



Eugene City Council

101 W 10th Ave., Suite 203

Eugene, OR 97401

541-682-5010 • 541-682-5414 Fax

www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

October 25, 2021

**5:30 p.m. CITY COUNCIL WORK SESSION and
MEETING OF THE EUGENE URBAN RENEWAL AGENCY**

As the state and community recover from the COVID-19 pandemic, City Council meetings will continue to 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 October 25, 2021;
Her Honor Mayor Lucy Vinis Presiding**

Councilors

Jennifer Yeh, President

Mike Clark

Randy Groves

Emily Semple

Claire Syrett, Vice President

Greg Evans

Matt Keating

Alan Zelenka

**5:30 p.m. CITY COUNCIL WORK SESSION and
MEETING OF THE EUGENE URBAN RENEWAL AGENCY**

- 1. WORK SESSION: Steam Plant Redevelopment Update**
- 2. WORK SESSION: Human Rights Commission Work Plan FY 2022**

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.

For more information, contact the Council Coordinator at 541-682-5010
or visit us online at www.eugene-or.gov.

URBAN RENEWAL AGENCY BOARD

AGENDA ITEM SUMMARY



Work Session: Steam Plant Redevelopment Update

Meeting Date: October 25, 2021
Department: Planning and Development
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Amanda D'Souza
Contact Telephone Number: 541-682-5540

ISSUE STATEMENT

At this work session, staff will provide an update on the proposed redevelopment of the Steam Plant, including answers to Councilor questions from the May 19, 2021 work session.

BACKGROUND

Located prominently along the banks of the Willamette River, the Steam Plant is an iconic representation of our community's history and is ripe with possibility. The redevelopment of the Steam Plant is a once-in-a-lifetime opportunity to honor the significance of the Downtown Riverfront site while embracing its potential to be a place the community is proud of. Unfortunately, after years of disuse, general aging and because of the very specialized use it was built and designed for, the building will need considerable investment and restoration before it can be usable.

On March 14, 2018, the Agency Board directed staff to draft a process and criteria for the disposition and redevelopment of the Steam Plant. Staff solicited feedback on both from the Downtown Neighborhood Association, Historic Review Board, Sustainability Commission, nearby stakeholders, and the River Guides. On April 23, 2018, the Agency Board approved the process and criteria for redevelopment of the Steam Plant, and after a competitive request for qualifications process, a local team led by Mark Miksis and Mark Frohnmayer was invited to prepare a full proposal for the Steam Plant. On April 24, 2019, the Agency Board considered their proposal and the River Guides' recommendation and directed staff to enter into negotiations and to return with terms for the sale and redevelopment of the Steam Plant.

Proposed Project Vision

The team, identified as Dream Plant, LLC (Dream Plant), proposes to save and adaptively re-use the Steam Plant, transforming the historic building into an iconic community destination that connects people with downtown and the Willamette River. The team envisions the ground floor as a gathering place where people come to work and play, collaborate and think big, and experience a setting for arts and culture amidst Eugene's world-class beer, wine, coffee, and food. The upper levels would provide the fiscal foundation to make the redevelopment feasible and sustainable. The team's initial 2019 proposal depended exclusively on office space in the upper floors, however market changes and COVID-related impacts have led the team to shift their proposal. Staff will provide an overview of the new concept for the Agency Board at the work session.

May 19, 2021 Follow-up Information

At the May 19, 2021 work session on the Steam Plant, Agency Board members requested information about several topics related to the project:

- *Property Value:* The City contracted with a real estate appraisal firm to estimate the value of the Steam Plant, based on the Dream Plant proposal. The 2019 appraisal determined the value to be negative \$8 million. The appraisal used a *residual land value* approach to estimate the property's value. This method estimates the full value of the proposed completed development and subtracts all the expected costs associated with development, including site preparation, construction materials and labor, costs of financing, and fees, to calculate the remaining or 'residual' value of the land. This method is useful when appraising a property that has no comparable properties in the market, as is the case with the Steam Plant. This appraisal was conducted in 2019 using the initial Dream Plant proposal.
- *Price of Vacant Land:* Because the Agency Board provided direction to pursue the adaptive re-use of the building prior to releasing the RFP, an appraisal has not been conducted on the value of the property if the building were to be torn down. The fair market value purchase price for the adjacent Downtown Riverfront parcels that Atkins Dame is purchasing from the Agency is approximately \$31 per square foot. Applying that to the approximately 37,600 square foot Steam Plant parcel would result in a price of about \$1.17M for a vacant site. This estimate does not take into account demolition costs or land use restrictions on the property, such as easements, that would be subtracted from the value of vacant land.
- *Building Utilities:* The Dream Plant team is committed to a non-carbon-based fuel source for all primary mechanical systems in the building. The heating and cooling will be an electric-powered, ground source heat pump system.

PREVIOUS AGENCY BOARD DIRECTION

[May 19, 2021 Agency Board Work Session](#)

The Agency Board discussed the proposed Steam Plant deal points. They requested additional information which is provided in this summary.

[March 8, 2021 Agency Board Work Session](#)

The Agency Board received an update on the current financial status of the Riverfront Urban Renewal district and had an initial discussion of four projects that could be pursued in the future, as requested by the Agency Board: 1) Steam Plant, 2) Plaza, 3) Affordable Housing, and 4) Parking. No action was taken.

[April 24, 2019 Agency Board Work Session](#)

Agency directed staff to negotiate with the Miksis/Frohnmayr development team and return with terms for the sale and development for approval.

[April 23, 2018 Agency Board Work Session](#)

Agency Board approved criteria and process for disposition of the Steam Plant.

March 14, 2018 Agency Board Work Session

Executive session followed by work session. Agency Board directed staff to draft a process and criteria for the disposition and redevelopment of the Steam Plant.

AGENCY BOARD OPTIONS

None at this time.

AGENCY DIRECTOR'S RECOMMENDATION

None at this time.

SUGGESTED MOTION

None at this time.

FOR MORE INFORMATION

Staff Contact: Amanda D'Souza
Telephone: 541-682-5540
Staff E-Mail: adsouza@eugene-or.gov

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Human Rights Commission Work Plan FY 2022

Meeting Date: October 25, 2021
Department: City Manager's Office
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Fabio Andrade
Contact Telephone Number: 541-682-5277

ISSUE STATEMENT

The Human Rights Commission's (HRC) enabling ordinance, adopted in December of 1990 (Eugene Code 2.280), requires that it develop a work plan for City Council review and approval and annually report on work plan progress. Attached is a report on the Fiscal Year 2021 Work Plan and the Proposed Fiscal Year 2022 Work Plan.

BACKGROUND

FY 2021 Work Plan Report

Despite the COVID-19 pandemic that suspended most in-person activities, the HRC was very active during FY 2021 contributing many hours of volunteer time beyond business meetings serving the community, by hosting and attending community events, providing input to Council on human rights and social justice issues, and engaging in collaborative work with other City boards and commissions, City staff, and community partners. The attached FY 2021 Annual Report provides specifics on the group's achievements and commitments in achieving its work plan goals over the past year.

FY 2022 Work Plan Details

Commissioners arrived at the current plan items following a reflection and consensus-building exercise. The HRC held a full-day planning session on August 21 and unanimously approved the proposed FY2022 work plan during its regular meeting on September 21, 2021.

The current plan maintains the goals of the 2021 work plan and aligns them with the HRC's three distinct roles (community education and engagement, liaison to other City boards and commissions, and advising City Council and staff on human rights issues).

Goal 1: Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Goal 2: Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Goal 3: Study and recommend actions on civil and human rights and social equity issue areas of concern to the community and City organization.

The specific objectives and strategies identified to implement these goals are described in more detail in the attached Human Rights Commission FY 2022 Work Plan.

PREVIOUS COUNCIL DIRECTION

The HRC, in accordance with Eugene Code 2.280 and its bylaws, reports to Council annually. The report on the HRC FY21 Work Plan, which is included in the attachments, is based on the FY 2021 work plan approved by City Council on October 26, 2020.

COUNCIL OPTIONS

The council could:

1. Approve the proposed FY2022 Work Plan as presented
2. Approve the work plan with changes
3. Request changes to the work plan before approval

POSSIBLE MOTION

Move to approve the Human Rights Commission FY 2022 Work Plan.

ATTACHMENTS

- A. Human Rights Commission FY 2021 Work Plan Report
- B. Current HRC Roster
- C. Human Rights Commission FY2022 Work Plan
- D. HRC 2021-2022 Calendar
- E. HRC Liaisons to Boards and Commissions

FOR MORE INFORMATION

Staff Contact: Fabio Andrade
Telephone: 541-682-5277
Staff E-Mail: fandrade@eugene-or.gov



Fiscal Year 2021 Work Plan Report

This is a report on the Human Rights Commission (HRC) FY 2021 Work Plan. The HRC work plan was approved by City Council in October of 2020. Below are highlights from the past year followed by charts indicating the status of each of the actions included in the FY 21 Work Plan.

Highlighted Work

Events

To help raise awareness, foster respect, create community dialogue, and increase education on human rights issues the HRC hosted, assisted with organization, or had members participate in several events:

- Virtual International Human Rights Day Celebration – Showing of ‘healing from Hate’ and panel discussion
- Listening session for Asian community members and organizations on bias crimes and incidents
- Virtual MLK Award

Funding and other support was also provided for community events organized by community groups. The HRC supported 5 community events/initiatives with endorsement, sponsorship, and/or volunteer work:

Sponsorship

- HRC's Homelessness and Poverty Work Group - Unhoused Memorial Day
- NAACP Freedom Fund Event
- Archaeology Channel Film festival
- DisOrient's ‘Mu and the Vanishing World’ showing
- HRC's advertisement campaign to increase awareness of bias crimes reporting



Key Partnerships

The HRC has actively worked to increase communication and collaboration with other City Boards and Commissions, staff, and community groups over the past year to promote human rights and social equity.

Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and shares one voting member.
- **Civilian Review Board (CRB):** The HRC has a liaison assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Community Development Block Grant (CDBG):** The HRC has one member on the CDBG Committee that focuses on housing and related issues. The HRC liaison participates in the annual competitive process where applicants seek funding for specific projects.
- **Equity and Human Rights Board (EHRB):** The HRC has a seat on the EHRB. This board was not active in the past year.
- **Moving Ahead Transportation Panel:** The HRC monitors this collaboration between the Lane Transit District (LTD) and the City of Eugene for its dedication to accessibility.
- **Vision Zero Task Force:** The HRC has a permanent member on the Task Force to provide input in achieving the goal set by City Council.
- **Housing Policy Board:** The HRC is a recent liaison to the Housing Policy Board, giving voice to community issues related to affordable housing.
- **Boards and Commission Recruitment:** The HRC actively promoted participation in the board and commissions recruitment process and made recommendations on filling vacancies on the HRC.

Department Collaborations

- **Multicultural Center:** The needs assessment for the Multicultural Center Proposal was started but has been paused since the declaration of state of emergency due to the COVID-19 pandemic.

Community

- With the state of emergency due to COVID-19, the commission expressed questions and concerns on behalf of the community to the City of Eugene staff and forwarded recommendations regarding needs of the unhoused community to staff and City Council. The WECU workgroup conducted an assessment of the impacts of COVID-19 in marginalized communities.

Recommendations to Policy Makers

Correspondence on the following topics was submitted to local, state and national policy makers during FY 2020.

City Council

- **Request to include protections against intimidation and human rights abuses based on Housing status:** This item was included in the FY 2021 work plan. Council has added housing status to the Code section on intimidation. On October 2020, Council asked the HRC to answer questions regarding unintended impacts of adding housing status to the human Rights Code. Analysis on these questions was concluded in September 2021.
- **Ad Hoc Committee on Police Policy (AHCPP):** The HRC had several members attending the AHCPP meetings representing the commission and/or other groups they are affiliated with. Several recommendations discussed by the HRC were included in the AHCPP final report
- **Recommendations to fill HRC vacancies:** Supported recruitment of applicants to apply for HRC Vacancies, reviewed applications and recommended top candidates to Council to develop a diverse commission.

Members Who Served

We are deeply grateful to all the commissioners who served during this work plan and would like to recognize their service.

Councilor Emily Semple: 1/2017 – 12/2020

Councilor Randy Groves: 1/2021 – present

Rick Guerra: 7/2018– 5/2021

Serena Markstrom: 7/ 2018 – 3/2021

Bonnie Souza: 7/ 2015 – 6/2021

Kirstin London: 7/2019 – present

Amanda McCluskey: 7/2019 – present

Daniel Borson: 7/2019 – present

Joel Iboa: 7/2016 – 9/2021



Human Rights Commission

Ib Hamide: 7/2017 – present

Ibrahim Coulibaly: 7/2017 – present

Kris Galago: 4/2021 - present

END OF YEAR REPORT - HRC FY 2021 WORK PLAN

Goal 1 (Community-oriented)

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Item	Description	Assigned to	Status
1.1	Invite different equity, civil rights and human rights group to present at meetings or special events on the needs of efforts being made throughout the city.	Education, Outreach, and Public Engagement Work Group	Ongoing
1.2	Determine how to recognize National Homeless Persons' Memorial Day: 12-21-2020, and implement the plan.	Homelessness and Poverty Work Group	Completed
1.3	Monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group Homelessness and Poverty Work Group	Ongoing
1.4	Promote and support human rights events and efforts in the community	Education, Outreach, and Public Engagement Work Group	Ongoing
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) with regard to the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through on-line listening sessions, and the results compiled into a report to present to the HRC and City Council.	WeCU Work Group	Completed

1.6	Review the status of the recommendations in HRC's 2017 Marginalized Voices Report, in light of the current state of political, economic, and societal circumstances locally, statewide and nationally.	WeCU Work Group	Completed
1.7	Conduct one or more listening sessions for unhoused people	Homelessness and Poverty Work Group	Incomplete
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Education, Outreach, and Public Engagement Work Group	Ongoing
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate	Education, Outreach, and Public Engagement Work Group	Ongoing
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the HRNI. Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group	Ongoing

Goal 2 (Liaison role)

Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Item	Description	Assigned to	Status
2.1	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	WeCU Work Group Homelessness and Poverty Work Group Economic Opportunity committee	Ongoing
2.2	Develop a strategy to increase engagement and communication with City Council. The strategy will	Advisory Work Group	Incomplete

	include a plan to develop relationships with individual City Councilors.		
2.3	Identify barriers to housing affordability and strategies for ending homelessness that center communities of color, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of color in Eugene. Provide a list of identified homeownership strategies.	Homelessness and Poverty Work Group	Incomplete
2.4	Continue to advocate to recognize homeless people as a protected group in all relevant domestic legal frameworks. Policies or measures that discriminate directly or indirectly against homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless.	Homelessness and Poverty Work Group	Ongoing

Goal 3 (Advisory role)

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

Item	Description	Assigned to	Status
3.1	Provide feedback and submit recommendations regarding the City's communications strategy, including the City website, social media, etc., as it relates to marginalized communities.	WeCU work group Homelessness and Poverty Work Group	Ongoing
3.2	Upon official request, supplement the work of the Ad Hoc Committee on Policing Reform by engaging members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) around police reform and efforts to reimagine public safety.	WeCU Work Group	Complete



Human Rights Commission

3.3	In complement with Section 3. of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups), conduct research and engage the Eugene community in identifying place names and monuments, etc., in Eugene that honor or glorify white supremacy. Prepare a report on the results for HRC and City Council, with recommendations for place names to be considered for renaming, and monuments, etc., to be considered for removal/replacement.	WeCU Work Group	Ongoing
3.4	Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.	Economic Opportunity committee	Not started
3.5	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunity committee	Not started
3.6	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to dramatically increase them.	Economic Opportunity committee	Not started
3.7	Identify barriers to housing affordability and preventing homelessness.	Economic Opportunity committee	Not started
3.8	Identify strategies that result in the reduction of disparities in homelessness and rent burden among people of color in Eugene.	Homelessness and Poverty Work Group	Incomplete

Eugene Human Rights Commission 2021-2022 Roster

POSITION 1 Briselda Molina Ortega bortega.hrc@gmail.com	Expires: 6/30/24 Appt: 6/2021 Councilor: Evans NA: Active bethel Citizens	POSITION 7 Amanda McCluskey Amcccluskey.hrc@gmail.com	Expires: 6/30/22 Appt: 7/1/19 Councilor: Syrett NA: River Road Community Organization
POSITION 2 Ibrahim Coulibaly lcoulibaly.hrc@gmail.com	Expires: 6/30/23 Appt: 7/17 Re-Appt: 6/2020 Councilor: Syrett NA: River Road Community Organization	POSITION 8 Kris Galago Kgalago.hrc@gmail.com	Expires: 6/30/24 Appt: 3/2021 Reappointed 6/2021 Councilor: Syrett NA: Santa Clara Community Organization
POSITION 3 Heather Sielicki hsielicki.hrc@gmail.com	Expires: 6/30/23 Appt: 6/2020 Councilor: Keating NA: Southeast neighbors	POSITION 9 VACANT after resignation of Joel Iboa on September 21, 2021	Expires: 6/30/22 Re-Appt: 7/1/2019 Councilor: Syrett NA: Whiteaker Community Council
POSITION 4 Ibrahim Hamide ibhamide@gmail.com	Expires: 6/30/23 Appt: 7/1/2017 Re-Appt: 6/2020 Councilor: Keating NA: Southwest Hills Neighborhood Association	POSITION 10 Scott Lemons slemons.hrc@gmail.com	Expires: 6/30/24 Appt: 6/2021 Councilor: Syrett NA: Downtown Neighborhood Association
POSITION 5 Daniel Borson dborson.hrc@gmail.com	Expires: 6/30/22 Appt: 7/1/2019 Councilor: Keating NA: Southwest Hills Neighborhood Association	POSITION 11 Councilor Randy Groves rgroves@eugene-or.gov	Appt: 1/2021
POSITION 6 Kirstin London klondon.hrc@gmail.com	Expires: 6/30/2022 Appt: 7/1/2019 Councilor: Semple NA: Downtown Neighborhood Association	STAFF Fabio Andrade (fandrade@eugene-or.gov) (541)682-5277 Office of Human Rights & Neighborhood Involvement 101 W. 10 th Avenue, Suite 119, Eugene, OR 97401 541.682-5177 www.eugene-or.gov/hrc hrni@ci.eugene.or.us	



FY 2022 WORK PLAN

Goal 1 (Community-oriented)

Take a leadership role in fostering respect for social equity, civil rights, and human rights in the community by engaging in education, outreach, listening and collaboration.

Item	Description	Assigned to
1.1	Invite different equity, civil and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city.	Advocacy Work Group
1.2	Determine how to recognize National Homeless Persons' Memorial Day: 12-21-2021 and implement the plan.	Homelessness and Poverty Work Group
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in Eugene.	WeCU Work Group Homelessness and Poverty Work Group
1.4	Promote and support human rights events and efforts in the community	Advocacy Work Group
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) with respect to the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through reaching out to community representatives and members, and the results compiled as updates and presented to the HRC.	WeCU Work Group
1.6	Towards the advancement of a high-priority recommendation from the 2017 Marginalized Voices Report, and in light of the 2022 World Athletic Championships, resume the work of advocating for and moving forward with the creation of a Multicultural Center.	WeCU Work Group
1.7	Conduct one or more listening sessions for unhoused people	Homelessness and Poverty Work Group
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advocacy Work Group
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate	Advocacy Work Group
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the HRNI. Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group



Human Rights Commission

1.11	Engage culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) and community groups, in coordination with staff tasked with that function, to encourage the reporting of hate and/or bias crimes and/or incidents to the HRNI. Elicit feedback and document barriers to reporting.	WeCU Work Group
------	---	-----------------

Goal 2 (Liaison role)

Maintain strategic HRC liaisons and engage in cooperative endeavors with the community and with City of Eugene advisory groups that support civil and human rights and social equity.

Item	Description	Assigned to
2.1	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	Homelessness and Poverty Work Group Economic Opportunities Work Group
2.2	Develop a strategy to increase engagement and communication with City Council. The strategy will include a plan to develop relationships with individual City Councilors.	Advocacy Work Group
2.3	Identify barriers to housing affordability and strategies for ending homelessness that center communities of color, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of color and people with disabilities in Eugene. Identify and make recommendations to promote alternative home ownership strategies for members of marginalized communities.	Economic Opportunities Work Group Homelessness and Poverty Work Group
2.4	Continue to advocate to recognize homeless people as a protected group in all relevant domestic legal frameworks and end policies or measures that discriminate directly or indirectly against homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless.	Homelessness and Poverty Work Group

Goal 3 (Advisory role)

Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.



Human Rights Commission

Item	Description	Assigned to
3.1	On an as-needed basis, engage with members of culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) around police reform and efforts to reimagine public safety.	WeCU Work Group
3.2	In complement with Section 3. of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups) and in conjunction with existing City efforts, conduct research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy.	WeCU Work Group
3.3	Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.	Economic Opportunities Work Group
3.4	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunities Work Group
3.5	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to dramatically increase them.	Economic Opportunities Work Group
3.6	Research what other cities are doing regarding city-wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. Keep track of current and proposed efforts within the City of Eugene to promote diversity, equity and inclusion.	WeCU Work Group

2021-2022 HRC Work Groups

WeCU (Whole Eugene Community United) Work Group

Objective: Identify and implement strategies to enhance inclusion of marginalized communities into the larger Eugene community and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism.

Lead: Daniel Borson, Kris Galago **Supporting Leads:** Ib Hamide, Ibrahim Coulibaly, Scott lemons

Homelessness and Poverty Work Group

Objective: Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to



Human Rights Commission

homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

Lead: Heather Sielicki **Supporting leads:** Amanda McCluskey, Kirstin London, Scott Lemons

Advocacy Work Group

Objective: Maintain an introspective view of human rights issues in Eugene as they arise and develop advisory communication and recommendations to City Council to respond to and support human rights in Eugene. Develop and implement strategies to promote education, outreach, and public engagement.

Lead: Amanda McCluskey **Supporting leads:** Heather Sielicki, Daniel Borson, kris Galago, Ibrahim Coulibaly

Economic Opportunities Work Group

Objective: Research and recommend strategies to promote economic advancement of marginalized communities.

Lead: Ibrahim Coulibaly, **Supporting leads:** Briselda Ortega, Heather Sielicki, Kirstin London

Human Rights Commission – FY22 Calendar

September 2021 - HRC meeting on 9/21

- Labor Day – September 6
- Rosh Hashanah September 6-8
- Yom Kippur – September 15
- Latino/Hispanic Heritage Month
September 15 - October 15
- International Day of Peace – Sept 21
- Sukkot - September 21-28
- Simchat Torah – September 28-29

October 2021 - HRC meeting on 10/19

- LGBT History Month
- Indigenous People's Day – October 11
- Mawlid – October 18-19
- Halloween – October 31

November 2021 - HRC meeting on 11/16

- National Youth Homelessness Awareness
month
- Native American Heritage Month
- Transgender Day of Remembrance -
11/20
- Thanksgiving – November 25

December 2021

No HRC meeting.

International Human Rights Day celebration on December 10

- Human Rights Week – December 6-12
- Homeless Persons' Memorial Day –
December 21
- International Migrants Day - Dec 18
- Christmas – December 25
- Kwanzaa – Dec 26-Jan 1

January 2022 - HRC meeting 1/18

- Trafficking Awareness Month
- New Year Day – January 1
- MLK Day – January 17

February 2022 - HRC meeting on 2/15

- Black History Month
- Presidents' Day – February 21
- Purim – February 16-17

- Blacks In Government (BIG) Annual
Banquet
- NAACP Freedom Fund Dinner
- Asian Celebration – (Dates varies)

March 2022 - HRC meeting on 3/15

- Lent – March 2 – April 14
- International Women's Day – Mar. 8
- Transgender Day of Visibility -
March 31

April 2022 - HRC meeting on 4/19

- Ramadan - April 1-30
- Good Friday – April 15
- Passover – April 15-23
- Easter – April 17
- Earth Day – April 22
- Holocaust Remembrance Day - April 27

May 2022 - HRC meeting on 5/17

- Asian American and Pacific islander
Heritage Month
- Eid al-Fitr (Ramadan ends) – May 2-3
- Memorial Day – May 30

June 2022 - HRC meeting on 6/21

- Pride Month
- Juneteenth - June 19

July 2022 - No HRC meeting in July

- Independence Day - July 4
- Eid al-Adha – July 9-10
- Oregon 22 – July 15-24
- American with Disabilities Act - July 26

August 2022

HRC planning retreat – Date TBD

FY 2022 - LIAISONS FROM HRC TO OTHER BOARDS, COMMITTEES OR COMMISSIONS

Name of Group	Description	Time Commitment	Commissioner(s)
Community Development Block Grant	Eugene receives federal funds which are awarded to agencies that support a variety of community needs related to housing and other issues. During an annual competitive process, applicants vie for CDBG funding for specific projects. https://www.eugene-or.gov/281/CDBG-Program	2-hour monthly meetings typically for 6 months out of the year, when they are working on funds distribution and projects. Additional meetings and trainings as necessary. 1-year term with possibility to serve 3 terms.	Kirstin London Back up: Scott Lemons
Moving Ahead Transportation Panel	The Moving Ahead Transportation Panel is a collaboration of the City of Eugene and the Lane Transit District (LTD) working with the community to prioritize corridors for near-term enhancements that serve people using transit, biking, walking, and mobility devices. http://www.movingahead.org/	Meetings as scheduled	Ibrahim Coulibaly Back up: Daniel Borson
Vision Zero Task Force	The Vision Zero Task Force will guide the Eugene Vision Zero Action Plan. Members will work together to guide the development of the Plan's goals, policies, actions and performance measures. https://www.eugene-or.gov/3320/Community-Engagement	Meets monthly	Heather Sielicki Back up: Amanda Mccluskey
Police Commission	The Police Commission mission is to recommend to the City Council, the City Manager, the Police Department, and the people, the resources, preferred policing alternatives, policies and citizens' responsibilities needed to achieve a safe community.	Meets monthly 2 nd Thursday, 5:30 – 8:30 p. This has a term of 4 years or as long as a single commissioner term - typically 3 years.	Ibrahim Coulibaly (Voting) Back up: Scott Lemons

Council Liaison	City Councilor Liaison from HRC to City Council	1 year, appointed by Mayor	Councilor Randy Groves
Meet with City Manager and Mayor	Mayor and City Manager meet with HRC Chairs and Equity and Human Rights staff	2 hours quarterly	Chair, Vice Chair, and Council Liaison
Civilian Review Board	To increase transparency and public confidence in the police complaint process. We evaluate the work of the independent Police Auditor, from a civilian perspective, about whether the complaint was handled fairly and with due diligence.	Meets monthly, 2 nd Tuesday, 3 hours	Amanda McCluskey Back up: Daniel Borson
Youth Advisory Council	Mayor's Youth Advisory Board is a new group of 15-20 high school age youth enrolled in grades 9-12 (or equivalent) who commit to improving their community and developing as leaders	TBD – As needed	Briselda Molina Back up: Kirstin London
Housing Policy Board	The Intergovernmental Housing Policy Board (HPB) reviews low-income housing issues and makes policy, funding, and other recommendations regarding affordable housing to Eugene and Lane County governments. The mission of the HPB is to increase the availability of decent, affordable housing for low and very low-income families and individuals in Lane County. https://www.eugene-or.gov/838/Housing-Policy-Board	Quarterly, 1.5-hour meeting, 1 st Monday of the month unless it falls on a holiday, then on following Friday	Heather Sielicki Back Up: Scott Lemons
MUPTE	The MUPTE Review Panel: Reviews the project applications; applicant's conformance with the Required Public Benefits; project's conformance with approval requirements; and assists the City Manager in preparing an Annual Report.	As needed	Ibrahim Coulibaly Back up: Heather Sielicki
TBL	The Triple Bottom Line, or TBL, is a framework the City of Eugene is using to reach its sustainability goals. It's designed to help us think about and explore the	As needed	Daniel Borson

	environmental, equity and economic impacts, benefits and trade-offs of our decisions.		Back Up: Kirstin London
Sustainability commission	The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social and economic concerns to the City of Eugene, its partners and its people. https://www.eugene-or.gov/38/Sustainability-Commission	Monthly, Wednesday 5pm	Scott Lemons Back up: Daniel Borson