrative of communities of color in Clackamas County.

Project Strategies & Activities

Since the release of our groundbreaking research on Multnomah County in 2010 and Washington County in 2018, the CCC has received numerous requests to conduct research. The time is ripe to expand the CCC's research work to document the lived realities of communities of color in Clackamas County. The CCC proposes a two-year project to implement a community-based participatory research project into the lived realities of communities of color in Clackamas County, Oregon. Project strategies and activities are described below.

- *Perform an environmental scan of Clackamas County.* The CCC, in conjunction with county and jurisdictional leaders, will perform a scan that identifies organizations and leaders in the County that represent and organize communities of color; recognizes internal County and jurisdictional diversity, equity, and inclusion trends and occurrences; documents

external county factors such as demographics, politics and public policy, labor markets, housing, education, civic life, and other areas of interest that affect the quality of life for communities of color in Clackamas County; and assesses and analyzes current CCC connections with Clackamas County including clients, constituents and activities.

- *Build and strengthen relationships in Clackamas County.* Based on the findings of the environmental scan, the CCC will identify community-based organizations, school districts, cities, police departments, and leaders of communities of color in the County to reach out to and engage intentionally. We will partner with community-based organizations and leaders in the County who will provide expertise and advice throughout the project's implementation.
- *Collect and analyze quantitative and qualitative data about communities of color.* The CCC will utilize quantitative data from such sources as the U.S. Census, American Community Survey, and state and local administrative datasets. Customized data sets will be used for communities invisible in traditional databases. We will incorporate qualitative data by hosting culturally-specific focus groups and using culturally-specific surveys.
- *Incorporate community-based verification processes and call to action.* After the CCC collects and analyzes the quantitative and qualitative data on communities of color in Clackamas County, we will identify and bring together community leaders representing specific communities of color to review the findings, provide community feedback, and verify the data and analysis. Further, jurisdictional partners will verify the jurisdictional data used in the report. Leaders of communities of color within Clackamas County will be the final approvers of the research report and will work together to develop a call to action.
- *Communicate and disseminate the research findings and call to action.* The CCC and local partners will release and widely distribute the research report on communities of color in Clackamas County. Initial dissemination will focus on policymakers in the County. We will also host train-the-trainer workshops to train community members to present and discuss the research findings and call to action.

Timeline

Phase 1 (May — September 2020) [Estimated cost: \$55,000]

- Hire and onboard researcher
- Perform an environmental scan of Clackamas County
- Connect and help build relationships between the County Equity and Inclusion Officer and community-based organizations/leaders of communities of color in the County.
- Provide a report on the environmental scan and plans for next steps

Phase 2 (October 2020 — March 2021)

- Identify and ask specific community-based organizations and leaders of communities of color in the County to guide project implementation
- Identify and ask county and jurisdictional partners to provide financial and administrative support, particularly around data gathering and reporting information

- Finalize the Steering Committee
- The steering committee will develop and finalize the research agenda
- Collect and analyze quantitative and qualitative data about communities of color in the County
- Produce customized data sets for communities of color with the county and partnering cities
- The steering committee will design data collection tools and processes (e.g., focus groups and surveys)

Phase 3 (March 2021 — December 2021)

- Hold culturally specific community sessions
- Administer any other research tools (e.g., surveys)
- Draft report
- Verify community data with community leaders and jurisdictional data with jurisdictional partners
- Redraft the report
- Develop a call to action

Phase 4 (January 2022 — April 2022)

- Design and brand the research reports
- Host train-the-trainer workshops to train community members to present and discuss the research findings
- Present research findings

Project Outcomes

Based on our prior successes, the CCC is optimistic about the outcomes of a project to report on the lived realities of communities of color in Clackamas County. After evaluating our research in Multnomah and Washington Counties, we propose the following outcomes below.

- *Build knowledge about communities of color in Clackamas County.* The project will bring Clackamas County's diverse communities into focus and help make visible less visible communities of color. The culturally specific findings will uplift community-specific assets and needs. The research will help make racial equity a priority for the County and will help make Clackamas County's diverse communities a priority for the region.
- *Develop community and build social and cultural capital in Clackamas County.* The project will support communities of color in Clackamas County by heightening leadership roles for people of color in the County, building consensus and solidarity among communities of color, and broadening the overall community seeking to improve outcomes for communities of color in the County. Where possible, we will share existing CCC or CCC partner infrastructure tools and methodologies to assist community-based organizations in enhancing their operations. We will extend the current advocacy lens to prioritize, seeing the dial move on documented indicators. Finally, the project will bring additional resources into Clackamas County by providing the data and research needed for grant proposals and for funders to target their investments.

- *Increase the regional capacity of the Coalition of Communities of Color to be a resource to Clackamas County.* The project will strengthen the CCC's ability to support communities of color in Clackamas County, and significantly increase our relationships with organizations and leaders across the County. We will expand the reach of our Leadership Development Initiative to intentionally outreach to established and emerging leaders of color in the County.

Conclusion

The Coalition of Communities of Color looks forward to implementing this project on the lived realities of communities of color in Clackamas County. We welcome partners who want to ensure that this project is successful.

Prepared by:

Andres Lopez, Ph.D.

Research Director, Coalition of Communities of Color

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February 10, 2020

To: Gary Schmidt, Clackamas County Administrator
From: Leaders in Equity, Diversity and Inclusion Council (advisory council to Clackamas County Commissioners)

Dear Mr. Schmidt,

Thank you for your thoughtful response to the letter our council sent on December 19, 2019. We are glad to hear Equity, Diversity and Inclusion is remaining a priority at Clackamas County and your administration is making progress.

At our January meeting we were thrilled to have a deep and intentional conversation on those initial steps and explore where Clackamas County can start. The Coalition of Communities of Color shared their report, *Leading with Race: Research Justice in Washington County*, which resulted from a multi-year effort with Washington County to understand their community. For several reasons our council recommends Clackamas County begins undertaking a similar project.

One of our council's key priorities is to identify inequities in services, access to our services and our underserved communities. We know entire segments of our community are hidden from view. We need to create space to hear and learn from them in a trauma informed way. The Coalition of Communities of Color's approach to Research Justice will be a proactive step towards understanding Clackamas County.

Clackamas County must accept that there are holes in the data collected. The innovative approach will allow all departments and divisions in government to better understand the breadth of diversity in Clackamas County and hopefully work towards creating a safer, more just and welcoming county. The recommendations made in *Leading with Race* are already making real changes in Washington County and allows for an accountability mechanism that our community has been calling for.

We want to also emphasize the points made by staff at the Coalition of Communities of Color that while the data is important, if we are to keep our community at the center of this work, we must hear and feel their stories. We must honor and lift those lived experiences. We must lean in where promises were broken or hollow outcomes have failed. We must celebrate together where connections were made and relationships lasted. A Research Justice project would immensely help Clackamas County identify those successes and opportunities for growth.

Please let us know how we can help advocate for and support any phase of this project with the Coalition of Communities Color. Our council strongly urges the County and our Commissioners to engage with community and be intentional about learning about all our community members and their needs. Our recommendation is that Clackamas County contract with the Coalition of Communities of Color to conduct a Research Justice

project that is informed by community members, users of services, local jurisdictions, advisory councils and community-based organizations.

Sincerely,
Leaders for Equity, Diversity and Inclusion Council

Kimberlee Ables

Ernest (Tory) Blackwell

Keisha Brewster (vice chair)

Betty Brickson

Rod Cook

Emily Cooper

Kannon Elizabeth

Mike Foley

Candice Henkin

Terry Jones

Trish Jordan

Bonnie Lander

Paulina Larenas

Maria Magallon

Fernando Sobrevilla

Joselito Tanega (chair)



LEADING WITH RACE:

Research Justice in Washington County



Coalition of
Communities of
Color

EXECUTIVE SUMMARY

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By Coalition of Communities of Color

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We apologize for any inaccuracies that may have occurred and will resolve inaccurate or missing information in a subsequent reprinting of the book.

Digital edition published in 2018

CITATION

Coalition of Communities of Color. 2018. *Leading with Race: Research Justice in Washington County*. Portland, Oregon: Coalition of Communities of Color.

INTRODUCTION AND OVERVIEW

We are thrilled to present this report that represents the culmination of over two years of engagement and relationship building in Washington County. This report is the first in-house research publication of the Research Justice Center of the Coalition of Communities of Color (CCC). We, the steering committee, share the desire to be proactive in bringing about racial justice in Washington county so that all our communities have the ability to flourish. We celebrate this coming together of community and government in equitable partnership in this research project. While this report represents the culmination of our initial inquiry, we intend for it to catalyze dialogue and action to build the community we want. We seek to unite people and various stakeholders in Washington County in collective action for the advancement of racial justice. It is time to act.

The report is presented in three parts—eight community sections reflecting the lived experiences of eight communities of color living in Washington County; data snapshots of four jurisdictions in the county that identify some key socio-economic outcomes for communities of color living in those cities; and a Call to Action that implores readers to take recommended actions based on the findings in this report.

Communities of color in Washington County deliver three key messages.

People of color have always lived in Washington County. We are part of the economy and social fabric. It's our home and we like living here.

There is a popular refrain in Washington County articulated by elected officials, governments, community members including people of color—“Washington county is diversifying.” This adage has become such a part of the county zeitgeist that it whitewashes the history of the county, which is a narrative that reinforces the White settler history often thought to be the official history of the United States. It fails to acknowledge that the reason why the county has been so White and has been diversifying only recently is inseparable from the genocide of Native American tribes, historical “sundown” laws and redlining against Black people, exclusionary policies that restricted immigration from countries other than

Europe until the Immigration Act of 1965, and displacement of people of color due to gentrification. Communities of color have always lived in Washington County and they strive to make it their home. This land is Native land stolen by White settlers. It was cultivated, industrialized and developed by Black enslaved labor, Latino and Japanese farm workers, Indian lumber mill workers and Chinese railroad workers. The Silicon forest cannot function without the intellect and labor of communities of color.

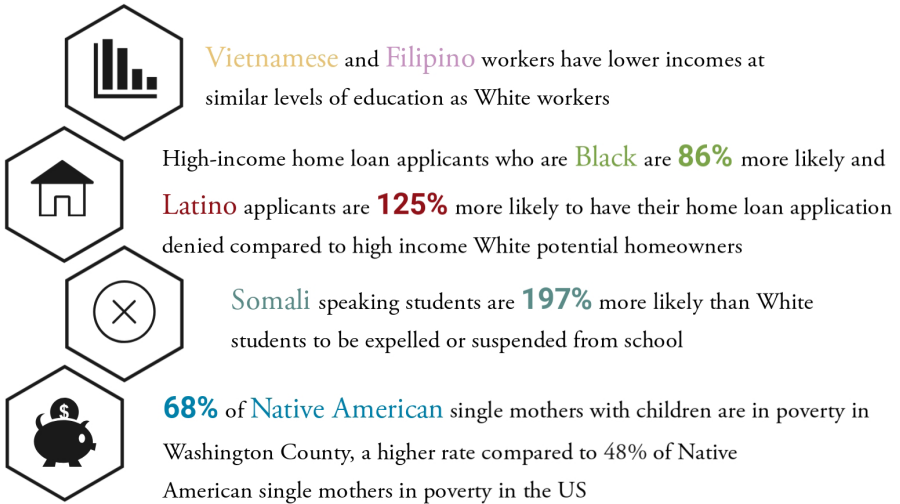
“Just think about this area—whose land are we on? There was a bunch of little tribes that have been wiped out and we have to learn who exactly they were and teach the kids that you are right here in this area where those tribes were.”

The Latino workforce is integral to the economy of the Silicon Forest and a driver of Oregon’s agricultural productivity—results of the value placed on education. Immigrants and refugees from African and Middle Eastern countries are skilled professionals who like living in Washington County for its diversity, plentiful space and as a good place to raise and educate their kids.

Washington County is what it is today because communities of color were born here, moved here, refused to leave despite genocide and exclusionary laws, and have put down roots here.



Our reality consists of both experiencing oppression by racist institutions and practices and our resilience and resistance to that. We are made to feel invisible and hyper-visible.



Communities of color in Washington County, compared to their White neighbors, experience disproportionately negative outcomes in employment, income, education, community safety and health. In Washington County, Vietnamese and Filipino workers have lower incomes at similar levels of education as White workers; high income home loan applicants who are Black are 86% more likely and Latino applicants are 125% more likely to have their home loan application denied compared to high income White potential homeowners; Somali speaking students are 197% more likely than White students to be expelled or suspended from school; 68% of Native American single mothers with children are in poverty in Washington County, a higher rate compared to 48% of Native American single mothers in poverty in the US. These are the cumulative result of racist institutions and practices like immigration and criminal justice policies, opportunity gaps of students and mortgage lending practices. Racism is real, it's historical and it is practiced and sustained today. Across different communities of color, residents talk about being made to feel both visible and invisible in

COALITION OF COMMUNITIES OF COLOR

different ways. They are made invisible because of the size of their communities, immigration (both documented and undocumented) that pushes some into the shadows or disengages them from civic life, systematic attempts of genocide and exclusion, data practices that are inappropriate, non-representative and not trauma-informed, and by perceptions that some communities are not even part of racial justice. On the flipside, racism, intersecting with xenophobia, Islamophobia and patriarchy, “see” communities in very stereotypical and harmful ways. Communities battle racial stereotypes about being illegal, criminals, terrorists, lazy, living off welfare, and “model minorities.” Despite all of this, communities of color live, play, pray and work in Washington County. We build support networks, create small businesses to nourish their communities, organize around and advocate for dismantling racist barriers that will not only improve their lives, but will raise the quality of living for the entire county.



“I was talking to a White person at this restaurant I go to, and we had this discussion about race. He says to me, “you Asian people are not like the Black people that leech off the system or these undocumented workers that come across the river and take all these jobs. I wish other minorities are just like you guys. This country would be even better.” I just sat there, and I was like okay, I will not be eating with you anymore.”

COALITION OF COMMUNITIES OF COLOR

We are experts in our lived experiences, and Washington County will be better by working together. This report shows us how to do that.

Communities of color are experts on their reality and experiences. They are leaders. They must be part of removing barriers and dismantling deeply rooted racist institutions and practices.

“No decisions about policies about our lives and outcomes can be just and equitable if it does not involve those most impacted.”

Institutions, and schools particularly, need to value and promote the multitude of languages, cultures, and histories of Washington county residents. Communities possess experiential, historical and cultural knowledge which must be centered in any data research initiative. Accurate data—using community verified, equitable practices—gives businesses, local governments, police, courts and schools effective information and tools for their decision-making, and their effective engagement with families, students and Washington county residents.

“People think all Africans are the same; that we have the same problems, same culture, that we come from the same place. But that’s not true.”



NATIVE AMERICAN COMMUNITY IN WASHINGTON COUNTY

AT LEAST

10,437

IN WASHINGTON
COUNTY

Focus group participants and community reviewers were affiliated to the following identities: Pawnee, Alaskan Native and Tlingit, Northern Arapaho and Assiniboine and Sioux, Otoe-Missouria, Isle of Man and Creole, Choctaw from Mississippi, Peoria Tribe of Oklahoma, La Courte Oreilles Chippewa, Fond du Lac of Lake Superior Chippewa Indians, Chippewa, Cherokee, Yakama, Black Butte of Warm Springs, Cree, Metis (Canada), Modoc, Paiute, Karuk, Native Hawaiian and Klamath tribes

1 out of 3 under age 18



1 out of 3 Native families



have children attending school

6,562 Native Americans in
 Washington County are eligible to vote
 and run for political office

10,178 students identified as Native
Americans in 2015



60% of the community in Washington County is composed of biracial and multiracial people, due to a large extent to the cumulative impact of historical genocide of Native tribes

The Native American community narrate their history as resisting colonialism that at its worst sought to wipe them out and take their lands and resources, and at the very least sought to render them invisible by displacing them, criminalizing them, taking and assimilating their children, and robbing them of their traditions and heritage. The community is small in Washington County because of White settler genocide and forced sterilization of Native women.



Even now, institutions carry forward that legacy of invisibility and assimilation in school curriculum, in the child welfare system, in data practices that label the community as too small to be “statistically significant.” For Native American communities, it is crucial that the colonization of Native Americans be taught in schools and to elected leaders and government officials. However, the legacy of oppression is not just a matter for the history books. The community continues to be targeted by a wide-ranging spectrum of institutional racism. Their reality is equally of resisting colonialism and racism, and rebuilding, nourishing and protecting the community. They have made a home in Washington County, many work with Beaverton and Hillsboro school districts to organize Native programming to strengthen multigenerational community building, and in 2012, there were approximately 500 Native owned businesses in Washington County that disbursed 11 million dollars in payroll and contributed 47 million dollars to the local economy.

AFRICAN-AMERICAN COMMUNITY IN WASHINGTON COUNTY

AT LEAST

12,357

IN WASHINGTON
COUNTY

African-American people have lived in the county for decades, some are newer residents; some left and moved back, some migrated from Portland, and some moved here from other parts of the country.



44% of African-Americans in Washington County are 18 years or younger.



African-American community identifies as youth, parents, family, LGBTQ, people of faith, connected to other communities living in Washington County

There is little documented history of the community in Washington County but community conversations suggest that some African-Americans have lived in the county for decades, some are newer residents; some left and moved back, some migrated from Portland, and some moved here from other parts of the country. Good schools, affordable cost of living compared to Portland and safe neighborhoods attracted African-Americans to settle down in Washington County. They have also experienced the old Jim Crow becoming the “new Jim Crow” in Oregon as Exclusionary Laws of the 1800s became redlining and divestment in the twentieth century and gentrification and displacement in the twenty-first. Black people of all income levels continue to experience discrimination in home loan

COALITION OF COMMUNITIES OF COLOR

lending practices. They also deeply feel the criminalization of Black bodies as the most likely community to be incarcerated in the county. Black kids are most targeted by harsh disciplinary practices in schools. Despite every attempt to drive African-Americans out of Oregon they are still here and advocating for themselves and their families, friends and community members. This is their biggest victory against racism. Community members want infrastructure to organize the African-American population in Washington County. The community also identifies building political power and redressing the lack of diversity in decision-making as a high priority for social change in Washington County. They are skeptical about hollow attempts at diversity and representation that does not change outcomes either for their community or for people of color on the whole.



AFRICAN COMMUNITIES IN WASHINGTON COUNTY

AT LEAST

4,524

IN WASHINGTON
COUNTY

Many community members find the label "African" problematic because it masks the diversity of experiences in the community and is connected to the frustrating mainstream racialized stereotypes of Africa as a monolithic identity.

Community has grown by approximately **47%** between 2006 and 2011



2 out of 3 members of the Sub-Saharan African community living in Washington County are US citizens by birth and approximately half of them are Oregon-born



83% of Sub-Saharan African immigrants in Washington County came from **Eastern and Western Africa**

Community advocates urge local governments to partner with them to conduct a trauma-informed community count in Washington County

The African community in Washington County are varied and diverse—they are rich in cultural and linguistic diversity, in life experience as citizens, immigrants and refugees; as youth and elders, as working professionals and as students. Being subsumed under the label “African” is problematic for many community members because it masks the diversity of experiences in the community and is connected to frustrating mainstream racialized stereotypes of Africa as a country rather a continent of different countries. They like living in Washington county

COALITION OF COMMUNITIES OF COLOR

for its diversity, plentiful space and as a good place to raise and educate their kids. They also miss the community they left behind and want opportunities and spaces to build community here. African communities have high levels of education and expertise and they call attention to institutionalized racism in schools, employment and workplace culture and criminal justice, which constrains them from contributing their full potential to Oregon. They also prioritize boosting



culturally specific infrastructure as well as small business creation that supports community well-being. They urge readers and policymakers to take the experiences they share as a starting point and and take action and resource the community that is already advocating for themselves to become partners in bringing about transformational change in Washington County.

ASIAN AND ASIAN AMERICAN COMMUNITIES IN WASHINGTON COUNTY

AT LEAST

73,701

IN WASHINGTON COUNTY

1 out of 5 Asians in Washington County identify as bi/multiracial, and it is crucial that their experiences count



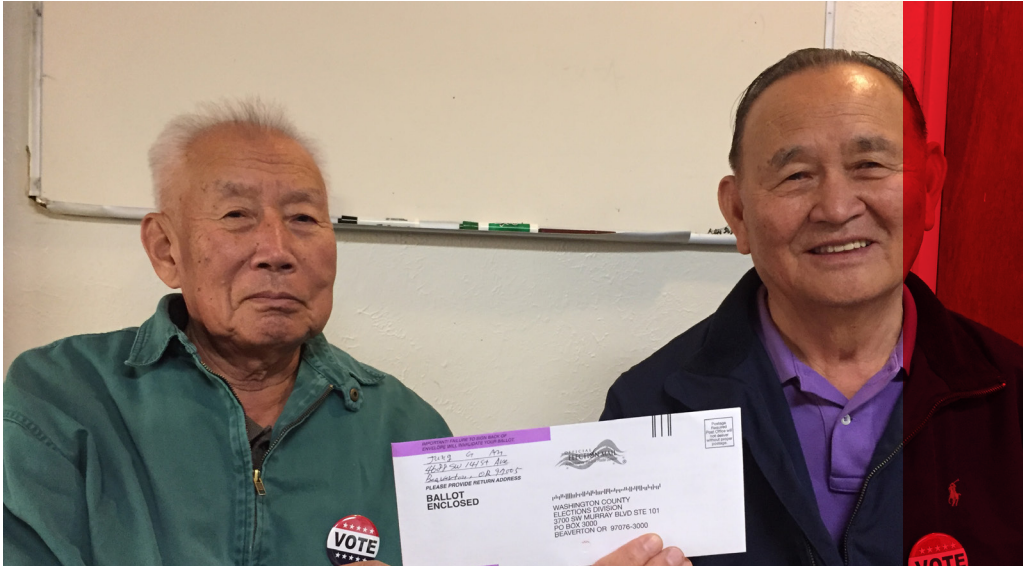
57% of Asian communities in Washington County are immigrants



13,252 students that identified as Asian or Pacific Islander in 2015

Asian communities in Washington County mostly originate from **Cambodia, China, India, Japan, the Korean peninsula, Philippines, and Vietnam**

The stories of Asians and Asian-Americans in Washington County are stories of migration. The presence and size of Asian groups that live in Washington County are a direct outcome of the Immigration & Nationality Act of 1965 and US Cold War politics in Southeast Asia. There is little recognition of that reality as well as the history of Asian communities who were used for their cheap labor in the nineteenth century, were subsequently villainized and excluded from the country before being allowed back in based on the US economy's needs. Racism in the US has lumped together communities of different histories and heritage into one catch-all Asian identity. Consequently, data practices assume that all Asians have similar socio-economic outcomes that are at par if not better than



White people. This has resulted in systemic practices that pit communities of color against each other. Asians, overall, are propped up as “model minority”—people of color who are seen as well educated and high income, law abiding and assimilating into American society, against African-Americans and Latinos who are vilified as not being able to “pull themselves up by the bootstraps,” being “riven” with crime, and “refusing” to assimilate into the mainstream. Asian and Asian-Americans consider these to be extremely harmful because it both prevents them from articulating the manner in which institutional racism impacts them and marginalizes them from participating in bringing about transformational racial justice change in their region. Community members prioritize data disaggregation as a means of deconstructing the Oriental notion of “Asian.” They also militate against racist tropes of being considered foreigners and therefore not a part of civic life even though 43% of Asian and Asian-American communities in Washington county in 2016 were born in the US and that population has grown at a rate similar to immigrants in the community. Throughout their historical economic segregation and their current reality, Asian and Asian-American communities have shown up for each other by welcoming new immigrants, hosting cultural gatherings to combat isolation, opening and patronizing community-owned businesses.

LATINO COMMUNITY IN WASHINGTON COUNTY

AT LEAST

96,034

IN WASHINGTON
COUNTY

17% of Washington County population



Comprise $\frac{1}{3}$ of population growth in the county between 2007-2016



1 in 5 people in the Latino community are of Puerto Rican, Salvadoran, Guatemalan, and Central and South American origins.

8,885 students in 2015, identified as Latino and Native American



Population of people of Central American (excluding Mexican) origin in Washington County is larger than in Multnomah County

Over $\frac{2}{3}$ of children and youth in the 5-17 age range are bilingual



Latinos have a long and rich history as residents of Washington County. They are a critical political, social and economic driving force here. The Latino workforce is integral to the economy of the Silicon Forest and a driver of Oregon's agricultural productivity. From the time that they first came to Washington County as



seasonal farmworkers, the community has built community and infrastructures of support to counter the isolation, exclusion and marginalization effects of continuing immigration policies. While immigrants have served to support the economic growth of the US and been drivers for economic productivity, some of them have not been granted the regard and legitimization of becoming documented. The community is diverse and more than one story, as much as racism tries to put them in a box of stereotypes. Community members emphasise both the persisting intergenerational impact of exclusionary immigration policies and economic marginalization, as well as the creative and resourceful ways in which they have endured and pushed back against structural racism. As the community has grown in the region, representation in leadership and decision-making tables have not kept up. Latinos in Washington County are increasingly coming out of the shadows that they were forced into by fear of anti-immigration policies and economic injustices, and prioritizing civic engagement and building political power. They are increasingly running for office, getting elected and re-defining leadership.

MIDDLE EASTERN AND NORTH AFRICAN COMMUNITIES IN WASHINGTON COUNTY

AT LEAST

9,300

IN WASHINGTON COUNTY



1 out of 2 community residents in the County has at least a Bachelor's degree, a higher share than both the White population and the county on the whole.



Immigrants, Refugees and Asylum seekers



1,221 K-12 Students



Over **3/4** of the community are eligible to vote or hold elected office

Middle Eastern and North African community members in Washington County are part of immigration waves to the US that started in the early twentieth century. The 1965 Immigration and Nationality Act that removed restrictions on immigration from regions other than Europe ushered in a wide variety of Middle Eastern and North African immigrants including those seeking education, employment and family unification as well as refugees fleeing conflict. They strive to put down roots in Washington County. They have been building and strengthening culturally specific organizations here that serve their community and build

COALITION OF COMMUNITIES OF COLOR

relationships with mainstream society. Despite their rich intellectual and cultural potential, they are hyper-visible and invisible in harmful ways. A long history of US involvement in the Middle East including the wars in Iraq, post 9/11 Islamophobia, the Syrian refugee crisis and Trump administration's ban targeting Muslims from that part of the world, makes Middle Eastern communities appear and be treated as an omnipresent threat to US society. At the same time, they are invisible in policymaking and data practices. Community members seek recognition of their tremendous potential and vitality, and dismantling of barriers constraining them especially refugee communities.



NATIVE HAWAIIAN AND PACIFIC ISLANDERS IN WASHINGTON COUNTY

AT LEAST

5,538

IN WASHINGTON COUNTY

Identity encompasses at least **20** distinct communities, including Chamorros, Chuukese, Fijians, Marshallese, Native Hawaiians, Samoans, and Tongans.

Fastest growing community (for whom data is available) both in the US and in Washington County -- they have grown by approximately

60% between 2010 and 2015.

Polynesian communities such as **Samoans** and **Tongans** are the largest sub-group numbering around **3,719** people in Washington County.

51% Biracial and Multiracial People



71% English only Households



Approximately **2,761** Native Hawaiian

residents and fewer than **1,000** people of

Micronesian descent

1 out of 10 are immigrants



90% of Native Hawaiian and Pacific Islander communities are US citizens by birth



The Native Hawaiian and Pacific Islander identity encompasses at least twenty distinct communities, including Chamorros, Chuukese, Fijians, Marshallese, Native Hawaiians, Samoans and Tongans. They have experienced a legacy of colonization and political control by the US including being the base of nuclear weapons testing starting in 1946 that adversely impacted their social structures,

COALITION OF COMMUNITIES OF COLOR

health outcomes and way of life. They are the fastest growing community (for whom data is available) both in the US and in Washington County. They have a strong sense of cultural identity but racist policies and institutions make them invisible by putting them together with Asian communities, which assumes they



have similar histories and socio-economic experiences. As Native Hawaiian and Pacific Islander communities strive and advocate for issues that impact their lives and greater visibility and representation in public policymaking, they emphasise the need for more refined ways to tell their own stories. They prioritize the expansion of diversity and equity to include their lived experiences distinct from the “Asian Pacific Islander” label and for visibility in data practices that are the basis of policymaking.

SLAVIC COMMUNITY IN WASHINGTON COUNTY

AT LEAST

11,857

IN WASHINGTON
COUNTY



90% of Slavic/Russian speaking adults in Washington County are citizens either by birth (70%) or by naturalization (20%).



66% of Slavic/Russian speakers in Washington County are in English-only households

487 Estimated K-12 Students



Community members say there is a higher proportion of immigrants in the community than the official estimate of

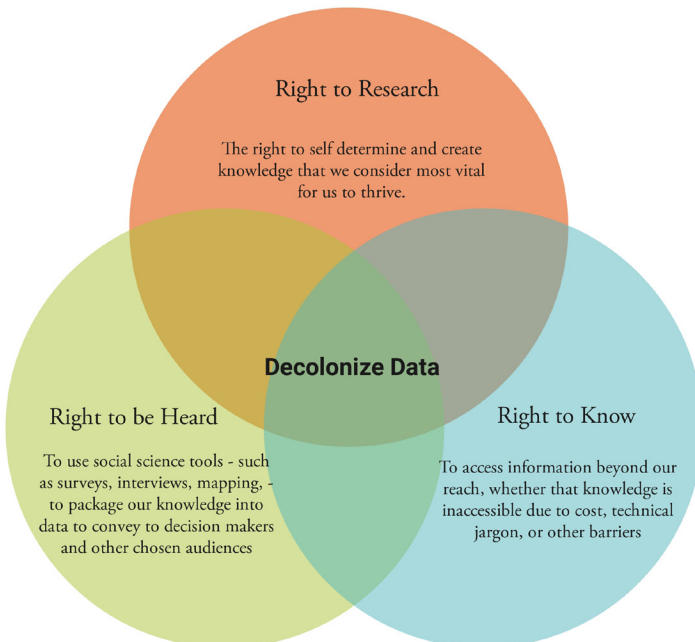


The Slavic and Russian-speaking community has been the largest refugee-based community in Oregon. Slavic and Russian-speaking immigrants were historically attracted to Oregon because of its farmland. Washington County has provided jobs (many work at Intel) and looked enough like their home countries, that the immigrant groups were able to establish their own communities. They live and work in the county, but few locals realize they are here. The reasons for the invisibility of the Slavic community are their appearance as White Caucasians and their preference to live in tight-knit communities. On the one hand, they are differentially treated as White by institutions such as law enforcement and schools, and on the other hand, their issues and concerns especially related to

RESEARCH JUSTICE

Community based participatory research methodology of this project is informed by our research justice vision and creates space for communities to be leaders and partners at all decision points of the research process. Our vision of research justice centers the issues of power and equity in research processes and argues that mainstream research practices and data have perpetuated systemic inequities. The CCC starts with the premise that the research process needs to be just and equitable, and to shift communities of color from research subjects into researchers, knowledge producers and communicators. Research practices should be anti-racist to achieve the racial equity we seek to achieve in the region.

There are stories and priorities that communities of color and likeminded elected officials, public and private stakeholders want to tell about about the impact of institutional racism on lived experiences and there are stories that we are limited to telling because of data constraints. Communities of color are resilient; they have persisted, survived, mobilized and advocated. They are still here in Or-



COALITION OF COMMUNITIES OF COLOR

egon despite repeated systemic attempts of genocide, “sundown” laws, restrictive immigration policies that also extract their labor, Islamophobia and xenophobia. They continue to counter and push back on persisting racial inequities. However, mainstream data practices have either wilfully or unintentionally rarely captured this resilience. Most attempts at data collection and analyses have rendered communities even more invisible or inflicted more trauma. Let the stories that are missing be a call to action for research justice—to empower communities of color as experts of their experience.



CALL TO ACTION

We believe that Washington County is strongest when our communities thrive, where we are valued and respected, and the assets, strengths and resilience of our communities recognized. The following calls to action have emerged from this project. These are framed in a way that encourages various stakeholders such as local government, elected officials, public agencies, law enforcement, school districts, boards and commissions, private sector such as businesses, corporations and schools, to build power among communities of color to partner in racial justice change in Washington County. They are written in broad themes to give space for community-led, creative and cross-cultural solutions.

1. CROSS-SECTORAL CHANGE:

Communities of color experience institutional racism across systems of immigration, education, economic development, housing, health, incarceration and racial profiling and so on. Their experience in one system directly ties to their intersecting identities including documentation status and their experiences with other systems.

- a. Transformational change is cross-sectoral change and strategies should take into account the compounding effects of racism especially on undocumented immigrants and low-income people of color.
- b. Public and private institutions should prioritize and use their power to call out and dismantle racism across sectors.

2. DEMOCRATIC GOVERNMENT:

Communities of color are re-defining equity, inclusion, diversity and leadership and leading strategies to bring about transformational change.

- a. Governments and public agencies should continue to emphasize the importance of diversity, equity and inclusion by including all communities of color in decision-making.
- b. Governments and public agencies should redress lack of representation

COALITION OF COMMUNITIES OF COLOR

and integrate communities of color into every fiber of public governance such as budgeting and procurement, and hiring and retention of employees of color.

- c. Governments should build partnerships and relationships with communities of color and not be transactional, by valuing the time, expertise and experience of our communities of color and addressing barriers to participation.
- d. Governments and public agencies should collaborate with one another to create and implement racial equity plans.
- e. Democratic government should form boards and commissions in partnership with communities of color that have decision-making power and to which they are accountable.

3. CULTURAL SPECIFICITY:

Communities of color have varied histories and lived experiences in Washington County.

- a. There should be increased allocation of public and private resources for culturally specific and trauma informed services and programs.
- b. There should be increased provision of culturally specific and trauma informed services and programming especially in education, social services and healthcare.

4. EDUCATION:

Communities of color see education an important pathway for economic empowerment, an important basis of community building and cultural identity development among youth.

- a. Educational institutions should value, nourish and promote the various histories, heritage and languages of the student body.
- b. Educational institutions should reform practices to be empathetic of the lived experiences of students of color especially from low income, immigrants and refugee families in order to foster access to high quality education.

COALITION OF COMMUNITIES OF COLOR

- c. Educational institutions should address and dismantle barriers rooted in institutional racism to eliminate disparities in outcomes and experiences of all students of color.
- d. Educational institutions should be safe places for all students of color.

5. EQUITABLE ECONOMIC EMPOWERMENT:

Communities of color contribute to the local and regional economy and seek to make Washington County their home.

- a. Public and private employers should ensure pay equity, opportunities for career advancement, workforce development and a safe and welcoming environment for employees of color especially for refugee communities.
- b. Both public and private institutions should dismantle discriminatory practices such as in financial lending practices, promote entrepreneurship among communities of color, recognize the aspirations, drive and talents of immigrants, and ensure affordable and fair housing.

6. POLITICAL REPRESENTATION AND CIVIC ENGAGEMENT:

Communities of color not only have a large voting eligible population, they are also organizers, thought leaders, candidates for office, elected officials and members of boards and commissions.

- a. Elected and appointed officials in all government and public agencies should reflect the communities of color they serve.
- b. Those in positions of power should make space for communities of color to run, vote, be elected, and be appointed to decision-making positions at all levels of power.
- c. Those in positions of power should create structures of support for people of color in elected and/or decision-making positions at all levels of power.
- d. Civic engagement should be inclusive of all people whether they have the right to vote or not.

7. COMMUNITY BUILDING:

Communities of color live, play, pray/worship and work in Washington County despite centuries of racism and oppression.

- a. Their efforts to build community and connections to counteract isolation should be resourced and supported.
- b. There should be a culture of compassion and everyone should be respected and made to feel welcome.
- c. Washington County should celebrate its multiracial and multiethnic population.

8. RESEARCH JUSTICE:

Communities of color are experts in their own lives, possessing experiential, historical, and cultural knowledge. Mainstream research and data do not capture the full lived experiences of communities of color.

- a. Communities of color should be partners in research design, data collection, data ownership, and data analysis as experts in their experiences.
- b. Governments and public agencies should recognize community experiences, expertise, and knowledge as evidence in policy making.
- c. Public agencies including schools and law enforcement should track data about communities of color that is hidden in mainstream data practices in a culturally appropriate manner in order to accurately assess racial disparities and differential treatment.
- d. Both public and private institutions should be transparent and accountable to communities of color by including them in evaluation of impact of policymaking on racial justice transformation in Washington County.

**COALITION OF COMMUNITIES OF
COLOR WASHINGTON COUNTY RESEARCH
STEERING COMMITTEE MEMBERS**



Virginia Garcia Memorial
HEALTH CENTER



LatinoNetwork



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Member Organizations of Coalition of Communities of Color

<http://www.coalitioncommunitiescolor.org/ccm-members/>



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