



Office of Community Involvement



Multnomah County Charter Review Committee

December 1, 2021

COMMITTEE MEETING 4

December 1, 2021, 5:30pm – 7:30pm via Zoom

Attendees

Committee Members

- Annie Kallen (she/her)
- Danica Leung (she/her)
- Georgina Miltenberger (she/her)
- J'reyesha Brannon (she/her)
- Jude Perez (they/them)
- Maja Harris (she/her)
- Marc Gonzales
- Nina Khanjan (she/her)
- Salma Sheikh (she/her)
- Timur Ender (he/him)
- Donovan Smith (he/him)
- Ana del Rocío (she/her)
- Meikelo Cabbage
- Samantha Gladu (she/they)

- Ana González Muñoz (she/ella)

Absent:

- *Theresa Mai (she/her)*

Staff:

- Dani Bernstein (they/them), Director of the Office of Community Involvement
- Daniel Garcia (he/him), Senior Equity and Inclusion Policy Analyst
- Olivia Kilgore (they/them), Community Involvement Coordinator
- Kali Odell (she/her), Charter Review Committee Program Coordinator
- Katherine Thomas (she/her), Assistant County Attorney

In addition, members of the public were welcome to observe the meeting as non-participatory attendees. There were no public attendees during the meeting.

Welcome and Introductions

Kali Odell began the meeting going through Zoom logistics and reminded everyone that the meeting was being recorded and that the chat would be part of the public record. Daniel Garcia, Senior Equity and Inclusion Policy Analyst with Multnomah County, presented at and facilitated this meeting focused on the County's Equity and Empowerment Lens (E&EL). Daniel delivered a Land Acknowledgement. He then asked committee members to introduce themselves in the chat and share their names, pronouns and other aspects of identities they

wanted to include, and why the Charter Review Committee's work matters to them (the chat is included in Appendix A).

Equity Foundations

Daniel shared the components of a racial equity tool, developed by the Government Alliance on Race and Equity. He explained that the County's Equity and Empowerment Lens (E&EL) is rooted in human centric design and is meant to be cyclical, taking steps to assess, act, evaluate, and reflect so that processes are continuously being improved. The County use the 5 P's (Purpose, People, Place, Process, Power) to frame its assessment. He emphasized the importance of identifying measurable outcomes and determining who is accountable for implementing and measuring them in a project plan.

Daniel shared examples of how the County has used an E&EL analysis to improve its programs and services.

Daniel also defined intersectionality (Kimberlé Crenshaw), which was originally conceptualized as a legal framework to describe the complex and cumulative impact of holding multiple marginalized identities. This framework helps identify the disproportionate impacts identity-based discrimination has on the most marginalized community members, and it correlates with why the County has designed its E&EL to inclusively lead with race: so that the County is considering the whole identities of the individuals and communities it serves. This does not mean that race is the sole decision-making factor or that one race should be preferentially treated over another, but that looking at data through the layers of identity, starting with race, reveals where policies, programs, or services are having disproportionate impacts or distribution.

Discussion About Inclusively Leading with Race

Ana del Rocío pointed out that people might look at this information and ask, "why do you start with race? Why not start with something else, like gender or sexuality?" She then shared that leading with race is valuable because race is so comingled with other forms of marginalization that looking at data on race first often lifts up other oppressed groups, as well.

Annie shared that this had been her question, why lead with race? She shared that a number of folks experiencing homelessness in her neighborhood are white and was concerned that leading with race would leave out people who are feeling the impact of other forms of oppression.

Timur responded that folks experiencing homelessness might be suffering from the impacts of white supremacy and greed.

Ana del Rocío added that income inequality, poverty, and homelessness are very observable day to day, but that these things shouldn't be viewed as a hierarchy of oppressions, with one experience being viewed competitively as worse than another. But because wealth and income inequality are so prominent among communities of color, using the lens of race while working to improve conditions will benefit people of all races who are experiencing income inequality and poverty. Whereas focusing only on the conditions of white people experiencing income inequality or poverty leaves out many of the concerns of people of color who have the layered experience of massive wealth inequality built up over generations, as well.

Daniel affirmed this discussion and added that an equity analysis isn't meant to focus just on one race, but rather disaggregating data so that the County can look at the experiences of all races and identify where there

are disproportionate impacts occurring between groups. He also emphasized that Oregon and the County have a history of not considering the racial impact of its work, and inclusively leading with race ensures that race is not forgotten in policy and program decisions.

Levels of Inequity & 5 P Frameworks

Next, Daniel discussed the levels of inequity framework, which analyzes equity at the systemic, institutional, and individual levels. To help illustrate how to apply this framework, Daniel gave a brief history of redlining practices in the United States. Then committee members were separated into two breakout rooms to discuss in smaller groups how each level (systemic, institutional, and individual) contributed to the practice and impact of redlining, and shared some examples from their communities. After time in breakout rooms, the whole group came back together and reported out on their discussions. Several committee members noted that the different levels seemed to be intertwined and support each other.

Daniel provided more details about the 5 P assessment that the County uses: Purpose, People, Place, Process, and Power. Purpose establishes why the lens is being used. People encompasses all of the people who are touched by an issue or decision, which Daniel clarified includes people who might be perpetrating inequities. Place identifies where impact is happening and where resources are distributed; where people live or where they receive services from the County, for example. Process examines who is involved in and who has access to a process, and what potential impacts a process might have in terms of trauma. Power focuses on who gets to make decisions or is part of a decision-making process and who is accountable for impacts and/or implementation.

For analysis using the E&EL, Daniel recommended asking key questions within the 5 Ps and looking at the different levels (systemic, institutional, and individual) that exist within each of the P areas.

Samantha asked about the trajectory of the County's evolution using the E&EL framework. She noted that the MCCRC members were not going to become experts on the lens, and wondered what tools were available to help them with this? Daniel discussed the County's efforts around equity, inclusion, and diversity trainings and implementation in different departments. He also referred to the [5 P assessment draft questions](#) he sent out to committee members ahead of the meeting.

Daniel discussed figuring out how to integrate the lens into the MCCRC's process. He suggested the group could consider whether there are ways for them to measure the application of the lens on their work, which would also include identifying who could be accountable for tracking that impact.

Discussion of "Purpose"

In his remaining time, Daniel led the group in a short discussion of the Purpose for applying the E&EL to Charter review.

Nina noted that using an inclusive model like this creates a more level playing field so that all voices are represented, when historically the needs of one group has taken priority over other groups.

Ana del Rocío added that the need for a lens and for training with a lens exists because people have to put on a lens when they don't have a lived experience to inform their perspective. She advocated for adding that the Charter should be reviewed through lived experiences as well as through an equity lens.

Nina brought up that folks with disabilities often have difficulty getting their needs communicated in any format, and would like to make sure that receives consideration in the MCCRC's process.

Marc asked about opportunities to continue discussing this topic. Kali shared that this would not be a focus of the next meeting (December 15th) since there were several governance issues the MCCRC needed to make progress on, but that the topic would be visited again at future meetings.

Charter Topics Interest Assessment Results & Wrap-Up

Kali shared [committee members' answers](#) to a preliminary assessment she sent to them. The assessment asked each member to identify up to five areas of the Charter they were most interested in the MCCRC reviewing. Fourteen of sixteen committee members completed the assessment.

Kali noted that the assessment was meant to provide focus to future discussions about studying the Charter, but that it might be valuable to see some of the topics that committee members shared common interests in and think about those in the context of the evening's equity discussion. The topics that received the most interest were Sheriff's Office (Criminal Justice) (9); Voting Methods and/or Access (9); Redistricting/Appportionment (Boundaries & Population of Commissioner Districts) (8); Charter Review Committee Process (Timeline, Selection of Members) (6); Campaign Finance (6); and Process for Electing Officials (5). Other topics received support from four or fewer members.

Kali also reminded the MCCRC that written comments were being accepted through December 10th for consideration at the December 15th MCCRC meeting, and that community input would add more layers to their conversation about Charter topics.

Appendix A: Zoom Chat

- 00:28:27 Ana del Rocío: Hello, all! Ana del Rocío, she/her/hers. This committee's work is important to me because I am raising my family in Multnomah County and want to contribute to its thriving.
- 00:29:10 J'reyesha Brannon - she/her: J'reyesha (she/her) Charter review committee work is important to me because civic engagement and inclusion of ALL voices in our governing structure is something I am passionate about. I am a 4th generation Oregonian and care deeply for this community.
- 00:29:13 Annie Kallen (she/her): Annie Kallen she/her This work is important to me because I want to try to help the place I grew up to be the best version of itself.
- 00:29:13 Donovan Smith (he/him): Donovan Smith (he/him) — for generation's my family has lived in this county/region. I know it deeply. Want to see it chance.
- 00:29:14 Danica Leung (she/her): I'm Danica, she/her, and Chinese-American. It's important to give my community a voice especially because we have historically been excluded from policymaking.
- 00:29:17 Olivia Kilgore (they/them): Hi everyone! I'm Olivia and use they/them pronouns. I work with Kali in the Office of Community Involvement and am excited to be joining today's meeting.

- 00:29:22 samantha (she/they): Good evening, y'all. Samantha Gladu, she/they, the charter is foundational to how our county functions and together we can propose changes that contribute to a more just, equitable community that brings more people to the table
- 00:29:35 Donovan Smith (he/him): change*
- 00:29:51 Dani Bernstein (they/them): Dani Bernstein, they/them, County staff - also here to support today's meeting, and important to me to elevate community voice leadership in government!
- 00:29:53 Meikelo Cabbage: Meikelo Cabbage (he/him), as constituents and shareholders in our democracy, it is really important to participate in our systems of government to the extent that we can.
- 00:29:57 Jude Perez (they/them): Hi everyone! Jude Perez, they/them, it's important to me to contribute to my/our communities and want to contribute to positive change
- 00:29:58 marcgonzales: Hi, I'm Marc Gonzales (he,him) lifetime Portland resident and I am interested in moving Multnomah County forward in efficiency and equity for all residents.
- 00:30:03 J'reyesha Brannon - she/her: going off camera for 2 min.
- 00:30:15 Daniel (he/him): Daniel Garcia, he/him, this is important work because it impacts how we at the county can best serve you and everyone else who live in Multnomah County.
- 00:30:34 Timur Ender (he/him): Timur Ender (he/him/they)
Charter Review is important to me because it is an opportunity to incorporate equity into the County's charter, functions, structure, inputs, and outputs.
- 00:30:47 Maja Viklands Harris (she/her): Maja (pronounced Maya) Viklands Harris (she/her). I'm interested in the charter because local government touches so many aspects of our lives and is the form of government that we have the most touch points with.
- 00:30:58 Ana Muñoz (she,her,ella,superwoman): ¡Hola! Ana Muñoz here (she, her, ella). Representation is important to me to provide voice in a space where it will be considered and valued. I'm also brave to break way in spaces where my voice is not traditionally heard. That's why the MCCRC is important to me.
- 00:31:18 Georgina Miltenberger: Georgina Miltenberger (she/her). I believe strongly in civic engagement, and Multnomah County is my home. My children were born and raised here, and I want to see this county grow and improve with good governance.
- 00:35:12 Salma (she,her): Hi everyone! she/her. The charter review work is important to me because I want to create the representation I didn't see growing up as well as make our systems more equitable and fair to all the residents of our community
- 00:36:19 Kali Odell (she/her): Here is a copy of the agenda if anyone needs it
- 01:00:50 Timur Ender (he/him): 2 examples of equity lens that I am familiar with in my field of transportation

1) Oakland DOT incorporated equity into their 3 yr paving plan. This is the first in the nation that I am aware of. <https://transfersmagazine.org/magazine-article/issue-6/paving-equity-into-the-streets/> <article written by director of OakDOT.

2) In Portland, when PBOT was doing pedestrian master plan (PedPDX), the highest priority for ped improvements was something other than streetlighting. When the City held focus groups with Black Portlanders, the highest priority for pedestrian improvements was streetlighting. Streetlighting is now favored more heavily in funding as a result of hearing this feedback. It is also a shift toward transportation agencies being concerned not just with traffic safety but also personal safety, and perception of safety.

<https://www.portlandoregon.gov/transportation/article/725213>

- 01:01:55 samantha (she/they): The DCS example is wild - thank you for sharing
- 01:11:45 Donovan Smith (he/him): A consideration on Black homelessness in the area..
<https://www.wweek.com/news/2021/01/06/black-residents-of-multnomah-county-face-a-greater-risk-of-homelessness/#:~:text=The%20county's%202019%20point%20in,should%20come%20as%20no%20surprise.>
- 01:15:53 Donovan Smith (he/him): Nina and Samantha both had hands up on screen
- 01:16:47 Annie Kallen (she/her): Thanks Donovan!
- 01:18:11 Donovan Smith (he/him): ^ you're welcome
- 01:18:49 Timur Ender (he/him): Some of the harms of racism may be less visible to some us: incarceration, displacement, environmental injustice, highways through neighborhoods, etc.
- 01:18:56 marcgonzales: Ana, Annie and Nina's comments are making this discussion come closer together for me. Thanks!
- 01:19:30 Ana del Rocío: Here's a report from the CCC's work in a neighboring county that also goes into leading with race: <https://www.coalitioncommunitiescolor.org/leadingwithrace>
- 01:22:50 Ana del Rocío: <https://www.whitesupremacyculture.info/characteristics.html>
- 01:24:59 J'reyesha Brannon - she/her: <https://www.portland.gov/bps/history-racist-planning-portland>
- 01:25:28 samantha (she/they): http://kingneighborhood.org/wp-content/uploads/2015/03/BLEEDING-ALBINA_-A-HISTORY-OF-COMMUNITY-DISINVESTMENT-1940%E2%80%932000.pdf
- 01:26:01 Danica Leung (she/her): Thank you, Ana, J'reyesha and Samantha, for these links! Very helpful for me 😊
- 01:26:05 Kali Odell (she/her): I'm collecting the resources you all are posting in the chat and will share them after the meeting.
- 01:26:47 marcgonzales: GI Bill: The Serviceman's Readjustment Bill of 1944
- 01:27:02 Maja Viklands Harris: <https://mappingprejudice.umn.edu>
- 01:27:21 Nina Khanjan: Thank you Daniel

01:27:50 Donovan Smith (he/him): A great short doc about a family in N/NE, redlining, government planning and some recent repair work the City did in response to the fam.
<https://vimeo.com/343674629>

01:40:50 Annie Kallen (she/her): Yes, a theme seemed to be that all of the levels were intertwined.

01:45:12 Timur Ender (he/him): The Color of Law: A Forgotten History of How Our Government Segregated America by R. Rothstein is a good book that describes how redlining was an active and intentional government process and not just something in the background

01:46:43 J'reyesha Brannon - she/her: The Color of Money by Mehrsa Baradaran is a nice one to talk about generational wealth gaps too.

01:48:21 marcgonzales: Does the People element include only those who are experiencing the impact of racial discrimination, or does it also include the actors who are doing the discriminatory behavior/actions?

01:50:18 Maja Viklands Harris: The New Jim Crow by Michelle Alexander about mass incarceration

02:07:40 Nina Khanjan: Thank you Ana! Lived experience does not traditionally have a place on a resume. It's often seen as less.

02:09:48 marcgonzales: This discussion seems like food for thought to get us to the next meeting. Is that when we'll have an expanded opportunity to organize these thoughts into a coherent expression of purpose?

02:10:42 Maja Viklands Harris: Maybe add something about also applying the lens to proposed changes to the charter

02:11:21 Timur Ender (he/him): Just want to flag that Ana mentioned "justice and equity" lens. Justice isn't currently in there and would be good to add, in addition to the lived experience comment.

02:13:55 Maja Viklands Harris: Thank you, Daniel!

02:14:10 Timur Ender (he/him): Thanks Daniel; this was helpful!

02:14:12 Georgina Miltenberger: Thank you, Daniel!!

02:15:02 Ana del Rocío: Really appreciated folks' comments. And yes, I think of equity as a baseline/means to the ends of justice and collective liberation.

02:16:02 Daniel (he/him): It's also a good idea to test out the draft questions as you all move through your work and adjust or edit them in the moment.

02:18:15 Maja Viklands Harris: Thanks for sharing this, Kali. Really interesting to see what members are interested in exploring!

02:18:41 Meikelo Cabbage: Will the topic assessment be sent out as a powerpoint as well?

02:20:36 Georgina Miltenberger: Thanks, Kali!

02:20:55 Annie Kallen (she/her): Thanks!

02:21:00 marcgonzales: Thanks everyone