



Dekum Redevelopment  
**Community Advisory Committee – Meeting #6 (focus on equity outcomes)**  
Zoom meeting notes on August 19, 2020

<u>CAC members in attendance*</u> Vivian (CAC co-chair, Home Forward Board member) Spencer (CAC co-chair, resident) Karen (CAC, resident) Blanca (CAC, resident) Maija (CAC, Woodlawn NA) Laura (CAC, Trash for Peace) Kelvin H. (CAC, neighbor) Steve (CAC, Home Forward RAC) Karmin (CAC, PPS Faubian principal) *Note on attendance - Many of our other CAC members had emailed ahead of the meeting that they would be out of town for the August meeting.	<u>Home Forward staff and consultants in attendance</u> Wubet(staff, property management) Sarah (staff, property management) Alescia (staff, resident services) Akeeta (staff, resident services) Rachel (staff, educational partnerships) Jonathan (staff, development) Julie (staff, development) Pamela (staff, development) Chandra (lever) Ericka (TryExcellence)
--	--

**Introductions and community building** – Ericka started the discussion with a working definition:

Redeveloping Dekum Court

**A working definition of equity:**

**In recognition that we all start from different life experiences,**

- **equity prioritizes actions and resources**
- **to provide access, opportunity and support to underrepresented groups,**
- **without causing further harm, and**
- **with the explicit intention of creating equal, measurable outcomes.**

CAC members responded to the question: ***When thinking about Dekum, what does an equitable outcome look like to you?***

- Equity is about having the opportunity to achieve individual goals.
- Start with families and nurture the kids. It'll break barriers. There's no ending; just start and keep building and building and building.
- Everyone has an ability to thrive. So many facets to it--how do you help people thrive with what they need. Reducing barriers like race, language, education without further harm is so important.

- Provide tools for everyone depending upon their needs. It's different than equal treatment. Requires flexibility in treating people differently.
- Treating stakeholders fairly and equally. Recognize there is a role for community; this process is an example of equity.
- Your home is a learning environment...a place of safety, a place to feel love and to serve as a launching pad
- Access to healthy and resilient community in which the community defines what that means.
- Helping homeless families get housed; ensure children benefit from programming on-site
- Equity is in every element of the process, especially when it comes to jobs and business opportunities. Ownership opportunities--what does ownership look like for renters? How do folks have ownership over the process and the outcome? What are affordable homeownership opportunities?

(Note: additional thoughts on equity are attached at the end of these meeting notes. They were submitted by a few Home Forward staff prior to the meeting. **PLEASE FEEL FREE TO SEND ADDITIONAL IDEAS THAT WE MAY CONTINUE TO ADD TO THE LIST**)

**Review of equity goals throughout Dekum Redevelopment**

Framing the discussion - Jonathan reviewed current efforts at Home Forward to address equity, with a special focus on racial equity. He acknowledged the important work that we as a nation need to take on to confront systemic racism. This includes individual reflection and commitments, as well as an agency such as Home Forward that needs to acknowledge past harms. He provided examples of past racial injustices (such as Vanport and Emanuel hospital area redevelopment) that led to unfair and far reaching displacement. He thanked Ericka and Dr Holt for their efforts to help us frame the discussion and ensure we are taking the necessary steps to implement real change.

Discussion of previously outlined goals

<p style="text-align: center;"><b>Redeveloping Dekum Court</b></p> <p><b>GOAL 5 – Expand economic participation during development – focusing on women and BIPOC communities</b></p> <ul style="list-style-type: none"> <li>• <b>Build capacity of D/M/W/ESB* companies</b> <ul style="list-style-type: none"> <li>○ Exceed 20% aspirational goal in Dekum contracting</li> <li>○ Home Forward’s has consistently exceeded this goal by working closely with our construction contractors</li> </ul> </li> </ul> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>2019 report: Within 484 contracts totaling \$66.3 million; \$18.6 million was awarded to COBID firms - <b>28% participation</b></p> </div> <p><small>* Contractors designated as a Minority-Owned Business Enterprise, Women-Owned Business Enterprise, or an Emerging Small Business as certified by the State of Oregon’s Certification Office for Business Inclusion and Diversity (COBID) program.</small></p>	<p style="text-align: center;"><b>Redeveloping Dekum Court</b></p> <p><b>GOAL 5 – Expand economic participation during development – focusing on women and BIPOC communities</b></p> <ul style="list-style-type: none"> <li>• <b>Diversify workforce and increase family wage jobs</b> <ul style="list-style-type: none"> <li>○ <b>Apprenticeship and workforce training goals</b> <ul style="list-style-type: none"> <li>» Pilot increased outreach / support for women and BIPOC community members seeking construction careers (from pre-apprentice to journey level success)</li> </ul> </li> <li>○ <b>Expand Section 3 participation to focus on</b> <ul style="list-style-type: none"> <li>» Home Forward residents and participants</li> <li>» NE Portland geographic focus in three neighborhoods (Woodlawn, Concordia, Cully)</li> </ul> </li> </ul> </li> </ul>
---	---

Jonathan reviewed that we're looking at creating specific sub-goals for contracting with minority-owned and women-owned firms. Also, that the apprenticeship hours are not enough of an indicator: real career advancement can only happen with valuable on-the-job training during which apprentices are not tokenized or minimized by simply "pushing a broom".

#### CAC members comments/suggestions

- Set high goals and work hard to reach them. We must continue to lift the floor for participation on projects like this
- Q: what about jobs for people who have been already displaced from NE Portland?  
A: we've talked about direct mailing opportunities about pre-apprenticeship stipends to Section 8 participants who live in East Portland/Rockwood
- Consider those who have historic connection to the Dekum community and surrounding area - a questionnaire could help people 'opt-in'
- And will this include landscaping as well? I know at least two residents I can think of who have decades of experience with gardening and landscaping who might be interested in an opportunity.
- Agree that it's important to disaggregate data for women, 'minority' and ESB to track the goals
- Continue to work with groups like MAWE (wish Kelly Haines was here tonight!) to engage existing apprenticeship programs; also work with groups like the Urban League, Portland POIC and Rosemary Anderson HS
- Include Nate McCoy - NAMC-Oregon - National Alliance of Minority Contractors - assume you already work with them.
- Nate is wonderful! Will this be an opportunity for Dekum residents as well who might be interested in training opportunities?
- Woodlawn School has had some families who live outside of the neighborhood but have opted to bring their kids back to the school because it is diverse / where their family grew up. Maybe a place to reach out.
- I'll bet there are Faubion families who have been displaced but are trying to stay connected to the school
- Spreading the word there through comprehensive outreach will be important as well.

## Redeveloping Dekum Court

### GOAL 6 – Advance racial equity

- Increase opportunities for **community voices to be heard** (especially those who have often been silenced)
  - Engage an inclusive **Community Advisory Committee**
    - Residents
    - Neighbors
    - BIPOC advocates with close ties to neighborhood
    - Educators
  - Provide direct opportunity for resident input into design and planning for services (**resident focus groups and surveys**)

### CAC members comments/suggestions

- As stated earlier, this CAC process is an example of equity. Continue to ensure community voices are heard.
- Continue to ensure residents have a voice in planning activities and services at the new Dekum

## Redeveloping Dekum Court

### GOAL 6 – Advance racial equity

- Create an inclusive **naming process** to select a new name that is reflective of our equity goals
  - Utilize Home Forward's January 2020 naming policy adopted by our Board of Commissioners that  
**“prioritizes naming properties in a way that honors the contributions of underrepresented people who have made a significant contribution to building the place where the property is located.”**
  - Begin the process by documenting history (contract with local historian Doug Decker underway)

### CAC members comments/suggestions

- Q: history; NAYA is right down the street on Columbia, engage with elders in the community to understand the history  
A: yes, Doug Decker has been in contact with Miranda from CAC to connect with elders
- In the past Home Forward hosted a "Telling Our Stories" event for the Humboldt Gardens redevelopment and a "History Fair" at Columbia Villa prior to demolition. Folks were invited back that used to live in the community to tell their stories

- Is the full naming policy available online? I would be interested in seeing it, as we have a naming policy for Portland Parks. I worked on a naming process last year so happy to help in any way. (Staff will send to you)
- Vanport Mosaic is a great organization that has collected stories of Vanport survivors and hosts a festival each year to tell more stories.
- One of our Woodlawn board members has written a book about the neighborhood history. I have a copy. (Yes; staff has a copy too; the author was the person who recommended Doug Decker as a historian to contact)

## Redeveloping Dekum Court

### GOAL 6 – Advance racial equity

- Continue to **encourage and support a diverse community** at the new development
  - Develop an **enhanced marketing plan** to provide outreach to communities of color during initial lease up and on-going operations
  - Continue to expand resident service activities to ensure all cultures are welcomed and supported (including **culturally-specific service providers**)  
... see Goal 7- Support resident success.

#### CAC members comments/suggestions

- expand resident service contracting opportunities with culturally-relevant organizations

## Redeveloping Dekum Court

### GOAL 6 – Advance racial equity

- To help address the extreme disparity that people of color face to begin **building generational wealth**,
  - explore potential **affordable homeownership** on-site
    - Near term (3-5 years)?
    - Longer term (15-20 years)?
  - explore partnership with local nonprofit leaders in affordable homeownership such as Habitat for Humanity

#### CAC members comments/suggestions

- A partnership with Proud Ground is a really exciting concept
- I also don't know what a “rent to own” model would look like here with Home Forward but I'm very interested in innovation that the agency can do if homeownership is a goal

- Living Cully also has some interesting anti-displacement and affordable homeownership policy ideas (like tenant opportunity to purchase and mobile home park work) that can be applied here; Cameron Herrington is the contact at LC

Additional Comments:

- A CAC member suggested that the City of Portland needs to address representation on the City Council as an equity issue. The city is the only “large city that has “at-large” representation. A move to district representation increases opportunity for diversity and inclusion. Suggested the City Club study on future government structures
- The City is currently recruiting for a charter review committee. That committee could recommend changing the form of government. <https://www.portland.gov/omf/charter-review-commission>

Ericka encouraged CAC members to contact Pamela, Jonathan or herself if they have other ideas for equity outcomes. These notes will also be mailed out early to encourage more members to respond with ideas.

[Pamela.kambur@homeforward.org](mailto:Pamela.kambur@homeforward.org)

[Jonathan.trutt@homeforward.org](mailto:Jonathan.trutt@homeforward.org)

[ericka@tryxcellence.com](mailto:ericka@tryxcellence.com)

Thanks everyone for your thoughtful participation!

Meeting adjourned at 6 pm.

Attachment: Initial Home Forward input from three staff with equity prompt questions (received prior to CAC meeting)

### What does an equitable environment mean to you?

#### Person 1

- An equitable environment is an environment where people have the same opportunities while recognizing that people are not the same. In other words, methods to meet goals are tailored to the individual.

#### Person 2

- If “environment” is physical: An affordable and safe home with access to public services (utilities, schools, parks), a secure and steady supply of food (grocery stores, food banks, gardens).
- If “environment” is economic: Resident access to jobs generated by this construction project that are within reasonable reach. Access to and reasonable costs for necessary private services (daycare, summer camp, wi-fi).
- If “environment” is cultural: Recognition, respect, and goodwill. For everyone.

#### Person 3

- Equity providing individualized care, support, and resources to people based on their individual circumstances and needs, related to their experiences, identity, culture, and capacities.
- This is having empathy and practicing trauma informed care to ensure peoples’ physical and mental health are maintained and/or improved, without retraumatizing, while assuming everyone has experienced some sort of trauma at some degree that has manifested and effected their physical and mental well-being.
- Equity is also listening and believing survivors and understanding that people possess and function under different capacities.
- Equity understands that racism and misogyny play an active role in systems under which we operate and participate in, along with other forms of bigotry, like classism, ableism, and homophobia. However, it actively takes accountability for these truths while working to dismantle bigoted processes and procedures.
- It is providing services and support that is inclusive to different identities, values and experiences, while employing and working with those who also represent these differences.

**A few years after the new construction has been completed and residents are now thriving as a vital part of the neighborhood: What does success look like in terms of our equity goals? What are the measurable, equitable outcomes that indicate success?**

Person 1

- Success would be each individual's assessment of their stability/comfort/success in the community. This will be as subjective as each individual is, so it would require them to rate their stability and comfort and, perhaps, comparing their ratings over time.

Person 2

- Not a single child at Dekum Court is enrolled in the school breakfast or school lunch program. Kids have access to plentiful and healthy food all year long.
- Several permanent construction jobs for residents (and other qualified low-income households), and with the ability for these households to remain at Dekum Court until they're on very solid financial footing.
- Parents who work have access to good and affordable day care for their children.

Person 3

- Residents felt heard and valued in regard to responding to their needs and concerns
- An environment that offers opportunities for residents to be involved in any future changes, projects, events that occur at the property
- Property management that is committed to adequately addressing and responding to bigotry, especially as they occur at the property
- A council facilitated and consisted of residents at the property while providing a safe and comfortable for residents to discuss concerns