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>>> Good evening everyone.

Welcome to the October 12th, 2026 City Council Work Session.

Thank you for joining us today in this hybrid meeting format.

For work sessions like this one, there is no

opportunity for public comment.

Those wishing to access the meeting can watch the livestream available on your webcast, broadcast, Comcast Channel 21 or calling one of the numbers on the public webcasts and meetings materials page of the city of Eugene website.

An auto defibrillator is located on the left side of the room and in case of emergency evacuation, exits are through the double doors located at the back of this room and the doors to the patio can also be used as needed.

Thank you again for joining us today.

And I now call the October 12th, 2026 Work Session of the Eugene City Council over.

I turn it over to City Manager Haruyama to our first topic airports capital improvement update and Lift Off EUG feasibility study.

>> The airport's completed several key capital improvement projects in advanced major enabling

work including progress on the Concourse A expansion and critical rehabilitation projects.

As part of today's Lift Off Eugene initiative a study was commissioned to evaluate the airport's operational constraints, available funding tools and the region and statewide interest in supporting the terminal expansion.

The study identifies a multisource pathway supported by federal, regional and private contributors as the most feasible approach for advancing the Concourse C expansion.

With that I turn it over to our airport director.

>> Good evening, I'm excited to talk about this today.

Thank you for the opportunity.

>> Cathryn, I'll pause you for one second.

>> It is on, it's red.

You want me to switch?

>> Thank you, Cathryn.

>> Better?

Okay.

Alright, we'll start this over.

Good evening, Mayor and Councilors.

Thank you for the opportunity.

I'll walk you through two connected topics today.

First a brief update on the Eugene Airport's capital program and second, findings from the Lift Off Eugene funding [feedback]

-- okay, we'll try this one more time.

Second, findings from the Lift Off EUG funding feasibility study and the near-term [feedback]. I picked off first the brief Eugene Airport's capital

program and the feasibility study and near-term legislative opportunity that emerges from it.

Both topics connect to the airport's plan terminal expansion.

It adds a new Concourse C with eight gates along with the infrastructure needed to support it to right-size our airport for current and projected passenger demand.

At any given time, the airport team is actively managing more than 20 capital projects.

They span from the airside terminal and gates, landside and facilities.

A few with visible progress we are working on.

The Concourse A seating expansion is under construction, shown in this picture.

Runway 34 right, 16 right, 34 left, heavy maintenance started in September and that will finish up later this month.

The bravo gate expansion for the new Gate B4 is in design.

Several projects including the Concourse A expansion are part of the phase one of the terminal expansion.

And I'll explain the two phases shortly.

All these projects are moving forward on established funding paths, using federal airport improvement program grants, passenger facility charges and airport revenues.

Some of the federal grants are programmed pending official award.

The full capital projected deck is available in your Council packet.

Those are the current projects.

Now I'll show you where the expansion stands today.

EUG served 1.8 million passengers in 2025.

Enplanements have grown nearly half since the airport reached gate capacity in 2021.

The airport planned a terminal expansion estimated to cost $450 million, built in two phases.

Phase one at $209 million is the foundation.

It is the work that must be in place before a new concourse can be built.

That includes the outbound baggage system, jet bridge replacements, the concourse expansion, apron, taxiways and runway work and vehicle parking and access improvements.

Phase one fund something identified, including $85 million of the airport's own PFC-backed bonding capacity.

Some phase one projects are already under way.

Phase two at $241 million is the expansion itself.

It is the new eight-gate Concourse C expanded ticketing and expanded bag claim.

Phase two has no identified funding and that is where the challenge sits.

Now, let me turn to the region and the expansion it serves and what that means economically.

EUG serves a five-county region of Lane, Linn, Lincoln, Benton and Douglas counties.

Coos county also uses EUG but has its own commercial service.

In practice, we draw passengers from the south coast to south Salem.

The five counties are home to nearly one in six Oregonians, yet our region generates only about $12 in $9 of the state's economy.

What does the airport generate today and what

could it generate with full expansion?

Regional economic activity generated at EUG today is $1.6 billion annually.

With full expansion, that grows to $3.6 billion annually.

10,000 jobs tied to the airport today.

With full expansion we're talking about more than 23,000 jobs.

State and local tax revenue today is $43 million annually.

With full expansion, it will be $99 million annually.

All of that economic growth comes from building C Concourse.

These figures come from the 2024 Martin Associates economic impact study of the Eugene Airport.

That's where the expansion delivers.

Why does phase two matter now and why can't the airport's usual tools pay for it?

Starting with capacity.

As I mentioned, the gates have been full since 2021.

Our flights run 80% to 80% full, most planes leave full or nearly full.

The terminal is aging as well and baggage screening is out of space, the Concourse A lounge is crowded and the used jet bridges that we rely on are nearing the end of their service life.

There's a demand that we are also not capturing, 29% of the region's travelers use PDX over EUG.

Now on to funding.

The traditional tools cannot close the phase two gap.

Federal grants go mostly to runways and taxiways and terminal eligibility is limited.

The passenger facility charge has been capped at $4.50 since the year 2000.

And the airport's own bonding capacity is planned for phase one.

A common question is whether the airlines pay for the use of the airport, which they do through their rates and charges, measured by per-passenger as the cost per plane passenger.

All of our air carriers are cost sensitive.

Raising those charges too high risks losing future service.

Phase two is critical to unlock for EUG's long-term function and the region's economic competitiveness.

We partnered wither it you really Group and Kari

Westlund Strategic Services for a national funding, for contributor sources, all on the table.

The work rested on more than 100 interviews with elected officials, jurisdictional leaders, business and industry, higher education, health care and community partners across our catchment area.

That work ran from November 2025 through July of 2026.

Terrell Group also conducted a community survey of nearly 500 respondents which ran from November 2025 through August 2026.

Today we're here to share that work with the Council.

The full study is available to you in your Council packet.

The study evaluated five funding sources.

And they can all work together.

The most valuable near-term path combines them in a blended strategy anchored by state lottery bonds with central, local, private and beneficiary contributor sources layered in.

State Article 11Q, general obligation bonds, could fully fund phase two on their own.

They'd require the airport to be state-owned or operated at least temporarily.

Private capital through the private financing or a public/private partnership could also provide capital at scale.

Private partners bring their own return requirements and there are long-term tradeoffs to weigh.

Both of those options matter, even with the blended approach.

At a minimum, they may be what gets us to phase two, to the finish line.

At most, either one could fund raise two on its own.

Beneficiary and contributor sources are the regional governments, businesses and donors who benefit from expanded air service.

Local tools such as voter approval of local bonds are also possible but challenging, and federal opportunities exist through terminal eligibility, is limited and earmarks typically come in the low millions per award.

Every option was assessed on feasibility, scale, statutory limits and impact on airline costs.

Here's what the study found.

Phase two can be funded on an accelerated timeline.

Every path rests on organized regional support through a coalition.

And the 2027 legislative session is the near-term

window for lottery bonds.

Leaders across the five counties home to more than 700,000 Oregonians see EUG as critical regional infrastructure, tied to economic growth, higher education, health care access and business competitiveness.

That framing came up in interview after interview.

Every funding path depends on an organized regional coalition.

The momentum from the July expansion showcase together with alignment with the Governor's Prosperity Council gives us a timely window.

The near-term priority is to mobilize partners across jurisdictions, sectors and institutions behind a unified 2027 legislative session request.

That means testimony, endorsements and coordinated outreach.

We are ready and we have started building a coalition and preparing to approach the 2027 legislature for funding.

That brings me to the near-term opportunity.

The city and airport team is preparing a 2027 Oregon legislative session request in the range of $80-$100 million anchored by state lottery backed bonds.

Those numbers are still be refined.

Lottery bonds applied to phase one would also help phase two indirectly.

Since each dollar preserves $1 of the airport's own bonding capacity to be used towards Concourse C.

That means the airport could put as borrowing power to work on phase two now, rather than decades from now.

Any level of state funding advances phase two.

On legislative champions, we are engaging with Representative Nathanson to potentially carry this request forward.

Senator Manning is supportive at the state level.

Congresswoman Hoyle is engaged at the federal level.

Other state, federal, private capital and beneficiary sourced identified in the study remain under active exploration in parallel and the state request is the first move and it positions us for everything that follows.

Here's what happens next.

We continue building the regional coalition working with jurisdictions, higher education, business and community partners.

We prepare a coordinated request for the 2027 legislative session anchored by lottery bond funding.

We continue exploring the full range of funding avenues the study identified, and I will, of course, return to you with periodic updates.

And I am happy to answer any questions that you may have.

>> MAYOR KNUDSON: Thank you for that presentation, Cathryn.

I'll open the floor for Council discussion.

>> KEATING: If no one else there.

>> MAYOR KNUDSON: Councilor Keating?

>> KEATING: Thank you, Mayor.

Thank you, Cathryn.

29% of folks in our community or in this region reportedly fly out of PDX.

How has that shifted over the last decade

pre-COVID, post-COVID and what's a win?

What is the metric for success, cutting it down to 15%, 10%, they're all flying out of Eugene?

What does success look like?

>> Ideally we'd capture all of the passengers back that currently are in our catchment area that are making that drive to PDX to be able to fly.

It's caused by a few different reasons.

Some of it is perception, that's changed over the years, actually, there's been a perception that PDX is cheaper to fly out of.

It is not.

We have the data to show that, and I think that we've been successful in messaging that to our community in recent years.

Pre-COVID, we saw more leakage.

During COVID, we saw people not wanting to fly out of large hub airports, and really returning to their small community airports, so that was a benefit to us.

The increasing traffic problems on I-5 is also helping us in a way.

And then I think the impediment that we have right now is we have no more gate space.

We're completely full with aircraft parking overnight.

In fact, our airline partners have done an excellent job of really maximizing our facility beyond what is named as the capacity.

So instead of having one peak period at the early morning departure bank, we have three peak periods during the day now.

But there's really nowhere else for them to go unless they were maybe to add red eye flights, which is probably unlikely.

So without additional remain overnight parking positions, or even additional remote heavy pad passions where they can park and be towed into a gate, we are probably not going to see recapture of that 29% until we're able to expand our facility.

>> KEATING: Thank you.

In the report, you reference eight new gates.

>> Yes.

>> KEATING: Eight new ticketing gates or are these eight new -->> boarding gates.

>> KEATING: Not on the front end with gates.

How many new airlines is that?

>> We're referring to the C Concourse as a suite of projects.

Because if you build a new C concourse with eight new boarding gates you need the supporting

infrastructure, so more bag claim and ticket counter and back office airline space for processing of passengers.

So it's sort of you build it and they will come.

So there will be -- the study that we did when we did our advanced study that wrapped up in 2021, it showed if we were to build the eight gates now, they would be full immediately because there is that much demand from our airline partners.

Like I said, since that study, that's when they found these other two peak periods within our own facility to operate.

>> KEATING: Thank you.

And in if you build T they will come, wearing that hat, do you suspect that we'll have hotels out at the airport in the near future or in the short-term?

What does that look like?

And if I could attach this to it, my enthusiasm for

building and broadening the partnership with LTD to allow for public transit to and from our airport.

>> Absolutely.

So the hotel first.

Boy, I sure hope so.

We've tried several times through RFP process to get someone interested in building a hotel out there.

We are revamping that again and putting together another feasibility study, refreshing the one that we already had basically to see if we it get some additional interest in hotel property.

Part of the impediment to that is the land that we have set aside for a hotel is land that is governed by federal law, Federal Aviation Administration law.

We can only offer maximum of 50-year lease, and then we would have to go into a new negotiation

with the hotel partner.

A few years back, gosh, I want to say maybe 12 years ago or so, City Council approved a 30-year lease.

Normally the lease would be a 20-year structure.

If we were to find a hotel partner that wanted to build now, we would need to come back to you, to explore a 50-year lease, convinced their return on investment would be well.

On Sunday when I went to do a little work, I picked up and it's going to sound outrageous, I picked up a nice young man who was rolling a rolly board trying to get to his flight.

He had walked two and a half miles to get to the airport.

So I am guilty of picking folks up.

They have to have a rolly board, I know they're a passenger.

I asked him where he was coming from.

He was from Germany.

He had been on a tour of the United States for two weeks.

He came into San Francisco, flew into Portland, spent some time there, drove down to Eugene or took the train I think he told me, spent some time there and was flying out of our airport to go back through Denver to Germany.

So we need that bus service.

We really do and it's for passengers and it's also for our LTD students.

He's for our airport workers, and I know LTD is actively looking at that.

>> KEATING: Thank you.

Be safe picking up random passers-by.

>> I will.

>> KEATING: If I could close with this, please.

Lift Off EUG, the airport came to the Oregon legislature last session.

I want to say originally there was a $5 million ask and I think it got scaled down to $1 million ask.

What element of phase one was that $1 million investment, where did it go?

>> You're right, the original ask was five.

I believe five came to our community.

It was divvied up in different ways.

We received $1 million and that is designated for the replacement of Jet Bridge A6, which will also be relocated to better align with the new A Concourse expansion, so we're utilizing -- spreading out our passengers a little

bit.

>> KEATING: Okay, thank you.

>> MAYOR KNUDSON: Councilor Groves?

>> GROVES: Thank you, Mayor, and thank you, Cathryn, very much for the presentation.

I just want to say that I think our airport is critically important to our economy.

It's critically important to our business community and it's important to people that like to travel and see things as well.

So this is something that we need to stay on top of.

It's also important to our two opportunities in Eugene and Corvallis.

I heard a while back, actually, I read through an article that they were saying the FAA is trying to push regional airports expansion because so

many of our metro area larger indexed airports are land-locked and pretty much maxed out.

Are you hearing that from the FAA?

>> Yes.

I've read the same article, and I think just in our own northwest region, we can see that happening.

Seattle is pretty much maxed out.

I think they've got one more expansion area that they can go to.

We're already seeing Payne Field in the Seattle area getting expanded air service as a reliever airport.

Portland, their beautiful new renovation just finished setup a few months ago, but they didn't add any new gates.

And they are also land-constrained as well.

So that and then banking on that traffic snarls between here and Portland, I think we are going to see more people really wanting to utilize their local regional airport.

>> GROVES: Good.

Do we know how close PDX is to being maxed out?

You talk about they are land-locked, too.

That's, I know that's true but I mean, are they -- what do you hear from them?
>> Yep, when they did their renovation, they did not add new gates.

I understand from my peers they are adding a handful more gates with one more additional renovation expansion but other than that, I think they're well maxed out mainly at their capital.

They have a same metrics cost per plane passenger that the airlines are willing to pay, but

there is much higher than ours, which is why they were able to do that beautiful expansion they did, renovation.

>> GROVES: I have two areas I'm concerned about that I haven't seen in the plans and maybe they're in the works.

I've asked about them before.

One is parking capacity.

I've certainly been out there as I'm sure many, have, especially around the holidays when there is no parking available.

It's important to find an alternative route getting back to the LTD piece and Uber and cab companies to get into town.

That's one.

The second one I'm concerned about, I'm totally supporting the airport expansion and the new concourse and the gates.

Are we doing anything about the pickup/drop-off zone?

Most parents of any size you drop off on one level and you pick up below where the baggage carousels are to leave.

I'm constantly dropping off or picking up family members.

Every time I go, doesn't matter, middle of the afternoon, first thing in the morning or late at night it's a problem right now.

>> Yes, so first, parking.

Yes, park something a sticky wicket for us.

It's uncomfortable several times a year for us and it's actually sometimes it's unpredictable when we're going to Joe flow our lots.

We have two projects in the plan right now that are in phase one.

One is to expand the long-term lot and one is to build an auxiliary economy lot adjacent to where the current economy lot is.

So finding the funding for that is the challenge, right.

And then the entry road is also a phase one project as well.

I don't know that we'll get to the two-level configuration.

That might be something that we could ultimately look at when we build the Concourse C, and roll it into that suite of projects.

>> GROVES: I'm not an expert on this, not a designer, but I know as an end user, it's a problem and you know, it's not going to get less congested with more gates, but we need the gates.

Anyone who has flown out of EUG knows how

crowded it gets in the mornings, really anytime.

The planes are coming and going and the aircraft is larger than in the past.

I appreciate that.

I appreciate your work.

I think we're all watching this very closely with great interest.

You know, as far as the parking, there's obviously the option of going up but that's expensive.

But it also takes up less of a footprint.

I'll be interested to see where this goes and I'm sure you are out doing the rubber chicken circuit and speaking with the Chamber and the partners.

>> Yes and the response from our community has been amazing.

People are excited about it and recognize that we

have the challenges that we have currently with the capacity constraints, but are also being patient with us while we try to work through these.

>> GROVES: Thank you very much.

>> MAYOR KNUDSON: Other discussion from Council?

Councilor Kashinsky?

>> KASHINSKY: Thank you.

And thank you for all the work you've done on this and all the work to help make our airport really excellent airport.

A couple of very quick questions.

We were talking about the current capital projects we're working on.

There was the mention of federal grant awards that have not been -- that are still pending.

I know the last time we met, there's been some uncertainty surrounding some of the federal funding.

Are we still seeing uncertainty and challenges surrounding that or do we feel like that's stabilized?

>> At this moment in time, we have been able to work through those grant agreement issues and anything can change at any time.

We constantly monitor what the contract language is when we receive it.

So far, so good.

>> KASHINSKY: We're not seeing okay, we're going to cancel these grants because we're in a bad mood today vibe going on?

>> No.

>> KASHINSKY: Okay, that is good to hear.

The other question I had was regarding the jobs associated with the airport.

I'm assuming some percentage of those are like you know, baggage handlers and people running the pretzel stand and concessions but I'm guessing that's not 10,000.

Can you give me a sense of what jobs are included in that number?

>> Sure.

So the majority of those jobs come with the building of the C Concourse, the eight new gates.

If you think about that we're doubling the size of our facility basically.

That's how that math works.

Also, if you consider we have six gates with jet bridges but the new Concourse C will have eight jet bridge gates, so those are larger aircraft, where we have smaller regional aircraft that are

operating in the B Gate area, the ground load gates.

We know it's not just a 10 becomes 20.

It's slightly more than that, because there's more gate capacity.

So those jobs range from city airport employees.

They are airline employees, airline ground handling companies.

There are mechanics that work on the field to maintain aircraft, concessioners, new concessions in Concourse C, rental cars, anything you can associate with doing business in an airport terminal building, those are the types of jobs that we will see increase on our field.

>> KASHINSKY: We have over 10,000 people currently working to connect to the airport.

It's not like this business is located here because the airport was here, that's not part of that

number?

>> No.

>> KASHINSKY: Okay, thanks.

>> MAYOR KNUDSON: Any other discussion from Council?

I have one or maybe two quick questions.

And then we'll head on to our next agenda item.

Thank you for your presentation and update on this work.

It is exciting to think of the partnerships that we are building regionally and how this project is one of many that we can work to advance to move forward a whole collection of community needs and the airport is unique in the sense that it touches a large geographic area.

So many Oregonians but also delivers real value to five different county area.

I was going to ask a question about the jobs.

The clarification or additional information about the trajectory of economic impact between phase one work and phase two is important information for us to be able to share when we tease that out.

I'm curious, because I've had a chance to talk with some of our partners in different jurisdictions.

I understand from them very clearly thinking of partners in Corvallis, Lane City and the partners along the coast, they see the benefit of a regional airport.

The experience of going to Eugene Airport right now, though very crowded is a great airport experience and that so much is so accessible in a relatively small period of time.

We're seeking to maintain that quality of experience.

Could you share a few examples from these

interviews across the five-county catchment area, not necessarily interviews but takeaways, things you hear from community partners about why they see this project as a priority, the direct benefits that they will receive from it, how their community would be better supported by having a stronger nearby regional airport.

I think that say really important part of this work.

The city region is losing this but the broader impact is not we're talking about.

>> It was interesting.

The feasibility study the Terrell Group and Kari Westlund work revealed a lot.

Some of the things we learned from the stakeholder interviews, really each county has their own idea why this airport expansion is important.

The coast is very enthusiastic.

They really want to see this expansion.

That was a surprise to us.

We don't necessarily think of that connection we have to the post.

For Roseberg, you would think they'd tend to come to our airport but often if they're driving anyway, they'll drive to Portland anyway.

The traffic load is untenable continuing up to PDX.

Locally we certainly in Benton And Lane County with both major universities in our catchment area, the airport expansion, the airport's already critical to both of the universities, but the expansion is also really critical to further many of the initiatives that they are working on, and frankly, that their donor base invested in over decades, to be able to continue to support those investments supporting the airport expansion is something they have identified as one of their top priorities.

>> MAYOR KNUDSON: Thank you two of the things I learned he in many different conversations related to this work in the past many months or observations, one of them was across the country, looking at where economic development is happening, where opportunities are occurring in our country.

In communities where the driver of that economic development is not fossil fuel investment, oil and gas industry work, it has to do with research institutions and the connection between communities.

That's a powerful relationship for us to understand, given the values that our community holds.

The other piece is just the simple observation of the role that airports play in economic development, period.

And for most of us who are just happy to experience the quality of the service and the accessibility of the airport, that's not necessarily

top-of-mind.

I appreciate you sharing those few examples.

I know that we will have many more and be talking about this project at regular intervals over these next couple of years.

With that, not seeing any other questions or ask us from Council today, I'll say thank you, and that concludes our first agenda item.

We will head right into the second, which is a work session on the Human Rights Commission workplan and report.

I'll turn things over to our City Manager.

>> Thank you, Mayor.

I'll just make my opening remarks as staff gets situated.

City Code requires the Human Rights Commission or HRC, which we'll refer to it as to

present an annual report to activities to City Council and biannual workplan for the HRC must be approved by the Council.

Last year, the HRC collaborated with staff on multiple projects and events, including a special grant to support immigrant families impacted by the immigration enforcement actions.

Their proposed work aligns with City Council requesting for a more streamlined document and developed with Council's strategic priorities and goals in mind.

I want to extend an appreciation to everyone who served on the Commission this past year.

So with that, I'll turn it over to staff and the Commission.

>> Great, can you hear me okay?

Mic check.

>> Mic check.

>> Thank you.

Good evening, Mayor, City Council, City Manager, I'm here with the chairs of the Human Rights Commission, Fabio Andrade with the Office of Equity and Community Engagement and I'll let the chair and vice chair introduce them testifies.

>> Trey Ward, vice chair.

>> I'm Jamie Bowman, she/her, the current chair of the Human Rights Commission.

>> So let's start presenting our report on what the Commission has done in the past year that is a requirement of City Code.

And it is always good for us to be reminded the kind of work that the Commission does.

So in this slide you can see a summary of it, like providing human rights education, being proactive in human rights efforts, addressing human rights violations, so that's the work we do in bias crimes

and in cooperation with Eugene Police on biased crimes and with the State of Oregon on bias incidents or cases of discrimination.

Ensuring active public participation, HRC engaged with the community through events and public meetings.

Being transparent and open in all the work they do, and being publicly accountable for human rights progress.

So that's what they are advocating.

You as our elected officials and city staff to implement human rights in everything that we do.

They organized the work in three separate roles, so the community-oriented role, engage with community members and groups in marginalized communities.

The liaison role working with other boards and commissions and also with other City of Eugene groups and advisory role in which they start

improvised recommendation.

Those recommendations come sometimes through City Council in terms of policy or through staff in terms of adjustments for our programs.

We want to acknowledge the people who served in the last year.

We had Councilor Lindsie Leech as our liaison.

She had to stop the function because of scheduling conflicts.

With you November Councilor Jennifer Yeh.

Dr. Silky Booker served as chair, and some returning commissioners, John Bradley, Jane Bowman, and Tria Ward, here with us.

We had Martha Baldwin, who resigned from her last year in the Commission.

And also Elena Oomann returns, Brittany and Junie are no longer with the Commission, but we

appreciate their service as well.

We organize some events every year, so these are two of the most traditional events for the Commission in the last six years.

Supporting city staff and community groups in organizing the Transgender Day of Remembrance and also recognizing the situation of unhoused people especially the ones who passed while being unhoused on the streets.

So those events have been happening for the past six years and organized by volunteers in the Commission, with support from staff and also support from other community groups.

One of the important functions of the HRC is helping community groups who are organizing events related to human rights.

You can see the list of events.

I believe this is the largest number of events the HRC sponsored in a single year.

They reach out to many different communities and important causes for people live in Eugene and the people visiting us as well.

For most of these events, depending on the amount of funding the HRC dedicates to them we require at least one Commissioner participate with the event coordination, organizing or at least attending the event.

So we get to learn for those who follow or meetings information to about what is happening in the community.

Commissioners get to share the work the City is doing related to human rights.

Last year actually February Council approved a resolution declaring a humanitarian crisis regarding immigration enforcement in our community and directed some funding to support the families of those who were being impacted by such immigration enforcement actions.

That funding was distributed by the Commission many are having difficult times, they have limited staff capacity and the demands are increasing for their services.

So we make it a one-page application and the team of Commissioners got together to vet the applications and guy how to award the grants.

They were very committed to the Council ask.

So we got several applications that did not align well with direct support for families being impacted by immigration enforcement happening right now and happening in Eugene.

Some organizations we are providing support for immigrant families in general.

And the Commission was asking them to provide more details about how funds would be used in alignment at your direction, and that's the distribution that they end up with.

Plaza de Nuestra Comunidad, grassroots

connect/OCAN, the Oregon Aiga and Catholic Community Services.

The larger organizations serve a larger number of people in our community, Plaza mostly supporting the Latino community and Catholic Community Services supporting several other communities that are connected to that work.

They also helped out, the program that I want to highlight is our office is working on the new guide for community engagement and the guide was built after a series of listening sessions, and also survey of our community.

We had six listening sessions with communities that are mostly impacted by bias incidents or usually underrepresented in some services and the HRC had volunteers helping us support those listening sessions and also preparing recommendations after what we heard.

In terms of policy recommendations to Council, they worked on one recommendation last year.

It was submitted to this body in April, and that's the open recommendation.

OPEN stands for open for polyamory and ethical non-monogamy, family compositions, some people face barriers accessing housing sometimes because of their family composition, and I will let the Commissioners talk a little bit more about that later on.

And now, we transition to what the Commission is proposing.

>> Hello, everybody.

So first, let's talk about the composition of the Human Rights Commission this coming here.

We have our Council liaison, Jennifer Yeh.

We have Jamie Bowman serving chair, myself, Tri Ward as vice chair, returning members, Commissioner John Bradley, Commissioner Murphy, Commissioner Oommen, excited to welcome a number of new commissioners.

We have Commissioner Hamindra Kumar, Sara Connors, Leon Bote, Luna Chapman and Sarah Koski.

I don't know if a round of applause is a thing but I'll at least offer a golfer's clap.

What is the Human Rights Commission really do?

We're a Commission that's looking at human rights.

We're examining gaps in human rights, human rights services.

That is a very, very, very big mission.

It's huge.

So one of the beautiful things about this Commission is we are composed of 11 people that are passionate about this topic.

But it's only 11 people.

We really need more than that to accomplish these things.

And so much of this work, the bulk of the work that we do occurs in our working groups.

The beautiful thing about our work groups is that engagement with the community both in terms of membership but also just outreach and direct engagement is something that we can do in the work groups.

So we have a couple of work groups.

The one that you'll speak to right now is known as whole Eugene united, the objective to identify and implement strategies to enhance inclusion of underrepresented and underserved communities into the City of Eugene, local municipalities, educational institutions, healthcare networks, business community, and neighborhoods and to help deter or respond to hate, bias and discrimination, including but not limited to systemic and individual racism, queerphobia,

transphobia, antisemitism, Islamophobia and other religious hate and ableism.

The members of the HRC assigned to that work group for this coming year, Jamie Bowman, time, Vanitha Murthy, one of the co-chairs and Leon Bote and Sara Connors and community member, Rose Rubin serves as well.

Just to highlight the way that the HRC operates, we delegate, we build this work plan out and delegate these goals out to these work groups.

I wanted to highlight the ones that have been assigned to WECU specifically.

Community outreach and report access.

Engage underrepresented and underserved communities to encourage hate crimes and bias incident reporting, identified barriers to said reporting.

And address ongoing discrimination bias and hate crimes affecting community members.

We also want to look at identifying barriers to economic stability, enhancement of wealth creation within underrepresented or underserved communities.

Changing pages.

Number 11, conduct outreach, research legislative models for City Council and propose ideas for Council position representing indigenous communities who once resided in the Kalapuya Ilihi and this one, the last one naming and monument research and engagement is actually related to number two, came from number two.

Naming and monument research and engagement with Resolution 52-74 and existing efforts and engage the community on place and major street names and monuments that honor and glorify White supremacy.

>> Alright, so our second work group is the poverty work group.

The goal is to engage not only our Commissioners but also partners in the community around what it is that the houseless population needs, how they're being discriminated against, problems that they're running up against and impacting their own lives but also how the community is operating and really engage in advocacy efforts that help combat some of those things and bring people to a more cohesive understanding of what folks' rights are.

In a way that is uplifting and positive, how do we solve this problem that seems to be ongoing in the state of our current world where everything is so unaffordable and folks are finding themselves in this position more and more.

How do we make sure folks are in that position have their rights honored, are respected, are treated with dignity and how do we get our community to engage in that work in a way that is fulfilling and helpful and not exacerbating problems or furthering stereotypes around this population.

And how do we put ourselves in a position to be receptive to what this community needs instead of assuming that we know, and also how do we rebuild that trust back as an organization who is existing because of a city that feels like it's helping oppress this population and how do we differentiate ourselves so folks can tell us what we need, feel we're receptive and bring that to you all so you can do something about it.

Our current members of that group on our commission are John Bradley, Elena Oommen, Mahindra Kumar, Luna Chapman and Sarah Koski.

Highlights are legal protection and anti-criminalization advocacy, how do we help folks exist without being criminalized for that in whatever space we're in.

How do we make sure they know what their rights are, allowed to be, how to keep from being disturbed.

Public space enforcement, shelter access and

overnight resources, making sure folks are aware of the opportunities that are available to them, the resources that are available to them, how to access those things, how to be treated with dignity and respect, and then disaster and climate response readiness, what do we do with this population who is outside when these things are happening and doesn't have a safe place to be, doesn't have a warm place to be, doesn't necessarily have a trust of the systems that are in place.

How do we make sure those folks aren't left behind if things happen beyond our control and they need resources and help.

We are tongue-tied today.

The Advisory Group is just maintaining an introspective view of human rights in Eugene and stay on top of the climate, what it is we need to do, how are we responsive to you are our community and not get so bogged down in our work plan we're not being responsive, and how are we being proactive and coming together as

the work groups and the Commission and including you all in what's going on in the City of Eugene and how we make it better.

The makeup of that group is the two of us and also our chairs from our work groups.

Some of the actions of that, Tria had a great idea, ask the community what is it you'd like to see.

Novel idea, fascinating.

But things like public space, hygiene access came up a lot.

How do we make sure there are doors on the restrooms, making sure the places are safe in how do we make sure we have access to health supplies that we need, to menstrual products, to things that folks encounter and don't necessarily have the means to come up with themselves or would we just be useful and handy and prudent to have in some public spaces.

What are resources and awareness for people

fleeing violence.

As we know in the current state of our country, there are really legislation, there's legislation coming around all over that impacts the rights of certain individuals and there are people moving to safer places, like Eugene, like Oregon, where their rights are not legislated away, where they have access to health care or they have access to safety, and so as those things increase, we can anticipate that our population will increase because we are a safe place for folks if they have the means to escape where they currently are to come here.

How do we make sure those folks have a soft landing place and know of the resources available to them, how do we make sure we're being responsive to that.

Because it is happening.

What are we going to do about it?

And partnership development, like Tria said

there's 11 of us and Fabio and Melissa work so hard.

But it takes more of that.

We have a certain amount of our time question give away.

How are we bringing people in and getting them to realize why this work is important, why they should care about it, you have a stake in human rights as a human yourself, and making sure the partnerships are expanding and being built on and getting people invested in a proactive way instead of a reactive way.

>> This was just a summary presentation of highlights from the workplan.

We only have 17 items in the workplan, down from 36 in the previous one.

Commissioners heard your request for a simpler document, that is easier to track, easier for people to understand, and they also considered priorities

for the city in developing this.

They also had several conversations about how to align their work better with items coming up in the Council agenda.

So you could expect probably I'm not promising on their behalf but there was the intent that they shared at the retreat to have more recommendations and opinions coming from the HRC to City Council.

With that, we can answer questions about the report or the workplan and HRC overall.

Thank you.

>> MAYOR KNUDSON: Thank you, Jamie and Tria and Fabio for that presentation update.

I'm going to open the floor to Council discussion, but knowing that we have a motion and a few things to wrap up, Council, if we could start with two-minute rounds to make sure if there's a lot of people who want to have an opportunity to

interface, we have time for everyone to be able to ask their questions.

Councilor Groves?

>> GROVES: Thank you, Mayor and thank you for the presentation and bringing us up to date where we are.

Question I have, what are we doing or what is your advice for supporting the U of O students involved in Hillel this last week and some of the activities that went on around there?

My understanding is some of them were quite scared, and you know, feel bias against them as a Jewish people and religion.

And I'm wondering, what can we do or should we be doing from the HRC's perspective to help support these people?

They are not the Israeli government.

These are just students trying to go to school and

live a life.

>> I apologize.

Could you, what was the event that you mentioned?

>> GROVES: October 7th, Jewish Hillel of Oregon, they have a University of Oregon, I don't know if you call it a chapter, a section or whatever, but they're at 1059 Hilliard Street, and, yes, 1059 Hilliard Street and there were protesters, pro-Palestinian protesters that showed up to their religious event and many of them felt threatened and scared.

And if we're supporting all of our people, what is your advice for how we should be supporting these students?

>> I think that's really heavy.

As a person who is not Jewish, doesn't know what that life experience is like and has a really hard time seeing how pro-Palestine means anti-Jewish,

I think it's really important to parse those things apart and not continue to perpetuate the idea that when people say free Palestine or stop the genocide they're talking about real true things that are happening and of course they're not the responsibility of Jewish people as a whole, and it's unfortunate that folks who are Jewish are in a position to be receiving that, and I think parsing those things apart is really important and not lumping them together and continuing to say this does not mean this.

>> GROVES: Excuse me, when people show up and they're celebrating the slaughter of 1500 innocent civilians in front of people trying to have a memory and have a remembrance for the loss of life, that's what I'm getting at.

And I don't see that as parsing things out.

It would be helpful if you could be more informed of what's going on in our community.

>> Councilors, just providing information about the process that we use to bring things to the

attention of the Commission.

They are meeting in the coming week, so usually we start the meetings with a report, and it's one of the standing items is when you get the reports on hate crimes and from our office on situations have been reported and then they have a conversation, comment and decide on what to do.

This incident happened just in a few days.

I have not yet had a conversation with members of the Commission about how to address or how to respond to that incident.

Sometimes when things do happen, and we are made aware immediately, we can send like a message to our Commissioners, letting them know something is happening.

Those are sometimes triggered by as receiving a report if it's a criminal incident or receiving more information.

So I can confess that I only learned about those

incidence through local media just yesterday.

I wasn't aware of that happening the day it happened, and the Commission has not been formally informed of that, at least from our office.

>> GROVES: Well I would appreciate hearing back what you, after you discuss this, what you come up with.

Remember, the Commission serves at the pleasure of this Council.

You're appointed by us.

And part of your role is to help us work through issues like this, so that we can in fact support all members of our community.

>> Thank you, and after we have a discussion as a Council, we'll have a more formal thing to say.

There's only so much that I can say as a person here who hasn't discussed it with the rest of the Council and I do not speak for the rest of the

Council until and unless we have had that discussion.

I would love to follow up with you on that after we talk about it as a whole, and come up with something that is applicable and also in responsive to a community without assuming that we know what that community wants but also reaching out that community and saying how can we support you and make sure that you feel safe.

How does everybody get heard without stepping on each other.

>> GROVES: That's what I'm looking for.

It's how do we express to them what's the appropriate way, and --

>> MAYOR KNUDSON: Councilor Groves, I'll pause you so we can get to the rest of the queue unless you're wrapping up that comment.

>> GROVES: I was, but that's fine.

>> MAYOR KNUDSON: Thank you, Councilor.

I have Councilor Keating in the queue.

I wanted to offer an observation that I think one of the great challenges at this moment in time and one of the reasons why we rely on our Human Rights Commission for advising is because there's a lot that is happening in the world right now, a lot of different people and experiences, challenging, different people who feel and are experiencing harms and who are feeling the object of incredible discrimination and targeting, and I just wanted to underscore that it is not our expectation that the Human Rights Commission be operating as the on call continuously apprised touch point for our community in this work.

We need you to be able to be engaged with our Commissioners as you just described in process, to be able to give us good advice about how to navigate some of these very challenging conversations and moments.

Because there is a lot to navigate but we do want

to give you also the time to do your work and I just wanted to observe that, because there is a continuous expectation I think within our community that anyone in a position of engagement is constantly abreast of what has happened in the last hour or days and that's a really challenging circumstance to feel responsible to.

Just want to observe that broadly.

We will need the Commission's help in our work ahead.

Councilor Keating?

>> KEATING: Thank you, Mayor.

I was going to save this for items of interest.

On Friday a tended Chabad at the University of Oregon Hillel with other elected officials.

I'm not Jewish.

I'm Catholic but I attended to stand in solidarity, and make it very clear that the hate that's been, its ire that's been thrown to our student community, our Jewish community and our Jewish student community is unacceptable.

We talk about separating things out.

Separating the Netanyahu government from our local Jewish community, separating the Netanyahu government from our student Jewish community is paramount.

I don't expect the members of the Commission to be entirely abreast to the happenings of what's going on in the community at any given moment, but over the past several years, there have been a spike in flyering of hate speech that's antisemitic and grossly unacceptable, seemingly targeting Jewish community members in south Eugene.

I didn't see any of that in the policy recommendations or workgroup studies.

Asian communities in Eugene, in Lane County

have been targeted, and I didn't see any reference to that piece.

Here or in a time where there's significant political, social unrest, ICE agents running rampant through our community and antisemitism spiking at a local level, over the past few years, am I to understand that the one policy recommendation from HRC revolves around protecting polyamorous and consensual non-monogamous persons when it comes to housing?

Is that an accurate assessment?

>> It's a yes and.

This is a policy that was brought to you by an outside organization who wanted to get involved and spent many months with our work group coming one this policy.

We are constantly reacting to things that are happening in the community, largely responding to folks that approach us for help.

And if there is a different group that had approached us, there was a different policy that could have been proposed.

It's not -- like we're just sitting there conjuring up things we want to do. It's very community responsive.

This was something that had been moving across the country in other cities seemed very aligned.

We had somebody approach us.

That's why we took this up.

We didn't want to take this up and find a group and go about it that way.

So the way that our work groups were approached is can you help us?

We're interested in doing this.

It was a responsive situation.

Our language is kept broad in sewn behalf these for the specific reason that it is impossible to list out every group that is experiencing some form of discrimination, and so it's included in things like religious minorities and other oppressed groups and communities that are having these things happen to them.

It's by no means to exclude.

It's meant to be as open as possible, because we know that these things are happening all of the time.

And to make sure that we're not using language that would limit the scope of what we're doing, but rather leave that umbrella open so that more things can fit underneath it.

>> Councilor, let me just add some information to differentiate whether HRC provides a policy recommendation and when they address an issue.

Policy recommendation usually comes when there is something that is being requested to be added to the City of Eugene protections or a change to an existing policy of the city.

For the last year, that was the only request that they just get work done, was the discrimination, mostly because of the housing issues.

The conversations they have at the meetings, they touch on the talks of everything that is happening in the community, for example.

Last year one of the conversations was about a swastika that became visible in the neighborhood after some trees were removed.

HRC was involved with trying to discuss what to do.

We were in conversation with a Jewish Federation, to offer financial help to get that removed but the property owners did not want it removed.

When we checked where it was possible, we do not have a way to ask someone or prompt them to remove that.

So the conversations happened.

Usually in response to the report that we present to the Commission or when community groups come to the HRC meeting to report something that is happening and have a conversation with the Commissioners.

Not everything we discuss will become a recommending to City Council or to staff.

>> KEATING: Thank you.

I appreciate the clarification.

>> MAYOR KNUDSON: Councilor Yeh?

>> YEH: Thank you.

So first, I just want to thank all the Commission members.

I have not been on the Commission long but I have learned it is a very big and heavy job at times to be in charge of human rights for the entire city.

And the process that everyone went through to get this to this workplan.

I was very impressed with, because like you mentioned, there are a million things we could do as a Commission and narrowing that down to something that's reasonable is very difficult.

Especially when you have competing, you know, interests and you're trying to make sure everyone feels heard.

You all did an excellent job on this work plan.

I did want to, I'm glad Councilor Keating mentioned the recommendation.

I was wondering if you had something you wanted to add?

I know myself I've heard from many single, usually single mothers who have faced discrimination in housing and wondering if there was something you wanted to add about that policy that you recommended to us?

>> Yes, I think that's also good that you mentioned single mothers.

For most of my kids' lives I was a single mom and tried to rent a house with my cousin, also a single mom.

Got turned down.

They didn't want to rent to members who were not a married couple.

Not that family members get married but you know what I mean.

It's a protection that was brought to us for the organization on polyamory and non-Mooing into me.

It was not only those groups.

So far, there are not protections that protect people from being turned away, from being denied access for public accommodation, for housing for jobs.

These things are so important and as people are having to get more and more creative with how they're affording things, or realizing things about themselves, and stepping outside of a traditional norm, there should be a landing place for that.

There should be safety in that.

We don't get to dictate what other people do, but we should be concerned with whether or not those people are treated fairly and equally and have the same access that we all deserve.

And so that because we were approached by an organization who had passed this in several cities, most recently I think Seattle, it seemed in line with what this community stands for, and what we see

that folks are having to do in our communities, move in with their parents or cousin or find another single mom.

We need to make sure those people aren't denied access to things like housing because they're coming in a package that isn't expected.

>> In the packet sent to you, there are a number of statistics related to a study that OPEN had done.

I was actually surprised by these statistics.

Just to highlight some of the big ones that really stood out at me.

With respect to discrimination and stigma, something that really drove the point home for me, 39.8% reported within the last year experiencing some form of discrimination or stigma related to their relationship status as ethically non-monogamous.

60.9% reported discrimination or stigma within

their lifetime.

Speaking as somebody who is polyamorous myself I can't find that especially surprising.

When you mention the ward partners with an S some people raise an eyebrow and look at you strange.

I'm happy to say that here in Eugene I've lived here five years it's more normal here and accepted here than it was in the community that I moved here from.

There's still some work to do.

The thing that I would ask you all to consider is, those of you particularly that observe a monogamous lifestyle, could you imagine a situation in which you have to wonder whether bringing up your spouse or bringing up your partner could potentially be a barrier to your success in your career, could potentially be a factor in whether you're chosen for a promotion or not.

Could potentially be the tipping point as to whether you get a particular housing deal or not?

This is what this ordinance is meant to address.

It's meant to encodify the idea that one's relationship status, monogamous versus non--monogamous, living in a multigenerational household, whether you're single, regardless, these things should not be factors in these domains of life.

Whether you are polyamorous or not should not be a barrier to your access to medical care, to public services.

That's essentially what this proposal is meant to do.

>> As a woman who married to another woman, all of my kids are older than my right to get legally married in this country, and so that is the things that I'm thinking of is it wasn't so long ago that families like mine were discriminated against.

And so if we can see the progress and that that actually hasn't been the downfall of society as was predicted, with can he safely assume that allowing people in different structured relationships or people who live with other family members is also not going to do that.

If we make sure everybody has access to safety and security, a home, or are we saying no, some of you don't deserve that.

>> One last point as well.

When you look at the packet, something that has been very important in our process for building this proposal and really in everything that we have done on the Human Rights Commission since I joined is connecting to the community.

It's not just coming up with the ideas and proposals an 11-member body.

It's going out and soliciting feedback from other people.

At the very last section of that packet that has been sent to you, contains testimonials from members of the community, people that we reached out to and asked what would this mean to you?

Why does this matter?

What are your fears and challenges in life? Take a look at.

It's very important.

>> YEH: Thank you.

I appreciate your sharing perspectives and information from the Commission.

I'm going to be putting out a work session poll about this, so if enough Councilors are interested, we could have an opportunity to address it.

It was sent to us in 2024, so it has been a little, is that a typo maybe?

Oh, thank goodness.

>> Typo.

>> YEH: It's better, not worse, right?

>> 2026.

>> YEH: Okay.

When I saw that, I was like oh, no, we're so behind.

Okay, so 2026, that's better.

We still need to be responsive.

If we're asking for more representations we need to be responsive to the ones we have.

If we disagree that's still a response and that's okay but I'm sure you all would appreciate getting feedback from the work you do.

I just want to add really quickly, I'm on the Police Commission and we have two Councilors on that Commission.

There is a lot of work going on at the HRC and something we should consider having multiple Councilors on the Commission so they can also go to the different work groups.

That's a lot of hours and it just might be something we might want to consider moving forward.

Thank you.

>> MAYOR KNUDSON: Councilor Kashinsky?

>> KASHINSKY: Thank you.

And thank you for all the work you do for the community and to the other members of the Commission as well.

While I am not a liaison to this Commission, I know that the amount of time and effort our

volunteer boards and commission members put in is substantial and the work that you're doing is very important.

So I just wanted to say thank you for your service and to pass that on to your fellow Human Rights Commissioners.

I also wanted to talk a little bit about the recommendation you sent us, I think we got it shortly before we went on break.

I remember reading it.

I just don't remember exactly when I read it.

So it was after 2004 though.

So I think one of the things that's interesting was some of the recommendations, is that a the love times we will get recommendations and even if we don't actually do the thing, the specific thing that's in the recommendation, the recommendation itself can be very helpful in informing other actions.

One of the things I remember thinking about reading this one was the action the City took a few years ago when we were updating our zoning code, and that was to change the terminology surrounding housing units from single-family units to be single units.

And to adjust and change the definition of family, which used to require like a certain number of, you know, relation by blood and marriage.

You couldn't have more than X number of people who weren't in a unit.

And so when I think about how even if like this particular piece of legislation doesn't get passed, hearing the stories from the members of community who are experiencing that can help us inform how we approach other issues in a way that's responsive to that need.

So thank you for sending that on.

>> MAYOR KNUDSON: Thank you, Council.

Seeing no other requests for discussion, I will now tush to the Council President to put a motion forward.

>> Thank you, Mayor.

If I might add a few comments myself before I put the motion on the table.

Thank you so much for your work plan.

Thank you for narrowing down your goals and objectives a little bit for us.

I hope that that is helpful for you all as well, as you analyze your scope and what you can reasonably accomplish throughout the year.

I was the liaison for a couple of years and really appreciated the deep knowledge and expertise and all of the work that goes into not just the Commission but those work groups you all put so much effort into those and like you said, that's where kind of the bulk of that work ends up.

I want to just thank you, Councilor Groves, for exuding your passion about that event and I'm in no way going to condone anything that happened there.

I do want to say the frustration to our HRC members was a bit out of place.

We have protests all across our community, all across our nation that do get dangerous and they do get very, very scary.

I myself have been in queer spaces as a queer person with my small children and have been very scared in those moments when protesters acted in dangerous ways.

But it's very, very nuanced and it's not something that we're going to solve at an HRC level or even a Council level.

This is first amendment right stuff that is really, really tough to approach.

And so I think we all need to also make sure that

our expectations for what these amazing volunteers can do are reasonable.

Thank you again, and I look forward to the next year's update and with that I'll put a motion on the table.

I move to approve the proposed 2026 to 2028 workplan as presented.

>> YEH: Second.

>> MAYOR KNUDSON: Any further discussion from Council?

Seeing none.

Oh, sorry, Councilor Evans?

>> EVANS: I am just raising my hand in support of the motion.

>> MAYOR KNUDSON: Thank you, Councilor.

Any discussion?

Councilor Groves?

>> GROVES: I want to quickly say all I was asking for was advice on how we should be responding to this.

No more, no less.

I'm against hate directed to any group in our community.

It's just this is the most recent one that received some pretty hateful comments directed towards them, when they have no responsibility for what a government in another country is doing.

Thank you.

>> MAYOR KNUDSON: Discussion?

>> Point of clarification.

The motion to accept the work, the workplan and report doesn't necessarily sign off on the policy

recommendation.

We're waiting for a work session poll from our liaison, Councilor Yeh, on that matter.

Is that an accurate, just the workplan?

>> MAYOR KNUDSON: Yes.

>> KEATING: Secondly, point of personal privilege, I want to thumbs up Councilor Yeh's comment about seeking additional Council support to help the breadth of work is tremendous, and I do want to appreciate the Human Rights Commission scaling down those priority items from an unwieldy 30 to 40 down to 17.

Everyone with the exception of the Vice Chair served as a liaison at one point or another to the Human Rights Commission.

Thank you for the work January plan and I'll be supporting the motion.

I wanted to clarify the piece about the pending work session poll.

Thank you.

>> MAYOR KNUDSON: Thank you.

Council will take a vote.

All in favor, please raise your hand.

I see Councilor Evans hand raised and the motion passes 7-0.

Thank you all very much.

I will add my appreciations to our Human Rights Commission, Chair and Vice Chair and all of our Commissioners for their service.

It is very appreciated.

With that, that's our last agenda item and this meeting today and I now close the October 12th, 2026 City Council Work Session.

We are adjourned.