

Identified area within our community: Schools and Education

Questions we asked	How do we expect racism to be addressed?	What action can we take?
<p>How can we impact curriculum in schools?</p> <p>How/why did PPS (or other large districts) implement their training?</p> <p>How are the schools addressing racism and diversity?</p> <p>How high a priority is it that the equity director be a person of color? How high a priority is it that the hiring of other LOSD staff be people of color?</p> <p>What is currently in place to help support students of color?</p>	<p>Curriculum Learning about history through different perspectives/lenses</p> <p>History of Portland, history of Lake Oswego</p> <p>School Board Long-term plan for addressing racism in schools across all grade levels (not “one and done”)</p> <p>Staff Ongoing training and education for school staff</p> <p>Tools for staff to address racism as it occurs</p> <p>Students Tools for students to address racism as it occurs</p>	<p>Contact the school district to offer our support for their actions.</p> <p>Offer support; talk to the district; offering individual and group support. Community voice is something they are interested in.</p> <p>Be present at meetings and when conversations take place about issues that arise.</p> <p>Help create equity leadership teams in schools (there is currently a team at Oak Creek).</p> <p>Ensure that there are multicultural books in the school libraries.</p> <p>Identify supports that may or may not be in place for students of color (i.e., Black Student Union—can we encourage their participation in Respond To Racism? Can we offer our support to the BSU?)</p> <p>Help support the development of the district’s Committee for Equity.</p> <p>Letter written, signed and presented to the LOSD School Board on 10/9/17</p>

Identified area within our community: City of Lake Oswego

Questions we asked	How do we expect racism to be addressed?	What action can we take?
<p>How can we hold our elected officials accountable for addressing racism?</p>	<p>Fair housing to increase diversity.</p> <p>City Council Have an action plan to address racist occurrences.</p> <p>When will our city have a person of color on the city council?</p> <p>Can our city make it a priority to address diversity, equity and inclusion similar to what LOSD has done?</p> <p>Create a diversity advisory group.</p>	<p>Send letters to city council/mayor about our expectation for responding to racism in and out of our community</p> <p>Testimony from our group/members in regards to the identified needs and issues in our city/community.</p> <p>HR representative to speak to our group.</p> <p>City survey—can we create a question related to diversity, equity and inclusion and/or racism?</p> <p>Could our group obtain a community grant?</p> <p>PCP: Recognize and identify political candidates for Clackamas County.</p> <p>Voices at city council to get the advisory group.</p> <p>Encourage people of color to run for office.</p> <p>Contact the Mayor to inquire about a city-sponsored event (e.g., Chanukah, MLK celebration).</p> <p>Diversity training for law enforcement, city council and other city staff/officials</p>

Identified area within our community: All members of the Lake Oswego Community

Questions we asked:	How do we expect racism to be addressed?	What action can we take?
<p>How can we create a community that is free of racism?</p> <p>How can we promote diversity, inclusion, and equity in our community?</p> <p>How can we create and maintain a common goal, i.e., to improve our community?</p>	<p>Promote interfaith groups; hold conversations with churches within the community</p> <p>Establish community activities that are open to all LO residents.</p> <p>Change the image of Lake Oswego.</p> <p>Create a space for dialogue and conversations.</p> <p>Build relationships.</p> <p>Take the focus off differences and different goals and put the focus on coming together to answer the question: What do we want?</p>	<p>Identify locations in the community that we can use for hosting events.</p> <p>Promote a community “Pledge to know your neighbors.”</p> <p>Promote community gatherings to celebrate culture (music, food, art, for example) to put in place things we <i>do</i> want rather than solely be focused on the trauma of racism.</p> <p>Promote community education and outreach:</p> <ul style="list-style-type: none"> ● NYU Black Lives Matter Course ● Community Book Group (large community and small community) ● Marylhurst University ● Lewis and Clark ● Resolution Northwest ● Oregon Humanities Group <p>Collaborate with parks and recreation events.</p> <p>Promote a media campaign</p> <p>Participate in LO MLK events</p>

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<p>Businesses How do we deal with businesses with discriminatory practices?</p>	<p>How can we increase the number of people of color we see in public and private business in LO?</p>	<p>Create a list of on businesses owned by business owners from culturally diverse backgrounds.</p> <p>State of Black Oregon - Identify how it relates to our community and examine what steps we can take.</p>
<p>Media How can we get the message out that community members want to fight racism?</p> <p>How can we publicize the Respond to Racism group and meetings?</p>	<p>Publicity</p>	<p>NextDoor, Action Network, MailChimp , LO Review – OpEd</p> <ul style="list-style-type: none"> ● Create an Action Network to get information out ● Advertise the Respond to Racism group and similar groups ● Publicize community events, movies to watch, books to read <p>Article published in the LO Review: 2nd article to be published in the LO Review (November)</p>
<p>Lake Oswego Youth What can we create and offer our Lake Oswego youth as a means to address racism?</p>	<p>How can we identify youth that want to take on a leadership role in the response to racism? How can we support students of color in LO?</p>	<p>Contact the Rotary Club, PeaceVillage at New Thought Center. Rotary sponsored speech contest. Junior achievement company. Collaborate with LOSD for events that support our youth. Create something similar to the Multnomah Youth Commission (Leadership Program) Provide training to youth on being aware of racism and how to respond to it.</p>

Resources and Organizations

	<p>Emerge - Breaking barriers for women in leadership (promoting women from diverse backgrounds in public office)</p> <p>Multnomah Youth Commission - is there something similar in Clackamas County</p> <p>Bystander Intervention Training</p> <p>Legal Aid</p> <p>LECC - Law Enforcement Contacts</p> <p>Policy and Data Review Committee</p> <p>NYU Black Lives Matter Course</p>	<p>Locations to consider for community events:</p> <ul style="list-style-type: none"> ● Mt. Park Rec Center - \$120 ● Churches ● Community Rooms ● Operation and Maintenance Center ● LOSD approximately \$250 ● Lake Theater ● Library ● Arts Council ● PCC ● Lakewood Theater ● Adult community center
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