

LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE

Minutes - February 23, 2004

6:00 - 8:30 p.m.

First Floor Training Room, Juvenile Justice Center

2727 Martin Luther King Jr. Blvd.

5:30 - 6:00 p.m. - Dinner

Co-Chair in Attendance: Charlie Larson & Leslie Scott

Committee Members in Attendance: Emlee Lassiter, Serafina Clarke, BeeBee Head, Dennis Shine, Mark Lindberg, Karen Lundblad, Devin McGeehan Muchmore

Committee Members Absent: Heather Cranor, Sarita Black, Bhavani Manheim, Theo Halpert

Associate Members in Attendance: Char Mauch

Associate Members Absent: James Mattiace, Brian Cox, Julia Lindberg, Cass Skinner

Liaisons in Attendance: Sheila Coats - Eugene Human Rights, Don Hampton - Lane County Commissioner, Russ Burge - Lane County Sheriff's Office

Liaisons Absent: Rita Wallace-Ostrosky - City of Springfield Human Right, David Suchart - Lane County Management Services

Guests: Marcy Middleton - City of Eugene Human Rights Committee, Greta Utecht - Lane County HR Manger, June Sedarbaum Harris - Minutes Taker

AGENDA ITEM

PRESENTER

I. Public Comment

Charlie Larson

No public comment

II. Introductions

Charlie Larson

All in attendance introduced themselves

III. Agenda and Minutes Approval:

Charlie Larson

- January Minutes were unanimously approved

- February Agenda - save the committee reports and Liaison reports for the end of the meeting (as time permits) and focus on revising the 2004 work-plan. June will send the completed meeting minutes to the Co-Chairs to send out to the committee members.

NEW BUSINESS

IV. Annual Election of Officers

Charlie Larson

- The committee is a month late in completing the elections for this coming year.

- Leslie is willing to continue in her current position for this next year but not next year. She shared that the Co-Chairs structure works well, especially with lack of support position (the loss of Laura's position).

- Dennis moved to re-elect Charlie and Leslie as Co-Chair-people. The vote was unanimous.

V. Lane County Diversity Plan

Char Mauch and Serafina Clarke

-Char is the liaison to the Diversity Action Committee for Lane County Employees. Members to this committee are representatives from diversity committee's from various departments at Lane County. Half of the Lane County departments, 12 of 6 have diversity committees. Char reports that it is an enthusiastic and motivated small group.

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-Serafina suggested that the committee revisit our commitment and involvement in the diversity implementation plan. As the LCHRAC is involved in the implementation of the plan, the Diversity Action Committee could help hold people accountable.

- Per Marcy Middleton (See handout) each Lane County department that is represented at the Diversity Committee reports their goals for the coming year to the city of Eugene Human Rights Committee (HRC). The HRC has been looking at more ways of how the HRAC and DAC can work together? Our elected officials want diversity efforts to be continued to be addressed. Marcy shared the idea of the LCHRAC continued development of relationships with the HRC.

- Serafina shared her thoughts that the Diversity Action Committee can be the pressure on the government to hold the individuals accountable related to the diversity implementation plan. The committee is made up of representatives from various Lane County departments. Individuals on the committee, have the diversity implementation responsibility for their department. These individuals can't easily go to their boss and hold them accountable for what they find but the Diversity Action Committee can have that conversation with the department head in an appropriate manner.

- Char and Serafina will continue to attend the Diversity Action Committee (DAC) and will work with them around crafting a letter to send out to department heads encouraging full participation. (6 of 12 departments currently participate). The idea of an annual meeting with LCHRAC, HRC and DAC was considered. It might be appropriate to ask for presentations about the work of each department or a summary presentation from the DAC.

- Leslie shared that at the time Linda Wagner was LCHRAC Chair the diversity implementation plan reporting to the Commissioners, was the sole responsibility of the LCHRAC and that now the responsibility has been brought into a broader structure. She stated that now there is the DAC. If we take on the full responsibility of making sure the diversity implementation plan moves forward is would be a step backward. It was a lot of work to report on the status of the diversity implementation plan. When we did all of the reporting we used the sub-committee structure with county employees doing the work on gathering the information on the diversity implementation plan. We need to look at our goals and our strategy.

- Greta shared that the problem is in the county structure. The only true accountability is the board of Commissioners. There are 14 departments, 7 of them report to the county administrator and others report to other county officials.

It is great to have Don (Commissioner) here on the committee. It shows the board of Commissioners support. The reality is that accountability is shared in too many places.

- Charlie states that Char and Serafina will continue to work with the DAC and continue to develop an awareness of the issues. He identified that if there is a need or a crisis they can come to this body and alert us and as a committee we can lend support to the DAC's efforts. Per Charlie, "we can help rattle the Commissioners as need be".

- Leslie identifies this as a 3rd way to collaborate. She stated that we will want to make sure that the DAC is included in our work-plan. Leslie shared that it seems that the DAC and the diversity implementation plan share the same goals, with the DAC now being the group to oversee and push for implementation.

- Dennis had some work-plan feedback. He shared he is in favor of an annual joint meeting with the LCHRAC and the DAC. Dennis also shared that since John Clague left the LCHRAC committee (as Sheriff Liaison) they have had no ongoing representation. He asked the question, "What is the police department doing to get people of color in the department"? Russ Burger shared that he will be the ongoing Liaison to the LCHRAC and is now on the email list and advised of the dates of times of these meetings. He will address Dennis's concerns at forthcoming meetings during his Liaison reports.

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- Don Hampton made the following suggestions 1) Schedule to be on the Lane County Commissioner agenda to present our current annual report. 2) Consider including asking the Commissioners input on how we can expand the scope of the diversity work being done, share how can they help. 3) Highlight the fact that appendix a: 2003 vs. 1999 report that things are not improving. The argument is that the diversity topic needs continued attention. 4) Types of bias are significant in employment, this is of concern to the commissioners - *clarity if these statistic are about county employees* 5) Be practical, stay focused as to why should the Commissioners be interested. For example, there was a recent court case of a county employee. It was identified that county employees did some things that can be seen as racially motivated, none of the county employees individually we found guilty but the county had to pay out 50K. Per Don, the lack of judgment and education of employees costs taxpayers money.

OLD BUSINESS

VI. 2004 Work-Plan Discussion and Priorities

Leslie and Charlie

- It was decided to Review 2003, keeping the same work-plan but amending it to make it appropriate for what we want to do in 2004. There was discussion about whether we are trying to do too much? Can we get down to fewer things?
- Devon addressed details of the work-plan as it is written currently, 2b - youth interest is important. He stated that 2 youth on this committee is not enough. He thinks that it would be good to have a focus of getting more of a youth voice on the committee. Shall we have a Representative from every High School in Lane County on the LCHRAC?
- Leslie shared that the annual report from the committee for 2003 includes summaries of what subcommittees completed this past years and goals for 2004. Leslie suggests we use the existing Work-Plan and annual report and activity to redefine the goals for 2004. She noted that there is no information on the summary of complaints about where in the county the incidents occurred and that needs to be added. We get asked this question every time we meet outside Eugene.
- Serafina suggested that we keep the Work-Plan for another year. She realizes there are concerns over some of the strategies. For example, we would want to include the use of Community Mediation Services (CMS) for dealing with Human Rights complaints and the goals of the # of meetings outside Eugene. She suggests, instead of a complete re-write of the work-plan that we make only a few changes and get onto the business of doing the work.
- Karen shared that she is not clear on how the LCHRAC operates. If we want to do more outreach whose job is it to set it up? She asked the question, who does what? She was given feedback that it has been a collaboration of many committee members to organize the meetings in rural lane county and not the sole responsibility of the Education and Outreach sub-committee.
- Leslie clarified the process to include the following: the sub-committees do the preliminary research and then come back to the whole committee and makes a report, and then we schedule the final plan as a group. Leslie identified that there does seem to be some redundancy in the current Work-Plan that needs to be re-worked. If this is the document that gives us direction, it is not working well.
- Charlie shared his thoughts on his understanding of the goals of the Education and Outreach Committee: focus on outreach - creating and updating the LCHRAC brochures, check the voice messages for messages left from the old number (as the old phone number (prior to CMS involvement, is on the old brochures) and follow-up on changes for the voice mail. Since there is NO county administrative support for this committee, at this time, we need to take more of an active role.

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- Emlee suggested that we focus on collaboration. Combining the Education and Outreach sub-committee and the Collaboration sub-committees may help since 2-3 active members on each sub-committee are un-effective and a larger group would generate more ideas. She also suggested we state the goals differently now that we are using CMS to address the complaints. It was mentioned that we need to remember that CMS needs support, once the problems are reported who will go out and address them?

The rest of the meeting was comprised of detail re-working of the work-plan; see revised work-plan draft submitted from Leslie and Charlie. There was a discussion about the process of updating this Work-Plan. Here are some of the general comments made and ideas generated during the discussion:

- we need to consolidate the work-plan so it's manageable, we must throw stuff out since we don't have the people/group to work on it
- There were 7 committee members left at 8pm to work on this. The group proceeded to update the Work-Plan to make it a working document.
- Discussed that lack of participation from many of the group members.
- Maybe the lack of attendance is because we work so much on process and bureaucracy and lack of time on direct action. A contradictory statement: But maybe that's not it since at the Junction City meeting (which for this discussion is considered direct action) only 4 LCHRAC members showed up.
- We tend to question the commitment of the committee members who continuously fail to show up. Chairs to contact people who aren't showing up. We need committed people. Charlie share that we sent emails last month asking for people who may want to resign. He shared that phone calls also take lots of time with not much better results, people "hmmm and haw" and are rarely direct or clear with their answers related to being on the committee. The committee tends to attract people who do a lot of other volunteer work and are generally busy people.
- We did a lot last year and are getting things accomplished.
- Greta shared her observations with the committee. She talked about the loss of our support staff. Greta stated that Laura spent .5 time working for this committee. She thinks we need to get the Board of Commissioners commitment to help this committee operate effectively. We can't expect it to work as it did if they won't fund it despite the enormous budget cuts. Greta stated that she thinks the Commissioners need the committee. It seems that by their behavior the Commissioners have identified diversity and organizational support as the least important of central services support. When it comes to having another Deputy Sheriff on the road or a diversity coordinator, they will go with a Sheriff. That's why this is so frustrated and why the committee members are working really hard.
- Leslie & Charlie talked about recruiting new committee members. They talked about us organizing ourselves and recruiting ourselves instead of leaving it up to the Human Resources department. If we all recruit someone we can get an effective and active committee forming. They suggested we take initiative and get the forms for application, go out and get the people we need. The forms are online to download.
- Char share that it would be good to see Community members on the subcommittees. She shared that being on this committee would be good for a Commissioner in training. It would show dedication before they are on the board of Commissioners; it would help their campaign that they attend human rights meetings. We are going to have openings, let's be proactive let's look out to the future.
- Mark suggests we ask some of the committee members who are not attending if they would you like to consider being an associate. He would also like to see us recruiting more people from minorities groups to be on this committee.
- Emlee suggests we get representatives from other groups in the county.

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- Leslie reminded the group that one of the goals in adopting the sub-committee model was that each sub-committee would make it easier to recruit community members to the committee become involved in our work.
- Getting everyone here every month to the meeting is needed to make progress and it is so difficult.
- Feedback on the agenda that having the "action items" at the beginning of the meeting may work well. It will hopefully help engage people.
- On a positive note, the food at the meetings recently has been good.
- It seems that when people are on the agenda, they attend the meeting, so, work at getting more people on the agenda.
- **It was put forth that we change the meeting from March 22nd to March 29th, 2004 due to spring break.**

VII. Diversity Implementation Plan: **see update from Serafina Clarke**

The following parts of the agenda were moved to next month as the remainder of the meeting included more work on revising the 2004 Work-Plan.

VIII. 2003-2004 LCHRAC Budget Review - moved to next month. Please review for next month. David secured our \$7,500 budget with he CMS contract fees over and above that amount. This is for 2004-2005 budget year. Note that our current balance still has \$2,250 donation for the MLK celebration that needs to be deducted from it.

LIAISON REPORTS

IX. Management Services	David Suchart
X. Sheriff's Office	Russ Burger
XI. Board of County Commissioners	Don Hampton
XII. Eugene Human Rights Commission	Sheila Coats
XIII. Springfield Human Rights	Rita Wallace-Ostrowsky

SUBCOMMITTEE REPORTS

IV. Facilitator's Committee	Charlie Larson/ Leslie Scott
V. Education and Outreach	Karen Lundblad
VI. Collaboration	Leslie Scott
VII. BCC Relations	Mark Lindberg

FUTURE AGENDA ITEMS

- Lane County Fair Disability Policy
- Speaker's Bureau
- HRAC Archivist Position

Meeting adjourned 8:35pm