



Eugene City Council

125 E. 8th Ave., 2nd Floor
Eugene, OR 97401-2793
541-682-5010 • 541-682-5414 Fax
www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

January 11, 2021

5:30 p.m. CITY COUNCIL WORK SESSION

Due to Governor Brown's Stay Home, Save Lives Executive Order to combat the spread of Covid-19, this meeting will be held remotely using virtual meeting technology. Information about online or other options for access and participation will be available at <https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials>

**Meeting of January 11, 2021;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Emily Semple
Mike Clark
Randy Groves
Matt Keating

Jennifer Yeh
Greg Evans
Claire Syrett
Alan Zelenka

5:30 p.m. CITY COUNCIL WORK SESSION

- 1. WORK SESSION: Equity in Community Engagement, Policy Development and Policy Delivery**
- 2. WORK SESSION: Annual Report From Police Commission**

For the hearing impaired, an interpreter can be provided with 48 hours' notice prior to the meeting. Spanish-language interpretation will also be provided with 48 hours' notice. To arrange for these services, contact the receptionist at 541-682-5010. City Council meetings are telecast live on Metro Television, Comcast channel 21, and rebroadcast later in the week.

El consejo de la Ciudad de Eugene agradece su interés en estos asuntos de la agenda. El lugar de la reunión tiene acceso para sillas de ruedas. Se puede proveer a un intérprete para las personas con discapacidad auditiva si avisa con 48 horas de anticipación. También se puede proveer interpretación para español si avisa con 48 horas de anticipación. Para reservar estos servicios llame al 541-682-5010. Las reuniones del consejo de la ciudad se transmiten en vivo por Metro Television, Canal 21 de Comcast y son retransmitidas durante la semana.

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or visit us online at www.eugene-or.gov.

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Equity in Community Engagement, Policy Development and Policy Delivery

Meeting Date: January 11, 2021
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Michael Kinnison
Contact Telephone Number: 541-682-5500

ISSUE STATEMENT

In July of 2020, Council passed a work session poll asking for a report on current and planned equity initiatives within the City organization including outreach and engagement with Black, Indigenous, People of Color (BIPOC) and other marginalized communities. In addition, Council expressed interest in hearing about how it could support and enhance this work, ways to improve information sharing, and opportunities for Council to get more involved. This work session is for informational purposes and no action is proposed at this time.

BACKGROUND

The City's community engagement practices impact the development and implementation of policy. Historically, many communities have not been served by their governments, and governments have been the tool to implement oppression and construct barriers to access. This has created long standing institutional disadvantages for some that are still integrated in the functions of government and who it serves. The City of Eugene is no exception. The path to breaking down those barriers is to offer platforms to marginalized voices that meet them where they are and then to intentionally make changes in policy and practices to better support the whole community.

The City of Eugene has been laying a foundation for this work for many years. In alignment with City Council's goal of creating a safe and welcoming community for all, Council has adopted Ordinances and Resolutions that demonstrate this commitment, including:

- Human Rights Code, EC 4.613 - 4.655 (1971, amended 2014)
- Resolution 5073 (2012) Support of a Statement of Principles for Immigrant Integration
- Resolution 5142 (2015) Urgency of the Housing and Homelessness Crisis
- Resolution 5148 (2016) Second Monday of October as Indigenous Peoples' Day
- Resolution 5150 (2016) Oregon Convention on Elimination of all Forms of Discrimination against Women
- Resolution 5154 (2016) Commitment in Protecting Refugees
- Resolution 5174 (2016) Commitment to Being a Welcoming, Inclusive and Safe Community for Everyone

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- Ordinance No. 20579 (2017) Protections for Individuals
- Resolution No. 5190 (2017) Opposition to Anti-Semitic Hate and Bias Crimes
- Resolution No. 5274 (2019) Condemning White Nationalism and Alt Right Activities and Groups

City staff have implemented programs, services and policies in alignment with Council's action and stated goals over decades. The City has a longstanding commitment to advancing human rights and equity through formal programs and initiatives such as the Human Rights Commission and the tracking and reporting on hate and bias activity in our community.

Additionally, strategic plans (Diversity and Equity Strategic Plan or DESP, for example) have been developed and frameworks created (Triple Bottom Line or TBL) to advance diversity and inclusion efforts across the organization and align staff's work with organizational priorities. In recent years, the development of "equity lenses" has continued to advance the city's work. One notable example of this is the equity tool that was developed through the Equity Panel that reviewed and provided direction for the Climate Action Plan. Inequities that have been exacerbated by the pandemic and highlighted by the killing of George Floyd have continued to bring the need for this work front and center.

Success in advancing equity initiatives is rooted in the city's ability to build trust and confidence through genuine relationships with community leaders, community members and partner organizations. This requires foundational work that includes an understanding of historic treatment of marginalized communities, systemic and institutional barriers and an awareness of one's own biases. Many trainings have been developed to increase staff awareness and skill in these areas, most notably the Belonging Training series, the City's baseline DEI training for all City of Eugene employees.

More informed and skilled public servants allow the City to better integrate the experience and expertise of a broader range of perspectives and community needs into City engagement process and plans. For example:

- In 2015-17 staff focused efforts on hearing from the city's Latino/a communities on planning for the Parks & Recreation Systems Plan. That engagement has led to better access to the City's parks and recreation programs, as well as better understanding regarding language access and how to make all City services more accessible to monolingual Spanish speakers.
- Outreach to the local Black communities to document history has led to the inclusion of important stories in the new River Front Park.
- Most recently, Council directed staff to create processes to gather input from marginalized communities on police policy and the community safety system.

These projects are examples of City-led processes to infuse voices of marginalized communities into City projects, planning and services that would not historically be included. Attachment A includes a listing of programs and policies that are furthering Diversity, Equity and Inclusion (DEI) work across the organization.

While progress has been made, the City still has room to grow as an organization to consistently include more voices and achieve equitable outcomes in its policies, processes and services. These opportunities include:

- Staff development and cross-departmental coordination. Continuing to grow the capacity of staff to carry this work in each department and improve coordination will maximize the effectiveness and efficiency of these efforts.
- Centralizing policies and practices to promote a systematized approach across the organization. Consistency will help to build community trust.
- Aligning resources and timelines to support the implementation of DEI initiatives and engagement efforts. Efforts can be more successful when resources and timelines correspond with stated goals and initiatives.
- Developing ongoing relationships rather than transactional processes. Patience, openness and curiosity as well as responsiveness are essential to establishing and maintaining healthy relationships with marginalized communities.

Council plays a critical role in furthering diversity, equity and inclusion efforts in the organization and community. By using its collective voice through resolutions and visioning work, Council clearly communicates equity as a priority value for the Eugene community. Providing opportunities to learn about the work through forums such as this work session and supporting equity-based programs and policies is critical to the organization's success. Additionally, Council's direct engagement with marginalized community members outside of the Council chamber can also have a positive impact. Building relationships and engaging in ongoing conversations can help councilors to better understand marginalized perspectives and issues and consider them in policy action.

ATTACHMENTS

A. Equity Programs and Policies at City of Eugene

FOR MORE INFORMATION

Contact: Michael Kinnison
Telephone: 541-682-5500
Staff E-Mail: MKinnison@eugene-or.gov

Equity Programs and Policies at City of Eugene

Program	Description	Status	Department Lead
Internal Focus			
Workforce Equity and Employee Wellbeing	<p>Total Worker Health (TWH) is our North Star. We focus our work around improving and sustaining worker safety, health and wellbeing. Our approach is to protect and promote worker well-being by taking a wholistic view prioritizing health at work, home and in community life. Equity and belonging are central to successfully supporting TWH.</p> <p>Human Resources Process Review and Revisions: The Employee Resource Center is undergoing an internal review of existing practices and protocols as they relate to the employee experience at the City of Eugene. Processes currently being reviewed to align with evidence-based practices to advance workforce equity include: Recruitment and Selection Processes, Employee Relations and Investigations, Employee Assistance Programs, Retention, Promotion and Organizational Policies.</p> <p>Diversifying hiring panels: Community members are invited to participate in community panels for positions that have strong interaction with the groups those community members represent. Diverse search panels are a proven method to increasing hiring rates for people of color.</p> <p>Employee Assistance Program by and for BIPOC and LGBTQ practitioners: MTR Therapy is a wellness service provider for people who identify as Lesbian, Gay, Bisexual, Trans, Queer, plus (LGBTQ+), People of Color (POC), and Allies. MTR Therapy delivers wellness services by people who reflect the communities they serve. MTR offers counseling, health and life coaching, mentoring and drop in services. These services are accessible to employees, eligible family members and members of employee's households.</p> <p>Emergency Management ICS Equity Chief: Established an Equity Officer in the Emergency Operations Plan and Emergency Operations Center for future activations based on learnings from the COVID 19 response.</p> <p>Bilingual Pay Policy APM 7.5:</p>	Ongoing	Central Services

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	<p>The bilingual pay benefit is designed to compensate employees up to 5% of their base salary that are in positions that demonstrate regular use of a language other than English that is relevant to the scope of work. Exploration is ongoing of how these employees' skills can be best used by the organization.</p> <p>Policy Review: Developing an Equity Lens for future policy development and review.</p> <p>Training Programs Content Review and Development: HRNI and Employee Resources Center staff partner to review content of training programs to make sure that those trainings support Eugene's vision for a welcoming and safe community for all. They are also coordinating new content to supplement existing equity-related training offerings. This partnership will allow us to maximize training offerings by ensuring alignment with the city's commitment to fostering belonging and supporting a more inclusive and respectful work environment. Recent examples of new equity related trainings include, Curiosity Keepers, Equity in Online Meetings, Equity vs Equality, Racism and History of Oregon and Upstander Bystander Intervention.</p>		
Core Competencies	<p>The City has adopted 6 competencies that reflect core values of the organization and the type of work culture we strive to achieve. The competencies form a framework that is used to support staff in their personal growth and development in the organization. The competency <i>Respectful & Inclusive Work Environment</i> means that we as a team, and employees as an individual, take the time to appreciate, understand and learn from the diversity of our teammates. Respect is promoted by valuing the feelings and perspectives of others with whom we work. Inclusion is promoted by seeking out a wide range of voices, and ensuring that everyone feels seen, heard and validated. By making each other feel respected, and including each other in conversations, projects and teams, we are all better able to contribute to a collaborative, creative and engaged work environment.</p>	Ongoing	All departments
Belonging Trainings	<p>Belonging is the City's baseline diversity, equity, and inclusion training aimed at supporting City of Eugene staff to promote a sense of belonging in our organization and in the community.</p> <p>The training consists of three modules: Two modules of baseline training for all employees (Inclusive Public Service and Respectful Work Environment) and a third module for supervisors.</p>	Ongoing	Central Services

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	Current priority is on enrolling all COE employees in the first two modules. A modified version was delivered to neighborhood associations and members of boards and commissions on two occasions in December. Staff are currently exploring options to expand the reach of the training for other agency partners in 2021.		
Inclusive Public Participation Guidelines and Training	The Public Participation Guidelines have been updated and trainings have been developed for staff, boards and commissions and neighborhood associations.	Ongoing	Central Services
Biased-based Policing Training	<p>The Eugene Police Department has taken steps to proactively address the issue of biased-based policing:</p> <p>In 2006 EPD became the first police agency in Oregon to train its entire police force in the topic of biased based policing using the nationally-recognized curriculum known as Perspectives in Profiling. In 2012, this training became a regular part of the EPD training curriculum so that all officers receive the content. This was coupled with training to gather data on stops for a new records management system designed to collect demographic data related to police contacts.</p> <p>In 2015, professor Erik Girvan from the UO School of Law provided implicit bias training to all sworn officers and several support staff including community service officers, crime prevention specialists and volunteers.</p> <p>In 2019, the Oregon Criminal Justice Commission reviewed EPD's data and found no evidence the Department conducts traffic or pedestrian stops, enforcement actions, searches, or arrests in disparate proportions for black or Hispanic populations. https://www.oregon.gov/cjc/Pages/default.aspx</p>	Ongoing	Police
De-escalation and Crisis Intervention Training	<p>All EPD officers receive de-escalation training designed to reduce the need to use force, recognize the sanctity of life, protect officers from harm, reduce injuries to subjects and build community trust. Eugene Police De-escalation Policy: https://www.eugeneor.gov/ArchiveCenter/ViewFile/Item/5165</p> <p>Crisis Intervention Team (CIT) – Officers receive 40-hours of training to increase the ability to resolve police encounters with people who have mental illnesses safely and when</p>	Ongoing	Police

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	appropriate, link them to mental health support and services that reduce the chances for future interactions with the criminal justice system. Officers work in conjunction with trained dispatchers, CAHOOTS and mental health providers.		
CREE (Coaching for Educational Equity) – Residential Equity Program	City of Eugene staff from various departments have attended this 5-day residential seminar that helps participants depart from business as usual to reflect upon what it means to take up equity work in a thoughtful and proactive manner. Approximately 15 employees have completed the program.	Ongoing	Central Services
Library Training on Evaluating, Auditing, and Diversifying collections	A training that explores key concepts essential to cultivating and promoting inclusive and equitable collections in libraries. The course covers a wide range of topics, helping teach librarians how to evaluate books and media through an inclusive lens that includes the experiences of LGBTQIA people, people of color, and ethnic, cultural, religious minorities, and more. The training will support an evaluation of our existing collection to better understand how diverse our collection is and where we can improve our collection to be more diverse.	In Process	Library, Recreation & Cultural Services
Racial equity and anti-racism resource lists	Create resource list of items the library has on the topics of black awareness, racism, racial justice and equity for COE staff. This includes items in our physical collection as well as available digitally.	Ongoing	Library, Recreation & Cultural Services
Interrupting harassment and hate incidents in LRCS managed facilities	All LRCS Regular staff and primary Temporary staff will receive the Hollaback Bystander Intervention Training designed to interrupt racial harassment and hate activity and Conflict De-escalation training. HRNI Equity staff are exploring how to expand the reach of this initiative by incorporating content into the Curiosity Keepers and Upstander Bystander Intervention trainings available to all staff.	Ongoing	Library, Recreation & Cultural Services; Central Services
Racial Equity Literacy Kit	<p>The goal of this initiative is to build the Community Development division's awareness and understanding of racial inequity so that we can learn to apply a racial equity lens to our work and utilize our programs to improve outcomes for all racial and marginalized groups within our organization and the communities we serve.</p> <p>Staff will be paired with a partner for 3 months, which is the time it takes to go through one module and its three focus areas. The 3-month Modules are: Systemic Racism, Profession-Specific, and Inner-Self.</p>	Ongoing	Planning & Development

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	The literacy kit will include several types of resources for each module focus area. There will be videos, articles, podcasts, etc. and everyone may choose which resources they would like to engage in.		
GARE (Government Alliance on Race and Equity) Training Cohort	The Government Alliance on Race and Equity is a national network of government working to achieve racial equity and advance opportunities for all. Representatives from all COE departments joined the 2019-2020 GARE Pacific Northwest Learning Cohort and spent a year receiving training on how to promote racial equity. The group will provide recommendations the City can use to increase recruitment, promotion, and retention of people of color.	Training cohort completed. Work plan under development	Central Services
Triple Bottom Line (TBL)	<p>The Triple Bottom Line is framework designed to help us think about and explore the environmental, equity and economic impacts, benefits and trade-offs of our decisions. An interdepartmental staff group meets every other month to discuss cross-divisional TBL issues.</p> <p>Recently, two Planning Division projects have utilized an external TBL Sounding Board--Urban Reserves and the River Road-Santa Clara Neighborhood Plan.</p>	Ongoing	Central Services; Planning & Development
Strategic Race and Equity Advisors	Two teams, one focused on internal facing work and one focused on work with community, with the purpose of elevating race and equity work to the highest level and directly advising the City Manager and the Executive Team on ways to authentically and honestly grow a culture of equity, inclusion and belonging through policies/education/actions.	In process	Executives
Recreation Racial Equity Team	<p>The LRCS Racial Equity Team seeks to increase Recreation Division's cultural responsiveness to needs of BIPOC community and align the actions with LRCS Equity and Human Rights Board & HRNI City Wide Initiatives. Activities include:</p> <ul style="list-style-type: none"> • Racial Equity Training focused on addressing any internal systemic racism practices that are identified. • Indigenous Peoples Land Acknowledgement at special events • Building relationships with BIPOC Community • Access and Inclusion / Registration Scholarships • Application of racial equity lens to Staff Hiring & Development, • Marketing & Communication and Policies and Procedures 	Ongoing	Library, Recreation & Cultural Services
Basic Life Support Technician Program	In recognition that process to become a paramedic and fire fighter presented barriers to some members of our community, Eugene Springfield Fire developed the Basic Life Support Technician program which allows easier access by limiting education and certifications necessary to develop a career in the fire services.	Ongoing	Eugene-Springfield Fire

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Program	Description	Status	Department Lead
External Focus			
Ad Hoc Committee on Police Policy	Eugene City Council created the Ad Hoc Police Policy Committee to review current police policies and make recommendations to the City Council for changes and improvements. The committee will focus on topics synthesized from the work of Campaign Zero and 21st Century Policing . The Ad Hoc Committee is charged with preparing and submitting a report to the City Council recommending policy changes to current police policy by March 31, 2021.	Ongoing	Central Services
Community Safety Initiative – Engagement Process	The killing of George Floyd and other people of color and the disparate impacts our justice system has on people of color has highlighted the need to reflect marginalized voices in decisions involving community safety. Eugene City Council recognized this and directed the City Manager to convene communities of color for input on changes or additions to the Community Safety Initiative (CSI). Input will be solicited through viewing of a webinar, focus group conversations and a survey.	Ongoing	Central Services
Tribal Intergovernmental Relations Work	City of Eugene is initiating a process to create, facilitate, and build intergovernmental relationships between Tribal leadership and City leadership. Outcomes will include the development of an understanding on how Native communities’ and Tribal governments’ would like to participate and give input regarding City processes, projects and a culturally appropriate Land Acknowledgement process for the City of Eugene to use for future land acknowledgements.	In process	Central Services
Equity Panels	National research and local experience show that the impacts of climate change tend to disproportionately impact marginalized communities. An Equity Panel was convened in order to capture and elevate the concerns of marginalized communities as they relate to the CAP2.0. Staff are in the process of creating another Equity Panel that would be an ongoing resource available to departments and provide community expertise applying an equity lens to City programs or initiatives.	CAP 2.0 Equity Panel – complete	Central Services
Transportation Equity Working Groups	Learning and conversation groups prioritizing Transportation actions and work planning that center equitable community engagement efforts, transportation infrastructure, and leadership/interdepartmental efforts.	Ongoing	Public Works
Human Rights Commission and work groups	The City of Eugene Human Rights Commission (HRC) is tasked with advising City Council and staff on human rights policy. The commission has created work groups focused on identifying	Ongoing	Central Services

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	and addressing needs of marginalized communities. HRC and workgroup meetings are open to the public.		
Equitable Mobility Collaboration	Collaborating with NAACP & Beyond Toxics through USDN workshops. Focus on equitable outcomes and implementation related to climate and transportation work.	Ongoing	Public Works
Middle Housing	<p>House Bill 2001 passed in 2019, requiring cities to expand the types of housing allowed across historically single-family areas. Planning is approaching the implementation work with a focus on equity and inclusion.</p> <p><u>Healthy Democracy</u> The City is partnering with this nonprofit nonpartisan group to run a Planning Review Panel that is made up of randomly selected people from all parts of the community. The group is balanced by seven different demographic factors, is compensated for their time, and will be participating in intensive learning and deliberation sessions to prepare recommendations on HB 2001 implementation for staff.</p> <p><u>Equity RoundTable</u> Organizations doing equity-based work were invited to participate in an Equity RoundTable to specifically discuss the housing issues affecting excluded and underrepresented groups in Eugene. Organizations are being compensated for their participation with a small sponsorship.</p>	In process	Planning & Development
Shelter Siting Focus Groups	Staff assembled a group of unhoused individuals to provide feedback on 2 proposed sites for the 75 bed low-barrier shelter/navigation center	Complete	Central Services
Day Resource Center outreach to unhoused individuals	Staff trained and provided stipends to unhoused individuals who partnered with Recreation Staff to conduct intercept interviews with 300+ unhoused individuals to identify preferred features in a Day Center	Complete	Central Services
Cultural Expression in Public Spaces	Cultural Services has hired The Felt Hat, a Portland based design firm, to create a cultural map and narrative of downtown Eugene with a focus on the Park Blocks, Farmers Market, 8 th Avenue and Downtown Riverfront. This map identifies stories of historical, cultural and environmental significance that includes historically marginalized communities and creates a design framework to incorporate these stories into the downtown public spaces. City of Eugene staff gathered an informal Cultural Expression Group made up of residents of color to collaborate and review the Felt Hat's work. Staff will be looking to implement the designs in future public projects in downtown Eugene.	In process	Library, Recreation & Cultural Services; Planning & Development

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Storytelling at Downtown Riverfront Park	Parks Planning partnered with HRNI staff to reach out to our African American communities to help tell the “Across the Bridge” community story. Many African American families had no option but to settle outside the city limits, “Across the Bridge” (now Alton Baker Park) when they came here to fill jobs during wartime. Their homes were destroyed and families displaced with the reconstruction of the Ferry Street Bridge in 1950. A piece of functional art in the new park will tell this important story.	Complete	Public Works; Central Services
Farmers Market, Park Blocks and City Hall Planning and Design	Over several months, Community Development and the design team hosted public engagement events to involve the entire community on the design for the Park Blocks, Farmers Market and future City Hall. The process included a survey to gather opinions on cultural diversity to create a public space that is safe and inclusive for peoples of varying cultural backgrounds as well as public events that looked to make the public process more accessible and exciting. Public process fed directly into the Cultural Expression in Public Space process.	Complete	Planning & Development
Latino/a Engagement and Parks and Recreation System Planning	Focused outreach to Latino/a community members to understand barriers to usage of Parks and Recreation facilities. Hands-on design workshops and focus groups resulted in tailored recommendations in several service areas.	Engagement complete, results still guiding internal practices	Central Services; Public Works; Library, Recreation & Cultural Services
Mattie Reynolds Park and MLK Jr Park community engagement process	Both bond-funded projects are scheduled to begin community engagement in 2021. BIPOC focused engagement has yet to be designed but outcomes may identify public art opportunities and interpretive story-telling opportunities at these two parks as well as others in the system (i.e. Alton Baker Park and Skinner Butte Park)	Upcoming: 2021	Public Works
Downtown Riverfront Street Naming	In 2019, the City asked the community to help name three new streets on the Downtown Riverfront site. After an engaging process that generated more than 1,100 ideas from community members, Mayor Vinis revealed the final street names: Annie Mims Lane, Nak-nak Avenue, and Wiley Griffon Way.	Complete	Planning & Development; Central Services
Striker Field Renaming	Public process to rename Striker Field Park included reaching out to BIPOC community members to nominate and vet suggested names.	In process	Public Works
Trainings and Support for Neighborhood Associations	HRNI staff offers support and training to neighborhood associations to increase their capacity to engage with their neighbors and promote equitable processes. Examples include the Belonging training, a series of facilitated discussions on racism for the ABC neighborhood and inclusive outreach and language access consultation.	Ongoing	Central Services

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Community and Neighborhood Matching Grants	In 2019 the program title was expanded to Community and Neighborhood Matching Grants to encourage more community members see their projects as potentially eligible for funding. A number of recent projects focused on equity and inclusion: <ul style="list-style-type: none"> • Community workshops titled Six Conversations About Race, Culture and Equity • Murals honoring Wiley Griffin and Dr. Edwin Coleman, • Huerta de la Familia worked with the Active Bethel Citizens to enhance the accessibility to their family garden project 	Ongoing	Central Services
Rights Assistance Program	The Human Rights and Neighborhood Involvement Office is responsible for fielding discrimination complaints related to housing, employment, public access (including accessibility requests and grievances), and City contracts that occur within the City of Eugene. Examples of services offered through the Rights Assistance Program (RAP) are assistance accessing services, events, and facilities in the City of Eugene, providing referrals to appropriate resources, ensuring access to appeal and grievance processes, and facilitating informal conflict resolution.	Ongoing	Central Services
Diversifying membership on Boards and Commission	Staff have worked with various commissions to intentionally recruit diverse applicant pools and make recommendations on appointments that provide for a diverse membership on boards and commissions. Ultimately, City Council chooses from the pool that staff puts forward.	Ongoing	varies
Engineering, Equity & Access Coordinator	Position created to advise and lead equity related work for Public Works Engineering Division. Part of core team for Belonging and other City-wide equity trainings.	Filled	Public Works
Community Engagement Coordinator	Bilingual/Bicultural staff position created in the Police Auditor's Office.	Filled	Central Services
Multicultural Liaison	This newly created position was advocated for by Human Rights Commission and supported by the <i>Marginalized Voices</i> report completed in 2018. This position increases organization's ability to connect with multi-cultural and marginalized communities. It was filled in 2019 and is currently helping lead the AdHoc Committee on Police Policy process.	Filled	Central Services
Institutionalizing Language Access Practice	Includes language access and community outreach best practices and departmental consulting; maintenance of translation and interpretation contract services list; development and maintenance of Spanish pages on the City website, pilot of the Language & Cultural Liaison Program; La E-Kiss programming coordination; development of an intra-City online resource.	Ongoing	Central Services
Spanish Language Public Safety Forum	Eugene Police Auditor's Office, HRNI, EPD and local school districts partnered to offer public safety forums for our Spanish-speaking communities. The forums provide access to	Ongoing - Held 2x/yr	Central Services;

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	information in Spanish and a chance for attendees to interact with public safety personnel and local support services related to law enforcement, hate/discrimination, sexual assault, mental health, and much more.		Police
City Website - Spanish language landing page and marketing	Created a Spanish language landing page with links to all pages that have been manually translated. Created homepage icon that directs to that page. Includes screening criteria pages must meet to be listed. Continuing to work on prioritizing and providing resources to City departments to incentivize website translations. Through the La E-Kiss grant, that directs to our Spanish landing page, visits have increased 84%.	Ongoing	Central Services
City Spanish Facebook Programming with La E-Kiss	This grant project is to provide critical inform to our mono-lingual Spanish speaking community on recovery issues as well as other critical City programs and services. This is being done with La E-Kiss Facebook station (over 8k followers in our local area) news productions called Aqui en la Ciudad (Here in the City). These informational productions get a variety of City information out to community and additionally interactive La E-Kiss productions gather input on important topics such as recovery needs, small business sustainability support, public safety. The productions were used to get emergency information out in Spanish on COVID, fires and curfews. The Aqui en la Ciudad (Here in the City) program airs weekly, Monday nights at 6pm. Staff is exploring continuation of the program after the grant funding ends in February 2020.	In process; Ends February 2020; Looking for ongoing support	Central Services
Spanish Translation of Library Notices	Patrons now have option of receiving Library Notices in Spanish.	Ongoing	Library, Recreation & Cultural Services
Spanish language Fix it Fairs	The City of Eugene has partnered with the ToolBox Project, Eugene's tool lending library, to continue hosting Fix-It Fairs , events that invite the community to get items repaired at no cost. An additional partnership with La E-Kiss has allowed Fix-It-Fairs to serve our Spanish-speaking community.	Ongoing	Planning & Development
Paso a Paso	Paso a Paso at Eugene Municipal court is offered to help people through the court process who speak Spanish as their primary language. Defendants are greeted by a Spanish-speaking advocate (PDD employee Karina Fon). Spanish language videos which explain the court processes are shown. A Spanish interpreter provides language services in the courtroom throughout the court process. The interpreter and advocate assist each defendant through the remainder of the court process – translating forms, explaining court process, outlining options, and providing information.	Ongoing – 2 nd Thursday of each month- On hold due to COVID	Planning & Development

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CAHOOTS (Crisis Assistance Helping Out On The Streets)	CAHOOTS is a mobile crisis intervention program staffed by White Bird Clinic personnel using City of Eugene vehicles. This relationship has been in place for nearly 30 years and is well embedded in the community. CAHOOTS provides support for EPD personnel by taking on many of the social service style calls for service to include crisis counseling. CAHOOTS is dispatched on EPD's service channel and calls are triaged through the Central Lane Communication Center. Each van is staffed with a medic (nurse or EMT) and an experienced crisis worker.	Ongoing	Police
Hate and Bias Tracking, Prevention and Response	In coordination with EPD, HRNI produces an annual Hate and Bias Report . A Hate & Bias Prevention and Response Toolkit has been developed to increase prevention awareness and coordinate response to hate activity through community support. A training series has also been developed, portions of which have been incorporated into the curriculum for a Leadership and Social Change course at UO's PPPM program. This training series was being offered to the public pre-pandemic and was the basis of the Belonging training development.	Ongoing	Central Services; Police
EPD liaisons to marginalized communities	Eugene Police has appointed detective liaisons for the communities that are targets of hate and discrimination. EPD liaisons are being introduced to community leaders and will help increase trust between our various communities and EPD officers.	Ongoing; on hold due to COVID	Police
The Evolve Experience	<i>Evolve</i> is a new performance experience that explores the relationship between law enforcement and communities of color. <i>Evolve</i> seeks to stimulate conversation in a new way and help us to bridge a seemingly intractable divide.	Delayed due to COVID	Police; Central Services
Young Women's Fire Camp	Each year, Eugene Springfield Fire hosts a Young Women's Fire Camp. The Camp instills self-confidence, teamwork, and leadership by utilizing Fire Service activities as a catalyst for this growth.	Ongoing	Eugene-Springfield Fire
COVID-19 youth messaging contest	Emergency Operations Center Public Information team created a contest to solicit graphic or videos from youth, including Spanish language entries (through La E-Kiss grant), to reinforce COVID-19 safety messages.	Complete	EOC
Downtown Programming – Events & Public Art	We are working towards creating a positive and safe atmosphere that inspires people to visit and participate in downtown through programming that supports our diversity of residents, businesses, and patrons by featuring work of BIPOC artists through our Windowfront Exhibitions, hiring artists of color to install, perform, original works in events, public art, and ambient programming.	Ongoing	Library, Recreation & Cultural Services

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Mayor's Art Show	A curator strategy and approach for the Mayor's Art Show is committed to cultivating diversity, equity, and access to the City's visual arts and artists, especially those who have been systematically silenced and/or excluded from the art world.	In process	Library, Recreation & Cultural Services
Accessible Virtual Programming	In March of 2020 broader access to our programming was created through the addition of interactive web programming and an increased social media presence to help ensure people of all ages and abilities have an opportunity to connect to our cultural exhibitions, projects, and events whether from their homes, in their neighborhoods or downtown. This was especially the case for National Dance Week, Slow Roll Sundays, and Visual Arts Week.	In process	Library, Recreation & Cultural Services
Fiesta Cultural	A partnership with Lane Arts Council, Fiesta Cultural supports the growing Lane County LatinX community through the expression of heritage, art, music, and culture. Our vision is to provide community spaces and places where LatinX community can gather to celebrate; where local, regional, and national artists are showcased; and all identities of LatinX culture, not just the perpetuated and pre-conceived notions of stereotypes are supported and celebrated.	In process	Library, Recreation & Cultural Services
Hult Center Programming, Education and Engagement	Removing barriers and increasing community access to a diverse selection of world-class presentations, performances of cultural significance, artists in residence and education experiences. We strive to enhance relationships with community organizations and individuals throughout the greater Eugene area. Through a variety of free enrichment programs (workshops, book clubs) and community partnerships, we seek to bring the performing arts to a diverse population within our extended community. Ensure that all people, regardless of economic ability, have access to the performing arts. Through partnerships with local non-profits social agencies, our program provides free or discounted tickets to families throughout Lane County.	Ongoing	Library, Recreation & Cultural Services
Recreation Value Statement on Racial Equity 2020	<p>The following value statement is a welcoming to all BIPOC community members as they enter Recreation Facilities, and an action statement to all Recreation staff in confronting harassment and hate incidents:</p> <ul style="list-style-type: none"> • This Recreation facility and surrounding public space serves all members of our community. • We value racial equity and we support the civil rights of all protected classes, and the human rights of all people. • We are committed to removing systemic barriers to access and inclusion in all our services. 	Ongoing	Library, Recreation & Cultural Services

ATTACHMENT A

	<ul style="list-style-type: none"> We do not and will not allow hate crimes and discrimination to occur in this facility or surrounding public space. 		
Adaptive Recreation Program	Adaptive Recreation Services (ARC) provides year-round, community-based recreational, social and educational programs for Eugene area children, teens and adults with cognitive, emotional, mental, social and physical disabilities that expand their access to opportunities that promote overall health and wellness.	Ongoing	Library, Recreation & Cultural Services
Equity in Contracting	<p>The Equity in Contracting (EIC) program functions as a liaison to the business community, working to ensure that the City's interface with the business community is one of access and trust, and conveys the City's values around social equity, collaboration and challenging the standard method of doing business.</p> <p>The program is interested in understanding and removing barriers to working with the City as a supplier of goods or services, with a focus on increasing the number of projects awarded to small, minority and women-owned businesses.</p>	Ongoing	Central Services
Multiple Unit Property Tax Exemption – Public Benefit Criteria	One of the post-approval MUPTE requirements is related to local economic impacts. Prior to sending the project to bid, developers and their contractors must meet with the City's Equity in Contracting program coordinator in order to learn how they can ensure Minority and Women Business Enterprises (MWBE) have an equitable opportunity to compete for contractors and subcontracts. The City shares information about available resources to help reach these populations.	Ongoing	Planning & Development
West Eugene Enterprise Zone Public Benefit Criteria	Businesses who participate in the West Eugene Enterprise Zone are required to meet additional Public Benefit Criteria to qualify for the full tax exemption. Business that are minority-owned, women-owned, or disadvantaged receive an extra point within these criteria. Businesses can also receive points if they meet with the City's Equity in Contracting program and create a policy or program for contracting with more MWBE businesses.	Ongoing	Planning & Development
COVID recovery planning for marginalized communities	Staff developed the <i>City of Eugene Preliminary COVID-19 Damage Assessment: An Equity & Marginalized Communities Framework</i> to assess impacts of the pandemic on marginalized communities. Follow up work included an assessment for adding an Equity function to the EOC.	Complete	Central Services

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Annual Report from Police Commission

Meeting Date: January 11, 2021
Department: Police Department
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Jeremy Cleversey
Contact Telephone Number: 541-682-5852

ISSUE STATEMENT

Biannually, the City Council meets with the Police Commission to review its past work and to discuss its upcoming work plan.

BACKGROUND

The City Council approved the FY 2020/2021 Work Plan at its June 19, 2018 meeting. The Police Commission's focus placed it ahead of schedule for completing that workplan at the conclusion of FY2020. The workplan also afforded it the flexibility to tackle emergent issues which came in the form of COVID-19, political unrest and an extended appointment process of 114 applicants.

Upon City Council appointing five of the Police Commission's ten recommended applicants, the Police Commission responded to political unrest by identifying five policies for in-depth review referred to as the Emergent Issues Work Plan. This meeting is to provide that update.

ATTACHMENTS

A. Police Commission FY 2020/2021 Work Plan and Report Update

FOR MORE INFORMATION

Staff Contact: Jeremy Cleversey
Telephone: 541-682-5852
Staff E-Mail: jcleversey@eugene-or.gov



CITY OF EUGENE

POLICE COMMISSION

FY 2020-21 Work Plan Review

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www.eugene-or.gov/policecommission

For more information on the Eugene Police Commission, please contact:

Jeremy Cleversey, Police Commission Analyst

Phone: (541) 682-5852

jeremy.d.cleversey@ci.eugene.or.us



CITY OF EUGENE

POLICE COMMISSION

FY 2020-21 Work Plan Review

Police Commission Members

Sean Shivers, Chair
Bill Whalen, Vice Chair
Jennifer Yeh
Alan Zelenka
Lindsey Foltz
Amanda McCluskey

Silverio Mogart
Edward Goehring
Terry Robertson
Will Davie
Matt Siel
Vi Huynh

www.eugene-or.gov/policecommission

For more information on the Eugene Police Commission, please contact:

Jeremy Cleversey, Police Commission Analyst
Phone: (541) 682-5852
jeremy.d.cleversey@ci.eugene.or.us

Background

The Eugene Police Commission is a twelve-member volunteer body that acts in an advisory capacity to the City Council, the Chief of Police and the City Manager on police policy and resource issues. The Commission's enabling ordinance, adopted in December of 1998, requires that it develop a work plan for City Council review and approval. In 2013, the Commission moved to a biannual work plan. Major accomplishments over the past five years include the following highlights:

- Reviewed code of conduct policy (FY 2017)
- Implemented plan to increase communications between community and police, created a subcommittee to set goals for outreach, and created monitoring tools (FY2018)
- Continued recommending 21st Century Policing concepts of Police Legitimacy be incorporated into policy including guardian mentality and de-escalation (FY 2018)
- Completed a yearlong review of the Drone Pilot Program (FY 2019)
- Reviewed the Department-Issued Cell Phone Procedure (FY 2019)
- Completed a review of homeless related policies believed to place blame on the Police Department for things the Police Commission thinks are out of EPD control (FY 2020)
- Began a review of policies revolving around the Deadly Force Investigations (FY 2020)
- Enhanced outreach efforts by rotating locations, incorporating virtual meetings attending more community meetings and invited groups of officers to the table for information share (FY 2020)

Police Commission Mission Statement

The Eugene Police Commission recommends to the City Council, the City Manager, the Eugene Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community. We strive to create a climate of mutual respect and partnership between the community and the Eugene Police Department that helps achieve safety, justice and freedom for all people in Eugene.

Police Commission Goals

As outlined in Ordinance 20398, the objectives of the Eugene Police Commission are to:

- 1) Increase communications between police and the community, leading to a greater understanding of the preferred policing alternatives for this city;
- 2) Identify police policy and resource issues related to preferred policing alternatives;
- 3) Decrease misunderstandings regarding the nature of adopted police policies, practices and approaches;
- 4) Provide input on police policies and procedures that reflect community values; and
- 5) Assist the City Council in balancing community priorities and resources by advising on police resource issues.

Biannual Work Plan

Consistent with Eugene City Code 2.368(4), the Police Commission will continue to submit to the City Council an annual report, drawn from the biannual report created every two years.

Police Commission Work Plan Priorities

The following items were identified and defined during the May 4, 2019 Police Commission Retreat as areas of focus for the next two-year work plan. The items are prioritized from top to bottom with intent to remain flexible to support emerging issues. The Police Commission anticipates being there to support new policy and process needs that the Community Safety Initiative may require. Additionally, there is a new Commission focus on reaching out to officers in order to clarify our oversight role over policy (recognizing that accountability falls under the Police Auditor and Civilian Review Board).

Order	FY 2020 & 2021 Commission Community Issues and Priorities	Weighted
	Top 15	
1	<i>Outreach to police officers</i> – Bringing officers to the meeting, working with Deputy Chief and Chief to identify methods to reach out to the officers, and to recognize officers.	11
2	<i>Camping Policy & Litter</i> – Continue to identify existing policy gaps and consider fixit tickets.	9
3	<i>Inter-Agency Deadly Force Investigation Team (IDFIT)</i> protocol – To learn about the process, identifying stakeholders, and send recommendations to the Police Chief and City Manager.	8
4	<i>Rotating Locations</i> – Determining availability and scheduling meetings throughout Eugene.	6
5	<i>Outreach to Neighborhoods</i> – Increasing awareness of the Police Commission through appointing liaisons, Commission pictures, and creating a pamphlet for Commission distribution.	6
6	<i>Diversity, Equity, and Inclusion (DEI)</i> Presenter Quarterly – schedule availability	5
7	<i>Policy Review: Arrest, Deadly force, Search and Seizure</i>	5
8	<i>Protocol for release of information</i> – EPD specific policies in addition to the inter-agency review.	5
9	<i>Supervisor Accountability</i> – How they are trained, evaluated, and make recommendations.	5
10	<i>Homeless Services</i> – To put together a recommendation to City Council regarding enforcement issues for public restrooms, needle drops, public dumpsters, and the impacts to Eugene Police.	4
11	<i>Community Safety Initiative</i> – Review new programs and process recommendations.	4
12	<i>Spillover into neighborhoods</i> – Discuss the creation of a report to help identify what the community is getting for their money.	4
13	<i>Citizen's Police Academy</i> – Conversation about the benefit to the city, what happened before, and why did it go away? Discuss demographics to involve.	4
14	<i>Temporary custody of juveniles</i> – Identify the policy and complete a review.	4
15	<i>Workplace Harassment</i> – Identify the policy and complete a review.	4

Order	FY 2020 & 2021 Commission Community Issues and Priorities	Weighted
	Parking Lot	
16	<i>Guardian Trailers</i> – How they have done so far, and do we need to leverage this resource more?	2
17	<i>Citizen Safety Perception</i> – What recommendations can be made?	2
18	<i>Promotion and Special Assignment</i> – Identify the process and complete a review.	1
19	<i>Drug enforcement and CORT</i> – Identify the process and complete a review.	1
20	<i>Interagency Cooperative Agreement Santa Clara</i> – Identify and complete a review.	1

These focus areas are not in priority order. The below spreadsheet is an attempt to capture work completed by the Police Commission in FY2020 from the FY2020 and FY2021 work plan.

FY 2020-21 Police Commission Work Plan			Date	Work Performed
Status	On Going Objectives			
✓	1	Outreach to Police Officers	6/13/2019	Introduction to Deputy Chief Stacy Jepson
			12/12/2019	Introduction to Captain Shawn Adams
			1/9/2020	Introduction to the Street Crimes Team
			2/13/2020	Meeting the Canine (K-9) Unit
			TBD	Community Safety Officers
			TBD	911 Call Takers
✓	4	Rotation Locations	11/12/2019	Peterson Barn
			1/9/2020	Sheldon Community Center
			5/14/2020	Zoom
			6/9/2020	Zoom
			TBD	Hilyard Community Center
			TBD	Downtown Atrium Building
✓	5	Outreach (to Neighborhoods)	Multiple	Assorted Neighborhood Groups
			8/10/2019	Pride in the Park
			11/12/2019	Peterson Barn
			Multiple	First Friday Communities of Color Group
			1/9/2020	Sheldon Community Center
			2/16/2020	Asian Celebration
✓	6	Diversity, Equity, and Inclusion (DEI)	6/13/2019	2018 Hate and Bias Report
			10/10/2019	Diversity, Equity, and Inclusion goals discussion
			11/14/2019	Diversity, Equity, and Inclusion goals discussion
			12/12/2019	Inclusive Public Participation discussion
✓	10	Homeless Services Follow-Ups (Police/ Public Safety Related)	2/13/2020	Restrooms, needle drops and dumpsters discussion
			TBD	
✓	11	Community Safety Initiative (Check-ins for new Policy Needs)	Multiple	Regular Updates from Chief Skinner
			TBD	Awaiting the CSI Community Advisory Board Formation
Status	Objectives			
✓	2	Camping Policy & Litter	7/11/2019	Saint Vincent de Paul response to illegal camping (410)
			9/12/2019	Illegal Car Camping Discussion Continued (410)
			10/10/2019	Trespass: Right-Of-Way Discussion
			11/14/2019	Prohibited Camping Policy Final Draft Review (410)
			11/14/2019	Illegal Car Camping Discussion Recap
In Process	3	Inter-Agency Deadly Force Investigation Team (IDFIT) protocol	11/14/2019	News Media Procedure Review (11.18)
			2/13/2020	Deadly Force Investigations Process Overview (810)
			TBD	Inter-Agency Deadly Force Investigation Team Policy
✓	7	Policy Review: Arrest, Deadly Force, Search and Seizure	9/12/2019	Search and Seizure Policy Review (322)
			Multiple	Deadly Force Review - See Priority 3 above for Detail
			1/9/2020	Arrest Policy Combination Draft Review (300)
✓	8	Protocol for release of information	11/12/2019	News Media Procedure Review (11.18)
✓	9	Supervisor Accountability	TBD	
In Process	12	Spillover into neighborhoods	2/13/2020	Downtown enforcement review
			TBD	Displacement check-in due to greater downtown presence
	13	Citizen's Police Academy	TBD	To be revisited following COVID-19
✓	14	Temporary custody of juveniles	12/12/2019	Temporary custody of juveniles policy review (324)
	15	Workplace Harassment	TBD	
✓	16	Guardian Trailers	2/13/2020	Guardian Trailer leveraging discussion

Additional Work Completed that was not on the FY2020 and FY2021 work plan.

Status	Emergent Issues			
✓	A	New policy	1/9/2020	PepperBall Projectiles policy review (804)
✓	B	Standard review due to age	1/9/2020	Large Scale Incidents Procedure review (4.6)
			5/14/2020	Traffic Enforcement Procedure review (6.2)
In Process	C	COVID-19 pandemic	4/9/2020	Chief Skinner's responses to Commissioner Questions
			5/14/2020	COVID-19 Pandemic as it Pertains to Eugene Police
			6/11/2020	Prohibited Camping Re-enforcement Rollout
In Process	D	New language for Narcotics Detection	5/14/2020	Canine (K-9) Program Policy review (904)
In Process	E	Protests and riots	6/11/2020	Discussion on priorities for Police Commission Review

Work Completed in FY 2020

The Police Commission had 15 areas of focus to choose from on their FY 2020-21 work plan. At the completion of FY 2020 or halfway through the biannual plan, the commission has started work on 10 areas with 5 of them marked as completed, 4 of them as completed but ongoing, and 1 as in process.

The Police Commission completed review of the following policies and procedures:

- Prohibited Camping
- Search and Seizure
- Arrests
- Temporary Custody of Juveniles
- News Media
- PepperBall Projectiles
- Large Scale Incidents
- Canine Program
- Traffic Enforcement

In addition to these EPD policy discussions, the Commission conducted the following work in FY 2020:

Flexible to support emerging issues:

- COVID-19 – Monitoring the Eugene Police response to COVID and providing Chief Skinner with questions relayed from the Community.
- Recent Protests and Riots sparked by George Floyd’s Untimely Death – Listening for and reflecting on feedback from the Community to enhance policy recommendations.
- Community Safety Initiative - Anticipation of new policy and process the CSI may require.

Continued their ambitious outreach strategy to encourage and invite public participation:

This work was in line with the Police Commission’s first goal to, “Increase communications between police and the community, leading to greater understanding of the preferred policing alternatives for the city.” Commissioners have been listening and sharing their message through multiple groups including Neighborhoods, First Friday Communities of Color, Pride in the Park and the Asian Celebration to name a few. We also began rotating meetings geographically moving the Police Commission to Peterson Barn in the Fall, Sheldon Community Center in the Winter, Hilyard Community Center in the Spring and the Downtown in the Summer. The COVID-19 pandemic prevented visiting the Hilyard Center but created a new awareness and opportunity through virtual platforms.

Increased communication and outreach between the commission and the department:

The Commission made outreach to Police Officers a top priority last year and met new leadership including Deputy Chief Jepson and Captain Adams. There was a strategic effort to establish new relationships with those most involved in the Community Safety Initiative in anticipation of new policy needs. The Commissioners met with the Street Crimes Team, the Canine (K-9) Unit and prior to COVID-19 had RSVP’s from both the Community Safety Officers and 911 call takers to meet and share.

Continued a discussion on homelessness and how the Police Commission can contribute:

The Commission recognized that the topic of homelessness is broad and emphasized defining the goal, so their conversation would not become diffused to non-police related issues. The conversation included subject matter experts from the City Manager’s Office, the Police Department, and Saint Vincent De Paul. Their conversation led to commencing a review of policies that are believed to place blame on the Police Department, for factors the Police Commission deems are out of Eugene Police control. Ultimately, they were pleased to learn that the City and its partnership with Saint Vincent de Paul had instituted process changes believed to reduce misconception while simultaneously increasing accountability.

Ongoing Review of Arrest, Use of Force and Search and Seizure Policies:

Eugene has often pioneered innovation in policing; due in no small part to our ongoing effort to respond to community concerns. Recognizing the need and sensitivity surrounding arrests, use of force, and search and seizure policy the commission adopted a review of these policies as a priority during the work retreat last May. Nearly half the planned meetings dealt with these topics to address concerns preemptively. We began this review but were interrupted by COVID-19. Given recent events the Commission expects increased community engagement in this process going forward.



Police Commission

300 Country Club Road
Eugene, Oregon 97401
(541) 682-5852
www.eugene-or.gov

MEMORANDUM

TO: Mayor Lucy Vinis and City Council
FR: Sean Shivers, Eugene Police Commission Chair
RE: Limited duration, inclusive, fully resourced task force
DATE: June 25, 2020

The Police Commission is tasked with the following objectives:

1. Improving communication between the police department and the community
2. Identifying police policy and resource issues related to preferred policing alternatives
3. Decreasing misunderstandings regarding police policies, practices, and approaches
4. Providing input on police policies and procedures that reflect community values
5. Assisting the City Council in balancing community priorities and resources by advising on police resource issues
6. To recommend police policies reflecting community values

On Thursday June 11, 2020, the Police Commission voted unanimously to recommend that the City Council form a **limited duration, inclusive, fully resourced task force**. This task force should be distinct and separate from the Civilian Review Board, the Police Commission, and the Human Rights Commission.

It is imperative that the proposed task force take public comment and be empowered to make recommendations that go beyond police policy. This task force should review Eugene's systems of law enforcement, justice, and police accountability including (but not limited to) reviewing ordinances, interagency agreements, as well as union contracts and negotiations with the intent of increasing justice and safety for all Eugene residents and eliminating systemic bias and disproportionate impact on marginalized communities.

We are hopeful that this task force will include members of the Civilian Review Board, the Police Commission, the Human Rights Commission, as well as members selected by impacted community groups.

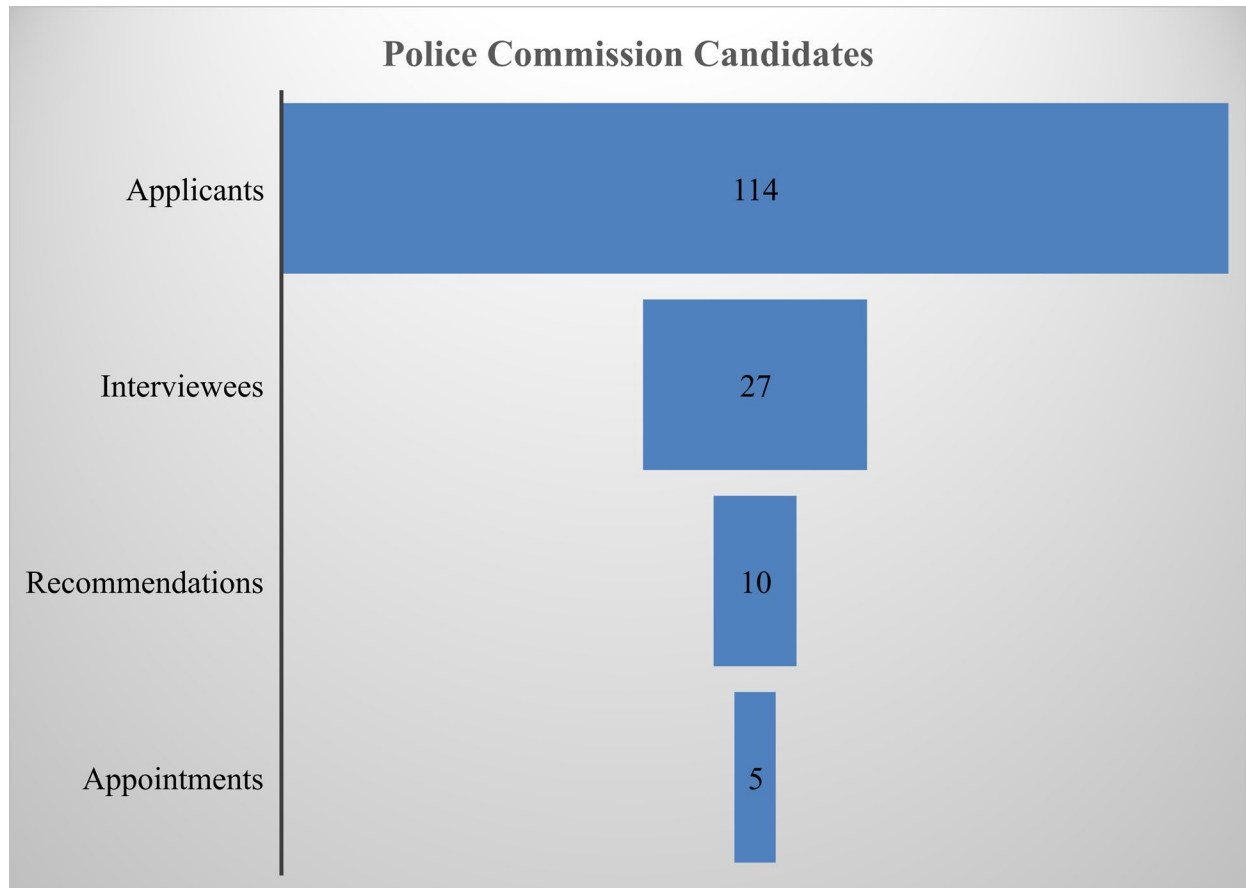
Thank you for your timely consideration of this request and we look forward to your decision.

Sincerely,

Sean Shivers
Police Commission Chair

Extended Appointment Process

The Police Commission answered the Council's call for diversity on the Police Commission by reviewing 114 applications, interviewing 27 applicants and providing 10 recommendations. Council appointed and filled 5 vacancies from these recommendations.



2020 Council Appointments:

Shawntel Robertson
Bonnie Dominguez
Maisie Davis
Ian Winbrock
Dallas Boggs



CITY OF EUGENE

POLICE COMMISSION

FY 21 Emergent Issues Work Plan

Police Commission Members

Sean Shivers, Chair	Shawntel Robertson
Vi Huynh, Vice Chair	Silverio Mogart
Jennifer Yeh, City Councilor	Bonnie Dominguez
Alan Zelenka, City Councilor	Maisie Davis
Lindsey Foltz, CRB Liaison	Ian Winbrock
Amanda McCluskey, HRC Liaison	Dallas Boggs

www.eugene-or.gov/policecommission

For more information on the Eugene Police Commission, please contact:

Jeremy Cleversey, Police Commission Analyst

Phone: (541) 682-5852

jeremy.d.cleversey@ci.eugene.or.us

Emerging Issues Work Plan

Commission leadership in support of 'Black Lives Matter' and with the advice of Police Chief Chris Skinner and Policy Sergeant Kyle Williams identified a list of five policies to review:

- Public Assemblies and Demonstrations (316)
- Civil Disturbances (317)
- Field Force (318)
- PepperBall (804)
- Handcuffing Control Holds and Impact Weapons (808)

The Police Commission anticipates being there to support new policy and process needs. The following items were reviewed and confirmed during the July 9, 2020, Police Commission Meeting as areas of focus to complement the two-year work plan.

These focus areas are not in priority order. The below spreadsheet is an attempt to capture work completed by the Police Commission in FY2021 to date.

FY 2020-21 Police Commission Work Plan		Date	Work Performed
Status	Emergent Issues		
✓	1 Public Assemblies and Demonstrations (316)	10/29/2020	Review Completed
	2 Civil Disturbances (317)	TBD	
	3 Field Force (318)	TBD	
	4 PepperBall (804)	9/10/2020	Review
		10/8/2020	Initial Review Completed
		TBD	Second Review Pending HRC feedback
	5 Handcuffing Control Holds and Impact Weapons (808)	11/12/2020	Review
		1/14/2021	Tabled to return
	6 Domestic Abuse	11/12/2020	Response need with Deputy Chief Stacy Jepson
		12/10/2020	Program development with Chief Chris Skinner

Policy Impacting Research

Changes in legislation, changes in community needs and approximately half of the board members being appointed in FY2021 have preempted Police Commission to prioritize presentations on state legislation changes, police oversight and safety issues within our community. Safety concerns regarding Use of Force, peaceful protests and Domestic Violence in during the pandemic have permeated conversation.

FY 2020-21 Police Commission Work Plan		Date	Work Performed
Status	Presentation/ Research		
✓	1 State Legislation to Impact Police Policy	10/9/2020	Senator James Manning
		TBD	Future Update to come
	2 Internal Affairs (With Cindy Coleman)	10/9/2020	Investigation process overview
		12/10/2020	2019 Annual Report
	3 Independent Police Auditor	12/10/2020	2019 Annual Report

Commissioner Biographies

Sean Shivers, Chair

720-998-6143

[Email Sean Shivers](#)

Sean Shivers has served on the police commission since 2017 and has been chair since 2018. He graduated from the University of Colorado in 2014 with a double major in political science and philosophy.

Since moving to Eugene in 2015 Sean has worked with diverse community stakeholders including the business community, the homeless community, unions, and multiple local campaigns giving him a broad understanding of the many facets of Eugene's culture.

Sean's priority on the police commission is to: "Increase public participation and ensure that folks' understand the existing system of police accountability, as well as contribute to the improvements that Eugene continues to lead the way on."

Vi Huynh, Vice-chair

[Email Vi Huynh](#)

Vi Huynh (Vice-Chair) has been a Eugene resident since 2017. He earned his bachelor degree in Liberal Arts from San Francisco State University, where he also received his Secondary Education Teaching Credential in Social Science and Beginner's English (ESL.) In total, Vi has over 21 years of service as a teacher, gang prevention specialist, and nonprofit program coordinator/manager. He founded a program for blind and visually impaired children, youth and young adults in the SF-Bay Area — a population that is highly underserved and disenfranchised.

Highlights of Vi's work includes his development of the first paid internship program for the blind and visually impaired youth and young adults in the SF - Bay Area. Vi also planned and implemented the annual Northern California Braille Challenge for children and youth in Northern California to compete in Braille literacy as Braille literacy is key to success in both education and their future career. Vi has experienced serving on several nonprofit boards including the California Deaf-Blind Services at San Francisco State University and the California Transition Council. Prior to moving to Eugene, Vi served as co-chair for the SFPD's Community Policing Advisory Board. Vi is passionate about his community and loves the ocean, dogs, volleyball, and cooking. As an Asian American who immigrated to the states over four decades ago, and a personal with disabilities, Vi brings a diverse cultural background to this board.

Jennifer Yeh, City Councilor

541-682-8344

[Email Jennifer Yeh](#)

<https://www.eugene-or.gov/2620/Jennifer-Yeh>

Alan Zelenka, City Councilor

541-682-8343

[Email Alan Zelenka](mailto:alan.zelenka@eugene-or.gov)

<https://www.eugene-or.gov/2619/Alan-Zelenka>

Lindsey Foltz, Civilian Review Board Liason

[Email Lindsey Foltz](mailto:lindsey.foltz@eugene-or.gov)

Lindsey Foltz (Civilian Review Board Liaison) is a Eugene native who has also spent time living and working abroad. She is committed to social justice work in her paid employment, academic studies, and volunteer activities. She has worked for the City of Eugene as an Equity and Human Rights Analyst as well as Community Development and Fair Housing Analyst. She currently works as a Graduate Employee at the University of Oregon where she is completing her PhD in Anthropology. She also serves on the Civilian Review Board and acts as the liaison to the Police Commission from that body. She and her husband have two elementary age kids who are learning from home this year due to Covid-19.

Amanda McCluskey, Human Rights Commission Liaison

[Email Amanda McCluskey](mailto:amanda.mccluskey@eugene-or.gov)

Amanda McCluskey (Human Rights Commission Liaison) is an Oregon native, who has lived in and around Eugene, Springfield and Waltherville. She has a Bachelor's Degree in Family and Human Services from University of Oregon and is pursuing a Master's in Business Administration at Southern Oregon University. She has worked at HIV Alliance for 14 years, currently as Program Director. She is currently serving as Treasure on Board of Directors at MECCA. She is the Vice Chair of the Human Rights Commission and serves as the Human Rights Commission Liaison to the Eugene Police Commission. Amanda enjoys being outside, crafting, gardening, and paddle boarding. She lives in North Eugene with her son and cat.

Shawntel Robertson

[Email Shawntel Robertson](mailto:shawntel.robertson@eugene-or.gov)

Shawntel Robertson has been born and raised in Eugene. She was a teen mom who went on to graduate from the University of Oregon with departmental honors. She currently works for a non-profit treatment center for children with psychiatric behavioral, and mental health issues, and is also a member of a crisis response team for children in Lane County, who coordinate directly with youth in distress to provide wrap around services and treatment. She is passionate about helping our youth, and dealing hands on with those who need mental health services. Being a young, educated, black woman, her intersectionality has given her a unique position within our community, she hopes to use this intersectionality to help shape police policies to protect minority voices, improve relationships between the police and our community, and show her daughter a system meant to protect her rights.

Silver Mogart

[Email Silver Mogart](#)

Silverio Mogart has lived in Eugene since 2004. He attended Lane Community College and has a Bachelor's degree from the University of Oregon. Mr. Mogart has been on the Police Commission since August of 2016. He also serves on the Lane County Community Health Council and the Trillium Community Advisory Council.

Bonnie Dominguez

[Email Bonnie Dominguez](#)

Bonnie Dominguez is using her research skills to analyze police policy and procedure language, to remove what she perceives to be any unnecessary vagueness that can harm the community and police. She intends to represent the entire community as best as she can. Due to her roots and connections, she understands that she can bring to the table the perspectives of the Spanish speaking community, environmentalists and the homeless (learn more about homelessness).

Bonnie can also be found on the Climate Equity and Resilience Task Force, which is headed by the NAACP and Beyond Toxics. They are working in partnership with Lane County to create a Climate Action Plan (take the survey).

Bonnie grew up in the Eugene/Springfield area. She graduated from the University of Oregon with a Master of Architecture, and a Bachelor of Science in public relations. She is currently a designer, researching architecture for extreme environments. She was formerly a community liaison intern for the ToolBox Project, specializing in Spanish outreach. She speaks Spanish, some German and is casually learning Korean. She was formerly an architectural research assistant, and a biology lab preparation assistant at the University of Oregon.

Bonnie Domínguez, está utilizando sus habilidades de investigación para analizar el lenguaje de la póliza y los procedimientos de la policía, para eliminar lo que ella percibe como cualquier vaguedad innecesaria que pueda dañar a la comunidad y la policía. Ella tiene la intención de representar a toda la comunidad lo mejor que pueda. Debido a sus raíces y conexiones, entiende que puede traer a la mesa las perspectivas de la comunidad que habla español, los ambientalistas y las personas sin hogar (aprenda más sobre personas sin hogar).

Bonnie también se puede encontrar en el Grupo de Trabajo de Equidad Climática y Resiliencia, que está dirigido por NAACP y Beyond Toxics. Están trabajando en asociación con el condado de Lane para crear un Plan de Acción Climática (complete la encuesta).

Bonnie creció en el área de Eugene / Springfield. Se graduó de la Universidad de Oregon con una Maestría en Arquitectura y una Licenciatura en Relaciones Públicas. Actualmente es diseñadora, investigando arquitectura para ambientes extremos. Anteriormente practico enlace comunitario para el ToolBox Project, especializándose en alcance en español. Habla español, algo de alemán y está aprendiendo coreano de manera informal. Anteriormente fue asistente de investigación arquitectónica y asistente de preparación de laboratorio de biología en la Universidad de Oregon.

Maisie Davis

[Email Maisie Davis](#)

Maisie Davis is a native Oregonian. She has lived in the Eugene area since 2002. She earned her Masters degree in Social Work from Portland State University. She has worked as a mental health professional with adults and children. She has a passion for social justice and bringing awareness to marginalized communities. She has diligently worked to provide free food access for the Eugene and Springfield community. "...people participate in their own upliftment if they understand the necessity of stepping up to uplift their community." —Ericka Huggins

Ian Winbrock

[Email Ian Winbrock](#)

Ian Winbrock is a renter in the Whiteaker neighborhood of Eugene. He brings more than six years of public sector experience to the position.

Ian previously served as the deputy for West Sacramento Mayor Christopher Cabaldon, one of the nation's first openly gay mayors, acting as the policy lead for education, technology, and intergovernmental affairs. Ian facilitated collaborations with all levels of government. Ian acted as the staff liaison for the Obama administrations My Brother's Keeper campaign as well as the staff lead for the United States Conference of Mayors, where he collaborated with Mayors from around the country on issues ranging from education reform to Obama's Task Force on 21st Century Policing.

During his time at the City of West Sacramento, Ian designed and launched the West Sacramento Home Run. This initiative uses evidence-based interventions such as high-quality preschool, college-savings accounts, and fee-free community college to increase postsecondary completion rates and reduce intergenerational poverty for disadvantaged communities. Prior to joining the City of West Sacramento, Ian served as the Executive Director for a West Sacramento based nonprofit organization dedicated to improving the lives of young people through civic engagement, college and career readiness and work-based learning.

Ian's priorities on the police commission are to: enhance policy protections for vulnerable community members, improve residents understanding of police policy and policymaking and continue fostering a culture of civic engagement in policing.

Dallas Boggs

[Email Dallas Boggs](#)

Dallas Boggs was born in Petersburg, VA but grew up in Germany and Italy. His father was a Command Sergeant Major in the Army and his mother was a DODDS Elementary School Principal. Boggs graduated from Mannheim American High School in 1984, then attended Virginia State University in Petersburg, Va, and majored in Public Administration. After transferring to the University of Oregon, Boggs started working at Brenner's Furniture as a Delivery Driver. Boggs went from Delivery Driver to Sales, Sales Manager then General Manager. Boggs then worked as a General Manager for Palm Harbor Homes for 2 years in Coburg, OR then 8 years in Millersburg, OR the Flagship Store. While at Millersburg the store was #2 Company-Wide. Boggs returned to Downtown Eugene as a Co-Owner of Brenner's Furniture for 4 years then back to Millersburg, OR as General Manager of Homes Direct for a year. Currently, Boggs works in Sales/ Commercial Sales at Brenner's Furniture and a Territory Rep for CharityRX. Boggs has Volunteered his time in Lane County serving as a Former President Mid-Oregon Executive Association, Member African American Community Coalition, Committee member Ducks Unlimited South Lane County, 2015 Judge Miss Lane County/Miss Linn-Benton Scholarship Pageant, Board member Oregon Black Business Alliance and currently in 2nd year raising money for Real Men Wear Pink of Lane County (American Cancer Society). Boggs is a widower and proud father of Jada Boggs.