

# City of Eugene Human Rights Commission



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# City of Eugene Human Rights Commission



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**Human Rights Commissioners:** Jennifer Frenzer (Chair), Andrew Thomson, Ken Neubeck, Edward McGlone, Bonnie Souza, Aria Seligmann, Julia Johnson, Aimee Walsh, Councilor Chris Pryor

**Staff:** Jennifer Lleras Van Der Haeghen and Mike Kinnison

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

**Tuesday, September 20<sup>th</sup>, 2016**

5:30 – 7:30 PM Meeting

Atrium Building, Sloat Room, 99 W. 10<sup>th</sup> Avenue, Eugene

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

<b>ITEM</b>	<b>ACTION</b>	<b>TIME</b>
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)	Discuss/Vote	5:45 – 5:50 (5 min)
4. Elections – Chair, Vice Chair and Appointments	Nominations/Vote	5:50 – 6:10 (20 min)
5. All of Us! Report Back		6:10-6:25 (15 min)
6. Work Planning		6:25 – 6:50 (25 min)
7. EPD Liaison Update		6:50 – 7:00 (10 min)
8. Work Group Lead Announcements		7:00 – 7:05 (5 min)
9. Council Update		7:05 – 7:15 (10 min)
10. Commission Liaison Updates		7:15 – 7:20 (5 min)

11. Staff Update

7:20 – 7:28 (8 min)

12. Announcements

7:28 – 7:30 (2 min)

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

September 22<sup>nd</sup>, 6pm, Oregon Homeless Bill of Rights and Right to Rest presentation, Chapel at First Christian Church, Western Regional Advocacy Project.

September 24<sup>th</sup>, TBD, ESSN Fall Labor Music Festival, Eugene Garden Club, Eugene Springfield Solidarity Network.

September 25<sup>th</sup>, 12-4pm, Eugene Sunday Streets, South University Neighborhood, City of Eugene.

October 1, 8am – 5pm, Rolling Tides 2016 Biennial Statewide Convention, Warner Pacific College, Portland, Asian Pacific American Network of Oregon

October 8<sup>th</sup>, 6-8:30pm, We Shall Overcome Festival, The Tamarack Annex, reserve a seat at [lowtidedrifters@gmail.com](mailto:lowtidedrifters@gmail.com).

October 10<sup>th</sup>, 7pm, Film Screening: Lady in the Van, 1166 Oak St, Community Supported Shelters, cost sliding scale \$10-20.

October 15<sup>th</sup>, 9:30am – 4:30pm, Connecting Compassionately: An Introduction to Nonviolent Communication, Ebbert United Methodist Church, for more information contact [juneafothergill@gmail.com](mailto:juneafothergill@gmail.com).

*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.*

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

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

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5:30 – 7:30 PM Meeting

Atrium Building, Sloat Room, 99 W. 10<sup>th</sup> Avenue, Eugene

Contact: Jennifer Lleras Van Der Haeghen, 541-682-5619,  
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## **A. Agenda Approval and Minutes**

Motion: To approve the agenda with an amendment to add 5 mins to transitions.

Made by: E. Goehring

Second: K. Neubeck

Vote: Unanimous

Motion: Move to approve the minutes from May 17<sup>th</sup>, 2016.

Made by: Councilor Pryor

Second: E. Goehring

Vote: Unanimous

## **B. Public Comment**

Brian Richardson, City of Eugene Public Works

Attended to share background information about the proposal for a Rail Road Quiet Zone in Eugene. A quiet zone has been discussed for years with the goal of cutting down on the sound of train horns. In March of 2015 the City began to advance this work which included research, identifying funding sources and conducting listening circles. The City worked with LILA and other stake holder groups to identify and address concerns. The City received hundreds of community surveys in response to the project. Currently the City is conducting a Triple Bottom Line assessment. This work will culminated in a final report that will be sent to council in the fall. So far staff has learned that there are many questions and few easy answers.

Edward Goehring: Can you speak to safety stats and how this has worked in other cities.

Eric Jones: We will pass along a thoughtful response through Jen.

Arun: There was an online petition for this, have you been in touch with them?

Eric Jones: Yes, some of them were part of our stakeholder group.

Allison Cleveland, Co-director of the Oregon Anti-Violence Project

Shared an update on the Oregon Anti-Violence Project. First in public elections and with public officials comments they might be making that are disparaging to some communities are not acceptable. In light of the gun violence that has occurred this month I want to be sure we're all focusing on preparing. My background is in Fire and we did a lot of work on preparing. With that experience I'm looking for soft targets that might be effected by violence. We don't have this yet, but in September we hope to have this plan. We're also looking at active shooter trainings. We've considered bringing this into public places throughout Oregon. We will be meeting with Portland Police Department about how to do it there in Multnomah Co. and also what can be done in Lane County. We're looking to do workshops on anti-violence to coincide with October Domestic Violence Awareness month and Gender Awareness Week. This will broaden what is usually done here and statewide. Since we last talked we have created the Queer Caucus, border to border bringing service providers together to end isolation for these vulnerable populations.

Edward: Please make sure that Mike Kinnison and Jen Lleras Van Der Haeghen have your contact. Just came from a meeting with Chief Kerns. Chief would like to meet with community leaders who are working on these issues.

Cleveland: Carl Stubbs and Eric Jobs did a fine job with presentations for our schools.

Bonnie: Once you have your plan, will you come back to share it?

Cleveland – Absolutely. One of the things we are concerned with is data collection. Talked to various folks about data programs. Finally found someone with the expertise who has all of this information and a more complete picture of what nonprofits are and are not doing.

Michael Gannon

There are three issues I'd like to talk about. Today a report came out that the LA Police Commission approved a policy directing LAPD to treat homeless people with compassion and empathy. First of this kind for the department. I know that Police Chief Kerns is asking homeless people for more information about the best way to relate to the community. I think it's critical for other agencies, like the HRC, to communicate their concerns. Not sure what you've communicated so far. Setting a formal policy could help police recognize the issues you work on. Next, oil trains coming through Eugene. The Moser accident outside of Hood River happened in a very important location and natural resource in Oregon. The Confederated Tribes of Yakima has recently stated opposition to any oil trains going through the Gorge. The accident is presumed to have been caused by a loose or bent piece of metal where the ties are pounded through. Eugene has a lot of these right through the center of town. One car burning in downtown or anywhere in LC would be a major disaster. Representative Fredrick mentioned that that train would have come right into his district in Portland. Without much research and testimony a simple letter from the commission to various emergency personnel asking how they plan to deal with this could help. National rules are designed to keep communities from getting involved with interstate commerce. Could ask to be informed of the type of cargo, advanced warning etc. Related to oil train shipment is global warming. Push harder for the city to deal with the Climate Recovery Ordinance to get that moving faster.

### **C. Support Requests:**

Community Alliance of Lane County – Michael Carrigan.

We're asking for funds to celebrate the commemorating 50 years of grassroots activism. To help celebrate our history we're creating a mural in front of the CALC office. This will replace one that has been there for many years. The total cost will be between \$2000 and \$2400. Requesting \$500 from HRC to pay for paint, painting equipment and snacks for the youth. If we can raise the higher amount

we hope to award the youth. Since our event is in late August, we can wait until the new budget year until July 1 if you would like to. Our goals are to engage youth in civic activism and build bridges across communities. This will be seen by 100s of people in the Whitaker.

K. Neubeck – How will you recruit the youth?

M. Carrigan – We're going to be hiring a person to do that. Working with schools, and youth in the communities. We're also outreaching to our allies and friends to recruit.

C. Nunes – Just for the benefit of the commission. Normally we promote events but not projects. But it is framed as an event to paint the mural. I think that qualifies it. We can vote today to approve funds for July.

A. Toke – What do we have in our budget right now?

C. Nunes - \$48.52.

A. Toke – Don't we have a limit? \$250

P. Carrasco – This is an opportunity for people to better understand who the HRC and City of Eugene are. Could our logos be added to the mural to show our collaboration?

E. Goehring – Support what Phil just said. Part of why we spend this budget is that we acquaint the community with our work.

J. Van Der Haeghen – You have a precedent to spend beyond the limit when you deem it appropriate.

Motion: Move that we approve the \$500 from FY 17 and ask that our logo is on it. As a collaborating organization.

Made By: P. Carrasco

Second: E. Goehring

Vote: Unanimous

Homeless Veteran Success Celebration –

C. Nunes – Co-sponsorship request for \$200. For their event on August 18<sup>th</sup>.

E Goehring – I think it's an important cause. I can't be at the park that day. Would support this request and do what we can do get Parks to waive their fees.

K. Neubeck – I can attend.

Motion: Support request by attempting to get parks to waive the fee.

Made By: K. Neubeck

Second: B. Souza

Unanimous

#### **D. Anti-Immigrant Ballot Measures**

P. Carasco – I sent statement in advance for you all to review. I think it's important the City take a stance on these measure.

Pryor – This will be coordinated through Inter Governmental Relations committee. I would suggest language closer to "to... actively oppose any anti-immigrant.." They can oppose or approve. So language actively oppose aligns with the process the IGR uses. This will provide a template for instances beyond this election season and into future legislative sessions. I will carry this to IGR with that change.

Motion: Propose we take the amended statement to council reading:

Made by: P. Carrasco

Second: D. Merskin

Vote: Unanimous

#### **E. Commissioner Transitions and Recognition:**

C. Nunes – I'd like to honor outgoing commissioners. For Arun, Deb and Edward – thank you for your

service. We also have new HRC member who are here observing. Would you like to say something?  
Julia Johnson – I'm thrilled to be here. Interested in giving some of my time to begin to look at the larger issues in our community.

Aria Seligmann – I am really excited about the opportunity to serve the community in this capacity. Very excited about helping and lending my support and doing the good work.

C. Nunes - Commissioner transitions are the next part of this item. One pressing thing is that we have liaison assignments. Sometimes we wait until our July planning meeting to do this. However the Police Commission has a July meeting. The Police Commission liaison is a voting member. It's important that we don't leave the police commission short.

E. Goehring – It's unique to Eugene that you serve on the HRC and PC. You have your responsibility to both teams. This role is not for everyone. Some see these commissions as antagonistic. My work has mostly focused on bringing the commissions to work together. One thing I would ask is to keep in mind that it was intended to be a cooperative venture between the commissions. Duties include attending each commission meeting, weighing in on shared issues and being prepared for the meetings. The PC creates a 2 year work plan and we're heading into the second year. Police Commission deals with concrete matters of policy. The feedback provided goes to Chief, Council, Mayor and CM. Very little subcommittee work outside of PC. With all of that the average time spent is 5-10 mins a day throughout the year. There's a lot of pressure to do ones homework before coming to the meeting. Not unusual to get an 80 page packet. There are two City Council reps, their job is to carry info back to council.

A. Toke – Is Greg Evans one of the Councilors?

E. Goehring – No, Mike Clark and Claire Syrett. People often come to the commission with some expertise. There is also a representative from the Civilian Review Board. We received a letter from Edward McGlone expressing an interest in being nominated for this commission. I am going to nominate him. I was impressed with his work at the most recent joint meeting. Given his experience with LTD and different government agencies I think he has a good grasp on what government can and cannot do.

K. Neubeck – There's a lot of time involved clearly. Has Edward asked you about this?

E. Goehring – He's eager to do this we had a lengthy meeting.

C. Nunes – Any other commissioners who would like to be considered?

Motion: Move to appoint Edward McGlone as the HRC Liaison to the Police Commission.

Made by: E. Goehring

Second: K. Neubeck

Vote: unanimous

E. Goehring – The Police Commission voted to make me vice chair at the last meeting. I will probably be speaking with some of you from time to time to check in on how I'm doing that job. You've seen my commitment to connecting the human rights work with the PC.

## **F. Work plan process**

J. Van Der Haeghen – We're just at the beginning of planning for the HRC retreat and hoping to hear from you what has worked in the past, what you would change and any ideas you'd share.

B. Souza – In my experience retreats work a lot better if you have one full day. Perhaps we could choose a Saturday that would work in the future.

K. Neubeck – Each commissioner wrote a brief autobiography about themselves in previous years. It would be helpful to have that again. Underscores the diversity of backgrounds and interests. Maybe instead of getting to know you activities we could have these presented.

M. Kinnison – Sometimes we may feel like we struggle to align priorities here with what we'd like Council to see as priorities. Chris is there a way to integrate any direction from Council. Can you help us to identify emerging issues to flag going into the work planning?

Councilor Pryor – We haven't had a planning retreat for 2-3 years. If staff and Sarah or Mia got together and said what can we synthesize for guidance that might help. I'd be happy to help with that as well.

C. Nunes – Ken you lead a HR 101 and we can work to align our work with HR 101 and an emerging issues do.

Councilor Pryor – It would be a worthwhile exercise to synthesize these issues.

J. Frenzer – I have a suggestion around the approach to the retreat and planning. Maybe we can do some work in advance to draft out the objectives and goals. This could make our discussion together more productive. It will allow for idea sharing and drafting in advance of retreat. Leaving room for a more informed lively discussion at the retreat. I'd also like to consider welcoming work group members to attend specific portions so that they can be introduced and recognized. They're coming to meetings 2 times a month. Can there be a time and place to introduce them.

A. Toke – Meetings here have been easier than at the Police Building.

### **G. EPD Update –**

Lt. Bill and J. Van Der Haeghen gave an overview of the upcoming Hate and Bias Report to be released this summer. They also answered questions about the process.

Questions included:

Are secondary protected class tracked and taken into account?

Yes, we track secondary protected class statuses but at this time those are not reflected in the reporting. They certainly could be added to add more nuance.

Will you make sure to note that hate crimes are under reported?

Yes, this is highlighted in the report and we will continue to bring this up. We're concerned that people are not reporting and want to identify strategies for people to feel more secure in that process.

### **H. Work Group Update**

B. Souza – We decided that we need to do some of the community focus groups in the fall. African American, Native American, Muslim, Pacific Islander. We've completed two with Latino communities, LGBTQ, Trans, and Asian American. Plan to complete in fall, have large gathering to get feedback on report for city council. And plan to finalize and get to City Council.

C. Nunes – As for the draft op-ed, what should we do about that?

B. Souza – Wanted to be sure Latino communities were represented in the content and so we've been working on edits.

P. Carrasco – 54% were black and 15% Latino, 70% of the victims in Orlando were people of color. That was completely omitted from the letter much like the mainstream media. We need to be sure we identify the victims as who they were. I would ask that we make sure we insert some kind of language to address that. If you are on social media and have any youth who identify as LGBTQ and are People of Color listen to what they're saying about Orlando and the problems they've had. The more privileged LGBTQ folks have been very vocal about the shooting but omitting the fact that they were People of Color. Intersectionality of identities increases the possibility that they are victims.

E. Goehring – Very much agree that that should be added. Nationally politicians are not mentioning that this happened at a queer club. I agree that there are people in the gay community and white men who are being featured. I am seeing headlines that are being looked into that say the shooter targeted people of color. Stated by witnesses in the club.

B. Souza – The issue of ISIS is not necessarily central to this story. There has been a lot of focus on radical Islam and we need to be careful about that. Needs to be worked on to take into account that we're talking about a homophobe and someone who is anti-black, anti-Latino.

Councilor Pryor – It is the tendency of the media to pigeon hole the issue. The sad aspect to this is that it's not a pigeon hole and not simple. The effort to simplify almost dismisses its importance. If I

were writing this i would make the angel that it's not a simple guy walking into a club and shooting people it's very complicated. It's complicated by the motive of the shooting, here's who got shot, I think it comes close to it but we need to get to a simple point around complexity. Cannot escape that this is complicated. I would go back and re-write it to focus that it's not simple. That's what calls attention to how terrible this is. Complicated thing that requires a complicated solution.

A. Thomson – I also know from working with the Register Guard in the past that they like to have a connection to the local community. I think this letter comes close to that but I recommend that we highlight recent incidents that have happened in our community.

E. Goehring – Someone sent me a picture of a young man of color who was a marine, hindu who saved many lives in the club that night. I worry that this letter lacks the message of hope. As humans, Americans, Eugenia's we can be better than that.

C. Nunes – need to hash out more details about what we want to do with this. What do you want to do with this once we finalize it? Should we submit this as the HRC or the Chair?

A. Toke - Suggestion is that Ed and Chris could collaborate on a draft and send it out together to the Register Guard.

Councilor Pryor – Whatever you all want is ok.

P. Carrasco – On the notes we've identified the people who have opinions about the email. So I suggest we get another draft by email as people who had an opinion. Once we're all ok with that draft we can send it out.

C. Nunes – I think we should be able to go through via email. We can put it into a google doc.

A. Toke - when do we want it done by?

P. Carrasco – I want it done by the end of the week.

B. Souza – one thought is that what happened in Orlando is so huge it's not like it's going to go away. I think it's more important it should be right than be done quickly. Do you mean Edward would draft a new version or that we would give feedback?

D. Merskin – The Register Guard will need to keep it timely.

C. nunes – I want to be sure we try to keep it tied in locally.

E. Goehring – For some of us this is our 9/11, it's not going to pass quickly. I recognize that the Register Guard staff may not agree.

D. Merskin – If it's really time and place based it will have a longer life.

Councilor Pryor – In the next two weeks will be good.

P. Carrasco – I'll send what I have, he's a good writer he will figure it out. The piece where it says the largest mass shooting in recent American history. I'd like for that to be massaged a little better to specifically say 21<sup>st</sup> century. There are a lot of indigenous people who are reminding of their history of being impacted by mass shootings.

Councilor Pryor - You could say the last 100 years.

A. Toke – If anyone has any more thought you could send it to Edward.

## **I. Council update**

Councilor Pryor - There was a meeting with representatives from the state to talk about housing funding and finding more opportunities for housing funding for low income and homeless folks. The hope is that we can cover the gap from tents to opportunity village and on up. We're also looking at new funding systems to pay for new low income housing. We've talked to Margaret Salazar who is the HUD representative about how to preserve low income housing in the Whitaker as it gentrifies. Housing values go up and people who can normally find affordable rents there are having a hard time. Margaret said she had just been in the Whitaker and is interested in talking about what we can do as the Whitaker improves, we can do it in a way that people are not displaced. One concern about the Rail Road Quiet Zone is that it will impact property value. We need to work actively to try to preserve affordability in the neighborhood.

P. Carrasco – Rents go up in certain areas trying to integrate the voucher so that it's readjusted for the cost of the pockets of the city.

Pryor – One thing that happened in the last legislative session. The legislation provided some remedy for raising the limit for no cause evictions so that you couldn't just kick someone out to raise the rent and then have rents skyrocketing. Inclusionary zoning also passed though in many communities exclusionary zoning is still on the books for many communities. Legislature removed the ability of exclusionary zoning meaning that any community can incorporate inclusionary zoning. The city could require that a number of units in new developments were for low income/affordable living. Or that developers would be required to put money into a fund. Another conversation is about the Construction Excise Tax – This is where if someone builds a new building you can charge 1% etc to underwrite low income housing. In the case of commercial or industrial developments can charge up to 1%. We probably wouldn't do it on residential construction. For commercial and industrial construction we're looking at being able to use CET. With a robust economy could represent 2-3 million dollars a year. As I mentioned before on the community court conference. Judge Allen made a presentation on the community court system to the Council. The Court will be at the library once a week. Instead of fining people over and over and then jailing them. They will be sentenced to receive human services. Planning and implementation is underway and will start in September. City Council is enthusiastically behind it.

A. Toke- Similarly, I've been hearing from my neighbors about their opposition to MUPTE. They'd like to see that abolished.

Councilor Pryor – City Council has already committed its support to MUPTE in its revised form. We made major edits to this. It's a very small tool that is only used in very specific locations to accomplish specific things. Only used downtown. To build affordable housing downtown. I don't think we'll revisit in terms of getting rid of it. More opportunity to refine it to make community benefit clear.

#### **J. Commission liaison updates**

B. Souza – I did not attend the most recent CRB meeting.

Majeska Seese-Green – The auditor announced that it looks like starting in September there will be court stenographers there for the meetings. Not sure if it's a positive step or not.

E. Goehring – For the benefit of those of you who did not make it to the joint HRC and PC meeting. We received two really excellent presentations. One about the Community Court. As for our municipal judge I'm deeply impressed by his devotion to not using the law as a way to squeeze money out of poor people. He's absolutely trying to break the cycle which is very important. The equal administration of the law falls unequally on the poor. The model they're using from Yakima is done in an anti-courtroom way. They're looking at rooms in the library to hold it. That's impressive to me. I hope that those of you who missed the presentation will look into it. We also talked about car camping. Individual officers were talking about spending 2 hours knocking on the motorhome doors. A lot of dedication there by the officers involved in the program. Most exciting thing that came up was the head of the Amazon Neighborhood Association. Made up of four South Eugene, leaders agreed to try to find 50 car camping spots in those four neighborhoods. I've also been made aware of a problem between the CRB and PC. It appears that there was a breakdown in communication between the CRB and PC because the liaison didn't understand how to pass information on to get it on the agenda. Now we have to go back to see if there is anything that the PC can fit into its two year program.

#### **K. Staff updates**

J. Van Der Haeghen – We have a fellow through the US Sustainability Directors Network starting in our office next week. He will be meeting with an advisory board to discuss the work plan and scope of work. You all were invited via email to participate. Please let me know if anyone plans to join. The Police Auditor is hiring a community outreach position that is part time limited duration. The goal is that this person is bilingual and bicultural.

M. Kinnison – An update on the addition of homeless people to the protected class code changes for Intimidation 2. I've been advised by the City Manager that the appropriate path for that would be to work with Councilor Pryor to identify a path forward to pursue changes in the code. Another update is on the outreach that we did collecting input from experts on removal barriers to our community. I'm checking in with our own staff to document work underway as it relates to the recommendations. We're waiting on input from Muni Court, EPD and other departments. We should have that info to go to Council and you at the same time. We'll then discuss how to follow up on that.

## L. Announcements

K. Neubeck – I need approval to go to Sweden and speak on behalf of the commission about Eugene and our Human Rights work. I received an invitation for a paid trip to Stockholm to participate in a summit on how to make Swedish cities HR cities. It will take place 5-7<sup>th</sup> of September. Reason I raise this is because I've been told that if I'm representing the commission I need the permission of the body.

Motion: Move to approve that Ken Neubeck can act as a spokesperson for the HRC on his trip to Stockholm.

Made by: D. Merskin

Second: E. Goehring

Vote: Unanimous

P. Carrasco – I wanted to let you all know that as of immediately I'll be stepping down from the HRC. It's been amazing and I wish I could do more. My family is growing and our Disney trip gave me the date of when this needed to happen. I also know I need to start shifting my focus. This was a great group to work with. Lindsey Foltz was amazing at walking us through many things immediately. Jen and Mike thank you. I never felt anything was put as a road block for the things I wanted to do for Human Rights in the City Of Eugene. I hope it was worthwhile of our limited time. I do want to say that I understand that the Youth Human Rights concept did not move forward. That's up to you all if you want to keep that moving forward. I will still contribute my point of view on the letter. As for anti-immigrant potential ballot measure I'd still like to contribute. Moving forward I will be working with the City Council on 90 day no cause eviction. I will be coming to ask for your support with that. I wish I had more hours in the day. Thank you.

A. Toke – I believe the 24<sup>th</sup> event will be at Campbell Center not NW Youth Corps.

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**SUPPORT REQUEST FORM: EUGENE HUMAN RIGHTS COMMISSION**

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*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: 9/13/16 Date Funding Required: Prior to 10/1/16

Name/Date of Event: 10/1/16 Location of Event: First Christian Church

Brief description of Event:

Rural Organizing Project (ROP) is touring Oregon with a researcher from Political Research Associates to share a toolkit on the Patriot/Militia movements, as well as some key learnings from this research. CALC along with SURJ Springfield/Eugene is hosting this event.

**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 10<sup>th</sup> Avenue, Suite 116  
Eugene, OR 97401  
Fax: (541) 682-5221

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

Name of person/organization submitting request for support Community Alliance of Lane County

Address of person/organization submitting request for support 485 Blair Blvd, Eugene, OR 97402

Primary contact person's name and phone number Shanalea Forrest - 541-654-5064

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

CALC has been working for peace and justice for 50 years.

Kenya Luvert, June Fothergill, Patsy Raney, Sascha Cosio, Jain Elliott

**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 cover the rental of the church, use of the church's sound system and refreshments.

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 increase HRC's capacity to effectively challenge hate activity.

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

\$50 for FCC rental, \$50 for sound system-FCC, \$50 for refreshments

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

SURJ-Springfield/Eugene - \$0

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: Community Alliance of Lane County

Address: 485 Blair Boulevard City: Eugene Zip: 97402

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

Signature of person responsible for event: Shandee Kester

**Section 3:** Members shall be appointed by the council. The chair and appointed delegates shall perform the initial review of applications and make recommendations to council for its consideration.

**Section 4.** Vacancies on the commission shall be filled in the same manner as original appointments. Except where the vacancy occurs because the City Councilor or the mayor ceases to serve on the commission, the council shall appoint, within 90 days of the position becoming vacant, a person to complete the member's unexpired term from the non-commission members of the commission's workgroups. A position becomes vacant upon:

- a) The death or resignation of the incumbent;
- b) Removal of an incumbent for nonperformance of duty or upon recommendation by the commission after the commission has determined that the incumbent has failed to properly represent the commission or otherwise damaged the work of the commission, and the council has concurred with that determination;
- c) Failure of the council to reappoint an incumbent at the expiration of his or her term; or
- d) The incumbent ceasing to be qualified for initial appointment.

**Section 5.** Each community member of the commission shall serve a three-year term. No member of the commission shall serve more than six consecutive years as a member of the commission.

**Section 6.** Commission members shall receive no compensation, but shall be reimbursed for authorized expenses. (see Article IX, Section 6)

## **ARTICLE IV. OFFICERS AND DUTIES**

**Section 1.** The officers of the commission shall be a chairperson and a vice-chair elected by the commission from among the members of the commission. To be eligible for chair nomination a commissioner must have served on the Human Rights Commission at least one (1) year.

**Section 2.** Any commissioner may nominate a candidate from the commission for the position of chair or vice-chair. Nominations need not be seconded.

**Section 3.** A member may decline nomination because of an inability to serve, but may not withdraw in favor of another member.

**Section 4.** Any member may move to close the nominations; a second is required. If the motion carries, the chair then calls for the election.

**Section 5.** The votes of all commission members will be recorded by the minutes recorder. The candidate who receives a majority of the votes cast

becomes the new chair. In the event that no candidate receives a majority of the votes cast, a run-off election shall be held between the two candidates receiving the most votes. The same procedure is followed for the election of the vice-chair.

**Section 6.** The chair and vice chair shall serve for one (1) year. The election will be held no later than the commission's regular meeting in January. If the chair cannot serve a full term, the vice chair shall assume the office for the remainder of the chair's term. If the vice chair cannot serve a full term, the commission shall, at the meeting in which the resignation is received, or the vice chair is removed, elect a new vice chair to complete the unexpired term. If both chair and vice chair vacate their respective offices prior to the end of their terms, elections must be held at the following meeting to fill both offices.

**Section 7.** Commissioners may not be elected as chair for more than two (2) successive terms.

**Section 8.** The chair shall preside at all meetings of the commission; call special meetings subject to requirements of Article VI; consult with staff on preparation of commission agendas; and perform all other duties necessary or incidental to the office.

**Section 9.** The vice-chair shall perform the duties of the chairperson in the absence or inability of the chairperson.

**Section 10.** The chair and vice chair are entitled to vote on all issues.

**Section 11.** The chair or chair's designee is the official spokesperson for the commission on all matters of community that concern the commission. This includes media inquiries.

**Section 12.** The chair and vice-chair shall: a) conduct orientation of new commission members b) assist with educating commission members on procedures and responsibilities c) at the request of the commission, prepare recommendations on commission bylaws and other administrative matters

## **ARTICLE V. OPERATING REQUIREMENTS OF COMMISSION AND MEMBERS**

**Section 1.** The commission shall submit an annual memo and a biennial annual work plan in writing to the council by July 1. The report shall list the activities and accomplishments to date and assess these against the commission's mission and against the annual work plans. The work plan must be reviewed by the City Manager and approved by the council. As a result of a significant event or unforeseen circumstances, the commission may request the City Council approve a work plan amendment at any time as a consent item on the council's

Name of Group	Description	Time Commitment	Currently Held By and When Appt.
<b>LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS</b>			
<b>Community Development Block Grant</b>	<p><b>Info:</b> Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects.</p> <p><a href="https://www.eugene-or.gov/281/CDBG-Program">https://www.eugene-or.gov/281/CDBG-Program</a></p>	<p>2 hour monthly meetings typically during 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings throughout the year as necessary. 1 year term with possibility to serve 3 terms.</p>	<p>1</p> <hr/> <p>Back up:</p>
<b>Moving Ahead Transportation Panel</b>	<p>The Vision Zero Task Force will guide the Eugene Vision Zero Action Plan. Members will work together to guide the development of the Plan's goals, policies, actions and performance measures. Individuals serving on the Task Force will act as liaisons to the communities, organizations, and agencies they represent.</p> <p><a href="http://www.movingahead.org/">http://www.movingahead.org/</a></p>	<p>Meetings as scheduled</p>	<p>1</p> <hr/> <p>2</p> <hr/> <p>Back up:</p>
<b>Vision Zero Task Force</b>	<p>The Vision Zero Task Force will be charged with developing a Vision Zero Action Plan and will be comprised of both community stakeholders and staff from the City and other agencies.</p> <p><a href="https://www.eugene-or.gov/3320/Community-Engagement">https://www.eugene-or.gov/3320/Community-Engagement</a></p>	<p>Meets monthly</p>	<p>1</p> <hr/> <p>Back up:</p>

Police Commission	<b>Mission:</b> The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Police Department that helps achieve safety, justice and freedom for all people in Eugene.	Meets monthly 2 <sup>nd</sup> Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Edward McGlone Back up:
Council Liaison	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Pryor
Meet with City Manager and Mayor	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair and Vice Chair
Civilian Review Board	To increase transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 <sup>nd</sup> Tuesday, 3 hours	Primary: Bonnie Souza Back up:
E&HR Board	Help guide the work of the DESP	2 hour meetings every other month - daytime	Primary: Ken Neubeck Back Up:

Reports are expected from liaisons to keep the full HRC updated on any issues with the groups you are working with. You are representing the Commission in these meetings, please check in with the group.

# “All of Us” Integrating Equity and Inclusion into Disaster Preparedness and Climate Resilience Planning

How can we work together to ensure disaster preparedness and climate resilience planning in Eugene reaches all members of our community? This project explores disaster preparedness and climate resilience planning for underserved populations in Eugene and provides recommendations to improve outreach, collaboration and mentorship between disaster preparedness planners, members of community based organizations and typically underserved communities.

This project was funded by a 12 week Urban Sustainability Directors Network (USDN) Fellowship Program and the City of Eugene. The project was envisioned as an initial study into disaster preparedness and climate resilience planning and we hope that the report will inspire conversations, spark future projects and ultimately begin to change the level of preparedness and resilience for all of us in Eugene.

A steering committee was created to advise on the project and a survey was created and distributed to community based organizations across Eugene. Best practices revealed the following key practices to incorporate into disaster preparedness and climate resilience planning:

1. **Engage the community directly.**
2. **Provide accessible education to the community.**
3. **Create jobs within the community.**
4. **Be culturally relevant.**

With these key themes in mind we created three categories of recommendations aimed at improving the provision of disaster preparedness and climate resilience planning for underserved communities in Eugene. These categories are:

- **Outreach and Education.** Lack of knowledge about disaster preparedness and climate resilience among members of typically underserved communities is seen as a major barrier by organizations in the community. Outreach and education can provide this information to members of various communities and can highlight both existing initiatives and programs that are geared towards underserved communities.
- **Collaboration.** Sharing information among community based organizations can ensure effective provision of disaster preparedness and climate resilience. It also provides community based organizations with support to share the load of service provision.
- **Mentorship.** The creation of a mentorship program can help community based organizations create their own plans and help members of the community to create their own personal preparedness plans.

# HRC Work Plan Draft FY 2017

## **Goals:**

- Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.
- Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.
- Study and recommend actions on civil and human rights and social equity issue areas of concern to the community and City organization.

**Objective 1: Advise and advocate on human rights issues and build productive relationships with City Council, other City advisory bodies, staff, community organizations and institutions. Advise City Council on human rights impacts in other policy areas.**

**Objective Leads: Jen Frenzer and Edward McGlone**

<b>Action 1.1</b>	<b>Advise City Council on human rights issues; advocate for human rights perspective.</b>
Task 1	Quarterly meetings between HRC chairs and mayor.
Task 2	Track and advise council on policy issues that impact human rights
Task 3	Provide human rights-related input on staff implementation as requested
<b>Action 1.2</b>	<b>Advise and collaborate with city staff, advisory bodies, and the city organization on human rights issues</b>
Task 1	Quarterly meetings between HRC chairs and City Manager
Task 2	Advocate for diverse applicant pool within the HRC, boards and commissions and other City departments
Task 3	Request hiring data and demographic statistics from HR Director
<b>Action 1.3</b>	<b>Support work of other community organizations and institutions that further the mission of the HRC.</b>
Task 1	Update funding request procedures, monitor expenditures, provide co-sponsorships
Task 2	Endorsements (non-funding support, joint statements, tabling etc.)
Task 3	Track where funding requests go, which groups do not approach us and advertise for diversity
Task 4	Monitor and advise the City organization (Equity and Human Rights Board) on development and implementation of the Equity and Human Rights Plan
Task 5	Liaise with other city advisory bodies and provide feedback where appropriate

**Objective 2: Identify and implement strategies to help deter or respond to violence, hate and bias activity, and discrimination; including systemic and individual racism.**

**Objective Leads: Bonnie Souza and Ken Neubeck**

<b>Action 2.1</b>	<b>Ally Building and Collaborations</b>
Task 1	Complete focus group activities (4 remaining)
Task 2	Draft report based on information gathered through focus groups
Task 3	Share and get feedback in group meeting with all Focus Group Participants
<b>Action 2.2</b>	<b>Policy Analysis and Advising</b>
Task 1	Finalize focus group report and submit it to City Council with recommendations
Task 2	Develop specific roles for HRC leaderships timely reason in preparation for hate crimes or bias incidents occurring.
Task 3	Update HRC on new state law on profiling regularly (or as needed)
<b>Action 2.3</b>	<b>Education, Outreach and Events</b>
Task 1	Participate in activities promoted by organizations of color and LGBTQ groups and/or other organizations working on behalf of POC and LGBTQ groups and promote the HRC.
Task 2	Encourage new alliances among groups working on civil and human rights
Task 3	Propose an event or training that promotes ally-building in the struggle for freedom from discrimination as a human right.

**Objective 3: Study, research, analyze and propose solutions to the City Council; inform the community on issues of economic inequality, poverty and homelessness.**

**Objective Leads: Jennifer Frenzer and Aria Seligmann**

<b>Action 3.1</b>	<b>Monitor, advise and advocate for ways to respond to poverty and homelessness, including collaboration with community organizations.</b>
<b>Action 3.2</b>	<b>Address civil and human rights of people who are homeless and/or living in poverty.</b>
<b>Action 3.3</b>	<b>Advocate for expansion of shelter, affordable housing options and community-wide resources and services.</b>
<b>Action 3.4</b>	<b>Inform the community of the commission's work on objective 3 and develop liaison relationships with existing groups.</b>

\* Tasks for Objective 3 will be finalized in the Work Group and brought back to the October Meeting

**Objective 4: Develop and strengthen the capacity of the HRC by exploring new opportunities, creating a leadership development pipeline and supporting the working groups of the HRC.**

**Objective Leads: Joel Iboa and Julia Johnson**

**Action 4.1**

Task 1

Task 2

Task 3

**Action 4.2**

Task 1

Task 2

Task 3

**Action 4.3**

Task 1

Task 2

Task 3

**Objective 5: Research, analyze and propose solutions to City Council, and inform the community, on issues of accessibility for people with disabilities\*.**

**Objective Leads: Andrew Thomson and Joel Iboa**

**Action 5.1 Track ADA Implementation and complaints**

Task 1 Contact City Staff regarding proposals for ADA implementation

Task 2 Inventory progress on proposals

Task 3 Collect, investigate, and follow-up on ADA complaints

**Action 5.2 Connect and collaborate with stakeholder groups. (i.e. Organizations, professors and individuals)**

Task 1 Generate list of stakeholders

Task 2 Contact stakeholders and invite to regular workgroup meetings

Task 3 Hold regular workgroup meetings with stakeholders

**Action 5.3 Address current issues and propose solutions to staff and City Council**

Task 1 Synthesize information regarding ADA implementation and complaints

Task 2 Develop possible solutions and suggestions for future directions

Task 3 Deliver to Staff and City Council

**Objective 6: Bring forward work requests for emerging issues within the Eugene community and City organization that align with the mission and capacity of the Human Rights Commission.**

**Objective Leads:**

**Action 6.1**

Task 1

Task 2

Task 3

**Action 6.2**

Task 1

Task 2

Task 3

**Action 6.3**

Task 1

Task 2

Task 3