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Coalition of
Communities of
Color

OUTLINE

- Research methods
- Cross-cultural Findings
- Asian and Pacific Islander communities in Washington County
- Call to Action

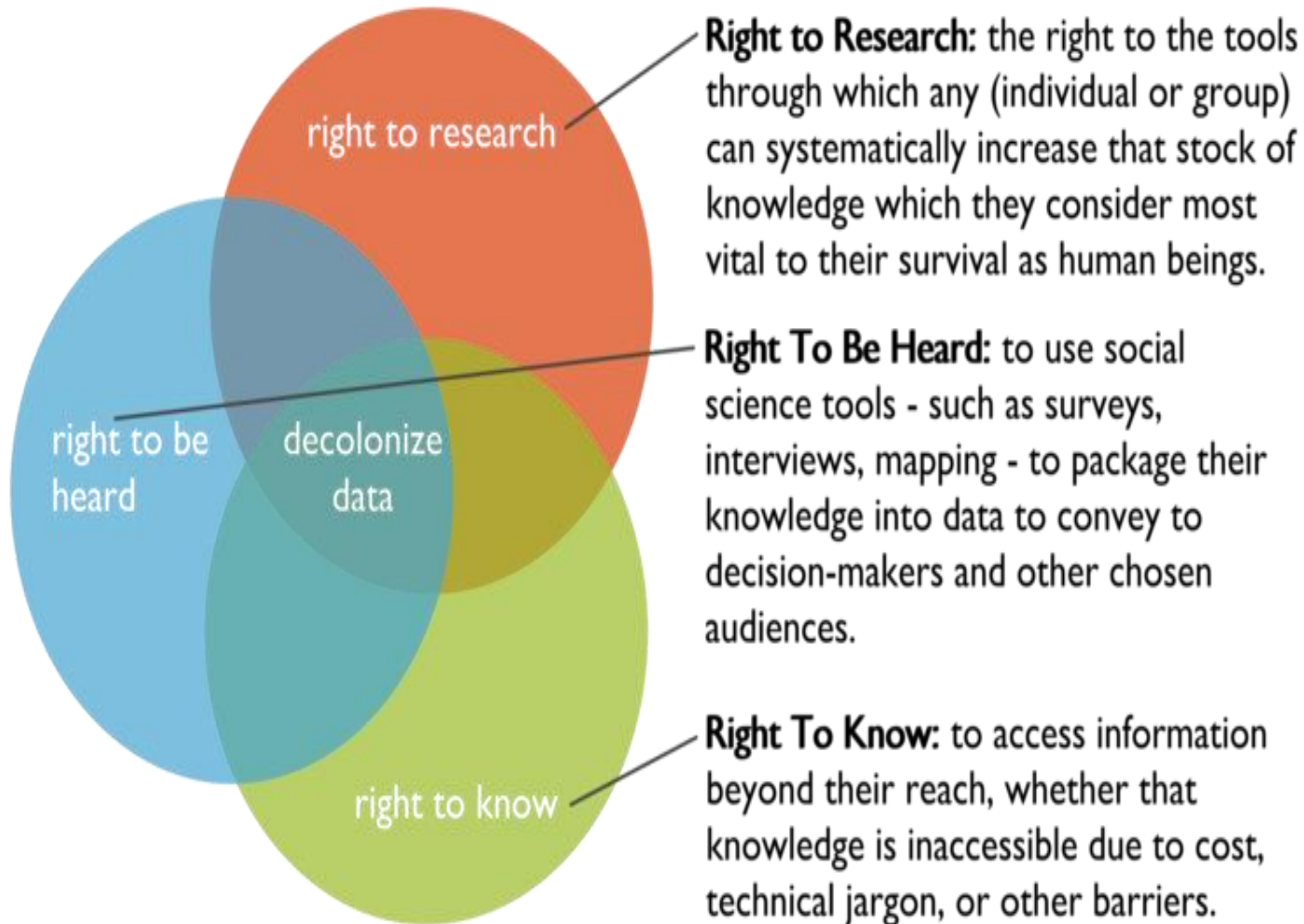


LEADING WITH RACE=

Research Justice in Washington County

 Coalition of
Communities of
Color

RESEARCH JUSTICE PRINCIPLES AND METHODOLOGY



- Steering committee of community organizations and local governments, school districts
- Community conversations with eight communities of color in Washington County
- Community verification of data
- Community review process
- Opportunities for advocacy post-research



PRINCIPAL GOALS

- Establish baseline knowledge about communities of color
- Identify strengths and disparities among communities
- Move institutions to examine their policies and practices
- Improve public investment, delivery of services, and opportunities for civic engagement for communities of color
- Build stronger relationships to promote racial equity

WHAT'S IN THE REPORT

8 Community narratives with data— Native American, African-American, African, Asian and Asian American, Latino, Middle Eastern and North African, Native Hawaiian and Pacific Islander, Slavic.

4 jurisdictional profiles: Data snapshots of 8 communities in (1) Beaverton area (2) Cornelius and Forest Grove (3) Hillsboro, and (4) Tigard, Tualatin and Sherwood.

Call to Action

LEADING WITH RACE: RESEARCH JUSTICE IN WASHINGTON COUNTY (FINDINGS)

1. People of color have always lived in Washington County. We are part of the economy and social fabric. We strive to make it our home.
2. Our reality consists of both experiencing oppression by racist institutions and practices and our resilience and resistance to that. We are made to feel both invisible and hyper-visible.
3. Communities of color are experts in our lived experience and Washington County will be better by working together.

SELECT FINDINGS FROM WASHINGTON COUNTY:



Vietnamese and **Filipino** workers have lower incomes at similar levels of education as White workers



High-income home loan applicants who are **Black** are **86%** more likely and **Latino** applicants are **125%** more likely to have their home loan application denied compared to high income White potential homeowners



Somali speaking students are **197%** more likely than White students to be expelled or suspended from school



68% of **Native American** single mothers with children are in poverty in Washington County, a higher rate compared to 48% of Native American single mothers in poverty in the US

COMMUNITY VOICES

“People have to know because they really don’t know anything about us and the history of the area. We’ve become invisible. There are books available that could be required reading in schools.”

“At the schools if they can find one adult who cares, one person who that student can make a connection with. I think knowing there’s somebody at school that’s going to talk to them and say, your child is doing great. They can go to college. Instead of earning \$12 they are going to earn \$40 an hour if they go to college.”

“We need language services to..I don’t want to use the phrase ‘fitting in’, but to be independent and provide for your family. I want to sustain and strengthen my culture rather than be lost and overwhelmed by other cultures.”

“We raise a lot of dollars for our community needs. Indians are very active in temples and stuff like that. But when it comes to politics, we haven’t had much of a voice.”

“There is a term I really hate right now, that term of cultural fit. I see that being used a lot to me as a way to keep people out of employment. Let’s get together and make sure you are the right cultural fit. Right fit for the team. That team is 80% White, you are a natural misfit.”

“I speak three languages and am doing my Master’s. My boss is over-the-moon excited I took that job because I’m way over-qualified. Why did I take that job? Because there’s no way to get the jobs I deserve in this county. So you start applying to those jobs where you have a better chance.”

“Often when you will walk into one of those local offices, and they say where are you from? Or how are you enjoying our country? There is not that emotional intelligence. You don’t assume just because a person is looking a certain way or dressing a certain way.”

SELECT FINDINGS FROM ASIAN AND PACIFIC ISLANDER COMMUNITIES IN WASHINGTON COUNTY

- **10%** growth in US-born Asian population between 2014 and 2016.
- Disparities in earnings by race and gender: Cambodian, Filipino, Japanese, Korean, Laotian, Thai and Vietnamese **women earn less** than White women.
- Indian community has the **lowest homeownership rate** among Asian communities for which data is available.
- **68%** of Asian communities in Washington County are eligible to vote and hold leadership positions.
- **Fastest growing** population between 2010-2015 (60%)
- Share their **strong cultural identity** and communal values in contrast with being **made invisible** in representation, policymaking and data.
- Monthly **earnings are lower** than an average county average at similar education level and by gender.
- Chuukese and Marshallese speaking students are more likely to report experiencing **housing insecurity**.
- Only **17%** of Native Hawaiian/Pacific Islander workforce is employed in high-wage sectors compared to 44% of the White workforce.

CALLS TO ACTION

1. Call out and execute **cross-sectoral change** acknowledging compounding effects of racism
2. **Democratic govts** should collaborate with one another; redress lack of representation at all levels/spaces; build partnerships and accountability with communities of color.
3. Investing in **culturally specific** infrastructure
4. **Education** for economic empowerment, community building and youth development
5. Investing in **equitable economic empowerment** including pay equity; workforce development; career advancement; affordable housing; dismantling racist practices; promoting entrepreneurship
6. Make space for communities of color to **run, vote, be elected and supported** in leadership; civic engagement inclusive of citizens and immigrants.
7. Resource/support efforts to **build community and connections**; acknowledgement, compassion and respect for communities of color
8. Communities should be **partners in research** design, data collection and analyses, evaluation of impact of policy



CALLS TO ACTION

What are Metro's commitments to the calls to action in *Leading With Race*?