



# **Neighborhood Partnerships**

## **Equity Plan 2021**



# I. Introduction

Neighborhood Partnerships (NP) is going through a lot of change. Last year, we went through an Executive Director transition; our office went remote; RE:Conference, our annual statewide conference, went virtual; and we added new members to our team and Board. We continue to see exciting changes ahead this year.

In recognition of how important equity work is, our Board created their own equity subcommittee to think intentionally about accountability, culture change, and diversity. Their work is in its early stages, but we are excited and energized by the conversations that have come up around power, the potential for radical change, and the formation of meaningful and measurable equity goals for the Board and its work.

Early in the year, NP announced the internal promotion of Derrick Taruc to the newly-created position of Equity Integration and Digital Technology Manager. Part of Derrick's role is to continue and strengthen the work of mutual accountability and implementation of NP's equity goals, and to support cultural change work within the organization.

This year will also see us embarking on a strategic planning process. This process will outline a clear vision for how NP advances housing and economic justice, and find ways to increase our role in organizing a statewide racial and economic justice movement. In conjunction, we have hired an Economic Justice Organizer who will help steward this vision as it forms.

Despite our changes and goals, many things remain the same. Racism and the systems that uphold it have not gone away. The issues we've been tackling—the wealth gap, homelessness, exclusionary practices, toxic attitudes about poverty—have not gone away. Last year, the COVID-19 pandemic made these disparities all the more apparent. And so, like many of you, we continue to do the work.

NP staff and Board are committed and continue to bring an equity lens to all we do. We continue to ask for engagement, advice, and feedback from each other and our colleagues. We continue to engage with and learn from our dedicated partners and allies as part of our inclusive decision making processes. And we continue to share our goals, our metrics, and our outcomes as we hold ourselves accountable for real change.



## II. Equity Goals, Objectives, and Timelines

### Area 1: Housing Alliance

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Create a permanent equity subcommittee within the Housing Alliance.	Alison McIntosh	November 2021
Adopt an equity framework as a coalition.	Alison McIntosh	December 2021
Develop and improve a process for sharing agenda development between the Housing Alliance and Residents Organizing for Change.	Alison McIntosh	January 2022
BIPOC community organizations are members of the Housing Alliance.	Alison McIntosh	January 2022
LGBTQIA+ community organizations are members of the Housing Alliance.	Alison McIntosh	January 2022
Meaningfully include ROC members and leaders in the Housing Alliance.	Alison McIntosh	December 2021



## Area 2: Oregon IDA Initiative

### Evaluation

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Work with IDA team to determine an approach to managing REALD within the application process.	Amy Stuczynski and Erica Maranowski	April 2021
REALD is integrated into Outcome Tracker.	Amy Stuczynski and Erica Maranowski	September 2021
FO staff are trained in using REALD.	Amy Stuczynski and Erica Maranowski	April 2022

### Funding

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Use existing data to see which participants are successfully completing their match goals in order to understand progress toward Equity benchmark goals Initiative-wide.	Holly McGuire	July 2021
Keep Initiative partners sufficiently funded with existing 2020 tax credit and interest funds.	Holly McGuire	February 2021
Contingent on additional general fund dollars allocated for 2021 direct additional match to address identified gaps in IDA completion among BIPOC communities.	Holly McGuire	July-September 2021
Contingent on tax credit renewal: Further develop an equity metric for 2021 Initiative dollars.	Holly McGuire	September 2022



## Stakeholder Engagement

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Increase engagement with partners, especially Culturally Specific Orgs to understand needs, impacts, and opportunities to better serve BIPOC and LMI Oregonians.	Luke Bonham, IDA Team	March 2022
Increase engagement with savers and other LMI Oregonians to gather information and give savers access to power to shape the program.	Holly McGuire, IDA Team	December 2021
Coordinate and facilitate DEI trainings for IDA Providers to advance understanding and implementation of Initiative equity goals.	IDA Team	August 2021

## Area 3: Accessibility

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Form an accessibility committee.	Accessibility Subcom	November 2020
Review feedback to identify opportunities for improvement.	Accessibility Subcom	March 2021
Identify NP's accessibility commitments.	Accessibility Subcom	June 2021
Review best practices for accessibility.	Accessibility Subcom	August 2021
Develop an accessibility lens.	Accessibility Subcom	September 2021
Evaluate success of process.	Accessibility Subcom	December 2021
Accessibility commitments for 2022 Lobby Day are set.	Accessibility Subcom	January 2022



## Area 4: New Office & Move

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Survey staff to establish any other concrete equity needs.	Monica Flechtner	March 2021
Establish expectations for hybrid work model.	Monica Flechtner	May 2021
Establish a move timeline.	Monica Flechtner	May 2021

## Area 5: Residents Organizing for Change

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Support the Steering Committee to develop policy priorities in 2021.	Reyna Gillet	January 2022
Training and support of new and existing leaders.	Reyna Gillet	January 2022
ROC sets their policy priority goals and continues to follow the policies during the 2021 session.	Reyna Gillet	July 2021
Continue to hold Ruckus meetings twice a month.	Reyna Gillet	December 2021

## Area 6: Strategic Planning

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Hire Strategic Planning consultant.	Carlos García	March 2021
Conduct Strategic Planning process for NP to outline clear vision for advancing housing and economic justice.	Carlos García	December 2021
Increase NP's role in organizing a statewide racial and economic justice movement.	Carlos García	March 2022



## Area 7: Board of Directors

<b>Objective</b>	<b>Lead</b>	<b>Completion</b>
Adopt a Board Equity Committee Charter and appoint a Board Equity Committee Chair.	Full NP Board	May 2021
Institutionalize joint Equity Team (staff and Board) meetings.	Board's Equity Committee	June 2021
Create a diversity, equity, and inclusion Board training plan.	Board's Equity Committee	July 2021
Further diversity of the Board make-up in collaboration with the Board Nominations Committee.	Full NP Board	August 2021
Build a culture of belonging on the Board.	Full NP Board	January 2022