

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Human Rights Commission FY12/13 Work Plan

Meeting Date: November 16, 2011
Department: Central Services
www.eugene-or.gov

Agenda Item Number: A
Staff Contact: Raquel Wells
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ISSUE STATEMENT

The Human Rights Commission's (HRC) enabling ordinance, adopted in December 1990, requires that it develop a work plan for City Council review and approval. The commission is bringing its FY12/13 work plan for the City Council's consideration.

BACKGROUND

Earlier this year, City staff and members of the Human Rights Commission began looking at potential improvements to the existing human rights system. Broad input was needed to build a better understanding of:

- The commission's role with the Mayor and City Council, City staff, and the community;
- Best practices, needs and trends that impact the City's role and practices around human rights; and,
- Models for an effective and efficient structure to support the City's human rights goals.

The Human Rights Listening Project was developed to gather information over a six-month span of time, through extensive outreach, with several phases. The project was overseen by a project team with equal representation from commissioners and City staff. The project reached over 600 community members to understand their views on the current status of human rights within the Eugene community and what they would like to see the commission and City focus on.

On October 24, 2011, staff, commissioners, and community members presented the results of this project and recommended code changes that the council voted to forward to a public hearing set for November 21, 2011. While these code changes are substantial and a direct result of the Human Rights Listening Project, the vast majority of feedback gathered from the community was used to inform the Human Rights Commission work planning process.

The feedback serves as a foundation and focus for where the community thinks the Human Rights Commission should focus its work over the two years. This work plan reflects the code changes recommended to the council last month. The commission worked for several weeks to refine its work plan and develop an implementation plan. The work plan has three main goals:

- Goal 1:** Engage in education, outreach and collaborations fostering respect for social equity, and civil and human rights in the community.
- Goal 2:** Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City 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.

The tasks proposed for the commission's FY12-13 Work Plan, pending council approval, begin December 2011, and are described in more detail in Attachment A. In addition, the HRC FY10-11 Annual Report (Attachment B) provides documentation of the commission's achievements, challenges and commitments in achieving its work plan goals over the previous two years.

RELATED CITY POLICIES

- Council outcomes for advisory groups include:
 - Board, commission and committee member development
 - Potential outcome: Advisory group members are effective and feel satisfied because they have the training and support to be successful contributors – both before becoming candidates for board and commission vacancies and following their appointments.
- **Human Rights Commission FY10-11 Work Plan, Goal Number 4** – Move to a Human Rights Community Framework
- **Diversity & Equity Strategic Plan Goal 1.6** – City of Eugene develops a plan for an organizational human rights framework
- **City Code Chapter 2.013 and Chapter 4.613**

COUNCIL OPTIONS

1. Approve the FY12/13 HRC Work Plan
2. Request additional information and/or discussion opportunities on this topic.
3. Take no action.

CITY MANAGER'S RECOMMENDATION

The City Manager provides no recommendation, as the work plan is presented for council approval.

SUGGESTED MOTION

Move to approve the Human Rights Commission's FY12/13 Work Plan.

ATTACHMENTS

- A. Human Rights Commission FY12/FY13 Work Plan
- B. Human Rights Commission (FY10/11) Biennial Work Plan Report

FOR MORE INFORMATION

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CITY OF EUGENE HUMAN RIGHTS COMMISSION FY 12/13 WORK PLAN

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Human Rights Commission Committee Members

- Toni Gyatso (Commission Chair)
- Ken Neubeck (Vice Chair)
- Linda Hamilton
- Elizabeth Andrade
- Raydeen Cuffe
- Lorraine Kerwood
- Andrew Thomson
- Martha Fish
- Rod Buck
- Iva Boslough
- Ron McMullin
- Richie Weinman

Background

In April, 2011 the City Manager directed staff to begin looking at potential improvements to our current human rights system. Broad input from commissioners, staff and key stakeholders was needed to build a better understanding of:



- The commission's role with the Mayor and Council, City staff, and the community;
- Best practices, needs and trends that impact the City's role and practices around human rights; and,
- Models for an effective and efficient structure to support the City's human rights goals.

The Human Rights Listening Project was developed to gather information over a six-month span of time, through extensive outreach, with several phases. The project was overseen by a project team with equal representation from commissioners and city staff. The project reached over 600 community members to understand their views on the current status of human rights within the Eugene community and what they would like to see the commission and city of Eugene focus efforts on. Special outreach specifically to youth (14-24), immigrant communities, and community members who are currently un-housed was a priority of this project.

A "think tank" representing current and past Human Rights commissioners, current and past human rights staff, key community stakeholders, and City staff reviewed findings. The group then shared ideas for what opportunities or solutions might be considered by the commission and staff, with items divided into three areas: items that required City of Eugene council direction or ordinance changes, items that should be considered for Human Rights Commission work planning and items that should be given to the City Manager and staff for consideration.



Human Rights commissioners, committee members and staff met on September 10, 2011 to refine the recommendations the commission brought to Council for consideration on October 24, 2011. The items commissioners, committee members and staff focused on were:

- **Updating Language in Chapter 2 of City of Eugene Code**
 - The current language is about 20 years old and needs to be updated to align with current human rights city efforts moving from a civil rights to human rights framing.
 - *Commissioners and community members would like the council to consider updating the overall introduction in Chapter 2 to reflect current human rights work and conditions. A human rights orientation moves the ordinance from a civil rights-only focus to an inclusive broader framework.*
- **The size of the Human Rights Commission**
 - Feedback from commissioners and think tank members is that the current size of the commission is too large and the City of Eugene should consider reducing the size to increase effectiveness. Case study research shows nationally there is an average of 9-11 members for similar commissions in other communities.
 - *The commission would like the council to consider reducing the commission to 10 community members and 1 city councilor.*
- **The current commission has four standing subcommittees codified in City of Eugene code**
 - Feedback from commissioners and community members clearly asks for the commission to be nimble and to tie task team and work groups to the current work plan.
 - Maintaining the current structure is neither sustainable nor effective.
 - *The commission would like council to consider repealing provisions for the four subcommittees. Commission work groups would be established as needed, on a short-term basis, to support adopted work plans. An accessibility committee would be created as a department advisory committee to work directly with departments and City staff on the broad range of accessibility challenges.*
- **Effective commission appointments**
 - Feedback from commissioners and community members is that more focus on the recruitment and appointment process is critical to the commission's success.
 - There is a strong desire to increase the commission's role in supporting council in making effective appointments.
 - *The commission would like the council to consider having the commission assume a more active role in screening and recommending candidates for council approval, thus aligning commission practices closer to those of other council advisory bodies.*

These code changes are substantial and a direct result of the Human Rights Listening Project. However, the vast majority of feedback gathered from community was used to inform the Human Rights Commission work planning process.

FY12/13 Work Plan Focus

The Human Rights Commission's work plan is focused upon the following main goals:

1. Engage in education, outreach, and collaborations fostering respect for social equity, and civil and human rights in the community.
2. Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support human rights and social equity.
3. Effectively address selected human rights and social equity issues of concern to the community and City

Goal 1

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

1.1 Objective: Present International Human Rights Day annually

Tasks:

- Collaborate with community groups to organize and promote a community-wide celebration in December

1.2 Objective: Hold human rights events in collaboration with the Community Coalition and others

Tasks:

- The Commission will collaborate on one event annually



1.3 Objective: Provide human rights education through speakers and workshops

Tasks:

- Create a Human Rights Commission speaker's bureau and bring presentations about human rights to community groups
- Hold a human rights framework workshop for local social justice groups

1.3 Objective: Respond to requests for HRC event sponsorships and financial assistance from community groups; present awards for human rights contributions

Tasks:

- Assess current community event support system and spread awareness of it within the community
- Continue to provide Human Rights Day staff award and MLK community award annually
- Explore and create award as incentive for youth efforts to learn and participate in events on human rights learning



Goal 2

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

2.1 Objective: Advise and work with City Council

Tasks:

- Provide Council with quarterly reports of work accomplished regarding human rights issues
- Maintain strong relationships with Council liaison
- Regularly advise Council on human rights issues or concerns
- Collaborate with council on recruitment and selection of new commissioners keeping in mind work plan goals

2.2 Objective: Increase the effectiveness of Human Rights Commission liaison relationships

Tasks:

- In collaboration with Equity and Human Rights staff, establish an effective system for liaison relationships.
- Request quarterly reports from liaisons.
- Design a clear description of liaison's roles and responsibilities



2.3 Objective: Work with Equity and Human Rights Board

Tasks:

- Assign liaison to Board
- Create an opportunities for the HRC to become familiar with the implementation of the City of Eugene's Diversity and Equity Strategic Plan (DESP)

2.4 Objective: Work with the Police Commission

Tasks:

- Assign liaison to Police Commission
- Provide member(s) to participate on hate crimes conference planning committee

2.5 Objective: Work with the Sustainability Commission

Tasks:

- Hold joint meetings
- Identify role/relationship/opportunities for an ongoing liaison
- Provide input on Triple Bottom Line Framework, a framework that helps look at impacts on the planet, people, and prosperity
- Collaborate with the Sustainability Commission on developing talking points for council on various community issues with social equity/human rights implications

2.6 Objective: Work with the Neighborhood Associations

Tasks:

- Identify an ongoing link to neighborhood associations
- Prepare regular article for Neighborhood Leaders newsletter (from neighborhood services) and advertise HRC speakers bureau
- Assign commissioners to annually attend their own neighborhood association and promote the HRC

2.7 Objective: Support the creation of a City of Eugene Disability Advisory Committee

Tasks:

- Support the City with the creation of a Disability Department Advisory Committee, providing recommendations for its structure and transition from the current codified standing committee on accessibility
- Assign a liaison to Advisory Committee

2.8 Objective: Work with Police Auditor's Office and Civilian Review Board

Tasks:

- Continue and strengthen liaison relationship and explore the possibility of an HRC connection to the Civilian Review Board
- Explore possible joint meeting
- Invite annual presentation by Auditor's office with recommendations that guide the work of the HRC
- Collaborate with policy reviews to identify changes that will help minimize institutional barriers for accessing the police oversight system

2.9 Objective: Work with the Equity and Human Rights Center on ombudsman program that addresses community member human rights concerns

Tasks:

- Partner with Equity and Human Rights staff in the development of their program

Goal 3

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

3.1 Objective: Respond to and advocate on community issues around homelessness

Tasks:

- Work with others to explore solutions for sanitation issue and the possibility of another day center
- Support and advocate for “Safe Spaces” for community members who are unsheltered (e.g., service stations, cooling centers and warming centers)
- Host a community forum and listening opportunities as a way of increasing community education and dialog about this topic
- Ask City Council to consider creating a committee on Homelessness and Youth



3.2 Objective: Respond to and advocate on youth issues in our community

Tasks:

- Provide support for programs in middle schools and high schools that address bullying and harassment (e.g. mini grants for youth-created projects that demonstrate solutions on this issue)
- Explore ways to support the City of Eugene Teen Court program and other restorative justice programs in schools
- Explore and advocate for community programs that support or increase youth employment opportunities
- Sponsor annual listening opportunity to hear from youth
- Ask City Council to consider creating a committee on Homelessness and Youth

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

Tasks:

- Collaborate with the Lane County Network for Immigrant Integration
- Promote educational equity issues affecting immigrant youth
- Outreach and engage with new audiences to increase the awareness of this community issue



3.4 Objective: Respond to and address the issue of systemic and individual racism

Tasks:

- Have HRC commissioners take part in a training addressing systemic racism
- Provide community education on the Convention on the Elimination of Racial Discrimination, ascertain how the local situation conforms to CERD, and report to Council

3.5 Objective: Respond to and address hate and bias activity within the Eugene community

Tasks:

- Continue to support City of Eugene's Hate and Bias Plan
- Receive quarterly reports from Eugene Police Department on hate and bias crimes in our community
- Provide quarterly reports to City Council on community complaints, non-criminal hate and bias activity in the community



Implementation Plan

Overall Accountability for Work Plan

For Goal 1 – HRC would handle the implementation of this goal as a large group during their business meetings.

For Goal 2 – Chairs track the overall goal area and 2 (one primary and one back up) commissioners sign up for each assignment and check in on these assignments on an annual basis.

For Goal 3 – Objectives become small work groups. These work groups would consist of at least two HRC members and they would recruit community members or organizations or city staff to help achieve the work. We suggest the following groups:

- Work Group on Youth
- Work Group on Homelessness
- Work Group on Integrating Immigrants
- Work Group on Hate/Bias/Individual and Systemic Racism

As outlined above, the tasks proposed for this year's work plan are clearly aligned with the commission's role and objectives as described in its charter. The group continues to be forward thinking in its work strategies and responsive to issues facing our community. The projects detailed in this work plan are designed to ensure a thorough, deliberative review of important issues in our community that require the attention of the Human Rights Commission and organization. These new and ongoing projects make for a full and ambitious work plan. However, the commission will accommodate work plan changes as directed by the City Council or as necessary to respond to emerging community concerns.



City of Eugene Human Rights Commission

Biennial Report FY10-11
July 2009 - June 2011



***City of Eugene
Human Rights Commission***

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Get Involved

Universal Declaration of Human Rights



*Human Rights Commission booth
at We Are Bethel event, 2011*

Overview and Highlights

Mission

The City of Eugene values the dignity of all human beings. We are committed to:

- ensuring that human rights are a central part of every City program;
- respecting and reflecting cultural and individual diversity;
- fostering mutual understanding; and
- promoting inclusiveness, justice and equity.

Our mission is to work so that everyone has the opportunity to share in the full benefits and responsibilities of living in Eugene.

Commission's Relationship to Government

- (1)** The commission shall affirm, encourage and initiate programs and services within the City designed to eliminate discrimination, improve human relations, and effectuate the spirit and intent of applicable human rights legislation. In these efforts, the commission may enlist the support of community groups and public agencies.
- (2)** The commission shall make periodic recommendations to the mayor and council concerning the civil and human rights of persons and groups in the community.
- (3)** The commission shall cooperate with the City officials to ensure that the City continues to be a leader in extending equal opportunity to its citizens, including but not limited to:
 - (a)** employment opportunities in City government;
 - (b)** training for City jobs;
 - (c)** equality of services provided;
 - (d)** equality of all before the law; and
 - (e)** equal treatment of all by holders of City licenses, contracts and privileges.
- (4)** The commission shall cooperate with the State Bureau of Labor and Industries and other governmental agencies in receiving, referring and investigating specific acts of discrimination against individuals in the community.
- (5)** The commission shall endeavor to ascertain the status of civil and human rights in the community. The commission may investigate, research and hold hearings to effectuate this provision.



Organizational Structure and Support

Relationship to Government

City of Eugene Human Rights Framework Principles

- ▶ Providing Human Rights education
- ▶ Proactive in Human Rights efforts
- ▶ Addressing Human Rights violations
- ▶ Ensuring active public participation
- ▶ Being transparent and open
- ▶ Being publicly accountable for progress



Commission and Committee Members

The Human Rights Commission

The Human Rights Commission (HRC) was first established in 1946. Over 100 volunteer community members have served local governance on the commission. In addition to promoting and protecting human rights, the commission works with partners to respond to urgent incidents, as well as develop targeted projects to support the ongoing work of access, inclusion, education, and justice in Eugene. The commission comprises 15 members, appointed by the City Council for three-year terms.

Current Members of the HRC

Linda Hamilton, Chair

Elizabeth Andrade

Iva Boslough

Raydeen Cuffe

City Councilor Pat Farr

Martha Fish

Toni Gyatso

Lorraine Kerwood

Ann-Marie Lemire

Ken Neubeck

Other members, FY10-11:

Matthew Beecher

Jon Belcher

City Councilor George Brown

Ron Burley

Rosa Chavez

Nehali Dave'

Ibrahim Hamide

Misa Kawai Joo

Keevan Labowitz

Annette Leonard

Autumn Lovell

Michelle Maher

Brian Keith Mason

Melissa Mona

Mary Otten

Twila Souers

Neil Van Steenberg

Mo Young

Current Community Education and Outreach Committee

Raydeen Cuffe, Chair

Jon Belcher

Michael Land

Ken Neubeck

Neil Van Steenberg

Shareen Vogel

Robin Brown-Wood

This committee works on a variety of human rights education and outreach strategies, including public statements and media responses, engaging the public in the work the commission does, hosting and tabling at events, recruiting new commissioners, engaging with area agencies whose work relates to the human rights mission and supporting people who feel their rights have been violated. The committee also coordinates major commission events, such as timely public forums on merging issues, and an annual International Human Rights Day celebration.

Current Accessibility Committee

Toni Gyatso, Chair

Martha Fish

Lorraine Kerwood

Jeff Newton

Mary Otten

Peter Quint

This committee works on projects related to accessibility and addresses issues people in the disability community bring forward. Activities included addressing public and private transportation concerns, service animal issues, wheel chair access, audible pedestrian signals, safety for persons with disabilities, and providing input on implementation of the federal Americans with Disabilities ACT (ADA). This committee also advises City and county staff on transportation, public infrastructure and policy. The committee coordinated Barrier Awareness Day in 2011.



HRC booth at We Are Bethel event, 2011

Commissioners as Stakeholders

To promote interaction and collaboration, the HRC maintains strategic relationships and alliances with City boards, commissions and committees and regional work groups. Representatives from other areas attend HRC meetings to accomplish the same goals, creating a reciprocal relationship. Each Human Rights Commissioner also is assigned to communicate with a Eugene City Councilor to foster and two-way communication between the council and commission.



HRC meeting, 2010

Linda Hamilton, Police Commission Liaison

Linda Hamilton, Community Development Block Grant Committee Liaison

Linda Hamilton, Mary Otten, Eugene Transportation Plan Liaisons

Melissa Mona, Civilian Review Board Liaison

Lorraine Kerwood, Community Climate and Energy Action Plan Task Team Member

Toni Gyatso, City of Eugene Equity and Human Rights Center Liaison

Ken Neubeck, Toni Gyatso, City of Eugene Equity and Human Rights Board Members

Raydeen Cuffe, Neighborhood Associations Liaison

Lieutenant Pete Deshpande, Liaison to HRC from Eugene Police Department

Becky Dewitt, Liaison to HRC from City of Eugene Human Resources

Snell Fontus, Liaison to HRC from the Civilian Review Board

Will Shaver, Liaison to HRC from the Sustainability Commission

Focus group interview for City of Eugene Community Development creation of U.S. Department of Housing and Urban Development (HUD) Eugene Springfield 2010 Consolidated Plan

Stakeholder interviews for Lane Council of Governments Comprehensive Transportation Plan

Eugene Police Department Listening Session participants

Envision Eugene Listening Session participants

Joint meeting between HRC and Civilian Review Board and Police Auditors, July 2009

FY10-11 Work of the Commission

Summary of Achievements and Findings

The HRC works with the City of Eugene, City Council, community partners, and Equity and Human Rights Center staff to promote and protect human rights. These efforts advance not only the core vision, but also contribute to Eugene's livability, sustainability and progress. The City of Eugene has embraced human rights in local government since 1964 when Eugene established its first HRC. In November 2010, the commission celebrated its 20th year in its current form, and reflected on more than four decades of human rights and social justice accomplishments in Eugene. The retrospective provided an opportunity to look back on the lessons and leadership of the past, and envision future goals and renewed participation.

The HRC, Accessibility Committee, and Education and Outreach Committee meet each month. Human rights work in Eugene is also characterized by extensive public outreach by the commission. The commission aligns some of its activities with several local, international and national human rights events and campaigns. The commission also continues to work with partners to respond to urgent incidents, and to develop targeted projects that support the ongoing work of access, inclusion, education, and justice in Eugene.

In FY10-11, the Equity and Human Rights Center and HRC worked together to explore innovative ways to share the story of Eugene's diversity, human rights and equity work. Several social media products were developed based on topics of the Commission events, forums and working groups in attempts to reach broader audiences and social networks. Media projects included:

- developing a Facebook page for the Equity and Human Rights Center
- creating the City of Eugene "Not in Our Town" web page
- convening and video-taping a Support and Services for Veterans public forum available on dvd and YouTube
- creating "Human Rights are at Home in Eugene, Oregon" promotional video on YouTube and posted on national and international human rights advocates' internet pages
- sustaining the "humanrightscity.com" website.

Three Eugene Register-Guard opinion editorials and two Ethos Magazine articles were also published. Meetings and events were regularly announced in the Eugene Weekly calendar.

Commissioners also focused on piloting new strategies to implement the work plan, focused on four goals: responding to human rights concerns and trends; building commission capacity; enhancing the commission relationship and role within City government; and



Eugene PRIDE event, 2009



Commission retreat, 2009

working toward a human rights framework in Eugene. Members created working groups, developed response protocols, and held extensive discussion on operations and capacity matters to achieve greater clarity and effectiveness.

Findings

Commission findings from outreach conducted over this reporting period include:

- Outreach and partnerships with neighborhood groups, faith groups, and schools should be a priority for the commission.
- Commission meetings at sites in new geographic areas could be explored.
- Information about reporting of discrimination, hate and bias should be improved through public service announcements and other outreach.
- Seek greater participation of youth and seniors.
- The City organization must prepare for rapid demographic changes and increasing cultural competence in the community. The commission can play a valuable role in this effort.

Additionally, commissioners want to keep in mind the following observations, so adequate attention and advocacy can be given to these issues:

- High unemployment, lack of affordable housing, and loss of resources for social services are connected and impacting the community, particularly the most vulnerable.
- Concern for adequate housing for low- and minimum wage-income households, and safe and adequate shelter for everyone, is significant.
- Campaigns to ensure living wage and career ladder jobs are an integral part of sustainable development and visions for Eugene.

What's Next?

After years of a successful Human Rights Start at Home education and outreach campaign, the commission, community and City of Eugene are preparing to integrate the human rights framework. Looking ahead, the commission will be helping guide a six-month community listening project, the Human Rights Project. Input received will assist in developing local priorities of the human rights framework, as well as ideas for commission and staff human rights work plans. The commission will leverage its unique position with the community and City government in furthering the vision of becoming a “Human Rights City.”

Scope and Goals of the Work Plan

FY10-11 Work Plan Goals

The HRC FY10-11 Work Plan extended over two fiscal years, from July 1, 2009 to June 30, 2011. Work plan goals are listed below. A key operational strategy was to pilot new and diverse ways to respond to emerging issues, and communicate information and accomplishments to the City Council and broader Eugene community. As the commission works on its next work plan in the fall of 2011, it will evaluate strategies for possible continued use. Throughout a given year, members create working groups and task teams, designate or request liaisons, craft resolutions and public statements, follow response protocols, and facilitate collaboration and partnerships to achieve specific, targeted outcomes. At each meeting, the commission and committees provide a public forum, where issues can be announced or concerns brought forward from the community for broader attention or possible organized response. Finally, the commission participates in, endorses and financially sponsors community events that are aligned with its mission. The following two pages also provide a snapshot summary of accomplishments toward achieving the work plan goals. Highlights are reported in the following pages.









- Goal 1:** Increase HRC effectiveness, efficiency, and accountability in responding to and aiding in the resolution of incidents of discrimination and harassment.
- Goal 2:** Promote relationships and build capacity between the community and HRC through collaborative work on human rights issues.
- Goal 3:** Enhance relationships and communications with the City Council, Equity and Human Rights Board, other commissions, and City staff.
- Goal 4:** Work toward the implementation of a Human Rights Framework.







HRC table at Project Homeless Connect, 2010

Goals Progress Report

KEY	★ = Successful Implementation	 = Building Partnerships	 = In Process	 = Not Started or Moved to Future Work Plan
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Initiatives/Actions	Progress/Status	Comments/Highlights
Goal 1: Increase Commission effectiveness, efficiency, and accountability in responding to and aiding in the resolution of incidents of discrimination and harassment. In order to accomplish Goal 1, the Commission and its committees will:		
1. Continue to meet the needs of community members who experience incidents of discrimination and harassment.	★ 	<ul style="list-style-type: none"> • The HRC developed task teams for community response to issues: Media, Community, Targeted Response Teams. • The HRC recommended resolution against hate activity; it was approved unanimously by City Council in July 2010. • Commissioners attended various public events organized around community response to discrimination.
2. Develop a system to track and report human rights concerns and their trends in the City.		<ul style="list-style-type: none"> • Equity and Human Rights staff track data and trends for community contacts/complaints in the areas of housing, employment, public accommodations, and hate and bias. • HRC members specified data they wanted tracked and provided to commission members monthly.
3. Explore proactive and effective approaches, responding to emerging issues.	 	<ul style="list-style-type: none"> • Commissioner leads and teams have been identified and action is taken when appropriate. • The Commission has a standing agenda item during meetings for emerging issues.
4. Review and strengthen the Human Rights Support System (HRSS): <ol style="list-style-type: none"> a) Develop a working definition of “advocacy” b) Assess recruitment and training of new HRSS advocates c) Review and improve the response and case management process d) Create an on-going evaluation of the HRSS program e) Begin pilot implementation of any new advocacy program designed 	 	<ul style="list-style-type: none"> • Initial scoping work began by HRC members and staff in July 2009. • An advocacy/HRSS task team was formed in 2010 out of the HRC Education and Outreach committee • Ideas for next steps will be part of the next HRC Work Plan.
5. Work with Citizen Review Board (CRB) and other community complaint and response processes to clarify roles and responsibilities of HRSS advocates.	★ 	<ul style="list-style-type: none"> • The HRC and CRB have liaisons. • The Auditor/Deputy Auditor have presented annual reports and trends to the HRC. • Current plans to hold a joint HRC/CRB meeting are underway.
6. Explore approaches for diverse conflict resolution approaches.		<ul style="list-style-type: none"> • This item is folded into Initiative 4: Review and strengthen the HRSS

Goal 2: Promote relationships and build capacity between the community and HRC through collaborative work on Human Rights issues. In order to accomplish Goal 2, the Commission and its committees will:





<p>1. Address the following procedural objectives through workshops or communications:</p> <p>a.) Skills and resource sharing between Commissioners.</p> <p>b.) Commissioners' individualized growth plan development.</p> <p>c.) Commissioners' self-care.</p> <p>d.) HRC Accountability and commitments</p> <p>e.) Examine current community partner liaison roles and reporting process.</p> <p>f.) Clarify working agreements with EHRC staff and other partners.</p>		<ul style="list-style-type: none"> • All commissioners are given an orientation and briefing about their role and current work. • Commissioners have attended various trainings and have used their meetings as briefings and training opportunities. • Discussions about balance and workload is an ongoing topic and the commissioners continue to find ways to be effective and be aware of their capacity. • The commission utilizes liaisons to help streamline information flow and connect to various groups.
<p>2. Participate in a minimum of two trainings to increase commissioners' skills and knowledge of Human Rights advocacy approaches such as:</p> <p>a.) "Helper" vs. "Ally"</p> <p>b.) Effective conflict communication and dialogue (how we disagree).</p> <p>c.) Dis/Ability awareness.</p> <p>d.) Racism; and/or power and privilege.</p>		<ul style="list-style-type: none"> • Commissioners are aware of their own development in various issues and successfully achieved this action item through community events, formal trainings, meeting presentations, and conferences.
<p>3. Host or facilitate community forums on Human Rights topics.</p>		<ul style="list-style-type: none"> • Forums/Events held in 2010: Busting Immigration Myths, 20-year celebration of the HRC, Trans-Awareness Week, Human Rights Summit, Anti-Hate Forum, and the State of Human Rights in Eugene. • Forums/Events held in 2011: a Veteran's Forum, and the Human Rights Framework Training were held.
<p>4. Design and implement various methods to consistently and continually gain helpful knowledge of needs and human rights issues in our community.</p>		<ul style="list-style-type: none"> • The HRC accepts public comment via phone, email and at meetings. <p>In 2010 HRC members and staff held the State of Human Rights in Eugene forum.</p> <ul style="list-style-type: none"> • HRC members and staff are working on an extensive community out reach process during the Human Rights Project from April - October, 2011. • The HRC accepts public comment via phone, email and at meetings.










KEY	★ = Successful Implementation	 = Building Partnerships	 = In Process	 = Not Started or Moved to Future Work Plan
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Goal 3: Enhance relationships and communications with the Eugene City Council, Equity and Human Rights Board, other commissions, and City staff. In order to accomplish Goal 3, the Commission and its committees will:

1. Develop working agreements with appointed City Council liaison.		<ul style="list-style-type: none"> • Quarterly meetings with chairs, council liaison and mayor were established in 2010. • Council “Partner System” was created in 2009 and is emphasized by HRC members and their council liaison.
2. Develop working agreements with the Equity and Human Rights staff		<ul style="list-style-type: none"> • In 2009, the City organization re-structured the human rights program into the Equity and Human Rights program. • The HRC and staff continue to find ways to collaborate and partner on their various work programs.
3. Update the status of the Mental Health Care Resolution, Hate Crime legislation, the City Council Priority on Race, and City Council Priority on Homelessness.	★ 	<ul style="list-style-type: none"> • Mental Health Care Resolution and Mental Health Care Resolution and Hate Crime Resolution have been implemented. • Council Priority on Race resulted in the five year DESP. • City Council priority on homelessness resulted in commitment of resources to homeless and human services.
4. Work with relevant City departments, boards and commissions as collaborative opportunities arise.	★ 	<ul style="list-style-type: none"> • HRC works with the City’s Equity and Human Rights Board, Sustainability Commission, Civilian Review Board, neighborhood groups, and the Police Commission on various community issues and topics.
5. Support the City of Eugene Diversity and Equity Strategic Plan (DESP) implementation.	★ 	<ul style="list-style-type: none"> • Two HR Commissioners are on the Equity and Human Rights Board and the commission has been part of the DESP implementation process over the past two years.

Goal 4: Work toward the implementation of a Human Rights Framework. In order to accomplish Goal 3, the Commission and its committees will:

1. Define HRC relationship and roles with: a) Mayor & City Council b) Police c) City Executive team d) Sustainability and Planning Commissions e) Equity and Human Rights Board	 	<ul style="list-style-type: none"> • HRC members met with City council several times on various topics over this two-year period. • In spring of 2011, the HRC and staff began a Human Rights project that will help identify their roles and guide their work in the coming years.
A. Clarify the scope and objectives of the human rights framework efforts, perhaps through compiling data showing the status of human rights in our community, and demonstrating the appropriateness of a human rights framework.	 	<ul style="list-style-type: none"> • The HRC, with the assistance of the Equity and Human Rights Center staff and the public input its members receive at meetings and community events, regularly monitors the status of human rights in the Eugene community. • “Listening sessions,” a survey, focus groups and stakeholder interviews are scheduled for April-July during which HRC members will hear about current human rights needs and possible actions. • The HRC has been actively involving the community at large in understanding and applying the human rights lens to local problems through public events, meetings, resolutions, community responses and other recommendations

<p>B. Work with the City organization to develop a strategy for integrating a human rights policy and principles framework into the Commission and organization's work.</p>	 	<ul style="list-style-type: none"> • Two HRC members represent the HRC on the City Equity and Human Rights Board, which is overseeing implementation of the City's internal five-year DESP. • DESP implementation includes an action item requiring that City staff develop ways to implement the human rights framework across City departments.
<p>C. Review the process for a resolution or ordinance in support of the adoption of a City of Eugene Human Rights Framework.</p>	 	<ul style="list-style-type: none"> • The HRC has familiarized itself with the process for submitting a human rights resolution to Council and prepared a draft human rights resolution in October 2010 for possible future Council consideration. • A public engagement project will provide stakeholder input on local human rights needs to help HRC develop recommendations to Council in Fall 2011 on updating and revising the existing Human Rights Ordinance.
<p>D. Present the City Council with recommendations to implement this framework in our community.</p>		<ul style="list-style-type: none"> • The HRC has approved a draft resolution for the Council calling for City-elected officials and City staff to uphold basic universal human rights principles in carrying out their duties. The HRC is bringing the framework to Council members' and the public's attention in initial discussions before bringing a resolution and code changes forward.
<p>E. Work with community groups advocating for the adoption of a Human Rights Framework.</p>	 	<ul style="list-style-type: none"> • The HRC is a participant in the Community Coalition for Advancement of Human Rights, an informal network of local social justice groups and their allies. This collaboration resulted in the April 2010, summit. • A video, "Human Rights Are at Home in Eugene," was created and shown at the HRC-sponsored celebration of Human Rights Day in December 2010. • The HRC is following up with the Community Coalition on next steps for mutually beneficial collaboration on possible additional human rights events and human rights trainings for community groups.
<p>F. Support a Human Rights Summit.</p>	 	<ul style="list-style-type: none"> • The HRC and the Community Coalition for Advancement of Human Rights co-presented the April 2010 Human Rights Community Summit whose theme was "Human Rights Start at Home." Over 200 people from across the community participated in this highly successful event, which included nationally-known human rights speakers and 18 workshops facilitated by local community groups who framed their social justice work with a human rights lens.



Dream Act public comment at City Council meeting, 2010

Working with the Eugene City Council

The HRC sponsored three City of Eugene resolutions that were passed by City Council. A resolution denouncing hate activity was co-sponsored by the Police Commission and HRC. The resolutions are listed below

by official titles, numbers and adoption dates. To obtain copies, call the Equity and Human Rights Office at 541-682-5177.

The commission provided two public statements before City Council on emerging issues in the community: one regarding Eugene Police taser policy and use following an April 2009 taser incident, and another a statement in April 2010 against Arizona Senate Bill 1070. The commission and council conducted two work sessions together. The first work session conveyed the commission's annual highlights and accomplishments (June 2010), and a May 2011 work session was a facilitated listening session to discuss human rights work in Eugene. The commission will share its next annual report with the City Council in fall 2011.

COUNCIL RESOLUTION NO. 4989: A RESOLUTION AFFIRMING THE CITY'S COMMITMENT TO HUMAN RIGHTS AND MENTAL HEALTH CARE. (October 2009)

COUNCIL RESOLUTION NO. 5001: A RESOLUTION SUPPORTING THE PASSAGE OF THE DEVELOPMENT, RELIEF, AND EDUCATION FOR ALIEN MINORS (DREAM) ACT, WHICH AUTHORIZES THE CANCELLATION OF REMOVAL AND THE ADJUSTMENT OF STATUS FOR CERTAIN IMMIGRANT YOUTHS WHO ARE COLLEGE BOUND AND ARE LONG TERM UNITED

STATES RESIDENTS AND PERMIT STATES TO DETERMINE STATE RESIDENCY FOR PURPOSES OF HIGHER EDUCATION. (March 2010)

COUNCIL RESOLUTION NO. 5013: A RESOLUTION TO DENOUNCE HATE, INTOLERANCE, AND BIAS ACTIVITIES IN THE CITY OF EUGENE. (July 2010)

Working with the City of Eugene

In addition to regularly working with the City on improving services and programs, the commission works closely with City staff and other City boards and commissions implementing two significant City of Eugene policy initiatives; the Diversity and Equity Strategic Plan (DESP) and the Triple Bottom Line (TBL). The DESP and commission work plans shared several goals and action items in FY10-11 including holding an annual public forum on community human rights equity goals; working toward the human rights framework; responding to community members who experience hate activity, discrimination and bias; ensuring safety of vulnerable population in emergency response plans; increasing diversity on commissions; and providing training on how the City works.

Human Rights Commissioners contributed significantly to crafting the City of Eugene Triple Bottom Line (TBL) framework which promotes consideration of social equity, environmental health and economic well-being. The commission also provided “pilot project” analysis when the TBL tool was in its preliminary launch and evaluation phase. The commission seeks opportunities to further develop and enhance application of TBL thinking and analysis, and serves as a resource for implementation, particularly when looking at the social and political impacts of City proposals and decisions.



Juventud Faceta students supporting the Dream Act

Working with the Community

Special Public Events and Focus Meetings

The HRC and committees coordinated and conducted several special public events and meetings that provided information, training, resources and community input critical and emerging issues in the community.

Busting Immigration Myths, November 2009

Fair Housing 101: Fair Housing Basics, February 2010

Human Rights Start at Home, Community Human Rights Summit, April 2010

What is a Hate Crime and What You Can Do?, April 2010

(In partnership with the City of Eugene Police Commission)

Eugene Police Department Taser Use and Policy, May 2010

Equity and Human Rights in Eugene, June 2010

(In partnership with the City of Eugene Equity and Human Rights Board)

Transgender Awareness: Bridges panel discussion, November 2010

Combat Veteran’s Sensitivity and Services, November 2010

International Human Rights Day: A 20-Year Retrospective, December 2010

Using a Human Rights Framework, February 2011

Barrier Awareness Day, May 2011

Monthly Public Forums

In addition to formal public events and meetings, the HRC and its committees provide an open public forum period at each meeting. At which members of the public may speak. Members of the community are invited to attend meetings, speak on issues of concern, and bring forward ideas for addressing human rights work in the community.

Over 35 community members came to speak before the commission and its committees on a broad range of human rights issues in this reporting period. Examples include Eugene Police Department taser use, web cameras in Eugene Parks and Open Space, City of Eugene Human Resources employment



In Accord singing at International Human Rights Day

application policies, education equity, homelessness in Eugene, immigrant justice, accessibility for persons with disabilities, reconstructing a human rights advocacy program, the Israel and Palestine conflict, and many other important human rights issues. Many community groups also visit the commission meetings to request commission partnership, funding for events or endorsements of activities.

The HRC also provides time on their agendas for community agencies, groups and organizations wishing to share information about its programs and services publically, as well as to foster discussion from a human rights perspective. The commission hosted the Envision Eugene staff; Eugene Police Department; Community Climate and Energy Action Plan staff; Federal Bureau of Investigations Civil Rights Program; Oregon Toxics Alliance; Sponsors, Inc.; and the Veterans Administration.

Community Partnerships: Projects Funded or Endorsed

- Community Alliance of Lane County Cornucopia 2009, 2010
- Eugene-Springfield Pride Day 2009, 2010, 2011
- Grrlz Rock/ Transgender Awareness Week 2009
- International Human Rights Day Community Celebration 2009, 2010
- Opal Network Sponsorship 2009, 2010
- Transgender Day of Remembrance 2009, 2010
- Archaeology International Film and Video Festival 2010
- Cuba Awakening Conference: Breaking Cold War Stereotypes 2010
- DisOrient Asian American Film Festival of Oregon 2010
- Human Rights City web site domain: www.humanrightsCity.com - 2010
- Human Rights Start at Home Human Rights Summit 2010
- Martin Luther King, Jr. Celebration 2010, 2011
- Oregon Commission on Hispanic Affairs Eugene Meeting, 2010
- Project Homeless Connect 2010, 2011
- University of Oregon Arab Student Union: Arabian Nights Culture Night 2010
- UO Sexual and Gender Minorities Issues in Film Series 2010
- Vagina Monologues, A Eugene Community Production 2010
- Human Rights Framework Training, 2011
- Oregon Vagabond Newspaper 2011
- The Last Album: Eyes from the Ashes of Auschwitz-Birkenau 2011
- Winnimem Support Group: Salmon Dance: Bringing the Salmon Home 2011

Community Awards

FY10-11 Official Endorsements and Letters of Support

Endorsement: Haiti Earthquake Relief Concert, *January 2010*

Letter: Request Community Television of Lane County (CTV) consideration to not air Pacific Forum, *January 2010*

Letter: United States State Department on Universal Declaration on the Rights of Indigenous Peoples, *April 2010*

Endorsement: Zonta Club Candlelight Vigil recognizing United Nations International Day for the Abolition of Slavery and Suppression of the Traffic in Persons, *December 2010*

Letter: In support to U.S. State Department on increasing government activity to support domestic human rights work, Human Rights at Home Campaign, *March 2011*

Additional Events staffed by Commissioners:

Eugene Celebration, 2009, 2010

A Gay in the Park, 2010

Multicultural Festival, 2010

We Are Bethel, 2010, 2011

Asian Celebration, 2010, 2011

Human Rights Awards

The HRC takes two opportunities annually to give awards related to human rights work in the community. Award recipients are listed below, as well as a brief description of their service in the community.

Each year during the Martin Luther King, Jr. community celebration, the commission recognizes a group or an individual for contributions in the area of human rights and race relations. Eugene community members nominate a group or an individual who demonstrates leadership in making Eugene a more inclusive and supportive City for its communities of color. To nominate someone for this award, please call 541-682-5177.

2010 Dr. Martin Luther King, Jr. Community Leadership Award

Neil Van Steenbergen

The theme for the 2010 Martin Luther King, Jr. Community Celebration was Community Unity. Neil Van Steenbergen has spent decades on projects developing community unity and focusing on race relations. He was a member of the Eugene HRC for 12 years, facilitated Race Study Circles engaging over 50 participants, guided processes focused on police oversight and improving police and community relations, and played a crucial role in creating the City's Human Rights



HRC retreat, 2009



Award recipients: (left to right) City Manager, Jon Ruiz, Matt Rodrigues (PW), Chuck Tilby (EPD), Kathy Flynn (EPD), Laura Philips (LRCS), Pete Kerns (EPD) and Francisca Johnson (CS).

Support system, a program providing support and advocacy for people who experience discrimination or harassment. Neil is also a co-trainer for a workshop called Unlearning Racism and Understanding White Privilege.

2011 Dr. Martin Luther King, Jr. Community Leadership Award

Arun Toké, Skipping Stones

For 22 years, Skipping Stones has been a superb magazine for preteens and teens promoting: acceptance in race and religion; writing and artwork for children; ecology and world consciousness; good health and peace. The magazine is international and diverse in nature. Editor Arun Toké keeps the magazine going almost single handedly with a board of volunteers publishing the words, thoughts and art of young people of all ages all around the world. Skipping Stones sponsors the Martin Luther King, Jr. Essay Contest for 4J and Bethel School Districts, and the Asian Celebration poetry and art contest in Bethel, 4J and Springfield schools. Many of the contest pieces are published in the magazine. Mr. Toké participates in many civic groups especially focusing on youth and justice.

Each year the HRC recognizes a City of Eugene work unit or employee for contributions in the areas of human rights and promotion of social justice. City employees nominate fellow employees, and the commission selects award recipients.

2009 City of Eugene International Human Rights Day Staff Recognition Award

Seda Collier

The recipient of the 2009 City of Eugene International Human Rights Day Staff Recognition Award was Seda Collier, then a residential plans reviewer in the Planning and Development Department. Seda was selected by the HRC from among nominees from staff for her work to raise awareness about people who are transgender and about gender identity.

2010 City of Eugene International Human Rights Day Staff Recognition Awards

**The Commission recognized an individual or work group from each of the City of Eugene Departments.*

Central Services

Francisca Leyva Johnson, Community Engagement Analyst

Francisca has demonstrated a long-time commitment to human rights in our community through her active volunteer work, in her previous role as a staff person for the HRC and committees, and in her current position as a Community Engagement Analyst. In this current position, Francisca works closely with Eugene Police Chief Pete Kerns, Police staff and community members to foster respectful dialogue that breaks down barriers, increases mutual understanding, builds relationships, and strengthens community safety.

Eugene Police Department

Violent Crimes Unit: Sergeant Kathy Flynn; Detectives: Dan Braziel, Ralph Burks, Jeff Donaca, Ben Hall, Matt Herbert, Jeff Roth, Mel Thompson, Tony Veach, Ted Williams

“The Violent Crimes Unit is not only swift at responding, but also conducts very thorough investigations with care and compassion. They have a daunting caseload and respond to bias crimes expeditiously. VCU detectives each manage an average of 15 active cases involving many types of violent crimes such as murder, assault, rape, bias crimes, felony robbery, child abuse and other person-against-person crimes. These cases have tremendous impacts on the victims, the families, and the community and the unit handles each case with care. During the past year, the unit has given special emphasis to the handling of bias crimes and has an enhanced partnership with the Equity and Human Rights Office to ensure care for victims and notification to the groups and communities most impacted.”

Public Works

Matt Rodrigues

Matt manages the City’s pavement preservation program. One of the items considered on all of the paving projects is the condition of accessible pedestrian ramps and whether or not to replace them or add them is missing. Matt instituted a process to engage the Human Rights Accessibility Committee on the decisions surrounding access ramps. This includes attending meetings to present future projects, discuss and solicit feedback and input on proposed ADA ramp improvements and traffic control strategies, and to recap past construction seasons to improve upon future efforts.

Fire and Emergency Medical Services

Deputy Chief Karen Brack

Chief Brack went above and beyond her professional responsibility in helping our single-role medics, a work group composed completely of women, to mentally and physically prepare themselves for the firefighter entrance exam. She then became an advocate and champion for this group of women who became Recruit Class 12 in their efforts to achieve success in the firefighter training academy.



Samba Ja playing to a packed house at the International Human Rights Day event.



Human Rights Summit, 2010

Library, Recreation and Cultural Services

Laura Philips, Library, Volunteer Coordinator; Parents and Friends of Lesbians and Gays (PFLAG) Volunteer

Every Friday, for the past 14 years, Laura Philips facilitates a support group for LGBTQ youth ages 14-21 at Amazon Community Center. PFLAG and Amazon Center sponsor and host the group. There is no question that Laura's commitment to LGBTQ youth has saved lives.

Planning and Development

Bob Briscoe, Rehabilitation Specialist, and **Karina Fon**, Emergency Home Repair Specialist

Bob and Karina work diligently every day helping residents of our community maintain healthy and safe housing. Each of them maintains a professional and compassionate attitude when assisting folks through difficult situations in regard to their housing situation. They each genuinely care about the people they are assisting.

Commissioner Training and Development

Members have many, diverse opportunities for personal training and development while serving on the commission and committees. Often, the commission hosts information and training sessions which are also open to the public. In addition to the commission's own focus meetings, members have opportunities for external training, and the City of Eugene also provides trainings periodically for its advisory body members. Some of the training and development opportunities that occurred in FY10-11 are listed below:

Human Rights Start at Home Human Rights Summit

Using a Human Rights Framework

Beyond Conflict to Consensus Institute

Western States Center - Community Strategic Training Initiative

Oregon Diversity Institute 2009, 2010

Coalition for a Livable Future- 2010 Regional Livability Summit

National Association for Multicultural Education (NAME) Conference

City of Eugene Best Practices for Boards and Commissions

Transgender Awareness Week

Eugene Neighborhood Summit: Partners in Leadership 2010

Veteran's Services of Lane County and Combat Veterans Sensitivity

Oregon Latino Agenda for Action

Understanding and Evaluating Deadly Police Encounters

Volunteers and Interns

Thank you, volunteers and interns!

The Equity and Human Rights Center is very fortunate to have volunteers and interns who contribute diverse skills and talents ensuring the commission's work is a success.

Virginia Wright

Angela Solorzano

Kathy Griesmyer

Fadime Kar

Sonia Lauer

Mariah Grant

Rita Fleming

Ryan Deto

Michelle Griffin

Paulie Mark

Leisha McParland

Vania Loreda

Danielle Ahlberg

Martin Lafouge

Addie Bernal

Vanessa Mousavizadeh

Susana Aguirre



Immigration Reform Rally, 2011

Eugene Discrimination and Harassment Reports

Contact with the Equity and Human Rights Center

Staff in the Equity and Human Rights Center responds to community members bringing forward complaints, concerns and questions. Staff enter and track contacts for a variety of reasons. Over the past fiscal year staff piloted a new data entry system to help us better understand local issues and types of concerns in more depth, identify cases, provide referrals, and help members of the City Council and HRC know what concerns the community is bringing to our attention. Each month staff summarize the data and provide a brief memo to the commission of the contacts received the previous month. Some of the trends we've seen over the past years are:

Homelessness: Concerns have been raised about how to help homeless individuals and how to raise awareness in the community about this issue. This issue is complex and pertains to finding appropriate services and support, inadequate shelter, on-street and on-property camping. Even when businesses and residents are sympathetic and seeking solutions, they can be negatively impacted. This problem exists in cities across America. At this time, Eugene is exploring overnight shelter accommodations, particularly when the temperature dips to 29 degrees or colder. On those nights warming centers are opened and staffed by volunteers.

Legal/civil issues: The Center notes cases regarding landlord/tenant, employer/employee, child custody and visitation. The City of Eugene influences these issues under the Human Rights Code aimed to prevent discrimination in housing, employment and public places and agencies. The code is one way to address these common problems in the community. *Landlord/tenant* issues have been targeted with the implementation of the City of Eugene Rental Housing Program (where landlords pay a \$10 annual fee for each unit and the City provides enforcement of certain violations related to roof, electrical, wiring, windows, heat source) but other problems still persist, such as management/tenant relations, rules and policies of management or social agencies, and tenant/tenant disputes.

Most issues are referred to either Legal Aid (clients must meet low income eligibility), Community Mediation Services, or to private legal advisors. *Employer/employee* concerns can be addressed through a variety of means, and are often referred to Bureau of Labor and Industries (BOLI) for resolution and/or enforcement of State and local code. *Child custody and visitation* issues are not addressed through our office, but a fairly high number of contacts were received from concerned parents who feel they have nowhere else to turn for help. These are civil issues and the State of Oregon has several important legal processes and support mechanisms built in to assist parents as they go through the State's review and assessment process to determine if visitation and/or custody will be granted to a parent who has had a child removed from their care. This is one area the Center has limited influence in.

Employment Related Complaints

Data provided by Oregon Bureau of Labor and Industries

	7/1/2009 to 6/30/2010	7/1/2010 to 3/31/2011
Insufficient Evidence	53	22
Withdrawn to other Court	12	4
Withdrew or Settled	6	5
Sub-total	71	31
Under Investigation	0	46
Investigated by EEOC	4	4
Resolved	5	1
Sub-total	16	51
Grand total	87	82

Service animal issues: The Equity and Human Rights office received calls on a variety of concerns related to service animals, but primarily regarding the definition of and parameters of service animal use. The Americans With Disabilities Act states service animals can only be dogs or miniature horses, rather than other creatures such as cats, birds, ferrets, etc. Business owners frequently call to learn more about service animals. Many establishments have begun tighter enforcement of their operational codes by refusing companion animals entry into their places of business, but still allow service animals.

Housing: Cases related to unfair rental practices, fees, background checks, screenings. The office received several concerns from individuals who felt discriminated against based on who they are, including age, gender, sexual orientation, gender identity and race. One complaint involved the practice of requiring credit and background checks for all tenants, and the challenges with compliance. Landlords can require this information when it is practiced equally among all tenants or applicants as part of a standard procedure. Most persons age 18 and over who will be living in a dwelling are required to pass a background check before being granted a lease by most landlords.

Access concerns: The Equity and Human Rights office received a number of complaints from individuals who have hearing, visual or physical impairments and who found access to some places was hindered, challenging, or at worst, unsafe. One such incident involved the City of Eugene's Overpark elevator operations. A person using a wheelchair, who used the Overpark garage during the weekend, parked her car and used the elevator to get to ground level. Upon returning to the garage, she was unable to get back up to the level she parked at because the elevators were non-operational late at night. This policy of closing elevators at night was due to vandalism, illicit activities, drugs and other crimes taking place when security guards were not continually stationed near the elevators. This situation was remedied with signs indicating a number patrons can call to allow security to activate the elevator after hours.

Hate/bias incidents: Collaboration with Community Alliance of Lane County (CALC) and the Eugene Police Department (EPD) is critical when hate or bias incidents occur. CALC has a reporting hotline and coordinates community responses to incidents. EPD notifies office staff when hate or bias incidents are reported, so outreach and victim support can be coordinated together. Trends are tracked to assist with targeted education and safety efforts.

Housing Complaints/Concerns/Questions

Data provided by Fair Housing Council of Oregon

	6/2009 to 7/2010	6/2010 to 3/2011
	2009	2010
Landlord/Tenant	23	19
General Information	5	5
Fair Housing	40	30
Grand total	68	54
Male	20	11
Female	46	43
Undisclosed	2	-
Grand total	68	54

ADA/Accessibility contacts

Data provided by ADA Info Oregon

	2010	2011
January-March	75	77
April-June	74	-
July-September	64	-
October-December	79	-
Grand total	292	77

Hate/Bias Crime Reports (7/1/2009 to 3/31/2011)

Data provided by Eugene Police Department

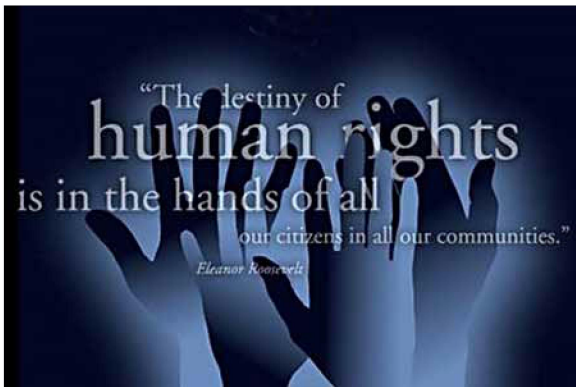
	2009	2010	2011	2012
Race	3	-	6	9
Sexual Orientation	1	13	2	16
Religion	3	6	1	10
National Origin	-	-	1	1
Political Affiliation	-	-	1	1
Color	1	1	-	2
Physical/Mental Handicap	-	-	-	-
Age	-	-	-	-
Economic/Social	-	-	-	-
Grand total	8	20	11	39

Future: The Human Rights Listening Project (Spring 2010- Fall 2011)

In 2011, the HRC and the Equity and Human Rights Board will be working toward human rights framework and public input goals through the Eugene Human Rights Listening Project. A project committee of staff and commissioners meet monthly to plan and coordinate project details.

The project components include:

- listening sessions on Accessibility, Advocacy & Support, Housing and Homelessness, All-Comers and with Communities of Color
- a listening session between the HRC, City staff and City Council
- stakeholder interviews and additional focus groups
- outreach at Community events: Barrier Awareness Day, We Are Bethel and Eugene PRIDE
- community-wide surveys
- research on other municipal human rights programs and other commission structures; and
- synchronized FY12-13 HRC and Equity and Human Rights work plans.



All of these elements will help the HRC and staff develop recommendations in the fall of 2011 for City Council. This may change how the commission and Equity and Human Rights Program are structured or focused to meet our goals of becoming a "human rights city".

For more information on this project, please call 541-682-5177 or email ehrcenter@ci.eugene.or.us

Get Involved

- Get involved with department-level implementation or community groups working on these issues. Contact the Equity and Human Rights Board.
541.682.5177
ehrcenter@ci.eugene.or.us
- Share suggestions and concerns or notify us regarding issues with accessibility, equity, hate crimes, and acts of bias.
541.682.5177
ehrcenter@ci.eugene.or.us
- Volunteer for City of Eugene boards and commissions or any standing committee. Contact the HRC.
541.682.5177
ehrcenter@ci.eugene.or.us
- Participate in and support community activities supporting diversity and equity.
- Contact City Councilors and let them know that you support diversity and equity projects.
541.682.5010
mayorandcc@ci.eugene.or.us
- Get involved with your Neighborhood Association.
541.682.5009
neighborhoods@ci.eugene.or.us
- Contact the City of Eugene Equity and Human Rights Center with questions.
541.682.5177
ehrcenter@ci.eugene.or.us
www.eugene-or.gov/diversity



*HRC booth at the Asian Celebration
2011*



*Jon Ruiz and Ann Lehman talk during
the Human Rights Framework Training,
2010.*

Universal Declaration of Human Rights

In 1948, the United Nations General Assembly proclaimed the Universal Declaration of Human Rights (UDHR) as a common standard of achievement for all people and all nations. The Universal Declaration of Human Rights states in clear and simple terms the rights that belong equally to every person. These rights belong to you. Familiarize yourself with them. Help to promote and defend them.



- 1.** Right to equality.
- 2.** Freedom from discrimination.
- 3.** Right to life, liberty, personal security.
- 4.** Freedom from slavery.
- 5.** Freedom from torture and degrading treatment.
- 6.** Right to recognition as a person before the law.
- 7.** Right to equality before the law.
- 8.** Right to remedy by competent tribunal.
- 9.** Freedom from arbitrary arrest or exile.
- 10.** Right to a fair public hearing.
- 11.** Right to be considered innocent until proven guilty.
- 12.** Freedom from interference with privacy, family, home and correspondence.
- 13.** Right to free movement in and out of any country.
- 14.** Right to asylum in other countries from persecution.
- 15.** Right to a nationality and freedom to change it.
- 16.** Right to marriage and a family.
- 17.** Right to own property.
- 18.** Freedom of belief and religion.
- 19.** Freedom of opinion and information.
- 20.** Right of peaceful assembly and association.
- 21.** Right to participate in government and in free elections.
- 22.** Right to social security.
- 23.** Right to desirable work and to join trade unions.
- 24.** Right to rest and leisure.
- 25.** Right to adequate living standards.
- 26.** Right to education.
- 27.** Right to participate in cultural life and community.
- 28.** Right to social order assuring human rights.
- 29.** Community duties essential to free and full development.
- 30.** Freedom from state and personal interference in the above rights.



City of Eugene
Human Rights Commission

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