

APPENDIX A.

COALITION OF COMMUNITIES OF COLOR REPORT



WASHINGTON COUNTY COMMUNITY ENGAGEMENT PROJECT

FINDINGS FROM FOCUS GROUPS ON HOUSING EXPERIENCES
OF COMMUNITIES OF COLOR IN WASHINGTON COUNTY

2019

COALITION OF COMMUNITIES OF COLOR

Acknowledgment of the Original People of the Land

We cannot talk about racial justice and housing justice in Washington County without an acknowledgement of the original stewards of this land.

What we now call Washington County were the traditional lands of the Atfalati, Tualatin Kalapuya, Clatskanie, Chinook and many other Tribes who made their homes here and were dispossessed and forcibly removed by the United States government. We acknowledge the ancestors of this place and understand that we are here because of the sacrifices forced upon them. By recognizing these communities, we honor their legacy, their lives, and their descendants. Today, many Native American communities continue to make important contributions in their communities and across the land we now refer to as Washington County, Oregon.

EXECUTIVE SUMMARY

HOUSING JUSTICE FOR COMMUNITIES OF COLOR

At different times in US history, people of various ethnicities and nationalities were excluded from living in this land or leasing or owning land and have been impacted by discriminatory housing policies in the 20th century such as redlining. Oregon's housing history is inextricably linked to exclusion of communities of color. In Oregon, the federal government terminated more than 60 tribes in 1953, revoking tribal sovereignty and government responsibilities to Native peoples, as well as claims to reservation land. Resource-rich lands have been removed from Native stewardship throughout history of colonialism and Native Americans have been forcibly displaced from productive lands multiple times. The Exclusion Laws of the late 1800s kept African Americans out of the state. This exclusionary practice has been extended via mid 20th century redlining and exclusionary zoning, and current urban renewal policies that have led to gentrification and displacement of people of color, especially African-American. The discriminatory housing policies of the 20th century such as redlining also excluded Asian people of various ethnicities and nationalities from living or leasing or owning land in Oregon.

In order to dismantle the historical system of injustices, institutions must intentionally adopt policies with racial justice lens. Housing justice envisions home in terms of rebuilding community from the ravages of colonialism, forced displacement from their lands and forced resettlement to urban spaces and segregation. In this context, home is multigenerational and expansive in meaning, with families caring for community. Home supports families, social networks, and religious, social, and cultural institutions. In order for this idea of home to prevail there needs to be housing stability. Housing stability means meaningful connections to their neighborhoods and natural environments. Housing stability creates a place to build community. For us to achieve housing justice, it is essential for institutions to ensure pathways to employment and economic prosperity, affordable housing, especially larger family homes, safe and healthy housing, and redress housing insecurity, including for those in the private housing market. Housing stability is, therefore, intrinsically related to achieving economic stability and ultimately enabling communities to build intergenerational wealth.

BACKGROUND

Washington County and the cities of Beaverton and Hillsboro are undertaking two federally required planning efforts. One is the Consolidated Plan, which is a strategic planning effort to identify and analyze local community needs in order to develop actions and strategies to meet the highest priority needs over a five-year period. The second



planning effort is the Analysis of Impediments to Fair Housing Choice which again, looks at data in the local community relative to fair housing choice. Actions and strategies are developed to try to address these impediments to fair housing. Data collection is an important part of both planning efforts. In this Community Engagement Project, Coalition of Communities of Color (CCC) partnered with the Consortium in working with communities of color, in focus group settings, to engage in a discussion of housing and other basic needs, challenges faced in their daily lives, and possible areas of discrimination they might face in housing. The findings from these focus groups is presented in this report.

Eleven two-hour focus group sessions were conducted between June 18th - July 2nd of 2019. All focus groups were held in various sites in Washington County. Conversations held during the focus groups involved discussions around experiences of communities of color in finding and keeping housing, housing discrimination, and housing justice in Washington County. We were interested in learning about how economic justice pertains to housing justice in communities of color.

FINDINGS

Communities of color identify safety, affordability, good schools, and diversity as important factors to consider while searching for housing. The participants of all communities reported being invested in children's education. Similarly, focus group participants of all cultures, reported diversity and friendly and welcoming neighborhood as priorities while finding and searching for housing.

Community members, across cultures, reported multiple barriers to securing housing and homeownership. Some of the recurring barriers reported by the communities were lack of rental and credit history for new immigrants; undocumented immigration status; discrimination in home loan lending practices; and housing discrimination.

When asked about the community's specific needs, the participants identified various needs pertaining to their community. The recurring themes were community center—a space for people to gather, celebrate, learn, inform, teach, and organize; more outreach to marginalized communities educating and informing them on housing and financial information; and free legal services supported by the government.

Many people present in the focus group sessions felt a sense of healing from joining the conversation and sharing their experiences. Some expressed feeling validated, and emphasized the importance of spaces to share experiences. After a number of sessions,



participants looked to the hosting community organization for opportunities to continue these conversations and to build community together through shared experience.

CONCLUSION

This research finds that there is wide-spread systematic disparities in housing systems in Washington County. Communities of color report several barriers to homeownership including home loan application denial, credit history barrier, and high priced loans. Similarly, when it comes to renting, participants reported that rising cost of rent is outpacing earnings, rising risk of eviction and homelessness, and high cost burden. Communities of color do not experience housing in vacuum—economic justice issues such as employment and income exacerbates housing experiences of the communities of color. Communities of color report feeling isolated from the larger Washington County community and suggested investing resources in outreach and community building efforts geared towards the communities of color.



INTRODUCTION AND OVERVIEW

Jurisdictions that receive annual block grants from the Department of Housing and Urban Development (HUD) for community development, affordable housing and homelessness must (as a condition of receiving the grant funds) engage stakeholders and the public regarding the community's needs in these areas. The data collected on needs is used to inform how to invest scarce federal resources over a five-year period. Grantees report the results of their community member participation and consultation efforts in their five-year Consolidated Plans.

In addition to the Consolidated Plan, these jurisdictions are also required to undertake an "Analysis of Impediments to Fair Housing Choice." This report is often referred to as the AI. This document requires jurisdictions to assess barriers to fair housing by looking at fair housing complaint data, local zoning and code policies/procedures that might unintentionally be discriminatory in nature, lending practices, and other data that might highlight potentially discriminatory practices in the area of housing. Once those areas have been analyzed, jurisdictions then develop actions to address those barriers.

In 2018, the Coalition of Communities of Color (CCC) produced "Leading with Race: Research Justice in Washington County," which represents the culmination of two years of research, engagement and relationship building in Washington County. The report highlights that people of color have always lived in Washington County and are a part of the economy and social fabric. No decisions about policies about people's lives and outcomes can be just and equitable if it does not involve those most impacted. This report presents the findings of the community engagement effort targeted to learn the experience and needs of communities of color living in Washington County to identify best use of federal resources.

WASHINGTON COUNTY CONSORTIUM BACKGROUND

Washington County is a suburban county located on the western edge of Portland, Oregon. Its boundaries extend from the City of Portland to the coast range. The current population is approximately 600,000 people. There is a mix of urban, suburban and rural areas. The eastern half of the County is composed of service industries, light manufacturing, residential and commercial activity. It is relatively densely populated. The western half is primarily farms and rural settings together with several smaller incorporated and unincorporated communities. The County seat of government is in



Hillsboro, Oregon. The County has experienced substantial growth principally in the electronics and high-tech industries. Despite this, communities of color continue to experience economic and housing injustice in Washington County. Leading With Raced showed that communities of color are disproportionately in poverty and the prosperity of Silicon Forest is not equitably experienced by all.

The City of Beaverton is an urban center of Washington County with more than 94,000 residents. The most diverse city in Oregon, over 100 languages are spoken in the Beaverton School District, which also has the highest number of reported homeless students in the state. The workforce is well-educated with about 45% of the population holding a bachelor's degree or higher. While many residents are employed in high-income technology and apparel industries, Beaverton's poverty rate increased from 10% to 15% between 2010-2015, exacerbating the wage gap and increasing income inequality in the city. Legislation surrounding HB 4006 identified Beaverton as severely rent-burdened, a problem that is worsened by being a largely built-out city. With too few regulated affordable units, many low-income community members reside in low-cost market rentals, which are often crowded and/or substandard housing.

The City of Hillsboro is Oregon's fifth largest city with over 100,000 residents, Hillsboro enjoys award-winning urban planning, an affordable cost of living, a strong economic base and one of the state's most diverse populations. It supports the state's fourth largest school district, two higher-education campuses, over 1,500 acres of designated green spaces including the Jackson Bottom Wetlands Preserve. High-tech companies arrived in the 1980s, including Intel, and later SolarWorld. In addition, health care, retail sales, and agriculture, including vineyards and flower farms—are keys to Hillsboro's economy. African-American, Black, Filipino, Latino, Middle Eastern and North African, Native American, and Russian speaking households have lower median household income than the White community in this jurisdiction. More than half of African-American, Black, Filipino, Latino, and Middle Eastern and North African renters spend more than 30% of their income on housing and are therefore cost burdened. Almost all communities of color in Hillsboro experience English language barriers, with the Latino and Vietnamese communities being most impacted. This barrier affects how, when, and where communities access resources and information.

PROJECT OBJECTIVES

- Collect data on needs and lived experiences on housing, basic needs, and fair housing from culturally specific populations in Washington County.



- Broaden people's understanding of the role of the federal programs in Washington County
- Establish and/or strengthen relationships with non-profits that serve culturally specific populations
- Gather input on the draft Consolidated Plan and the Analysis of Impediments to Fair Housing Choice

THE ORGANIZATION OF THE REPORT

This report will be presented in 3 parts.

Chapter 1 presents the research methods of this project. This chapter outlines the Research Justice lens that CCC used to gather and analyze the data presented in this report. The chapter will list the community partners that CCC worked with conducting the focus groups. The chapter also presents the demographic analysis of the focus group participants.

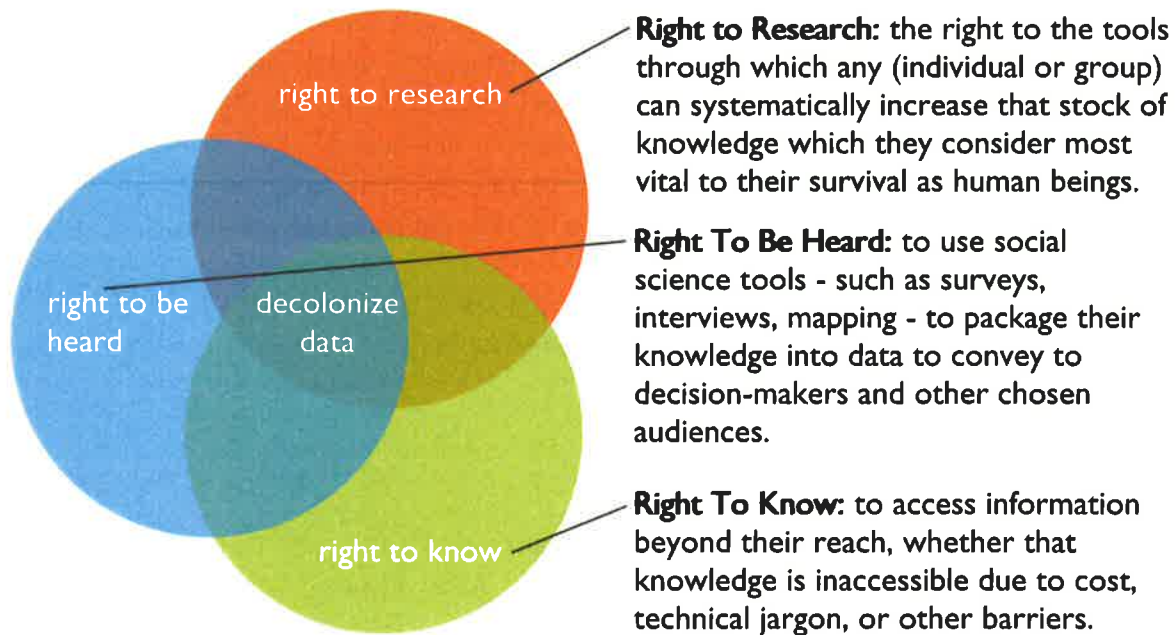
Chapter 2 presents the findings from each focus group with eight communities of color residing in Washington County. The findings will be presented with a housing justice lens. We first report findings that resonate and recur across all the communities engaged in this process. We then present the Native American community as the original stewards of this land and also in acknowledgement that this land was stolen from them. Subsequently, we report the African American findings in acknowledgement that many contemporary institutions and practices of housing injustice are built on the basis of anti-Black racism and excluding Black people from Oregon. We then present findings of the community in alphabetical order.

Chapter 3 presents the recommendations from the communities in achieving housing justice in Washington County. The recommendations are presented as call to actions targeted to encourage the institutions to empower communities of color to collaborate in achieving housing and economic equity in Washington County.

CHAPTER 1: RESEARCH METHOD

RESEARCH JUSTICE VISION

The CCC's approach to designing and implementing this project is informed by our research justice vision that starts with the premise that research processes and practices are just and equitable in order for the outcome to be just and equitable. CCC believes that decolonizing data and research by empowering communities of color as experts of their experience and having the right to research, the right to know and the right to be heard is a crucial part of transformative change. The Research Justice Framework is based on three values:



The Research Justice approach to research is based on the self-determination of communities of color in their pursuit of racial equity and social justice. The following principles inform Research Justice Center strategies:

- Equitable Partnership – Equitable community involvement in the research process including prioritizing common goals, question development, planning, collection analysis, interpretation of data and dissemination.
- Community Priorities – Elevating expertise of communities of color, emphasizing community strengths, and addressing self-determined community priorities through research.
- Transformative Action – Enabling data-driven and community-generated solutions in public policy and decision making towards creating lasting change.
- Sustainable Capacity – Building long-term and sustainable capacity among communities of color to develop their expertise, define priorities and propose meaningful solutions which go beyond a single study.
- Transparency and Accountability – Commitment to a transparent research process, dissemination of findings and accountability to track implementation of data-driven and community generated policy recommendations.

COMMUNITY PARTNERS

In applying the Research Justice lens to this project, the goal was to build capacity in culturally specific community organizations to participate in the community engagement process, in drafting and presentation of findings and to further build relationships in the county. To that end, CCC subcontracted the organization and facilitation of focus groups to culturally specific organizations who either are based in Washington County or want to build community there. In doing so, we partnered with the following organizations:

- Adelante Mujeres
- Asian Pacific American Network of Oregon (APANO)
- Bienestar
- Centro Cultural
- Muslim Educational Trust
- Urban League of Portland
- Immigrant and Refugee Community Organization (IRCO) and their culturally specific programming such as Africa House, Asian Family Center and Slavic center.
- Native Lifeways LLC (Independent Native community contractor)

RESEARCH DESIGN

The partner organizations conducted a total of eleven two-hour focus group sessions. Focus group sessions were conducted between June 18th - July 2nd of 2019. All focus groups were held in various sites in Washington County. Each focus group had between 6-12 participants. During each session food and childcare were provided. Childcare was provided in rooms apart from the sessions.

CCC also contracted with live transcribers for multilingual and English language sessions and contracted with language translators for Spanish and Russian language sessions. The partners provided interpreting services to the participants needing the service. Adelante Mujeres, Bienestar, and Centro Cultural conducted the focus groups in Spanish and IRCO Slavic Center conducted the focus group in Russian. These sessions were audio recorded and later translated and transcribed in English. All other focus groups were conducted in English with provision of interpretation services. All final transcripts were de-identified to protect the identities of people participating in the focus group, and the people that were discussed during the session.

PROCEDURES

The focus group script was semi-structured, with 3 overarching topics indicated, and room for flexibility and adaptability for each focus group session. The script was designed to last two hours, however, most partners indicated that 2 hours was not enough time to cover issues such as housing.

QUANTITATIVE DATA

All the quantitative data cited in this report is retrieved from the report *Leading with Race: Research Justice in Washington County* published by CCC in 2018.

TOPIC AREAS COVERED IN FOCUS GROUP

- Priorities when choosing housing and location
- Barriers to housing in Washington County
- Community needs as it pertains to housing in Washington County



RECRUITMENT

Recruitment was directed at reaching people who identify with eight communities of color identified in *Leading with Race: Research Justice in Washington County*. Participant recruitment was led by partner organization leads in various ways, such as:

- Reaching out to community organization members
- In-person word of mouth
- Phone call
- Email listservs

PARTICIPANT COMPENSATION

Communities of color are experts of their lived experience and their time and expertise should be valued. For a two-hour time commitment plus travel, participants were compensated \$105 cash card for their participation in the focus group sessions. This stipend included a \$5 transportation stipend (approximating the cost of a Trimet day pass). Food, drinks, and childcare were provided free of charge during the sessions.

PARTICIPANT DEMOGRAPHICS

105 people total participated in eleven focus group sessions.

Demographic data was collected on paper via intake forms, prior to the start of the focus group sessions.

Demographic sheets were collected anonymously and are not connected to individual participants in each of the focus group sessions.

AGE

The age of participants ranged from 18 to 76 years, with good representation across ages. 11% were under age 25, 42% were between the ages of 25-45, 43% were age 45 and above.

GENDER

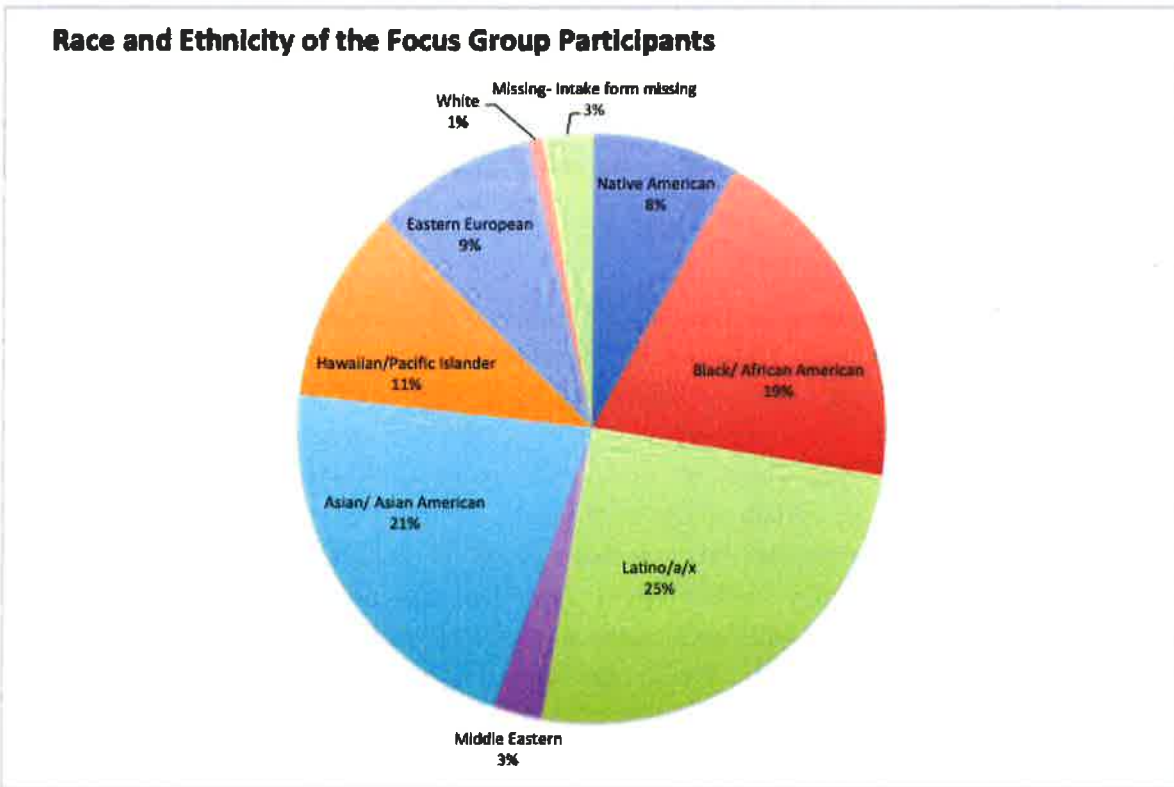
Majority (80%) of the participants identified as female. 17% of the participants identified as male. According to the community partners this was to be expected because they find that in their communities women take the lead in community participation. This is often aided by the fact that in many communities of color men are often out working while women stayed home because of high child care costs.

CCC is pleasantly surprised by the high turnout among women because often times institutional research is gendered, focusing mostly on male-centered issues.

Global development field has recognized multiple roles women take as mothers, educators, care-givers, and workers of the society but these roles are often unseen, unpaid, and unrecognized. The women who participated in our research made our research richer and provided a more holistic and complete picture of what it means to live in Washington County as communities of color.

RACE & ETHNICITY

The focus groups were conducted by community partners who either are based in Washington County or want to build community there. Recognizing that communities of color are not homogenous, we designed community outreach for participation so as to represent diversity of communities of color in Washington County. We did outreach and sought representation from African, African American, Asian, Latinx, Native American, Pacific Islanders, Russian speaking community members and Muslim people of color. The pie-chart breaks down the participants by race and ethnicity. Participants who identified as multi-racial were counted in all the racial and ethnic identities they identify with.



In this report, we have used “alone or in combination with other races” rule to collect data about the communities of color. This means that biracial and multi-racial people are counted as belonging to each community they identified with.

LANGUAGE

Nineteen different languages were listed as languages that are spoken at home, with 53% of participants indicating that they spoke English at home. 27% of participants identified Spanish as the primary language spoken at home. 31% of the participants were bi or multilingual.

DISABILITY

Six participants indicated that they had a disability.

HOUSING STATUS

Majority (63.8%) of the participants indicated that they rent, while a little more than one-quarter (28.6%) indicated that they were homeowners. Other housing statuses indicated were transitional housing, houseless or homeless, or residing with family members.

EDUCATION

34% of participants indicated that they had a college degree. 24 participants (22.8%) indicated that they held an advanced or professional degrees. 16% of the participants reported having a high school degree and 12% indicated having less than a high school diploma.

TOWN OR CITY

Over half of the participants were from City of Beaverton (32%) and Hillsboro (21%). One (1) participant was from Aloha and 8.5% reported Tigard as their town/city of residence. Other cities and towns of residences listed were Bethany, Forest Grove, Cornelius, Tualatin, King City, and Sherwood. Some participants reported their town/city as Southwest Portland. They could be from unincorporated Washington County or Bethany, but we cannot be certain as the participants reported SW Portland as their “Town or City”. We assume that this was because of the confusion about arbitrary borders between counties. SW Portland has a significant presence of communities of color who are often interacting with Washington County’s communities of color and they rarely abide by county borders when coming together as a community.

CHAPTER 2: CROSS-CULTURAL AND COMMUNITY SPECIFIC FINDINGS

This chapter presents the findings from each focus group with eight communities of color residing in Washington County. We first report findings that resonate and recur across all the communities engaged in this process. We then present the Native American community as the original stewards of this land and also in acknowledgement that this land was stolen from them. Subsequently, we report the African American findings in acknowledgement that many contemporary institutions and practices of housing injustice are built on the basis of anti-Black racism and excluding Black people from Oregon. We then present findings of the community in alphabetical order. The findings will be reported using the housing justice lens where we will highlight three themes around housing choices that communities of color make. The three themes are:

1. Priorities: What are the most important things in looking for housing?
2. Barriers: What are the challenges faced in securing housing?
3. Need: What are the specific needs for the community as it relates to housing and livability in Washington County?

At different times in US history, people of various ethnicities and nationalities were excluded from living in this land or leasing or owning land and have been impacted by discriminatory housing policies in the 20th century such as redlining. Oregon's housing history is inextricably linked to exclusion of communities of color. In Oregon, the federal government terminated more than 60 tribes in 1953, revoking tribal sovereignty and government responsibilities to Native peoples, as well as claims to reservation land. Resource-rich lands have been removed from Native stewardship throughout history of colonialism and Native Americans have been forcibly displaced from productive lands multiple times. Likewise, the Exclusion Laws of the late 1800s kept African Americans out of the state. This exclusionary practice has been extended via mid 20th century redlining and exclusionary zoning, and current urban renewal policies that have led to gentrification and displacement of people of color, especially African-American. The discriminatory housing policies of the 20th century such as redlining also excluded Asian people of various ethnicities and nationalities from living or leasing or owning land in Oregon.

In order to dismantle the historical system of injustices, institutions must intentionally adopt policies with racial justice lens. Housing justice envisions home in terms of rebuilding community from the ravages of colonialism, forced displacement from their lands and forced resettlement to urban spaces and segregation. In this context, home is multigenerational and expansive in meaning, with families caring for community. Home supports families, social networks, and religious, social, and cultural institutions. In order for this idea of home to prevail there needs to be housing stability. Housing stability means meaningful connections to their neighborhoods and natural environments. Housing stability creates a place to build community. For us to achieve housing justice, it is essential for institutions to ensure pathways to employment and economic prosperity, affordable housing, especially larger family homes, safe and healthy housing, and redress housing insecurity, including for those in the private housing market. Housing stability is, therefore, intrinsically related to achieving economic stability and ultimately enabling communities to build intergenerational wealth.

CROSS-CULTURAL FINDINGS

Across different communities of color, residents talk about being made to feel both invisible and visible in different ways. They are made invisible because of the size of their communities, immigration (both undocumented and documented) that pushes them into the shadows, or disengages them from civic life, systematic attempts of genocide and exclusion, data practices that are inappropriate, non-representative and not trauma-informed, and by perceptions that some communities are not even considered part of racial justice. On the flipside, racism, intersecting with xenophobia, Islamophobia and patriarchy, “see” communities in very stereotypical and harmful ways. Communities battle racial stereotypes about being illegal, criminals, terrorists, lazy, living off welfare, and “model minorities”.

We embarked on this research in an attempt to learn about experiences of communities of color in finding and keeping housing, housing discrimination, and housing justice in Washington County. We were interested in learning about how economic justice pertains to housing justice in communities of color. We are reporting these findings within the themes of priorities, barriers, and needs..

Communities of color identify safety, affordability, good schools, and diversity as important factors to consider while searching for housing. The participants of all communities reported being invested in children’s education. Similarly, focus group participants of all cultures, reported diversity and friendly and welcoming neighborhoods as priorities in finding and searching for housing.

“The safety of the neighborhood. And check for the crime rates so there's not much crime. And household income, at least middle-income neighborhood and diversity is important. At least some of the diverse people are living there, and close to bus line, MAX line.”

“so when looking for homes right now my biggest thing is price, diverse city, community.”

“I just want an open, friendly community.”

Community members, across cultures, reported multiple barriers to securing housing and homeownership. Some of the recurring barriers reported by the communities were lack of rental and credit history for new immigrants; undocumented immigration status; discrimination in home loan lending practices; and housing discrimination.

“But when you arrive in that country (Australia or Canada), the minute you arrive you are told exactly what you need to do to start your life. We don't have that here. They are left on their own. And they don't have credit score. So if you have come because your friend/relative is living here, then the friend or relative will have to literally put their credit score down to find an apartment, which is exactly what this lady has done to the two sets of families because they don't have credit score.”

“I had a staff member -- it's not my personal experience -- she got a divorce. The husband always -- ex-husband -- always had the credit line. Everything was on him. So she had no credit, no background for anything with any sort of bank or transactions. Even though she worked for a good employer, she and her two daughters ended up being homeless. They stayed in their car for about a year before we all discovered it. It turned out she had to pay about 80% of her salary actually went to rent.”

“Well for me I would say that if I am earning minimum wage or I am unemployed at the time that I'm looking for housing I would not qualify. Because I would not have all the requirements that they are asking as far as check stubs, as far as the amount.”

“One result of me wanting to refinance the house, I want to lower the rent I’m paying. All my credit cards should not be above 50%. Everything to be perfect one hundred percent. Instead of putting you out of debt, out of the situation you are in, they push you inside to sink. Make it harder for you so you can lose that house. You’re a person who is drowning. Instead of pulling you out of the river, they add more load on you so you die.”

“I think an effort that would focus on exposing the discrimination would be helpful because we know because of our experience what it’s like, but I think the culture, the white culture has no idea what it’s like.”

When asked about the community’s specific needs, the participants identified various needs. The recurring themes pertaining to needs were community center—a space for people to gather, celebrate, learn, inform, teach, and organize; more outreach to marginalized communities educating and informing them on housing and financial information; and free legal services supported by the government.

“What would be great for us is if we had a community center or long house or someplace over here so we could band together and help each other out.”

“Informational resources, it is difficult to find information sometimes. Usually I hear about important information from different people. Just a separate office in Washington County, where you can come, sit down and talk to the person.”

“One of the questions I ask are we aware of the resources and the different things that are available to us in our counties. I have been serving on the housing advisory committee for the last year and a half about for Washington County. And we get all the updates from the departments and one of the things is there’s a large number of African Americans on the wait list for section 8. I keep asking that question for us being a small percentage in this area, why are there so many of us on the wait list? And is anyone doing any kind of outreach or communication to our community to let them know how they get off the wait list.”



Coalition of
Communities of
Color

“Legal help and about bills, just simple informational, even about buying a house. This service should be available in Washington county.”

“I don't have any resources and nowhere to go to. There's no legal -- like if the government set up a place where you can get legal advice or be able to talk to a lawyer on no fee. And if the whole thing is about you trying to get out of poverty, how are you going to do that when you don't know what you're doing or need to do and you don't have the resources to go out and even get advice on how to fix it.”

NATIVE AMERICAN COMMUNITY IN WASHINGTON COUNTY

Housing justice for Native Americans envisions home in terms of re-building the community from the violent history of genocide and colonialism. Housing justice for this community therefore entails institutional recognition of the impacts of colonial history of this country and the state. In the focus group, the participants highlighted that their community face serious housing disparities in terms of housing affordability, homeownership, lending practices, and criminal justice.

In terms of priorities, the Native community in Washington County prioritizes affordability of housing, safety of the location, and school districts in choosing the housing. Participants reported that they chose Washington County for safe neighborhoods and good schools for their children. Long-time Native residents of Washington County reported that they chose Washington County for its affordability but are now concerned that with the increase in the housing cost in the county, their children won't be able to afford living here.

"I lived in Washington County for 42 years... It's gone from very affordable to not affordable."

The Native community identified many barriers to housing in Washington County in the focus groups. Participants identified the process of applying and getting the loan as traumatizing. When it comes to lending, the data from the focus group is representative of the population. The data reported in the Leading with Race show that Native American applicants were 41 % more likely than similar middle income White applicants and 149% more than similarly low income White applicants to have their loan denied.

"The whole process with applying for a loan and going into a bank, talking with the individual who is going to basically sign over on the loan for a person that does not have the money or the resources to do so is really dehumanizing... With a lot of the trauma that Indigenous people have, talking to somebody, like you being a Native, there's a pretty good possibility that the person you're asking for money from is probably going to be White."

Asking that person for money, it showers on a whole lot of triggers and a whole lot of trauma.”

The Native Community also highlighted that the criminal justice system is integral to housing justice. Historically, this community has been criminalized by the colonial politics where the colonizers often deemed the cultures and practices of colonized people as “savage” and “barbaric”. Participants of the focus group identified how minor and wrongful convictions impacts their ability to build wealth, credit, and eventually buy a house.

“ I'm currently unemployed after doing the same line of work for about 20 years. I was let go from my current employer, due to my criminal history, which is over 20 years old. And I was pardoned by the governor, which doesn't get rid of your record. So my record is now completely sealed. Why am I still unemployed? I don't know. But hopefully those things will definitely change.”

The participants of this community identified historical trauma, wealth disparities, lack of well-paid employment, high rates of criminalization of Native people, and exclusionary mortgage and lending practices as barriers of housing justice. They envision housing justice to redress these issues. The community also identified a need for a space in Washington County to come together to celebrate, share, and organize.

“Because of the different Native groups in Portland, they're way more tight knit. We're over here. It's hard to go over there and participate. What would be great for us is if we had a community center or long house or someplace over here so we could band together and help each other out. That would help all of us survive. But you have to be organized.”

AFRICAN AMERICAN COMMUNITY IN WASHINGTON COUNTY

As of 2015, there were at least 12,357 African-Americans living in Washington County. This is a growing community in the county. According to the Leading with Race (2018) Report, the Black Community had grown by 36% between 2005 and 2015.

Oregon's housing history is inextricably linked to the anti-Black racism - through Exclusion Laws of the late 1800s to keep African-Americans out of the state; into mid-20th century redlining and exclusionary zoning, to current urban renewal policies that have led to gentrification and displacement of people of color especially African-American people. Housing stability ensures not only shelter but also fosters communities that support families, social networks, and religious, social, and cultural institutions. In Washington County, where African-Americans already report feeling isolated are seeking to build community with one another, but the lack of affordable housing for them to rent or own and discriminatory housing practices prevent meaningful connections to their neighborhoods and natural environments. Affordable housing also ensures that African-American residents can invest in their healthcare, education and nutrition.

Oregon's housing history is enmeshed in its racist past where institutional policies aided the exclusion of African-Americans. Despite the long enactment of Fair Housing law, this group continues to face serious housing disparities in terms of affordability, homeownership, access to mortgage, and racial discrimination in securing housing. Good schools, affordable cost of living, and safe neighborhoods were few things that the community highlighted when asked about what is important to them when seeking housing. The community also highlighted that it is important that they find a place with diverse population.

When discussing the barriers and challenges to secure housing in Washington County, participants pointed to racism and racial discrimination. A participant who had recently moved to the county shared that because of these experiences they are not ready to invest in a home in the county and will likely move elsewhere, a place that is more welcoming and inclusive than Washington County.

"We went out and look at new housing developments and people will sit there and oh, you know, just nonsense stuff. Like, oh, are you guys together? Oh, what are you interested in? ... I know the service is supposed to be better than that. So now we're looking at moving somewhere else and buy a house and not in this community, because I don't want to invest in this area relative to a long term commitment"

Participants also reported being racially profiled by the property managers and homeowners. Many participants shared experiences where the property managers and homeowners were more friendly and seeking to do business with them over the phone and their attitude completely changed when the participants showed up in person.

“The black person doesn't have a housing discrimination issue not because they have a felony. It's just because you show up. They see a black person.”

“What's reported there on Nextdoor, the neighborhood app or the online service where you can go in and see who's in your neighborhood. What's portrayed about us as others is negative based on these ... perceptions of people in your neighborhoods regarding the ethnic community that you belong to.”

The African-American community also shared narratives of economic injustice in terms of lack of opportunities to upward mobility in their workplaces in Washington County and this is directly impacting their housing options.

“I think the thing that our families suffered most is pay inequality, but more important than that is this inability to be promoted into a job that would pay more. My husband specifically has at least three or four different large companies that he's gone to work for. He works there for five years, the managers above him have less education than he has, but when he gets to the point where he wants to be promoted, that's not what they want. So that's the point where they say you are not a good fit for the company and we're letting you go. Like, that has happened so many times.”

Housing is often the single largest expense for a household. Almost 25% of the African American homeowners spend more than a third of their monthly income on housing costs such as mortgages and taxes, and they are more likely than a typical homeowner in Washington County to be severely burdened by housing costs. Participants shared that rapid increase in rent is affecting families and driving them away or in the streets. This fact was also narrated by the participants with the growing concern around the rising housing costs in the County.

“Regardless how well I'm being paid with one job that I'm working full time, 40 hours, I find myself working a lot more which you spend less time with your family and all that domino effects. And you are working harder, putting more stress on your body and it shouldn't be that way. So it gets hard and very stressful and that leads to stressful households as well. So that's been big for me.”

The African-American community in Washington County identify that there is a need for targeted resources catering to this community. According to the available data, in 2013, 13.7% of the Section 8 voucher waiting list and 11.1% of the public housing waiting list identified as Black (Washington County Consolidated Plan, 2012). This when the Black community comprised roughly 3% of the county population in that time period. Participants suggest partnering with community specific organizations like Urban League to build and implement targeted policies. Participants of the focus group stated that housing discrimination is very real and true in 2019 and suggested doing a research to collect data and narratives on it to collect evidences to support the funding for the resources for the community.

“This is not an area where you can go map out six census tracts and say all the black people live here. We're scattered all over the region. So if you go in my neighborhood and do something with the infrastructure, per say, it's not going to help my community at large. They have to think outside the box... In terms of resources they (government) have to use a little more creativity and make a bigger effort to find us where we are and look for programs that assist people more in a scattered manner verses in a group manner.”

AFRICAN COMMUNITY IN WASHINGTON COUNTY

Washington County is home to a growing number of African communities. There are at least 4,524 people in the county who identify Sub-Saharan African countries as their ancestry or place of birth (American Community Survey, 2011-2015). The diversity, safety, plentiful space, and good school districts draws this community to Washington County. For this community, housing justice means ensuring pathways to employment and economic prosperity, affordable housing, and culturally specific housing options catering to large and multi-generational family.

Participants reported that housing is inaccessible to this community.

“It's always like where you would love to live is for a certain kind of people. They will never actually tell you, but you'll probably be on the waitlist forever just waiting to get access -- I've been waitlisted somewhere for the last one year and a half. I really wanted to live there, but I never managed to get there. I don't

know what they consider to get somebody listed for a house. Whether it's about your income or credit report.”

“It's really challenging to own as a person of color. I find it difficult. Not that I'm rich, but it feels like you need to be.”

Participants of focus groups identify number of barriers to homeownership in the community. Participants reported that identifiers (such as name, number of children in the family) in the loan and rental application does not help the community and often is used against them by the bankers, property owners and managers. Participants also identified proof of credit history as a barrier to housing. They said that for new immigrants it is impossible to provide proof of credit history when you are so new to the country and the system. For those of Islamic faith, the Quran prohibits interest rates on loans. That can also restrict Muslim community members from homeownership.

“A lot of people don't know about credit cards. If there was a program where immigrant people, the first thing the county should teach immigrant people is credit card. Some of them don't know how it works. Especially for immigrants who are Muslims, they think about interest. So to explain to them.”

Participants also reported that well-paying income is very important in securing housing in the county. They added that the requirement to provide proof of income that is three times the month rent is a barrier. The focus group participants also reported that they find the rising cost of housing worrisome.

“The other thing is we've been doing these focus groups so many times. I haven't seen much changes. I don't see what the county is doing. We don't see houses built by the county or the government. They just leave rooms for investors... I've attended so many CPO meetings. It's just talking, talking, talking and getting information from people. Private investors from California. That's why our rents are going up. They say we're working on it, but I don't know for how long. We need to see differences. We need to see changes, not just empty talk.”

The community is aware of the resources like Section 8 housing but reported being discriminated by the system when it comes to distribution of those resources.

"I'm a single mother who works hard. Don't have Section 8; don't have food stamp. I just depend on my income. And these days in Beaverton, if you want to rent two bedroom, it's over 1500 if you want a decent place. I applied Washington County Section 8 five years ago. They have never spoke back or answered. Every time you go, they'll say you're on the list. And I believe they are discriminating."

Participants of the focus group also recounted stories of unfriendly, unwelcoming, and racist neighbors who made their opposition to the presence of the community in the neighborhood clear.

"When I moved to the house, the realtor showed me the house. Two ladies came running. They were shaking their arms; we have good neighbors. They looked at them and said, it's not me. It's him. You can see their face frowning, not happy. And they just walked away. And I knew I'm going to have a hard time."

Participants shared similar incidents in schools in Washington County. Somali speaking students are 197% more likely than White students to be expelled or suspended from school. This data is supported by community sharings from the focus group.

"The teachers we have. The way they kick kids out of schools, I don't know what powers they have. If they have those powers, should be taken away from them. They have to have a good reason to expel a kid from school."

"I notice when the kid was immigrant-- The thing is, easy to expel if your kid have couple of fights with kids. It's very easy for them to say 'this kid cannot come to school.' Easy if you're Somali or other culture. If it's white, they will give them counseling. I noticed discrimination. Mexican kid, black, Somali. White will have counselor as much as they could. And they will give them other opportunities that kid can come back and graduate as much as they can. You're the teacher there. Your job is to make it equal for those kids and instead you see his color and what they are wearing-- the hijab."

The community suggested various strategies to cater to the needs of the community. One such strategy is to establish "rent-to-own system" or "pay-what-you-can" system to

support immigrant homeownership. The community also finds that there needs to be an increase in the wage/earning/income to match the growing cost of housing in the County.

“The wage of the workers should be raised up to \$15 because the apartment rent is going up; the food is going up. Like me, I don't have no food stamp... the wages should go up to the 15-dollar, not to 12.50. I don't know where they get that. They don't calculate the rent, the food, the gas, the everything we do. They have to calculate it and see if we can even make our life daily to daily. I think the wage should be \$15 at least.”

The community also suggested other policies and programs that the county should support including programs to educate immigrants of housing, taxes, and other financial and civic issues; a community center that will provide space for the community to come together to celebrate, collaborate, and organize; and support system for immigrants to build skills and capacity. Immigrants are also not able to build capacity because all their time and energy are spent making ends meet.

ASIAN AND ASIAN AMERICAN COMMUNITY IN WASHINGTON COUNTY

The stories of Asians and Asian Americans in Washington County are stories of migration. Some have lived in Oregon and the US for generations and some are recent arrivals; some are immigrants, some are children of immigrants. The data identifies that Asian and Asian American comprise 13% of the county population. Asian and Asian American Community is a diverse community with people of different culture, religion, colonial and geo-political history, socio-economic realities, and immigration processes. According to the official counts, in 2016, 57% of Asian communities in Washington County were immigrants in the US. The top origin countries for Asian immigrants in Washington County are from India, Vietnam, Korea, China, and the Philippines.

At different times in US history, Asian people of various ethnicities and nationalities were excluded from living here or leasing or owning land and have been impacted by discriminatory housing policies in the 20th century such as redlining. Participants of the focus group identified safe neighborhoods, good school districts, diversity of populations, and proximity to workplace as priorities when choosing ideal housing. When it comes to barriers to housing, participants identified many barriers including 1) proof of credit history, 2) non-refundable application fee and large security deposit 3) racist, unfriendly, and unwelcoming neighborhood 4) rising cost of housing and 5) model minority myth.

Washington County is home to 'Silicon Forest', a term used to describe the cluster of high tech firms in the area. Silicon Forest is extensively supported by Asian immigrant labor. This industry employs many new immigrants from the region. Participants who identified with this groups reported that credit history is a barrier when looking for housing in the area.

"When we started looking three years back, we were new immigrants here. So the hardship we really faced is they look for the rental history. Which obviously you don't have as you're a new person here. Even though we provided them with all the immigrant documents and the work documents, pay slips, they were still reluctant about it."

Participants also reported that while searching for apartments non-refundable fees add up and become a significant cost to the process often leading the participants to decide against moving even when their needs are not being met by the unit they are living in. Participants expressed similarly on the issue of security deposit as well.

"When it comes to application, everywhere you apply it's \$45,\$50,\$65... I have 740 credit score. For them telling me I am not credible, it is a slap in the face."

"I have a long working history, so it took longer for the process to complete. And the manager told me, well, if you want, you can pay double... assuming we won't pass the credit check."

Many participants identified hostility they face in the neighborhood they live in because of their race. Sometimes these hostilities are overt and sometimes subtle.

"I am going to speak on the street I live and the neighborhood I live that -- about six families have moved out because the kids are growing. But the homes that were sold has now been bought by Hispanic families... There have been incidents where they (white neighbors) had the audacity to come and tell that neighbor that your car is not good enough to be parked here. It doesn't match the neighborhood. You need to move your truck from here. You cannot have people come and go. "

“Five or six years ago before we had kids, we had family over for July 4th... the sun had just gone down and we lit some fireworks... there was two doors down an older woman and a man (who) threatened to call the cops on us... saying you are not even American and all that.”

These sentiments are not new to the Asian community and plays into the “perpetual foreigner” stereotype, “the assumption that ethnic minorities do not fit the definition of what it means to be an American” (Huynh, Devos & Samalarz, 2011).

Participants also reported the rising cost of housing in the county as a barrier to homeownership and renting in the county. They suggested the county follows up with the residents on their plan to implement the rent cap law passed by the state.

“The way we grew up is not affordable to us anymore. The home we had in our neighborhood and the lot size we had and that kind of space is not available anymore unless it is a different financial ability.”

“We are essentially paying a mortgage for our rent... It is impossible to build any equity on a single income unit.”

“A person who is making \$40,000 a year... is not going to be able to afford or buy a house. You need double the income to afford just a barely decent home.”

Participants in this group also identified that the “model minority myth” are often used to attack and abuse the Asian and Asian American in this community. Asians, overall, are propped up as “model minority” -- people of color who are seen as well-educated and high income. Data practices assume that all Asians have similar socio-economic outcomes that are at par if not better than White people.

“Landlords are looking for opportunities to take advantage of you because they assume a lot of times that Asians have money. I found out yesterday that this manager that I am applying for an apartment with was showing me the worst apartment compared to three other vacant ones, but charging me \$155 more.”

“She said I’m American and so is my husband and you Asian people take jobs away from good people like my husband... and

then she got upset because we weren't taking care of our lawns (by their standards)... she called the police and called us gangsters."

Participants in this community, like other communities, also identified the need for community center- a space to celebrate, gather, and organize.

"There is no place where you can rent and really gather together... for however many years I have organized my events the only place that I can find and will accept is Multnomah Art Center. If I don't get on their calendar one year in advance I can forget doing my events... You can't find any place that will fit the number of people that we have."

They also reported that the lack of sidewalks hinders the mobility of communities of color who come from a culture of walking and people watching.

"My Indian community, when the weather is nice, they walk. Families, generations walk in the evenings... But we have not planned our community for the concept that we are not just going to drive my car to my garage and drive into my mansion and stay."

Participants of this community also reported the lack of culturally specific housing options in the county. In most of the Asian culture, extended family is a norm. Most of the participants reported living with their older parents and supporting and taking care of them. They identified a need for culturally specific housing- like homes with in-law suites or accessory dwelling units- catering to this community in the county. They also identified a need for culturally specific real estate agents who understands this need of the community.

"I would need someone that could understand finding something with a mother-in-law suite."

"We have been searching for something that we can move in when we cannot really live in a two-story, three-story home anymore. There's a serious lack of diversity of types of housing... you can't really find anything that is affordable and age appropriate."



The focus group also identified other needs such as senior housing, county funded provision of financial education geared towards immigrants , and institutional policy to cap rent and housing cost in Washington County.

LATINX COMMUNITY IN WASHINGTON COUNTY

The Latinx community in Washington County makes up 17% of the population. Latinos have a long, rich history as residents of Washington County. They are a critical political, social and economic force in the county. Despite this, the Latinx community is isolated primarily because of racist, xenophobic, and discriminatory practices. The Latinx community are often also painted with the same “perpetual immigrants” image as other communities of color in Washington County. This is true in Washington County where the dominant narrative about the Latinx population is that they are immigrants or seasonal farm workers who came here to work on the agricultural sector. The rise of anti-immigrant rhetoric and heightened immigrant enforcement activities generate real fear and distrust of government in this community. Latino may be reluctant to share experiences because of concerns of how their information or presence may be used even when they are US citizens.

This community prioritizes work, mobility, and family when choosing housing. Participants identified schools and easy access to max and public transportation, grocery stores, hospitals, and parks while choosing housing. This community identified many barriers to housing including 1) immigration status 2) Complicated process of renting 3) Rising cost of housing- Gentrification 4) Racist/Unfriendly/Unwelcoming neighborhood.

“I want to share that when my family decided to buy a house, eh, we thought first of all, for it to have the three schools close by. In fact I cannot drive, it seems easier to have schools closer for my children. Then we talked for it to have hospital close by in case of an emergency eh, then the stores where we go grocery shopping which we looked for because my husband during that time he was going to start working as a chauffeur and he would start to leave outside and I would be responsible of my two daughters. That is what we decided, to buy it centered around all of these things.”

Latino immigrants are the backbone of the agricultural economy in the US, despite this they have not been granted the legitimization of becoming documented. This undocumented status adds to instability and insecurity that Latinos already face amidst the xenophobic rhetoric. Participants of the focus groups reported that the legal restrictions hinders their ability to secure proper documentation to qualify for renting let alone homeownership in the county. Because of their undocumented status, this community does not have a social security card. The lack of social security is an obstacle to their ability to build a credit and show proof of income.

“For me and my family the most important thing for housing is to be able to qualify to obtain housing. Since for most housing, a Social Security number is indispensable.”

“We don’t qualify because of income because of the requirements that they are asking us, and we do not have them on hand. And we are concerned about what to do.”

Participants also identified that their immigration status as undocumented limited their ability find legal jobs in the county.

“We are just waiting to get our own car and get all our paperwork in order to get our own jobs because there’s a lot of discrimination, the company that sends my husband to work, gives the better work to other people rather than him. Eh, it’s trips that are badly paid are given to Hispanics and Latinos and the white folks are given the best trips. But the Latinos end up with the lousy pay and the others end up with the best pay.”

Because of this, the process of finding housing was unconventional for this group making this community vulnerable to housing insecurity.

“My son at that time was in Headstart. The social worker came to visit me. I was living with my sister and he said why don’t I will look for a place to live with my children. He told me that I could qualify for subsidized housing since I was homeless, I did not know living with my brother and renting from him was like being homeless.”

“To rent there is a lot of requirements. And if you can’t meet them, I know a person who also went to go live in their car because they could not meet those requirements, he was unemployed.”

Participants also identified that along with the undocumented status, lack of economic opportunities, and complex renting process, non-refundable application fee added strain to their ability to securing housing. The non-refundable application fee added up to be a significant chunk of the household income which was essential in making day-to-day ends meet.

Participants also reported how rising cost of housing was gentrifying the spaces that are strongholds of Latino community in Washington County.

“I’m kind of mad because I’ve seen my neighbors be replaced like my neighbors have had to move away and every time we talk to them it’s not because they want to its like oh yea the rent just got higher and the people said they found someone else who is willing to pay more so now we have to go.”

“I remember my dad, he was around when they were building all the house in Bethany area my friend that moved there in the 90s. Those were all farms and all those farms to like relocate hearing Cornelius and like they are already talking about 50-year plan of like expanding they want to expand all the developments essentially so that up until Highway 26. ”

Participants were also concerned about the unequal development in the county where only certain areas were being developed while others were completely ignored.

“They are wasting most of their money in south Hillsboro right now cuz their building so many houses there. But those big houses who are they going to be for? Who is going to be able to afford those big nice beautiful houses over there? ...they are also obviously focusing on the resources or what we have they are focusing over there. They are going to forget about the area that actually needs help.”

The participants of the focus groups also reported experiences of racial discrimination in the communities they lived in from neighbors, from apartment managers, and landlords.

"I had a neighbor that I once overheard saying oh my God they're playing that music again. And it's just like, it's just like what is that music mean?... you don't even feel comfortable enough to in your property you know. To just play your music... You know and just little things like that were like oh wow that makes a difference."

"Well my husband called and he asked if it was available and they said yes that it was a very small house and the rent was okay. So, they gave us an appointment so we could go for the application and fill it out. And when we got there it was an older couple Anglo-Saxon and they looked at us and saw that we were Hispanic, and they told us no that it was already rented. So, then we left, and we called again but it was a niece is the one that called and asked she was born here and they said yes it was available for her but not for us."

The participants of the focus group identified needs that could be supported by the county to ensure housing justice in this community. The community identified a need for more culturally specific programs supporting homelessness and mental health care.

"Forest grove needs to address like shelters or something for people can go in and get referrals and get followed up on referrals... I know it's really expensive like I have people I have friends who graduated to dedicate their lives to try to find housing and trying to find sustainable ways to get people to resources and the help like the mental health opportunities... it's something that I think we need to put resources into."

"I just think that we also need more accessible mental health institutions because... we are tired we are working so many jobs we are tired we have to deal with all of our family we are tired really tired and is just like I do you deal with all of this? All these things all the discrimination how do you do with all that and pay sixty dollars per counseling session."

Participants also identified that county needs to support a program educating people about their rights as residents of the county and regarding homeownership and benefits of investing in homes.

“We definitely need more educational resources for our communities just so that you know they are more aware of like why is it important to own or even just owning versus renting like you know how would you even go about doing that what are the systems that we need to navigate even credit right? What is credit why do we need good credit how can we build credit. So, any education piece that I feel our community hasn’t had they should definitely have.”

“I’ve talk to some Latinos that are like no what for? Why should I buy a house it’s better if I rent it’s much easier it’s too much money? They don’t understand this whole longevity investing because that hasn’t been there mentality it’s more like get the day and make sure ends can be met you know?”

The participants of the focus groups identified that county can support the establishment of “rent-to-own” or “pay-what-you-can” system build and support home-ownership culture in the Latinx communities.

NATIVE HAWAIIAN AND PACIFIC ISLANDER COMMUNITY IN WASHINGTON COUNTY

The Native Hawaiian and Pacific Islander identity encompasses at least 20 distinct communities, including Chamorros, Chuukese, Fijians, Marshallese, Native Hawaiians, Samoans and Tongans. It is also important to be cognizant of the impact of US political control and policies on Hawaii and the Pacific Islands to better understand the needs and experience of this community.

Washington County has the second largest Native Hawaiian and Pacific Islander community in Oregon after Multnomah County (American Community Survey, 2011–2015). In both counties, they comprise approximately 1% of the total population. It is essential to understand the Compact of Free Association (COFA)¹ agreement between the

¹ The countries of the Republic of Palau (ROP), Federated States of Micronesia (FSM) and the Republic of the Marshall Islands (RMI) have a unique immigration relationship with the United States. These independent nations have allowed the U.S. Military to occupy their land and sea territory in exchange for security and long term restitution for health and environmental damages. For over 60 years, the U.S. has performed atomic nuclear testing and ballistic missile exercises, displacing families and damaging the economy. The US Congress entered into Compacts with

US and the three Pacific Island nations of the Federated States of Micronesia, the Marshall Islands, and Palau in order to better understand this community in Washington County.

An estimated 1 out of 10 in Native Hawaiian and Pacific Islander communities are immigrants under COFA. They are not citizens or nationals of the United States. COFA workers, legally allowed to work in the U.S., pay taxes but are barred from receiving public assistance such as Medicaid, TANF, Section 8, and SNAP programs.² The focus group participants reported that Pacific Islander community are more likely to experience housing insecurity and economic injustices.

Native Hawaiian and Pacific Islander communities deeply cherish community building and view a stable place to call home as integral to that. They highlighted affordability, safety, proximity to church, stores, public transportation, and schools, and friendly and welcoming property managers as priorities in searching for housing. This community is deeply involved in their community through churches and cultural events.

The participants of the focus group reported rising housing prices, lack of literacy about US financial system such as credit management, lack of knowledge on renters rights, and limited English proficiency as barriers to housing justice.

Similar to other communities of color, the focus group participants reported non-refundable application fee to be a challenge when trying to rent housing. Participants added that this cost adds up when one gets denied over the lack of credit history or bad credit over and over again. The participants also reported discrimination from the property managers when applying for rental housing.

“I’ve gone through the process of housing many times. The main thing that I’ve noticed is discrimination. That’s why management is very important. I faced discrimination through – I faced discrimination through management, and I feel like that affects the decision-making on whether I should get an apartment or not.”

the FSM, RMI and ROP in 1986 and 1994 respectively, with the option for renewal in 2023. The U.S. has secured continued use of many military ranges until 2066. Each Compact provides for the health, housing and security of COFA citizens who remain in their home countries and provides the right for COFA citizens to live and work in the United States. However, when immigrating to the United States, COFA face enormous challenges. Despite the assurances of the compact, once in the U.S. COFA are excluded from many essential low-income, federal services such as higher-education loans, Medicaid, TANF and SNAP programs.

² APANO. COFA OREGON FACTSHEET. http://www.apano.org/wp-content/uploads/2015/03/apano-COFA_final4.pdf

“So just walking into some, you know, when I was looking for an apartment, some complex when I’m walking in, you know, they're shocked to see me walking in. Like, they're not welcoming. They're more like, yes, can I help you? Are you lost? Why are you here to apply? They're not expecting me to apply. And so I tell them I'm here to see if you have places available. So they're shocked. And they're -- so they -- I can just feel they didn't want to help me.”

The participants reported that this treatment was primarily because of their lack of knowledge on their rights as renters. Some participants shared their experiences about being wrongly punished by the apartment managers for asking to have things fixed in the rented property.

“And then I’ve had members from my community that got evicted after the 72-hour notice -- so they them a gave 72-hour notice. And once after the 72 and they kicked them out, and so I believe it's because they know that the tenant have no resource, no connection on finding out whether this is the right process for doing this. They just took advantage of that, and with them not knowing and they, you know, they have to move.”

“When I went to the office to go renew my lease, the manager didn't even wait for me to renew my lease. She met me outside and told me I was not able to renew for a year or two years. I had to be on a month-to-month basis, which was more expensive... So then I had to move. When I moved, I faced even more struggles as I had bad credit and I had bad history because of the previous place that I was in. The stuff that I reported for them to fix in my home, they had charged that on me and sent it to collection. I feel like there should be a thing where we have to really understand our renter's rights.”

Participants also reported being discriminated because of their limited English proficiency in different circumstances. Many in the community link English proficiency with civic engagement and tools to raise community awareness about their rights.

"This is not just in apartments. This is in a lot of social services. If you come in with an accent, they will treat you bad right away. They will not say welcome. They will not welcome you. They will be really mean. They will give you a face."

"There's a lot of discrimination at the job site. I used to work for an assisted living, and I have been in situations where I've noticed my other fellow Micronesians who worked with me faced discrimination because they don't really -- they don't speak English, and sometimes when it's -- when they're supposed to be getting a pay raise, they -- the employees -- the employers are not really treating them fairly because they don't speak English, or they're not really understanding what's written in the documents."

Participants also expressed concerns over increase in housing cost and its impact on their quality of life.

"My husband has two jobs, actually. And the reason why he has two jobs is so that we could be able to afford our rent plus our living expenses, for example, food. And so at this point when we apply for subsidized housing, we're not able to qualify because of the income level that we're on. We exceed the line. And it's not our choice for him to have two jobs, but it is, we have to in order to be able to afford our living costs."

"I take my wife to work so we can come up with the living expenses to afford rent... Both me and my wife work so we could be able to afford our living expenses. But then when it comes time to file our taxes at the end of the year or beginning of the year, we always have to pay. We always have to pay the state back. And it's a very confusing process because we're here trying to make as much money as we can in order to be able to afford living. But then we're also giving money back to the state. It's confusing. So I just said, if they also notice that every year the cost of living goes up, but the wage doesn't go up every year."

When asked about the community's specific needs pertaining to housing, the focus group participants emphasized resources to educate property owners and managers about COFA agreement and immigration status granted under this agreement.

“I don't think it's our job to prove to them that we're legal. So I think there should be resources to educate the property owner that, you know, when you are working with FSN, or working with COFA resident, and so they have a different status for them...if nothing changes, we still have to go through the struggle, the challenge, trying to prove we're legit here, and so forth. And especially to look like the way we look. We do not look legit. Just listen. We look like you have to prove yourself that you're legal here.”

The community also reported that there is a need for a community center- a space to celebrate, gather, learn, and organize. Other needs identified were culturally specific legal services representing the renters and translation of legal documents in COFA languages.

RUSSIAN SPEAKING COMMUNITY IN WASHINGTON COUNTY

The Russian speaking community has been the largest refugee-based community in Oregon. They live and work in the county, but few locals realize they are here. In Washington County, population of Russian speaking descent is at least 11,587.³ On the one hand, they are differentially treated as White by institutions such as law enforcement and schools, and on the other hand, their issues and concerns especially related to language barriers, recent immigrant families, and foreign credential recognition are overlooked.

When asked what do they prioritize when searching for housing, the community identified good schools; proximity to public transportation, stores, and hospitals; affordability; and safety.

The data finds that Russian speaking community is 44% more likely to be severely cost-burdened, with at least half of their income spent on housing. Similarly, renters in the community are 22% severely cost burdened by rent (American Community Survey 2011-2015). This was very much supported by the discussion in the focus group. The participants also added that affordable housing were often unmaintained.

³ We say “at least” because the Russian speaking community is conventionally counted as White and only when the American Community Survey asks people to add their language, ancestry or place of birth, can the community be disaggregated from the larger population. Because the American Community Survey is a sample estimate and because people may not answer all the questions, community population disaggregated from that should be considered an under count.

“We moved from Vancouver, WA in 2005. We were searching for work and found one in Hillsboro. My husband had to drive there for a year and we decided to move to Hillsboro or Beaverton. It was very difficult to find an apartment for rent there. Why? It was a difficult time then too, price was high for good places, and affordable places were so old that some of the furniture was rotten.”

“It is an apartment, and it was very, very, difficult to find the right price and quality. Everything that was somewhat nice and recently (build or remodeled) was very expensive. Everything that was affordable was in a horrible condition.”

The Russian speaking community, like other immigrant communities, also identified proof of credit history, non-refundable application fee, and large security deposits as barriers to housing especially for new immigrants. The focus group participants also shared their concerns over increase in housing costs and rising property taxes.

“I work two jobs, so I could pay housing and bills. I am 50 years old already. How long can I work two jobs, I don’t know. I’m starting to have pain in my joints and I slow down my movements. The cost of housing keeps growing.”

“Property taxes became impossible. We have a chance of losing our homes due to high property taxes, therefore will have to apply for subsidized housing.”

“Me and my husband currently have the mortgage on both of us. We made a foolish decision. Nobody told us... We bought the house when the prices were very high at the top. After that in 2008, there was a drop in prices. We could not pay for our house anymore. We had to modify a mortgage twice. I am sick right now. I have a blood cancer. In August, I was at the hospital for two months. I thought I would die. It’s a miracle I’m still alive. If cancer comes back I might not be able to work. My husband is paying the bills alone right now.”

One of the biggest barriers for this community when it comes to housing justice is lack of foreign credential recognition. Focus group participants talked about being

underemployed, whereby they are taking jobs that they were educationally overqualified for in their home countries.

“Anywhere I applied at the beginning I was told I was overqualified. I have a PhD in medical biological area and I was a public health officer. So, for 3 month I worked at a restaurant in the kitchen. Could you imagine how that was? At my previous country I was a sanitary inspector, checking others, but now I am the one cleaning a stove. It’s not a complaint, it’s a fact. I realized, at that time I could not get anything more. My life was turned around 180°.”

“Before we came here, I used to be a professor teaching at a university. Now I was looking for a job. I put down that I hold master’s degree which was confirmed here. Every time I would apply they would not take me. But, nobody told me I was overqualified. They were just saying no, no, no, no job available. I had nothing for eight months. I started cleaning, then worked at some factory.”

“I have two higher degrees from Russia. One of them is in English language. You cannot surprise anybody here with that degree. I work at the flower shop. Because I have an accent, and I don’t have a right to make a mistake in clients name or address, it becomes very hard. When I ask the client: “ Please can you spell out your name?”, they speak so fast, I am unable to keep up. So now, I am forbidden to answer phone calls. My salary is \$16 an hour, I do all the work just like everybody else except others are answering the phone calls and they get \$19 an hour. It is sad.”

Although Russian speaking communities are more likely to have a college degree, they are not earning as much as White workers with the same education for full time workers.

When asked about community specific needs, the focus group participants reported that the community feels isolated from the rest of the county and would like more support around community building. They, like other communities of color, emphasized on the need for a community center, a space to come together to celebrate, learn, teach, inform, and organize.

“If we are to combine to have similar meetings and giving help to the senior citizens and children. Children need to keep the language, the culture. IRCO employees consult and help different people, with different, many different questions. And legal help and about bills, just simple informational, even about buying a house. This service should be available in Washington county.”

Other needs identified were free legal services supported by the county and capacity building opportunities catered to new immigrants in the country.

MUSLIM EDUCATIONAL TRUST FOCUS GROUP FINDINGS

The diversity of communities living in Washington County was well represented in the focus group conducted by Muslim Education Trust (MET). The participants present were from Southeast Asia, Middle Eastern and North African countries. The focus group participants identified affordability, safe neighborhoods, and good school as important considerations while searching for housing. Participants also identified walkability and access to public transit as important factors while searching for housing in this community.

“Not all women drive, at least in the immigrant communities. Not that they cannot drive, but they cannot afford a good car. So be able to walk with your toddlers and a newborn in a stroller. You need a sidewalk that is welcoming, that is safe from the backsplash of cars that pass by on a rainy day.”

“I feel that in this driving culture everyone is driving in their car and there is just, there is no socializing. There is no this kind of opportunity to get to know one another, and that is really bad, bad for civic participation... And, also, for people of different income to come together and to experience each other and to see that, hey, people of low income are not like what you think, are thieves or have low standards of behavior, things like that. Yeah, not get stigmatized.”

Participants of the focus group identified multiple barriers to homeownership in the community. Some participants pointed to home loan interest rates being incongruous to the Islamic faith.

“It is difficult as a Muslim to buy a house because we have to sign interest.”

“And many of us who come from outside the countries are used to paying cash for homes. Here we want to pay cash and we don't do interest; it is a foreign concept for us to get our home. We say we don't want to do interest. And it took a long time before to get out because of the interest issue.”

Others added that financial institutions are reluctant to provide loans to potential homeowners because they may not have a credit history and what the banks would consider satisfactory source of income and employment.

“So when I moved to United States I was trying to rent an apartment so the first thing was I don't have a credit history. Then the second one because I just moved so I don't have work or, like, you know, so the landlord she asked me for a co-sign. Then the other one, they ask for a high down payment (security deposit). Like I think it was like rent like a month and a half so if I miss a month, they can cover the expenses.”

Similar to other communities of color, the participants also reported events where they were discriminated because of their race, religion, family size, or language limitation by neighbors and property managers.

“When they see your family size. I had a family live with me for six months. They moved from California and they have six kids, and then I cannot ask them to leave. They have section 8. They live with me. We look everywhere, everywhere, everywhere. No. No. No.”

“Well, this happened not only to me but other community members ... the owner of the housing wanted to evict all the Somali community that lives there that are low income. So what they did is -- for me, I'm not home all the time. I leave in the morning and come back nighttime. And my kids are not there. And I was surprised to receive two letters of complaining that I make noises and I don't respect my neighbor. At the same time, my other three neighbors receive the same thing complaining. If you receive a

third one, we're going to evict you. So that was like a really huge discrimination... only Somali community receiving that letter."

Participants also reported being underemployed, whereby they are taking jobs that they were educationally overqualified for in their home countries. Some also identified that they cannot provide proof of the credentials even when they have gained it because they fled or record-keeping institutions were destroyed.

"I'm in computer science, and I am not able to find work. I started with home depot and I have to drive 60-miles every day just to write something in my resume and then I move to another company and then work with Intel."

"The countries where the institutions, the colleges and educational institutions, are destroyed. You can't write them to ask for a copy of your transcript or anything like that."

Participants of this focus group were also concerned about the increasing property tax and share community narratives about the impact of the hike.

"My mother who bought a property in Tigard, she's losing it right now because she can no longer afford the property tax. She lives on a retired teacher pension. It is very limited. She just feels like she is choked to death because, you know, she just can't deal with this and it is causing a lot of anxiety to her and she's going to have to, you know, sell it and rent a place instead. She's 82 right now. "

When it comes to the community's specific needs, the participants identified a need for a policy that requires property owners to provide applications in the language of their preference. The community also supported the idea of having a county-wide policy whereby all the rental property leasing offices must post renter's rights in different languages and provide interpretation services as per the need of the potential tenant.

"The application forms, if you look at the language it is so legalese, you know. I read and write English very well so it does not intimidate me, but when I help families, when you see pages of that, of that whole English language, it needs to be simplified, I think. There is English where you and I can understand it, and English that is meant to confuse rather than clarify."

“So maybe this is a suggestion. I don't know if it is possible or not but try to make an Arabic or different languages contract so everyone can read it. Because when you read the details you find they are talking about the paint, the building, the complex built it at a certain time and the paint has lead and if you died for any reason, they will not be responsible. ”

“I would suggest affordable housing. For instance, they should have a staff, if not access to interpretation services, at the time when a possible tenant comes by, and someone will sit down with that person, right, and translate what is legal on the document because not everyone can read or write Arabic or Somali.”

Other needs identified by the focus group participants were bigger affordable housing for large and intergenerational families, a community center, and an office where people can complain about their grievances about housing issues supported by the county.

CHAPTER 3: CALL TO ACTION

Communities of color in Washington County experience disproportionately negative outcomes in housing, employment, income, education, community safety, and health. In Washington County, Vietnamese and Filipino workers have lower incomes at similar levels of education as White workers; high income home loan applicants who are black are 86% more likely and Latino applicants are 125% more likely to have their home loan application denied compared to high income White potential homeowners; Somali speaking students are 197% more likely than White students to be expelled or suspended from school; 68% of Native American single mothers with children are in poverty in Washington County, a higher rate compared to nationally.

Despite all of this, communities of color live, play, pray and work in Washington county. They build support networks, create small businesses to nourish their communities, organize around and advocate for dismantling racist barriers that will not only improve their lives, but will raise the quality of living for the entire county.

We began this project to better understand housing and living experience of the diverse communities of color of Washington County. The following call to action from Leading With Race: Research Justice in Washington County have resonated and been validated from this research. These recommendations are identified in broader themes identified through the focus groups.

EQUITABLE ECONOMIC EMPOWERMENT

Communities of color play a significant role in driving the economy of Washington County be it in Silicon forest or the agricultural sector.

- The local government should create pathways to employment and economic prosperity for Communities of Color.
- Government and public agencies should create programs supporting rent-to-own and pay-what-you-can systems to build homeownership in communities of color
- Public agencies and government should establish a system to transfer and accept foreign education credentials to provide communities of color equitable employment opportunities.
- There should be increased resources to provide government assisted financial literacy and legal aid to the communities of color.

HOUSING JUSTICE

Communities of color have varied histories, culture, needs, and lived experience in Washington County.

- Affordable housing must be directed to culturally specific needs of communities of color with larger units, and units with accessory or in-laws suite.
- There should be increased allocation of resources to serve the limited English proficiency population's housing needs.
- The local government must revisit zoning and design standards and adopt flexibility and adaptability to create additional affordable housing units.⁴
- Housing justice must be tied with transportation equity whereby there needs to be increased number of public transportation services in Washington County.

EDUCATION

Communities of color identify education as a tool to economically empower their youths. All the communities identified good education as a priority in making housing decisions.

- Educational institutions should address and dismantle barriers rooted in institutional racism to eliminate disparities in outcomes and experiences of all students of color.
- There is a need for culturally specific school readiness and early childhood programs for young children of color.
- Educational institutions should be safe places for all students of color.

COMMUNITY BUILDING

Communities of color are a significant part of the Washington County populace. They contribute to the fabric of Washington County in numerous ways. Community building is essential to housing justice for communities of color.

- Their efforts to build community and connections to counteract isolation should be resourced and supported.
- There should be an investment in a physical space for communities to gather, celebrate, learn, teach, inform, and organize.

POLITICAL AND CIVIC ENGAGEMENT

Communities of color have varied political and civic engagement experiences.

- Government and public agencies should create opportunities to engage communities of color civically and politically by collaborating with community organizations and meeting the communities where they are at.

⁴ Open Doors Housing Solutions. Washington County Affordable Housing Development Strategy. <https://www.pdx.edu/usp/sites/www.pdx.edu/usp/files/Washington%20County%20OPEN%20DOORS%20FINAL%20REPORT%20060716.pdf>



- The local government must address, dismantle, and redress racial discrimination rooted in institutional racism in law enforcement system.
- Because of the noticeable discrimination, bias and hate incidents in Washington County among people of color, reporting tool for bias/hate incidents like Portland United Against Hate's online should be replicated in Washington County with point of contacts at different culturally specific organizations to guide survivors and victims' to appropriate resources for stabilization, recovery and/or healing.
- Public authorities should build programs to support efforts to organize politically in communities of color.
- Civic Engagement should be inclusive of all people whether they have the right to vote or not.

APPENDIX A: FOCUS GROUP GUIDE

Focus Group Guide

Focus group protocol: The focus group sessions are designed to be semi-structured, with room for flexibility. This design will leave room for adaptation of questions while touching on the most relevant areas of interest. This will also allow for deeper probing when unexpected related topics of interest emerge.

Timing: 2 hours

***Bold and *italicized* words in script not to be read aloud.**

Overview 10 mins

- **Welcome**

Welcome to our focus group. Thank you for being here and spending your time with us so we can learn more about your experience in the community here.

- **Why are we here?**

We are partnering with Coalition of Communities of Color to conduct listening sessions that reflects the housing experience of communities of color in Washington County. We are having discussions like this with the Latinx community, Muslims of color, Asian, Pacific Islander, African-American, Native American, African and Russian speaking communities around the county.

- We are interested in learning about your experiences with housing (finding and keeping housing, experiences with housing discrimination and so on).
- We are interested in learning about your experiences making ends meet (is childcare an issue, or finding a living wage job?) and how this impacts housing for you and your communities

- **Who is going to read this report?**

This report will be used by Washington County Office of Community Development and the Cities of Hillsboro and Beaverton to better housing outcomes for communities in Washington County. You will be invited back to a community gathering in October/November to look at how they are using these findings.

Introduction (10 mins): We would like to start by having everyone introduce themselves. Today we will be on a first name basis. Let's share our names, gender pronouns and our identities. We ask for people's gender pronouns because we know that one of the ways that gender oppression and transphobia work is by forcing us to make assumptions about how people want to identify. We ask that people share their gender pronouns so we can be sure we are referring to them with the gender pronouns that they want to use.

I can model. My name is _____ and my gender pronouns are _____. I'm _____ (for example the facilitator could say "I am a Latina born and raised in Forest Grove.")

Community Conversation Agreements (5 mins): -

- Please take care of yourself in this space; we will also take breaks.
- We don't expect you to be spokespeople for the entire community; speak from your experience.
- We invite you to be specific – put your experiences in context of your locality (Washington county or the city you live in). For example, "In Beaverton, this happened to me." If you want to share an experience that is not Washington County specific, we invite you to think about how that has impacted your life here. For example, how has something that has happened in another part of the country impacting your experience in Washington County? This allows us later to create strategies and mobilize to reform policies locally. It also allows us to think about how our experiences here compare to our communities' experiences in other places.
- Please share both your positive and negative experiences in the county in this space. Please feel free to share your point of view even if it differs from what others have said. Keep in mind that we are just as interested in differences of opinion, and at times they are the most helpful.
- We recognize that some people need some time to gather their thoughts. Secondly, we will encourage everybody to be mindful of providing everybody space to share.

- **Confidentiality:** we will not use any names in the report.

Note about intake form: We asked you to fill and complete an intake form as you arrived today. We are collecting this information so as we can ensure that our participants in this focus group reflect the group's population (age, gender, income etc.) in the Washington County. Please let me know if you have not completed the intake form yet. We will get to it before you leave today.



Note about transcription: We are recording the session because we don't want to miss any of your comments. People often say very helpful things in these discussions and we can't write fast enough to get them all down. Please speak one at a time so that we don't miss anything.

Note about interpreters: We have interpreters here today supporting some of us. Please be mindful when participating. Please speak slowly and allow time for the interpreter to interpret so as all of us can fully participate in this process.

Note about time – a lot to get through; we will be timing our conversations; see this as part of process and hopefully not only time these conversations happen.

Focus Group Questions (Move on to next prompt if the conversation has come to an end early with one prompt)

What things are most important to you/your family when you are looking for housing/have looked for housing? Please take 3-4 mins to put down your thoughts on the notecard in front of you if you like **(15 mins)**

- **5 mins individual reflection on a notecard; 10 mins share back**

How did you find the process of searching for the housing in the place where you live now? What were the challenges you faced in securing housing? **(20 mins)**

Our research and our lived experience in Washington County show that many communities of color share that they have experienced discrimination in housing by landlords or have difficulty getting bank loans for buying homes or have been evicted from their house. In your experience, how have these issues come up? **15 mins**

Break 5 mins

Our research and our lived experience in Washington County showed that many communities of color have high unemployment/work multiple jobs/earn lower wages for similar levels of education. In your experience, how have these issues impacted your housing experiences, choices, and options?

-- if folks don't have personal experiences, prompt them to share what they have seen among their families, friends, neighbours here. (15 mins)

All this discussion will be included in a strategic planning effort to determine what the local needs are in order to target the scarce federal funds to highest priority areas (such as economic opportunity (employment and business opportunities), addressing poverty,

infrastructure improvements like streets, sidewalks, lighting, water/sewer systems etc). What resources/solutions that meet the specific needs of your community should be considered in devising this plan by the city/county government in terms of housing? **(15 mins)**

- *if folks are struggling with this prompt, then ask “Are there resources that are missing when it comes to the needs of your specific communities?” “What would a better resource or solution look like for your community? How do you see this happening?”*

Additional Statements:

- Is there anything else we have not asked about that you think would be important for us to know?

(5 minutes)

- If there is anything else you think is important to share but did not get the chance to do so or that you did not feel comfortable sharing with the group, please write them down on the note card provided for us to collect.

(5 minutes)

Closing (5 mins): Thank you all for attending. We are trying to better understand the housing experiences of communities of color in Washington County. The feedback you have given throughout this session will be looked at by a team, and will be reported to Washington County, Hillsboro, and Beaverton. We hope that by including your voices here, a more community-centered approach will be taken as Washington County continues to grow and develop. We appreciate you sharing as your voices are invaluable to the work we are trying to do.

Please complete and return the intake form to me as you leave. Please ensure that you have signed in to confirm that you have received your stipend. Please ensure that you have signed the consent form.

APPENDIX B: DETAILED PARTICIPANT DEMOGRAPHIC

Session	N
Adelante Mujeres	10
Bienestar	10
Centro Cultural	6
APANO- Asian	11
APANO-PI	12
IRCO-Asian	10
IRCO-Africa House	10
IRCO- Slavic	10
Muslim Education Trust	8
Native American	9
Urban League	9
Total	105

Race/Ethnicity	%
Native American	8.0%
Black or African	19.6%
Latino/a/x	25.0%
Middle Eastern	2.7%
Asian/ Asian American	21.4%
Hawaiian/Pacific Islander	10.7%
Eastern European	8.9%
White	0.9%
Missing- Intake form missing	2.7%

Gender	%
Male	17.1%
Female	80.0%
Missing	2.9%

Age	%
Under 18	0.0%
18-25	11.4%
25-35	21.9%
36-45	20.0%
46-55	21.0%
55+	21.9%
Missing/No response	3.8%

Housing Status	%
Homeowner	28.6%
Renter	63.8%
Transitional Housing	1.0%
Houseless/Homeless	1.0%
Other	2.9%
Missing/No response	2.9%

Education	%
Less than High School	12.4%
High School	16.2%
Some College	13.3%
College	32.4%
Advanced or Professional Degree	22.9%
Missing/No response	2.9%

Household Income	%
less than 30K	24.8%
30k-60K	40.0%
61K-90K	68.8%
91K-120K	7.6%
121K-200K	1.0%
More than 200 K	1.0%

Missing	15.2%
Town/City	%
Aloha	10.5%
Beaverton	31.4%
Bethany/ NW Portland	3.8%
Cornelius	1.0%
Forest Grove	6.7%
Hillsboro	21.0%
King City	1.9%
Sherwood	1.0%
Tigard	8.6%
Tualatin	1.0%
SW Portland/Mult Co	6.7%
Missing/ No response	6.7%

Language Spoken at Home	%
English	38.4%
Spanish	19.6%
Russian	7.2%
Somali	8.0%
Chukkese	6.5%
Arabic	2.9%
Chinese	2.9%
Hindi	2.9%
Vietnamese	2.9%
Armenian	1.4%
Swahili	1.4%
Punjabi	0.7%
Malay	0.7%
Salish	0.7%
Japanese	0.7%
Tongan	0.7%
Lao	0.7%
Khmer	0.7%



Nepali	0.7%
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Note: In this report, we have used “alone or in combination with other races” rule to collect data about the communities of color. This means that biracial and mult-racial people are counted as belonging to each community they identify with.

