

RESOLUTION No.

Adopt actions identified through the Regional Collaborative Land Acknowledgement Project that promote consistent awareness and inclusion of Native people in all City business and more equitable outcomes for Native people (Resolution)

WHEREAS, the City of Portland acknowledges it was and is a site of trade, travel, and healing for Native people since time immemorial; and

WHEREAS, in 1823, the Doctrine of Discovery, emanating from the European colonization of the continents now known as the Americas, was utilized by the U.S. Supreme Court to legalize further invasion and dispossession of Native peoples' lands in *Johnson v. M'Intoch*, which remains the law of the land; and

WHEREAS, the Indian Removal Act of 1830 institutionalized the practice of removing and displacing Native Americans from their ancestral land, including all of what is now Portland, in order to make way for white settlement; and

WHEREAS, under the Western Oregon Termination Act of 1954 and the Klamath Termination Act of 1954, many Oregon tribes had their governments abolished, lands taken, and treaty agreements broken – with more than 60 of the Tribes in Oregon being terminated by the federal government in 1953; and

WHEREAS, the City of Portland acknowledges that Native people have been displaced from abundant lands several times throughout history, with the most recent being in the 1950s when Native people were forced from reservations and into poor urban areas; and

WHEREAS, the City of Portland acknowledges this recent history as a key factor in how Portland has emerged as being in the top 25 cities with the largest American Indian/Alaska Native populations; and

WHEREAS, the Native American community, representing more than 380 tribes, in Portland and in the surrounding areas exists as a testament to resilience and resistance; and

WHEREAS, Portland is home to 28 Native organizations run by and staffed with Native people, whose combined resources represent millions of dollars in revenue that go to local taxes, businesses and services; and

WHEREAS, Native Americans face deeper economic challenges in Portland when compared to other communities of color; and

WHEREAS, the City recognizes that cultural and natural resources and customary use locations are invaluable and critical to the preservation of treaty rights, cultural heritage,

and pursuit of traditional lifeways for present and future generations; and

WHEREAS, the City Council passed Resolution No. 36941 on January 11, 2012, to formalize authentic relationships with Tribal Government Partners and establish government-to-government consultation agreements; and

WHEREAS, the City Council passed Resolution No. 37154 on October 7, 2015 to declare the second Monday in October as Indigenous Peoples' Day in the City of Portland and encourage other institutions to recognize the Day; and reaffirm the City's commitment to promote the prosperity and well-being of Portland's American Indian, Alaska Native and Indigenous community; and

WHEREAS, the City created the Tribal Relations Program, currently housed in the Office of Government Relations, to build relationships, promote effective communication and coordination, to seek opportunities, and prevent conflict between the governments; and

WHEREAS, the City began convening an annual Summit of Tribal and City Elected Leaders and day-long trainings for City and other government employees since 2018; and

WHEREAS, the City continues to institutionalize and develop internal City policies and procedures that support and affirm its commitment to government-to-government consultation with Tribal Government Partners, and that contribute to more equitable outcomes for Native people; and

WHEREAS, non-tribal community organizations and government agencies in many parts of the world are adopting land acknowledgements, formal statements that recognize the unique relationship that exists between Indigenous people and their traditional territories, and the unique political status that American Indian/Alaska people and tribal governments hold; and

WHEREAS, the City of Portland is leading the Regional Collaborative Land Acknowledgement Project in partnership with the City of Beaverton, City of Hillsboro, Metro, Meyer Memorial Trust, Multnomah County, NW Natural, Oregon Historical Society, Pacific Corp, Portland General Electric, Port of Portland, Portland Trailblazers, PTM Foundation, Regional Arts and Culture Council, Tualatin Hills Park & Recreation District, and Washington County to develop land acknowledgements to honor the legacy of Native Americans in our region and signal a deeper commitment to strengthen meaningful relationships with Tribal Nations and the urban Native community; and

WHEREAS, the Native American population of the Portland Metropolitan Area is over 50,000, descended from more than 380 tribes/bands from across the nation, yet only 96 out of nearly 7,500 City employees self-identify as Native American; and

WHEREAS, in 2017, the Oregon Legislature enacted Senate Bill (SB) 13, now known as Tribal History/Shared History, which directs the Oregon Department of Education to

create K-12 Native American Curriculum for inclusion in Oregon public schools and provide professional development to educators; and

WHEREAS, in the Fiscal Year 2020-21 Fall Budget Monitoring Process (BMP), City Council approved funding for the Office of Equity and Human Rights to develop curriculum informed in part by SB 13 for a new recurring Tribal Nations and People training for City employees.

NOW, THEREFORE, BE IT RESOLVED, that the City's future adoption of land acknowledgements shall specify additional actions that result in promoting consistent awareness and inclusion of Native People in all City business in accordance with Resolution No. 36941; and

BE IT FURTHER RESOLVED, starting October 11, 2021, Indigenous Peoples Day shall be a paid holiday for City of Portland employees; and

BE IT FURTHER RESOLVED, the City Attorney's Office is directed to partner with Portland Parks & Recreation and the Tribal Relations Director to explore options for park fee waivers for American Indian/Alaska Native gatherings and ceremonies based on the unique political status of tribal people; and

BE IT FURTHER RESOLVED, that the Office of Government Relations Tribal Relations Director and Bureau of Human Resources will collaborate to explore the creation of an American Indian and Alaska Native employment preference, and other strategies, to improve recruitment and retention of American Indian and Alaska Native people and will report back to Council Offices by June 30, 2021 with findings; and

BE IT FURTHER RESOLVED, that the Office of Equity of Human Rights will partner with the Tribal Relations Director to create a new recurring Tribal Nations and People Training that is mandatory for all City employees; and

BE IT FURTHER RESOLVED, that all City bureaus will develop annual work plans informed by and in consultation with the Tribal Relations Director, Equity Managers, and the bureaus' Tribal Liaisons, or designated staff members. Work plans shall detail how bureaus will form strategic actions to collaborate with sovereign tribal nations and City service to the urban Native community, and shall be completed with approval by the Tribal Relations Director by April 30th every year, starting April 30, 2021; and

BE IT FURTHER RESOLVED, that all City bureaus and offices must provide the Tribal Relations Director with an annual report of their Tribal Relations engagement and outcomes that will help inform the annual Tribal Relations Program Report to Council and guide the following year's work by April 30th every year, starting April 30, 2021; and

BE IT FURTHER RESOLVED, this is binding City policy.

Adopted by the Council:

Commissioner Amanda Fritz

Prepared by: Cynthia Castro and Laura John

Date Prepared: December 3, 2020

Mary Hull Caballero

Auditor of the City of Portland

By

Deputy

1012
 Agenda No.
RESOLUTION NO.
 Title

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INTRODUCED BY Commissioner/Auditor: Amanda Fritz	CLERK USE: DATE FILED <u>December 8, 2020</u>
COMMISSIONER APPROVAL Mayor—Finance & Administration – Wheeler Position 1/Utilities - Fritz <i>Amanda Fritz</i> Position 2/Works - Ryan Position 3/Affairs - Hardesty Position 4/Safety - Eudaly	<div style="text-align: center;"> Mary Hull Caballero Auditor of the City of Portland <i>Keslan McClymont</i> By: _____ Deputy </div> <p>ACTION TAKEN:</p>
BUREAU APPROVAL Bureau: N/A Bureau Head:	
Prepared by: Cynthia Castro Date Prepared: 12/7/2020	
Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan	
Council Meeting Date December 17, 2020	

AGENDA
TIME CERTAIN <input checked="" type="checkbox"/> Start time: <u>2:00</u> pm Total amount of time needed: <u>30 min.</u> (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz	
2. Ryan	2. Ryan	
3. Hardesty	3. Hardesty	
4. Eudaly	4. Eudaly	
Wheeler	Wheeler	

IMPACT STATEMENT

Legislation title: Adopt actions identified through the Regional Collaborative Land Acknowledgement Project that promote consistent awareness and inclusion of Native people in all City business and more equitable outcomes for Native people (Resolution)

Contact name: Cynthia Castro

Contact phone: 503-823-6683

Presenter name: Cynthia Castro and Laura John

Purpose of proposed legislation and background information:

Non-tribal community organizations and government agencies in many parts of the world are adopting land acknowledgements, formal statements that recognize the unique relationship that exists between Indigenous people and their traditional territories, and the unique political status that Indigenous people and tribal governments hold.

For the past two years, Commissioner Fritz has championed the development of land acknowledgements that the City of Portland, if adopted, would be stated before City-sponsored events and meetings and presented in other forms such as digitally and on physical spaces. This initiative is co-led by Office of Government Relations Tribal Relations Director Laura John and Commissioner Fritz's Senior Policy Advisor Cynthia Castro. They are supported by a team of employees from different City bureaus and all Council Offices. The team is also joined in this endeavor by several regional partners representing the government, arts, culture, professional sports, utility, and philanthropy sectors.

The team is taking great care to ensure that the land acknowledgements are developed in a thoughtful and respectful manner and with the understanding that land acknowledgements are a first step in honoring Indigenous people and not the end. Although the land acknowledgements will not be completed until sometime in 2021, the team identified actions through the land acknowledgement development process that are being brought forward through this Resolution for Council consideration.

The actions Council are asked to approve through this Resolution are intended to 1) deepen the City's established commitment to working with Tribal governments and the urban Native community, 2) to help counter the erasure of Native people, 3) to improve recruitment and retention of Native employees in the City of Portland, and 4) provide all City of Portland employees with a baseline understanding of Tribal Nations and Native people and to help ensure respectful and meaningful engagement with Native people.

Financial and budgetary impacts:

None

Community impacts and community involvement:

Native people have been displaced from abundant lands several times throughout history, with the most recent being in the 1950's when Native people were forced from reservations and into poor urban areas. This recent history is a key factor in Portland emerging as being in the top 25 cities with the largest American Indian/Alaska Native populations. The Native community in Portland and in the surrounding areas exists as a testament to resilience and resistance.

Portland is home to 28 Native organizations run by and staffed with Native people, whose combined resources represent millions of dollars in revenue that go to local taxes, businesses and services. However, Native people face deeper economic challenges in Portland when compared with national averages for the Native community.

In the City of Portland, only 96 out of nearly 7,500 employees self-identify as Native American according to the Office of Equity and Human Rights employee demographics dashboard. This Resolution will help the City improve recruitment and retention of American Indian and Alaska Native people in our workforce and connect them to more living wage jobs and benefits.

During the 2020-21 Fall Budget Monitoring Process, City Council approved funding for the Office of Equity and Human Rights to develop curriculum for a new recurring Tribal Nations and Native people training for all City employees. The curriculum will be informed in part by Senate Bill 13 which created K-12 Native American Curriculum in statewide public schools and provided professional development to educators. To help ensure consistent understanding across the City of Tribal governments and Native people, this Resolution proposes the new recurring training be mandatory for all City employees.

Since 2015, the City of Portland has celebrated Indigenous Peoples' Day on the second Monday of October as a day to reaffirm the City's commitment to promote the prosperity and well-being of Portland's American Indian, Alaska Native and Indigenous community. Through this Resolution, Indigenous Peoples' Day would become a paid holiday for City employees with the intention for City employees to spend time self-educating about Native people and supporting Native-owned businesses and community organizations.

This Resolution would also lead to bureau-specific actions and citywide actions that contribute to greater inclusion of Native people in all aspects of City business, services, and programs, and more equitable outcomes for the Native community. Lastly, this Resolution directs City bureaus and offices, in a consistent manner, to support the Tribal Relations Program annual reporting. Annual reporting is necessary to hold the institution accountable to commitments being made in the area of Tribal Relations, to celebrate achievements, for future planning, and to inform resource allocations.

Community Involvement

The City has convened an annual Summit of Tribal and City Elected Leaders and a day-long training for City employees since 2018. During the 2019 Tribal Summit, the co-leads of this policy initiative vetted actions found in this Resolution with Tribal leaders. More recently, the co-leads elicited the feedback on the actions from Native community leaders.

The internal City of Portland policy team includes staff from: Mayor Wheeler’s Office, Commissioner Eudaly’s Office, Commissioner Hardesty’s Office, Commissioner Ryan’s Office, the Bureau of Environmental Services, Office of Equity and Human Rights, Portland Parks & Recreation, Bureau of Planning and Sustainability, Office of Community and Civic Life, Portland Police Bureau, Portland Bureau of Emergency Management, Portland Housing Bureau, Portland Bureau of Transportation, and Prosper Portland.

Regional partners include: the City of Beaverton, City of Hillsboro, Metro, Meyer Memorial Trust, Multnomah County, NW Natural, Oregon Historical Society, Pacific Corp, Portland General Electric, Port of Portland, Portland Trailblazers, PTM Foundation, Regional Arts and Culture Council, Tualatin Hills Parks and Recreation District, and Washington County.

100% Renewable Goal:

N/A

Budgetary Impact Worksheet

Does this action change appropriations?

- YES:** Please complete the information below.
- NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount