



Community Leaders into Program Design and Delivery

November 15, 2023



Welcome

Community Leaders into Program Design
& Delivery



*Director, TRC
Working with Energy Trust of Oregon's
Existing Buildings Program*



Today's Agenda:

- Our Story
- Our Vision & Purpose
- Our Accomplishments
- Our Learnings
- Our Change Makers

*Principal, Dragonfly Consulting
Community Based Liaison Engagement Lead*



Community Based Liaison Team Vision



Our team includes seven Community Based Liaisons, their co-conspirators and accomplices.

We commit to:

- Being anti-racist; actively working to identify and eliminate racism
- Driving justice and equity
- Working in and with community
- Respecting one another
- Leading with compassion, empathy and love
- Contributing, sharing and listening
- Being accountable & transparent in our work

We are always seeking more co-conspirators who are willing to commit to this work.

Open invitation to join us!

Our vision

We collaborate and co-create in community to identify and eliminate systemic barriers and inequities. We promote racial justice in Energy Trust and the Existing Buildings program.



Our purpose

We engage our whole community with humility and authenticity.	We envision, embody and embed equity.	We bring reparations to Priority Communities.
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What we've done together

- Created and supported Community engagement, specifically with priority communities and small businesses
- Hosted discussion groups
- Created Small Business restorative justice healing circles
- Created a program-specific equity lens and community agreements & protocols
- Completed a Program Equity Assessment
- Supported and trained staff on culturally responsive outreach
- Created an equity foundation for program team, including understanding why we center race, the importance of intentionality and language use, and program accountability



Lessons Learned

Community Leaders into Program Design & Delivery

Thank You

Please reach out if you are interested in joining us

Change Makers

More about those making a difference in our community

Introducing the CBL team

(presented in alphabetical order)

- Amanda Zuniga, Energy Trust lead
- Ellsworth Lang, CBL
- Greg Delgado of Delgado Consulting LLC, CBL
- [huong tran](#) of Mindful Healing, CBL
- Kate Wellington, Energy Trust lead
- Kheoshi Owens of [Empress Rules Equity Consulting LLC](#), CBL
- Lindsey Diercksen of LD Consulting LLC, CBL Support
- Mustafah Finney of Rose City Alliance LLC, CBL
- Shelley Beaulieu of Dragonfly Consulting LLC, CBL Support
- Victoria Lara of [Lara Media Services LLC](#), CBL



GREG DELGADO
CONSULTING





Ellsworth Lang

- Elected Tribal Council Member
- Serves on:
 - Kate Brown's Equity in Recovery task force,
 - South Central Regional Solutions Advisory Committee,
 - R3 Community Advisory Committee,
 - Ford Family Foundation Wildfire recovery,
 - Chiloquin Community Builders Board
- Experience working in hospitality sector

The Klamath tribes was one of the first two tribes to be terminated by the US government in 1953. This was due to the very rich timber on the Klamath reservation wanted by the US Govt.

Greg Delgado

- **Expertise: Moving communities for social justice work**
- Delgado Consulting LLC specializes in community outreach and engagement, primarily with Spanish-speaking and LGBTQ+ residents
- Collaborate with organizations such as Main Street Alliance, United Farm Works, PCUN Causa, 350 Deschutes
- Extensive experience in the restaurant sector





huong tran (they/she)

- Brown, diaspora Asian
- Dissenter, disrupter, lens shifter
- Healer, space-occupier, empathetic
- Have benefitted from and privileges on this stolen land
- Dispute resolutionist, decolonizer, learner
- Descendant of post war survivors, refugee, and enslaved family
- Inherited resiliency and compassion
- Neurodiverse with invisible disability
- Privileges: home, car, empathy, bank account, mobility, speak proficient English, openly queer
- Healing from: erasure, model minority myth, tokenism, assimilation, conformity, dehumanization, racism, colonization



EMPRESS RULES

EQUITY CONSULTING

Kheoshi Owens, MBA & Master Facilitator (Key-o-she)

Areas of Expertise: ANTI-RACIST Centered: Workshops; Strategic Planning & Implementation; Project Management; Change Management; Executive Coaching; Goal Setting/Motivational Interviewing; Operations; Business Start Up/INNOVATION & Design; Problem Solving; Facilitation Training; Accounting; LEARNING.

Hobbies: Tennis, basketball; gym/Lifting weights; paint by number; songwriting/producing/recording; playing guitar; poetry, 2K/Madden/playing games, learning/reflecting, traveling, cracking jokes, TATTOOS!!!, and having FUN!!!

Who Inspires Me: My mother. I miss her. If there was no racism, she'd still be ALIVE. My family. I have the best family in the world. My daughter and her CREATIVITY; those are her "fry people."

What Drains Me: Entitled, Patriarchal, White Supremacy Culture, Anti-Black, Ignorant, Fear- Based behavior. ERASURE of me/People of Color and EXTRACTION of my/our work.

How to Make Me Happy: Decolonize; ELIMINATE RACISM; co-create; keep an open mind; be brave and direct; treat me like a human; be mindful; love yourself; position yourself as a learner. Want to share my work or something we created together? BRING MY BODY WITH YOU.

Title of My Life Story: "OMG, I Can't Believe I Made It!"

Book that Blew My Mind: "The Will to Change" by bell hooks



Lindsey Diercksen

(she/her)

- Identifies as Brown, Korean, Asian, woman
- Founder of LD Consulting (started in 2020)
- Expertise:
 - Program strategy and design
 - Facilitation
 - Embedding equity within our program
 - Community engagement
 - Innovation and continuous improvement
- Hobbies
 - Being outside especially at the coast
 - Spending time with family



LD Consulting is an Asian, woman-owned management consulting firm located in Portland Oregon



*Photo to the left:
Cannon Beach,
Oregon coast during
2023 spring break*



*Photo above: Lindsey with her
nephew, Greyson, and twin
sister, Lisa at the Oregon coast
for their birthday*

Rose City Alliance

Mustafah Finney

Transforming since 2019

Mustafah Finney Rose City Alliance is a member of the Empress Rules Collaborative. RCA was founded in the time of great crisis and turmoil in our country, a time when people needed anti-racist education more than ever. RCA specializes in providing communication, logistics, racial equity and community organizing services. Mustafah is a change maker and thought leader who is personally focused on the implementation of racial equity for Black, Brown and Indigenous peoples. Mustafah is also personally dedicated to the youth he mentors and creating pathways that break through the obstacles to their success by breaking down systems that no longer serve us! RCA's mission is to reform all institutions and policies that are based on the old foundational principles white supremacy and strive for a more inclusive world built by diverse perspectives!



Shelley Beaulieu (she/her)

- Identifies as white, female, mom & business owner
- Been working in the energy efficiency industry for 19 years
- Has designed & delivered multiple energy efficiency programs and supported policy across the country, specializing in multifamily and low-income programs
- Started Dragonfly Consulting in 2021 to center energy equity and justice in all work



Dragonfly Consulting LLC is a woman-owned consulting firm working to bring energy efficiency, equity, and justice to communities historically underserved and marginalized by programs.

Victoria Lara

Victoria Lara is the founder & CEO of Lara Media Services, with 20+ years of experience, Victoria is an effective multicultural leader, influential strategist, and public involvement facilitator and speaker. She brings a deep understanding of the inequities that immigrants and people of color experience; she directly addresses barriers that hinder these audiences and establishes cross-sector partnerships that leverage resources, influence, and organizational transformation.

Victoria transforms the way communication, marketing, and engagement are used to advance social equity by designing culturally responsive communication tactics, events, and engagement opportunities.

