

Neighborhood Partnerships

Equity Plan 2020

Adopted by the Board of Directors June 19, 2020

1. Overview

Plan Purpose

This plan was created out of a year-long collaboration between Neighborhood Partnerships staff, equity team, and Center for Equity & Inclusion (CEI) facilitators and consultants.

The goals and strategies outlined below represent current best thinking supporting the priority set by Neighborhood Partnerships to become more equitable and inclusive to the community it serves. The goals are focused specifically to build internal capacity, shape culture, and set a foundation for a long transformational journey ahead. The staff and board at Neighborhood Partnerships recognize that these goals and strategies are likely to shift as more information and community needs are identified.

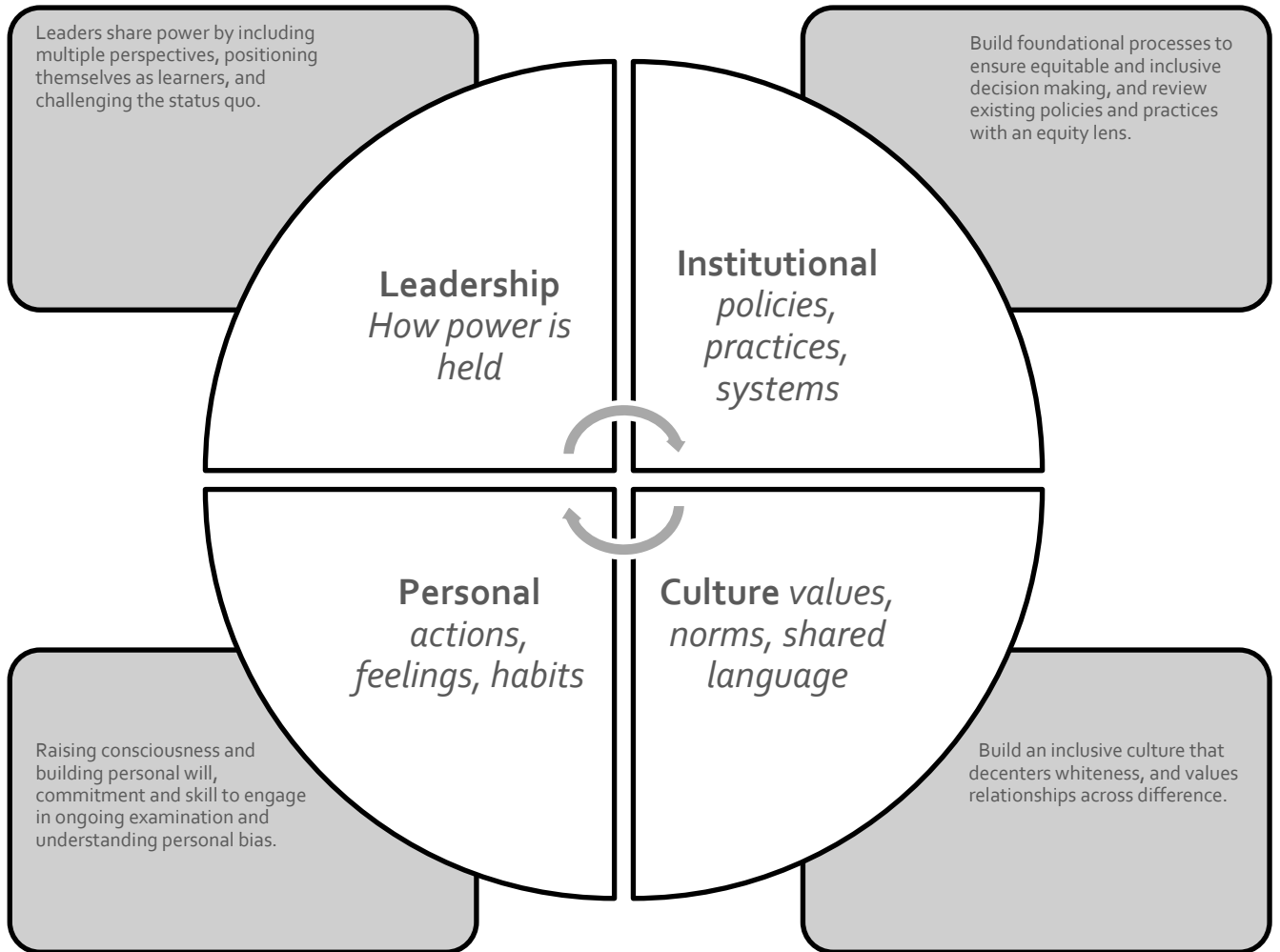
What Does it Mean to Advance Equity?

Advancing equity and inclusion is a lifelong journey that requires continuous learning and growth at the personal and organizational level. Dismantling oppressive systems and practices requires a long-term commitment to self-examine where privilege is held, and where oppression and marginalization are happening. Because the journey is complex, holding both the personal and organizational changes, it is slow. It requires that an organization adapt these principles as a core part of their organizational identity and act with courage and boldness to shift status quo ways of operating. Ultimately it demands that power is shared and held in ways that center the needs of those who have been historically underserved. It is a core value that will shape every aspect of an organization and will only be successful if everyone across the organization is committed and playing a role.

Theory of Change and How Transformation Moves Through an Organization

Transformative change happens at multi-levels: personal, cultural, institutional, and within leadership structures. The Center for Equity & Inclusion (CEI) believes that sustainable change begins at the personal level, thus focusing on developing a shared framework, definitions, and language to help staff enter into a conversation. These conversations create a space to learn across difference, better understand our role in perpetuating or dismantling systems of oppression, and shift personal beliefs and mindsets. Over time that conversation moves to an organizational analysis and focus on policy, practice, and cultural norms. We deepen our understanding of how institutions have historically excluded groups of people and created disparate outcomes based on race, gender, sexual orientation, class, and other identities. Organizations begin shifting culture and policies to create a more inclusive environment for traditionally marginalized groups of people, including internal staff and external constituents and partners.

Theory of Change



2. Neighborhood Partnerships Equity Statement

Introduction:

Neighborhood Partnerships has adopted a racial equity statement. We know that all of us need a safe, stable and affordable place to call home, and financial stability and security to allow us to reach our fullest potential. We also know that those are not yet available to all.

We choose to focus on equity across race and ethnicity because we know that racism has been baked into our institutions, and results in deep, pervasive, and systemic inequity. We know that groups and individuals are also marginalized because of their identities, including gender, sexual orientation, ability, age, and history in this country, to name a few. Those identities may also intersect with race. We will not neglect those by focusing on racial equity, but are aware that shifting the deep and historical structures of racism requires a direct and focused approach. Universalist or “race neutral” strategies have failed time and time again. Focus and specificity are necessary to forging real solutions.

A racial equity framework that is clear about the interplay of individual, institutional and structural racism, as well as the history and current reality of inequities, will crosscut other marginalized groups, and lead us toward a more equitable Oregon for all.

Neighborhood Partnerships Racial Equity Statement

Neighborhood Partnerships’ mission is to help create a better Oregon, one in which we all have access to opportunity, stability, and what we need to thrive. For us, this begins with financial well-being and a stable, affordable place to call home. Our work calls on us to engage all Oregonians: indigenous tribes; residents whose families have called Oregon home for generations; folks who arrived just recently— from elsewhere in the U.S. or the world. Whether we live in cities, small towns, or rural lands, we all need resources to build a better future for ourselves, our families and our communities.

The reality in Oregon today is that for generations, white people have structured and benefitted from institutions, policies, laws, and systems of oppression, while denying people of color power, resources, and access. At Neighborhood Partnerships, we see this history embedded into racist and inequitable institutions and systems for providing housing, economic stability, and prosperity. This historical and ongoing injustice is reflected in inequitable and disparate outcomes. Until we dismantle this structure, there is no way all of us—black, brown, and white—will reach our full potentials.

Neighborhood Partnerships will work to confront and disrupt the barriers and racism that are persistent and pervasive in our organization, our culture, and our public systems. We recognize that we are both late and new to this work. We owe a huge debt of gratitude to the leaders, individuals, and communities of color who have been doing this work and who have helped show us the way forward. Neighborhood Partnerships’ work will focus on creating structures that will build a more equitable Oregon. We will share decision making and power with those impacted by decisions, and move resources to the communities that most need them. Together we can create an Oregon where all of us have the sense of belonging, stability, and the resources that we need to work toward our dreams today, and for generations to come...creating opportunity for all Oregonians.

Accountability:

We ask that you hold us accountable. In that spirit, we will share our goals, our outcome measures, and our progress on our web site and in our monthly email newsletters. This is still a work in progress, and

we value your feedback. In the past year, this work for us has included both internally focused steps and externally focused steps.

Internally, we have: incorporated tools such as an equity lens and inclusive decision making and shared power; reworked our hiring and onboarding practices; used race and demographic data to guide resource allocation; changed board practices, established term limits, and recruited new board members; revised our procurement policy; equipped ourselves to use equity centered collaborative design.

Externally, we have: supported the launch of a network of residents of affordable housing, so that they can have a voice in policy and programs affecting their homes; continued to make Housing Alliance decision making more inclusive and elevate new leaders; worked with partners in the Oregon IDA Initiative on shared decision making and planning.

In the coming year, in addition to continuing the work listed above, our priorities will be:

Internally, we will continue work on procurement and work on our employee benefits and personnel practices; continue work on consciousness raising and on onboarding of new team members; continue to make our Board more diverse and more inclusive. Externally, we will work to develop an equity lens for use by the Housing Alliance and with assets policy; we will work with IDA Initiative partners on a strategic plan using equity centered community design practices; we will use an equity lens and disaggregated data to support resource allocation decisions.

3. Equity Goals, Objectives, and Timelines

Area 1: Personnel Practices

<i>Objective</i>	<i>Lead</i>	<i>Completion</i>
Make benefits equitable across staff	Benefits Subcommittee	December 2020
Equitable personnel practices that clearly set forth in documentation the internal, organizational processes and schedule for staff evaluations, compensation conversations, salary scale, and job descriptions.	Hiring Committee	July 2021
Neighborhood Partnerships seeks to evolve our practices so that all of our investments and expenditures contribute to our mission. NP contributes to building an equitable Oregon through our contracting and purchasing as well as through our programs and advocacy.	TBD-Investments will need to include finance committee and the executive committee. Other procurement...	July 2021

Area 2: Housing Alliance

<i>Objective</i>	<i>Lead</i>	<i>Completion</i>
Develop an equity lens to assess policies adopted by the Housing Alliance for use in development of the 2021 Legislative Agenda.	Alison McIntosh	September 2020
The Housing Alliance will share decision making and power with those impacted by decisions by involving Residents Organizing for Change (ROC) in the policy and agenda development process and advocacy and strategy.	Alison McIntosh Support: Reyna Gillet	December 2020

Area 3: Residents Organizing for Change

Objective	Lead	Completion
Share decision making and power with those most impacted by decisions by fully launching Residents Organizing for Change in 2020. In the year ahead, Residents Organizing for Change (ROC) will fully participate in the Housing Alliance and develop a 2021 Legislative Agenda.	Reyna Gillet Support: Alison McIntosh	December 2020

Area 4: Oregon IDA Initiative

Objective	Lead	Completion
Build a shared language around race and equity in order to combat racial bias and racist policies in order to advance racial equity within our Initiative.	IDA team	December 2020
To understand how well communities of color are being served by the IDA Initiative through the use of disaggregated data	Amy and Erica	December 2020
Grant process will direct resources to increase successful completion of savings goals by BIPOC (black, indigenous, and people of color) communities	IDA team	June 2021
Engaging in a strategic planning process utilizing racial equity lens and equity centered design principles that centers those most impacted (savers) and re-orientes the program to meet them where they are at.	Carlos Support: IDA team	June 2021

Area 5: RE:Conference

Objective	Lead	Completion
Improve communication and implementation of existing accessibility commitments. Consider additional opportunities to improve accessibility of RE:Conference	Accessibility Subcommittee- this committee needs to be staffed	September 2020
Continue to use RE as an opportunity to model centering those most impacted by policy in policy making; practicing inclusive decision making; and sharing power.		September 2020

Area 6: NP Board

Objective	Lead	Completion
Support the board in advancing NP's racial equity work both externally and internally. Incorporate NP's racial equity work into Board Governance using inclusive decision making and other tools.	Leadership	Ongoing

Area 7: Work Culture

Objective	Lead	Completion
Create a DEI training plan for new employee onboarding	DEI Training Subcommittee	December 2020
Create a work culture of belonging and abundance	Equity team/whole staff	Ongoing

Area 8: ED Hiring

Objective	Lead	Completion
Staff, especially POC, integral to the process of hiring a new ED; staff to have a key role in the decision-making around final candidate.	ED Recruitment Committee	September 2020

Create ED onboarding team and plan	Hiring Committee	July 2020
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