

## Appendix A:

### Initial conversations with community members in the City of Beaverton

August 19, 24, 28 and Sept 1, 2020

#### Conversation #1: 8/19/20

##### *What's most important to you right now?*

- The city doesn't listen and does not change.
- They have not heard about the need for a new disability advisory board, they have not responded to call-ins on disability, race. Even switching to Zoom during the pandemic was a challenge and we felt we had no access.
- Feels like city leaders sign off on public statements but do no real action. Pass resolutions that do nothing important, and passed the City Charter via vote without adequate community engagement during the pandemic.
- Want the city to build a bridge here, help us create a community voice. If the city wants to go the right direction, they need to build the bridge BEFORE something happens, it will save them time, energy and resources.
- Build conversations and relationship, fund community initiatives regularly, let the community there is a way to let the city know their voice
- Actions speak louder than words, they have been hearing from people for months. What were the previous attempts that the city hasn't taken action on?
- Where is 8 Can't Wait? These are common sense measures. The city likes to kick the can, the expectations of leadership in Beaverton are not high. They are inherently super-reactive, everyone is so scared - perception is that it's more important to be a politician than a leader.
- [Leading with Race - Washington County](#) - put out by the Coalition of Communities of Color is something each Councilor should be well acquainted with, are they?
- SRO's do not belong in schools, they don't have real relationships with students, why are they here?
- This listening process needs to be tied to accountability
- City should also sign on to [Reimagine Oregon](#)
- Discussion of proposals is rarely brought up in city council meetings
- Policy meetings at the beginning of the year sets the priorities, the staff works on the policies and the council gives feedback. There is a strange lack of engagement, then they vote.
- There seems to be only one mechanism for policy making
- Feels like a handshake "old boys" network
- Policy is not responsive to the moment, there will be other events in the future, leaders need to listen and make new policies as needed - not wait until January.
- Bring back the disability advisory board, sooner we get this the sooner we can serve folks with disabilities
- When we invite city officials to meet with us, they don't show up, this is reiterated over and over again. There is a disconnect between the city and the community

- What will happen with the charter change?

***How should we be moving forward from here? What do you want to see happen?***

- City officials to show up for community, be active and proactive in building relationships
- Understand that policing and race are connected
- Recognize and remove the training sergeant who killed an unarmed BIPOC man in 2004
- More communication b/w the police and the city
- More proactive conversation
- Build common understanding
- Reform is necessary to survive and thrive
- Want vision and policy goals in mind, and want those to be shared, for the community to engage, and officials to be held accountable and to move forward. For there to be an assessment and refinement phase within
- Accountability needs to be transparent, tied to budget and outcomes, built into everything the city does -> best practices should be on relationship building, then feel how you're doing and continue an ongoing conversation until the policy change is effective
- Build in equity centered on communities of color across how the city works and operates
- Focus on youth
- Foster connections with and between different community groups
- Want a community roadmap / calendar for ongoing relationship building

**Conversation #2: 8/24/20**

***What's most important to you right now?***

- This conversation this way should have been happening already, not just because of George Floyd
- This timing is tied to politics - it's an election year
- Diversity Advisory Board has been involved directly on public safety - about the need to shorten the gap in communication b/w community and the police, and nothing has changed, now (I'm) offended
- I'm frustrated
- What has changed? City officials seem to have an agenda to advance their political career
- We need to address that there is systemic racism / white supremacy culture here
- Problem is in engaging the white folks and having them see their role in dismantling white supremacy culture at the city
- BIPOC folks in the district must tell their story over and over, whites don't know what they don't know
- White leaders have to take ownership of learning and leading their learning

- Community wants to partner and expand the work and help everyone get on the same page of what the problem is and how to operate
- Need folks to learn how white supremacy keeps things from changing
- There should be a coalition of the willing, when people are pushed they unwillingly remain in their position and can't be brought along to find solutions. Working with the willing we can build a movement. This is how the schools and other orgs work, to support one another, to push the agenda, and build a movement. Don't include the saboteurs who want to keep the status quo (enforce the current system)
- Get the people willing to listen and learn involved and work together
- White supremacy culture is here, the difference between Beaverton, Hillsboro and Tigard responses to inquiries is striking. When (I) write to Hillsboro or Tigard, I get responses, when I write to officials in Beaverton, radio silence. They don't even acknowledge that I've sent something - no accountability, or acknowledgement that they care / are listening.
- want more empathy, more active listening and do not want defensiveness or no response.
- People are TIRED - dual processes - WA County listening sessions and this
- Tired of tokenism / performative measures "we're here for you" (but why, to look good?)
- Concern about undocumented / underdocumented folks - many in the community do not trust police officers
- Is the council even really interested in making change? What actions are they taking? If they really care - are they willing to sacrifice their roles for those who have a stronger base of understanding of these issues? Can they give up their power for others?
- They are vocal about the leading with race study - but there seems to be no action
- There will be a (possibly) new mayor and new city manager - what will this mean?
- The diversity advisory board is creating a process of advocacy and mentorship - there is a need to establish more programs where people feel they really belong

***How should we be moving forward from here? What do you want to see happen?***

- City leaders need to toil alongside the community on the issues.
- Power-dynamics need to be addressed - this needs to be co-engaging - not top-down. The structure is communication, help the city leadership see how to engage and how they do it matters
- Need more conversations, more facilitators, with a modeled structure (tight, loose, tight) for structure and boundaries but enough freedom for people to feel they can say what they need
- Need for mentorship / mentoring youth, and an accountable process in place to encourage welcoming and belonging for all, so much that minorities run for council and to have systems set up so they are an equal contender (mentoring, not nepotism or "annointing" the next leaders)
- Ensure diversity on all the boards and commissions
- Create shared language

- Understand the political / systemic way racism works, understand how they systems influence how things move forward
- Acknowledge the labor of people who continue to advocate for this
- Understand that some people may need to give up their power / set in order for real change to happen
- Change how the leadership training opportunities work - current feel that they discourage / chame BIPOC leadership to emerge, folks are not interested in mentoring people (one person asked multiple folks to mentor them, and was denied or not replied to) believes that this thinking / way of working culturally trickles down to the Police department - the system feels rigged and that only white folks can successfully maneuver for leadership, what are the real training / mentoring pathways?
- Need to internally address white supremacy culture from a systems level perspective and then those same folks within the system must do their own personal work to get up to speed to understand the dynamics at play - ignorance is status quo and that is unacceptable
- Police need training on multi-cultural ways of behaving and interacting
- ICE is a serious concern
- Need to build pathways to leadership for BIPOC folks in Beaverton, not just leading their community organizations - but leading at the City level. This needs to happen with mentorship, partnerships, and funding and resourcing the communities to be supported
- Need to center BIPOC perspectives, dreams, needs, wants, frustrations and structures that support, honor and hear that

### **Conversation #3: 8/28/20**

#### ***What's most important to you right now?***

- Feels like there's a lack of follow-through at the city
- At HRAC it's been good to hear student voices on issues beyond policing - and on program and curriculum
- There's a disconnect between police and kids who aren't interested in being cadets
- Want to see real and actual change - it's been 57 years since MLK's I Have a Dream speech, when will we be committed to check and balances and process that ensure equity
- There need to be undocumented / underdocumented voices at the table and their voices need to be heard
- Public leadership "tokenizes" but doesn't believe that race is a factor in inequity in Beaverton
- Involvement of young people, especially youth who are struggling, is needed, we need more support, chances, and resources for these young ones who are being criminalized - need a serious commitment of resources from spaces with communities of color in these conversations - funded

- Looking at this from education - how can the city and schools work more closely together, can leaders listen to what the people are asking for, and if they're not skilled / able to do the job, to step aside and give up that power
- Feeling so frustrated in that the refusal to listen seems to make it worse
- Need more alignment between organizations
- Want the powers that be to stop BSing around
- Keep running into issues on "who's in charge" re: SRO's, a lot of people passing the buck - feels like there is no responsibility
- 8 Can't Wait - Why is this up for debate? Should be passed, even this isn't enough.
- How DO we actually move forward? Perception is that people don't want to do the "doing" part, leaders get wrapped up in the logistical arguments and get stuck. They could just do something and be accountable - change is possible
- 8 Can't Wait - not passed - so frustrated
- Council lacks empathy and listening
- Fear the end of the eviction moratorium, will houselessness be criminalized?
- Racial profiling is real - for Black and Brown men - for everyone 1 of 3 times on TV highway, if with 2 or more Men of color, pulled over - last time for "failing to leave turn signal on for 100 feet before executing a turn". The later the time of day it is, the worse it is. Don't receive a ticket - and don't believe that these stops are being documented (therefore don't show in the data, therefore data shows no "bias" in who's pulled over). Feels that police use any excuse to pull over people of color to "check in" on them. This needs oversight and investigation.

***How should we be moving forward from here? What do you want to see happen?***

- City should give resources and grants to community groups to facilitate their own conversations and process
- SRO's - discipline (not relationship) oriented, never catalogued in the files, youth of color targeted in schools
- Community engagement process, what info are you getting? What are you doing about it? Document it, share, be transparent. Be accountable, cities have to be clear and transparent and share actions they are or are not taking and why, not sit in indecision / do nothing, stay murky.
- Beaverton's policing data shows no bias, but we, affected community members say there is a problem. Accountability, and thinking how that meshes with expulsion policy - it's very interesting to talk with the people and not only rely on the numbers (how is the data collected, who reviews it, is it verifiable and accurate?)
- White kids vs. black and brown kids have very different experiences with SRO's
- Frustration in that whiteness demands data above talking with people and hearing the experiences of the people they serve, particularly in communities of color
- Need to get to the root causes of our challenges in public safety

- City should look to [radical inquiry](#) in their approach to how they move forward and to get them all on to the same page. Within this, they should center on their most vulnerable / impacted population
- Learning and conversation piece AND policy and practice - done waiting - what needs to happen so things can change
- BLM uprisings for months, how much do they need to learn, and how much do they need to give up their power
- There is outright white supremacy culture within the organizations - see it in Fire / Police, love of guns / power / white supremacy
- Powers that be must engage in conversation
- Real change is the transfer of power
- Stop shooting people, period.
- Re-allocate the budget to fund and support resources that directly and immediately impact communities of color
- DEI / Equity trainings not enough, these systems are hurting POC every day, structural change necessary, there is a system in place that is inherently racist
- This is a great opportunity for communities to be paid / compensated for their experiences - and be given decision-making power, give the community the tools / resources needed in policy making and change
- People who are not invested / don't get it / are confused in the City need to get out of the way and step down. Give the roles to people who do and are ready to do the work.
- Saw that the Portland Police Chief did not know what to do and stepped down, appreciated that.
- Have an opportunity here to create justice and be a leader in that.
- Develop a process where leadership plans, implements, reflects, and adjusts, and repeats the cycle again and again until policies meet the needs of the people, and sees the people as human.

#### **Conversation #4: 9/1/20**

##### ***What's most important to you right now?***

- SRO presentation to city council was one-sided - they need to understand all aspects
- City leadership needs to be leading with race
- Concern that Jason Sery, who serves as a training sergeant with the police department is the same person who killed James Jahar Perez, an unarmed Black Man in 2004 at a routine traffic stop.
- Concern the city charter change was rushed without good engagement, lack of engagement often
- If the library can meet people where they are with their challenges, why can't the city?
- Plan to show a transparent process leading with race on actions steps and accountability, don't do nothing or keep stuck in analysis paralysis.
- City should be a part of [Reimagine Oregon](#)

- Some city council members turn off their video during public testimony - what are they doing? Are they listening/ignoring/rolling their eyes?
- Can't email councilors directly - why not?
- Want direct channels for communication
- Sense that folks don't manage inboxes well so communication is very poor
- Diversity / equity / inclusion at this point feels tokenizing, not real change

***How should we be moving forward from here? What do you want to see happen?***

- Reflective, respectful conversation, a clear process, dialogue
- Accountability, outcomes and dialogue
- Understanding the new role of the city manager, a proactive city manager grounded in equity principles, someone responsive not reactive
- Community engagement should be proactive and ongoing, not just situation specific and reactive/knee-jerk
- Understand the challenge of city councilors in an executive role for the city, but still must have a clear process, community well, and build support to be proactive with community, bring up their knowledge to understand clearly where community is
- Connect up the city and the school district, decrease silos - how to collaborate with gov't
- HRAC, DAB or City only connect via the school district help center (help center is where students and families experiencing houselessness receive services)
- Can the center for mediation be better funded for conflict resolution and keep things outside the justice system?
- Crisis response teams, how is that funded, can we do more?
- Human centered design, community asking clearly for resources to be deployed through community, not the police
- PDSA, plan, do, study, act (repeat). Don't get stuck in inertia.
- Develop meeting protocols, look to the [national equity project](#), move to close system gaps, de-center power and whiteness in conversations / dialogue
- Peer Court is AMAZING, can it be funded to serve more than 52 people a year? Expand the scope beyond it's current bounds.
- Ask the City Council - why does change matter for the city? This answer drives the process.
- If the city leadership can't see that this is happening in Beaverton (to counter what people are told that "these things aren't happening in Beaverton" and "this isn't Portland") then any process is an exercise in futility.
- Want a process to be "because we (city leadership) are here for community"
- Want city officials to feel capable of having race-based conversations (don't want officials to avoid them to avoid "alienating their power base")
- Want a statement from officials that community conversations are moving forward to address systemic racism, which underlies the problems in policing, public safety, public health and accountability
- Want commitment to access non-biased data to make policy decisions

- Want city officials to understand how racism underlies everything systematically
- There are so many resources available to do the work, the officials have to be willing to take on the work for the change
- Want city officials to recognize the emotional labor of people in the process
- Want city officials to who they've done their work and prove they are willing to demonstrate learning
- Want climate justice and green new deal as a component of this moving forward
- Consider deliberative democracy as a process for informed policy making at a community level
- Want to give input on profile and hiring of the new city manager - want to have a committee involved in the selection of the new city manager
- We all must have the courage to do what has not been done before, how we use the present shapes the future, the future is not yet written, but if we do what we've done, we'll get what we've gotten.
- This is the opportunity to be profound in intention and commitments, to shift what was and what is right now, to what is desired.

***1:1 conversation with rep from Korean-American Coalition 9/2/20***

- Dismantling systemic racism important
- Youth of color (including east asian) not given same access / experiences
- Model minority myth
- Many in the Korean community still suffering in silence, have issues with racial /social / political concerns. Culturally less likely to speak out.
- Hard to survive and thrive, even in diverse Beaverton
- Definitely feel that minority communities not in "power", have to look for ways to access power / equity, difficult to achieve
- Immigrant community voices, not invited, they are leaders in their community - why not also at the City?
- East asians also experience direct racism in city
- We also want leadership role models who look like us
- Want to evaluate how the city works, how does it wrestle with power and privilege of it's leaders?
- Assess recruitment, who's hired, who's mentored, where are the discrepancies, how can the city serve its community better?
- People inside have to champion the causes, leadership must have a growth and learning mindset

## Survey Comments from Community

### Q1: What's most important to you right now?

The City Council and the Police Department staff hearing from people of color and understanding the difference in the Council and Police Departments data and the lived experience of people of color in the community. I would want the decision-makers to hear the experiences of our youth.

n/a

Action on the part of the mayor/city council, specifically with regards to implementing 8cantwait reforms, reallocating police budget funds & declaring climate emergency.

Pass 8 can't wait measures. Divest from police and invest in social services.

### Q2: What key areas need to be addressed?

- Training for City government officials in listening and dialogic skills.
- Decision-makers in the local government and police force developing a deeper understanding of white supremacy culture and how it is ever present in the city's governance, programs, and policies.
- Engagement with BIPOC community members that build authentic continuous interactions.
- Go deeper into the work of building inclusive community; expanding beyond celebrations to dialogue and making change.
- A joint definition of what community safety is and the key indicators for achieving community safety.

Open dialogue with the community, particularly BIPOC and other marginalized segments

Pass 8 can't wait measures. Divest from police and invest in social services.

### Q3: What do you think needs to happen now, later, and in the future?

Accountability and transparency are key elements for community members of color to know that they are heard.

Some actual change to policy rather than gaslighting would be a significant step towards building trust with all community members. Continued work on reducing classism will improve the quality of existence for all in Beaverton.

Now: implement 8cantwait, begin looking at ways to reallocate funding from the police budget into housing, education and other social services, commitment from council to undergo cultural competency training

Later: uphold commitments to declare climate emergency and form climate advisory committee

Future: better channels for impactful dialogue with the community

Pass 8 can't wait measures. Divest from police and invest in social services.

**Q4: How should a process unfold? What's first, next, last?**

Step 1: Help the City Council, Mayor, and Chief of Police to develop community engagement skills: listening, analyzing, and responding.

Step 2: Instill in a city that names it self-innovative an understanding of design thinking ---- training for city leaders and the community.

Step 3: Actual Community Dialogues

Step 4: Analysis of the data and information collected from the dialogues

Step 5: Validate some changes and how inquiry cycles will be used to uncover root causes and make change.

Oversimplified version ---- keeping it short and sweet.

Step 1: these facilitated conversations

Step 2: written and publicly disclosed commitments from mayor & council to the agreements reached

Step 3: regularly held community and city government meetings, led by the community

Pass 8 can't wait measures. Divest from police and invest in social services.

**Q5: Who else needs to be at the table?**

Undocumented people in the community

Students of color

Black educators

Indigenous People

Culturally Relevant Organizations

Representation from BIPOC, LGBTQ+, people with disabilities and youth.

**Q6: What does success look like?**

Success will be people feeling the discomfort that comes with a growing awareness that you have acted to perpetuate inequity and responding with reasonable policy changes that center on creating justice.

A more diverse and culturally competent council. All members willing to listen and consider the voices of the community as valid and important

Pass 8 can't wait measures. Divest from police and invest in social services.

Climate resilient infrastructure. The Green New Deal.

**Q7: What does accountability look like?**

Regular community report outs.
Publicly documented commitments to agreed outcomes with community oversight, the right of the community to request special council sessions or other forms of direct dialogue with the mayor and council
Like defunding the police and investing in social services! The police only originated after industrialization normalized poverty, to suppress labor organizing, criminalize acts of survival and capture fugitive slaves. Without economic disparities and poverty, the police are unnecessary.

**Q8: What else?**

Thank you, Ellen, for doing this work to make us a better community (a community that is authentically working towards belonging and thriving).
I read through your initial findings and found it to be very detailed and also lacking some pieces that I heard from many members of our group and perhaps others as well - the idea that institutions should reach deep into marginalized communities and build sustaining relationships in order to be able to allow these communities autonomy and agency when asking for feedback to decide when and how that feedback is gathered and expressed. This is a better alternative to "listening sessions" and I heard a lot of support around the idea that institutions should be willing to offer communities payment for the labor undergone when organizing their communities for these purposes
Our city councilors really need to become culturally competent and develop an understanding of lived experiences. They also need to understand their own responsibility in upholding systemic racism and need further education on what defunding really means
Pass 8 can't wait measures. Divest from police and invest in social services.