

# A Call To Action

Findings and Recommendations for the City of Beaverton

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# Intro

**It's been an incredibly challenging week, let alone a challenging year.**

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**The city has shown long-standing commitment and made strides over the past decade to advance justice.**

**How will you choose to affirm your commitments to advance justice in the present moment?**

# Approach

- Four 90-minute conversations, 8/19, 8/24, 8/28, 9/1
- 28 participants
- 17 organizations
- Optional survey (four responses from community, five from city leadership)
- Conversation key questions:
  - “What’s important to you right now?”
  - “How should we be moving forward from here? What do you want to see happen?”

# Methodology

- Five initial subject areas: Policing, Public Safety, Public Health, Race, Accountability
- Categorized comments into subject areas, resulted in a condensed three final subject areas:
- Policing / Public Safety, Race, Accountability
- Findings on desired outcomes, potential strategies, alignment areas, additional resources

# Findings: Public Safety / Policing

- 8 Can't Wait
- White supremacy culture
- Training officer
- SRO's concern
- Houselessness
- ICE
- Community based solution identification

# Public Safety/Policing: Desired Outcomes

- 8 Can't Wait measures
- Inclusive community experiences
- A joint definition of what community safety
- Datasets in policing data and the experiences of people of color align.
- More funding is deployed through community for community safety, police funding is decreased in its current form.



# Public Safety/Policing: Potential strategies to attain desired outcomes

- Fund community
- Adopt 8 can't wait
- Recognize mistrust community has with hiring decisions
- Center BIPOC perspectives and lived experiences in decision making
- Decision-makers take on the task of learning about how white supremacy culture is present
- Join Reimagine Oregon
- Divert funding from police to social service organizations
- Decriminalize houselessness
- Do not collaborate with ICE
- Do not criminalize youth
- Develop listening and dialogue skills to better engage with community
- Understand the difference between data and BIPOC lived experience
- Form a community oversight committee

# Public Safety/Policing: Alignment areas

- Human Rights Advisory Committee
- City's DEI Plan: "Public Safety" goals and action area

# Public Safety / Policing: Additional Resources

<https://www.reimagineoregon.org/>

Reimagine Oregon - an opportunity for jurisdiction's in Oregon to sign on and demonstrate their commitment to reckon with Oregon's history and present and to dismantle Oregon's systemic racism.

<https://acestoohigh.com/2018/10/16/radical-inquiry-research-praxis-for-healing-and-liberation/>

Radical Inquiry process overview

<https://www.beavertonoregon.gov/DocumentCenter/View/8942/DEI-Plan-web?bidId=>

Beaverton's DEI plan (quick access)

<https://onbeing.org/programs/robin-diangelo-and-resmaa-menakem-in-conversation/>

Conversation with author Robin Diangelo, author of White Fragility, and Resmaa Menakem, trauma-specialist based in Minneapolis, in the wake of the killing of George Floyd.

<https://www.coalitioncommunitiescolor.org/leadingwithrace>

Leading with Race report from the Coalition of Communities of Color

<https://dschool.stanford.edu/resources-collections/liberatory-design>

From Stanford University, the Liberatory Design Resource Collection. The set of tools and resources available to support people in integrating the practice of design thinking with a mission towards equity.

# Findings: Race

- Want leadership to have stronger understanding of how white supremacy culture shows up in systems
- Covert and insidious
- Affects the lives of people of color in all systems, from government to healthcare to policing
- Not about a single person being “racist”
- About systems that uphold privileges and honor whiteness at expense of people of color, a root cause of policing and race issues

# Desired Outcomes: Race

- Official statement that leadership is moving forward with conversations with community to address systemic racism
- Recruitment for the new city manager requires up front in the application (rather than discovery during the interview) grounded principles and experience in equity, diversity and inclusion
- BIPOC perspectives are centered in decision and policy-making, not at the expense of non-BIPOC people, but to ensure real inclusion of everyone

# Potential strategies: Race

- Leadership commits to the burden of learning to see their role in dismantling white supremacy culture
- Leadership demonstrates policy and decision-making informed in part by the Leading with Race report by the CCC
- Work to move forward from aspects of tokenism to true inclusion
- Additional leadership pathways for communities of color in addition to BOLD

# Alignment areas: Race

- City's DEI Plan - "City Practices"
- Diversity Advisory Board

# Additional Resources: Race

- <https://resolutionsnorthwest.org/wp-content/uploads/2018/08/White-Supremacy-Culture-with-updated-citation.pdf>

Information sheet on White Supremacy Culture provided by Resolutions Northwest.



# Findings: Accountability

- Gap between the desire to communicate and the ability to communicate effectively and transparently with city leadership
- Desire for clearer avenues for communication, responsiveness
- Community does not feel that city leadership is held accountable for follow-through on addressing community needs.

# Desired Outcomes: Accountability

- Trust, clarity and relationship between the community and city leadership
- Accountability through improved relationships, trust, transparency, and communication (upstream approach to mitigate challenges and problems)

# Potential strategies: Accountability

- Create a staff position to support and maintain communications and relationship building between city leadership and the community (i.e. a Chief of Staff for City Council)
- Develop a ways to respond in a timely manner to inquiries / statements sent directly to leadership
- ID with the community what accountability looks like and adopt those standards for practice.
- Develop a roadmap for community relationship building in concert with community members.

# Additional Note: Accountability

- Relationship and trust building takes time and is an ongoing commitment.
- It requires additional resources that are often not immediately realized in a return on investment.
- In comparison to dealing with issues and challenges reactively, the investment upstream in relationships can serve to solve problems before they are out of hand.
- In this way, investments are realized with a strong and more inclusive community, with a clarity of process and connection.
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# Alignment areas

- Aligns with the City's DEI Plan under the section "City Practices"
- Potential to develop a community relationship oversight committee to support and guide city leadership in brokering relationships and building trust

“Pain is in the process, joy is in the  
outcome.”



“Do this work thoughtfully and without  
undue delay.”



# Recommendation 1

## 1. **City Council support work listed in alignment areas**

- Continue HRAC Inquiry Sessions and be ready to receive/adopt their findings when completed.
- Continue progress on the City DEI plan sections for Public Safety and City Practices.



# Recommendation 2

**2. City Councilors and City Leadership start / or continue to educate themselves on white supremacy culture, how that supremacy shows up in systems, and their role in dismantling it**

- Commit to individual and group learning
- Identify policies and decisions that should be informed by Leading with Race report

# Recommendation 3, option 1:

## 3. City Councilors engage in community conversations:

**Option 1:** Fund community members / organizations to lead and facilitate the next round of listening and dialogue sessions to determine the “how” of implementing strategies to reach desired outcomes in public safety / policing, race, and accountability. This would include how to prioritize actions, what success looks like, and a timeline for change with milestones for accountability.

This option would also serve to build relationships, trust, shared language and shared understanding. It is difficult to solve a problem when no one speaks of it in the same way or understands it from perspectives that do not overlap.

# Recommendation 3, option 2:

## 3. City Councilors engage in community conversations:

**Option 2:** Host, as the city, a next round of listening and dialogue sessions around each theme, Public safety/police, race, and accountability, and work through each session to identify and talk through themes, decide on priorities, determine what success looks like, and develop a timeline for change with milestones for accountability.

# Recommendation 3, option 3:

## 3. City Councilors engage in community conversations:

**Option 3:** Hire a consultant to host a next round of listening and dialogue sessions on each theme, to facilitate on behalf of the city and the community to work through themes and decide on priorities, what success looks like, and a timeline for change with milestones for accountability.

# Recommendation 4

## 4. City Council commit to joining regional anti-racist efforts already underway

- Vision Action Network
- Reimagine Oregon

Let's Dialogue.

How will you choose  
to chart a course  
forward this evening?

Thank You.