

2023 ANNUAL REPORT

DISASTER RESILIENCE LEARNING NETWORK

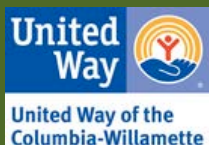
CULTURALLY GROUNDED HEALING & LEARNING SPACES
BY LEADERS OF COLOR FOR LEADERS OF COLOR

It has been really wonderful to be able to build up our community that has been torn apart by COVID. This grant has truly helped in rebuilding what had been lost during those years. - NARA NW

PREPARED BY
Christy da Rosa, LICSW

Editor: Jamila Wilson,
Jessica Hua

JULY 2024





Annual Summary 2023

Introduction

The massive wildfires that hit Oregon in September 2020 had a tremendous impact on the health and well-being of communities of color across the state. In the immediate aftermath of this disaster, community-based organizations serving communities of color identified profound gaps in communications, evacuation, shelter, and other systems intended to alert and protect the state's residents from disasters. The Disaster Resilience Learning Network (DRLN) was created to bring together culturally grounded and/or people of color serving community-based organizations (CBOs) and leaders who serve communities of color disproportionately impacted by disasters.

Planning & Learning

In 2023, the DRLN transitioned from planning to workgroups that translated the Network's goals into objectives and actionable steps. This workgroup received stipends for sharing their time and wisdom. Efforts towards advocacy also grew as the Network was called to present on its mission and actions in conference and workshop settings. Many Network members also received mini-grants through United Way of Columbia-Willamette's DRLN Resiliency Grant which support local and regional disaster resilience efforts.

i am from

Moving forth

not only as individuals, not only as a community but as an entire planet we move forth as more as a more knowledgeable more caring, sympathetic human race Our community knows no bounds

we've overcome some of the most grueling, heart wrenching, backbreaking situation's imaginable and yet here we are Echandole ganas

*Poniéndonos las pilas sin saber que nos espera el día de Mañana
Hemos podido con tanto*

Quien dice que no podemos juntarnos por milésima vez para sacar a nuestra gente adelante Así como nuestros padres y nuestros abuelos pusieron todo su empeño en darnos una mejor vida

Nosotros haremos lo mismo para dejar un mejor planeta para los siguientes habitantes de nuestro hermoso planeta

- raquel

Poem presented at Familias en Acción (Familias)'s Latino Health Equity Conference 2023





The Disaster Resilience Learning Network

Creating culturally-grounded healing spaces by and for leaders of color in disaster resilience work

Membership

Our members consist of CBOs that primarily work with communities of color in disaster work here in Oregon, OHA's Environmental Public Health team, United Way of Columbia-Willamette, and Trauma Informed Oregon



21

Participating CBOs



32

Active representatives

2023 Membership Directory

Beyond Toxics
Bridging Cultures (Puentes Entre Culturas)
Centro de Servicios Para Campesinos
Coalición Fortaleza
Familias en Acción
Friends of Tryon Creek
Living Islands
Native American Rehabilitation Association
NW, Inc. (NARA)
The Next Door, Inc.
Oregon Health Authority
Oregon Physicians for Social Responsibility
Pineros y Campesinos Unidos del Noroeste
Raíces de Bienestar
Radical Rest
Rogue Climate
Southern Oregon League of United Latin American Citizens (LULAC)
The Stronghold: A Culturally Responsive Peer Support Program
Trauma Informed Oregon
UNETE, Center for Farm Worker Advocacy
Unite Oregon
United Way of Columbia-Willamette
Voz Workers' Rights Education Project

OUR MISSION

The DRLN is committed to advancing equitable disaster resilience, for people of color, through healing-centered, culturally grounded collaborations and sustainable practices.

OUR VALUES

The DRLN is committed to fostering space for culturally grounded people and to equity at the heart of our health, our work, and our resilience.

OUR PHILOSOPHY

The DRLN was created within the theoretical guidelines of the social resilience framework, healing-centered, trauma-informed, and culturally grounded approaches.

GOALS



Wellbeing

The DRLN will improve and support the health and wellness of BIPOC leaders working in climate and disaster resilience.



Relationship

The DRLN will build relationships for leaders of color working in climate and disaster resilience.



Culture

The DRLN will center and bridge the importance of cultural grounded knowledge into climate and disaster resilience.

NETWORK GROWTH

In our commitment to advancing equitable disaster resilience for people of color and by people of color, we recognize the expertise and lived experience of our Network members. This past year, we facilitated professional development opportunities and prioritized leadership and advocacy initiatives that amplified the perspectives of our members. We also partnered with research institutions to collaborate on projects that explored the unique challenges and strengths of communities of color in the face of disasters, contributing to more diverse understandings of resilience.

PROFESSIONAL DEVELOPMENT

Recuperación de desastres: Información del Trauma: All staff of Network organizations were invited to a Spanish trauma informed care and disaster resilience training three part series led by: [Julio Galindo](#), a trauma informed care trainer.

The overall goals of these educational series was to 1) increase awareness of how trauma impacts CBO work and community, 2) offer language and framework around resilience and community healing approaches, and 3) offer practicable resilience and community healing skills CBO leaders can use within their communities. On average, 15-25 people attended each session.

Rest Is Resistance: All members received a copy of [Rest is Resistance: A Manifesto](#) by Tricia Hersey: "From the founder and creator of The Nap Ministry, Rest Is Resistance is a battle cry, a guidebook, a map for a movement, and a field guide for the weary and hopeful. This book is rooted in spiritual energy and centered in Black liberation, womanism, somatics, and Afrofuturism. With captivating storytelling and practical advice, all delivered in Hersey's lyrical voice and informed by her deep experience in theology, activism, and performance art, Rest Is Resistance is a call to action and manifesto for those who are sleep deprived, searching for justice, and longing to be liberated from the oppressive grip of Grind Culture." [\(The Nap Ministry\)](#)



NETWORK LEADERSHIP & COLLECTIVE DECISION MAKING

10 DRLN members convened for six months to transition the work from the planning circles in 2022 to actionable items. Members were organized into three workgroups with:


- *Membership & Infrastructure* with Jamila Wilson (UWCW), Debbie Cabrales (Centro de Servicios Para Campesinos), Izzy Meda (Familias en Acción), and Kim Tham (Oregon Health Authority).
- *Disaster Preparedness & Inclusive Messaging* with Cristy Muñoz (UWCW), Erica Cuesta (Voz and Familias en Acción), Michele Pinkham (NARA NW), and Kianna Juda Angelo (Living Islands).
- *Wellness & Education* with Christy da Rosa (Trauma Informed Oregon), Laura Millette (LULAC), Alivia Feliciano (Radical Rest), and Gladys Martinez (Raíces de Bienestar)

These workgroups developed a comprehensible survey for Network members to finalize their recommended action items. The workgroups concluded with goals related to inclusive and community leader of color-led PSAs, regional leads for quarterly in-person activities, and infrastructure to better support the integrity of the Network. See the Survey Report in the Appendix for more information.

NETWORK HAPPENINGS

Paul Sounders worked closely with the DRLN through focus groups, core leadership meetings, and feedback meetings to develop the DRLN's website, logo, and brand. You can view the Network's website at drln.org.

The Network continued to convene quarterly to be in community, share upcoming events, and welcome new members. Quarterly meetings maintain storytelling and feedback for wellness and professional development.



PARTNERS IN RESEARCH

The DRLN collaborated with students through University of Michigan's School for Environment and Sustainability's (UM-SEAS) Master's Project and graduate student Nico Hamacher at Columbia Mailman School of Public Health for research initiatives. Heidi Huber-Stearns at University of Oregon mentored the UM-SEAS students' project. Please go to drln.org to view these reports.

Strengthening Disaster Resilience and Justice for Community-Based Organizations in Oregon

Insights from DRLN Members and Disaster Resilience Literature: Oregon is experiencing increased frequency and severity of climate-related disasters, including wildfires, flooding, and smoke events. During and after these disasters, many community-based organizations (CBOs) divert from their typical workload to support impacted communities. There is an increasing need to understand how CBOs support their own workers, interact with other organizations and government agencies, and hold and create safe spaces for community members during disasters. This report presents recommendations from disaster resilience literature in the context of challenges facing the DRLN.

An Oregon-centered analysis of geographical distribution of DRLN members, populations of color, and predicated climate risk

This paper examines the role of these CBOs through the lens of an increasingly climate-driven disaster setting and uses mapping to explore the (a) geographic distribution of DRLN member service areas alongside community of color population data in order to identify service gaps. Nico can be contacted at nicohamacher@outlook.com for any questions regarding the maps or how they were developed.



NETWORK SIGHTINGS

Recognizing the importance of amplifying diverse voices and perspectives in the field of disaster resilience, our Network funded members to attend and present at key conferences and events. By supporting their participation, we aimed to create platforms for our members to share their insights, experiences, and advocacy for equitable disaster preparedness, response, and recovery strategies tailored to the needs of Black, Indigenous, and People of Color (BIPOC) communities. Through these speaking engagements, our members brought forth invaluable knowledge rooted in their lived experiences, challenging existing narratives and advocating for the integration of culturally responsive and inclusive approaches in disaster resilience efforts.

OREGON PREPARED 2023



Abstract: The massive wildfires that hit Oregon in September 2020 had a tremendous impact on the health and well-being of communities across the state, disproportionately impacting homes of rural low-income communities of color. In the immediate aftermath of this disaster, community-based organizations serving communities of color identified profound gaps in communications, evacuation, shelter, and other systems to alert and protect the state's residents from disasters.



Bringing in racial equity to disaster work can be challenging. Building resilience requires strengthening infrastructure, protecting natural resources through culturally responsive healing strategies, and reimagining how disaster response strategies can better serve their communities. This panel will support participants in gaining insight and a greater understanding of redesigning disaster work and practices to be equitable and inclusive.

Presented by: Cristy Munoz (UWCW), Michele Pinkham (NARA NW), Patty Lara (The Next Door, Inc.), Blanca Gutierrez (Rogue Climate), and Christy da Rosa (TIO)

NATURAL HAZARDS CENTER WORKSHOP 2023

Culture and Healing Centered Practices in Disaster Resilience and Recovery

Abstract: The Disaster Resilience Learning Network (DRLN) was created to find and bring together Oregon leaders who identify as people of color and work with community-based organizations (CBO) supporting those disproportionately impacted by disasters, especially low-income, communities of color. Based on trauma informed, culturally grounded, and healing centered principles combined with Oregon's statewide public health social resilience framework, this pilot program sought to assess the feasibility and relevancy of a statewide network to bring community of color CBO leaders into disaster work. Results of interviews, surveys, and participant observation revealed participants felt the content and structure of the pilot was culturally relevant to their work and communities. The Collective in 2022 decided to transition into a Network, leaders across the state shared understandings of resilience embedded in culture, community, and ancestral traditions. Critical feedback offers a model and specific ways in which social workers can facilitate collaboration between government, philanthropy, and culturally specific CBOs to mutual learning and action. Check out the poster [here!](#)

Presented by: Jamila Wilson (UWCW), Laura Millette (LULAC), Izzy Meda (Familias en Acción), and Christy da Rosa (TIO)

Training Session: Introduction to Trauma-Informed Care for the Disaster Workforce

This interactive training will focus on trauma-informed care principles and explore how trauma manifests at an organizational level. Audience members will learn how to use this approach and explore how trauma-informed approaches can reduce re-traumatization and increase disaster workforce resilience. Attendees will explore ethical and public health perspectives of trauma-informed care, culturally informed ways to tailor care to specific communities, and factors that can impact stress, burnout, and resilience after disaster. Resources to help implement trauma-informed care across organizations will be provided.

Presented by: Christy da Rosa (TIO), Mary Leinhos (Centers for Disease Control and Prevention), Cristy Morales Munz (UWCW), and Katie Pugh (Centers for Disease Control and Prevention)

LATINO HEALTH EQUITY CONFERENCE 2023



Trauma-Informed Care: A Resilience Framework for Disaster Workers and Communities

Abstract: In the face of disasters, both disaster workers and service recipients can experience trauma, highlighting the critical need for a trauma-informed approach. This presentation, delivered by members of the Disaster Resilience Learning Network, introduces trauma-informed care (TIC) as a crucial framework for supporting the mental health and well-being of those impacted by and responding to disasters. Drawing from their community work, the presenters will share real-world examples and

stories that illustrate how a trauma-informed approach can buffer against retraumatization, particularly within marginalized communities. Attendees will gain insights into embodying TIC principles in their personal and professional environments, fostering resilience through self-awareness and connection.

Presented by: Christy da Rosa (TIO), Julio Galindo Muniz (TIO), and Alivia Feliciano (Radical Rest)

WILDFIRE RESILIENCE SUMMIT 2023

Abstract: Network members provided an overview of the DRLN, its theoretical model, and an example of culturally-grounded disaster resilience programming. Beyond Toxics shared their Outdoor & indoor Air Quality Monitoring and Assessment from wildfire smoke in Phoenix and Talent, OR and their work supporting SB 530 which establishes state policy regarding natural climate solutions. See slides for this presentation [here](#).

Presented by: Jamila Wilson (UWCW), Christy da Rosa (TIO), and Alyssa Rueda and Ana Colwell (Beyond Toxics)



A MESSAGE TO CBO PARTNERS

Culturally-specific CBOs play a crucial role in community disaster resilience building. CBOs face numerous challenges in their efforts to build resilience, provide services, and engage with government entities and funders. These challenges range from funding issues to cultural conflicts and capacity constraints. Below are key challenges DRLN CBOs experience in their work and their recommendations.

CHALLENGES & RECOMMENDATIONS

Recognition and Inclusion: CBOs feel undervalued and excluded from key decision-making processes.

- *Recommendation:* Recognize CBOs as essential partners in decision-making spaces.
- *Recommendation:* Provide stipends for CBO staff asked to contribute their expertise and lived experience.

Funding and Resources: CBOs struggle to offer culturally-specific disaster resilience programming in part because of inflexible funding, especially for non-tangible outcomes. Small organizations may not have the capacity to take on administrative risks in grant processes.

- *Recommendation:* Provide more accessible, funding streams with flexible deadlines and diverse ways to report out. Offer technical assistance tailored to smaller, grassroots organizations and/or adjust administrative requirements based on organization size.
- *Recommendation:* Offer funding processes that accept diverse outcomes including qualitative data, process outcomes, and non-tangible disaster resilience building measures.
- *Recommendation:* Increase accessibility to planning grants that are flexible to center community-led action around disaster resilience.

Language and Accessibility: Network CBOs continue to experience a lack of multilingual outreach and disaster resource information.

- *Recommendation:* Ensure government communications and meetings are available in multiple languages and actively include diverse community members.
- *Recommendation:* Ensure handouts, infographics, PSAs, and other outreach materials are accessible in multiple languages and forms.



REPORT OUT OF 2022 DRCLC UWCW GRANTS

Through the work of UWCW, the DRLN has established resiliency funding for DRLN organizations. This funding is dedicated to Network CBOs to decrease stress and administrative risks CBOs with small staff capacity might experience. These funds supported CBOs to build climate resilience and social connection for communities of color affected by climate-related disasters (i.e., wildfires, floods, heat waves). CBOs enrolled with the DRLN were eligible for these funds, which were used to support their community and/or staff. \$200,000 was allocated towards 14 organizations. 2 projects were conducted in partnership of two DRLN organizations. 2 organizations opted to extend their project timeline and their outcomes are not included in this report. **These projects are estimated to have impacted over 2,000 people in total.**

This funding process upholds the following components to decrease procedural vulnerability culturally specific, grassroots organizations commonly experience:

- **Flexibility:** UWCW accepts multiple applications methods (e.g., video, paper, online application) and flexible deadlines from applying to report out. The funding process is also open to grant projects evolving to better meet community needs and CBO capacity as the projects progress.
- **Pluralism:** The DRLN recognizes that there are multiple ways in which disaster resilience is understood and built. This funding process is open to diverse disaster resilience building approaches outside mainstream emergency management narratives. These approaches may include cultural celebrations, relationship-building, and community-led action.
- **Feedback:** The DRLN actively asks for feedback about their funding process in an ongoing commitment to decrease accessibility barriers to funding. DRLN volunteers also participate in the grant application review process, excluding their own.

RAÍCES DE BIENESTAR

“It’s truly resilience work. Some of our participants come from wildfires and disasters.” – Dra. Ruth Zúñiga

OVERVIEW

Raíces de Bienestar is a 501(c)3 non-profit launched in 2021. Their founders and directors have more than 20 years of combined experience working with the Latinx community, traditional health workers, and behavioral, mental, and public health. This funding supported Raíces de Bienestar’s Recovery and Resilience programming for wildfire impacted Latinx communities across OR. Their Program Manager, a trained & bilingual Community Health Worker (CHW) professional, hosted community offerings on climate change, disaster recovery and preparedness and support implementation of “Más Fuerte que la Adversidad” cohorts. This programming centers active community members building resilience in the Latinx community, namely community health workers (CHW) and Latinx community leaders, who work with fire impacted communities including migrant, indigenous, and farmworkers.

PROJECT & IMPACT

Raíces de Bienestar is rooted in the values of their community and those they serve. To center their community’s lived experience, Raíces de Bienestar recognized a need for resilience programming around the mental and emotional impact of disasters. This planning grant supported funding for key personnel to meet with community members and collaborate with other Latinx-led organizations to transition their disaster preparedness programming from a grant project to a sustainable program. Raíces de Bienestar is a small organization rooted in the Oregon Latinx community. Each employee is crucial for the development, support, and longevity of its programming. This grant supported personnel in planning meaningful culturally specific work, including identifying geographic specific gaps in Latinx programming, advocating in solidarity with other organizational partners on systematic barriers that impact the Latinx community, and fostering long-term relationships between personnel and partners.



RECOMMENDATIONS

Organizations aiming to effectively serve their communities should prioritize maintaining strong connections at all levels, from top administrators to front-line staff. This involves regular participation in community events and consistent engagement beyond occasional visits or annual gatherings. Advisory committees can support relationship building to gain deeper insights and identify service gaps. These committees can provide direct feedback and help organizations understand community needs more comprehensively. Last, while valuing diverse perspectives within the organization, care should be taken not to tokenize employees with marginalized identities. Instead, organizations should strive for authentic community involvement, ensuring that community needs and desires drive program development. Implementing comprehensive feedback mechanisms, such as satisfaction surveys, is essential for continuous improvement, recognizing that meaningful feedback often comes after establishing trust. Organizations should encourage all staff to balance big-picture thinking with ground-level engagement, avoiding the treatment of community members as mere statistics. By committing to a consistent, long-term presence in the community and fostering genuine relationships, organizations can develop more effective programs and better serve their target populations. This approach requires dedication to being an active part of the community, even if it means engaging outside traditional work hours.



Information provided by Dra. Ruth Zuniga and Alejandra Ferris

FAMILIAS EN ACCIÓN

"I've enjoyed and appreciated the poems that were shared and how gracefully they were presented. I deeply connected with the words that were said and felt them in my body. I appreciate the experience of being in a space with people who look like me and have been doing amazing work for communities of color and other vulnerable communities." - Attendee

OVERVIEW

Familias en Acción (Familias) was founded in 1998, in response to the need for a culturally specific organization to promote health for Latino/x/e communities. The mission of Familias is to strengthen the health and well-being of Latino families and communities in Oregon. Their constituency is primarily Spanish speaking Latino/x/e communities who live in the Portland and Salem metropolitan regions, and they have made strides for state-wide partnerships and reach. Their grant project focused on weaving art into their 14th annual bilingual Latino Health Equity Conference - Building Climate Resilience. The art took on many forms, including music, written and spoken word, hands-on activities, murals, installations, and decorations that told the story of Latino/x/e perspectives around climate change and health.

PROJECT & IMPACT



"The conference featured three progression paintings by Latino artists depicting the Golden Gate Bridge with greenery reclaiming human structures, with people on the stairs. There were also two tactile collages of Pacific Northwest plants/animals and a community-created puzzle piece which highlighted how individual contributions form a

"collective lived experience. The "Pieces of Home" traveling exhibit showcased paintings by southern Oregon artists reflecting on wildfire experiences. Additionally, undocumented students from Washington State University created reflective poetry in journals culminating in "I am" poems celebrating their identities. Another student also had their artwork featured on a journal participants used to interact with presenters. Familias also incorporated nature sounds, projected videos of greenery, and decorated the conference with plants to bring nature into the conference space. The use of art helped Familias strike a balance between celebration of cultures through laughter and artistic expression, while also offering grounding spaces for quiet introspection amid the vibrant, high-energy atmosphere.

The art also enabled this conference to feel more culturally specific, celebratory. I feel without it there wouldn't be such a feeling of celebration, being proud of the amazing things that community had done. That Latine culture is important and deserves this wonderful opportunity to come together and eat this great food.” – Jessica Nischik-Long, Acción Climática Program Manager

Approximately 470 people attended Familias’ conference. The integration of art into the conference facilitated community connection, allowing attendees to engage with others undertaking similar endeavors. It provided a restorative and reflective experience. Discussions centered on how climate change has impacted daily lives and how historical context planted seeds for future action. The artistic elements created opportunities for participants to decompress and re-center themselves amidst the dynamic environment. Overall, the inclusion of art fostered an environment conducive to meaningful relationship building, cultural exchange, and contemplation of pertinent societal issues through a creative lens.

RECOMMENDATIONS

To foster community resilience and engagement, Familias recommends that organizations prioritize creating opportunities for personal reflection and collective sharing in their learning spaces, allowing individuals to see their role within the larger community context. Supporting attendance at conferences and similar events is crucial, especially for members of small nonprofits and underrepresented groups who may face financial barriers. Efforts should be made to include community members who might not traditionally participate, such as low-income individuals, immigrants, and those with limited English proficiency. There's a growing recognition of the importance of social cohesion and relationships in building resilience, particularly at the local level. CBOs play a vital role in fostering these connections, as they can authentically facilitate neighbor-to-neighbor relationships in ways that government entities often cannot. The success of popular education models, which emphasize collective learning and interactive approaches, should be noted and incorporated into community engagement strategies. By focusing on these elements, organizations can contribute to building stronger, more resilient communities that are better equipped to face challenges together.





THE STRONGHOLD: A CULTURALLY RESPONSIVE PEER SUPPORT PROGRAM

OVERVIEW

The Stronghold is a non-profit organization, which began providing services in July 2020. The Stronghold is a peer-run organization, meaning that the majority of the Board of Directors and leadership positions be composed of individuals who self-identify as an individual living a life of mental health, an addiction in recovery or both. In the last few years, the Stronghold has supported disaster response for the 242 and Bootleg fire and towards grief support for community tribal members that experienced loss of family members. This resilience project centered mental health support for the Stronghold staff and Indigenous community members.

PROJECT & IMPACT

The Stronghold utilized grant funds for multiple projects to support staff and community well-being. The Stronghold partnered with The Sacred Sol Healing Institute, led by Renee Frye, to implement a 2-3 month Stress and Mindfulness Native Yoga wellness program benefiting the staff and Indigenous community in Klamath County. The project offered financial stipends, acting as a bonus to support financially struggling staff dealing with personal and community losses during COVID while addressing grief and promoting well-being. Funding aided an elder's home renovations, including redoing rotting floors, addressing mold in walls, and assisting with plumbing issues for a home not tied to the tribe, meaning limited financial support was available. Additionally, it facilitated outreach efforts by supporting behavioral health recovery networks, fostering collaboration with other tribes in Northern California like the Hupa Reservation and Fort Bidwell Paiute through providing supplies at health fairs and strengthening relationships by honoring traditional trading routes amid past water rights disputes. The funding also enabled staff to attend Peerpocalypse, a peer wellness specialist conference, covering travel, food, and other associated expenses. Overall, the initiative provided crucial financial assistance for staff well-being, home repairs, Indigenous community outreach, and professional development opportunities.

The project positively impacted staff and community members by providing stress relief, financial support, and assistance with home repairs for an elderly community member. Home repairs also provided temporary work for other community members.

Estimated # of People Impacted:

- Housing renovation: (1 elder and 3 working community members)
- Peer apocalypse: 7 staff and around 7 community members
- Yoga series (staff and community, 8 people)
- Health fair (distributed 20 hygiene kits, harm reduction supplies, impacting around 50-120. In addition, impacting 4 community partners who were paid to attend)

RECOMMENDATIONS

For organizations interested in this work, The Stronghold notes persistence and perseverance are crucial when introducing new initiatives or programs in a community, especially when they are unfamiliar or unprecedented. If the initiative is genuinely beneficial and centers community needs, its value will eventually become apparent through continued effort and dedication. As a program develops and grows, it's important for organizers to recognize that they are serving a larger purpose beyond their personal goals or desires. This perspective shift allows the initiative to evolve organically in response to community needs. Success stories and positive outcomes play a vital role in building trust and acceptance within the community. Sharing these experiences helps demonstrate the program's value and encourages wider participation. By maintaining a long-term commitment to a program's goals and remaining open to community feedback, organizations can overcome initial resistance and create meaningful, lasting impact in their communities.



BEYOND TOXICS

"I think it was helpful to talk about it with likeminded peers. It's just a different conversation. It was nice to have that space for high school students." - Alyssa Rueda

OVERVIEW

Beyond Toxics is a statewide 501(c)3 non-profit founded in 2001 in Lane and Jackson counties. Beyond Toxics uplifts voices from Oregon communities disproportionately impacted by pollution and climate change. They collaborate with other nonprofits, educators, and tribal organizations to build a movement to demand that state and local policies require fair, inclusive, and equitable access to clean air, clean water, and safe spaces for all to live and work in. Their project centered youth of color activities focused on cultural connection, personal wellness and resilience. Their trainings focus on identifying wellness practices for climate impacts, and visioning to grow leadership skills to solve community-identified public health challenges. They offered two Emotional Emergency Preparedness trainings in Eugene and Springfield for Black, Native American, and Latinx youth and community members.

PROJECT & IMPACT

This comprehensive project focused on empowering youth of color and Latinx communities through environmental and climate justice education, cultural connection, and disaster preparedness. Two Youth Cohorts served 38 participants aged 17-22 and explored emergency preparedness for wildfires and heat domes, cultural wellness activities like community gardening, and participated in a Black History Walk to learn about Eugene's early Black community leaders. The program culminated in creating a Climate Resilience and Healing mural with a guest artist. Additionally, outdoor cultural and environmental activities reached over 60 younger children (ages 8-14) through partnerships with organizations like the Boys and Girls Club, teaching them about the First Foods of the Kalapuya people, plant identification, seed collection, and natural dye-making.



The initiative extended its reach to Latinx families, providing Emotional Emergency Preparedness trainings for 15-25 families in Eugene and Springfield, particularly targeting those living near industrial polluters. These sessions included the distribution of personal safety emergency kits. Community events celebrating Latinx culture with partnered community events with SAFER, Eugene Parks and Recreation, and the Springfield Public Library, reached over 500 community members, incorporating art, storytelling, and dance performances. One community-led project sponsored sidewalk painting for Día de Muertos and Indigenous dance and storytelling performances on the banks of the Willamette River. The project also organized four outdoor experiences in local forests and wetlands to foster a connection with nature. Collaborations with local schools led to the creation of environmentally-focused art exhibitions displayed at [First Friday Artwork](#), raising awareness about local environmental issues like the J Factor wood processing facility. These exhibitions combined data on hazardous waste with student-created artwork, each piece linked to interviews expressing the students' emotions about the environmental challenges in their community. The project's success was attributed to its responsiveness to student interests, addressing timely issues like eco-anxiety, and providing a space for like-minded peers to discuss climate change impacts in their local context.

Beyond Toxics' programming had a significant impact on participants, with some students citing it as life-changing and influencing their future plans. **The programming connected with over 600 individuals with ripple effects toward how their participants approach environmental justice.**

RECOMMENDATIONS

For organizations interested in this work, Beyond Toxics recommends making curriculums and other programming open to the public for replication. Alyssa commented, "We had to create some of these things on our own. But there are programs out there and we have to teach ourselves based on the websites. It would be cool if people give curriculums or presentations in place that we can share. A database for how to prepare for emergency preparedness."



Information & photos provided by Alyssa Rueda, Olivia Farnham, and Lisa Arkin

THE LEAGUE OF UNITED LATIN AMERICAN CITIZENS (LULAC)

OVERVIEW

LULAC is a volunteer-based organization that empowers Latinos and builds strong Latino communities through community-led action, leadership training, and culturally-healing programming. Their grant project focused on empowering parents who were impacted by wildfires, particularly Latina mothers, in Southern Oregon through a series of culturally centered activities and leadership development initiatives. It facilitated participation in conferences, such as sending five members to the National LULAC conference in Phoenix, Arizona.

PROJECT & IMPACT

LULAC also supported some members that work across the state to help other councils with their regional work. One notable event, "Abrazando Comunidades," was held in partnership with the Ford Family Foundation, focusing on leadership development and community engagement for rural Latinx communities in Forest Grove and Hillsboro. LULAC hosted this event to support community leadership within their community. Cecilia Giron, President of Oregon LULAC, observed, "How do we engage the Latino community with agencies and systems? To start, they need to know this is their city." The event facilitated deep conversations around how families defined leadership and how participants can identify as leaders regardless of titles or background. Cecelia reflected, "One of the men that was there said, 'I want the city of Cornelius to be clean. I walk a lot and see a lot of garbage and I want to pick it up. In order for us to have a clean environment, we need to also help. This is what I want to do this year and I want all of you to support me.' Then he asked, 'I cannot do it myself. Will you help me?' And everyone said, 'Yes!' Then someone said, we should ask the city for support, like giving us bags. How powerful that is?"



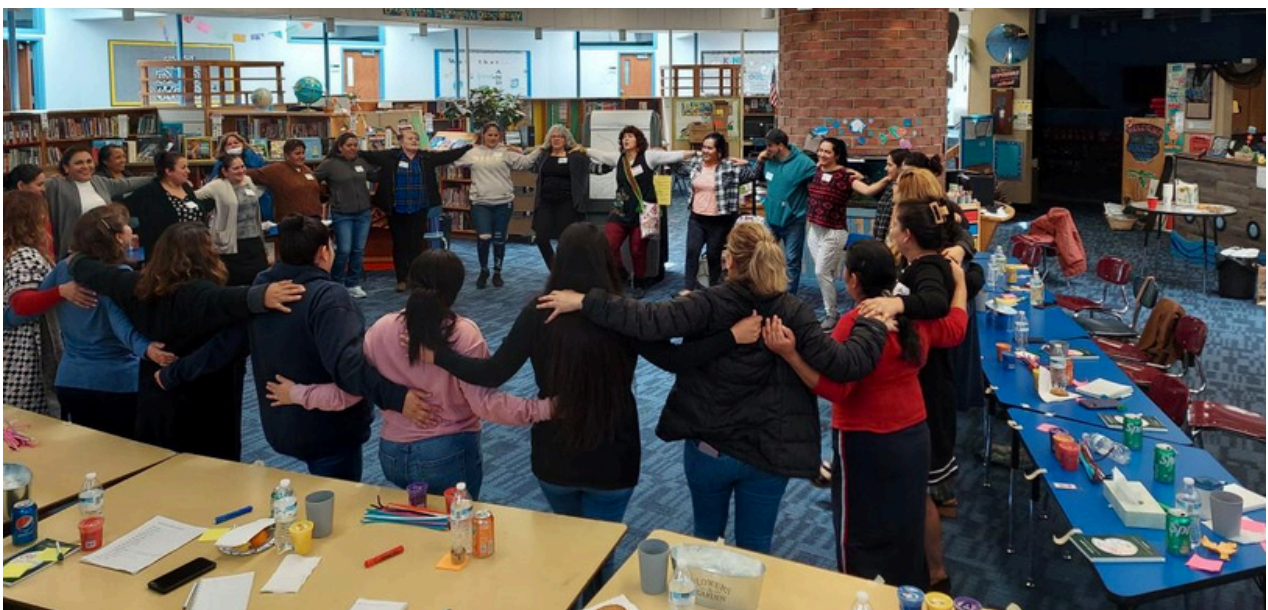
The impact of this project was multifaceted and far-reaching. It fostered strong relationships within the Latino community, enhanced leadership skills, and promoted civic engagement among participants. The grant project created a ripple effect of empowerment, encouraging Latino community members to see themselves as capable leaders and active participants in shaping their communities while addressing the traumatic impact of the fires. LULAC's recommendations for other CBOs interested in similar work are to be adaptable to different community needs and to challenge how funding opportunities might not align with community-led initiatives.

Estimated # of People Impacted:

- Abrazando Comunidades (30 adults, 5 youth, 10 children)
- Culturally-rooted Healing Retreat (8 Mothers)
- Business and Professional Development Classes (28 people for the business workshop, 25 people for a financial skills course)
- Día de Muertos (200+ participants)
- LULAC Leadership Opportunities (Supported 5 people to attend National LULAC Conference)

RECOMMENDATIONS

For organizations interested in this work, LULAC recommends considering programming models that encourage reciprocity that nurtures community leadership. Laura Millette observed, "I feel their love doing this work. I don't need to tell their story. They tell their own."



Information & photos provided by Cecilia Giron, Laura Millette

PINEROS Y CAMPEBINOS UNIDOS DEL NOROESTE (PCUN) AND THE CENTRO DE SERVICIOS PARA CAMPEBINOS (CENTRO)

OVERVIEW

Pineros Y Campesinos Unidos del Noroeste (PCUN) and the Centro de Servicios Para Campesinos (Centro) collaborated on a culturally-specific staff well-being grant project. PCUN's work originated as a union for farmworkers. Their mission is to empower farmworkers and working Latinx families in Oregon by building community, increasing Latinx representation in elections, and policy advocacy on both the national and state levels. PCUN values the ability for workers to take action against exploitation and all of its effects, and continues to build an agenda that strengthens workers rights by creating safer workplaces, advocating for fair wages, and pushing for enough economic security to care for our families. Founded in 1977, the Centro de Servicios Para Campesinos provides a variety of immigration integration services to more than 1,000 people per year including legal representation for immigration matters, assistance with forms, referral services, notary services, and translations for the Latinx community in Oregon. Their project aimed to provide culturally specific healing activities for staff, lead volunteers, and community leaders.

PROJECT & IMPACT

This project provided all staff to access culturally specific mental health offering resources, skills, and time to discuss and center healing from secondary trauma. The staff and leaders for these two CBOs were impacted by heat related farmworker deaths and teams provide emotional support to underserved community members seeking wrap-around assistance. **PCUN and Centro offered 11 healing circles from July to June 2024 in collaboration with facilitators Claudia Pointes & Rosario Sammartino. Funds covered transportation, labor, and activity expenses.** The healing circles were offered monthly for two hours and before lunch to provide staff the time to transition back into work. The healing circles incorporated multiple non-Western, healing approaches including sound healing, art-based reflection, movement, journaling, and somatic and embodiment practices.



The circles primarily addressed vicarious and secondary trauma staff experienced from heat-related farmworker deaths and the emotional care staff provide to underserved community members. The activities were offered in Spanish and with cultural traditions and staff were encouraged to tailor each activity to their well-being goals. This included meaningful reflection and reconnecting to their bodies. Debbie, the executive director of Centro, observed, “We felt what our bodies were telling us. I learned I had to be patient with my body. I need to take care of myself in different ways than before. I was able to use that space to let that out.”

11-14 staff, including leadership, attended each healing circle. Debbie observed that the healing circles brought staff together and helped them listen to their bodies in ways they might not have had the time or capacity to.

RECOMMENDATIONS

For CBOs interested in bringing in culturally specific workforce well-being to their organization, these grantees recommend being attuned to what types of offerings staff might be more interested in or align with. To improve participation and attendance to the offerings, consider comfort-level, familiarity, organizational structure, and other barriers that might impact participation. These grantees also observed that leadership must participate in workforce well-being and model for staff the importance of this work to them.



Information & photos provided by Debbie Cabrales (Centro), Marlina Campos (PCUN)

BRIDGING CULTURES

OVERVIEW

Bridging Cultures is a community-driven, multi-cultural community based organization in Canby, Oregon that seeks to build relationships that create equitable communities. Bridging Cultures centers the lived experiences of Latino/e/x community members and offers ESL classes, Bienestar Health and Wellness community resource fairs for farmworkers and the Latino/e/x community, and other community events for celebration and connection. Their project, The Disaster Resilience and Wellness Initiative, implemented a series of culturally centered activities and services for Latino/e/x communities and staff in Canby, Oregon.

PROJECT & IMPACT

The Bridging Cultures DRLN project created a safe and supportive space for our community to have open conversations about important topics that are often overlooked in the Latine/a/o households. These discussions tackled issues like resilience, mental health, substance abuse, stress management, and self-care strategies. Our areas of focus were:

- Breaking the Silence: The project addressed topics rarely discussed in our community, encouraging open dialogue and fostering a culture of understanding.
- Holistic Wellbeing: We explored the connections between mental health, substance abuse, and stress management, emphasizing the importance of self-care for ourselves and our loved ones.
- Ripple Effect of Wellbeing: The project highlighted how individual well-being impacts our families, friends, and the broader community, emphasizing the importance of building healthy relationships.



The project included a six-class series covering various topics such as community resilience, mental health, substance use, and self-care. Activities ranged from outdoor hikes and craft sessions to discussions on mental health and substance use dependency. The program also offered a First Aid/CPR class in Spanish. The final classes centered on healing your inner child which offered reflection, posttraumatic growth, and mental health resources. To lean into families attending as a unit, childcare services were provided for children aged 5-13, allowing parents to fully engage in the sessions. Youth were also given the option to attend sessions. The classes were located in places such as a local library so that games and activities could be included for younger participants. Fabi, Bridging Cultures' lead staff member who convened the classes, observed, "As the sessions progressed, people were more open. The members were going through the pain alone, but once we talked about feeling anxious and sad, they were able to name it and deal with it. And that is a big, big thing for us. We didn't know what it was. Life goes up and down and we deal with it. But we deal with it in different ways. But in these sessions, they were able to name it."

The project emphasized community healing through shared meals, facilitated discussions, and the creation of restorative care packages. Participants reported a better understanding of resilience and felt more comfortable discussing sensitive topics like grief and loss. Additionally, the initiative collaborated with local libraries, facilitators, and community members to provide resources, space, and childcare for these classes. Bridging Cultures serves over 300 community members.

RECOMMENDATIONS

For CBOs who want to offer similar work like this project, Bridging Cultures recommends, "Get your hands dirty. Any time there is an opportunity to engage in an event, go even if it's not your own. That's how you know what your community needs and how to encourage participation in your program."



Information provided by Fabiola Zavala and Miguel Cholula



THE NEXT DOOR, INC.

OVERVIEW

The Next Door, Inc. (TNDI) is the largest social service agency in the Gorge. Its mission is “opening doors to new possibilities by strengthening children and families and improving communities.” TNDI has served the Columbia River Gorge community through mental health, advocacy, education, counseling services, and disaster resilience programming. Their grant project centered on the facilitation of the Valle Verde mental health promotion curriculum, developed locally to increase mental health awareness in the Spanish speaking community in the Gorge. Community members were offered informal counseling on behalf of Community Health Workers (CHW) and enrollment in local emergency response systems. This project aimed to connect with migrant and seasonal farm workers, retail workers, the service industry, and the general Spanish speaking community residing in the Gorge.

PROJECT & IMPACT

Valle Verde was a 12-week mental health training that was culturally and linguistically specific for Spanish-speaking communities. The initiative evolved from earlier wellness programs and was tailored specifically for mental health needs. The curriculum consists of 10 modules covering cultural beliefs and traditions, living in a new culture, trauma informed care, gambling, suicide prevention, mental health, stress, intimate partner violence, substance abuse, chronic disease and mental health, and celebration of community. The training series was initially developed for Community Health Workers (CHWs) but expanded to include all Spanish speaking community members in Klickitat, Wasco, and Hood River counties. Many participants noted they had never had a training so specific to their community's needs and experiences.

The impact of Valle Verde has been significant and multifaceted. **By May 2024, the program reached over 60 participants across multiple counties.** Most participants identified as female (approximately 80%). Participants reported profound personal growth, with one male attendee sharing how the program helped him recognize and address previously unacknowledged harmful behaviors. One participant commented, “We came in as strangers and now I have four friends. I have shared something I have never talked about with anyone else in my life.” The project fostered strong connections among participants, creating a safe space for sharing intimate life details that many had never disclosed before.

The project faced challenges in adapting the curriculum from virtual to in-person delivery and securing sustainable funding. Key lessons learned include the importance of qualitative data in evaluation, the value of employing and fairly compensating CHWs, and the effectiveness of popular education methodology. The program's success highlighted the need for culturally specific approaches and community involvement in program development. Future plans include organizing reunions for past cohorts to maintain connections and potentially create a community support network for emergencies. The project team recommends that other organizations interested in this work prioritize storytelling in their evaluations, employ CHWs, use popular education techniques, and ensure cultural specificity in their programs.

RECOMMENDATIONS

The project team recommends that other organizations interested in this work prioritize storytelling in their evaluations, employ CHWs, use popular education techniques, and ensure cultural specificity in their programs.



Information provided by Alicia Swift, Elizur Bello, Director, & Valle Verde Team

LIVING ISLANDS

OVERVIEW

Living Islands is a Cultural and Educational Network Organization supporting strong Micronesian/Pacific Islanders communities everywhere, by celebrating and advocating for the diverse and unique cultures of their people. They form strong and permanent relations between local and international leaders, stakeholders, and communities through traditional storytelling, cultural research, knowledge sharing, community work, awareness building, and targeted educational programming. This grant project offered disaster resilience and mitigation community workshops to develop a women-centered, culturally specific disaster resilience programming for the Pacific Islander and Micronesian community. The workshops included food, culture, and collaboration with community leadership with their community. Children and youth were welcomed to attend. These workshops are phase two of a three-part disaster resilience programming project.

PROJECT & IMPACT

Living Islands convened three culturally specific healing workshops with elders and community members with storytelling, food, and weaving crafts. Together with a master weaver, participants shared stories of how they were impacted by the pandemic and preparing for the future while weaving leaves and flowers. Kianna Judo Angelo, executive director of Living Islands, observed, "It's important for us to use our hands in conversations like this. In the process of using their hands, they were able to create something." By sharing stories with people they knew, participants developed a new programming direction for how Living Islands can approach emergency preparedness for their community. Kianna adds, "It was a healing process. The elders wanted to create emergency provision kits but in a different way. Because mothers and women are at home creating meals, preparing for church, and providing for their families, they wanted to see an emergency program for women. Our aunties, grandmas, mothers, high school girls." **The workshops convened around 9-12 participants at a time.**



This planning grant created the Women of the Pacific Islanders Emergency Preparedness program, a program centering the lived experiences and strengths of Pacific Islander women. WEPPi is an initiative designed to empower women from Pacific Island communities through education on household emergency preparedness. In Pacific Island cultures, women traditionally manage household responsibilities, making them key figures in ensuring family safety and well-being. By equipping these women with the necessary resources and knowledge, WEPPi aims to build resilient communities capable of effectively responding to various emergency situations. Kianna observes, “This project evolved with the ideas of our elders. Our community is upset that there is no communication on where to go and what to do. They don’t understand emergency alerts. There’s no assigned place to go. So we talked about how this could be bigger. Places in the state where they could go.”

RECOMMENDATIONS

The project faced challenges in adapting the curriculum from virtual to in-person delivery and securing sustainable funding. Key lessons learned include the importance of qualitative data in evaluation, the value of employing and fairly compensating CHWs, and the effectiveness of popular education methodology. The program's success highlighted the need for culturally specific approaches and community involvement in program development. Future plans include organizing reunions for past cohorts to maintain connections and potentially create a community support network for emergencies. The project team recommends that other organizations interested in this work prioritize storytelling in their evaluations, employ CHWs, use popular education techniques, and ensure cultural specificity in their programs. For CBOs interested in emergency preparedness building in their communities, Living Islands recommends moving from community-based to community-led programming. Having an infrastructure that can be tailored to culturally specific needs, ideas, and actions can transition programming outside of “just giving boxes.”



NARA OF THE NORTHWEST, INC.

"It's been great seeing NARA NW host events that build community and emphasis and honor parts of our clientele that are meaningful to them." - Attendee

OVERVIEW

The Native American Rehabilitation Association of the Northwest, Inc. (NARA NW) is an Indian- owned, Indian-operated, non-profit agency. Originally an outpatient substance abuse treatment center, NARA NW now operates a residential family treatment center, an outpatient treatment center, a child and family services center, a primary health care clinic, several adult mental health locations, a wellness center, and transitional housing for Native women and children. All services are centered on the family as it is NARA NW's philosophy that, without the family circle there will be no future. NARA NW champions that climate resilience, especially during disasters, looks like increasing accessibility of indigenous foods to return community to Indigenous wisdom around healthy eating. Their grant project expand food sovereignty for NARA's community through gardens, ceremony for new beginnings events, and community outreach.

PROJECT & IMPACT

Many of the people we serve are vulnerable with co-occurring mental health and medical needs. They tend to need lots of support and are unable to purchase the items needed for themselves because of a lack of income or not sufficient income to purchase their basic needs. We have purchased many items that clients have needed such as clothing for extreme weather including gloves, scarves, beanies, socks, hand and foot warmers, backpacks, cooling pads, water bottles, cleaning wipes, cases of water, and fans. In addition, Totem Lodge (NARA NW building that serves adults with severe and persistent mental illness) leads a weekly gardening group in the spring and summer months where clients and staff grow food in the garden on site. With this grant, we purchased gardening equipment and soil to expand on gardening services. The group has helped to teach ways to care for plants so they can grow strong and produce vegetable and herbs. We utilize the vegetables and herbs that grow into our garden in our hot meals that are provided to staff and clients at Totem Lodge.



Community and culture are essential to building resiliency. **There have been approximately 400 people impacted by this grant.** NARA NW had several events that were funded by this grant including an elders luncheon, a veterans luncheon, a memorial event, a get together for people who had been chronically homeless, a recovery fair, and an art show (clients who have a severe and persistent mental illness were able to showcase and sell their art at Totem Lodge). NARA NW has a weekly gardening group that happens during the spring and summer months. During the group, clients are able to build their gardening skills, and use gardening as a therapeutic tool, noting that getting your hands dirty in a garden increases levels of serotonin. NARA NW utilized the funds for outreach supplies needed to meet the basic needs of people living with mental illness as well as items needed to combat the extreme temperatures that continue to plague our community. Being able to provide vulnerable populations with needed items before or during extreme weather was profoundly impactful on their quality of life.



RECOMMENDATIONS

More funds and resources that are easily accessible are needed. Grants that provide flexibility to support clients in need in the most appropriate ways possible are helpful in ensuring that our community is being provided for. Affordable low-barrier housing can help support clients who struggle with houselessness and therefore are the most affected by extreme weather could benefit not only those who receive the housing services, but the community at large. Services cannot end there, in addition, more resources are needed to help retain housing for these community members

Information & photos provided by Sabrina Barnes.

NOWIA UNETE, CENTER FOR FARM WORKER ADVOCACY

OVERVIEW

NOWIA Unete, Center for Farm Worker Advocacy (UNETE) which began in 1996, is a movement of farm workers and immigrants that strives to empower and enrich the lives of both groups through education, cultural presentations, advocacy, representation in issues that affect their lives and organizing to defend immigrant rights. UNETE formed due to the need for farm worker representation in legislative actions which would have excluded them from state minimum wage requirements and from their rights to file grievances related to labor violations. For this grant project, UNETE offered a staff retreat which centered rejuvenation, staff reconnection, group support from facilitators, and wellness and healing classes for community and staff. Employees were invited to bring a plus one, with most bringing a spouse or family member. UNETE also offered transportation for participants.

PROJECT & IMPACT

UNETE organized a staff retreat at the Running Y Ranch Resort near Klamath Falls. This two-day, one-night event primarily included activities on the ranch property. The retreat did officially launch with a stop at the Lake of the Woods where attendees shared coffee, Pan Dulce, and enjoyed the outdoors. Ivonne Martinez Razo added, "It was a beautiful and sunny day in May. Just wonderful. There were ducks with ducklings. It was so sweet. We chatted and soaked up the sun." The retreat featured team-building activities, including personality tests focused on workplace strengths and skills, as well as an appreciation exercise where staff members exchanged handmade crafts or written notes. The event also included shared meals, free time for relaxation, and enjoyment of the resort's amenities such as the pool, walking trails, and bird-watching sites.



"We were able to relax, get up late. Have coffee in the room." - Ivonne Martinez Razo

Attendees reported feeling relaxed and appreciative of the beautiful surroundings and the opportunity to interact with colleagues in a non-work setting. The inclusion of family members added to the positive atmosphere, creating a more personal and intimate experience. The team-building activities helped staff members recognize and appreciate each other's strengths, potentially improving workplace dynamics. **26 staff and family members attended this staff retreat.**

In addition to the staff retreat, UNETE will also offer a workshop by facilitator Carlos Brachuto in August. This follow-up offering will help leadership continue to model the importance of staff well-being in disaster resilience work..

RECOMMENDATIONS

For CBOs interested in offering their own staff retreats to support mental well-being, UNETE recommends centering choice, transparency, and open time in the programming. UNETE observes that their staff come from complex family backgrounds. Choice and key information is crucial for staff to determine if offerings really will support their well-being. Choice to attend and different programming options can be inclusive of ways staff might approach well-being, safety, and vulnerability. Additionally, UNETE recommends building in free time in the retreat for participants to explore and practice wellness in ways that best connect to them. Ivonne observed, "It's not accommodating for the sake of being accommodating. There is wisdom in knowing you can control life only so much. "



Information & photos provided by Ivonne Martinez Razo.

APPENDIX

ANNUAL DRLN SURVEY RESULTS 2023 FOR THE DISASTER RESILIENCE LEARNING NETWORK

By Trauma Informed Oregon at the Regional Research Institute, Portland State University, 2023

OVERVIEW & SUMMARY

Purpose

To inform the development of membership, wellness & education activities, and inclusive messaging through recommendations of DRLN members.

Finding Summary

Membership & Infrastructure

- The DRLN is recommended to consist of organizations with a 501c3 status that serves communities of color in climate resilience. Organizations have an MOU with the DRLN. Membership is also recommended to be extended to the 9 Tribes of Oregon and similar organizations committed to the DRLN's vision. Membership is 18 months. Organizational representatives can be a staff, volunteer, constituent, or leader of the organization. Frequency of meetings is recommended to be every other month virtually and twice a year in person. Most respondents are interested in regional, in-person gatherings. Members stay engaged because of the benefits, intentional affinity space, and the mission/values of the network. For future initiatives, respondents expressed interest in regional hikes and in-person networking activities, culturally grounded ways of healing, trauma informed and other educational opportunities, and reconnection to land practices.

Disaster Preparedness & Inclusive Messaging

- Most respondents felt social media, flyers and tabling, and video PSAs are the best communication options for their community. Currently, most respondents reported that their organization provides in-person outreach to their communities. Other communication strategies include signing up community members for alerts and serving on a Long-Term Recovery Group. Many also felt their organization would want support from the DRLN to prepare for a disaster. Respondents identified multiple emergency management or public health needs, including improving cultural and linguistic accessibility and ease of access to existing resources, disaster preparedness supplies, redesigning collaborative and practice spaces to be trauma informed and culturally grounded, increasing collaboration between CBOs and local emergency managers for disaster planning and relationship building, and emergency preparedness trainings.

Education & Wellness

- Most respondents' organizations reported food sovereignty programming through community gardening and wellness & resilience. Respondents expressed interest in DRLN related food sovereignty resources, including how stress/trauma intersect with nourishment, ancestral & culturally-specific food practices, and food storage skills. Respondents expanded the discussion around food sovereignty by noting that in their communities, food sovereignty would look like rights and community engagement with food systems, critical awareness of how neo-colonization has shaped food systems, restoring ancestral/cultural food traditions, connecting nutrition to health, and action around decolonizing food systems.

METHODOLOGY

2023 DRLN Workgroup members developed a survey of 10 questions related to membership and infrastructure, inclusive messaging, and wellness & education. Workgroup members piloted the survey among themselves (n=12) before the survey's distribution. Their responses are included in this report. Data was collected via Qualtrics from August 24, 2023, to September 28, 2023. The survey was only offered in English. DRLN members were encouraged to complete the survey via gift card incentives. The first eight respondents received \$50 gift cards, and the remaining received a \$25 gift card. All respondents were put into a raffle for two \$100 gift cards. DRLN members also received two email reminders to complete the survey.

23 out of 32 DRLN members completed the survey, which is approximately a 70% response rate.

Survey Respondents

After filtering for incomplete or not started responses, the staff survey received 23 complete responses. While most individuals did return to complete their responses, there are multiple considerations for respondents to open the survey but not start it. These include timing, technological accessibility, and safety. Future surveys could be more accessible to the network if offered in Spanish as well.

MEMBERSHIP & INFRASTRUCTURE

What does membership look like in the Network? (Check all that apply.) gave respondents multiple characteristics that informed the membership and infrastructure of the DRLN. These characteristics were broken down by category in analysis:

Organizational Structure

- The organization has a MOU with DRLN outlining the qualifications and benefits of membership in the DRLN. (8 votes)
- CBOs with leadership being people of color that serve communities of color impacted by disasters. (15 votes)
- The CBO is a 501c3 federally recognized organization. (6 votes)
- The CBO can have fiscal sponsorship with a plan to obtain nonprofit status within 24 months. (4 votes)

DRLN Organization Member Criteria

- Membership extended to the 9 Tribes of Oregon. (12 votes)
- Membership extended to community of color CBOs working in climate resilience and disaster preparedness. (11 votes)
- Membership extended to all CBOS that have people of color in leadership positions. (6 votes)
- Membership extended to all CBOs that provided services to communities of color. (8 votes)

Membership Duration

- Membership is 12 months. (3 votes)
- Membership is 18 months. (7 votes)

DRLN Organization Representative Criteria

- A minimum of one maximum of four staff person(s) that identifies as a person of color, representing their organization. (7 votes)
- The member seated must be a paid staff person at their organization, so they have a decision making voice while representing their organization. (5 votes)
- The member seat can be a staff, volunteer, constituent, or leadership representing their organization. (9 votes)

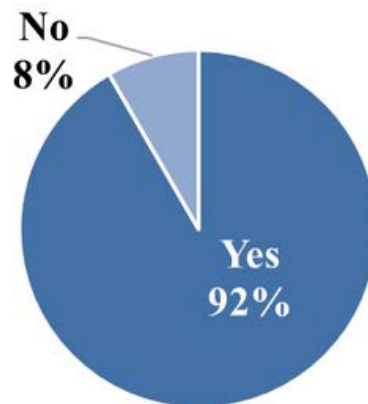
Meeting Frequency & Characteristics

- Meeting once a month, meeting length 2 hours (introductions, announcements, presentations on what members are doing and how they help their community). (6 votes)
- Meeting once every other month virtually and twice a year in person. (11 votes)
- Meeting quarterly (January, April, July, October). (9 votes)
- Have a rotation of members who lead and facilitate meetings. (6 votes)
- I like the idea of meeting online and in person regardless if it's monthly or every other month.

Other:

- Email, slack is good for communication. (6 votes)
- Have an executive committee that is nominated and elected by members. (3 votes)

Would you be interested in attending in-person member gatherings regionally in addition to the statewide DRLN meetings?



Many respondents (n=22) reported they would be interested in attending in-person gatherings. One person reported they would not. One respondent voted twice and picked both. (Both votes are counted in the percentages above.)

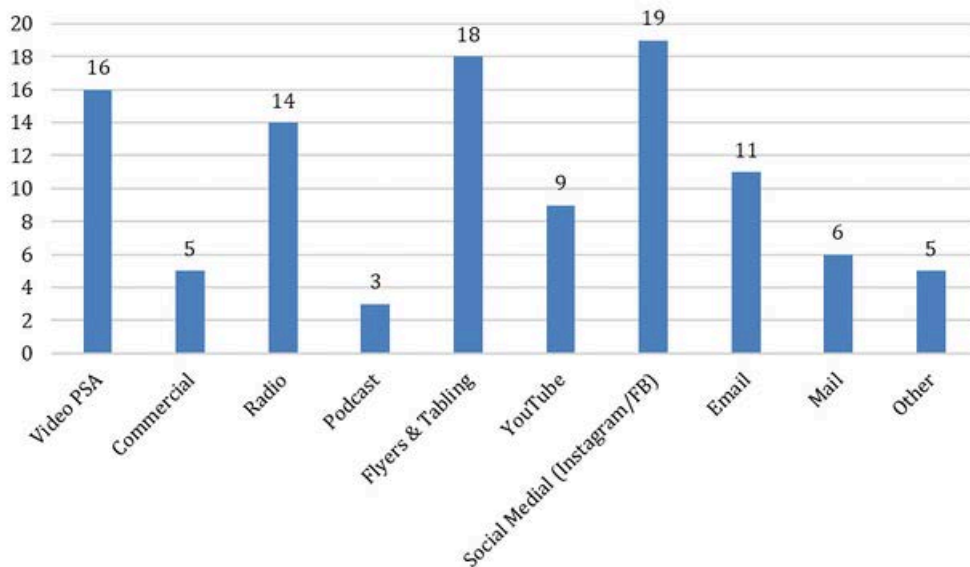
What's special about the DRLN that keeps you engaged?

Respondents expressed multiple factors that keep them engaged with the DRLN. These included benefits (networking, resources, education, opportunities), the intentional affinity space (trusted community, diverse, representation), and the mission and values of the network (disaster resilience, caring, action, genuine, commitment to BIPOC leaders).

- Learning and connecting with other orgs, Meeting folks who are fighting for the same cause.
- The relationships and the understanding from folks about how we work with our communities, especially with bringing in our culture(s)
- Networking, sharing resources, disaster preparedness, and resilience, working with local leaders from different communities of color. Having a trusted community where you can count with each other.
- The community and amazing people that are part of this network.
- It makes me feel welcomed, I feel represented, heard and seen in those spaces. It gives me the ability to connect with other peers that are going through the same hardships as me, while also trying to help our community.
- The constant and easy communication!
- we are a diverse community with the same goal
- It is a great community. I am grateful for the opportunities, resources, and insight shared by the collaborative. I try to attend when I can and/or encourage my team to be present.
- It's commitment to BIPOC folks all throughout the state.
- The genuine discussion. Action is always taken. There's always something that's happening or homework things that are thought out thought through brought back to meetings. The love and care behind words.
- The members
- I really enjoy seeing how diverse the group is and how much we b from one another.
- I love the way we are treated and how nurturing and caring the ambience feels every time we meet, it is truly a passionate network.
- Providing services, messages targeted to people of color.
- Just joined & it's the inspiring, uplifting vibes for me!
- I am sorry I cannot longer participate as I used to, but I keep informed reading emails, hearing from my staff and through informal meetings. I feel so proud, honored and grateful for what this group and initiative has become.
- I think the events and the discussion during meetings about what other organizations are working on.

DISASTER PREPAREDNESS & INCLUSIVE MESSAGING

Our Network plans to create disaster preparedness outreach through visuals and storytelling, and we want to know how your community best receives information. Check off all communication options that work best for your community and you (Check all that apply.)



Most respondents felt social media (n=19), flyers/tabling (n=18), and video PSAs (n=16) are the best communication options for their community. Other forms of communication included: “face to face,” “attending events in person,” “healing circles,” and “presentations.”

In thinking about internal and external nonprofit disaster preparedness, does your organization have any of the following in place? (Check all that apply.)



Most respondents (n=12) provide in person outreach (e.g., tabling) to their communities. Other common inclusive disaster communication strategies included signing up community members for OR alerts (n=6) and playing a part in a Long-Term Recovery Group. In addition, some respondents added that they are also working on building a local resilience network and signing up their staff for OR alerts. Another respondent suggested increasing linking social resilience, “We would like to be connected to partners of the state that have emergency preparedness tactics in line. It would be good to have partnerships for the CBOs so those institutions can have CBO partners of color in their network to give advice. So that the CBO of color and those institutions can work together to bring emergency information and culturally dialog.”

9 respondents also agreed that their organization would want support from the DRLN to prepare for a disaster. (“This could look like education & Network activities to increase your understanding of what it takes to prepare.”)

What disaster preparedness needs does your organization have from your local emergency or public health government entities?

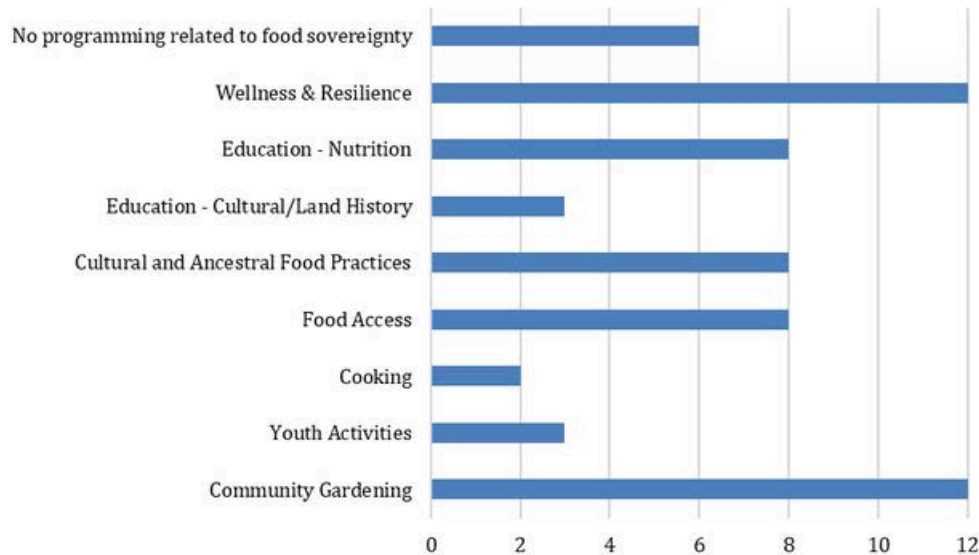
Respondents identified multiple emergency management or public health needs. These included improving cultural and linguistic accessibility and ease of access to existing resources, disaster preparedness supplies, redesigning collaborative and practice spaces to be trauma informed and culturally grounded, increasing collaboration between CBOs and local emergency managers for disaster planning and relationship-building, and emergency preparedness trainings.

- Not sure at this time... maybe quick lists of BIPOC emergency mental health lines in a format that can be shared via social media. Mutual aid info.
- We help folks with Emergency Preparedness Supplies (backpacks)
- plan to shift to emergency response when needed and maintain other functions. Capacity managing.
- We are connected with Washington County. Disaster preparedness
- Youth disaster and climate curriculum, Spanish curriculum too!
- considering the "how" of delivery- trauma informed and culturally g
- support creating disaster plans for our org, materials that are accessible to non english speakers and outreach funding is needed to allocate messages, overview of what is the law to protect underserved communities most impacted by fires/smoke/heat.
- I am not sure who our local emergency manager is, we need to look into that and get informed.

- We have a pocket planner in spanish that our community can write vital information in like doctor phone numbers, medications, and more so that they can always have it with them. vital information that can easily get lost.
- more communication and resources in different languages from our county emergency department
- More awareness on our county related to emergency materials that exist. CBOS can support but it is also the counties responsibility.
- More education and materials that are culturally appropriate and relevant.
- Appropriate and culturally sensitive language access for the Latino community and other minorities.
- yep
- We do not and would like to know how and where. Language specific information concerning climate, rediness, and action. I think its important to hold mental health healing spaces to discuss disasters. I want to provide my community members safe hubs for people to find heat relief spaces, kitchens, or emergency clean water stations. I would love how to be partner with other Emergency departments locally to bring education and options to our community members. Id like to supply kits ect.
- They are planning on doing training for community
- I am not sure if our organization has a local emergency manager. But I have been looking and learning on where to find these resources.
- Posibly some CPR and first aid trainings
- Support (funding, volunteers, travel, housing), relevant information/alerts, kits,
- culturally specific water/food disaster preparedness, youth disaster and climate, kits
- Greater network and connection with local officials.
- Offering of workshops, disaster health impacts flyers/educational materials, resources to survive disasters (box filters, air conditioners, etc.)

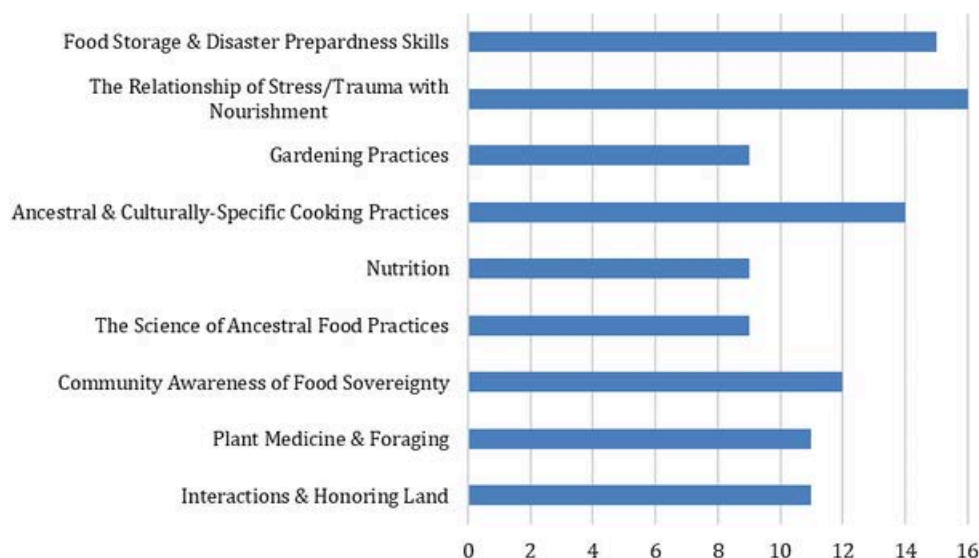
EDUCATION & WELLNESS

What, if any, programming is your organization offering around food sovereignty? (Check all that apply.)



Most respondents reported their organization had programming around community gardening (n=12) and wellness & resilience (n=12) concerning food sovereignty. Another individual reported their organization has educational videos in culturally specific languages.

What offerings are you interested in to improve your practice/knowledge of food sovereignty? (Check all that apply.)



Most respondents expressed interest in multiple food sovereignty activities. The Relationship of Stress/Trauma with Nourishment (n=16), Ancestral & Culturally-Specific Cooking Practices (n=15), and Food Storage & Disaster Preparedness Skills (n=14) received the most votes. One respondent also suggested, "Creating an educational series on these subjects to implement and work closely to our people. Creating our own guidelines around Disasters and Healing. Creating a website around this information any PSAs would be important as well." Another respondent felt the suggested activities might be difficult to work on.

What would food sovereignty mean or look like for your community?

Respondents identified multiple ways food sovereignty could manifest in their community. These included rights and local engagement to food systems (land, growing spaces), knowledge of how colonization/neoliberalism has shaped food systems, preservation of ancestral food traditions (e.g., agricultural practices, culinary traditions, native seeds, community engagement), nutrition and health, and decolonizing food systems.

- Access to both land and information, especially for and by elders.
- Folks have the right to healthy food with sustainable methods
- Access to growing spaces, especially for folks with less food access. Learning and understanding histories of place maybe. And it would be nice to have communal practices.
- Having access to healthy food and cultivating our own food. Everyone has the right to fulfill their basic needs as humans to survive.
- Access to food all throughout our community. Having land that community can tend to and live off of.
- healing from how colonization has shaped food systems through liberatory practices that honor ancestral food/land practices
- having access to food that celebrates my culture and having access to growing my own food
- Our community planting and working together to have food, and maintain it in our community without having to pay for the food that we grow/cultivate.
- Equitable Access to Healthy and Non GMO food
- The preservation of native seeds of our countries of origin; sustainable agriculture, social justice in the food chain, respect for culinary traditions and the connection between food and the environment. Industrial food agriculture can have negative impacts on health, the environment and equity in our communities.

- resume our way of growing food that in our countries are culturally appropriate
- More land space for traditional gardening. More education and decolonial work around food.
- Access to fresh, local, affordable produce. Decolonizing mindset of food and more consciousness around food and a positive relationship with food.
- I am not sure
- yep
- Bringing up stories from our ancestral past building and engaging through food, stories which ties us together. Telling others about us through food sharing. Culturally specific surrounding oceanic food and of gathering.
- That our community has, what they need
- We have a community garden. It would also be nice to use that same produce to cook with the community and interact with one another.
- If you are a farmworker you should automatically have access to food as a right and not have to struggle to find the means to put food on their tables.
- Improve heart health, lower diabetes, honor our ancestors, protect Mother Earth, learn to live off the land, bring community together. decolonization, land back, healthier eating, access to traditional foods
- An immediate tie back to their ancestral foods & how the knowledge of cultivating is within us - instead of thinking only of "having [any] food"
- Connection with the land
- Equitable access to quality and nutritionally nourishing produce

Considering the network's goals around wellbeing, relationship building, and bridging the importance of culture into climate and disaster resilience, what are some potential initiatives the network could lead or support?

Respondents named multiple initiatives the network could lead. These included networking based on knowledge-sharing and co-regulation, regional advocacy, culturally-gways of healing, trauma informed and other educational training/resources, and reconnection to land practices.

- Regional Advocacy
- would love to do regional hikes or other kinds of get-togethers, and some kind of skill-share sessions or material sharing alongside workshops for resilience. Group lunches one in a while would be fun too.
- Focus on climate and disaster resilience initiatives with a diverse and cultural specific impact.
- Regional advocacy and how local movement can connect to national movements.
- listening to our body, different ways of healing, (acupuncture, massages, sound baths, etc)

- trauma informed trainings and access to resources that we can hand out to community
- personal self-care workshops or retreats to connect with members of the network. Some culturally appropriate resilience training such as facilitating them from other countries of origin
- Orienting our community to the land and the history of the land. Culture, traditions, and art revitalization.
- relationship building, sharing resources and info.
- I like trauma informed trainings but I also think for our people things have to be in person. I would love anything any healing and trauma type lessons to be surrounded or engaged near the ocean or waterways for our people. Talking about food sovereignty and food preparation during disasters.
- If you have any questions please catch up with me I would love to go on and on about this subject. Food is the direct access for our well-being and functioning bodies. I would like to see DRLN purposely involved heavily in this direction food sovereignty especially during preparation and emergency situations.
- So grateful for this question thank you.
- Trauma informed training retreats for families
- I myself would be open to learning everything I can.
- Some regional hikes to heal sound amazing
- any type of climate and disaster resilience training, storytelling/art as a resource, one-day conference, regional activities decided by the region, state wide advocacy,
- Regional healing events (in nature) with a variety of learning activities
- Cultural connection, healing informed connection and practices.
- The Portland Harbor Community Coalition does amazing work around the Portland Harbor Superfund Site and recently held a water ceremony.