



Community Involvement Committee

Tuesday, November 18, 2025, 6pm-8pm

Location: Midland Library (1E) and on Google Meets

Attendance:

Present (15 members, 8 for quorum): Brian Romer, Jen Mair, Jenny Shadley, Renai Bell, David Hoang, Chase Landrey, Frank Stevens, Pau Thang, Angel Brophy,

Absent: Anand Jain, MacKenzie Jones, Ann Singer,

Excused: Nina Gallo, Diego Martinez, Quay'Roel Matthews

Staff: KellyAnn Cameron (OCI), Amara Perez (OCI)

Guests: Hayden Miller (COOs Office), Samuel Ashby (COOs Office)

Materials:

- [Agenda](#)
- [Link to the SPARK! Team](#) (guests)
- [Draft FY26 Community Agreements](#)
- [Membership Timeline](#)

Agenda:

- 5:30-5:40: Introductions and review the [agenda](#)
- 5:40-6:10: Guest Speakers: [Multnomah County SPARK Team](#) (30min)
- 6:10-6:25: Community Agreements (15min)
- 6:25-6:30: 5min break
- 6:30-7:00 Subcommittee Topic Updates
 - Infrastructure (10min)
 - Charter (10min)
 - Membership (5min)
 - Document Review (5min)
- 7:00-7:15: CIC Co-Chair Conversation and Elections
- 7:15-7:20: Public Comment/Reflections
- 7:20-7:30: Closing

DRAFT Minutes:

Welcome & Introductions

Name and a smell or sound that reminds you of childhood/a younger time? Warning - if you're in a subcommittee consider what updates you'd like to share, since we either don't have or just elected co-chairs!

- Morning doves and quail sounds from growing up in Spokane
- Windchimes from an old neighbors house
- School bells

- Squeak of shoes on the gym floor - indoor recess
- Birds chirping - live near Powell Butte
- Potpourri
- Smell of the morning tight after the rain - reminds of rainy schoolday mornings in the PNW
- Cicadas from growing up in Florida
- Smell of playdough
- Mom vacuuming and banging the vacuum into the door to wake him up
- Sound of older motorcycles from the philippines
- Morning smell of fireplace - had a woodstove growing up in Northern Maine

RECORD

Guests: County SPARK! Team on Community Engagement and the Strategic Plan

Hayden introduced themselves as part of the SPARK unit which is the team responsible for building the strategic plan at the county. The county hasn't had a comprehensive strategic plan in a very long time! They are currently finalizing the plan and will be presenting it on the 2nd (will be sent to KA later). Hayden shared slides.

Samuel Ashby introduced himself as the strategic planner for the county - he works with the SPARK team, including Hayden - the goal of the team is to help County operations become more future focused and help us operationally align with the needs of the county.

Samuel shared how they got here - they've been sharing this plan with the Board and other county stakeholders for a long time. In December 2024 Samuel met with Chair JVP and she shared that she wanted a countywide strategic plan by July 2026 (start of FY27). In January of 2025 they met with a number of leaders - commissioners and department directors - to understand what the most important prioritized needs are for the county and the community it serves.

6 focus areas: health and wellness, safety and justice, community vitality, accountability and transparency, operational excellence, and investing in the future. Then we have been working on metrics, indicators of success, and goals. A lot of our data lags - it's not monthly, it can be a year to 2 years delayed depending on the topic. In April 2025 we had cohort worksessions, and in June met with a steering committee which shared with us that the strategic plan was too specific and we needed to broaden out our outcomes. Then we sent a survey out to county employees about if these are the right focus areas and, if they are, do we have the right indicators of success. We also checked in with leadership at that point. Now we're in the implementation plan phase - doing data discussions with research teams scattered throughout the county. So we started having conversations about what data is being tracked related to the strategic plan. We also started talking to the budget department about connecting the strategic plan to the budget - not that the budget process would cover all of the budget, but more that the

strategic plan would be integrated. In October we kept meeting with leaders and data folks, and moderating the information in response to feedback.

Then we asked respondents in the community about their thoughts, similar to what we asked the staff. So far it's 80% favorable.

Now we're looking forward to the longer term plan, looking ahead to restraint years with the budget. Thinking about how the strategic plan interacts with and is a tool for dealing with constraints. We have check-ins built in through the year to have the strategic plan inform and support the budgeting process.

Samuel continued: we have some language that is different from other plans.

- Focus areas: what we want to see improvement in in the next 4 years
 - Outcomes: measurement to gauge success
 - Indicators: data points to illustrate progress
 - Measures: metrics to quantify the metrics
 - And more!
1. Support community health and wellness
 - a. Themes: maintain services, improve health equity, support substance use disorder treatment, support unhoused folks
 2. Safe and Just community
 - a. Reduce community violence, promote restorative practices, foster safe and thriving communities
 3. Strengthen community vitality and resilience
 - a. Integrate climate preparedness, address critical transportation infrastructure needs, emergency preparedness, economic vitality, education and literacy
 4. Accountable, Collaborative and Transparent
 - a. Intergovernmental collab, fair and transparent elections, community engagement and outreach, budget process
 5. Improve operational Excellence
 - a. Positive staff culture, break down silos for improved service delivery, address critical process improvement needs
 6. Invest in our future
 - a. Youth and family support, expand youth access to food/housing/healthcare, promote youth development, preschool for all

Questions:

Jenny: A comment I like seeing is, in my years of doing it, working with the community and breaking down silos in the county to solve problems - I'm so glad that's in here and it's something I've heard over and over again as a challenge. I don't know how you'd measure it but it's not my responsibility haha.

- Samuel: Yeah, something I've seen at the county is an assumption that if you're in a certain population your needs come from one department, which is just not true. For

example a client of homeless services, depending on their situation, could also be interacting with DCHS, ADD/ADVSD, DCJ, Sheriff, others. We're hoping to bring the county together to understand gaps in support and understanding of populations - and develop strategies that meet the needs of the group.

Brian: with focus area 1, given the federal instability and unpredictability how does the county strategically plan for such a wide range of possibilities for next year.

- Samuel: It's like having sand shift beneath your feet all the time - funding comes from all different sources in the county, some are more federally or state funded than others. It's a very fluid situation so we're doing a lot of scenario planning, and trying to understand where we're spending the most. The most we spend is downstream safety net, lifesaving care, and we're trying to figure out how to both address the needs of the most acute crisis AND how do we focus on and invest in the upstream higher impact (if longer term)

Thang: I come from an immigrant and refugee background - how does the leadership team plan to reach out to immigrants and refugees around this? I'm concerned with those who speak English as a second language, who from my lived experience are the ones who aren't always reached by the services.

- Samuel: We've talked a lot about this internally - we want to work with Amara to create a community engagement feedback loop on this. We have a strategic plan, we operationalize it, and the community tells us whether we're doing it and meeting our commitments to the community. That is inclusive of everyone, immigrants and all other residents of multnomah county - are our changes having the impact we want? The other thing is about languages - how do we create a strategic plan that is translatable and how do we communicate what we plan to do, and how we plan to do it, with everyone in the community. We're not reaching our whole community if we don't do translation in many languages - and it's a huge area of improvement for us.

Amara: There has been an amazing process on this, I was in 2 workgroups that spent a lot of time diving into this. Since this group focuses on advising OCI on engagement with the county - do either of you have thoughts about the theme of community engagement and how it shows up across the plan at a high level?

- Samuel: I'd like to see community engagement informing the strategic plan as it is through the process. Commissioners talking to constituents and hosting town halls, survey work, Advisory groups like this group, and buttressing that with data to understand who is accessing services. We want to understand if the anecdotal piece that commissioners hear align with the data. All of that should inform the strategic plan.
- Hayden: The strategic plan is focused not on what we do, which is set by the electeds, but HOW we do it. For that reason the feedback loop is a critical piece of it . As we head into years of restraint we will have to be creative about how we do engagement, especially with those who access services and don't have the loudest voice in government have opportunities for input. We're thinking a lot about how we do that. We did a point in time residence community pulse survey to get a moment in time snapshot of impressions, but we also need longer term feedback - including more data touchpoints and feedback opportunities, all of that to inform how we continue to iterate this strategic plan and, in 2029, the next iteration of the strategic plan. We'll be looking to partner

more with OCI and the CIC as we go to learn about tools and strategies to make this all happen. We'd love to come back and talk more to you all about this!

- Amara: We've been talking a lot with the CIC about what OCI's data lane is, so it's a perfect time for us to be getting clear on what that lane is!
- Samuel: There are many communities we can look to to better understand how the county can do its work better. What do they do, what are their values or principles, what are their values, and what are their organizational culture. It's not copy-paste, it's adapt and adapt - things may be partially useful for us here. Solutions are hard to find but there are a lot of great approaches out there.

Jen: I'm heartened to hear you're being thoughtful about the community engagement piece. And especially thinking about directly impacted folks - looking forward to hearing more!

Community Agreements

1 min: temp check: using fist to 5 where are people on the agreements as they stand?

5min: popcorn: what community agreement on this list is missing from our current agreements or, if nothing is missing, one that resonates with you or is something you're working on.

5min: any changes? Additions? Removal?

5min: vote to approve.

5min break

Subcommittee Updates

Infrastructure Subcommittee

Jen: We're in our 3rd year of thinking about infrastructure! Last year we gave Amara a lot more work! This year we're looking a lot at the CBAC process and across the county to come up with 3 research questions. 1. How does the county engage the community 2. What is the impact and 3. What is the impact of that work?

Frank: We focused a lot on the who/what/when/where and how. We're looking at mapping and framing of engagement, we've been discussing a lot of stuff which is related. Amara did a great job facilitating and keeping us on track!

Jen: Next step is to devise an interview protocol and a survey - Amara and OCI already meet with a lot of staff and we are hopeful that they'll be interested in doing the survey and helping with our work.

Thang: I have a question - based on the presentation and everything, how well received were last year's recommendations on infrastructure?

- Amara: KA and I worked on a slide that had some follow up from the responses (KA [shared slide](#)). Some highlights on things that have moved: OCI full time 3rd staff person, work on OCI's strategic mission and lane, stipends for CBACs.
- Renai: I thought it was well received - I was your sub-in since you couldn't make it to the presentation. It was a mutually friendly presentation and conversation. We shared our recommendations and what we thought needed to be shared. It went well to separate

out what the Board needed to do to help OCI do what we wanted them to do. I felt like it was really well received.

- Amara: It has been helpful for our advocacy and our structuring of our work - we created 5 guides related to advisory boards, standardized repositories of resources for both CBAC members and coordinators. This is a moment to celebrate some accomplishments! The one thing we're not moving forward on is the commissioner liaisons, because we got clarity from the chair that it really isn't OCI's role.
- Thang: It's great to see that they are taking our recommendations seriously.
- Jen: one of the questions we got was 'do you know who does what for engagement'? So they don't know - it was great that we had just had our retreat and decided to look into some of the same questions - I'm very heartened by how we're being received.
- Amara: I also think seeing the traction we have in the strategic plan is something we'll be reflecting on.

Charter Subcommittee

Chase: We have met 2 times already as a subcommittee and thinking about what it would look like to recruit and select members for the charter review committee. How do we get the word out and get folks excited about it from across the county, recruitment, interview process, and how do we ask for help from folks here who might have an hour or two to participate in this committee in smaller ways even if they can't commit to a meeting.

Jen: One thing we determined is that there aren't a ton of resources on this from the last time around, so we're kind of starting from scratch. We're thinking about our role as the CIC for this - we keep narrowing it down but then realizing there's not a lot of other processes or support for that. So we keep going between educating everyone and recruiting people!

Amara: Everyone is also invited to hear from Julia from the City of Portland who was the project manager for the city of Portland's charter process, and Melanie from NorthStar Foundation about their reflections on the City's Charter 2022 process and NorthStar's ideas/recommendations.

Chase: Another thing we talked about was this subcommittee is moving pretty fast and please pop in if you're at all interested!

Membership

KA: CIC members are deeply involved in the membership recruitment and evaluation process through an ad hoc (as needed) membership subcommittee. [Review of membership timeline.](#)

Sign up for roles:

- Now-December: Review the application, website, flier and other materials (over email). 1 meeting early January to finalize the documents and outreach plan: (any number)
- March 15-April 5th: review and score applications (online) and meet to choose interview finalists (1-2 meetings, first week of April ish): (2-5 reviewers)
- April 15 -May 15: interview applicants (usually ~8-10 30min online interviews) and meet 1-2 times in early May to select nominees: (2-3 interviewers)

Bylaws/Document review

KA: 2 years ago we completely re-did the Bylaws and Policies to reflect what is currently in use. This year for our bi-annual review we can either do another big revision, possibly using the CBAC bylaws as a model for changing how we structure the CIC governing documents.

Alternatively we can continue feeling out these Bylaws and Policies documents, and do a smaller review of content to make sure it's reflecting CIC practices (and typos). ([if screen show timelines/options](#))

- Show of hands who wants to do a lighter review this year and would help edit/review the docs:
- Show of hands who wants to be involved in a deeper review:

KA will reach out to interested folks!

CIC Co-Chair Elections!

Renai is interested in being co-chair again, we need a few more volunteers!

Renai: Last year was my first year on the CIC and I was a co-chair. KA makes it easy - a harder part is figuring out ice breakers and keeping people on track. It's pretty fun and a fairly low lift, especially with a friendly group.

Jenny: there is a time commitment - you really have to be able to attend the meetings which is important to keep in mind. I loved having a co-chair since we had different strengths. Between KA, and the co-chair you can get it all done.

Renai: I am happy to co-chair again with anyone else, if someone wants to try it out.

- Thang I am hoping to see if Chase or Frank are interested, or David?
- Frank: I jumped in on the subcommittee to chair. I'd need to hold off for a year because I made a commitment to my spouse.
- Jenny: I can jump in as a CIC co-chair

The group approved Renai and Jenny as Co-Chairs

Appreciations and comments

Renai : shout out for Thang doing so much work on the CIC, and Brian showing up to support the CIC presentation on the day of!

Jen: I appreciate that we heard everyone's voice today, everyone participated, and I love to hear everyone's voice in this volunteer idea.

Brian: Samuel's talk made me think about our conversation in the infrastructure convo last night. Was it new to anyone do you think it would change it?

- Amara: They have a lot more clarity than when we heard them a few months ago - I wish they had shown more behind the scenes with community engagement, but maybe we can watch the presentation together. I think the questions developed last night will be so helpful and interesting - the strategic plan is all about what can be measured - so our research will be so locked in with the county. We couldn't have planned this - to be so well set up!
- Brian: I'm curious when he says "community engagement" what do we think they mean, vs what do we think that means.

- Amara: I was in one of the focus groups and was stunned at 1) how little anyone knew about engagement and 2) how much that term gets used. Another train that is with us is the Community of Practice which is also very interested in a shared language.
- Brian: Do you have a say in helping them define that term in the bullet?
- Amara: there were a few of us there who helped make sure it got defined there.
- KA: I was definitely thinking about getting your survey to them, and what they might see as engagement.
- Amara: there are three communities of practice : advisory committees, volunteers, and engagement in general
- Jenny: I want to make a plug about the most impacted groups - that is included in many lived experience groups, but my concern always with involvement is picking the first most vulnerable community first to try to meet all of the needs to 'work with community.' Like for example with volunteers are we working with mentor or peer volunteers, and making that accessible? The impact and how folks are impacted by services is the most important voice to me

Next Steps

KA thanked everyone for a great meeting!

Next meeting: January 20th

Chat Record:

Chase Landrey

5:33 PM

Is the dream of the 90s still alive here though?

Brian Romer

5:33 PM

1890s

Chase Landrey

5:40 PM

It can be so overpowering!

5:41 PM

anyoen else guilty of eating a ... lot of playdough lol

Amara Pérez

5:42 PM

it always smelled so yummy but never tasted as good as it smelled!

Renai Bell

5:43 PM

definitely tasted a crayon or two when i was young but never ate playdough!

5:44 PM

<https://docs.google.com/document/d/1aYYe2e8hY52IXZZnFZFeP-azdGn5RY1cHTy5DzLPys0/edit?tab=t.0>

Renai Bell

5:46 PM

5

Jen Mair
5:46 PM
5

Jenny Shadley
5:46 PM
5

Chase Landrey
5:46 PM
5

Pau Thang
5:46 PM
5

Frank Stevens
5:46 PM
5

Angel Brophy
5:46 PM
5

Brian Romer
5:46 PM
5

Hayden Miller
6:21 PM
Thank you :)
6:24 PM

<https://docs.google.com/document/d/1P9IPZvCG5joeugBSVssLVqi8Z7V7IANJdJNdPL6mWo/edit?tab=t.0>

Chase Landrey
6:25 PM
4

Pau Thang
6:25 PM
5

Jenny Shadley
6:25 PM
5

Angel Brophy
6:25 PM
5

Brian Romer
6:25 PM
5

Jen Mai
6:25 PM
4/5

Renai Bell
6:25 PM

4.5

David Hoàng

6:25 PM

4

Frank Stevens

6:26 PM

5

Jen Mair

6:26 PM

They are just a bit wordy

Renai Bell

6:31 PM

i'm 99% sure chatgpt could help with brevity! :)

Amara Pérez

6:31 PM

"smith-it-down"

Angel Brophy

6:31 PM

Hi All sorry I will have to get off in a bit as I have to go teach. Thank you everyone

6:31 PM

thanks Angel!

Chase Landrey

6:32 PM

Flexible sounds great!

David Hoàng

6:33 PM

im happy to help edit this!

6:36 PM

have to go to Amaras office haha

Chase Landrey

6:37 PM

5

David Hoàng

6:37 PM

5

Brian Romer

6:37 PM

5

Renai Bell

6:37 PM

5

Frank Stevens

6:37 PM

5

Pau Thang

6:37 PM

5

Jenny Shadley

6:37 PM

5

Jen Mair

6:37 PM

5

Pau Thang

6:38 PM

yes for me

Chase Landrey

6:42 PM

Light review for now, but definitely interested in tackling it in a couple years

Jen Mair
6:42 PM
light review with CIC
Jenny Shadley
6:42 PM
light review
Frank Stevens
6:42 PM
light review with CIC
Pau Thang
6:45 PM
in that case Kellyann
jk
Chase Landrey
6:45 PM
;))
Amara Pérez
6:47 PM
and more help!
6:56 PM
you were right - commissioners!
Renai Bell
7:00 PM
presentation day was also Amara's 1-year anniversary!
7:01 PM
Amara made it a year! :P
Jen Mair
7:08 PM
We need more details KA :)
about the Quaker Group Hous
7:11 PM
vote to nominate Jenny and Renai as Co-Chairs:
Pau Thang
7:11 PM
5
Brian Romer
7:11 PM
5
Frank Stevens
7:11 PM
5
Jen Mair
7:11 PM
5
Jenny Shadley
7:11 PM
5
David Hoàng
7:11 PM
5
Chase Landrey
7:11 PM
5555555
Renai Bell
7:11 PM
5
Jen Mair
7:11 PM
Thank you Co-Chairs!
Brian Romer
7:11 PM

No Kings

Chase Landrey

7:21 PM

I think that's a very important reminder, Jenny

Chase Landrey

7:23 PM

I appreciate you all so much!!!

Pau Thang

7:23 PM

thank you all!!!!

Jen Mair

7:23 PM

Thank you all! See you next time

David Hoàng

7:23 PM

Good night everyone!!