

LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE

Minutes - March 29, 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-Chairs: Charlie Larson & Leslie Scott

Committee Members Present: Emlee Lassiter, BeeBee Head, Theo Halpert (Late), Dennis Shine, Heather Cranor, Mark Lindberg, Karen Lundblad

Committee Members Absent: Sarita Black, Serafina Clarke, Devin McGeehan Muchmore

Associate Members Present: Char Mauch, Julia Lindberg, Cass Skinner

Associate Members Absent: James Mattiace

Secretary: June Sedarbaum Harris

Guest: Heimer Wagemet, citizen from Cottage Grove

AGENDA ITEM

PRESENTER

I. Public Comment

None.

Announcements:

1) **April 1, 2004 - Springfield's Second Cesar Chavez Celebration.** Free. 7pm, Springfield High School, 875 North 7th in Springfield.

Play, Los Vendidos (the sell-outs). Performers are members of the SHS Ganas Club and their adviser, Juan Cuadros. The evening includes discussion with the young performers, music by Jim Garcia and Jorge Navarro. Refreshments and presentation of a SAFER Human Rights Leadership Award. Springfield youth from immigrant families are stepping forward in inviting the community to join them in honoring the great co-founder of the United Farm Workers Union, Cesar Chavez. Everyone is welcome. This event is hosted by the high school MEChA group and sponsored by Springfield Alliance for Equality and Respect (SAFER). Thanks to Dennis for bringing this announcement to the group.

2) **April 30th, 2004 - Introduction to Nonviolent Communication.** Free.

7-9pm, EWEB Public Conference Room, 500 E 4th in Eugene.

Michael Dreililng and Lisa-Marie DiVincent present the work of Dr. Marshall Rosenberg. Dr. Marshal Rosenbery is an International Peacemaker, Author, Educator and the Founder of Nonviolent Communicationsm (NVC).

3) **May 7, 2004**

8:30 - 12:30pm: Workshop with Dr. Marshall Rosenberg - Basic Theory and Practice of Nonviolent Communication: Learn NVC basics to fulfill your intention to connect to yourself and others at the heart level. \$80-\$40 sliding scale. Unity of the Valley, 3912 Dillard Rd., Eugene. Registration preferred limited seating. Sponsored by the Oregon Network for Compassionate

Action items are in *bold and italics*

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Communication. www.orncc.net or 503-450-9909

2-6pm: Workshop with Dr. Marshall Rosenberg - Nonviolent Communication for Personal Growth and Healing. \$80-\$40 sliding scale. Unity of the Valley, 3912 Dillard Rd., Eugene. Registration preferred limited seating. Sponsored by the Oregon Network for Compassionate Communication. www.orncc.net or 503-450-9909. Thanks to Charlie for bringing this announcement to the group.

4) Leslie thanked Emlee for such a wonderful dinner!

II. Introductions

Everyone introduced themselves to Heimer visiting from Cottage Grove.

III. Minutes Approval and Agenda Review: Charlie Larson

- February Minutes - Dennis moved that the minutes be approved as amended (via internet). Mark Lindberg second. All in favor.

Note: 1 short of a quorum. ***Approved minutes as is and will re address in the presence of a quorum.*** 8 members needed for a quorum.

- March Agenda was emailed to everyone. Additions include:
 - Incident Report from Community Mediation Services - BeeBee

LIAISON REPORTS

IV. Management Services

David Suchart

April 18th starts the public hearings/requests of the Lane County budget. After those hearings, each department budgets will be finalized. Budget information can be found on the Lane County website: the budget and the County Administrator's message. The Human Resources budget was in tact as of last Friday. The LCHRAC website is updated with links. ***Call Christine if you find any links that are not working.***

V. Eugene Human Rights Commission

Sheila Coats

Shelia was absent.

Per Char Mauch: Issues being addressed include; 1) Housing standards, UofO Student President has been active in addressing this issue in Eugene. It was surprising to Char what is being rented in Eugene. There are units being rented with no heat or running water.

2) Skin Head and Arian Nation activity this past month. 13-15 year olds involved in an incident at WOW at which charges were filed against them. ***BeeBee asked for more details and offered to follow up on this mentioned incident.*** BeeBee shared the idea of bringing people together for conversation and impact, similar to the

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Restorative Justice Model. David Kelly is the Commissioner liaison to the Eugene HRC.

3) Eugene Police Department (EPD) - Social Security Task Force. The task force made its report and proposed a policy. The HRC have not heard the outcome yet.

VI. Springfield Human Rights
Not in attendance, no report.

Rita Wallace-Ostrosky

VII. Board of County Commissioners

Don Hampton

No report. Don was thanked in unison by many of the group members for attending these meetings.

VIII. Sheriff's Office

Russ Burger

Sheriff's Civil Rights Draft Plan

Russ asked for feedback on the current Civil Rights Plan draft for the Lane County Sheriff's Department. He handed out a copy of the current policy. His office is currently re-writing their policy manual for employees and assessing "the way we do business". Feedback was given at this meeting (see below). ***He also requests additional comments in writing or by phone. You may contact Russ at: 682-4450/ russel.berger@co.lane.or.us***

A motivator for addressing their policies at this time includes the desire to meet State Accreditation Standards. The Lane County Sheriff's office does not have current accreditation. His goal is to meet and exceed the goals for the state.

Q) BeeBee - who developed the policy?

A) Russ - This has been an Evolving policy. The current policy is over 3 years old. Times change and expectations change.

David - Captain Holsten wrote the original policy in the 80's, since then it has been updated by the department.

Q) Dennis - Shared about a case of reported harassment (at the intake center at the Lane County Jail). Are new inmates given anything in writing about their rights and with whom they can register complaints?

A) Russ - Rights and grievance documents are given to people coming into the jail. He is not sure if these documents are only in English.

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Q) Dennis - Would it be possible for inmates to get a copy of the policy we have here?

Cass - Could this policy be translated into other languages? Could this policy be available in other formats, specifically to address illiteracy?

A) Russ - Our jail runs on a matrix system. There is a current group informational session for all people being booked into the jail. The future options will likely include an electronic video in addition to written information to address these issues. These options would be available on an individual basis in addition to the group format.

Q) Dennis asked about racial profiling.

A) Russ - Racial profiling is prohibited. This is stated in the last sentence of this policy. Russ responded that racial profiling data collection costs money. The State police gather this information in a manner that he would model his data collection after.

Heimer - *feedback on the written policy - add: "gender identity or sexual orientation"*, Leslie agreed for this to be included.

Q) Char - Does accreditation mean more beds?

A) Russ - no.

Q) Charlie - Weekly article about the Sheriffs office holiday party a few years ago, This was bad press for the department is there any fall out?

A) Russ - The way it was portrayed was sensational. 4 employees were disciplined. This event was 2.5 years ago. He agreed it was bad publicity but good for the department. Russ shared that the department as a whole identifies that it's not ok to do these things. He identifies that these have been "growing up times" for the department. He addressed off duty conduct for his employees: Off duty behaviors that would bring discreditation to the department is a violation of department policy.

Charlie thanked Russ for answering our questions.

Additional questions:

Q) Dennis - How will you carry out your affirmative action policy? Springfield has an increase in the Latino population.

A) Russ - Springfield police are hiring more Latino's and Spanish speaking officers. *He will you bring more information to next months meeting.* His department is researching affirmative action options. His diversity committee is researching

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functions to attend at which they can recruit & identify their role of diversity in Lane County.

A) Dennis - LCC has an affirmative action department and committee to use as reference.

Q) BeeBee - Did you mention a diversity committee? Employee involvement makes a stronger system.

A) Russ - Yes, the diversity committee meets monthly. This is a committee within the Sheriffs office. This committee is planning to attend diverse events in the community during the year. The committee also gets the word out about diversity within the workplace/ Sheriffs Office.

OLD BUSINESS

Added to agenda:

Incident Report from Community Mediation Services BeeBee Head

This is a first quarterly report of community phone calls regarding human rights issues in Lane County from CMS. Initial feedback on the formatting of the report is that the format makes sense but doesn't give that much information. Should we schedule a 1:1 w/ Ted for more detail? What detail does the committee want?

Char - He did a good job. Confidentiality of callers is in tact.

Karen - ***Please include more details regarding dates.*** When did the call come in?

Leslie - Confusion about case 4 regarding the recommendation. The location call is listed as Springfield in Lane County but recommendation is to Eugene City Human Rights Committee for support. ***It is requested that more details be included about recommendation and outcomes.***

Charlie - What is being done to update and follow-up on these calls? What support is involved in resolving the "pending" calls? Is the case still waiting for action? ***Please include more detail.*** What is a legitimate time frame for resolving issues? ***We hope to see the results to pending cases in the next report.***

Don - if we are approached with a complaint personally, do we refer to CMS or do we collect the information?

Leslie - When we get a call we can ask, "...have you contacted CMS"? "Is the process going well"? "Are your needs being met"? If people's needs are not being met, the committee would want to know. ***Please ask Ted if he wants to talk with us.***

Charlie - We need to offer Ted support. If he gets inundated with calls, he will need more people to help make contacts. ***It was agreed that our committee will offer***

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support as needed. Bee Bee offered to help with monolingual Spanish speaking calls.

Mark - *Can we get Ted back in to review with us a group?* The sooner the better as we are in the developmental stage our new reporting system. Since Ted/ CMS are new, now is the time to communicate about this. Mike would also like to know what has happened to the "pending" cases.

Many committee members have received emails from a particular community member who has a complaint. What role do committee members have in this case? Are volunteers to make a response? It was discussed that this might be case #4 on the list from CMS. Most of the committee members have been contacted. *It was decided that Leslie and all who have been contacted are to get the emails to Ted and let him address the case.* If Ted needs help, he is to contact the Advocacy and Response subcommittee.

Karen - Regarding complaints. What is the critical number of complaints on a particular issue? When do we know there's an incident where we would want to act? What is the procedure if someone who calls needs to act quickly?

Charlie - *We will ask Ted to make an alert if something happens when there are a certain number of complaints in a particular week.*

Leslie - *We need more details on our report.* For example, on this report, the 4 "same sex marriages", where they requests to the Commissioners or "venting calls"?

Karen - Shared her experience calling CMS: on March 19th 2004, she called to make a complaint. Karen shared that she left a message with a women who said she would get a call back the next week. Karen has not gotten a call back yet. It has been 10 days and no response. Karen shared that the person who took the message, took her name and phone number and did not ask for any info.

David - There is supposed to be a back-up for when Ted is gone. We are paying for services and in the contract there are procedures for returning calls. Is it possible the message got lost in the office?

Cass - Concern that once you give your name and number the call is not longer confidential.

Char - *Is there caller ID at CMS?*

IX. Budget Review, Expenditures for 2003-04 and Priorities for 2004-05
(See handout)

Leslie shared that she is appreciative that we will have the same budget. A big Thank

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You to David! Our current budget lasts through June 30, 2004. The largest line item of available funds is for community outreach and support. CMS contract is not out of this budget. Money for CMS is from the Human Resources budget, David's department at the County.

Mark - Shall we coordinate an event?

Cass - April 29th 2004 is the "Take Back The Night" event, a march from the UofO to downtown Eugene. The march is in support of women's safety. The Eugene Police charge \$3,000 for traffic control. Eugene police have a retreat that week. They report that there are no extra police for traffic diversion. They will need to hire private security which will cost even more than the police. This event has been on the same date for many many years. Cass is seeking help in finding options. ***Russ took contact information and will check on the availability of Lane County Sheriff officers for that evening.***

Charlie - He reminded committee members that groups can request funds from this committee for up to \$250. Applications for funding are on the LCHRAC website.

Dennis - Regarding the \$2500 for Martin Luther King day celebration. Dennis shared that there are a series of events in relation to Martin Luther King. Which event is this?

Leslie and David - Shared that this is for the Eugene MLK celebration.

Dennis - Emphasized that we are a County committee. Why don't they get it from the Eugene Human Rights Committee?

David - Offered some clarification: They do get other money from the Eugene HRC. These are dollars that the Commissioners allocated for MLK celebration that roll over year to year. This money used to be in the Human Resource budget at the county, David moved it to our budget for tracking.

Dennis - The NAACP doesn't get any assigned money for the march they organize.

Leslie - She suggests the NAACP write a letter to the commissioners to request an allocation of money to the March. ***It was suggested that this be a line item in the agenda at a future meeting.***

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Community Outreach and Support ideas:

- Serafina via Leslie: advertising our existence and relationship with CMS
- ***self promotion, come back next month with ideas on how we can do some advertising.*** Magnets? Mark offered to look into that. He offered his company's services for graphic design work.
- Shall we place an ad in the Eugene Weekly? May an ad also work for recruitment? ***Leslie, Karen and Charlie will meet to address these ideas.***
- Theo's meal and this month's meal need to be deducted from the \$325 balance.
- We can re-allocate dollars between line items as necessary.
- Printing is another area. ***Leslie and Charlie will check on inventory of bumper stickers, buttons, business cards. Will bring to the next meeting. We will re-order to replenish out supply out of the printing line item.***

- In May we will put forth a proposed budget for 04-05 budget year. The goal is to finish at May meeting or if we need more time, at the June meeting. ***We will include budget development on the agenda's for April, May and June (as needed).***

X. New Committee Member Recruitment, Interview Panel

We have 4 vacant positions. The current advertisement in the Lane County papers states that the positions close on April 16th at 5pm. The positions open are due to the following terms ending: Bevani, Brian, Sarita, Charlie. If members want to continue on the board, they need to re-interview. We maintain 2 youth slots. The group as a whole wants to encourage more youth to join as committee members. Devin would like to be on the interview committee.

Q) How many associate members may we have?

A) As many as we like.

Committee members are encouraged to talk with people we know who would be good additions to the committee. There are ads in Lane County papers. It was suggested that we use outreach money to promote this outreach. ***Mark offered his company's services to help with the layout and utilization of the logo if we wanted to do additional advertising. We need to research to see if there is a youth education publication that goes out to High Schools in the county.***

Q) Mark - Are there any associates interested in the position?

A) Charlie/Leslie - None that we know of.

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What is the time commitment involved in being part of the interviews? It usually entails a min. of 4-6 hours in one day, approximately 40-60 minutes per interview. The interviews are usually scheduled early in the day for people who want to come in before work. In the past we have started at 8am and the interviews have lasted as late as 1pm. Ideally we want to have 8-10 candidates to interview. Will not have a committee meeting before we need to set up interviews.

Q) Who will be on the interview team?

A) Mark, Devin, Julia (afternoon interviews only), Leslie or Charlie, and Serafina will be asked to join the team as well. *The interviews will be scheduled for late April.*

Legal ads have been placed in the Register Guard. County business is legally required to advertise in the RG as the paper of record. Beyond that a display/text ad maybe included in any paper we choose. Charlie suggests we extend the deadline and delay the interview process.

We discussed the list of papers as options to advertise in. *We decided that we want to advertise in 8 rural papers + Florence. We have allocated a maximum of \$25-\$35 for each advertisement. We are to check on a government rate.* The Public service announcements are coordinated by a PR person from the county, her name is Melinda Kletzok. We can contact her to coordinate the advertisements. We will have the bills sent to David Suchart at the Human Resources Department at Lane County.

"To Do's" - Get corrections to Christine as soon as possible!

- *Everyone* is asked to review our LCHRAC brochure
- Move "have a human rights complaint?" to middle center of brochure.
- Include pictures from events we have been at instead of current clip art.
- *Mark* will take on the job of re-formatting the pictures and moving that text.
- Per Mark, if done in a 4 color process you would have full color photo's
- Checking numbers on the brochure:
- Add: LGBTQ group on campus - *Cass* will get the number
- *Add: number for SAFE and PFLAG - who?*
- Asian council contact is different - *Emlee* will check on this
- *Emlee* will check on the Education numbers
- *BeeBee* will check on the Crisis line numbers
- *Char* will check on the Government numbers
- *Dennis* will check on the Community group's numbers
- *check and make sure our own number is correct - who?*
- This will be a Collaborative effort

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Request for Funds:

10th Annual Nochel Cultural Dinner for Centro LatinoAmericano
May 22, 2004. Tables cost \$500. This committee is able to allocate funds once there is a request for funding. \$250 per group is this committee's standard donation. This event is accessible to people with disabilities, it is being held at the LCC conference center. A funding request is to be made by Centro LatinoAmericano. We want to consider sharing a table w/ Eugene Human Rights Committee. ***Char will contact the HRC.*** Karen, Charlie and others who might want to attend would have their seats partially paid for. ***We can discuss this again at our next meeting.***

XI. Complete 2004 Work Plan Discussion and Priorities
(See Handout)

Q) Karen - Wants clarification on 1c. voice mail - we need to monitor this?

A) Charlie - This Committee is active in monitoring our voice mail number (Community Complaints go to another number at CMS). This is the number for the LCHRAC at the County. This is our responsibility not Christine's. It is important that we do not lose the fact that this is our responsibility. We need to remember that the number is there. It might be appropriate for a person from our committee to be a liaison with Christine. Mark moves for us to keep this as our responsibility ***and assign a Liaison,*** Karen seconds. All in favor.

Emlee moves that we adopt the 2004 version of our Work Plan. Dennis 2nds, All in favor. Theo arrived late and made quorum.

Handout of summary of what the committee does.

Key Issues 2004 with a slight change from Key Issues of 2003. Leslie will send out an email to committee members for changes. ***Please respond ASAP so we can send our report to the Commissioners.*** Both the Work Plan (just approved) and the Key Issues need to be included in our report to the Commissioners.

No additional items were covered at the meeting except for a few words from the facilitators and initial Oakridge event planning comments.

XI. Revise Brochure and 682-2380 Message line

XII. Review Complaint Process with CMS

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NEW BUSINESS

XIII. Planning for meeting at Oakridge

Put on the agenda for next month and have a discussion w/ Don Hamton about ideas for an event.

Dennis went with LCOG to meet with citizens in Oakridge. This is what he found out: Thursday evening didn't work, Saturday morning was a nice experience. They had a nice facility and lots of places to walk around facility. He suggests a weekend picnic in the park,

We narrowed it down to a likely date for an event: June 12th , 2004

XIV. Liaison to Eugene HRC

SUBCOMMITTEE REPORTS

XVI. Facilitator's Committee

Charlie Larson & Leslie Scott

Charlie and Leslie attended the Junction City Council meeting and made a presentation on behalf of the LCHRAC. A positive outcome of the meeting included the city council expressing interested in creating an Anti Discrimination Policy and a Human Rights Complaint form.

XVII. Education and Outreach

Karen Lundblad

XVIII Diversity Implementation

Serafina Clarke

XIX. Collaboration

Leslie Scott

XX. BCC Relations

Mark Lindberg

FUTURE AGENDA ITEMS

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

April meal person: Sarita