

1. No Agenda

There is no agenda available for this meeting. However, meeting materials or minutes are attached.

1.I. Equity Projects

Documents:

[ATT. A EQUITY PROGRAMS AND POLICIES FINAL.DOCX](#)

1.II. Draft HRC Work Plan FY22

Documents:

[HRC WORK PLAN FY 2022.DOCX](#)

Equity Programs and Policies at City of Eugene

| Program | Description | Status | Department Lead |
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| Internal Focus | | | |
| <p>Workforce Equity and Employee Wellbeing</p> | <p>Total Worker Health (TWH) is our North Star. We focus our work around improving and sustaining worker safety, health and wellbeing. Our approach is to protect and promote worker well-being by taking a wholistic view prioritizing health at work, home and in community life. Equity and belonging are central to successfully supporting TWH.</p> <p>Human Resources Process Review and Revisions: The Employee Resource Center is undergoing an internal review of existing practices and protocols as they relate to the employee experience at the City of Eugene. Processes currently being reviewed to align with evidence-based practices to advance workforce equity include: Recruitment and Selection Processes, Employee Relations and Investigations, Employee Assistance Programs, Retention, Promotion and Organizational Policies.</p> <p>Diversifying hiring panels: Community members are invited to participate in community panels for positions that have strong interaction with the groups those community members represent. Diverse search panels are a proven method to increasing hiring rates for people of color.</p> <p>Employee Assistance Program by and for BIPOC and LGBTQ practitioners: MTR Therapy is a wellness service provider for people who identify as Lesbian, Gay, Bisexual, Trans, Queer, plus (LGBTQ+), People of Color (POC), and Allies. MTR Therapy delivers wellness services by people who reflect the communities they serve. MTR offers counseling, health and life coaching, mentoring and drop in services. These services are accessible to employees, eligible family members and members of employee’s households.</p> <p>Emergency Management ICS Equity Chief: Established an Equity Officer in the Emergency Operations Plan and Emergency Operations Center for future activations based on learnings from the COVID 19 response.</p> <p>Bilingual Pay Policy APM 7.5:</p> | <p>Ongoing</p> | <p>Central Services</p> |

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| | <p>The bilingual pay benefit is designed to compensate employees up to 5% of their base salary that are in positions that demonstrate regular use of a language other than English that is relevant to the scope of work. Exploration is ongoing of how these employees’ skills can be best used by the organization.</p> <p>Policy Review: Developing an Equity Lens for future policy development and review.</p> <p>Training Programs Content Review and Development: HRNI and Employee Resources Center staff partner to review content of training programs to make sure that those trainings support Eugene’s vision for a welcoming and safe community for all. They are also coordinating new content to supplement existing equity-related training offerings. This partnership will allow us to maximize training offerings by ensuring alignment with the city’s commitment to fostering belonging and supporting a more inclusive and respectful work environment. Recent examples of new equity related trainings include, Curiosity Keepers, Equity in Online Meetings, Equity vs Equality, Racism and History of Oregon and Upstander Bystander Intervention.</p> | | |
| Core Competencies | <p>The City has adopted 6 competencies that reflect core values of the organization and the type of work culture we strive to achieve. The competencies form a framework that is used to support staff in their personal growth and development in the organization. The competency <i>Respectful & Inclusive Work Environment</i> means that we as a team, and employees as an individual, take the time to appreciate, understand and learn from the diversity of our teammates. Respect is promoted by valuing the feelings and perspectives of others with whom we work. Inclusion is promoted by seeking out a wide range of voices, and ensuring that everyone feels seen, heard and validated. By making each other feel respected, and including each other in conversations, projects and teams, we are all better able to contribute to a collaborative, creative and engaged work environment.</p> | Ongoing | All departments |
| Belonging Trainings | <p>Belonging is the City’s baseline diversity, equity, and inclusion training aimed at supporting City of Eugene staff to promote a sense of belonging in our organization and in the community.</p> <p>The training consists of three modules: Two modules of baseline training for all employees (Inclusive Public Service and Respectful Work Environment) and a third module for supervisors.</p> | Ongoing | Central Services |

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| | <p>Current priority is on enrolling all COE employees in the first two modules. A modified version was delivered to neighborhood associations and members of boards and commissions on two occasions in December. Staff are currently exploring options to expand the reach of the training for other agency partners in 2021.</p> | | |
| Inclusive Public Participation Guidelines and Training | <p>The Public Participation Guidelines have been updated and trainings have been developed for staff, boards and commissions and neighborhood associations.</p> | Ongoing | Central Services |
| Biased-based Policing Training | <p>The Eugene Police Department has taken steps to proactively address the issue of biased-based policing:</p> <p>In 2006 EPD became the first police agency in Oregon to train its entire police force in the topic of biased based policing using the nationally-recognized curriculum known as Perspectives in Profiling. In 2012, this training became a regular part of the EPD training curriculum so that all officers receive the content. This was coupled with training to gather data on stops for a new records management system designed to collect demographic data related to police contacts.</p> <p>In 2015, professor Erik Girvan from the UO School of Law provided implicit bias training to all sworn officers and several support staff including community service officers, crime prevention specialists and volunteers.</p> <p>In 2019, the Oregon Criminal Justice Commission reviewed EPD’s data and found no evidence the Department conducts traffic or pedestrian stops, enforcement actions, searches, or arrests in disparate proportions for black or Hispanic populations. https://www.oregon.gov/cjc/Pages/default.aspx</p> | Ongoing | Police |
| De-escalation and Crisis Intervention Training | <p>All EPD officers receive de-escalation training designed to reduce the need to use force, recognize the sanctity of life, protect officers from harm, reduce injuries to subjects and build community trust. Eugene Police De-escalation Policy: https://www.eugeneor.gov/ArchiveCenter/ViewFile/Item/5165</p> <p>Crisis Intervention Team (CIT) – Officers receive 40-hours of training to increase the ability to resolve police encounters with people who have mental illnesses safely and when</p> | Ongoing | Police |

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| | appropriate, link them to mental health support and services that reduce the chances for future interactions with the criminal justice system. Officers work in conjunction with trained dispatchers, CAHOOTS and mental health providers. | | |
| CREE (Coaching for Educational Equity) – Residential Equity Program | City of Eugene staff from various departments have attended this 5-day residential seminar that helps participants depart from business as usual to reflect upon what it means to take up equity work in a thoughtful and proactive manner. Approximately 15 employees have completed the program. | Ongoing | Central Services |
| Library Training on Evaluating, Auditing, and Diversifying collections | A training that explores key concepts essential to cultivating and promoting inclusive and equitable collections in libraries. The course covers a wide range of topics, helping teach librarians how to evaluate books and media through an inclusive lens that includes the experiences of LGBTQIA people, people of color, and ethnic, cultural, religious minorities, and more. The training will support an evaluation of our existing collection to better understand how diverse our collection is and where we can improve our collection to be more diverse. | In Process | Library, Recreation & Cultural Services |
| Racial equity and anti-racism resource lists | Create resource list of items the library has on the topics of black awareness, racism, racial justice and equity for COE staff. This includes items in our physical collection as well as available digitally. | Ongoing | Library, Recreation & Cultural Services |
| Interrupting harassment and hate incidents in LRCS managed facilities | All LRCS Regular staff and primary Temporary staff will receive the Hollaback Bystander Intervention Training designed to interrupt racial harassment and hate activity and Conflict De-escalation training. HRNI Equity staff are exploring how to expand the reach of this initiative by incorporating content into the Curiosity Keepers and Upstander Bystander Intervention trainings available to all staff. | Ongoing | Library, Recreation & Cultural Services; Central Services |
| Racial Equity Literacy Kit | <p>The goal of this initiative is to build the Community Development division's awareness and understanding of racial inequity so that we can learn to apply a racial equity lens to our work and utilize our programs to improve outcomes for all racial and marginalized groups within our organization and the communities we serve.</p> <p>Staff will be paired with a partner for 3 months, which is the time it takes to go through one module and its three focus areas. The 3-month Modules are: Systemic Racism, Profession-Specific, and Inner-Self.</p> | Ongoing | Planning & Development |

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| | The literacy kit will include several types of resources for each module focus area. There will be videos, articles, podcasts, etc. and everyone may choose which resources they would like to engage in. | | |
| GARE (Government Alliance on Race and Equity) Training Cohort | The Government Alliance on Race and Equity is a national network of government working to achieve racial equity and advance opportunities for all. Representatives from all COE departments joined the 2019-2020 GARE Pacific Northwest Learning Cohort and spent a year receiving training on how to promote racial equity. The group will provide recommendations the City can use to increase recruitment, promotion, and retention of people of color. | Training cohort completed. Work plan under development | Central Services |
| Triple Bottom Line (TBL) | The Triple Bottom Line is framework designed to help us think about and explore the environmental, equity and economic impacts, benefits and trade-offs of our decisions. An interdepartmental staff group meets every other month to discuss cross-divisional TBL issues. Recently, two Planning Division projects have utilized an external TBL Sounding Board--Urban Reserves and the River Road-Santa Clara Neighborhood Plan. | Ongoing | Central Services; Planning & Development |
| Strategic Race and Equity Advisors | Two teams, one focused on internal facing work and one focused on work with community, with the purpose of elevating race and equity work to the highest level and directly advising the City Manager and the Executive Team on ways to authentically and honestly grow a culture of equity, inclusion and belonging through policies/education/actions. | In process | Executives |
| Recreation Racial Equity Team | The LRCS Racial Equity Team seeks to increase Recreation Division’s cultural responsiveness to needs of BIPOC community and align the actions with LRCS Equity and Human Rights Board & HRNI City Wide Initiatives. Activities include: <ul style="list-style-type: none"> • Racial Equity Training focused on addressing any internal systemic racism practices that are identified. • Indigenous Peoples Land Acknowledgement at special events • Building relationships with BIPOC Community • Access and Inclusion / Registration Scholarships • Application of racial equity lens to Staff Hiring & Development, • Marketing & Communication and Policies and Procedures | Ongoing | Library, Recreation & Cultural Services |
| Basic Life Support Technician Program | In recognition that process to become a paramedic and fire fighter presented barriers to some members of our community, Eugene Springfield Fire developed the Basic Life Support Technician program which allows easier access by limiting education and certifications necessary to develop a career in the fire services. | Ongoing | Eugene-Springfield Fire |

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| Program | Description | Status | Department Lead |
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| External Focus | | | |
| Ad Hoc Committee on Police Policy | Eugene City Council created the Ad Hoc Police Policy Committee to review current police policies and make recommendations to the City Council for changes and improvements. The committee will focus on topics synthesized from the work of Campaign Zero and 21st Century Policing . The Ad Hoc Committee is charged with preparing and submitting a report to the City Council recommending policy changes to current police policy by March 31, 2021. | Ongoing | Central Services |
| Community Safety Initiative – Engagement Process | The killing of George Floyd and other people of color and the disparate impacts our justice system has on people of color has highlighted the need to reflect marginalized voices in decisions involving community safety. Eugene City Council recognized this and directed the City Manager to convene communities of color for input on changes or additions to the Community Safety Initiative (CSI). Input will be solicited through viewing of a webinar, focus group conversations and a survey. | Ongoing | Central Services |
| Tribal Intergovernmental Relations Work | City of Eugene is initiating a process to create, facilitate, and build intergovernmental relationships between Tribal leadership and City leadership. Outcomes will include the development of an understanding on how Native communities’ and Tribal governments’ would like to participate and give input regarding City processes, projects and a culturally appropriate Land Acknowledgement process for the City of Eugene to use for future land acknowledgements. | In process | Central Services |
| Equity Panels | <p>National research and local experience show that the impacts of climate change tend to disproportionately impact marginalized communities. An Equity Panel was convened in order to capture and elevate the concerns of marginalized communities as they relate to the CAP2.0.</p> <p>Staff are in the process of creating another Equity Panel that would be an ongoing resource available to departments and provide community expertise applying an equity lens to City programs or initiatives.</p> | CAP 2.0 Equity Panel – complete | Central Services |
| Transportation Equity Working Groups | Learning and conversation groups prioritizing Transportation actions and work planning that center equitable community engagement efforts, transportation infrastructure, and leadership/interdepartmental efforts. | Ongoing | Public Works |

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| Human Rights Commission and work groups | The City of Eugene Human Rights Commission (HRC) is tasked with advising City Council and staff on human rights policy. The commission has created work groups focused on identifying and addressing needs of marginalized communities. HRC and workgroup meetings are open to the public. | Ongoing | Central Services |
| Equitable Mobility Collaboration | Collaborating with NAACP & Beyond Toxics through USDN workshops. Focus on equitable outcomes and implementation related to climate and transportation work. | Ongoing | Public Works |
| Middle Housing | <p>House Bill 2001 passed in 2019, requiring cities to expand the types of housing allowed across historically single-family areas. Planning is approaching the implementation work with a focus on equity and inclusion.</p> <p><u>Healthy Democracy</u> The City is partnering with this nonprofit nonpartisan group to run a Planning Review Panel that is made up of randomly selected people from all parts of the community. The group is balanced by seven different demographic factors, is compensated for their time, and will be participating in intensive learning and deliberation sessions to prepare recommendations on HB 2001 implementation for staff.</p> <p><u>Equity RoundTable</u> Organizations doing equity-based work were invited to participate in an Equity RoundTable to specifically discuss the housing issues affecting excluded and underrepresented groups in Eugene. Organizations are being compensated for their participation with a small sponsorship.</p> | In process | Planning & Development |
| Shelter Siting Focus Groups | Staff assembled a group of unhoused individuals to provide feedback on 2 proposed sites for the 75 bed low-barrier shelter/navigation center | Complete | Central Services |
| Day Resource Center outreach to unhoused individuals | Staff trained and provided stipends to unhoused individuals who partnered with Recreation Staff to conduct intercept interviews with 300+ unhoused individuals to identify preferred features in a Day Center | Complete | Central Services |
| Cultural Expression in Public Spaces | Cultural Services has hired The Felt Hat, a Portland based design firm, to create a cultural map and narrative of downtown Eugene with a focus on the Park Blocks, Farmers Market, 8 th Avenue and Downtown Riverfront. This map identifies stories of historical, cultural and environmental significance that includes historically marginalized communities and creates a design framework to incorporate these stories into the downtown public spaces. City of Eugene staff gathered an informal Cultural Expression Group made up of residents of color to collaborate and review the Felt Hat's work. Staff will be looking to implement the designs in | In process | Library, Recreation & Cultural Services; Planning & Development |

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| | future public projects in downtown Eugene. | | |
| Storytelling at Downtown Riverfront Park | Parks Planning partnered with HRNI staff to reach out to our African American communities to help tell the “Across the Bridge” community story. Many African American families had no option but to settle outside the city limits, “Across the Bridge” (now Alton Baker Park) when they came here to fill jobs during wartime. Their homes were destroyed and families displaced with the reconstruction of the Ferry Street Bridge in 1950. A piece of functional art in the new park will tell this important story. | Complete | Public Works; Central Services |
| Farmers Market, Park Blocks and City Hall Planning and Design | Over several months, Community Development and the design team hosted public engagement events to involve the entire community on the design for the Park Blocks, Farmers Market and future City Hall. The process included a survey to gather opinions on cultural diversity to create a public space that is safe and inclusive for peoples of varying cultural backgrounds as well as public events that looked to make the public process more accessible and exciting. Public process fed directly into the Cultural Expression in Public Space process. | Complete | Planning & Development |
| Latino/a Engagement and Parks and Recreation System Planning | Focused outreach to Latino/a community members to understand barriers to usage of Parks and Recreation facilities. Hands-on design workshops and focus groups resulted in tailored recommendations in several service areas. | Engagement complete, results still guiding internal practices | Central Services; Public Works; Library, Recreation & Cultural Services |
| Mattie Reynolds Park and MLK Jr Park community engagement process | Both bond-funded projects are scheduled to begin community engagement in 2021. BIPOC focused engagement has yet to be designed but outcomes may identify public art opportunities and interpretive story-telling opportunities at these two parks as well as others in the system (i.e. Alton Baker Park and Skinner Butte Park) | Upcoming: 2021 | Public Works |
| Downtown Riverfront Street Naming | In 2019, the City asked the community to help name three new streets on the Downtown Riverfront site. After an engaging process that generated more than 1,100 ideas from community members, Mayor Vinis revealed the final street names: Annie Mims Lane, Nak-nak Avenue, and Wiley Griffon Way. | Complete | Planning & Development; Central Services |
| Striker Field Renaming | Public process to rename Striker Field Park included reaching out to BIPOC community members to nominate and vet suggested names. | In process | Public Works |

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| Trainings and Support for Neighborhood Associations | HRNI staff offers support and training to neighborhood associations to increase their capacity to engage with their neighbors and promote equitable processes. Examples include the Belonging training, a series of facilitated discussions on racism for the ABC neighborhood and inclusive outreach and language access consultation. | Ongoing | Central Services |
| Community and Neighborhood Matching Grants | In 2019 the program title was expanded to Community and Neighborhood Matching Grants to encourage more community members see their projects as potentially eligible for funding. A number of recent projects focused on equity and inclusion: <ul style="list-style-type: none"> • Community workshops titled Six Conversations About Race, Culture and Equity • Murals honoring Wiley Griffin and Dr. Edwin Coleman, • Huerta de la Familia worked with the Active Bethel Citizens to enhance the accessibility to their family garden project | Ongoing | Central Services |
| Rights Assistance Program | The Human Rights and Neighborhood Involvement Office is responsible for fielding discrimination complaints related to housing, employment, public access (including accessibility requests and grievances), and City contracts that occur within the City of Eugene. Examples of services offered through the Rights Assistance Program (RAP) are assistance accessing services, events, and facilities in the City of Eugene, providing referrals to appropriate resources, ensuring access to appeal and grievance processes, and facilitating informal conflict resolution. | Ongoing | Central Services |
| Diversifying membership on Boards and Commission | Staff have worked with various commissions to intentionally recruit diverse applicant pools and make recommendations on appointments that provide for a diverse membership on boards and commissions. Ultimately, City Council chooses from the pool that staff puts forward. | Ongoing | varies |
| Engineering, Equity & Access Coordinator | Position created to advise and lead equity related work for Public Works Engineering Division. Part of core team for Belonging and other City-wide equity trainings. | Filled | Public Works |
| Community Engagement Coordinator | Bilingual/Bicultural staff position created in the Police Auditor's Office. | Filled | Central Services |
| Multicultural Liaison | This newly created position was advocated for by Human Rights Commission and supported by the <i>Marginalized Voices</i> report completed in 2018. This position increases organization's ability to connect with multi-cultural and marginalized communities. It was filled in 2019 and is currently helping lead the AdHoc Committee on Police Policy process. | Filled | Central Services |
| Institutionalizing Language Access Practice | Includes language access and community outreach best practices and departmental consulting; maintenance of translation and interpretation contract services list; development and maintenance of Spanish pages on the City website, pilot of the Language & Cultural | Ongoing | Central Services |

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| | Liaison Program; La E-Kiss programming coordination; development of an intra-City online resource. | | |
| Spanish Language Public Safety Forum | Eugene Police Auditor’s Office, HRNI, EPD and local school districts partnered to offer public safety forums for our Spanish-speaking communities. The forums provide access to information in Spanish and a chance for attendees to interact with public safety personnel and local support services related to law enforcement, hate/discrimination, sexual assault, mental health, and much more. | Ongoing - Held 2x/yr | Central Services; Police |
| City Website - Spanish language landing page and marketing | Created a Spanish language landing page with links to all pages that have been manually translated. Created homepage icon that directs to that page. Includes screening criteria pages must meet to be listed. Continuing to work on prioritizing and providing resources to City departments to incentivize website translations. Through the La E-Kiss grant, that directs to our Spanish landing page, visits have increased 84%. | Ongoing | Central Services |
| City Spanish Facebook Programming with La E-Kiss | This grant project is to provide critical inform to our mono-lingual Spanish speaking community on recovery issues as well as other critical City programs and services. This is being done with La E-Kiss Facebook station (over 8k followers in our local area) news productions called Aqui en la Ciudad (Here in the City). These informational productions get a variety of City information out to community and additionally interactive La E-Kiss productions gather input on important topics such as recovery needs, small business sustainability support, public safety. The productions were used to get emergency information out in Spanish on COVID, fires and curfews. The Aqui en la Ciudad (Here in the City) program airs weekly, Monday nights at 6pm. Staff is exploring continuation of the program after the grant funding ends in February 2020. | In process; Ends February 2020; Looking for ongoing support | Central Services |
| Spanish Translation of Library Notices | Patrons now have option of receiving Library Notices in Spanish. | Ongoing | Library, Recreation & Cultural Services |
| Spanish language Fix it Fairs | The City of Eugene has partnered with the ToolBox Project, Eugene’s tool lending library, to continue hosting Fix-It Fairs , events that invite the community to get items repaired at no cost. An additional partnership with La E-Kiss has allowed Fix-It-Fairs to serve our Spanish-speaking community. | Ongoing | Planning & Development |
| Paso a Paso | Paso a Paso at Eugene Municipal court is offered to help people through the court process who speak Spanish as their primary language. Defendants are greeted by a Spanish-speaking advocate (PDD employee Karina Fon). Spanish language videos which explain the court processes are shown. A Spanish interpreter provides language services in the courtroom | Ongoing – 2 nd Thursday of each month- On | Planning & Development |

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| | throughout the court process. The interpreter and advocate assist each defendant through the remainder of the court process – translating forms, explaining court process, outlining options, and providing information. | hold due to COVID | |
| CAHOOTS (Crisis Assistance Helping Out On The Streets) | CAHOOTS is a mobile crisis intervention program staffed by White Bird Clinic personnel using City of Eugene vehicles. This relationship has been in place for nearly 30 years and is well embedded in the community. CAHOOTS provides support for EPD personnel by taking on many of the social service style calls for service to include crisis counseling. CAHOOTS is dispatched on EPD’s service channel and calls are triaged through the Central Lane Communication Center. Each van is staffed with a medic (nurse or EMT) and an experienced crisis worker. | Ongoing | Police |
| Hate and Bias Tracking, Prevention and Response | In coordination with EPD, HRNI produces an annual Hate and Bias Report . A Hate & Bias Prevention and Response Toolkit has been developed to increase prevention awareness and coordinate response to hate activity through community support. A training series has also been developed, portions of which have been incorporated into the curriculum for a Leadership and Social Change course at UO’s PPPM program. This training series was being offered to the public pre-pandemic and was the basis of the Belonging training development. | Ongoing | Central Services; Police |
| EPD liaisons to marginalized communities | Eugene Police has appointed detective liaisons for the communities that are targets of hate and discrimination. EPD liaisons are being introduced to community leaders and will help increase trust between our various communities and EPD officers. | Ongoing; on hold due to COVID | Police |
| The Evolve Experience | <i>Evolve</i> is a new performance experience that explores the relationship between law enforcement and communities of color. <i>Evolve</i> seeks to stimulate conversation in a new way and help us to bridge a seemingly intractable divide. | Delayed due to COVID | Police; Central Services |
| Young Women’s Fire Camp | Each year, Eugene Springfield Fire hosts a Young Women’s Fire Camp. The Camp instills self-confidence, teamwork, and leadership by utilizing Fire Service activities as a catalyst for this growth . | Ongoing | Eugene-Springfield Fire |
| COVID-19 youth messaging contest | Emergency Operations Center Public Information team created a contest to solicit graphic or videos from youth, including Spanish language entries (through La E-Kiss grant), to reinforce COVID-19 safety messages. | Complete | EOC |

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| Downtown Programming – Events & Public Art | We are working towards creating a positive and safe atmosphere that inspires people to visit and participate in downtown through programming that supports our diversity of residents, businesses, and patrons by featuring work of BIPOC artists through our Windowfront Exhibitions, hiring artists of color to install, perform, original works in events, public art, and ambient programming. | Ongoing | Library, Recreation & Cultural Services |
| Mayor’s Art Show | A curator strategy and approach for the Mayor’s Art Show is committed to cultivating diversity, equity, and access to the City’s visual arts and artists, especially those who have been systematically silenced and/or excluded from the art world. | In process | Library, Recreation & Cultural Services |
| Accessible Virtual Programming | In March of 2020 broader access to our programming was created through the addition of interactive web programming and an increased social media presence to help ensure people of all ages and abilities have an opportunity to connect to our cultural exhibitions, projects, and events whether from their homes, in their neighborhoods or downtown. This was especially the case for National Dance Week, Slow Roll Sundays, and Visual Arts Week. | In process | Library, Recreation & Cultural Services |
| Fiesta Cultural | A partnership with Lane Arts Council, Fiesta Cultural supports the growing Lane County LatinX community through the expression of heritage, art, music, and culture. Our vision is to provide community spaces and places where LatinX community can gather to celebrate; where local, regional, and national artists are showcased; and all identities of LatinX culture, not just the perpetuated and pre-conceived notions of stereotypes are supported and celebrated. | In process | Library, Recreation & Cultural Services |
| Hult Center Programming, Education and Engagement | Removing barriers and increasing community access to a diverse selection of world-class presentations, performances of cultural significance, artists in residence and education experiences. We strive to enhance relationships with community organizations and individuals throughout the greater Eugene area. Through a variety of free enrichment programs (workshops, book clubs) and community partnerships, we seek to bring the performing arts to a diverse population within our extended community. Ensure that all people, regardless of economic ability, have access to the performing arts. Through partnerships with local non-profits social agencies, our program provides free or discounted tickets to families throughout Lane County. | Ongoing | Library, Recreation & Cultural Services |
| Recreation Value Statement on Racial Equity 2020 | <p>The following value statement is a welcoming to all BIPOC community members as they enter Recreation Facilities, and an action statement to all Recreation staff in confronting harassment and hate incidents:</p> <ul style="list-style-type: none"> • This Recreation facility and surrounding public space serves all members of our community. | Ongoing | Library, Recreation & Cultural Services |

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| | <ul style="list-style-type: none"> We value racial equity and we support the civil rights of all protected classes, and the human rights of all people. We are committed to removing systemic barriers to access and inclusion in all our services. We do not and will not allow hate crimes and discrimination to occur in this facility or surrounding public space. | | |
| Adaptive Recreation Program | Adaptive Recreation Services (ARC) provides year-round, community-based recreational, social and educational programs for Eugene area children, teens and adults with cognitive, emotional, mental, social and physical disabilities that expand their access to opportunities that promote overall health and wellness. | Ongoing | Library, Recreation & Cultural Services |
| Equity in Contracting | <p>The Equity in Contracting (EIC) program functions as a liaison to the business community, working to ensure that the City's interface with the business community is one of access and trust, and conveys the City's values around social equity, collaboration and challenging the standard method of doing business.</p> <p>The program is interested in understanding and removing barriers to working with the City as a supplier of goods or services, with a focus on increasing the number of projects awarded to small, minority and women-owned businesses.</p> | Ongoing | Central Services |
| Multiple Unit Property Tax Exemption – Public Benefit Criteria | One of the post-approval MUPTTE requirements is related to local economic impacts. Prior to sending the project to bid, developers and their contractors must meet with the City's Equity in Contracting program coordinator in order to learn how they can ensure Minority and Women Business Enterprises (MWBE) have an equitable opportunity to compete for contractors and subcontracts. The City shares information about available resources to help reach these populations. | Ongoing | Planning & Development |
| West Eugene Enterprise Zone Public Benefit Criteria | Businesses who participate in the West Eugene Enterprise Zone are required to meet additional Public Benefit Criteria to qualify for the full tax exemption. Business that are minority-owned, women-owned, or disadvantaged receive an extra point within these criteria. Businesses can also receive points if they meet with the City's Equity in Contracting program and create a policy or program for contracting with more MWBE businesses. | Ongoing | Planning & Development |
| COVID recovery planning for marginalized communities | Staff developed the <i>City of Eugene Preliminary COVID-19 Damage Assessment: An Equity & Marginalized Communities Framework</i> to assess impacts of the pandemic on marginalized communities. Follow up work included an assessment for adding an Equity function to the EOC. | Complete | Central Services |



Human Rights Commission

FY 2022 WORK PLAN

Goal 1 (Community-oriented)

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.

| Item | Description | Assigned to |
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| 1.1 | Invite different equity, civil rights and human rights group to present at meetings or special events on the needs of efforts being made throughout the city. | Education, Outreach, and Public Engagement Work Group |
| 1.2 | Celebrate National Homeless Persons' Memorial Day | Homelessness and Poverty Work Group |
| 1.3 | Monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene (BIPOC, LGBTQ, and religious minorities). | WeCU Work Group Homelessness and Poverty Work Group |
| 1.4 | Promote and support human rights events and efforts in the community | Education, Outreach, and Public Engagement Work Group |
| 1.5 | Engage members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) with respect to the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through reaching out to community representatives and members, and the results compiled as updates and presented to the HRC. | WeCU Work Group |
| 1.6 | Towards the advancement of a high-priority recommendation from the 2017 Marginalized Voices Report, and in light of the 2022 World Athletic Championships, resume the work of advocating for and moving forward with the creation of a Multicultural Center. | WeCU Work Group |
| 1.7 | Participate in Statewide Sweeps Community Forum | Homelessness and Poverty Work Group |
| 1.8 | Raise awareness for outcomes of Human Rights Commission meetings and work. | Education, Outreach, and Public Engagement Work Group |
| 1.9 | Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate | Education, Outreach, and Public Engagement Work Group |
| 1.10 | Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the HRNI. Elicit feedback and document barriers to reporting. | Homelessness and Poverty Work Group |
| 1.11 | Engage culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) and community groups, in coordination with staff tasked with that function, to encourage the reporting of hate and bias | WeCU Work Group |



Human Rights Commission

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| | incidents to the HRNI. Elicit feedback and document barriers to reporting. | |
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Goal 2 (Liaison role)

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.

| Item | Description | Assigned to |
|------|---|--|
| 2.1 | Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene. | WeCU Work Group Homelessness and Poverty Work Group Economic Opportunity committee |
| 2.2 | Develop a strategy to increase engagement and communication with City Council. The strategy will include a plan to develop relationships with individual City Councilors. | Advisory Work Group |
| 2.3 | Continue to advocate to recognize homeless people as a protected group in all relevant domestic legal frameworks and to end policies or measures that discriminate directly or indirectly against homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless. | Homelessness and Poverty Work Group |

Goal 3 (Advisory role)

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

| Item | Description | Assigned to |
|------|--|--|
| 3.1 | Provide feedback and submit recommendations regarding the City's communications strategy, including the City website, social media, etc., as it relates to marginalized communities. | WeCU work group Homelessness and Poverty Work Group |
| 3.2 | On an as-needed basis, engage with members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) around police reform and efforts to reimagine public safety. | WeCU Work Group |
| 3.3 | In complement with Section 3. of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups) and in conjunction with existing City efforts, conduct | WeCU Work Group |



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| | research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy. | |
| 3.4 | Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation. | Economic Opportunity committee |
| 3.5 | Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate. | Economic Opportunity committee |
| 3.6 | Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to dramatically increase them. | Economic Opportunity committee |
| 3.7 | Identify barriers to housing affordability and preventing homelessness. | Economic Opportunity committee |
| 3.8 | Research what other cities are doing regarding city-wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. | WeCU Work Group |

2019-2020 HRC Work Groups

WeCU (Whole Eugene Community United) Work Group

Objective: Identify and implement strategies to enhance inclusion of marginalized communities into the larger Eugene community and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism.

Lead: Daniel Borson **Supporting Leads:** Ib Hamide, Ibrahim Coulibaly

Homelessness and Poverty Work Group

Objective: Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

Lead: Heather Sielicki **Supporting leads:** Amanda McCluskey, Kirstin London

Advisory Work Group

Objective: Maintain an introspective view of human rights issues in Eugene as they arise and develop advisory communication and recommendations to City Council to respond to and support human rights in Eugene.



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Lead: Joel Iboa **Supporting leads:** Ibrahim Coulibaly, Amanda McCluskey, Kirstin London, Daniel Borson

Education, Outreach, and Public Engagement Work Group

Objective: Develop and implement strategies to promote education, outreach and public engagement.

Lead: Amanda McCluskey **Supporting leads:** Heather Sielicki, Ibrahim Coulibaly

Economic Opportunities Committee

Objective: Research and recommend strategies to promote economic advancement of marginalized communities.

Lead: Joel Iboa **Supporting leads:** Ibrahim Coulibaly, Daniel Borson, Heather Sielicki, Kirstin London

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