

MINUTES
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
September 13, 1990 MEETING

Chair Gladys McCoy convened the meeting at 9:32 a.m., with Vice-Chair Gretchen Kafoury, Commissioners Pauline Anderson, Rick Bauman and Sharron Kelley present.

- C-1 In the Matter of the Appointment of Ron Kawamoto to the Metropolitan Exposition-Recreation Commission (MERC)
- C-2 Ratification of an Intergovernmental Agreement, Revenue Contract #102731, between Multnomah County and the State Community Services providing \$2,120,799 in energy assistance, homeless assistance and other community action services for fiscal year 1990/91 within the Aging Services/Community Action Division
- C-3 Ratification of an Intergovernmental Agreement, Revenue Contract #102731, Amendment #1, between Multnomah County and the State Community Services to add \$198,424 in FY 1990/91 Petroleum Violation Escrow funds for energy assistance within the Aging Services/Community Action Division
- C-4 Ratification of an Intergovernmental Agreement, Revenue Contract #102731, Amendment #2, between Multnomah County and the State Community Services to reduce the amount of State Homeless Assistance Program funds available by \$43,530 due to a reduction in State Community Services funds available for homeless assistance within the Aging Services/Community Action Division
- C-5 Ratification of an Intergovernmental Agreement, Contract #101191, Amendment #1, between Multnomah County and Portland Public Schools, District #1, to increase award \$34,282 to support the ongoing operation of both Infant Toddler Development Centers within the Social Services Division
- C-6 Ratification of an Intergovernmental Agreement, Revenue Contract #102661, between Multnomah County and the City of Portland Water Bureau to amend the existing agreement for the City to pay the County 100% of the cost for laboratory services provided by the County (\$61,500) for FY 1990/91 within the Health Services Division
- C-7 Ratification of an Intergovernmental Agreement, Contract #102671, between Multnomah County and the State Health Division HIV Program to perform the research components of the "Outreach and AIDS Prevention Education to IV Drug Users Research Demonstration Grant" from the National Institute of Drug Abuse (NIDA) within the Health Services Division

UPON MOTION of Commissioner Kafoury, seconded
by Commissioner Bauman, C-1 through C-7 was UNANIMOUSLY APPROVED.

R-1 PROCLAMATION in the Matter of Proclaiming the week of October 8-12, 1990 as Minority Enterprise Development Week

UPON MOTION of Commissioner Bauman, seconded by Commissioner Kafoury, Proclamation 90-135 was UNANIMOUSLY APPROVED.

R-2 First Reading of a proposed ORDINANCE in the Matter of creating a 13-member Task Force to develop a bi-county, integrated recreation management plan for Sauvie Island

The Clerk read the proposed ordinance by title only. Copies of the complete document were available for those wishing them.

Commissioner Anderson moved and Commissioner Bauman seconded, for approval of the first reading of the proposed ordinance.

Those from the public who testified were: Joe Mazow, opposed the proposed ordinance; and with Jane Hartline, Betsy Newcomb and Jerome DeGraaff in favor of the proposed ordinance.

Following the public testimony, Chair McCoy called for the vote.

The first reading of R-2 was UNANIMOUSLY APPROVED. Chair McCoy advised the second reading is set for Thursday, September 20, 1990.

R-3 RESOLUTION in the Matter of Endorsing the Recommendations of the Preliminary Design Report for the Hawthorne Bridge Transition Structure

UPON MOTION of Commissioner Bauman, seconded by Commissioner Kafoury, Resolution 90-136 was UNANIMOUSLY APPROVED.

R-4 Ratification of an Intergovernmental Agreement, Contract #300701, between Multnomah County and Tri-Met to develop and implement transportation financing surveys for the Metropolitan Area within the Transportation Division

UPON MOTION of Commissioner Bauman, seconded by Commissioner Kelley, R-4 was UNANIMOUSLY APPROVED.

R-5 Budget Modification DES #2 requesting transfer of \$3,000 from (Administration) Professional Services and \$1,730 (Planning) Repair & Maintenance to Reclassify Planning Director from Program Manager 1 to Program Manager 2 to more accurately reflect scope and complexity of position, effective October 1, 1990

UPON MOTION of Commissioner Kafoury, seconded by Commissioner Bauman, it was UNANIMOUSLY ORDERED that R-5 be tabled.

R-6 RESOLUTION in the Matter of Authorizing Designees of the Mental Health Program Director to Direct a Peace Officer to Take an Allegedly Mentally Ill Person into Custody

UPON MOTION of Commissioner Kafoury, seconded by Commissioner Bauman, Resolution 90-137 was UNANIMOUSLY APPROVED.

R-7 Ratification of an Intergovernmental Agreement, Contract #102711, between Multnomah County and the Regional Research Institute at Portland State University for \$34,134 to evaluate the Homeless Family Self-Sufficiency Project funded by the U.S. Department of Health and Human Services within Aging Services/Community Action Division

UPON MOTION of Commissioner Kelley, seconded by Commissioner Bauman, R-7 was UNANIMOUSLY APPROVED.

R-8 Budget Modification DA #1 authorizing new grant revenue of \$41,025 from the State of Oregon Criminal Justice Division to fund the Gang Prosecution Project for an Assistant Attorney General to prosecute criminal gang cases

UPON MOTION of Commissioner Kafoury, seconded by Commissioner Kelley, R-8 was UNANIMOUSLY APPROVED.

There being no further business, the meeting was adjourned at 9:58 a.m.

OFFICE OF THE BOARD CLERK
for MULTNOMAH COUNTY, OREGON

By 

0080C/5-7
9/14/90
cap



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
ROOM 605, COUNTY COURTHOUSE
1021 S.W. FOURTH AVENUE
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308
PAULINE ANDERSON • DISTRICT 1 • 248-5220
GRETCHEN KAFOURY • DISTRICT 2 • 248-5219
RICK BAUMAN • DISTRICT 3 • 248-5217
SHARRON KELLEY • DISTRICT 4 • 248-5213
CLERK'S OFFICE • 248-3277

AGENDA

MEETINGS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS

FOR THE WEEK OF

September 10 - 14, 1990

Tuesday, September 11, 1990 - 9:30 PM - Informal Briefings Page 2

Tuesday, September 11, 1990 - 1:30 PM - Informal Briefings Page 2

Wednesday, September 12, 1990 - Policy Development Committee
9:00 AM to Noon
Standard Plaza, 3rd Floor
Conference Rooms A & B. . Page 2

Thursday, September 13, 1990 - 9:30 AM - Formal Meeting. . Page 3

Thursday Meetings of the Multnomah County Board of Commissioners are recorded and can be seen at the following times:

Thursday, 10:00 PM, Channel 11 for East and West side subscribers

Friday, 6:00 PM, Channel 27 for Paragon Cable (Multnomah East) subscribers

Saturday 12:00 PM, Channel 21 for East Portland and East County subscribers

Tuesday, September 11, 1990 - 9:30 AM

Multnomah County Courthouse, Room 602

INFORMAL BRIEFINGS

1. Briefing on "Hispanics and Multnomah County Services" - Presented by Martin Winch - TIME CERTAIN 9:30 AM
2. Briefing to introduce the Housing Needs Assessment Project of the Mental Health Advisory Board - Presented by Gary Smith and Cecile Pitts

PUBLIC TESTIMONY WILL NOT BE TAKEN AT INFORMAL MEETINGS

Tuesday, September 11, 1990 - 1:30 PM

Multnomah County Courthouse, Room 602

INFORMAL BRIEFINGS

3. Informal Review of Formal Agenda of September 13, 1990

PUBLIC TESTIMONY WILL NOT BE TAKEN AT INFORMAL MEETINGS

POLICY DEVELOPMENT COMMITTEE

Wednesday, September 12, 1990 - 9:00 AM to Noon

Standard Plaza, 3rd Floor, Conference Rooms A & B

AGENDA

- | | |
|-------------|---|
| 9:00-10:00 | Review of County Mission and Guiding Principles by Committee established at last PDC meeting August 15th (Commissioners Anderson and Kafoury, Linda Alexander and Hank Miggins) |
| 10:00-12:00 | Public Safety |

Thursday, September 13, 1990 - 9:30 AM

Multnomah County Courthouse, Room 602

FORMAL MEETING

CONSENT CALENDAR

NON-DEPARTMENTAL

- C-1 In the Matter of the Appointment of Ron Kawamoto to the Metropolitan Exposition-Recreation Commission (MERC)

DEPARTMENT OF HUMAN SERVICES

AGING SERVICES AND JUVENILE JUSTICE DIVISIONS

- C-2 Ratification of an Intergovernmental Agreement, Revenue Contract #102731, between Multnomah County and the State Community Services providing \$2,120,799 in energy assistance, homeless assistance and other community action services for fiscal year 1990/91 within the Aging Services/Community Action Division
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HEALTH SERVICES AND SOCIAL SERVICES DIVISIONS

- C-5 Ratification of an Intergovernmental Agreement, Contract #101191, Amendment #1, between Multnomah County and Portland Public Schools, District #1, to increase award \$34,282 to support the ongoing operation of both Infant Toddler Development Centers within the Social Services Division

CONSENT CALENDAR (continued)

DEPARTMENT OF HUMAN SERVICES

HEALTH SERVICES AND SOCIAL SERVICES DIVISIONS

- C-6 Ratification of an Intergovernmental Agreement, Revenue Contract #102661, between Multnomah County and the City of Portland Water Bureau to amend the existing agreement for the City to pay the County 100% of the cost for laboratory services provided by the County (\$61,500) for FY 1990/91 within the Health Services Division
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REGULAR AGENDA

DEPARTMENT OF GENERAL SERVICES

- R-1 PROCLAMATION in the Matter of Proclaiming the week of October 8-12, 1990 as Minority Enterprise Development Week

DEPARTMENT OF ENVIRONMENTAL SERVICES

- R-2 First Reading of a proposed ORDINANCE in the Matter of creating a 13-member Task Force to develop a bi-county, integrated recreation management plan for Sauvie Island
- R-3 RESOLUTION in the Matter of Endorsing the Recommendations of the Preliminary Design Report for the Hawthorne Bridge Transition Structure
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DEPARTMENT OF HUMAN SERVICES

HEALTH SERVICES AND SOCIAL SERVICES DIVISIONS

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AGING SERVICES AND JUVENILE JUSTICE DIVISIONS

- R-7 Ratification of an Intergovernmental Agreement, Contract #102711, between Multnomah County and the Regional Research Institute at Portland State University for \$34,134 to evaluate the Homeless Family Self-Sufficiency Project funded by the U.S. Department of Health and Human Services within Aging Services/Community Action Division

JUSTICE SERVICES

DISTRICT ATTORNEY

- R-8 Budget Modification DA #1 authorizing new grant revenue of \$41,025 from the State of Oregon Criminal Justice Division to fund the Gang Prosecution Project for an Assistant Attorney General to prosecute criminal gang cases

0702C/50-54
9/6/90
cap

NAME Luis R Sanchez Date 9-11-90
ADDRESS 3027 NE 25th
Street
Portland, OR 97212
City Zip

I wish to speak on Agenda Item # Inf #1
Subject Hes Demiss Report
____ FOR _____ AGAINST

PLEASE WRITE LEGIBLY!

Meeting Date: 9-11-90

Agenda No.: Inf #1

(Above space for Clerk's Office Use)

9:30 AM
TIME CERTAIN

AGENDA PLACEMENT FORM
(For Non-Budgetary Items)

SUBJECT: BRIEFING: HISPANICS & MULTNOMAH COUNTY SERVICES

BCC Informal September 11, 1990 BCC Formal _____
(date) (date)

DEPARTMENT Non-Departmental DIVISION BCC (Anderson)

CONTACT Pauline Anderson TELEPHONE 248-5220

PERSON(S) MAKING PRESENTATION Martin Winch

ACTION REQUESTED:

INFORMATIONAL ONLY POLICY DIRECTION APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 45 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: _____

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

In June 1990 Commissioner Pauline Anderson contracted with Martin Winch to research Hispanic issues and County services to Hispanics in Multnomah County. In mid-August Martin Winch issued a report on his findings. That report was distributed to the B.C.C., department heads and others. This briefing will examine the findings and recommendations of the Hispanics and Multnomah County Services report.

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL Pauline Anderson

Or

DEPARTMENT MANAGER _____

(All accompanying documents must have required signatures)

1990 SEP 11 11:00 AM
MULTNOMAH COUNTY
CLERK'S OFFICE

PAULINE ANDERSON
Multnomah County Commissioner
District 1



605 County Courthouse
Portland, Oregon 97204
(503) 248-5220

August 29, 1990

To: Board of County Commissioners
Sheriff
District Attorney
Department Managers

From: Pauline Anderson *pa*

Re: Briefing on "Hispanics and Multnomah County Services"

RECEIVED
MULTNOMAH COUNTY
1990 AUG 30 11 09 10

By now, you all have received the report on "Hispanics and Multnomah County Services" that Martin Winch did on contract with my office. I am very excited by the report and am anxious to begin discussions about how we can implement the recommendations.

We have scheduled Martin to brief the Board on Tuesday morning, September 11th, at 9:30 a.m. (Time Certain). I would appreciate it if you come to the briefing with questions and comments. While Martin's report is very readable it is full of information and recommendations and will take some time to digest. Assuming the Board is interested, our staff will be preparing a resolution asking the Chair, Sheriff, and District Attorney to work together on an implementation plan for the recommendations.

Thank you for your interest. I hope we can work together to address the serious issues raised by Martin's report.

c. Martin Winch

HISPANICS and MULTNOMAH COUNTY SERVICES

This report was commissioned by Multnomah County (Oregon) Commissioner Pauline Anderson. The charge was to research Hispanic issues and County services to Hispanics in Multnomah County in order to make recommendations as to how the County might better serve Hispanics.

Commissioner Anderson observed an increasing number of Hispanics in the County, a lack of Hispanic social services, a shortage of County employees who are fluent in Hispanic language and culture, and a disproportionate number of Hispanics in County jails.

This report confirms the Commissioner's observations. Change and events have gotten a little ahead of the County in relation to its services to Hispanics. This report describes the observed changes, places them in context, and offers opportunities, strategies and actions available to the County. Here are some problems; let's manage them. Here are some opportunities; let's make the most of them.

Special Acknowledgements:

This report reflects the observations, experience and ideas of more than 75 persons inside and outside County government. They are the source or inspiration for most of its content. I appreciatively acknowledge the help of each of them. However, I alone am responsible for the content of this report.

David Bogucki did the graphic materials.

Martin Winch
August 15, 1990.

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TO WHOM DOES THE TERM "HISPANICS" REFER?

The term "Hispanic" has no fixed meaning. Governments collect data under the label. It is intended to refer to a grouping of persons who share related cultures and a language of origin. It may include too many persons for too varied reasons to be of great use. Nevertheless, the County is among the governments which use the term, and the linguistic and cultural theme does run through a series of County service issues relating to persons who can be described as "Hispanic."

A report on "Hispanics" in relation to Multnomah County services highlights persons who have low incomes, the problems associated with poverty, criminal involvement, and the like. This is true because of the kinds of problems the County seeks to address with its services, not because Hispanics generally have these problems. It correspondingly neglects those Hispanics who have to varying degrees entered the "mainstream" of the community. In this way, the report may appear to contribute to negatively stereotyping "Hispanics" as much as it clarifies understanding of linguistic and cultural differences in relation to County services. Emphatically, this is not the intent of the report.

The Census and some other agencies count as "Hispanic" those respondents who identify themselves as "Hispanic." County criminal justice and social service data generally reflect an intake worker's designation of an inmate or client as "Hispanic." The employee observes a person's name, accent, language, place of origin (Spain or a region once colonized by Spain), appearance, or comportment. If the observer considers one or several of these characteristics to be Hispanic, the data reflects that designation. Perhaps persons who identify themselves on forms as Hispanics do so as a result of considering the same characteristics.

The term "Hispanic" is cultural. In fact, it is multi-cultural: Hispanics in Multnomah County come from numerous countries, and from numerous cultures - including indigenous cultures, notably the Mixteca - within those countries. The term is generally ethnic, but not racial (although some County operations keep statistics as if it were); Hispanics may be white, Native American, and African-American.

Persons described by the term "Hispanic" seldom think of themselves as "Hispanic", because it is too broad to define the culture (perhaps even the language) with which they identify, or because they want to disassociate themselves from the "short dark-faced alien illiterate" stereotype which, for some Hispanics and some non-Hispanics, accompanies the term. Hispanics, particularly those who may have immigrated here themselves, may - like other immigrants including the ancestors of most of us - retain a deep affection for their "old country." Others may want to disassociate themselves from it, proud to be part of the American mainstream.

The net effect of the usage of "Hispanic" probably undercounts the grouping: for example, persons whose characteristics otherwise fit the grouping but who have "Anglo" names, choose not to identify themselves as "Hispanic," or are also Native-American or African-American, may not get counted as "Hispanic". However, many persons with Hispanic surnames do not speak Spanish fluently, or at all: most of these acquired the name by marriage, are at least second generation residents in the U.S., or come from families who entered the mainstream and did not hold onto their culture of origin. Many persons without Hispanic surnames speak English fluently: some of these lost their Hispanic surname by marriage, others have lived in Hispanic cultures and have studied Spanish.

Perhaps 2/3rds of the Hispanics in Multnomah County have roots in Mexico and the Southwest U.S.. Immigration from Southern Mexico, Guatemala, Nicaragua and El Salvador has increased during the past few years. "Hispanic" has a different "spin" in the Southwest, because of the longevity and size of the grouping there, and in the Southeast and East, where cultures other than Mexico predominate.

Hispanics, particularly those on lower socio-economic levels, generally feel alienated from public institutions and lack the knowledge and confidence to seek to enter them as clients or employees. They tend also to lack the inclination to seek public help. Their experience and cultural beliefs about government and officialdom may indicate a cautious, even defensive posture. Some speak little or no English. Some speak an indigenous language and little or no Spanish. Many keep a very low profile because they or others in their family lack legal residency and might be separated or deported, and feel like the aliens they are, aliens in a strange land.

The 1987 Census estimated the national Hispanic poverty rate at 26%, 2.5 times the non-Hispanic rate; the United Way study estimated that 20% of Multnomah County Hispanics were poor as compared with 9% of whites. Nationally in 1986, 37% of Hispanic children lived in poverty. Nationally in 1986, 56% of Hispanic adults were functionally illiterate. Though most of the new Hispanics are poor, theirs tends to be a proud and optimistic poverty. They bring with them as well traditional ways more closely knit than our own, ways often resembling our grandparents' or parents' generations more than our own.

HOW MANY HISPANICS ARE THERE IN MULTNOMAH COUNTY?

No one knows how many Hispanics there are in Multnomah County. Many persons would like to know, and no one expects the Census to answer the question. To a person, all agree that the number of Hispanics has grown dramatically in the past several years, and that the growth will continue.

It is commonly believed that Hispanics account for 3% to 5% of the population of Multnomah County (perhaps 20 - 30,000), its second largest and fastest growing minority. Estimates for the tri-county area reach 90,000. Widely-varying estimates for the area east of Portland average 7 - 9,000 permanent residents (3 - 5,000 within Gresham) and twice that at times between April and October. The accepted belief is that Multnomah County's Hispanic population will grow, in absolute numbers and as a percentage of the population, significantly faster in the 1990s than the general population of the County. Multnomah County health clinics served at least 2.25 times as many Hispanic clients without functional English in May, 1990 as in June, 1989; the growth continued through the winter.

The Census estimates nationally that Hispanics are younger (median age of 25 in 1988 as compared with 32 for the non-Hispanic population; the United Way study estimated 24 and 31, respectively). At "El Programa Hispano" in Gresham, 40% of the clients are 21 or younger. Hispanics have a faster growth rate (34% between 1980 - 88 as compared with 7% for the non-Hispanic population); half of the growth will occur by net in-migration and half by natural increase. Hispanics are the fastest growing minority in Oregon, with increasingly marked increases noted by all observers during each of the last three years.

Multnomah County (including Portland) has long been a destination for in-migration as well as seasonal migration. Oregon is projected to be a primary destination for in-migration from California, which has the nation's largest Hispanic population.

The July, 1985 Census update projected 26,300 Hispanics in Multnomah, Washington, Clackamas and Yamhill Counties, 2.3% of the population. In 1985, United Way co-sponsored an extensive study of the metropolitan Hispanic community and its needs, reporting that Hispanics constituted 2.3% of Multnomah County's population (2.6% of Washington County, 1.5% of Clackamas, and 1.8% of Clark).

The 1990 Census count of Hispanics, due in March, 1991, is expected to be low, though it may be closer in Multnomah County than elsewhere in Oregon. There are several reasons: general distrust and lack of understanding; fear in relation to the effect of response upon immigration status or deportation for the respondent or members of the family; relative invisibility and mobility of some of the population; and, relative poverty of the population.

On October 1, 1989, schools reported 2,019 Hispanic children to be in first grade in Oregon. It is expected that fewer than half of these children will graduate from high school without some kind of intervention. Last year, 14% of Oregon's Hispanic high schoolers dropped out during the school year, the highest rate of any grouping and nearly twice the average. Nationally, the number of children with non-English language backgrounds is expected to increase by 55% by the year 2000. We can expect to see the first sizeable group of Hispanic high school graduates in about five years.

A significant number (though a minority) of Hispanics in Multnomah County live here seasonally or temporarily. Nevertheless, they are here while they are here, many of the same persons return, and many of these begin to remain a longer time and eventually bring members of their extended families to settle here. For these reasons, the term "migrant" fails adequately to describe the connectedness between this area and some of the Hispanics who live here sporadically.

Hispanics are the largest minority in Oregon. They may number 150,000 in the State (the Census estimated 65,000 for 1985). There are estimates of 90,000 in the three Metropolitan counties.

WHERE ARE THE HISPANICS?

Hispanics who are not seasonal workers generally do not live in readily visible Hispanic communities in Multnomah County. They are a relatively invisible grouping. However, low-income Hispanics often live in proximity to one another in certain apartment complexes or along certain blocks, particularly in Gresham, mid-County, and North and Southeast Portland. Various County and private agencies happen upon various of these enclaves, but few are known to more than one agency and fewer yet are served in a coordinated manner. Hillsboro, Cornelius and Forest Grove, which are "ahead" in the local Hispanic evolution, have established working-class Hispanic neighborhoods. Gresham shows signs of the same. A disproportionate number of Hispanics are believed to live in the Cleveland and Roosevelt catchment areas, Gresham (especially Rockwood), mid-County, and rural East County.

Hispanics who have settled here more recently or are here seasonally are more likely to live in proximity, for example in apartment complexes in the Rockwood area, in groupings of low-income rentals, and in rural camps. The shorter the time of residence, the more likely it is that an Hispanic is a young male here without family or is attached to an extended family of longer residence. The longer the time of residence, the more likely it is that an Hispanic has a relative locally, or a resident family unit, often including extended family. There are similarities with the Southeast Asian immigration. The Hispanic families help one another, expect to work hard, are family-oriented, and tend to live in with relatives and extended family. They are here because, even in poverty, they find living conditions here dramatically better, and because they have hope. The unattached males are an at-risk group.

The County's resident Hispanic population lacks a conspicuous presence and leadership, culturally and politically. They are not an organized constituency. Local services would be more responsive if local Hispanics were more involved, active, and vocal. In comparison with their numbers, Hispanics' presence here seems under-represented in the area's community happenings, commemorative places, political and civic leadership, and the like. Its invisibility has become the basis for a belief that the population is not very significant, that its need for services must be about what it is getting, and that it cannot be reached for either personnel recruitment or service delivery.

There is a substantial Hispanic "middle class" in the Portland metropolitan area. There is reputed to be a notable incidence of Hispanic professionals without U.S. credentials who may be found in other work. There are a number of non-profit Hispanic advocacy and educational organizations and churches with Hispanic missions.

In Multnomah County there is an Hispanic weekly newspaper with a press run of about 8,500 copies, roughly a dozen hours of Hispanic programming on community radio, and a twice-monthly program on cable TV. Informal and irregular events do take place within the Hispanic community. Portland has two Hispanic sister cities: Corinto, Nicaragua and Guadalajara, Mexico. The third annual Hispanic Heritage Month (by federal proclamation, 9/15 - 10/15) will begin with a Fiesta in the Portland State gym, proceeds going to PSU's Hispanic Student Union, which will also conduct some events during the month. "Cinco de mayo" has recently been visibly observed in Portland and in Gresham, with broad-based participation. Alert observers will find that retailers in certain locations reflect a concentration of buyers seeking items related to Hispanic culture.

There are currently no Hispanic primary social service delivery organizations. Several have ceased to operate here in the past five years; Washington County has several currently operating. Hispanic-oriented programs operate within Burnside Projects, Catholic Community Services, Impact, and NARA. Hispanic professionals can be found scattered across the public and private social service field. Currently active Hispanic organizations include Oregon Human Development Corporation (OHDC) and Oregon Council for Hispanic Advancement (OCHA).

LEGAL AND ILLEGAL, SEASONAL, AND RESIDENT HISPANICS

Generations of Hispanics - primarily men - have migrated seasonally to Multnomah County, generally for agricultural work. Many of these men came from rural areas in Northern Mexico. Most are poorly educated, and from the lower levels of a class-oriented society. Most were aided, encouraged and often victimized by "coyotes" and "contratistas," whose complex roles in the migration to the north have increased in significance as the rules have become more complex. Once they arrive, if they work in agriculture, they face control from Hispanic labor bosses here.

There was a traditional pattern, which still exists but is more typical of rural areas than of the center city. An Hispanic male would come here for field work. At first he would send money back home, then he might decide to remain for longer periods but make trips back home, and then he remains more and makes fewer trips. If he was one of the lucky ones, he would, perhaps after several years, find work in a plant nursery or a food processing plant. A man who begins to put down roots may have left behind a wife and children, and perhaps parents, in-laws, and other relations, whom he then brings north. Or, he and his family join with family members who have already made the move. In its outlines, the pattern resembles the westward migration to this area, at a time when Hispanics had been residing in the Southwest for two centuries.

Oregon needs roughly 40,000 seasonal workers who, in an ideal world, would arrive and leave coincidentally with the timing of various types of field and cannery work in various crops. However, the weather varies and no control exists to get the right number of workers, not too few nor too many, at the right time. When we don't need seasonal agricultural workers, we lack motivation to provide for them, and haven't been able to decide whose responsibilities are whose. The State has entered farther and farther into the field of farm labor with regulatory legislation and commissions, and federal money to allocate.

South of the border, national economies have been in drastic decline, and rural life and the rural environment have deteriorated, aggravating an exodus to towns and cities, and to the north. Observers note a significant increase in the number of farm laborers who come from southern Mexico and beyond, and who may speak an indigenous language and little if any Spanish. A local INS official says the immigrants are "being propelled" out of their native countries by these conditions. Many resident Hispanics in Multnomah County have this background.

The behavior of first-generation Hispanics often cannot be understood outside of this context. They come north as economic refugees, immigrants seeking a better life in economic terms whose bottom line is most often close to survival. Often the migration separates families, at least for a time. The son must leave home and go to the north to seek his opportunity, and perhaps his parents' and siblings' support. Even juvenile males are now coming, separated from their families. The process creates social chaos, isolation and uprootedness in a culture where the extended family and the traditional roles of its members constitute a central organizing principle and loyalty. It takes more than one generation to leave it behind.

The past several years have seen a marked increase in the number of Hispanic women and young children: the number may have doubled during the past year. Often some children will have been born outside the U.S. and some inside. Family migration seems to reflect a decision that the family cannot make it back home, even with money sent from the north, so that the wage-earner's trip to the north is now a permanent one. The women are much less likely to know English or to be legal residents. They tend not to come with an idea of functioning on their own, nor of how to raise a child without the direction of their mother or mother-in-law. Tradition also keeps them inside, while the men are outside, in groups. Nationally, the number of female one-parent Hispanic family units is increasing (30% is a common estimate): this occurs in North and Southeast Portland, but much less often among newer residents farther outside the center city. Our cultures are out of step over the roles of men and women. Battering may not be viewed as we view it today, and may be aggravated in the new surroundings.

An alien who is physically present in the U.S. is entitled to equal protection of the laws. An alien with legal immigration status has all the benefits of a citizen, plus access to designated federally funded services. A child born here, regardless of the parents' legal status, is a full citizen. Congress may control immigration, and enact reasonable regulations concerning aliens. However, any distinction between undocumented aliens and permanent resident citizens is an inherently suspect classification subject to strict judicial scrutiny.

The federal government, in 1942, formalized and encouraged the immigration as a result of labor shortages during World War Two. This "bracero" program officially ended in 1965, in part because it was viewed as enabling a massive exploitation of Mexican workers. It was replaced by a joint U.S. - Mexico venture ("maquiladera" or "production sharing") intended to employ former braceros in new factories on the Mexican side of the border. Currently there are 1,800 of these factories run by multinational corporations employing 500,000 workers willing to work for a typical starting wage of 55¢ an hour and live amid social chaos in a cardboard shack. Mostly it has been women who work in the factories. Mexico continues a drastic economic decline. Increasing numbers of men continued to cross to the north seeking economic opportunity.

While seasonal work has declined, new jobs have opened up in service, especially food service, yard work, housekeeping, cleaning, janitorial, clothing manufacture, construction cleanup, painting, warehousing, assembly, and unskilled labor which has the least need for English facility or literacy. Workers with poorly forged papers or no papers at all can, though perhaps with increasing difficulty, find work for private individuals, small businesses, or employers who feel confident that INS will do nothing worse to them than order their worker to deport himself within 90 days.

In 1986, Congress amended U.S. immigration laws in an attempt to stop illegal immigration by eliminating work opportunities, while regularizing the legal status of resident aliens. It required employers to require proof of an alien's right to work and to impose penalties on employers who hire persons who lack legal residency and a federal permit to work. This further restricted all work opportunities here for aliens. Illegal residents are not eligible for federal health and welfare benefits, though local agencies may choose to serve them without asking for proof of legal residency.

To be legally in this country, a non-native-born Hispanic needs one of five pieces of federal identification, and may need a birth certificate, social security card and driver license as well. Most opportunities to get legal status depend upon a petition being filed by a family member who has legal status as a resident. INS officials estimate that as many as 60% of Hispanic aliens in this country have phony identification and/or documentation; estimates outside INS for Multnomah County put the figure between 75% and 90%. INS and observers agree that counterfeit documentation is plentiful and increasingly easy to get here: "green cards" sell in California for as little as \$20, here for \$40 and up; "temporary resident" permits for \$500 and more.

The 1986 legislation also created two basic types of "amnesty" opportunities for persons and their families who could prove continuous residency and employment since or during various time periods. The last of the provisions expired in November, 1988, but final results are not yet available. The provisions appear to have regularized the status of few Hispanics who are in fact residing here, because few applied under the law and many would not have qualified because of its criteria and the proof required. Of the 28,164 persons who applied in Oregon, roughly 96% were approved and 94% were from Mexico. Results for Multnomah County are projected to be 2,163 "legalized" Hispanics, 8% of the Oregon total. Of these, 78% will be males, 48% will be ages 25 - 44, 34% ages 18 - 24, and 10% ages 6 - 17. These persons can then apply to bring their families.

A new program allowed registration during the fall of 1989 for a lottery to be conducted when and to the extent that additional labor may be needed: many Hispanics illegally in this country have hopes for this process, but no one else believes many numbers will be drawn.

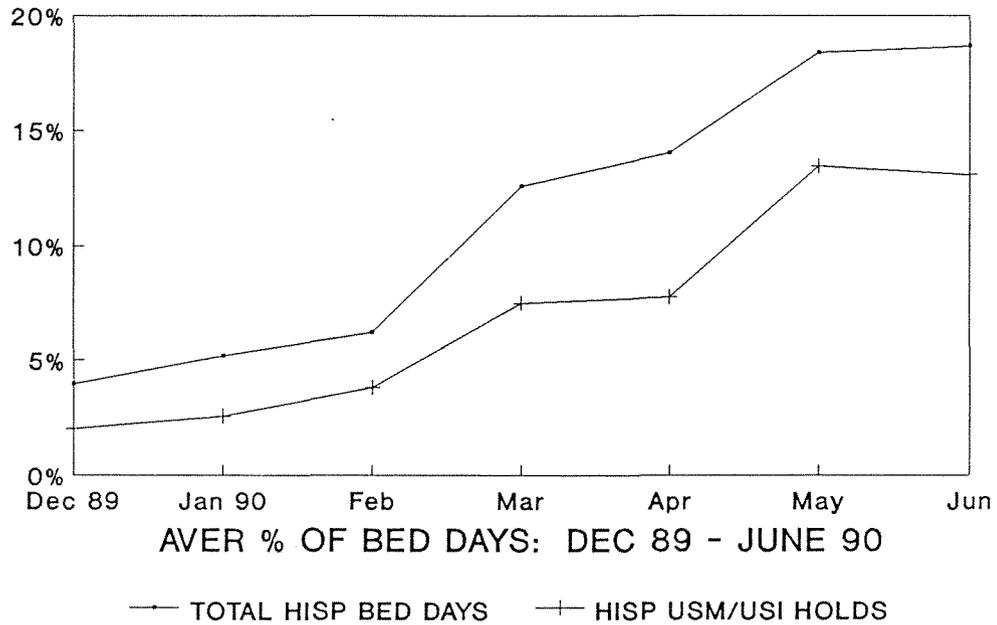
The General Accounting Office estimates that, for fear of penalties, 19% of employers nationwide are engaging in a "widespread patters of discrimination" against persons with "foreign appearance or accent" - Hispanics who are U.S. citizens or legal immigrants with authorization to work in the U.S.. Hispanics who are not legal immigrants are riper yet for exploitation. Illegal immigrants who do get legitimate work find themselves in no position to complain if an employer wrongs them, and fear to seek help for any need which has not become an emergency.

The U.S. - Mexico border is 1,955 miles long. The U.S. Immigration and Naturalization Service (INS) says that on an average day along the Mexican border it arrests about 3,000 persons trying to enter the U.S. without proper documentation: that is, 80,000 a month, a million a year. INS has described it as "literally a wide open border." INS estimates that between 75% and 80% of those deported return, some to be deported three and four times, and that 40-50% of the illegal crossings occur along one 66-mile stretch in San Diego County. At a highway checkpoint 70 miles north of the border, INS recently arrested 952 aliens in 5 hours: more than 3 per minute. Once arrested, the alien is requested to leave the country voluntarily, checking in with an embassy outside the country within 90 days. If the alien has been convicted of a crime, including an immigration offense, he is taken back to the border by bus. Many are believed to cross back to the north as soon as the same day. INS has announced plans for a major reorganization of the 15,000-member agency, including taking fingerprints from those arrested, and a pilot program in San Diego to begin identifying, prosecuting and imprisoning aliens who repeatedly cross the border illegally. INS itself estimates that "hundreds of thousands" of aliens are crossing without being caught. By the time they get as far north as Oregon, illegals are seldom deported by INS unless they have a felony conviction.

Nationally, no one is pleased by the immigration laws. However, Congress is not expected to make major changes to the immigration laws for some time to come. A bipartisan Commission for the Study of International Migration and Cooperative Economic Development resulted in proposed legislation recently introduced in the Senate, which would abolish the INS, create a new agency to deal with all facets of migrant and refugee policy, and seek to address immigration control by promoting economic development in poor countries. The proposal ventures the possibility of creating a free trade zone or common market between the U.S. and Mexico, with an eye toward extending it to include all of Latin America. A new head of INS, meanwhile, has proposed centralizing the agency, increasing its budget, and stepping up enforcement.

The local community faces a population of young men who are not allowed to work, under penalty of federal law, and a population of young families in hiding. Neither is formally entitled to participate in most federal programs. Both live here. Neither is going away. They are "our own" in fact: they are among us, they are staying, and more are coming. We can welcome them, and help them to function effectively and productively as a part of this community. We can ignore them, say they aren't "our own" because they aren't "legal", and take the consequences. We cannot expect them to go away, whether or not we want them to. We can take the timing, capture the opportunity we have right now in Multnomah County. For this reason, as well, Multnomah County can legitimately claim a local interest in seeking to affect U.S. immigration policy and practices at the federal as well as at the local level.

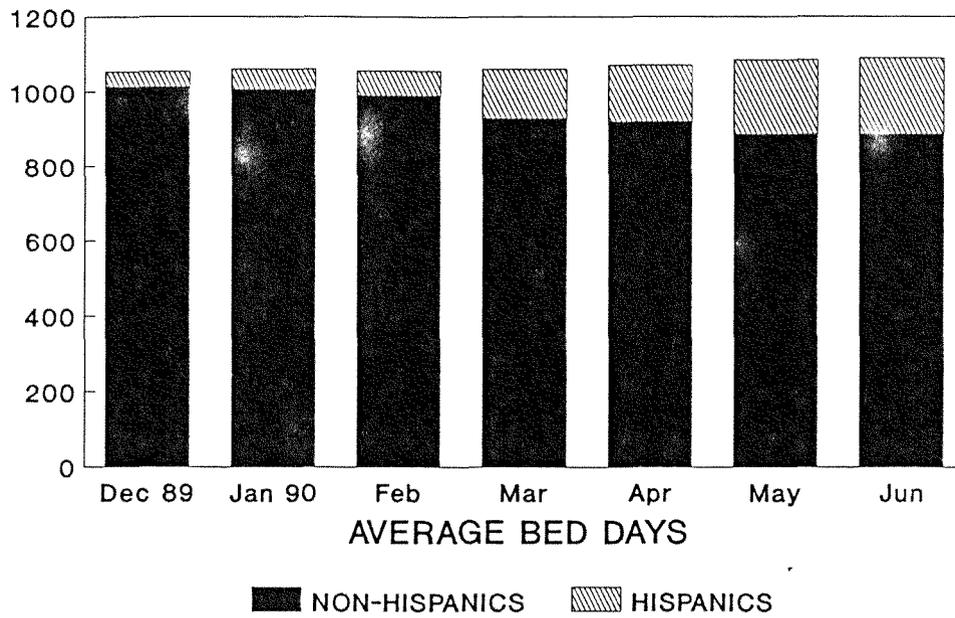
HISPANIC PERCENTAGE OF TOTAL BED DAYS MULTNOMAH COUNTY CORRECTIONS FACILITIES



During June, Hispanics used 19% of the total capacity of jail bed days.

During June, Hispanics being held on account of Immigration holds used 12% of the total capacity of jail bed days.

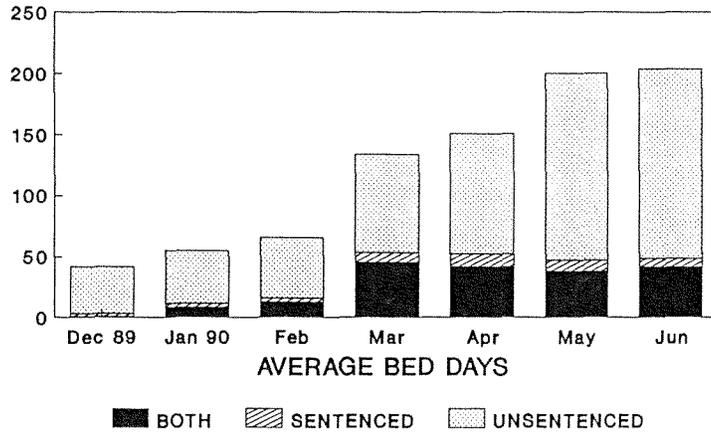
BED DAYS BY HISPANICS VS NON HISPANICS MULTNOMAH COUNTY CORRECTIONS FACILITIES



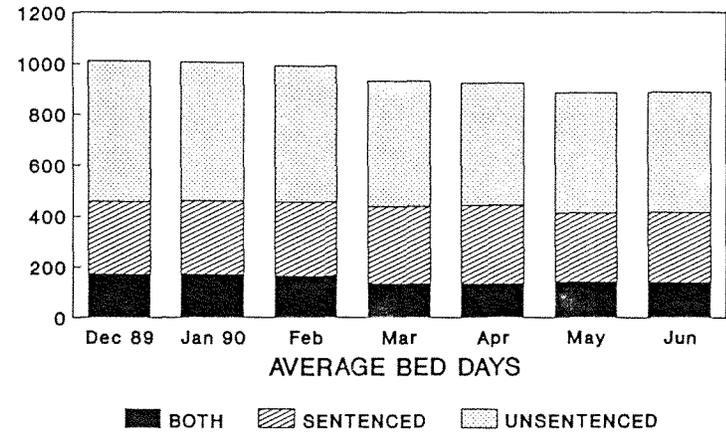
The volume and the proportion of jail bed days occupied by Hispanics has been increasing relative to non-Hispanics.

The total volume of jail bed days is a fixed capacity.

AVERAGE BED DAYS BY SENTENCE STATUS
MULTNOMAH COUNTY CORRECTIONS FACILITIES
HISPANICS



AVERAGE BED DAYS BY SENTENCE STATUS
MULTNOMAH COUNTY CORRECTIONS FACILITIES
NON-HISPANICS

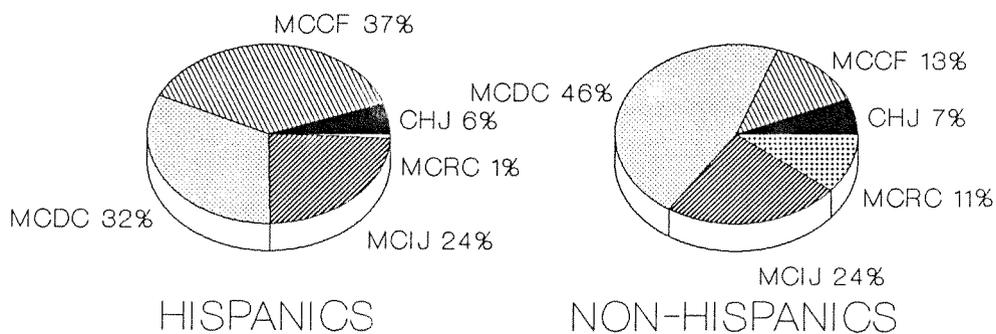


12 - C

As the number of jail bed days occupied by Hispanics, particularly unsentenced Hispanics, has increased, the number of jail bed days occupied by non-Hispanics, particularly unsentenced non-Hispanics, has decreased.

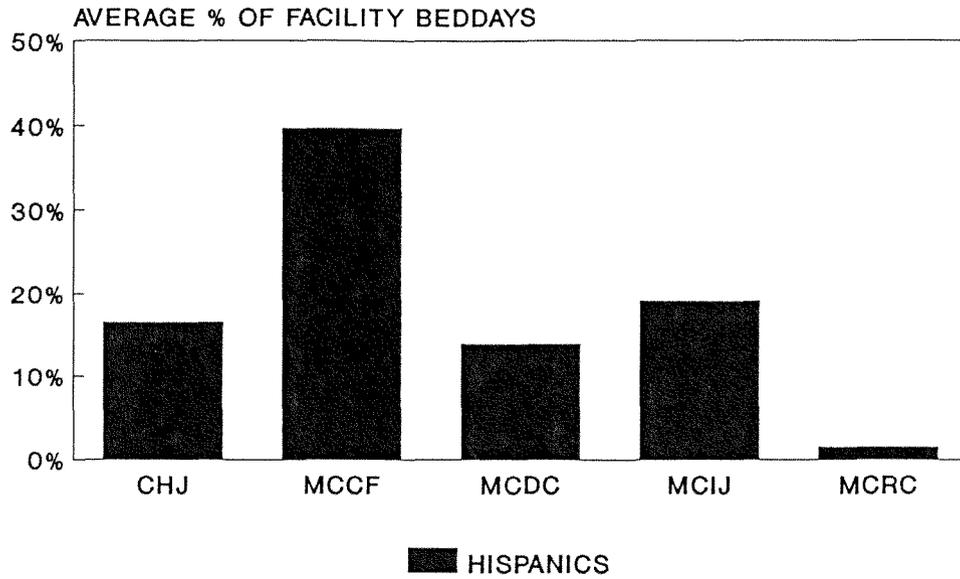
NOTE: On this and subsequent charts, the term "both" means that the inmate has one or more charged on which he has not been sentenced and also one or more charges on which he has been sentenced.

**BED DAYS BY FACILITIES
MULTNOMAH COUNTY CORRECTIONS FACILITIES
JUNE 1990**

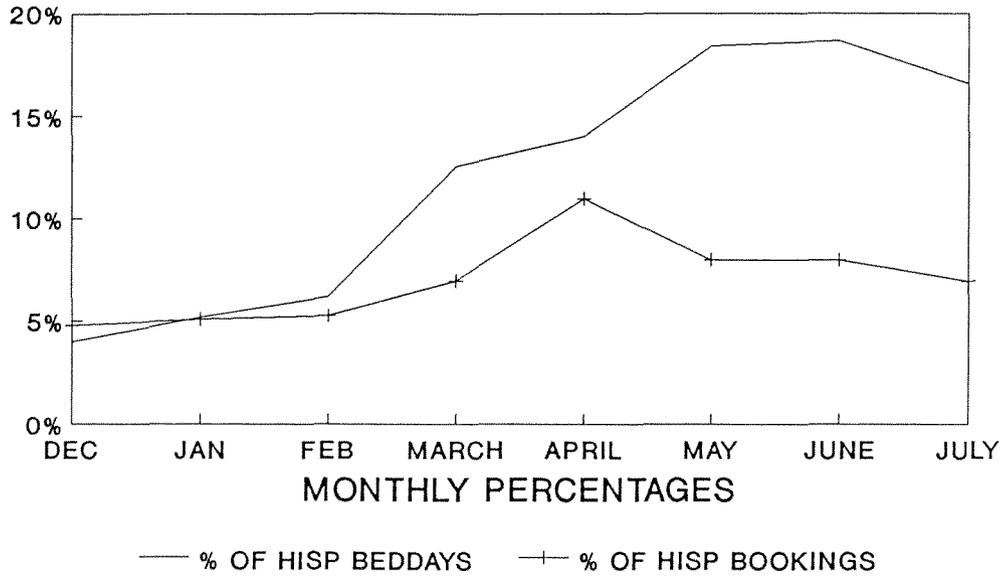


CHJ : Courthouse Jail (individual & double cells, and dormitory)
MCCF: Correctional Facility at Troutdale (large dormitory)
MCDC: Justice Center jail (medium security modules with lockup)
MCIJ: Inverness Jail (medium-sized dormitories)
MCRC: Restitution Center (residential facility for sentenced inmates)

**% OF HISPANIC BED DAYS BY FACILITY
MULTNOMAH COUNTY CORRECTIONS FACILITIES
JUNE 1990**



% HISPANIC BEDDAYS VS BOOKINGS
MULTNOMAH COUNTY CORRECTIONS FACILITIES
DECEMBER 1989 - JULY 1990



OLD TOWN

Some of the most visible Hispanics in Multnomah County these days are in Old Town. Historically, day laborers congregated on the streets in the Old Town area, where employers picked them up (often in buses) for a day's labor and returned them at the end of the day. Today, Old Town is a place where single, homeless persons tend to gravitate, a place where young male Hispanics go to find one another, and a place where persons go to buy drugs on the street for personal use.

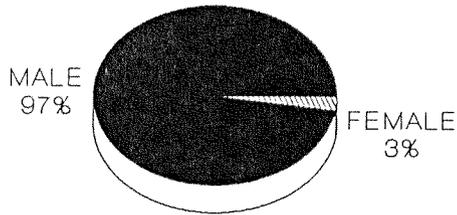
In the past decade, field work in Multnomah County has declined as a result of urbanization and mechanization. The Old Town area has become valuable downtown real estate, rapidly turning a new page in its history. Faltering national economies and war south of the U.S. border have left larger numbers of its young, poor population without work and hope. Men are leaving for the north at younger ages, and whole families are leaving more often.

Historically, the fears about Hispanic immigrants concerned competition for jobs and public benefits, not drugs and crime. In the past decade, the migration has increasingly become associated with a parallel northward migration of illegal drugs. Though the connection does exist, its nature and extent remain obscure. The lack of information is resulting in an association among Hispanics, drug distribution and drug use.

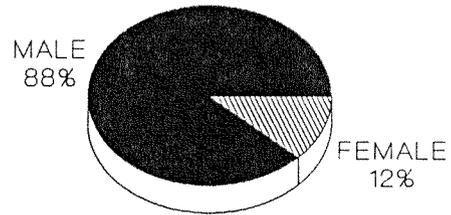
The number of Hispanics in County jail increased rapidly during the spring, holding at around 200 during May and June. Most of the jailed Hispanics are held on charges involving distribution or possession of small quantities of heroin or cocaine resulting from arrests made in law enforcement sweeps of Old Town by Portland Police with INS participation. Most of the Hispanics who reach jail are young, move among Mexico, California, the Salem area, Yakima, Tri-cities and the tri-County area, and have had only casual labor if any legitimate employment in the area at all. Perhaps 20% have an extended family member in the metropolitan area, few are believed to have families of their own, and few receive visitors in jail (though this may reflect fear, lack of identification, the language barrier, and lack of knowledge about how the visitation system works).

The jailed Hispanics can be categorized in two groups which might be called the "tender offenders" and the "gangsters." Roughly 85% are "tender offenders" who typically fell into drug dealing as uprooted young men looking for work and opportunity. Inmates in this group typically have no known prior felony convictions and may have one or more traffic or

BED DAYS BY GENDER
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990

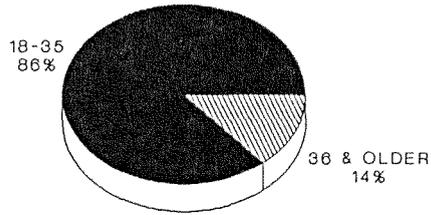


HISPANICS

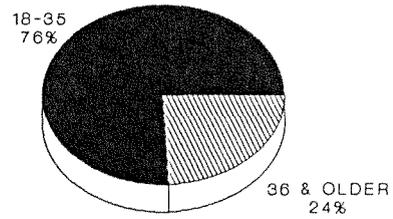


NON-HISPANICS

AGE COMPOSITION OF PERSONS BOOKED
MULTNOMAH COUNTY CORRECTIONS FACILITIES
APRIL-JUNE 1990

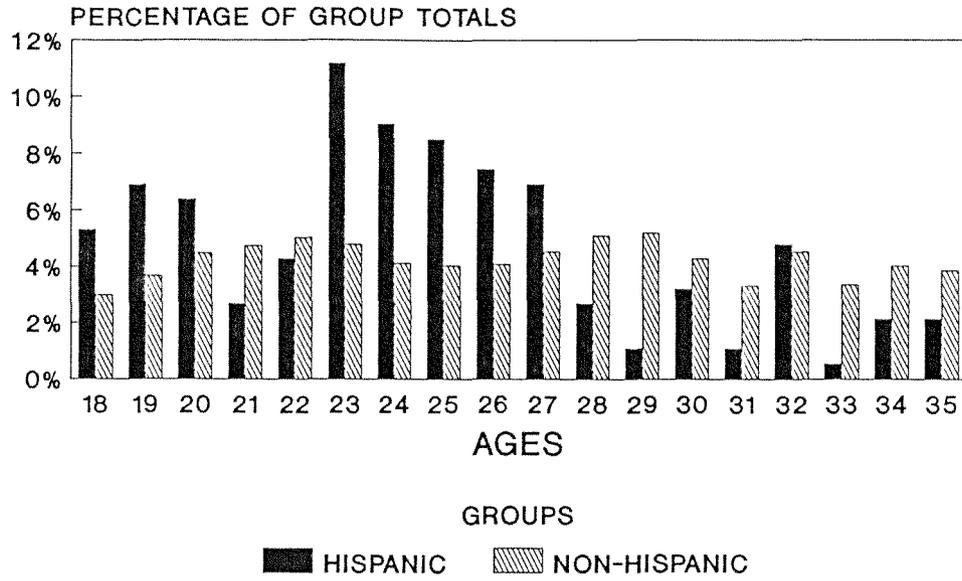


HISPANICS



NON-HISPANICS

AGE COMPARISON OF PERSONS BOOKED
MULTNOMAH COUNTY CORRECTIONS FACILITIES
HISPANICS VS NON-HISPANICS: JUNE 1990



misdemeanor offenses. They have had little education, lack jobs, have a slightly higher incidence of alcohol and drug abuse than other ethnic groups, and become classified among the least dangerous and disruptive inmates. Some are juveniles. Perhaps 5% of this "tender offender" group are seasonal agricultural workers, who have lower educational and higher illiteracy levels, and stronger traditional values. This 85% are not part of a consciously organized criminal system, though most appear to be part of an immigration flow built upon the migrant tradition, and seek each other out as familiar - appearing faces in a strange land. The "gangsters" (15% of the total) typically have served time (as much as 10 - 20 years) in prisons (typically in Southwestern states) on drug charges (perhaps also robbery and assault), and are believed to be associated to some degree with organized groups known by law enforcement persons as the Mexican Mafia and Nuestra Familia.

Portland police (very few of whom speak Spanish) arrest Hispanics in Old Town for possessing or selling cocaine or tar heroin in quantities too small to qualify them as mid-level dealers. Most of these arrests occur in the course of "sweeps." These selective law enforcement actions typically involve a planned, synchronized effort among undercover agents and officers, and the INS, who variously observe transactions, make arrests, and transport arrestees. The target is the geographical area and certain undesirable elements within that area rather than individuals whom the police previously had probable cause to arrest. These sweeps generally net 10 to 20 Hispanics, as compared with 4 - 7 persons brought to jail from other local sweeps.

Though the sweeps themselves have been highly visible, it is disputed whether or not they have appreciably deterred Hispanics and others in Old Town and downtown from drug trading or drug use, or buyers from coming to those areas. For the time, the sweeps have been discontinued (and prosecutions are down), in part in favor of a City community policing demonstration project in Old Town and downtown, in operation for about two months and thus far with community ties primarily with the merchants.

The numbers of Hispanics caught in the sweeps reflects the fact that these persons are out on the street, often in pairs and small groups, making visible transactions. The sweeps and the jailing may reduce the visibility of the dealing, may move it elsewhere, or may have diffused it across other downtown locations. Certainly, the 150 - 200 jailed Hispanics are not on the streets while being held in jail. While some may be frightened away for a time, many return to the streets from jail. Part of this unresponsiveness may stem from how few choices these Hispanics have, how little more they have to lose, and how little the enforcement process relates to what motivates them: hope, pride, and a better life.

Part of the seemingly irrational behavior of the Old Town Hispanics may stem from the seemingly irrational behavior of the criminal justice system itself. Enforcement is erratic. The cycle of arrests, bookings, multiple court appearances, releases, and warrants may seem meaningless to persons who are prone to see such events fatalistically, and expect police, jails and courts to be corrupt, arbitrary, senseless, and also more harsh. Persons from a low socio-economic level in Mexico have distinct experiences and expectations about law enforcement, courts and jails. This affects how they perceive and respond to these institutions. The police and the system may feel as much frustration and pain over the futility of the process as those who are put through it.

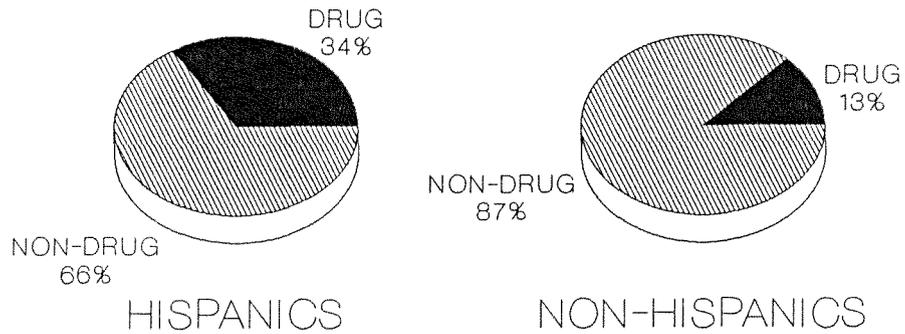
The Hispanics are on the streets of Old Town, and some are breaking various laws. It may be observed that sweeps and comparable concentrations of enforcement power could be deployed elsewhere with an ample "catch," or the police resources could be deployed in a different way. In fact, dealers of any significance are pursued with special interagency law enforcement teams, are jailed on U.S. Marshall holds, are prosecuted in federal court, and go to federal prison. Difference of opinion about these policy decisions exists within law enforcement as well as elsewhere. The County Commissioners do not participate in the discussions or decisions, though other County elected officials may.

The Metropolitan Human Relations Commission (MHRC), by an RFP process, has recently awarded a contract to Burnside Projects to assist MHRC in assessing the needs of the homeless and displaced Hispanic individuals in Old Town. The study is to report on population, demographics, reasons individuals have come to Portland, barriers in accessing services, problems encountered, perception of the homeless Hispanic community by various groups and agencies, and recommendations on programs/services that can be developed to remove barriers to accessing services and improving intergroup relations between all sectors of the Old Town community. As a part of the study, Burnside Projects intended to interview 250 Hispanics in Old Town, in Spanish. The hope is that the respondents will trust these interviewers, and give truthful answers.

Without the benefit of the study, it is widely believed among workers in corrections and social services that most of the Hispanics on the streets of Old Town are here on a hope and a prayer, looking for their next opportunity, and are finding it in dealing small quantities of heroin and cocaine. Most are believed to be young, male, single, undocumented, unemployed, without money, without a regular place to live in Old Town or anywhere else, and often hungry.

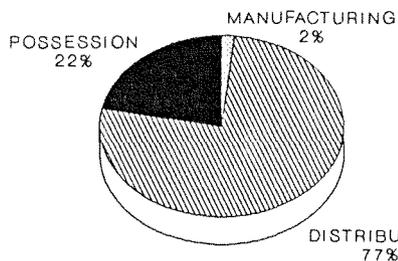
It is widely believed that few of the young Hispanic illegal immigrant males leave their birthplaces in Mexico or Central America in the drug trade or as drug abusers, and that few cross with an intent to enter the drug trade. Probably few cross with firm personal belief that drugs are dangerous and their trade is to be avoided at all costs. It may start with

DRUG CHARGES VS OTHERS AT BOOKING
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990

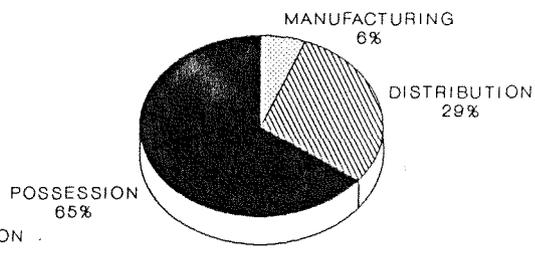


For Hispanics, the non-drug charges are predominantly Immigration holds. Typically, drug charges precede and/or follow the period during which the hold is responsible for the incarceration.

DRUG CHARGES AT BOOKING
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990



HISPANICS



NON-HISPANICS

one easy offer, or in exchange for help in crossing or a document. Drugs other than alcohol and marijuana probably do not figure in their indigenous lives, especially in the rural areas from which most originated, and are not seen as problems nor as illegal behavior. Alcohol has long had a link with manhood and companionship for Hispanic males; drugs appear to be moving alongside it.

Many of the jailed Hispanics appear to have been recruited as couriers or small dealers by the time they reach Multnomah County, probably as a part of getting across the border, very likely before they left Southern California, and certainly by the time they have been long in Portland. Most are arrested for "survival sales" and personal use, have small quantities of drugs, and show no signs of disposable cash. For these young men, there is a relatively large amount of money in a small amount of drugs.

Particularly the younger men have nothing to go back to, and have pride invested in not returning without something to show for having been in the north. There is more money and opportunity in drugs than in day labor and in low-paying jobs, which they may have been unable to find anyway, and there is little work for Hispanic day laborers without immigration papers. Once here, these persons become involved in the same destructive behaviors - and relationships with the same group of women - as many "disaffiliated" non-Hispanic young males. Programs have little to offer, and no leverage, with respect to illegal aliens.

The degree to which Hispanics are singled out for arrest, will be researched by Burnside Projects. This is doubtless one underlying purpose of the MHRC grant. Another is the association of drug crime with Hispanics generally. Widespread concerns about racism, and about wrongful use of the term, do exist with respect to Hispanics; this is occurring outside of Multnomah County as well. Fear and distrust tend to be quick responses when persons face others across barriers of language and differences of appearance. The study may reveal some opportunities to work with the young Old Town Hispanics, to break their involvements with drugs, and to help the metropolitan community to overcome a growing tendency to associate "Hispanics" with "drugs."

With respect to Hispanics, Old Town is Portland's experience with illegal immigration, the international drug trade, and the local effects of federal immigration and drug policies and practices. It also illustrates the interplay between local politics, local law enforcement, and use of local jailspace. Many countries around the world, as well as other cities in this country, face these issues on a larger scale. The borders will remain permeable; buses, deportation orders and border enforcement will not take away the problems which we associate with immigrating young Hispanics. The people are here. They, or others, will be here in larger numbers. Many, like our own immigrant ancestors, bring a belief in the work ethic and in the possibility of a better life in this land. Some (how many? which ones?) have extended family here.

In Old Town, a policy and strategy going beyond street crime in the immediate area have not been in evidence. Each law enforcement and corrections agency has been doing its thing. Some have coordinated specific activities. Corrections data show a series of clear differences between these Hispanics and the way the system processes them, on the one hand, and non-Hispanic inmates on the other.

We can seek more broadly based remedies for the local manifestations of what we might at first call drug problems and immigration problems. At first we are tempted to say that the problems, and those responsible for them, are alien, not part of us, and susceptible of being sent away. Hispanic buyers cannot be buying the drugs. The young Hispanic males fall into several categories which resemble "our own" young males and their problems, the weaknesses in our own personal and civic values. It turns out that we have identified the problems among us already: what was alien is resident.

The questions which events in Old Town raise for Multnomah County particularly relate to corrections and social services:

* It may be time to examine how our federal jail contracts affect use of jailspace and the nature of staffing needs.

* Who are these young men? What groupings exist within the group? What is the nature of our stake in these young men? In their behavior? What do we want to accomplish with respect to them and their behavior? What groups of young men can we identify within those involved to any extent with distribution and possession of drugs? Does our strategy depend upon the nature of that group (for instance: do they have local family, are they likely to remain in this area, how extensive is their involvement, how did they get into it, how likely is rehabilitation to be successful?).

* What are the sweeps costing the system? Are they working?

* To what extent have enforcement and jail changed individuals' behavior? Deterred others? Scared others away? What else could work? Is this use of this much jailspace appropriate and acceptable? What purpose does this use of jailspace serve? What alternative courses of action are there?

* How widespread in the County is involvement of young Hispanic males in drug distribution and use? How entrenched? To what extent and how is the drug activity of the young Hispanic males "organized?" How can we prevent its spread through the resident Hispanic community?

* How important are mass arrests of low level sellers in relation to a community strategy on drug enforcement? How important are Hispanic low-level sellers? What is the optimum feasible community response to drug dealing and drug use (in Old Town, in this instance) for the short and longer term?

* Who should be involved in these discussions?

CULTURAL DIVERSITY and "WORKFORCE 2000"

Broadly speaking, the recommendations in this report with respect to Hispanics and Multnomah County services require a substantial and long-term institutional commitment to being a multi-cultural institution. This commitment can result in Multnomah County's services being more effective and in making the County a healthier community. These results have effects no less real than a healthy child born into a healthy family, a jail bed day not needed, a prideful job for a willing worker, a citizenry who feel connected to small and to larger communities.

This commitment would fully accept diversity, with the goal of valuing diversity. It would make particular provision for Hispanics and Asian peoples, and issues concerning women and women's values, African-Americans, and the less homogeneous and less traditional workers who comprise what is often called "Workforce 2000." The commitment would not be, for example, a redivision or even a beefing-up of "minority programs" and "minority funding." The commitment particularly suits Multnomah County, which, because of the nature of its services, finds itself literally surrounded by cultural diversity and Workforce 2000: these are the persons whom the County seeks to serve and needs to hire.

The poverty and up-rootedness of the most visible Hispanics in the County makes it possible for us to associate those conditions with "cultural differences" between "us" and "Mexicans," and thence to stereotyping: recently, one officer of the court reported another officer of the court assuming that he (an Hispanic male in the courtroom) was the defendant in the pending drug case. An East County grower was quoted recently on substandard living conditions of the field workers in his labor camp: "We expect them to come to our country and live as Americans, but they are Mexicans. That's not to bad-mouth Hispanics - those are just the facts." While some persons are outraged at such a statement, others will not understand why the outrage. And, some of those others might be Hispanics from other places or other socio-economic backgrounds.

Within the County's workforce, pluralism in its initial stages has been rough going for many minority group members who find a high degree of cultural insensitivity. We have underestimated the need to invest in multiculturalism within

the County's existing workforce, and in seeking new employees, as well as in the way we deliver the services we offer. Compared with other public sector organizations in Oregon, however, Multnomah County is no laggard. Some steps are already underway. The growth of the Hispanic population has happened quickly and quietly. The County has begun to move toward pluralism as a necessity and a value, rather than as a requirement or an indulgence. This movement needs stimulus.

No one knows how our new encounter with cultural pluralism will turn out. But if we want a positive outcome, we shall have to go after it with clarity of purpose. Instead of envisioning a melting pot, where differences would disappear, we accept diversity as a norm. We can give recognition to the diversity that is among us. We can communicate about our traditional ways of doing things. Persons will find over time a relationship between their cultural heritage and some common culture in Multnomah County which is itself multicultural. The principles are inclusiveness and connectedness, not ethnocentrism for any group. Resident Hispanics can be expected to learn English, particularly as children, and also to feel encouragement to retain their own cultural heritage insofar as they choose. We shall be a cultural democracy to which all of us belong. No one's culture, including "ours", will remain unchanged.

This report would probably not be written, in this way, at least, in an Hispanic culture. This report presumes control of time and events, its premise is egalitarian, its style reflects an intent to be assertive, nondeferential, planful, practical and direct, and it has an orientation toward change and the future. Most persons of Northern European descent, especially we white males, accept the value of these characteristics unthinkingly. The recommendations and strategies may be found wanting in some characteristic Hispanic attributes: the interactive and cooperative dimensions of implementation, the values of stability and continuity in the lives of those affected, authority to implement, acceptance and patience, and appreciation of the possibilities of the present.

Current methods of attracting and supporting a culturally diverse workforce are not working. We get more of the kinds of employees we already have, and we lose too many of the nontraditional hires we make. For example, during FY 88-89, the County hired 5 Hispanics (1.7% of new hires) and 4 Hispanics left (2% of terminations). These methods are not the mission, and must be changed.

If County policy so directs, the County can make internal changes in finding, attracting and retaining employees with multicultural skills, and in fostering a multicultural

workforce. The changes do not entail "lowering standards." On the contrary, the changes are needed to get more employees with relevant linguistic and cultural skills and personal characteristics. These employees can reach out to, communicate with, and thereby serve clients from various target populations. And, Spanish-language competency among County employees sends a symbolic message that the County seeks to serve Hispanics as well as to welcome Hispanic employees.

Action for inclusiveness must be undertaken in earnest, now. We must understand that we live in an increasingly multi-cultural community and that we need culturally competent, multi-lingual and "minority" employees to do the County's work effectively. Communication is more than language. We must define the new skills which are relevant to serving, for example, the Hispanics in this County: knowledge of the Spanish dialects they speak and the customs they live, and the ability (by traits of personality and even by physical appearance) to knock on their doors and be received, or to assess their needs and serve them. This commitment will come as a relief for many employees, who now find themselves working in an increasingly multicultural community or institution but often without the skills and organizational support to do culturally competent work and to work with nontraditional employees. Many County employees now in this situation have great interest in acquiring basic skills in Spanish language and Hispanic cultures.

Transition will be difficult. It is hard to learn even a functional grasp of another language and other cultures, the more so, perhaps, for persons who didn't choose, and weren't hired for their interest or competence in those areas. On the other hand, it can be personally rewarding and will surely improve tensions already found in the workplace. The County can buy training aids and immersion programs for employees now on board, and provide appropriate backup and compensation. New employees with these skills must be a welcome and essential part of the organization from day one, from now on.

Sustained progress requires a County long-range comprehensive plan for pluralism and for "Workforce 2000". The effort can no longer come in spurts of enthusiasm without consistent follow-up and without fundamental change in the way we do business. Making and implementing this plan is itself a service to the people of Multnomah County. This plan must enable the County to serve effectively a new community much more diverse in terms of gender, age, lifestyle, ethnic background, needs, expectations and values. This plan also must prepare the County to compete effectively for and to support a new workforce reflecting that new community.

This plan and its strategy must go beyond anti-discrimination and affirmative action policies and practices, and beyond Title 6 requirements for interpretation for non-English-speaking clients served with federal dollars, beyond a defensive posture of seeking to avoid liability. It is affirmative action driven by client service needs and workforce needs. To some extent the County's purposes are institutional, and to some extent, societal. The two dimensions overlap.

This plan and its strategy for implementation must have a political mandate within the County, must get ongoing financial support, must become valued throughout the organization, and must be inclusive of all divisions of the County. A key element of the strategy will be equipping supervisors to deal with the issues presented by pluralism.

With respect to delivering services effectively, emphasis belongs on the service deliverers themselves, the "front line" which faces this rapidly-changing "market" of service "consumers." These are the persons whose behavior the clients see and whose attitudes they feel. They may be County employees or the employees of contracting agencies. A serendipitous feature of bringing together multiculturalism, Workforce 2000 issues and a "customer" orientation for the County is that some minority cultures characteristically focus on relationships in the workforce and on the relationship with the served, rather than on the organizational perspective of delivering a service product.

Effective strategies will result from bringing together the expertise already within the County, perhaps supplemented by outside help with specific activities such as language and cross-cultural training. Persons who want to see something done, and get consistent organizational support, will make the difference.

FINDINGS: Corrections and Law Enforcement

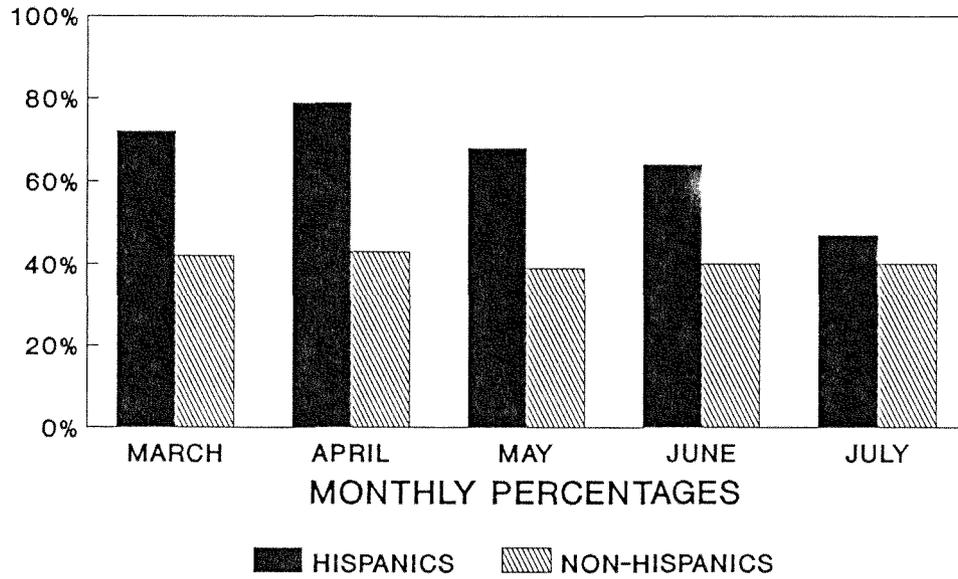
F1 Compared with the non-Hispanic prisoners, the jailed Hispanics are disproportionately classified as non-dangerous and unsentenced prisoners, have lesser criminal histories, are younger, and are disproportionately male. Many have no known criminal record, most no felony record. The median age of the Hispanic prisoners is 25 (30 for non-Hispanics); 97% are male (83% for non-Hispanics). There is a problem with suspected juveniles identifying themselves as being 18.

F1.1 By hand count on a random day (6/22/90), no problem behavior was expected from 84% of Hispanic jail inmates, 10% were considered "repetitively disruptive," and 4% "unstable / unpredictable". The disruptive and unstable inmates are classified to the Justice Center. A comparison count with non-Hispanics was not done.

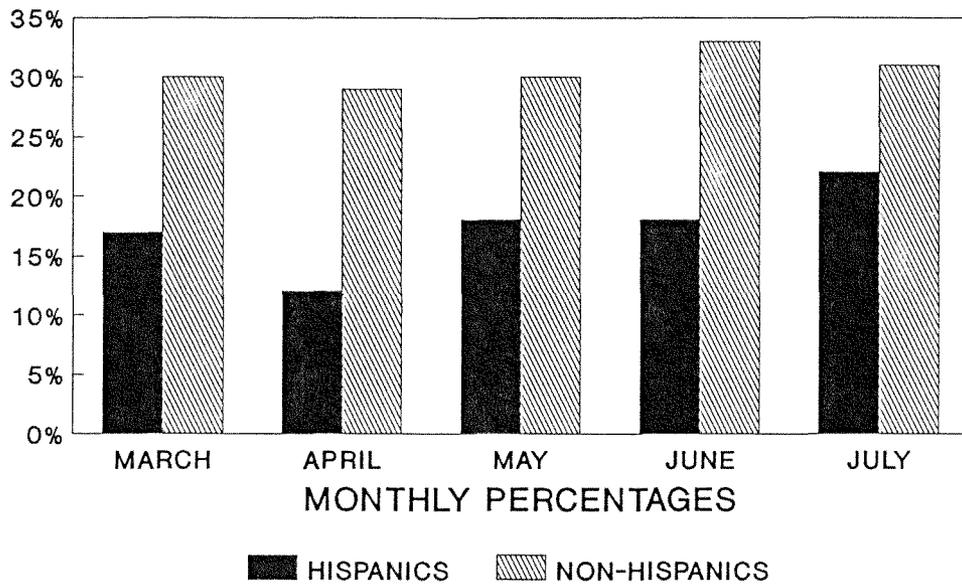
F2 The jailed Hispanics have high levels of need and appear to have comparatively few ties to the Hispanic or non-Hispanic community. Data "snapshots" of random days' jailed Hispanics indicate these approximate levels of needs: education (85% - 95% lack a GED or high school diploma); employment (80% - 90% are able to work but unemployed); English (65% - 70% are unable to speak sufficient English to adequately care for themselves within the facility or in the community); housing (65% - 70% report no stable address); drug use (65% - 85% have a past record of admitted use of illicit drugs and are considered to be in need of treatment - this figure is perhaps 10% higher than for any other group); and, medical (90% test positive for TB, and sexually-transmitted diseases are a significant problem).

F3 At MCCF and MCIJ, the typical Hispanic inmate is unsentenced and illegal and will stay a minimum of 2 months (court appearances) and a maximum of seven. About half are comparative innocents who came intending to work and usually have a family back home. About half are more sophisticated, but these, too, appear to limit their drug use largely to alcohol (weekend binges) and marijuana, and appear afraid of intravenous use. The more sophisticated offenders are effectively classified to MDCD. Older Hispanics in jail tend to face charges reflecting abuse of alcohol. Younger Hispanics in jail tend to face charges reflecting sale and use of heroin and cocaine.

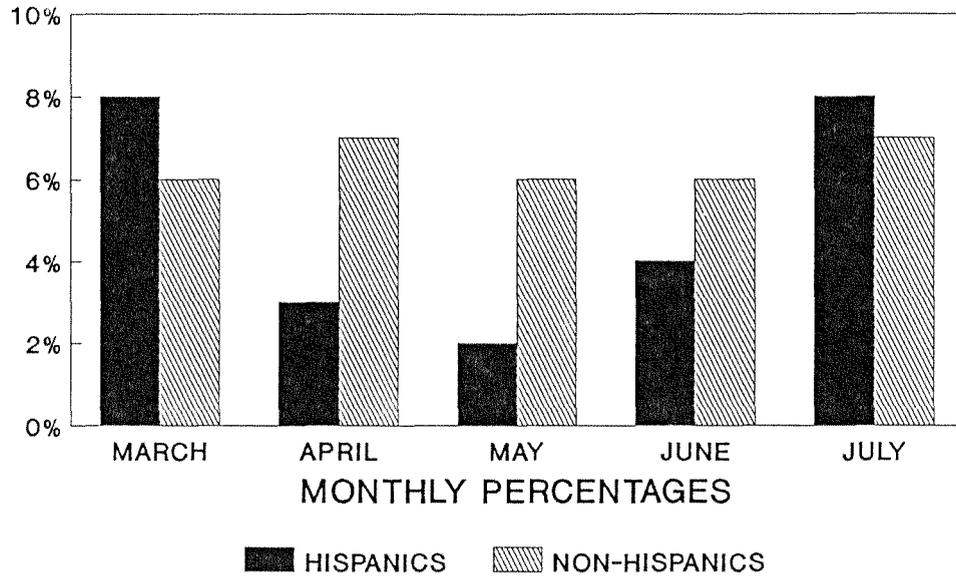
PERCENTAGE DENIED RECOGNIZANCE RELEASE
MULTNOMAH COUNTY CORRECTIONS FACILITIES
MARCH - JULY 1990



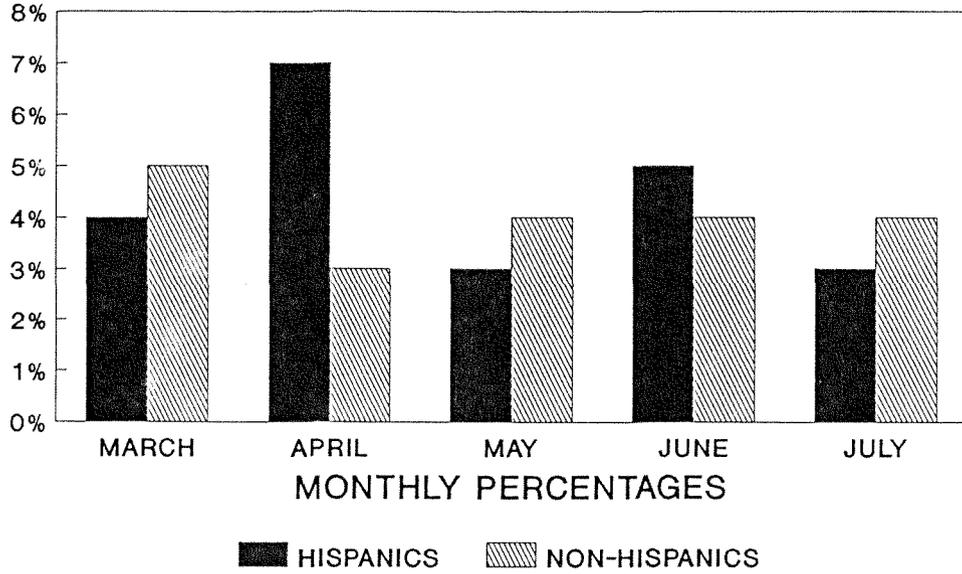
PERCENTAGE RELEASED ON RECOGNIZANCE
MULTNOMAH COUNTY CORRECTIONS FACILITIES
MARCH - JULY 1990



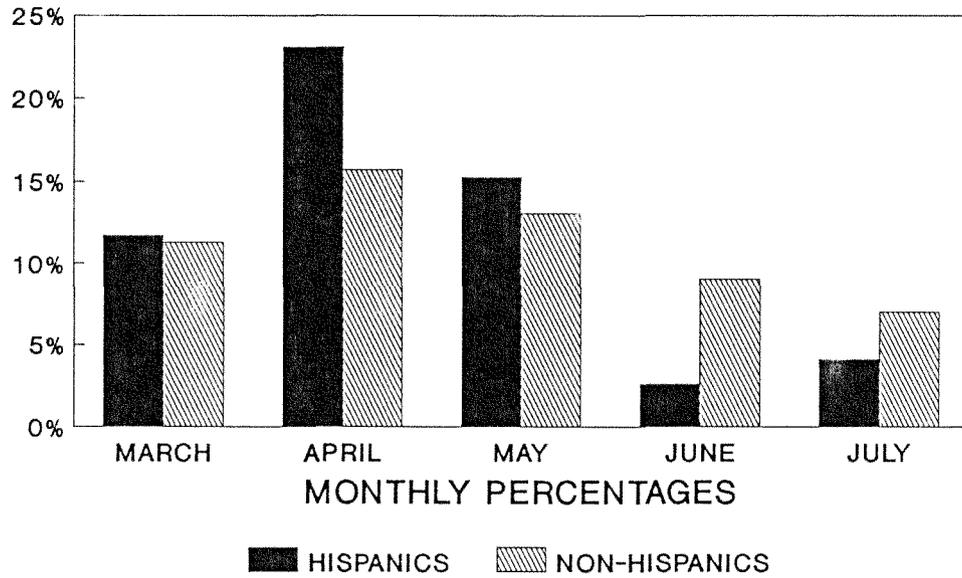
PERCENTAGE RELEASED ON BAIL
MULTNOMAH COUNTY CORRECTIONS FACILITIES
MARCH - JULY 1990



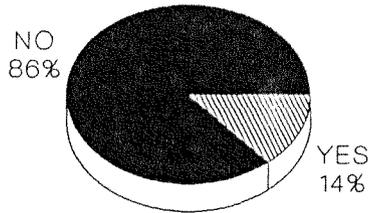
PERCENTAGE RELEASED BY COURTS
MULTNOMAH COUNTY CORRECTIONS FACILITIES
MARCH - JULY 1990



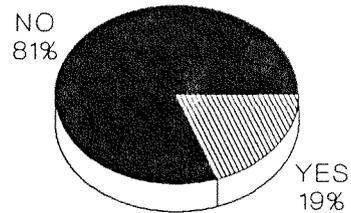
**% OF POPULATION RELEASES (SROR)
MULTNOMAH COUNTY CORRECTIONS FACILITIES
MARCH - JULY 1990**



BOOKINGS WITH FTA'S
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990



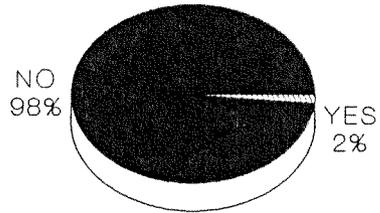
HISPANICS



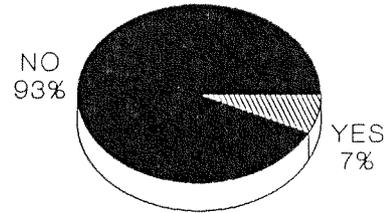
NON-HISPANICS

FTA - Failure to Appear (as ordered)

BOOKINGS WITH RELEASE VIOLATIONS
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990

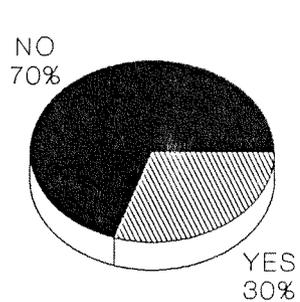


HISPANICS

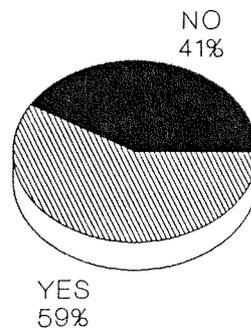


NON-HISPANICS

BOOKINGS WITH WARRANTS
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990

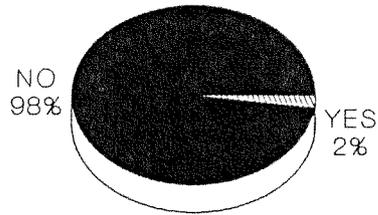


HISPANICS

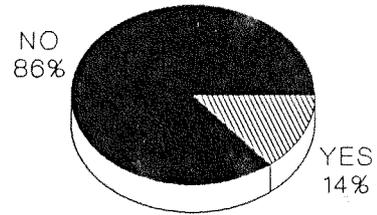


NON-HISPANICS

BOOKINGS WITH PROBATION VIOLATIONS
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990



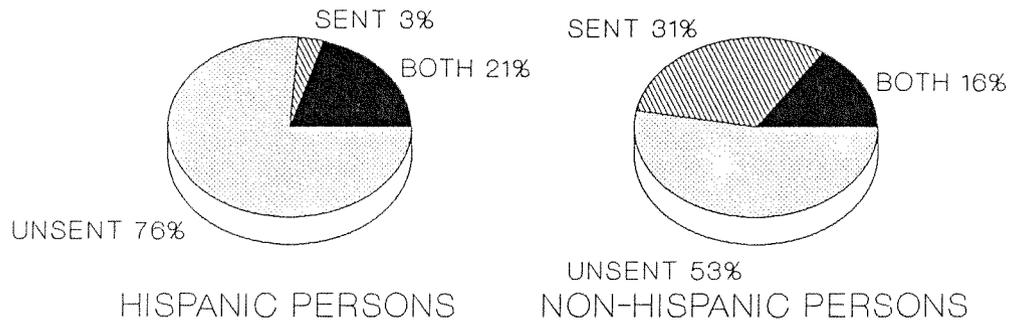
HISPANICS



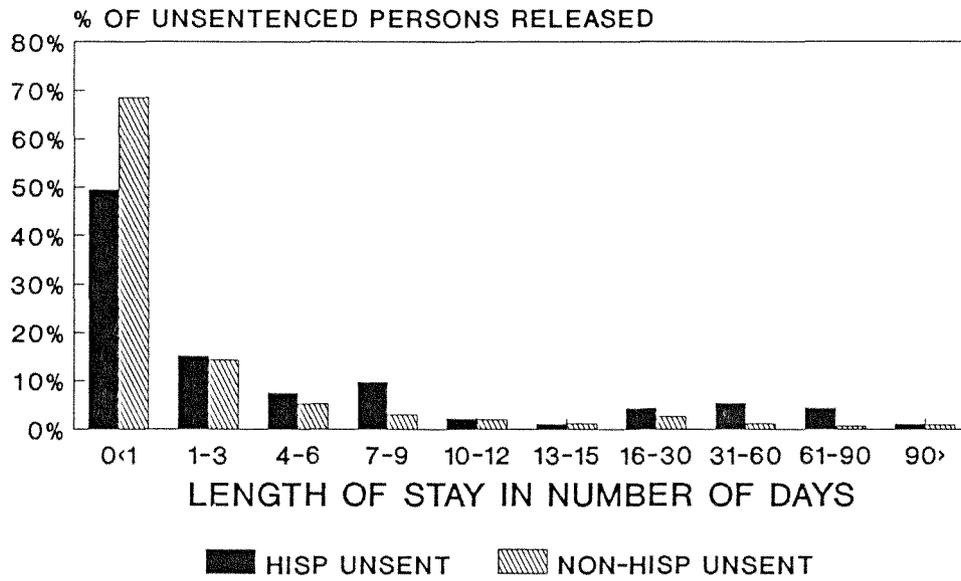
NON-HISPANICS

See F-11, page 27.

BED DAYS BY SENTENCE STATUS
MULTNOMAH COUNTY CORRECTIONAL FACILITIES
JUNE 1990

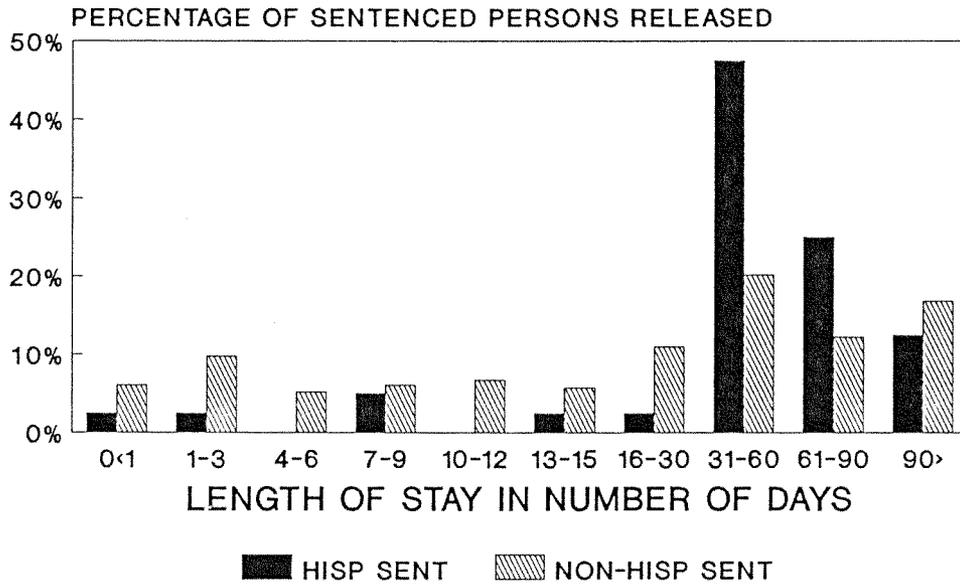


LENGTH OF STAY: UNSENTENCED
MULTNOMAH COUNTY CORRECTIONS FACILITIES
DEC 89 - JUNE 90 TOTALS



See page 22 - L.

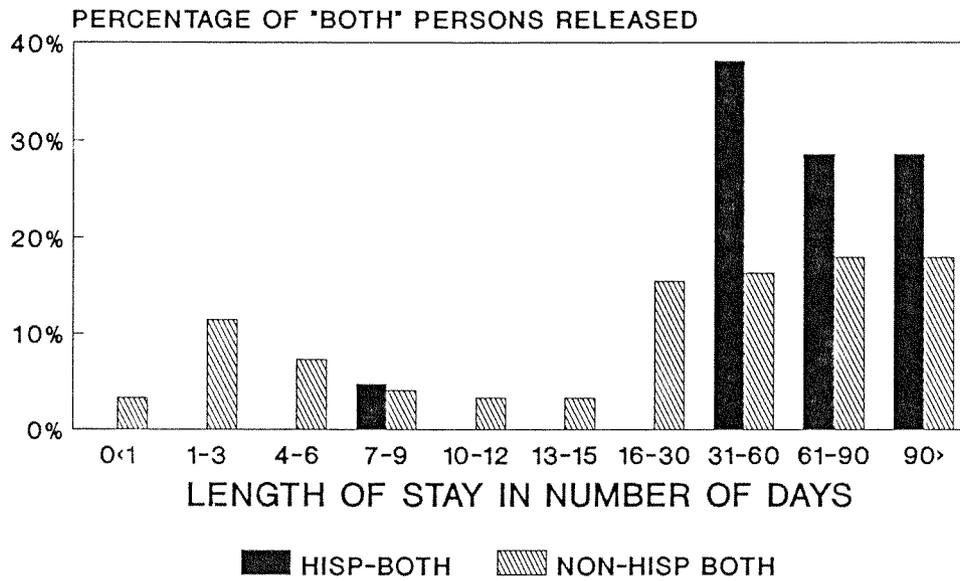
LENGTH OF STAY: SENTENCED
 MULTNOMAH COUNTY CORRECTIONS FACILITIES
 DEC 89 -JUNE 90 TOTALS



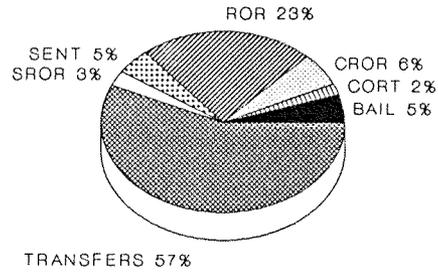
This graph does not necessarily show dispositions, because the data counts as "sentenced" an inmate who has that status on the date of his release.

This graph does show a breakdown of lengths of stay by number of days spent in jail prior to release.

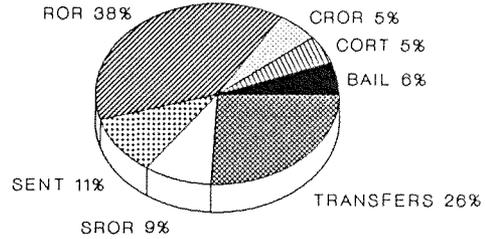
LENGTH OF STAY: BOTH SENTENCED & UNSENT
MULTNOMAH COUNTY CORRECTIONS FACILITIES
DEC 89 - JUNE 90 TOTALS



RELEASE REASONS BY POPULATION GROUP
MULTNOMAH COUNTY CORRECTIONS FACILITIES
JUNE 1990



HISPANICS

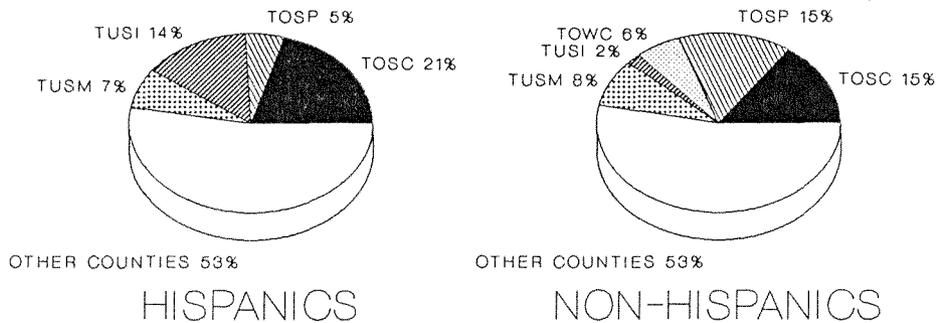


NON-HISPANICS

See figures on pages 22 - B through 22 - E

CROR: released by courts, generally after denial of ROR
ROR: released on recognizance
SROR: population release
SENT: time served, local supervision, etc.
TRANSFERS: see figure on page 22 - 0

TRANSFER DESTINATIONS OF INMATES
MULTNOMAH COUNTY CORRECTIONS FACILITIES
JUNE 1990



- TOSC: to State Correctional Institution (generally younger inmates)
- TOSP: to State prison
- TUSI: to custody of U.S. Immigration
- TUSM: to custody of U.S. Marshall
- OTHER COUNTIES: to face other charges

F4 Immigration issues. The drug arrests trigger INS involvement with many of the Hispanics. There is widespread mystery, confusion, myth, and lack of current information about INS law, policy and practice. Here follows some, hopefully accurate and current, information:

F4.1 USIM uses its own daily holding cells (capacity of 24) for its sweeps of undocumented aliens, which generally occur in rural locations. In deciding whether to penalize an employer, INS does not inquire into the authenticity of documents the employer was shown. Some employers don't know, or don't want to know, to ask for papers or what papers to ask for. However, it is a federal crime to use false papers.

F4.2 INS wants local felony convictions before transporting persons to the border with Mexico because the person is thereby legally disqualified from receiving permission to re-enter the U.S., commits a federal felony by re-entering, and cannot apply to enter for ten years. Also, in this way the local community has shown its commitment regarding this person's illegal conduct. The result resembles the INS San Diego pilot project, except here the local community is doing the policing, prosecution and jailing.

F4.3 Most of the jailed Hispanics are illegally in this country or will be turned over to INS and deported once convicted and released from jail or prison. INS transports these convicted persons to the border. During 1989, INS deported 493 persons from Oregon, 86% of them Hispanics, 79% following drug convictions and 23% for other violations. During the first six months of 1990, INS has deported 528 persons, more than 85% for drug convictions. INS says it lacks funding routinely to transport illegal Hispanics without convictions, although this has occasionally occurred, as prior to Rose Festival; INS orders the person to leave the country subject to a criminal prosecution for failure to self-deport. Old Town merchants and others explored paying INS costs to transport Old Town Hispanics to the border.

F4.4 USIM policy is to cause MCSO to put "immigration detainer notices" ("holds") on aliens as they are booked into jail. Most of the jailed Hispanics are under a hold in addition to criminal charges. These holds are generally placed before the person reaches an intake interview. USIM generally places holds on Hispanics who are arrested, whether or not they have non-resident papers. The hold assures INS the opportunity to check the Hispanics' legality. It prevents Hispanics from being released pending indictment and pending court appearances, and without INS having the opportunity to take action. A person under a hold is not eligible to be released by any process, including population control by matrix. Once the prisoner becomes eligible for release after disposition of all charges, MCSO notifies USIM, which generally responds, within an unknown period of time, by removing the hold if the prisoner is being transported to prison or by taking the person from jail to the border if he has served a local sentence. There is a period of time in most prosecutions when the hold is the only "charge" holding the person in jail.

F4.5 The INS hold is the local law enforcement answer to the "revolving pre-trial door" because it keeps drug dealers off the streets for at least 60 days immediately following arrest. It trumps all pre-trial release mechanisms and population release. Together, the holds, the Guidelines and the "scheme or network" provision, comprise a strategy for controlling the use of jailspace in favor of a certain group of charges and defendants. Since jailspace is finite, a typical result is that burglary defendants awaiting trial may be released several days earlier.

F4.6 Each year during 1984-88, INS counted a 30% increase in criminally involved aliens, followed by a 70% increase during FY 89-90. During the past year, INS has spent \$22,000,000 in Oregon to incarcerate 850 alien felons. This figure is equivalent to 79% of the Multnomah County Sheriff Corrections Branch 1990-91 budget. The figure is equivalent to 73% of the money Oregon receives from the federal government for job training, enough to train 20,000 persons (5% of those who need job training).

F4.7 INS contracts with Multnomah County for jailbeds at the rate of \$89.96 per day (the rate was \$97.55 until July 1, 1990). INS is liable for each day (or part of each day?) occupied solely on account of an INS hold (the hold is the highest charge). The County credited INS with payments of \$62,952 in FY88-89, \$26,338 in FY 89-90, and is budgeting \$49,300 for FY90-91. The current year total would cover 548 jailbed days. The U.S. Marshall is contracted at the same rate and on the same basis as the INS. The County credited the Marshall with payments of \$1,642,477 in FY 88-89, \$1,573,893 in FY 89-90, and is budgeting \$1,614,421 for FY90-91. It appears from jail data that INS holds account for more jailbed days than U.S. Marshall prisoners.

F4.8 MCSO takes Hispanics' papers at booking along with all other personal property (as with non-Hispanics). INS comes to the jail to check these inmates' papers and stories. If INS determines the defendant's papers are bogus, or if they are genuine but the defendant has been convicted, INS then confiscates the papers directly from MCSO. The jailing process makes MCSO a part of the INS operation with respect to honoring the "holds" regardless of probable cause and facilitating confiscation of Hispanics' identification.

F5 The jailed Hispanics are more likely than non-Hispanics to be denied recog, less likely to gain pre-trial release on recog, supervision and bail; equally likely to gain court release; they gain release more slowly; they are less likely to receive assignment to MCRC, work crew, and ISP; and, they are less likely to receive a sentence which includes work release or probation. These differences result partly from the language barrier, partly from these Hispanics' needs, partly from a generalized perception that this class of Hispanics will not qualify for release (lack of ties and lack of stability) and would not succeed, and partly from the over-riding effect of the "holds" which MCSO uses at the request of INS.

F6 A noticeable growing trend is relationships between seasonal young male Mexicans and substance-abusing non-Hispanic women, with implications for services for women in corrections and drug-affected babies.

F7 Jail management problems result from the presence of the Hispanics:

- * officers and counselors become distrustful when they cannot understand what inmates are talking about, and cannot communicate with the inmates;

- * it is an undesirable practice to have inmates translating for staff;

- * employees who can understand Spanish get drawn from their posts to serve as interpreters, while still having their own jobs to do;

- * staff are less able to diffuse conflict between the Hispanics;

- * Hispanics tend to band together in their isolation, and other groups, particularly blacks, and jail staff tend to react protectively to this behavior;

- * many of these Hispanics are illiterate in Spanish as well as understanding little English, and some speak native languages and little Spanish;

- * each stage of processing and some movement within and among facilities take longer for these Hispanics;

- * the lack of understanding of culturally-affected behavior (groups, authority, individuals in and out of groups, women, honor/vengeance, attitudes toward seeking help) impedes staff's ability to manage Hispanic inmates effectively; and,

- * staff often cannot effectively identify or meet these inmates' needs.

- * Hispanics undergoing withdrawal and also without the ability to communicate with jailers become agitated on the reception floor, where they therefore tend to be kept longer. The behavior may then lead to disciplinary action or a behavior alert.

- * The severity of the needs of the young, seasonal Hispanics, their large numbers, and their arrival at the jail in groups of 10 to 20, aggravates these problems.

F8 We have been fortunate so far to have some employees in corrections and social service agencies who have skills in Hispanic language and culture, but there is a potential for unfairness for Hispanics throughout the criminal justice process, from arrest through booking, classification, incarceration, judicial process, and disposition. In corrections, there has been no cross-cultural training within memory. Slow progress is being made to translate jail paperwork which Hispanic prisoners have need to understand.

F9 At MCCF, MCSO has an Hispanic education program which Hispanics may receive in addition to the regular program. This special Hispanic Access program consists of:

- * beginning English 6 hours/week
- * advanced English 4 hours/week
- * HIV/AIDS education twice monthly by 2 Hispanic employees of the County's AIDS outreach program
- * I & R by OHDC twice monthly
- * monthly, a new 7-part, 2-week Spanish-language video series on A&D issues geared to Hispanic cultural issues

Almost half of the jailed Hispanics are at MCCF (30% at MCIJ), and about half of those (35-40) are regular participants in these courses.

F10 Processing (Hispanic) drug cases. Prior to the sentencing Guidelines, the low-level defendants, when prosecuted, were held after conviction on a 30 to 60 day jail sentence the balance of which was suspended as soon as the INS took the defendant out of jail, and perhaps to the border. In order to get stiffer penalties and longer incarceration, cases against the significant dealers and distributors were generally handled not by regular police but by a special interagency team coordinated in the District Attorney's office, and these cases were prosecuted in federal court by District Attorney staff. Changes occurred during the fall / winter of 1989-90: the Guidelines went into effect, the number of Hispanics distributing heroin increased, local political pressure increased against their presence on the streets of Old Town, the process didn't seem to be having an effect, and the INS was no longer willing or able to continue its past practice. Since winter, Hispanic drug cases have begun to be prosecuted under the Guidelines. The prior practice continues of prosecuting significant dealers in the federal system. At the current rate, 3,000 felony drug cases will be prosecuted in state court in Multnomah County in FY 90-91.

F11 The Sentencing Guidelines control sentencing for offenses committed after 11/1/89. Most of the jailed Hispanics are charged with Possession (PCS) or Distribution (DCS) of a Controlled Substance occurring after that date. For a person with a record of three or fewer non-person felonies, PCS gets a presumptive sentence of probation with up to 30 days' jail under the Guidelines, and DCS probation with up to 60 days' jail. Most of the jailed Hispanics (95% of those charged with DCS) have been charged under an enhancement provision in the Guidelines called "crime scheme or network" which increases the presumptive penalty of DCS to 16 - 24 months in prison (enhanced PCS would still get probation). "Crime scheme or network" is a much-contested provision intended to single out the big dealer; the Guidelines describe it by giving examples of such evidence as possession of a substantial amount of cash, weapons, customer lists, large quantities of drugs, and repeat similar offenses. Few persons really believe that the low-level dealers are part of a "crime scheme or network". The device is used because without it the Guidelines do not indicate incarceration for these defendants, and probation is considered particularly inappropriate for drug dealers and the more so for Hispanics, who are regarded as more transient. In fact, State probation has, in essence if not in so many words, asked judges not to sentence nonresident Hispanics to state probation because they are futile to supervise. Many of the Hispanics charged with DCS then plead guilty to DCS under an agreed "durational departure" from the Guidelines, resulting in a prison sentence of 8 - 16 months (less 20% = 6.2 - 12.8 months). The Hispanics convicted of PCS are generally released to INS following sentencing, with credit for time served, typically at least 60 days during court processing, and without probation. Presentence reports are customarily waived in all cases. In addition, the jailed Hispanics forfeit their immigration papers (whether genuine or counterfeit), receive a federal order of permanent exclusion, and liability of a federal crime in the event they re-enter the U.S..

F12 There is a point of view that punishment, especially for Hispanics, would be a trip to the border, not time out in jail from a timeless life, with color TV, ESL, hot food and compadres.

F13 There is belief in the corrections system that the current level of Hispanic jail bed days will probably not be seasonal and may well continue at comparable levels. Even if the police arrest practices change, the numbers of Hispanics arrested, primarily on drug-related charges, will continue a gradual rise, though Hispanics will decline as a percentage of the jail population as new beds are added.

F14 Some persons in the corrections system believe that Hispanics released from jail disproportionately fail to appear for court appearances and elsewhere as ordered, though remaining in the area, and thereby become subject to arrest warrants. The data may not to bear this out. It is believed that, in addition to the same causes shared with non-Hispanics for this behavior, Hispanics often do not understand what is expected of them from the moment they are released.

F15 Local law enforcement and corrections tend to have difficulty with Hispanic names. An Hispanic male may carry his mother's maiden name in front of, but not connected to, his father's surname. He may consider both or either to be his "last name" - in fact, alphabetizing may go by the mother's maiden name. Sometimes the names are the same (like, "Smith Smith"). Our custom of putting last names first in alphabetical lists is unfamiliar. These differences, plus lack of education and cross-cultural awareness on both sides, can result in a variety of mix-ups. Some persons believe that some Hispanics know about this confusion, and deliberately feed it. On occasion, this results in a criminal charge of furnishing false information. The two most common problems: 1) The combination of what name the arrestee gives, and how the data is entered, result in one or the other name being given alone, or both but in different orders, or both strung together, or the first name last. 2) Various spellings of surnames, resulting in part from lack of education or illiteracy and partly from inadvertent mis-spellings by personnel.

F16 There is suspicion among some in corrections and law enforcement that Hispanics can speak more English than they admit to knowing. Some of these Hispanics have Spanish as a second language to an indigenous tongue. Some are assumed to understand more than they do because they speak some words and phrases, or indicate that they understand when they may not fully understand. Others may know more than they let on. There are also stories of great individual patience and effort on the part of persons in corrections, law enforcement and the courts in working across barriers of language and culture.

F17 Half of the MCSO Classification staff has Hispanic competence: 1 counselor and 2 CO's. Three of 23 corrections counselors have Hispanic competence. The total number of CO's with Hispanic competence is not known; an inventory is needed. Very few Hispanics apply for CO openings.

F18 A disproportionate number of jailed Hispanics are at MCCF because they get low classification scores (indicating lack of dangerousness and lack of difficulty to manage) and because MCCF has a counselor who speaks Spanish, understands the cultural issues, and, since April, has been seeking to address the Hispanic inmates' needs with a practical English class called Hispanic Access. MCSO has been actively seeking volunteers to work with its Hispanic inmates.

F19 Corrections Health has been trying everything it knows to do to get more nurses, especially multilingual ones with a priority on Spanish. It has 1 of 32 nurses fluent in Spanish and 2 with limited Spanish (one of these an Hispanic), plus 1 fluent Spanish-speaking nurse practitioner out of 4 total. It hired both of the fluent Spanish speakers during the last year. There is great interest among the staff in learning functional Spanish, which they regard as a skill they need to give effective care.

F20 In connection with the expansion of Inverness Jail, the County will hire about 50 new Corrections Officers and Counselors, and 7 nurses and medical staff, during the first quarter of 1991.

F21 Community Corrections programs served 165 Hispanics during FY 89-90, 5.8% of the total (6.9% of those served by contracted programs were Hispanics). Of this total, 112 were served in the Burnside Projects pre-trial case management programs, constituting 35% of the program' enrollment. Sentenced Hispanics, numbering 42, comprised 1.1% of the enrollment of contracted programs.

F22 County Probation has 6 probationers with Hispanic surnames, of whom 2 need language interpretation, out of 1,100 probationers (.5%). County Probation has one employee, a unit supervisor, who speaks Spanish.

F23 Recog has one "partial" Spanish-speaking employee and two more studying Spanish, for a 24-hour, 7-day operation. It uses a 1-800 interpretation service ("CALLS", of Modesto) which is also used by MCSO and gets good marks from employees who use it. In recog, using the phone means the Hispanic goes alone into a separate booth to participate in a 3-way conversation, rather than having a face-to-face interview with the recog worker. When there is a Spanish-speaking employee on the reception floor, recog may "borrow" their services. Using the phone service results in a less natural, more impersonal interview with less complete communication, and takes longer. There is no data on the effects of these differences, which some persons believe put the defendant at a distinct disadvantage in gaining release. Not knowing the language or culture, recog workers cannot determine with confidence what is going on in the life of such a person, how to "read" the person. Generally, lack of information and doubt are resolved against release.

F24 PRSP (the courts' pre-trial supervision program) has 2 of 8 employees who speak Spanish. About 5% of the PRSP caseload is Hispanics. PRSP has found that the Hispanics on its caseload, including those who are "transient", are more likely to maintain contact and to make their appearances than non-Hispanics. PRSP believes that the Hispanics make good risks when the workers take the time and effort to explain the system and its expectations in Spanish, to maintain a relationship with the defendant, and to help the defendant find services or work on the outside.

F25 State Probation has 2 Spanish-speaking officers out of more than 100 officers in the Portland area. These persons are given regular assignments, but end up being assigned disproportionate numbers of Hispanic probationers as well as assisting other officers in the agency.

F26 Law enforcement responses relating to Hispanics typically involve alcohol, drinking and driving, and, increasingly, domestic violence. In the summer months, calls may relate to groups of young Hispanics congregated, perhaps in a yard, park or schoolyard, without criminal behavior. There are few calls from Hispanics, reflecting a great reluctance to call police.

F27 MCSO has not participated in a non-crime related sweep for about 5 years. MCSO receives very few calls for service from Hispanics and does not patrol camps (which are on private property). County law enforcement works Hispanic drug dealing, following specific leads or suspects and typically arresting 4 - 5 persons. These tend to be more than casual sales by medium-level dealers for heroin or cocaine. It is typical for this level of dealer to be also a courier and a wholesaler.

F28 The FBI says that the organized element of local drug distribution is big business; one local organization exported \$48 million from Oregon last year. There is believed to be a strong Hispanic connection to tar heroin distribution, and also a Mexican intermediary role with cocaine. Very few persons in significant roles in such organizations are arrested in Oregon. The available penalties for persons involved at this level are harsh enough, but enforcement is difficult. The winning strategy is to reduce demand, meanwhile holding the line with law enforcement.

F29 MCSO Patrol has 3 deputies who speak Spanish and two more who have recently returned to the narcotics unit from immersion training in Spanish in New Mexico.

F30 MCSO has training money budgeted for travel and education (\$62,000 in its Executive budget), for Spanish language immersion training for drug and vice deputies (not a fixed amount, from the forfeiture ordinance), and for a Training Unit (\$291,000) which includes 2 sergeants, one deputy and one corrections officer who provide orientation, initial training and monitoring, plus in-service training in firearms, CPR, First Aid, crisis intervention, special driving skills, and the like. About 15% of the Training Unit budget is for M&S and contracted services, almost all of it in connection with firearms training.

F31 Gresham has 2 Hispanic police officers, one of whom speaks Spanish, and several officers who have learned a small amount of street Spanish. It has a crime prevention team which actively seeks to build community between Hispanics and non-Hispanics.

F32 Gresham Police has a language incentive provision in its labor contract which says: "Assignment as Translator Pay. Any employee who serves as a translator while on duty shall receive an additional 5.0 percent of base pay while actually performing this duty. An employee shall be considered qualified to receive this additional pay if he provides the Department with proof that he may serve as a translator in court."

FINDINGS: Social Services

F33 A critical mass of opinion leaders has come to believe that, in the words of a recent lead editorial in the Oregonian: "It doesn't stretch the imagination to suggest that one part of a genuine solution (to "the scourge of drugs") will have to go beyond sanctions and law enforcement. It includes education, treatment and more."

F34 There is some polarization between law enforcement and social services workers with respect to Hispanics. Each side assumes the worst about the other's behavior and motivations. Both sides are frustrated about the ineffectiveness of what they and the other are doing. Neither talks much with the other, nor knows much of what the other knows. Both share lacks of information. There is opportunity here.

F35 Without a formal needs assessment, there seems to be wide agreement with the following list of needs (which cannot be "prioritized") in services to Hispanics in Multnomah County:

F35.1 Linguistic and cultural competence (and, in the short term, translators) in agencies; also, more accessible I & R.

F35.2 Housing. There is a chronic and severe shortage of housing for low-income Hispanics. Housing problems typically involve too many families / too large families trying to live in substandard housing owned by a slum-landlord, on one hand, and, on the other, suspected discrimination against Hispanic renters with frequent use of 30-day notices. The housing problem is growing notably in mid-County and Gresham. Particular issues for Hispanics are a lack of two-bedroom apartments and lack of sophistication about how to find housing, keep it, and avoid unfair treatment. Otherwise, Hispanics' need for housing and transitional housing is like the need of low-income persons generally. There is an East County Homeless Coalition; perhaps it could study Hispanic housing issues and make recommendations. What are Washington, Clackamas and Marion counties doing in Hispanic housing? The County could have a larger role, perhaps through H.A.P., which already has several units east of Portland.

F35.3 Health care. Many Hispanics are not eligible for Medicaid and lack insurance. Youth need health services. We need more coordination and accessibility for clinic services.

F35.4 Counselling in A&D and mental health. There are no low income services in alcohol and drug or mental health which are geared to Hispanics or conducted in Spanish except for one corrections A & D program at Burnside Projects (funded directly from State Community Corrections, bypassing the County), which will not admit Hispanics arrested on drug charges in Old Town. Translation doesn't substitute for cultural and linguistic competence in these services. Non-English-speaking legal residents are legally entitled to equal access to these public services. Location of the service also is important for accessibility and suitability.

F35.5 Day care, with education for children and for parents, ideally built on existing Hispanic care patterns, and/or bicultural. Catholic Community Services, with state and federal money, has opened a small center for camp children.

F35.6 Maintain an effective emergency services network. Many low-income Hispanics are not eligible for food stamps, welfare, or other help from the public welfare system.

F35.7 Job training services, with a cultural and language component, particular emphasis on job customs, job seeking, and access to functional-level ESL, for youth and adults.

F35.8 Systematic use of multi-lingual materials and signs.

F36 The Multnomah - Clackamas County line divides one agricultural area and its people. The line and the location of each County's services in relation to it pose particular transportation, jurisdictional and logistical obstacles for Hispanics and for persons working with Hispanics. These obstacles reduce accessibility and waste time.

F37 There are practices built into the corrections, social services and job training / job placement systems which work to the disadvantage of Hispanics. One thematic problem is basic language and verbal skills required to access and participate in most social services, including employment training.

F38 Services are not in fact available if they are not delivered in the language and culture of the client.

F39 Existing Hispanic providers are overburdened. Bilingual staff are in demand, and overworked.

F40 Anticipate an influx of Hispanics into the schools and social services.

F41 Hispanic gangs are surfacing in Washington County, which tends to lead Multnomah. There are more idle Hispanic youth each year.

F42 Battering of women is surfacing as a significant problem.

F43 Federal money ("SLIAG") is authorized for services to legal resident immigrants. Public and private agencies can get reimbursement for services rendered. In Multnomah County, SLIAG service providers are the County Health Department, PCC, MHCC, AFS, CSD, and contractors with the State homeless program and the County's Mental Health and Alcohol and Drug programs. The County has discovered that it has not been taking full advantage of this funding and is now working on it. The money is underspent, and a new program exists to increase awareness of the funding. Oregon got \$2.28 million this year, less than 50% of the authorized amount on the argument that demand for services in all states generally is lacking. Next year, Oregon would receive \$6.5 million without the cut, \$2.33 million with the proposed cut. Federal money (the "402 Program") also exists to help farmworkers make a transition to more stable work; OHDC has this contract.

F44 Federal SLIAG funding creates a conflict for service agencies, including the County, because it attaches only to "legal" aliens. The agency must document the services it renders, which seems to require it to ask the clients for proof. The odds are that the clients do not have proof, or that it is counterfeit, or that some family members have it and some do not. This brings into play the fear of deportation. Fear of going to the agency for service exists regardless of whether or not the agency asks for immigration identification, because names and addresses will have to be given, and perhaps a Social Security number or other identification. If the primary purpose of the service is to serve the people, the agency must see itself as it is seen by the Hispanic client, and then take appropriate action.

F.44. State agencies, commissions and committees have accepted the primary responsibility for serving seasonal Hispanic residents, and have state and federal funds for this purpose. A network among these agencies and community agencies exists, though more in Washington County than in Multnomah. The state system has "cracks" which counties could fill (such as health and safety enforcement at seasonal camps not on the grower's land, and land use approval for camps), and relies upon counties to provide health services.

F45 Oregon Human Development Corp. (OHDC) receives federal funds to assist legal immigrants and newly-legalized aliens. It receives \$22,000 from Multnomah County (emergency services) for advocacy of Hispanic needs, short-term intervention and case management; this is the only County emergency services funding directed only at Hispanics. Other County emergency services funding reaching Hispanics goes primarily to Human Solutions, Inc. and Burnside Projects). OHDC operates residential alcohol treatment programs (named "Ayuda") in Hillsboro, Salem, Woodburn and McMinnville, and a youth employment program in Hillsboro.

F46 Catholic Community Services in Gresham has an Hispanic program which serves persons regardless of religion in East Multnomah and North Clackamas counties. It offers ESL, workshops on legal aid, nutrition, parenting, first-aid, prenatal care, driver education, translation and interpretation, I & R, basic emergency needs. advocacy. assistance with forms. It has an Hispanic Outreach Program which makes home visits, networks with other agencies, groups, parishes and professionals, and does case management and transportation. The objectives are to help Hispanics (low-income, migrants, "settled-out migrants", homeless, and members of the community at large) attain self-sufficiency and to improve the overall quality of their living conditions. It helped 30% more persons during FY 89-90 than during FY 88-89.

F47 The Farmworker Health Access Project, a new not-for-profit program under Catholic Community Services, has recently become a member of the Coalition of Community Health Clinics, and will have a small contract with the County. Preliminary discussions have occurred concerning use of East County Clinic facilities and equipment.

F48 The Oregon Council for Hispanic Advancement (OCHA) sponsors a monthly "Hispanic Roundtable" to help networking and exchanges of information among those working with Hispanics. The agency performs no direct services. It does Hispanic advocacy, information and referral, job referral, cross-cultural trainings, sponsors an annual Hispanic issues conference (scheduled for 9/28/90), co-sponsors an Hispanic cable TV program, and contracts with Multnomah County (among others) for HIV/AIDS education and prevention services.

F49 Burnside Projects has 8 bilingual staff (2 of them bi-cultural) serving its Hispanic clients through crisis intervention and shelter, A & D treatment, and Corrections Case Management. These staff served 1,200 Hispanic clients during FY 89-90. The agency has a one-year contract from State Corrections to give alcohol and drug treatment, job development and placement, case management, and alcohol- and drug-free housing to 20 legally resident Hispanics at one time, 60-80 during the year. The agency has a contract with County Community Corrections for pre-trial case management and some transitional housing for 240 clients a year; 30% are expected to be Hispanics. The agency's Board decided during the winter that the agency would not supervise releasees whose arrest was for use or sale of drugs in Northwest Portland. This decision reflected two factors: the difficulty of trying to supervise legally unemployable accused drug dealers and users in the downtown Northwest area, and the pressure from area businesses not to try to do so.

F50 Impact runs a program (6th year) for 40 very low-income youth (ages 14 - 21, from a dozen schools), half Hispanic and half Native American, funded by PIC and Multnomah County (1st year). It was full for the first time last year, and this year its waiting list of 15 is full, though Impact's YSC has very few Hispanics. The program (the only one like it in the metro area?) consists of job-seeking, training, placement, educational assistance, all with cultural and historical themes and adult role models. Of the current clients, all come from fully settled families of multiple siblings, and all but one from a single (female) parent household. All have trouble in school, test low, and have not been referred for criminal conduct.

F51 SnoCap delivers emergency services, mostly food, to 4,500 persons a month from a mid-County location (4% Hispanic clients) and a Gresham location which serves the area east of 182nd Av. The percentage of Hispanic clients at the Gresham location has grown from 5% of the total two years ago to 15% last year to 25% this year. This level holds constant through the year. The big jump has been in young families (father, mother, several children), often with older relatives and living with other relatives, and with a concentration in the Rockwood area.

F52 Portland Schools has two Hispanic resource specialists who work in the middle and high schools. Their duties include serving academic and cultural needs, improving performance and attendance, soliciting parental involvement, and promoting cross-cultural understanding between Hispanic and non-Hispanic staff and students. They focus on at-risk Hispanic youth. Families who designate themselves as "Hispanic" had 1,408 children in PPS in October, 1989 (2.6% of the enrollment). PPS also has a separate migrant education project, federally funded, which serves all school districts in the County. It has 6 community agents, 2 teachers, and a co-ordinator, and served roughly 950 youth last year. The first Spanish immersion program started at Ainsworth Elementary last year. (A private Spanish immersion school is opening this fall.)

F53 Gresham Schools have ESL classes at several schools, including East Gresham and Barlow, and no special programs nor outreach for Hispanics. I was unable to get data on the number of families designating themselves as "Hispanic" and their percentage of enrollment. There have been attempts to start special services for Hispanics.

F54 The Migrant and Indian Coalition receives federal funding to coordinate services for its populations, and funds five Head Start programs around the state, none in Multnomah County.

F55 Sisters of the Road is working on a program to develop jobs in food services for Hispanics in Old Town.

F56 Great Start. The Clackamas County Children and Youth Co-ordinating Council will spend 5% of its Great Start funding on two programs focussed on Hispanics: one to provide services to overcome language and cultural barriers faced by Hispanic families, and one an expanded parenting library with books and videos in Spanish, materials pertaining to child development, culturally diverse classroom books, and computer software that will translate all written materials into Spanish. In Multnomah County, the Prevention Committee of the Children and Youth Services Commission will fund parent-child development centers with services which are "culturally sensitive and appropriate to the community", and also services in several emphasis areas. Great Start programs in the County must be responsive to ethnic, cultural and linguistic differences found in their service areas, and offer outreach, culturally competent staff and language competence as needed. Each center will have an advisory council to include clients.

F57 State agencies need encouragement in providing Spanish-language materials: for example, DMV has had trouble supplying Spanish-language driver-education videotapes, and other agencies have not even developed such materials.

F58 Gresham has a Community Relations Commission which intervenes in neighborhood disputes, translates documents, initiates community multicultural experiences, brings together local expertise, builds bridges between Hispanics and local public and private agencies and businesses, and makes openings for communication. MCSO has a liaison deputy with GCRC. GCRC has translated the back of the DMV driving citation into Spanish on citation-sized paper which GPD attaches to the back of citations issued to Spanish-speaking persons. GCRC has developed signs for public places stating the rules of behavior side-by-side in English and Spanish, and also a bilingual flier asking everyone's help in everyone's enjoyment of public places. MHRC has come to Gresham several times during the past year.

F59 Farm worker housing. Only an in-crowd of social service outreach workers usually knows where farmworkers are living at any given time. County regulatory staff are not in this crowd. This year there are reputed to have been 6 - 8 farm labor camps in the County, more in Clackamas County. Some housing is individual units on farms. Farm worker housing problems are an extension of mainstream housing issues, and also involve additional issues. The 1989 Legislature required cities and counties to make land use provision for housing for seasonal and year-round farm workers. It prohibited regulation with the effect of discouraging such housing, and directed the Building Codes Agency to adopt appropriate codes and rules for such housing. The County has contracted its building code enforcement to Gresham and Portland, and has had no involvement with farm worker camps. State agencies are also involved, and regulate wages and hours, working conditions, and farm labor contractors as well. Around the state, various pilot projects are underway, such as using lottery money, acquiring transportable modular units, state participation, and construction and management by not-for-profit organizations. A farm worker housing project is being developed by a grower for a location near 230th and Sandy, which may replace other camps.

F60 The County clinics served 44% more Hispanics during FY 89-90 than during FY 88-89 (the clinics served 3.2% more non-Hispanics during FY 89-90 than during FY 88-89). The predominant impressions about this client group are the large number of pregnant women and children, and the health issues of poverty. The incidence of STD and HIV are also notable. At the County clinics during 1989, that figure was 59%. At the County clinics during 1989, 55% of Hispanic clients were in the age groups 0-4 and 21-34, as compared with 50% of non-Hispanics, and 65% in the age groups 0-9 and 21-34, as compared with 57% of non-Hispanics. East County Clinic is now open two evenings a week until 8:30. It does not offer certain services, including immunizations and WIC, during these extended hours.

F61 Aging Services Division set up an ethnic programs task force under PMCOA, appointed seniors representative of 7 ethnic groupings and representatives of agencies serving seniors, and hired a consultant to facilitate the work. Hispanic seniors tend not to speak up, step forward, nor acknowledge their needs; services, in turn, do not readily reach them.

F62 The County's Youth Program Office (30 contracted programs serving 4,500 youth) served 3.3% Hispanic youth during FY 89-90. It uses 3% as its guideline in the belief that Hispanics comprise 3% of the County's population. None of the programs is specifically for Hispanic youth or families. Five of the programs serve more than 3% Hispanic youth. Two of these are teen parent programs (at 8% and 5%), though a YPO-funded Portland Public Schools program for developmental day care has 3%. The remaining three are an alternative school (6%), a program at Southeast Youth Service Center (see separate entry) (9%), and a sex offender program (13%).

F63 County Health Environmental Services customarily inspects 6 farm labor camps in the County once a year on a contract with State Health. The inspections cover water, sewage, and general sanitation. Personnel work with the camp owners only, do not speak with residents, and do not speak Spanish. Under the contract, the County reports any violations to the State Bureau of Labor and Industries for enforcement.

F64 Hispanics are being observed in significant numbers at Blue Lake Park.

F65 Some persons feel angry about prejudice and racism which they see in County operations. They report seeing Hispanics, especially lower class Mexicans and Hispanic Indians, routinely treated like a lower form of life. They see persons not caring, being unwilling as well as unable to communicate, seeing these persons as not deserving of their best efforts.

F66 Private Industry Council is moving its East County office, with the Employment Division, to 192nd and Stark. PIC is adding a bilingual trainer at this location to work with Hispanic adults. It intends in this way also to reach more Hispanic youth, which are under-represented in its existing program (STEP) for in-school youth, and to add a (5th) youth advocate who would also be Hispanic. PIC is working with the Rockwood community services project. In the spring, PIC studied Hispanic needs in East County

F67 In June, Multnomah County Council on Chemical Dependency surveyed alcohol and drug issues and barriers for Hispanics. It identified the following list of differing values and belief systems: family above all else regardless of consequences; reluctance to seek help or make personal disclosures outside a closed private family structure; denial that a drinking problem exists because of a socially acceptable cultural model; lack of trust; unnaturalness of long term abstract commitment to residential treatment which precludes work; cultural gender role differences, whereby males tend strongly to externalize their problems while females tend strongly to internalize theirs.

F68 State Alcohol & Drug has "Hispanic slots" available in Multnomah County which are not contracted and available. The State is offering statewide \$236,000 to operate a 13-bed Hispanic treatment program. The "slot rate" does not cover the cost of service. There is a lack of counsellors and providers able to serve Hispanics.

F69 During 1989, the Juvenile Justice Division served 2.4% (384) Hispanic youth. The significant endemic problem (which continues) was dropping out of school - with its effects on getting employment. During 1990, there has been an influx of Hispanics in detention on PCS and DCS charges originating in Old Town. Many are suspected of being older than 18; others are as young as 14. About 80% have Immigration holds. Data is not available on length of stay, bed rental, and related issues. These youth typically occupy 10 of 60 detention beds, sometimes many more or fewer. They typically stay in detention about 2 months. They and their families are the subject of administrative confusion and mischance. They do not get the English-driven system to work for them, getting virtually no services, education nor activities. The court notifies INS, which pick up a group of the youth after each has been adjudicated (except 10-15% who are found not guilty). INS (which has no juvenile cells) may hold a deportation hearing the same day, and bus the youth to the border. Perhaps 1/3 have been back two to three times, some return giving new names and birthdates, one week after deportation is common (bringing more drugs). Juvenile Justice has 3 of 52 counselors who can function in Spanish, no one out of 78 employees in intake, dependency, detention or group workers, not anyone of the DA nor court staffs. A grant program has one A & D counselor who is Hispanic competent. The youth fall into two groupings: perhaps 2/3rds are today's Artful Dodgers: sophisticated in the street level drug trade and petty crime, amoral, stay in black neighborhoods, have been on their own since 12 to 14 in Mexico and haven't seen their parents for 2 to 5 years. Perhaps 10% use drugs, increasing with time in the U.S.. The other 1/3rd are like Olivers: they emancipate from migrant families, come in from the country, and go downtown, deal blatantly, get caught, and could be handled as dependencies if there were homes. The great majority of both groups is not dangerous outside of the drug trade, and "workable". Send help!

Hispanic Client Profiles Developed by ESI for INS Needs Assessment, 4/11/90
 All Clients were seen during the period 3/15/90 through 4/10/90

1. Client **RG315** reported no history of drug abuse and he stated that he was dealing drugs to make money to find a safe place to live. He had experienced abuse living on the streets, in the missions, and in the shelters. He had been in Portland for five days.
2. Client **AG316** had been in the USA for three years, coming to Portland from Michuacan, Mexico, via Woodburn, OR. He had been in Portland for one week before his arrest, which he reported to be his first experience either using or dealing drugs.
3. Client **FQ320** reported that he had been in the USA for 2 years, in Portland for three weeks. He drinks regularly and has an extensive history of cocaine abuse; he's streetwise and an experienced dealer. He reported his age as fifteen years but he is clearly much older and he would not disclose his true age.
4. Client **AT326** has been in the USA for three and a half years and he came from Trinidad, Mexico. He reported an extensive history of heroin abuse and dealing. He stated that he had one previous treatment attempt; he has a legal history in California.
5. Client **AR329** had been in the USA for five years and in Portland for four months; he came from Mexico City. He reported an extensive history of cocaine abuse and he was using daily at the time of his arrest; he was detoxifying in detention.
6. Client **AP43** had been in the USA for three years; he came from Guatemala. His father was tortured and killed during civil war; he works in a car wash for \$90/week. He returns home every six months to give his family money; he reported no drug history, either using or dealing.
7. Client **LB43** had been in the USA for one year and he came from Guatalajara, Mexico. He reported daily use of cocaine and marijuana. The drugs found in his possession were for his own use; he is an addict.
8. Client **HF44** reported two years in the USA and he is from Quernavaca, Mexico via California. He uses cocaine, alcohol, and marijuana on a daily basis.
9. Client **RA44** had been in the USA for two years; he is from Mexico City. He had been in Portland for three weeks and he was detoxifying from cocaine while in detention. He escaped by climbing a fence on 4/5.
10. Client **RG49** had been in the USA for one year, living in Woodburn with his father. He came from Michuacan, Mexico, and he uses cocaine, alcohol, and marijuana daily. He reported that this was his first attempt at dealing drugs and he is not very good at it.
11. Client **JM410** is 18 years old; all charges against him were dropped immediately. Client is from Puerto Rico and he described a history of intravenous drug use and stated that he is now in therapy and he has seven months clean.
12. Client **AM410** came to Portland from Mexico City one and a half years ago. He works in a Portland body shop and he has been using a combination of heroin and cocaine, totalling two and a half grams per day, for the past seven months. As of this writing he is detoxifying in detention and requesting treatment for his addiction.

Para Ayudarme Necesita Conocerme*

- The Hispanic population at the Donald E. Long Home (DEL) fluctuates drastically due to police sweep efforts.
- Up to 50% of the population of Boys Unit III is Hispanic at any given time.
- The Hispanic population at DEL is detained longer than other groups due to the INS hold pending deportation.
- Many of our Hispanic clients return from Mexico immediately after being deported.
- Re-arrest rates for Hispanic youth are inaccurate due to these youths' use of aliases.
- Our Hispanic clients' crimes of choice are possessing and distributing drugs.
- A client's actual age and legal history are inaccurate due to a lack of verifiable records.
- Hispanic clients currently receive limited services at DEL.
- Community-based treatment and services are limited for this population.
- Our Hispanic clients tend to lack ties to their biological parents and in many cases they have spent several years in the USA engaging in illegal behavior.
- These clients are rarely citizens of the USA, nor do they tend to speak English.
- The most common request our Hispanic clients have is, "I want a job."

RECOMMENDATIONS

1. Monitor separate Hispanic caseloads at DEL with counselors skilled at penetrating the INS bureaucracy.
2. Provide a Spanish-speaking family therapist providing services at DEL, including parent support groups.
3. Develop a network of Spanish-speaking treatment providers with an emphasis on meeting a client's acute medical and mental health needs.
4. Offer skill-building groups for detained Hispanic juveniles in detention to teach English, academic subjects, and vocational training.
5. Employ Spanish-speaking legal professionals in both the District Attorney's office and in the Public Defender's office.
6. Hire an English-Spanish translator at the Donald E. Long Home.

These recommendations are designed to improve services for Hispanic clients of Multnomah County's Juvenile Justice Division in accordance with the Balanced Approach to juvenile justice. These clients would leave the system with skills relevant to life in the USA. They would be held accountable for their behavior by professionals who are capable of identifying and confronting the client's illegal actions. Sanctions to these clients would truly be delivered in a fair and just manner because they would receive services that other youth often take for granted (at best). Lastly, the Division has the chance to protect the community by providing comprehensive supervision and services to a currently unmonitored and neglected group of adolescents.

*To Help Me You Must Know Me

FINDINGS: County workforce

F68 The top priority human services issue identified by the City of Portland's long-range planning process ("Portland Future Focus 1990") is, "How will the system respond to the increased ethnic and cultural diversity of those people who need services?"

F69 There is growing competition among agencies and within divisions for persons who speak Spanish. There is some tension over one unit's asking for help from another unit's Spanish-speaking employee. This tension exists between units and within the job of the employee.

F70 Requests now circulate within the County for help in getting Hispanics and Spanish-speaking persons to help out, or to hire. The greatest demand comes in relation to nurses, nurse practitioners, corrections counselors and corrections officers. There is lack of information and resources to work on these requests. The County has begun to advertise in "El Hispanic", has contact with OCHA and OHDC, and occasionally puts on job fairs.

F71 Fundamental policy and legal questions in employee services are: Should the County's workforce reflect the labor market geographically and occupationally? or, Should the County demonstrate a business necessity to hire more Hispanics than the Census shows in the labor market geographically or occupationally? or, Should the County make a determination that particular jobs need Hispanic competence as a part of their regular duties? Also: Should there be goals of a societal nature (all CO's shall attain functional Spanish by 1995, or, all new CO's shall have functional Spanish within 6 months of hiring) or Should Hispanic competence be limited to specific jobs or posts in an agency or facility?

F72 The purpose of typical existing hiring systems is to exclude excess numbers of homogeneous applicants. This type of system does not meet the an employers' needs in the new workforce nor with respect to attracting applicants with diverse ethnic backgrounds and multicultural work skills.

F73 In June, 1990 (before including the library workforce), the County employed 50 persons (26 women, 24 men) it classified as "Hispanic" - 2.2% of the County's workforce. A disproportionate number (5.2%) of these are paraprofessionals, while .8% are administrators and professionals.

F74 A professional recruitment function might require 1.5 - 2.0 FTE, plus doubling the existing advertising budget and adding a travel allowance. One FTE to start with, plus a modest budget for expenses, might cost \$50,000, which equals this year's cross-cultural training budget (it was \$3-4,000 during the previous two years). Portland has 5 FTE in outreach recruiting (including 2 in police and 1 in fire) with a payroll of around 5,000 (the County's payroll, which grew 20% with the library, is around 3,000, with no recruiting function).

F75 Many of the County's entry-level positions are now in Roads and Parks, which also have increased summer employment.

F76 A language barrier causes frustration and anger on both sides. It feels threatening and demeaning to be unable to communicate; it is hard to face fear of ignorance and lack of competence. Cultural differences create miscommunication and barriers. Both seriously interfere with service delivery. The lowest level of assistance is translation, followed in ascending order by an employee who is bilingual, one who has cross-cultural training and is bilingual, then one who also has living experience in the other culture, then a member of the minority culture who has fluency in Spanish and in English with cross-cultural training as well.

F77 The communication barrier (language and cultural barriers) has caused County Health to scramble for ways of serving its clientele effectively. One bilingual nurse per shift per clinic couldn't be in enough places at once, and there weren't that many bilingual nurses. At East County Clinic, where 40-50% of the clients are Spanish-speaking, Health has one full-time interpreter and 1.5 FTE nurses fluent in Spanish. One FTE nurse at the Northeast Clinic is fluent in Spanish. Health spent \$202,500 during FY 89-90 for interpretation services from persons on temporary on-call status with the County and from the International Refugee Center of Oregon. Health seeks ways to find and to give preference to applicant nurses, nurse practitioners and nutritionists who are fluent in Spanish. A health assistant who can double as an interpreter gets a 5% pay differential.

F78 The County is seen on the outside as the services it offers, and its line workers, the persons who answer the phone, first meet the clients, and those who serve the clients. Internal intentions and reasonings are not seen.

F79 Marketing should not be associated only with the private sector. The County will deliver more services to more clients more effectively if it designs and delivers them from the point of view of the intended consumers and actively markets those services. Active outreach is an essential part of this approach with Hispanics. The service site must be consistent with the outreach: recognizable, welcoming, and culturally competent.

F80 Personnel at County Health helped PCC develop a course in introductory Spanish for health care staff. PCC paid an Hispanic to develop and teach the course. It met once a week for two hours a day after work for 13 weeks, graduating 35 County staff. The goal was to develop an immersion approach for functional competence in Spanish language and Hispanic cultural issues. The course was free to the employees, but taken on their own time and without monetary incentives or reward. This class followed one taught for employees by another County employee. The course is offered this fall at PCC. There is hope that a more advanced course, and one tailored for emergency services personnel, will be forthcoming.

F81 Within the past several months, the County took its division managers and line supervisors to half-day cross-cultural training sessions at MHCC. The training emphasized the role of supervisors. It was well-received. Persons are wondering what happens next, who should be trained, how, when, by whom, how often. The County issued an RFP for training for managers and certain employees who would then become trainers within the County workforce. There was only one response; so far a contract has not been awarded.

F82 In DES, from January, 1987 through April, 1990, 27% of the 141 new hires (23% of the new hires who have been retained) have been minorities. The coming DES retreat will focus on multicultural issues.

RECOMMENDED GOAL: MAKE ONE COMMUNITY FROM MANY CULTURES. Seek full participation of all County residents in all County services. Foster one healthy multicultural community within County government, within Multnomah County, and within the metropolitan area. Commit to it now, when we see the certainty of a multicultural future and still have the opportunity to anticipate it.

ONE YEAR FROM TODAY....the County organization benefits from clarity of purpose about its goal of promoting, fostering, and celebrating being a multicultural community. We know that we need culturally competent, multi-lingual employees to do the County's work effectively. Our plan for pluralism and strategy for Workforce 2000 are recently underway.

We work toward inclusiveness and connectedness, not ethnocentrism for any group. We shall be a cultural democracy to which all of us belong. No one's culture, including "ours" as we know it, will remain unchanged.

Policy makers and managers now meet regularly with counterparts at other jurisdictions on multicultural planning, funding and service. Guests include representatives of the schools, state agencies, and not-for-profit service providers. The jurisdictions have begun to share information, programmatic ideas and personnel, to discuss issues of common concern, to act jointly and coordinate actions with respect to law enforcement, ethnic matters and contact with the state and federal governments, to talk about a talent bank, to enjoy cultural sojourns, and to make recommendations back to the respective councils. Several jurisdictions have jointly funded a special community service training for new police recruits and human services workers, and have agreed to look at a joint program to do personnel recruitment, conduct language and cross-cultural trainings, and assist development of service delivery programs. Newly resident families and youth will be receiving priority.

In part due to County leadership, more community public safety policy decisions are being made after consultation among the jurisdictions and agencies. An early experience came from the realization that jailspace could be used to back up coherent public safety strategies. An pilot project based upon a local strategy among the law enforcement, social service, and immigration agencies led the way. A block of 100 jail beds became available for mid-level career drug dealers when the system learned to differentiate among young Hispanic males charged with drug crimes. Now, the tender offenders will be placed on conditional release in a new residential treatment facility. County Hispanic access staff will build transition plans for these offenders.

County divisions have made an inventory of the language and cultural competency skills of their employees. The job relevance of these skills has come to light. These employees have begun to bridge between their non-employment networks and the work of their divisions.

We are training our workforce and delivering our services from the perspective of those we affect and serve. We plan to match the growing pluralism of Multnomah County, showing leadership with respect to the demographics of the 1990s, and hiring and fostering a linguistically and culturally-diverse workforce. The spirit is in the air, the signs are on the walls and in the parks. We have recently completed hiring two persons with complementary multicultural and recruiting skills, who are ready to go back out into the community on behalf of Multnomah County. Where it is relevant to job requirements, we are training employees at varying levels of Spanish language and cultural competence. We believe that our commitment will result in Multnomah County's services being more effective, and in making this a healthier, safer community.

Each division of the County has made and acted upon a client-centered assessment of which services could benefit from language and cultural competence. Each division has looked at its services in relation to their contribution to fostering multicultural communication and community, and actively reaching out to the multicultural community.

The most visible project finds the new office of Hispanic access serving as the resource behind an Hispanic community services outreach team which works with the new community policing operation in mid-County, itself a cooperative effort with Gresham. Hispanic families in the area have begun to come out from behind their doors. Use of County services is projected to double the level of last year. Work crews from Inverness jail have contributed to a growth in community pride. Youth use the storefront as a place to meet. Regular use of Blue Lake Park has led to fielding a soccer team. There is interest in starting similar service centers in Troutdale and East County.

FIRST ACTION GROUP: Board policy

The Board could enact a multicultural mandate: an ordinance which:

- * confirms Multnomah County to be a community of many cultures
- * commits Multnomah County government to being a workplace of many cultures
- * sets a multicultural standard for delivery of Multnomah County services, with respect to
 - * peoples served, and
 - * the skills of the persons delivering the services, and
 - * the way services are delivered, and
 - * where services are delivered.
- * initiates a plan for pluralism and a strategy for Workforce 2000 within the County

Action: This multicultural mandate could contain the commitment to:

- * fund a recruiting function serving all County operations
- * fund staged increases in the training budgets of all County operations to pay for multicultural training, including language training
- * plan to fund systematic implementation of multicultural services within each division
- * require multicultural, including Hispanic, competency in RFP's for direct services where appropriate

SECOND ACTION GROUP: Board inter-jurisdictional action

The Board and Chair could advance a multicultural agenda in the metropolitan area, with particular emphasis on:

* inter-jurisdictional multicultural action agenda

Action: Exert metropolitan area leadership in multicultural attitudes and services. Policy makers and managers meet regularly with counterparts at other jurisdictions on multicultural planning, funding and service. (Examples at 2-1 through 2-5)

* public safety issues

Action: As a primary player in local corrections and law enforcement, the County could act as a team, could insist upon being a consistent local public safety decision-maker, and could seek coherent and coordinated action by the major players acting on similar information and seeking complementary results. (Examples at 2-6 through 2-16)

* inter-agency ethnic focus programs and services

Action: Managers meet regularly, sharing experience, ideas and specialized personnel, and refining programs and service delivery. Routine interaction at policy and delivery levels with schools and other agencies. Transcend boundaries. Emphasize services to newly resident families and youth. (Examples at 2-17 through 2-22)

* federal law, policy and funding as they relate to Hispanics

Action: Meet with local INS toward policies and practices with maximum local benefit. Persistently inform the Congressional delegation about local effects of immigration law and agency practice, exclusions from coverage, and specific funding needs. (Examples at 2-23 through 2-28)

SOME ACTIONS WHICH COULD BE TAKEN: Second Action Group

2-1 Work actively with MHRC in its efforts to counter racism and promote multicultural community.

2-2 Make an open-ended offer of assistance to the Gresham Community Relations Committee, and to MHRC.

2-3 Give leadership or sponsorship for forums which bring together those who must work together for constructive change.

2-4 Meet and compare notes with colleagues in neighboring counties and in Marion County. The young Hispanic population is particularly mobile within the area, but the services issues are essentially the same.

2-5 Help develop a new not-for-profit organization, independent of government control, possibly with close ties with an urban university and the community colleges, whose mission would be to keep multiculturalism visible, hold local governments' feet to the fire with respect to multicultural progress, and offer expertise in cross-cultural training and recruitment.

2-6 Seek to be an active part of the discussions and actions to follow upon the MHRC study of Old Town.

2-7 Seek and receive clearance from the courts to allow unsentenced inmates who voluntarily choose to do so to go on public works crews, perhaps also work release, but with preference to sentenced inmates. Perhaps MCSO, and the courts under the Guidelines, can arrange credit for time served when the inmate serves on public works crews.

2-8 Examine the tallying and billing policy and practice in relation to immigration and Marshall prisoners.

2-9 Examine the County's policy and objectives in relation to the federal holds.

2-10 Participate with Congressman Wyden in designing a multi-county pilot project addressing law enforcement, social and employment services, and immigration issues, with the possibility of federal agency cooperation in implementing the project.

2-11 Seek specific forums, agreements and measures to achieve co-ordinated law enforcement, prosecution and corrections. Gain participation in the decisions.

2-12 Broaden the EID employment program to include Hispanics, thereby providing useful employment and getting useful public service visibly performed.

2-13 Explore agreement whereby INS will transport to the border undocumented Hispanics who fit certain criteria indicating their lack of local ties and lack of potential for rehabilitation from criminal behaviors.

2-14 Advocate for Spanish language competency at 911, and for Spanish language and Hispanic cultural training at Monmouth.

2-15 There could be regular forums (not a media event summit) among law enforcement, corrections, INS, and service agencies involving the persons appropriate to the tasks and issues to be discussed.

2-16 Sponsor a meeting among the INS, the presiding and chief criminal judges, the Sheriff, Community Corrections, the District Attorney, and Public Defender, clarifying process, policies and objectives.

2-17 Work actively with the public schools in Portland and Gresham to support and coordinate with their efforts to identify and assist Hispanic children and their families, and to increase parental involvement in the schools and in their children's education. This involvement is also a significant part of these families' becoming a part of the community and accessing County services.

2-18 Consider updating the 1985 United Way study to provide a current needs assessment and inventory of Hispanic services for the planning period 1991-1996. Tie this update into a the County's planning process. Or, consider if a decentralized needs assessment by each County division is preferable.

2-19 Make service delivery agreements with Clackamas County, particularly in the area of health, immunization and hospital services, so that Hispanics can use the facility nearest to them.

2-20 Seek opportunities to get and pass along SLIAG funding to agencies serving or suitable for serving Hispanics, especially in substance abuse, mental health, and primary care.

2-21 Participate in low-income housing partnerships.

2-22 Reach out assertively to make linkages with Hispanic peers in other agencies and other counties.

2-23 Assist the State Department of Human Resources to seek full SLIAG funding. Seek special provision to make these funds available for persons who have in fact become residents here but do not have legal immigration status.

2-24 Seek and receive clearance from the Immigration Service to allow inmates with an INS hold to be assigned to, or to volunteer for, the public works crews at MCIJ. The crews could be assigned to improve conditions at Hispanic work camps and in work which draws upon the knowledge and experience of many of the jailed Hispanics with landscaped areas.

2-25 Seek and receive clearance from the Immigration Service to allow otherwise appropriate unsentenced and sentenced inmates with an INS hold to receive supervised non-custodial status appropriate for MCRC, ISP, Close Street, PRSP, and work release. Do not seek to release Hispanic inmates without an understanding of what is expected, the opportunity to work, and a support structure sufficient to make their release a likely success.

2-26 Seek to change immigration laws and INS policy to reduce the illogical effect of having significant numbers of able-bodied young willing workers in the community who are prohibited by law from working.

2-27 Explore a cooperative recruitment and/or training consortium with other local governments and/or the private sector and/or the community colleges and PSU.

2-28 Encourage INS to advertise on Mexican TV the experience of the jailed illegal Hispanics.

THIRD ACTION GROUP: County internal actions

Divisions of County government could form internal working groups and / or internal - external task forces to

- * make an inventory of language and cultural competence skills of its employees
- * increase multicultural and language training (Examples at 3-1 through 3-8)
- * request and assist with multicultural recruiting (Examples at 3-9 through 3-20)
- * expand multicultural services in facilities (Examples at 3-21 through 3-27)
- * expand multicultural services in jails and juvenile facilities (Examples at 3-28 through 3-44)

Themes

* Internal working groups could consist of employees who have knowledge and interest in the task. They could work on steps which will be taken as soon as they are developed. The creativity, motivation and expertise exist within this organization to do most of what can be done.

* Internal / external task forces could be comprised of representative clientele, outside service providers, County employees, and perhaps a consultant or facilitator.

* Hispanic culture and language could be the basis for the initial effort because it is the largest and fastest-growing grouping.

SOME ACTIONS WHICH COULD BE TAKEN: Third Action Group

3-1 Work with managers to raise multicultural motivation. Conduct trainings for which managers are rewarded. Allow incentives for hiring non-traditional employees. Exert leadership: make the multicultural policy clear, consistent and credible.

3-2 The values implicit in cross-cultural training must continually be reinforced by management.

3-3 Make ongoing cross-cultural training for all employees in all divisions a job requirement.

3-4 Train Hispanics hired by the County to behave in an egalitarian manner toward their clients.

3-5 Train employees from each ethnic group how to appreciate and work with one another.

3-6 Provide for all County employees dealing with the public to acquire "courtesy" Spanish. Provide for an appropriate functional grasp depending upon duties and clientele, as with any required skill.

3-7 Fund training budget proposals for intensive functional Spanish language training and for regular, required cross-cultural trainings to teach culturally-appropriate behaviors and communication skills. When training is a relevant job skill, it should be free to employees. There should be incentives, allowance for classes on work time, or other formal recognition that the skill is a job skill.

3-8 Create pay incentives (3% - 6%?) for employees who develop Hispanic competence skills and for applicants who offer them. Make it clear that these employees' duties include using these skills. Anticipate the scheduling and labor relations issues.

3-9 Fund a recruitment function ("outreach recruiters") in County Personnel with close working relationship with MCSO Personnel. Start now with 1 FTE Hispanic-competent staff plus an adequate expenses budget for media and special projects. This staff, competent in Hispanic language and culture, and well-connected and knowledgeable locally, finds out who needs Hispanic-competent workers, goes out to find and encourage potential applicants, and spreads the word about jobs, preferably in the metropolitan area. Staff moves among Hispanics, works Hispanic events, is a staple on Hispanic media, meets Hispanics studying and training in all levels of schools, and is visible in appropriate networks. Staff eases the transition to County employment, and may recommend changes in policies to aid recruitment and to help recruited employees become included in the County workforce.

3-10 Create job descriptions, positions, classifications or posts to provide for multicultural and linguistic skills where and when they are needed. In some instances, an ethnic person is the only appropriate person to perform a certain job. Specifically seek persons with these skills, and do so with conspicuous notices in well-targeted media.

3-11 Increase the number of Hispanic and Hispanic-competent Corrections Officers, Corrections Counselors, and corrections medical staff. We have a made-to-order opportunity now, with the hiring of additional personnel for MCIJ. Make a recruitment plan. Put the multicultural and language skills into the job descriptions. Specify targets (number of Hispanics, number of Spanish-speaking with cultural competence). Plan how to find the applicants, how to help them succeed in the process, in the workforce, and on the job.

3-12 Increase the number of Corrections Officers, Corrections Counselors, recog workers, and Corrections Health employees who can function in Spanish and are trained in Hispanic culture. Intensive language training for law enforcement and corrections might be obtained from USIM for the cost of travel. Other trainings might be by contract with local contractors. MCSO and Corrections Health would need to cover the posts during trainings.

3-13 Set quantifiable objectives for Hispanic hiring and for trainings and for Spanish-speaking employees. Set up non-pay recognitions and in-house cultural observances.

3-14 Act as if there are qualified Hispanics locally; probably there are, and we'll be much more likely to find them. Our city and our benefits are attractive; we can make our organization attractive to persons from outside the area, though higher salaries may be offered elsewhere. To the extent we go outside the area, there are relocation cost issues.

3-15 Market the variety of jobs we have at the County to persons who are Hispanic and persons who have Hispanic and Spanish language competence. Get out the word in new ways in order to reach persons with Spanish language and cultural skills and Hispanics. Identify the relevant social and cultural organizations and networks. Build relationships. Create bilingual brochures and announcements, and get them posted where the market is to be found. Become known to ethnic and language-based student organizations. Recruit in high schools and community colleges, and at training academies; circulate regularly at ethnic events, among ethnic organizations, in ethnic networks and among persons involved in ethnic issues and activities. Use our employees' networks. Use public information officers from County divisions to send out the multicultural welcome. Work with schools to arrange financial aid packages and work-study opportunities. Create entry level positions with meaningful tasks making full use of the employee's particular ethnic-related talents. Have tables and booths at public events, be consistently visible. Advertise in ethnic publications. Be visible where the group you seek is to be found. Take new approaches. Ads in Spanish (makes a statement). Catchy leads: do you speak Spanish? Creative outreach. Watch persons in pipelines. Help applicants into and through the application process. Bring applicants and new hires together with Hispanic and Spanish-speaking employees who volunteer to be mentors.

3-16 Invest in the workforce we have. Increase its longevity, pride, skills and effectiveness, and reduce the major causes of conflict and even liability. Develop a cross-cultural training capability in-house, a person who organizes and coordinates an ongoing program with appropriate packaged materials and exercises, occasional supplemental help on a contract basis, and tailored follow-up discussions for all groupings of County employees. Include language training, or arrangements for it.

3-17 Inventory entry level positions, summer positions, and opportunities for same, as is being done in Parks and Roads. Each division can be an active part of recruiting. Ask: What did we do in terms of recruiting into the applicant pool? What can we do to see that applicants compete on an equal footing?

3-18 Recruit bilingual and Hispanic nursing staff aggressively and creatively. Mentor youth in Benson's health magnet program on release time, fund work-study opportunities.

3-19 Recruit deputies and investigators creatively. Where might the candidates come from? The military?

3-20 Go for the real thing. Neither interpreters nor teaching minimal Spanish is equivalent to having employees with linguistic and cultural competence: substitute skills waste everyone's time and deliver unequal service.

3-21 Greatly accelerate the process of translating County fliers and institutional materials into elementary Spanish.

3-22 Begin a staged process of replacing County signs to include Spanish. Priority should be given to signs known to affect Hispanics, such as directories, notices, warnings, in jails, at service sites.

3-23 Make leaflets in basic Spanish, also signs, explaining basic expected behaviors.

3-24 Staff the Courthouse information/security desk during regular business hours with persons who have special cross-cultural, language, Information & Referral, and "welcoming" skills.

3-25 Identify roles or spots which need Hispanic skills, make specific job descriptions, pay for what you need, and do what is necessary to get it. Compensate for extra skills, separate classification, trainings for a limited number of slots.

3-26 Create an Hispanic ombudsman, able to identify, interpret, advocate, make referrals, seek release. Role for counselor.

3-27 Create an internal "Hispanic Desk" whose staff would "float" within County operations, including MCSO, assessing needs in relation to Hispanics, giving advice and support in relation to working with Hispanics, assisting with translation, doing some in-house cross-cultural and functional language trainings, and developing internal programs in relation to Hispanics.

3-28 Fund a full-time jail education coordinator position (up from the current .3 FTE) to coordinate designing curriculum and selecting videotapes, maintain an operational program in all the jails, and follow up with group discussion and individual attention. Intervene purposefully with the captive audience.

3-29 Use the televisions in corrections facilities to run selected appropriate videotapes for the general population addressing inter-group relations, cross-cultural matters, and Spanish language and culture.

3-30 Significantly increase the use of the televisions in corrections facilities to run public TV and selected appropriate videotapes for the general population addressing behavior modification, substance abuse, basic education, behavior modification, and health education including focus on particular topics such as STD, HIV and TB.

3-31 Expand the recent practice of using the televisions in corrections facilities to run selected appropriate videotapes for Hispanics covering additional topics such as immigration, functional English, and finding work or help. Expand working relationships between the jails and PCC and MHCC, which receive federal funding for training and ESL for Hispanics.

3-32 MCSO's ISP should have a counselor appropriate for working with the Hispanics now in jail. Arrangements should be made with facility counselors and the courts for releasing sentenced Hispanics to ISP as soon as possible prior to their scheduled release date, to provide a careful transition to lawfully maintaining themselves on the outside. Or, develop a mini-ISP for Hispanics using corrections counselors who have Hispanic skills..

3-33 Do not assist in any way in the INS process of confiscation of Hispanics' immigration and identification documents. This penalizes the community as well as the Hispanic, and is not the role of the County.

3-34 Design a program for jailed Hispanics which addresses their special needs in becoming good risks for pre-trial release.

3-35 Distinguish among young male Hispanics involved with drugs. Respond differently to different groupings in terms of prosecution, confinement, punishment, and habilitation. Look at a "one free bite" policy for tender offenders, and get them into structured case management.

3-36 Teach mini-ESL to inmates and mini-Spanish to employees, with appropriate content.

3-37 Release (Hispanic) prisoners only between the hours of 6 a.m. and 4 p.m., and only with a person-to-person explanation of any further required appearances or other behavior.

3-38 Examine County policy with respect to holding persons on INS detainers alone.

3-39 Look at what could be done at the jail door and at the courtroom door to improve Hispanic appearance rates and save the system as well as the Hispanics from the consequences of FTA's.

3-40 If illegal immigrants are to be jailed, then those who are evaluated not to be hard core criminals should be held in transitional housing with intensive training in what is and is not allowed in this community, what is expected, substance abuse, functional ESL, in anticipation of their possible intention to return after being bussed to the border.

3-41 Create an Hispanic immigration facility, or space with an existing facility, with appropriate security, program and staffing. If the inmates do not have charges other than an INS "hold," INS pays. Otherwise, seek cooperative funding from the City, the EID, INS, and related sources.

3-42 Enable Juvenile Justice to collect automated management and policy-making information.

3-43 Keep youth outside of the center city and connected with other Hispanics as well as non-Hispanics. Make Hispanic youth services available in Gresham area. Do gang-type intensive outreach, knocking on the doors, making the connections, building youth's lives, relationships, and possibilities.

3-44 See Recommendations on page 40 - B.

FOURTH ACTION GROUP: County external services

Divisions of County government could

- * make and act upon a client-centered assessment of which services could benefit from language and cultural competence
- * actively foster communication and community among Hispanics and non-Hispanics
- * actively include Hispanics in a healthy multicultural Multnomah County
- * actively take services to Hispanics in a culturally competent manner

Action:

- * Create an Office of Hispanic Access (Example at 4-1)
- * Field an Hispanic community outreach team, perhaps in connection with the emerging Rockwood community policing project. (Examples at 4-2 through 4-6)
- * Expand and extend more services to Hispanic youth in mid-County and east of Portland. (Example at 4-7)
- * Focus Hispanic services on resident and newly-resident young families and small children. (Examples at 4-8 through 4-12)
- * Do even more to extend health services, especially primary care and caregivers. (Examples at 4-13 and 4-14)
- * Serve Hispanics without regard to immigration status. Assume families are staying. (Examples at 4-15 and 4-16)
- * Work with those already working on services to Hispanics.
- * Look for opportunities to reach out in each service area. (Examples at 4-17 through 4-24)

SOME ACTIONS WHICH COULD BE TAKEN: Fourth Action Group

4-1 Create an "Office of Hispanic Access" to:

- * serve as a point of access for Hispanics, giving information and referral to agencies with emphasis on their accessibility to Hispanics;

- * meet unemployed Hispanic persons on the street, advise them clearly of what behavior is required and what is prohibited under what consequences, get the word out, and assist them in a constructive direction;

- * serve as a resource for those agencies lacking Hispanic competence, doing interpretation by phone and suggesting appropriate referrals;

- * develop and evaluate programs to meet needs of growing Hispanic population;

- * work with targeted agencies to develop or improve their accessibility for Hispanics;

- * provide for English language living skills and orientation (duration 4 - 6 weeks?) for newly arrived Hispanics. Include orientation to work, training, local services as appropriate;

Discussion: Designates one office to be responsible for assessing needs, and advocating services for the rapidly growing Hispanic population; takes full advantage of existing services; coordinates efforts among agencies; encourages improved access to agencies lacking Hispanic competence.

4-2 Create an Hispanic Safety Action Team consisting of a deputy and a social service worker, both trained in Hispanic language and culture and working out of a storefront office located in East County near an Hispanic-oriented grocery and store, served by transit, with an open door, pay phones and a big message board outside, and possibly serving as a place where other public services are available. These workers would actively circulate, offering specific tips and help, building trust in public safety services, preventing the spread of drug abuse and trafficking, inventorying needs, watching for children out of school, abused spouses, and families in need of health or employment services, connecting pregnant women with services, and generally building ties among Hispanics, the non-Hispanic community, and public services.

4-3 Form a community team for sensitivity training, advocacy, outreach, resembling the annexation team. Personal contact. Include CHNs, child angle.

4-4 Form an outreach team based in the local Hispanic community to bring persons into the service net, make services accessible, help to overcome basic barriers and matters such as birth certificates, ODL (necessary for other eligibilities), naturalization, mazes, and then educational and employment opportunities.

4-5 An outreach team, like the Safety Action Team, Project Return (PPS), or the annexation team.

4-6 Reach out assertively to include Hispanics in leadership opportunities.

4-7 Extend more youth services to mid-County, Gresham and beyond. Hispanic youth are numerous, and many are idle. They are the hope. There need to be activities mixing Hispanic and non-Hispanic youth. Head off gangs. Get youth into school and activities, help them stay there, help them make it.

4-8 Emphasize support to young families, young children, and pregnant women. Focus upon families which are staying.

4-9 Develop co-ordinated, community-based services.

4-10 Conduct awareness campaigns to spread an informative and welcoming word about services. Help Hispanics to see the relevance and utility of services, and the welcome.

4-11 Educate out new residents about what's expected and what's available, how we do things, the rules.

4-12 Provide rental assistance to avert a fall into homelessness.

4-13 Support the process whereby the Farmworker Health Access Project, as a new member of the Coalition of Community Health Clinics, seeks to use East County Health Clinic facilities and equipment.

4-14 Change clinic hours to 12 - 9, offering all services during that time period.

4-15 Services should not require proof of immigration status for service. Policy and practice should be clarified and standardized. We should have an employee who comes across as trustworthy who can assure clients of the trustworthiness of the agency. If we need to do internal documentation about Hispanics or their immigration status, we must do it in a way that does not create a barrier to service. Discuss strategies with Hispanic clinics. Finally, there must be outreach to get out the word of the services and their trustworthiness.

4-16 Offset fears about immigration consequences of using services. Be sensitive to how practices may be perceived.

4-17 Welcome Hispanics to our parks, and help their use be successful for everyone.

4-18 Use TV and radio to promote services, accomplish generalized information and referral.

4-19 Ask in RFP's, how will you reach out to and serve relevant groupings of Hispanics? Make clear requirements which can be monitored.

4-20 Fund Hispanic advocacy.

4-21 Build on the traditional work ethic with tailored job training by RFP. Design a program, secure SLIAG funding, get a provider.

4-22 Get work crews of sentenced and unsentenced Hispanic and non-Hispanic inmates from MCIJ out doing visible work side by side. Get the crews into labor camps and Hispanic "ghettos" for upgrading, cleanup, and community development work.

4-23 Serve the people, not the organization.

4-24 Build socialization skills education into services: orientation to U.S. culture, customs, laws in relation to such matters as using public outdoor places, car ownership and driving, physical abuse within the family, and primacy of job over family.

4-25 Help Hispanics maintain cultural traditions and family integrity by linking senior services and cultural events.

Meeting Date: SEP 11 1990

Agenda No.: Inf. #2

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM
(For Non-Budgetary Items)

SUBJECT: HOUSING NEEDS ASSESSMENT PROJECT

BCC Informal Sept. 11, 1990 A.M. BCC Formal _____
(date) (date)

DEPARTMENT DHS DIVISION Social Services Division

CONTACT Cecile Pitts TELEPHONE 248-5000

PERSON(S) MAKING PRESENTATION Gary Smith/Cecile Pitts

ACTION REQUESTED:

INFORMATIONAL ONLY POLICY DIRECTION APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 15 Minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: _____

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

The purpose of this time is to introduce the Housing Needs Assessment Project of the Mental Health Advisory Board. The project brings together the housing needs projections of the four special needs populations of the Social Services Division into a single statement.

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL _____

OC

DEPARTMENT MANAGER _____

(All accompanying documents must have required signatures)

1990 SEP 11 PM 12:42
CLERK OF COUNTY
OREGON



MULTNOMAH COUNTY OREGON

DEPARTMENT OF ENVIRONMENTAL SERVICES
COMMUNITY DEVELOPMENT DIVISION
2115 S.E. MORRISON
PORTLAND, OREGON 97214
(503) 248-5000

BOARD OF COUNTY COMMISSIONERS
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PAULINE ANDERSON • DISTRICT 1 COMMISSIONER
GRETCHEN KAFOURY • DISTRICT 2 COMMISSIONER
RICK BAUMAN • DISTRICT 3 COMMISSIONER
SHARRON KELLEY • DISTRICT 4 COMMISSIONER

MEMORANDUM

DATE: August 31, 1990
TO: Board of County Commissioners
FROM: Jerry Wang, Cecile Pitts 
SUBJECT: Social Services Division Housing Needs Assessment Project

Time has been reserved on the September 11, 1990 Agenda to introduce the Housing Needs Assessment Project of the Mental Health Advisory Committee (MHAC).

Attached is an explanatory memo and work plan for the project. During the August 27 meeting of the MHAC, the proposal was discussed in detail and endorsed. Two committee members agreed to participate in the work group.

Feel free to contact me should you wish to discuss this project. I look forward to our time on the 11th.

can

Attachment

75C/2169C



MULTNOMAH COUNTY OREGON

DEPARTMENT OF HUMAN SERVICES
SOCIAL AND FAMILY SERVICES DIVISION
ADMINISTRATIVE OFFICES
426 S.W. STARK ST., 6TH FLOOR
PORTLAND, OREGON 97204
(503) 248-3691

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RICK BAUMAN • DISTRICT 3 COMMISSIONER
SHARRON KELLEY • DISTRICT 4 COMMISSIONER

MEMORANDUM

TO: Mental Health Advisory Committee Members
Interested Parties

FROM: Cecile Pitts
Jerry Wang

DATE: August 13, 1990

SUBJECT: Social Services Division Housing Needs Assessment Project

A priority goal for 1990 of the Mental Health Advisory Committee is to advocate for increased special needs housing. On April 16, 1990 the Committee hosted an experienced panel of housing professionals to a special brainstorming session on specific housing models designed for special populations. As a direct result of this meeting, the idea for a special needs housing project was initiated.

During the August meeting of the MHAC, we will be introducing the Social Services Division Housing Needs Assessment Project. This endeavor brings together the housing needs projections of the four special needs populations of the Social Services Division into a single statement. The goal of this effort is twofold:

- to recognize the relationship of SSD populations to the larger County housing planning domain;
- to aid the Division to develop resources to respond to these housing needs in a systematic manner.

Attached is a work plan for this project. If you have questions, please call Cecile at 248-3044. We will see you on August 27 at 12:00 a.m. at the Standard Plaza Building, 1100 S.W. 6th Avenue, Third Floor, Conference Room A.

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cc: Gary Smith

[4764B]

SPECIAL NEEDS HOUSING PROJECT

- Goals:
- Develop Social Services Division Housing Document which reflects a synthesis of existing documents.
 - Develop resources to respond to identified housing needs systematically. This includes an advocacy agenda regarding funding decisions of the County and local housing partners: City of Portland, Housing Authority of Portland and the State of Oregon.
 - Develop special needs housing.

SIX MONTH CALENDAR

<u>DATE</u>	<u>TASK</u>	<u>PERSON(S)/GROUP RESPONSIBLE</u>
Aug. 27	◦ Review Special Needs Housing Project with Mental Health Advisory Committee.	Cecile, Jerry
Aug./Sept.	◦ Create Housing subcommittee comprised of 4 Program Areas, Housing Authority of Portland (HAP), City Bureau of Housing and Community Development (BHCD), and MHAC representative.	Cecile, Jerry & Nancy
Sept. 11	◦ Informal briefing - Board of County Commissioners.	Cecile, Jerry
Sept. 19	◦ Informal briefing - Funding Advisory Committee.	Cecile, Jerry
Aug./Sept./ Oct.	◦ Housing subcommittee develops Needs Document which reflects a synthesis of existing documents. Needs Document includes population information, trends, supported services needs, housing needs, and annual goals.	Cecile, Jerry Housing Sub- Committee
Oct.	◦ Draft Needs Document reviewed by Gary and Duane Zussy.	Cecile, Jerry

Special Needs Housing Project
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<u>DATE</u>	<u>TASK</u>	<u>PERSON(S)/GROUP RESPONSIBLE</u>
Aug. 27	◦ Draft Document reviewed by advisory boards.	Cecile, Jerry & Nancy
Nov.	◦ Needs Document reviewed with Funding Advisory Committee.	MHAC rep.
Nov. 26	◦ Need Document reviewed/approved by MHAC. Providers invited.	Housing Sub Committee & MHAC rep.
Dec.	◦ Needs Document reviewed/approved by Board of County Commissioners.	MHAC rep.

CP:can