



Diversity, Equity, and Inclusion Plan

2019 Update



Mayor's Message

I believe that Beaverton is a stronger city because of its welcoming spirit and the many cultures that call our community home. I'm proud of the positive change we've witnessed in recent years, and how concepts and goals have been accepted and adopted in our community.

Rooting diversity, equity and inclusion to the core of all that we do takes time and thoughtfulness. The city's *Diversity, Equity, and, Inclusion Plan* plays a critical role in helping our residents, city staff and local leaders embrace this ongoing journey with more intention and ambition. The plan's original vision holds true, and annual reviews have kept this work relevant.

The release of this *2019 Update* outlines more work to be done and is once again authored by our Diversity Advisory Board. I want to extend much appreciation to this dedicated group of volunteers for their tremendous leadership in keeping us accountable and focused on our priorities.

We all have a responsibility to ensure access to opportunities and equitable outcomes for all. I feel enthusiastic for our future and trust that we are on the right path toward a more informed and committed city.

Denny Doyle

Denny Doyle,
Mayor



Diversity Advisory Board Message

The Diversity Advisory Board is comprised of volunteers that represent just some of the diversity that Beaverton has to offer. Our task is to inform and advise our city government on the issues most relevant to diverse populations in Beaverton, particularly communities of color, immigrants and refugees.

Our communities have been here for a long time and are growing in size, visibility and recognition. We have increasing power to shape the policies and practices of public institutions and to break down systemic barriers that have excluded and disadvantaged our communities. But to do so, we must work together. City leaders are asking for direction and this plan is our response.

The original *Diversity, Equity, and Inclusion Plan* detailed eight priority areas from language access to economic opportunity and more. From it, city leaders had a beginning blueprint for how to create a more welcoming and successful city for all. This *2019 Update* benefits from the last five years of experience and partnership with the city. It offers an update for our current context and six priority areas with clear, measurable goals.

We feel encouraged by what has been accomplished and are excited for what is to come.

Beaverton's Diversity Advisory Board 2019

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The City's first *Diversity, Equity, and Inclusion Plan*

The original *Diversity, Equity, and Inclusion Plan* was drafted by the Diversity Advisory Board (DAB) during their inaugural year in 2014 and adopted by City Council in January 2015. At that time, city leaders had a desire to move the work forward but lacked a clear definition of community priorities to guide them. The plan defined key terminology for the first time and detailed goals and action items across eight priority areas: language access, individual and family support, public safety, economic opportunity, infrastructure and livability, health and wellness, city practices, and a multicultural community center.

Implementation of the plan has been monitored and rated by the DAB each year thereafter and compiled into a cumulative report of accomplishments (available at BeavertonOregon.gov/DAB). The annual progress ratings helped identify areas that were successfully launched and others that needed more attention to get off the ground. At the culmination of 2018, five of the eight priority areas had achieved a rating of "significant progress."

Due to this progress, a better understanding of how the plan functions in practice, and the emergence of new priorities led the DAB to start a renewal process. As a launching board, the DAB spent months reviewing recently released data available through a countywide research study on communities of color.

Leading with Race: Research Justice in Washington County

Beaverton was proud to be the first jurisdiction to commit funds to help launch the landmark study *Leading with Race: Research Justice in Washington County*, released in July 2018. For the first time, the study documents the lived experiences of communities of color in the county through a racial equity lens.

This study provides information on the demographics, strengths, and disparities of eight communities: Native American, African American, African, Asian and Asian American, Latino, Middle Eastern and North African, Native Hawaiian and Pacific Islander, and Slavic/Russian speaking communities. The study's findings and call to action heavily influenced the creation of the *Diversity, Equity, and Inclusion Plan 2019 Update*.

In Washington County today



Only **17%** of the Native Hawaiian and Pacific Islander workforce is employed in high wage sectors compared to 44% of white workers

Of the Middle Eastern and North African community 1 out of 2 has at least a Bachelor's degree

114% more likely to be unemployed than a white resident looking for work



Less than **50%** of African Americans own their homes compared to 2 out of 3 white homeowners

17% of the population is Latino and of those 2 of 3 are eligible to vote and run for office



68% of Native American single mothers with children live in poverty compared to 25% of white single mothers with children

Data excerpts from *Leading with Race*





The City of Beaverton uses race as a primary lens for our diversity, equity, and inclusion work. This is due to several factors:

Legacy of institutional racism

Despite the responsibility of public institutions to serve all, across history race has been a basis for exclusion and discrimination against communities of color. In order to repair the legacy of institutional racism and dismantle the infrastructure that it was built on, we must face this reality head on.

Demographic shift

Beaverton has seen a dramatic demographic shift over the past several decades and is now celebrated as one of the most diverse cities in Oregon. One in three residents identifies as a person of color and one in five was born outside of the country. That shift has not yet been reflected in the makeup of city decision-makers. In order to be a responsive local government and move forward

successfully as the community we are today, we must increase access and opportunities for historically underrepresented communities to play an integral role in shaping our future.

Disparities

Tragically, research shows that in the US and in Beaverton specifically, race remains one of the most powerful predictors of wellbeing and success. Across indicators of health, education, housing, income, poverty, criminal justice and more, people of color face systemic disparities that prevent them from thriving at the same rates as the white community. Good intentions are not enough; we must intervene boldly to change outcomes.

Intersectionality

The concept of intersectionality allows us to understand that people and forces of oppression are multidimensional and interconnected. This means that we can have a primary lens of race while also positively impacting other marginalized identity groups.



Key Terms

The Diversity Advisory Board has updated and adopted the following key definitions to guide this work:

DIVERSITY

includes all the ways that people differ, which encompasses the variation of social and cultural identities among people existing together.

EQUITY

is when structural barriers that have historically disadvantaged certain groups are removed and everyone has access to the opportunities and tools they need to thrive. Equity is measured in outcomes and is achieved when one's identity can no longer predict their success.

INCLUSION

means that everyone feels welcomed, valued, and encouraged to fully participate and belong.

Criteria



In evaluating the effectiveness of the city's first *DEI Plan*, the Diversity Advisory Board narrowed the scope of the *Diversity, Equity, and Inclusion Plan 2019 Update*. The updated plan has six priority areas, including a few that are completely new or reshaped. The following criteria were used to determine what was included:

City jurisdiction

While the original plan considered a more holistic vision of diversity, equity, and inclusion, it contained items that were essentially outside the city's purview or required other lead partners. As a result, we learned that monitoring and accountability measures in those areas were ineffective. The *2019 Update* prioritizes items that are actionable and accountable to the City of Beaverton.

Measurability

While still primarily a visioning document, the plan now contains more specific indicators for each goal to show how progress will be measured from year to year.

Impact on marginalized communities

The plan looks at Beaverton's future through a racial equity lens and prioritizes work to advance outcomes for communities of color. It also adds language encompassing other marginalized identity groups where possible.

Responds to the call to action

The goals are informed by the findings and call to action from the *Leading with Race: Research Justice in Washington County* study.

Based on collective experience

The priorities included here are a reflection of collective experiences of marginalized communities, often missed in official data.



Quick Guide

The *Diversity, Equity, and Inclusion Plan 2019 Update* has six priority areas containing aspirational goals and progress indicators. The following is a summary of goals in each priority area:



Public Engagement

Communications: Celebrate and reflect Beaverton's diversity, promote welcoming and access for all.

Outreach & engagement: Build relationships to reduce barriers, increase trust and promote civic engagement.

Youth engagement: Offer opportunities for youth to build their networks and influence their community.

Leadership development: Invest in new leaders and lay the groundwork for engagement in local government.

Reflective government: Shape policymaking and advisory boards to reflect the community.



City Practices

Reflective workforce: Recruit and retain a diverse workforce across all staff positions.

Diversity in contracting: Reflect the diversity of the business community in city procurement.

Culturally responsive workforce: Build capacity to provide culturally responsive services.

Equity framework: Use a framework of equity to guide policy decisions and resource allocation.



Housing & Livability

Homelessness: Meet immediate needs through collaborative community partnerships.

Affordable housing: Support affordable housing and expand access for marginalized populations.

Homeownership: Increase access to homeownership with a focus on eliminating disparities.

Quality of housing & tenant protections: Support access to rental housing free from discrimination.

Anti-displacement: Develop housing for diverse neighborhoods and reduce displacement.

City planning & policies: Craft city plans and policies to create a livable community for all.



Public Safety

Reflective police force: Recruit and retain an increasingly diverse police force across all positions.

Culturally responsive public safety staff: Demonstrate cultural responsiveness in public safety interactions.

Community engagement: Build trust and long-term relationships between police and diverse communities.

Transparency: Be responsive and operate with maximum accountability and transparency.

Safety for vulnerable communities: Protect vulnerable populations and actively address issues impacting them.



Economic Empowerment

Education to support careers: Support adult education to build economic self-sustainability.

Entrepreneurship: Provide business development resources for underserved communities.

Wealth gap: Provide targeted programming to reduce the racial wealth gap.



Community Building & Inclusion

Multicultural Community Center: Lay a foundation for establishing a cultural resource center.

Cultural celebration: Promote the celebration and sharing of culture through community events.

Acknowledge diversity in public spaces: Recognize communities of color and shared history.

Newcomer integration: Support the integration of immigrant and refugee populations.

Welcoming city: Promote Beaverton as a welcoming city and support cross-cultural relationship building.

PRIORITY AREA 1



Public Engagement

PE1

Communications

City communications celebrate and reflect Beaverton's diversity, promote a welcoming culture, and are accessible to all.

Indicators

- PE1.1** City marketing materials depict people from different racial/ethnic backgrounds, genders and abilities.
- PE1.2** The number of translated city print materials increases each year.
- PE1.3** The number of *Your City* newsletter articles containing multilingual content increases each year.
- PE1.4** An electronic version of the *Your City* newsletter is distributed in English and Spanish.
- PE1.5** City marketing expands the use of different communications channels and priority languages to communicate about major projects.
- PE1.6** Key navigational signage in and around city buildings is inventoried and updated to increase the use of icons, multilingual and gender neutral language.

PE2 Outreach & Engagement
The city works to build proactive, long-term relationships with historically underrepresented communities with the goal of reducing barriers, increasing trust and promoting civic engagement.

Indicators

- PE2.1** The number of interpreters scheduled for city events and activities increases each year.
- PE2.2** The city expands partnerships with community based organizations to support outreach.
- PE2.3** The number of public meetings and events sponsored by the city in neighborhoods and non-city buildings increases.
- PE2.4** Neighborhood Association Committees (NACs) are trained and supported on increasing participation by underrepresented communities.
- PE2.5** The city shares voter information in multiple languages.

PE3 Youth Engagement
The city offers meaningful engagement opportunities to historically underrepresented youth to expose them to the networks and opportunities to influence their community beginning at a young age.

Indicators

- PE3.1** The number of city boards and commissions that have youth representation increases.
- PE3.2** City staff engage in activities to promote community service, civic engagement, and other learning opportunities for youth.
- PE3.3** The Mayor's Youth Advisory Board (MYAB) and the Library Teen Council include students that reflect the racial/ethnic diversity of the community.
- PE3.4** The city supports civic leadership training for underrepresented youth.
- PE3.5** The library implements a Youth Access Card to increase access and utilization of resources by youth.

PE4 Leadership Development
The city of Beaverton invests in building new leaders and laying the groundwork for historically underrepresented communities to enter leadership positions in local government.

Indicators

- PE4.1** The total number of BOLD Program alumni increases each year.
- PE4.2** The city supports training for historically underrepresented communities on what it takes to run for local elected office.
- PE4.3** A city program or process is in place to facilitate opportunities for shadowing and mentoring with currently elected Beaverton city officials.
- PE4.4** The city sponsors leaders from diverse backgrounds to complete the Beaverton Area Chamber's "Leadership Beaverton" program.

PE5 Reflective Government
The city actively works to shape policymaking and advisory boards to reflect the racial/ethnic diversity of the community.

Indicators

- PE5.1** The number of BOLD graduates that have served on city boards and commissions and other local government boards to date increases.
- PE5.2** City boards & commissions applicants, appointments and membership are increasingly reflective of city demographics.
- PE5.3** Candidates filing for elected office at the City of Beaverton are increasingly reflective of city demographics.
- PE5.4** City of Beaverton elected officials are increasingly reflective of city demographics.



City Practices

CP1 Reflective Workforce
The city recruits and retains the best workforce possible, which is increasingly reflective of community demographics across all positions, from frontline staff to executive leadership.

Indicators

- CP1.1** The percentage of staff who identify as people of color and of different genders (including non-binary) among 1) total staff, 2) staff in union represented positions, and 3) staff in management positions increasingly matches community demographics.
- CP1.2** The percentage of total job applications received from applicants who identify as people of color and of different genders (including non-binary) for jobs posted during a calendar year increasingly matches community demographics.
- CP1.3** The city identifies and addresses barriers to inclusive hiring across all positions, including regular and temporary staff.
- CP1.4** Interventions are applied throughout all steps of the hiring process to reduce the impact of bias, including during the preparation of hiring panels and screening of candidates.
- CP1.5** Retention efforts exist and include support for diverse staff so that attrition is not disproportionately staff of marginalized identities.
- CP1.6** City internship program prioritizes outreach to local youth and adults from underrepresented communities as a strategy to diversify staff.

CP2 Diversity in Contracting
City procurement increasingly reflects the diversity of the business community.

Indicators

- CP2.1** The percentage of overall eligible procurement dollars spent with state-certified COBID (Certification Office for Business Inclusion and Diversity) businesses.
- CP2.2** Project-specific goals are applied to major projects to maximize the use of COBID businesses and make apprenticeships available.
- CP2.3** The city supports outreach activities to raise awareness and COBID certification among eligible businesses.
- CP2.4** The city actively supports match-making between general contractors and subcontractors from underrepresented communities.
- CP2.5** The city supports development or expansion of structures in Washington County to create pathways for underserved populations to enter the trades.
- CP2.6** The number of businesses based in Beaverton that are state certified as women-owned and minority-owned increases each year.
- CP2.7** Staff capacity increases to support internal training and accountability for the city's COBID policy.

CP3 Culturally Responsive Workforce
The city demonstrates a commitment to building capacity to provide culturally responsive services.

Indicators

- CP3.1** The number of staff receiving bilingual pay for their use of a priority foreign language(s) to serve the public increases each year.
- CP3.2** The number of total city staff that have completed the city's required baseline equity training and bias awareness training increases each year.
- CP3.3** The number of city staff that participate in optional city-sponsored DEI and trauma-informed care trainings increases each year.
- CP3.4** The cross-departmental Internal Equity Team is consulted regularly and makes recommendations to leadership on organizational change to support DEI.

CP4 Equity Framework
The city uses a framework of equity to guide policy decisions and resource allocation

Indicators

- CP4.1** A data transparency policy is passed to standardize the collection of data on who is currently accessing city services and identify gaps or overrepresentation. Policy includes updating city forms to align demographic categories with those outlined in the *Leading with Race (2018)*.
- CP4.2** The city regularly utilizes community demographic data to inform planning and budgetary decisions.
- CP4.3** The city develops an equity lens toolkit to be used as part of the process for proposing major new policies, programs and budget requests.
- CP4.4** City support for culturally-specific services and resources increases each year through funding, partnerships and direct offerings.
- CP4.5** The city consistently evaluates and removes barriers for marginalized communities to access essential city services.
- CP4.6** The city actively participates with other entities in Washington County to move a broader equity agenda forward.



Housing & Livability

HL1

Homelessness

The city works to meet the immediate needs of people experiencing homelessness through collaborative community partnerships and a culturally-responsive, trauma-informed approach.

Indicators

- HL1.1** The city provides consistent funding for emergency rent assistance to prevent homelessness.
- HL1.2** The city increasingly funds programs that address mental health alongside housing issues.
- HL1.3** The city-funded outreach worker placed at the library is increasingly utilized by the public to respond to social service needs.
- HL1.4** The city offers a program to provide a safe, legal place to park and case management oriented toward housing for people living in their vehicles.
- HL1.5** The city supports increased availability of public restrooms across the city.
- HL1.6** The city supports the development of a year-round shelter in Beaverton.
- HL1.7** The city supports the development of a day center in Beaverton to provide a place for people experiencing homelessness to access case management and hygiene facilities (i.e. showers, laundry, restrooms).
- HL1.8** The city dedicates resources and staff capacity toward supporting street outreach for populations experiencing homelessness.

HL2

Quality of housing & tenant protections

The city supports access to safe and healthy housing for renters that is free from discrimination.

Indicators

- HL2.1** The city creates a mandatory rental inspection program to ensure that rental properties meet minimum health, safety, and accessibility standards.
- HL2.2** The city supports programming that provides community education, advocacy, and legal assistance for people with claims under fair housing or renters' rights laws.
- HL2.3** The city supports educational opportunities for property owners on fair housing law and compliance.

HL3 Affordable housing for all
The city supports the development of affordable housing and expands access for underserved populations.

Indicators

- HL3.1** The number of affordable and deeply affordable housing units in Beaverton increases each year.
- HL3.2** The city tracks demographics of people in regulated affordable housing units and takes steps to ensure all communities have access.
- HL3.3** The development of new affordable housing is distributed across city neighborhoods and considers access to public transit.
- HL3.4** The city changes local policy to expand housing options to meet the needs of seniors and large families across neighborhoods in Beaverton.

HL4 Homeownership
The city supports increased access to homeownership with a focus on eliminating racial disparities.

Indicators

- HL4.1** The city provides funding to support homeownership with a focus on populations with disproportionately low homeownership rates.
- HL4.2** The city supports new homeowner education and preparation, including a focus on increasing the chance of home loan approvals.
- HL4.3** The city analyzes data on persistent racial disparities in home loan approval rates and explores its role in addressing them.

HL5 City planning & policies
City planning and policies take into account the experience of historically underserved communities and are designed to create a livable community for all.

Indicators

- HL5.1** The city incorporates and/or strengthens racial equity criteria across core planning documents.
- HL5.2** Projects to develop new areas of Beaverton prioritize key infrastructure like public transit and services to support economically and culturally diverse neighborhoods.
- HL5.3** The city identifies funding to support the implementation of the Allen Boulevard District Plan, with continued engagement of diverse residents and businesses.

HL6 Anti-displacement
The city promotes development that reduces displacement of long-time residents and businesses from marginalized communities.

Indicators

- HL6.1** The city takes an active role in preserving the affordability of low cost market rentals.
- HL6.2** The city supports programs that help low-income homeowners make critical repairs and accessibility adaptations to keep them in their homes.
- HL6.3** The city supports programs to assist diverse businesses to continue to operate in neighborhoods where they have been for years but that are experiencing change.
- HL6.4** Coordination is strengthened between the city's urban renewal entities (Beaverton Urban Renewal Agency (BURA) and the Urban Renewal Advisory Committee (URAC) on addressing issues of gentrification and displacement. BURA commits to using an equity lens for urban renewal decisions.



Public Safety

PS1 **Reflective police force**
The Beaverton Police Department (BPD) recruits and retains the best police force possible, which is increasingly reflective of community demographics across all positions.

Indicators

- PS1.1** The percentage of staff who identify as people of color and of different genders (including non-binary) among 1) total police staff, 2) police staff in union represented positions, and 3) police staff in management positions increasingly matches community demographics.
- PS1.2** The percentage of total job applications received for police department positions from applicants who identify as people of color and of different genders (including non-binary) increasingly matches community demographics.
- PS1.3** The BPD identifies and addresses department-specific barriers to inclusive hiring.
- PS1.4** Retention efforts exist and include support for diverse staff in the police department so that attrition is not disproportionately staff of marginalized identities.
- PS1.5** The number of youth and adults of color recruited into Police Cadet and Reserve Officer programs increases each year.

PS2 | **Culturally responsive public safety staff**
Public safety staff (i.e. police, court, emergency preparedness) demonstrate cultural responsiveness in interactions with members of all of Beaverton's diverse communities.

Indicators

- PS2.1** The number of public safety staff who have attended trainings related to topics of diversity, equity, inclusion, bias awareness, trauma-informed care, and cultural responsiveness increases each year.
- PS2.2** The number of public safety staff receiving bilingual pay for their use of a priority foreign language(s) to serve the public increases each year.
- PS2.3** The word "citizen" is removed from all messaging and programs not referring to immigration status.

PS3 | **Community engagement**
The BPD proactively builds trust and long-term relationships with diverse communities.

Indicators

- PS3.1** BPD liaisons attend Diversity Advisory Board and Human Rights Advisory Commission meetings with the purpose of building relationships, sharing updates and soliciting feedback on current issues.
- PS3.2** The percentage of participants in "Citizen's Academy" that identify as people of color increases each year.
- PS3.3** The new Public Safety Center community meeting room space is increasingly utilized by external groups.
- PS3.4** The marketing of BPD services, recruitments, and engagement opportunities includes targeted communications to underrepresented communities and multilingual messaging.

PS4 | **Transparency**
Beaverton's public safety system is responsive and operates with maximum accountability and transparency.

Indicators

- PS4.1** The BPD identifies opportunities to improve the accuracy of demographic data collected during stops.
- PS4.2** The BPD continues to publish an annual Biased-Based Policing Report to present stop data, anti-bias training practices, and reaffirm a commitment to policies designed to prevent profiling.
- PS4.3** The BPD presents and receives feedback from the Human Rights Advisory Commission on the annual Biased-Based Policing Report, including the general nature of any public complaints of bias in police interactions.

PS5 | **Safety for vulnerable communities**
The public safety system actively protects vulnerable populations and addresses issues that disproportionately impact marginalized communities.

Indicators

- PS5.1** BPD documents, builds partnerships, communicates and provides education to the public in response to reports of hate incidents.
- PS5.2** The city regularly reaffirms and furthers its commitment to being a Sanctuary City.
- PS5.3** The city supports programs to address fraudulent services and scams targeting vulnerable communities (e.g. immigrants, seniors).
- PS5.4** The number of interpreters scheduled for police or court-related activities increases each year.
- PS5.5** The city strengthens its support for victim's services with a focus on women of color.
- PS5.6** The city increasingly implements emergency preparedness initiatives (i.e. training, communications) targeting English Language Learners and other diverse communities disproportionately affected by natural disasters.



Economic Empowerment

EE1 | **Education to support careers**
The city supports adult education necessary to lay a foundation for economic self-sustainability, with a focus on underserved communities.

Indicators

- EE1.1** | The city supports access to adult basic education programs (e.g. GED, English classes) and job readiness for populations with the lowest education levels in Beaverton.
- EE1.2** | The city continues to invest in PCC Future Connect to provide scholarship and wrap-around services to first generation students from diverse backgrounds.
- EE1.3** | The city supports Career Technical Education in partnership with Beaverton schools and local companies.
- EE1.4** | The city supports events for youth related to career development and networking (e.g. MYAB Youth Summit).
- EE1.5** | The city supports job shadowing, internship and apprenticeship programs at the city and with partners that target underserved communities to build work experience.
- EE1.6** | The city supports policies and programs to promote credentialing for professionals with foreign work experience and degrees.

EE2 | **Entrepreneurship**
The city engages key business development entities to provide entrepreneurship resources that effectively engage underserved communities.

Indicators

- EE2.1** | The city's support of IMPACT Beaverton reaches an increasing number of entrepreneurs from diverse backgrounds and languages to help them start, build and grow their businesses.
- EE2.2** | The city supports culturally-specific partner organizations that address barriers for immigrant entrepreneurs and established business owners.
- EE2.3** | The Oregon Technology Business Center (OTBC) and the Beaverton Startup Challenge support an increasingly diverse mix of entrepreneurs.
- EE2.4** | The city supports a program(s) to encourage youth entrepreneurship.
- EE2.5** | The city provides funding and staff support for the Beaverton Night Markets and additional business development opportunities for participating vendors
- EE2.6** | The city explores the creation of a year-round multicultural marketplace, building off the success of the Beaverton Night Market.
- EE2.7** | The city supports a buy local / buy diverse campaign that promotes ethnic businesses in Beaverton.

EE3 | **Wealth gap**
The city supports policies and programs designed to reduce the racial wealth gap that has historically existed for communities of color.

Indicators

- EE3.1** | The clients served through the city's low-income tax assistance program increases in number and diversity each year.
- EE3.2** | The number of taxpayers served through the city's low-income tax assistance program who receive the Earned Income Tax Credit (EITC) increases each year.
- EE3.3** | The city supports programming to offer financial literacy education, credit building, and IDA (Individual Development Account) savings programs.
- EE3.4** | The city supports scholarships for underrepresented youth regardless of immigration status.



Community Building & Inclusion

CB1 | **Multicultural Community Center**
Lay a foundation for establishing a resource center and organizing space for community building, cultural sharing, access to ethnic foods, culturally-specific resources and activities designed to meet the needs of multicultural communities.

Indicators

- CB1.1** The city identifies funding and capacity to develop a plan and timeline for advancing a multicultural community center project.
- CB1.2** Community feedback is solicited through convenings and the next city visioning process to articulate a collective vision for the future center.
- CB1.3** Current city properties are inventoried to identify a temporary space for the center during development.

CB2 | **Cultural celebration**
Promote the celebration and sharing of culture through programming and events open to the public.

Indicators

- CB2.1** The city's support for programming that highlights cultural diversity and provides a space for gathering and celebration of the cultural diversity in Beaverton increases each year.
- CB2.2** City facilities are regularly utilized by culturally diverse groups for community activities and meetings.
- CB2.3** The Patricia Reser Center for the Arts (PRCA) regularly hosts artists and performers from diverse cultural backgrounds.
- CB2.4** The PRCA takes steps to institutionalize DEI in its organizational structure and operations (i.e. diverse staff and leadership, access and targeted programming for underserved communities).

CB3 Acknowledgment of diversity in public spaces
The city supports inclusion by recognizing the contributions of communities of color and our shared history in public spaces.

Indicators

- CB3.1** Beaverton City Council reviews and adapts local policy on place naming to promote best practices that lead to an increase in the use of diverse names in future development.
- CB3.2** The city supports research, inventory of current place names, and creation of a list of recommended names honoring diverse communities for use in place naming.
- CB3.3** The city supports research and development of a new historical narrative for Beaverton that highlights the contributions of native peoples, communities of color, immigrants and refugees.
- CB3.4** The city takes steps to develop government-to-government relationships with native tribes in the area and approves a land acknowledgment statement and process to be used for future city activities.

CB4 Immigrant and refugee newcomer integration
The city contributes in meaningful ways to the linguistic, civic and economic integration of newcomer populations.

Indicators

- CB4.1** The city provides information and resources to support English language acquisition.
- CB4.2** The city continues to develop the "New Americans Corner" at the Beaverton City Library and expands to include an online presence.
- CB4.3** The city provides support for naturalization of eligible immigrants and refugees in the form of information, classes, and partnerships with financial entities to reduce the barrier of application fees.
- CB4.4** The city supports programs to reduce fear and orient newcomer immigrants and refugees to community resources, emergency preparedness, basic traffic laws / how to interact with police, and where to find information in Beaverton.

CB5 Welcoming city
Actively promote Beaverton's identity as a welcoming city and support relationship-building between immigrants and U.S.-born community members.

Indicators

- CB5.1** The city provides opportunities for the public to learn about the cultural diversity in Beaverton and build a shared identity.
- CB5.2** The city provides opportunities for white people in Beaverton to engage in conversations about race and allyship.
- CB5.3** The number of partner organizations and agencies actively engaged in the city's Welcoming Beaverton initiative increases each year.
- CB5.4** The city convenes and provides increasing financial support each year for a local celebration of National Welcoming Week, designed to bring together immigrant and U.S.-born community members.



Strategy

While this plan provides clear priorities and milestones for the city on diversity, equity and inclusion, it does not specify all the necessary steps to achieve them. To accomplish what is laid out here, all city officials will need to play an active role in identifying strategies and opportunities for implementation.

Many of the best practices and strategies needed to succeed are already among Beaverton's strengths.

Collaboration

Partnering and collaborating across sectors.

Welcoming

Continuing to deepen our understanding and practice of what it means to be a welcoming city.

Transparency

Improving data collection and transparency.

Commitment

City leaders publicly reaffirming a commitment to implement this plan.

Definitions

COMMUNITIES OF COLOR*: Communities that hold a primary racial identity that describes shared racial characteristics. The term denotes a shared history and current/historic experiences of racism. An older term for communities of color is that of "minority communities" which is increasingly inaccurate given that people of color are majority identities on a global level. Given that race is a socially-defined construct, the definitions of these communities are dynamic and evolve across time.

CULTURALLY-SPECIFIC*: Of and pertaining to a particular community of color. A culturally-specific organization is one in which the majority of members and/or clients are from a particular community of color; the organizational environment is culturally focused and identified as such by members; the staff, board and leadership reflects the community that is served; the organization has a track record of successful community engagement and involvement with the community being served.

CULTURAL RESPONSIVENESS*: Respectful of, and relevant to, the beliefs, practices, culture and linguistic needs of diverse communities.

DAB: Diversity Advisory Board (abbreviated)

DIVERSITY: All the ways that people differ, which encompasses the variation of social and cultural identities among people existing together.

DEI: Diversity, equity and inclusion (abbreviated).

EQUITY: When structural barriers that have historically disadvantaged certain groups are removed and everyone has access to the opportunities and tools they need to thrive. Equity is measured in outcomes and is achieved when one's identity can no longer predict their success.

INCLUSION: Everyone feels welcomed, valued, and encouraged to fully participate and belong.

INDICATORS: Milestones that must be achieved to demonstrate progress toward the goal.

MARGINALIZED: Individuals or groups that are ignored, excluded, pushed to the margins, given lesser importance, and stripped of power.

UNDERREPRESENTED: Communities lacking adequate representation; insufficient when compared to their percentage of total population. "Historically underrepresented" refers to groups for whom this has become a pattern due to exclusion and discrimination over time.

UNDERSERVED: Harder-to-reach populations that have been consistently underresourced, often due to linguistic, economic, and/or political barriers or racism.

* Definition adapted from Curry-Stevens, A., Reyes, M.-E. & Coalition of Communities of Color (2014). Protocol for culturally responsive organizations. Portland, OR: Center to Advance Racial Equity, Portland State University.



Monitoring

The Diversity Advisory Board provides community oversight and accountability for the city's DEI work. The board has consistently provided strong advocacy to keep this plan at the forefront of city priorities. As such, the board will continue to play a primary role in reviewing progress and holding the city accountable for this *2019 Update*.

Staff in the Cultural Inclusion Program will continue to support and monitor implementation, as well as act as a liaison between the board and other city staff that may need guidance on the plan's vision. Staff will compile and present a report annually to the Diversity Advisory Board for review and progress ratings.

Ratings are designed to recognize progress or stagnancy in the implementation of goals and to help indicate when the plan should be renewed. The next update to this plan is anticipated in a period of 4-5 years and/or when seventy-five percent of the plan's indicators have reached a rating of "Significant Progress" or greater.

Progress Ratings



Emerging

Little or no work is evident on this area's goals.



Developing

Work is evident on this area's goals but tangible results are still lacking.



Moderate Progress

Progress is beginning to show in several of this area's goals.



Significant Progress

Half or more of the indicators in this area are in motion or completed.



Successful

Most or all of this area's indicators are in motion or completed.



Acknowledgments

We would like to sincerely thank the many individuals and groups who have shared their ideas, energy, expertise, and partnership over the years to help the city take great strides forward in the areas of diversity, equity, and inclusion. Your advocacy and accompaniment has been critical.

We would especially like to recognize the following:

Current and former members of the Diversity Advisory Board

Former members of the Mayor's Diversity Task Force

Elected leaders at the City of Beaverton

Members of the city's Internal Equity Team

Community leaders who participated in DEI initiatives and/or gave input on the development of this plan

Welcoming Beaverton partner organizations

Coalition of Communities of Color

Photo credits:

Katharine Kimball Photography, pgs. 7, 8, 25, 29

Diego G. Diaz, pgs. 4, 6, 9, 11

Plans & key documents used for reference in the writing of this plan:

Leading with Race: Research Justice in Washington County, available at CoalitionCommunitiesColor.org

The Welcoming Standard & Certified Welcoming, available at WelcomingAmerica.org

Diversity, Equity, and Inclusion Plan (2014), available at BeavertonOregon.gov/DAB

Protocol for culturally responsive organizations (2014), available at: centertoadvanceracialequity.org

Este documento está disponible en otros idiomas y formatos para quien lo solicite

本文档是可用在其他语言和格式

Tài liệu này có sẵn trong các ngôn ngữ khác và các định dạng theo yêu cầu

توفر هذه الوثيقة باللغات وغيرها من الأشكال بناءا على طلبها

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About the Diversity Advisory Board

The Diversity Advisory Board (DAB) exists to advise the city on diversity, equity, and inclusion strategies that improve outcomes for marginalized communities and to assist in strengthening the relationship with communities of color, immigrants, and refugees. The board is composed of 13 members who are appointed for three year terms. The DAB created the city's first *DEI Plan* in their inaugural year in 2014.

Public Meetings

Every second Monday of the month

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