

PBEM CPT Strategic Planning Meeting
2025.10.10 | 9:30 - 11:00

Jeremy Van Keuren (PBEM), Ernie Jones (MCEM and NET), Marisol Lozano-Peralta (PBEM), Regina Ingabire (PBEM), Glenn Devitt (PBEM), Lydia Ledgerwood-Eberlein (MCEM), Angelique Nomie (PBEM), Jim Quinn (Friends of Portland NET and Metro EM), Mike Genuine (IRCO), Joshua Baker (Lloyd Eco-District)

Jeremy - CPT strategic planning on pause for a while due to budget and federal policy language considerations.

Goals

1. Review Mission, Visions, and Values verbiage in line with federal policy
2. Program objectives
3. Upcoming meeting schedule with meetings focused on major programs

Mission

Josh - What do we mean by accessible? Is this ADA-compliant?

Glenn - registering concerns around ADA compliance provides leverage to request Council resources for access needs.

Value 1: Equity and Historical Acknowledgement

Lydia - revisions fit more tightly into targeted universalism where metrics can be met.

Jeremy - should we modify or remove this value?

Regina - equity is still a core City value.

Jeremy - easy to demonstrate equity as apolitical. Perhaps this is why it has not been struck from City policies.

Regina - who are we writing this for?

Jeremy - we're writing this for ourselves to check our work against but it's also important for other City personnel and executives to understand what we stand for and to make clear to them what we're "not going to move on," and community at-large (including NETs as our largest volunteer body).

Lydia - should also include removal of federal funding concerns. This funding is important to community groups.

Regina - this is for the communities we serve. Do the communities we serve see themselves in our language?

Glenn - "city's" history or "regional" history?

Lydia - this is a City document but there is a nesting component.

Josh - State policies have had an impact on cities.

Regina - should stick with "city" as this is a City document. It doesn't mean we don't work with regional partners.

Jeremy - let's keep "city" for now. Aim is to have a draft in December. Let's review it then.

Value 2: Community-Centered Collaboration and Co-Creation

Mike - add more action items to the end. "Action items" or "prioritizing projects."

Jeremy - could say community engagement, but this is so vague.

Glenn - develop community focused solution to fruition? Supporting falls off a cliff when you don't do it.

Value 3: Empowerment Through Preparedness

Jeremy - maybe put a flag on "empowerment." Sometimes this word is troublesome.

Glenn - self empowerment?

Jeremy - preparedness through partnerships?

Josh - move co-creation from value 2?

Jeremy - preparedness through co-creation?

Value 4: Inclusive Design and Accessibility

Glenn - universal is used twice.

Value 5: Trust, Transparency, and Accountability

Will review title change at the end.

Value 6: Safety and Well-Being

Glenn - paramount is different for different people (i.e., accessible air filters during a training).

Jeremy - need to account for the mental and physical safety of volunteers. We have learned from our mistakes, and this is an important value. It is one of our first considerations. We're setting up a goal, not policy.

Regina - we have high standards, but can we accommodate them when the need is there?

Jeremy - should not shy away from values we may not be able to meet in some instances. If we do get called out on it, it's room for improvement.

Lydia - safety is paramount and here's what we have to work with (i.e., no air filters).

Jeremy - we couldn't get the air filters, but without the verbiage we'll never get there.

Mike - could replace paramount with "highest priority."

Value 7: Prioritizing Impact Over Scale

Glenn - this value gives us permission to say no sometimes, which is what we have to do.

Josh - change complete communication?

Jeremy - the goal was there is a conclusion to the communication.

Glenn - lifecycle communication?

Jeremy - Maybe "ownership" of communication? How do CBOs perceive communication from the city? Does communication fall off until it's important again?

Mike - it tends to be outreach from our end out. Our organization is smaller, so we reach out to community not the other way around.

Lydia - concern around being pushed around to different departments.

Mike - maybe collaborative rather than complete. Complete implies that we are going to tell you everything you need to know and that's the end.

Regina - add the word intentional.

Jeremy - helps define goals when we walk into rooms.

Mike - remove the middle of the statement. It's the nuts and bolts of how we'll do it, but this is a value statement.

Value 8: Agents of Positive Change

Glenn - alongside is adjacent, not integrated with

Mike - could use "with" instead of alongside

Josh - add word partners to facilitators to demonstrate we are not directing change.

Titles

Mike - safety and well-being should be the first value.

Josh - values 2 and 3 feel similar.

Jeremy to follow up with email. If folks have suggestions email them to the group. We'll briefly review the order of the values at the start of the next meeting.