

City of Eugene Human Rights Commission



Human Rights Commission Meeting 3/15/15 Packet Contents

Draft Agenda	Page 1
Minutes from 2/16/15	Page 3
Funding Requests	
TAC International Film Festival	Page 17
Militia Movement in Oregon	Page 20
DisOrient Film Festival	Page 23
Indigenous People's Day Resolution (City Council)	Page 26
Housing First Resolution – Homelessness Work Group Response	Page 28
A.L.I.C.E. Report	Page 29
Work Group Updates and Supporting Document	
Anti-Discrimination Work Group Update	Page 31
Staff Updates	Page 32

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: Chris Nunes (Chair), Jennifer Frenzer (Vice Chair), Andrew Thomson, Ken Neubeck, Edward Goehring, Philip Carrasco, Edward McGlone, Arun Toke, Debra Merskin, Bonnie Souza, Councilor Chris Pryor

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

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

Tuesday, March 15th, 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 - 5:45 (10 min)
3. Support Request (Chair) <ul style="list-style-type: none"> • TAC International Film Festival • CALC • DisOrient Film Festival 	Discuss/Vote	5:45 – 5:55 (10 min)
4. Indigenous People’s Day Resolution Update	Discuss	5:55 – 6:00 (5 min)
5. Housing First Resolution	Discussion	6:00 – 6:20 (20 min)
6. A.L.I.C.E Report	Discussion	6:20 – 6:40 (20 min)
7. City Council Update		6:40 – 6:50 (10 min)
8. EPD Update (Lt. Bills)		6:50 – 7:00 (10 min)
9. Commission Liaison Updates		7:00 – 7:10 (10 min)

- 10. Work Group Lead Updates 7: 10 – 7:20 (10 min)
 - Kiwanis Club update
- 11. Staff Update 7:20 – 7:25 (5 min)
- 12. Announcements 7:25 – 7:30 (5 min)

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

April 1st, First Friday Community of Color Network; 5:30 – 7:00 pm, [location TBD—I’ll know more detail at next week’s ECC meeting]

April 2nd, Current Immigration Reforms; Application Process Workshop hosted by Centro Latino Americano, 5:30 - 7:30pm, Centro de Fe (540 Adams St. Eugene)

April 6th, Lane Equity Coalition Kickoff, 5:00 – 7:00 pm, Oregon Research Institute, Whale Room, 2nd floor, RSVP required. Contact Lucy Zammarelli at lucy.zammarelli@co.lane.or.us

April 9th, Damsels, Divas and Dames: A Benefit for HIV Alliance, 7:30pm, Hult Center Soreng Theater

April 11th, Exploring Mexican Immigrants Engagement in Oregon Civic Life, University of Oregon 12pm – 1:30pm, University of Oregon Condon Hall Room 330.

April 14th, Uneven Playing Fields: Systems of Inequity, NAACP Eugene-Springfield, 5:30pm – 8pm, EWEB North Building Community Room.

April 15th, Everyday Experiences of Race and Racism in Latin America, Center for Latino/a and Latin American Studies, 12pm - 1pm, Jane Grant Room, 330 Hendricks Hall.

April 15th, Out of the shadows: Implicit Bias, Institutional Responses, symposium hosted by Wayne Morse Resident Scholar [Erik Girvan](#) and the Appropriate Dispute Resolution Center. 8:30 am – 7:00 pm, Knight Law Center. Register at <https://law.uoregon.edu/explore/out-of-the-shadows>.

April 22nd and 23rd, Northwest PeaceJam Conference (Young People ages 14-18), University of Oregon Gerlinger Hall.

April 29th – May 1st - DisOrient Film Festival, Bijou Art Cinemas and Broadway Metro, Schedule at www.disorientfilm.org

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, February 16, 2016

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, Chris Nunes, Bonnie Souza, Arun Toke, Edward McGlone, Deb Frenzer, Councilor Chris Pryor

Staff: Michael Kinnison and Jennifer Lleras Van Der Haeghen

EPD Liaison: Lt. Jennifer Bills

Commission and Board Liaisons: Heather Marek (Civilian Review Board)

1. Agenda/Minutes Review and Approval

Motion: Move to approve the agenda

Made by: J. Frenzer

Second: D. Merskin

Vote: Unanimous

Motion: Move to approve the minutes from

Made by: K. Neubeck

Second: B. Souza

Vote: Unanimous

2. Public Comment

Michael Carrigan – Program Director Shelter Rights Coordinator CALC

Thank you to the HRC for meeting with the council re: Housing First. After reviewing the draft I have concerns about section two. The language appears to read in a way that would end the non-traditional approaches. Need to move forward with more car camping, rest stops in every ward and push forward with housing first. We need both.

Misa Joo – Former HRC member

I'm here to express my support for Indigenous People's Day in place of Columbus Day. In 1992 there was curriculum that every teacher in 4J and Bethel taught that looked at the true voyage of Columbus. This curriculum that was taught told the story of what really happened. The twin legacy he left with slavery and genocide. There has been an indigenous solidarity day for almost a decade, celebrated here in Eugene. I'm here to ask that there is 100% support from the HRC for this resolution because we're a Human Rights City. So that we can go to the city council to make sure

that we have a holiday that celebrates that indigenous people are still here and are still leading in this community. It's important that the city leaders remain relevant, because the time to celebrate genocide and slavery is in the past.

Majeska Seese-Green – A Community Together

I appreciate the process that this has gone through where this commission was able to get by email a draft of the Housing First resolution. I also appreciate the work of the work group and that we could see the draft in advance as well. The first draft was pretty atrocious. The draft in the packet is an improvement but not quite good enough. Section two seems to pit short term solutions against long term solutions. We cannot have a situation where that is what is coming from City Council. Do all that you can to prevent something like this from being passed by the council. Putting it that way, "housing first strategy is a better investment.." leaves too many openings for the city to end up reducing the level of support that is present and needed. Please change that, or make it clear what the intention is. Consider taking more time. There is a lot of confusion about Housing First, Housing First seems to come across as a magic bullet. 100 – 150 beds will not be enough of a solution. Housing First also needs to be applied in shelter situation, Shelter First.

Kris Cunningham –

I'm here to talk about the draft resolution for Housing First. Last night we slept in our church with 10 families who were unhoused. 30 people, 14 of whom were children/teens. Like others in 2 dozen faith communities who participate in overnight programs we commit time, space and resources because it's the right thing to do. I am here to advocate for expanding not reducing our programs. We will always have needs for short term resolutions and housing. I urge the city to consult with Housing First experts who have successfully implemented programs like this and implement locally. Provide space and shelter for those who need it.

Richard Guske –

One of the things that comes up with this new resolution is the terminology that says "homeless persons". We need to have an understanding of what it means in this 20th century environment. HUD defines it as an unattached/accompanied individual with a disability. What it clarifies is that there has to be a difference when we go about selecting who gets housing on a regular basis. Right now only the people who have experienced homelessness the longest and show the highest need. The definition of chronically homeless people is someone who has been unhoused for at least a year, so a family with a recent experience of losing housing would not qualify. Housing first means permanent housing for life. For more information visit facebook.com/socialimpactfinancing.

Ada Ball –

I have lived in Eugene for 5 years, I am a member of Confederated Tribe of Siletz. Thank you Phil for drafting this resolution, I hope you vote to approve it tonight. I am happy to see that this is coming from the HRC. This is a great opportunity for the city to commit to your promise of being a Human Rights City. We can't be a Human Rights City if you're not talking about Indigenous Peoples. This is a good opportunity to go beyond tonight and on to City Council. Please vote yes.

Naomi Strauser –

We have tribes throughout the United States and there are 9 federally recognized tribes of Oregon. Each of these are represented in the club that I'm a representative of. I am excited that we may be changing Columbus day to Indigenous People's Day. Today also happens to be Elizabeth

Peratrovich day in Alaska, she's my great aunt. Back in 1946 before civil rights, she is credited with the passing of the first non-discrimination act. You all have the opportunity to do this today. I'm honored to be able to speak in front of you and hope that you will make the right the decision. Columbus did not discover this land, he was a man that got lost. Hurt the entire civilization and decimated the population.

Leilani Suplalian –

I am Alaskan Native and I want you to think about me as a mother, I'm here with my child today. I want you to think about what it is to raise him in the context of a community that celebrates genocide, colonization and dispossession. At one point we celebrated Columbus maybe in ignorance and now moving forward and celebrating him is a matter of arrogance. Please do not make the choice to continue celebrating this history.

Jane –

I'm here to speak to support changing the name of Columbus Day to Indigenous People's Day. There is very much a disconnect of how recent this past is and how much it affects people to this day. On a daily basis I experience discrimination I have had rocks thrown at my head, been called prairie nigger and it is a constant thing people like me experience. Changing this day will show that our town knows what happened, respects that native people are still here and these injustices are still occurring. Even as an adult I have met people who do not understand the true history of Columbus, they don't realize how very real and cruel things were. Choose to celebrate natives still being here, coming together and being strong. I hope that people who have a chance to put this through will choose to do so.

Wayne Martin –

Here to testify on behalf of homeless people. Those who come here and find nowhere to be, stay or make a living. They then turn to camping. In effect we have a camping first procedure here. Because they do not have other options. The problem is that camping is illegal. You can see the inherent problem with that. Over a year ago I met with David Natt, doing that on and off for 15 months. On 2/3/16 I got a call from Mike Canfield who with Laura Merial are leaders of a camp called OURS. Said, "has been a situation, the police are here and they are tearing down our kitchen". I called David Natt, he said we could meet on Friday. The camp was roused. They were at Roosevelt and Terry over the weekend. Three days later they had to move, chose site near Bertelson and 1st. With help of non-profit were able to supply a Port-a-potty. 2 days later they were again posted and had to move. This on-going regiment of constant moving is very challenging. They have now been posted and don't know where they're next move is. I'm asking you to process this information and other information given the plight of homeless camps to see if you can convince people to be allowed to camp in a dawn to dusk setting so that people who lead these camps can work with the city.

Ana Marie Lara –

I have been a resident in Eugene for last 3 years. I am from the island where Columbus' ship first crashed. I live in Eugene and I want to go home and tell them that there is another city and town that has recognized the destructive history of Columbus. When I explain to people that there are days in the US that celebrate him they don't understand. When we go to towns on the island we can remember and understand the history of people being killed and raped. We don't understand why this thief would be celebrated. Our leaders were tricked and burned alive in their homes. We feel

the battle for indigenous rights not just for human rights but for indigenous people rights. After the declaration of IDRP, doc used by our people to try to assert rights. It would be an honor to say that a place that I live in, so far from my home, recognizes the real history.

Erika Lincango -

I am from Quito, Ecuador, I'm Quito Pansaleo. I have been living in Eugene for 12 years. I came here in part because I had learned about this being a cool progressive town. When I came here I looked for this cool city where everyone worked for a better life for everyone and rode bikes everywhere. I came to LCC, couldn't find the native people like me. They were far from the city. Little by little I got involved and met many native decedents. Came today to talk as a journalist, PR professional and indigenous people's right advocate. Even though I'm native from another country, what we have in common is that we are treated as foreign in our own land. We are treated under international laws. Need you to abolish this day. The abolition of Columbus Day is very simple and can be done. The big fight is legal, the ratification of our rights. This is an opportunity for you to make change. My daughter was born here, whether you like it or not I'm a Eugenio by association. I'm here because as a journalist I see that the fact that we celebrate Columbus Day affects us a lot. Ideas of who is and is not a native have impact. Being a native is a way of doing thinking etc. The way the media represents us is not how we are. We have this historical trauma. I know that sometimes you feel guilty and you know that something bad was done, sometimes you want to change it and this is something you can do. Hope you can vote for this and support Indigenous People's rights locally and federally.

3. Support Request

Youth Summit, Courageous Conversations

Leah and Rena Dunbar - It is beautiful that were here in this moment and can hear this request for Indigenous People's Day. We're classroom teachers in 4j teaching Courageous Conversations. We discuss the stock stories and transformational stories of resistance when we allow space for those stories. Here with a support request working with Lorna Flormoe from HRNI, planning a youth summit in May at the LCC Long House. This will be a celebration and workshop for students who have been working in tandem in Courageous Conversations to investigate the history of African American Communities in Lane County. Looking for support for funds for a Key Note speaker and food for our kids.

Morning workshop and event for students from Churchill, Echo and Sheldon High School. There is a documentary project that our students are transcribing.

J. Frenzer – What is the date?

L. Dunbar – 5/19/16

K. Neubeck – Will this be held at Churchill?

L. – No, it will be at the LCC Longhouse.

B. Souza – Is it open to the public?

L. Dunbar – Limited space, if there are community members who would like to attend we can try. The youth and elders are our priority.

A. Toke – Is it a Saturday?

L. Dunbar – A Thursday, one incidental is that it costs \$50 to bring a school bus anywhere.

Motion: Motion to approve request.
Made by: A. Toke
Second: P. Carrasco
Vote: Unanimous.
Ken and Bonnie are interested in attending.

4. Indigenous People's Day Resolution

P. Carrasco – I'd like to take the time to thank people who came to speak, it was great because I could tell what you were feeling as well. Very courageous public comment, disclosure of instances of bad treatment given the legacy that Columbus has left. We looked at the West Coast and know that Portland and Seattle have accomplished this. One comment is that this is a symbolic gesture we have waited too long to pass. Ada Ball was convening a group at the UO to talk about this specific topic. Through this collaboration we were able to create a resolution that is very concise and gets to the point of what we're trying to say. It sets the tone of what we want to do to help ratify it. The response to this document exceeded any post I've ever put up. 1,000 people looked at it. This is very important and healing. I'm humbled at the outpour of support. Simple first steps and we're going to go further than this. Thank you to the HRC, who has always been very supportive of it.

Motion: Adopt and declare the second Monday of Oct as Indigenous People's Day.

Made by: P. Carrasco

Second: D. Merskin

Discussion:

Councilor Pryor – I am glad to see this and assume it will pass today. I will vote to support this. I will also commit to taking this to the City Council. We no longer celebrate Hitler day, or others and I believe there is sufficient support on the City Council. This is symbolic and should pass.

A. Toke – In total support of this. In 1992 Skipping Stones did an issue on Indigenous People's Day.

Vote: Unanimous

5. S. Willamette Special Area Zone (SW-SAZ)

Terri Harding, Principle Planner with the Planning Division. Heather O'Donnel, Senior Planner. There is a memo in your packet, we are available for questions.

SW-SAZ was begun as an area planning process that would demonstrate a strategy of Envision Eugene that would guide growth in that area. What is happening now is that that process is moving forward in another direction and we have decoupled the SW-SAZ from Envision Eugene.

K. Neubeck - SW- SAZ did it go through a TBL?

T. Harding – Yes, it's an internal working document.

K. Neubeck – Will it become public?

T. Harding – Yes, I can make that available to the commission.

K. Neubeck – What things have you heard about as feedback about the process?

T. Harding – Housing affordability and housing availability for all members of the community are expressed needs. It has been hard to get renters, low income individuals to come to the table as we were planning. Our goal was participation and access to the process by a broad cross section. For Envision Eugene and SW-SAZ the city has a big role in trying to increase community involvement. Sustainability Commission has a subcommittee devoted to Envision Eugene. Phil Carrasco participated in a subcommittee working on a Clear Lake Expansion, an example of where Planning, Sustainability and Human Rights came together. We welcome your continued engagement. Heather is leading the community outreach on Envision Eugene.

H. O'Donnell – If anyone is not on the Envision Eugene or SW-SAZ interested parties list just let me know and you'll get notification on any of the events.

T. Harding – Are there other equity issues that have come up for you regarding these projects?

K. Neubeck – We're looking for education on the equity issues that you see.

T. Harding – Oregon Consensus is conducting interviews this week. Looking for the broadest representation they can. Will develop a report from this about the best way to proceed forward.

J. Frenzer – how much feedback have you gotten on the notice procedures themselves. Have you been collecting this?

T. Harding – Yes, we've gotten a lot of feedback through the formal process itself. The SW-SAZ process is a legislative process which means it's a very open process. Throughout the history of the SW-SAZ project, there was a turning point once the legal notice was sent about the rezoning. When the legal notice was sent out there was an increased level of interest.

J. Frenzer – What have you heard? I heard from people in the paper that people are feeling completely taken by surprise. What is your feedback on the process of notification?

T. Harding – Pretty broad response. There is some confusion and it's a challenge to provide information in a way that can help people know the difference between land use application and larger city zoning.

Councilor Pryor – The big questions is what is the nature of engagement that the city should have with the people who live here? What we're realizing is that if it's a high profile issue the legal requirements do not seem to meet the needs of making sure people feel beyond notified but actually are engaged. Getting people engaged is a much harder task than just informing them. Part of what we're doing is rethinking what engagement looks like, it's in our best interest to know what people really think. There is a lot of work here today. The City has done a really good job of meeting the legal requirement. Now we need to work on the next level of engagement.

J. Frenzer – What do you think went wrong?

C. Pryor – People think that this process began as soon as they knew about it. This has been going on for years but people didn't always feel part of it. The question is how do we fix that part?

T. Harding – Some people participate through their Neighborhood Association, receive mail, see it on social media etc., there are options that we can use to communicate better. One thing that has happened is that we have since created a subcommittee on public engagement. Our goal is to reach more people and make sure that we're engaging people sooner.

K. Neubeck – Did the Public Participation guidelines help you at all?

T. Harding – Those are great resources, with every process we have to adjust and find what works for people you're talking to. Still think we can do better at raising the voices that are not in the conversation. What you see in the media is a slice of what is being experienced. This does not capture all experiences. I hope that the Planning Subcommittee digs into that a little bit more. Not just responding to squeaky wheels but others as well.

H. O'Donnell – We have been taking in the feedback and thinking about what could have been done differently. At the Southeast Neighbors meeting we got feedback on how to better involve the public in land use process. Because it was right on the heels of SW-SAZ project and SE Neighbors has a portion of their area within the study boundary there were many comments on how we could do this differently. We've talked about beginning engagement before the required public notice, then the notice (legal), and then we got another wave of response from the community. There are ways to make post cards engaging and urgent and we plan to wrap that into future efforts.

C. Nunes – Part of the Envision Eugene goals was to incorporate low income housing in some areas, right? Does the current process create precedent for other communities who do not want low income housing in their area?

T. Harding – Housing is one part of the plan for SW-SAZ. Offering options from single family to high rise. Decoupling it addresses a need to pass 20 year planning without holding up the process. Does not take away strategy of corridor planning for housing and jobs. Still a long term vision and goal. This is illustrating that it's hard to get to implementation. Our direction from policy makers has been to address growth needs.

M. Kinnison – Can you explain how what was being proposed would address equity issues? What was important about that for housing affordability?

T. Harding – Housing options in transition areas. Eugene is made up of low density housing areas. The whole overall city vision focuses on building corridors. We're asking these parts of our city to do a lot for us. Already a good mix/variety. Intent is to show that if you do careful planning, design standards then you can add to what is already working in a neighborhood by adding jobs and housing. Envision Eugene is a 20 year planning project, can be hard to wrap one's head around at times. One of the narratives in the media is that, "the plan is a threat to affordable housing", which is simply not true. Obligated to do a housing plan for all Eugene residents at all income levels. The City doesn't construct housing or set pricing. There are very limited things we can do to influence affordability. One big thing is to plan for housing in places that are not so car dependent, reduce travel cost. Another is encouraging a housing mix that includes single and multi-family housing.

Community development maintains a land bank for affordable housing projects and staffs the Housing Policy Board.

6. Update on Paid Sick Leave

Laurie Trieger – Family Forward

I'm here to provide a dual update on Minimum Wage and Sick Leave.

Status of Minimum Wage is that it's passed out of House Business and Labor Committee. Will likely go to a floor vote later this week. Current proposal has 3 tiers. Lane County falls into the middle tier. There is good news and bad news about this bill. There has been a lot of talk about the levels and creating 3 regions capturing the Portland Metro Area, Willamette Valley and rural Oregon. Best news is that the glide path is long, 6 years overall but the soonest increase happens this July. Looking good that this will be passed in legislative process. Lane County will get to \$13.50 min wage by 2022.

M. Kinnison - What is the first increase?

L. Treiger – 9.25 to 9.75 in July.

K. Neubeck – Does this contain a preemption clause?

L. Trieger – Yes preemption will be retained. We're not happy about this because if we're going to recognize a need that is different in three regions we'd prefer for communities to set their own rates. Local governments can still pass min wage for their own workers.

C. Nunes – What is the fluctuation?

L. Trieger – It's written into the legislation, as a wage schedule.

J. Van Der Haeghen – Are there any exceptions?

L. Trieger – No we didn't leave any workers behind. Does not have any carve outs.

Sick leave –

L. Trieger – A lot of the same conversations were had about carve outs. When we passed the state law it preempted local law. The state law is essentially the same except that it has an employer size threshold. Everyone is still covered and accrues, differences is if it's paid time or not based on company size. Important because the people who didn't have sick leave are low wage earners. What we know is that now we have people who are protected against retaliation, loss of job etc.

The policy allows for the accruing of 1 hour for each 30 hours. Began January 1, but employees cannot use for 90 days. No one has been able to use it yet. Can be used for self or family member, illness, preventative care and issues related to Domestic Violence. This is a complaint driven system. Employers should be posting, showing accrual on pay stubs and telling workers of benefit. Right now we're developing know your rights trainings. We're also wanting to get the word out about this benefit and could use your support.

E. McGlone – Many employers will show accrued time. Will that happen with any employer now?

L. Trieger – Yes it should. They do have to show you the accrual.

K. Neubeck – Can you carry over to following year?

L. Trieger – Yes there is a carryover provision.

K. Neubeck – Some employers allow for banking and donation of sick hours. Is it possible to do that?

L. Trieger – It is still possible but a policy would have to be put in place.

B. Souza – Can you accrue beyond one year?

L. Trieger – No, only 40 hours per year roll over.

C. Nunes – What about the 90 day wait, could an employer choose to allow their employees to use this?

L. Trieger – That's right no one has used this time unless an employer allowed.

J. Van Der Haeghen – What causes the threshold to be met? How are seasonal workers adjusted in?

L. Trieger – Refer to BOLI rules. There are a few people for whom it's going to depend. The vast majority of people who are benefiting are in service industry, homecare workers etc.

K. Neubeck – Is this avail in Spanish?

L. Trieger – I'm sure it's on its way, they were just created. Please help push this information out.

7. Work Group Lead Updates

- Budget Discussion

B. Souza – Anti Discrimination work group – asking for funding for food for 5 meetings and translation of two documents. Translation is happening for a few focus groups and the HRC will be able to use this in the community. Ken got 5 different bids on translation, all of the people came recommended and took the one that cost the least. Asking for \$432 dollars total.

J. Frenzer – I know we had a question about where we are at in the budget.

J. Lleras Van Der Haeghen – This budget in your packet is up to date, does not include tonight's expenditures or any travel.

K. Neubeck - I have been invited to attend an event in DC in May and there could be costs accrued. I can cover some out of pocket.

J. Frenzer – The current balance is \$1,800.

K. Neubeck – The trip is a 2 day gathering of people who are doing or aspire to have their cities do human rights work. Trade information about best practices. There are going to be people there who are writing about it. Going to be a variable group of people. Good to go to something like that to talk about what is happening here in Eugene. Also gets communicated out by a few articles. On the other hand, I get to find out what is happening elsewhere and could share with the City's Equity and Human Rights Board and HRC. Not as high a priority as the things we're trying to do here.

C. Nunes – We're a little over half way through the year.

J. Frenzer – We can anticipate additional asks right?

M. Kinnison – In the past we have had support requests from TAC and Disorient during this period.

K. Neubeck – Will Jen V. be going to the event in DC?

M. Kinnison – It is an option for professional development.

J. Frenzer – 3 events could take us up to \$600 immediately.

E. McGlone – My perspective is that this funding is crucial for the work being done. Food is a secondary expense. Translation is critical to our success. This work is informative for next year's work plan. Understand that we have competing funding priorities. This is an urgent request for funding of our work.

J. Frenzer – We've been doing things like giving more than people have been asking. I wonder if we need to ask for more budget. More work groups we have that do things we may need more money to keep moving.

M. Kinnison – We did increase you budget this year by \$500.

C. Nunes – What is important is to have this foresight as we're planning for our year. I am in agreement with Edward this is important. When we're talking about attending the Human Rights Institute there are other creative ways to make it happen. I'd say attending the HR Institute is a big ticket that doesn't have the same impact on our community.

J. Frenzer – Good work to be doing, we need to expand our budget otherwise it becomes a thing where work groups have to contract instead of everyone expanding.

A. Thomson – The documents to be translated are not only specific for the work group, benefits the whole commission.

Move: To fund the request of the AD at \$432.00

Made by: Edward McGlone

Second: C. Nunes

Vote: Unanimous

B. Souza – Is there a sponsorship cap?

J. Frenzer – Should we budget a certain percent to set aside funds for sponsorships and our own work. This will allow us to plan for travel, co-sponsorships and work group activities.

K. Neubeck – Other things we can toss around. In some cases we could encourage people to come only if it's been a year since their last request was fulfilled.

8. HRC Applicant Review Committee

J. Van Der Haeghen – Each year you create a subcommittee that reviews the application of people interested in serving on the HRC. This committee needs to be able to commit to meet the first week of April. We will have a quick turnaround in order to review the applications, discuss and make a recommendation to City Council.

M. Kinnison – Edward and Arun's position are up. If Arun wants to continue he will need to reapply.

C. Nunes – April 3-9, who is available that first week and interested. Ken and Andrew available, would be nice to have another person. Edward McGlone, back up.

Motions: To assign Ken, Andrew and Edward with Bonnie as a backup to this committee.

Made By: D. Merskin

Second: B. Souza

Vote: Unanimous

9. Housing First Resolution

J. Frenzer - Both versions of the draft were sent to you. The revision that happened was only to section two. We need to look at both versions. The drafting itself was confusing for our work group. Section 2, there is content in here that was not part of our discussion during our joint session. What we talked about was embracing the housing first strategy. But not about switching gears and stopping funding to emergency housing. That's confusing to me because I don't know where that came from. The spirit of why we went to joint session was to understand what the City Council and HRC had in common to move forward. The HRC didn't come with an agenda to create more human suffering. And the HRC never brought that up at the session and the City Council never brought that up. Not a component of housing first. What could be added is alternatives to criminalization. I don't understand why we would undermine the HR objectives by giving away resources. I want to bring your attention to Section 5. It says that the City Manager will use this to direct and make choices. Think we should remove section 2, contradictory, bad process and confusing.

K. Neubeck – From a Human Rights perspective, for the city to roll back what we're already doing is a Human Rights violation. My suggestion was to revise section 2 to say “emphasize importance of emergency shelter and transitional housing. Maintain and expand...” Going to take a while to get enough permanent housing built. Not enough affordable housing in Eugene, rent is going up, evictions increasing, challenging to finding housing. We need to keep focusing on transitional housing and shelter. Want City of Eugene to support the PHB and show support. The City does not build housing, the PHB shapes the direction of how proposals like to go. At the joint meeting, asked them to endorse the motion as a council. I think that the various groups in town who testified today would be appalled.

J. Frenzer – Support the idea to expand both.

K. Neubeck – Hoping to get to this before Chris Pryor left, I think that we should be asking for additional time to sort this out. Do we want to use the HUD definition of chronic homelessness as part of what we’re sending forward or making it broader? There are other sources of money like through the VA. It would be nice if we knew if it could postpone this.

J. Frenzer – Do we know when this is?

M. Kinnison – Nothing has been scheduled at this point.

C. Nunes – What was the intention of this section

M. Kinnison – The language that was in the first draft was awkward and not intended to imply a shift to cutting off support for rest stops and other programs. If it’s a bad use of language propose something else. It’s a draft, we have time to get comfortable on the language. I would encourage you to not try to make it a resolution for everything homeless. The focus is on Housing First. This resolution is not going to be able to do all of those.

J. Frenzer – This is not an either or proposition. It didn’t even need to come up. When you’re looking at drafting you do look at intent by looking at previous drafts. Hard to understand what it meant in the first place. I think that folks need to know that we don’t have to pursue housing first instead of other strategies. Language should say “new strategy, not the exclusive and only strategy”

M. Kinnison – There is no intention to remove support for existing programs. What the language is trying to say is that council realizes that transitional strategies are needed but not the long term solution.

E. McGlone – I hadn’t seen any intention to cut off funding in the draft that is in our packet.

M. Kinnison – I would ask you to comment on this draft.

E. McGlone – I don’t see it being implied there. We as a commission have been supporting this as the best long term solution to the problem. Rest stops are not the best solution because people are not living with a roof over their head. The language is clear, this is in alignment with what we heard from council. While it doesn’t do everything it would be in poor form, to say thanks for doing what we’re doing however we do not like it enough to do it. I would support this as it is. I am open to clarifying the language. I do not share the concerns.

A. Thomson – Like the idea of the shelter first model. Since we asked for the housing first model we should stick with that and don’t think we need to make it all inclusive. I agree with Edward that it’s acknowledging that there have been important short term strategies, that Housing First is a better Long Term Strategy. It should remain included and we should also be addressing a need for emergency strategies.

B. Souza – I think that the wording in section 2 does need massaging. “However this resolution ... resources” implication is that that is where the focus is. Agree with Jen about the implication from section 5. It may be that it’s not the intention but does need massaging.

D. Merskin – Agree with that. Simply removing however changes it and its editorializing “better”. Until that is in place continue investing. To situate it to protect the programs.

K. Neubeck – Even something as simple as moving the phrase “in the long term” of limited public resources. Still like a sentence in there between the first two “these short term strategies should be maintained and expanded”. While the Housing First strategy is being perused and accomplished.

J. Frenzer – There is one Housing First project in place right now that is for 150 beds. We need 2000. This is limited to chronic homelessness. My first concern is that we could have had more technical expertise in writing this. I like the changes that you have been recommending. Emphasize that Housing First is one strategy. More strategies are coming from other towns. We don’t want to limit ourselves to one fix. Need to be ready to be flexible.

C. Nunes – Did we discuss what you wanted to and is there direction from here?

J. Frenzer –We need people to work on the text. Ken, Deb and Jennifer F expressed interest in working with staff.

10. City Council Update – no update

11. EPD Update

Lt. Bills – Sgt Kyle Williams is our new recruitment person, he’s excited and has a lot of good energy. He will be a good advocate for us. We had 463 applicants in our most recent process (last one had 200+) and have focused on recruiting people of color and women. Retirements have hit us hard.

C. Nunes – I remember that there was recruitment being done last year. Do you have demographics?

Lt. Bills – Don’t have demographics for you today. I will get them to you. I do know that we’ve hired 13 laterals and 4 or 5 new hires, one is a woman.

12. Commission Liaison Updates

B. Souza – Did a written report, please read that. You’ll remember we wrote a letter to the CRB supporting the recording. That was voted down. I included the types of questions and comments that were made by CRB members. Mostly against resuming recording. If you get a chance to look at this, there are no issues that I need to get feedback on. If there are comments you’d like me to share at the next CRB I’d love to hear from you.

K. Neubeck - One thing that caught my attention was the notion on the part of the CRB that the HRC had no right to comment on the issue. We did it in good faith, we didn’t have to spend time debating that issue, we did so because it’s a Human Rights issue and very important. I don’t think that’s how the commissions are supposed to relate. It strikes me as really middle school, I don’t know how we deal with that. Maybe a meeting between the chairs to sort this out.

B. Souza – Only one person expressed that belief.

K. Neubeck – Reflective of the chill I felt at the Police Commission. I do think it deserves a discussion. We don't have problems relating to the Sustainability Commission.

J. Frenzer – To clarify, your main concern is that we're a human rights city, all of the commissions may not understand what a Human Rights city is or what our role is. The culture of some commissions may be to be wary.

K. Neubeck – J. Ruiz gained special funding to bring in a Human Rights trainer many years ago, and a training for all boards and commissions. It is important for all members to be on the same page. It was a onetime piece of money to support this. I was delighted that he was buying into it. I do think it's worth conversation to figure out what it is about.

B. Souza – There was also an African American man who shared comments. He was looking to make an anonymous complaint and LECC is one place he could do that.

J. Frenzer – We would like to have a couple events happen and follow up on the youth homeless event. We will get creative about how we fund it. Need to find community partners. Feel it's important on what we started last spring and stay youth focused. One of the more expensive projects coming out of the commission.

13. Staff Update – See notes



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: 2/16/16 **Date Funding Required:** 3/15/16

Name/Date of Event: TAC International Film Festival **Location of Event:** The Shedd, Hilton Hotel,
and the Bijou Metro

Brief description of Event:

The Archaeology Channel International Film and Video Festival is a public competition about our past and
shared cultural heritage.

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

Name of person/organization submitting request for support Richard Pettigrew

Address of person/organization submitting request for support 4147 East Amazon Dr.
Eugene, OR 97405

Primary contact person's name and phone number Rick Pettigrew 541-345-5538

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

ALI is a non-profit organization with the mission of developing ways to make archaeology and human culture accessible to the public and profession.

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:

The funds will be used for festival operations such as the venue rental, staffing, and materials.

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?

This event fosters mutual understanding and respect for cultural diversity by presenting film about diverse cultures worldwide, past and present.

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

TAC Festival has a budget of about \$20,000. The biggest expense is The Shedd rental, \$5000. Program printing \$1500.

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

A multitude of local businesses, organizations, and individuals including Cow-Creek Band of Umpqua Indians, Forrest Paint, Eugene Urgent Care, U of O, Poppi's Anatolia, Concentric Sky, Jean and Ray Auel, Hiron Drugs, and many more.

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: Archaeological Legacy Institute

Address: 4147 E Amazon Dr City: Eugene Zip: OR

****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 Richard M. Pettigrew



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.

C endorsement - so we can use the Hilliard Comm. Center?

Date of Funding Request: February 24, 2016 Date Funding Required: April 13, 2016

Name/Date of Event: Militia Movement in Oregon Location of Event: Hilliard Community Center

Brief description of Event:

CALC and SURJ (showing Up for Racial Justice) are planning an educational and awareness building event on the white militia movement and its roots in white supremacy.

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

Name of person/organization submitting request for support Michael Carrigan

Community Alliance
of Lane County

Address of person/organization submitting request for support

458 Blair Blvd Eugene OR 97402

Primary contact person's name and phone number 541.485.1755

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

CALC's mission is to educate and mobilize people to work for peace human dignity and social racial and economy

Level of Support Requested: justice!

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:

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?

The goal of the event is to educate the public about the threat to human rights posed by militias
Please provide a detailed budget description for funds requested (attach if necessary)

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

Showing up For Racial Justice.
Rural Organizing Project

- 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: _____

Address: _____ City: _____ Zip: _____

****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

Michael J. Carrigan



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: 3/10/16 Date Funding Required: 4/15/2016

Name/Date of Event: DisOrient Asian American Location of Event: Film Festival of Oregon

Brief description of Event: Bijou Art Cinemas and Broadway ~~Electro~~

DisOrient is a community and volunteer-run independent film festival committed to deconstructing the media stereotypes of Asian Americans and Pacific Islander Americans as Orientals. There is a social justice focus to the festival. Visiting filmmakers conduct post-screening Q&A's to engage the audience in discussions of inclusion, equity, injustice, cultural understanding.

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 Pamela M. Guan - DisOrient

Address of person/organization submitting request for support 1430 Willamette St. #30
Eugene, OR 97401

Primary contact person's name and phone number Pamela Guan 541-954-1798

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

Executive Director - Anselmo Villanueva Treasurer - Mike Takahashi
Associate Director - Pamela Guan

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:

Airfare ~~for~~ and rental car for Centerpiece Film Director
Cecilia Gluck. The film is "Persona Non Grata - The Chiune Sugihara
Story" about a Japanese diplomat who in WWII, faced the moral
dilemma of approving thousands of visas to Japan for European
Jews in Lithuania.

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? *This event brings community together.*

*This event celebrates the value of diversity in Lane County and
highlights and involves the work of many great non-profit organizations
in Eugene.*

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

Airfare estimated $\$300 \times 2 = \600
Rental Car stipend $\$200 + \200
 $\$800$

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

in-kind : Jordan Schnitzer Museum of Art, Bijou Art Cinemas
fundraising in progress with cash received from individuals \$400.

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: CABA

Address: 1430 Willamette St. #30 City: Eugene Zip: 97401

****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: _____

Jamela M. Juon

RESOLUTION NO. _____

**A RESOLUTION DECLARING THE SECOND MONDAY OF OCTOBER
AS INDIGENOUS PEOPLES' DAY.**

The City Council of the City of Eugene finds that:

A. The City Council of the City of Eugene recognizes that the Indigenous peoples of the lands that would later become known as the Americas have lived on these lands since time immemorial.

B. The City Council honors the fact that the City of Eugene is built upon the traditional homelands of the Kalapuya peoples and recognizes the inherent sovereignty of the nine federally recognized tribal nations in the State of Oregon and all Indigenous peoples everywhere.

C. The City Council values the many contributions made to our community through Indigenous peoples' knowledge, labor, technology, science, philosophy, arts and the deep cultural contribution that has substantially shaped the character of the City of Eugene.

D. The City of Eugene has a responsibility to oppose the systematic racism towards Indigenous people which perpetuates high rates of poverty and income inequality, exacerbating disproportionate health, education, and social crises.

E. Indigenous Peoples' Day was first proposed in 1977 by a delegation of Native Nations to the United Nations sponsored International Conference on Discrimination Against Indigenous Populations in the Americas.

F. The City of Eugene is committed to protecting and advocating for justice, human rights, and the dignity of all people who live and work in Eugene, and to supporting the principles contained in the United Nations Declaration on the Rights of Indigenous Peoples (the "Declaration") endorsed by the United States on December 16, 2010.

G. The Declaration recognizes the right of Indigenous peoples "to the dignity and diversity of their cultures, traditions, histories and aspirations which shall be appropriately reflected in education and public information," and places an obligation on States to "take effective measures, in consultation and cooperation with the Indigenous peoples concerned, to combat prejudice and eliminate discrimination and to promote tolerance, understanding and good relations among Indigenous peoples and all other segments of society."

H. The City of Eugene understands colonization not as an historic event but as an ongoing structure predicated on the elimination of Indigenous life and land, and contends that the celebration of Christopher Columbus and his alleged "discovery" of Indigenous lands celebrates the colonization and dispossession of Indigenous peoples throughout the Americas.

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EUGENE, a Municipal Corporation of the State of Oregon, as follows:

Section 1. The City Council understands colonization not as an historic event but as an ongoing structure predicated on the elimination of Indigenous life and land, and contends that the celebration of Christopher Columbus and his alleged “discovery” of Indigenous lands celebrates the colonization and dispossession of Indigenous peoples throughout the Americas.

Section 2. The City Manager shall strike from City of Eugene calendars and websites all references to Columbus Day.

Section 3. The City of Eugene shall utilize the second Monday in October as an opportunity to reflect upon the ongoing struggles of Indigenous people of this land, to celebrate the thriving cultures and values of the Indigenous Peoples of our region, and to stand in solidarity with Indigenous peoples elsewhere.

Section 4. The City Council strongly encourages the Eugene 4J and Bethel School Districts and Board members to comply with the Oregon American Indian/Alaska Native State Plan which mandates that the public schools of our City teach about the history, culture, contemporary lives, and governments of the Indigenous peoples of the Americas, with special emphasis on those from Oregon and across the Pacific Northwest.

Section 5. The City Council encourages other businesses, organizations, and public institutions to recognize Indigenous Peoples’ Day on the second Monday in October.

Section 6. The City Council firmly commits to continue its efforts to promote the well-being and growth of Eugene’s Indigenous community.

Section 7. This Resolution is effective immediately upon its passage by the City Council.

The foregoing Resolution adopted the ____ day of _____, 2016.

City Recorder

Homelessness Work Group Feedback – Housing First Resolution

DRAFT

March 9, 2016

4:30pm

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EUGENE, a Municipal Corporation of the State of Oregon as follows:

Section 1: The City of Eugene is committed to addressing the long term, low-cost housing crisis in Lane County. To that end, the City of Eugene is committed to a Housing First approach as one strategy to address the need for adequate low-cost housing. A Housing First approach features a supported housing model where chronically homeless persons and families and the people who are homeless who face barriers to conventional housing programs have access to permanent housing without preconditions and they have access to a menu of supportive services that meet individual needs. The Housing First approach is HUD supported, widely recognized, and an effective means to reduce chronic homelessness by providing a sufficient amount of permanent supported housing to meet the need for such housing. The Housing First approach is not, however, a substitute strategy for addressing emergency shelter needs. Reducing barriers to the unhoused going about their daily life while unsheltered also remains crucial to addressing the crisis of homelessness. Sufficient emergency shelter will continue to be an ongoing need while an adequate amount of permanent housing is created to house the people who are homeless;

Section 2: Long term solutions such as those offered by a Housing First approach must be vigorously pursued so that those who are homeless, both sheltered and unsheltered, are able to gain access to permanent housing. This resolution recognizes also that while long term solutions are being pursued, implementation of short term strategies and services such as providing for emergency and transitional shelter (including innovative shelter options such as rest stops and car camping) will need to be sustained and further expanded to fulfill the pressing immediate shelter needs of people who are homeless;

Section 3: Implementation of the Housing First approach requires a strategy that includes investing in new and existing housing units and also funding ongoing supportive services and case management;

Section 4: The City of Eugene is committed to working in partnership with other jurisdictions to identify the resources needed to implement the Housing First approach. Supporting innovations, inviting new participants, and continuing current partnerships will be necessary to secure resources from federal, state and local agencies as called for in City Council Resolution No. 5142 on the urgency of the housing and homelessness crisis; and,

Section 5: The City Council directs the City Manager to use this resolution as guidance in administering future work.

Oregon Counties, 2013

County	Total HH	% ALICE & Poverty
Baker	7,120	42%
Benton	33,609	41%
Clackamas	150,382	30%
Clatsop	15,549	42%
Columbia	18,781	39%
Coos	25,814	47%
Crook	8,974	45%
Curry	10,413	41%
Deschutes	65,065	41%
Douglas	43,389	43%
Gilliam	883	29%
Grant	3,319	44%
Harney	3,113	40%
Hood River	8,174	40%
Jackson	82,983	45%
Jefferson	7,723	39%
Josephine	34,517	48%
Klamath	25,746	48%
Lake	3,566	46%
Lane	144,166	43%
Lincoln	20,458	42%
Linn	43,911	44%
Malheur	10,322	56%
Marion	114,077	43%
Morrow	3,741	40%
Multnomah	309,552	31%
Polk	28,097	39%
Sherman	827	35%
Tillamook	9,576	47%
Umatilla	26,943	37%
Union	10,179	41%
Wallowa	2,996	39%
Wasco	9,485	49%
Washington	203,665	33%
Wheeler	625	33%
Yamhill	35,454	40%

AT-A-GLANCE: OREGON

2013 Point-in-Time Data

Population: 3,930,065 | **Number of Counties:** 36 | **Number of Households:** 1,523,194

Median Household Income (state average): \$50,251

Unemployment Rate (state average): 9.2%

Gini Coefficient (zero = equality; one = inequality) (state average): 0.46

How many households are struggling?

ALICE, an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed, are households that earn more than the U.S. poverty level, but less than the basic cost of living for the state (the ALICE Threshold). Combined, the number of poverty and ALICE households (38 percent) equals the total Oregon population struggling to afford basic needs.



Income Assessment for Oregon

The total annual income of poverty-level and ALICE households in Oregon is \$9.6 billion, which includes wages and Social Security. This is only 43.1 percent of the amount needed just to reach the ALICE Threshold of \$22.2 billion statewide. Government and nonprofit assistance makes up an additional 30.4 percent, but that still leaves an Unfilled Gap of 26.5 percent, or \$5.9 billion.

Oregon ALICE Threshold – Earned Income and Assistance = Unfilled Gap

\$22.2 billion – \$16.3 billion = \$5.9 billion

What does it cost to afford the basic necessities?

This bare-minimum Household Survival Budget does not allow for any savings, leaving a household vulnerable to unexpected expenses. Affording only a very modest living in each community, this budget is still significantly more than the U.S. poverty level of \$11,490 for a single adult and \$23,550 for a family of four.

Monthly Costs—Oregon Average—2013

	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER	2007–2013 PERCENT CHANGE
Housing	\$492	\$732	13%
Child Care	\$–	\$934	4%
Food	\$191	\$579	17%
Transportation	\$342	\$683	1%
Health Care	\$119	\$474	25%
Taxes	\$238	\$445	-5%
Miscellaneous	\$138	\$385	8%
Monthly Total	\$1,520	\$4,233	8%
ANNUAL TOTAL	\$18,240	\$50,796	8%
Hourly Wage	\$9.12	\$25.40	8%

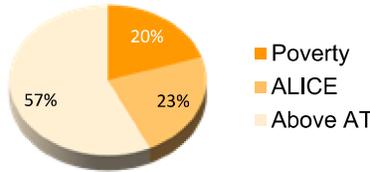
ALICE IN LANE COUNTY

2013 Point-in-Time Data

Population: 356,212 | **Number of Households:** 144,166
Median Household Income: \$43,459 (state average: \$50,251)
Unemployment Rate: 9.5% (state average: 9.2%)
Gini Coefficient (zero = equality; one = inequality): 0.48 (state average: 0.46)

How many households are struggling?

ALICE, an acronym for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed, are households that earn more than the U.S. poverty level, but less than the basic cost of living for the county. Combined, the number of poverty and ALICE households equals the total population struggling to afford basic needs.



What are the economic conditions?

The **Economic Viability Dashboard** evaluates community conditions for ALICE in three core areas. Each is an index with a scale of 1 (worst) to 100 (best).

Housing Affordability
poor (37)

Job Opportunities
poor (43)

Community Resources
fair (56)

What does it cost to afford the basic necessities?

This bare-minimum budget does not allow for any savings, leaving a household vulnerable to unexpected expenses. Affording only a very modest living in each community, this budget is still significantly more than the U.S. poverty level of \$11,490 for a single adult and \$23,550 for a family of four.

Household Survival Budget, Lane County

	SINGLE ADULT	2 ADULTS, 1 INFANT, 1 PRESCHOOLER
Housing	\$488	\$821
Child Care	\$-	\$1,029
Food	\$191	\$579
Transportation	\$350	\$700
Health Care	\$119	\$474
Miscellaneous	\$139	\$413
Taxes	\$238	\$527
Monthly Total	\$1,525	\$4,543
ANNUAL TOTAL	\$18,300	\$54,516
Hourly Wage	\$9.15	\$27.26

Source: U.S. Department of Housing and Urban Development (HUD), U.S. Department of Agriculture (USDA), Bureau of Labor Statistics (BLS), Internal Revenue Service (IRS) and state Treasury, and ChildCare Aware, 2013; American Community Survey, 1 year estimate.

Lane County, 2013		
Town	Total HH	% ALICE & Poverty
Coburg City	411	39%
Cottage Grove City	4,010	50%
Creswell City	1,851	41%
Dunes City	588	34%
Eugene City	65,201	44%
Florence City	4,399	51%
Junction City	2,044	47%
Lowell City	385	45%
Oakridge City	1,503	46%
Springfield City	23,734	48%
Veneta City	1,692	41%
Westfir City	116	47%

NOTE: Municipal-level data on this page is for Census Places. Totals will not match county-level data; municipal-level data often relies on 3- and 5-year averages and is not available for the smallest towns that do not report income.

Human Rights Commission Work Group Updates

Date: March 10, 2016

Work Group: Anti-Discrimination Workgroup

Prepared by: Bonnie Souza

Date of last meeting: February 25, 2016

Summary of last meeting attached? No

What were the main topics discussed in the last meeting?

Debrief Latino focus group meeting:

We held our first focus group meeting on February 24 with nine members of Eugene's Latino community. I believe we succeeded in creating a safe space for focus group participants, which included five youth, to share openly and honestly their experiences of living in Eugene – in their neighborhoods, their schools, workplaces, parks, businesses, etc. We plan to prepare a report on each of the focus groups, to share with the rest of the HRC after we complete all of the focus groups (by end of June), and also with the City Council in the fall.

We are planning to invite all focus group participants to a larger get-together in the fall, to share information we gathered and to give people an opportunity to meet each other and possibly discover new ways they could work or socialize together. Our hope is that the Anti-Discrimination Workgroup, and the HRC, will be in a position to better serve Eugene's communities of color and LGBTQ community in response to the information we are gathering in the focus groups.

Planning for rest of focus groups, between March and June, 2016:

We are working on pulling together our next focus group (Asian/Pacific Islander community) on March 29. As was the case with the first group, we are being assisted by an API community member in inviting people to be part of the March 29 focus group.

A Trans focus group is being planned, likely on April 6.

The plan is to also hold a second Latino focus group, this time with families who have children in Eugene's school districts. The same two community members who helped us organize the first Latino focus group is in the process of helping organize the second group on May 11.

We are attempting to include 3-5 youth in each of the focus groups.

The dates we currently have set aside for focus groups are: Tuesday, March 29; Wednesday, April 6; Thursday, April 28; Wednesday, May 11; Tuesday, May 24.

Do you have a proposal for the HRC to consider or any issues you need the HRC's feedback on during the next meeting? No

Staff Update

March 2016

Council Updates -

- Indigenous People's Day Resolution: City Council will be considering this resolution on 3/14/16 at 7:30pm. This resolution closely based on the resolution passed at the February HRC meeting.
- Rest Stop Ordinance: Council will take action on the recommended extension of this ordinance through March 2017.
- Dusk to Dawn Ordinance: Council will take action on the recommended extension of this ordinance through March 2017.
- Moderate Income Housing: City Council will be discussing Moderate Income Housing on 4/20/16
- Community Justice Project: City Council will be discussing the Community Justice Project on 4/27
- Boards and Commission candidate interviews tentatively scheduled for 5:30 pm, May 3, 4 and 5 in the Saul Room of the Atrium
- Healthy Downtown (regulating smoking): Tentatively scheduled for 12:00 work session on May 11.

LECC Update:

The LECC (Committee charged with handling profiling complaints and biased based policing research) has finished making their complaint intake forms and have different languages available. You can access complaint forms here <http://www.pdx.edu/cjpri/profiling-complaints>.

You've been invited to take a 5 min survey that will shape the LECC structure and mission. The survey closes next Friday 3/18 at 5pm. The link to the survey is here https://portlandstate.qualtrics.com//SE/?SID=SV_5gKIBRjk9wj9wfr

Hate and Bias Annual Report:

The Hate and Bias Report is being prepared and will likely be released in late March. You will receive a copy once released. Like in years past, Race continues to be the single biggest distinguishing factor when we look at the cause for the hate or bias act. There is no doubt that we have work to do.