

APPENDIX A

CORE VALUES INPUT AND DEI PRESENTATION

PARKS & RECREATION COMMUNITY ADVISORY GROUP (PRCAG) SUMMARY MEETING MINUTES

Date:	12-2-21
Time:	6:00 – 8:00 p.m.
Place:	Virtual Zoom Meeting
Attending:	<p>PRCAG: Mike Abbaté, Christine Bierman, Garrin Black, Kevin Bryant, Christian Burgess, Stella Butler, Edward Chin, Tara Finnegan, Angela Freeman, Yaquelin Garcia, Charles George, Brian Goodrow, Scott Harden, Kim Hyatt, Mollie King, Claire Lider, Anna Mar, Kate McQuillan, Natalie Mitchell Fuller, Catherine Nicewood, Sheena Raab, Teo Ramirez, Cindy Rounds, Sue Ruonala, Josh Stratman, Philip Svabik-Seror, Quinn Diane Thereaux, Maria Velez, Kayla Viramontes</p> <p>City Staff: Rebecca Brooks, Tam Driscoll, Steve Fancher, Claire Griffing, Tina Núñez-Osterink, Joe Walsh</p> <p>City Council: Council President Morales</p>
Absent	Councilor Piazza, Matt Riding, Gresham-Barlow School District Representative

1. Agenda Item #1 Introductions and Group Meeting Logistics / Call to order 6:00 p.m.

Discussion:

- New Introductions:
 - Tam Driscoll-City of Gresham Community Outreach Specialist
 - Mike Abbaté – PRCAG Member, City of Fairview Representative
 - Mayor Scott Harden – PRCAG Member, City of Wood Village
- Joe summarized the theme of the first meeting as “getting to know you” and today’s theme “setting the foundation”.
- Joe referenced that two past reports shared with the PRCAG from the 2010 green ribbon task force and the financial feasibility report; in the future we will share recent survey results on park priorities.
- Joe went over the following group logistics: no private use of the chat function, upcoming meetings will include breakout rooms and voting:
 - Formal voting the PRCAG will use Roberts Rules of Order with a roll call vote
 - Informal voting where consensus is the goal to make sure everyone is heard the PRCAG can use a couple different non-verbal communication methods: [Fists to Five](#) or Sparkle Fingers
- Staff wants to make sure we design the PRCAG effort to be as inclusive as possible with the following ideas:
 - Be guided by the recent council adopted [DEI Resolution and Statement](#)
 - Will find creative ways to bring more voices into this process
 - Outside of these meetings use surveys, listening sessions and other outreach methods
 - Youth voice use YAC (high school aged Gresham students 20 each year) – can have them conduct youth summit on parks and administer surveys at stakeholder meetings
- Chair Velez posed the following questions:
 - When is the best time for PRCAG members to ask questions they have?
 - Can staff provide direction on what to do with Agenda attachments? Staff responded – please try to read all docs ahead of time starting in January 2022

- To adhere to public meeting law and group communication— should the group use the chat function or interject and ask for clarification? Staff responded - it is ok in middle of presentation to put questions in the chat or raise hand if talking and we can use the poll function on Zoom.
- Can staff clarify if PRCAG members cannot to talk to each other outside of meetings? Staff will clarify.
- Other PRCAG member comments:
 - Natalie - To elevate the native youth voice consider reaching out to NARA NW, which has a youth program in downtown Gresham that can probably provide some input if invited. She also has a friend that is very involved in voicing representation of the Chinook tribe which is the land we are living on.
 - Vice Chair Ramirez - We can add in some time in front end or end for Members to bring in topics or share observations.
 - Christine - She is concerned about when PRAG members are being told when to talk.
- Steve said for the Green Ribbon task force and finance report we can utilize PRCAG member, Mike Abbaté, to connect back to that work and regional perspective since he worked on and led that past effort.
- Tina suggested we can add a few minutes at end of each meeting for PRCAG members to bring ideas up for New Business or send message to staff or chair for future topics to be included

Action Items:

- Staff to clarify direction to PRCAG members regarding interacting with each other outside of public meetings.
- Include group roundtable time in future meetings.

2. Agenda Item #2 Diversity, Equity and Inclusion in Parks & Recreation

Discussion:

- PRCAG DEI Facilitator, Traci Simmons, introduced herself and her background as Associate Vice President of Diversity, Equity and Inclusion for Mt. Hood Community College.
 - Here are the presentation [slides](#)
 - She shared data for East County and Gresham: [Multnomah County Marginalization Map](#)
 - She shared group agreements for the DEI discussion.
 - She shared a video we all watched: [Stephen DeBerry, “Why the wrong side of the tracks is usually the east side”](#)
 - Discussion followed on “why she chose this video”:
 - east county and lack of opportunity for community members
 - to center and focus us on the needs of our communities and how to redesign process and places
 - robust parks programing is on the west side

3. Agenda Item #3 DEI Reflection and Group Discussion

Discussion:

- Traci asked the group to think about how center and design for those often left out of the planning for place.
- She shared the PRCAG can think about who to pull forward into this process so we can be intentional for designing our spaces and providing access for all Gresham community members.
- A PRCAG member commented on how the video makes them realize how many of the issues we are facing in East Multnomah County are institutional and structural struggles and how various policies and investments over the several decades are presenting challenges for us today.
- Group discussion about balancing city investments in parks and policy using anti-displacement/gentrification strategies.
- Data was shared about key demographic shifts in Gresham over the last 20 years along with income and equity disparities.
- How culturally relevant are Gresham parks and programs; do they feel welcoming and safe for people of color?

- A PRCAG member asked if they can spend time on colonization first before focus on recent historical shifts in demographics? They feel this is important history to help inform the future and how to move forward.
- Because of the historic lack of investment in East County, one member asked if a County representative needs to be included in this process? Staff responded – we can consider that feedback.
- Discussion on the difference between equity and equality.
- Equity is giving the resources that are needed so can create a more equitable and inclusive system.
- Traci shared a slide on Identity Cards and asked the group to think about how to center equity in Gresham’s parks and recreation system from the many different identities.
- PRCAG members asked the following:
 - Can we see examples of best practices or models of equitable park systems from other cities?
 - Can we receive a copy of the resources shared tonight in the chat?
 - Can we schedule a park tour to better understand the park system, amenities and equity focus areas?
 - What are the current recreation needs in Gresham?
 - What data or additional reports do we need to better educate ourselves?

4. Agenda Item #4 Public Comments

Discussion:

- None.

5. Agenda Item #5 Next Steps

Discussion:

- Vice Chair Ramirez and Chair Velez provided some closing remarks and adjourned the meeting at 7:57 p.m.
- List of links shared during the meeting in addition to those provided above and a few more equity related resources:
- Article – [Bleeding Albina, A History of Community Disinvestment, 1940- 2000 Dr. Karen Gibson](#)
 - Video - Dion Jordan Talk (this is only available until end of December 2021)
Dion is the son of Charles Jordan, Portland’s first African American city commissioner and park director. Dion shared about his experiences growing up as a black male with a physical disability, how and why he chose a career in equity, and what advice he would give those in parks and recreation.
<https://www.orpa.org/blogpost/1900040/383370/Nov-2021-QSS-Featuring-Dion-Jordan>
 - Equity Book Recommendations from Dion Jordan:
[So You Want To Talk About Race](#) by Ijeoma Oluo
[White Fragility: Why It's So Hard for White People To Talk About Racism](#) by Robin Diangelo
[Courageous Conversations About Race](#) by Glenn Singleton
 - Video – Personal Testimony about being a person of color outdoors:
<https://www.youtube.com/watch?v=VZ6yGq3neng>

Adjournment:	7:57 p.m.
Next Meeting:	Thursday, Jan. 6, 2021 from 6 – 8 p.m.

PARKS & RECREATION COMMUNITY ADVISORY GROUP (PRCAG) SUMMARY MEETING MINUTES

Date:	1-6-2022
Time:	6:00 – 8:00 p.m.
Place:	Virtual Zoom Meeting
Attending:	<p>PRCAG: Mike Abbaté, Christine Bierman, Kevin Bryant, Christian Burgess, Edward Chin, Angela Freeman, Stella Funk-Butler Yaquelin Garcia, Charles George, Scott Harden, Kim Hyatt, Mollie King, Claire Lider, Anna Mar, Kate McQuillan, Catherine Nicewood, Sheena Raab, Matt Riding , Cindy Rounds, Sue Ruonala, Traci Simmons, Josh Stratman, Philip Svabik-Seror, Quinn Diane Thereaux, Maria Velez, Kayla Viramontes</p> <p>DEI Facilitator: Traci Simmons</p> <p>City Staff: Rebecca Brooks, Tam Driscoll, Steve Fancher, Tina Núñez-Osterink, Ricki Ruiz, Joe Walsh</p> <p>City Council: Council President Morales</p>
Absent	Councilor Piazza, Garrin Black, Tara Finnegan, Brian Goodrow, Natalie Mitchell Fuller, Teo Ramirez, Gresham-Barlow School District Representative,

1. Agenda Item #1 Welcome and Meeting Overview / Call to order 6:00 p.m.

- Chair Velez welcomed the advisory group and reviewed the agenda for the evening.
- Staff provided a link to the Agenda located on the advisory group webpage: <https://greshamoregon.gov/Parks-and-Recreation-Community-Advisory-Group/>

2. Agenda Item #2 Exploring Our Parks System

Discussion:

- Joe provided an overview of Gresham’s park and recreation system by going through the following City webpages:
 - Parks and Recreation: <https://greshamoregon.gov/Parks-and-Recreation/>
 - Community Gardens: <https://greshamoregon.gov/Community-Gardens/>
 - Recreation Activities: <https://greshamoregon.gov/Recreation/>
 - Gresham Trails: <https://greshamoregon.gov/Gresham-Trails/>
 - Parks Planning: <https://greshamoregon.gov/Parks-Planning/>
- Joe also shared some additional websites with local community amenities:
 - Boys and Girls Club in Rockwood: <https://bgcportland.org/careoregonclub/>
 - Friends of the Children Rockwood Program: <https://friendspdx.org/>
 - Gresham High School’s new gym and auditorium.
- Staff emailed a 2018 Gresham Existing Park and Recreation Map - that will be updated – for PRCAG members who wish to visit the various park and school sites outside of these meetings to see what’s out there, what do we have and where can we make additional investments and improvements.
- Staff Introduction: Ricki Ruiz will be focusing on the recreation aspect of Gresham’s park and recreation program.

Q& A

The Boys and Girls club that's a really great resource, so how can we find out about similar resources in surrounding communities?

Responses:

- In East County the [Play East](#) recreation program is a good model of a relatively low-cost attainable model for providing recreation services that contract out with private instructors to run camps and clinics but also have local residents that provide services such as piano lessons.
- City of Fairview & Wood Village helped create Play East that is open to any city within the Reynolds School District.
- Play East runs on a \$210K/year budget and raise another \$25-40K a year in private donations.
- Like Gresham, Fairview and Wood Village are facility poor without a dedicated community center and rely on local churches that make their spaces available.
- To assess other cities in comparable size to Gresham, visit [nrpa.org](#) and look up Gold Medal Award Winning Cities.
- [City of Troutdale recreation](#) has a residency-based recreation program that is a tax-based system and charges 20% higher for non-residents. Discounts offered for Troutdale residents, multi-family and offers programming for all ages.

3. Agenda Item #3 Defining Our Core Values

Discussion:

Traci led us into a values conversation as the group begins thinking about potential recreation programs and how to equitably use and benefit from these spaces and she walked us through the following questions:

- How will we center equity as we move forward?
- What should we prioritize?
- How will we make sure we take into consideration those within our community in most need of services and programming?
- How will we create space for people across the spectrum of race/ethnicity/language?
- How will we take into consideration the financial realities of our community members?
- How will we make sure to consider accessibility?

- She provided feedback from the [2018 NRPA P&R Inclusion Report](#) on prioritizing inclusion in programming.
- What would a formal inclusion policy look like for a Gresham Parks and Recreation program where all community members benefit?
- The report noted key challenges: insufficient funding to provide strong programming and facilities, inadequate staffing, facility space shortages and lack of staff training
- What are the current barriers and what might become barriers from lessons learned nationwide?
- Traci reminded the group to think about equity through the lens of identity cards and responding to the needs of our changing community along these lines:
 - Increasing racial, ethnic and cultural diversity
 - Limited financial resources (of the city and residents)
 - Linguistic diversity
 - Different abilities
 - Transportation needs
 - Age spans from 0 to old age
 - Inclusion of people across the spectrum of gender, gender expression and sexual orientation, where people can be free to live in their truth

- PRCAG member asked if there were parks that meet the above criteria for the group to visit on their own?
Response: Some great local examples: Couch Park in NW Portland, Westmoreland Nature Park, Gateway Discovery Park, Arbor Lodge Park/Harper’s Playground in North Portland.

- Group members then individually shared the following values important for parks and recreation:
 - Land acknowledgement
 - Affordability
 - Physical and emotional safety
 - Universal design
 - Empathy
 - Action in addition to statement of inclusion to avoid virtue signaling
 - Accommodate all abilities in a meaningful way
 - Centering indigenous access
 - Decolonizing land and spaces (land justice)
 - Growing food and first foods
 - Accommodate houseless population
 - Inclusion in soft services like event programming that promotes social and physical well-being
 - Connection to nature
 - Multi-generational connections in recreation
 - Environmental sustainability and stewardship
 - Promoting community health and wellness
 - Landscaping for nature
 - Building community
 - Ecojustice
 - Expression in public spaces with respect to art and creativity
 - Safety
 - Healing
 - Inclusive
 - Equity
 - Preserve indigenous knowledge, languages and native plants
 - Restorative justice by connecting people to people
 - Restore humanity
 - Mental wellness
 - Culturally relevant spaces, activities and programming
 - Sportsmanship
 - Cooperation
 - Teamwork
 - Lifelong activity
 - Inclusion of trans and nonbinary youth/individuals
 - Growth mindset
 - Solace and silence
 - Active spaces
 - Exploration

- Tina then invited the group to choose their **top three parks and recreation values** using an online poll that resulted in the following word cloud, which the group will get a chance to retake on their own with a new link since the poll hit a limit:



- It was noted how some words (like safety and accessibility) hold different meanings to different people.
- Traci pointed out that the term “safety” comes in multiple forms such as psychological, emotional, physical and sometimes safety is conflated with comfort and often comfort in public spaces could be shaded with bias.
- Safety as a value for some means being able to feel like they can fully rest in the space; feeling physically safe; free to be who they are and able to freely and fully participate in parks programs.
- One member cautioned how the term “public safety” is a loaded word and could become a barrier to access and inclusion.
- One member suggested gaining input on values from the larger community through a survey.

4. Agenda Item #4 PRCAG Roundtable on Values “What do we want to see in the future?”

Discussion:

- *The Roundtable is an opportunity for advisory group members to have unstructured dialogue around the meeting topic.*
- This Values discussion is intended for the advisory group to collectively agree on a set of values to lay the groundwork for **what do we want to see in parks and recreation currently and in the future?**
 - Safety related to personal safety and infrastructure – sense of valuing maintenance of amenities and space
 - Collective ownership of spaces where everyone can take ownership to take care of it and use (i.e. graffiti walls)
 - Eyes on the park (community watch).
 - Robust ambassador and caretaker culture in our spaces is important.
 - Balance the natural environment with growth and human needs.
 - Encourage play.
 - Physical fitness for marginalized communities experiencing disproportionate health outcomes.
 - Affordability and balance membership.
 - Outdoor and indoor fitness programming collaboration with schools (i.e. Zumba)
 - Places to collaborate, interact and learn.
 - Healthy cooking classes.
 - Retrofit existing parks versus creating new.
 - Social emotional health for youth.
 - Access – Accessible – Accessibility.
 - Community center.
 - Decentralized community center with centralized database of activities, classes, programs.
 - Open off-leash dog park.
 - Communication, outreach, access.
 - Promote recreation opportunities with social media and have the City consider a recreation page/sub-page.

5. Agenda Item #5 Public Comments

Speaker #1: Jim Buck/President of Gresham Butte Neighborhood Association: Encouraged the advisory group to value the interrelationships of nature and use it as an opportunity to better understand the *interdependence in nature and among people*. One way is with interpretive pathways. This value relates to tonight’s discussion regarding ownership, connection to the park space and a sense of belonging that helps reduce vandalism and let’s people know this community is where they belong.

6. Agenda Item #6 Adjourn Meeting (Evaluation and Next Steps)

Discussion:

- Chair Velez provided some closing remarks and invited members to evaluate the meeting in the chat by offering a highlight and a suggestion for improvement.

Adjournment:	8:00 p.m.
Next Meeting:	Thursday, Feb. 3, 2022 from 6 – 8 p.m.

PARKS & RECREATION COMMUNITY ADVISORY GROUP (PRCAG) SUMMARY MEETING MINUTES

Date:	2-3-2022
Time:	6:00 – 8:00 p.m.
Place:	Virtual Zoom Meeting
Attending:	PRCAG: Mike Abbaté, Christine Bierman, Garrin Black, Christian Burgess, Edward Chin, Tara Finnegan, Angela Freeman, Stella Funk-Butler, Brian Goodrow, Kim Hyatt, Mollie King, Claire Lider, Anna Mar, Kate McQuillan, Catherine Nicewood, Sheena Raab, Teo Ramirez, Matt Riding, Jairo Rios-Campos, Cindy Rounds, Sue Ruonala, Josh Stratman, Quinn Diane Thereaux, Maria Velez, Kayla Viramontes DEI Facilitator: Traci Simmons City Staff: Rebecca Brooks, Tam Driscoll, Steve Fancher, Tina Núñez-Osterink, Ricki Ruiz, Joe Walsh City Council: None
Absent	Council President Morales, Kevin Bryant, Yaquelin Garcia, Charles George, Natalie Mitchell Fuller, Philip Svabik-Seror, Gresham-Barlow School Dist. Representative

1. Agenda Item #1 Welcome and Meeting Overview / Call to order 6:00 p.m.

- Chair Velez welcomed the advisory group and reviewed meeting protocols and the agenda for the evening.
- Councilor Jairo Rios-Campos joined the meeting and will be the new representative for the City of Wood Village.

2. Agenda Item #2 Core Values Wrap Up

Discussion:

Vice-Chair Ramirez shared the Values word cloud with the group *Safety, Accessibility and Equity* emerging as the top three values:



- Vice-Chair Ramirez confirmed with the group these in general reflect their collective input on values.

- Chair Velez characterized the Values input as a living document that provides a foundation for future decisions and tasks.

3. Agenda Item #3 Overview of PRCAG Objectives

Discussion:

Steve provided an overview of the 2022 Council Work Plan that address critical priorities for Gresham, organized into focus areas:

- Financial sustainability
- Diversity, equity and inclusion
- Community safety
- Housing and houselessness
- Parks and recreation

Specific Parks and Recreation Objectives and Activities for 2022 that the **P&RCAG will focus and advise** on, include:

1. Develop a comprehensive recreational programming asset map and identify recreational program gaps.
2. Review community feedback from the Imagine Gresham outreach initiative and other public outreach efforts to determine goals and potential solutions for the parks and recreation program.
3. Draft options for Council to consider for an achievable and comprehensive parks and recreation program, including recommendations for community partnerships and incorporation of diversity, equity, and inclusion strategies.

4. Agenda Item #4 Objective #1 Asset Mapping

Discussion:

Tina provided the following:

- Introduced Asset Mapping (Identify Built and Human Assets) as part one and then service gaps/needs as part two.
- Explained the breakout room exercise where the group was split into four groups then reconvened to share out.
- Shared the Google Jamboard link (online interactive tool):
https://jamboard.google.com/d/1mGqfiSQvaKe1KPg4_MiEVNvIwgk7r5WGqkmHOFMfi7A/edit?usp=sharing
- See attached Asset Mapping PDF for the exercise and a list of initial ideas generated for the following four categories:
 1. Group 1A: Built Capital Assets/Public (i.e. schools, facilities, city parks etc.)
 2. Group 1B: Built Capital Assets/Private (i.e. gyms, studios, facilities, etc.)
 3. Group 2A: Human Capital Assets/ Public (i.e. city staff, school programs, etc.)
 4. Group 2B: Human Capital Assets/Private (i.e. club programs, nonprofit services, etc.)
- When the group reconvened, the following additional ideas were shared during discussion:
 - NW Children’s Theater (serves Portland Public School District and Reynolds School District)
 - YWCA and Senior Center have art classes
 - Gresham Guitar offers private guitar lessons
 - Rockwood Playhouse for the Arts
 - Lions Club
 - Neighborhood Associations
 - Police and Fire cadets
 - Gresham High School Childcare Development Center
 - City of Gresham Homeless Services program and staff
 - Metropolitan Family Services
 - Scouts
 - Meals on Wheels
 - Oregon Food Bank
 - Outgrowing Hunger (Community Garden Nonprofit)
 - Center for the Arts Foundation
 - East Portland Food Pantry in Fairview

- TRIO College First and College Possible at Gresham High school
- Spiritual groups and temples
- Churches can provide facility space for program and events; partners; instructors
- Food for Families through Centennial High School
- Grandmas Hands
- Mazamas
- Residential care facilities
- One member suggested creating a mock website to list and organize the various assets.
- Staff will coordinate next steps in the Asset Mapping process by the next PRCAG meeting in March.

5. Agenda Item #5 Public Comments

Speaker #1: Carol Rulla/President, Gresham Coalition of Neighborhoods and Our Parks Our Future member: She suggested holding the public comment at beginning of the meeting, supported the direction the PRCAG is going with respect to goals for improvement of park services for the community and neighboring cities; she encouraged the PRCAG to ‘think big’, include geographic equity concerns identified in the past Parks Concept Planning work for parts of the city not served by programmed park space and to consider how future development resulting from Middle Housing code changes could impact park needs and level of service.

Written Testimony by Suzan Wells regarding the future of Gresham Parks and Recreation changes was read by Chair Velez.

6. Agenda Item #6 Roundtable and Adjourn Meeting (Evaluation and Next Steps)

Discussion:

- Roundtable ideas shared:
 - Need more time to talk and go deeper with the conversation, maybe additional meetings
 - Involve multicultural grassroots and cultural groups
 - Use QR code in outreach to tap into multilingual park users
 - Need for informal social networking but understand public meeting rules
 - Next steps in asset mapping and could use Neighborhood Maps
- Chair Velez provided closing remarks and invited members to evaluate the meeting in the Chat on their way out:

Highlights

Breakout rooms/small group discussion
 Interactive format
 Streamlined plan to meet objectives
 Got to do some work
 Hearing from various task force members
 Collaboration
 Seeing all the different assets
 Group engagement & sense of community

Improvements

Include public comment at the beginning
 Increase screen size for easier reading
 Do data delivery/collection offline
 Appoint committee leads to do outreach
 Tangible outcomes
 Speed of breaking ground on projects
 More tasks and tangible work
 Community experts as guest speakers for context
 Outline next seven meetings in a “roadmap”
 Describe main topic of meeting and objective each meeting
 Assign clearly defined homework/research tasks
 Allow guest speakers with additional meeting dates
 Clearer checkpoints and end goal

Adjournment:	8:00 p.m.
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Next Meeting:	Thursday, Mar. 3, 2022 from 6 – 8 p.m.
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CITY OF
GRESHAM
OREGON

Building a Foundation

Parks and Rec for an Equitable and Inclusive Gresham



Group Agreements

Be mindful

Stay engaged

Step Up, Step Back

Use 'I' statements

Consider impact vs. Intent

Be honest and vulnerable

Listen to understand

Avoid assuming the intent of others

Offer grace

Suspend blame, shame, guilt, fear, and denial

Accept non-closure

Zoom Etiquette

Unmute to speak, stay muted when not speaking

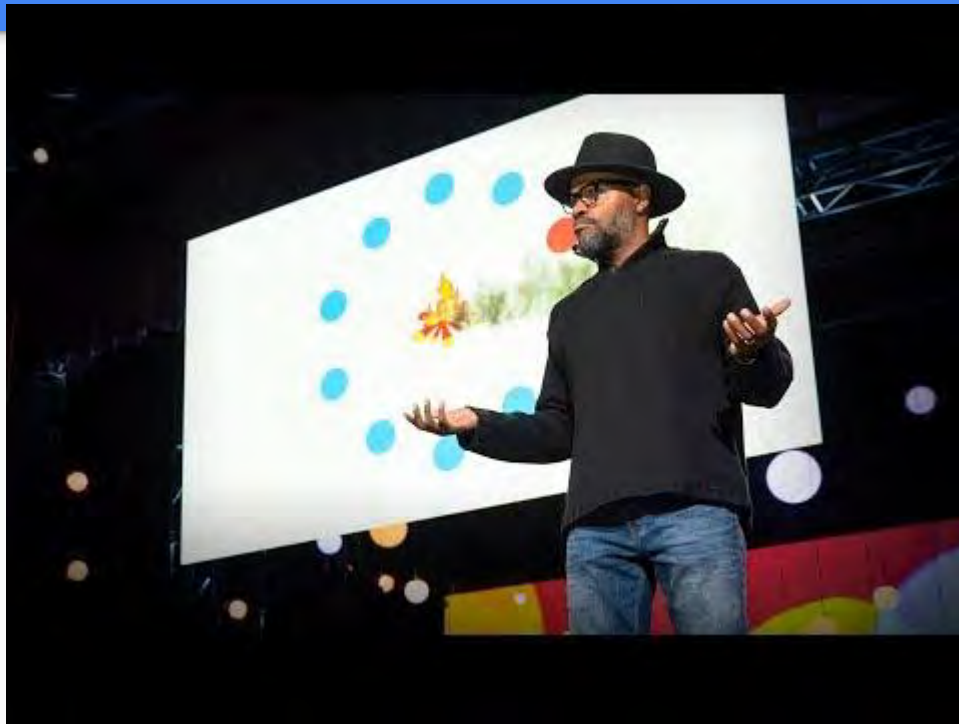
Be considerate of others, limit your reflections to 2 minutes or less

Even if on mute, pretend as if everything you say might be heard

This is an affirming space.

We are all teachers and learners everyday. Lean into the role that feels appropriate for you.

But First a Quick Ted Talk



History of Gresham

- Original lands of the Clackamas bands of the Chinook
- Gresham Incorporated in what year?
- Started out primarily as a _____ town?
- Experienced first population boom during the ____'s (decade)
- Gresham is the _____ largest city in Oregon.

To learn more, check out the City of Gresham [website](#).

Gresham Demographic Shifts

2000 Census/2010 Census



Gresham 2020 Preliminary Census Data

American Indian & Alaska Native: **878 (0.77%)**

Asian: **6,791 (5.9%)**

Black or African American: **5,665 (5.0%)**

Native Hawaiian & Other Pacific Islander: **1,213 (1.1%)**

Some Other Race: **559 (0.49%)**

White: **68,097 (59.6%)**

Two or more races: **7,001 (6.1%)**

Hispanic or Latino (any race): **24,043 (21%)**

Increase in Gresham Residents of Color

2000: 17.28%

2010: 23.99%

2020: 40.4%

What is the proportional increase in Gresham community members of color over this 20 year period?

What events/conditions can be attributed to:

Early Gresham Founding

Population booms (60s, 70s, 80s)

Demographic Shifts since 2000

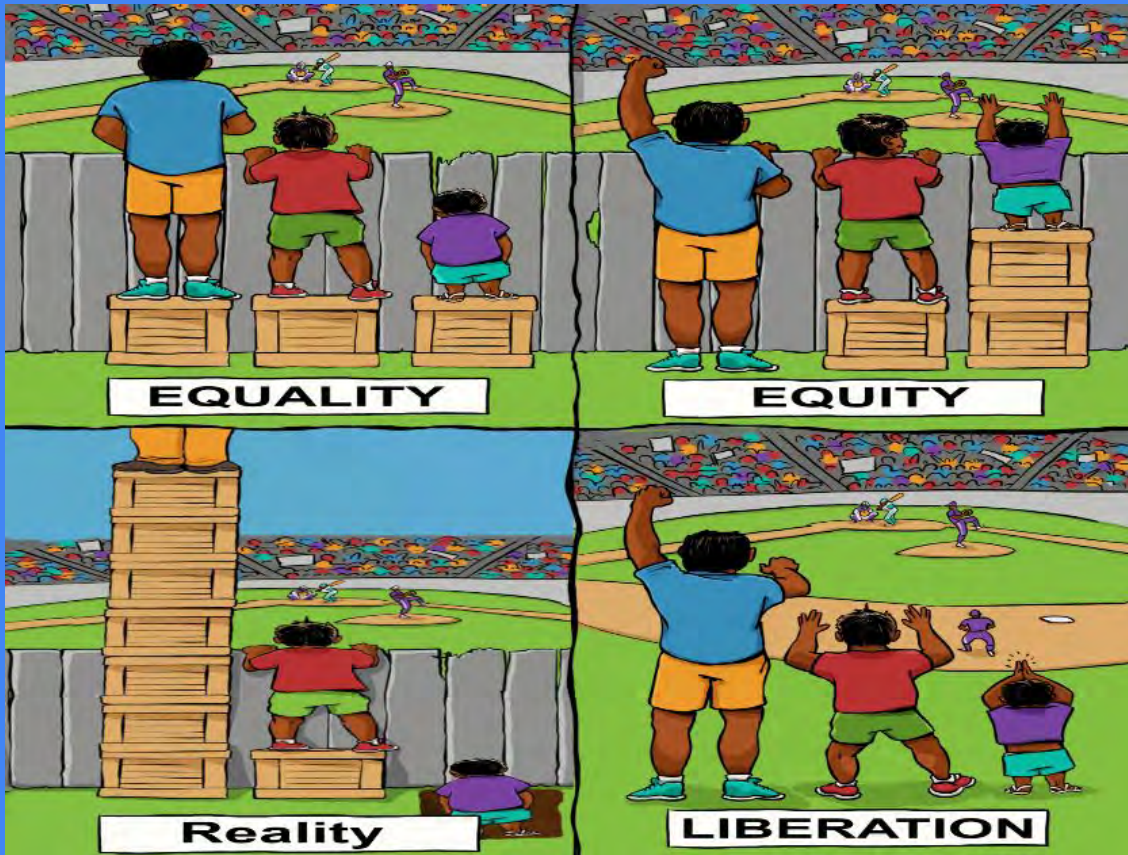
Marginalization Map

[Economic Mobility and Marginalization Map: Multnomah County](#)

Median Income:

Per Capita: $\frac{2}{3}$ the Portland Metro Area

Household Median: $\frac{2}{3}$ the Portland Metro Area



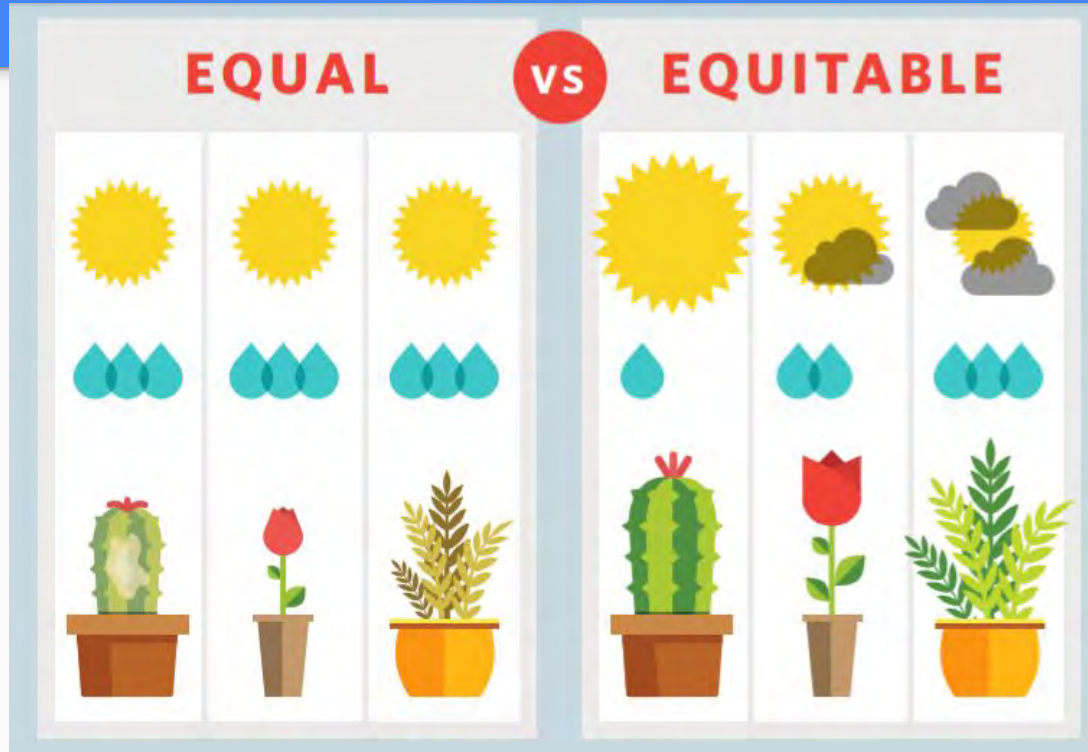
EQUALITY

EQUITY

Reality

LIBERATION

Equal vs. Equitable



Inequality

Unequal access to opportunities



Equality?

Equal educational goals and resources



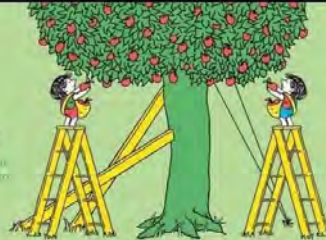
Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to better educational opportunities





IDENTITY CARDS

- RACE
- ETHNICITY
- CULTURE
- ABILITY STATUS
- AGE
- GENDER IDENTITY (CISGENDER, TRANSGENDER)
- GENDER EXPRESSION
- RELIGION / SPIRITUALITY
- SOCIO-ECONOMIC CLASS/STATUS (OF ORIGIN; CURRENT)
- SEXUAL ORIENTATION
- RELIGION/SPIRITUALITY
- BODY SIZE/TYPE
- APPEARANCE
- RURAL/SUBURBAN/URBAN
- USE OF ENGLISH/LANGUAGE PROFICIENCY
- CITIZENSHIP STATUS
- VETERAN STATUS
- INTROVERT/EXTROVERT

So how will we center equity as we move forward?

What should we prioritize?

How will we make sure we take into consideration those within our community in most need of services and programming?

How will we create space for people across the spectrum of race/ethnicity/language?

So how will we center equity as we move forward?

How will we take into consideration financial realities of our citizens?

How will we make sure to consider accessibility?

How will we determine our values?