

We advocate and work to improve the livability of SW Portland neighborhoods for people of every race and ethnicity.

Vision	Expected Outcome	Lead	2017-2018	2018-2019
A. We create, review, adopt and disseminate a racial equity policy for SWNI.	1. Draft policy developed	<i>Equity Team</i>	Review past draft for public exposure process	
	2. Draft policy has been vetted with members of the SWNI and Portland communities of color to secure input on improvements.	<i>Equity Team</i>	Meet with individuals and/or organizations active with communities of color to secure input into policy	
	3. Suggestions and comments from vetting used to refine policy.	<i>Equity Team</i>	Refine draft policy using suggestions and comments received to inform final document	
	4. Policy presented to SWNI Board for approval and dissemination to neighborhoods and committees.	<i>Equity Team</i>	Present to SWNI Board with request for approval and distribution action	Facilitate discussion with any Neighborhood Association or Committee regarding policy.
B. We advocate and work to improve the livability of SW Portland neighborhoods for people of every race and ethnicity.	1. Board and committees understand the many communities that comprise SWNI and the needs of those communities	<i>Equity Team</i>	Outreach of Board and E&I committee to expand interest in SWNI and Neighborhood activities among underrepresented communities	Leadership development
	2. SWNI mission, bylaws and other documents reflect our commitment to equity.	<i>Board & Equity Team</i>	Annual review ongoing - understanding that language changes and improves over time	Annual review ongoing - understanding that language changes and improves over time
	3. All committees incorporate actions implementing equity and inclusion	<i>Board & Equity Team</i>	Each committee incorporates actions that bring equity to the SWNI community in their specific programs	Each committee incorporates actions that bring equity to the SWNI community in their specific programs
C. We have people of color as leaders.	1. The makeup of the SWNI board reflects, at minimum, the demographics of SW Portland.	<i>All</i>	Develop relationships within appropriate cultural context. Develop community relationships and cultivate leadership.	Leadership development

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	2. The makeup of the SWNI staff reflects, at minimum, the demographics of SW Portland.	<i>Staff, Executive Cmte</i>	HR policies carry out SWNI commitment to equity and inclusion	HR policies carry out SWNI commitment to equity and inclusion
	3. The composition of the Equity and Inclusion Committee expands its membership, especially including people of color, thereby becoming more representative of SW Portland's residents.	Board, Equity Team	<ul style="list-style-type: none"> • Recruitment for more complete committee representation of the SWNI communities • SWNI encouraged to recruit and support people of color for leadership positions 	<ul style="list-style-type: none"> • Recruitment for more complete committee representation of the SWNI communities • SWNI encouraged to recruit and support people of color for leadership positions
D. We recognize and end explicit and implicit bias, systemic racism, social exclusion and other oppression, and build tools for social change in order to promote equity both within and outside our organization.	1. SWNI staff and volunteers are equipped with knowledge and awareness of racial inequity, bias, and tools for social change.	<i>All</i>	Assess committee and neighborhood needs and incorporate into actions. Identify and conduct training opportunities.	Assess committee and neighborhood needs and incorporate into actions. Identify and conduct training opportunities.
	2. SWNI staff and volunteers listen, learn from and address the experiences and concerns of communities of color.		Encourage SWNI community to engage in activities outside of their traditional base of experience	Encourage SWNI community to engage in activities outside of their traditional base of experience
E. We ensure that every resident, property owner, and business within our defined geographic area has access to, and feels welcome at SWNI events, meetings and office.	1. SWNI communications are free of bias.	<i>Equity Team and Communications Cmte</i>	Review website and newspaper for bias in language.	Review website and newspaper for bias in language.
	2. The SWNI office promotes an atmosphere of welcoming, equity and inclusion.	<i>Staff, Equity Team</i>	Continual evaluation of atmosphere present in SWNI offices and committees to assure welcoming layout	Continual evaluation of atmosphere present in SWNI offices and committees to assure welcoming layout
	3. SWNI meetings and events are welcoming, equitable and inclusive.	<i>Committee Chairs; Finance Cmte with Equity Team, and Board</i>	<ul style="list-style-type: none"> • Secure professional services budget to offer translation, childcare, and/or data collection in support of equity and inclusion. • Provide guidance to NA and Committee Chairs. 	<ul style="list-style-type: none"> • Secure professional services budget to offer translation, childcare, and/or data collection in support of equity and inclusion. • Provide guidance to NA and Committee Chairs.

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<p>F. We listen and value everyone’s participation and voice in our decision making processes.</p>	<p>1. SWNI's organizational structure promotes equity and inclusion.</p>	<p><i>Board, Equity Team</i></p>	<p>At annual retreat, engage Board members in conversation about the relationship between organizational structure and equity.</p>	<p>At annual retreat, engage Board members in conversation about the relationship between organizational structure and equity.</p>
	<p>2. SWNI Board and neighborhood meeting procedures are accessible and inclusive.</p>	<p><i>Equity Team</i></p>	<p>Ask each NA to evaluate their meeting atmosphere and facilities and propose initial steps for improvement. Develop questionnaire for guidance in issues.</p>	<p>Follow-up on self evaluation. Identify experience-based practices and record as resource.</p>
	<p>3. SWNI participates in forums to share lessons learned and best practices with other neighborhood associations, coalitions, and DCL Partners.</p>	<p><i>Equity Team</i></p>	<p>Equity Team members take advantage to learn from other coalitions</p>	<p>Equity Team members take advantage to learn from other coalitions</p>
<p>G. We develop partnerships with other organizations and relationships with individuals that inform and guide how we work for equity.</p>	<p>1. People of color guide the development and review of organizational policies and programs.</p>	<p><i>Staff, Equity Team</i></p>	<p>Establish standards and methods to collect data on participation by race/ethnicity at SWNI meetings and events; create voluntary disclosure form for applicants and possibly key volunteers.</p>	<p>How do our organizational mission, structure, and actions add value to current and prospective community partners?</p>
	<p>2. SWNI staff and neighborhood associations have authentic partnerships and relationships with communities and people of color.</p>	<p><i>Staff, Equity Team</i></p>	<p>Develop and continue active, meaningful partnerships including SWNI Neighborhood Small Grant program, WRC project partnerships, schools, hunger/houselessness</p>	<p>Develop and continue active, meaningful partnerships including SWNI Neighborhood Small Grant program, WRC project partnerships, schools, hunger/houselessness</p>

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	3. Support and share resources with equity partners.	<i>Staff, Equity Team</i>	Publicize resources such as WRC tool library, grant partnerships such as AYCO, and Nbhd Small Grant opportunities to strengthen equity and inclusion.	Publicize resources such as WRC tool library, grant partnerships such as AYCO, and Nbhd Small Grant opportunities to strengthen equity and inclusion.
	4. SWNI contracting supports equity and inclusion goals.	<i>Executive Cmte</i>	Evaluate volume of SWNI discretionary contracting and potential impact of minority contracting goals.	Establish Minority Business Enterprise policy consistent with study conducted in 2017-18