

ANNUAL REPORT 2020-2021

A YEAR OF COMMUNITY
RESILIENCE & LEARNING

LEADERSHIP AND
ADVOCACY PROGRAM



PROGRAM DESCRIPTION

Leadership and Advocacy

The Leadership and Advocacy Department combats the lack of Black, Indigenous, and People of Color (BIPOC) representation in local and state politics by creating and expanding BIPOC leadership empowerment through educational training, workshops, and mentorship on the policies and procedures of county governance with a focus on the policies that impact the immigrant and communities of color populations.



History

In 2017, in response to the lack of appropriate and culturally-responsive programming for Latinx community in Washington County, Adelante developed innovative services and curricula to create the Immigrant Solidarity Project (ISP), ISP Collaborative, and the Washington County Civic Leaders training, making our Leadership and Advocacy Program.

Now 2021, Adelante Mujeres alongside community partners, county stakeholders, and community members has grown the Leadership and Advocacy program into its own Department.

Financial

Our new Leadership and Advocacy Department is an organizational priority. Supported by government grants, private foundations, corporations, as well as individuals. Below is our current revenue and expenses for the 2021-2022 fiscal year.

FY22

\$300K

\$380K

KEY ACTIVITIES

2

WaCo Civic Leaders Training cohorts consisting of 21 hours each of culturally-specific leadership training offered to communities of color annually were completed.

21

Immigrant Promotores were trained in community resources and education outreach to BIPOC communities, specifically immigrant and Latinx communities.

16

Know Your Rights workshops delivered by Promotores annually.



ACCOMPLISHMENT 1

Through our WaCounty Civic Leadership program, 102 people of color have graduated since 2018.

102

WaCounty Civic Leaders graduated since 2018.

ACCOMPLISHMENT 4

Through our Immigrant Solidary program, we have trained 69 promotores since 2018.

69

Promotores trained since 2018

10,368

people reached.

ACCOMPLISHMENT 2

More than 10,368 people reached by educational and advocacy activities, including one-on-one conversations between Promotores and friends, family, co-workers, and community members.

563

promotores hours

ACCOMPLISHMENT 5

Our Promotores invested over 500 hours in Know Your Rights workshops, attending meetings/trainings, sharing immigration resources with families, having one-on-one conversations in the community, engaging in advocacy and immigration-related activities.

ACCOMPLISHMENT 3

16 Know your Rights workshops were hosted in Aloha, Beaverton, Cornelius, Forest Grove, and Hillsboro, reaching 254 people.

254

people trained via Know Your Rights workshops.

ACCOMPLISHMENT 6

We launched our new Leadership and Advocacy Department in August 2021.

1

New Leadership and Advocacy Department Launched.

MILKA'S STORY

Milka's roots run deep within Adelante Mujeres. She previously worked in our Early Childhood Education Program and more recently has participated in several of our programs herself, including:

- The Oregon Worker Relief Fund as a Community Navigator
- Oregon Clean Energy Opportunity Campaign/Action Team
- Community Navigator during the implementation period of the Oregon Driver's Licenses
- Graduated as a Promotora de Inmigración Civic Leaders Training

When asked why the work within her community is so important, filled with emotion, Milka reflects on the values her parents instilled in her at a young age. She credits her will to fight for what she believes in to her father, a local community advocate and leader in her hometown. Her sense of compassion is evident, and a memory she holds close to her heart is the amount of giving her mother did, despite their humble upbringing. Compassion, the spirit to give, and the drive to lead inspired her to participate in the Leadership & Advocacy Programs at Adelante Mujeres.

Yet, Milka puts it much simpler, pointing to her arm, she says "It runs here, it runs in my blood."



When on the topic of female empowerment, Milka wanted to make one thing clear: Women can. "Yes, yes, we can. It's just a matter of taking that first step and continue moving forward". She describes Adelante Mujeres as the complete package. "They have the tools to allow people to reach their goals. It's like, 'Okay, I feel empowered now, I can reach my goals'".

So, yes, Adelante Mujeres started as a way for Latina women to pursue their education. But as Milk puts it, it's become so much more than that, because an underlying theme within participants has been empowerment. When we feel empowered, we feel secure, we feel confident.

Milka jokes that she talks a lot, but she truly has a way with words that is simply inspiring. So, what better way to inspire than with her own words: "When I feel empowered, I feel secure in fighting for my rights. When I feel empowered, I don't feel scared to speak up. It's so important for us, as Latinas, to feel empowered because we need to lead. I see an empowered Latina as a leader. They're not going to be scared to say 'I, too, can do that. I, too, can do that work and make a change'. [Adelante Mujeres] has helped empower me. I feel empowered. I feel powerful."

STRATEGIC GROWTH

Adelante has shown great resilience in face of adversity since its beginning in 2002 and especially in 2020.

Adelante's Leadership and Advocacy strategic growth is prepared to address the following BIPOC community need: Increase the level of civic engagement (representation) in Washington County through culturally-specific training and coaching opportunities for the BIPOC community to influence the decision-making process and pursue civic leadership roles at all levels of governance and within the community. Our desired Outcomes:

- A solid Leadership & Advocacy Department at Adelante Mujeres with five full-time culturally-responsive staff. Staff includes the Director of Leadership & Advocacy, Leadership and Immigrant Solidarity Manager, Leadership and Advocacy Coordinator, and two Community Organizers.
- Ongoing opportunities for graduated civic leaders to engage with Adelante's work through contract work as Promotores and/or Advisory members.
- 1 Finalized Adelante's Policy Plan overseen by the Leadership & Advocacy Department, which focuses on key legislation and advocacy areas to support per year. The Plan will be revised consistently.
- Coordinated participation in select Networks and Coalitions to advance shared goals and policy wins.



- A growing group of trained, empowered BIPOC leaders who organize and advocate for racial justice and issues impacting the community.
- Strong engagement (outreach, recruitment, onboarding, and mentorship) throughout Metro's diverse programmatic areas and advisory/investment committees.
- Participants in Adelante's existing programs, specifically, Regenerative Agriculture, Empresas Small Business Development, Adult Education and Chicas Youth Development Programs, will have access to Civic Leaders Training.

This new department will lead the main strategies and activities of Adelante's civic engagement growth, internally and externally. The Leadership & Advocacy team with its community-based Advisory Groups will prepare community members to engage civically, further the trust between community members and Metro, and prepare our BIPOC community to participate in Metro's decision-making roles. The new department will also increase the capacity of all Adelante staff to support civic engagement among the participants of their programs.

MUTUAL AID

Oregon Workers Relief Fund

Under this current pandemic, many mixed-status and undocumented immigrant farm workers, food-processing workers, housekeepers, construction workers, landscapers, caregivers, and day laborers, among others, have been disproportionately impacted by COVID-19, having very few resources to meet their basic needs during this crisis. OWRF seeks to provide direct cash assistance to immigrant Oregonians who are impacted by the COVID-19 pandemic and are excluded from federal and state safety-nets.

Adelante Mujeres is honored to be one of twenty agencies in the state doing navigations for the Oregon Worker Relief Fund. The Leadership & Advocacy team with the support of its Promotores have provided navigation relief for 2,265 individuals for a total of 4,530 hours of navigation support. Approximately \$3,397,500 dollars have been distributed to community members navigated by Adelante Mujeres.



THE STATE OF BUILDING BIPOC LEADERS

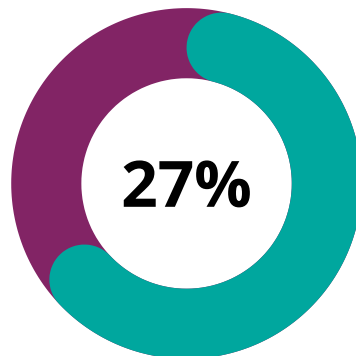
There is a lack of representation in civic leadership roles at the local, state, and federal levels throughout the U.S. Moreover, there is a lack of equitable and culturally-specific training opportunities for people of color to pursue civic leadership roles. Adelante Mujeres, with other key community organizations, are responding to the need for equitable political representation and power for communities of color.

Women of color are among the strongest and most resilient in supporting and leading grassroots policy advocacy work, yet, they remain underrepresented.

Adelante Mujeres believes that civic change will come when we follow and support communities of color, particularly women of color.

There is tremendous leadership and voting potential in the Latinx community in Washington County; Latinxs have political power through effective civic engagement training and safe networking and mentoring opportunities. Ninety-one percent of Latinx children and youth under 18 years in Washington County are citizens; they are 35% of the Latinx community who will be the next generation of leaders and voters in search of leadership development opportunities.

REPRESENTATION



Women hold 27% of 535 seats in the U.S. Congress

Of the 144 women serving in the 117th Congress, only 34% are women of color.





THE FUTURE

"We will rebuild, reconcile, and recover" -Amanda Gorman

Throughout COVID-19, that continues, has traumatized an already traumatized community. Adelante's Latinx and Immigrant community worked through the pandemic, Oregon's wildfire, political anxiety, and a rise in hate crimes while not qualifying for federal relief aid. Instead, our community and community leaders acted together to create mutual aid networks to provide each other with support and care. This is not new to our community, generations of BIPOC communities have always used mutual aid to support one another and advocate for our needs.

We do not know the extent of the impact the pandemic has had or will have on our BIPOC community, our youth's future. Our communities are no stranger to rebuilding, but with the lesson learned from our past generations, the community will be rebuilt with community-led solutions at the forefront. Adelante will continue to exist through its core focus on education, microenterprise, and leadership. Our organization is part of the infrastructure to rebuild our community at the local, state, and national levels. We ask you to join us in uplifting the voices of those most impacted by racial injustice to become our current and future leaders.

GRACIAS GRACIAS GRACIAS

This past year has been a challenge for all of us, and particularly for our Black, Indigenous and People of Color (BIPOC) communities. We have been tested mentally, emotionally, and physically by the disproportionate impact of COVID-19 to our BIPOC communities. To have partners that invest directly to BIPOC communities is critical for the long-term sustainability of community-based organizations.

As community-based organizations have taken bold steps to advocate for racial equity, it is needed for funders to make bold, courageous action. We are grateful and in partnership with our funders who have supported us and more importantly, advocated for a more just society.

