

Sonali S. Balajee

Senior Policy Advisor on the Equity & Empowerment Lens
Office of Diversity & Equity

ACKNOWLEDGMENTS

Indigenous people of this region

- **Multnomah, Clackamas, Bands of Chinook, Tualatin, Molalla and many other tribes**

Multnomah County

- **Office of Diversity and Equity, Health Department, Talent Development, all leadership teams, community partners**

Movements for economic, racial and gender justice and collective liberation

PURPOSE OF BRIEFING

Accountability

- Progress report & next steps

Educate

- Highlights of case studies

Inspire

- Leadership learnings & stories

Galvanize

- We are better together!

SCOPE OF THE WORK

Structural

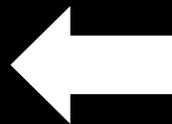
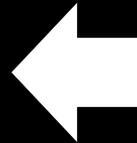
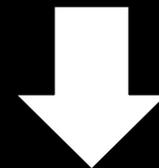
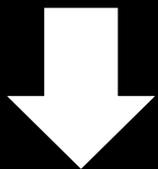
Individual

ASSESS the
inequities in
your system

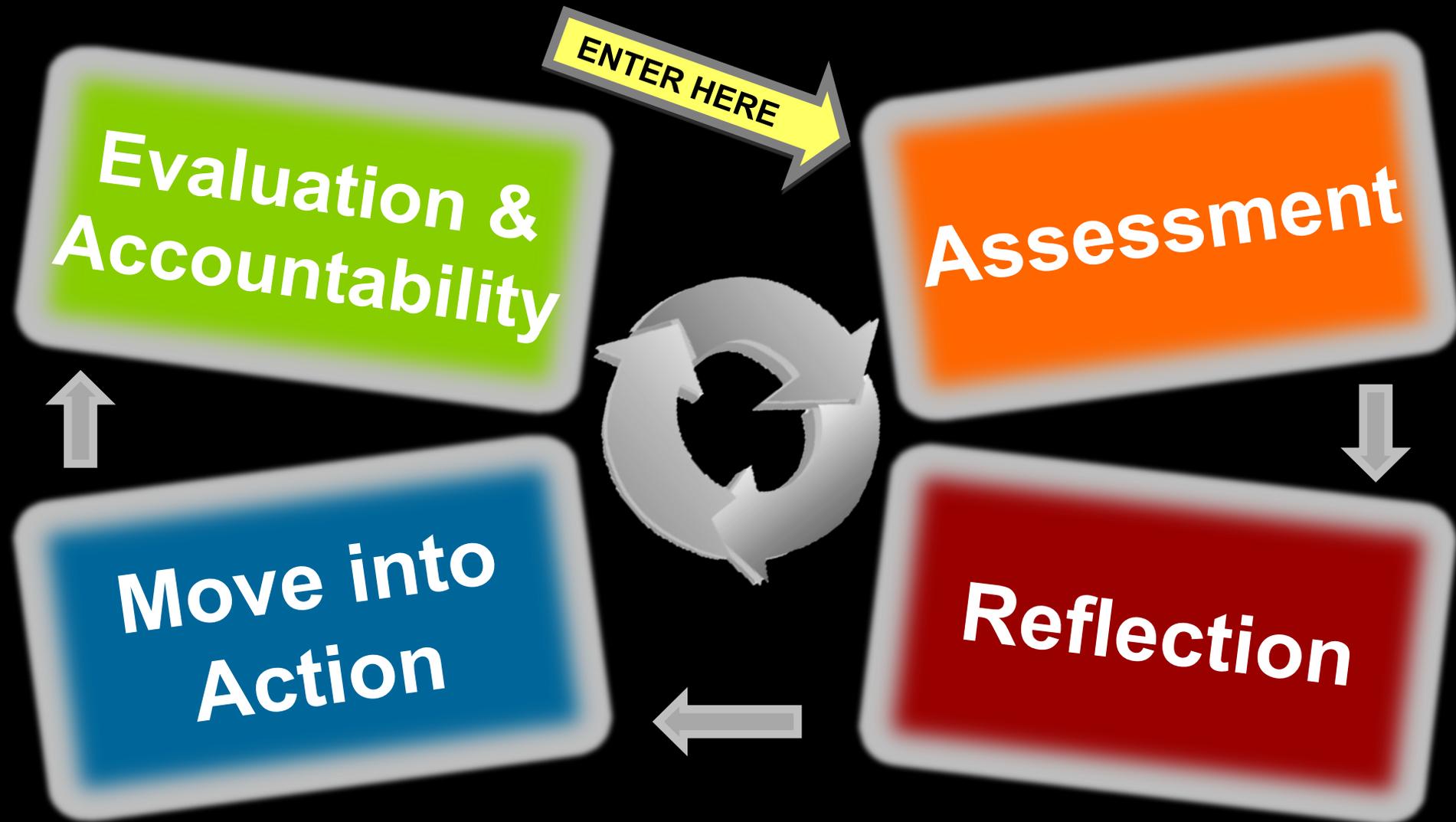
ASSESS your
individual & collective
beliefs & behaviors

IMPACT

ACTIONS



Lens Application Cycle



LENS PROGRESS REPORT

Shift in Social Norms

Strengthened Organizational Capacity

- Over 25 trainings with senior leadership

Strengthened Alliances

- Cradle to Career
- Coalition of Communities of Color

Improved Policies

- Lens apps of two strategic plans
- **Five case studies**

LENS IN ACTION: WHAT'S NEXT?

- **More Lens applications**
- **Development of new field concept**
- **New materials**
- **National presentations**
- **Equity Facilitators**
- **Community of Practice**

CASE STUDIES

CASE STUDY 1:

DEPT OF COMMUNITY SERVICES (DCS)

Leads / Who Is Involved

- Karen Schilling and Kim Peoples

Lens Application Topic

- **Capital Improvement Plan (CIP) and Program**

Timeline and Meetings

- Spring 2012 - Summer 2012
- Six Meetings

IMPACT_{on}: *People, Place, Process, Power*

PEOPLE

Who is positively and negatively affected (by this issue) and how?

How are people differently situated in terms of the barriers they experience?

Consider Physical, Spiritual, Emotional and Contextual affects.

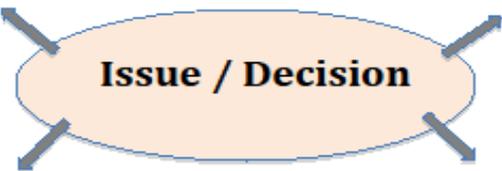
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What kind of positive “place” are we creating?

What kind of negative “place” are we creating?

How are public resources and investments distributed geographically?

Issue / Decision



PROCESS

How are we meaningfully including or excluding people (communities of color) who are affected?

What policies, processes and social relationships contribute to the exclusion of communities most affected by inequities?

Are there empowering processes at every human touchpoint?

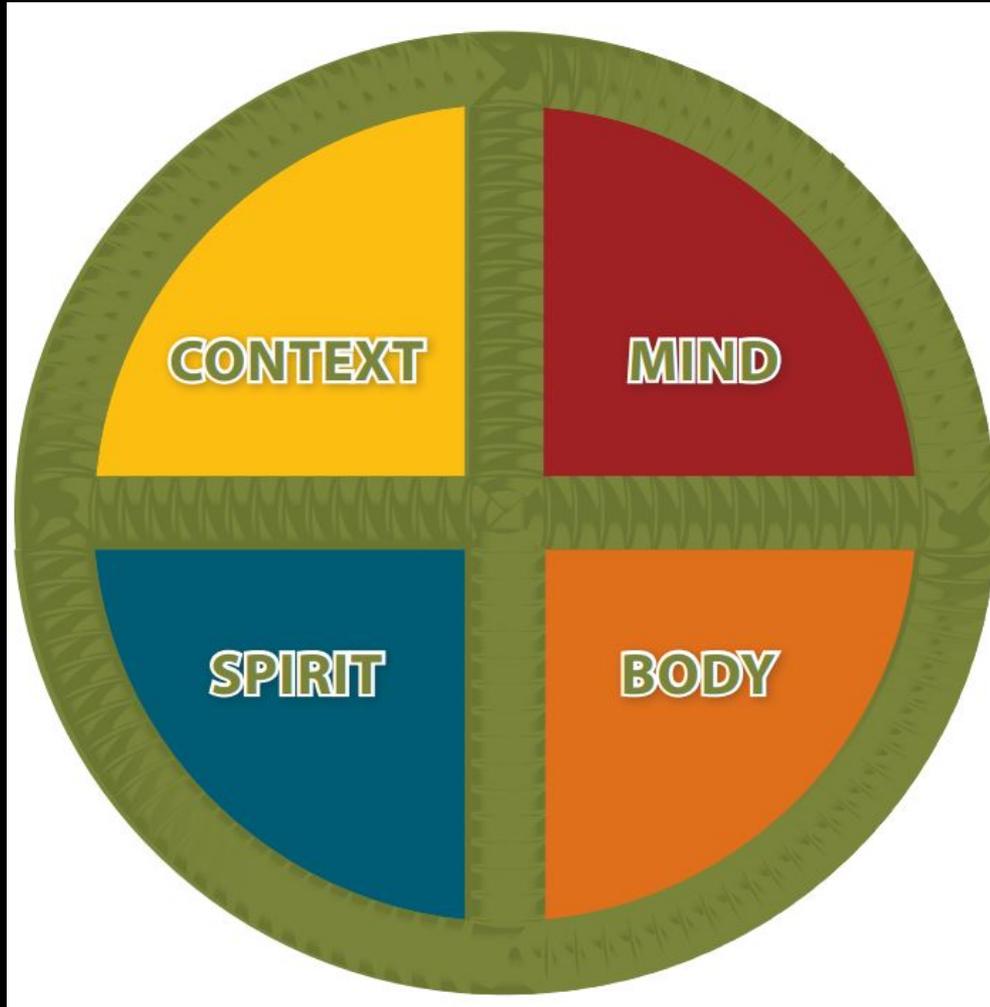
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What are the benefits and burdens that communities experience with this (issue)?

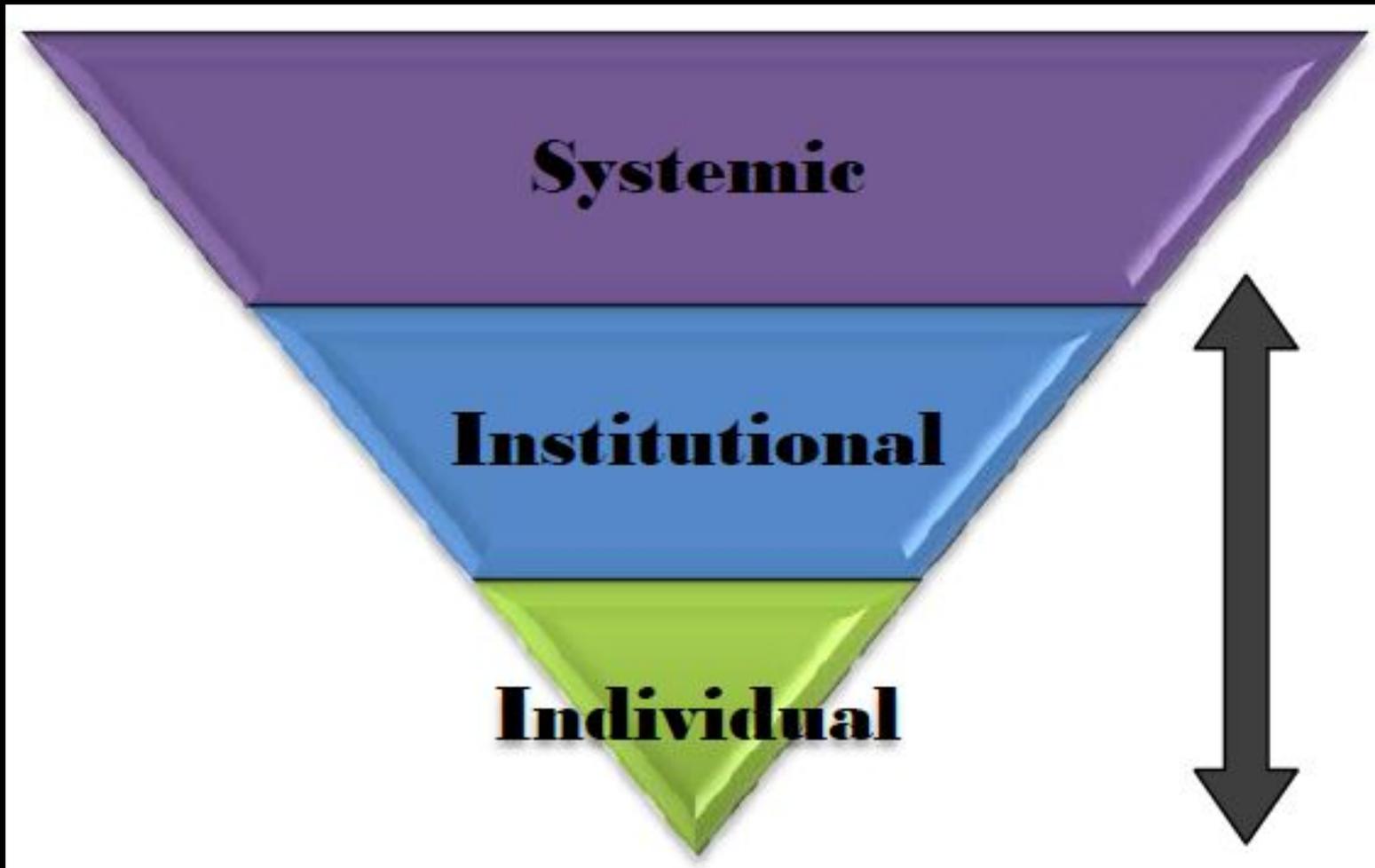
Who holds the accountability?

RELATIONAL WORLDVIEW



Source: Terry Cross, National Indian Child Welfare Association

MULTIPLE LEVELS OF RACIAL INEQUITY



Source: City of Seattle, Race and Social Justice Initiative

KEY RESULTING ACTIONS

Shift in Social Norms

- Develop talking points based on equity and racial justice

Strengthened Alliances

- Building stronger relationships with racial and ethnic communities

Improved Policies

(According to Lens...)

- Improve language in CIP
- Creating guiding criteria (bike/pedestrian projects, roadways, bridges, culverts)

INSPIRED LEADERSHIP

CASE STUDY 2:

DEPT OF COMMUNITY JUSTICE (DCJ)

Leads / Who Is Involved

- Combined leadership and staff team

Lens Application Topic

- **Assessment and Referral Center (ARC)**
- **Focus: Experience for immigrants and refugees**

Timeline

- January 2013 - December 2013
- Six meetings so far

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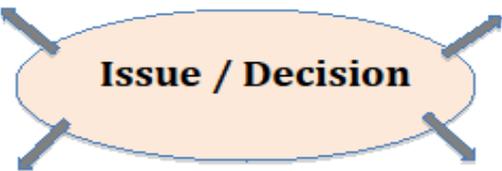
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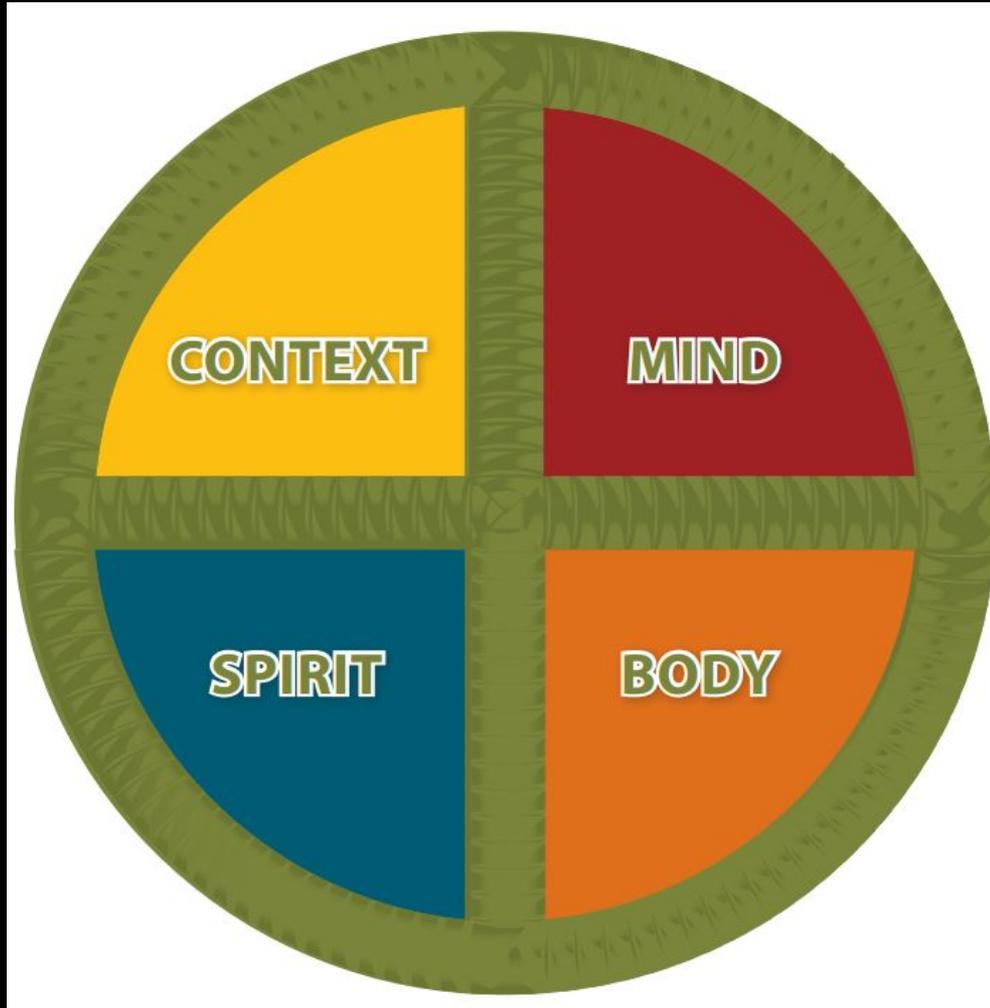
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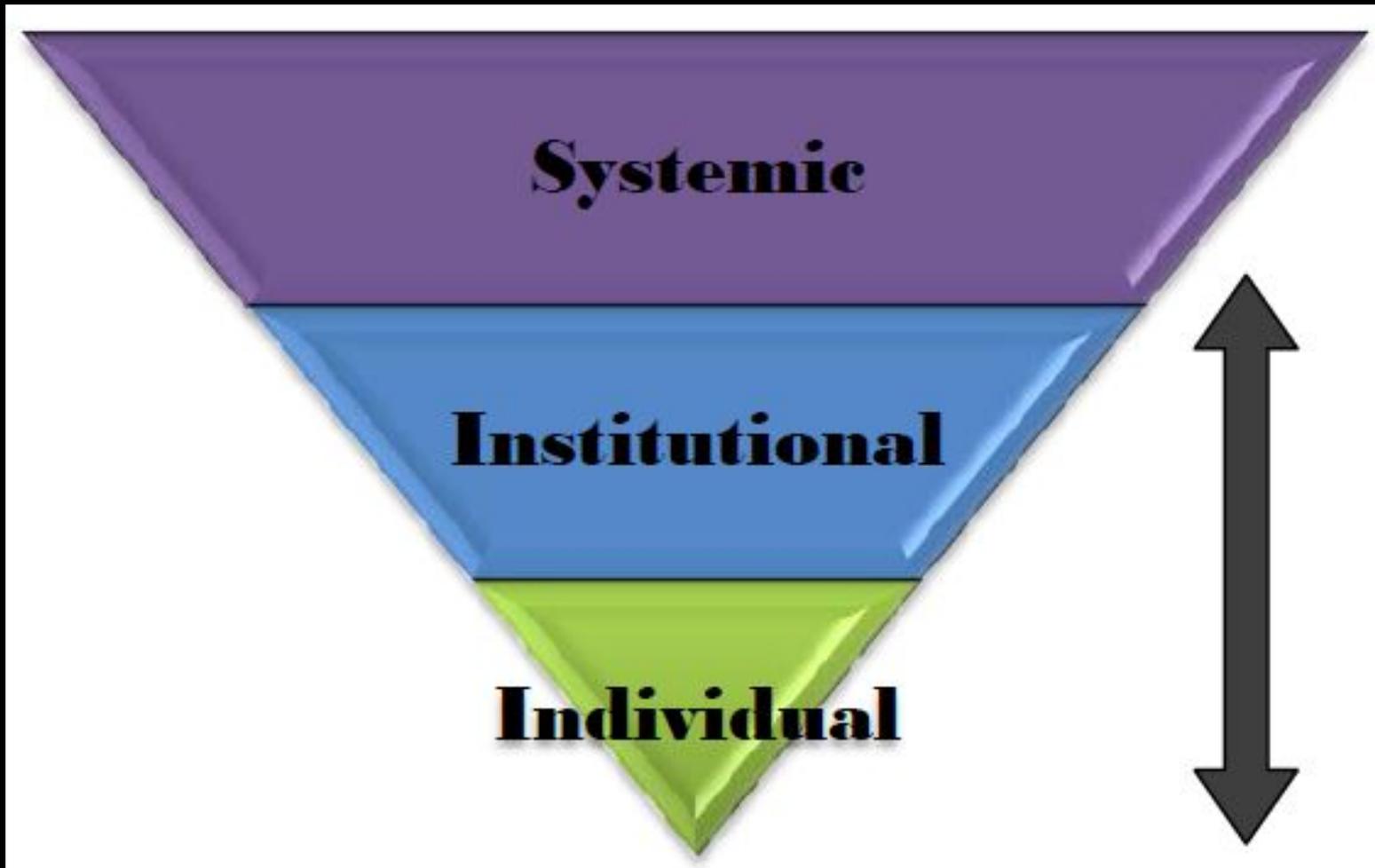
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MULTIPLE LEVELS OF RACIAL INEQUITY



Source: City of Seattle, Race and Social Justice Initiative

KEY RESULTING ACTIONS

Shift in Social Norms

- Develop clear communication and methods stating a commitment and plan of use of Lens in decision-making

Strengthened Organizational Capacity

- Need for DCJ leadership training on the Lens

Improved Policies

- Improve data collection on clients and staff on race, languages spoken, and intersection of culture
- Create accountability measures for use of Lens

INSPIRED LEADERSHIP

CASE STUDY 3: SUN SERVICE SYSTEM

Leads / Who Is Involved

- Staff leads: Diana Hall, Peggy Samolinski, Kamesha Robinson
- Equity Team: community partners and staff

Lens Application Topic

- **Schools Uniting Neighborhoods (SUN) Service System**

Timeline and Meetings

- October 2012 – December 2013 and ongoing

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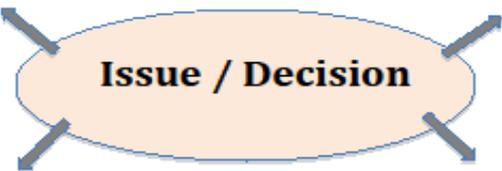
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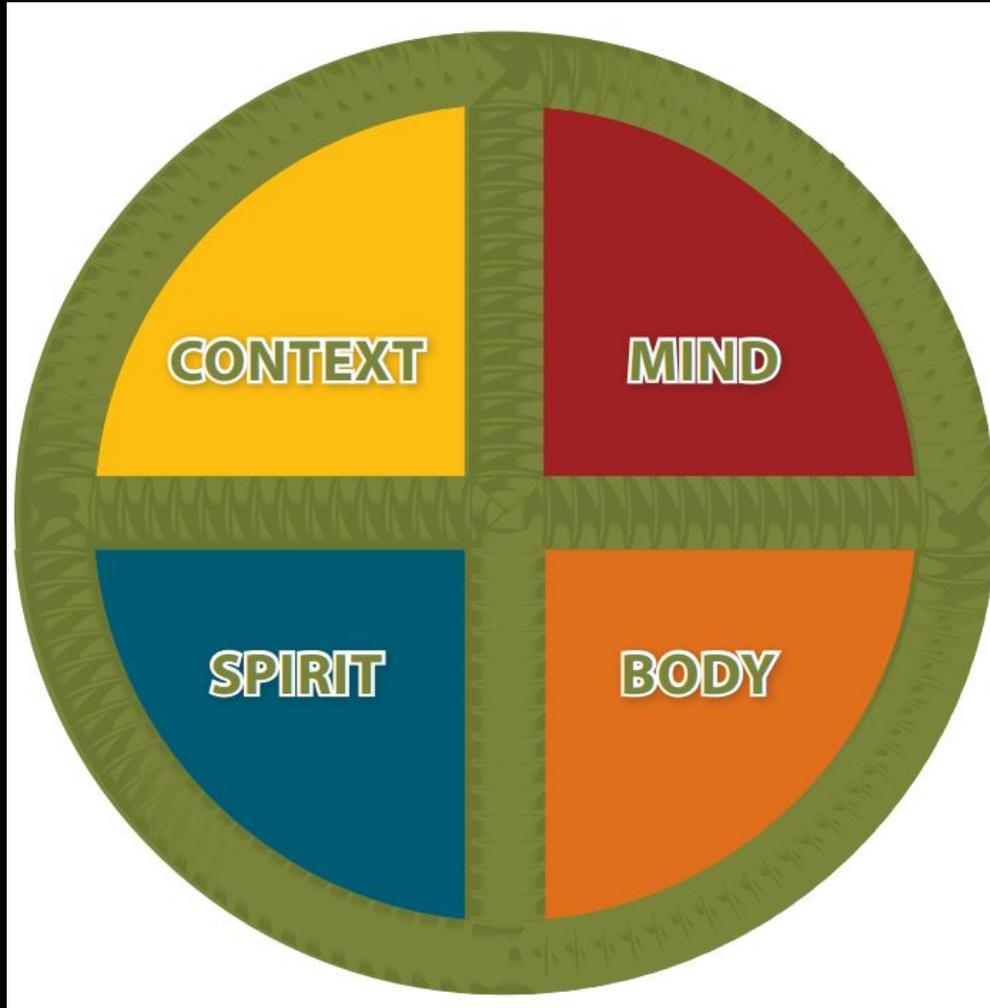
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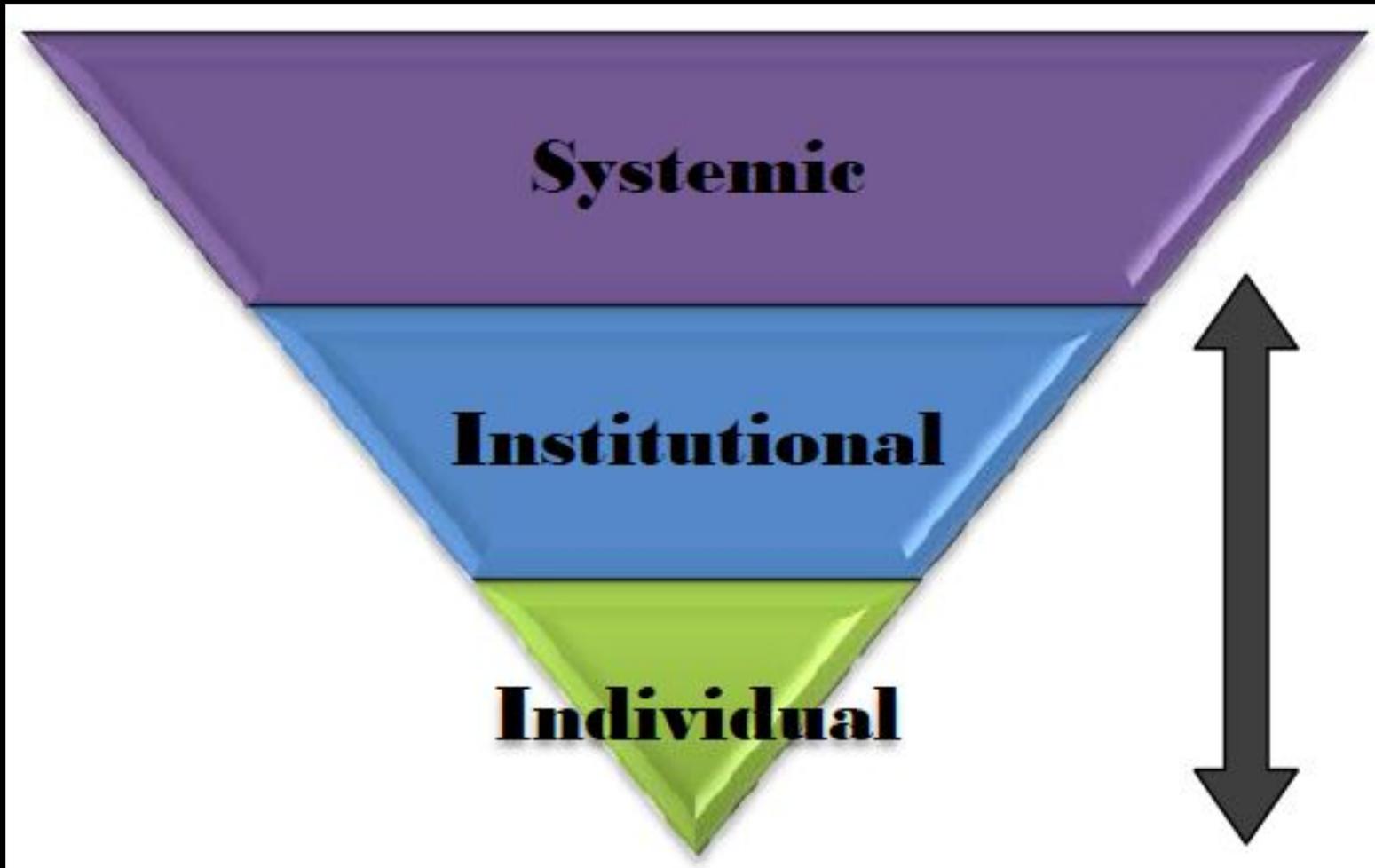
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MULTIPLE LEVELS OF RACIAL INEQUITY



Source: City of Seattle, Race and Social Justice Initiative

KEY RESULTING ACTIONS

Shift in Social Norms

- Create shared language to move innovation

Strengthened Organizational Capacity

- Building capacity for Council and strengthen the system
- Understanding need for capacity building for partners and providers

Strengthened Base of Support

- Increased sense of investment

Improved Policies

- Creation of overarching statement of purpose that integrates racial justice

INSPIRED LEADERSHIP

CASE STUDY 4: PORTLAND PUBLIC SCHOOLS (PPS)

Leads / Who Is Involved

- PPS Senior Leadership, Office of Equity staff, Superintendent's Advisory Committee on Enrollment and Transfer (SACET)

Lens Application Topic

- Aspects of Enrollment and Transfer Policies
- SACET decision-making and recommendations

Timeline and Meetings

- Preplanning: Summer – Fall 2013
- Case Study: Nov 2013 – Spring 2014

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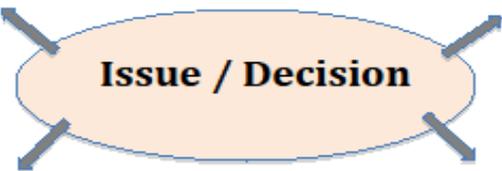
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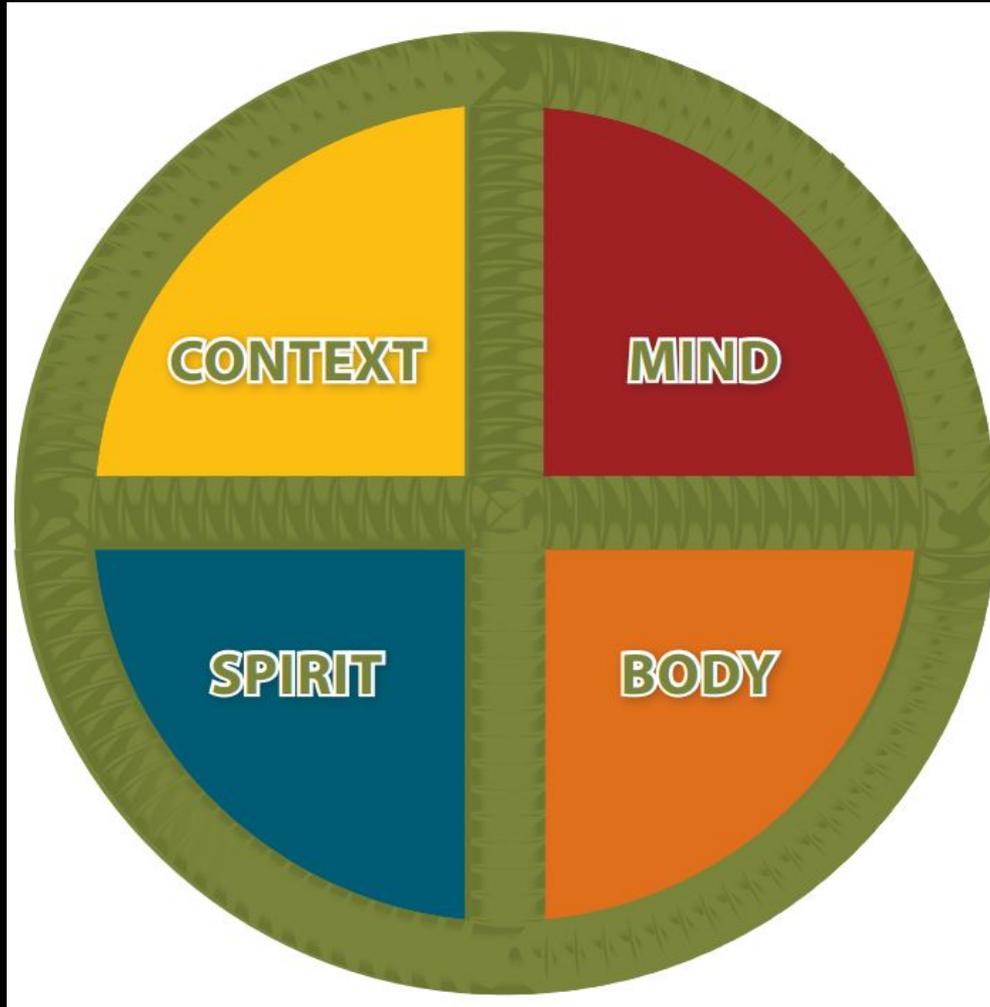
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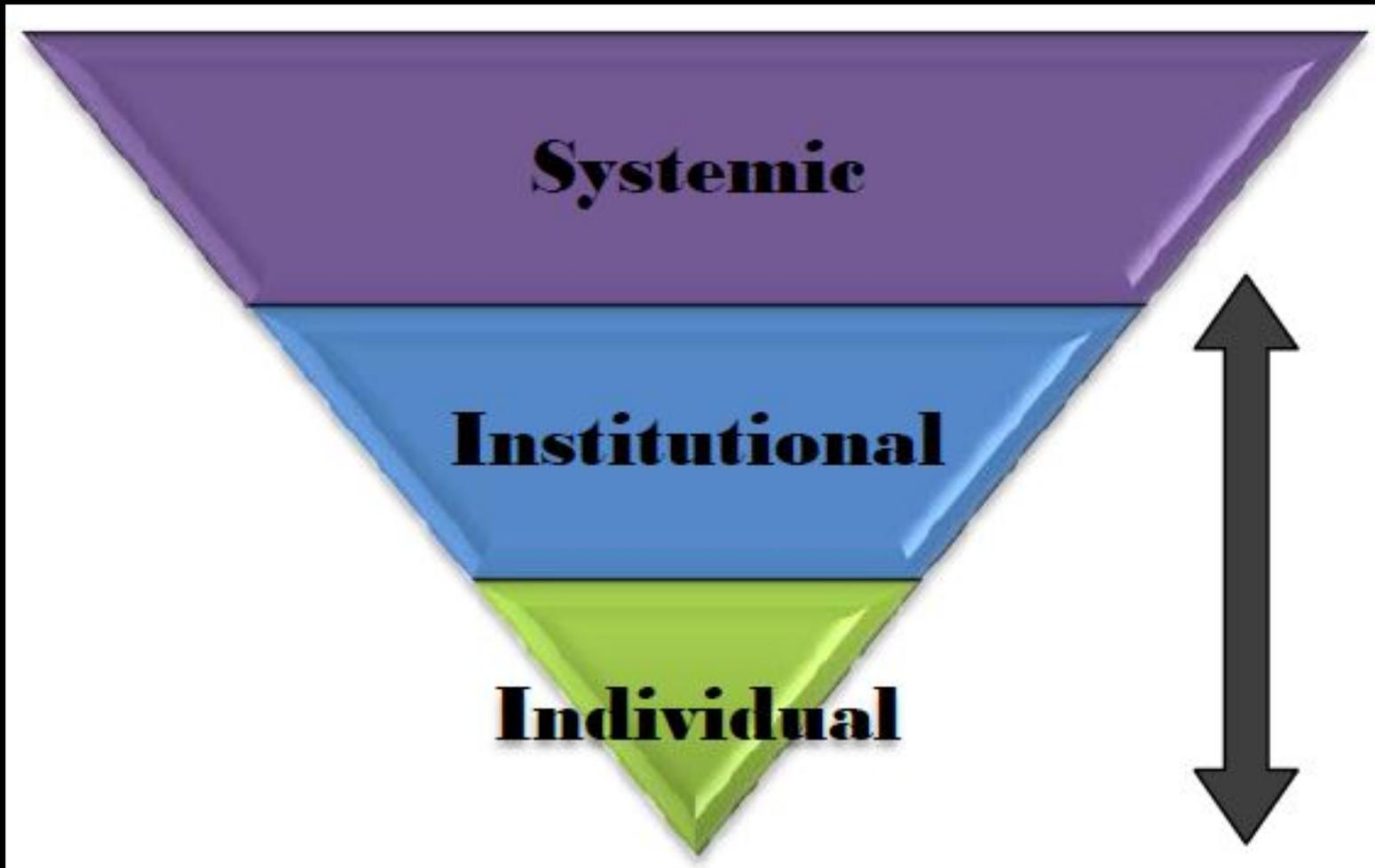
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MULTIPLE LEVELS OF RACIAL INEQUITY



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KEY RESULTING ACTIONS

Strengthened Organizational Capacity

- Practice systematic use of Racial Equity Lens Tool

Strengthened Alliances

- Build cross-jurisdictional alliance to strengthen accountability, credibility & resolve

Improved Policies

- Improved Enrollment & Transfer Policies which are aligned to Racial Educational Equity Policy

INSPIRED LEADERSHIP

DISTRICT ATTORNEY'S OFFICE

Leads / Who Is Involved

- The District Attorney's Equity, Dignity, and Opportunity Council (EDOC)

Lens Application Topic

- **Creating the conditions for broader consideration of issues surrounding equity and empowerment**

Timeline

- EDOC founded January 2013
- Completed two-part training on Lens to DA's employees

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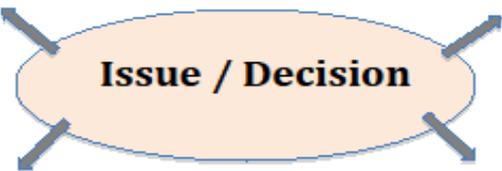
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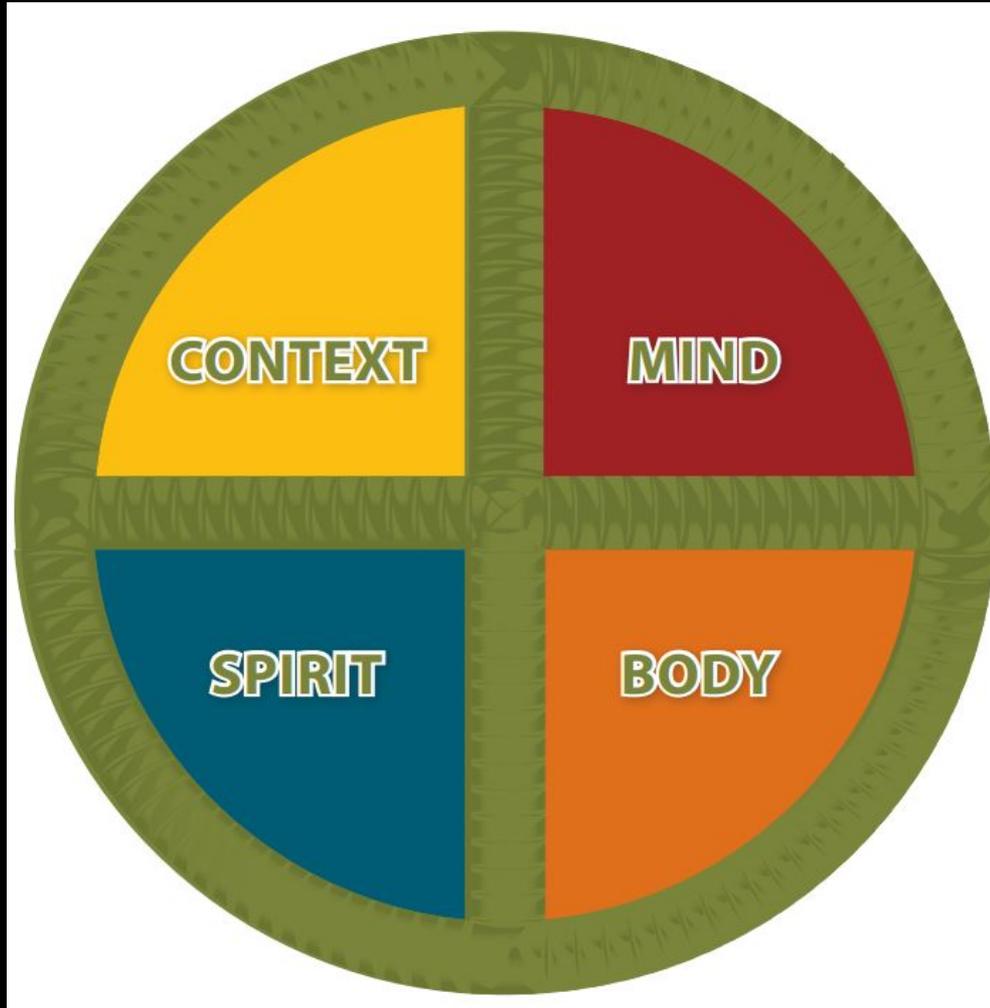
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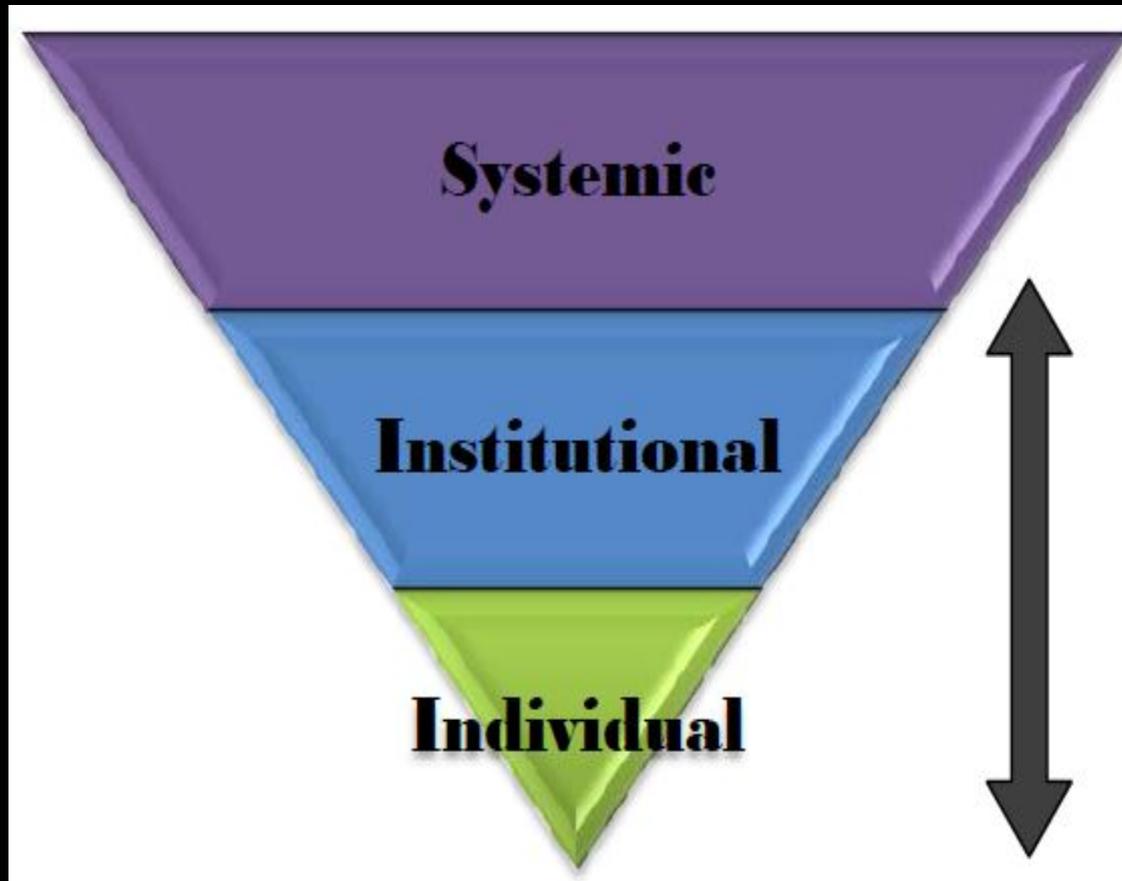
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MULTIPLE LEVELS OF RACIAL INEQUITY



Source: City of Seattle, Race and Social Justice Initiative

KEY RESULTING ACTIONS

Shift in Social Norms

- Create an environment where equity and empowerment guide the work we do

Strengthened Organizational Capacity

- Reinforce the cultural shift through relevant trainings

Improved Policies

- Channel the voices of staff and clients into policies and practices

INSPIRED LEADERSHIP

WRAP-UP: LENS SUCCESS

Creating the Conditions for Transformative Change

- Understand the barriers to change
- Create the space necessary to think and reflect
- Develop a wider sense of self
- Promote shared power v/s power 'over'
- Let go of needing to know the outcome/answer
- Live with a larger view of time
- Inspire and innovate
- Dare to believe it is possible
- Maintain energy and enthusiasm

Lens Call to Action!

Shift In Social Norms

Create accountability and expectation to apply Lens in key decision-making areas

Strengthened Organizational Capacity

Integrate high quality equity and racial justice trainings

Improved Policy

Create organization-wide policy supporting racial equity and cultural responsiveness

**Thank you for your
continued commitment
to equity and racial justice!**