



City of Eugene
Human Rights Commission
FY 2016 Work Plan

Eugene Human Rights Commission 2016 Roster

Office of Human Rights & Neighborhood Involvement | 99 W. 10th Avenue, Suite 116, Eugene, OR 97401
541.682-5177 | www.eugene-or.gov/hrc | hmi@ci.eugene.or.us

Position	Name	Date Appointed	Term Expires
Position 1	Bonnie Souza	7/1/15	6/30/18
Position 2	Chris Nunes (Vice Chair)	6/30/12	6/30/17
Position 3	Ken Neubeck	6/27/11	6/30/17
Position 4	Jennifer Frenzer	6/9/14	6/30/17
Position 5	Edward Goehring	7/1/13	6/30/16
Position 6	Arun Toke	7/1/13	6/30/16
Position 7	Debra Merskin	1/13/14	6/30/18
Position 8	Andrew Thompson (Chair)	6/27/11	6/30/18
Position 9	Philip Carrasco	9/9/13	6/30/18
Position 10	Edward McGlone	7/1/15	6/30/18
Position 11	Councilor Greg Evans	1/2013	6/30/16

2016 Affirmed Work Plan Goals

Goal 1

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Goal 2

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

Goal 3

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

FY 2016 Human Rights Commission Work Plan

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	
Action 1.1	Advise City Council on human rights issues; advocate for human rights perspective.
Task 1	Quarterly meetings between HRC chairs and Mayor
Action 1.2	Advise, Collaborate and Educate City staff on human rights issues within the City organization
Task 1	Quarterly meetings between HRC chairs and City Manager
Task 2	Advocate for diverse applicant pool within the HRC, boards and commissions and other City departments
Task 3	Request hiring data and demographic statistics from HR Director
Task 4	Request diversity training curriculum for review
Action 1.3	Support work of other community organizations and institutions that further the mission of the HRC.
Task 1	Funding requests and co-sponsorships
Task 2	Endorsements (non-funding support, joint statements, tabling etc.)
Task 3	Track where funding requests go, which groups do not approach us and advertise for diversity

FY 2016 Human Rights Commission Work Plan

Objective 2: Proactively address and respond to discrimination, hate and bias activity and violence; including systemic and individual racism.	
Objective Leads: Edward McGlone, Ken Neubeck and Bonnie Souza	
Action 2.1	Ally Building and Collaborations
Task 1	Ally building training for the HRC
Task 2	Strengthen ally relationships through proactive outreach and collaboration to organizations/activists of color/LGBTQ organizations and activists.
Task 3	Work with government and community organizations on issues of concern to LGBT youth and youth of color
Action 2.2	Policy Analysis and Advising
Task 1	Study causes and trends in hate/bias activity and recommend actions to address them
Task 2	Develop specific roles for HRC response and plan of action to execute when hate crimes or bias incidents occur
Task 3	Familiarize HRC with new state law on profiling and keep up to date on EPD implementation
Action 2.3	Education, Outreach and Events
Task 1	Participate in First Fridays Communities of Color and Allies Network to listen and promote the HRC
Task 2	Encourage new alliances among groups working on civil and human rights
Task 3	Propose an event that promotes freedom from discrimination as a human right

FY 2016 Human Rights Commission Work Plan

Objective 3: Respond to, advocate and educate on community issues of economic inequality, poverty and homelessness.	
Objective Leads: Jennifer Frenzer and Debra Merskin	
Action 3.1	Monitor, advise and advocate ways to respond to poverty and homelessness including collaborating with community organizations
Task 1	Advise Council on pressing issues and support/advocate for City efforts to implement a local Housing First Model responsive to area needs for adequate affordable housing options and expanding Emergency Shelter Options.
Task 2	Monitor and report on activities of the Lane County Poverty and Homelessness Board and Lane County Human Services Commission and other relevant agencies and governing bodies.
Task 3	At work group meetings, host monthly presentations from community organizations and local agencies and, in turn, attend their organizing meetings to improve understanding of the issues facing the homeless and increase collaborating on community responses to homeless issues.
Action 3.2	Address civil and human rights of people who are homeless and or living in poverty
Task 1	Continue work on a protected class designation for people who are homeless under Criminal Code Intimidation 2 and the Human Rights Ordinance.
Task 2	Renew efforts with state and regional housing campaigns to enact a homeless bill of rights, expand community education and outreach, and build alliances with community groups.
Task 3	Engage and consult public officials and educate community members about the local laws and policies that criminalize homelessness and/or create barriers to survival. Ally-build for a change to criminalization.
Task 4	Coordinate with the Police Commission and members of other HRC work groups doing outreach to our local police force in order to improve interactions between people who are homeless and police officers.
Action 3.3	Advocate for expansion of shelter and affordable housing options
Task 1	Advocate for expansion of car camping, rest stops, micro housing villages and other innovative and effective shelter programs and assess gaps in emergency shelter options.
Task 2	Complete assessment and track the Mayor's Opportunity Eugene Task Force on Homelessness recommendations.
Task 3	Continue efforts to bring public attention to youth homelessness and initiate outreach work about seniors, women and disabled people who are homeless as well as other vulnerable groups of homeless populations.

FY 2016 Human Rights Commission Work Plan

Objective 4: Develop and strengthen the capacity of the HRC by exploring new opportunities, creating a leadership development pipeline and supporting the working groups of the HRC.	
Objective Leads: Phil Carrasco, Jennifer Frenzer, Andrew Thompson and Chris Nunes	
Action 4.1	Provide support to the HRC and Working Groups to maximize the implementation of the work plan.
Task 1	Ensure agenda items for upcoming meetings are sent to the HRC group by Tuesday before each meeting taking place.
Task 2	Attend workgroup meetings as needed.
Task 3	Check in with working group leads
Action 4.2	Identify training and resources for HRC and Working Group members that will increase shared human rights framework and necessary skills.
Task 1	Seek out and participate in human rights training opportunities (i.e. Urban Justice Center's Human Rights Institute
Task 2	Share meeting facilitation techniques and project management
Action 4.3	Explore the development of a Human Rights Youth Commission in order to build a larger community of Human Rights leaders, increase input and leadership of youth and provide opportunities for mentorship.
Task 1	Meet with stakeholders (youth and mentors) and research best practices for youth commissions
Task 2	Have a stakeholders forum where we will identify next steps, process and retention strategies for youth.
Task 3	Have community conversations lead by youth, build an exploratory committee and establish two liaisons from the HRC.

Objective 5: Bring forward work requests for emerging issues within the Eugene community and City organization that align with the HRC Mission and capacity of the commission.	
Objective Leads:	
Action 5.1	
Action 5.2	
Action 5.3	

Name of Group	Description	Time Commitment	Currently Held By and When Appt.
LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS			
<p>Police Commission</p>	<p>The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Police Department that helps achieve safety, justice and freedom for all people in Eugene.</p>	<p>Meets monthly 2nd Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.</p>	<p>Edward Goehring (re-appointed February 2015)</p> <p>Back up: Ken Neubeck</p>
<p>Community Development Block Grant</p>	<p>Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects.</p>	<p>2 hour monthly meetings typically during 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings throughout the year as necessary. 1 year term with possibility to serve 3 terms.</p>	<p>Chris Nunes (re-appointed February 2015)</p> <p>Back up: Philip Carrasco</p>

Civilian Review Board	To increase transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 nd Tuesday, 3 hours	Primary: Bonnie Souza Back up: Debra Merskin
Equity and Human Rights Board	Help guide the work of the DESP	2 hour meetings every other month - daytime	Primary: Phil Carrasco Back Up: Ken Neubeck
LIAISONS FROM OTHER BOARDS, COMMITTEES OR COMMISSIONS TO HRC			
Council Liaison	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Evans
Eugene Police Dept.	Provide public safety services to the community		Lt. Jennifer Bills jennifer.y.bills@ci.eugene.or.us
Planning Commission			Bill Randall
Civilian Review Board	To increase transparency and public confidence in the police audit process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.		Chris Wiig

Human Rights Commission | FY 2016 CALENDAR

- 12 Peace and Pie in the Park
- 8 Eugene/Springfield Pride

AUGUST 2015						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

FEBRUARY 2016						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

- 5 Blacks in Government: Annual Black History Month Banquet
- 16 HRC Meeting
- Asian Celebration
- NAACP Freedom Fund Dinner

- 15 HRC Meeting
- 21 International day of Peace

SEPTEMBER 2015						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH 2016						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 15 HRC Meeting
- 31 Cesar Chavez Comm. Service Day

- 20 HRC Meeting

OCTOBER 2015						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 19 HRC Meeting
- DisOrient Film Festival

- 17 HRC Meeting
- 20 Trans Day of Remembrance

NOVEMBER 2015						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY 2016						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 12-15 The Archeology Channel Intl Film Festival
- 17 HRC Meeting

- 10 International Human Rights Day
- 15 HRC Meeting

DECEMBER 2015						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE 2016						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- 21 HRC Meeting

- 18 M.L. King Day
- 19 HRC Meeting

JANUARY 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JULY 2016						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- HRC Work Planning Retreat