



City of Portland, Oregon
Chabre Vickers, Chair
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Meeting Minutes

Date: September 7, 2016 Time: 4:30 p.m. 7:00 p.m.

Location: 421 SW 6th Avenue, Suite 500 Portland, OR

Commission Attendees: Chabre Vickers, Audrey Alverson, Allan Lazo, Daniel Franco-Nuñez, Deyalo Bennette, Alisha Zhao

Excused: N/A

Absent: Theresa Soto

Staff: Tatiana Elejalde

Note taker: Stephon Hartley

Approval of Minutes and Agenda

Motion: Audrey; approve past meeting minutes

Second: Alicia

Abstentions: Ashley; she was not present for the meeting

Pass / Fail: Pass

Motion: Ashley; approve the proposed agenda

Second: Daniel

Pass / Fail: Pass

Welcome & Gathering

- **Lead by Chair Vickers:**
 - A brief overview of the agenda and some discussion items
 - Staff Report - will be used by Tatiana and Stephon to raise matters of importance or an area of potential interest to the Commission re: OEHR / City business

Director's Report

- **Lead by Judith Mowry**
 - Judith expressed her thanks and appreciation for Commissioners and their hard work this summer re: the restructure committee
 - Brief introduction of a new staff member, Stephon Hartley, who expressed his interest in working on similar Commissions such as HRC
 - City Council Passed a 1-year extension of the Housing State of Emergency
 - OEHR is working on developing racial equity plans for 26 bureaus. In support of this work there will be a Racial Equity Tool developed

- Working with the budget office to develop metrics for racial equity plans for bureaus and to improve the Budget Equity Tool which looks at bureau's budgets and how budget decisions impact communities of color and people with disabilities
- Ted Wheeler: fan of zero base budgeting (starting from scratch) which could impact some of the institutional privilege dating back many years
- ECPC was inherited by OEHR; ECPC looks at creating equity surrounding contracting & purchasing for city projects
- Agenda items for upcoming HRC Meeting:
- Plan out what the Equity101 training package will look like for HRC
- Bring executive committees together or provide a space for all three Commissions supported by OEHR to talk about best practices

Staff Report

- **Lead by Tatiana Elejalde**

- Welcome back to all commissioners
- Thank you to commissioners that participated in the restructure committee; great outcomes were achieved
- Welcome to the four finalists for new commissioner appointments; there will be a vote on this later in the meeting
- Optimistic about the commission because a strong foundation was built over the restructure period with the new well-designed system of processes
- The work of the Commission is incredibly important work and the city needs an active and engaged Human Rights Commission; the goal is increased engagement with the community and elected officials
- Onboarding and training available for all commissioners
- October meeting will include a guest who is the new Tribal Liaison for the City; she will explain what her position with the City entails
- Submitting of the appointment paperwork will happen following the vote later this afternoon
- An ad-hoc committee for the Emily G. Gottfried Human Rights Awards luncheon will be formed; interest in this committee will be discussed later in the meeting

Discussion - Reconstruction Outcomes

- Two primary documents that will help guide the commission; we will update the documents and provide them for the public in the next meeting and put to a vote in October
- **Annual Calendar**
 - Intent in document is to help the Commission understand what is happening moving forward
 - Spaces for Commission engagement and timing
 - Moving general body meetings from monthly to bimonthly
 - Commissioners will still attend a subcommittee meeting during the off months
 - Plan is expected to commence in October given it is passed in the vote later today
 - Bylaw change; Section 10: change is regarding wording of meetings happening monthly to bimonthly
- **Restructure document**
 - 4 major areas addressed include: HRC member capacity, organization of the Commission's strategic areas of focus, information gathering process for Commission priorities, strengthening engagement with community members and City leaders

- **HRC Membership Capacity**
 - Bring on new commissioners and ensure clear expectations are set & new engagement processes
 - Develop a new calendar schedule for adding new members to reduce the toll of on OEHR staff
 - Specific time of year when new members can be added
 - Move the “new member seated” star on the calendar back to October
 - Additional outreach and interviews to ensure we do not wait too long to begin the process again
 - Continue with intentional diversity for the Commission
 - Offer annual trainings to Commissioners
 - Expect external trainings with Judith and at the retreat
 - Annual retreat in June
 - Change meetings from monthly to bimonthly

- **Organization of the Commission’s Strategic Plan**
 - Two primary focus areas (subcommittees)
 - Housing Rights & Administration of Justice
 - Housing committee will meet in Nov. 2016 to address any possible changes
 - Develop work plan for administration of justice
 - Continue work with COCL and the DOJ
 - Work plan to move forward for folks setting the DOJ requirements

- **Information Gathering Process**
 - Meeting with all City elected officials to find out what the human rights considerations are currently
 - Subcommittees will be meeting with the elected officials
 - Possibly line up the Community roundtable with one of the priorities
 - Meeting with elected officials may change depending on how the new Mayor decides to work with the Commission
 - Self-Examination:
 - What is each commissioner most into?
 - How can we relate to these different objectives?
 - Where can we effect change?
 - Commission meetings taking place in the community
 - Commission will look at a few dates and determine if, when, and where particular meetings will be held

- **Strengthening Engagement with City Leaders and Community Members**
 - Expectations for OEHR: making sure they can support us in ways that answer to the community
 - Ongoing support to the Commission and the Commissioners
 - General thoughts from Commissioners

Public Comment

- **Mike Tabor:** concerns about the DOJ, COAB, and CPRC’s obligations to be at the table. Cop watch wanted to share those comments. It had been hard to get our voices at the table and we would want the Commission to continue working on that. The bimonthly meeting suggestion worries me. If there is good communication then fine, but it is hard enough getting communication from HRC in the past. I feel the community is not going to know much of what is going on. Citizens should be involved and still have a place at the table during times of reconstruction so the community knows what is going on.

- **Koffi Dessou:** regarding my concern on the number of meetings I would suggest you change the format so you do not engage the community in a way such as this meeting. Focus on specific topics and really engage with the community. Before having bimonthly meetings, the Agenda should be out so people know of any interesting topics in case they want to attend. I encourage every commissioner to bring one to two people to each of these meetings. Never come alone.
- **Michele Wilson:** regarding communication, I believe social media is important, but keep in mind everyone does not have access to social media. Consider how you will reach people with limited access.
- **Jeffrey Gottfried:** I have had an incredible education about the realities of life. For the past 7 years I have been mentoring a young man who was a foster child when I met him and he is now 21. He is now different than many other young people of color. The fact that this young man is not angry, violent and antisocial just amazes me. The things that happened to him are terrible. At every turn I have been his white knight. He got thrown out of Best Buy for trying to claim his guarantee by someone claiming to be a manager and was told to never go back. I returned with him the next day and received immediate service with bonuses. This is not an outlier this is his life. The HRC is not on his radar.

Vote on New & Old Business

Motion: Ashley; hold off final vote for restructure document until October

Second: Audrey

Pass / Fail: Pass

Introducing Finalists from Capacity Building Process

- **Introductions (Names, Interests, Involvement)**
 - **Brandie**
 - Cultural anthropologist, immigrant & refugees, human trafficking, homelessness
 - **Josue**
 - Art teacher, Outdoor school, public art projects: new avenues for youth, Latino Community, bridging gaps
 - **Jon**
 - Senior editor, diverse story of Oregon, humanitarianism, human rights, gender equality: LGBTQI, housing
 - **Michele**
 - Community College Professor, students' well-being, educational barriers, sexual violence, housing, Food assistance

Motion: Audrey; recommend the finalists for appointment

Second: Deyalo

Pass / Fail: Pass

Closing Statements

Please state if you are interested in joining the human rights awards ad-hoc committee. The awards luncheon is held close to the date of Human Rights Day, Dec. 10th. Awards given: Emerging leader, Lifetime achievement, & Outstanding organization. The Commission needs to decide on a keynote speaker soon.

Meeting adjourned 7:00 pm