



**City of Eugene**  
**Human Rights Commission**  
**FY 2014 Work Plan Report**

## Summary

This is the report from the Human Rights Commission FY 2014 Work Plan. The work plan was approved by City Council in October of 2013.

Below are highlights from the past year, followed by detailed charts of progress on implementing the work plan.

## Highlighted Work

### *Events*

To help raise awareness, foster respect, create community dialogue, and increase education on human rights issues the Human Rights Commission (HRC) hosted, assisted with organization and participated in several events:

- NAACP – MLK Jr. Day March
- LCC MLK Jr. Community Event
- HRC - Homelessness Forum
- Police Commission Forum – Bias Based Policing
- Integration Network for Immigrants of Lane County – “Together We Can” Symposium

Funding and other support was also provided for community events organized by community groups. The HRC supported 12 community events with endorsement, sponsorship, and/or volunteer work:

- Transgender Day of Remembrance
- YEPSA – Youth Empowerment Symposium
- HIV Alliance – Health Fair
- Sexual Assault Support Services-Vagina Monologues
- The Archaeology Channel – Film Festival
- Winnemem Wintu Tribe – Wild Salmon Run
- I Learn America Youth Symposium
- Eugene/Springfield Pride Festival

## *Key Partnerships*

The HRC has actively worked to increase communication and collaboration with other City Boards and Commissions, staff, and community groups over the past year to promote human rights and social equity.

### Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and so shares one voting member. Additionally the HRC actively participated in the work regarding bias in policing including a public forum.
- **Civilian Review Board:** The HRC has liaisons assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Budget Committee:** To engage in a more active role in the budget process the HRC provided a Memo and testimony to the Budget Committee, highlighting the needs of vulnerable populations.

### Staff

- **City Hall Rebuild:** The HRC gave detailed feedback to the City Hall design committee regarding equity and accessibility concerns for the new City Hall.
- **Environmental Justice and Planning:** HRC commissioners participated in groups organized by planning staff to give input on environmental justice issues in relation to the UGB expansion in the Clear Lake study area.
- **Green House Gas Emission Scenario Planning:** The HRC received a staff update on the GHG Scenario Planning process and was encouraged to further participate in community meetings to highlight social equity concerns in this planning process.
- **MUPTE Revisions:** Collaborated with community development staff to provide input on revision to MUPTE specifically addressing immigrant and fair labor concerns.

### Community

- **Integration Network for Immigrants of Lane County (IN):** Commissioners are engaged with IN and actively participate in mutual work such as the “Together We Can” symposium held in May of 2014.

### *Recommendations to Policy Makers*

Correspondence on the following topics was submitted to local, state and national policy makers during FY 2014.

#### City

- **City of Eugene Transgender Code Amendment:** Amendment requested by the HRC, amended by Council January 27, 2014.
- **Paid Sick Leave:** Endorsement of local paid sick leave ordinance, approved by Council July 28, 2014.
- **Hate and Bias Activity Update:** Memo to Council regarding Hate and Bias activity and areas of concern
- **Whoville Recommendations:** Letter to Mayor and Council recommending Whoville remain in place until alternative accommodation could be found for residents.
- Recommendations to fill HRC vacancies

#### State

- **Oregon Homeless Bill of Rights Campaign:** Endorsement of Western Regional Advocacy Program's efforts to introduce legislation at the State level for an Oregon Homeless Bill of Rights.

#### Nation

- **Human Rights At Home Campaign:** Letter to State Department advocating for improved human rights implementation and monitoring and federal resource support for state and local government efforts to promote and protect human rights.

### *Areas of Continued Concern*

During the process of developing the FY 2015 Work Plan the HRC identified several key areas of continued concern that they wanted to bring forward from the 2014 Work Plan. These included continued concern regarding hate and bias activity and response, and homelessness and poverty issues and solutions.

## **Members Who Served**

We are deeply grateful to all of the commissioners who served during this work plan and would like to recognize their service.

Councilor Greg Evans: 1/2013-present

Ken Neubeck: 6/2011-present

Andrew Thomson: 6/2011-present

Richie Weinman: 6/2011-present

Chris Nunes: 6/2012-present

Edward Goehring: 7/2013- present

Philip Carrasco: 9/2013 - present

Mary Clayton: 9/2013 - present

Debra Merskin: 1/2014 - present

Arun Toke: 7/2014 - present

David Van der Haeghen: 6/2013 - 6/2014

The Human Rights Commission relies on the generous contribution of time from commissioners and also many engaged community members that collaborate on HRC related work. In total more than 500 hours were logged by commissioners alone over the past year.

67 % Complete



# FY 2014 Human Rights Commission Work Plan Report

## Objective 1.1: Provide human rights education through use of media, social media, events, speakers, workshops and trainings.

<b>Lead: Edward Goehring</b> <b>Support: Ken Neubeck</b>	
<b>Action 1</b>	<b>Explore options for HRC to engage in social media</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Research various options to engage in social media, either through HRC's own page development or through already established pages and networks
<b>Task 2:</b> <input type="checkbox"/>	Draft recommendations and present to HRC for approval
<b>Action 2</b>	<b>Proactively facilitate/host conversations on sensitive topics such as race, gender, and poverty</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Identify key partners and invite for collaboration
<b>Task 2:</b> <input checked="" type="checkbox"/>	Determine format, topics, critical areas
<b>Task 3:</b> <input checked="" type="checkbox"/>	Plan event/s
<b>Task 4:</b> <input checked="" type="checkbox"/>	Host/attend event/s
<b>Action 3</b>	<b>Support, promote or host events/trainings that further the mission of the HRC</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Plan, Implement, and Host International Human Rights Day: Cancelled due to weather
<b>Task 2:</b> <input checked="" type="checkbox"/>	Identify events for HRC participation and develop annual calendar
<b>Task 3:</b> <input checked="" type="checkbox"/>	Develop partnerships with festival organizers to establish a more prominent role for the HRC
<b>Task 4:</b> <input checked="" type="checkbox"/>	Respond to requests of HRC event sponsorship from community groups

50% Complete



## Objective 2.1: Establish, strengthen and maintain effective relationships with City Council and other City advisory bodies.

<b>Lead: Andrew Thomson</b>	
<b>Action 1</b>	<b>Create and strengthen liaison relationships with Sustainability &amp; Police Commissions, Civilian Review Board, Accessibility Advisory Group, Equity and Human Rights Board, Community Development Block Grant Advisory Committee and City Council.</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Assign liaisons from HRC, confirm liaisons to HRC
<b>Task 2:</b> <input type="checkbox"/>	Create working agreements with other advisory bodies
<b>Task 3:</b> <input checked="" type="checkbox"/>	Invite annual presentation from Police Auditor/CRB
<b>Task 4:</b> <input type="checkbox"/>	Explore ways to minimize barriers for accessing the police oversight system
<b>Action 2</b>	<b>Strengthen relationships with Neighborhood Associations</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Prepare and submit articles for Neighborly and other neighborhood publications
<b>Task 2:</b> <input checked="" type="checkbox"/>	Track emerging issues in Neighborhood associations through staff reports and NLC minutes to identify areas for potential HRC collaboration.
<b>Task 3:</b> <input checked="" type="checkbox"/>	Attend and/or contribute to content for trainings provided by Neighborhood Services
<b>Action 3</b>	<b>Increase HRC understanding of DESP</b>
<b>Task 1:</b> <input type="checkbox"/>	Host DESP presentation at HRC meeting
<b>Action 4</b>	<b>Raise awareness of HRC/Boards and Commissions, recruit for diverse applicant pool</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Request and review report from Boards and Commissions staff on demographic composition of Boards and Commissions membership
<b>Task 2:</b> <input checked="" type="checkbox"/>	Strategize and execute an outreach plan for boards and commissions recruitment, identify potential partner agencies and key community leaders for collaboration

25% In Progress



### Objective 3.1: Respond to and address hate and bias activity, including systemic and individual racism.

<b>Leads: Chris Nunes, David Van Der Haeghen</b>	
<b>Action 1</b>	<b>Increase HRC and Council awareness of hate and bias activity, coordinate responses in collaboration with community</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Receive quarterly reports from EPD and Human Rights staff on bias activity
<b>Task 2:</b> <input type="checkbox"/>	Provide feedback to Council as needed on trends or areas of concern
<b>Task 3:</b> <input type="checkbox"/>	Develop specific roles for HRC in supporting the City's Hate and Bias Response plan (ie. letters, website, newsletter, reports, articles, Neighborhood Association collaboration)
<b>Task 4:</b> <input type="checkbox"/>	Develop and execute outreach plan for vulnerable populations to increase awareness of Equity and Human Rights Office services
<b>Action 2</b>	<b>Encourage organizations that collect Hate/Bias reports to share information</b>
<b>Task 1:</b> <input type="checkbox"/>	Develop list of other organizations likely to receive reports
<b>Task 2:</b> <input type="checkbox"/>	Distribute information on the Equity and Human Rights Office to encourage more reporting
<b>Task 3:</b> <input type="checkbox"/>	Provide recommendations to staff on how to proceed with attempts to share information
<b>Action 3</b>	<b>Review local data sources to identify indicators of systemic racism and communicate findings to staff and decision makers.</b>
<b>Task 1:</b> <input type="checkbox"/>	Identify Sources
<b>Task 2:</b> <input type="checkbox"/>	Review Information and write report
<b>Task 3:</b> <input type="checkbox"/>	Identify opportunities to provide input in the context of policy or decision making processes (ie. Evaluate Envision Eugene implementation using Equity and Opportunity Assessment)
<b>Action 4</b>	<b>Explore ways to support anti-bullying in schools</b>
<b>Task 1:</b> <input type="checkbox"/>	Meet with partners at Bethel and 4-J school districts to gauge interest in HRC collaboration



80% In Progress



### Objective 3.2: Respond to and advocate on community issues around homelessness and poverty.

<b>Leads: Ken Neubeck, Arun Toke, Richie Weinman</b>	
<b>Action 1</b>	<b>Assist Council in gathering data and community input, analysis &amp; reporting</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Engage Council and request input and clarity regarding desired HRC role in homelessness issues
<b>Task 2:</b> <input checked="" type="checkbox"/>	Develop engagement strategy (ie. hosting a community forum, surveys, etc.)
<b>Task 3:</b> <input checked="" type="checkbox"/>	Implement strategy
<b>Task 4:</b> <input type="checkbox"/>	Research confluence of issues regarding homelessness and poverty
<b>Task 5:</b> <input type="checkbox"/>	Frame results of engagement and research in terms of poverty/homelessness and develop report
<b>Task 6:</b> <input type="checkbox"/>	Deliver report to Council
<b>Action 2</b>	<b>Explore opportunities for collaboration on County Continuum of Care Board</b>
<b>Task 1:</b> <input type="checkbox"/>	Contact County staff to get update on status of Continuum of Care Board
<b>Task 2:</b> <input type="checkbox"/>	Consider creating HRC liaison to Board
<b>Action 3</b>	<b>Monitor, assess and report out implementation of Opportunity Eugene Task Force recommendations.</b>
<b>Action 4</b>	<b>Explore, research and make proposals to add protected class status for the homeless in addition to exploring a homeless bill of rights for Eugene</b>
<b>Action 5</b>	<b>Research tracking and reporting crimes committed against homeless individuals and report findings back to the Human Rights Commission.</b>

50% Complete



### Objective 3.3: Respond to, and advocate for, the removal of impediments to immigrant integration within the Eugene community.

Leads: Mary Clayton, Phil Carrasco	
<b>Action 1</b>	<b>Collaborate with City staff, Integration Network (IN), and other community partners on immigrant integration issues (ie. welcoming spaces and language access work)</b>
<b>Task 1:</b> <input checked="" type="checkbox"/>	Contact key partners and determine opportunities for collaboration
<b>Task 2:</b> <input checked="" type="checkbox"/>	Facilitate conversation between partners
<b>Task 3:</b> <input checked="" type="checkbox"/>	Explore opportunities for collaboration on events/forums
<b>Action 2</b>	<b>Explore how HRC can support providing information and education to immigrant parents on school resources and processes to improve outcomes for immigrant youth</b>
<b>Task 1:</b> <input type="checkbox"/>	Contact partners in schools to determine need and interest develop plan based on partner input
<b>Task 2:</b> <input type="checkbox"/>	Research Salem/Keizer regional Latino parent conference and evaluate potential for local model



**City of Eugene**  
**Human Rights Commission**  
**FY 2015 Work Plan**

# 2015 Affirmed Work Plan Goals

## Goal 1

- Engage in education, outreach, listening and collaboration fostering respect for social equity, civil and human rights in the community.

## Goal 2

- Maintain strategic HRC liaisons and engage in cooperative endeavors with community and with City of Eugene advisory groups that support human rights and social equity.

## Goal 3

- Effectively address selected human rights and social equity issue areas of concern to the community and City

**Objective 1: Maintain effective relationships; advise and advocate on human rights issues with City Council, other City advisory bodies, staff, community organizations and institutions.**

**Objective Leads: Andrew Thomson, Chris Nunes**

**Support: Edward Goehring, Jennifer Frenzer, Phil Carrasco, Arun Toke**

<b>Action 1.1</b>	<b>Advise City Council on human rights issues, advocate for a human rights perspective</b>
Task 1: <input type="checkbox"/>	Deliver report of previous year's work and present new work plan to Council
Task 2: <input type="checkbox"/>	Provide testimony, as needed, to City Council on emerging Human Rights issues
Task 3: <input type="checkbox"/>	Quarterly meetings between the HRC Chairs and the Mayor
<b>Action 1.2</b>	<b>Advise City Staff on human rights issues within the City organization, collaborate and educate on human rights perspective</b>
Task 1: <input type="checkbox"/>	Quarterly meetings between the HRC Chairs and the City Manager
Task 2: <input type="checkbox"/>	Advocate for diverse applicant pool within the HRC, boards and commissions, and other City departments
Task 3: <input type="checkbox"/>	Review hiring data and host presentation for Human Resources director on city hiring practices
Task 4: <input type="checkbox"/>	Participate in or seek opportunities to provide a human rights perspective on planning and/or policy development initiatives
<b>Action 1.3</b>	<b>Collaborate with, advise, and educate other City Advisory Bodies on human rights issues</b>
Task 1: <input type="checkbox"/>	Bring the Human Rights perspective to deliberation and action of other advisory bodies
Task 2: <input type="checkbox"/>	Assign and maintain liaisons
Task 3: <input type="checkbox"/>	Invite annual presentation from Police Auditor/CRB
<b>Action 1.4</b>	<b>Support the work of other community organizations and institutions that further the mission of the HRC</b>
Task 1: <input type="checkbox"/>	Respond to funding requests and co-sponsorships
Task 2: <input type="checkbox"/>	Respond to requests for endorsements (non-funding support: tabling joint statements, etc.)
Task 3: <input type="checkbox"/>	Continue liaison building with Latino and immigrant organizations: Integration Network and others
Task 4: <input type="checkbox"/>	Attend at least one Neighborhood Leaders Council meeting to provide an update on HRC workplan and discuss opportunities for collaboration.
Task 5: <input type="checkbox"/>	Identify and implement one opportunity for collaboration on a human rights issue with neighborhood associations.
Task 6: <input type="checkbox"/>	Raise awareness of HRC within community (ie. MLK March)
Task 7: <input type="checkbox"/>	Determine partners and annual theme for International Human Rights Day, delegate planning

<b>Objective 2: Respond to and address hate and bias activity, including systemic and individual racism.</b>	
<b>Leads: Mary Clayton, Debra Merskin</b>	
<b>Support: Andrew Thomson, Phil Carrasco</b>	
<b>Action 2.1</b>	<b>Increase HRC and Council awareness of hate and bias activity; coordinate responses in collaboration with community.</b>
Task 1: <input type="checkbox"/>	Receive quarterly reports from EPD and Human Rights & Neighborhood Involvement staff
Task 2: <input type="checkbox"/>	Provide feedback to Council on trends and areas of concern including all institutions and organizations that fall within the City of Eugene
Task 3: <input type="checkbox"/>	Develop specific roles for HRC response and plan of action to execute when incidents occur
Task 4: <input type="checkbox"/>	Conduct outreach and establish relationships with vulnerable populations
<b>Action 2.2</b>	<b>Review local data sources to identify indicators of systemic racism</b>
Task 1: <input type="checkbox"/>	Review the Equity and Opportunity Assessment
Task 2: <input type="checkbox"/>	Identify opportunities to provide input utilizing the Equity and Opportunity Assessment when advising
<b>Action 2.3</b>	<b>Develop policy for engagement between the HRC and Police Auditor</b>
Task 1: <input type="checkbox"/>	Meet with the auditor to learn more about the auditor process and share the human rights perspective
Task 2: <input type="checkbox"/>	Communicate to interested community members the auditor's function as it relates to human rights
Task 3: <input type="checkbox"/>	Work with Human Rights & Neighborhood Involvement staff to ensure there is a feedback loop between the community and the auditor's office
Task 4: <input type="checkbox"/>	Continue to provide HRC liaison to the Civilian Review Board
<b>Action 2.4</b>	<b>Propose International Human Rights Day theme on Racism and Discrimination</b>
Task 1: <input type="checkbox"/>	Seek full HRC approval for the theme during the August meeting
Task 2: <input type="checkbox"/>	Plan and execute the event in early December 2015

<b>Objective 3: Respond to and advocate on community issues of poverty and homelessness.</b>	
<b>Leads: Richie Weinman, Jennifer Frenzer, Ken Neubeck</b>	
<b>Action 3.1</b>	<b>Monitor, advise and advocate on ways to respond to poverty and homelessness</b>
Task 1:	Advise Council on pressing issues and support/advocate for City efforts to implement Housing First Model
Task 2:	Monitor activities of the Lane County Poverty and Homelessness Board and the Human Services Commission
<b>Action 3.2</b>	<b>Address civil and human rights of people who are homeless</b>
Task 1:	Request collaboration with EPD to compile data on crimes committed against people who are homeless, including bias crimes, and share data with HRC
Task 2:	Continue work on protected class designation for homeless under Criminal Code Intimidation 2 and the Human Rights Ordinance
Task 3:	Move forward on local homeless bill of rights community education, outreach, and build alliances with CALC and other community groups
Task 4:	Identify local laws and policies that criminalize homelessness and/or create barriers to survival and ally-build for change
<b>Action 3.3</b>	<b>Assess progress and obstacles in responding to homelessness and crafting shelter solutions</b>
Task 1:	Complete assessment and track Opportunity Eugene task force on homelessness recommendations
Task 2:	Examine obstacles to increased shelter solutions
Task 3:	Assess currently available emergency and transitional housing to identify gaps in meeting human rights needs
<b>Action 3.4</b>	<b>Expanding effectiveness of shelter programs</b>
Task 1:	Advocate for expansion of car camping and other effective shelter programs
Task 2:	Research and identify composition of unhoused population, with focus on unmet needs of unhoused children and youth

<b>Objective 4: Bring forward work requests for emerging issues within the Eugene community and City organization that align with the current work plan and capacity of the commission.</b>	
<b>Leads: Established as necessary</b> <b>Support: Established as necessary</b>	
<b>Action 1</b>	<b>Respond to requests for support, education, and participation from various community groups or the City as an organization on emerging human rights issues of local significance.</b>
Task 1: <input type="checkbox"/>	
Task 2: <input type="checkbox"/>	
Task 3: <input type="checkbox"/>	

**Potential Future Work**

## Objective 2 Work Group Identified Potential Tasks

- Support anti-bullying efforts in schools

## Objective 3 Work Group Identified Potential Tasks

- Consider creating a liaison to the Human Services Commission



Name of Group	Description	Time Commitment	Currently Held By and When Appt.
<b>LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS</b>			
<b>Police Commission</b>	<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 Goehring,  Back up: Ken Neubeck
<b>Community Development Block Grant</b>	<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.	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.	Chris Nunes  Back up: Philip Carrasco
<b>Council Liaison</b>	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Evans
<b>Meet with City Manager and Mayor</b>	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair and Vice Chair

<b>Civilian Review Board</b>	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: Mary Clayton Back up: Debra Merskin
<b>E&amp;HR Board</b>	Help guide the work of the DESP	2 hour meetings every other month - daytime	Primary: Phil Carrasco Back Up: Ken Neubeck
<b>Accessibility Advisory Group</b>		Meets September-May 2 hour meetings, daytime	Primary: Andrew Thomson
<b>LIAISONS FROM OTHER BOARDS, COMMITTEES OR COMMISSIONS TO HRC</b>			
<b>Eugene Police Dept.</b>	Provide public safety services to the community		Lt. Jennifer Bills <a href="mailto:jennifer.y.bills@ci.eugene.or.us">jennifer.y.bills@ci.eugene.or.us</a>
<b>Human Resources</b>			Becky Dewitt <a href="mailto:Becky.l.dewitt@ci.eugene.or.us">Becky.l.dewitt@ci.eugene.or.us</a>
<b>Civilian Review Board</b>	To increase transparency and public confidence in the police audit 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.		
<b>Sustainability Commission Liaison</b>	The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social and economic concerns to the City of Eugene, its partners and its people.		Steve Newcomb - Chair