



City of Eugene
Human Rights Commission
FY 2015 Work Plan Report

Summary

This is the report from the Human Rights Commission FY 2015 Work Plan. The work plan was approved by City Council in October of 2014.

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

Highlighted Work

Events

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

- Asian Celebration
- NAACP – MLK Jr. Day March
- LCC MLK Jr. Community Event
- HRC - International Human Rights Day Event
- HRC – Human Rights and Crisis of Youth Homelessness event
- Forum on Gang Activity in Bethel Area
- ACLU forum on police and racial profiling

Funding and other support was also provided for community events organized by community groups. The HRC supported 14 community events with endorsement, sponsorship, and/or volunteer work:

- Transgender Day of Remembrance
- Beyond Toxics
- North Eugene High School Students for Social Justice Conference
- ASUO Women’s Center Speaker – Mia McKenzie
- DisOrient Film Festival
- New Generations Film Festival
- Martin Luther King Jr. Awards
- Vagina Monologues
- Blacks in Government (BIG) dinner
- NAACP Dinner
- Festival Latino Block Party
- The Archaeology Channel International Film Fest
- Eugene/Springfield PRIDE Festival
- Ending Veteran Homelessness Celebration of Success

Training and Development

Human Rights Commission representative attended the Urban Justice Center's Human Rights Institute.

Key Partnerships

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

Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and so shares one voting member. Additionally the HRC actively participated in the work regarding bias in policing including a public forum.
- **Civilian Review Board (CRB):** The HRC has liaisons assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Community Development Block Grant:** The HRC has one member on the CDBG Committee that focuses on housing and related issues. The HRC liaison participates in the annual competitive process where applicants seek funding for specific projects.
- **Equity and Human Rights Board (EHRB):** The HRC participates on the City's EHRB that focuses on leadership and organizational commitment to diversity and equity to ensure services are accessible, inclusive and equitably provided in a work environment that supports all employees.
- **Poverty and Homelessness Board:** The HRC monitors the work of the Board and presented information about criminalization of homelessness.
- **Boards and Commission Recruitment:** The HRC actively promoted participation in the board and commissions recruitment process and made recommendations on filling vacancies on the HRC.

Department Collaborations

- **Smoke Free Downtown:** Communicated with planning staff about potential impacts and concerns related to a Smoke Free Downtown policy. A special focus was paid to impacts on protected classes and communities experiencing homelessness.
- **Broadway Plaza:** Police personnel provided information on reported incidents at Kesey Square as part of HRC tracking the issue of implementing additional rules governing public use of the area.
- **MUPTE Revisions:** Collaborated with community development staff to provide input on revision to MUPTE specifically addressing immigrant and fair labor concerns.
- **Environmental Justice Work Group:** Provided input on the discussion regarding the Urban Growth Boundary expansion in the Clear Lake Study.

- **Moving Ahead:** HRC participated on the Community Sounding Board for Moving Ahead—a collaborative effort of the City of Eugene and LTD to make our transportation system safe and accessible for people traveling by foot, bicycle, a bus, or in a car along our main streets while supporting great neighborhoods.
- **Consolidated Plan:** HRC received information about the Consolidated Plan update and was invited to provide input via an outreach survey.
- **Hate and Bias Reporting and Response:** The HRC tracked hate and bias incidents reported to the City, began exploring a more active role with hate and bias response and supported other community organizations concerned with local efforts at militia recruitment. Accompanied staff to present annual report to Neighborhood Leaders Council.
- **Equity and Human Rights Analyst:** HRC participated in the hiring process to fill the vacancy in the Human Rights and Neighborhood Involvement Office.
- **EPD Grant Application:** HRC provided a letter of support to a Police grant application for body-worn cameras.

Community

- Awarded the MLK Jr. Community Leadership Award at the conclusion of the NAACP Martin Luther King Jr. Day march
- **Integration Network for Immigrants of Lane County (IN):** Assisted in discussion to build a survey to capture the immigrant experience in the work place in Lane County. HRC members also aided in the development of a policy for public statements made by IN, contributed to the creation of a service guide for Latinos and participated in strategic planning sessions.

Recommendations to Policy Makers

Correspondence on the following topics was submitted to local, state and national policy makers during FY 2015.

City

- **Intimidation 2 Code:** Advocated to revise the code to include gender identity and homelessness as protected classes. Approached the Police Commission to build support for these changes and secured support on adding gender identity to the code.
- **City Council:** Submitted letter to City Council requesting identification of public spaces to allow emergency sheltering and work session to consider how existing policies and ordinances criminalize or pose barriers to the unhoused.
- **Recommendations to fill HRC vacancies**

State

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

Members Who Served

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

Councilor Greg Evans: 1/2013-present

Ken Neubeck: 6/2011-present

Andrew Thomson: 6/2011-present

Richie Weinman: 6/2011-present

Chris Nunes: 6/2012-present

Edward Goehring: 7/2013- present

Philip Carrasco: 9/2013 - present

Mary Clayton: 9/2013 - present

Debra Merskin: 1/2014 - present

Arun Toke: 7/2013 - present

Jennifer Frenzer: 6/2014 - present

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

Human Rights Commission FY 2015 Work Plan Progress Report

Checked Boxes indicate the task was completed

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

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

Objective 3: Respond to and advocate on community issues of poverty and homelessness.	
Leads: Richie Weinman, Jennifer Frenzer, Ken Neubeck	
Action 3.1	Monitor, advise and advocate on ways to respond to poverty and homelessness
Task 1: <input checked="" type="checkbox"/>	Advise Council on pressing issues and support/advocate for City efforts to implement Housing First Model (PHB presentations which include Council representation)
Task 2: <input checked="" type="checkbox"/>	Monitor activities of the Lane County Poverty and Homelessness Board and the Human Services Commission (Presentation to PHB on Criminalization)
Action 3.2	Address civil and human rights of people who are homeless
Task 1: <input checked="" type="checkbox"/>	Request collaboration with EPD to compile data on crimes committed against people who are homeless, including bias crimes, and share data with HRC (Included in Hate and Bias Report)
Task 2: <input checked="" type="checkbox"/>	Continue work on protected class designation for homeless under Criminal Code Intimidation 2 and the Human Rights Ordinance
Task 3: <input checked="" type="checkbox"/>	Move forward on local homeless bill of rights community education, outreach, and build alliances with CALC and other community groups
Task 4: <input checked="" type="checkbox"/>	Identify local laws and policies that criminalize homelessness and/or create barriers to survival and ally-build for change (work with Eric Tars, Police Commission)
Action 3.3	Assess progress and obstacles in responding to homelessness and crafting shelter solutions
Task 1: <input checked="" type="checkbox"/>	Complete assessment and track Opportunity Eugene task force on homelessness recommendations (Information gathered, report pending)
Task 2: <input checked="" type="checkbox"/>	Examine obstacles to increased shelter solutions (information gathered)
Task 3: <input checked="" type="checkbox"/>	Assess currently available emergency and transitional housing to identify gaps in meeting human rights needs(Presentation to PHB)
Action 3.4	Expanding effectiveness of shelter programs
Task 1: <input checked="" type="checkbox"/>	Advocate for expansion of car camping and other effective shelter programs (Work group members met with business owners to solicit interest in hosting and answer questions)
Task 2: <input checked="" type="checkbox"/>	Research and identify composition of unhoused population, with focus on unmet needs of unhoused children and youth (Youth homelessness event with external expert)