

City of Eugene Human Rights Commission



Human Rights Commission Meeting 4/19/16 Packet Contents

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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: Jennifer Lleras Van Der Haeghen, Lt. Jennifer Bills

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

Tuesday, April 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 - 5:40 (10 min)
2. Public Comment (Chair)		5:40 - 5:50 (10 min)
3. Support Request (Chair)	Discuss/Vote	5:50 – 5:55 (5 min)
- HIV Alliance		
- Human Rights City Gathering DC		
4. Housing First Resolution	Discussion	5:55 – 6:10 (15 min)
5. Public Passenger Vehicle Ordinance		6:10 – 6:15 (5min)
6. City Council Legislative Priorities and Use of Funds	Discussion	6:15 – 6:25 (10 min)
7. Council Update		6:25 – 6:35 (10 min)
8. Hate and Bias Reporting Update		6:35 – 6:45 (10 min)

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| 9. EPD Update (Lt. Bills) | 6:45 – 6:55 (10 min) |
| 10. Commission Liaison Updates | 6:55 – 7:05 (10 min) |
| 11. Work Group Lead Updates | 7:05 – 7:20 (15 min) |
| - Asian and Pacific Islander Statement of Support | |
| 12. Staff Update | 7:20 – 7:25 (5 min) |
| 13. Announcements | 7:25 – 7:30 (5 min) |

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

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

May 6th 6-9:30pm, Voices of Change Celebration, JADE APANO Multicultural Space (8116 SE Division St. Portland, OR 97206), Asian Pacific American Network of Oregon . \$50

May 7th 9am – 5pm, Basic Rights Education Fund’s Statewide Leadership Summit, Lane Community College Building 17 Room 309.

May 7th, Pedal for the People: Oregon Supported Living Program, Armitage Park in Eugene.

May 11th 7pm - 9pm, The Art of the Protest Song, Benefitting Food for Lane County, Tamarak Annex at South Hills Center.

May 12th 5:30pm – 8:00pm, Don’t Just Dream It, Be it: Concrete Actions for Change, NAACP and partners, EWEB Community Room.

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, March 15th, 2016

5:30 – 7:30 PM Meeting

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

Present:

Human Rights Commissioners: Ken Neubeck, Jennifer Frenzer, Edward Goehring, Chris Nunes, Arun Toke, Deb Merskin, Phil Carrasco 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), Bill Randall (Planning Commission)

1. Agenda/Minutes Review and Approval

Motion: Move to approve the mins

Made by: K. Neubeck

Second: D. Merskin

Vote: Unanimous

Motion: Move to approve the agenda

Made by: D. Merskin

Second: K. Nuebeck

Vote: Unanimous

2. Public Comment

Larisa Varela, Associate Planner, City of Eugene Public Works – Engineering

In 2016 the City Council initiated a Vision Zero task force to establish how we will eliminate traffic fatalities in our community. From 2014-2015 saw a large increase in traffic fatalities. Vision Zero has seen success in Europe, many cities in the US are taking on initiatives like this. Since data shows members of affinity groups the HRC often represents are most likely to be injured or killed in a traffic accident staff are inviting an HRC rep for the task force. Kicking off the taskforce in April.

3. Support Request

TAC International Film Festival –

Rick Petegrew – Thank you for the opportunity to come to you again and ask for your support.

We've been putting on this event for 13 years. It's Eugene's oldest film festival. This event is a

celebration of human cultures worldwide through time and space. We will be screening 21 films from many different places. We're expanding our event this year to be a conference. There will be films and presentations from all over the world. The films in most cases have to do with universal human rights values and principles.

K. Nuebeck – Could you share examples of the films?

R. Pettigrew – Sure, the old Bizarre of Tehran, Ancient Culture of Peru, one on Turkey and Istanbul, Australia etc.

C. Nunes – There are a lot of different locations to view the films this year, I see the Bijou Metro listed.

R. Pettigrew – Yes, they will be shown at the Bijou Metro, Shed and Hilton

E. Goehring – How much is your request for?

R. Pettigrew - \$200

E. Goehring – Can you meet the requirements for the co-sponsorship? I want to bring up again that we need to determine if we can be involved or give co-sponsorship without the participation.

D. Merskin – Are you talking about the development of this request being with a commissioner?

E. Goehring – Our rules say that we'll be involved in the planning process as a function of our co-sponsorship. The problem is that we don't have enough commissioners to do that for every request. So instead of having folks come in and thinking that is a requirement I'd like to see the forms updated.

D. Merskin – I usually attend this festival and am happy to help in that regard.

R. Pettigrew – We're very willing to do all that we can to make it possible for an HRC member to participate in whatever way works.

A. Toke – Will you be able to give tickets to the HRC to attend?

R. Pettigrew – Our films at the recital hall will be free this year.

Motion: Move to approve \$200 with Debra attending the event.

Made by: E. Goehring

Second: J. Frenzer

Vote: Unanimous

DisOrient Film Festival

Motion: Move to approve the amount requested \$200.

Made by: P. Carrasco

Second: K. Neubeck

Vote: Unanimous

Community Alliance of Land County

K. Neubeck – I'm on the planning committee for this event. This is one in a series of movies and discussions that are being put on by CALC and SURJ. This is a film that has been recommended by the Rural Organizing Project (ROP) who work where armed militias are active. After the film we'll have a presentation by Jess Campbell with ROP. She will bring us up to date and focus on what rural counties in Oregon are experiencing with militias. We know that many of the people who were involved in the Maulher County demonstrations are from Eugene/Springfield. There will be small group discussions after her talk. We've had about 40-60 people on Sundays. What they're asking for is the use of the Hilyard Community Center to hold the event.

E. Goehring – How does this work with parks?

J. Lleras Van Der Haeghen – Community groups can access the space at no cost if sponsored by an agent of the City such as Human Rights and Neighborhood Involvement office or the HRC.

Motion: Move to support the event so that they can access the free rental.

Made by: J. Frenzer

Second: P. Carrasco

Vote: Unanimous

A. Nunes - The purpose of this is to do education right.

K. Neubeck – Yes, there is a lot of poverty and a lack of resources in those areas. There are people who call 911 and get an answering machine or responses hours later. Many people have concerns about what is going on in these areas and we want to show that these militias are closely linked to white supremacists groups. It's a strategy that they're not outright racist, they're all white groups and armed.

P. Carrasco – Wanted to make a note that when we offer an endorsement we're letting them know that they can use the Commission's name for publicity. One thing I want to point out is that I think we should consider taking the banner to these events. I'll commit to taking the banner to the three events that we've sponsored tonight.

A. Toke – At the disorient events they have a screen with sponsors.

E. Goehring – A. I think this is a good idea. It would be a more beneficial if we had our brochures and if we write this into what organizations should do once they receive sponsorship.

P. Carrasco – We can make the logo available to them for publicity as well.

J. Frenzer – These types of events are great places to be meeting potential candidates for our commission. Maybe we should have a brochure to ask people to learn more about the commission and invite them to join so that we can mentor and build interest all year.

4. Indigenous People's Day Resolution Update

P. Carrasco – It was awesome last night. I want to thank Councilor Pryor. We didn't have to ask he just helped move this forward. There were beautiful words spoken by community members. There were a lot of new faces. This is such a small symbolic gesture and for the right reasons the community does come out. They were passionate, respectful and vocal. It had me thinking about how many other issues there are where we can invite people to participate. Juventud Faceta and native youth were there. It was a great moment for the City of Eugene, demonstrates great leadership. Passed 8-0. Proof again that we're a human rights city and took this step forward.

Councilor Pryor – I was very proud, all of the people who spoke did so with a lot of passion. I was hoping for a unanimous vote and any time we get a unanimous vote we're really doing something powerful.

5. Housing First Resolution Discussion

C. Nunes – You can find it on page 28.

J. Frenzer – The status of the resolution right now is that we were hoping to hear back from the City Manager's Office so that we could have their feedback on the feedback we provided about the resolution. We don't have that at this time, what this does is give us a chance to talk about what the work group did. The Work Group took the drafts presented to us and we worked them and came up with this draft. Some of this was done online and some in the meeting. We spent time doing group

writing together. We have a lot of people's input and for that I'm really grateful. That means a lot of advocates and people who are unhoused have been able to look at this and contemplate what it means for them. I don't know how much time you've had to look at this. Objective is to make sure that Housing first is seen as an approach, not the end all be all. This is one tool in the tool box in dealing with a large and complex population and the goal is that City Council resolves to commit to using this tool. The Poverty and Homelessness Board is already working on these projects and pursuing funding from HUD. In the past there was an assumption that people needed to be ready for housing. What we want to build is no threshold housing that is supported with services, tailored to their needs, where the people are not expected to be clean and sober before shelter is part of the service. What we're emphasizing is that this is not in lieu of emergency shelter. When we say this is important, we're not saying they're more important than resources for emergency shelter in the short term. If someone is going to transition to the housing first program where there needs to be a plan for the interim. Eliminate criminalization, emergency shelter and Housing First are important strategies. There are more evidence based programs emerging in other places.

P. Carrasco – What you're proposing here is the idea that there is not one strategy that were investing in right?

J. Frenzer – Yes it's a piece of the puzzle.

K. Neubeck – One feature of Housing First is that it's going to take quite a while. We need to address what we'll do with people in the interim. Want to really give a push to the HF thing, not at the cost of the city's continued support of sanctioned camps, dusk to dawn etc.

P. Carrasco – In regards to tracking. This is a Human Rights issue, for educational purposes we should track progress to see if it's been successful. Will there be tracking of success of people who are part of the program?

J. Frenzer – Steve Manella at the County could answer this question. These are evidence based strategies, evaluating what works for our town is important. We want to figure out what works here.

P. Carrasco- We want a standing argument about what works here. The fact that HUD is involved, will they share local information, if not can we put something in place?

E. Goehring – For this resolution draft are you seeking us to sign off on it? And then that City Council will adopt this?

J. Frenzer – Not sure where this is going. There were two motions that came out of that meeting. One of them was to draft resolution. The original was drafted then the work group sent in feedback and we're waiting to hear from the City Manager's office so that we're aligning. The goal is that the Council would be able to adopt a resolution in the end. Chris can likely fill us in to what council thinks.

Councilor Pryor – This goes to the City Manager's office to make sure that it doesn't create any unintentional problems. Jennifer is right, you want to put something in front of the City Council that they will be supportive of. I think this draft has really advanced. It does put an obligation to find a funding source. Putting feet to the fire in that way. It's more than aspirational, it wants us to do something. Need to find the resources, time and energy to do something. In that respect it's a good thing.

A. Toke – Went to an international conference where they discussed similar work in Canada. I will pass it along to you.

6. A.L.I.C.E Report Discussion

Elena Fracchia – United Way Lane County

I'm here to share research from the Pacific Northwest and Lane County in particular as it pertains to the A.L.I.C.E. Report. Looking to figure out how we can help families get to the end of the month

with money left over and understand what that means. What we're doing is looking at households and what it will mean to help people get to the end of the month. The federal poverty level is not telling us what it takes to get to the end of the month because it is not a realistic measure of poverty. Some people in our area are using multiples of the federal poverty level to assess who qualifies for their support. Our focus is on the Household Survival Budget first and the helping people get to a Stability Budget.

A.L.I.C.E. households make up more people than you might think. The A.L.I.C.E. Report is telling us that these people are our friends, families and neighbors. They're people who work in high and well-paying jobs, finding that the cost of living is exceeding those salaries. 2 in 5 households are struggling to meet the survival budget. Nearly doubles the federal poverty number of households. 5 basic household costs are taken into account – Housing, Childcare, Food, Transportation, Health Care, Taxes.

J. Frenzer – We'd like to help you get this information out. Thank you so much for coming to us again with this information. It was very helpful to have you at the Homelessness Work Group meeting as well. There is more to this than meets the eye, there are very interesting conversations we can have about this data. It does help us understand how to have conversations about poverty. If you come at it from the same page and data we can make coordinated solutions. When you realize that 153K people in our community are faced with this dilemma. When people are talking about how homeless people are doing this by choice, that's not true and we can use this information to support that. The economic recovery never occurred and we have many families in this situation. What is the plan to get this out to community at large?

Elena – Making sure that we're getting this to our key partners, from here we're intending to focus one topic at a time to discuss. For example starting with child care to figure out what the ways are that we can collaborate on supporting families who need to access child care. We're hoping to pull together many people who have knowledge about each issues to discuss strategies. We want to change the conversation about poverty, from us and them to all of us. Not just about this exact budget but beyond.

P. Carrasco – You mentioned a lot of partners, they see this happening. Not to pick a fight but is this information being presented to the Chamber of Commerce? There is a lot being said to present false information about low wage workers. Need to get real and talk about these facts. There is a real ethical question that businesses have to ask themselves. If I owned a small business and looked at that and knew what I paid my employees I would have a dilemma.

Elena – One of the conversations we're having is with employers. This conversation is top of mind right now. You see this data today but that doesn't mean that employers can change the salaries being paid tomorrow. We are seeing employers ask questions about the bigger picture and thinking about collaboration. They're thinking about what partnerships are possible to meet the transportation, child care needs of their employees.

E. Goehring – One thing that is driving Oregon's cost of living up is that were one of the destinations to move to. People from around the country are coming here because of the cost of living. I would love to see a column that is 1 or 2 people who are seniors or folks with disabilities. That's going to look different, as those of us who are boomers know we're costing a lot more. It's not up here in this presentation.

Elena - It is addressed in the report. We're also working with AARP in Oregon to see what this looks like.

C. Nunes – I've been looking at this in conjunction with my day job at a credit union. You've been touching on this a little bit in addressing a lease on a car or student loans. What is the analysis of

where loans come into this? A lot of these families have a loan or two. The other aspect, if they're not making ends meet, credit card debt may be going up. How does that factor in?

Elena – It's not factored in. We're looking at the survival budget but the reality is that we're seeing that these are the salaries that people are living on. We have to start asking, what are the tradeoffs that people are making? Maybe taking up another loan means you need to take up another job which impact child care. There are many levers and pulleys that impact this. The other piece of this is the stability budget, the one line item that is added is a savings budget. Either for an emergency savings or paying for loans. But when we look at that salary we know people are not making that kind of money. We're working with folks to think about how case workers can talk about budgeting in order to normalize this conversation.

7. City Council Update

Councilor Pryor – We already talked about the Indigenous Peoples' Day resolution. At the same meeting the City Council voted to extend the sunset dates of the Rest Stops and Dusk to Dawn ordinances. We find these programs to be very successful and have decided to remove the word "pilot" from their description. We continued to talk about down town. This is the nexus for where these issues come together around human rights and other areas. I serve on a task force that the mayor put together to address these issues. We've been getting a lot of back ground information so that we can best respond to populations and their characteristics. The meeting I had just before this one was the Housing Policy Board. In looking at this material, one thing we're looking at is that a lot of projects are funded on the area median income. Terry McDonald was there to ask about the increasing of the minimum wage, rapid increase medical increases and the rolling impact will be on how HUD funding works for low income housing projects. We're talking about minimum wage at the council level as well. We want to see what the state roll out looks like and then we will continue these discussions at a later time. We will be thinking about this as we have budget discussions this year. We're not shying away from things, we're taking them on, although maybe not as quickly as you might like. I'm very pleased with the progress we're making. The meeting with the HRC from December was very helpful.

J. Frenzer – The pilot programs now being considered programs, does that increase the likelihood that we'll see an updated list of potential property for new sites? We've shown that the model is effective but haven't been able to expand because of the limited sites.

Councilor Pryor – The original Rest Stop program was built around sites that were owned by City of Eugene. We had talked about trying to identify and finding other sites the City didn't control but we're not there yet. At least 3 or 4 other councilors have been keen to look for other partners.

Having Lane County do what they have has been very positive. We're going to look for industrial and private locations. When I proposed a Rest Stop site I had my head handed to me in a basket. We run into a natural fear on these issues. You're absolutely right but it's going to take time to get into this.

J. Frenzer – How much commitment is there to coordinate with the Neighborhood Associations? If they're bringing the ideal locations, you're side stepping this all together.

Councilor Pryor – We did talk about a need to distribute the locations to all of the wards, including mine and everyone else's. Involving the neighborhoods does not get us completely away from NIMBY response.

J. Frenzer – It really does have a different impact if people are engaged from the beginning. What about 4j, EWEB or state property?

Councilor Pryor – I believe these organizations have been approached but I don't know what the responses have been.

J. Frenzer – I would be curious to know who is working on property outreach. It would be great to do the inventory work.

Councilor Pryor – I will find out.

J. Frenzer – The UO has not engaged.

Councilor Pryor – I talked with them personally a few years ago and it was a giant stonewall.

J. Frenzer – That was a long time ago, people have shifted. We now have the A.L.I.C.E. study to walk in with. UO Grad students did an evaluation of the Rest Stops and it was great.

Councilor Pryor – When you talk about people being involved, Neighborhood Associations only reflect their neighborhoods to a certain degree. We've seen things fall apart when we only work with Neighborhood Associations. We'll endeavor to try broader outreach especially when we talk about camps in wards like my own. As we learned in the South Willamette process traditional forms of public participation will not keep it together.

J. Frenzer – Full engagement is what we really need to get to.

Councilor Pryor – This is really a matter of resources. Engagement costs significantly more than the cost of notification.

K. Neubeck – If these become programs will we then have budget items that identify these programs?

Councilor Pryor – These programs have been set up to be minimal costs to the city. That is a conversation council needs to have to see how far they need to go.

J. Frenzer – A group of us had lunch and you said you'd do an update on that meeting here, can we plan on that for the next meeting?

Councilor Pryor – Yes, it will take longer than a few minutes.

8. EPD Update

Lt. Bills – I want to follow up on the hiring process for EPD as it is lengthy. The first phase is an application where we had well over 400 applicants. Applicants are then invited to do the physical test and from there we move to prehistory questionnaires and background checks. A large number did pass the physical test. We did get to a high number of prehistory questionnaires. We'll take 69 people to interviews and full background checks and from there we're likely to lose at least half. Organizationally we're having a major change, Assistant Chief Durr has taken a new position. The Assistant Chief position is new to EPD. Captain Meisel will move over to the Chief's side and will take over the body worn camera, in car video etc. In Investigations we've had another change. For many years the Violent Crimes Unit was investigating hate and bias crimes. I moved bias crimes over to the Special Investigations Unit. That's a big change.

P. Carrasco – When violent crimes was investigating, the fact that it was investigated by Violent Crimes Unit with special investigation did that put it at a higher threshold to potentially connect it to state or federal hate groups?

Lt. Bills – When a case comes in it is given a special code. That's the code that we report out on to the Federal Government. In terms of where it is put that doesn't matter, it's the code. The Special Investigations Unit does work on gangs, sexual exploitation, and terrorism they also serve as the liaison to FBI, DEA and Dept. of Justice. They do the big cases. An example was the students who were looking for amnesty during the track meeting last summer. The Special Investigations Team led this effort. They're the best liaisons for hate and bias work.

P. Carrasco – My concern is that someone graffiti's a swastika and that's a hate crime.

Lt. Bills – the reason why it was moved frankly was that our Violent Crimes Unit is focused on domestic violence, child abuse and child sex abuse. So it's a crime against a person who is vulnerable in that moment. Graffiti is not something we can take immediate action on or removing

someone from a situation. Protocols and criteria for investigating will still be the same. We always call and offer the HRC services and UO services depending on what is appropriate. The only thing that is changed is where it is housed and investigated.

A. Toke – On the 10th I had gone to the community conversations and Sam Kamkar was wonderful! He was the guest speaker there.

E. Goehring – As for Captain Meisel, some of the police commissioners get to participate in the interviews. I was very impressed that she stayed so long in Detroit. It struck me that she had done what I have seen a number of women in policing do. Women in the officer level will form a club to help each other study and prepare for tests etc. When the Captain was speaking about this I was happy to hear her talk about this model. I think well of her.

9. Commission Liaison Updates

E. Goehring – The Police Commission met, you all got the weekly update with the information about that meeting.

J. Lleras Van Der Haeghen – Bonnie provided you all with the Civilian Review Board update which is printed here.

E. Goehring – Informally I've been told that when the resolution from this body was shared to the Civilian Review Board at least one person said they were offended that they received input from us. I am dismayed by this. The recommendation we sent was specific to human rights.

C. Nunes – Jen and I are doing work behind the scenes on this. We'll bring an update to you at the next meeting likely.

J. Frenzer – If you're willing, your experience in working in other commissions could be helpful. There is clearly some rapport building that needs to happen.

M. Kinnison – Heather is here from the Civilian Review Board.

K. Neubeck – Heather took the lead in arguing for the recording of the meetings at the Civilian Review Board. I heard she did an incredible job.

J. Frenzer – That might be helpful I know you were able to show that the manner that minutes are being take right now are falling short of what the Civilian Review Board was believing they were doing. Recording with summary minutes are going to be far superior. If you're willing to be part of the conversation I'd like to keep you in the loop.

Heather Marek – I would like to help build a good working relationship between the two groups. I think that you have a lot to say that can inform the work being done at the CRB. I also want to think more specifically about how we can make the process more accessible and transparent to the community. We're concerned about whether or not people in the community feel that the Police Auditor is a good resource for them or even know the Police Auditor exists. We'd also like to see more diverse voices on the Civilian Review Board.

10. Work Group Lead Updates

J. Frenzer – There are two events coming up. I know our budget continues to shrink. These events and sponsorships are to ensure that Human Rights work is happening in the community. I'd love for us to be able to show a movie on criminalization. I'm encouraging THRIVE and the Work Group to come to this body to get the \$200 sponsorship for that movie. I'd like us to keep this event in mind and the youth event we're scheduling for June 3rd. Part of that event can happen in the Bascom Tykeson room. I'm also trying to connect with LCC to get space there. We're trying to get to at risk youth and people who are already on the streets. There will be music, food and services tabling. This is a follow up event to last spring's event. Two budget items I'd like us to consider finding

funding for. I'm going to make contact with the 15th night youth board to see how they might want to participate.

We also had a work group meeting with Mark Johnson and the Director of LTD about data that was requested through a public information request. The request looked at people who have been excluded from LTD services. We're going to do follow up on that. One thing we can do is to figure out how to do better work with LTD. We could be helping people when they go to do an appeal. There may be other groups in the community to support them in going through the appeal process. One more thing is fences, there are a lot of fences going up under bridges. There is money going to keeping people from taking shelter from weather and not to supporting people. It's confusing that the money is going into fences and not into dumpsters and port-a-potties. We're tracking that and want to have a response to it. Maybe this body can respond to this. We're still recruiting HRC members. We have until the 31st before the processes closes and I would love for us to have a conversation about how we go about doing this next year.

P. Carrasco – What if we held a forum to review the work we did in a previous year. This will allow us to get some input from the community and to help tell people what we're doing. Could create a pool of applicants.

JLVDH – I will look into what the process is of retaining applications.

P. Carrasco – I would like people to have access to staying in the pool.

JLVDH – I'm willing to keep an interested party list, then when applications are due we can send emails to them.

P. Carrasco – How many people are you envisioning for your youth event?

J. Frenzer – Open house style, if we have two venues we're figuring they'll just be flying through. Starting at 4:30 and ending around 6:30 or 7. I'd love to see a couple hundred kids go through there. We're going to flyer and encourage people to show up. I have a youth designing a poster right now. Hopefully we have a number of types of posters to make it intriguing.

P. Carrasco – What do you think a rough budget would be?

J. Frenzer – Probably around \$500

P. Carrasco – I wonder if the food pantry and the Warming Centers would want to participate or help.

Kiwanis Club update

C. Nunes – Jen and I went to Kiwanis where they try to learn about aspects of the community. I just gave a basic overview of what the commission does, Jen went more in-depth on what the homelessness work group is working on. It was a good conversation and good publicity.

Anti-Discrimination Work group

P. Carrasco – For the Latino Focus group meeting, I heard great things, youth came out feeling like this is the real deal. They tend to be cynical and they really liked it.

K. Neubeck – We gathered a lot of rich information we have two more coming up later this month and early April 6th.

11. Staff Update

J. Lleras Van Der Haeghen – Take a look at the staff update in your packets. Let me know if you have any questions.

12. Announcements

E. Goehring - June will be my last month with this Commission. I will be asking for a transfer to the Police Commission. I am specifically asking that the Council consider placing youth, women and people of color in these positions. One thing I've learned is that there are a few hundred people or more qualified as I to sit at this commission. There are few people in Eugene with police operations understanding who can serve the Police Commission. I've been a good translator and clarifier there. I will miss you and I will be continuing my Human Rights and Diversity work via social media. Right now those pages are meeting well over 10k people.

Human Rights Commission Budget

Fiscal Year 2016 (FY16)

DATE	REQUESTING GROUP	EVENT OR DESCRIPTION	SPONSORSHIP	OTHER	TOTAL CHARGES	TOTAL SPENT TD	BALANCE
7/1/15							\$4,500.00
10/13/15	TransJustice Eug/Spngf	Transgender Day of Awareness	\$200.00		\$200.00	\$200.00	\$4,300.00
10/13/15	Network Charter School	Youth Empowerment Symposium (YES!)	\$200.00		\$200.00	\$400.00	\$4,100.00
10/13/15	SURJ	Vocabulary of Change film and discussion	\$100.00		\$100.00	\$500.00	\$4,000.00
11/23/15	THRIVEugene	YIMBY (Yes In My Backyard)	\$200.00		\$200.00	\$700.00	\$3,800.00
11/23/15	IHRD	Facility Rental	\$410.00		\$410.00	\$1,110.00	\$3,390.00
12/10/15	IHRD	Promotion		\$135.00	\$135.00	\$1,245.00	\$3,255.00
12/10/15	IHRD	Event Food & Supplies		\$308.95	\$308.95	\$1,553.95	\$2,946.05
1/18/16	HRC	MLK Awards (2)		\$100.00	\$100.00	\$1,653.95	\$2,846.05
1/18/16	BIG	Blacks in Gov't Annual Banquet		\$150.00	\$150.00	\$1,803.95	\$2,696.05
1/18/16	NAACP	Freedom Fund Dinner		\$320.00	\$320.00	\$2,123.95	\$2,376.05
1/18/16	SURJ	Stand Up for Racial Justice Event	\$250.00		\$250.00	\$2,373.95	\$2,126.05
3/15/16	Archaeology Channel	TAC Film Festival	\$200.00		\$200.00	\$2,573.95	\$1,926.05
3/15/16	DisOrient	DisOrient Film Festival	\$200.00		\$200.00	\$2,773.95	\$1,726.05
TOTALS			\$1,760.00	\$1,013.95	\$2,773.95	\$2,773.95	\$1,726.05

1/18/16 HRC

Human Rights Institute Registration (estimate)

\$1,000.00

011-0730-####-612022



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: 2/18/2016 Date Funding Required: 4/30/2016

Name/Date of Event: Health Fair 4/30/2016 Location of Event: TBA

Brief description of Event:

LGBTQ Community Health Fair that is open to the public. This is an annual event for HIV Alliance. This year we are focusing on access to culturally appropriate care for members of the LGBTQ+ community. We will have many community partners tabling, and we will hold a panel on PrEP.

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 HIV Alliance

Address of person/organization submitting request for support _____
1966 Garden Avenue, Eugene OR 97403

Primary contact person's name and phone number 541-342-5088

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

Renee Yandel, Executive Director. HIV Alliance is a community based org. that provides services to support people living with HIV and prevent new infections

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:

These funds will be used to provide refreshments at the event

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 will promote health equity for the LGBTQ+ population in Eugene

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

\$100 for food

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

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

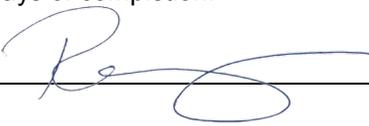
Is this event open to the general public? Yes No

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

Name: HIV Alliance

Address: 1966 Garden Avenue City: Eugene Zip: 97403

****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 



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.

Request for Use of city Facility

Date of Funding Request: 4/13/2016 Date Funding Required: _____

Name/Date of Event: Peer Support Specialist Training Location of Event: ?

Brief description of Event: NPAC will hire an organization from Salem, Project Able, ~~trainees~~ will train a class of 15 individuals with a state approved (Oregon Health Authority) program.
See attachment for description.

June 1, 2, 3, 9, 10th
9-5

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 Nightingale Public Advocacy Collective
Mary E. Broadhurst

Address of person/organization submitting request for support P.O. Box 1556 Springfield OR
97477

Primary contact person's name and phone number Mary E. Broadhurst 541-285-4614

Description of organization, names of officers and/or board of directors NPAC advocates for the
civil rights and well-being of community members who experience homelessness
and/or poverty.

BOD: Vickie Nelson; Terra Williams; Crystal Webb; Kristen Brandt; John McCall;
David Strahan

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 Use of City Facility

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:

NPAC requests the use of city facilities to hold training - PEER Support Specialist Training - on June 1, 2, 3, 9, 10th from 9-5.

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? *Increase support to those working on civil rights!*

Training will provide skills to volunteers/activists currently working with the Unhoused. See RespectExistence.org for more info.

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

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

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: Nightingale Collective @ gmail.com *atty mary broadhurst @ msh.com*

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 *Mary E Broadhurst*

Human Rights Commission Hate and Bias Report Quarter One 2016 January - March

From January – March 2016 a total of 3 Hate or Bias incidents were reported involving the following protected classes:

2 Race
1 Religion

A sample of brief descriptions of activity including quotes from police reports:

- An incidence of ‘toilet papering’ and then the following day there was graffiti applied inside the building that was derogatory to people who are Black and people who are Jewish. The next day there was similar biased graffiti outside the building. Three male juveniles ranging in age from 12 to 13 have been charged. Two were charged with Burglary in the Second Degree, three counts of Criminal Mischief (bias) and Criminal Trespass. A third was charged with two counts of Criminal Mischief (bias) and two counts of Trespass.
- A 23-year-old male victim reported via online reporting that his vehicle was parked on 15th and Alder while he went away for the weekend. When he returned home after the weekend he found his vehicle had a swastika and the word “pig” scratched into it. There were no notes in the report as to whether the victim was Jewish, and the case has been assigned to a detective, as it is still open.
- An 18-year-old Black male was working when he heard an unknown male yell a term derogatory to Blacks at him and stared in a threatening manner after getting within approximately 12 feet from him. The victim reported that he didn’t do anything to provoke the suspect and felt the suspect was trying to get him to respond. The suspect rode off on his bicycle. The suspect was described as a white male in his 40s.

Human Rights Commission Liaison Update

Date: April 13, 2016

Board/Commission: Civilian Review Board

Prepared By: Bonnie Souza

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

What were the main topics discussed in the last meeting?

- Discussion and vote on whether or not to accept CRB member (and liaison to HRC) Heather Marek's prepared amendments to CRB's Feb. 9 meeting minutes (attached), specifically the portion that summarizes the discussion about resumption of recording their public meetings. According to Majeska Seese Green of "A Community Together" (ACT), the recording of meetings was terminated by the Auditor in early 2015. As explained in previous liaison update, Heather prepared and presented multiple proposed revisions to the CRB's Feb. 9 minutes at their March 8 meeting. Because they were lengthy, board members chose to vote on the amendments at their next meeting on April 12. Heather expressed her concern about the need for the minutes to accurately reflect this important discussion, particularly since the CRB voted down the motion to resume recording (3-3 vote, 1 abstention). Heather based her amendments on an audio recording provided to her by community member Majeska Seese Green of "A Community Together" and a transcription of that audio which Heather obtained from a transcriptionist she personally hired.
- Sgt. Kyle Williams made a presentation about EPD recruitment and answered questions.
- Case Review: (1) Allegation that Officer violated the pursuit policy because: (a) reason for stop didn't meet threshold for initiating pursuit; and (b) Officer didn't drive with due regard for safety of others. (2) Allegation that Officer was insubordinate when he failed to terminate pursuit after receiving direct order from a police sergeant. The four CRB members present at the April 12 meeting agreed with recommended adjudication regarding: 314 Vehicle Pursuit Policy (sustained); and 1101.1.B.15 Insubordination (unfounded).

What decisions were made that are relevant to the HRC?

- Voted 4-2 (one absent) to not accept any of Heather's suggested amendments to CRB's February 9 minutes regarding discussion of audio recording CRB's public meetings. A lot of pushback to her proposed amendments by two CRB members, including a prepared statement by one member, which he read aloud, refuting Heather's arguments on February 9 in favor of recording. After a contentious debate, a majority voted to not accept any of Heather's proposed amendments (attached).

Are there any issues you need the HRC's feedback on during the next meeting? No

CRB member Heather Marek offered amendments

**Amendments to 2/9/2016 CRB Minutes
Re: Discussion About Audio And/Or Video Recording of Meetings**

- 1.
2. [Add to beginning of comment] Audio recordings plus minutes actually means audio recordings plus transcripts. They will be transcripts, and no longer minutes. He will not authorize full transcripts for every meeting if the Board decides to have audio.
3. Ms. Foltz *asked* whether that was his concern.
4. [Add to end of comment] Based on what she learned from her dialogue with Gissiner, audio recording had been useful to the minutes-taker in the past.
- 5.
6. [Delete entire comment and change to] Ms. Foltz *asked* whether there was concern that it would expose the employee to liability.
7. [Add to beginning] Mr. Gissiner said it would be a liability issue, and you would then have to fact-check every word. He has no objection to audio, but said the CRB will not get the type of minutes that they get now.
8. [Third sentence] The CRB Bylaws and Policies and Procedures *require* both written minutes and audio recordings. Minutes are required under Article 8 of the Bylaws. Section 2 of the Policies and Procedures says, "the meetings shall be recorded." ORS indicates that minutes and recordings are two distinct things. Eugene Code shows the intent to have transparency.
- 9.
10. [BEFORE Ms. Marek spoke again, Ms. Conover made this comment] Which the Court of Appeals said was quite good.
11. [Delete entire comment, change to] Ms. Marek said that case actually dealt with whether the City needed to divulge our packets. The holding says that the public interest, in that case, did not require disclosure of normally confidential records considered by the CRB. The packets are confidential whereas the meetings are not. The holding does not affect whether the public can see what happens here. The meetings are public, and subject to public meeting laws.
12. [Add to beginning of comment] Ms. Conover disagreed with Ms. Marek. She said the judge did talk about whether the CRB was transparent and doing what it was charged to do.
- 13.
14. [Add to beginning of comment] Van Houten said that Ms. Marek pointed out some pieces within the rules and bylaws that can be interpreted to mean the CRB is not in compliance.
- 15.
16. [Change sentence 1 and 2 to] Mc. McIntyre said the guidelines and policies for recording CRB meeting may need to be changed, and the CRB could do that. But he did not think recording is necessary.
17. [Change entire comment to this] Ms. Foltz said that there were a multitude of issues and she thought the choice between recording and minutes presented a false dichotomy. She said she was not concerned with recording having a chilling effect on meetings. She said that if officers were required to wear body cams because we want accountability, we should be willing to embrace the same level of accountability. She said that recording had been helpful when she was staff at the Human Rights Commission.
18. 19. 20. 21. 22.

- Ms. Foltz said the report emphasized the supervisor had not been adequately trained and had not used available resources.
 - Mr. Wig emphasized everyone who handled the property needed to be adequately trained.
- Adjudication Recommendations
 - Mr. Denner was bothered by this complaint, noting the case suggested there was not adequate follow up. He pondered if this was consistent throughout EPD or unique to this complaint. He inquired if officers at the rank of sergeant and above were regularly evaluated, and if people received training as they moved from assignment to assignment. He referred to a book entitled *It's Your Ship: Management Techniques from the Best Damn Ship in the Navy* by Michael Abrashoff, which discussed management and trust issues, which were missing in the temporary handling of property and evidence in EPD. He suggested that EPD leadership consider the concepts presented in the book, noting that performance was not owned but held. He hoped the performance issues would be adequately addressed.
 - Ms. Marek agreed with Mr. Denner's comments.
 - Mr. McIntire said he did not have much confidence that the temporary storage of evidence and property would be handled properly in the future.
 - Mr. Denner suggested a solution would be to stop using the lockers.
 - Mr. Van Houten agreed with Mr. McIntire that the problem arose from a lack of ownership of the responsibilities, and that EPD could do a better job.
 - Ms. Gissiner asserted the integrity of the entire organization was impacted by EPD's failure to properly store and audit evidence and property. He hoped this adjudication would help improve the evidence and property storage function and be shared throughout the organization.
 - Ms. Foltz asked how EPD would proceed to ensure that the result of the investigation would lead to supervisors and other employees adhering to the applicable EPD policies.
 - Lt. Mason said the evidence storage lockers had been shut down and property permanently stored. She did know how the performance issues had been addressed.
- Additional Comments/Concerns
 - There were no additional comments/concerns.

* VIII. DISCUSSION ABOUT AUDIO AND/OR VIDEO RECORDING OF MEETINGS *

1 Ms. Conover stated the CRB had previously discussed the cost of having both audio and video recordings of meetings.

2 Ms. Gissiner stated the minutes of CRB meetings were not verbatim. Verbatim transcriptions were expensive if paired with audio and video recordings. If CRB members had access to audio recordings, he would not authorize verbatim transcription, and would provide brief meeting minutes. He preferred to scan written minutes for information about Police Commission meetings, and did not want to watch a three hour video to find information about meetings. In response to

- 3 Ms. Foltz who expressed concern about minor discrepancies in minutes currently provided for CRB meetings, Ms. Gissiner iterated that verbatim transcription would be more expensive.
- 4 Ms. Marek disagreed with Ms. Gissiner. There were other boards that had both recordings of meetings and minutes. A recording could improve the accuracy of the minutes.
- 5 Ms. Conover understood the Police Commission had audio recordings of its meetings and staff prepared brief minutes. She was concerned if the CRB had audio recordings, the minutes would be minimal, and full transcripts would be costly for the city.
- 6 In response to Ms. Marek, Ms. Foltz thought verbatim transcripts could result in confidential information inadvertently discussed at a CRB meeting being disseminated to the public.
- 7 Ms. Gissiner noted Oregon had a strong Officer Bill of Rights, and audio recordings that disseminated confidential employee needed to be handled cautiously. He preferred reading minutes to listening to audio or viewing video recordings. He missed written minutes for the Police Commission.
- 8 Ms. Marek stated this was not the conversation the CRB should be having. The CRB had a civic allegiance to the public. The CRB bylaws, and policies and procedures allowed for both written minutes and recordings. The CRB should have both recordings and minutes.
- 9 Mr. Denner asked if having digital and/or audio recordings provided transparency. It was important to have an accurate record of CRB meetings that accurately reflected the Auditor's reports and the CRB's discussions.
- 10 → Ms. Conover
- 11 Ms. Marek said the ACLU had asked to see the information in the packets CRB members received related to cases they reviewed, and the request had been denied. The CRB meetings were not confidential.
- 12 Ms. Conover said the public was always entitled to see what occurred at CRB meetings and she disagreed that cases were not discussed transparently. The CRB was doing what it was charged with doing.
- 13 Mr. Wig agreed Ms. Marek had valid points regarding transparency and preserving the public record. He also agreed with Ms. Gissiner's points about accountability. He suggested the City Council would be reluctant to listen to a lengthy recording to learn about a CRB decision. Having both an audio and written record would be desirable. It was important for the CRB to be accessible to the people. He thanked Ms. Marek for enlightening him on the issue.
- 14 Mr. Van Houten agreed more information could be made available to the public but there were laws and rules that prevented revealing confidential information. He was concerned about making decisions based on what a small subsection of the community wanted. There had not been a concern until now, voiced by a select few who did not represent the entire community. If the CRB meetings were recorded, written minutes would be abbreviated.
- 15 Ms. Gissiner stated the Police Commission and the HRC had written minutes in the past until they moved to digital recordings. The minutes currently prepared for the CRB provided more information than required by the Oregon Public Meetings Law.

16 Mr. McIntire said the guidelines and policies for recording CRB meetings could change, but he did not think that was necessary. He said the CRB had heard only from a couple of people and not from the public in general that an audio recording was important. There was not sufficient evidence to support the CRB requiring audio recordings. The CRB differed from other city boards and commissions and he did not want to lose that uniqueness. If the meetings were recorded, he questioned the need for minutes. He opined having both was redundant and wasteful.

17 Ms. Foltz said there were a multitude of issues and she did not think it was an either/or issue.

18 Mr. Van Houten moved that the CRB have all but the case review section of CRB meetings recorded via audio or video equipment. Ms. Marek offered a friendly amendment: The CRB continue to have minutes in addition to audio recordings. Ms. Foltz seconded the motion.

19 Mr. Denner asked if employees had the right to recover damages if employee performance was called into question during a public session. This crossed into labor law regarding release of confidential information.

20 In response to Ms. Conover, Mr. Van Houten agreed to withdraw the motion, Ms. Marek agreed to withdraw the friendly amendment and Ms. Foltz agreed to withdraw the second to the motion.

21 Mr. Van Houten, seconded by Mr. Denner, moved that CRB meetings be audio recorded in their entirety. Ms. Marek offered an amendment that CRB meetings would have detailed minutes in addition to audio recordings. Mr. Van Houten and Mr. Denner accepted the amendment to the motion. Ms. Foltz, Ms. Marek and Mr. Wig voted in favor of the motion, Ms. Conover, Mr. Denner and Mr. McIntire voted against the motion, and Mr. Van Houten abstained from voting. Ms. Conover stated the motion failed on the vote of 3:3:1.

22 Ms. Conover noted the meeting had gone past its scheduled adjournment time and called for a motion to extend the meeting time. There were no responses.

IX. AUDITOR REPORT

The Auditor Report was deferred to a future meeting.

X. ADJOURN

The meeting adjourned at 7:35 p.m.

(Recorded by Linda Henry)

Human Rights Commission Workgroup Update

Date: April 12, 2016

Board/Commission: HRC

Prepared By: J Frenzer

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

What were the main topics discussed in the last meetings?

- 3 council resolutions including Declaration of Crisis and Online Petition, Housing First--lack of draft to review, Criminalization--blocked from even offering process suggestions.
- 3 Events, 2 film events and one youth open house info fair
- LTD Indefinite Exclusions and Security, Security groups in general
- Fencing off shelter spots under bridges vs providing sanitation services
- PHB report and Police Commission reports

What requests for HRC?

- Budget requests this time: We found sponsors for one film event totaling \$500 for the ability to show a film called "Under the Bridge" in collaboration with SEHS/IHS.
- We will need small amount of funds to budget for refreshments for other film event on May 6 during Friday Artwalk and \$20 to list the event in artwalk brochure
- June 3rd Youth Gathering Downtown: Navigating Homelessness. We will need about \$550 to budget for up to \$400 for food and refreshments, printing posters and flyers in color, \$20 listing in Artwalk brochure. The y event is at EPL and perhaps LCC. Off the Waffle is considering catering and may donate. Owners are out of town. We are seeking grant funding and donations for youth artists and musicians.

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.

- **I was hoping to have a bid for food.....still might happen.**

Human Rights Commission Work Group Updates

Date: April 13, 2016

Work Group: Anti-Discrimination Work Group

Prepared by: Bonnie Souza

Date of last meeting: April 7, 2016

Summary of last meeting attached? Y/N

What were the main topics discussed in the last meeting

- Lane County Commissioner Faye Stewart comments about Syrian and Vietnamese refugees. Open Letter, individual sign-ons. Also possible HRC action.
- City of Eugene banning non-essential travel to NC and MS
- Work plan status
- Details regarding focus groups, including format for final report in September:
- Completed Latino and Trans focus groups
- Focus groups scheduled and moving forward, to different degrees:
 - April 28, Asian American focus group, 7 confirmed participants
 - May 11, Focus group for Latino families (Guadalupe Quinn and Jim Garcia organizing)
 - May 24 (proposed) Native American
 - May 31, Pacific Islanders
 - June 8, LGBTQ
 - June 16, African American

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.

- Propose that City Council consider banning non-essential travel to NC and MS

An Open Letter to Lane County Commissioner Faye Stewart

We, the Pacific and Asian Community Alliance, University of Oregon Vietnamese Student Association, University of Oregon Southeast Asian Student Alliance and allies, are writing to express our deep concerns regarding your statement on March 10th, 2016. When asked about your stance on the Syrian Refugee Crisis you replied, “We need to help people appropriately and we also need to not jeopardize ourselves and our citizens in the process.” You then gave an anecdote regarding how Vietnamese immigrants “created a huge problem because their culture and their lifestyle didn’t mix with ours...What ended up happening was they didn’t know how to heat their homes and started a fire in the living room in the middle of an apartment complex. When they needed something to eat, they went to their natural ways of doing it by harvesting people’s dogs and cats, their pets.”

You may be a “compassionate” person who “wants to help people” but that does not excuse your ignorant, racist and anti-refugee remark. Your statement perpetuates the false notion that Asians are stupid savages that “jeopardize” US society by willingly burning down apartment complexes and killing pets. It dehumanizes them as an uncivilized people while ignoring the struggles these refugees faced having been displaced from their homes due to war. This “foreigner” rhetoric is still repeated today: “fresh off the boat” to “dog eaters” stereotypes are continuously used to discriminate against Asians and portray them as unfit to be in America.

Your statement also ignores the positive impact and contributions made by Asian immigrants and refugees. Activists such as Yuri Kochiyama and Grace Lee Boggs have contributed to the civil rights movement to end discrimination and racial injustice. Tue Nguyen, Tuan Vo-Dinh, and Xuong Nguyen Hu are all Vietnamese American scholars that helped advance the fields of physics and AIDS research. Yet, you glossed over these facts and vilified a whole group of people in a derisive, negative light in order to caution against taking in Syrian refugees. You do not want more of “them” here. The “them” in this case being men, women, and children who are fleeing for their lives.

As the Pacific and Asian Community Alliance, University of Oregon Vietnamese Student Union, University of Oregon Southeast Asian Student Alliance and allies, we would like you to take ownership for your statements concerning Vietnamese refugees. We believe that your “apology” stated in the Register Guard article published on April 1st, 2016 is insufficient. There was not a single statement made by you in the article stating that you were sorry or why that is so. You saw that the posting of the short clip as an unfortunate occurrence of “dirty politics,” which cut out the context and “paint[ed] a very small sliver of what [you] said.” In response, we want you to know that even before we were able to track down the full video, many of us understood that you were using those negative stereotypes about Vietnamese refugees as an example of why we should be cautious with taking in Syrian refugees.

The full transcript provided the outer context of the original clip and confirmed what we suspected. This transcript in no way absolves the negative impact of your statements or excuses it under any circumstances. You may very well be a compassionate human being as many who know you would attest; however, in this instance, your words were not words of compassion being shown towards Syrian and Vietnamese refugees – many of whom have since become U.S. citizens and are among your constituents. In their daily life, they face harassment and hostility from racists whose hateful beliefs are affirmed through the same rhetoric that you, as an elected official, used.

As a commissioner of the county and a public official, we ask that you take this opportunity to set a positive example by publishing a public apology reflecting on your actions and why they were wrong.

We also request for the re-establishment of the Human Rights Commission at Lane County to examine the county's diversity and cultural competency policies and practices as there are currently no county diversity requirements beyond the mandatory trainings for new employees. We are aware that there is a county wide diversity committee; however, it is not accessible to the greater community or the constituency that the county serves. As public servants, it is critical that county officials and employees are culturally competent and are actively engaging in these conversations. Through this commission, we hope that events such as this will be prevented from happening again in our community.

[Click here to add your name to this open letter.](#)

Pacific and Asian Community Alliance:

Chau Nguyen
Quang Truong
Demiliza Saramosing
Jason Mak
Kyra Ioppolo
Lynn Fujiwara
Matthew Yook
Misa Joo
Vivian Hsieh
Steven Morozumi
Tran Dinh
Zhifeng Purcell

University of Oregon Vietnamese Student Association:

Michelle Thi Nguyen

Thein Vo
Thu Mi Do

University of Oregon Southeast Asian Student Alliance:

Socheat Tauch, President

Coua Xiong, Vice President

Ada Ball: Native community member, UO Alumni

Chris Wig: Chair of the Democratic Party of Lane County

David To: University of Oregon Asian and Pacific Islander Strategies Initiative Group

Jennifer Frenzer: Eugene Human Rights Commission of Eugene Board Member

Kaija Cedras: UO Alumni

Nhu Le: Public Relations Coordinator Asian and Pacific American Student Union, UO Multicultural Center

Philip Carrasco: Chair of Grupo Latino de Acción Directa of Lane County

Rachel Mallinga: University of Oregon Multicultural Center

Sandra Lozano: Juventud FACETA Board

Vickie Gimm: ASUO Multicultural Advocate, Oregon Students of Color Coalition Board member, UO

Asian and Pacific Islander Strategies Initiatives Group Co-Chair

Vanessa Teck: API Americans Collaborating to Unite the Southwest (CAACTUS)

Anselmo Villanueva, Ph.D

Bree Muñoz

Cholena Wright

Gildardo Corona

Greg Evans

Eva Murtaugh

Eva Reyes-Ulloa

Max Jensen

Sierra Jager

Tracy Khang