



# 2018 HATE AND BIAS REPORT

City of Eugene

This is the seventh annual report on hate and bias crimes and incidents prepared by the Office of Human Rights and Neighborhood Involvement in collaboration with the Eugene Police Department. This report is available online at <https://www.eugene-or.gov/3913>

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**Our mission:** Eugene's Office of Human Rights & Neighborhood Involvement works to create an equitable, safe and welcoming community. We serve the entire community by providing opportunities for meaningful participation in community conversations, access to government processes and services, and by connecting people to local resources and assistance.

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## Hate and Bias Reporting and Response in Eugene

The Eugene City Council has a goal of making Eugene a welcoming and safe community for everyone. To accomplish that goal, the City of Eugene provides sponsorship for critical community events, supports campaigns to advance human rights, and adopts policies that reflect community values. Those efforts include tracking hate and bias crimes and incidents and providing support to victims of such incidents. Definitions and distinctions between hate and bias crimes and incidents are included in the Methodology section of this report.

Hate and bias crimes and incidents are motivated by prejudice based on actual or perceived race, color, religion, national origin, sexual orientation, gender identity, or disability. In addition to statutory reporting of state and federally classified hate crimes, the Eugene Police Department (EPD) tracks bias-related crimes motivated by perceived or actual age, economic status, social status, citizenship, marital status, or political affiliation or beliefs, and membership or activity in or on behalf of a labor organization or against a labor organization, to better understand and gauge community trends.

Non-criminal hate and bias incidents are reported to HRNI in multiple ways:

- Direct report using the online form: <https://www.eugene-or.gov/reporthate>
- Via phone call (541.682.5177) or email to HRNI staff ([hrni@ci.eugene.or.us](mailto:hrni@ci.eugene.or.us))
- In person at the HRNI office (99 W 10<sup>th</sup> Ave., Eugene-OR 97401)
- Transferred from EPD when hate and bias activity reported to police are found to be non-criminal.

The Office of Human Rights and Neighborhood Involvement (HRNI) and EPD work collaboratively to review each hate crime reported to EPD to ensure accuracy and consistency in the reporting process. EPD provides victims with resources and assistance through HRNI. This relationship lends to the possibility of increased reporting of hate and bias activity in Eugene.

The City of Eugene responds to hate and bias activity based on nationally recognized best practices. The City's response is victim directed and protects victim confidentiality when requested. Various people provide support depending on the circumstances and the expressed wishes of the victim. HRNI support is in accordance with the City of Eugene's Hate and Bias Incident Response Plan.<sup>1</sup> HRNI, EPD, the HRC, and community organizations regularly collaborate on hate and bias incident response by providing victims with referrals to other agencies for assistance, supporting Op-Ed articles and letters to the editor, alerts in neighborhood association newsletters and social media sites, assistance with connecting victims with the media, and criminal investigations where warranted.

The City of Eugene hopes to reduce hate and bias activity by training sworn EPD personnel and educating the community on how to report hate and bias activity. According to the 2010 Department of Justice Hate Crime Victimization Report, it was estimated that nationally 25-42% of hate crimes are reported to police.<sup>2</sup> Given this information, it is likely that the hate and bias incidents reported in Eugene

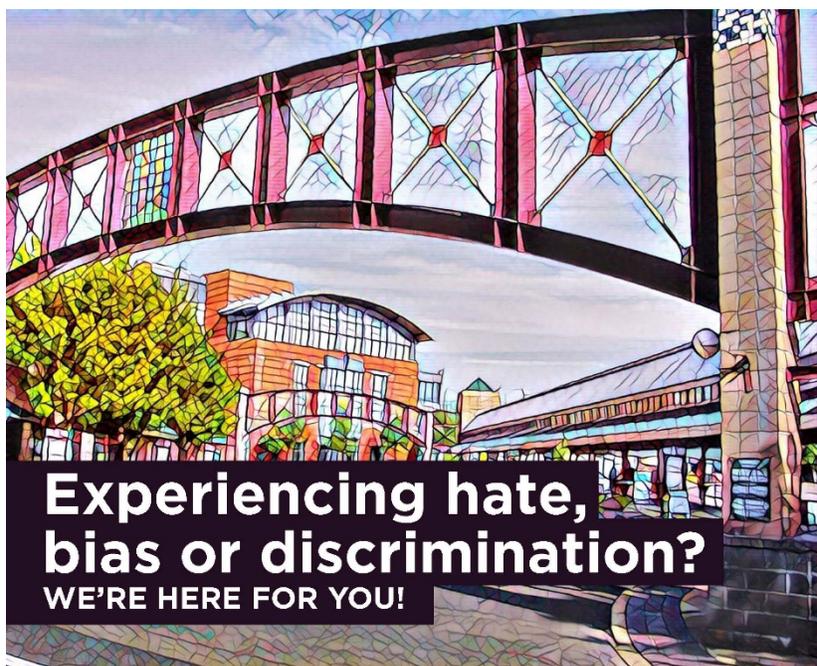
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<sup>1</sup> <http://www.eugene-or.gov/DocumentCenter/Home/View/536>

<sup>2</sup> <http://www.bjs.gov/index.cfm?ty=pbdetail&iid=4614>

represent only a fraction of the actual activity that is occurring. Through our efforts, we are now capturing a larger percentage of the activity occurring in Eugene than before. As the climate surrounding hate and bias activity evolves, the Office of Human Rights and Neighborhood Involvement (HRNI) works to prepare community members with resources and skills for addressing hate and bias when it occurs close to home.

This is the eighth annual report on hate and bias activity and response, prepared by HRNI and EPD. The data collection methodology and format of reporting has been replicated consistently since the 2012 report which serves as a baseline for evaluation of reported hate and bias activity in Eugene.



**Experiencing hate,  
bias or discrimination?  
WE'RE HERE FOR YOU!**

File a report and access resources in Eugene with the Office of Human Rights & Neighborhood Involvement:

- CALL 541-682-5177
- STOP BY our office at  
99 W. 10<sup>th</sup> Ave, Suite 116  
(9AM-12PM & 1-4PM Monday to Friday)
- GO TO [Eugene-or.gov/ReportHate](http://Eugene-or.gov/ReportHate)

If you are in immediate danger call 911.

You can also report crimes to the Police non-emergency line: 541-682-5111.



## Community Outreach

In 2018, HRNI staff and the HRC organized several outreach undertakings to promote human rights and prevent hate and bias activity, including organizing events, participating in multiple coalitions, offering training, and giving grants as co-sponsorship of activities organized by community partners.

In February of 2018, HRNI co-sponsored a Public Safety Forum in Spanish to facilitate understanding and integration of the Latino community with city services and law enforcement. HRNI also conducted outreach with the Latino community to raise awareness of the City of Eugene Protection for Individuals Ordinance.

March of 2018, HRNI in partnership with EPD, the Department of Justice, the FBI, Lane County, and the University of Oregon organized a forum on hate crimes in Eugene. This event was aligned with the release of the 2017 Hate and Bias Report and addressed hate and bias activity in the community. Groups supporting marginalized communities and a panel of people who experience hate and bias attended the forum. This event publicized the work being done in our community to address hate and bias and highlighted resources available to victims through HRNI and community partners.

The HRC's Homelessness Work Group organized showings and discussion of the movie "Under the Bridge" to raise awareness of protecting human rights of the unhoused population in Eugene.

In October of 2018, HRNI released the first edition of the [Hate & Bias Prevention and Response Toolkit](#). This Toolkit is intended to prevent and coordinate response to hate activity through education and action. The Toolkit includes information on identifying hate & bias, how to report it, tools and strategies for community action, a link to further training, and more resources. Since 2018, neighborhood associations and other community groups are receiving training on how to use the toolkit.

In November of 2018, the HRC organized a celebration for the 70<sup>th</sup> Anniversary of the Universal Declaration of Human Rights. The event was carried out by Whole Eugene Community United (WeCU), a work group of the HRC.

## Human Rights Commission Grants

In 2018, the HRC awarded grants to support the following activities:

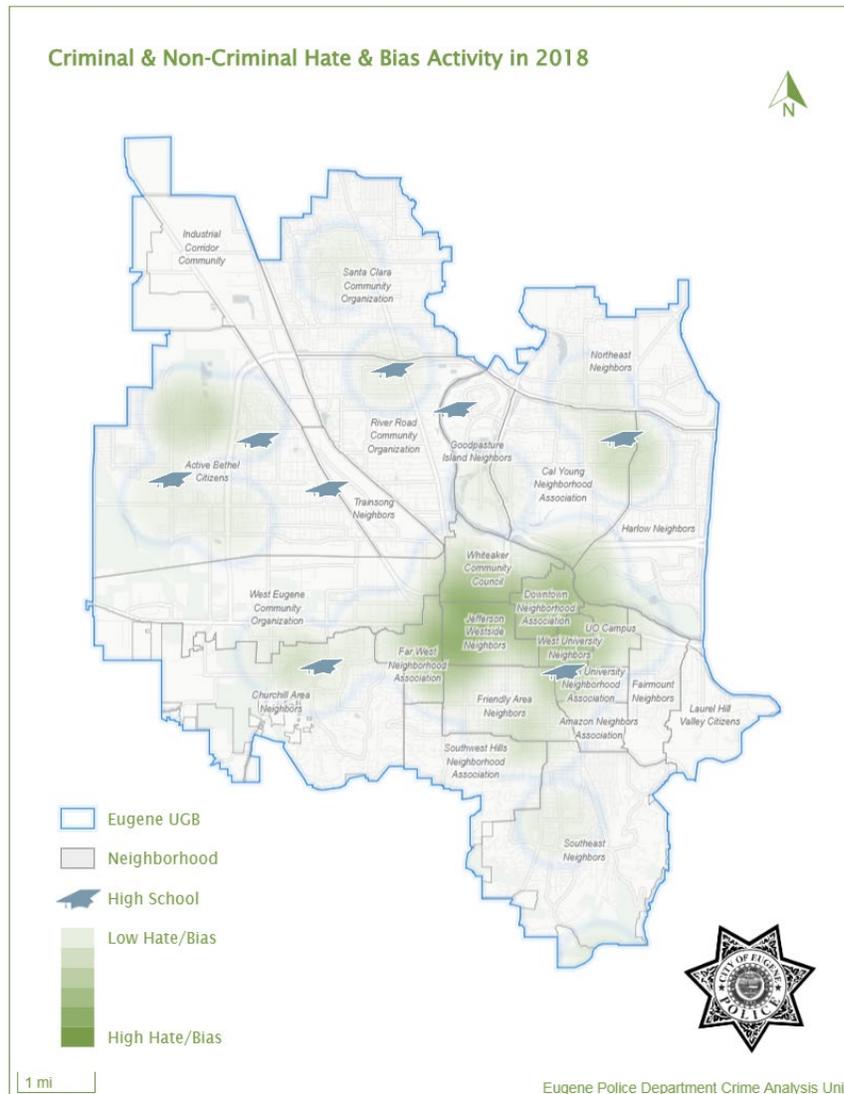
- International Human Rights Day Celebration – HRC WeCU Work Group
- Publication of Marginalized Voices Report – HRC WeCU work Group
- Under the Bridge: Movie showings and discussions – HRC Homelessness Work Group
- Our Bodies, Our Voices, Open mic at Tsunami Books
- Viewing in the Valley event – Showing Up for Racial Justice
- The Archeology Channel Film Festival
- Anti-Semitism and Islamophobia training – Community Alliance of Lane County
- Lunch Match: Housed and Unhoused conversation – First Christian Church
- Celebrating Success: Housing our Veterans event
- Now I Am Your Neighbor – Minority Voices Theatre and Community Alliance of Lane County

## 2018 Hate and Bias Crimes and Incidents at a Glance

This report includes 81 reports of hate and bias activity occurring in 2018. Of those, 47 were categorized as hate crimes and 34 as non-criminal incidents. In 2017, 139 hate and bias activities were reported. Of those, 87 were crimes and 51 were non-criminal incidents. The difference in these annual numbers reflects a year-to-year decline of 42%.

In 2018, African Americans were the group most affected by physical violence, the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community was the group most affected by intimidation, and the Jewish community was the main target of vandalism. The Latino/Hispanic community and LGBTQ community members were the primary targets of non-criminal incidents.

The distribution of hate and bias crimes and incidents did not change from previous years and central neighborhoods continue to be the most impacted areas.



## Reporting Methodology

The 2018 Hate and Bias Report includes criminal and non-criminal activity reported to EPD and HRNI. The report provides a statistical snapshot of reported hate and bias activity to inform efforts to combat bias-motivated activity in the city of Eugene. The report provides policy-makers and community members with information to plan efforts on education, prevention, intervention, victim assistance, and policy advocacy.

Bias and hate activity are reported based on the actual or perceived association of victims with a protected class status. This is a list of protected classes in the city of Eugene:

### Federally protected classes

- Age
- Skin color
- Disability
- Sex
- Ethnicity
- Marital or Domestic partner status
- National origin
- Race
- Religion

### State of Oregon protected class\*

- Sexual Orientation and Gender Identity

### City of Eugene protected classes\*

- Familial status
- Housing status\*\*
- Source of income

\* State and local protected classes are in addition to Federally recognized protected class categories.

\*\*For tracking purposes only, not include as a protected class in the City of Eugene Code.

## Definition of Hate and Bias Crimes

A hate crime is any criminal act or attempted criminal act directed against a person or persons based on the victims' actual or perceived association with a protected class. The definition of crime is that presented in Criminal Code of Oregon.

Examples of hate crimes include:

- Acts which result in injury, even if the injury is minor
- Threats of violence that could be carried out
- Acts resulting in property damage
- Any criminal act or attempted criminal act, including property damage, directed against public or private agencies.

## Definition of Hate and Bias Incidents

Hate and bias incidents are like hate crimes in that the act is directed against a person or persons based on the victim's actual or perceived association with a protected class. The difference between a hate incident and a hate crime is that a hate incident is a non-criminal act. Examples of hate incidents include:

- Circulating offensive material such as hate flyers placed on windshields or thrown on lawns.
- Posting hate materials that does not result in property damage.

- Displaying hate graffiti in public places which is not directed against a specific target (e.g. an epithet on a vacant building or highway overpass).

## **Definition of Hate and Bias Activity**

Hate and Bias activity includes all hate and bias crimes and all hate and bias incidents. The use of hate and bias activity allows for discussion, explanation and clarity related to all reported hate bias events in the community.

## **Underreporting of Hate Crimes**

The National Crime Victimization Survey, prepared by the U.S. Department of Justice, indicated that 54% of hate-motivated crimes were not reported to law enforcement during 2011-2015.<sup>3</sup> According to survey respondents, reasons for not reporting hate-motivated crimes or activity include: judging such crimes not important enough to be reported to police; feeling that police would be unable to help the victim; fear that police would not bother to get involved; and fear that reporting the incident would bring more trouble for the victim.

Another potential reason for underreporting is the existence of multiple jurisdictions within city limits. Hate-motivated violence that occurs in facilities outside of a city's jurisdiction may not be formally identified as hate crimes, even if those facilities are within city limits. In some cases, there may be reluctance by such facilities to report hate and bias crimes to avoid possible negative publicity. Therefore, it is reasonable to assume that the hate crimes reported in this document likely represent only a portion of hate crimes committed in Eugene during 2018.

The City of Eugene is trying to minimize reasons for underreporting by giving visibility to the issue via publications and events, by promoting outreach to marginalized communities, and by engaging city officials in response efforts. Additionally, the publication of this annual report contributes to increased community awareness of hate and bias activity, which might promote more community participation in the efforts to make Eugene a safe and welcoming community for all.

## **Understanding the Numbers**

Unless otherwise noted, all numbers in this report refer to cases, rather than victims and perpetrators.

- The sum of cases reported by protected class categories may differ from the total number of cases. That is a result of some cases being related to more than one protected class. For example, when we report impacted communities, those might include victims targeted due to religion and ethnicity at the same time.
- In alignment with how the bias crime statutes are written, we report the perpetrators' intended target group instead of relying on the actual identity of the victim as a proxy. This accounts for cases in which the actual identities of the victims are not specified or where the victim's identity

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<sup>3</sup> U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, Special Report: Hate Crime Victimization Statistical Tables, 2014 – 2015 June 2017.

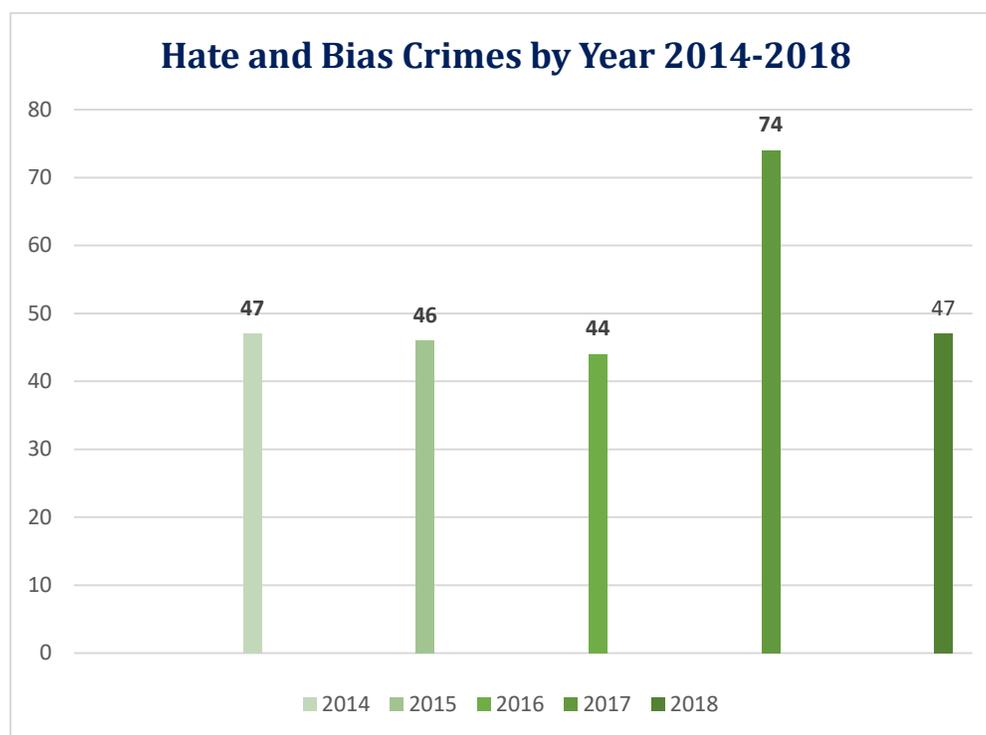
is mistaken. For example, when a Latino victim is perceived by the perpetrator as African-American.

- This report does not include potential bias violations committed by Eugene Police Department employees. If a case involves EPD personnel, it will be included in the Eugene Police Auditor's Report. See the Related Reports section for details.
- When the person filling a report does not wish to be contacted and does not include enough information, HRNI may be unable to determine the group associated with the victim(s) of a hate and bias incident. In such cases, the impacted group may be listed as unknown.
- It is important to note that fluctuations in data from one year to the next does not necessarily indicate trends. Sometimes, an increase one year follows a notable decrease the previous year. Multi-year data provide a better sense of trends.
- The report may not reflect the actual outcome of the investigation of individual cases. We receive the original police crime report for cases in which the investigation may be ongoing. We may review it and include it before the investigation is completed or charges are filed. Therefore, the number of hate crimes reported here may differ from the numbers reported by EPD to the FBI's hate crime statistics.
- Some numbers referring to hate crimes committed 2014-2017 have changed since last year's report due to an ongoing process of updates and corrections.
- In this report, we classified the swastika as anti-Jewish when found in isolation. Cases where a swastika and racialized graffiti were both present were categorized as multi-racial.

## Hate and Bias Crimes

In 2018, 47 hate crimes were reported to EPD, a number close to those recorded annually from 2014 to 2016. The 2018 numbers might be an indicator that the sharp increase seen in 2017 was related to temporal factors (i.e. results of the 2016 election, increased occurrence of people acting on hateful beliefs, current national discourse, increased motivation to report, etc.) and not to a sustained increase in hate activity in Eugene or a result of changes in how EPD reports hate crimes, which occurred in 2017.<sup>4</sup>

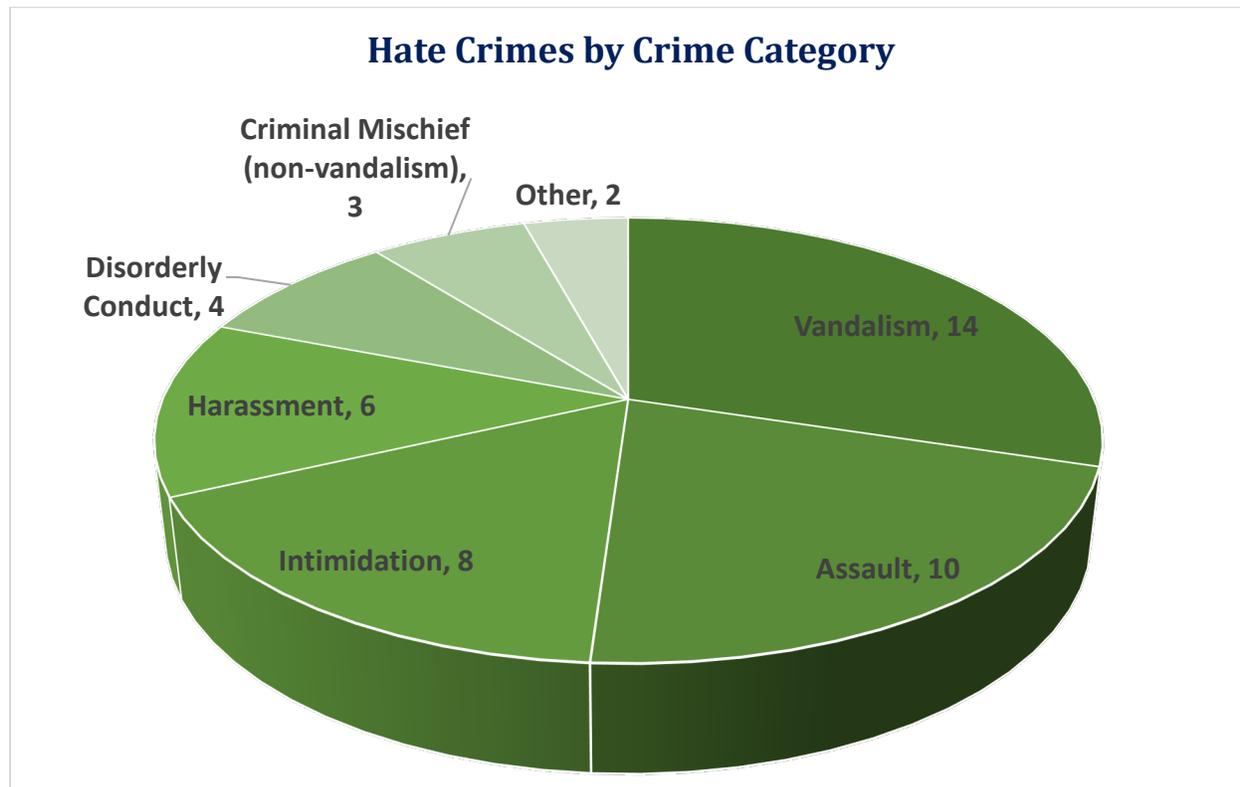
Cases reported in the first quarter of 2019 are below the average of the last four years. If this trend continues until the end of the current year, it might be possible to assume a return to historic crime levels. It is also possible that the response to the spike of hate crimes in 2017 may have impacted criminal activity in 2018 or that motivation to report such crimes lowered. EPD, HRNI, and the Human Rights Commission will monitor the monthly reports in 2019 to identify changes in patterns and adjust how to respond to significant variations.



Vandalism, assault, and intimidation were the most common types of crimes reported to EPD in 2018. When language or activity goes beyond the protections of free speech it may become criminal. Most criminal vandalism was related to swastika graffiti. The presence of hate graffiti is not always

<sup>4</sup> In 2017, EPD altered their strategy in recording hate-related vandalism reports and in some cases, officers took reports of graffiti when they witnessed the vandalism. In previous years, reports for vandalism and graffiti were recorded only when they were reported by the public.

classified as a hate crime as by definition a crime must have a victim. If hate graffiti is found in high traffic public spaces, schools or is directly reported by a person who felt victimized it is included in this report as criminal vandalism.



There were 10 reported crimes involving physical violence in 2018. By comparison there were 12 reports involving physical violence in 2017, 10 in 2016, and 17 in 2015. Crimes involving physical violence made up 21% of hate crimes in 2018. When combined, vandalism and assault accounted for a little over half of all hate crimes recorded in 2018. Of the 47 crimes reported in 2018, arrests were made in 13 cases, 3 cases remain open or pending, and 31 were suspended or inactive with no more leads. In 2018, of the charges cleared by arrest, 8 were motivated by race, 3 by either sexual orientation or gender identity, 1 by ethnicity and 1 by religion.

### Motivation of Hate Crimes

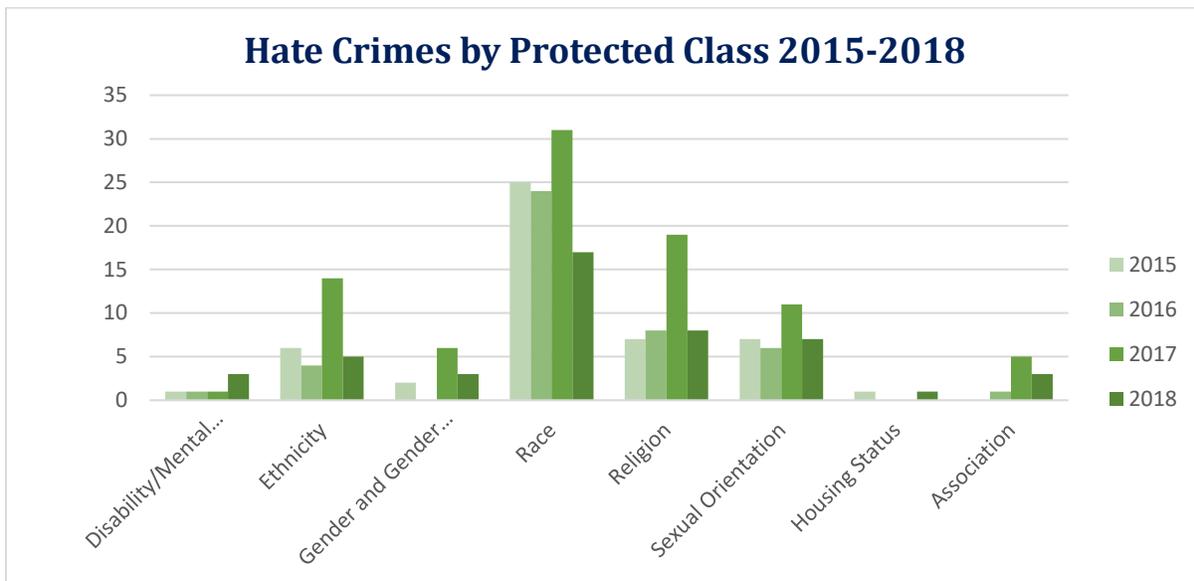
Consistent with the previous four years, race continues to be the leading motivating factor of hate crimes reported in Eugene. For comparison, the public reported 31 hate crimes related to race in 2017, 24 in 2016, 25 in 2015 and 16 in 2014. Reported hate crimes motivated by religion decreased to 8 from 19 cases in 2017. Crimes motivated by the sexual orientation of the victims decreased from 11 in 2017 to 7 in 2018. Despite this decrease, sexual orientation surpassed ethnicity to become the third most common motivating factor of hate crimes in Eugene. Crimes related to ethnicity decreased from 14 to 5. Table 1 illustrates the complete list of motivating factors for hate crimes in 2018.

## Hate Crimes by Protected Class, Eugene, Oregon, 2018

Category	Cases
Race	17
Religion	8
Sexual Orientation	7
Ethnicity	5
Association	3
Gender Identity	3
Disability	2
<b>Total</b>	<b>47</b>

Housing status and disability were the only other two protected class categories that recorded an increase in 2018 when compared to 2017. Because the number of cases is so small, it is not possible to determine that cases related to those two categories are trending upwards.

## Hate Crimes by Protected Class 2015-2018



## Impacted communities

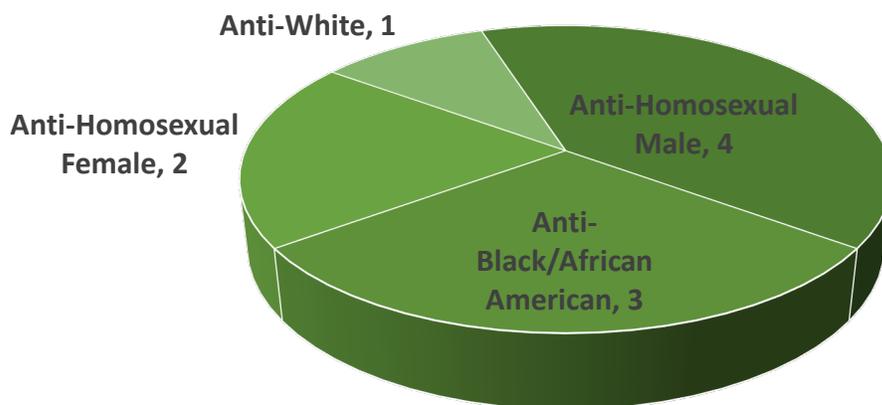
As in previous years, Black and African-American people remain as the most impacted communities by hate crimes despite representing less than 2% of Eugene’s population<sup>5</sup>. Of the 17 reported race-related hate crimes, 8 were committed against African American community members. Of the 47 hate crimes reported in 2018, 22 targeted communities based on race and ethnicity, which results in racial and ethnic minorities being the most impacted group. When combined, cases against homosexual males (7), transgender people (3), and homosexual females (2) result in the LGBTQ community being the second most affected group by hate crimes in Eugene in 2018.

<b>Communities Affected by Hate Crimes in Eugene, Oregon, 2018</b>	
<b>Affected group</b>	<b>Cases</b>
Anti-black/African-American	8
Anti-homosexual male	7
Anti-Jewish	7
Anti-multi-racial group	6
Anti-transgender	3
Political affiliation	3
Anti-Arab	2
Anti-homosexual female	2
Anti-other ethnicity/ancestry	2
Anti-physical disability	2
Anti-white	2
Anti-Hawaiian/Pacific Islander	1
Anti-Hispanic/Latino	1
Anti-Islamic/Muslim	1
<b>Total</b>	<b>47</b>

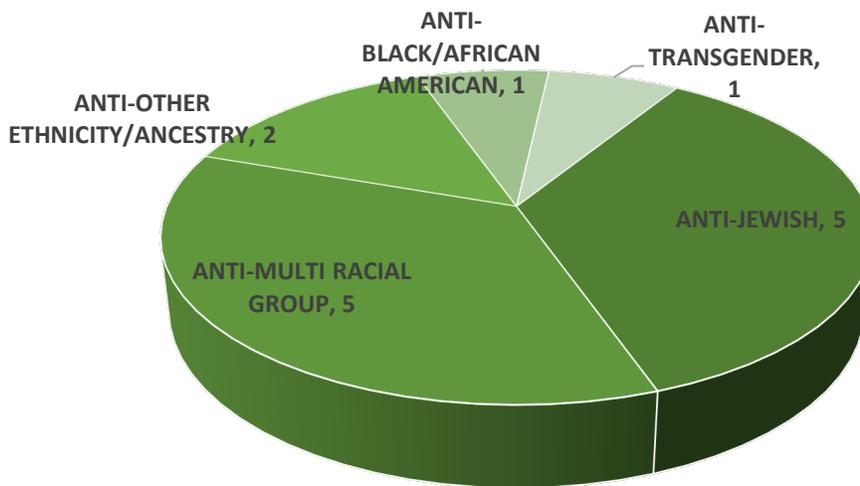
Of the 10 hate crimes involving physical violence in 2018, six were motivated by the sexual orientation of the victims. Four anti-homosexual male and two anti-homosexual female cases were reported. Three physical violence crimes were directed at Black/African Americans. In 2017, Black/African Americans were the target in 80% of the cases involving physical violence reported by race. The percentage of physical violence cases motivated by the sexual orientation of the victims more than doubled in comparison to 2017. It is necessary that violence against LGBTQ community be monitored closely to determine if the identified increase is due to normal variation or if it signals a developing trend. Cases recorded as anti-LGBTQ are not disaggregated by race/ethnicity.

<sup>5</sup> US Census Bureau Quick Facts - <https://www.census.gov/quickfacts/fact/table/eugeneoregon/PST040217>

### Communities Impacted by Physical Violence in Eugene, 2018



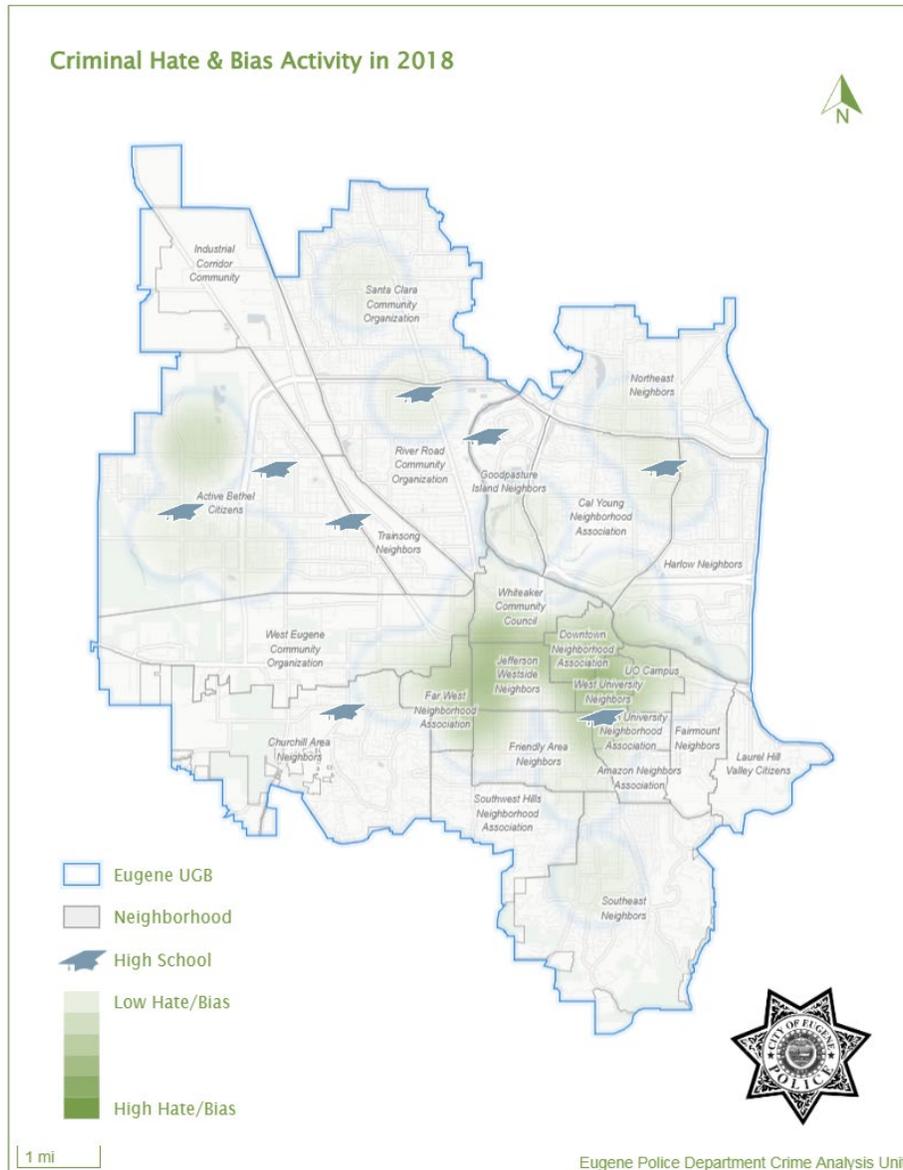
### Criminal vandalism by impacted community, Eugene, 2018



In 2018, criminal vandalism targeted primarily multi-racial groups and the Jewish community. Five criminal vandalism cases were anti-multi-racial groups and five were anti-Jewish. Five of seven anti-Jewish crimes were reports of swastika graffiti. In this report, we classified the swastika as anti-Jewish when found in isolation. Cases where a swastika and racialized graffiti were both present were categorized as multi-racial. Swastikas are also being used across the country as a symbol of White supremacy and hate

against other groups. For example, it has been used against immigrants, blacks Muslims, and LGBTQ people.<sup>6</sup>

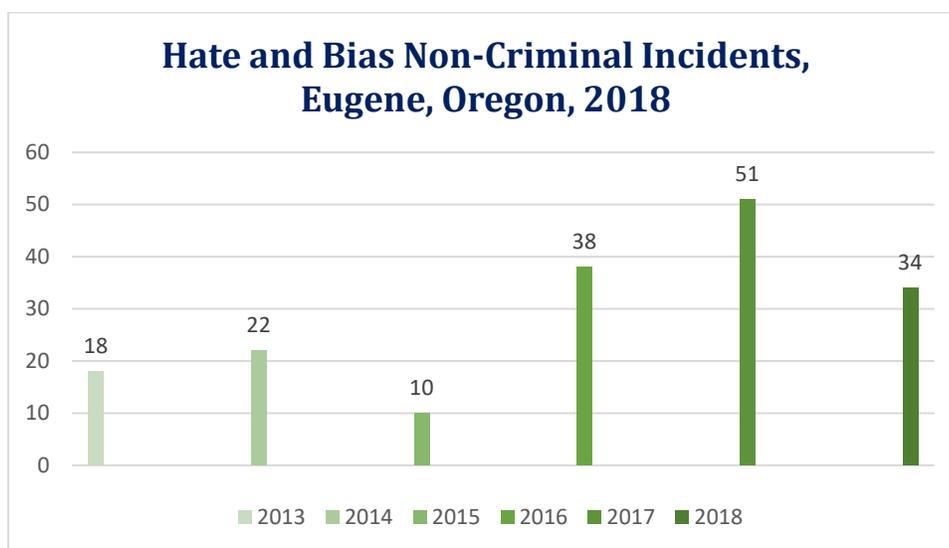
The distribution of criminal activity based on hate and bias did not change considerably in comparison to 2017. The map in the following page illustrates a concentration of cases in the central neighborhoods. Of the outlining neighborhoods, the Bethel area was the one most impacted by criminal activity motivated by hate and bias.



<sup>6</sup> Swastika use is on the rise, but among those who understand it least. <https://www.usatoday.com/story/news/politics/2017/08/13/swastika-use-rise-nazis-trump-charlottesville-violence/104488402/>

## Hate and Bias Non-Criminal Incidents

Non-criminal incidents motivated by hate and bias have a detrimental impact on our community. Although the City of Eugene is not required to report non-criminal incidents motivated by hate and bias, we do so to reinforce the message that hatred and bigotry are not acceptable. HRNI staff in cooperation with the HRC, partner agencies, and community allies track such incidents and provide support to impacted communities. By doing so, we inform our local government actions to increase safety and inclusivity in Eugene.

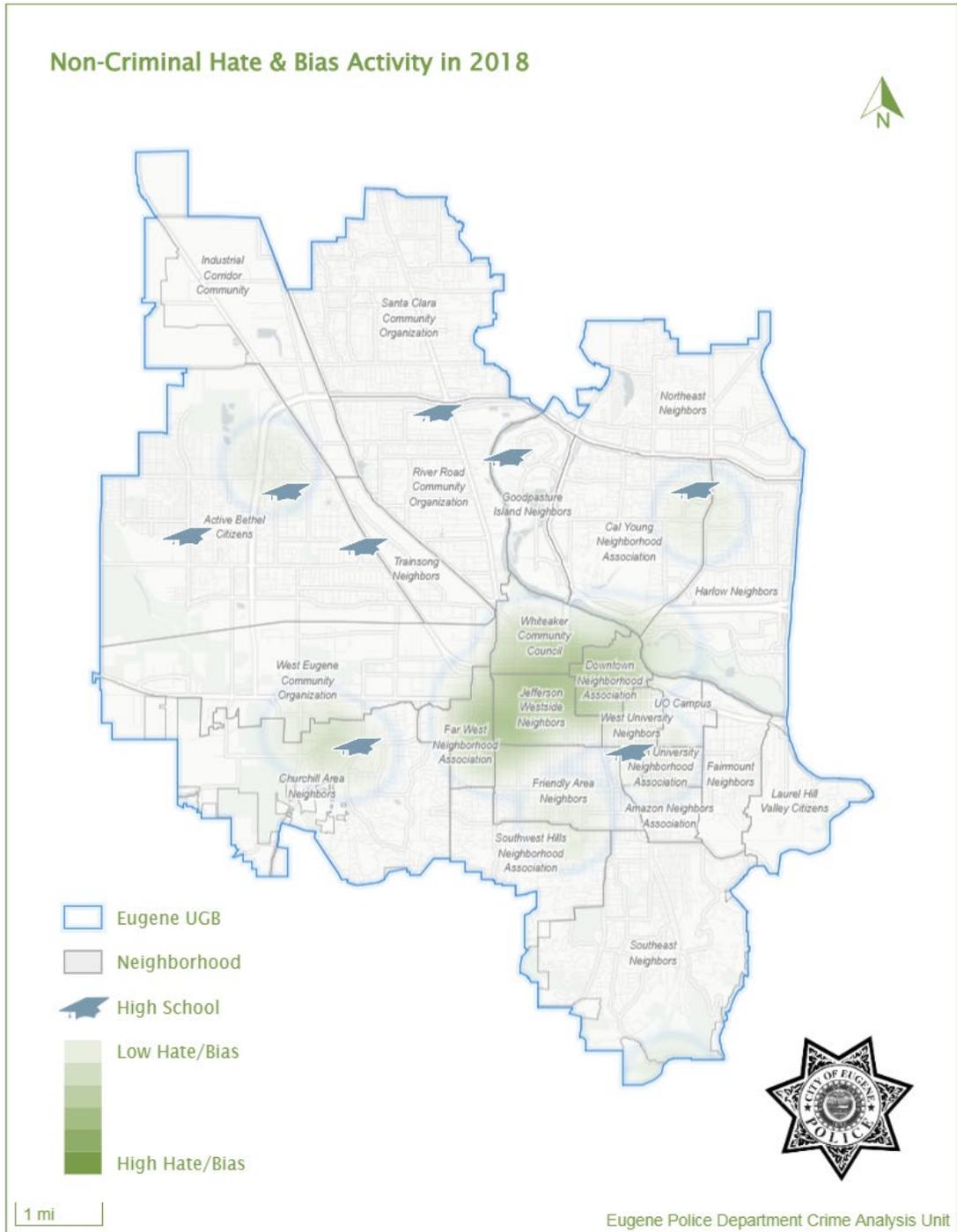


There were 34 hate and bias incidents reported to HRNI in 2018. Some of the reports made to HRNI may have been criminal in nature, but the victims or witnesses chose not to file police reports. Thus, those reports have been captured in the non-criminal numbers. When the person filing a report does not wish to be contacted and does not include enough information, HRNI may be unable to determine the group associated with the victim(s) of a hate and bias incident. In such cases, the impacted group may be listed as unknown.

Race and ethnicity continued to be the most frequently reported motivating factors for hate and bias incidents. This remains consistent with trends in Eugene and is consistent with federally reported statistics on hate and bias crimes. In relation to previous years statistics on hate and bias incidents based on race and ethnicity, Latinos and/or Hispanics replaced African Americans as the most targeted group.

There were a total of 51 hate and bias incidents reported to HRNI in 2017, 38 cases reported in 2016, and 10 cases reported in 2015.

The distribution of non-criminal activity based on hate and bias did not change considerably in comparison to 2017. The map below illustrates a concentration of cases in the central neighborhoods.



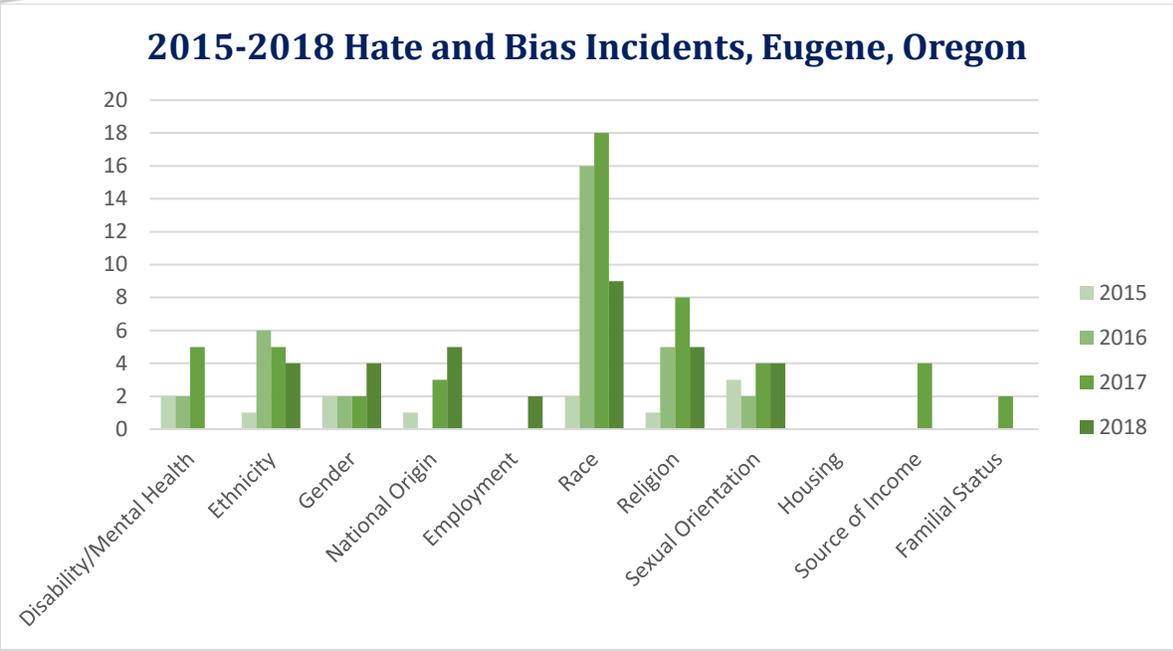
<b>Non-Criminal Reports by Primary Protected Class, 2018</b>	
Hate Factor	Cases
Race	9
National Origin	5
Religion	5
Ethnicity	4
Sexual Orientation	4
Gender and Gender Identity	4
Employment	2
Association	2
Disability/Mental Health	0
Housing	0
Marital/Familial Status	0
Source of Income	0
<b>Total</b>	<b>34</b>

<b>Non-Criminal Reports by all Protected Classes, 2018*</b>	
Hate Factor	Cases
Race	17
National Origin	12
Ethnicity	11
Sexual Orientation	10
Gender and Gender Identity	8
Religion	7
Association	5
Marital/Familial Status	4
Employment	2
Disability/Mental Health	1
Housing	0
Source of Income	0
<b>Total</b>	<b>34</b>

\*A case may be counted more than once if it can be included in more than one category.

<b>Hate and Bias Incidents by Targeted Group, Eugene, Oregon, 2018</b>	
Group	Cases
Latinos/Hispanic	7
LGBTQ	6
Jewish <sup>7</sup>	6
Asian	4
Blacks/African-American	2
Native American	1
White/Caucasian	1
Unknown	7
<b>Total</b>	<b>34</b>

<sup>7</sup> Six cases of swastika graffiti found in isolation of other hate speech were classified as anti-Jewish



## Related Reports

### Police Auditor’s Office Process

The City of Eugene employs an Independent Police Auditor to investigate allegations of misconduct against police officers, analyze trends of complaints, and recommend improvements to police services in the city. Eugene City Code designates the Police Auditor’s Office as the intake point for all complaints against employees of EPD. For more information on the Police Auditor’s Office’s and to review their annual report, visit this link: <https://www.eugene-or.gov/1039/Police-Auditor>

### University of Oregon Annual Crime Report

The University of Oregon is a significant part of the Eugene community, and employs its own police jurisdiction. By federal law, each law enforcement jurisdiction reports hate and bias crimes back to the federal government. Along with its strong commitment to a safe, inclusive and welcoming campus, the University of Oregon is taking active steps to address hate and bias incidents on or near its campus. The University of Oregon Police Department (UOPD), as part of an educational institution, is also required to complete an annual report in compliance with the Clery Act. The University of Oregon 2018 annual report has been published and is available for download at this website: <https://police.uoregon.edu/annual-report>. There was no hate crime reported at the campus area for 2018. Six non-criminal hate incidents have been reported at the University of Oregon campus between 2015 and 2017.

## Looking Ahead

The number of reported hate and bias crimes and incidents during 2018 may indicate that hate and bias activity in Eugene is back to the recent historical trend. While we celebrate reductions in hate and bias activity, we know that one report of hate and bias activity is too many. For this reason, the City of Eugene will continue its efforts to prevent and respond to hate and bias activity. HRNI, EPD, and the HRC will work collaboratively to strengthen partnerships with community groups and other agencies to deliver on the City Council commitment of making Eugene “a welcoming, inclusive and safe community for everyone” ([City Council of Eugene, Resolution 5174](#))<sup>8</sup>. To support the goals listed in Resolution 5174, HRNI is currently working on the following initiatives:

- Offering training to neighborhood associations and community groups interested in using the Hate and Bias Prevention and Response Toolkit<sup>9</sup>.
- Supporting community events with grants awarded by the Human Rights Commission<sup>10</sup>.
- A Language Access Initiative with other city departments to increase accessibility to city resources for people with limited English proficiency, which includes translating sections of the city website to Spanish.<sup>11</sup> This initiative includes a Language & Culture Liaison program to diversify and build skills in the city workforce for better outreach and service to all community groups. Liaisons support city departments with translation, education, and resources.
- Trainings for City of Eugene staff on culture-responsive customer service, inclusive and respectful workplace, leading for equity and community engagement among others.
- Co-coordinating the second Public Safety Forum in Spanish with the Police Auditors’ Office.

In addition to the above initiatives, HRNI staff support the work of the Human Rights Commission, which advises City Council on human rights issues and related policies. The HRC meets 5:30-7:30 on the third Tuesday of every month (except August) at the Sloat Room in the Atrium building, located at 99 W 10<sup>th</sup> Ave., Eugene-OR. All are welcome to attend the meetings and provide public comments, including suggestions on how the City of Eugene can improve its programs and policies that promote human rights and support victims of hate and bias.

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<sup>8</sup> Available for download at <https://www.eugene-or.gov/DocumentCenter/View/30171>

<sup>9</sup> Interested parties may sign up for a training at <https://www.eugene-or.gov/4061>

<sup>10</sup> Event organizers may learn about the grant guidelines and request support at <https://www.eugene-or.gov/2377>

<sup>11</sup> Content is Spanish is available here: <https://www.eugene-or.gov/4056>

## **City Manager's Office**

### **Human Rights & Neighborhood Involvement**

99 W. 10th Ave. Suite 117 Eugene, OR 97401 :: Phone: 541-682-5177 :: Fax: 541-682-5221

<https://www.eugene-or.gov/3913> :: [hrni@ci.eugene.or.us](mailto:hrni@ci.eugene.or.us)

Open to the public 10 AM-noon and 1-4:00 PM