HOW TO BE MORE INCLUSIVE
A tool for evaluating where you are on the spectrum

COMMUNITY SPOTLIGHT
Service and leadership opportunities

RESPONDING TO THE CALL
Join the dialogue on advancing racial equity
For many years, my older siblings and I enjoyed a Christmas tradition. We rose very early in the morning, and still in our pajamas, cloaked in cozy blankets, we stationed ourselves like sentries on the staircase just out of sight of the living room where presents - some that Santa had no time to wrap - awaited our arrival. Hushed whispers eventually grew louder as our patience grew thinner until the cacophony resolved itself in a unified, repetitive, nonsensical chant designed to rouse even the deepest of sleepers. "Hey, Papa-reepa! Hey, Papa-reepa!"

The normal deference to our father gave way this time of year to a boldness borne out of heightened expectation, not to mention desperation to get at those gifts! We'll never know if our collective voice influenced our weary parents' decision to rise up and lead the roaring procession into Christmas day. But in that moment, we believed it had. We called out, and we felt heard.

On January 31, VAN will host a Collaborative Community Forum entitled "Responding to the Call: Advancing Racial Equity in Washington County." At this gathering, we will focus our attention on the "Calls to Action" from Leading With Race, a community research report published by the Coalition of Communities of Color to acknowledge the lived experience of people of color in Washington County. VAN was privileged to have a seat on the steering committee, and as highlighted in our October Newsletter, the Forum is part of a larger effort to advance equity by engaging with underrepresented communities and helping build their collective capacity.

You can find more information on the Forum below. Judging by the registration list, there is real interest in the topic, so if you haven't already signed up, I encourage you to join us.

And don't miss the rest of this newsletter including the Community Spotlight and Initiative Updates which are full of opportunities to connect, to lead, and to serve.

May joy and peace accompany you into the new year!
On Thursday, January 31, 2019, VAN will bring community leaders together for a forum entitled *Responding to the Call: Advancing Racial Equity in Washington County*. At the event, attendees will focus on the "Calls to Action" from *Leading With Race*, a research report produced by the Coalition of Communities of Color (CCC) and released last June. Members of CCC have since presented the findings to elected officials and staff throughout Washington County.

At the forum, attendees will dive deeper into the Calls to Action and explore meaningful ways to respond. In addition, jurisdictions will have an opportunity to share what actions they are considering or already undertaking, the challenges they foresee, and how they intend to measure success.

As part of its larger effort to advance equity in the county, VAN is pleased to be hosting the forum in partnership with Adelante Mujeres, Asian Pacific American Network of Oregon, Coalition of Communities of Color, and Muslim Educational Trust.

**Register**

* Stipends are available for people who need financial assistance to attend.
Reflections on DEI
Advancing Diversity, Equity, and Inclusion

Fernanda Wilent
Director of Community Engagement

Truly Leading with Equity

If you have 10 minutes to spare, I encourage you to watch this powerful and extremely practical TED Talk by Gita Gulati-Partee on what it means to lead with equity. Gulati-Partee is the Founder & Chief Strategist of Open Source Leadership Strategies Inc., a national consulting practice that amplifies the work of social justice groups as both units and agents of structural change. In this Ted Talk on Leading with Equity, Gita not only gives us great definitions of equitable leadership, but also suggests what you and I can do to truly lead with equity and start making structural changes where they’re needed.

"Leading with equity means that all together we no longer cede the public square or the public consciousness to those who would deny that inequity exists or matters. Leading with equity means we join together, we publicly declare our powerful vision for a just and fair and healthy world where all of us can thrive." ¹

-Gita Gulati-Partee

One practical tool is asking simple questions. Who is marginalized here? Why? How did that happen? Where are the structures that are creating that? What can I do? What can we do to intervene and change that? Although these questions and the TED talk itself were given under a specific context, equity in healthcare, I find these questions can be equally powerful to ask in any given context in which we find ourselves.

As VAN embarks on initiatives to advance equity, we invite you to contact us and share your thoughts and ideas on what are some practical ways we can lead with equity.

Convenings
Building Bridges "Summit" - Relationships Matter

VAN is proud to be a member of the steering committee that planned the 3rd annual Building Bridges of Understanding in Our Communities, held on October 18 at the Muslim Educational Trust. Over 250 people gathered, including about 50 high school and college-aged youth of color, to assess progress and acknowledge the persistent challenges of strengthening relationships between law enforcement and historically marginalized communities. Alternating between speaker panels, table discussions, and dramatic performances, attendees had a chance to consider what positive steps they've observed or taken, as well as what lies ahead. Moving forward, the steering committee's goal is to inspire actions in each of the counties where the real work happens every day.
**Community Spotlight**

**Be BOLD in 2019!**

The City of Beaverton, in partnership with Unite Oregon, is hosting its annual Beaverton Organizing and Leadership Development (BOLD) program. Designed specifically for immigrants, refugees, and people of color who live within the Beaverton city limits, participants receive 3 days of FREE training in the areas of leadership and civic engagement.

Language interpretation is provided, so English proficiency is not a requirement to participate. Applicants must commit to attend all three training dates (March 30, April 13, and May 4). Applications are now being accepted and due by March 1. Hear from past participants in this brief video. For more information and to apply, go to **BOLD**.

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**Volunteer w/ Project Homeless Connect**

You can make a direct impact on peoples’ lives with Project Homeless Connect (aka PHC)! Join dozens of other volunteers to provide support where it’s most needed. There are many different opportunities to serve. For more information, go to: Hands On Greater Portland.

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**Human Rights Council of Washington County**

**Rev. Dr. Martin Luther King Jr. Celebration**

Walters Cultural Arts Center
Saturday, 1/19 1 pm – 3 pm

Join us for an afternoon of Celebration honoring the Revend Dr. King. Located at 527 E Main St, Hillsboro, OR 97123

Keynote Address by Justice Adriane Nelson
Civil Rights Panel on Human Trafficking
Musical Guest Without Apology
With the passage of the regional housing bond last November, VAN will convene Washington County Thrives to discuss its future plans at an All-Collaborative meeting on Wednesday, January 30, 2019. While Thrives members agree that affordable housing is the foundation upon which a safe, stable community is built, additional support systems are often necessary, especially for our most vulnerable residents, to keep them housed and give them a chance to improve their lives. This is why Thrives pushed for a comprehensive solution that includes housing, workforce training, and early learning.

Come join the conversation about taking next steps!

RSVP

Wednesday, Jan. 30, 2019
8:30-10:30am
Village Church, Beaverton
VAN engage stakeholders across sectors to collaboratively address critical issues in Washington County.

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  Tualatin Valley Fire & Rescue

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