



Homeless Services Department

Community Budget Advisory Committee

February 11, 2026 Meeting

Learn More
hsd.multco.us

Zoom - Webinar

Today's CBAC Meeting is using Zoom Webinar. This allows the public to watch the meeting as attendees, while CBAC members and HSD staff/invited guests are participants.

Non-CBAC member are allowed to observe. We do not take public comments during CBAC meetings. Members of the public are welcome to enter questions using the Q&A feature. CBAC members and HSD staff may not be able to respond, but HSD staff will attempt to follow up if you include your email/contact info with your question.

Agenda

Please note: listed times are estimations

5:05 pm Welcome and Introductions

5:10 pm Approve 1/26/2026 CBAC meeting minutes

5:15 pm Equity at HSD

5:50 pm Break

6:00 pm Review of CBAC Recommendations Letter template

6:15 pm Discussion: initial ideas for HSD CBAC recommendations letter content

6:40 pm future hybrid meetings

6:50 pm open discussion, next steps, closing

Meeting Guidelines

We make ourselves comfortable

We respect and listen to each other

We make space for different participation levels and styles

We move up, and we move back

We recognize our own social positionality

We differentiate between opinion and informed knowledge

We speak from our own experience

We differentiate between safety and comfort

We choose to respectfully interrupt oppression

Welcome and Introductions

Introductions of CBAC Members

Introductions of HSD Staff

1. Name
2. Pronouns
3. Any connections or affiliations you wish to share (brief)
4. [optional] Check in question: what is the last artist/band and song you recall listening to?

Minutes Approval

Using the “Fist to 5” Consensus Decision Making process, the CBAC can approve or change the minutes from the January 26, 2026 Meeting





Racial Equity Lens Tool

**Equity-Mindedness: mode of thinking
exhibited by practitioners who call attention to
patterns of inequity.**

**Enhancing our Equity-Mindedness through the use
of the Racial Equity Lens Tool.**

Equity

- Where equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.
- Equity recognizes that each person has different circumstances and allocates resources and opportunities needed to reach an equal outcome.
- The equity process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

<https://www.naceweb.org/about-us/equity-definition/>

Equality



Equity



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<https://www.rwjf.org/en/library/infographics/visualizing-health-equity.html>

Why do we need equity?

Internalized racism lies within individuals. Private beliefs and biases about race and racism, influenced by our culture. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.

Interpersonal racism (personally mediated) occurs between individuals. The bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.

Institutional racism occurs within institutions and systems of power. Unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

Structural racism is racial bias among institutions and across society. The cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.

<https://www.cacgrants.org/assets/ce/Documents/2019/FourLevelsOfRacism.pdf>

Racial Equity

The Government Alliance on Race and Equity (GARE) defines racial equity to mean that “we eliminate racial disproportionalities so that race can no longer be used to predict success, and we increase the success of all communities.”

Institutional Racial Equity

A process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing institutional policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.

<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>

Why does HSD use a Racial Equity Lens Tool?

- A Racial Equity Lens Tool helps us see where challenges and opportunities exist. It allows us to take intentional steps to create the conditions for more equitable access to services for the individuals and communities we serve as well as a more equitable workplace.

What is a Racial Equity Lens Tool?

- A set of questions we ask ourselves when we are planning, developing or evaluating a policy, program or decision.
- Designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.
- Helps analyze the equitableness of an action and decision-making process. A racial equity lens tool will not tell you what action to take.

Why is a Racial Equity Lens Tool useful?

1. Use of a racial equity tool is an important step in operationalizing equity. The Racial Equity Lens Tool is an ongoing practice.
 - a. Routine use of a racial equity tool explicitly integrates racial equity into governmental operations. When racial equity is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated.
 - b. It is an intentional intervention. Simply put this tool helps us be consistent with our equity work.

When do we use a Racial Equity Lens Tool?

- Use the racial equity lens tool early. In doing so, individual decisions can be aligned with organizational racial equity goals and desired outcomes.
- Use the racial equity lens tool more than once so that equity is incorporated throughout all phases, from development to implementation and evaluation.

How is a Racial Equity Lens Tool used?

E.g. Policy analysts integrating racial equity into policy development and implementation.

E.g. Business services, Equity Team and HR use the tool when creating internal processes.

E.g. Budget analysts integrating racial equity into budget proposals at the earliest possible phase, increases the likelihood of impact.

E.g. Program lead integrating racial equity into program selection and allocation processes, monitoring, and evaluation.

E.g. HSD Advisory Bodies

Racial Equity Lens Tool

Framing the use of the RELT

The RELT, Racial Equity Lens Tool, is a strategy and practice. It is not a test. It is also not the end product of our organization's racial equity work.

1) Proposal and Desired Results:

- a) What is the policy, program, practice or budget decision under consideration?
- b) What is the problem or circumstance you are solving for? (Root Cause)
- c) What are the desired results?

2) Data and Historic Experience:

- a) How is data and historic experience informing decision making?
- b) How are you collecting, reviewing, and analyzing demographic data to inform the proposal?

3) Strategies for Racial Equity (Impact):

- a) Who will benefit from or be burdened by the proposal? Identify impacted communities and groups.
 - i) Which group(s) may experience disparities related to the proposal?
 - ii) What are the racial demographics impacted by the proposal?
 - iii) What intersectional identities will be impacted by the proposal?
 - iv) Will the proposal have different impacts within different geographic areas?
 - v) Are those most burdened, represented at the decision-making table? (If not, why not?)
- b) What are your strategies for advancing racial equity or mitigating unintended consequences?

4) Community and Stakeholder Engagement and Input:

- a) How have communities and stakeholders been engaged?
- b) What opportunities exist to expand or enhance community/stakeholder engagement and input?

5. Please share any systemic barriers that have been identified related to this project or process.

6) Proposal Revision:

- a) Based on the above responses, what are possible revisions to the proposal under consideration?
- b) What other processes in this proposal will need a racial equity lens tool application? When will the racial equity lens be applied during these processes?

7) Implementation:

- a) What is the plan for the proposal implementation? Who is accountable for the implementation?
- b) How will the proposal be evaluated? Who is responsible for evaluating the proposal's success?
- c) What communication strategies will be used to notify communities of the proposal, implementation, and evaluation plan(s)?

RELT Shorthand

What is our goal? Desired results

What do we know? Data, history

Who should we connect with? Stakeholders

Who will be impacted? Race, geography, LGBTQIA2S+

Should we change course? Revise

How will we implement this?

Quick Turnaround RELT

Quick Turnaround Racial Equity Lens: Apply this lens when there is a time sensitive decision that needs to be made or there may be imminent negative impact on a marginalized community.

- a) Why does the situation require a quick turnaround?
- b) What are the racial equity impacts of this particular decision?
- c) Who will benefit from or be burdened by the particular decision?
- d) Are there strategies to mitigate the unintended consequences?
- e) Who is the designated person(s) accountable for the implementation of any identified mitigation strategies?

Improving our Equity-Mindedness
through regular use of the Racial
Equity Lens Tool.

Questions?

Activity:

- Using a Program Offer from FY 26, practice using the RELT tool
 - HSD Staff complete a RELT on the programming described in the program offer
 - Exec Team and CBAC complete a RELT on the decision or recommendation (prioritized funding, reduction, elimination) and its impacts



CBAC Recommendations Letter

Recommended parts of the letter:

1. Executive Summary
 - General overview and highlights of Report
2. Process
 - Values, lens, meetings and decision-making details
3. Emerging Themes or Trends
 - Common observations, needs or recurring recommendations
4. Budget or Program Offer Feedback
 - High level budget recommendations
5. Department Budget/Program Offer Recommendations
 - Recommendations with rationale & questions and in order of priority
6. Acknowledgements
 - Recognition of everyone who played a role with the CBAC

**Discussion - what
could be included
in the letter,
based on HSD
CBAC meetings to
date?**





Budget Timeline, Milestones & Benchmarks

Month	Budget Milestone <i>(all dates are subject to change)</i>	CBAC Benchmarks
February	<ul style="list-style-type: none"> • Budget Work Session Calendar is Released TBD • Department Requested Budgets and Transmittal Letters Posted 2/13/26 	<ul style="list-style-type: none"> • Continue department presentations by leaders and frontline staff (Programs and services, budget overviews, current year budget challenges) • Review released department budgets and Transmittal Letters • Begin drafting the budget memo using the template criteria

Month	Budget Milestone <i>(all dates are subject to change)</i>	CBAC Benchmarks
March	<ul style="list-style-type: none"> • Requested Budget Dashboard Shared Online TBD • Economist Releases Second General Fund Forecast Update 3/17/26 • Executive Decisions Finalized 3/13/26 • Department Budget Adjustments and Updated Program Offer Language Due 3/20/26 • Department/Division Narratives Due for Chair's Proposed Budget 3/25/26 	<ul style="list-style-type: none"> • Continue to review Department Budgets and Transmittal Letters • Finalize Departmental CBAC Memo using the template criteria and submit to Dept. Director and OCI - CBAC Letters DUE - March 6, 2026 • Prep for departmental budget worksessions

Month	Budget Milestone <i>(all dates are subject to change)</i>	CBAC Benchmarks
April	<ul style="list-style-type: none"> ● Chair's Exec. Proposed Budget Released in Board Meeting 4/16/26 ● Library District Proposed Budget Released 4/16/26 ● Budget Worksessions Begin with Budget Kickoff & Overview 4/27/26 ● BoCC Approves Budget 4/23/26 	<ul style="list-style-type: none"> ● Review Chair's Exec. Proposed Budget ● Continue to prepare for budget worksessions presentations with Chair's proposed budget ● Participate in budget worksessions

Month	Budget Milestone <i>(all dates are subject to change)</i>	CBAC Benchmarks
May	<ul style="list-style-type: none"> • BoCC Conducts Public Hearings X3 TBD • Department Worksessions Begin TBD • Department Amendments Due for Adopted Budget 5/7/26 • Department Amendments Presented to the Board 5/19/26 	<ul style="list-style-type: none"> • Continue to prepare for budget worksessions presentations with Chair's proposed budget • Participate in budget worksessions

Month	Budget Milestone <i>(all dates are subject to change)</i>	CBAC Benchmarks
June	<ul style="list-style-type: none">• Board Adopts FY 2027 Budget 6/4/26	<ul style="list-style-type: none">• End of budget cycle debrief and reflection• Participant evaluation survey• Review summer optional program activities

Hybrid Meetings?

Which of the following CBAC meetings can folks attend in person?



Date	Purpose of Meeting
2/18/26	1. Review of HSD Budget 2. Setting up a Q&A process 3. Additional discussion of content to include in HSD CBAC letter
2/25/26	Optional Drop In Hours: 1. Q&A about HSD budget & HSD CBAC letter writing process
3/4/26	1. Finalize HSD CBAC letter 2. Identify remaining questions and concerns about HSD budget, budget process
3/18/26	1. Reflection on HSD CBAC letter, letter writing process 2. Additional review of HSD Budget
4/8/26	Tentative meeting: please hold date/time
4/29/26	1. Review of Chair's Executive Proposed Budget 2. Additional Q&A 3. preparation for CBAC presentation to BOCC
5/6/26	1. preparation for CBAC presentation to BOCC
5/13/26	Tentative: final preparation for CBAC presentation to BOCC
6/17/26	1. reflect on budget process 2. Plan CBAC meetings for the summer

Learn More

Read about our new initiatives - from data improvement to new models for outreach, shelter, and housing.

Visit hsd.multco.us for more information!



Support Our Unhoused Neighbors

- Call 211 or visit 211info.org. 211 for shelter, hygiene, eviction prevention, and housing services and resources.
- Share a Rose City Resource Guide!
 - HSD-funded, Street Roots Produced
 - A guide to all resources within Multnomah County.
- Volunteer in a shelter or day center nearest you!



Homeless Services Department

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