

LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE

Minutes - January 26, 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: Brian Cox, Sarita Black, Bhavani Manheim, Emlee Lassiter, Serafina Clarke, BeeBee Head, Theo Halpert, G. Dennis Shine, Mark Lindberg, Karen Lundblad, Devin McGeehan Muchmore.

Committee Members Absent: Heather Cranor

Associate Members in Attendance: Char Mauch; Julia Lindberg; Cass Skinner

Associate Members Absent: Jackie Scott; Freda Mays; James Mattiace

Liaisons in Attendance: Sheila Coats - Eugene Human Rights; Rita Wallace-Ostrowsky - City of Springfield Human Rights; Don Hampton - Lane County Commissioner; David Suchart - Lane County Management Services

Liaisons Absent: Russ Burger

Guest: Ted Lewis - Community Mediation Services

| AGENDA ITEM | PRESENTER | TIME |
|---|----------------|---------|
| I. Public Comment | | 10 min. |
| <p>June Harris, - Parent HelpLine - 485-5211/ 1-888-485-5211</p> <p>New FREE community service available - Lane County Parent HelpLine to assist parents and care-givers of children ages 0-6. The HelpLine is available Daily from 9am to 7pm - bi-lingual/ Spanish services available.</p> <p>This is a project of the Lane County Success By 6^o initiative combined with the Cherish Every Child Campaign to focus on changing parenting norms to include awareness and education to reduce child abuse. For more information contact June Sedarbaum Harris at United Way - 741-6000 ext. 131 or jharris@unitedwaylane.org</p> | | |
| II. Introductions | | 5 min. |
| III. Agenda and Minutes Approval: | Charlie Larson | 3 min. |
| <ul style="list-style-type: none"> • November Minutes - no minutes are available. The Co-Chairs will re-create next step agenda items and report back to the committee next month. • January Agenda - included report from Commissioner Don Hampton and eliminated "old Business". Future Agenda's are to include a Commissioner Liaison report early on in the agenda in case he has to leave to attend another meeting. | | |

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IV. Human Rights Complaints

Ted Lewis

15 min.

Community Mediation Services (CMS)

Mr. Lewis's experience centers on Restorative Justice Services. He is honored to be part of this project. He gave the following report to the committee (see handout - Attachment A - Scope of Work: from Lane County Contract with CMS):

1. Statistics/ Reporting:

a) He will provide quarterly statistics and updates on specific cases of interest as well as trends in types of reports from specific areas in Lane County. CMS will provide an annual report after data has been collected for 12.

b) Statistics need to be kept monthly even though not reported so that in case the Lane County Commissioners want a report, the information will be readily available.

c) When the committee visits a particular city in Lane County, the local data for that area will be reviewed prior to the visit.

d) Regarding #2 of Scope of Work - A complaint related to a Lane County department - CMS will notify a designated department contact about the call. CMS will get the department contact information from the LCHR complaints sub committee members or from one of the co-chairs.

2. Confidentiality: - How do we let the public know about the status of complaints on their county without breaching confidentiality? Initial answer is to acknowledge that we are new in this conversation on how that looks and will continue to explore this question. Know that when a report is made at the monthly meeting is becomes public record as apposed to a phone call or a report to a sub-committee that can be held in a more confidential light initially. Lane County legal council will be brought into this discussion.

3. Partnership: As complaints are registered, he will participate as part of a team and not address all cases on his own. He will contact people from the human rights sub- committee to de-brief cases.

4. Training: He has met w/ Laura Yergan + Christine Moody and has been given an overview of the committee and the scope of work.

5. New protocols with CMS involvement:

a) CMS will focus on phone intakes as well as offer a 1:1 in person opportunity to file complaints.

b) Lane County legal council will be contact to address how much you can be revealed?

c) Data collection will focus on finding patterns such as data by community and/or patterns of reports against a certain agency.

d) A reminder that public comment is public record.

e) CMS to work out with Laura Yergan and Rita Wallace-Ostrosky, the categories of reports in relation to patterns and "types of bias's" available on the reporting forms. A suggestion was made to have a group of people work on this clarification.

f) Monthly contact with CMS who does that? Ex/we are about to go meet with the council in Junction City. It was decided that CMS and Human Rights Complaints sub-committee work together on a monthly basis. An option includes CMS working with the chair of the committee instead of the whole group.

g) The Co-Chairs will get Ted the list of names of people on the Human Rights Complaints Sub-Committee.

h) It was emphasized that CMS not provide a lengthily report although, more info than less is better.

i) How do people make contact with the LCHRC? If a person calls the number that is listed in the phone book they will get a recording to call the new number. **The new number is 868-0700**

j) The new number must get onto all the new and old literature!

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k) The LCHRAC BBC Liaison will let the Commissions know what we are doing with CMS

l) Clarification on procedures working with City Partners: Lane County and the City of Springfield are partners. The scope of work of this committee includes work for the City of Springfield. Rita Wallace-Ostrosky - City of Springfield Human Rights is the contact person for complaints in the Springfield area.

6. First Report: His first call was from Junction City. Ted first of all mentioned the, confidentiality protocols related to this call. It involves a city worker and the call was about concerns regarding an elected official, and racial slurs. The caller expressed concern that their job maybe in jeopardy if the fact that this was reported, got out.

Ted shared his approach in working with callers consists of lots of listening, conflict resolution and trust building before options are presented. Due to the political nature of this call, he asked for guidance from The Human Rights sub-committee members. He will contact people on this committee.

LIAISON REPORTS

V. Management Services

David Suchart

5 min.

The Lane County Budget: There is a \$4.2 million deficit for next year. Departments are putting their budgets together right now. The affected departments are already aware of their situation if measure 30 fails. The Lane County Psychiatric hospital closed this past Friday. Many people are working together to figure out how some of these services will continue to be provided. The current ballot measure already has a 31% turnout, which is an unusually large number of returned ballots at this time. The Diversity Implementation Task Force will meet again soon. The Diversity goals are being met and are being addressed ongoing. We are moving into Phase II of the plan. This next Thursday Alicia Hayes and Karen Gafney will facilitate this task force meeting. David, Serafina and Char will report back to this meeting on updates from these meetings. .

VI. Sheriff's Office

Russ Burger

5 min.

No report this month, Russ is in training.

VII. Eugene Human Rights Commission

Liaison-Sheila Coats 5 min.

There will be a gender identity workshop meetings this Tuesday (2-3-04) at 5:30pm. Contact Shiela for details sheila8369@aol.com

Mo Young will facilitate a youth group for High School students interested in discussing Human Rights. Contact Mo for details: beatjunky1@hotmail.com

Issues being addressed by the EHRC includes: A) using social security numbers for identification. B) They will have a March 2004, retreat for new members and old members C) Events are scheduled to honor the Day of Remembrance Feb 28th, 2004 at Sheldon High School. This event will address the issue of Japanese internment during WWII. D) February 27, 2004 at 1pm, in the City Hall/McNutt room? Grace Shaimizu will make a presentation about the Japanese who lived in Peru, were kidnapped and brought to the states. The presentation is called "Trading Prisoners". E) The Asian Festival is February 20-21, 2004 at the Lane County Fair Grounds.

VIII. HRAC Liaison to the HRC

Char Mauch

5 min.

Committee members are asked to sign up to "table" on February 21-22nd at the Asian festival

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being held at the Lane County Fair Grounds. We are sharing a table with the Eugene Human Rights Committee. Laura Yergan has the LCHRAC "table-ing" literature. **We need to update the brochure with the new number.** A suggestion was made to add labels with the new number.

- IX. Springfield Human Rights Rita Wallace-Ostrowsky 5 min.
Last Friday, the Diversity and Human Rights Consortium met for 4 hours. 10 CEO's met and agreed to have meetings more frequently. They agreed to continue to address objectives that include some of the following and more: diversity training and new employee orientation, exit interviews, recruitment, other HR issues. Institutional privilege was acknowledged and diversity and equity in the community addressed as important topics. The 10 CEO's were from: The University of Oregon, Lane Community College, Lane Transit District, Eugene Water and Electric Board, City of Eugene, City of Springfield, School Districts - Bethel, 4J and Springfield.
Dennis Shine shared that at the MLK event in Springfield, Rita was chosen for the Human Rights Award. Dennis read the write-up from the Springfield news. Congratulations to Rita!
- X. Commissioners Liaison Don Hampton 5 min.
Mr. Hampton shared that he hopes to have a report from this committee at top of the agenda for all future Lane County Commissioner's meetings. He personally attends 2-3 meetings a night in rural areas of Lane County. Mr. Hampton reported that 3 County Commissioners were on the Martin Luther King walk. He apologized in advance for the upcoming Health and Human Service and law enforcement budget cuts. He said they will be shocking cuts. Mr. Hampton addressed Measure 30 by saying.... "how bad do you want it to get until you decide enough is enough?"

SUBCOMMITTEE REPORTS

- XI. Facilitator's Committee Charlie Larson 5 min.
Leslie Scott

Leslie and Charlie will meet with the Junction City Council on February 10, 2004 at 6:30pm at the City Council Chambers in Junction City. They will also meet with Junction City school superintendent within the next two weeks.

Dennis Shines reports that Marilyn Mays at NAACP has stats on Junction City human rights complaints patterns. He also shared that Rita Kiley has complaints about the school system. Contact Dennis for these people's contact information.

Leslie led a discussion on compiling information for the LCHRAC annual review. In review there are at least 3 members on a sub committee. The following details by sub-committee what has been reported to-date. This information and updated information included by each committee will comprise the annual report for 2003:

This information includes areas we haven't addressed as well areas that will be the focus for 2004, based on our work plan:

EDUCATION AND OUTREACH

- 2 youth members joined the committee this year
- The committee met outside Eugene twice this year - Cottage Grove and Junction City
- Successful "table-ing" at the Asian festival and Fiesta Latina

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- Attended a number of community events
- Diversity Implementation Plan for County Departments - **Serafina, will provide a paragraph for this.** Core competencies were addressed within the county departments.
- Collaboration: worked closely with the Eugene Human Rights Committee and the City of Springfield on a number of projects. Example/ Dec. 10th, 2004 - International Human Rights Day Event
- Committee members attended the Eugene Human Rights Advocacy Training Day.
- Addressed the issue of accessibility of the new Federal Court House. This committee had an impact on getting the plans for the building updated to include a wheel chair accessibility ramp located in the front of the building.

HUMAN RIGHTS COMPLAINTS:

- Launched the partnership with Community Mediation Services (CMS) to handle Lane County Human Rights Complaints.

BCC RELATIONS:

- Succeeded as a committee to hold individual meetings with all of the Lane County Commissioners at least once and some more than once.
- The LCHRAC didn't get on the Commissioners agenda on a regular basis.
- Racial Profiling - Bobbie Green wanted to see progress in this area and be able to hold the Sheriff accountable with information we provided him.
- **include statistics of racial profiling in the report**

INTERNAL FACILITATORS COMMITTEE:

- Working to hone and refine the LCHRAC work-plan and the committee structure. Focus is being kept on the committee structure and keeping it going
- Continuing to keep track and re-assign the work that Laura Yergan used to do such as creating and distributing the monthly agenda, notification of events in the community and other various administrative work. Christine Moody sends out the agenda and is doing some of the administrative work at this time.

XII. Education and Outreach

Karen Lundblad 5 min.

Handout was provided titled, LCHRAC Education Committee Reports. This report re-prioritizes major goals of this sub-committee. The 3 major goal areas will include: More meetings in out lying areas, "table-ing" and support of the youth activities in schools. Other areas include: directory of allies, advocacy & response and a speakers bureau. Questions from this committee to the larger committee included: needing clarity on who are organizers? Who update brochures, how do we do this? What is the goal of "table-ing"? Which Outlying areas? They request in put from Theo and Devon on how to target High Schools. If you are interested in working on education, let a sub-committee member know. Meetings will be held in between monthly meetings as needed.

- This sub-committee did "table-ing" at a Bahai event in Spfld in the summer 2003 (for report) per Dennis.

XIII. Diversity Implementation

Serafina Clarke 5 min.

Insert Serafina's paragraph here. There are currently 2 members on this committee, Serafina and Julia. Julia has started to address racial profiling by gathering documentation on what the city of Eugene has collected. She would like to encourage a county effort although it would be expensive.

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Eugene spent a lot of money to gather the current data. Their data was collected by Graduate students at the University of Oregon. It seems that at this time it is not likely to come to the forefront with the current budget cuts.

- **This sub-committee suggests compiling information such as - if pulled over, what are our rights? Have these materials available at our tables. This will be addressed at the sub-committee meetings. This is an action item for next year to be included in the annual report.** Per Dennis, the NAACP has literature available on this topic.

XIV. Collaboration

Char Mauch

5 min.

If we are going to be involved in something it is important for committee members to step up to the plate and participate. The Eugene Human Rights Committee is open to continuing working together.

- Florence and Cottage Grove connections: at our meeting in Florence 25 people connected with this committee and there has been no formal follow-up with each of those people. It would be beneficial if we were able to stay connected with the contacts we made. 2004 is the year for FOLLOW-UP!

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XV. BCC Relations

Mark Lindberg

5 min.

Education needs to be the key focus of our work. He shared that 1 visit isn't going to do it, there needs to be campaigning, there needs to be repetition. Sometimes it takes 4-5 times before reaping fruit from education and organizing efforts.

In summary we had a great year: A) After our meeting in Florence, Anna Morrison (meeting w/ her last week) shared that they formed a Human Rights committee and they are still meeting. B) We are more connected with our strategic plan, by meeting with the Commissioners and getting to know them. C) We met w/ all the Lane County Commissioners this year. D) We had joint meeting with the Commissioners and good follow-up. We now have a Commissioners attending our monthly meeting.

Suggestions for the coming year include: A) Don Hampton suggests an Oakridge opportunity such as having a meeting on a weekend. There are great offerings in Oakridge, familiarize ourselves with some waterfalls. A meeting on a Saturday may attract better attendance. Having an outing will connect us with that part of Lane County. B) We need to do more research on a town before our town meetings. Provide resources and referrals for them, find out how we can advocate for them C) Get on the Commissioners agenda at least once a quarter - goal for 2004!

The following are Marks suggestions on how to approach these suggestions: A) Have a game plan B) realize we have done a good job and can do better C) Lift up specific examples and Anecdotal information/ evidence that we hear in those areas. Bring reality to the table.

Feedback on Marks presentation included a challenge that anecdotal data is not as important as a performance measures on how things work and don't work. What needs to be documented is general data on types of problems and locations that they occur such as # of complaints by Hispanic residents or that there were no complaints from S. Lane County or solution based analysis of the data such as, we think our work up in such and such needs to be on police or schools because.... It is suggested that we skip the anecdotal information and skip to the solution. Assume the commissioners already understand the problem. It is interesting to bring anecdotal data as supporting the cases we are making but don't make it the focus of our reports.

It was also stated that it would be wise to bring the details/ anecdotal data to the Sheriff

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department who can do something with that information such as follow up and support the efforts of reducing human rights violations.

NEW BUSINESS

1. **Lane County 2004-2005 Budget Preparation** **David Suchart**
Lane County Advisory Committee & Community Briefing
Tuesday February 10, 2004, 3:00-5:00 pm in Harris Hall
This is an opportunity for the Budget committee to ask questions of how we spend the money our committee is given. Where does the money go? Leslie will attend this meeting with our data and our budget. It will not be necessary to justify our budget. This is a formal time for those in charge to get an explanation of how the county money is being spent.
2. **Annual Report Due February 1, 2004** **Leslie Scott**
"Each advisory committee shall provide the Board and County Administration an annual report detailing the committee's accomplishments over the past year and proposed work plan for the coming year. The annual report and work plan are due in the County Administration Office by February 1 each year unless statutorily required plans are due at different times..."

We did not know we were required to complete this report until this week. In the past, Laura Yergan completed this report for us. We will submit this report as soon as possible. We will include an overview of our accomplishments for 2003 and goals for 2004. Leslie will write the report.
3. **New City of Eugene Liaisons**
Sheila Coats - will attend meetings in January, February, March, July, August, and September. Sheila's contact information is 3323 Twin Elms Dr. Eugene OR 97408
484-7384 or sheila8369@aol.com

Andrea Ortiz will attend meetings in April, May, and June Andrea's contact information is 189 Foch Street, Eugene OR 97402 688-5588 or aortiz@peacehealth.org
4. **2004 Work Plan Review** **Charlie Larson**
Charlie referred to the 2003 work-plan. He shared that the committee as a whole is still dedicated to the plan. We will want to discuss amendments or revisions, specific things we may chose to change. There was a suggestion to eliminate a particular line item that we have met. It was decided that most of the plan is still relevant and that updating it before Friday is not an option. One committee member expressed concern that they wanted the document to exactly reflect in every detail where we are today. It was decided to keep the work-plan as it is for now and have a formal time w/ a facilitator to address any changes we may want to make.
Home Work for Committee Members - read the work-plan and identify areas you would like to discuss. Work-Plan review will be on the agenda next month.

It was suggested that future LCHRAC agenda's begin with new business and end with committee reports. The EHRC has each committee submit a written report in addition to their verbal review at each meeting. At the EHRC, these reports are handed out at the beginning of each meeting.

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5. **2004 Budget Review County Process**
Move to next months agenda
6. **Asian Celebration Tabling Sign up**
We completed our application to have a table with Eugene Human Rights Commission prior to the 31st deadline. We will be sharing a corner booth.
7. **Annual Election of Officers** **Charlie Larson**
Last year the officers were elected in February and March. Spread word that positions are available. Leslie and Charlie are considering continuing for a second term as co-chair people as they shared that they felt they are just started on getting some good work accomplished.
8. **HR County-wide Calendar** **Charlie Larson**
There has been a desire to have a county wide calendar of events that are happening in the communities. June Harris (secretary) suggested a committee member contact Lise Stuart - www.thelane.net who maintains the current Lane County Information and Referral website/database. It might be appropriate for someone from this committee to be a "Cluster Manger" for human rights organizations and Lane County calendar entries. Devin stated that there are multiple community calendars on the internet. Contact Devin for that list.
9. **5th Annual Latino Family Conference** in Springfield Oregon on 2-7-04 Springfield Middle School from 1-5pm.
This conference brings migrant +/- Latino families together to share information and have discussions about access to services and barriers to community involvement, this conference creates a safe, fun and supportive place for these discussion to occur.
For more information contact: Guadalupe Moreno 461-8382 or Nancy Bray 736-7560

Sponsor request: \$250 to support this event - Dennis moves to support with a question, on application did they say weather the facility was accessible? Answer is Yes! Mark seconds the motion. Passed unanimously.

NEXT MEETING:

**Date: February 23rd 2004 at 5:30pm - Theo (Food), meeting at 6pm
Juvenile Justice Center Training Room - John Serbu Youth Center**

AGENDA

- Budget for 2004
- Update on County Diversity Imp. Plan
- Work-Plan Review

FUTURE AGENDA ITEMS

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

Meeting adjourned 8:20pm