

Diversity, Equity, and Inclusion Plan Year 1 Accomplishments



Mayor's Message

As the year comes to a close, I want to recognize the hard work and success of the Diversity Advisory Board and city staff in moving us forward on equity and inclusion in 2015. It's hard to believe that just a year has passed since the *Diversity, Equity, and Inclusion Plan* was presented as our very own community-led roadmap for Beaverton. I also want to give a special thanks to Councilor Mark Fagin, who supported this work as council liaison during these first two foundational years for the Diversity Advisory Board.

It has been a landmark year for us in this work as we began the process of implementation of the plan. What an honor it was to begin the year by receiving national recognition through tying for first place in the National League of Cities' 2015 City Cultural Diversity Awards Program in the population category for cities of our size. This was a celebratory way to start the year, adding affirmation and momentum to these efforts.

On behalf of the Council and city leadership, I want to thank the Diversity Advisory Board for their guidance and leadership in this area. The following document pulls together a summary of key steps we've collectively taken forward in this work in 2015, reflective of the eight core areas of the original plan. Please join me in renewing our commitment to join together in further advancing this important work in 2016.

Denny Doyle, Mayor



(from left to right) Beaverton City Councilor Marc San Soucie, Councilor Lacey Beaty, Mayor Denny Doyle, Diversity Advisory Board member Nael Saker, Diversity Advisory Board Member Oswaldo Bernal, City of Beaverton Equity Outreach Coordinator Alexis Ball, Council President Mark Fagin, and City of Beaverton Cultural Inclusion Specialist Megan Cohen.

Diversity Advisory Board Message

It has been encouraging to see this plan come to life in many ways during the past year. As we sat together to evaluate the progress that has been made, we were heartened to see a significant list of accomplishments in this first year since we presented the Diversity, Equity, and Inclusion Plan to City Council for adoption.

Our work as a board to advise the development of the city's new language access policy, host the first Beaverton Night Market, and advance the goals of a multicultural community center for our community in 2015 were extremely rewarding. We still have so much left to do but we are excited to be moving forward. We are committed to continuing this work together and to providing the City Council an annual report of our collective progress in reaching these goals.

Beaverton's Diversity Advisory Board 2015

CeCe Ridder, Chair
Edward Kimmi, Vice Chair
Oswaldo Bernal, Secretary
Joseph Aborah
Paolo Esteban
Monica Estrella
Samira Godil

Ali Houdroge
Cynthia Moffett
Shariff Mohamed
Ruth Parra
Nael Saker
Mari Watanabe
Genevieve Wilson

Diversity Advisory Board Ratings Key:



Emerging

Little or no significant progress evident on this area's action item



Developing

Some significant emphasis evident on this area's action items but more needed to signify progress



Significant Progress

Half or more of the action items in this area are in motion or completed



Complete

This area's action items have been fulfilled

Language Access

Goal:

Everyone has access to and is treated with respect and dignity in receiving the services provided by the City of Beaverton regardless of English proficiency.

Rating:



Significant Progress

Accomplishments to Date:

- Citywide Language Access policy adopted by City Council
- Centralized budget line for translation created, translation contracts established and managed through Cultural Inclusion Program
- Funds spent on translation of initial set of vital documents identified across departments
- Beaverton declares itself a “Welcoming City” for immigrants and hosts National Welcoming Week events, including a naturalization ceremony with 49 new Americans from 25 countries
- BOLD program trainings and events include simultaneous interpretation to facilitate participation by English Language Learners
- Language Access policy implementation in process, staff trainings planned for early 2016



Individual & Family Support

Goal:

Everyone has access to the services they need throughout their life journey from infants to seniors.

Rating:



Developing

Accomplishments to Date:

- Joint senior and foster youth housing project, "Bridge Meadows," sited and plans moving forward for September 2016 groundbreaking
- Funds approved to continue financial support of the PCC Future Connect Program for a third cohort of Beaverton students, including scholarship and wrap-around services
- Citizenship Corner opened at Beaverton City Library to provide resources on U.S. naturalization and promote immigrant integration
- Partnered with Mission Citizen to offer regular sessions of citizenship classes at the library, free of cost (three sessions offered in 2015)
- New workshops (budgeting, funder roundtable) offered to support interested applicants to the city's Social Service Funding Grants
- Beaverton library staff accompanied Washington County Cooperative Library Services delegation to the Guadalajara International Book Fair to expand collection of materials in Spanish



Public Safety

Goal:

Everyone feels safe and is treated with respect and dignity in Beaverton's public safety system.

Rating:



Developing

Accomplishments to Date:

- "Chief's Breakfasts on Police-Community Relations," a sustained dialogue series between police and community leaders of color, created and met seven times
- Emergency Management program hosts the LISTOS Program, the first culturally-specific disaster preparedness course for the Latino community in Oregon, taught in Spanish
- First Racial/Biased-Based Policing Annual Report published on BPD website, providing information on handling of complaints, training, and traffic stop data
- BPD Community Services Division expands outreach efforts by implementing Coffee with a Cop and Shop with a Cop programs



Economic Opportunity

Goal:

Everyone has the opportunity to thrive economically.

Rating:



Developing

Accomplishments to Date:

- Minority, Women, and Emerging Small Business (MWESB) and Service-Disabled Veterans (SDV) policy created and adopted by City Council for implementation in 2016
- Program components to launch MWESB and SDV policy put into place: database for tracking progress, internal staff training, networking
- Networking and certification events co-sponsored by the City of Beaverton to increase awareness and access to state certification (Connect 2 Oregon, Meet & Certify)
- First Beaverton Night Market held with 20 multicultural vendors, nine performers, and an estimated 5,000 in attendance, with support to expand in 2016
- City Council amends city code to allow food cart pods in Beaverton
- Storefront Improvement Pilot Program expanded to Allen Boulevard, contract with community-based organization for outreach support
- Planning begun to host financial literacy workshops as part of tax assistance program in 2016



- City Public Works department hosts youth interns from the Summer Works program, a program targeting low-income youth and youth of color
- Adult English language classes and conversation circles offered weekly at the library

Infrastructure and Livability

Goal:

Everyone has access to the infrastructure to support good quality of life, including adequate housing, public transportation, and parks and recreation centers.

Rating:



Developing

Accomplishments to Date:

- City collaborates with Community Partners for Affordable Housing (CPAH) on new 47-unit affordable housing complex in downtown Beaverton ("The Barcelona")
- Hall Creek Enhancement Project restores creek and adjacent trail in downtown to create better neighborhood wildlife habitats, increased water quality and a safe trail for pedestrians and visitors
- City successfully lobbies in support of state legislative bill to facilitate future development of affordable housing (HB 2130)
- Committee formed to outline equity recommendations to address the digital divide in the new franchise agreement with Google Fiber



Health and Wellness

Goal:

Everyone has access to resources that support holistic health, well-being, and extended life.

Rating:

→ **Developing**

Accomplishments to Date:

- Awarded Community Development Block Grant (CDBG) funding to help open a new school-based health clinic at Beaverton High School, operated by Virginia Garcia Memorial Health Center
- Explored locations and partnership with established nonprofit to create new community garden for underserved populations, particularly immigrants and refugees in Beaverton
- City submitted application to the Blue Zones Demonstration Project to bring proven health and wellness techniques to Beaverton (still awaiting results)



City Practices

Goal:

City practices reflect the needs of our diverse community. Programs, services and decision-making processes are accessible to and incorporate members of all of Beaverton's diverse communities.

Rating:



Significant Progress

Accomplishments to Date:

- Tied for 1st place in the 2015 City Cultural Diversity Awards in Beaverton's population category, presented by the National League of Cities
- Title VI policy passed, citywide plan in process to protect individuals from discrimination in city services
- Human Resources Department hosts a Master's in Public Administration student capstone project to evaluate and make recommendations to boost diversity in staff recruitment and hiring
- Renewed membership in Partners in Diversity to increase opportunities to connect with new professionals of color in the Metro area
- Co-sponsored and invited elected officials, staff and community members to attend culturally-specific events through personal invitations and a new Cultural Inclusion e-newsletter
- Foundation laid for all-staff Internal Equity Team to be created in 2016
- Increased sponsorship level and access for city staff to attend the Northwest Public Employees Diversity Conference; actively participated in planning Equity Seminar Series with Beaverton School District and Tualatin Hills Parks and Recreation District
- Cultural Inclusion staff regularly participated in west side and Metro-area diversity practitioner groups to share best practices
- Third Beaverton Organizing and Leadership Development (BOLD) program funded and facilitated through collaboration with the Center for Intercultural Organizing
- Committed to be a funder for the Coalition of Communities of Color's Washington County racial disparities study
- Implemented modifications to hiring and volunteer applications in accordance with Ban-the-Box legislation



Multicultural Community Center

Goal:

To promote diverse cultural interchanges and experiences through the creation of a multicultural community center that becomes the hub of city life.

Rating:



Developing

Accomplishments to Date:

- Diversity Advisory Board subcommittee created and focused on this topic for 2015
- Multicultural Center Feasibility Study (2011) used to evaluate opportunities for overlap between the city's Arts & Culture Center project and the Multicultural Community Center (MCC) concept
- Diversity Advisory Board members participated in input sessions for Arts & Culture Center project, presented official recommendations to Beaverton Arts Commission on considerations for diversity and inclusion, how to align with objectives of the MCC concept



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Website

www.BeavertonOregon.gov/DAB

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