



# CITY OF MILWAUKIE

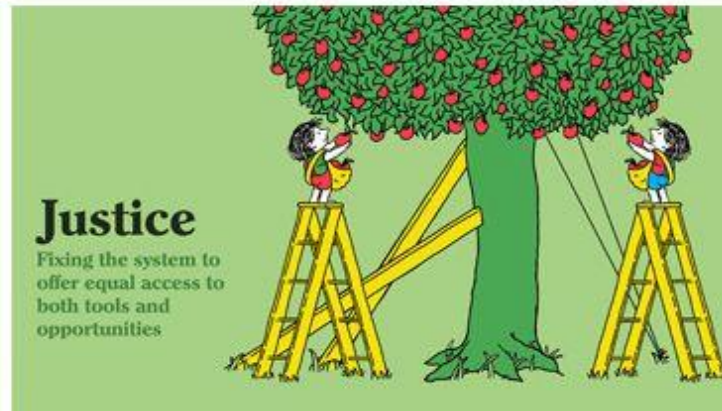
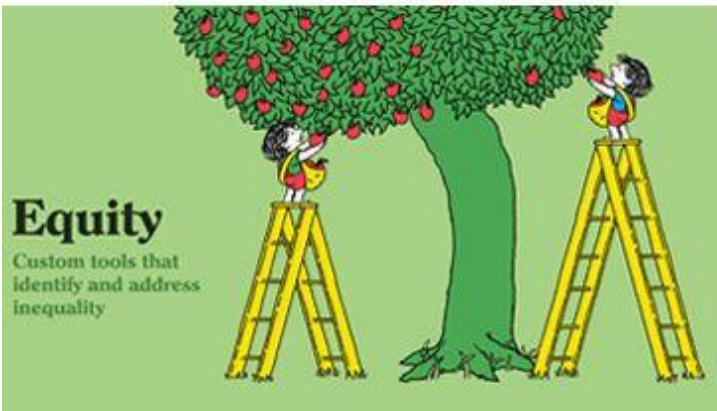
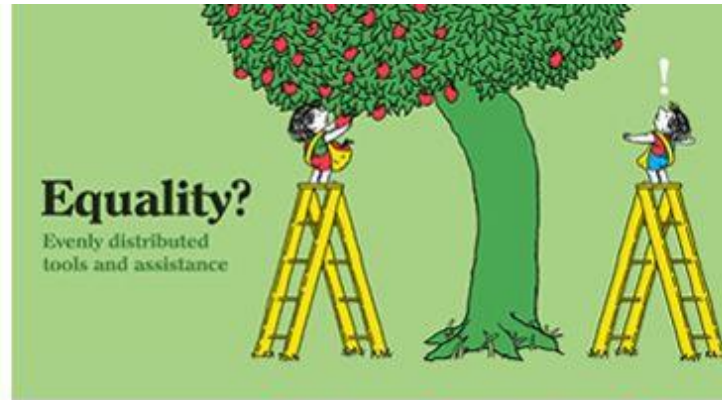
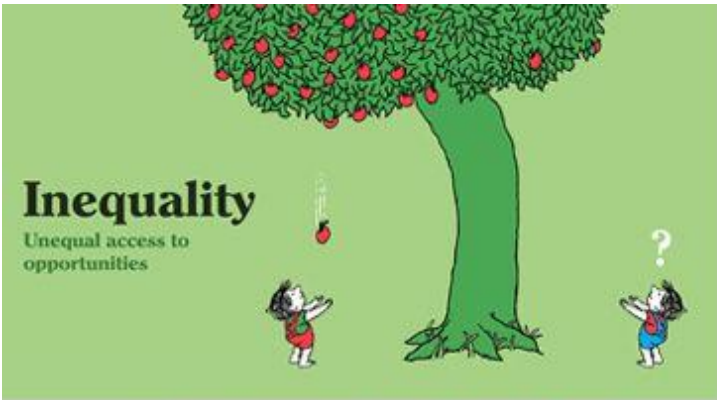
RS 7. D. 12/21/21  
Presentation

## Citywide Equity Plan Phase III

## DEI Across the City

Council Update  
December 21, 2021





Source: "Addressing Imbalance," by Tony Ruth  
– based on imagery from "The Giving Tree" by Shel Silverstein

## Inequality

Unequal access to opportunities

## Equality?

Evenly distributed tools & assistance

## Equity

Custom tools that identify & address inequality

## Justice

Fixing the system to offer equal access to both tools & opportunities

# Equity vs. Justice

# Milwaukie Police Department Implicit Bias Training

**Lt. Carter Larry**

Director of Safety & Security

Valley View School District  
(Illinois)

20-year veteran of Bolingbrook, IL  
Police Department



**Staff Trainings**

**Training designed by and for law  
enforcement officers**

**Focused on providing simple yet  
realistic and effective techniques to  
assist in overcoming bias**





# Milwaukie City Staff

## Unconscious Bias Training



### Amikaeyla Gaston

State Department Cultural  
Ambassador

Founder and Executive  
Director for the International  
Cultural Arts and Healing  
Sciences Institute

**Focused on how biases form and how to recognize and address them – as well as raising awareness of sources that reinforce bias**

**Staff Trainings**



## Equity Steering Committee

- **Nine-person group of community members empowered to advise Council and staff on matters related to the equity, inclusion, and justice goal**
- **First meeting – late January 2022**
- **Initial meetings**
  - **Get to know one another and the city**
  - **Develop Mission, Vision, & Goals**
  - **Adopt Bylaws**
- **ESC will begin developing an equity lens for the city in Spring 2022**



- **Ongoing process of working with departments to review policies & make recommendations**
- **Overall, policies are in good shape, but some revisions will be necessary**
- **Currently focused on work with MPD and Finance**
- **Future policies will likely come before Equity Steering Committee**

## **Policy Reviews & Development**



**Language Access Policy**  
(Translation & Interpretation)

**Result of collaboration between:**

- **City Manager's Office**
- **Office of the City Recorder**
- **Municipal Court**

**Provides guidance for  
translation & interpretation  
services citywide**



- **Interpretation** – the oral rendition of a spoken message from one language to another
- **Translation** – the process of translating works or text from one language to another
- **Major Language** – a language that U.S. Census Bureau data indicates at least 4% of the city population belong to a specific language group when rounded up to the nearest whole percentage point.
  - Currently, Spanish is the only language that meets this criterion

**Language Access Policy**  
(Translation & Interpretation)





## **Language Access Policy** (Translation & Interpretation)

# **Interpretation Policy**

- Options for interpretation should be made available to community members in their preferred languages, including direct interpretation via a bilingual staff member or the use of an interpretation service
- Information regarding interpretation services must be readily available at all city offices so that both staff and members of the public know how to access these services
- The use of minors to interpret sensitive information for an adult is prohibited unless there are no other viable options available
- Interpretation services provided for the municipal court will follow guidelines established by Oregon Revised Statutes (ORS) and Uniform Trial Court Rules (UTCRC)



# Translation Policy

- **Online communication and other key project materials that relate to a critical topic or program area should be translated into major languages in our community**
  - **Critical topics include**
    - **City-provided utility services**
    - **Public safety**
    - **City finances, taxes, and fees**
    - **Construction projects and related impacts**
    - **Community engagement**

## Policy Reviews & Development



**Language Access Policy**  
(Translation & Interpretation)

# The Pilot:

**Próximamente disponible en español**

**Beginning this February, issues of The Pilot will be available in Spanish.**

**Details on availability and distribution will be coming soon.**



**In the Summer of 2021, City Manager Ann Ober joined with leaders in five other cities to create a new non-profit in the state - the Oregon Latinos in Local Government Network.**

**The organization supports the professional development of Latinos in leadership in local government and inspires all local government professionals in Oregon to improve the delivery of culturally responsive services to Latino communities.**

**The city has joined the network as of December 2021 and the city manager will be relinquishing her board seat in July 2022 to provide more leaders a chance to make a change in Oregon.**

## **Latinos in Local Government Network**



**Clackamas County  
Racial Justice  
Research Project**

**What is research justice?**

- **Goes beyond extracting information and collecting a needs assessment of groups – It recognizes that those who are a part of underrepresented and marginalized communities are the experts in their lived experiences and have the strategies and solutions to ensure the well-being of their communities and environments**





## Who is the project studying?

- **Black, Indigenous, and People of Color (BIPOC), communities of color, and people of color refer to those who belong to racial and ethnic groups and/or are citizens of sovereign Tribal nations. BIPOC can include members/citizens of Tribal Nations but should not be conflated with the 9 Federally recognized Tribes.**
- **Additional communities we intend to center in this project include people from Asian, Pacific Islander, Native Hawaiian, Middle Eastern, Latinx, Slavic, Black, African American, African, immigrant, and refugee communities.**

## Clackamas County Racial Justice Research Project



**Clackamas County  
Racial Justice  
Research Project**

## Why these groups?

- The reason why we are focusing on these groups is that they have experienced historical oppression, genocide, and other hardships due to how they have been racialized in this country.
- These are also groups that are negatively impacted by racism and xenophobia, which systematically impacts their livelihoods.



## What is the goal of this project?

- The goal of this project is to better understand the experiences of Black, Indigenous, and People of Color (BIPOC) Clackamas residents within city limits and outside of those jurisdictions to the surrounding areas and the region.

## Clackamas County Racial Justice Research Project



**Clackamas County  
Racial Justice  
Research Project**

## Who is guiding the research?

- **Clackamas County has contracted with the Coalition of Communities of Color (CCC) to guide this research project.**
- **While CCC will be providing the expertise and structure to this project, the project will be led and designed by a steering committee of BIPOC community members.**



## How can I get involved?

- 1. Engage to better the experiences of BIPOC communities.**
  - Participate in community engagement meetings
  - Disseminate information, surveys, and other useful data
  - Support the effort with community members, stakeholders, and other leaders in the County
- 2. Support**
  - Support the effort with community members, stakeholders, and other leaders in the County.
- 3. Contact: Office of Equity and Inclusion: Clackamas County**
  - <https://www.clackamas.us/diversity>

## Clackamas County Racial Justice Research Project





# Questions?

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**CITY OF MILWAUKIE**