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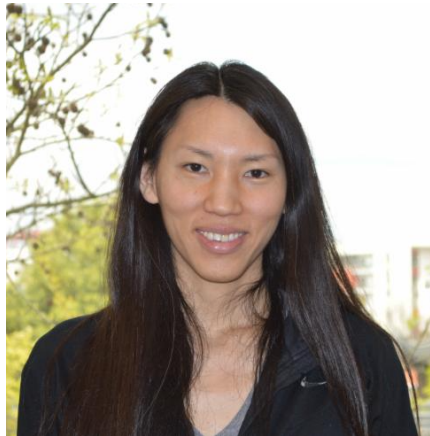
DIRECTOR'S UPDATE

Welcome to the first edition of our e-newsletter, the Equity Lens. At the Coalition of Communities of Color (CCC), we address the socioeconomic disparities, institutional racism, and inequity of services experienced by our families, children and communities; and organize our communities for collective action resulting in social change to obtain self-determination, wellness, justice and prosperity. We are also committed to sharing our stories.

Through the Equity Lens, our quarterly e-newsletter, we'll share program updates, upcoming events and opportunities to engage in our work. Between Equity Lens editions, we'll highlight member organizations and graduates of our Leadership Development Initiative. If you have ideas that you want to share with us, please send us an email.

New Staff Additions

The CCC is excited to welcome two new members to our team:



Kodey Park Bambino, Administrative Assistant

Kodey came to the CCC in January 2015, to provide administrative support related to scheduling, internal processes, and internal communications. As a part-time administrative assistant, Kodey is primarily in the office from Tuesday to Thursday in the later mornings and afternoons. If you need help scheduling a meeting with Julia or any of the staff members, Kodey will be your first point of contact. As a transgender person, Kodey uses gender neutral-pronouns (e.g., "ze" or "hir" or "they") or their name, Kodey. We welcome Kodey to this important administrative position and look forward to their contributions to the CCC!



Maggie Tallmadge, Environmental Justice Manager

Maggie came to the CCC in March 2015 after working with EcoDistricts, a Portland nonprofit organization. She is an actively engaged member of her community as she

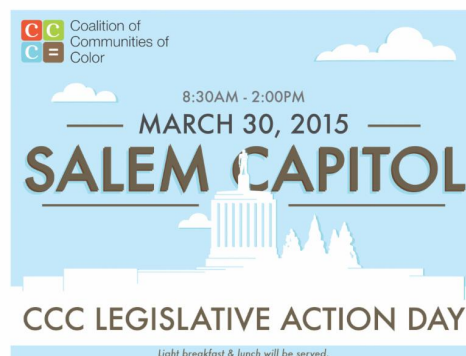
currently serves on the City of Portland Planning and Sustainability Commission, is co-chair of City Club of Portland's New Leaders Collective, and is a member of the Native American Youth and Family Center's Community Leaders Council. Maggie is a Citizen of the Cherokee Nation who brings a background working in Indigenous communities and social services within Oregon communities and internationally. Maggie is a graduate of Wellesley College, where she studied Indigenous rights and environmental justice in both North America and in communities around the world.

Join the CCC in welcoming our newest members of the team. As we continue to grow as an organization, we look forward to finding new ways to strengthen our work with our members, partners, and you to address the socio-economic disparities, institutional racism, and inequity of services experienced by our families, children and communities.

Sincerely,

Julia Meier, Director
Coalition of Communities of Color

2015 CCC LEGISLATIVE ACTION DAY SUCCESS



The CCC would like to thank our member organizations and advocates representing communities of color from across Oregon for participating in the 2015 CCC Legislative Action Day at the Oregon State Capitol! The CCC would also like to thank and recognize Governor Kate Brown and all the state representatives for taking the time to meet with our participants.



To see all the pictures from the 2015 CCC Legislative Action Day, please visit our [Facebook page](#)!

PROGRAM UPDATES

EDUCATION JUSTICE

The CCC seeks a new member of its team to lead our Education Justice Program. The program promotes policies and practices that improve educational outcomes for children of color in Multnomah County and across Oregon. Focus areas include, but are not limited to, improving early learning opportunities, eliminating disproportionate discipline, improving outcomes for English Language Learning students, supporting culturally-specific parent and family engagement, and ensuring culturally-responsive pedagogy and school culture. To download the complete job announcement, [please click here](#).

LEADERSHIP DEVELOPMENT

The Coalition of Communities of Color's Leadership Development Initiative is driven by the

CCC's values of honoring culturally-specificity while simultaneously building a multicultural movement for collective action. The Initiative's mission is to expand the capacity of communities of color to self-organize, network, build culturally-specific social capital, and develop our own pathways to greater social inclusion and equity.

Over 300 leaders of color have already participated in the 6 culturally-specific leadership programs housed under the Initiative, and are led by CCC member organizations: Africa House, Asian Family Center, APANO, PAALF, NAYA, Latino Network and the Slavic Network.



On February 21, 2015, all of the culturally-specific programs came together for the first time to share an intensive day of cultural sharing, transformative conversations and community building. Many thanks to Luna Jiménez Seminars for leading the day and the generous support of Meyer Memorial Trust to make the event possible.

Moving forward, the Initiative will be an integral part of our communication program, which is scheduled to be implemented over this quarter. In addition to our programmatic updates in the Equity Lens, the Initiative will feature its own quarterly newsletter, the Leaders Bridge, which will focus on creating a bridge of communication between each of the culturally-specific leadership development programs as well as their participants and alumni. The first edition of the Leaders Bridge will be released in May 2015 and will serve

as a comprehensive resource for opportunities in the following areas:

- Leadership
- Employment
- Civic Engagement
- Mentorship

If you have any questions or would like to be added to the list, please contact Jessica Lee, Leadership Development Manager at jessica@coalitioncommunitiescolor.org.

ENVIRONMENTAL JUSTICE

The CCC has officially launched its Environmental Justice Program that will build on long held priorities and work in Oregon's communities of color. The Environmental Justice Program responds to the urgent need to engage Oregon's growing, diverse communities in the decisions made around protecting our environment; build our advocacy and leadership capacity in communities of color on climate solutions; and to create a culturally-specific approach and lens within the broader environmental justice movement.



The Environmental Justice Program's focus is to increase capacity in communities of color around environmental justice and climate resiliency; centralize the voices of communities most impacted by environmental injustice and climate change; reform policy practices; and review strategies to produce environmental, economic, and social benefits in communities of color.

CCC Members have already initiated community dialogues to identify environmental priorities and needs that are reflective of their respective community. The CCC and its members are currently providing leadership and voice in Oregon's conversation about pricing carbon as well as developing a CCC climate resiliency platform. If you have any questions or would like to learn more about the Environmental Justice Program, please contact Maggie Tallmadge at maggie@coalitioncommunitiescolor.org.

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