

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Action: Appointments to Human Rights Commission

Meeting Date: November 8, 2010
Department: Police
www.eugene-or.gov/hrc

Agenda Item Number: 2D
Staff Contact: Holly LeMasurier
Contact Telephone Number: 541-682-5619

ISSUE STATEMENT

This item is the appointment by the City Council of new members to the Human Rights Commission to serve in the unexpired terms of Positions 2, 5 and 6.

BACKGROUND

The Human Rights Commission has three vacancies for terms set to expire June 30, 2011. Replacements will be appointed to these unexpired terms. The Eugene Code requires the City Council to "... appoint within 90 days of a position becoming vacant a person to complete the unexpired term from the membership of the commission's standing committees."

Members of the standing committees of the commission expressed satisfaction with their commitment status, and did not request consideration for appointment to the commission. The commission conducted outreach and an open recruitment for new members, closing on September 6. Six applications were received.

Human Rights Commissioners reviewed applications and provided recommendations to the council, which in turn interviewed four applicants. James Manning, Ann-Marie Lemire and Elizabeth Andrade each received five or more votes, and the Mayor has indicated support for their appointments – noting that Mr. Manning also was an applicant for an opening on the Police Commission.

RELATED CITY POLICIES

The Eugene Human Rights Commission is a 15-member citizen body that acts in an advisory capacity to the City Council. It was established through City Code (See Eugene City Code 2.270, Section 2).

COUNCIL OPTIONS

The City Council may:

1. Appoint the candidates receiving five or more votes from the council.
2. Appoint other candidates whose applications were received.
3. Choose not to fill all three vacancies at this time.

CITY MANAGER’S RECOMMENDATION

The City Manager has no recommendation on this item; the appointments are made by the City Council.

SUGGESTED MOTION

Move to appoint James Manning to Position 2 on the Human Rights Commission, filling the unexpired term ending on June 30, 2011.

Move to appoint Elizabeth Andrade to Position 4 on the Human Rights Commission, filling the unexpired term ending on June 30, 2011.

Move to appoint Ann-Marie Lemire to Position 5 on the Human Rights Commission, filling the unexpired term ending on June 30, 2011.

ATTACHMENTS

A. Candidate applications

FOR MORE INFORMATION

Staff Contact: Holly LeMasurier
Telephone: 541-682-5619
Staff E-Mail: holly.k.lemasurier@ci.eugene.or.us



Interested Applicants

Interested Applicants

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Human Rights Commission

Name Elizabeth . Andrade
Address 2909 Ingalls Way
Eugene OR 97405
Occupation Project Coordinator
Business Address 4000 E 30th Ave
Eugene OR 97405
Evening Phone 541-543-7647 Day Phone 541-463-5801
Do You Live within the City Limits? Y If so how long? 19
Ward 2 Neighborhood Friendly Area Neighbors
Employer Lane Community College
Fax 541-463-5201 E-Mail andradee@lanecc.edu
How did you learn of this vacancy? Word of Mouth

Optional Information

Gender F Age 46-55 Ethnicity Hispanic
Additional Languages spoken Spanish

Education / Training

Baccalaureate in Science of Commerce; BA Business Administration

Job Experience

Several in Quito-Ecuador; In Oregon: Looking Glass Youth & Family, 8 yrs; Lane Council of Governments 2 yrs; Lane Community college 9 yrs. Freelancing translator

Community Service / Volunteer

Member of the Permanent Assembly of Human Rights in Ecuador; Volunteer with the Latin American Faculty of Social Sciences; Founder of the Committee of Political Prisoner's Families, Quito-Ecuador; Board member of Centro LatinoAmericano.

Personal Experience

I'm originally from Quito-Ecuador (South America, moved to New York in 1987, then to Oregon in 1991 because my sister was attending UofO on a Fulbright scholarship, and I was looking for a progressive town to raise my son.



Interested Applicants

Interested Applicants

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Personal Interest

Social Justice and equity has always been my passion. I try to participate as much as I can volunteering on activities that I believe would make a difference in underrepresented populations.

Contribution

I come from a culture where racism and classism is still the norm. I started my activism during my college years back in the '70s, and haven't stopped since. The years of experience in different settings, I believe can be a humble contribution towards the HRC's mission.

1) What do you see as the role of a Human Rights Commissioner?

A HRC should be responsible for representing, advocating and voicing the rights of all the citizens regardless of their creed, age, national origin, citizenship status, gender identity, disability, marital/partnership status, etc. He/she should foster mutual respect and understanding among organizations responsible to enforce the laws that protect these rights, and prevent any type of discrimination, harassment, retaliation, or biases.

2) What three major issues do you identify as facing the community of Eugene over the next 20 years?

1) Poverty, increase of the gap between social classes 2) Hatred towards immigrants as scapegoats 3) Delinquency as a logical consequence of poverty

3) Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.

When I moved to this country I became a minority. Growing up as part of the ruling majority, didn't help me to realize my own biases. It has taken me many years of constant study, and self-awareness to overcome those, these are my strengths. However, our diverse environments are a dynamic force that continuously brings us challenges, and even though I have many years working for social justice, to say that I have reached a full understanding of all the faces that diversity encompasses will not be true, and that is my weakness. But my experience has taught me that when I feel my biases clouding my judgment, to step back, gather more objective information, and look for a common ground.



Interested Applicants

Interested Applicants

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Human Rights Commission

Name **Maki M. Doolittle**
Address **250 W Broadway #184**
Eugene OR 07401
Occupation **Student**
Business Address
Evening Phone **801-688-6444** Day Phone **801-688-6444**
Do You Live within the City Limits? **Y** If so how long? **18 years**
Ward **E-UGB** Neighborhood **Downtown Neighborhood Association**
Employer
Fax
E-Mail **makidoolittle@yahoo.com**
How did you learn of this vacancy? **Friend**

Optional Information

Gender **F** Age **26-35** Ethnicity **Asian/Pacific Islander**

Additional Languages spoken **English**

Education / Training

I attended **Winston Churchill Highschool** but due to life circumstances, I opted to obtain my **GED** at **Lane Community College**.

Community Service / Volunteer

I have been involved with the community since I was a child. Involvement in such community events as: **Asian Celebration, PAC Alliance, Eugene Waka Daiko, Asians Together and Rights of Passage**. Community is part of my identity , as is this city.

Disability **N** Description

Spanish

Job Experience

I **Freelance Production, and Wardrobe for Feature, Independent, and Industrial films. From 2009-2010 I worked as a BAE Representative for Chief Supply Corp. It was a full time sales position within the area of Police protective gear distribution.**

Personal Experience



Interested Applicants

Interested Applicants

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Personal Interest

Human Rights is a strong belief of mine. To be in a position where I can listen, and be there for people when it comes to the issue of human rights is something I am more than excited to do. My interests fall with the youth movement. To step up as a young person and to be involved with the community and human rights as we are the ones who will be shouldering these issues in the future. I am at an age where it is vital for youth to observe and learn from our elders, so that when it comes time to take the reins we are informed and intelligent. I have taken part in such groups as PAC Alliance, and Asian Celebration both which are ensuring the future existence of our Asian heritage in this city. I hope that an asian presence amongst the human rights commission is desired, and may lend a different prospective and voice.

Contribution

As a young asian american woman, brought up to be proud of who I am and to look out and correct injustices in this world. That concept is what I would carry over to aid the human rights commission in their goal to correct injustice. To be to listen to those with human rights issues and be able to help them. I would hope also that as a young asian american I might be able to lend a different prospective from my own experiences. To be able to hear things from a point of view of one who may have experienced something similar. My hope with sitting on the Human rights commission is that I will have an opportunity to learn something from everyone that is a part of the council, as well as those issues brought forth for our consideration.



Interested Applicants

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1 What do you see as the role of a Human Rights Commissioner?

I see the role of the Human Rights Commissioner as someone who listens first and foremost. Someone who can listen to those who bravely come before us, and really listen with the heart. I see that role as someone who can lend prospective amongst a group and as a whole be able to decide how we can assist. The human rights commissioner has the ability to pass on vital information, and opinions to those who are higher up and may be able to do something to resolve the matter.

2 What three major issues do you identify as facing the community of Eugene over the next 20 years?

I believe racism to be an ongoing issue no matter how much it is dealt with. I believe there people in this community who do not share the views of equality and human rights on race level. I also see employment as an ongoing issue in this city and because of that, I see homelessness as the third issue I see as an issue in Eugene.

3 Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.

First of all, the fact that I am a young asian american woman I believe will help with the diversity of the human rights commission. Second of all, my experience growing up has always included human rights. Whether it was in my backyard and speaking up for Chief Cook (our past police chief) or standing on the picket lines at the migrant farm fields with PCUN. My strengths lie with my experience with human rights and equality and my deep seeded belief that all humans deserve human rights. My weakness is that I do not yet know all the details of certain human rights issues. I know where I stand with human rights issues, I just do not know all the details, but I am willing to learn.



Interested Applicants

Interested Applicants

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Human Rights Commission

Name **Martha r. Fish** Evening Phone **541-485-0668** Day Phone **541-501-8849**
 Address **2024 Broadview St** Do You Live within the City Limits? **Y** If so how long? **21 years**
Eugene OR 97405 Ward **8** Neighborhood **None**
 Occupation **Interpreter** Employer **City of Eugene-Muni Court**
 Business Address Fax E-Mail

How did you learn of this vacancy? **Word of Mouth**

Optional Information

Gender **F** Age **66+** Ethnicity **Hispanic**

Additional Languages spoken **English**

Education / Training

L.C.C.- Focus 4 training (Florence, OR) City of Eugene Police Dept training + certification Sub-station. Opened and operated "Mejorando La Vida" Latino Advocacy Program

Disability **Y** Description

Spanish

Job Experience

Bilingual Court Interpreter.

Community Service / Volunteer

Police Dept, City Courts

Personal Experience

24 hr volunteer advocate for Latinas in the community , also for the homeless.



Interested Applicants

Interested Applicants

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Personal Interest

Contribution

My primary interest was to work with the homeless. Branched out from there to the human rights commission (2-terms). Helped develop the bridge between the Latino community and the police dept.

- 1 What do you see as the role of a Human Rights Commissioner?
1. Not being afraid to get involved and help, also to be a good listener.
- 2 What three major issues do you identify as facing the community of Eugene over the next 20 years?
2. More poverty due to the recession, there for more homelessness. Also, more difficulty in receiving medical help.
- 3 Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.
3. If in many diverse groups. As a child I was poor. Also, then and now I live with a physical handicap. Also, as a Latina I have faced discrimination. It has helped me be very open to differences and obstacles. The only real weakness I have is talking in big groups, or in public in general.



Interested Applicants

Interested Applicants

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Human Rights Commission

Name **Ann-Marie . Lemire** Evening Phone **541-731-9052** Day Phone **541-731-9052**
Address **PO Box 10153** Do You Live within the City Limits? **Y** If so how long? **6 years**
Eugene OR 97440 Ward **2** Neighborhood **None**
Occupation **Sacred Heart Medical Center** Employer **Sacred Heart Medical Center-Riverbend**
Business Address **3333 Riverbend Dr** Fax E-Mail **mzannmarie@comcast.net**
Springfield OR 97477 How did you learn of this vacancy? **Friend**

Optional Information

Gender **F** Age **56-65** Ethnicity **White/European American** Disability **N** Description

Additional Languages spoken **English**

Education / Training

I have a master's degree and completing doctorate program, extensive training in ethics.

Job Experience

I am a Chaplin at Sacred Heart Riverbend and minister to many diverse cultures, ethnicities, and faith traditions.

Community Service / Volunteer

Member of the Civilian Review Board and Eugene Police Commission 4/07-10/09

Personal Experience

I am a RN with many years experience working in communities with multicultural diversity and also addressing needs of homelessness lack of health care etc



Interested Applicants

Interested Applicants

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Personal Interest

Contribution

I am passionate regarding human rights. I firmly believe that all should have equal access to food, shelter, clothing, and health care. All people should be treated with love, respect, and dignity. I want to share my education, experience, and passion by being a person who can bring change to the Eugene community by supporting individual values to create a peaceful and tolerant community. I would like Eugene to be a "model city" in the country that promotes understanding and transparency.

1 What do you see as the role of a Human Rights Commissioner?

I see this role as a leader in the community who is astute in listening to the needs of the community and will address human rights issues and diversity. This will be done by sharing our differences through dialogue and working together by sharing resources in order to support and foster a more tolerant and hospitable community for all. Our differences will be our strength.

2 What three major issues do you identify as facing the community of Eugene over the next 20 years?

1. I see an increase in homeless families as the economy struggles to recover. We need more shelters, low income housing.

2. I see that there will be an increase in mental health patients who lack resources for mental healthcare.

3. As our population changes/increases we will have more multicultural environments and need to educate the community regarding diverse needs.

3 Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.

Strengths: Advocacy is a strength I am most proud of. I care. Excellent listening skills, no threatening, non judgmental. Acknowledging differences, sharing culture, understanding common bonds and what unites us. I am confident, self aware, deeply reflective and passionate. I work well with others. I like to teach. Experience assessing community needs and developing programs



Interested Applicants

Interested Applicants

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Human Rights Commission

Name	Michelle R. Maher	Evening Phone	(541) 684-8025	Day Phone	(971) 322-7250
Address	1060 Almaden St. Eugene OR 97402	Do You Live within the City Limits?	Y	If so how long?	15 years
Occupation	Tribal Partnership Specialist, Part	Ward	1	Neighborhood	Jefferson Westside Neighbors
Business Address	1417 W. 17th Ave Eugene OR 97402	Employer	Census Bureau, UO, Lewis & Clark	E-Mail	maherm@lanecc.edu
Optional Information		Fax		How did you learn of this vacancy?	Word of Mouth
Gender	F	Age	36-45	Ethnicity	Multiracial
Additional Languages spoken		Disability	N	Description	
Education / Training		Job Experience			
Community Service / Volunteer		Personal Experience			



Interested Applicants

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Personal Interest

Contribution

We face challenging cultural, social and economic times. Such times can bring out the best in people or our worst fears. I am part of generations that are faced with helping humanity work out what our ancestors told us would be a challenging time. Gadugi, the Cherokee word for our contribution to our community, is what makes a community a community. Eugene is a surprisingly divided community with a stereotype of progressiveness. I intend to be a part of the people who stand up, and walk our talk, so that others may do the same with us.

1 What do you see as the role of a Human Rights Commissioner?

First, our role is to support each other to use our collective voice, histories and skills to get at the roots of inequality and discrimination. We must open our hearts, and follow through with actions that model working together. This is a daunting task, but we know we are not alone. I am a contributor and a worker. I get a lot done. I write well. I am a skilled presenter. I come with 15 years of connections across the United States concerning educational inequity and education for a multicultural community. We must refuse to use skills of divisiveness and see, like Grandma Agnes Baker Pilgrim of the Confederated Tribes of Siletz Indians, that humans are a family and we have work to do. Second, any Human Rights Commission must consciously work together to make strong alliances through the 'differences' that we bring to the table. While these include overt differences such as race, ethnicity, culture, gender, sexual-orientation, ability, (etc) there are also critical relations that challenge our efforts-dynamics that are present in the larger community too. These internal dynamics impact a commissions' ability to stand strong and compassionately, especially in times of multi-cultural communities. We must unlearn the subtle ways power and sabotage has been taught in this "American" society. A Human Rights Commission must have experience with each other, and work together and to overcome any divisiveness. We must learn to welcome our internal and external challenges and make time to bring a context of safety to our work, so we can also bring these lessons to the broader community.



Interested Applicants

Interested Applicants

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2. What three major issues do you identify as facing the community of Eugene over the next 20 years?
1. **Economy:** What do we do when the economic infrastructure on which we all depend, which has been both forced as well elected, falls away. We do not know what the coming times hold but there are prophecies that suggest the time of the fall of this society's infrastructure is now. May we be prepared. Historically this society has chosen to fragment different communities and oppose the:., men/women, women/women, people of color/whites, people of color/people of color, haves/have nots, etc. We know us humans are on the bottom of all other animal menus. We know we clearly have the means to feed, cloth and provide safe shelter for everybody. Yet instead we have a competitive consumerist system. We face an old question of communal survival. Let us not hand this problem to our children's children. Let us consider how Eugene can be a model to support all of its citizens. We have everything we need right here. 2. **Cultural Competency:** Cultural competency is complex. How do we overcome cultural ways of understanding the world, long engrained privileges, the pain of being victimized personally and institutionally, to pain of taking seriously one's systemic privilege, the very fact of not being hungry? How do we model overcoming it together? An elder of mine reminded me that a tipi has 4 poles for the four directions but also for the four races and that we have been told that someday we would all come back together. This is why a tipi is tied together at the top. I suspect we didn't think it would happen in the way it has. Nonetheless, we must be adults and consider this task. 3. **Culture of Community:** What might we have in Eugene if there was a culture of community where we see each other as part of a human family, as relatives. I find that such a perspective can change the way people respond to one another. I believe in supporting such a culture change.
3. Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.



Interested Applicants

Interested Applicants

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Let me give you an example of how I approach group dynamics across culture, difference and power. Last year I participated in the 14th Annual Salmon Ceremony of the Takelma, Shasta, Cow Creek, Grande Ronde and Siletz Confederated Tribes on its ancestral land. There I realized some very important gifts of the salmon being from the Northeast. Salmon swim in both salt and fresh water. A trout cannot understand the life of a salmon, in part because a trout cannot follow the salmon into the ocean to learn what the salmon knows of whales, submarines, or surfers. However we can imagine that the trout can reach as an act of friendship, exploration and connection. We can recognize that the salmon probably experiences itself differently in each domain, when salt is and is not crossing its blood-brain barriers and sensory systems. It cannot communicate the experience to another species, without common water. This makes it a symbolic bridge builder. We cannot know however the experience. That is saved for the salmon. The salmon are also more vulnerable than a trout to being snagged up for dinner by a bear, while the trout has its own threats. They both share the constant threat of humans. Such vulnerabilities have kept ecosystems in balance for a long time until recently. As a bi-racial, two-spirit I am a bit like the salmon, communicating across many socio-political cultures and learning to do so in balance. Of there are other times, I am like the trout, reaching. As a committee member and an educator, I believe we are responsible to facilitate such understanding for people in its social, historical and global context. I cannot help but use my own experience of racism/sexism/homophobia, my experience in institutional settings to see the larger picture of systems of privilege that harm all, and lessons I have learned from my own blind spots. I have chosen this example as a literal demonstration of my communication and pedagogical style, one that demonstrates a story many can identify with, recognizes complexity at many levels and one that maintains a vision of communication and community. My strengths are that I have long-term experience in committee work, activism and advocacy. As someone who gets a lot done, I am a participant, not a seat warmer. I grew up in New York with my Italian maternal family with visitation from my Cherokee father. This bi-cultural background has been complicated for me. Both of my families greatly respect listening and supporting others to describe their experience and perspective, however radically differently. I am truly a hybrid of both. Being united and working together is what I pray for. I believe in listening and observing, but I do not wish to be seen as a seat warmer. Staying silence can be seen as passivity, or silence disagreement. Compliments and positive observations and encouragement add to group empowerment. When it comes to conflict, I prefer to avoid it. In my Italian family I have learned to understand that conflict is a part of human life that sometimes needs to be talked about. As a counselor I have learned that communication has significant potential to resolve conflicts in particular kinds of contexts. Communication through difficulty can produce a stronger bond. I have learned that I am strong enough to have such conversations. Maintaining peace within a group is very important and yet it can actually be a peace only on the surface. I attempt to balance these cultural lessons I have learned to allow a context where discussing struggles will hopefully result in a deeper peace and trust between group members.



Interested Applicants

Interested Applicants

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Human Rights Commission

Name **James I. Manning Jr** Evening Phone **541.653.8604** Day Phone **541.729.0284**
 Address **1170 Throne Dr** Do You Live within the City Limits? **Y** If so how long? **3 years**
Eugene OR 97402 Ward **6** Neighborhood **None**
 Occupation **Operations Manager** Employer **Weyerhaeuser**
 Business Address **195 N Bertlesen Rd** Fax **E-Mail manningstl@comcast.net**
Eugene OR 97402 How did you learn of this vacancy? **Word of Mouth**

Optional Information

Gender **M** Age **56-65** Ethnicity **African American** Disability **N** Description
 Additional Languages spoken **English**

Education / Training

MA Organizational Leadership (3.8GPA), Chapman University, Fort Lewis/McCord, Washington Campus (Certificate in Human Resource Management)
BA Criminal Justice Administration (4.0GPA), Columbia College University, Columbia, Missouri

Job Experience

Operations Manager (2010–Present)
Assistant Plant Manager/Operations Manager (2007–2010)
Operations Manager, U.S. Army, Fort Lewis, Washington (2005–2007)

Community Service / Volunteer

Pearl Buck Center Board of Directors, board member 2009-present
Royal Creek Homeowners Association Board of Directors, Board President 2010-present

Personal Experience

PLEASE SEE RESUME



Interested Applicants

Interested Applicants

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Personal Interest

As a fairly new member of our community I feel a personal obligation to continue to support our community. A seat on the commission would be a good fit for my talents and experience.

Contribution

I have first had experience in policing and corrections. I understand the relationship and trust instilled in law enforcement by our community and its citizens. I my talents and experiences will be positive assets to the boards.

1 What do you see as the role of a Human Rights Commissioner?

I am a certified EEO counselor and experienced certified mediator. I believe am would be a good fit.

2 What three major issues do you identify as facing the community of Eugene over the next 20 years?

As I see it, the three main issues near term for the City of Eugene are population growth, diversity, and ageing.

3 Members of the Human Rights Commission represent the diversity of Eugene. Please describe your strengths and weakness related to group dynamics within a diverse group.

My strengths: I have over 25 years experience as a leader of large and small divers groups. My weakness: I will be the new kid on the block...short term.

