

RCPNA Diversity Committee

02/09/21 Agenda

Zoom Meeting Link:

<https://us02web.zoom.us/j/86551410877?pwd=U1B1K3NITDhxaWR2OTBxUGdmSitzUT09>

7:00 pm Opening reading/poem/song

Intros/Check-ins

Agreements: review/alter/add/agree

- These are excerpted & adapted from the Done For DiDi - White Labor Collective Community Agreements
 - Keep personal information confidential
 - Take collective and individual ownership (The work, the mistakes, the harm, and the repair belong to each of us and all of us)
 - Take space, make space (& use progressive stack to center & prioritize marginalized voices)
 - No quick fix (This is the work of a lifetime)
 - Black People are not a monolith (Multiple voices and experiences make up our education; understand there will be conflicting points of view and sources matter)
 - Assume best intentions*/bring best intentions (*with the knowledge and awareness of inherent power inequities like race, class, gender, sexuality)
 - Don't make excuses
 - Ouch & Oops (Quickly identify and apologize for harm in the moment)
- Another set of Agreement Principles from the Historic Albina Advisory Board:
 - 7 Principals of Agreement**
 1. Your voice matters
 2. Speak your truth
 3. Listen for understanding
 4. Deal with issues not with people
 5. Remain respectfully engaged
 6. Expect & accept non-closure

What is our scope/intention? Why are we here?

- What is the Purpose of this group?
 - On August 4, 2020, the RCPNA Board directed: "create an ad hoc committee to explore issues related to diversity and inclusion within the neighborhood and neighborhood association with the intent to present at a future General Meeting"

- RCPNA Mission Statement: “RCPNA works to maintain and improve the livability of the neighborhood”
- What Outcomes do we desire?
- What is our Process?
 - [Circle Process](#) (from the book, The Circle Way, by Christina Baldwin and Ann Linnea)
 - Paying for (or acquiring paid) BIPOC leadership & guidance
 - Next Steps
 - Read Circle Process Booklet?
 - Read City of Portland: Historical Context of Racist Planning: <https://www.portland.gov/bps/history-racist-planning-portland>
 - Read “So You Want to Talk About Race” by Ijeoma Oluo?
 - Read “How to be an Anti-Racist” by Ibram X. Kendi?
 - Read something else?

8:30 pm Adjourn

Resources:

<http://antiracismforbeginners.com/>

[resources provided by Andree Tremoulet](#)