City *of* Tigard

Tigard Business Meeting –Agenda

TIGARD CITY COUNCIL & LOCAL CONTRACT REVIEW BOARD

MEETING DATE AND TIME:	AUGUST 22, 2023 - 6:00 p.m. Executive Session and 6:30 p.m. Business Meeting
MEETING LOCATION:	Hybrid - City of Tigard - Town Hall - 13125 SW Hall Blvd., Tigard, OR 97223 - See PUBLIC NOTICE below

PUBLIC NOTICE: In accordance with Oregon House Bill 2560, this will be a hybrid meeting where some Council, staff or public will participate in person and some will participate remotely.

How to comment:

- Written public comment may be submitted electronically at www.tigard-or.gov/Comments by noon the day before the meeting date.
- If attending the meeting in person, please fill out the public comment sign-in sheet at the front of the room and come to the microphone when your name is called.
- If you prefer to call in, please call 503-966-4101 when instructed to be placed in the queue. We ask that you plan on limiting your testimony to three minutes.
- You may comment by video through the Teams app. Go to this link to learn how to participate by video: August 22, 2023 Council Meeting https://www.tigard-or.gov/Home/Components/Calendar/Event/3985/372

Upon request, the City will endeavor to arrange for the following services:

- Qualified sign language interpreters for persons with speech or hearing impairments; and
- Qualified bilingual interpreters.

Since these services must be scheduled with outside service providers, it is important to allow as much lead time as possible. Please notify the City of your need by 5:00 p.m. on the Thursday preceding the meeting by calling: 503-718-2419 (voice) or 503-684-2772 (TDD - Telecommunications Devices for the Deaf).

SEE ATTACHED AGENDA

VIEW LIVESTREAM ONLINE: https://www.tigard-or.gov/boxcast

CABLE VIEWERS: The City Council meeting will be shown live on Channel 21 (1st Tuesdays) and Channel 28 (2nd & 4th Tuesdays) at 6:30 p.m. The meeting will be rebroadcast at the following times on Channel 28:

Thursday 6:00 p.m. Friday 10:00 p.m. Saturday 7:30 p.m. Sunday 11:30 a.m. Monday 6:00 a.m.

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MEETING LOCATION:	Hybrid - City of Tigard - Town Hall - 13125 SW Hall Blvd., Tigard, OR 97223

6:00 PM

1. EXECUTIVE SESSION: The Tigard City Council will go into Executive Session to discuss labor negotiations, under ORS 192.660(2)(d). All discussions are confidential and those present may disclose nothing from the Session. Representatives of the news media are allowed to attend Executive Sessions, as provided by ORS 192.660(4), but must not disclose any information discussed. No Executive Session may be held for the purpose of taking any final action or making any final decision. Executive Sessions are closed to the public.

2. BUSINESS MEETING **6:30 p.m.**

   A. Call to Order

   B. Roll Call

   C. Pledge of Allegiance

   D. Call to Council and Staff for Non-Agenda Items

3. PUBLIC COMMENT

   A. Follow-up to Previous Public Comment

   B. Public Comment – Written

   C. Public Comment – In Person

   D. Public Comment – Phone-In

E. Public Comment – Video

4. ADMINISTRATIVE REPORT **6:40 estimated time**

5. CONSENT AGENDA: (Tigard City Counci and Local Contract Review Board) The Consent Agenda is used for routine items including approval of meeting minutes, contracts or intergovernmental agreements. Information on each item is available on the city's website in the packet for this meeting. These items may be enacted in one motion without separate discussion. Council members may request that an item be removed by motion for discussion and separate action.

A. TIGARD ENTERPRISE ZONE: FOURTH- AND FIFTH-YEAR OPTIONAL ABATEMENT

B. TIGARD PUBLIC LIBRARY HVAC UPGRADE CONTRACT

C. CONTRACT FOR PMP PREVENTIVE MAINTENANCE - CRACK SEALING

- *Consent Agenda - Items Removed for Separate Discussion: Any items requested to be removed from the Consent Agenda for separate discussion will be considered immediately after the Council has voted on those items which do not need discussion.*

6. END OF LEGISLATIVE SESSION UPDATE **6:50 p.m. estimated time**

7. ORDINANCE GRANTING A SIX-MONTH EXTENSION OF FRANCHISE AGREEMENT WITH PORTLAND GENERAL ELECTRIC **7:20 p.m. estimated time**

8. ADOPTION OF THE RACIAL EQUITY ACTION PLAN & EQUITY COMMITMENT DECLARATION **7:25 p.m. estimated time**

9. LIBRARY HOLDS LOCKER PROJECT PRESENTATION **7:40 p.m. estimated time**

10. TIME, PLACE AND MANNER ORDINANCE UPDATE **7:50 p.m. estimated time**

11. NON-AGENDA ITEMS

12. EXECUTIVE SESSION: The Tigard City Council will go into Executive Session to discuss the performance review of a public official, under ORS 192.660(2)(i). All discussions are confidential and those present may disclose nothing from the Session. Representatives of the news media are allowed to attend Executive Sessions, as provided by ORS 192.660(4), but must not disclose any information discussed. No Executive Session may be held for the purpose of taking any final action or making any final decision. Executive Sessions are closed to the public. **8:35 p.m. estimated time**

13. ADJOURNMENT **9:05 p.m. estimated time**

AIS-5322 **5. A.**

Business Meeting

Meeting Date: 08/22/2023

Length (in minutes): Consent Item

Agenda Title: Tigard Enterprise Zone: Fourth and Fifth Year Optional Abatement

Authored By: Lloyd Purdy

Presented By: Economic Development Manager Lloyd Purdy

Item Type: Update, Discussion, Direct Staff

Public Hearing Legal Ad Required?: No

Publication Date:

Information

EXPLANATION OF ISSUE

As a result of the 2023 State of Oregon legislative session, House Bill 2009 extended the sunset clause of the state-enabling legislation that allows local jurisdictions to create and manage enterprise zones as a local economic development tool. Additionally, the Legislature amended Section 45 of ORS 285C requiring enterprise zone sponsors and school districts to assess and manage a school district support fee that reduces the value of the enterprise zone property tax abatement to eligible firms and directs a new fee to the State of Oregon. School districts are required to collect a fee between 15 percent and 30 percent of the local property taxes abated if a firm continues their tax abatement into the *optional* fourth- and fifth-year of an enterprise zone property tax abatement. The standard abatement period is three years. There is no change to that core program.

A "school support fee" agreement between a zone sponsor and a school district, defining the amount of the fee, will be necessary to execute an enterprise zone agreement with an extended abatement period with any new business after September 24, 2023. Given the small number of firms in Tigard that choose an extended abatement period, the short timeline required to negotiate an agreement with the school district, and the administrative burden of this new requirement; the city has the option of removing the optional fourth- and fifth-year extended tax abatement or begin a negotiation process with the Tigard Tualatin School District to administer this additional program detail. Economic development staff are in consultation with Tigard Tualatin School District and the City of Lake Oswego regarding this change to the Tigard-Lake Oswego Enterprise Zone.

ACTION REQUESTED

Direct staff to update the local requirements for the Tigard-Lake Oswego Enterprise Zone by removing the optional fourth- and fifth-year "extended abatement" provision to simplify zone administration. This action removes the need for the creation of a school support fee and means, in the future, the Tigard-Lake Oswego Enterprise Zone will only use a three-year standard abatement period.

BACKGROUND INFORMATION

September 2014
In September 2014, the City of Tigard created the Tigard Enterprise Zone to provide a property tax abatement on **new** capital investments for eligible firms when these firms meet certain criteria, including increasing and maintaining employment by at least 10%. The Tigard Enterprise Zone encourages business investment, job creation, higher incomes for employees, greater diversity of economic activity, and business growth.

The Tigard Enterprise Zone primarily benefits manufacturers, traded-sector firms, and corporate headquarters due to State of Oregon regulations and the type of capital investment eligible for a local property tax abatement. Once the tax abatement period is over, the improvements are fully taxed for the life of the improvements, resulting in a long-term return to the city and local tax jurisdictions.

Between 2014 and 2023, eight firms participated in the enterprise zone. Five firms have completed their tax abatement period and their initial investments are now fully on the property tax roll.

October 2015
In October 2015, at the request of the City of Lake Oswego, the Tigard Enterprise Zone expanded into Lake Oswego to support manufacturers in part of that city. The Tigard Enterprise Zone is now called the Tigard-Lake Oswego Enterprise Zone. One firm in Lake Oswego participated in the property tax abatement program.

Through the Enterprise Zone, there is no loss of current property tax levies to local taxing jurisdictions. Land and existing equipment are not tax exempt. Only eligible new capital investments are exempt for firms that meet state and local requirements, including a 10 percent increase in employment.

Local Enterprise Zone Requirements

Minimum Investment: A minimum estimated investment of $500,000 over the investment period.
Procurement Plan: Firms must have a procurement plan to increase purchasing with Tigard-based companies.
Job Quality: Total compensation for 75 percent of a company's zone facility jobs (wages plus benefits) must exceed 200 percent of the Oregon minimum wage after one year of employment. Must provide benefits to employees that meet or exceed the national average of non-mandated benefits for the size of the company. Must offer sufficient training and advancement opportunities for all employees.
Application Fee: There is an application fee of one tenth of one percent (.001) of the value of the investment for qualified property that is proposed in the application, capped at $50,000.
Extended Abatement Community Service Fee: Companies applying for the extended abatement of up to two additional years must pay a community service fee. This fee is calculated at a rate of 25 percent of the abated taxes for years four and five and is paid by the eligible business to the City of Tigard.
Lower Carbon Emissions: Eligible businesses must complete a free Energy Trust consult before ordering or purchasing equipment. The purpose of this requirement is to help manufacturers save energy and reduce operational costs when they install new manufacturing.

July 2022
In the recently completed legislative session, the State of Oregon extended the sunset clause of State's enterprise zone enabling legislation for another ten years and added a "school support fee" requirement to zone administrators and school districts.

The State-mandated school support fee will be collected by each school district within an enterprise zone. Those funds are not retained by the school district. They are remitted back to the State of Oregon. ORS

285C.065 requires governing bodies of the zone sponsor and each school district with territory in the zone to set a fee of at least 15 percent and not more than 30 percent for tax abatements in the fourth and fifth year of the enterprise zone extended abatement period. Enterprise zone sponsors and school districts are required to enter into an agreement before September 24, 2023 or before a zone is renewed.

ALTERNATIVES & RECOMMENDATION

Recommendation: Remove the optional fourth- and fifth-year "Extended Abatement" provision from the Tigard-Lake Oswego Enterprise Zone local requirements.

Alternative A: Authorize the City Manager to execute an agreement with Tigard-Tualatin School District before on fourth- and fifth-year Enterprise Zone property tax abatements.

Alternative B: Before the renewal of the Tigard-Lake Oswego Enterprise Zone in 2024 by council resolution, authorize the City Manager to execute an agreement with the Tigard Tualatin School District that allows the school district to charge a "school support fee" fee of 15 to 30 percent on fourth- and fifth-year Enterprise Zone property tax abatements.

ADDITIONAL RESOURCES

N/A

Attachments

Enterprise Zone Summary

Tigard-Lake Oswego Enterprise Zone

Supporting business growth and job creation in Tigard & Lake Oswego



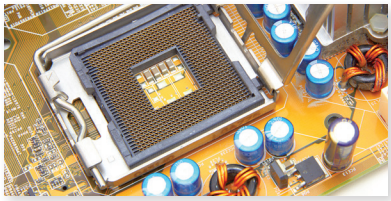
BUILDINGS



EMPLOYEES



EQUIPMENT



FACILITIES

ENTERPRISE ZONE OVERVIEW

Tigard-Lake Oswego Enterprise Zone supports local business growth and job creation within the zone.

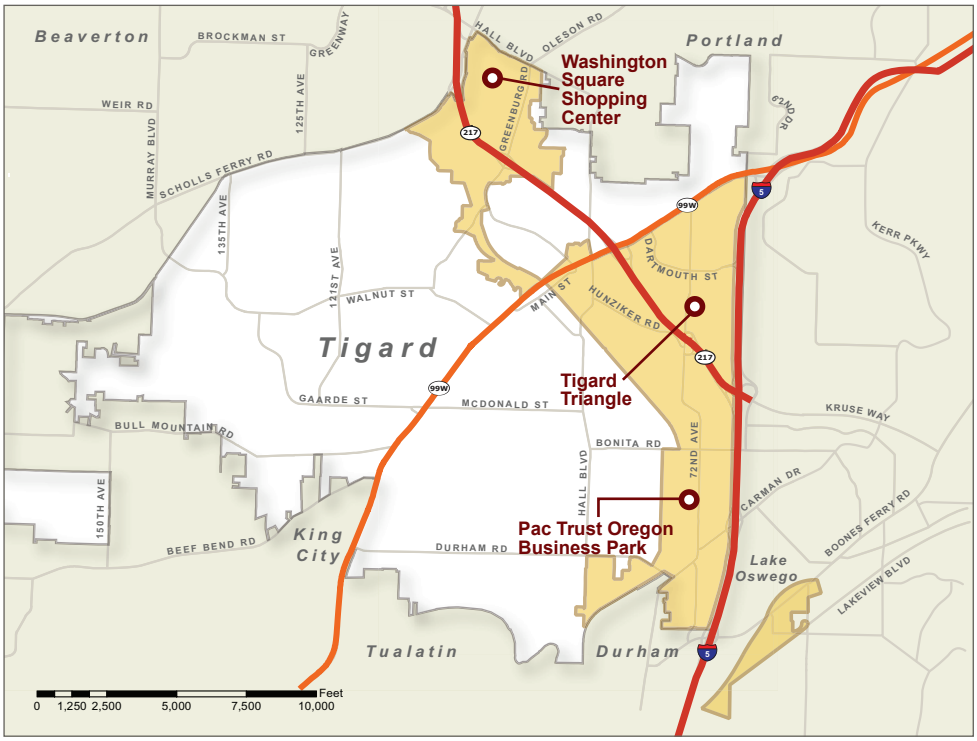
Businesses located in Tigard-Lake Oswego Enterprise Zone may be eligible for a three to five year tax exemption on ***new equipment, facilities and buildings***.

Tigard-Lake Oswego Enterprise Zone Program offers a 100 percent waiver of real property tax on eligible investments for up to five years. These investments must meet state and local requirements, including a ***10 percent increase in employment.***

Land and existing equipment are not eligible for the Tigard-Lake Oswego Enterprise Zone exemption. Once the abatement period of three to five years is over, the entire asset enters the tax roll.

ENTERPRISE ZONE ELIGIBILITY

The property and investment for industrial, manufacturing and commercial firms must be located within the Tigard-Lake Oswego Enterprise Zone boundaries, and meet the state and local requirements found on the next page.



Tigard-Lake Oswego Enterprise Zone is shown above shaded in gold.

City *of* Tigard
Community Development Department
13125 SW Hall Blvd., Tigard, OR 97223
www.tigard-or.gov

Tigard-Lake Oswego Enterprise Zone

Supporting business growth and job creation in Tigard and Lake Oswego

Tigard-Lake Oswego Enterprise Zone was created in 2014 to induce *additional private-sector investment and jobs* as well as a short-term benefit to a project's cash flow.

- Encourage Tigard and Lake Oswego based entrepreneurs and firms to start up and grow.
- Prompt bigger re/investments than might otherwise occur.
- Accelerate investment, expansion and hiring.
- Expand employment.
- Bolster early success of business projects.
- Attract investment and facilities that would move or locate outside of the cities of Tigard and Lake Oswego.

EXPRESSION OF INTEREST

If you are interested in participating in Tigard-Lake Oswego Enterprise Zone, please contact:

Lloyd Purdy
Economic Development Manager
503.718.2425
lloydp@tigard-or.gov

STATE REQUIREMENTS

Written Agreement: Participating business is required to enter into a written agreement with the municipality that will be based on the terms of the company's Authorization Application and Oregon Statute and Administrative Rules.

First Source Hiring Agreement (FSA): Prior to or concurrently with the execution of the written agreement, firm shall enter into an FSA with WorkSource Oregon Employment Department for employees hired at the qualified facility throughout the project's construction and tax exemption period.

Employment Qualifications: By the first exemption filing, firm must increase employment (and maintain that throughout the exemption period) at the qualified facility by 10 percent of the annual average employment of the firm.

LOCAL INCENTIVES

Fee Waivers: The following fees are also waived by 50 percent:

A. Pre-application conference fees
B. Business registration fees
C. Sign permit
D. Land Use Review

Extended Abatement: The City may extend the standard exemption by up to two more years if the qualifying company follows State of Oregon requirements. Extended abatement requires a written agreement with the City of Tigard.

Companies applying for the extended abatement must pay a community service fee of 25% of the abated taxes for years four and five. The fee is paid by the business to the City.

LOCAL REQUIREMENTS

In addition to state requirements, the City of Tigard and the City of Lake Oswego have elected to add the following requirements to its Enterprise Zone program:

Minimum Investment: A minimum investment of $500,000 is required.

Procurement Plan: A procurement plan to increase purchasing with Tigard-based companies is required.

Job Quality:

A. Total compensation for 75 percent of company's zone facility jobs (wages plus benefits) must exceed 200 percent of Oregon minimum wage after one year of employment.
B. Must provide benefits to employees that meet or exceed the national average of non-mandated benefits for the size of the company.
C. Must offer sufficient training and advancement opportunities for all employees.

Application Fee: There is an application fee of one tenth of one percent (.001) of the value of the investment for qualified property that is proposed in the application, capped at $50,000.

Community Service Fee: Companies applying for the extended abatement of up to two additional years must pay a community service fee. This fee is calculated at a rate of 25 percent of the abated taxes for years four and five, and is paid by the eligible business to the City of Tigard.

Lower Carbon Emissions: Eligible businesses must complete a free Energy Trust consult before ordering or purchase of equipment. Contact Enterprise Zone manager for a referral.

AIS-5327	**5. B.**
Business Meeting	
Meeting Date:	08/22/2023
Length (in minutes):	Consent Item
Agenda Title:	Tigard Public Library HVAC Upgrade Contract
Authored By:	Toni Riccardi
Presented By:	Project Manager Kevin Cole
Item Type:	Motion Requested Local Contract Review Board
Public Hearing Newspaper Legal Ad Required?:	Yes
Public Hearing Publication Date in Newspaper:	07/12/2023

Information

EXPLANATION OF ISSUE

The purpose of this action is to approve the Tigard Public Library HVAC Upgrade contract.

ACTION REQUESTED

Staff recommends the Local Contract Review Board award the contract to Apex Mechanical for the Tigard Public Library HVAC Upgrade contract for an estimated amount of $1,730,000.00 and authorize the City Manager to take the steps necessary to execute the contract.

BACKGROUND INFORMATION

Work under this project will include the removal of three existing rooftop HVAC units and the replacement of these units, plus one small unit to help the conditioning of the main library foyer. The scope of work also includes the installation of a water chiller unit, masonry enclosure, and ancillary components that will provide air conditioning for the whole building designed to meet the needs of extreme heat conditions up to 115 degrees by providing reliable, stable cool air. This project also incorporates basic infrastructure to accommodate a future solar-photovoltaic micro-grid system and larger emergency power generator. Work also includes additional electrical conduit and space allocations for future related equipment within the new masonry enclosure.

The city issued an Invitation to Bid for the project July 12, 2023, with notice published in the Daily Journal of Commerce. Upon closing, the city received responses from two contractors:

- Apex Mechanical - $1,730,000.00
- Johnson Project Solutions - $2,577,721.00

The Contracts team has reviewed the bids and determined that Apex Mechanical has submitted the lowest responsible bid. Apex Mechanical has no State of Oregon Contractor Construction Board violations and is not on the Bureau of Labor and Industries ineligible list. Accordingly, the recommendation is to award the city's Tigard Public Library HVAC Upgrade contract to Apex Mechanical in the amount of $1,730,000.00.

ALTERNATIVES & RECOMMENDATION

The Local Contract Review Board may choose to not award this contract and direct staff to re-solicit for the work. Given the competition for contractors as well as increasing costs of labor and materials, the cost of this project may increase if work is delayed.

ADDITIONAL RESOURCES

None

Fiscal Impact

Cost: $1,730,000

Budgeted (yes or no): Yes

Where budgeted?: General Fund & Pandemic Relief Fund

Additional Fiscal Notes:

$500,000 federal earmark recommended; to be received upon passage of federal budget in the Fall.

Attachments

No file(s) attached.

AIS-5326	**5. C.**
Business Meeting	
Meeting Date:	08/22/2023
Length (in minutes):	Consent Item
Agenda Title:	Contract for PMP Preventative Maintenance - Crack Sealing
Authored By:	Toni Riccardi
Presented By:	Project Manager Nichole George
Item Type:	Motion Requested Local Contract Review Board
Public Hearing Newspaper Legal Ad Required?:	Yes
Public Hearing Publication Date in Newspaper:	07/24/2023

Information

EXPLANATION OF ISSUE

The purpose of this action is to approve the PMP Preventative Maintenance – Crack Sealing contract.

ACTION REQUESTED

Staff recommends the Local Contract Review Board award the contract to BCV Inc. for the PMP Preventative Maintenance – Crack Sealing contract for an estimated amount of $435,100.00 and authorize the City Manager to take the steps necessary to execute the contract.

BACKGROUND INFORMATION

This work is a part of the City's annual Pavement Maintenance Program (PMP) and will include:

- Crack sealing of the 2024 and 2025 Slurry Seal roadways.

Crack sealing is best done the year or two prior to slurry to allow the seal to flatten out. This gives a better application of slurry seal in the future and allows for longer roadway life.

The city issued an Invitation to Bid for the project July 24, 2023, with notice published in the Daily Journal of Commerce. Upon closing, the city received responses from four (4) contractors:

- BCV Inc. - $435,100
- KNL Industries, Inc. - $672,400
- C.R. Contracting, LLC - $738,578
- Doolittle Construction LLC - $791,791

The Contracts team has reviewed the bids and determined that BCV Inc. has submitted the lowest reasonable bid. BCV Inc. has no State of Oregon Contractor Construction Board violations and is not on the Bureau of Labor and Industries ineligible list. Accordingly, it is recommended an award for the City's PMP Preventative Maintenance – Crack Sealing contract to BCV Inc. in the amount of $435,100.

ALTERNATIVES & RECOMMENDATION

The Local Contract Review Board may choose to not award this contract and direct staff to re-solicit for the work.

ADDITIONAL RESOURCES

None

Fiscal Impact

Cost: $435,100.0

Budgeted (yes or no): Yes

Where budgeted?: 95001

Additional Fiscal Notes:

Additional Fiscal Notes: Crack seal will not be needed in 2024.
The contract will be for $435,100.00

Attachments

No file(s) attached.

AIS-5281 **6.**

Business Meeting

Meeting Date: 08/22/2023

Length (in minutes): 30 Minutes

Agenda Title: End of Legislative Session Update

Authored By: Joanne Bengtson

Presented By: Assistant City Manager Emily Tritsch

Item Type: Update, Discussion, Direct Staff

Public Hearing Legal Ad Required?: No

Publication Date:

Information

EXPLANATION OF ISSUE

The Oregon Legislative session adjourned on June 24, 2023 and legislative aides contacted City Management to offer a recap of the session for City Council. Representative Bowman, Representative Neron and Senator Woods are attending tonight to provide legislative session highlights, accomplishments, and answer questions.

ACTION REQUESTED

Teammates are asking City Council to listen to the recap and ask questions if you have them.

BACKGROUND INFORMATION

Dates of Previous and Potential Future Considerations

This is the first briefing City Council will receive from legislators about the 2023 Legislative Session since Sine Die on June 25, 2023.

Public Involvement

The 82nd Oregon Legislative Assembly convened the 2023 Legislative Session on January 17th and adjourned Sine Die on June 25th. During that time, Tigard's State Representatives and State Senator hosted community town halls at the Tigard Library and within the community; participated in well publicized Hall Blvd. walk-and-talks with City Council, Congressional leaders and professional teammates from the city and ODOT; and throughout the session City Council, Legislators and City Leaders stayed in touch with constituents via newsletters, social media, in-person conversations and appearances.

Impacts (Community, Budget, Policies and Plans/Strategic Connection)

The Tigard community benefits from bills approved in this legislative session. A few of the impacts include:

- Tigard legislators secured $3 million for pedestrian safety improvements along Hall Blvd.
- A bill sponsored by Rep. Bowman was passed that paves the way for the state to pay the costs of jurisdictional transfers of "orphan highways" (state-owned roads in poor condition – i.e. Hall Boulevard) to willing cities and counties.
- A bipartisan coalition of legislators passed a bill that invests resources for homelessness prevention and increased production of affordable housing.

- Rep. Bowman and Rep. Neron passed a bill that protects tenants in affordable housing from unjust rent increases.
- Oregon CHIPS Act. Allocates $260 million to capitalize on federal matching funds for Oregon's semiconductor industry and adds thousands of new jobs.
- Oregon Kids Tax Credit. Provides parents struggling to make ends meet with a credit of $1,000 per child each year. s
- **Public Education**. The legislature approved an education budget of $10.2 billion to help preserve teaching positions and school days in our schools. Rep. Bowman championed action to address Oregon's early literacy challenges, resulting in an allocation of $144.3 million to support evidence-based literacy programs across the state.

ALTERNATIVES & RECOMMENDATION

City Council could choose not to receive the legislative wrap-up; teammates recommend hearing from legislators about what was achieved and what's happened since Sine Die.

ADDITIONAL RESOURCES

Attachments

Presentation

August 22, 2023

2023 Legislative Session Review

Representative Ben Bowman (HD 25)

Representative Courtney Neron (HD 26)

2023 Legislative Session Focus

- Building and preserving affordable housing
- Strengthening our schools
- Addiction treatment and mental health
- Addressing Barriers to healthcare
- Expanding access to child care
- Ensuring community safety
- Supporting economic development

Significant State Investments

- $10.2 billion for the State School Fund to support Oregon's K-12 students and educators
- $144 million to improve early literacy outcomes
- $25 million to support our educator workforce
- Nearly $2 billion to build homes and stabilize Oregonians at risk of homelessness.
- $153 million to stabilize mobile crisis response funding and coordination.
- $172 million to help families with the cost-of-living crisis and reduce child poverty.
- $4 billion investment to fund law enforcement, invest in community safety, and fully fund the Oregon Department of Emergency Management
- $260 million to secure Oregon as a global leader in the semiconductor industry, create good paying jobs, and boost our economy for generations to come

Priority Bills that Passed

Pause on Tolling -Gov. Kotek implemented the pause through executive order. Legislative leadership created a legislative subcommittee to ensure additional oversight and study of alternatives.

Universal School Meals - $17 million in additional funding was provided to help about 200 more schools offer universal meals through HB 5014.

HB 3042 - Protects renters in publicly supported housing

HB 3043 - Bans toxic chemicals in children's products

HB 3213 - Bans the sale of cosmetics tested on animals, with reasonable exceptions

HB 2915 - Prevents irresponsible breeding and promotes humane treatment of dogs and cats

HB 2490 - Improves cybersecurity for public entities

HB 2717 - Expands access to outdoor preschools

HB 2719 - Increases support for domestic violence survivors

HB 2805 - Strengthens public meeting laws

HB 3031 - Supports school ventilation projects

HB 3037 - Improves data collection for outdoor school programs

Priority Bills that Passed

HB 3198 - Early literacy investments.

Dolly Parton Imagination Library - $1.7 million to fully fund the Imagination Library across the state. The Library will make all Oregon children from 0 to 5 years old eligible to receive a free book every month in the mail.

HB 2793 - Creates orphan highway transfer process.

Investments in Hall Boulevard - $3 million for pedestrian improvements.

HB 2697 - Nurse staffing and pipeline.

HB 3127 - Bans TikTok state devices.

2023 Session Focus:
Building and Preserving Affordable Housing

- **Housing Supply and Stability Budget (SB 5511, SB 5505, HB 3395):**
  - Nearly $2 billion in investments, builds on prior emergency investments.
  - Funds construction of new affordable housing units.
- **Affordable Housing & Emergency Homelessness Response Package (HB 2001, HB 5019):**
  - $200 million investment helps shelter Oregonians living on the street, prevent more homelessness, and ramp up affordable housing production across the state.
- **Preservation of Affordable Housing (HB 3042):**
  - Extending the right of first refusal period to ensure expiring properties have a greater likelihood of being passed on to owners who will keep them affordable.
  - Ensuring notice to tenants and future tenants of expiring affordability protections.
  - For units transitioning to market rate, a three-year safe harbor period with a review process for proposed rent increases of 5% or more.
- **Commercial to Rental Conversions (HB 2984):**
  - Allows local governments to convert commercial buildings to residential housing.
- **Rent Stabilization (SB 611):**
  - Limits annual rent increases to the lesser of either 10 percent, or seven percent plus the Consumer Price Index.

2023 Session Focus: Strong Schools

- **Educator Workforce (SB 283)** - Recruit, Train, Retain Qualified Educators
  - $10 million for apprenticeship and mentorship grants
  - Training through Safe School Culture Grant program
  - Sets up task force to develop policies to support substitute teachers
  - Allows recently retired teachers to convert to substitute licenses at no charge
  - Increases pay for special education teachers and staff
  - Study a statewide minimum salaries for educators
  - Ensures Just Cause job protections for classified employee terminations
- **Future Planning (SB 3)**
  - Adds requirement for one half-credit of higher education and career path skills
  - Adds a half-credit of personal financial education.
- **Early Literacy (HB 3198)** - Creates a grant program that incentivizes schools to improve early literacy learning outcomes
- **Interstate Teacher Mobility Compact (SB 279)**
  - Teachers in Oregon who hold licenses in states within the compact, may work in OR.
- **Full School Days for Students with Disabilities (SB 819)**
  - Reiterates expectations and federal law that students with disabilities are guaranteed equal access to education. Ends unjust abbreviated days.

2023 Session Focus:
Addiction Treatment and Behavioral Health

- **Suicide Prevention (HB 2757):**
  - Critical, stable funding for the 9-8-8 Suicide Prevention & Behavioral Health Crisis Line to help Oregonians in need.
- **Opioid Harm Reduction Package (HB 2395):**
  - Bipartisan response to the state's fentanyl crisis and saves lives by increasing access to naloxone.
- **Fentanyl Possession Penalties (HB 2645):**
  - Holds bad actors accountable through penalties for possession of fentanyl.
- **Paths to Recovery (HB 2513):**
  - Fixes Measure 110 implementation to ensure more Oregonians struggling with addiction can receive the care they need and get on a path to recovery.
- **Behavioral Health Care Delivery Investment (HB 2757, SB 5525, HB 5026, SB 5506):**
  - $153 million investment package will stabilize mobile crisis response, coordination between care centers, and response systems broadly. (Builds off of the $1 billion invested in 2021-2022)

2023 Session Focus: Access to Healthcare

- **Reproductive Health & Access to Care Act (HB 2002)**
  - Codifies abortion rights that Oregonians had under Roe v. Wade and protects Oregon medical providers' ability to care to their patients.
- **Nurse Staffing Levels (HB 2697):**
  - Ensures safe nursing staffing levels to support workforce and patients.
- **Lowering Costs (HB 2725, SB 192):**
  - Creates regulation and transparency for pharmacy benefit managers, to decrease the cost of drugs for Oregonians and protect small pharmacies.
- **HIV Treatment (HB 2574):**
  - Improves access to life-saving HIV-prevention treatment, PEP.
- **Universal Health Plan Governance Board (SB 1089):**
  - This board will develop next steps to comply with Measure 111 and the current Oregon constitutional right to health care.

2023 Session Focus: Access to Child Care

- **Expanding home based child care (SB 599)**
  - Provides rental protections for home-based providers who rent and operate their child care business out of their home.
- **New Child Care Facilities (HB 3005)**
  - Creates a Child Care Infrastructure Fund to build, repair, and expand quality programs in homes, centers, schools, and community orgs.
- **Child Care Zoning (HB 2727)**
  - Creates a task force to make recommendations around zoning, land use and building codes relative to child care facilities.
- **Oregon Kids' Credit (HB 3235)**
  - Helps low-income working parents make ends meet with a child tax credit of $1,000/child annually for qualifying families.
- **$650,000 for the Family Preservation Project**
- **$5.9 million for the Oregon Court Appointed Special Advocates (CASA) Network**
- **$65,500 for Outdoor Preschool Licensure (HB 2717)**

2023 Session Focus: Community Safety

- **Strengthening Public Defense (SB 337):**
  - Responds to Oregon's public defense crisis by ensuring an accountable, transparent, and efficient system so that Oregonians are afforded their right to representation.
- **Gun Violence Prevention (HB 2005):**
  - Prohibits the sale, manufacturing, or importing of ghost guns. Creates penalties for the possession of ghost guns.
- **Bias Crimes (HB 3443):**
  - Expands legal protections for victims of bias crimes including the right to be consulted in plea negotiations, home address confidentiality, mandatory no contact orders and more.
- **Driving Under the Influence (HB 2316):**
  - Strengthens our Driving Under the Influence of Intoxicants (DUII) laws by expanding the definition of "intoxicant" and clarifying that bike riders under the influence are subject to these laws.

2023 Session Focus: Economic Development

- **Oregon CHIPS Act (SB 4):**
  - Oregon CHIPS Act - Invests $260 million to secure Oregon as a global leader in the semiconductor industry, create good paying jobs, and boost our economy for generations to come.
- **Economic Incentives Modernization Package (HB 2009):**
  - Aligns Oregon's tax incentive structure with Oregon values and bolsters our economy by creating a Research and Development tax credit, extending the Enterprise Zone Program, and updating the Strategic Investment Program.
- **Broadband Expansion (HB 3201):**
  - Sets up financial assistance programs that support broadband access, affordability and adoption through grants or loans. Aligns goals with federal requirements and establishes accountability processes.

Pause on Tolling

- We delivered a big win for toll-impacted communities. I introduced HB 3614, a bill to pause tolling and improve community oversight. I worked with colleagues to organize 31 cosponsors and stood up for the communities facing disproportionate impacts of tolling along I-205.

- The bill was a catalyst for Governor Kotek's announcement of a pause on tolling until 2026 and creation of a new legislative Special Subcommittee on Transportation Planning to oversee ODOT's tolling work and ensure inclusive communication with impacted communities.

- This will serve to provide accountability for ODOT and rebuild trust from our communities. ODOT's transportation planning must carefully consider alternative options, community feedback, safety impacts, mitigation of diversion, environmental assessments, and economic concerns.

Hall Blvd

- I introduced House Bill 2756, which would have transferred the jurisdiction of Hall Boulevard from ODOT to the City of Tigard. I testified to the Joint Committee on Transportation on the bill's behalf.

- I pushed for the $3 million investment in pedestrian improvements along Hall Boulevard.

- I introduced and passed House Bill 2793. The bill establishes a jurisdictional transfer advisory committee within ODOT. This bill creates a process by which cities can apply to take ownership of their orphan highways.

Woodspring Apartments Purchased!

On July 6th of this year, the Woodspring Apartments were purchased by Washington County!

- The Woodspring Apartments is a 172-unit complex that was built in 1991. It was originally built with Low Income Housing Tax Credits and was regulated as affordable housing with a 30-year period of affordability, which ended in 2020.

Preview of the 2024 Legislative Session

HB 2739 - Improves the process of calculating the Current Service Level for the State School Fund.

HB 3035 - Establishes the crime of threatening mass harm to fill a gap in existing law that makes it difficult for law enforcement to respond when an individual makes a credible threat to carry out a violent attack.

HB 3032 - Creates an exemption for paying taxes on income earned through home sharing, which is when an individual rents out a room in a house they own and live in.

HB 2951 - Establishes a grant program to support Spanish driver education programs.

YOU'RE INVITED TO OUR

CONSTITUENT COFFEE

SATURDAY, AUGUST 26TH
11 AM - 12 PM



Please join me for coffee and conversation. I am looking forward to hearing about issues that you care about.

REP. NERON
HD 26

WILSONVILLE PUBLIC LIBRARY

8200 SW WILSONVILLE RD.
WILSONVILLE, OR 97070

Constituent Coffee

Symposium Coffee, Tigard
August 27th, 1:00pm - 2:00pm

Representative Bowman will outline what the session means for Tigard and open the floor for questions



Representative Ben Bowman

STAY IN TOUCH



Email: Rep.BenBowman@oregonlegislature.gov
Phone: 503-986-1425
Website: OregonLegislature.gov/Bowman
Instagram: @rep.benbowman
Facebook: @BenjaminBowman



Email: Rep.CourtneyNeron@oregonlegislature.gov
Phone: 503-986-1426
Website: OregonLegislature.gov/Neron
Instagram: @RepCourtneyNeron
Facebook: @RepNeronHD26
linktr.ee/RepCourtneyNeron

AIS-5320	**7.**
Business Meeting	
Meeting Date:	08/22/2023
Length (in minutes):	5 Minutes
Agenda Title:	Consider an Ordinance Granting a Six-Month Extension of the Franchise Agreement With Portland General Electric
Authored By:	Brian Rager
Presented By:	Public Works Director Brian Rager
Item Type:	Motion Requested Ordinance
Public Hearing Legal Ad Required?:	No
Publication Date:	

Information

EXPLANATION OF ISSUE

The council will consider granting a six-month extension of the franchise agreement with Portland General Electric to allow time for negotiations toward a fully updated agreement.

ACTION REQUESTED

Staff recommends that the council grant the six-month extension to the franchise for a new expiration date of December 23, 2023.

BACKGROUND INFORMATION

Tigard Municipal Code 15.06 requires a franchise or right of way license in order for any utility to operate in the City's rights of way. Portland General Electric has been operating under its latest franchise since the approval of Ordinance 13-09. The franchise authorized by that ordinance expired June 23, 2023. Due to vacation schedules that impacted both the City and PGE teams, both parties request this extension to give more time to negotiate a new franchise agreement or right of way license.

ALTERNATIVES & RECOMMENDATION

The council could choose to not grant the extension, although doing so would result in PGE operating without a franchise agreement.

ADDITIONAL RESOURCES

Attachments

Ordinance

CITY OF TIGARD, OREGON
TIGARD CITY COUNCIL
ORDINANCE NO. 23-

AN ORDINANCE GRANTING AN EXTENSION OF THE NON-EXCLUSIVE FRANCHISE WITH PORTLAND GENERAL ELECTRIC COMPANY (PGE) TO OPERATE AN ELECTRIC UTILITY SYSTEM IN THE CITY OF TIGARD, OREGON, INCLUDING THE RIGHT TO PLACE AND OPERATE THIS SYSTEM IN THE PUBLIC RIGHTS OF WAY AND DECLARING AN EMERGENCY

WHEREAS, the Tigard Municipal Code ("TMC") Section 15.06.070.E allows the City to enter into written franchise agreements; and

WHEREAS, Ordinance 13-09 approved a franchise with PGE and that agreement expired on June 23, 2023; and

WHEREAS, PGE and the City would like to temporarily extend the expiration of the franchise agreement by six months to allow for negotiation of a new franchise agreement or the issuance of a new right of way license.

NOW, THEREFORE, THE CITY OF TIGARD ORDAINS AS FOLLOWS:

SECTION 1: The expiration date of the franchise agreement for Portland General Electric (PGE) approved in Ordinance 13-09 is hereby extended to December 23, 2023.

SECTION 2: Because of the need to maintain continuous electric service to community members of Tigard and a stable flow of revenue from franchise fees, an emergency is declared, and this ordinance shall take effect upon its passage.

PASSED: By _____ vote of all council members present after being read by number and title only, this _____ day of _____, 2023

_____
Carol A. Krager, City Recorder

APPROVED: By Tigard City Council this _____ day of _____, 2023.

_____
Heidi Lueb, Mayor

Approved as to form:

_____
City Attorney

_____
Date

AIS-5296 **8.**

Business Meeting

Meeting Date: 08/22/2023

Length (in minutes): 15 Minutes

Agenda Title: ADOPTION OF THE RACIAL EQUITY ACTION PLAN & EQUITY COMMITMENT DECLARATION

Authored By: Kurt Jun

Presented By: City Manager Steve Rymer and DEIB Manager Kurt Jun

Item Type: Motion Requested

Public Hearing Legal Ad Required?: No

Publication Date:

Information

EXPLANATION OF ISSUE

The City Council has established equity as a foundational pillar for our success as an organization in serving each other and our community. Previously, equity was included as a key component of the Community Promise (5 Es) which guides the entire organization's work to advance our strategic vision, meet City Council objectives, and carry out daily operations. This was reinforced most recently by the development and adoption of the City Council's 2023-2025 goals.

To build upon the City Council's expectations and commitment to equity, we propose the formal adoption of an "Equity Commitment Declaration" for our city's framework. This pairs well with the Racial Equity Action Plan, which has since been revised and put into action. These transformational documents aim to address the predictable and persistent challenges to systemic issues of racial equity and implicit bias.

The Equity Commitment Declaration expounds on our Community Promise on Equity, "WE will ensure just and fair inclusion where all can participate, prosper, and reach their full potential," and is a representation of our values, underscoring our vision to cultivate "an equitable community that is walkable, healthy, and accessible for everyone." This declaration by the City Council will affirm our dedication and commitment to advancing equity and inclusion among our employees, stakeholders and customers to be prominently displayed as a core to the success, resilience, and sustainability of the organization.

Over recent years, there's been a rekindled focus on diversity, equity, and inclusion across diverse sectors in our city, region and across the country. This surge in momentum offers us a prime occasion to reassess and amplify our dedication to these ideals, ensuring they remain firmly woven into our city's operations and public interactions.

We earnestly put forth the proposal to embrace an Equity Commitment Declaration and the Racial Equity Action Plan for the City of Tigard. We are confident that this move will be instrumental in instigating systemic change, fortifying the community's faith in us, and positioning our city as a leading advocate for inclusiveness. The full support of the Council is crucial in turning this aspiration into a tangible achievement.

ACTION REQUESTED

Staff requests Council adopt the City of Tigard's Equity Commitment Declaration and Racial Equity Action Plan.

BACKGROUND INFORMATION

As stated in our Racial Equity Action Plan, "Putting the values of racial equity into practice will require changing the way the City works." This includes how "our city government makes decisions; how services and programs are delivered; how we engage with all our diverse constituents; how success will be measured; how we invest; and how we balance our approach." Advancing equity is the responsibility of the City Council, City Manager, Leadership Team, managers, and all of Team Tigard.

To advance our collective efforts to create a team environment where every member feels a sense of belonging, the Racial Equity Action Plan outlines three key strategies:

- Cultivate an Inclusive Culture
- Develop & Utilize Shared Tools and Resources
- Bias Towards Action & Continuous Improvement

To address and overcome institutional racism and thereby achieve racial equity, DEI Manager Jun will serve as a strategic partner and resource for the organization. Our aim is to cultivate an ethos of collaboration and open communication, ensuring every team member is treated with respect and dignity while valuing a diverse spectrum of voices and perspectives. In synergy with his colleagues, Mr. Jun will oversee the day-to-day aspects of the DEIB initiatives, strategically planning and executing activities to reach our vision of transforming Tigard into a city that embodies equity at its core.

Impacts (Community, Budget, Policies and Plans/Strategic Connection)

These recommendations are intricately connected to the City Council Goals and achieving the vision in the Community Promise. Our collective work will positively influence the City's workforce culture to attract and retain diverse talent, as well as impacting the diverse communities we serve through our operations, programs, projects and services.

ALTERNATIVES & RECOMMENDATION

City Council members may provide edits or opt not to issue a Declaration

ADDITIONAL RESOURCES

N/A

Attachments

08.22.23 CoT Council Meeting - Equity Presentation

City of Tigard - Equity Commitment Declaration

City of Tigard's Racial Equity Action Plan

Leading with Race Exec Summary by CCC



City *of* Tigard

Diversity, Equity & Inclusion for Belonging: Adoption of the Racial Equity Action Plan & Equity Commitment Declaration

"Embracing the inherent value of every person."

TIGARD

Program Management Update Overview

- Introduction
- Strategic Themes & Foundations
- Equity Commitment Declaration
- Racial Equity Action Plan
- New Initiatives & Focus
- Action Requested
- Closing Thoughts

Introduction

- Diversity, Equity & Inclusion for Belonging (DEIB)
  - Starting with WHY?
    1. The Moral Imperative
    2. The Business Imperative

Strategic Themes & Foundations

- **Clarity** "Why is DEIB important?"
- **Common language** "What do we mean by DEIB?"
- **Commitment** "What is CoT's vision and values for DEIB?"
- **Connection** "How does DEIB relate to my work?"
- **Culture** "I" am the 'I' in Inclusion"
- **Careers** "How does DEIB help my professional development?"
- **Community** "Who is our customer and what will be their experience?"
- **Challenge** "Where do we go from here with DEIB?"

Commitment to Equity Statement

- **Our Strategic Vision**
  - "Tigard: an equitable community that is walkable, healthy, and accessible for everyone."
- **Our Community Promise's 5 E's**
  - The lens through which we will evaluate and implement all our actions:
    1. **Equity:** WE will ensure just and fair inclusion where all can participate, prosper, and reach their full potential.
    2. **Environment:** WE will embrace…
    3. **Economy:** WE will be responsible…
    4. **Engagement:** WE will involve…
    5. **Excellence:** WE will set high standards…

Equity Commitment Declaration

Advancing Equity

The City of Tigard is dedicated to doing the right thing by ensuring dignity, respect, and inclusion for all, and our mission, vision, and community promise embrace equity as central to all we do. We aim to create a community where every person feels a sense of belonging, regardless of any individual identity. Our commitment to equity means that we work to eliminate the barriers that prevent people from accessing decision-making processes and addressing social and economic disparities.

We recognize that championing equity entails a focused initiative to address systemic challenges tied to race and color, while fostering a culture of inclusivity within our workspace and the broader community. Therefore, we are resolute to continuously monitor and improve the racial diversity representation of our workforce, ensuring equitable access for all employees, and promoting diversity and inclusion in the greater community. *(continue to next slide)*

Equity Commitment Declaration

Advancing Racial Equity, Diversity & Inclusion

We believe diversity and inclusion are essential components for creating a thriving city. Our mission is to ensure that everyone in our community is empowered with the necessary resources and opportunities they need to flourish. We hold firm that every person has inherent value and deserves to be treated with dignity and respect. We will continue to strive towards this promise and commitment every day.

Racial Equity Action Plan

- Why lead with race?
  - The Pervasive & Predictable Indicator
  - The Data Analysis – our communities
  - The Data Analysis – our workforce

Racial Equity Action Plan

- Three Key Strategies:
  1. Cultivate an Inclusive Culture
  2. Develop & Utilize Shared Tools & Resources
  3. Bias Towards Action & Continuous Improvement

New Initiatives & Focus

- Strategic Plan for Equity
- Structure & Alignment
- Diversity Education & Training
- Courageous Conversations About Race
- Key Performance Indicators for Equity (KPIs)
- Diverse Workforce Development Plan
- Equity Mapping Solutions Project
- Diversity Conversations Toolkit for Managers
- Racial Equity Toolkit
- Inclusive Leadership Performance Compass

Action Requested

- **The Adoption of the Equity Commitment Declaration**
- **The Adoption of the Racial Equity Action Plan**

Closing Thoughts

Answering the "Why?"

"Embracing the inherent value of every person."

Equity Commitment Declaration

COMMUNITY PROMISE ON EQUITY

WE will ensure just and fair inclusion where all can participate, prosper, and reach their full potential.

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RACIAL EQUITY ACTION PLAN











CITY OF Tigard

Our Story

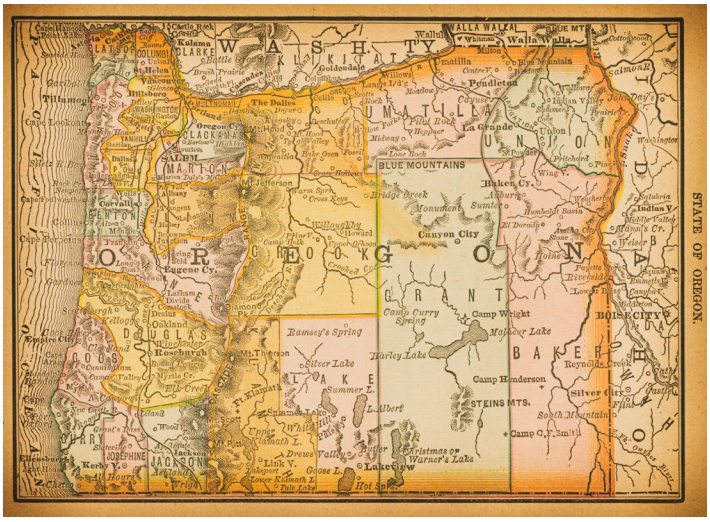
Developed in partnership with Kimberly S. Moreland, Moreland Resource Consulting LLC, and Terra Wheeler

Our Story is a continuum of a journey that began many years before Wilson M. Tigard, the City of Tigard's namesake, settled in the region later incorporated as the City of Tigard. As a part of the City of Tigard's Racial Equity Action Plan, we are committed to sharing a holistic story about our history that includes all voices and communities, especially those who have been overlooked or forgotten.

Tualatin Kalapuya

Our Story begins with the Atfalati people of the Tualatin Kalapuya, who lived throughout the Tualatin Valley, including the location of current-day Tigard. Chachimahiyuk was the Atfalati village closest to contemporary Tigard.

Disease brought by colonizers in the 1700s and 1800s ravaged the Tualatin band of the Kalapuya. In 1830, over 1,000 Tualatins lived in the Tualatin River Valley, but by 1855, only 65 remained. In 1856, after the passing of the Willamette Valley Treaty, the U.S. government forcibly moved the remaining members of the tribe to the Grande Ronde Reservation. Today, descendants of the Atfalati and Tualatin Kalapuyans are members of the Confederated Tribes of the Grand Ronde.



Oregon Territory 19th Century

Oregon Resettlement & Racist Laws

Before becoming a state, a provisional government was formed in 1843. Black exclusion laws in the Oregon Territory, enacted between 1844 and 1857, were created to quell White settlers' fear about Black and Indian hostilities and evolved into policies that severely stalled Black emigration in Oregon. Congress passed the Donation Land Claim in 1850, which allotted 320 acres of land to every white male, including those with mixed indigenous backgrounds, and doubled that amount for married couples. From 1840 to 1860, 53,062 non-Indigenous resettlers traveled to Oregon.[1] This led to the displacement of Native people living in Oregon.[2] In this region of Oregon, the land was forcefully ceded from the Tualatin Kalapuya.

Oregon's Black exclusion law, the forced removal of Native Americans, and the race-restricted Donation Land Act had a longstanding impact on the social, economic, and geographic reality of all Oregonians.

[1] Kenneth R. Coleman. White Man's Territory: The exclusionary intent behind the 1850 Donation Land Act. (Portland, Oregon. Oregon Humanities, April 2018.

[2] Oregon Encyclopedia glossary defines resettlement and resettlers as non-indigenous residents who came to Oregon from about 1840 to 1859. Resettlement describes the non-indigenous displacement of Native people and counters the mistaken idea that Oregon had not settled people prior to migration on the Oregon Trail.

Our Story

Our Beginnings

Wilson McClendon Tigard

The earliest land grant issued in the Tigard area was recorded in 1847. In 1850, land claims were donated to the Richardson, Hicklin, and Graham families. Wilson McClendon Tigard and his wife– the City of Tigard's namesake--were among the post-1850 emigrants. They traveled to Oregon in 1852 and paid $100 for 320 acres of land.[3]



Wilson M. Tigard

Washington County formed the Butte election precinct in 1855 and was divided into east and west precincts in 1876. The earliest appearance of East Butte appeared on the 1880 census. Per Charles Tigard's request, East Butte was renamed Tigardville in 1886. Later, when the railroad came through, it was shortened to Tigard in 1907 because there was already a "Ville" (Wilsonville) on the route.



East Butte School -1896

Wilson Tigard politically aligned with abolitionist emigrants from Indiana, who settled in the area in 1850. The group included the Fanno, Baxter, Bryant, Hicklin, and Denny families. It is essential to note that Oregon's Black exclusion laws were modeled by pre-Civil War Black laws enacted in the Old Northwest territories. Between 1813 and 1815, Indiana's legislature passed a measure three times to exclude all Blacks from entering the state.[4] Tigard and his fellow migrants from Indiana were true abolitionists, and a few participated in the underground railroad. What set them apart from other political parties in Oregon territory was their support for the admission of free Blacks into the Oregon territory.



Settlers in Oregon - 1900

[3] Paul Bourke and Donald DeBats. Washington County: Politics and Community in Antebellum America. Baltimore and London: The Johns Hopkin University Press, p.77.

[4] William Lorenz Katz. The Black West, Third Edition, Revised and Expanded: A Pictorial History. Seattle: Open Hand Publishing Inc., 1987, p.54.

Our Story

Hidden History

Embracing Tigard's Growing Diversity

Wilson M. Tigard, his wife, Mary Ann, and their children's extraordinary legacy are entrenched in the development of Tigardville, transforming it from a farming community to a small town. Their achievements are visibly preserved by historical landmarks, such as the John Tigard House. However, little is known about non-white families who settled in the area. Future documentation of these stories provide an opportunity to understand Our Story and inspire a sense of belonging for all community members.

Have a piece of history you would like to share?

Contact Us
www.tigard-or.gov/feedback

Many are unaware of early Tigard's Japanese farmers, Hasuike, Sunamoto, and Hayashi families who were forced to leave their farms during WWII. In 1909, Shinzo, Torazo, and Ryozo Hasuike purchased 40 acres on Beef Bend Road to grow fruits and vegetables for the market. Torazo's wife, Misao, and brother, Isamu, arrived in Tigard from Japan in 1911. In 1918, Ryozo and Shinzo Hasuike died during the flu pandemic. Survivors, Torazo and Misao, raised eight children in Tigard and bought a farm at 135th and Walnut Street.



Steve Hasuike - Left Back Row - Yearbook Photo

During World War II, the Torazo Hasuike, Sunamoto, and Hayashi families joined 110,000 Japanese Americans from the west coast that were given the choice of migrating several hundred miles inland or be temporarily placed in Assembly Centers before being incarcerated in concentration camps.[5] The Hasuike, Sunamoto, and Hayashi families migrated to Vale, Oregon where a Japanese friend helped them find 70 acres to rent. Fortunately for the Hasuike family, Joseph Herman Baggenstos, founder of the Baggenstos Farm Store, maintained their farm until they returned after WWII.[6] Unfortunately, most Japanese American incarcerees lost all their land and possessions during incarceration. In 1945, after being released from prison, Torazo bought 40 more acres adjacent to the farm. The property was placed in the name of their eldest son, Yoshina, because non-citizens were restricted from purchasing property.

Shinichi and Shigeko Hayashi moved to Tigard from Beaverton in the 1940s, and leased 60 acres of farmland. Their daughter, Toshiki, was enrolled in Tigard High School when Pearl Harbor was attacked by Japan in 1941. Shortly after, the mother of Toshiki, Liala Wolf, took Toshika to clean out her locker. In 1942, the family relocated to Vale, Oregon, lost their farmland, and all their possessions.[7]



Hasuike Family Farm



Hasuike Family

[5] Densho Digital Repository_Ask a Historian,

[6] Peterson, Tigard, page 80.

[7] Densho Digital Respository_Toshiko Hayashi Oreal Interview.

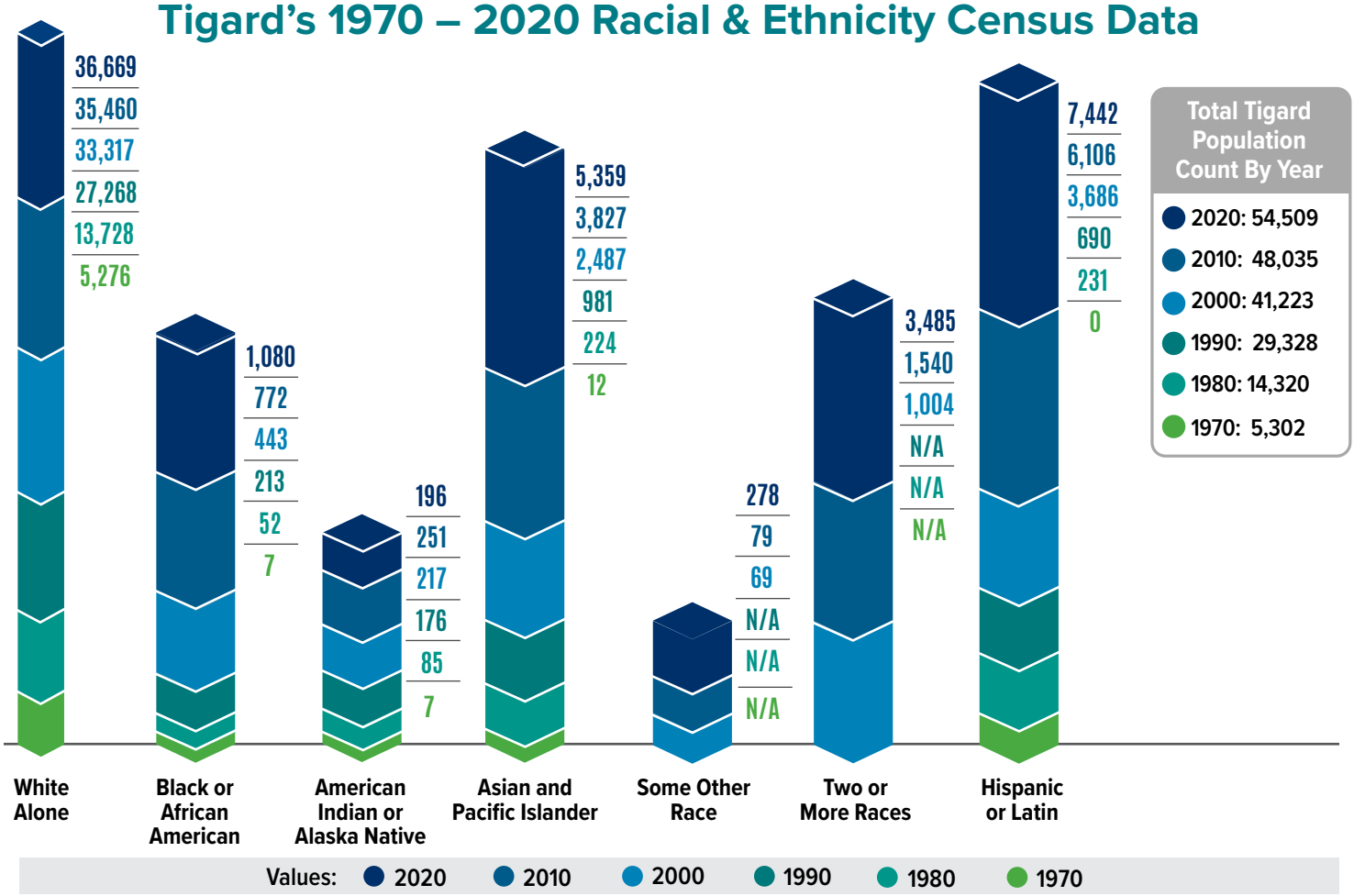
Our Story

Tigard's Racial Demographics

Racist practices, policies, and laws have a lasting effect on Oregon's racial diversity. Incorporated in 1961, the City of Tigard participated in the 1970 census, which provided a glimpse of Tigard's racial and ethnic breakdown. From 1970 to 1980, the city doubled in size. In this same period, Hispanics, Latinos, and the Asian or Pacific Islanders population nearly tripled.

The census race and ethnicity count has changed over time. The table below shows two significant changes: populations of Hispanic persons starting in 1980 and multiple race persons beginning in 2000.

Tigard's 1970 – 2020 Racial & Ethnicity Census Data



Census data complied PSU Population and Research Center

Movement Towards Racial Equity

Realizing Racial Equity Vision & Strategies

Today, the City of Tigard has become home to increasing populations of people of color who are displaced and priced out of Portland and other high-rent areas. The city's recent efforts to become a more welcoming and inclusive city are needed more than ever. The City of Tigard, one of the oldest unincorporated communities in Oregon, was founded on a staunch belief and tenacity to preserve what community members believed was right. Today, our Racial Equity Action Plan can rekindle the innovative spirit of the Tigard family legacy and direct that energy towards dismantling structural racism, promoting wealth creation, and achieving our racial equity vision and strategies.

Our Framework

STRATEGIC VISION

Tigard: An equitable community that is walkable, healthy, and accessible for everyone.

3 STRATEGIC PRIORITIES
THAT SUPPORT OUR VISION

1. Set the standard for excellence in public service and customer experience.
2. Create a well-connected, attractive, and accessible pedestrian network.
3. Ensure development and growth support the vision.

EQUITY
WE will ensure just and fair inclusion where all can participate, prosper, and reach their full potential.

ENGAGEMENT
WE will involve all voices in our community while building trusting relationships.

ENVIRONMENT
WE will embrace sustainability to improve our natural resources and the livability of our community.

EXCELLENCE
WE will set high standards and strive to exceed community expectations.

ECONOMY
WE will be responsible stewards of the community's financial resources entrusted to us.

COMMUNITY PROMISE

The lens through which we will evaluate and implement all our actions.

OUR COMMITMENT

The City of Tigard affirms our commitment to becoming a racially equitable city. We have zero tolerance for any form of harassment or discrimination in our workplace and in any work-related environments, including our presence on social media.

OUR SHARED LANGUAGE

Our Diversity, Equity, Inclusion, and Belonging Glossary is a living document with the goal of helping build shared understanding between teammates. Any Tigard team member can contribute, view, and use the Glossary in ways they find valuable. The Glossary is available in Citywide and Inclusive Tigard channels on Teams.

Our Promise

Racial Equity Means To...

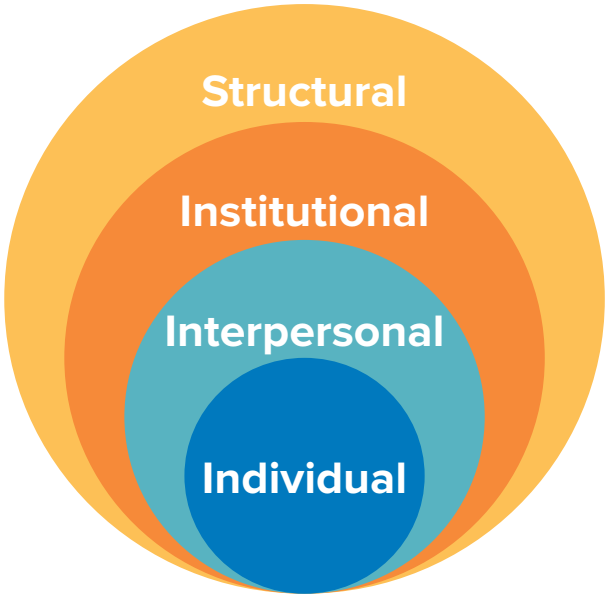
Close the gaps so that race does not predict one's success while also improving outcomes for all.

Close the Gaps...

We center communities of color to target improvements for those most burdened by racial inequity.

Ensure Just and Fair Inclusion...

Our focus is on four forms of racism:



Individual Racism

Internalized Racism lies **within individuals**. These are private beliefs and biases about race that reside inside our own minds and bodies. For white people, this can be internalized privilege, entitlement, and superiority; for people of color, this can be internalized oppression.

Examples: prejudice, xenophobia, conscious and unconscious bias about race.

Interpersonal Racism occurs **between individuals**. Once we bring our private beliefs about race into our interactions with others, we are now in the realm of interpersonal racism.

Examples: public expressions of prejudice and hate, microaggressions, bias and bigotry between individuals.

Systemic Racism

Institutional Racism occurs **within institutions**. It involves unjust policies, practices, procedures, and outcomes that work better for white people than people of color, whether intentional or not.

Example: A school district that concentrates students of color in the most overcrowded, under-funded schools with the least experienced teachers.

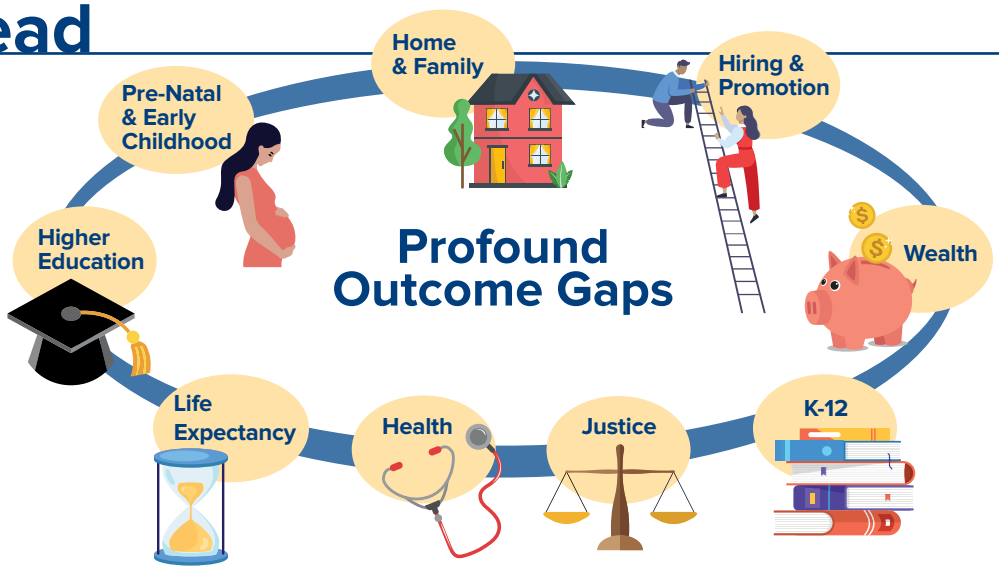
Structural Racism is racial inequities **across institutions, policies, social structures, history, and culture**. Structural racism operates when a system of power with multiple interconnected, reinforcing, and self-perpetuating components results in racial inequities across all indicators for success. Structural racism is the racial inequity that is embedded in our history, culture, and our economic, political, and legal systems.

Example: The "racial wealth gap," where whites have many times the wealth of people of color, resulting from the history and current reality of institutional racism in multiple systems.

Source: www.raceforward.org/about/what-is-racial-equity-key-concepts

Our Work Ahead

Today, in the United States, structural racism drives outcome gaps between people of color and white people across every indicator for success, from birth to death, from infant mortality to life expectancy. The multiplied effects of these structural drivers create deeply entrenched racial inequity. To achieve racial equity, we must transform our institutions and structures.



Community Snapshot

Population **55,854**

93.4% Households with Broadband Subscription

Bachelor's Degree or Higher **44.3%**

Language Other Than English Spoken at Home **19%**

Median Household Income **$86,757**

Persons in Poverty **7.8%**

17.5% Households Owned By People of Color

$2,085 Median Monthly Homeowners Mortgage Cost

Source: Census Bureau 2020

To See Race Data From Our Community

National

The Government Alliance on Race and Equity Communications Guide

www.racialequityalliance.org/tools-resources/communication-tools

Washington County

The Coalition of Communities of Color Leading With Race Report

www.coalitioncommunitiescolor.org/leadingwithrace

How We Achieve Our Racial Equity Vision

To become a racially equitable and multicultural institution we aim to dismantle barriers across our organization and build a more inclusive and representative workplace at all levels that embraces diversity, calls out discrimination, and puts equity at its heart.

WHO

Everyone has an opportunity to support and move racial equity work forward. The City Council; sets policy direction, the City Manager and Leadership; provide guidance and support to implement, the Diversity, Equity, Inclusion, and Belonging team; build, connect, and communicate working alongside all Tigard teammates whose work has a direct impact on making our community equitable.









WHAT

Putting the values of racial equity into practice will require changing the way the city works:

HOW

- our city government makes decisions
- services and programs are delivered
- we engage with everyone
- success is measured
- we invest
- we balance our approach



WHEN

Continuous improvement is at the core of our racial equity journey. Therefore, some actions in this plan will be ongoing while others have specific timelines for completion.

By 2025

Short Term	Mid Term	Long-Term
2023	2024	2025

WHY



Jamboard Exercise August 2021

Our Strategies



Cultivate an Inclusive Culture

Create a workplace culture where racial equity is valued and is operationalized.



Develop and Utilize Shared Tools and Resources

Dismantle the institutional barriers that create disparities and inequities by race and income.



Bias Towards Action and Continuous Improvement

Pursue policies and programs that can be implemented right now, as a way to develop our Diversity, Equity, Inclusion, and Belonging practices.

Action Plan Process



Source: Government Alliance on Race and Equity

The Action Plan Includes:

ACTIONS – Efforts we will pursue to achieve our strategies.

TIMELINE – Ongoing and Short term – by 2023, mid-term – by 2024, and long-term – by 2025.

GUIDE – Responsible for guiding conversations and empowering team members to complete our actions.

Action Plan



Cultivate an Inclusive Culture

Create a workplace culture where racial equity is valued and is operationalized.

ACTION	TIMELINE	GUIDE
Increase diversity among city leadership, teammates, and volunteers.	Mid-Term	Leadership, Human Resources
Develop an ongoing Tigard Diversity, Equity, Inclusion, and Belonging Training Program that includes tools, protocols, and information specific to Tigard for all teammates, middle managers, and supervisors.	Short-Term	Leadership, Human Resources, DEIB Internal Team
Publicly acknowledge the disproportionate impact of city communications policies on communities of color and be intentional about transparency and communication.	Short-Term	Leadership, Communications
Support structured internal team efforts to build an inclusive culture for city teammates.	Ongoing	Leadership

Action Plan



Develop and Utilize Shared Tools and Resources

Dismantle the institutional barriers that create disparities and inequities by race and income.

ACTION	TIMELINE	GUIDE
Build an equity framework that includes a Racial Equity Toolkit.	Short-Term	Leadership, DEIB Internal Team
Use a racial equity assessment tool in decision making.	Ongoing	Leadership
Adopt tools and protocols for critical conversations to create shared understanding and belonging.	Short-Term	City Managment, Leadership, DEIB Leadership
Create an equitable engagement guidebook.	Long-Term	Communications, DEIB Leadership
Create shared understanding around the informal and formal ways of addressing interpersonal racism at work.	Ongoing	Leadership, Human Resources, DEIB Internal Team
Create a shared repository for baseline equity data to inform decision making.	Mid-Term	City Management, IT

Action Plan



Bias Towards Action and Continuous Improvement

Pursue policies and programs that can be implemented right now, as a way to develop our Diversity, Equity, Inclusion, and Belonging practices.

ACTION	TIMELINE	GUIDE
Have an external review of Tigard's practices and culture as it impacts DEIB.	Short-Term	City Management
Review all program and service areas for practices that perpetuate institutional racism.	Ongoing	Leadership, DEIB Internal Team
Prioritize reorienting services, programs, projects, and practices toward racial equity policies.	Mid-Term	City Management, Leadership, Human Resources, DEIB Internal Team
Reprioritize resources and invest in racial equity initiatives that influences budget decisions.	Ongoing	City Management, Leadership
Review existing performance measures and apply an equity lens.	Short-Term	City Management, Leadership, Human Resources, DEIB Internal Team

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RACIAL EQUITY ACTION PLAN
APPENDICES A-C











CITY OF Tigard

APPENDIX A
EQUITY MOVES





CITY OF Tigard

EQUITY MOVES

Art of Community



WHY

Organizations are human systems. Approaching this work by priming and setting conditions to support critical thinking is conducive to solving complex problems.

WHAT

The objective of this protocol is to normalize:

- Openness to learning
- Mitigating bias
- Normalizing conflict for calibrating feedback, change ideas, and implementation aligned to vision and mission

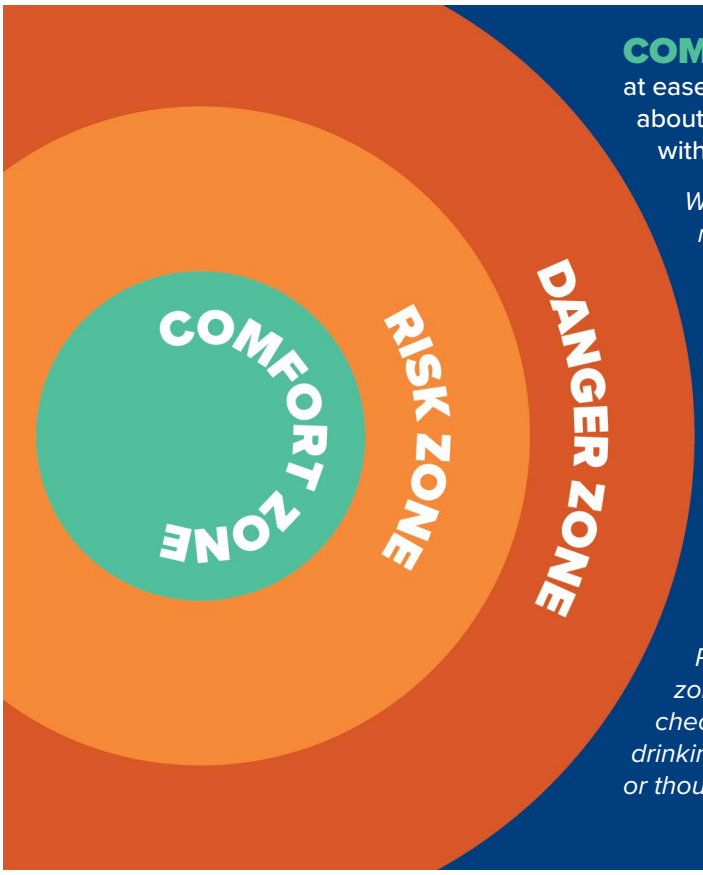
HOW

Starting time together (meeting, convening, gathering) with the Art of Community reminds the group what it takes to be in community with one another with care.

- Centering Care for difficult conversations allows for us to listen past our own experiences
- Art of Community allows us to get to a deeper culture of connection which also supports regulation and co-regulation that allows people in the community to make reasonable decisions as Trauma Informed Practices highlight to access executive functioning skills (the behaviors required to plan and achieve goals like adaptable thinking, time management, working memory, self-monitoring, etc).

Adapted from Margaret Wheatley's "Turning to One Another." (2000)
by Zinnia Un for TTSD (2019)

Zones of Comfort



COMFORT ZONE

at ease, no tension, good grip on the topic, like to hear from others about the topic • know how to navigate occasional rough spots with ease

When triggered and moving towards the danger zone you might go to your comfort zone by changing the topic to something you are more familiar with, listening without intervening or participating, and disengaging.

RISK ZONE

most fertile place for learning • willing to take some risks, not knowing everything • desire to learn • open up to other people with curiosity and interest • consider options or ideas you haven't thought of before

DANGER ZONE

defenses, fears, red-lights, desire for escape • requires too much energy and time to accomplish anything

Recognize this and find strategies to get back to the risk zone where learning happens. Some strategies can be checking first thoughts and second thoughts, taking breaths, drinking water, plot comfort level, take notes, and write questions or thoughts to share later when in the risk zone.

Nationalschoolreform.org adapted by Zinnia Un (2016)

WHY

A common misstep in equity work is disregarding the human response to new situations, feelings, and insights that give us pause. The development of emotional intelligence and the ability to self-regulate allows hard conversations to lead to actionable change.

WHAT

Having the expectations and words to use related to the zones of comfort builds capacity in the individual, in teams, and in the organization.

The zones of comfort help gauge people's feelings and impact related to content, imprint (impression), or event. It helps to facilitate understanding and what to do to support productive conversations, problem solving sessions, or calibration in teams.

HOW

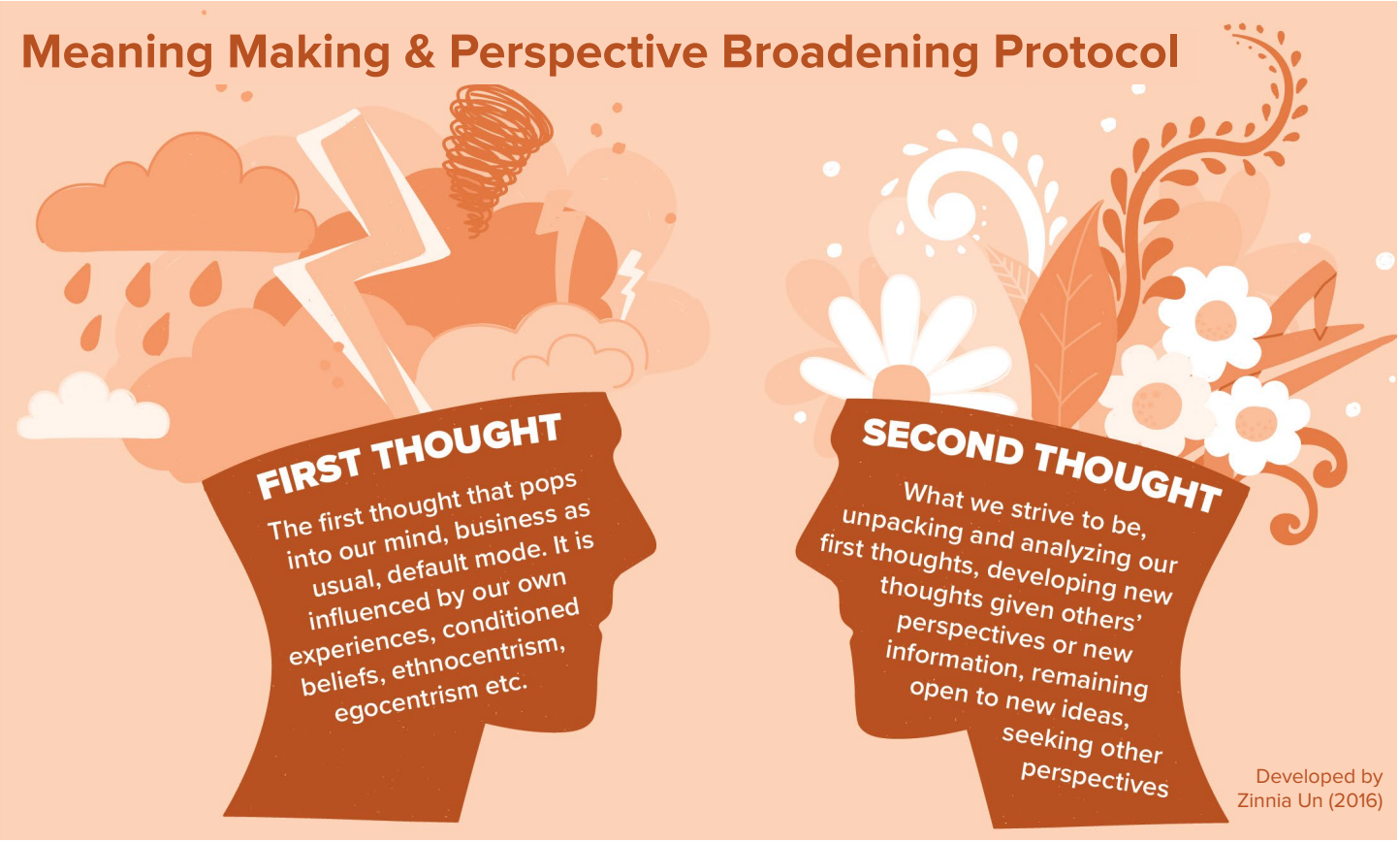
"I am trying to move myself out of my comfort zone here, I am wondering about ..."

"I am taking a risk here, by sharing this feedback, ... I am wondering about what your thoughts are related to that feedback?"

"Some of the data/ feedback I have to share might be hard to hear or move some of us to the danger zone, take care of yourself as needed, and try to come back and join the conversation"

First Thought/Second Thought

Building Muscles for Critical Self-Reflection



WHY

This common language is easily accessible and can be used right away to normalize deeper analysis of practices with empathy.

Our "first thoughts" are not always "perfect" or even what we want them to be, especially when it comes to challenging subjects like equity. Or, at times, we like our first thoughts, and we develop them further given new information or ideas

Perspectives can be dynamic - we can change or add to our perspective given new information or ideas

Expressing our first thoughts allows for safe/low risk entrance into a critical, courageous or caring conversation

WHAT

This protocol can help with meaning making opportunities related to concept, vocabulary, processing a situation, etc.

It also allows the community to process not only the information but the impact or meaning of something in community with others.

This is a great tool for mitigating bias. It also brings forth multiple perspectives in practice that are easy, simple, and can be woven into the fabric of one's community.

HOW

Use this protocol:

- For brainstorming
- To understand the imprint (impression) of something with people
- To calibrate understanding about a concept, idea, action or outcome
- To bring forth multiple perspectives without making it high risk
- To reflect on your own thinking and understanding.

Redefining Actions for Equity



WHY

Often when engaging in equity conversations, we can easily move through the comfort, risk, and danger zones quickly. When this happens we go into the flight, fight, or freeze modes Having cognitive and discourse scaffolds to remind us to regulate, relate, and reason supports meaningful and effective communication.

This takes practice! Using the reminders of listening to learn & heal, ask questions, reflect & respond, then share with humility allows for there to be care in our conversations. It also provides the support we need for ourselves and others to have grace with one another when difficult conversations arise.

WHAT

Redefining Actions for Equity can be used as an aid for navigating difficult conversations as they arise.

Doing equity work for the last 20 years, I have had several difficult conversations and as a budding researcher, I have noticed patterns and trends in these conversations of where I went wrong, needed to adjust, or reframe my thinking to have productive and effective communication.

Developed by Zinnia Un (2018)

HOW

When I am navigating a difficult conversation, I have to tell myself to intentionally listen. Our emotions can hijack the conversation if we don't build our muscles toward effective listening skills.

Listening Modes

Listening for Information

Listen for the exact words that the person is saying first. As though I have a transcription of the conversation.

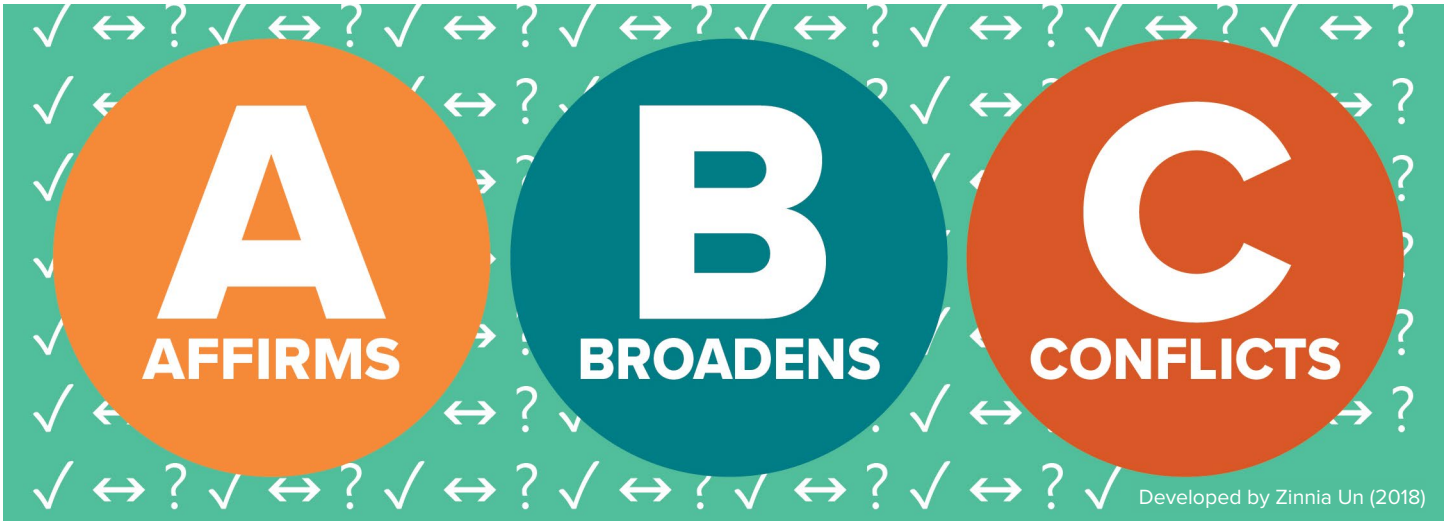
- Often, because emotions run high in equity conversations, we project or overlay our own tone and emotion over other people's words which can misrepresent the message

Nonverbal Listening

70 - 80% of what we communicate comes from our body language. Notice the changes in body language, and instead of assigning meaning to them. Reflect on when the speaker's body language changed. What was said right before that?

- This might help with seeing the impact of a statement. That might lead to asking clarifying questions.

ABC Protocol



AFFIRMS ✓

"This is similar to what I was thinking." Thoughts are related to processing of information, events or situations that connect to potential confirmation bias (the tendency to search for, interpret, favor, and recall information in a way that confirms or supports one's prior beliefs or values), or congruence in thought or understanding. Recognizing and unpacking the why of affirmation can help us understand our habits of thought and conditioned beliefs. It can also help us note our own biases and why an idea, option, or concept is given preference.

BROADENS ↔

"Aha, I see." Thoughts relate to the realization of new information giving us "aha moments." It also aligns well with the risk zone and our ability to be open to new ideas. This becomes a fruitful space for learning and calibrating new information. A tenet of equity concepts here is the value of multiple perspectives.

CONFLICTS ?

"This is different than what I was thinking." Thoughts relate to intentional reflection. Can offer value to conflicting thoughts, while pausing to understand why it conflicts with our thinking. Does it have to do with our lived experiences, or something that we know that conflicts with what is said, experienced, or understood? The equity tenet that this might relate to is cultural mismatch, or a singular lens that might be challenged by other lenses or experiences.

WHY

Normalizes conflict and various connections to information, events, or situations.

This protocol also normalizes the time it takes to calibrate understanding among people. It highlights that there are benefits in recognizing that not everyone has the same thoughts.

Taking time to bring that up and out, might save time for calibrating conflict later when things become more high stakes because of various levels of investments in time, resources, emotions, and energy.

WHAT

ABC protocol helps with giving scaffolds for processing information, events, and/or situations through discourse, in writing, or through self-reflection.

The ABC protocol also can help with calibrating understanding about a concept, idea, or process, through the lens of various stakeholders.

The ABC protocol can also be used to support self-reflection when processing one's actions, information, or situation.

HOW

In groups

Using it as a discourse protocol allows people to have first thoughts related to the content, and then have them sit with their first thoughts and categorize them. This helps build muscle towards reflecting with intention their conditioned thoughts. This muscle building supports mitigating bias in decision-making.

As an Individual

Use it as a reflection tool towards critical friends processes. For example, someone might bring forward work, thoughts, or ideas. The ABC protocol can help with offering feedback that supports the spectrum of outcomes.

4 A's Protocol



WHY

This normalizes how each person can have a range of feelings, connections, and ways of processing a collective experience.

Provides an optimistic closure to conversation that promotes reflection and connection to past, present and future experiences.

WHAT

By sharing space to connect with one of these things, it helps check our assumptions and decenter ourselves related to how we perceive a situation or an experience that was understood by others.

HOW

At the end of a meeting, ask the groups to share one of the 4 A's and Why

Tigard-Tualatin School District

CITY OF Tigard

APPENDIX B
RACIAL EQUITY TOOLKIT



CITY OF Tigard



TOOLKIT

Racial Equity Toolkit

An Opportunity to Operationalize Equity

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

RACIALEQUITYALLIANCE.ORG

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

This toolkit is published by the
Government Alliance on Race and Equity,
a national network of government working to
achieve racial equity and advance opportunities for all.

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haas institute
FOR A FAIR AND INCLUSIVE SOCIETY

CSI CENTER FOR SOCIAL INCLUSION

RACIALEQUITYALLIANCE.ORG

UPDATED DEC 2016

ABOUT THE GOVERNMENT ALLIANCE ON RACE & EQUITY



The Government Alliance on Race and Equity (GARE) is a national network of government working to achieve racial equity and advance opportunities for all. Across the country, governmental jurisdictions are:

- making a commitment to achieving racial equity;
- focusing on the power and influence of their own institutions; and,
- working in partnership with others.

When this occurs, significant leverage and expansion opportunities emerge, setting the stage for the achievement of racial equity in our communities.

GARE provides a multi-layered approach for maximum impact by:

- supporting jurisdictions that are at the forefront of work to achieve racial equity. A few jurisdictions have already done substantive work and are poised to be a model for others. Supporting and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity;
- developing a "pathway for entry" into racial equity work for new jurisdictions from across the country. Many jurisdictions lack the leadership and/or infrastructure to address issues of racial inequity. Using the learnings and resources from jurisdictions at the forefront will create pathways for the increased engagement of more jurisdictions; and,
- supporting and building local and regional collaborations that are broadly inclusive and focused on achieving racial equity. To eliminate racial inequities in our communities, developing a "collective impact" approach firmly grounded in inclusion and equity is necessary. Government can play a key role in collaborations for achieving racial equity, centering community, and leveraging institutional partnerships.

To find out more about GARE, visit www.racialequityalliance.org.

I. What is a Racial Equity Tool?

Racial equity tools are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups.

Too often, policies and programs are developed and implemented without thoughtful consideration of racial equity. When racial equity is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated. Racial equity tools provide a structure for institutionalizing the consideration of racial equity.

A racial equity tool:

- proactively seeks to eliminate racial inequities and advance equity;
- identifies clear goals, objectives and measurable outcomes;
- engages community in decision-making processes;
- identifies who will benefit or be burdened by a given decision, examines potential unintended consequences of a decision, and develops strategies to advance racial equity and mitigate unintended negative consequences; and,
- develops mechanisms for successful implementation and evaluation of impact.

Use of a racial equity tool is an important step to operationalizing equity. However, it is not sufficient by itself. We must have a much broader vision of the transformation of government in order to advance racial equity. To transform government, we must normalize conversations about race, operationalize new behaviors and policies, and organize to achieve racial equity.

For more information on the work of government to advance racial equity, check out GARE's "Advancing Racial Equity and Transforming Government: A Resource Guide for Putting Ideas into Action" on our website. The Resource Guide provides a comprehensive and holistic approach to advancing racial equity within government. In addition, an overview of key racial equity definitions is contained in Appendix A.

II. Why should government use this Racial Equity Tool?

From the inception of our country, government at the local, regional, state, and federal level has played a role in creating and maintaining racial inequity. A wide range of laws and policies were passed, including everything from who could vote, who could be a citizen, who could own property, who was property, where one could live, whose land was whose and more. With the Civil Rights movement, laws and policies were passed that helped to create positive changes, including making acts of discrimination illegal. However, despite progress in addressing explicit discrimination, racial inequities continue to be deep, pervasive, and persistent across the country. Racial inequities exist across all indicators for success, including in education, criminal justice, jobs, housing, public infrastructure, and health, regardless of region.

Many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion. Institutions and structures have continued to create and perpetuate inequities, despite the lack of explicit intention. Without intentional intervention, institutions and structures will continue to perpetuate racial inequities. Government has the ability to implement policy change at multiple levels and across multiple sectors to drive larger systemic change. Routine use of a racial equity tool explicitly integrates racial equity into governmental operations.

Local and regional governmental jurisdictions that are a part of the GARE are using a racial equity tool. Some, such as the city of Seattle in Washington, Multnomah County in Oregon, and

the city of Madison in Wisconsin have been doing so for many years:

- The Seattle Race and Social Justice Initiative (RSJI) is a citywide effort to end institutionalized racism and race-based disparities in City government. The Initiative was launched in 2004. RSJI includes training to all City employees, annual work plans, and change teams in every city department. RSJI first started using its Racial Equity Tool during the budget process in 2007. The following year, in recognition of the fact that the budget process was just the "tip of the ice berg," use of the tool was expanded to be used in policy and program decisions. In 2009, Seattle City Council included the use of the Racial Equity Tool in budget, program and policy decisions, including review of existing programs and policies, in a resolution (Resolution 31164) affirming the City's Race and Social Justice Initiative. In 2015, newly elected Mayor Ed Murray issued an Executive Order directing expanded use of the Racial Equity Tool, and requiring measurable outcomes and greater accountability.

See Appendix B for examples of how Seattle has used its Racial Equity Tool, including legislation that offers protections for women who are breastfeeding and use of criminal background checks in employment decisions.

Multnomah County's Equity and Empowerment Lens is used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs. At its core, it is a set of principles, reflective questions, and processes that focuses at the individual, institutional, and systemic levels by:

- deconstructing what is not working around racial equity;
- reconstructing and supporting what is working;
- shifting the way we make decisions and think about this work; and,
- healing and transforming our structures, our environments, and ourselves.

Numerous Multnomah County departments have made commitments to utilizing the Lens, including a health department administrative policy and within strategic plans of specific departments. Tools within the Lens are used both to provide analysis and to train employers and partners on how Multnomah County conducts equity analysis.

Madison, Wisconsin is implementing a racial equity tool, including both a short version and a more in-depth analysis. See Appendix D for a list of the types of projects on which the city of Madison has used their racial equity tool.

For jurisdictions that are considering implementation of a racial equity tool, these jurisdictions examples are powerful. Other great examples of racial equity tools are from the Annie E. Casey Foundation and Race Forward.

In recognition of the similar ways in which institutional and structural racism have evolved across the country, GARE has developed this Toolkit that captures the field of practice and commonalities across tools. We encourage jurisdictions to begin using our Racial Equity Tool. Based on experience, customization can take place if needed to ensure that it is most relevant to local conditions. Otherwise, there is too great of a likelihood that there will be a significant investment of time, and potentially money, in a lengthy process of customization without experience. It is through the implementation and the experience of learning that leaders and staff will gain experience with use of a tool. After a pilot project trying out this tool, jurisdictions will have a better understanding of how and why it might make sense to customize a tool.

For examples of completed racial equity analyses, check out Appendix B and Appendix D, which includes two examples from the city of Seattle, as well as a list of the topics on which the city of Madison has used their racial equity tool.

Please note: In this Resource Guide, we include some data from reports that focused on whites and African Americans, but otherwise, provide data for all racial groups analyzed in the research. For consistency, we refer to African Americans and Latinos, although in some of the original research, these groups were referred to as Blacks and Hispanics.

III. Who should use a racial equity tool?

A racial equity tool can be used at multiple levels, and in fact, doing so, will increase effectiveness.

- **Government staff:** The routine use of a racial equity tool by staff provides the opportunity to integrate racial equity across the breadth, meaning all governmental functions, and depth, meaning across hierarchy. For example, policy analysts integrating racial equity into policy development and implementation, and budget analysts integrating racial equity into budget proposals at the earliest possible phase, increases the likelihood of impact. Employees are the ones who know their jobs best and will be best equipped to integrate racial equity into practice and routine operations.



Government staff

- **Elected officials:** Elected officials have the opportunity to use a racial equity tool to set broad priorities, bringing consistency between values and practice. When our elected officials are integrating racial equity into their jobs, it will be reflected in the priorities of the jurisdiction, in direction provided to department directors, and in the questions asked of staff. By asking simple racial equity tool questions, such as "How does this decision help or hinder racial equity?" or "Who benefits from or is burdened by this decision?" on a routine basis, elected officials have the ability to put theory into action.



Elected officials

- **Community based organizations:** Community based organizations can ask questions of government about use of racial equity tool to ensure accountability. Elected officials and government staff should be easily able to describe the results of their use of a racial equity tool, and should make that information readily available to community members. In addition, community based organizations can use a similar or aligned racial equity tool within their own organizations to also advance racial equity.



Community

IV. When should you use a racial equity tool?

The earlier you use a racial equity tool, the better. When racial equity is left off the table and not addressed until the last minute, the use of a racial equity tool is less likely to be fruitful. Using a racial equity tool early means that individual decisions can be aligned with organizational racial equity goals and desired outcomes. Using a racial equity tool more than once means that equity is incorporated throughout all phases, from development to implementation and evaluation.

V. The Racial Equity Tool

The Racial Equity Tool is a simple set of questions:

1. **Proposal:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community engagement:** How have communities been engaged? Are there opportunities to expand engagement?
4. **Analysis and strategies:** Who will benefit from or be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?
5. **Implementation:** What is your plan for implementation?

6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

The following sections provide a description of the overall questions. Once you are ready to jump into action, please check out the worksheet that can be found in Appendix C.

STEP #1

What is your proposal and the desired results and outcomes?

While it might sound obvious, having a clear description of the policy, program, practice, or budget decision (for the sake of brevity, we refer to this as a "proposal" in the remainder of these steps) at hand is critical.

We should also be vigilant in our focus on impact.

The terminology for results and outcomes is informed by our relationship with Results Based Accountability™. This approach to measurement clearly delineates between community conditions / population accountability and performance accountability / outcomes. These levels share a common systematic approach to measurement. This approach emphasizes the importance of beginning with a focus on the desired "end" condition.

- Results are at the community level are the end conditions we are aiming to impact. Community indicators are the means by which we can measure impact in the community. Community indicators should be disaggregated by race.
- Outcomes are at the jurisdiction, department, or program level. Appropriate performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results. Performance measures respond to three different levels:
    a. Quantity–how much did we do?
    b. Quality–how well did we do it?
    c. Is anyone better off?

We encourage you to be clear about the desired end conditions in the community and to emphasize those areas where you have the most direct influence. When you align community indicators, government strategies, and performance measures, you maximize the likelihood for impact. To ultimately impact community conditions, government must partner with other institutions and the community.

You should be able to answer the following questions:

1. Describe the policy, program, practice, or budget decision under consideration?
2. What are the intended results (in the community) and outcomes (within your organization)?
3. What does this proposal have an ability to impact?
    - Children and youth
    - Community engagement
    - Contracting equity
    - Criminal justice
    - Economic development
    - Education
    - Environment
    - Food access and affordability
    - Government practices
    - Health
    - Housing
    - Human services
    - Jobs
    - Planning and development
    - Transportation
    - Utilities
    - Workforce equity

STEP #2

What's the data? What does the data tell us?

Measurement matters. When organizations are committed to racial equity, it is not just an aspiration, but there is a clear understanding of racial inequities, and strategies and actions are developed and implemented that align between community conditions, strategies, and actions. Using data appropriately will allow you to assess whether you are achieving desired impacts.

Too often data might be available, but is not actually used to inform strategies and track results. The enormity of racial inequities can sometimes feel overwhelming. For us to have impact in the community, we must partner with others for cumulative impact. The work of government to advance racial equity is necessary, but not sufficient. Nevertheless, alignment and clarity will increase potential impact. We must use data at both levels; that is data that clearly states 1) community indicators and desired results, and 2) our specific program or policy outcomes and performance measures.

Performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results. As indicated in Step 1, performance measures respond to three different levels:

Quantity–how much did we do?

Quality–how well did we do it?

Is anyone better off?

Although measuring whether anyone is actually better off as a result of a decision is highly desired, we also know there are inherent measurement challenges. You should assess and collect the best types of performance measures so that you are able to track your progress.

In analyzing data, you should think not only about quantitative data, but also qualitative data. Remember that sometimes missing data can speak to the fact that certain communities, issues or inequities have historically been overlooked. Sometimes data sets treat communities as a monolithic group without respect to subpopulations with differing socioeconomic and cultural experience. Using this data could perpetuate historic inequities. Using the knowledge and expertise of a diverse set of voices, along with quantitative data is necessary (see Step #3).

You should be able to answer the following questions about data:

1. Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
2. What does population level data tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
3. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies.
4. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?

Data Resources

Federal

- **American FactFinder:** The US Census Bureau's main site for online access to population, housing, economic and geographic data. http://factfinder.census.gov
- **US Census Quick Facts:** http://quickfacts.census.gov/qfd/index.html
- **Center for Disease Control** (CDC) http://wonder.cdc.gov

State

- **American FactFinder** and the **US Census** website also have state data. http://factfinder.census.gov
- Other sources of data vary by state. Many states offer data through the Office of Financial Management. Other places to find data include specific departments and divisions.

Local

- **American FactFinder** and the **US Census** website also have local data. http://factfinder.census.gov
- Many jurisdictions have lots of city and county data available. Other places to find data include specific departments and divisions, service providers, community partners, and research literature.

STEP #3

How have communities been engaged? Are there opportunities to expand engagement?

It is not enough to consult data or literature to assume how a proposal might impact a community. Involving communities impacted by a topic, engaging community throughout all phases of a project, and maintaining clear and transparent communication as the policy or program is implemented will help produce more racially equitable results.

It is especially critical to engage communities of color. Due to the historical reality of the role of government in creating and maintaining racial inequities, it is not surprising that communities of color do not always have much trust in government. In addition, there is a likelihood that other barriers exist, such as language, perception of being welcome, and lack of public transportation, or childcare. For communities with limited English language skills, appropriate language materials and translation must be provided.

Government sometimes has legal requirements on the holding of public meetings. These are often structured as public hearings, with a limited time for each person to speak and little opportunity for interaction. It is important to go beyond these minimum requirements by using community meetings, focus groups, and consultations with commissions, advisory boards, and community-based organizations. A few suggestions that are helpful:

- When you use smaller groups to feed into a larger process, be transparent about the recommendations and/or thoughts that come out of the small groups (e.g. Have a list of all the groups you met with and a summary of the recommendations from each. That way you have documentation of what came up in each one, and it is easier to demonstrate the process).
- When you use large group meetings, provide a mix of different ways for people to engage, such as the hand-held voting devices, written comments that you collect, small groups, etc. It is typical, both because of structure and process, for large group discussions to lead to the participation of fewer voices. Another approach is to use dyads where people "interview" each other, and then report on what their partner shared. Sometimes people are more comfortable sharing other people's information.
- Use trusted advocates/outreach and engagement liaisons to collect information from communities that you know are typically underrepresented in public processes. Again, sharing and reporting that information in a transparent way allows you to share it with

others. For communities that have concerns about documentation status and interaction with government in general, this can be a particularly useful strategy.

Here are a few examples of good resources for community engagement:

- The City of Seattle Inclusive Outreach and Public Engagement Guide
- The City of Portland's Public Engagement Guide

You should be able to answer the following questions about community engagement and involving stakeholders:

1. Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in the development of this proposal?
2. What has your engagement process told you about the burdens or benefits for different groups?
3. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

STEP #4

Who benefits from or will be burdened by your proposal? What are your strategies for advancing racial equity or mitigating unintended consequences?

Based on your data and stakeholder input, you should step back and assess your proposal and think about complementary strategies that will help to advance racial equity.

Governmental decisions are often complex and nuanced with both intended and unintended impacts. For example, when cities and counties face the necessity of making budget cuts due to revenue shortfalls, the goal is to balance the budget and the unintended consequence is that people and communities suffer the consequences of cut programs. In a situation like this, it is important to explicitly consider the unintended consequences so that impacts can be mitigated to the maximum extent possible.

We often tend to view policies, programs, or practices in isolation. Because racial inequities are perpetuated through systems and structures, it is important to also think about complementary approaches that will provide additional leverage to maximize the impact on racial inequity in the community. Expanding your proposal to integrate policy and program strategies and broad partnerships will help to increase the likelihood of community impact. Here are some examples:

- Many excellent programs have been developed or are being supported through health programs and social services. Good programs and services should continue to be supported, however, programs will never be sufficient to ultimately achieve racial equity in the community. If you are working on a program, think about policy and practice changes that can decrease the need for programs.
- Many jurisdictions have passed "Ban-the-Box" legislation, putting limitations on the use of criminal background checks in employment and/or housing decisions. While this is a policy that is designed to increase the likelihood of success for people coming out of incarceration, it is not a singular solution to racial inequities in the criminal justice system. To advance racial equity in the criminal justice system, we need comprehensive strategies that build upon good programs, policies, and partnerships.

You should be able to answer the following questions about strategies to advance racial equity:

1. Given what you have learned from the data and stakeholder involvement, how will the

proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?

2. What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?
4. Are the impacts aligned with the your community outcomes defined in Step #1?

STEP #5

What is your plan for implementation?

Now that you know what the unintended consequences, benefits, and impacts of the proposal and have developed strategies to mitigate unintended consequences or expand impact, it is important to focus on thoughtful implementation.

You should be able to answer the following about implementation:

1. Describe your plan for implementation.
2. Is your plan:
    - realistic?
    - adequately funded?
    - adequately resourced with personnel?;
    - adequately resourced with mechanisms to ensure successful implementation and enforcement?
    - adequately resourced to ensure on-going data collection, public reporting, and community engagement?

If the answer to any of these questions is no, what resources or actions are needed?

STEP #6

How will you ensure accountability, communicate, and evaluate results?

Just as data was critical in analyzing potential impacts of the program or policy, data will be important in seeing whether the program or policy has worked. Developing mechanisms for collecting data and evaluating progress will help measure whether racial equity is being advanced.

Accountability entails putting processes, policies, and leadership in place to ensure that program plans, evaluation recommendations, and actions leading to the identification and elimination of root causes of inequities are actually implemented.

How you communicate about your racial equity proposal is also important for your success. Poor communication about race can trigger implicit bias or perpetuate stereotypes, often times unintentionally. Use a communications tool, such as the Center for Social Inclusion's Talking About Race Right Toolkit to develop messages and a communications strategy.

Racial equity tools should be used on an ongoing basis. Using a racial equity tool at different phases of a project will allow now opportunities for advancing racial equity to be identified and implemented. Evaluating results means that you will be able to make any adjustments to maximize impact.

You should be able to answer the following questions about accountability and implementation:

1. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
2. What are your messages and communication strategies that are will help advance racial equity?
3. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long haul?

VI. What if you don't have enough time?

The reality of working in government is that there are often unanticipated priorities that are sometimes inserted on a fast track. While it is often tempting to say that there is insufficient time to do a full and complete application of a racial equity tool, it is important to acknowledge that even with a short time frame, asking a few questions relating to racial equity can have a meaningful impact. We suggest that the following questions should be answered for "quick turn around" decisions:

- What are the racial equity impacts of this particular decision?
- Who will benefit from or be burdened by the particular decision?
- Are there strategies to mitigate the unintended consequences?

VII. How can you address barriers to successful implementation?

You may have heard the phrase, "the system is perfectly designed to get the outcomes it does." For us to get to racially equitable outcomes, we need to work at the institutional and structural levels. As a part of institutions and systems, it is often a challenge to re-design systems, let alone our own individual jobs. One of the biggest challenges is often a skills gap. Use of a racial equity tool requires skill and competency, so it will be important for jurisdictions to provide training, mentoring, and support for managers and staff who are using the tool. GARE has a training curriculum that supports this Toolkit, as well as a "train-the-trainer" program to increase the capacity of racial equity advocates using the Toolkit.

Other barriers to implementation that some jurisdictions have experienced include:

- a lack of support from leadership;
- a tool being used in isolation;
- a lack of support for implementing changes; and,
- perfection (which can be the enemy of good).

Strategies for addressing these barriers include:

- building the capacity of racial equity teams. Training is not just to cultivate skills for individual employees, but is also to build the skill of teams to create support for group implementation and to create a learning culture;
- systematizing the use of the Racial Equity Tool. If the Racial Equity Tool is integrated into routine operations, such as budget proposal forms or policy briefing forms, then management and staff will know that it is an important priority;
- recognizing complexity. In most cases, public policy decisions are complex, and there are numerous pros, cons and trade-offs to be considered. When the Racial Equity Tool is used on an iterative basis, complex nuances can be addressed over time; and,

- maintaining accountability. Build the expectation that managers and directors routinely use the Racial Equity Tool into job descriptions or performance agreements.

Institutionalizing use of a racial equity tool provides the opportunity to develop thoughtful, realistic strategies and timelines that advance racial equity and help to build long-term commitment and momentum.

VIII. How does use of a racial equity tool fit with other racial equity strategies?

Using a racial equity tool is an important step to operationalizing equity. However, it is not sufficient by itself. We must have a much broader vision of the transformation of government in order to advance racial equity. To transform government, we must normalize conversations about race, operationalize new behaviors and policies, and organize to achieve racial equity.

GARE is seeing more and more jurisdictions that are making a commitment to achieving racial equity, by focusing on the power and influence of their own institutions, and working in partnership across sectors and with the community to maximize impact. We urge you to join with others on this work. If you are interested in using a racial equity tool and/or joining local and regional government from across the country to advance racial equity, please let us know.

APPENDICES

APPENDIX A

Glossary of Frequently Used Terms

Bias
Prejudice toward one group and its members relative to another group.

Community Indicator
The means by which we can measure socioeconomic conditions in the community. All community indicators should be disaggregated by race, if possible.

Contracting Equity
Investments in contracting, consulting, and procurement should benefit the communities a jurisdiction serves, proportionate to the jurisdictions demographics.

Equity Result
The condition we aim to achieve in the community.

Explicit Bias
Biases that people are aware of and that operate consciously. They are expressed directly.

Implicit Bias
Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.

Individual Racism
Pre-judgment, bias, or discrimination based on race by an individual.

Institutional Racism
Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

Performance Measure
Performance measures are at the county, department, or program level. Appropriate performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results. Performance measures respond to three different levels: 1) Quantity—how much did we do?; 2) Quality—how well did we do it?; and 3) Is anyone better off? A mix of these types of performance measures is contained within the recommendations.

Racial Equity
Race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Racial Inequity
Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), etc.

Structural Racism
A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Workforce Equity
The workforce of a jurisdiction reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of government.

APPENDIX B

City of Seattle Racial Equity Toolkit

On the following pages you will find an excerpt of the racial equity tool used by the City of Seattle as an example of what such tools can look like in practice. As discussed in Section 3 of the Resource Guide, the Seattle City Council passed an ordinance in 2009 that directed all City departments to use the Racial Equity Toolkit, including in all budget proposals made to the Budget Office. This directive was reaffirmed by an executive order of Mayor Ed Murray in 2014.

The Racial Equity Tool is an analysis applied to City of Seattle's policies, programs, and budget decisions. The City of Seattle has been applying the Racial Equity Toolkit for many years but as the City's Race and Social Justice Initiative (RSJI) becomes increasingly operationalized, the expectation and accountabilities relating to its use are increasing. In 2015, Mayor Murray required departments to carry out four uses of the toolkit annually. This will also become a part of performance measures for department heads.

APPENDIX B: CITY OF SEATTLE RACIAL EQUITY TOOLKIT

RACE & SOCIAL JUSTICE INITIATIVE

Racial Equity Toolkit

to Assess Policies, Initiatives, Programs, and Budget Issues

The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending individual racism, institutional racism and structural racism. The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

When Do I Use This Toolkit?

Early. Apply the toolkit early for alignment with departmental racial equity goals and desired outcomes.

How Do I Use This Toolkit?

With Inclusion. The analysis should be completed by people with different racial perspectives.

Step by step. The Racial Equity Analysis is made up of six steps from beginning to completion:

Step 1. Set Outcomes.
Leadership communicates key community outcomes for racial equity to guide analysis.

Step 2. Involve Stakeholders + Analyze Data.
Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

Step 3. Determine Benefit and/or Burden.
Analyze issue for impacts and alignment with racial equity outcomes.

Step 4. Advance Opportunity or Minimize Harm.
Develop strategies to create greater racial equity or minimize unintended consequences.

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.
Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

Step 6. Report Back.
Share information learned from analysis and unresolved issue with Department Leadership and Change Team.

Racial Equity Toolkit Assessment Worksheet

Title of policy, initiative, program, budget issue: _____

Description: _____

Department: _____ **Contact:** _____

☐**Policy** ☐**Initiative** ☐**Program** ☐**Budget Issue**

Step 1. Set Outcomes.

1a. What does your department define as the most important racially equitable community outcomes related to the issue? *(Response should be completed by department leadership in consultation with RSJI Executive Sponsor, Change Team Leads and Change Team. Resources on p.4)*

1b. Which racial equity opportunity area(s) will the issue primarily impact?

☐**Education**
☐**Community Development**
☐**Health**
☐**Environment**
☐**Criminal Justice**
☐**Jobs**
☐**Housing**

1c. Are there impacts on:

☐Contracting Equity
☐Workforce Equity
☐Immigrant and Refugee Access to Services
☐Inclusive Outreach and Public Engagement

Please describe:

Step 2. Involve stakeholders. Analyze data.

2a. Are there impacts on geographic areas? ☐Yes ☐No
Check all neighborhoods that apply *(see map on p.5)*:

☐All Seattle neighborhoods
☐Ballard
☐North
☐NE
☐Central
☐Lake Union
☐Southwest
☐Southeast
☐Delridge
☐Greater Duwamish
☐East District
☐King County (outside Seattle)
☐Outside King County
Please describe:

2b. What are the racial demographics of those living in the area or impacted by the issue?
(See Stakeholder and Data Resources p. 5 and 6)

2c. How have you involved community members and stakeholders? *(See p.5 for questions to ask community/staff at this point in the process to ensure their concerns and expertise are part of analysis.)*

APPENDIX B: CITY OF SEATTLE RACIAL EQUITY TOOLKIT

2d. What does data and your conversations with stakeholders tell you about existing racial inequities that influence people's lives and should be taken into consideration? *(See Data Resources on p.6. King County Opportunity Maps are good resource for information based on geography, race, and income.)*

2e. What are the root causes or factors creating these racial inequities?
Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement

Step 3. Determine Benefit and/or Burden.

Given what you have learned from data and from stakeholder involvement…

3. How will the policy, initiative, program, or budget issue increase or decrease racial equity? What are potential unintended consequences? What benefits may result? Are the impacts aligned with your department's community outcomes that were defined in Step I.?

Step 4. Advance Opportunity or Minimize Harm.

4. How will you address the impacts (including unintended consequences) on racial equity? What strategies address immediate impacts? What strategies address root causes of inequity listed in Q.6? How will you partner with stakeholders for long-term positive change? If impacts are not aligned with desired community outcomes, how will you re-align your work?

Program Strategies? _____

Policy Strategies? _____

Partnership Strategies? _____

Step 5. Evaluate. Raise Racial Awareness. Be Accountable.

5a. How will you evaluate and be accountable? How will you evaluate and report impacts on racial equity over time? What is your goal and timeline for eliminating racial inequity? How will you retain stakeholder participation and ensure internal and public accountability? How will you raise awareness about racial inequity related to this issue?

5b. What is unresolved? What resources/partnerships do you still need to make changes?

Step 6. Report Back.

Share analysis and report responses from Q.5a. and Q.5b. with Department Leadership and Change Team Leads and members involved in Step 1.

Creating Effective Community Outcomes

Outcome = the result that you seek to achieve through your actions.

***Racially equitable* community outcomes = the specific result you are seeking to achieve that advances racial equity in the community.**

When creating outcomes think about:

- What are the greatest opportunities for creating change in the next year?
- What strengths does the department have that it can build on?
- What challenges, if met, will help move the department closer to racial equity goals?

Keep in mind that the City is committed to creating racial equity in seven key opportunity areas: **Education, Community Development, Health, Criminal Justice, Jobs, Housing, and the Environment.**

Examples of community outcomes that increase racial equity:

OUTCOME	OPPORTUNITY AREA
Increase transit and pedestrian mobility options in communities of color.	Community Development
Decrease racial disparity in the unemployment rate.	Jobs
Ensure greater access to technology by communities of color.	Community Development, Education, Jobs
Improve access to community center programs for immigrants, refugees and communities of color.	Health, Community Development
Communities of color are represented in the City's outreach activities.	Education, Community Development, Health, Jobs, Housing, Criminal Justice, Environment
The racial diversity of the Seattle community is reflected in the City's workforce across positions.	Jobs
Access to City contracts for Minority Business Enterprises is increased.	Jobs
Decrease racial disparity in high school graduation rates	Education

Additional Resources:

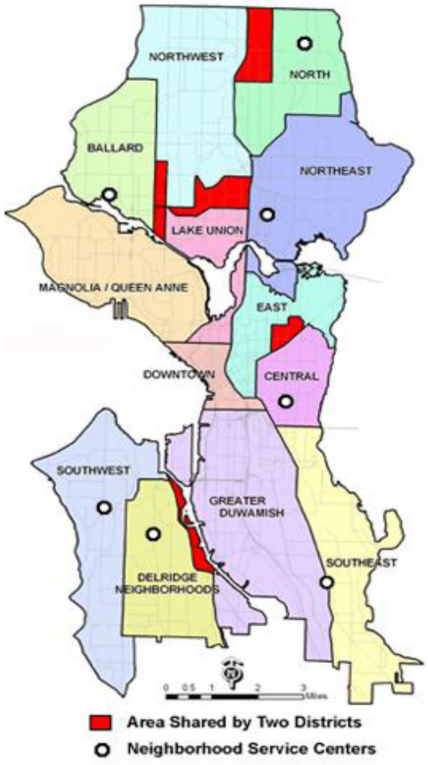
- **RSJI Departmental Work Plan:** http://inweb/rsji/departments.htm
- **Department Performance Expectations:** http://web1.seattle.gov/DPETS/DPETSWEbHome.aspx
- **Mayoral Initiatives:** http://www.seattle.gov/mayor/issues/

4

Identifying Stakeholders + Listening to Communities of Color

Identify Stakeholders

Find out who are the **stakeholders** most affected by, concerned with, or have experience relating to the policy, program or initiative? Identify racial demographics of neighborhood or those impacted by issue. *(See District Profiles in the Inclusive Outreach and Public Engagement Guide or refer to U.S. Census information on p.7)*



Once you have indentified your stakeholders ….

Involve them in the issue.
Describe how historically underrepresented community stakeholders can take a leadership role in this policy, program, initiative or budget issue.

Listen to the community. Ask:
1. What do we need to know about this issue? How will the policy, program, initiative or budget issue burden or benefit the community? *(concerns, facts, potential impacts)*

2. What factors produce or perpetuate racial inequity related to this issue?

3. What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc) that may result? What opportunities exist for increasing racial equity?

Tip: Gather Community Input Through…

- Community meetings
- Focus groups
- Consulting with City commissions and advisory boards
- Consulting with Change Team

Examples of what this step looks like in practice:

- A reduction of hours at a community center includes conversations with those who use the community center as well as staff who work there.
- Before implementing a new penalty fee, people from the demographic most represented in those fined are surveyed to learn the best ways to minimize negative impacts.

For resources on how to engage stakeholders in your work see the **Inclusive Outreach and Public Engagement Guide:** http://inweb1/neighborhoods/outreachguide/

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APPENDIX C

Racial Equity Tool Worksheet

Step #1
What is your proposal and the desired results and outcomes?

1. Describe the policy, program, practice, or budget decision (for the sake of brevity, we refer to this as a "proposal" in the remainder of these steps)
2. What are the intended results (in the community) and outcomes (within your own organization)?
3. What does this proposal have an ability to impact?

Children and youth	Health
Community engagement	Housing
Contracting equity	Human services
Criminal justice	Jobs
Economic development	Parks and recreation
Education	Planning / development
Environment	Transportation
Food access and affordability	Utilities
Government practices	Workforce equity
Other _____	

Step #2
What's the data? What does the data tell us?

1. Will the proposal have impacts in specific geographic areas (neighborhoods, areas, or regions)? What are the racial demographics of those living in the area?
2. What does population level data, including quantitative and qualitative data, tell you about existing racial inequities? What does it tell you about root causes or factors influencing racial inequities?
3. What performance level data do you have available for your proposal? This should include data associated with existing programs or policies.
4. Are there data gaps? What additional data would be helpful in analyzing the proposal? If so, how can you obtain better data?

Step #3

How have communities been engaged? Are there opportunities to expand engagement?

1. Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in the development of this proposal?
2. What has your engagement process told you about the burdens or benefits for different groups?
3. What has your engagement process told you about the factors that produce or perpetuate racial inequity related to this proposal?

Step #4

What are your strategies for advancing racial equity?

1. Given what you have learned from research and stakeholder involvement, how will the proposal increase or decrease racial equity? Who would benefit from or be burdened by your proposal?
2. What are potential unintended consequences? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. Are there complementary strategies that you can implement? What are ways in which existing partnerships could be strengthened to maximize impact in the community? How will you partner with stakeholders for long-term positive change?
4. Are the impacts aligned with your community outcomes defined in Step #1?

Step #5

What is your plan for implementation?

1. Describe your plan for implementation.
2. Is your plan:

    Realistic?

    Adequately funded?

    Adequately resourced with personnel?

    Adequately resources with mechanisms to ensure successful implementation and enforcement?

    Adequately resourced to ensure on-going data collection, public reporting, and community engagement?

If the answer to any of these questions is no, what resources or actions are needed?

Step #6
How will you ensure accountability, communicate, and evaluate results?

1. How will impacts be documented and evaluated? Are you achieving the anticipated outcomes? Are you having impact in the community?
2. What are your messages and communication strategies that are will help advance racial equity?
3. How will you continue to partner and deepen relationships with communities to make sure your work to advance racial equity is working and sustainable for the long-haul?

APPENDIX D

Applications of a Racial Equity Tool in Madison, WI

Agency/ Organization	Project	Tool(s) Used	Purpose & Outcomes (if applicable)
Clerk's Office	2015–2016 work plan	Equity & Empowerment Lens (Mult. Co.)	Adopted new mission, vision, work plan, and evaluation plan with racial equity goals
Streets Division	Analysis of neighborhood trash pickup	RESJI analysis (comprehensive)	Recommendations to adjust large item pickup schedule based on neighborhood & seasonal needs
Madison Out of School Time (MOST) Coalition	Strategic planning	RESJI analysis (fast-track)	Adopted strategic directions, including target populations, informed by racial equity analysis
Public Health Madison & Dane County	Dog breeding & licensing ordinance	RESJI analysis (comprehensive)	Accepted recommendation to table initial legislation & develop better policy through more inclusive outreach; updated policy adopted
Fire Department	Planning for new fire station	RESJI analysis (comprehensive)	Recommendations for advancing racial equity and inclusive community engagement; development scheduled for 2016–2017
Metro Transit	Succession planning for management hires	RESJI equitable hiring checklist	First woman of color promoted to Metro management position in over 20 years
Human Resources Department	2015 & 2016 work plans	RESJI analysis (fast-track & comprehensive)	2015 plan reflects staff input; 2016 work plan to include stakeholder input (est. 10/15)
Human Resources Department	City hiring process	RESJI analysis (comprehensive)	Human Resources 2015 racial equity report: http://racialequityalliance.org/2015/08/14/the-city-of-madisons-2015-human-resources-equity-report-advancing-racial-equity-in-the-city-workforce/
Economic Development Division	Public Market District project	RESJI analysis (comprehensive)	10 recommendations proposed to Local Food Committee for incorporation into larger plan
Public Health Madison & Dane County	Strategic planning	RESJI analysis (fast-track)	Incorporation of staff & stakeholder input, racial equity priorities, to guide goals & objectives (est. 11/15)

Agency/ Organization	Project	Tool(s) Used	Purpose & Outcomes (if applicable)
Planning, Community & Econ. Devel. Dept.	Judge Doyle Square development (public/private, TIF-funded)	RESJI analysis (fast-track); ongoing consultation	Highlight opportunities for advancement of racial equity; identify potential impacts & unintended consequences; document public-private development for lessons learned and best practices
Parks Division	Planning for accessible playground	TBD	Ensure full consideration of decisions as informed by community stakeholders, with a focus on communities of color and traditionally marginalized communities, including people with disabilities.
Fire Department	Updates to promotional processes	TBD	Offer fair and equitable opportunities for advancement (specifically Apparatus Engineer promotions)



haas institute
FOR A FAIR AND INCLUSIVE SOCIETY

The Haas Institute for a Fair and Inclusive Society at the University of California, Berkeley brings together researchers, community stakeholders, policymakers, and communicators to identify and challenge the barriers to an inclusive, just, and sustainable society and create transformative change. The Institute serves as a national hub of a vibrant network of researchers and community partners and takes a leadership role in translating, communicating, and facilitating research, policy, and strategic engagement. The Haas Institute advances research and policy related to marginalized people while essentially touching all who benefit from a truly diverse, fair, and inclusive society.

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CENTER FOR SOCIAL INCLUSION

The Center for Social Inclusion's mission is to catalyze grassroots community, government, and other institutions to dismantle structural racial inequity. We apply strategies and tools to transform our nation's policies, practices, and institutional culture in order to ensure equitable outcomes for all. As a national policy strategy organization, CSI works with community advocates, government, local experts, and national leaders to build shared analysis, create policy strategies that engage and build multi-generational, multi-sectoral, and multi-racial alliances, and craft strong communication narratives on how to talk about race effectively in order to shift public discourse to one of equity.

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APPENDIX C
HISTORICAL TIMELINES





CITY OF Tigard

Oregon & Tigard Historical Timelines

The following section includes two timelines:
1. Oregon Exclusion Laws and Other Racist Legislation
2. Historical Development of Tigard, Oregon
Our Story will follow the timelines.

Oregon Exclusion Laws and Other Racist Legislation Timeline

Information compiled from various sources. See footnotes or references.

1787

The Northwest Ordinance of 1787 met to settle the slavery issue and forbade slavery in the states to be carved out for the northern Territory located north of the Ohio River.

1843

Provisional government adopted the Organic Code in 1843, which prohibited slavery and restricted voting rights to free male descendants of White men 21 years of age or older.

1844

An exclusion law was passed on June 26, 1844, an anti-slavery law that passed in 1843 and required all Blacks and Mulattoes to leave the Oregon Territory in three years.

1847

An estimated 4,000 emigrants reached Oregon Country by wagon train.

1849

On September 21, 1849, an exclusion law was passed.

1850

The 1850 Donation Land Claim Act, signed into law by Congress on September 27, 1850, titled lands stolen from the Indigenous people to "every White settler, American half breed Indians included," and eligible offspring of early White resettlers and their Native wives.

1851

Jacbo Vanderpool was removed from the Oregon Terriorty based on the 1849 exclusion law.

A group of abolitionists from Indiana settled in Washington County, including William and Henry Hicklin, Z.S. Bryant, William Baxter, Augustus Fanno, and Thomas Denny. They ran a minority slate of candidates in Beaverton and voted against slavery and, unlike the rest of the county, favored the rights for free blacks to settle in Oregon.

1855

In July 1855, the Hicklins and William Baxter of Beaverton attended the first Free-Soil Convention held in the Territory.

1857

Oregon residents voted against slavery but favored excluding "free Negroes" from the state. The exclusion law was included in the Oregon Constitution's Bill of Rights. It remained as part of the Constitution long after nullification by the Civil War amendments to the federal Constitution. The exclusion clause was not repealed until 1926.

1862

Oregon Legislature enacted an annual Poll Tax of five dollars to be paid by "every Negro, Chinaman, Hawaiian, and Mulatto" residing within the limits of this state. This bill was accidentally repealed in 1856, but further attempts to revive it in 1866 failed.

Interracial marriage is prohibited in Oregon between white and person one-fourth or more Negro blood. Oregon was the last West Coast state to repeal its anti-miscegenation laws in 1951.

Oregon & Tigard Historical Timelines

1887

Chinese Massacre at Deep Creek occurred on the Oregon side of the Snake River in Hells Canyon. As many as 34 Chinese gold miners were ambushed and murdered by a gang of horse thieves and schoolboys from Wallowa County. Although six were indicted for murder, three fled and were never caught, and no one was punished for the crime.

1924

Immigration act of 1924, or Johnson-Reed Act, including the Asian Exclusion Act and National Origins Act enacted May 26, 1924, was a United States federal law that prevented immigration from Asia and set quotas on the number of immigrants from the Eastern Hemisphere. Additionally, the act authorized the formation of the U.S. Border Patrol.

1926

Black Exclusion Laws repealed.

1927

Oregon State Constitution was finally amended to remove a clause denying Blacks the right to vote and eliminating restrictions that discriminated against Blacks and Chinese.

1942

Executive Order 9066 authorized removing "any or all person" from Military Area 1, where 85 percent of all Japanese Americans in the continental United States lived. On average, incarcerees were imprisoned in so-called "Assembly Centers" for three months before being transferred to concentration camps throughout the United States and Canada. On average, Japanese Americans were imprisoned for three years. Approximately 110,000 persons of Japanese Ancestry were uprooted from their homes.[8] The Hasuike, Sunamota and Hayashi families of farmers who lived along Beef Bend Road were forced to evacuate the area.

1948

Kaiserville, later Vanport due to its location between Vancouver and Portland, was the most significant WWII federal housing project in the United States. On May 30, 1948, at 4:05 pm, Vanport was destroyed when a 200-foot (60 m) section of a railroad berm holding back the Columbia River collapsed, causing a flood, killing 15 people, and leaving 17,500 people homeless.

1949

Fair Employment Act empowered the State Labor Bureau to prevent discrimination in employment.

1951

California Supreme Court ruled bans on interracial marriage unconstitutional in 1948. The laws prohibiting interracial marriages were banned in Oregon in 1951. The U.S. Supreme Court ruled prohibiting interracial marriages unconstitutional in 1967.

1953

On April 13, 1953, the Oregon Legislature approved a state public accommodation law, giving everyone the right to full and equal accommodations, advantages, facilities, and privileges of any place of public housing, without any distinction, discrimination, or restriction on account of race, color, religion, national origin, disability, marital status or age (above 18) and making it illegal to ban Black people from public places. Such a bill had been introduced in 17 legislative sessions beginning in 1919.

1959

Oregon voters ratified the 15th Amendment of the Constitution of the United States, which provided that no government may prevent a citizen from voting based on that citizen's "race, color, or previous conditions of servitude" (slavery).

[8] Densho Digital Repository_Ask a Historian,

Oregon & Tigard Historical Timelines

Historical Development of Tigard, Oregon

Information compiled from various sources. See footnote or reference.

1847

Earliest land grant was issued in the Tigard area, first called East Butte, the original name of Tigard.

1852

Wilson McClendon Tigard settled in the area known as East Butte. He bought a portion of 320 acres, including a small cabin owned by Mr. Matthew.[9]

1853

The next Butte School building was located on land donated by George Richardson, near the intersection of present-day Main Street and Scoffins.

1855

Washington County established the Butte election precinct, and the name came to identify the region. Washington County later divided the Butte precinct into east and west precincts in 1876, and Butte became known as East Butte.

1856

Wilson Tigard joined the local abolitionist and ran on a ticket for an entire slate of independent candidates standing in the Butte precincts. All but Wilson Tigard were part of the Jenning County, Indiana network who settled in Beaverton and lived within two miles of each other.

1896

East Butte School, District No. 23 J.T. was constructed in 1896.[10]

1898

Shinzo Hasuike emigrated from Hiroshima, Japan, to Tigardville in 1898.[11] Shinzo was followed by his brothers, Torazo and Ryozo Hasuike. Together the brothers purchased 40 acres on both sides of Beef Bend Road and raised blackberries, raspberries, strawberries, potatoes, and cucumbers for the market.

1917

Taylors Ferry Road became part of Oregon's first Highway system, was renamed West Side Pacific Highway and became the first graded road from Tigard to Portland.

1921

The Federal Highway Act of 1921 co-designated the West Side Pacific Highway as U.S. Highway 99W.

1924

First newspaper, Tigard Sentinel established on August 1, 1924. Now known as The Tigard Times, which represents other local cities Sherwood, Tualatin, and Beaverton.

1926

S.P. & S. railroad established a line 1926 from Tigard to Portland.

1927

Tigard Union High School opened to a student body of 188 and became Fowler Middle School in 1953.

[9] The town was initially called East Butte. Per Charles F. Tigard's request, East Butte was renamed Tigardville in 1886. Later, when the S.P. & Union railroad came through, it was shortened to Tigard in 1907 because there was already a "Ville" (Wilsonville) on the route.

[10] Another school possibly built before East Butte School was Bend School which educated children from surrounding farms. In the late 18 century or early 19th century, a one-room school with eight desks was built on 150th and Beef Bend Road. When the school building burned down, it was moved to 147th and Beef Bend Road and renamed South Bend.

[11] Barbara Bennet Peterson, Ph.D. Images of America: Tigard Arcadia Publishing: Charleston, South Carolina, 2013, p.80.

Oregon & Tigard Historical Timelines

1942

From May 2 to September 10, 1942, over 110,000 Japanese evacuees from the West Coast were incarcerated at the Pacific International Exposition Pavilion Assembly Center. Portland Port of Embarkation was the agency operating site post. Two Tigard farming families, Hasuike and Hayashi, were among the Oregon Japanese families that voluntarily left Military Area 1 and relocated to Ontario, Oregon.

1961

In 1958, the voters rejected two attempts to incorporate the region. Tigard Chamber of Commerce revived the idea of incorporation, and in September 1961, the voters approved incorporation by 19 votes. Elton Phillips, chairman of the Chamber of Commerce industrial committee, was elected the first mayor of the City of Tigard and took office in November 1961.

1994

The City was the respondent in (and eventual loser of) the landmark property rights case, Dolan v. City of Tigard, decided by the United States Supreme Court in 1994. The case established the “rough proportionality” test that is now applied throughout the United States when a local government evaluates a land use application and determines the exactions required of the recipient of a land use approval.

2004

The City of Tigard proposed to annex the unincorporated suburbs on Bull Mountain, a hill to the west of Tigard but the annexation measure failed. In a double majority voting method, 64.71 % of city voters favored the annexation, but 88.6% of unincorporated voters rejected the annexation. In 2017, “Unincorporated Islands” annexation applications were approved and brought into the city limits.



CITY OF
Tigard

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LEADING WITH RACE:

Research Justice in Washington County

Coalition of Communities of Color

EXECUTIVE SUMMARY

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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.

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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.

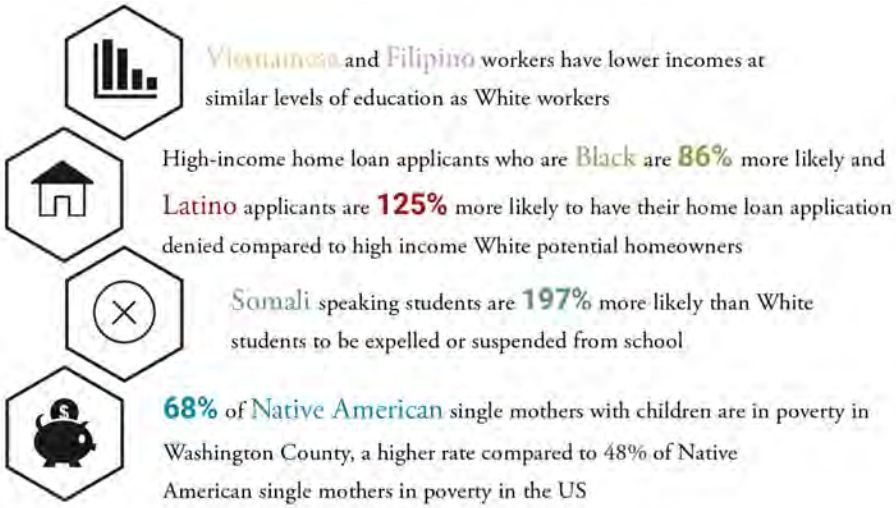
"Just think about this area—whose land are we on? There was a bunch of little tribes that have been wiped out and we have to learn who exactly they were and teach the kids that you are right here in this area where those tribes were."

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

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."

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



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

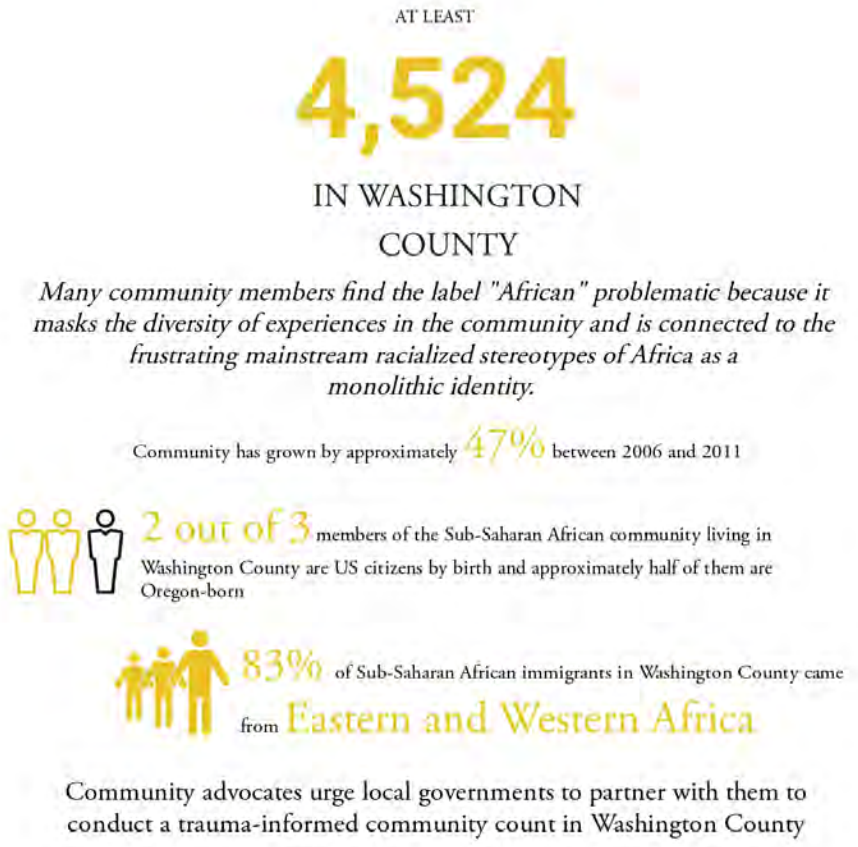


There is little documented history of the community in Washington County but community conversations suggest that some African-Americans have lived in the county for decades, some are newer residents; some left and moved back, some migrated from Portland, and some moved here from other parts of the country. 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

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



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

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

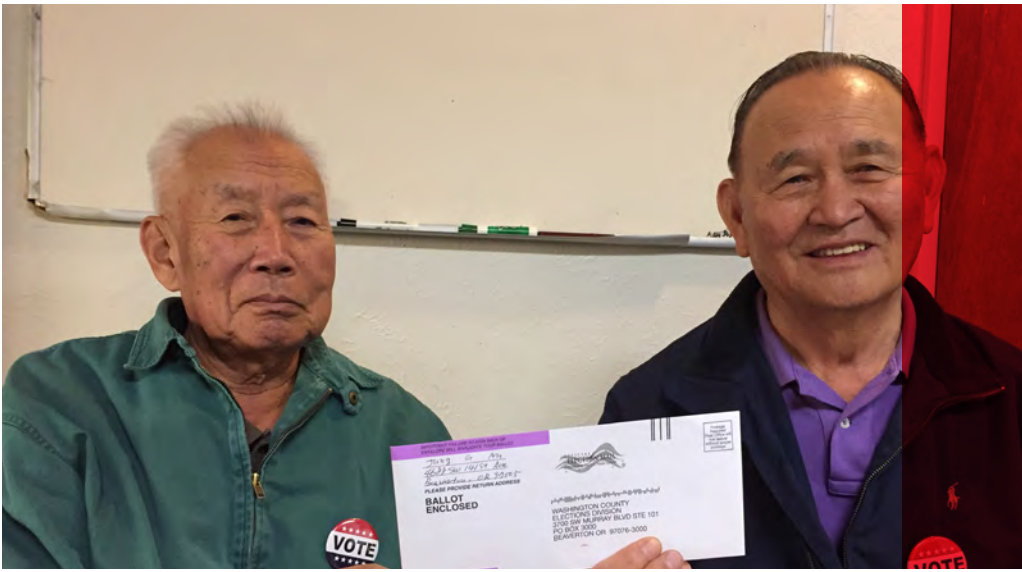


culturally specific infrastructure as well as small business creation that supports community well-being. They urge readers and policymakers to take the experiences they share as a starting point and and take action and resource the community that is already advocating for themselves to become partners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

ASIAN AND ASIAN AMERICAN COMMUNITIES IN WASHINGTON COUNTY

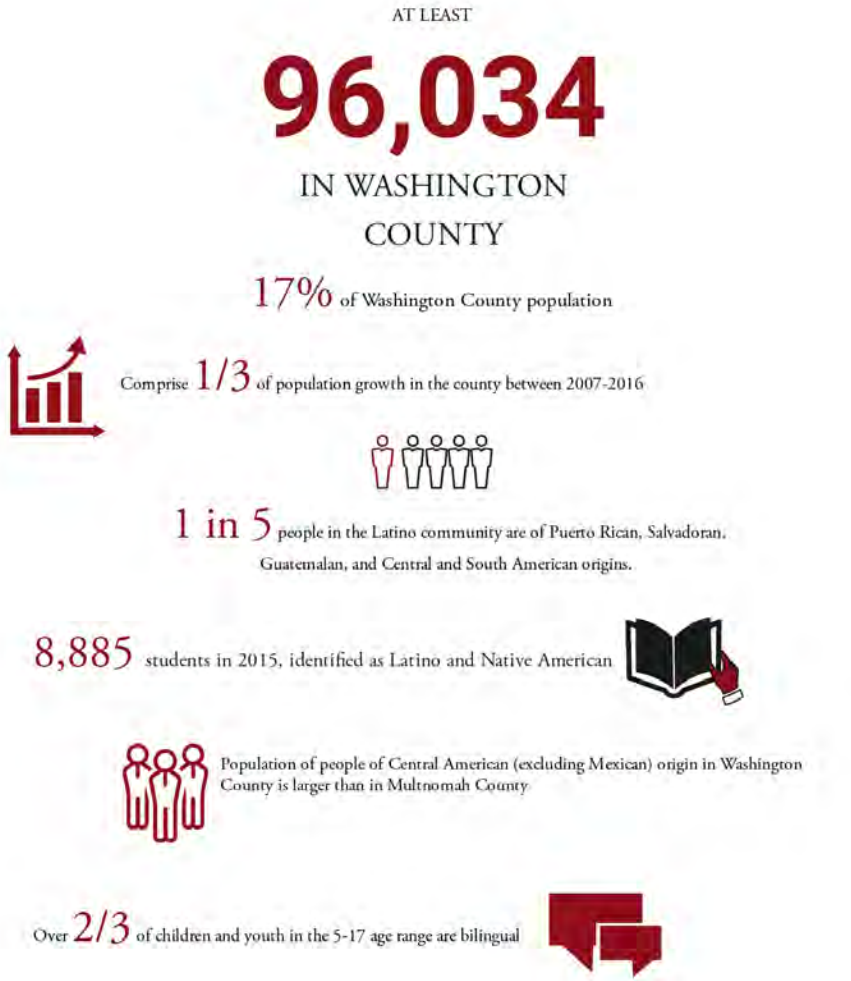


The stories of Asians and Asian-Americans in Washington County are stories of migration. The presence and size of Asian groups that live in Washington County are a direct outcome of the Immigration & Nationality Act of 1965 and US Cold War politics in Southeast Asia. There is little recognition of that 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

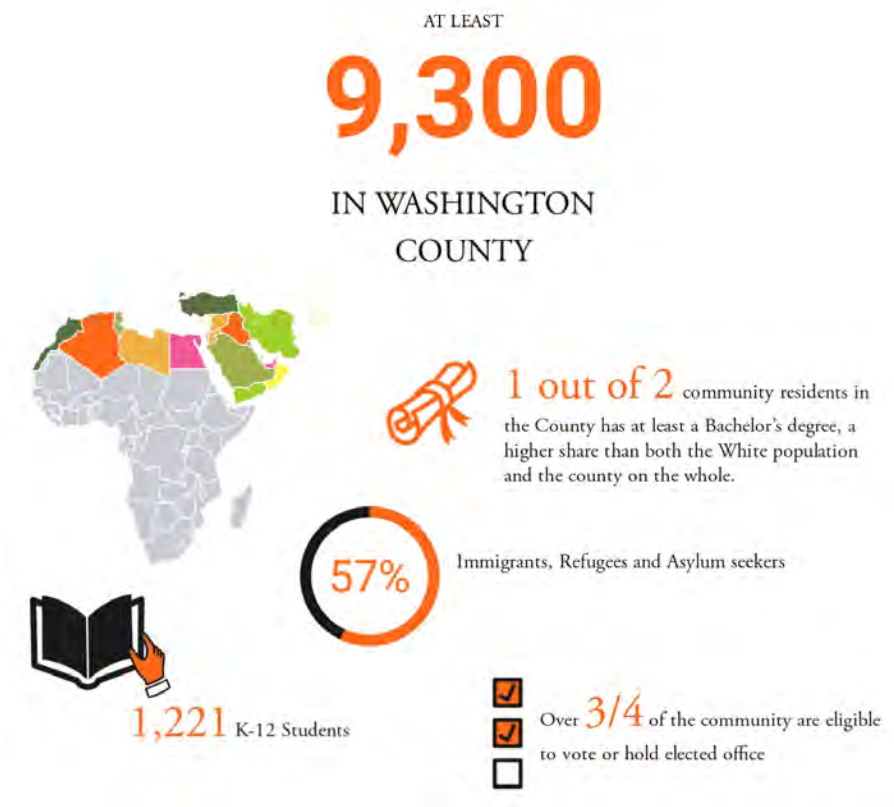


Latinos have a long and rich history as residents of Washington County. They are a critical political, social and economic driving force here. The Latino workforce is integral to the economy of the Silicon Forest and a driver of Oregon's agricultural productivity. From the time that they first came to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

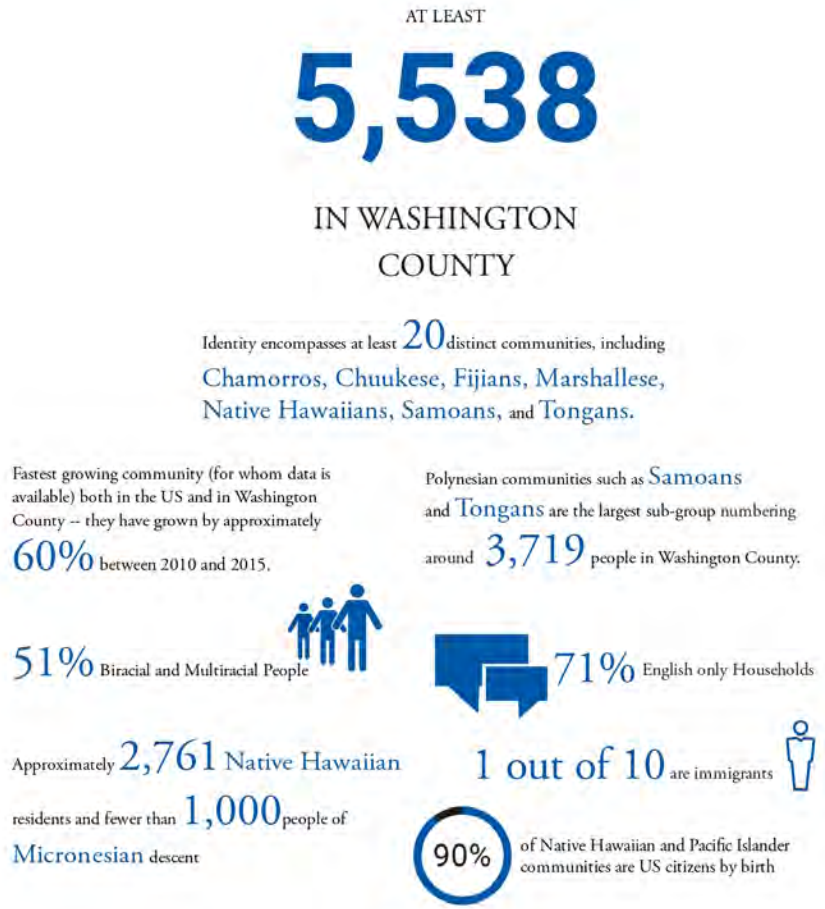


Middle Eastern and North African community members in Washington County are part of immigration waves to the US that started in the early twentieth century. The 1965 Immigration and Nationality Act that removed restrictions on immigration from regions other than Europe ushered in a wide variety of Middle 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

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



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,

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



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

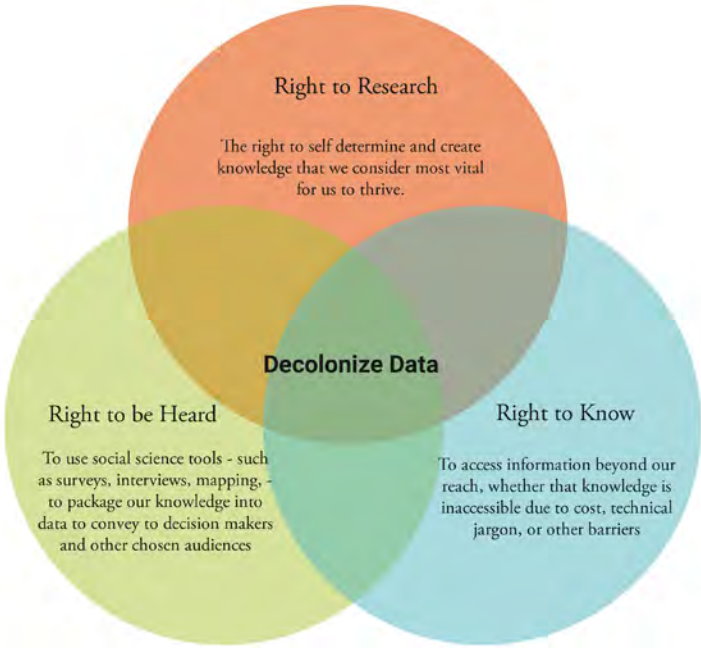


language barriers, recent immigrant families, and foreign credential recognition are overlooked. They ask for visibility in data and policymaking so their experiences in the school system, child welfare, criminal and juvenile justice, health and social services are counted.

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-



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

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.

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

Thanks to Focus Group Participants, Community Reviewers and Jurisdictional Reviewers

Thanks and appreciation for support and advice:

Britt Conroy, Joy Alise Davis, Kate Gonsalves, Roger Gonzales, Orlando Lopez, Nichole Maher, Marjorie McGee, Raahi Reddy, Vivian Satterfield, Emily Wang, Shannon Wight, Women's Foundation of Oregon

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ACKNOWLEDGEMENTS

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CCC Staff: Kodey Park Bambino, Jenny Lee, Shweta Moorthy, Nakisha Nathan, Maggie Tallmadge

Funders: City of Beaverton, City of Cornelius, City of Forest Grove, City of Hillsboro, City of Tigard, City of Tualatin, Metro, Oregon Community Foundation, Tualatin Hills Parks and Recreation, United Way of the Columbia-Willamette, Washington County

Community Partners: Asian Pacific American Network of Oregon (APANO); Center for African Immigrants and Refugees Organization (CAIRO); Kapwa Consulting; Native American Youth and Family Center (NAYA); Oregon Somali Family Education Center (OSFEC), IRCO-Asian Family Center, IRCO-Slavic Network Of Oregon

Research Team: Ann Curry-Stevens, Jaboa Lake, Pauline Lewis, Rachel Torres

Demographer: Eco Northwest

Communications and Design: Karalie Juraska, Eddie Sherman, Tripp Somerville, Rachel Torres

Photography: Joshua Manus (Metro), Eddie Sherman, Steering Committee and Community Partners.

Member Organizations of Coalition of Communities of Color
http://www.coalitioncommunitiescolor.org/ccc-members/



Coalition of
Communities of
Color

AIS-5283 **9.**

Business Meeting

Meeting Date: 08/22/2023

Length (in minutes): 10 Minutes

Agenda Title: Library Holds Locker Project presentation

Authored By: Halsted Bernard

Presented By: Circulation Manager Cheryl Cyr

Item Type: Update, Discussion, Direct Staff

Public Hearing Legal Ad Required?: No

Publication Date:

Information

EXPLANATION OF ISSUE

Teammates want to introduce the Council to an upcoming Library project. The Tigard Public Library was selected as the pilot partner with Washington County Cooperative Library Services to assess the workload required to operate Library Holds Lockers and report out to County library partners the feasibility of expanding access through patron self-help holds lockers. During the pilot phase the Tigard Public Library will survey community members to see if there is interest in off-site lockers or other expanded access options.

ACTION REQUESTED

None, informational only.

BACKGROUND INFORMATION

Dates of Previous and Potential Future Considerations

Soft opening: end of August/early September Grand opening: late September/early October

Impacts (Community, Budget, Policies and Plans/Strategic Connection)

Supports the Library's Strategic Plan, Objective I: to expand access into the community

ALTERNATIVES & RECOMMENDATION

None.

ADDITIONAL RESOURCES

N/A

Attachments

Holds Locker Pilot Project Info

Tigard Public Library-WCCLS Holds Locker Pilot Project

The Tigard Public Library was selected as the pilot partner with Washington County Cooperative Library Services (WCCLS) to assess the workload required to operate the lockers and report out to County library partners the feasibility of expanding access through holds lockers. During the pilot phase, our Library will survey community members to see if there is interest in off-site lockers or other expanded access options.

The pilot will be for 2 years and during that time anyone with a WCCLS library card can reserve items for pickup at the holds locker location in the lobby of the Tigard Public Library. We look forward to testing this type of access with our community members and the feedback we gather will be critical in helping other WCCLS libraries determine if holds lockers would work for them, as well providing data for our Library to consider in expanding its access points.





Example of locker with marketing wrap, ours will have Library/WCCLS branding

The new installation will hold 79 lockers in a variety of sizes. On weekdays, the lockers will be available an hour earlier than other library services- opening at 9:00 AM Monday through Friday. They are the first holds pickup lockers offered in Washington County.

The project was funded with a grant provided to WCCLS through the American Rescue Plan Act (ARPA) and will be tracked to inform the development of future Library services throughout Washington County.

Timeline:

Installation, Training and Testing: August

Soft opening: end of August/early September

Grand opening: late September/early October

AIS-5305 **10.**

Business Meeting

Meeting Date: 08/22/2023

Length (in minutes): 45 Minutes

Agenda Title: Time, Place, Manner Ordinance Update

Authored By: Kim Ezell

Presented By: City Attorney Rihala and Strategic Initiatives Program Manager Ezell

Item Type: Update, Discussion, Direct Staff

Public Hearing Legal Ad Required?: No

Publication Date:

Information

EXPLANATION OF ISSUE

Tigard's response to camping in the City is an evolving concern. In light of that, when Council enacted Tigard's new camping rules in Ordinance 23-03, the body asked for regular updates on the implementation of the ordinance beginning in August 2023 and every six months thereafter. This briefing is to provide the requested update and to ask Council for direction on updating the ordinance, if needed. In particular, staff will provide information on the regional context and other considerations regarding open flames and camping stoves at campsites.

ACTION REQUESTED

Staff requests Council guidance on whether to propose an update to the Time, Place, Manner regulations, particularly the prohibition on all fires and cooking stoves.

BACKGROUND INFORMATION

Dates of Previous and Potential Future Considerations

Council was first briefed on Time, Place, Manner considerations on May 9, 2023 and Council passed Time, Place, Manner regulations on May 23rd. Staff will continue to update Council on the implementation of Time, Place, Manner every six months.

Public Involvement

Significant public involvement has been done throughout the Time, Place, Manner rule-setting and implementation process including community group briefings, one-on-one meetings with concerned stakeholders, and broad engagement through the website.

Impacts (Community, Budget, Policies and Plans/Strategic Connection)

Council adopted 'Reduce Houselessness' as a 2023-2024 Council Goal. A key element of staff's action plan to accomplish the Goal is to enact and implement a time, place, manner ordinance that will support the entire community.

ALTERNATIVES & RECOMMENDATION

Council may choose to direct staff to propose amendments for any aspect of the current regulations.

ADDITIONAL RESOURCES

Tigard's Time, Place, Manner
Regulations: https://library.qcode.us/lib/tigard_or/pub/municipal_code/item/title_7-chapter_7_80-7_80_030

Attachments

TPMUpdate_Council

Time, Place, Manner Update

Council Presentation

August 22, 2023

PRESENTATION OUTLINE

Section	Summary
1	Legal Updates
2	Implementation
3	Considerations for Ordinance Amendments
4	Questions?

Legal Updates

UPDATES

Portland

- Challenge to reasonableness of city's ordinance

City of Grants Pass

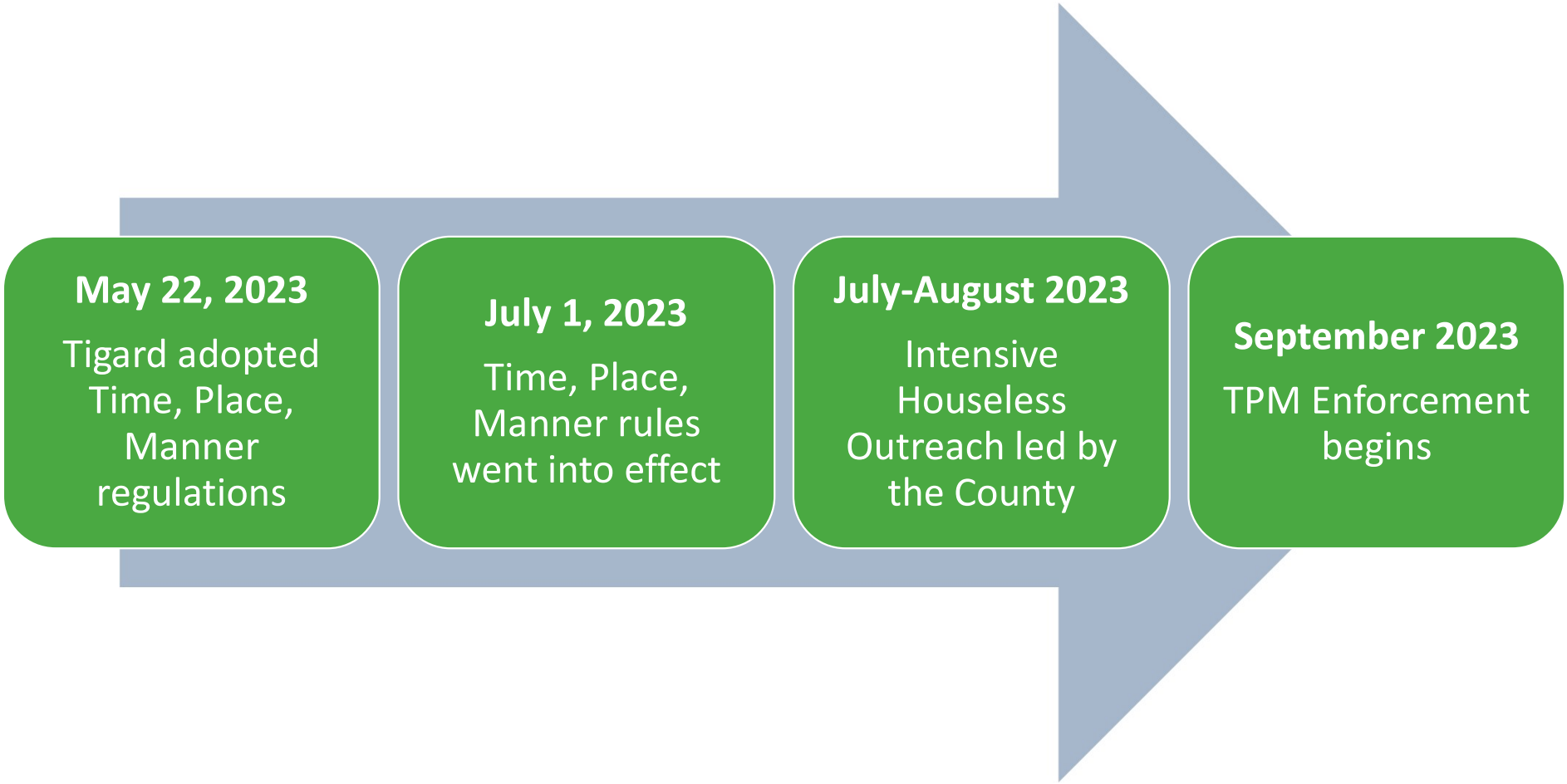
- Ninth Circuit refused to hear en banc appeal in Johnson
- Decision of 3-member panel stands

City of Bend

- Circuit court judge denied injunction against city cleanup and closure of encampment
- Federal court agreed with circuit court
- Tort notice provided to city claiming camping ordinance is not objectively reasonable

Implementation

IMPLEMENTATION TIMELINE



IMPLEMENTATION: COMMUNICATION

Communication

- City website available with information on rules, resources that are available, and a map of prohibited camping areas
- Brochure created with rules and resources, distributed through City buildings, Farmer's Market, and TPD Outreach
- Internal outreach to City teammates on the new rules



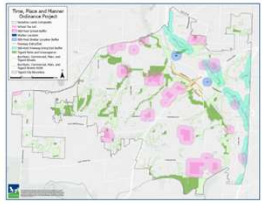
Community Support » Housing »

What You Should Know about Camping in Tigard

Font Size: Share & Bookmark Feedback Print

The City of Tigard is required by law to allow camping with reasonable time, place, and manner restrictions. These restrictions go into effect on July 1, 2023.

It's important to remember that these restrictions will not reduce houselessness in the City of Tigard. Tigard City Council has adopted a Council Goal to Reduce Houselessness and work continues with our partners to increase the supply of emergency shelter, remove barriers to sustainable housing, and create more housing opportunities in our community.



- For more information on Tigard's camping restrictions, see this webpage.
- You can also find the complete text of the new restrictions in Tigard Municipal Code Chapter 7.80.

IMPLEMENTATION: SERVICES

Services

- Three new porta-potties available at City Hall, the Library, and Public Works with additional trash cans
- New day-time storage facility to be available this fall





Considerations for Ordinance Amendments

FIRES: WARMING AND COOKING

Current State

- Fire of all kinds is prohibited in Tigard's ordinance due to perceived danger

Neighboring Jurisdictions

- Hillsboro: Allows small camp stoves and cooking devices, no open flames
- Beaverton: Prohibits all fire and gas heaters
- Tualatin: Prohibits fire, doesn't address cooking stoves
- Washington County: Prohibits warming fires, doesn't address cooking stoves

FIRES: WARMING AND COOKING

Considerations

- TVF&R does not prohibit the use of warming or cooking fires unless they present a risk to people or property
- Fire, particularly in the summer months, can pose a public safety risk
  - Large propane tanks in particular can be dangerous
- Winters are cold and existing outside without heat can be dangerous to our unhoused community members
- Community members camping outside have access to food that requires heating
- Camping is allowed on City property, if fires are allowed on City property this opens the City to liability and fire damage

FIRES: WARMING AND COOKING

Options

1. Retain current warming and cooking fire prohibition.

2. Allow small stoves and cooking devices to be used. Prohibit open flame and large propane tanks.

3. Allow small open flame fires and cooking devices for warming and cooking. Prohibit large propane tanks.

4. Other?

Questions?