

NEAR EASTSIDE QUALITY OF LIFE PLAN

EQUITY AND ENGAGEMENT

Lead Agency: Westminster Neighborhood Services

Our Vision: The near Eastside is a place where neighbors choose to value each other as assets and facilitate engagement across all races, ethnicities, gender identities, sexual orientations, economic statuses, ages, ability, entry status, and legal status.

Priority #1: Ensure planning groups integrate equity and engagement to dismantle unjust systems, such as racism, poverty, and sexism on the near Eastside	
Action 1.1:	Ensure that the CAT reflects the diversity of the neighborhood and can equitably represent the voices of those experiencing marginalization on the near Eastside.
Performance Measures:	Creation of a CAT that represents the demographic make-up of the near Eastside
Implementation Partner:	
Supporting Partner/s:	
Action 1.2:	Develop equity guidelines that are rooted in asset-based community development principles for lead agencies and CATs to audit the actions proposed to fulfill QoL goals
Performance Measures:	A set of shared guidelines are collaboratively developed by the Equity and Engagement Community Action Team and QOL Lead Agencies for other QoL partners to implement in fulfilling their sections QoL goals
Implementation Partner:	
Supporting Partner/s:	
Action 1.3:	Actively work with other QoL CATs to provide assistance and guidance for inclusive community development on the Near Eastside
Performance Measures:	QoL groups are supported with an equity focus and multiple perspectives to fulfill their QoL goals.

Implementation Partner:	
Supporting Partner/s:	

Action 1.4:	Issues of inequity that present themselves throughout the fulfillment of the 2020 QoL plan are mediated through listening, advising, and facilitating a pathway forward for an equitable near Eastside that supports all of its neighbors
Performance Measures:	The near Eastside is a space for authentic communication and equitable future that supports all neighbors
Implementation Partner:	
Supporting Partner/s:	

Priority #2: Ensure equitable and accessible forms of meetings and communication that reaches all neighbors

Action 2.1:	Develop a list of organizations and assets that reach underrepresented near Eastside neighbors
Performance Measures:	A list of organizations and assets is completed with diverse community members that describes institutionalized resources and grass roots community resources
	The list is used by near Eastside organizations to serve diverse neighbors, plan equitable meeting spaces, and employ an equitable outreach strategy that includes physical and digital outreach
Implementation Partner:	
Supporting Partner/s:	Englewood CDC, Christian Park Foundation, Outreach, Horizon House, Project Lia

Action 2.2:	Develop an equitable community outreach strategy that all near Eastside agencies can employ for projects and events that includes canvassing, fliers, newsletters, and social media and is youth-friendly
Performance Measures:	Strategy completed and use for community transparency by QoL agencies.
Implementation Partner:	
Supporting Partner/s:	

Action 2.3:	Hold meetings in community spaces that are a part of diverse community members' everyday life, such as the Near Eastside Latinx community
Performance Measures:	Number of meetings held in diverse community centered spaces Diverse community members are represented and part of planning the Near Eastside's future with organizations and agencies
Implementation Partner:	
Supporting Partner/s:	Project Lia, St. Philip Neri, Shepherd Community Center, IPS, Near Eastside Innovation School Corp, Food Drives

Action 2.4:	Create bi-lingual and visual means of communication for neighbors experiencing language and literacy barriers
Performance Measures:	Non-English speakers and individuals struggling with literacy are able to access communication on the Near Eastside
Implementation Partner:	
Supporting Partner/s:	St. Philip Neri, Shepherd Community Center, Englewood CDC

Priority #3: Work with other groups to strategize on grants and grassroots development on how to remove barriers.

Action 3.1:	Equity and Engagement Community Agency Team works with agencies and organizations to identify grants and projects that can help identify and remove barriers for neighbors experiencing marginalization
Performance Measures:	Near Eastside organizations and community members continue to work on projects that identify and build strategies to remove barriers Number of grants received and projects funded to address systematic issues facing near Eastsiders.
Implementation Partner:	
Supporting Partner/s:	

Action 3.2:	Near Eastside leadership and neighbors attend training to engage with racial bias, such as Undoing Racism offered through Child Advocates.
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Performance Measures:	Agency employees are more aware of personal racial bias and issues of systemic racism affecting Near Eastside neighbors
Implementation Partner:	
Supporting Partner/s:	All Near Eastside Agencies

Priority #4: Facilitate empowerment and sense of belonging by increasing representation of neighbors experiencing marginalization through opportunities

Action 4.1:	Provide leadership opportunities for neighbors experiencing marginalization on the near Eastside
Performance Measures:	Increase in leadership diversity within near Eastside organizations.
Implementation Partner:	
Supporting Partner/s:	

Action 4.2:	Near Eastside organizations should complete a leadership analysis to assess and reflect on if they truly represent the neighborhood they serve and take action steps to do so.
Performance Measures:	Leadership analysis is completed
Implementation Partner:	
Supporting Partner/s:	

Action 4.3:	Support existing programs that work to support community members facing citizenship barriers
Performance Measures:	Number of community members facing citizenship barriers receive support through legal services provided on the Near Eastside
Implementation Partner:	
Supporting Partner/s:	

Priority #5: Seed youth leadership involvement

Action 5.1:	Make connections with youth leadership to develop youth involvement strategy that embraces diverse leadership strategizes that reflects the demographics of the near Eastside
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Performance Measures:	A developed network of youth to build an equitable youth involvement strategy with organizations
	A transparent strategy for youth engagement on the Near Eastside is developed
Implementation Partner:	
Supporting Partner/s:	Englewood CDC, Westminster, Near Eastside Innovation School Corp, IPS, EDGE, Outreach, other mentorship programs

Action 5.2:	Create environments and communication opportunities where all youth feel safe and involved in the future of the near Eastside
Performance Measures:	Creation of youth-centered programming and outreach that provide them opportunities to be involved
Implementation Partner:	
Supporting Partner/s:	Englewood CDC, Westminster, Near Eastside Innovation School Corp, IPS, EDGE, Outreach

Action 5.3:	Foster soft skill development with youth that builds civic involvement
Performance Measures:	Increase in internships, mentorship opportunities and employment for youth in civic and community development agencies
Implementation Partner:	
Supporting Partner/s:	Englewood CDC, Westminster, Near Eastside Innovation School Corp, IPS, EDGE, Outreach

Action 5.4:	Create a network of peer mentors throughout the near Eastside with existing groups to support youth through similar life experiences, such as homelessness, youth parenting, food insecurity, discrimination, harassment, and other issues that disproportionately face youth experiencing marginalization
Performance Measures:	Build on existing near Eastside programming that creates a network of peers that youth can access for advice and support through similar life situations is created
Implementation Partner:	
Supporting Partner/s:	Englewood CDC, Westminster, Near Eastside Innovation School Corp, IPS, EDGE, Outreach