

City of Eugene Human Rights Commission



The mission of the Human Rights Commission is to promote implementation of universal human rights values and principles in all City of Eugene programs and throughout the wider community.

To carry out this mission the commission shall affirm, encourage and initiate programs and services within the City of Eugene and in the wider community designed to place priority upon protecting, respecting, and fulfilling the full range of universal human rights as enumerated in the Universal Declaration of Human Rights. To support and promote human rights, the commission will: provide human rights education, be proactive in human rights efforts, address human rights violations, ensure active public participation, be transparent and open, and be publicly accountable for human rights progress.

Human Rights Commissioners: Andrew Thomson Chair, Chris Nunes Vice Chair, Ken Neubeck, Jennifer Frenzer, Edward Goehring, Philip Carrasco, Edward McGlone, Arun Toke, Debra Merskin, Bonnie Souza, Councilor Greg Evans

Staff: Michael Kinnison, Jennifer Lleras Van Der Haeghen, Lt. Jennifer Bills, Chief Kerns

The Human Rights Commission typically meets on the third Tuesday of each month.

Tuesday, January 19th, 2016

5:30 – 7:30 PM Meeting

Atrium Building, Sloat Room, 99 W. 10th Avenue, Eugene

Contact: Jennifer Lleras Van Der Haeghen, 541-682-5619,
jennifer.e.vanderhaeghen@ci.eugene.or.us

ITEM	ACTION	TIME
1. Agenda/Minutes Review and Approval (Chair)	Discuss/Vote	5:30 - 5:35 (5 min)
2. Public Comment (Chair)		5:35 - 5:40 (5 min)
3. Support Request (Chair)	Discuss/Vote	5:40 – 5:45 (5 min)
4. Parks and Open Spaces Needs Assessment Findings	Presentation	5:45 – 6:00 (15 mins)
5. EPD Update: Professional Stops (Chief Kerns and Lt. Bills)		6:00 – 6:20 (20 min)
6. International Human Rights Day Debrief	Discussion	6:20 – 6:25 (5 min)
7. Elections for Chair and Vice Chair	Vote	6:25 – 6:40 (15 mins)
8. Joint Work Session Debrief and Next Steps	Discussion	6:40 – 6:55 (15 mins)
9. February Events – BIG and NAACP	Discussion	6:55 – 7:00 (5 min)
10. Police Commission	Discussion/Vote	7:00 – 7:10 (10 min)

- | | |
|--------------------------------|----------------------|
| 11. Commission Liaison Updates | 7:10 – 7:15 (5 min) |
| 12. Work Group Lead Updates | 7:15 – 7:28 (13 min) |
| 13. Announcements | 7:28 – 7:30 (2 min) |

Upcoming events, activities or meetings the HRC needs to be aware of:

January 20, 7:30pm, Willamette University Smith Auditorium (Salem), Ta-Nehisi Coates – A Deeper Black: Race in America

January 20th, 7:00pm, University of Oregon Law School Room 110, Race, Police, the Supreme Court and Democracy, NAACP Eugene-Springfield and We the People Eugene

January 26, 7-8:30pm, University of Oregon 156 Straub Hall, Nikole Hannah Jones - Be Just: How Smart Phones and Social Media Are Democratizing the Press and Empowering People of Color

February 11th, Community Conversations 2 – Oregon’s Cracked Foundations: Our History of Racial Exclusion, 5:30 – 8:00 pm, EWEB Community Room

February 5th, BIG Black History Month Banquet, 5:30-6:30pm Social and 7:00-8:00pm Banquet, Holiday Inn Springfield

February 26th NAACP Freedom Fund Dinner, 6:00 – 9:00 pm, Valley River Inn

The Eugene Human Rights Commission welcomes your interest in these agenda items. This meeting location is wheelchair accessible. For the hearing impaired, FM-assistive listening devices are available or an interpreter can be provided with 48 hours’ notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours’ notice. To arrange for these services, contact staff at (541) 682-5177.

La Comisión de Derechos Humanos agradece su interés por participar en los asuntos de esta agenda. El local de la reunión tiene acceso para personas en silla de ruedas. Para las personas con dificultades auditivas ofrecemos sistemas FM para ayudarlo a escuchar, o intérpretes de lenguaje de señas. También ofrecemos intérpretes de español. Si necesita cualquiera de estos servicios por favor solicítelos con 48 horas de anticipación, llamando al (541) 682-5177.

City of Eugene Human Rights Commission



MINUTES

Tuesday, November 17th, 2015

5:30 – 7:30 PM Meeting

Atrium Building, Sloat Room, 99 W. 10th Avenue, Eugene

Present:

Human Rights Commissioners: Andrew Thomson, Ken Neubeck, Jennifer Frenzer, Edward Goehring, Deb Merskin, Philip Carrasco, Chris Nunes, Bonnie Souza, Councilor Greg Evans
Staff: Michael Kinnison and Jennifer Lleras Van Der Haeghen
EPD Liaison: Lt. Jennifer Bills
Citizen Review Board Liaison: Heather Marek

1. Agenda/Minutes Review and Approval

Motion: Move to approve the agenda.

Made by: A. Thomson

Second: D. Merskin

Vote: Unanimous

Motion: Move to approve the minutes from October 20th, 2015.

Made by: A. Thomson

Second: E. Goehring

Vote: Passes - E. McGlone and D. Merskin Abstain

2. Public Comment

Richard Guske – Here tonight because of my interest in Fair Housing, and because I'm following the Poverty and Homelessness Board meeting and facilities subcommittee. They are taking the lead on developing the Housing First project for Lane County. It is important that people get into housing before without preconditions like sobriety. Focus Groups are being formed to figure out the implementation of this model. I am concerned that protected class citizens be represented on groups, to my knowledge there has not been a plan made to do this yet. Please reach Steve Manilla 541-682-3798 about including protected class citizens in these conversations.

Mariah Leung – City of Eugene adopted Resolution 4589 confirming the city's adherence to the Universal Declaration of Human Rights and has reconfirmed this in 2006, 2008 and 2010. The HRC asks that all organizations applying for endorsement or support comply with the mission and goals of the city and commission. I urge you to require all organizations that apply for funding sign a document saying that they will comply the full Universal Declaration of Human Rights as part of the application materials as a condition of endorsement or funding.

Jack Dresser – The Universal Declaration of Human Rights (UDHR) is not just a document to be read once a year it is extremely important for local and international issues. The UDHR is central to homelessness, police

conduct and central to every American citizen to understand this. The United States has been most serious violator of Human Rights in the 21st century. The United States has regularly blocked the passage of Human Rights policy at an international level. Americans need to understand this and act at the ballot box.

3. Support Requests

Yes In My Back Yard Community Forum (YIMBY)

Garret – Asking for \$200 for YIMBY, a community event that is a collaboration of churches, businesses and people to bring together resources and ideas to address poverty and homelessness. This forum will be held to give everyone a chance to meet their neighbors, discuss how to approach problems and support people in using collaboration as a core opportunity.

E. McGlone – This event is tomorrow, what happens if we do not cosponsor the event?

Garrett – It will go on but expenses have been paid out of pocket at this point. Our priority to make it happen.

E. Goehring – I have brought up this concern before but want to talk about it again. Co-Sponsorship for events requires that HRC attend planning meetings and report back. We will not have the ability to do this at this point.

J. Frenzer – I have gone to planning meetings and am speaking at the event. I have been involved for a few weeks. K. Neubeck is also involved.

E. Goehring – I remind the group to discuss the requirements of co-sponsorship so that we do not prohibit people from our support if we are not able to attend.

J. Frenzer – Question for the Chair, I'm involved can I vote?

M. Kinnison – You're not benefiting financially, I see no conflict.

E. McGlone – How long has planning been happening for? More than 45 days?

Garrett – Yes.

E. Goehring – Move to approve funding for YIMBY for \$200.

K. Neubeck – Second

E. McGlone – Concerned about our process especially the amount of time people are supposed to request support in advance and our level of involvement. These requirements were not met. I am also concerned that we're making decisions without access to the budget.

J. Lleras Van Der Haeghen – We do have a need to address these things. Our practice has been that if a request comes in and we can get it into the packet we do our best to put it in front of you even if it doesn't meet the 45 day minimum.

P. Carrasco – Emily was here at our last meeting to tell us about this.

M. Kinnison – We can draft changes to the support request forms and bring it back to the HRC. You started the year with \$4,500 and currently have \$4,000.

E. McGlone – What do expected expenditures look like?

M. Kinnison – Last year's expenses for IHRD were \$700. The commission's budget was increased by \$500 this fiscal year and in year's past the commission has not spent beyond their budget.

E. Goehring – Would be happy join subcommittee to tighten up how we take in funding requests due to my experience in event planning.

A. Thomson – Call the Question:

Motion: Move to approve the agenda for \$200 for YIMBY.

Made by: E. Goehring

Second: K. Neubeck

Vote: Passes – E. McGlone votes to oppose.

Letter of Support

- A. Thomson – We received this letter asking for our support of a research project.
- J. Lleras Van Der Haeghen – I met with them briefly and am not an expert on their research but can try to answer questions if you'd like.
- E. McGlone – Any information would be great.
- J. Lleras Van Der Haeghen – They're looking for Federal Funding for a research project that brings together mindfulness in maintaining sobriety. They're looking for community partners to sign on to support their application.
- D. Merskin – Does anyone know them or know their work? Can we have them come and put this into a greater deal of context? I'm feeling shy to endorse because we lack of knowledge of the people and organization.
- K. Neubeck – Not sure why this is coming to us, other social service agencies that would be much more relevant to have sign on.

Motion: Move to table this request pending a presentation.

Made by: E. Goehring

Second: C. Nunes

Vote: Unanimous

4. **MLK Day Awards Committee and Process**

- A. Thomson – Normally we attend the MLK March and give awards. There will not be time to take nominations and decide on awardees before our next meeting. At this time we need to identify a subcommittee to do this.
- M. Kinnison – Who participated last year?
- D. Merskin – Phil and I.
- M. Kinnison – What we need is a group to solicit and review applications to make a decision. Who can do that?
- By show of hands the MLK Committee is made up of: D. Merskin, C. Nunes, P. Carrasco, A. Thomson. Jen will get you all together to plan that.
- C. Nunes – I can reach out to talk to Eric Richardson about the plan to be sure it makes sense for us to give awards at the same time and to ensure we're on the same page. Will LCC be participating again this year? I can follow up to better understand. Was there anything we learned last year?

5. **Resolution for Indigenous Peoples Day**

- P. Carrasco – You all should have a copy of the resolution in your packets.
- K. Neubeck – Can you give us some background for this resolution?
- P. Carrasco – I was going to start from scratch in writing this resolution but then saw that other cities like PDX and Seattle already had text. So I took theirs as examples and added to it.
- J. Lleras Van Der Haeghen – Phil, can you clarify if they were passed by the City Councils in those cities?
- P. Carrasco- Yes, this will allow us to continue the trend.
- E. Goehring – Change the line that states be it resolved... to be it resolved that we encourage the City of Eugene...
- E. McGlone – What is the logic of doing this now? I am onboard and completely support the concept. If we waited we could line up closer to the holiday for press purposes.
- P. Carrasco – That would be fine but the point is to get it done.
- E. McGlone – There are some pieces that I want us to clean up regarding language before we pass this.
- P. Carrasco – I would be ok with that, let's create a live document so that we can update things.
- E. Goehring – Let's edit off line
- D. Merskin – I want to advocate, understand waiting, doing this work sooner since calendar will be made for next year. So that this does not continue to be printed on calendars.
- C. Nunes – Staff, what is the timeline?

M. Kinnison – You’d need a few months to get this on their radar after the summer break.
C. Nunes – We will need to get to this no later than Spring if we want to see it happen before next year.
J. Frenzer – Process question, so we’re creating a resolution for ourselves in hopes that the City Council will adopt it.
P. Carrasco – Yes, we will pass the resolution and then ask the city council to do the same. Would want to find a councilor to champion this.
J. Frenzer – I’m concerned about how we’re making this request. Need to figure out the process to engage council. Need to work out the wording.
E. Goehring – Do we need a motion to move this along or come back to it as a future agenda item.
M. Kinnison – You could set up a timeline for a group to revise and bring this back under Phil’s leadership. That fits this timeline. We’ll remind you. By show of hands, the subcommittee will consist of: E. Goehring, E. McGlone and P. Carrasco.

Motion: Move that we continue to work on this document and recommendation with a subcommittee to bring it back in February.

Made by: C. Nunes

Second: E. Goehring

Vote: Unanimous

6. Homelessness Joint Work Session with City Council

J. Frenzer – We had our first planning meeting with the subcommittee and City of Eugene staff. Working to shape the agenda for the meeting, another one on Thursday. I know that Ken and Jen V. were working on documents for that.

K. Neubeck – We received advice from Councilor Evans and Mia Cariaga as to how we could think about framing this work session. Their advice was to keep it focused to policy goals and limit the things we want to accomplish during the session because there is only an hour and a half. We are trying to identify 3 things that are most pressing. Criminalization is one of the three. We’re trying to write something informative and understandable that can be shared in advance of the City Council Meeting.

J. Frenzer – Two things we talked about clarifying in advance with council were Housing First and Criminalization. Since our meeting I have been in touch with Dan Bryant of the Poverty and Homelessness Board. They have a project going right now describing what the housing first model is. So instead of coming up with different definitions want to align them. Also want to work with the Poverty and Homelessness Board to hear feedback through focus groups.

K. Neubeck – We have received good input on document we’re working on from the subcommittee.

E. Goehring – From a logistical point of view we might want to identify a few spokespeople. Need to be extremely focused with our time and presentation.

J. Frenzer – Good point, one thing I have been thinking about is how we can most effectively and strategically use our time. If you have thoughts and ideas we’re collecting feedback. The prospect of having additional work sessions seems optimistic so we need to maximize this opportunity.

A. Thomson – One thing we discussed was to have a short presentation ahead of time.

E. McGlone – Maybe we should be talking about what our goals are. When I hear us talk about Housing First or Criminalization not sure what that means for us. I caution us about how we talk about this. Criminalization is a hot button word right now. If there are other ways we can frame it so that all council members can stay engaged that might be best.

B. Souza- Isn’t one of the documents you want to produce basics on terminology?

J. Frenzer – Correct, one of the reasons we were hoping to do homework and communication with council in advance is to share why that is being used. J. Lleras Van Der Haeghen found a document with Options and Guidelines for cities tackling this topic. It’s a 50 page document that breaks down the topic, breaks down terminology, alternatives and how local jurisdictions can be engaged. Yes City Council is struggling with this word. If you read the HUD question it does not read “are you criminalizing the unhoused?” it says “what

are you doing to address criminalization.” Yes the term has pushed buttons, but we cannot change the terms just to help people feel more comfortable. We are going to try to make the conversation more productive but I don’t know if it will work. We can talk about practice and unintentional marginalization. Please share ideas, we don’t want to spend time talking about what terms mean or how people find them offensive. We want to figure out what the major priorities are.

K. Neubeck – In the draft of the agenda shaper in the section discussing criminalization, that word doesn’t come up until the end of the paragraph when we’re talking about people obtaining employment or housing. We’re instead talking about laws that have disproportionate impacts. Criminalization need not be a term in the forefront but does need to be mentioned.

P. Carrasco – If we’re afraid of having some people disengage over one word, there is a bigger question about if they’re going to be looking for other ways to disengage.

E. McGlone – It sounds like the thought about how this conversation will go is happening and that makes me feel better. We will see, since the people who are opposed to the terms are not necessarily ok with the solutions either. Ultimate goal just want to keep people engaged.

K. Neubeck – Momentum is moving in our direction for example we have some things that were not around before like the HUD requirement. One way we’re being engaged better is through other agencies for example through the PHB. J. Frenzer and I were asked to give feedback on first draft of our HUD application and we managed to take it over so that by the time we were done we were all satisfied that it reflected the reality of the situation. Also DOJ brief in Boise that is signaling to a lot of people that you could be in legal trouble for enforcing laws that might be unconstitutional.

M. Kinnison – For those of you who have been working on this what are your 2-3 goals for the session?

B. Souza – Did attend first meeting, Mia suggested that we consider getting the City Council to adopt the Housing First Model.

J. Frenzer – I think that is something that I’m trying to sort out with Dan, this research is alive. My own goal keeps shifting as the research is developing. It would be terrific if the City Council adopted a Housing First Model. Poverty and Homelessness Board is going to lead the way on that with the city’s engagement either way. If the City Council who has oversight of EPD would address Criminalization that would be fantastic. Dan’s advice was that it’s too low hanging fruit to ask for Housing First. Does council need to address housing first before addressing criminalization?

M. Kinnison- What does it mean for Council to take a stance on this issues or the policy priorities? Not sure any of us knows what that means.

K. Nuebeck - One thing we want to do is show the links between housing first and criminalization. If people have police records and you’re trying to do housing first may find it difficult for people to find housing. One option is looking into a municipal court process that removes their offenses from their records. We won’t be able to talk about all of the specifics but can talk about major umbrellas.

E. McGlone – Developing needs and solutions. Council can set policy but up to City Manager and staff to give direction. Could ask for the direction from council to staff to work on some of the clear and identifiable work group and to review policies exist now.

M. Kinnison – To those of you who are working on this we’re working on updating the document on what has been implemented in the last few years by the City to address homelessness. You should have it by next week.

7. International Human Rights Day Update

A. Thomson – We have made a slight change to the original plan but still featuring homelessness. We want to feature the work that Occupy Medical has been doing. Still working on location but sounds like it will be at First Christian Church. Just wanted to get an ok to officially recognize Occupy Medical. Need to get a certificate and identify the budget for rental space and food. In past we used about \$700.

M. Kinnison – Hasn’t the mayor read a proclamation in the past. Do you need help making these connections?

C. Nunes – We would like help with outreach to the Mayor.

E. Goehring – What was budget on communications?

C. Nunes – What are you thinking?

E. Goehring – Probably need around \$200.

C. Nunes – Does anyone have any concerns about the agenda and honoring occupy medical

J. Frenzer – I move that we honor the Human Rights Work of Occupy Medical.

M. Kinnison – Are we connecting with other organizations about the work they're doing? Lots of groups doing many things without city funding. How connected is the event to other groups.

A. Thompson – Yes, we want to find a way to recognize those organizations as well.

C. Nunes – Want to have a short agenda so that people can go meet other organizations in tabling.

D. Merskin – Since I was only part of one of these events before can you clarify the process for the award and if we do them every time? Is it completely up to the planning team? Is this representing a change in how we want to do this? Should we start making this a part of it or does it not matter?

K. Neubeck – This has changed over time. When I first began going there was a section devoted to Human Rights Heroes, then there was one where there were nominations that came from schools who were considered to be doing Human Rights work in schools and we did a recognition of Juventud Faceta as a group. It has varied. There is no expectation that we give a single award.

D. Merskin – So we don't have to give a single award if we don't want to.

E. Goehring – Occupy Medical was a finalist for a national award.

K. Neubeck – Second the motion on the table.

Motion: Move that we honor the Human Rights Work of Occupy Medical.

Made by: J. Frenzer

Second: K. Neubeck

Vote: Unanimous

A. Thompson – We still need to determine a budget. Last year we spent close to \$700.

C. Nunes – Can we set a budget cap for this year? Perhaps \$900 or \$1000 and we'll plan to be frugal.

P. Carrasco – Think that we should set \$750 cap moving forward.

Motion: Move to set cap at \$750 for International Human Rights Day.

Made by: P. Carrasco

Second: E. Goehring

Vote: Unanimous

8. Letter to the Attorney General Re: Black Lives Matter

K. Neubeck – You all received the letter in your packet. It comes to her from several state organizations, Portland groups and NAACP in Eugene. It was discovered that the Department of Justice in Oregon has been conducting surveillance of people using #blacklivesmatter. Notion is that this is a threat assessment of people using the hashtag. The letter you have in your packet was sent on the 10th, circulated a lot around the community. B. Souza and I thought this was something we would like to endorse or write a brief letter saying we endorse this letter.

Motion: Move that the Chair write a letter endorsing the sentiments in the 11/10 letter and send it to the Attorney General.

Made by: K. Neubeck

Second: P. Carrasco

Vote: Unanimous

9. Council Update

M. Kinnison – Council had a hearing on the Dusk to Dawn pilot program. J. Frenzer spoke. They will be taking action next Monday evening on that. What it would do is revise the code to allow overnight sleeping at a City Council approved location from 8pm to 7am as its written now. These locations will have similar criteria like rest stops. Other details need to be worked out. Concept is like an outside Egan, part of winter strategies to come out of the Poverty and Homelessness Board. It would sunset at the end of March.

10. Commission Liaison Updates

B. Souza – I have one ask. At the last Civilian Review Board an item that was up for discussion was the resumption of recording and videotaping the meetings. K. Neubeck and I drafted a letter asking that the Civilian Review Board resume the recording of the meetings. Asking the commission to sign on.

D. Merskin – Why and when did they stop?

E. Goehring – According to the Police Commission liaison the Police Auditor requested that they stop recording a few months ago.

M. Kinnison – The Civilian Review Board is currently considering the resumption of recording. There is potential for confidential personnel information to be released publicly so it may require redaction.

Heather (Police Commission Liaison) – One factor that interested Civilian Review Board members was what the demand would be and weighing it against the cost. Think that if this board is interested in the issue and support the recording it would be valuable information for the Civilian Review Board.

B. Souza – Reads last Paragraph of letter. So that does address the amount of demand. My feeling is that it's less relevant how many people want it, more relevant that we preserve it.

E. McGlone – Fully support this and it's incredibly important. The last paragraph is very important. One problem we see nationally is lack of details. Fully support us doing this letter.

V. Cox (Assistant to the Police Auditor) - There are detailed minutes done by the meeting recorder at the meeting.

P. Carrasco – The only sticking point I see is if there is mention of specific names of people that needs to be addressed. I'm not sure how relevant this is because I've never been to a Civilian Review Board meeting.

B. Souza – It is my understanding that these slips are not very often made. If they were made then they could be suppressed.

P. Carrasco – So long as names are suppressed fully support this.

K. Neubeck – Yes could be suppressed on the recording.

Motion: Move that the chair send letter as drafted.

Made by: E. Goehring

Second: B. Souza

Vote: Unanimous

E Goehring – Standards review policy was reviewed and sent back for small edits but passed otherwise. Crowd management passed with a small addition regarding protesters. Shifting focus to whether or not protesters are a threat to public safety. Chief gave update on professional stops and data program. Simply a matter for officers to check boxes about why they are stopping people.

11. Work Group Lead Updates

B. Souza – please review the document that I sent

12. Staff Updates

Lt. Jen Bills – Police department is going to be starting strategic planning in December. Looking forward to 2021 as part of that we'll be discussing our diversity and access efforts. Additionally we're looking into ways to encourage people to file police reports who are from underserved communities.

J. Lleras Van Der Haeghen – A few events to remember: Trans Day of Remembrance 11/20 from 6pm – 8pm at the Atrium. The Mayor is hosting a conversation on Downtown Solutions on 12/2 from 6:30pm to 8:30pm at LCC Downtown on the 1st floor.

Also wanted to let you know that an old colleague of mine is the Law Enforcement Contacts and Data Review Committee Staff person. She is coming to Eugene on 12/14 and 15 and would like to offer to meet with a group of you. I will send you all a note to try to find a good time to meet with her on those days if you're interested. She also clarified for me that the LECC will have capacity to take calls and reports in English, Spanish and Russian. She's a great resource for how the program is being structured and has ideas about future implementation.

13. Agenda Planning and Discussion

A. Thomson - Any items for the next agenda?

E. McGlone - One discussion I want to have on our radar is that over the past several weeks the city has had conversations about zoning. In October the City Council passed a directive to staff saying that no property can be rezoned that is currently R1 and no property adjacent can be done without the approval of the property owner adjacent to it. Where Equity and Human Rights issues come to mind is that this gives special rights to home owners. This also directs staff to specifically engage homeowners. There are many people in town who do not own homes and this process could leave them without this level of access. This will continue to be an issue especially in SW-SAZ. I'm concerned that if you're a home owner you have special access if you don't then you can't. Homeowners are already over represented in these processes.

E. Goehring – I completely agree, we should invite people from planning to come and give us a presentation. One thing that has become obvious post SW-SAZ is that there were staff and consultants who do not understand how the outreach didn't happen effectively. Some of the community meetings where they thought they got buy in was that these meetings were held in places and at times that were advantageous to people who could attend a hearing. Outreach and planning seem to end at the edge of the blue print. I think there is a whole larger question of our planning process. How we deal with zoning and public engagement. I think we very definitely have a part to play and speak at least at how that is looked at going forward. So that it's not heavily weighted toward more affluent communities.

P. Carrasco – Share the same thoughts. Non-property owners are already burdened. I wanted to let you all know that there are people starting to work on no cause evictions, rent control not allowed locally and no affordable work force housing stock. Oregon Strong Voice a coalition of unions and community groups have decided to start doing outreach around these issues. Need to push and go back to have larger conversations about this idea.

M. Kinnison – Sustainability commission did write a letter in response to the decision. Raised some of the equity issues, focused more on goals for meeting density targets. If you want to engage with staff on it we can keep you in touch. Terri Harding from planning is the best person for us to connect with about the planning process. Staff will circulate the letter the Sustainability Committee submitted.

E. Goehring – LTD has a Moving Ahead project that Phil and I sit on the sounding board for and believe me we bring these points up there to the engineers and planners. It is something we will continue to bring to those planners.

K. Neubeck – Attending a Neighborhood Leadership Council meeting on the topic of homelessness and how neighborhoods can be more involved in helping to provide solutions to the problem of homelessness. Hoping to meet folks tomorrow night to hear what is on people's minds. I'm going to have 30 mins.

J. Frenzer – The Neighborhood Leadership Council is hoping to shift their work to look at action options they can peruse to support Homelessness. The Neighborhood Leadership Council represents 17 of the 23 Neighborhoods. Hoping whole council will become activated by this conversations.

K. Neubeck – I will go in with solutions to offer.

B. Souza – One other thing to put on your radar is that Lt. Jen Bills, J. Van Der Haeghen, M. Kinnison and I attended the DOJ training on Hate and Bias Crime reporting. One other thing I want to put on your radar is

that recruiting for white supremacists groups is happening in Gresham, Molalla, NE Portland and other cities in Oregon. More to come on this and in the Work Group we will have more discussions to increase the reporting of Hate and Bias Crimes that are happening in Eugene.

E. Goehring – The way that that recruiting is often done is very disturbing. You get a flyer for the KKK and tossed on the porches. The kids are the ones that pick it up because it's filled with candy.

14. Announcements

E. Goehring – Just want to give you all a heads up that I have been hired by 4 candidates in the upcoming election. Mayor, City council and County Commission candidates. If you're concerned about conflicts of interest please let me know.



SUPPORT REQUEST FORM: EUGENE HUMAN RIGHTS COMMISSION

The mission of the Human Rights Commission is to promote implementation of universal human rights values and principles in all City of Eugene programs and throughout the wider community.

To carry out this mission the commission shall affirm, encourage and initiate programs and services within the City of Eugene and in the wider community designed to place priority upon protecting, respecting, and fulfilling the full range of universal human rights as enumerated in the Universal Declaration of Human Rights.

To support and promote human rights, the commission will: provide human rights education; be proactive in human rights efforts; address human rights violations; ensure active public participation; be transparent and open, be publicly accountable for human rights progress.

Please review the Guidelines for Community Requests for Support before filling out this application. Any person or organization requesting Human Rights Commission funding must complete and sign this form.

The City of Eugene allocates funds each fiscal year to the Human Rights Commission (HRC) to use to support community events. The HRC receives numerous requests for support each year and may not be able to fund all due to budget limitations.

You or a representative from your agency is strongly encouraged to attend the HRC meeting when your request is being considered to answer questions. Requests that are not submitted in time for the HRC to meet and discuss or are submitted after the event will not be considered for funding or endorsement.

Applications must be submitted complete with a full explanation of the funding request. Please note that if funding is approved, the commission requires a follow-up

report within 30 days of the event. Recipients may submit a written report or may attend the next commission meeting to present a brief verbal report. Photos are encouraged but not required. Failure to report may result in denial of funding for future events.

Date of Funding Request: Jan. 9, 2016 **Date Funding Required:** 1/31/16

Name/Date of Event: Cracking the Codes_ 1/31/16 **Location of Event:** Hilyard Community Center

Brief description of Event: A Viewing and discussion of a DVD about racism called Cracking the Codes. We have previewed it and find it a powerful way to get people thinking. The event will include break out into smaller facilitated groups for discussion following the showing. We would like to follow this up with another showing/discussion on February 28th. This is of "Anne Braden: Southern Patriot"

Timeline for Application

Applications must be received no later than 45 days prior to the event. In extraordinary circumstances the HRC may consider support for events within 45 days. Incomplete applications will not be considered for funding.

Organizations and/or individuals submit completed Support Request Form to:

Human Rights & Neighborhood Involvement

99 W 10th Avenue, Suite 116

Eugene, OR 97401

Fax: (541) 682-5221

<mailto:hrni@ci.eugene.or.us> (Electronic submission should type "HRC funding request" in the subject field)

Name of person/organization submitting request for support Nadia Telsey – Springfield-Eugene SURJ
(Showing Up for Racisl Justice)

Address of person/organization submitting request for support Nadia Telsey, 1207 West 4th Ave, Eugene, OR 97402

Primary contact person's name and phone number Nadia Telsey 541 912-0560

Description of organization, names of officers and/or board of directors

SURJ is a national network of groups and individuals organizing White people for racial justice. Through community organizing, mobilizing, and education, SURJ moves White people to act as part of a multi-racial majority for justice with passion and accountability.

We have a Steering Committee composed of: Nadia Telsey, Sabena Stark, Carter McKenzie and Alisha McKenzie

Level of Support Requested:

Note: Please choose only **one** funding option: Funding **or** Co-Sponsorship **or** Other Amount

- Endorsement:** The commission may endorse specific events whose values it supports but to which it does not contribute money. The commission's name may be used in advertising for these events. This application for endorsement must be submitted to the commission and authorization must be granted prior to use of its name.

OR

Support: The commission may provide up to \$100 for events that meet the guidelines if commissioners are not actively involved.

OR

Co-Sponsorship: The commission typically provides up to \$200 (higher amounts may be considered for specific circumstances) for events in which commissioners will be actively involved. Active involvement means that, at a minimum, the group planning the event works directly with a commissioner who serves as a formal liaison between the group and the commission and reports back to the commission regularly. If possible, a commissioner should participate in the planning process and the commission should have an information table at the event.

OR

Other Amount Requested: _____

What will these funds be used for specifically? If request exceeds \$200, please include detailed information about why request exceeds the standard funding levels:

Flyers, film purchase and/or fees, refreshments, other copying

How is this event related to the commission's own activities and purposes (see [Guidelines for Community Requests for Support](#)) and [work plan](#) and what clear benefits would be provided to the City organization?

It us related to the anti-discrimination work of the Commission.

Please provide a detailed budget description for funds requested (attach if necessary)

Please list other co-sponsors or funding sources and amounts received

NAACP, CALC (No funds received, just assistance with PR and the event itself)

Is the event wheelchair accessible? Yes No

Will sign language interpretation be available? (if requested) Yes No

Will other language interpretation be available? (if requested) Yes No

Is this strictly a fundraising event? Yes No

Is this event open to the general public? Yes No

If funding request is approved, in what name should the check be issued and where should it be sent?

Name: _____ Check should be issued to
CALC _____

Address: ___ 458 Blair Blvd. _____ City: ___ Eugene,
OR _____ Zip: _____ 97402 _____

***Note:* If this funding request is approved by the City of Eugene Human Rights Commission, the applicant commits to funding the service or product described in this application and to providing a written or verbal report to the commission within 30 days of completion.

Signature of person responsible for event _____



Parks and Recreation System Plan

1. Section 1
2. Community Outreach
3. Technical Analysis
4. What We've Learned
5. What We've Learned
6. What We've Learned
7. What We've Learned
8. Where We're Going
9. Next Steps
10. For More Information

Parks and Recreation System Plan

Needs Assessment Report Executive Summary

City of Eugene Parks and Recreation January 2016

PARKS and RECreate: Picture. Plan. Play. is a community conversation to help us identify priorities for the next 10-plus years of Parks and Recreation in Eugene. With this collective vision in hand, we will create proposals for the future of the parks and recreation system, and again engage the community in conversation and input on those proposals.



This needs assessment synthesizes 12 months of work spent collecting ideas and opinions from the community and assessing the strengths, challenges and opportunities of the existing Parks and Recreation System. Some of the findings were as expected, and some were surprising. Together they lay a solid foundation from which recommendations for the future can be built.

Community Outreach

Public Outreach in Summer 2015

In the “Collect” phase, we set out to do the most comprehensive community engagement and assessment of Eugene’s Parks and Recreation System to date. We combined traditional public outreach tools with new innovative approaches to reach out to more individuals than ever before. We succeeded: [7,000 voices were heard](#).

- Pop-up Events.
- Latino Community Outreach.
- Online-Survey, Statistically-Valid Survey, Recreation Facility Survey.
- Stakeholder and staff listening sessions.
- Website and social media.

Technical Analysis

In addition to extensive and innovative community engagement, a variety of technical analyses were conducted to help us better understand the system of today and opportunities for the future.

- Equity mapping that identifies the geographic distribution of services.
- [Benchmarking](#) Eugene's system against other comparable cities.
- Trends analysis.
- Recreation [facility assessments](#).

What We've Learned

System Strengths

The strengths of Eugene’s Parks and Recreation System are many. Most striking are the strengths that are intrinsic to this unique landscape and community. These are strengths that cannot be bought or created, but are deeply rooted in people and place.

- 1. Parks and Recreation Services are [highly valued by Eugeneans](#).** Eugene’s Parks and Recreation System is beloved across our community and is considered an essential component to the community’s quality of life.
- 2. The [natural beauty](#) of Oregon is our backdrop.**

The park system boasts over 4,300 acres of natural and developed park areas within the context of the broad Willamette River basin and its adjacent buttes and ridge lines.

3. Eugene's park system is large, diverse and connected.

When looking at a map of Eugene's parks, what becomes apparent are the three broad landscape features that create connections of land, water and habitat through the community.

4. Parks provide environmental benefits and cost savings.

Park lands also provide critical environmental functions related to clean air, clean water and flood control.

5. Recreation programs benefit thousands.

Eugene's recreation programming provides services and experiences that facilitate social connections and support the health and wellness of the community. Municipal recreation programs expand access to personal enrichment and community development activities to people that otherwise would not be able to afford them.

6. Parks and Recreation support community health and wellness.

Scores of research studies have shown that the presence of parks and recreation in urban areas provides social, physical and mental health benefits.

7. Parks and Recreation staff and volunteers are talented, passionate public employees and community members.

Throughout the PARKS and RECreate outreach process, Eugeneans praised Recreation Program staff and instructors, and acknowledged the great work done by Parks and Open Space Operations staff and Eugene Park Stewards coordinators.

What We've Learned

System Challenges

The challenges faced by Eugene's Parks and Recreation System are generally not new - we've been working on them for years. But the magnitude of each of these issues has grown, as has the need to find solutions.

1. Park Maintenance and Operations funding

The ongoing under-funding of maintenance of parks is a concern for Eugene's park patrons and community members. Listening sessions with key partners in the community revealed this issue to be their biggest concern.

2. Park Safety and Security

People generally feel safe in a majority of Eugene's parks- 40 percent of phone survey respondents strongly agreed and 46 percent somewhat agreed, that parks and natural areas are safe to use. However there are parts of the system where people do not feel safe, and many members of the community are expressing their concern. In general, park patrons attribute feeling unsafe in parks to Eugene's growing homeless population, citing human behaviors and impacts to park facility conditions that combine to create an unwelcoming environment in many parks.

3. Aging Facilities and Infrastructure

The inability of the City to adequately fund ongoing park maintenance and to be able to significantly invest in renovation and updating of existing community centers and pools has

contributed to the acceleration of aging infrastructure and often, reduction in park and recreation system services.

4. Equity and Inclusion

Geographic inequity of Parks and Recreation facilities has long been an identified problem. Strides have been made to address this inequity through the purchase of land for parks in areas that were previously unserved. However, little progress has been made in improving access to community centers and pools.

While the equity mapping analysis illustrates geographical areas of needed Parks and Recreation services, other outreach and research efforts revealed the importance of cross-cultural inclusion and access to services across ability and income levels.

What We've Learned

System Opportunities

If all the opportunities that emerged from the community outreach were summarized into only one theme, it would be to “build on our strengths”. At a broad level Eugeneans spoke to us about what they love about the Parks and Recreation System, what they want and how to do it best into the future.

“When I have visitors come to town I like to take them up Skinner’s Butte.” ~ Pop-up Participant

1. Take care of what we have.

When asked about the prioritization of future financial investments, survey respondents overwhelmingly and repeatedly voiced the importance and value of “caring for what we have.”

2. Provide more basic amenities and restrooms.

People discussed the importance of informative and clear signage, places to sit, shade and shelter from the elements, lighting, connective trails and paths and – perhaps most important – restrooms.

3. Provide more access to water.

Between our beloved Willamette River and City pools, Eugene’s residents have a real and deep appreciation for access to water during our hot and dry summer months.

4. Provide more community-based events.

Parks in Eugene are places where people come to socialize, meet their neighbors, engage in civic contributions and just get outside.

What We've Learned

System Trends

The following system-wide trends will have implications on the services that Parks and Recreation provide:

1. Eugene’s population is growing, aging and becoming more ethnically diverse.

2. Many Eugene families are struggling economically.
3. Eugene and Lane County residents are suffering health consequences of inactivity.
4. Safety and security in parks is a growing concern.
5. The effects of climate change will have impacts on parks and the community.

Where We're Going

Guiding Themes

The findings in this needs assessment will provide a foundation for the development of recommendations for the future of Eugene's Parks and Recreation System. Based on what we've learned, five themes have emerged to guide this work.

Serve the entire community

Provide equitable and welcoming access to parks, recreation facilities and programs regardless of geography, culture, ability or income.

Care for what we have

Ensure that basic amenities are provided and that they are safe and clean. Be responsible stewards of current assets and infrastructure by making the best possible use of what we have.

Grow responsibly

Understand where growth of the system is required to meet the needs of the community. Focus on quality of life and build on existing strengths.

Integrate with other systems

Make regional connections and recognize the inter-dependence of Parks and Recreation with public health, transportation, land use, green infrastructure, education, art and culture and economic development.

Invest in partnerships

In 2021, for the first time ever on U.S. soil, Eugene will host the World Track and Field Championships. This is one of the largest international sporting events (behind the Olympics and the World Cup). With the eyes of the world on Eugene, there is a great opportunity to make investments in the parks and recreation system that will inspire the world and benefit the community for years to come.

Continue to leverage Eugene's assets and expand services to the community through effectively partnering with public agencies, non-profits, the private sector and community volunteers.

Next Steps

Another round of community outreach will take place in the summer of 2016 to get feedback on draft recommendations. We'll start with workshops throughout the community in February and we'll be in neighborhoods throughout the City. Here's the schedule:

Region	Location	Date	Day	Time
Bethel	Petersen Barn	Feb. 6th	Saturday	1-2:30 p.m.

Region	Location	Date	Day	Time
Downtown	Eugene Public Library	Feb. 8th	Monday	6-7:30 p.m.
Churchill	Churchill High School	Feb. 10th	Wednesday	6-7:30 p.m.
South	Hilyard Center	Feb. 13th	Saturday	10:30-noon
Willakenzie	Sheldon Center	Feb. 17th	Wednesday	6-7:30 p.m.
Santa Clara	Madison Middle School	Feb. 18th	Thursday	6-7:30 p.m.

Childcare and food will be provided so we hope you'll join us. We look forward to continuing the robust community conversation we began in 2015 and to moving towards implementation of a new System Plan in early 2017.

For More Information

Want all the details?

Read the full Needs Assessment Report, available now at www.eugparksandrec.org

Dear __Stakeholder__,

In December of 2016 the Eugene City Council passed a resolution directing the City Manager to engage stakeholders and resources at a local, regional and national level with expertise to address the elimination of barriers that have negative consequences on the homeless population in Eugene.

You have been identified as a person with expertise on these matters. The City of Eugene hopes to engage your best thinking in order to build an understanding of the full breadth of barriers facing homeless communities.

In an effort to best collect the information you share, and identify comprehensive recommendations, we're asking each person we engage to answer the following three questions. Please send your responses to these specific questions no later than February 20th, 2016.

- a. As an expert on this topic, do you have any ideas as to how we can remove barriers that have unintended negative consequences on the homeless population in Eugene? Please be specific and provide examples from other communities, where possible.
- b. Are there any other people you would recommend we ask this same question to? Please provide their contact information.
- c. Should we decide to have a follow up meeting, would you be interested in participating and engaging with us further?

We thank you for your time and knowledge. If we need more information about any of the content you share we will be in touch with you directly. At the culmination of this project we will communicate our findings back to you and keep you informed of next steps. If you have any questions please contact me at jennifer.e.vanderhaeghen@ci.eugene.or.us or 541-682-5619.

Sincerely,

Jennifer Lleras Van Der Haeghen
Human Rights and Equity Analyst
City of Eugene

Outreach to Experts on Disperate Impact to Homeless Communities

Name	Organizational Affiliation	Local(L), Regional(R) or National(N)	Email Address	Phone Number	Date Address Sent	Date Response Received	Follow Up Needed?	Referred to Process By?
Eric Tars, Senior Human Rights Attorney	National Law Center on Homelessness and Poverty	N	etars@nlchp.org	cell 202-302-0538 office 1-202-638-2535				HRC Commisisoners
Barb Poppe, Consultant	Poppe Associates, (former Executive Director of Intergovernmental Council on Northwest U.S. Intergovernmental Council on	N	barbara@poppeassociates.com					HRC Commisisoners
Katy Miller, Regional	Homelessness California U.S.	R	katy.miller@usich.gov	202-834-4203				HRC Commisisoners
Amy Sawyer, Regional Coordinator	Intergovernmental Council on Homelessness	R	amy.sawyer@usich.gov	202-754-1581				HRC Commisisoners
Kimberly McCullough, Legislative Director	ACLU of Oregon	L	kmccullough@aclu.org	503-227-6928/503-810-6939				HRC Commisisoners
Dan Bryant	Square One Villages (OVE) Community	L	danb@heartofeugene.org					HRNI
Eric de Buhr	Supported Shelters Nightingale Health	L	erik.csseugene@gmail.com					HRNI
Michael Carrigan TBD	Sanctuary University of Oregon	L	calcpeace@efn.org					HRNI

Brenda Koysdar, Homeless Department	White Bird	L	brenda@whitebirdclinic.org	
Benjamin Brubaker, Jack Tripp, Executive Director	White Bird	L	benjah@whitebirdclinic.org	541-344-3251, ext. 101
Susan Ban, Executive Director	Eugene Mission	L		541-686-1262, ext 310
Sue Sierralupe, Clinic Manager	Shelter Care	L		
Terry McDonald, Executive Director	Occupy Medical	L	occmednow@gmail.com	541-687-5820, ext. 125
Kristin London, Runaway and Homeless Youth	Looking Glass Community Services	L	kirstin.london@lookingglass.us	
Beverlee Potter, Executive Director	Food for Lane County	L		
Tom Mulhern, Executive Director	Catholic Community Services	L	tmulhern@ccslc.org	541-345-3628, ext. 318
Pearl Wolf, Human Services	Lane County Human Service Commission	L	pearl.wolfe@co.lane.or.us	541-682-4629
	COE Human Rights Commission	L		



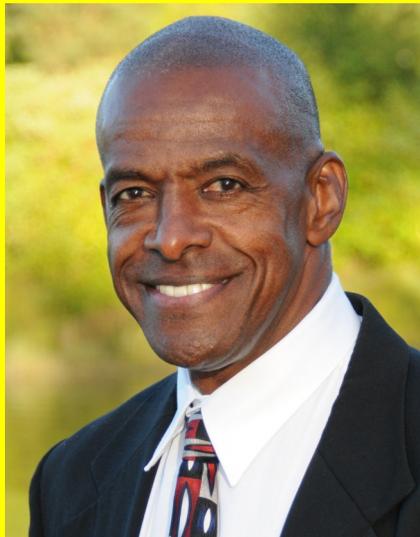
Blacks In Government presents Dr. Dexter B. Gordon

Micro-aggressions and Marginalization—Intentions and Impact

Despite our best efforts to create inclusive, multicultural environments, people from marginalized groups are often subject to subtle, unconscious & unintentional bias and discrimination. Micro-aggression or micro-inequities can affect staff and student productivity, achievement, stress levels, morale, feelings of inclusion and interpersonal relationships. How can we be more conscious of the impact of our behavior?

~ ~ ~ 6th Annual Black History Month Banquet ~ ~ ~

Friday, February 5th, 2016 at Holiday Inn



919 Kruse Way, Springfield

Social 5:30—6:30 pm. Banquet 7:00—8:30 pm.

Dr. Dexter B. Gordon, Distinguished Professor of the African American Studies Program at the University of Puget Sound, brings his more than 30 years of experience as an educator, scholar, trainer, author, speaker, member of the faith-based community, & community advocate to promote his vision of comprehensive community development grounded in equality and justice for all. Dr. Gordon has been instrumental in the founding & leadership of several organizations focusing on social justice, civil rights, educational excellence and justice.

Reserve your table or ticket now. Contact: 541-852-9782

Table for 8: \$ 600

Tickets: \$ 75 per person



Browse Events

Sign up Log in

Help CREATE EVENT

2016 NAACP Freedom Fund Dinner

NAACP Eugene~Springfield Branch
 Friday, February 26, 2016 from 6:00 PM to 9:00 PM (PST)
 Eugene, OR

REGISTRATION TYPE	SALES END	PRICE	FEE	QUANTITY
Individual Seat One (1) seat at the 2016 NAACP Eugene Springfield Freedom Fund Dinner	Feb 27, 2016	\$80.00	\$0.00	0
Individual Seat+Membership Fee to join NAACP One (1) seat at the 2016 NAACP Eugene Springfield Freedom Fund Dinner plus a 1 year membership in the NAACP (\$30 value). You will also receive the NAACP Crisis magazine subscription.	Feb 27, 2016	\$100.00	\$0.00	0
Table Sponsor-8 seats Table sponsor at 2016 Freedom Fund Dinner- seats 8 people and your name or organization name will be listed in event program as table sponsor for event.	Feb 27, 2016	\$750.00	\$0.00	0
Additional Donation to your local NAACP Donation to Eugene Springfield NAACP to continue work locally and statewide on social justice issues.	Feb 27, 2016	Enter donation (\$) <input type="text"/>		
Additional Donation to NAACP Youth Council Donation to the Eugene Springfield NAACP Youth Programs	Feb 27, 2016	Enter donation (\$) <input type="text"/>		
Enter promotional code				
Register				

Save This Event

When & Where

Valley River Inn
 1000 Valley River Way
 Eugene, OR 97401

Friday, February 26, 2016 from 6:00 PM to 9:00 PM (PST)

[Add to my calendar](#)

Organizer

NAACP Eugene~Springfield Branch

Contact the Organizer

[View organizer profile](#)

<http://www.naacplanecounty.org>

<facebook.com/NAACP1119>

Who's Going

Oops! We're having trouble connecting to Facebook. Please [try again](#).

Share 2016 NAACP Freedom Fund Dinner

Like One person likes this.

Event Details

You are invited to the 2016 Eugene Springfield NAACP Freedom Fund Dinner
Theme: Moving Ahead Together

Special Guests:
Benton County District Attorney, John Haroldson
 and
MRG Foundation Executive Director, Sharon Gary-Smith

Reception and Silent Auction: 6pm
 Dinner and Program: 7pm to 9pm

We invite you to close Black History Month by celebrating our community at the Eugene Springfield NAACP Freedom Fund Dinner. The Freedom Fund dinner is the primary fundraiser for the NAACP Eugene/Springfield branch.

2016 NAACP Freedom Fund Dinner

We invite you to bring family, friends and colleagues to network, celebrate, and support a vital community organization while enjoying a special evening! We will continue the tradition of a fabulous Silent Auction - this year, all funds received through the silent auction will help to fund the Mattie Reynolds Scholarship.

Attire is Business Casual to Semi-Formal.

Thanks

More about our speakers:

Benton County District Attorney, John Haroldson



John M. Haroldson was elected Benton County District Attorney in November 2008, following his appointment in February 2007 by Governor Ted Kulongoski. Prior to his appointment, he served as Benton County's Chief Deputy District Attorney, a position he held since 2002. Haroldson began his prosecution career in 1988 as an intern-prosecutor for the City of Albany and later as a Linn County Deputy District Attorney. The son of a Scandinavian father and a Mexican mother, Haroldson was raised both in the Pacific Northwest and in Monterrey, Mexico, where he developed a rich bilingual and bicultural perspective. He holds the honor of serving as Oregon's first Mexican-American District Attorney. Additionally, Haroldson volunteers as a SMART reader, where he works with monolingual Spanish speaking students and resides in Corvallis with his wife Maria.

MRG Foundation Executive Director, Sharon Gary-Smith





Police Commission

300 Country Club Road
Eugene, Oregon 97401
(541) 682-5852
www.eugene-or.gov

MEMORANDUM

Date: January 11, 2016
To: Eugene City Council
From: Bob Walker, Chair
Subject: Police Commission Working Agreement

At its meeting in December, the Police Commission adopted working agreements, based on a similar document adopted by the Human Rights Commission. A copy of the working agreement is attached.

The need for this agreement arose because, in part a seated police commissioner at a video-taped public meeting referred to Hillel, a Jewish student association, as an organization with “overweight women, and skinny kids with beanies”. After agreeing to apologize at a subsequent meeting, instead, documents were distributed that stated, “Old Testament (Torah) Judaism was a barbaric, racist, ideology”, and “I will tolerate your religion. I will not respect it”.

City employees are held to standards that call for respect, including a prohibition on disrespectful language and name calling. It is our understanding that appointed officials do not have consistent or enforceable standards. Adopting these working agreements represent the Police Commission’s effort to hold ourselves to the same high, respectful standards as employees are held. We are aware, however, that such a policy has no enforcement authority, because all commission appointments are made at the discretion of the City Council, spelled out in municipal code.

With this letter, we would ask you to consider using a similar standard for other appointed officials. In addition, it would help the Commission remain a respectful environment for all members of the public, if the Council could also consider providing a mechanism for the City Council to consider the appropriateness of appointments, should respect be refused, or hate speech be used.

Thank you for your consideration.

Police Commission Working Agreements

1. We will work towards hearing from all voices in respectful and thoughtful ways. Striving to listen deeply and honor each other's perspectives and points of view. We will watch side conversations and distractions as a way of demonstrating respect for those who have the floor.
2. We are aware that each of us comes to the table in different ways and what it takes to sit here may be different for each us. Some of us come as individuals while others may represent more than just themselves.
3. We will be aware of possible impacts of our disagreements at the table, and take proactive measures to mediate when necessary.
4. We are mindful there is a need to balance our responsiveness to issues with ensuring we take the time to process issues and make informed decisions by seeing the topic from different perspectives.
5. We commit to be prepared for our work, honoring each other's contributions and time. We will follow-through on our commitments and complete assignments in a timely manner and communicate absences.
6. We will be transparent in our communications, upholding public meeting and record laws, and do our work in public.
7. We, upon the decision of the group, will from that point forward, honor that decision with recognition of the minority voice. If you are on the minority side of the vote, respect the vote in your speech and actions.
8. We will refrain from rudeness, angry outbursts, inappropriate humor, vulgar obscenities, name calling, disrespectful language, or any behavior regarded as offensive to a reasonable person, in order to provide a respectful environment for all commissioners, the public and staff.

Presented and adopted December 10, 2015

Human Rights Commission Liaison Update

Date: January 15, 2016

Board/Commission: Civilian Review Board

Prepared By: Bonnie Souza

Date of Last Board/Commission meeting: January 12, 2016

What were the main topics discussed in the last meeting?

- Brainstorming for 2016 training topics
- Case review: Allegation that officers violated a person's rights by detaining and arresting her without reasonable suspicion to detain her nor probable cause to arrest her.
- Discussion about audio and/or video recording of meetings

What decisions were made that are relevant to the HRC?

- The issue of audio and video recording of meetings was tabled for further discussion – and a vote (?) at the next meeting. (The CRB meeting ran overtime)
-

Are there any issues you need the HRC's feedback on during the next meeting?

If yes, please provide any supporting documents to be included in the packet by the Thursday before the meeting.

-

Human Rights Commission Work Group Updates

Date: January 19, 2016

Work Group:Homeliness WG

Prepared by: Jennifer Frenzer

Date of last meeting: Jan 12

Summary of last meeting attached? Y/N

No but, items discussed are below

What were the main topics discussed in the last meeting?

- **1. Feedback and solicit ideas:, We could talk about what we learned from meeting w Solame and potential hrc local action items for supporting the launching of the state wide complaint process for profiling. Also, how to get the words solely or primarily dropped from profile statute and ordinance so we are supporting the position Dave Fidanque said he preferred.**
- **2. We could also follow up on the Dec 9 joint session and what we could do to support the two motions council passed. Ken and I sent OCM names of experts to consult on criminalization. Jacob Fox of HAcSA has asked how HRC could get involved in the definition of housing first. I will look for that email.**
- **3. We could discuss what more HRC could be doing to get public aware and comfortable about rest stops and other sanctioned emergency shelter options in their neighborhoods. Can we make a brochure?**
- **4. feedback on a proposed HRC sponsored event: the homelessness workgroup would like hrc to follow up on last years youth homeless event we sponsored with another event that involves youth and connecting them to resources.**
- **5. a quick temperature check on some potential events that could have community co sponsors. I would like to see if there is support for three other event ideas, one involving Naomi Zack of UO philosophy dept doing a**

lecture on oppression and homelessness at the library; one involving an hrc First Friday film showing in the atrium or library featuring shorts educating public about the Eugene unhoused by local videographer Jana Thrift; and, lastly, a community film event about criminalization at the Bijou followed by a panel discussion. some info and the link to the film is below.

- **6. A discussion about what role could hrc have in getting a public shelter built.**
-
-

Do you have a proposal for the HRC to consider or any issues you need the HRC's feedback on during the next meeting?

If yes, please provide any supporting documents to be included in the packet by the Thursday before the meeting.

- **HRC Sponsorship of a Youth Homelessness Event**
- **HRC Sponsorship of the showing of the film: Under the Bridge and panel discussion following the film**
- **HRC Sponsorship of a First Friday Film Event with films about our local unhoused by Jana Thrift**
- **Send a letter to Mayor and PHB in support of a public shelter and creating a group to get that shelter project underway.**
- **Collaborate with THRIVE, OCM, Neighborhood Involvement Program and PHB to create an informative brochure for outreach in neighborhoods about ways to assist with reducing the stigma of homelessness and identifying ways to help with emergency sheltering as a neighborhood. Is there funding in our budget to assist partially in the expenses of creating such a brochure that HRC is willing to contribute to the project?**

Below is a synopsis of the film:

UNDER THE BRIDGE: The Criminalization of Homelessness Is a film about the plight of a homeless camp under threat of closure by the city of Indianapolis, Indiana.

The Davidson St. homeless camp is a community, bordering on family, for the 60-70 camp residents. The community includes the volunteers, many of them church activists, who come on a regular basis to help and befriend the campers.

UNDER THE BRIDGE highlights a group of citizens that represent a class of people American society has left behind. As we get to know these residents, and hear their intimate stories, it becomes apparent that in addition to not having homes or jobs, most are battling addiction, mental illness or both.

City Hall and many business leaders are hostile to the camp's existence. As the summer heats up, a showdown is inevitable.

We have partnered with TUGG.com to assist in bringing UTB to all communities around the country.

How it works:

TUGG is a brilliant innovation that is designed to eliminate financial risk for the promoter/host of an event and the filmmakers.

Your event only happens if a designated amount of tickets are reserved (pre-sold), and then after that threshold has been met, there is a profit share that happens between the promoter/host, TUGG and the filmmakers.

TUGG provides event services logistics to make your event a success, deliver the film to your event and receive the film back, and facilitate financial splits.

TUGG has relationships with theatres all over the country including Landmarks, AMCs, Regals, Cinemarks, etc. You can let them know where you would like the screening to be and they will arrange a desired theatre venue.

Also, if you have a community non-theatre venue in mind, or a college, TUGG will also provide film delivery/return and facilitate financial transactions for TUGG and the filmmakers.

If you would like to arrange a screening directly with a Bigger Vision, just reply to this email and we can arrange that.

Bottom Line:

TUGG events are easy. You just have to do what you would do anyway: Promote your event. The only difference is, you would have to do enough pre-sale before your event is confirmed, which will protect all parties from money loss, and make it more likely that people actually show up, and help you create a pre-event buzz that should drive more people through the door.

Very exciting! We hope you do it!

Those in Indianapolis or the surrounding area: Contact a Bigger Vision directly to arrange a screening by emailing biggervision@gmail.com.

UNDER THE BRIDGE: The Criminalization of Homelessness will be available on TUGG.com by February 1st, if not before, and we will let you know when UTB is up on their site.

Very exciting! We hope you do it!

Changing the subject:

Important to note: The Department of Housing and Urban Development (HUD) or The United States Department of Justice (DOJ) are not connected to 'UNDER THE BRIDGE: The Criminalization of Homelessness' in any way, nor has any support, financial or otherwise, been given by these organizations to the film.

However, while we were in DC November 30th thru December 4th 2015, HUD, The National Law Center on Homelessness and Poverty, and The United States Department of Justice sponsored a showing of an abbreviated version of UTB and had a panel discussion following the film.

On the panel was:

Moderated by: Bryan Greene, General Deputy Assistant Secretary for Fair Housing and Equal Opportunity, HUD

Ann Oliva, Deputy Assistant Secretary for Special Needs, HUD

Janet Hostetler, Deputy Director, National Law Center on Homelessness & Poverty

Megan Hustings, Executive Director, National Coalition for the Homeless

Bob Bullock, Senior Counsel, Office for Access to Justice, U.S. Department of Justice

Don Sawyer, Director of UNDER THE BRIDGE: The Criminalization of Homelessness

Below is a link to a video of the interesting panel discussion focusing on the nationwide problem of criminalizing homelessness:

<https://vimeo.com/150835284>

How to use UTB for advocacy:

Every time we show UTB in a different community it becomes a dialogue about what is happening in that community regarding homelessness. The film is a conversation starter at the highest levels of government. Set up a showing in your community and then jump up and down, plead, do everything you can to get your local city counselors and your mayor and his/her people

to attend, along with important community and business leaders. Then contact The National Law Center on Homelessness and Poverty (www.nlchp.org) and The National Coalition for the Homeless (www.nationalhomeless.org) to get information and materials on 'best practices' to decriminalize homelessness and best progressive solutions to solve homelessness in local communities, if you don't have that information already.

There are solutions to offer the general public and those we elect regarding the elimination of homelessness: It's up to us to make them pay attention.

Link to UTB official trailer below:

<https://www.youtube.com/watch?v=9D3Qs29vAUw>

Very exciting! We hope you set up a showing of UNDER THE BRIDGE in your community. If you do, email us here and we will exchange phone numbers and talk about aBV doing everything we can to make your event a success.

Again, we will let you know in the coming days when UTB is up and available on the TUGG.com site.

Be well,

a Bigger Vision

Human Rights Commission Work Group Updates

Date: January 5 2016

Work Group: Anti Discrimination

Prepared by: Bonnie Souza

Date of last meeting: Jan 12

Summary of last meeting attached? Y/N

No but, items discussed are below

What were the main topics discussed in the last meeting?

- **Reviewed draft questions for the focus groups with feedback from community partners. Now the work group will reorder and simplify the questions before they are final.**
- **Discussed progress on initial phase of outreach to community leaders to ensure that questions and process seemed culturally appropriate.**
- **Began to plan the first focus group. Will likely occur in February for the Latino Community. This keeps us on schedule with the plan that was laid out.**

Do you have a proposal for the HRC to consider or any issues you need the HRC's feedback on during the next meeting?

If yes, please provide any supporting documents to be included in the packet by the Thursday before the meeting.

Staff Update January 2016

Community Conversations:

The first in a series of 5 Community Conversations happened on January 14th. Over 80 people attended and we received great feedback through evaluation forms. We will need more facilitators for the conversations that are coming up. Please email Jennifer if you'd like to participate as a facilitator.

City Council:

New City Council Liaison

Effective in January 2016 City Councilor Pryor will be the Human Rights Commission liaison to City Council. Due to a conflict Councilor Pryor is not available to attend the January meeting.

Council Work Session on Potential Improvements to the Park Blocks

Council had a work session on 1/11/16 on potential improvements to the park blocks. The Human Rights Commission may be interested in tracking as they have been following the discussion about Kesey and downtown public spaces. The issue of potential sources of funding for the work is scheduled to go back to Council on the 20th. For more information on ideas that City Councilors had watch the webcast to get the flavor of the discussion.

Kesey Square

Request for Expressions of Interest (RFEI) process for Kesey concludes on the 15th. The ideas will be presented to Council at some point but no date has been set for that.

Community Justice System

There is a work session on Feb 22nd for the Community Justice System. This is a system for alternative sentencing like community court that could have some relevance for those cited for offenses related to the homeless community.

Pending items yet to be scheduled include:

- Update on EPD Response to Mental Health Crises
- \$15 Minimum Wage for City and Contract Employees



Community Conversations

BUILDING UNITY IN OUR COMMUNITY

Presented by NAACP Eugene-Springfield Branch

Second Thursdays
January – May 2016

- JAN. 14  **The Danger of a Single Story:**
The Complexity of Cultural Identity
- FEB. 11  **Oregon's Cracked Foundations:**
Our History of Racial Exclusion
- MARCH 10  **A Thousand Cuts:**
Reducing Micro-aggressions and
Understanding Privilege
- APRIL 14  **Uneven Playing Fields:**
Systems of Inequity
- MAY 12  **Don't Just Dream it. Be it:**
Concrete Actions for Change

5:30 – 8:00 p.m.
EWEB Community Room
North Building, 500 E. 4th Ave., Eugene

Light dinner provided at 5:30 p.m.
Conversations begin promptly at 6:00 p.m.
Please RSVP at: NAACPLaneCounty.org (*space is limited*)

We are committed to holding barrier-free events. To arrange for child care, translation, interpretation or other public accommodations please contact **541-682-5619** at least one week in advance.





2015 MEI Scorecard - Eugene, Oregon

		State			County			Municipal			
		SO	GI		SO	GI		SO	GI		
Part I. Non-Discrimination Law											
A. Employment	10	5/5	5	5	5/5	0	0	5/5	5	5	10
B. Housing	10	5/5	5	5	5/5	0	0	5/5	5	5	10
C. Public Accommodations	10	5/5	5	5	5/5	0	0	5/5	5	5	10
	30	Part I. Standard Points									30
Part II. Municipality As Employer											
Non-Discrimination Policy for City Employees											
A. Non-Discrimination in City Employment	12				6/6	0	0	6/6	6	6	12
Benefits for City Employees											
B. Trans-Inclusive Health Benefits	6				6	0		6	6		6
Contractor Policies											
C. City Contractor Non-Discrim Ordinance	6				3/3	0	0	3/3	3	0	3
BONUS: Inclusive Workplace	2				2			2	2		2
	24	Part II. Standard Points									21
	2	Part II. Bonus Points									2
Part III. Municipal Services											
A. Human Rights Commission	5				5	0		5	5		5
B. LGBT Liaison to City Executives	5				5	0		5	0		0
Schools											
C. Anti-Bullying Policies	6	3/3	3	3	3/3	0	0	3/3	3	0	6
BONUS: Enforcement of HRC	3				3			3	3		3
BONUS: City provides services to LGBT youth	2				2			2	0		0
BONUS: City provides services to LGBT homeless	2				2			2	0		0
BONUS: City provides services to LGBT elderly	2				2			2	0		0
BONUS: City provides services to HIV/AIDS population	2				2			2	0		0
	16	Part III. Standard Points									11
	11	Part III. Bonus Points									3
Part IV. Law Enforcement											
A. LGBT Liaison/Task Force in Police Dept	10				10	0		10	10		10
B. Hate Crimes Reporting (2013)	12				12	0		12	12		12
	22	Part IV. Standard Points									22
Part V. Leadership on LGBT Equality											
A. Leadership's Public Position on Equality	0-5				0-5			0-5	5		5
B. Recent Pro-Equality Legislative Efforts	0-3				0-3			0-3	2		2
BONUS: Openly LGBT Elected or Appointed Leaders	3				3			3	0		0
BONUS: City Tests Limits of Restrictive State Law	4				4			4	0		0
	8	Part V. Standard Points									7
	7	Part V. Bonus Points									0

Explanation of Part V A-B score: (A.) This section grades, on a sliding scale from zero to five points, how pro-equality the city leadership is in its public statements. (B.) This section grades, on a sliding scale from zero to three points, how actively the city has been pursuing pro-equality legislation and policies.

Standard Points Total	91
Bonus Point Total	5
Total Raw Score	96
Final Score	96

