



Eugene City Council

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www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

July 8, 2019

7:30 p.m. CITY COUNCIL MEETING
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401

Meeting of July 8, 2019;
Her Honor Mayor Lucy Vinis Presiding

Councilors

Betty Taylor, President
Greg Evans
Mike Clark
Jennifer Yeh

Emily Semple, Vice President
Chris Pryor
Claire Syrett
Alan Zelenka

7:30 p.m. CITY COUNCIL MEETING

- 1. PLEDGE OF ALLEGIANCE TO THE FLAG AND READING OF THE DECLARATION OF INDEPENDENCE**
- 2. PUBLIC FORUM**
- 3. CONSENT CALENDAR**
 - A. Approval of City Council Minutes**
 - January 23, 2019, Work Session
 - May 13, 2019, Joint Work Session
 - May 20, 2019, Public Hearing
 - B. Approval of Tentative Working Agenda**
- 4. ACTION: Appointments to the Human Rights Commission**

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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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EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Pledge of Allegiance to the Flag

Meeting Date: July 8, 2019
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Beth Forrest
Contact Telephone Number: 541-682-5882

ISSUE STATEMENT

In honor of Independence Day on July 4, representatives of Eugene's four Sister City Committees will read the Declaration of Independence and lead the Pledge of Allegiance to the Flag.

BACKGROUND

The City Council voted at its June 27, 2011, work session to begin formal council meetings with a voluntary recitation of the Pledge of Allegiance to the Flag at those meetings closest to the following holidays: Memorial Day, Veterans Day, Flag Day, and the Fourth of July. In addition, the council voted to begin a practice of reading the Declaration of Independence and/or from the Constitution of the United States at the beginning of its meeting closest to the Fourth of July.

According to the United States Code, Title 4 (U.S. Flag Code), the Pledge "...should be rendered by standing at attention and facing the flag with the right hand over the heart. When not in uniform, men should remove any non-religious headwear with their right hand and hold it at the left shoulder, the hand being over the heart. Persons in uniform should remain silent, face the flag, and render the military salute."

The Pledge is as follows: *"I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all."*

CITY MANAGER'S RECOMMENDATION

No recommendation is necessary.

SUGGESTED MOTION

No motion is necessary.

FOR MORE INFORMATION

Staff Contact: Beth Forrest
Telephone: 541-682-5882
Staff E-Mail: bforrest@eugene-or.gov

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Public Forum

Meeting Date: July 8, 2019
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 2
Staff Contact: Beth Forrest
Contact Telephone Number: 541-682-5882

ISSUE STATEMENT

This segment allows citizens the opportunity to express opinions and provide information to the council. Testimony presented during the Public Forum should be on city-related issues and should not address items which have already been heard by a Hearings Official or are on the present agenda as a public hearing item.

SUGGESTED MOTION

No action is required; this is an informational item only.

FOR MORE INFORMATION

Staff Contact: Beth Forrest
Telephone: 541-682-5882
Staff E-Mail: bforrest@eugene-or.gov

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Approval of City Council Minutes

Meeting Date: July 8, 2019
Department: Central Services
www.eugene-or.gov

Agenda Item Number: 3A
Staff Contact: Beth Forrest
Contact Telephone Number: 541-682-5882

ISSUE STATEMENT

This is a routine item to approve City Council minutes.

SUGGESTED MOTION

Move to approve the minutes for 2019: the January 23 work session, the May 13 joint work session, and the May 20 public hearing.

ATTACHMENTS

- A. January 23, 2019, Work Session
- B. May 13, 2019, Joint Work Session
- C. May 20, 2019, Public Hearing

FOR MORE INFORMATION

Staff Contact: Beth Forrest
Telephone: 541-682-5882
Staff E-Mail: bforrest@eugene-or.gov

MINUTES

Eugene City Council
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401

January 23, 2019
12:00 p.m.

Councilors Present: Emily Semple, Jennifer Yeh, Alan Zelenka, Mike Clark. Chris Pryor, Betty Taylor, Claire Syrett

Councilors Absent: Greg Evans

Mayor Vinis opened the January 23, 2019, Work Session of the Eugene City Council.

1. WORK SESSION: Clear & Objective Housing – Approval Criteria Update

Senior Planner Jenessa Dragovich and Principal Planner Alissa Hansen provided a project update of the Clear & Objective Housing: Approval Criteria Update, including the Draft Preferred Concepts Report.

Council Discussion

- Councilor Taylor – asked questions about the legal process for revising or dismantling a refinement plan, and outreach to and involvement of residents; expressed concern that the proposal represented a drastic change to adopted plans.
- Councilor Clark – suggested that analysis should happen earlier in the process and include information in the Buildable Lands Inventory; supported listing the constraints upfront.
- Councilor Syrett – noted that mitigation was required for other building process, similar to the tree preservation component.
- Councilor Zelenka – said he was challenged by the open space proposal; seems like a weakening of existing requirements.
- Councilor Semple – expressed concern about the tree preservation proposal; asked questions about the data around current practices and how the parameters/scale will be determined under the proposal.
- Councilor Pryor – acknowledged the in-depth work of the Planning Commission on this issue, in an effort to bring the Clear & Objective standards into alignment with what is being developed.
- Councilor Yeh – said the Planning Commission did a good job of vetting the proposals; findings will be needed to adopt the Planning Commission recommendation on the open space requirement.
- Councilor Clark – said more time is needed for council to think about and deliberate on the recommendations, which represents a significant change in policy.
- Councilor Zelenka – requested clarification on several of the recommendations.
- Councilor Taylor – said the setback requirement is important and that it is impossible to mitigate the removal of mature trees.
- Councilor Semple – expressed her general support for the recommendation; asked questions about the proposed setback proposal.
- Councilor Clark – asked if future comprehensive lands assessments will be done on a lot-specific basis; still has significant concerns and questions about the overall policy direction.
- Councilor Zelenka – said streamlining development in thoughtful manner is good; there is still ample time to hear testimony and consider and revise the proposal.

MOTION AND VOTE: Councilor Taylor, seconded by Councilor Semple, moved to advance the preferred concepts identified in Attachment B to this AIS, as supported by Planning Commission, to the draft land use code writing phase. **PASSED 6:1**

2. WORK SESSION: Rest Stop Program Update and Siting Policy Discussion

Policy Analyst Jason Dedrick presented options for amending or revising the rest stop program.

Council Discussion

- Councilor Semple – expressed concern that work isn't happening quickly enough to expand rest stop opportunities; supported allowing rest stops for homeless families near schools, eliminating the prohibition of rest stops in residential areas, and lifting the requirement of council approval for every new rest stop; supported maintaining operator contracts, consideration of using private lands, and allocating additional funding where appropriate; encouraged the use of incentives to make rest stops in neighborhoods more acceptable.
- Councilor Syrett – supported making outreach efforts to neighborhoods and businesses more robust; supported amending the limitations on rest stops and car camps near schools with appropriate screening; supported amending the ordinance to allow more siting opportunities in or near residential neighborhoods; supported expansion of program to include land owned by other jurisdictions, more freedom with funding.
- Councilor Clark – conveyed anecdotal information about the threat many residents feel from siting homeless camps near residential neighborhoods; opposed the proposal to eliminate the prohibition on camps in neighborhoods.
- Councilor Pryor – agreed with ownership and funding proposals; expressed some ambiguity about proposal to eliminate the requirement for council approval, noting that councilors representing the wards in which a rest stop may be sited should be involved in the decision-making process; supported maintaining the operating provisions of the ordinance; said it is important to communicate with residents that these facilities are safe and pose no public safety threat; encouraged council to act in the best interests of the whole community.

MOTION AND VOTE: Councilor Taylor, seconded by Councilor Semple, moved to extend the meeting by 10 minutes. **PASSED 6:1**

- Councilor Zelenka – supported maintaining requirement for council support and accountability; said the overriding issue the program faces is the lack of sites due to neighbors' opposition; supported greater outreach and education efforts.
- Councilor Yeh – supported amending the schools, residential, ownership and funding flexibility provisions; encouraged analysis of whether the rest stop program is worthy of the effort if siting of new camps remains difficult; asked for additional information about the "no day use" requirement and how it was justified.
- Councilor Semple – asked about the timeline for approving new rest stops if council approval requirement is retained; reminded council that rest stops are considered transitional housing, which was determined to be in great need in the community.

The meeting adjourned at 1:40 p.m.

Respectfully submitted,

Beth Forrest
City Recorder

Link to the webcast of this City Council meeting: [here](#).

MINUTES

**Eugene City Council
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401**

**May 13, 2019
5:30 p.m.**

Councilors Present: Betty Taylor, Emily Semple, Jennifer Yeh, Mike Clark, Greg Evans, Claire Syrett, Chris Pryor, Alan Zelenka

Commissioners Present: Pete Sorenson, Jay Bozievich, Pat Farr, Joe Berney, Heather Buch

Lane County Board of Commissioners Chair Pete Sorenson opened the May 13, 2019, Joint Work Session of the Lane County Board of Commissioners.

Mayor Vinis opened the May 13, 2019, Joint Work Session of the Eugene City Council.

1. JOINT WORK SESSION: Presentation of Implementation Plan for Homeless and Supportive Housing System Report Recommendations

Commission Chair Pete Sorenson welcomed everyone and provided an overview of what the meeting would include: a staff presentation, comments from the City Manager, and a discussion period for Commissioners and Councilors.

County Administrator Steve Mokrohisky introduced the topic and provided historical context on the past few years of work on homelessness. City of Eugene Housing Policy Manager Peter Chavannes presented a review of the components of the current homelessness system as well as a list of recommendations for future changes. Human Services Division Manager Steve Manela provided greater detail on each recommendation. City Manager Jon Ruiz thanked all involved in the effort and encouraged continued joint efforts to meet the challenge of homelessness in the community.

Discussion

- Councilor Clark – asked for the plan to deal with the number of people who will be displaced due to a new state law that disallows camping near the river; felt the recommendations presented were out of balance in that they focused entirely on incentives without any enforcement strategies.
- Councilor Semple – asked to hear more about the cost of the strategies, particularly in the light of it being budget season.
- Commissioner Buch – declared a potential conflict of interest in that her father works for St. Vincent de Paul; said the current system is confusing and there must be a fundamental change in how the system is operating; advocated for centralizing and coordinating services.
- Councilor Pryor – said he was committed to the process and expected that the bodies would be prudent about the cost; felt that consequences for people behaving in an antisocial manner would be included in public safety revenue discussion that was already underway; asked for cost details as soon as possible; felt commitment was required.
- Councilor Syrett – asked her colleagues whether they were willing to support the Steering Committee's ideas as a concept.

- Commissioner Farr – noted the City and County’s long history of actions that had resulted in the current conditions; said some of the recommendations will cost little to no money and others will cost an enormous amount.
- Councilor Evans – asked about the City of Springfield’s role in navigating the challenges of homelessness.
- Commissioner Berney – shared that he spoke with several Springfield city councilors prior to the meeting and noted that body held a meeting at the same time; expected to see more participation from Springfield in the future.
- Councilor Zelenka – agreed with Commissioner Buch that the plan presented was a radically different approach to what has been done in the past; hoped to get the plan and setup correct in order to move faster later; expressed disappointment that Springfield was not present at the meeting.
- Commissioner Bozievich – expressed enthusiasm about a strategic plan for moving forward; expressed concerns about plan costs; agreed with Councilor Clark about there not being enough consequences for poor behavior; wanted to increase buildable lands inventory.
- Councilor Taylor – appreciated the cooperation and coordination and would like to see more support from the State and federal government.
- Councilor Yeh – felt that the cost for implementation could be intimidating but was necessary; said the plan was well thought out.
- Commissioner Sorenson – said he was a strong supporter of the approach and concept; wanted to see comment from the general public as well as community partners; wanted more details on implementation.
- Mayor Vinis –noted that many of the recommendations pertained to streamlining services, which would produce cost savings; emphasized that accountability is built into the system; urged both groups to focus upon providing services that make the experience of homelessness brief and brings people into services efficiently—the larger, interlocking issues of addiction, economics, equity, etc. are another conversation.
- Commissioner Berney – felt all the interrelated issues were important and needed to be part of the conversation; would prefer continuous improvements over time in a three- or five-year plan; expressed disappointment that the report did not account for homeless kids in the schools; would like the conversation to be more human-centered.
- Councilor Syrett – advocated piloting strategies, assessing their effectiveness, implementation of those that are successful, and then continuously reassessing and making adjustments as needed; highlighted the Community Court’s work to encourage defendants to make different choices; pointed out Appendix E of the report outlined costs.
- Councilor Clark – referred to initial remarks and emphasized that they were focused on the overall strategy being out of balance; wanted to see specific, measurable goals as well as a timeline; said he looked forward to seeing the budget; voiced concern that Eugene was taking actions that kept Springfield away from the table, particularly the public safety payroll tax discussion.
- Commissioner Farr – gave some historical context for the current issues with homelessness and housing and expressed hopefulness for actions that could be taken now; highlighted the work of mobile outreach teams and encouraged maximizing their—and other programs’—use.
- Councilor Zelenka – noted the resistance from the City of Springfield to participate financially in efforts to provide social services is not recent, but long-standing; shared that proposals and plans need someone who is in charge of them or the work does not get done.

MOTION AND VOTE: Councilor Zelenka, seconded by Councilor Yeh, moved that the City Council support the homeless services system plan improvement plan framework, that the City Manager move forward on immediate actions over the next year, and that we direct the City Manager to bring back for council approval a work,

budget, financial plan, and performance measures to identify success as soon as practicable. **PASSED 8:0.**

- Commissioner Sorenson – noted that the Board of Commissioners had more time should they like to continue to discuss; hoped to get support from many other government entities, but urged immediate action as opposed to delaying for some additional assistance.
- Commissioner Berney – requested the bodies not demean or dismiss Springfield, especially because they were not invited to the meeting.
- Councilor Pryor – reminded everyone that the goal is self-sufficiency and housing and employment—particularly good-paying employment—are fundamental to that goal.
- Commissioner Bozievich – asked about the first year of costs and whether those costs have been incorporated into the draft budget.
- Councilor Taylor – asked whether the plan included strategies to support people living on the edge of homelessness—efforts to keep them in their homes when unexpected high expenses arise.

The meeting adjourned at 6:52 p.m.

Respectfully submitted,

Beth Forrest
City Recorder

(Recorded by Cas Casados)

Link to the webcast of this City Council meeting [here](#).

MINUTES

**Eugene City Council
Harris Hall, 125 East 8th Avenue
Eugene, Oregon 97401**

**May 20, 2019
7:30 p.m.**

Councilors Present: Betty Taylor, Emily Semple, Mike Clark, Greg Evans, Chris Pryor, Claire Syrett, Jennifer Yeh, Alan Zelenka

Mayor Vinis opened the May 20, 2019, public hearing of the Eugene City Council.

1. PUBLIC HEARING AND POSSIBLE ACTION: An Ordinance Concerning Autzen Stadium and Amending Section 4.190 of the Eugene Code, 1971

City Manager Jon Ruiz provided background on the draft ordinance.

No speakers provided testimony at the public hearing.

MOTION AND VOTE: Councilor Taylor, seconded by Councilor Semple, moved to adopt an ordinance concerning Autzen Stadium and amending section 4.190 of the Eugene Code, 1091. **PASSED 8:0**

2. PUBLIC HEARING: An Ordinance Concerning Accessory Dwellings; Replacing the Term “Secondary Dwelling” with “Accessory Dwelling” Throughout the Eugene Code 1971; Making Additional Amendments to Sections 9.0500, 9.2010, 9.2011, 9.2740, 9.2741, 9.2750, 9.2751, 9.2775, 9.3060, 9.3115, 9.3125, 9.3210, 9.3215, 9.3310, 9.3510, 9.3615, 9.3810, 9.3811, 9.3815, 9.3910, 9.3915, and 9.8030 of that Code; and Addressing the Oregon Land Use Board Of Appeals’ Remand of Ordinance Nos. 20594 And 20595.

City Manager Jon Ruiz and Deputy City Attorney Emily Jerome introduced the item.

Speakers

1. Todd Boyle – said he would like council to reduce restriction on ADUs.
2. Susan Bliven – urged council to reduce restrictions to allow seniors to age in place.
3. Tiffany Edwards – shared the Chamber’s support for more workforce housing.
4. Carmel Perez Snyder – supported zoning changes that reflect the community’s needs.
5. David Barajas – asked council to rethink restrictions on ADUs.
6. Nancy Meyer – challenged a recent op-ed supporting ADUs in local newspaper.
7. Seth Sadofsky – said reasoning behind continued restrictions is lacking.
8. Joe Bonilla – supported the option to have a small home for his aging parents.
9. Daniel Ivy – noted that ADUs support the homeless, elderly, and young people.
10. Babe O’Sullivan – asked council to more aggressively remove barriers to ADUs.
11. Marcus Kauffman – said an ADU would enable people to care for their aging parents.
12. Dylan Lamar – asked council to consider who benefits from their decision.
13. Emily Fox – urged council to retain the owner-occupancy requirement.
14. Robert Roth – said neighborhoods dominated by rentals do not support good relationships.
15. Ralph McDonald – supported ADUs, requiring landlords to maintain livability of the property.
16. Gwen Burkard – said ADUs are a viable way to support the community’s aging population.
17. Carlis Nixon – supported ADUs, noting restrictions are important for ensuring quality of life.
18. Patricia Hine – supported ADUs to help the city meet its climate and affordable housing goals.

19. Diana B. – said ADUs may not support affordable housing goals without deed restrictions.
20. Jean Tate – supported ADUs as a great opportunity to build more needed housing.
21. Bill Aspegren – urged council to keep owner-occupancy requirement.
22. Joshua Caraco – urged council to remove parking requirement.
23. Scott Burgess – questioned whether ADUs would help the affordable housing problem.
24. John Byrne – supported ADUs as long as a homeowner is nearby to oversee property.
25. Pam Wooddell – supported owner-occupancy requirement; noted profiteering risk.
26. Susan Connolly – expressed concern about sprawl and supported infill.
27. Carolyn Jacobs – asked council for a clear definition of ADUs; slippery slope to upzoning.
28. Kaarin Knudson – supported use of zoning to make city inclusive by design.
29. Shaun Winter – said more density and walkability would increase economic health.
30. Eliza Kashinsky – said ADUs can help the City reach its stated goals.
31. Cliff Gray – supported ADU development with the owner-occupancy requirement.
32. Tom Bruno – expressed concerned about taxes and increased draw on public services.
33. Arame Tchack-Ryan – told personal story of owner-occupancy requirement being a hurdle.

Discussion

- Councilor Clark – requested a memo from the City Attorney, listing any case law with a valid claim of discrimination related to an ownership requirement for ADUs.
- Councilor Zelenka – supported a policy that takes into account varying impact on different neighborhoods; would like council to encourage livability, responsibility, and accountability.
- Councilor Taylor – reminded everyone that ADUs were already allowable; said owner-occupancy is essential to preserving neighborhoods.
- Councilor Clark – said that while he was unsure whether ADUs would create more rental housing, they are great for caring for a family member; explained that ADUs do not count as income when taking out a loan from a financial institution, if you live in the primary home.
- Councilor Zelenka – noted council will talk about short-term vacation rentals soon.
- Councilor Yeh – noted the city is changing and the council needs to respond to these new needs; asked for information about the factors being considered around what constitutes good stewardship of property before land use decisions are made.
- Mayor Vinis – reminded everyone that the discussion was taking place because this issue was remanded by the Land Use Board of appeals; owner-occupancy may not be in alignment with state law.

The meeting adjourned at 9:17 p.m.

Respectfully submitted,

Beth Forrest
City Recorder

(Recorded by Cas Casados)

Link to the webcast of this City Council meeting: [here](#).

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Approval of Tentative Working Agenda

Meeting Date: July 8, 2019
Department: City Manager's Office
www.eugene-or.gov

Agenda Item Number: 3B
Staff Contact: Beth Forrest
Contact Telephone Number: 541-682-5882

ISSUE STATEMENT

This is a routine item to approve the City Council Tentative Working Agenda.

BACKGROUND

On July 31, 2000, the City Council held a process session and discussed the Operating Agreements. Section 2, notes in part that "The City Manager shall recommend monthly to the council which items should be placed on the council agenda. This recommendation shall be placed on the consent calendar at the regular City Council meetings (regular meetings are those meetings held on the second and fourth Monday of each month in the Council Chamber). If the recommendation contained in the consent calendar is approved, the items shall be brought before the council on a future agenda. If there are concerns about an item, the item may be pulled from the consent calendar at the request of any councilor or the Mayor. A vote shall occur to determine if the item should be included as future council business." Scheduling of this item is in accordance with the Council Operating Agreements.

RELATED CITY POLICIES

There are no policy issues related to this item.

COUNCIL OPTIONS

The council may choose to approve, amend or not approve the tentative agenda.

CITY MANAGER'S RECOMMENDATION

The City Manager has no recommendation on this item.

SUGGESTED MOTION

Move to approve the items on the Tentative Working Agenda.

ATTACHMENTS

A. Tentative Working Agenda

FOR MORE INFORMATION

Staff Contact: Beth Forrest

Telephone: 541-682-5882

Staff E-Mail: bforrest@eugene-or.gov



City Council Tentative Agenda

Updated June 27, 2019

Meeting Location: Harris Hall, 125 East 8th Avenue, unless otherwise noted

July 2019						
Date	Day	Time	Title		Length	Dept. Contact
8-Jul	Monday	5:30 pm	 Committee Reports and Items of Interest	45 mins	Carolyn Burke, PW	
			 Parks and Recreation SDC Methodology (Work Session)			
		 Presiding Judge Interview (Work Session)	45 mins	Becky DeWitt, CS		
		7:30 pm	 Pledge of Allegiance to the Flag		Cas Casados, CS	
 Public Forum						
 Appointments to Human Rights Commission (Action)						
Expected absences for 7/8: none						
10-Jul	Wednesday	12 pm	 Executive Session Pursuant to ORS 192.660(2)(a)	45 mins	Becky DeWitt, CS	
			 Police Auditor Evaluation (Work Session) Executive Session Pursuant to ORS 192.660(2)(i)	45 mins	Keri Beraldo, CS	
Expected absences for 7/10: none						
15-Jul	Monday	5:30 pm	 Joint Mtg. with LTD on MovingAhead (Work Session)	90 mins	Chris Henry, PW	
		7:30 pm	 Ordinance Extending NW Natural Franchise (Public Hearing)		Mike Streepey, CS	
 Ordinance on Rest Stop Program (Public Hearing)	Jason Dedrick, CS					
 Proposal to Rename Washington Jefferson Park in Honor of Edwin Smith (Public Hearing)	Kelly Shadwick, PW					
Expected absences for 7/15: none						



Work Session



Action



Public Hearing



Public Forum



Consent Calendar



Committee Reports/Items of Interest



Ceremonial Matters



Pledge of Allegiance

17-Jul	Wednesday	12 pm	 Homeless Systems Implementation (Work Session)	45 mins	Jason Dedrick, CS
			 Downtown Riverfront Land Use Package (Work Session)	45 mins	Michael Kinnison, PDD

Expected absences for 7/17: none

22-Jul	Monday	5:30 pm	 Committee Reports and Items of Interest <ul style="list-style-type: none"> Resolution Condemning White Nationalism 	45 mins	Michael Kinnison, PDD
			 Downtown Riverfront Land Use Package (Work Session and Action)	45 mins	Jen Van Der Haeghen, CS
			 Data Collection Policy/Protection of Individuals and Groups (Work Session)		
		7:30 pm	 Public Forum		Mike Streepey, CS
			 Ordinance Extending NW Natural Franchise (Action)		Kelly Shadwick, PW
			 Proposal to Rename Washington Jefferson Park in Honor of Ed Smith (Action)		Jason Dedrick, CS
			 Ordinance on Rest Stop Program (Action)		

Expected absences for 7/22: none

24-Jul	Wednesday	12 pm	 CET Update and Next Steps (Work Session)	45 mins	Mike Kinnison, PDD
			 TBD (Work Session)	45 mins	

Expected absences for 7/24: none

Council Break: July 25 – September 9

September 2019					
Date	Day	Time	Title	Length	Dept. Contact
9-Sep	Monday	5:30 pm	 Committee Reports and Items of Interest	45 mins	
			 Airport Master Plan (Work Session)	45 mins	
			 TBD (Work Session)		

9-Sep	Monday	7:30 pm	 Public Forum		
Expected absences for 9/9: none					
11-Sep	Wednesday	12 pm	 Emergency Management Update (Work Session)	45 mins	Randi Bowers-Payne, CS
			 Ferry Street Manor MUPTE Application (Work Session)	45 mins	Amanda D’Souza, PDD
Expected absences for 9/11: none					
16-Sep	Monday	5:30 pm	 Ordinance Concerning Accessory Dwelling Units (LUBA Remand) (Work Session & Poss. Action)	90 mins	Alissa Hansen, PDD
		7:30 pm	 TBD (Public Hearing)		
Expected absences for 9/16: none					
18-Sep	Wednesday	12 pm	 Alley Access Rules (Work Session)	45 mins	Alissa Hansen, PDD
			 Sign Code/Digital Display Technology (Work Session)	45 mins	Jenessa Dragovich, PDD
Expected absences for 9/18: none					
23-Sep	Monday	5:30 p.m.	 Committee Reports and Items of Interest		
			 Short-Term Vacation Rentals (Work Session)	45 mins	Lydia Kaye, PDD
			 URA – Steam Plant Deal Points (Work Session)	45 mins	Amanda D’Souza, PDD
		7:30 pm	 Public Forum		
Expected absences for 9/23: none					
25-Sep	Wednesday	12 pm	 City Manager Annual Evaluation (Work Session) Executive Session Pursuant to ORS 192.660(2)(i)	45 mins	Keri Beraldo, CS
				45 mins	
			 TBD (Work Session)		
Expected absences for 9/25: none					

October 2019					
Date	Day	Time	Title	Length	Dept. Contact
9-Oct	Wednesday	12 pm	 Small Cell Technology (Work Session)	45 mins	Scott Milovich, PW
			 TBD (Work Session)	45 mins	
Expected absences for 10/9: none					

14-Oct	Monday	5:30 pm	 Committee Reports and Items of Interest		
			 TBD (Work Session)	45 mins	
			 TBD (Work Session)	45 mins	
		7:30 pm	 Public Forum		
Expected absences for 10/14: none					
16-Oct	Wednesday	12 pm	 Council Process Session (Work Session)	90 mins	Becky DeWitt, CS
Expected absences for 10/16: none					
21-Oct	Monday	5:30 pm	 TBD (Work Session)	45 mins	
			 TBD (Work Session)	45 mins	
		7:30 pm	 TBD (Public Hearing)		
Expected absences for 10/21: none					
23-Oct	Wednesday	12 pm	 TBD (Work Session)	45 mins	
			 TBD (Work Session)	45 mins	
Expected absences for 10/23: none					
28-Oct	Monday	5:30 p.m.	 Committee Reports and Items of Interest		
			 TBD (Work Session)	45 mins	
			 TBD (Work Session)	45 mins	
		7:30 pm	 Public Forum		
Expected absences for 10/28: none					
30-Oct	Wednesday	12 pm	 TBD (Work Session)	45 mins	
			 TBD (Work Session)	45 mins	
Expected absences for 10/30: none					

November 2019						
Date	Day	Time	Title		Length	Dept. Contact
11-Nov	Monday	5:30 pm		Committee Reports and Items of Interest		
				TBD (Work Session)	45 mins	
			TBD (Work Session)	45 mins		
		7:30 pm		Public Forum		
Expected absences for 11/11: none						
13-Nov	Wednesday	12 pm		TBD (Work Session)	45 mins	
				TBD (Work Session)	45 mins	
Expected absences for 11/13: none						
18-Nov	Monday	5:30 pm		TBD (Work Session)	45 mins	
				TBD (Work Session)	45 mins	
		7:30 pm		TBD (Public Hearing)		
Expected absences for 11/18: none						
20-Nov	Wednesday	12 pm		TBD (Work Session)	45 mins	
				TBD (Work Session)	45 mins	
Expected absences for 11/20: none						
25-Nov	Monday	5:30 p.m.		Committee Reports and Items of Interest		
				TBD (Work Session)	45 mins	
			TBD (Work Session)	45 mins		
		7:30 pm		Public Forum		
Expected absences for 11/25: none						
27-Nov	Wednesday	12 pm		TBD (Work Session)	45 mins	
				TBD (Work Session)	45 mins	
Expected absences for 11/27: none						

December 2019						
Date	Day	Time	Title		Length	Dept. Contact
9-Dec	Monday	5:30 pm		Committee Reports and Items of Interest		
				TBD (Work Session)	45 mins	
			TBD (Work Session)	45 mins		
		7:30 pm		Public Forum		
Expected absences for 12/09: none						
11-Dec	Wednesday	12 pm		TBD (Work Session)	45 mins	
				TBD (Work Session)	45 mins	
Expected absences for 12/11: none						

Council Break: December 12 – January 8

 Work Session	 Action	 Public Hearing	 Public Forum	 Consent Calendar
 Committee Reports/Items of Interest	 Ceremonial Matters	 Pledge of Allegiance		

Approved Work Session Polls to be Scheduled	Councilor	Date Approved
Data Collection Policy/Protection of Individuals and Groups – <i>scheduled 7/22/19</i>	Syrett	7/19/18
Revisit City Code Regarding Alley Access Rules - <i>scheduled 9/18/19</i>	Semple	10/11/18
Update Sign Code for Digital Display Technology – <i>scheduled 9/18/19</i>	Pryor	2/14/19
Short-term Vacation Rentals – <i>scheduled 9/23/19</i>	Taylor	5/23/19
5G – including experience of other cities – <i>scheduled 10/9/19</i>	Clark	5/20/19
Follow-Up Work Sessions to be Scheduled		
TAC Implementation – <i>scheduled 7/17/19</i>		
Commercial Setbacks		

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Action: Appointments to the Human Rights Commission

Meeting Date: July 8, 2019
Department: City Manager's Office
www.eugene-or.gov

Agenda Item Number: 4
Staff Contact: Cas Casados
Contact Telephone Number: 541-682-8497

ISSUE STATEMENT

This is an action item to appoint members to the City's Human Rights Commission.

BACKGROUND

Each year, the City Council makes appointments to boards, committees and commissions. Chapter 2 of the Eugene Code addresses standing committees to the council as well as the appointment process for each body. For most standing committees created in the code, council is the appointing authority.

The annual recruitment for boards, committees and commissions this year was initiated on January 25 and concluded March 10. The recruitment was publicized on the internet, in newspapers, through flyers, at City offices, and at City- and neighborhood-related meetings and events. Council voted to open a second recruitment period for the Human Rights Commission that extended from May 21 through May 31.

Interviews for boards and commissions were held in April and June. Members of the council then voted on which candidates to nominate for appointment. Candidates who received five or more votes are included in the staff-prepared motions to nominate (below). For all other vacancies for which no candidate receives at least five votes, the Council President will consider the votes cast and make a recommended nomination.

PREVIOUS COUNCIL DIRECTION

[May 20, 2019, Work Session](#)

Council voted to extend the application period for the Human Rights Commission through close of business on May 31.

COUNCIL OPTIONS

1. Appoint applicants who have been nominated.
2. Appoint other applicants from the pool.
3. Seek additional candidates for these positions.

CITY MANAGER'S RECOMMENDATION

The City Manager has no recommendation on this item; the appointments are made by council.

SUGGESTED MOTIONS

The Human Rights Commission has four vacancies this year. Councilors selected nine total applicants to make statements. One incumbent-applicant received enough votes to be nominated for reappointment. Among all other applicants, none received the five or more votes necessary to be included in a staff-prepared motion to nominate. The Council President will consider the votes cast and make a recommended nomination at the July 8 meeting.

Move to reappoint Joel Iboa to the Human Rights Commission for a three-year term beginning July 9, 2019, and ending on June 30, 2022.

Move to appoint _____ to the Human Rights Commission for a three-year term beginning July 9, 2019, and ending on June 30, 2022.

Move to appoint _____ to the Human Rights Commission for a three-year term beginning July 9, 2019, and ending on June 30, 2022.

Move to appoint _____ to the Human Rights Commission for a three-year term beginning July 9, 2019, and ending on June 30, 2022.

ATTACHMENTS

- A. 2019 Applications to the Human Rights Commission – Round 1
- B. 2019 Applications to the Human Rights Commission – Round 2

NOTE: A notebook containing all applications (from both Rounds 1 and 2) was provided to City Councilors in June. Please refer to the notebook for details on the applicants.

FOR MORE INFORMATION

Staff Contact: Cas Casados
Telephone: 541-682-8497
Staff E-Mail: ccasados@eugene-or.gov



Jam Allison

Human Rights Commission

Jam J. Allison

Name **Jam J. Allison**
 Address **570 West 10th Avenue**
Eugene OR 97401
 Occupation **Arts Administration**
 Business Address **150 W Broadway**
Eugene OR 97401

Optional Information

Gender **A** Age **26-35** Ethnicity **White**
 Additional Languages spoken **English**

Education / Training

I graduated from Lewis and Clark College in 2012 with a BA in Studio Art and went on to the University of Oregon graduating in 2015 with an MFA in Painting.

Community Service / Volunteer

I served on the Student Advisory Board to the Disability Services Office at Lewis and Clark College, volunteered at Oregon Supportive Living Program and also organized the emergency community meetings after the closing of the Wayward Lamb.

Evening Phone **6198508880** Day Phone **6198508880**
 Do You Live within the City Limits? **Y** If so how long? **6 years 9 months**
 Ward **1** Neighborhood **Jefferson Westside Neighbors**
 Employer **Spectrum**
 Are you currently and employee of the City of Eugene? **No**
 E-Mail **jamjessieallison@gmail.com**
 How did you learn of this vacancy? **Web Site**
 Disability **Y** Description

Job Experience

Graduate Teaching Fellow University of Oregon, 2012-2015
Oregon Art Supply, 2015-16
Tropical Contemporary, 2015-Present
The Farce Family LLC, 2017-Present
Spectrum, 2019-Present

Personal Experience

As a transgender woman, femme, and artist, my identity is the essence of my passion and pursuit for creating opportunities in the arts for marginalized individuals.

Contribution

I want to become a member of a board or commission to have my voice heard. When people see a member of their own identity represented they are much more likely to engage and that opens doors to a wider, more diverse perspective. There needs to be more representation of marginalized voices in all levels of government, especially from transgender individuals and I hope to help fill that need. Thank you for your time and consideration of my application.



Jam Allison

Personal Interest:

I began my social gender transition in Eugene for a reason, this city's embrace of outspoken individuals supporting peoples diverse identities and lifestyles. I feel that here, uniquely, we have a greater proportion of out and visible LGBTQIA+ community members precisely because we pride ourselves on upholding respect for difference. Because of my experience as a transgender woman, and being a part of the LGBTQIA+ community, I have a unique and especially important perspective. I hope to use this to advocate and create visibility for transgender and gender non-conforming people, as this is what creates empathy and understanding. These aspects

are a key component in creating a healthy, viable, and thriving community. Boards and commissions are the voice of our community, connecting people to our city

government, an essential part of the whole. Having a group of citizens that is a diverse range of experiences, cultures and backgrounds is incredibly important. I feel that my unique experience in the arts and LGBTQIA+ communities would provide a crucial perspective on a board or commission. My interpersonal skills, community organizing experience, and creative problem solving abilities make me an excellent candidate.

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

There has never been a clear path laid out for me to follow. I've had to create my own employment opportunities, especially in the arts where they are so limited to begin with. This is partially because I am a transgender woman, and have faced my share of discrimination and aggressions because of my identity. In this way I know personally how hard it is to be apart of a marginalized identity. This is why

I've devoted my life to creating opportunities where there were none, especially in the arts that play a unique roll in creating visibly, empathy, and understanding-key components for a healthy, diverse, and thriving community.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Being apart of a marginalized community effects you in ways that you can never truly understand if

you're in a position of greater power. This is privilege. To understand what you've experienced as the social consequences of political decision making based in racism and discrimination, is what makes

taking political action so powerful. Having people who've experienced oppression is key to create advisory policy that represents people more holistically. What effects transgender individuals comes from the same root problem that is effecting all marginalized peoples: the fear of difference. Whether this manifests as racism, ableism, or misogyny, this fear once weaponized turns to hatred and becomes oppression. One of the most important tools in the fight for validation and legitimacy is humanization. When we can empathize, we can start to understand that another oppression effects them, causes pain, something everyone has experienced. This is why I've pursed art, as I see it filling a unique roll in bridging the experiences of marginalized peoples, communicated in a visual language the emotional and psychological. And this is also why I feel like I would be a strong and essential Human Rights Commissioner.



Jam Allison

3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

The three most pressing human rights issues facing Eugene are homelessness, racism, and discrimination. All three of these issues are compounded by the intersection of identity and race. Discrimination is the most general of these issues, effecting the most people, and is generally the most felt in a myriad of ways. Discrimination can also be the least visible effecting people through employment practices and micro aggressions which can be hard to trace those responsible. Thus cultural shifting is required to help mitigate discrimination through education, understanding, and empathy there can be positive shifts which have direct and important impact on people's livelihood.

4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I excel in big picture thinking, group dynamics, creative problem solving, and interpersonal communication. These are the skills needed to negotiate with impassioned individuals who hold strong morally based opinions. By getting to the root of our philosophies, understanding each others backgrounds, and sharing in a common goal we can work together while still holding differing opinions. Where I fall short are more technical organizational and time management skills that come with being an adult with inattentive add. If you have ever worked creatively with a group of artists, you know then the similarities, impassioned, strong willed, and opinionated, to say the least. I've worked on numerous creative projects with very strong willed individuals and I've learned honed my ability to listen. I feel that this is the most important skill one can have in a group dynamic, if you are listening to respond, playing a social game of chess, then you are not listening to understand. By truly understanding and asking questions instead of stating answers, we build the relationships necessary to build a framework of advisory policy together.

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Steven Barone

Human Rights Commission

Steven R. Barone

Name **Steven R. Barone**
Address **2954 Cheryl Street**
Eugene OR 97408

Occupation **student**

Business Address
Eugene OR 97408

Optional Information

Gender **M** Age **26-35** Ethnicity **White**

Additional Languages spoken **English**

Education / Training

none

Evening Phone **5413599471** Day Phone **5413599471**

Do You Live within the City Limits? **Y** If so how long? **2007 to present**

Ward **E-UGB** Neighborhood **Cal Young Neighborhood**

Employer **Texas Road House**

Are you currently and employee of the City of Eugene? **No**

E-Mail **stevenroyduckfan2@gmail.com**

How did you learn of this vacancy? **Friend**

Disability **Y** Description

English

Job Experience

setting up church events/ greeting people doing volunteer security.

Community Service / Volunteer

volunteer at North West Christian University as an associate water boy for men's basketball team for home games and some times outside for traveling.

Personal Experience

really good with people skills and even customer service skills plus really good of speaking out in the public.

Personal Interest

Well I am really good of talking with people and I enjoy keeping people calm and even feeling welcome to Eugene area.

Contribution

Well I want to help people of need of all ages to not feel angry with themselves or with anyone in Eugene area even with whom ever they work with at jobs for employment. Plus it is really good of helping people with all ages and even people with disabilities.



Steven Barone

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Well knowing what to say to a person and welcoming them in a good way and not trash talking to them.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Well knowing what people want of you and not what you need to do for yourself but knowing what people need help with.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Not being rude to people. Not saying my life sucks or Eugene is a bad place to live.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

Well if someone needing something really bad of needing a place or food to eat I will help them get a place to stay at, at no cost and do it of way of being kind.



Daniel Borson

Human Rights Commission

DANIEL L. BORSON

Name **DANIEL L. BORSON**

Address **65 W 35TH PL**

Eugene OR 97405

Occupation **Research Assistant**

Business Address **1571 Alder Street**

Eugene OR 97403

Optional Information

Gender **M** Age **56-65** Ethnicity **White**

Additional Languages spoken **English**

Education / Training

BS Mechanical Engineering, UC Davis
MS Energy Management and Policy, Univ. of Pennsylvania
Several workplace and community training courses on
Diversity, Equity, and Inclusion

Community Service / Volunteer

2017-present: Member of Whole Eugene Community
United (WeCU), workgroup of the HRC
2005 - present: Volunteer at Temple Beth Israel

Personal Interest

I was 2014 SLUG Queen, and am still active with the
organization. I got used to speaking in public.
Educating myself on Diversity, equity, and inclusion
issues has also become a strong personal interest of
mine over the past six years, seeking out people and
experiences that would broaden my understand of this
complex issue.

Evening Phone **5414849636**

Day Phone **5414849636**

Do You Live within the City Limits? **Y** If so how long? **14y 6m**

Ward **2** Neighborhood **Crest Drive Citizens**

Employer **University of Oregon**

Are you currently and employee of the City of Eugene? **No**

E-Mail **danielborson@gmail.com**

How did you learn of this vacancy? **Word of Mouth**

Disability **N** Description

Job Experience

current - Software Developer, UO
2008-2017 - Software Developer, EWEB
1998-2008 - Software Developer (various)
1994-1997 - Energy Policy Analyst, Trexler and Assoc., Portland

Personal Experience

I've lived in Eugene for 14 years.
I came from more diverse cities.
I've dedicated much of the past 6 years working on and
researching diversity, equity, inclusion issues.



Daniel Borson

Contribution:

As I have served on WeCU, I have valued the connections I have made with those from diverse communities, and the work that we have done together towards making Eugene a more inclusive and equitable city for everyone. I would like to contribute even more to making Eugene a welcoming and diverse community.

As a software developer, I bring an understanding of technology, as well as some useful skills. I also bring connections into the Jewish and LGBTQ communities, and while I do not represent them or speak for them, I know many of the voices that need to be heard.

My experience as 2014 SLUG Queen and with the SLUG organization has helped me to improve my networking and organizational skills.

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

For the past 22 years I've been a software developer. I've worked at the University of Oregon for a little over a year, and before that, I was at EWEB for nine years. Before that, I worked as an energy policy analyst. While at EWEB, I served on the Diversity Team and was also a facilitator for EWEB's employee-led multicultural training while an employee. I currently serve on the Diversity and Inclusion team in our department at UO. I've learned the value of bringing diverse opinions to the table.

For the past two years, I've been an active member of Whole Eugene Community United (WeCU). I organized the entertainment for the International Human Rights Day event for the past two years. I also volunteer at Temple Beth Israel Synagogue, and have also been active in the LGBTQ community. I was 2014 SLUG Queen and help organize the annual Coronation in August.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Before I came to Eugene, I'd only lived in larger, more diverse cities. In the past 14 years here, I've seen the impact on friends, colleagues, and community members of mistreatment, whether intentional or not, based on their race, religion, orientation, or gender identity. For the past six years, in the workplace and in the community, I have actively sought out people, training opportunities, and experiences that would expand my understanding of this very broad and complex issue.



Daniel Borson

3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

There is great mistrust of police and city officials among many in marginalized communities.

Diverse communities are often hidden. There must be a proactive and ongoing effort to raise the visibility of marginalized communities and cultures.

There has been an increase in hate and bias crimes and incidents in Eugene, targeting several marginalized communities. This may indicate a resurgence of white nationalism, which has historically had a significant presence in Oregon.

I believe this last one is most urgent, though I see them all as related. Given the history of Oregon as a white-only state, the long history in the United States of police forces being used as an agent of white supremacist institutions, and high-profile police shootings of people of color across the country, we must assure marginalized communities that the Eugene Police Department will work to protect them from violence, no matter the source. It is incumbent upon those in power, both police and city officials, to reach out to all communities, but especially those that have historically been marginalized, and to understand their needs. I believe that the Human Rights Commission can use its influence to build bridges of communication and understanding between police officials and diverse communities.

4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I have strong listening and conflict resolution skills, based on several communication trainings over the years. This includes "Crucial Conversations," "Working Better Together," and other such trainings.

In WeCU, we haven't always agreed on many things. All I can do is share from my heart, address my concerns, state my goals, relate my experiences, and above all, listen to others do the same. When we've done this, we've always been able to reach a consensus.

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Britni D'Eliso

Human Rights Commission

Britni C. D'Eliso

Name **Britni C. D'Eliso**
Address **2180 Providence St.**
Eugene OR 97401
Occupation **Mental Health Care Coordinator**
Business Address **1776 Millrace Dr.**
Eugene OR 97403

Optional Information

Gender **F** Age **26-35** Ethnicity **White**

Additional Languages spoken

Education / Training

I have a master's in Clinical Mental Health Counseling and a bachelor's in Communication/Public Speaking. Additionally, I have completed the Lane County Emerging Leaders program, Trauma Informed Care training and Crisis De-escalation training.

Community Service / Volunteer

I have volunteered with Food for Lane County, the Eugene Mission, Teen Challenge, St. Vincent de Paul, and Eugene Parks and Rec. Additionally, I have provided meals and care to folks without homes and organized 300+ student volunteers locally.

Personal Interest

Since holding a position in local government, I have witnessed the value and necessity of community involvement in strategizing solutions for my city. I hope to broaden my network of like-minded citizens in order to enhance a systemic view of what is and isn't working, specifically in relation to those suffering from a severe mental illness. My hope is to provide education to the public about the needs and barriers this part of our population faces, as well as to highlight opportunities for the local government systems to improve collaboration in service to those who are marginalized.

Evening Phone **541-905-1665** Day Phone **541-905-1665**
Do You Live within the City Limits? **Y** If so how long? **11 years, 6 months**
Ward **4** Neighborhood **Cal Young Neighborhood**
Employer **Trillium Behavioral Health/Lane County**
Are you currently and employee of the City of Eugene? **No**
E-Mail **britni.deliso@gmail.com**
How did you learn of this vacancy? **Friend**
Disability **N** Description

Job Experience

Previous work experience includes youth support staff at Hosea Youth Services, intern at the Eugene Mission, therapist at Lane County Behavioral Health and my current role in coordinating mental health services for the SPMI population with Medicaid.

Personal Experience

I have committed my career journey to assisting and empowering marginalized populations, including those experiencing homelessness and severe mental illness and to pursuing a systemic understanding of the complexity of their oppression.

Contribution

I care deeply for the sustainability and livability of Eugene and hope to contribute to the maintaining of what is beautiful about the city and the promoting of the potential it holds. My friend and mentor, Julia Johnson, currently serves on the Human Rights Commission and encouraged me to pursue these efforts by participating on a city board or commission. In hearing her speak of the positive actions for change implemented by the HRC and other commissions, I am excited to consider how my own innovation, energy and knowledge of mental health, homelessness and trauma informed practices may cultivate additional momentum toward the preservation of the city I love.



Britni D'Eliso

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Working in a helping profession with an emphasis on serving individuals with severe mental illness has provided me with the gift of hearing vulnerable, intimate stories from individuals who have been violated or discounted. I have also been privileged to witness those same individuals demonstrate significant resilience and courage as they choose the hard work of healing. My training in trauma informed care and time served on my workplace trauma informed committee has refined my perspective on how to engage with people who have experienced suffering and pain in a meaningful way, and also to see that few of us in this world have escaped the impact of some trauma within our lifetime. By spending time under the Washington/Jefferson St. Bridge or in my office, listening to the stories without an agenda to fix or to diminish, I have developed a personal practice of honoring the humanness in myself and how it mirrors the humanness in the other. My understanding of human emotion and its relationship with the system in which we live and work can be used to partner with the work done by the Human Rights Commission to protect, respect and fulfill the rights of our fellow community members.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Basic interactions with coworkers, neighbors, family or community members provide the opportunity to engage with someone in respect and curiosity, or misinformed judgment. Through my own experience as a young female, I have known the role of being the recipient of the latter. By knowing this experience personally, and being invited into countless stories of marginalized individuals that have been misunderstood or disrespected, I have developed an internal drive to educate myself about the diversity of those around me. Likewise, I often find myself in circles of individuals with similar privilege and socio-economic status. It is in these circles that I have a platform to share my discoveries in effort to cultivate mutual respect, generous assumptions and grace amongst my peers in relation to those who seemingly don't look, think or act like us. This commonly happens within my faith community gatherings and smaller peer groups as we discuss others who hold different political views or faith perspectives. I understand a primary role of a Human Rights Commissioner to be one who is sensitive to the human rights issues in our community, skillful in listening to how those issues are impacting our community members, and confident in providing a solution-oriented voice to those issues and impact from appropriate platforms. This is what I work to practice within my own social circles and peer groups today.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

My perspective on this ranking is certainly influenced by my work experience and passions. Within that context, I believe that three of the most urgent human rights issues in Eugene are homelessness, mental health and racial discrimination. The housing deficit in Lane County is very apparent and is marked by many complex factors including the economy, behavioral health, criminality and generational poverty. Not only is this issue pressing because of the ongoing increase in need, but also because there is momentum to capitalize on, that can benefit from the counsel of the Human Rights Commission. With plans for supported housing in the works and movement toward collaboration of local governments to resolve this issue, it strikes me as an imperative time to dedicate energy and innovation toward it.



Britni D'Eliso

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

Throughout my training and practice as a mental health therapist, I have learned to hold space for conflict and confront inconsistencies and destructive decision making with sensitivity and grace. While conducting group therapy sessions for individuals who have survived significant trauma, I learned skills in deescalation and emotional management as I maintained a safe environment for the group process to function. My propensity for listening does sometimes cause me to be slow to interject my opinions, which I understand could interfere with what is intended to be a collaborative decision-making process. However, my undergraduate education in public speaking has equipped me to be poised and intentional with my contributions to discussion.

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Stan Dura

Human Rights Commission

Stan M. Dura

Name **Stan M. Dura**
Address **2669 Augusta Street**
Eugene OR 97403
Occupation **Educational Consultant, Owner, Principal**
Business Address **2669 Augusta Street**
Eugene OR 97403

Optional Information

Gender **M** Age **46-55** Ethnicity **White**

Additional Languages spoken **English**

Education / Training

Education includes a BA in Psychology (Huntingdon College), MA in Student Development (Appalachian State Univ.), and ABD in Learning & Technology (UNLV).

Community Service / Volunteer

Executive Board member in LHVC, Volunteer Coach with Kidsports, volunteer for various professional organizations, copywriting for Volunteers in Medicine

Personal Interest

I enjoy analytical thinking and processes, and I value working with a team to evaluate issues and help resolve them.

Evening Phone **7817078090** Day Phone **7817078090**

Do You Live within the City Limits? **Y** If so how long? **6.5 years**

Ward **3** Neighborhood **Laurel Hill Valley Citizens**

Employer **Cogi, Inc**

Are you currently and employee of the City of Eugene? **No**

E-Mail **standura@hotmail.com**

How did you learn of this vacancy? **Word of Mouth**

Disability **N** Description

Job Experience

20+ years in higher education, mostly student affairs, assessment, and data analytics, including student advising, student housing, and assessment. Currently educational consultant and aspiring entrepreneur.

Personal Experience

I am a Marine combat veteran, and have worked closely with university police in my higher education experience. I can code switch between cultures fairly well.



Stan Dura

Contribution:

I have been looking for ways to get more involved in the community, particularly those that involve analytical thinking and role that provides meaning to me. One area I have looked at has

been working with law enforcement; I even considered applying for the crime data analyst position a while back. I value the role police officers and policing programs play in our daily lives, and I value the risks and sacrifices that come with that. I also value the high expectations the public expects of its police, however I feel

sometimes the public can rush to judgment without understanding the facts or appreciating the varied contexts and points of view, and being part of a body that can help bridge that and support continuous improvement of a policing program would be very meaningful to me. I would value being able to both support EPD and its officers while at the same time also supporting accountability and improvement within the organization. I tend to bring a sense of conscientiousness and a balanced and diplomatic perspective to the teams I serve on, and I am driven by a strong ethic of integrity and responsibility. I strive to look at issues and processes from a systems perspective, and I enjoy engaging the complexity of difficult issues. I also value data-driven decision making, and I enjoy helping develop innovative ways to collect and use data to enable improved decision making.

I believe these qualities and attributes would enable me to serve the board as a dependable, thoughtful, and conscientious team member.



Stan Dura

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have worked in higher education for over 20 years, mostly in student affairs, where equity and inclusion are central tenets of the field's professional standards. I was often a voice of balance, integrity, and improvement; for example, while the culture of our field tends to be liberal, assuming the moral righteousness of our culture led us to marginalize our more conservative colleagues, which ironically is contrary to our value of inclusion and equity.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

As a Marine combat veteran, I witnessed abusive behavior by my fellow Marines upon prisoners of war, and I have witnessed a degree of hatred I can't understand among white supremacists and homophobes as I grew up in the South. These experiences made indelible marks upon my identity and social consciousness about the value of and need for greater respect for the dignity and humanity of every person.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

The 2 most pressing human rights issues in Eugene in my opinion are homelessness and poverty. The third issue, I think is possibly more of a threat/risk than a bonafide issue right now, and that is how hate and bias are increasingly impacting our communities.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

First, I tend to value and engage the complexity of issues, and thus I often engage a more methodical and analytical approach to addressing and responding to issues. I value multiple perspectives, and tend to search for common ground among them. I appreciate a balance of diplomacy and direct communication within dialogue to help groups understand issues from various angles, respect the dignity and experience of others, and achieve resolutions that are balanced, practical, and sustainable.

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Lily Frey

Human Rights Commission

Lily C. Frey

Name **Lily C. Frey**
Address **5295 Saratoga Street**
Eugene OR 97405
Occupation **Personal support worker**
Business Address **1600 Valley River Dr**
Eugene OR 97405

Optional Information

Gender **F** Age **26-35** Ethnicity **Multiracial**
Additional Languages spoken **French**

Education / Training

I went to both LCC and U of O. I graduated LCC with an Associate's in 2011 and transferred to UO to get a BA in Art in 2015. In 2018 I took an internship with Planned Parenthood Advocates of Oregon.

Community Service / Volunteer

I've periodically worked at Egan Warming Centers and Food for Lane County. I was an organizer for Burrito Brigade from 2014-2015. From 2015-2018 I volunteered on various campaigns and the DPLC.

Personal Interest

I am interested in local and national politics, physical fitness, media and the arts, and psychology as it pertains to mental health.

Evening Phone **5415215414** Day Phone **5415215414**
Do You Live within the City Limits? **Y** If so how long? **29 years**
Ward **2** Neighborhood **Southeast Neighbors**
Employer **Mentor Oregon**
Are you currently and employee of the City of Eugene? **No**
E-Mail **lilycfrey@gmail.com**
How did you learn of this vacancy? **Web Site**
Disability **Y** Description

Job Experience

I'm a support worker for my disabled sibling and a personal assistant. I've done design work for local campaigns including Jennifer Yeh, Matt Keating, Melanie Muenzer. I was on staff for the LGBTQA at the U of O as a financial coordinator.

Personal Experience

I served on the Burrito Brigade board in 2015. I'm the current vice chair of HD8 for the DPLC and a CD4 delegate. Prior to this, I was a PPAO intern and a precinct committee person for the Democratic Party of Lane County.

Contribution

After college, I chose to stay in Eugene because not only had I grown up here, but I feel a deep connection to the city, both because of its culture and its people.
I am on foot or use public transportation, so I encounter people with different perspectives that have helped shape my own. Calling folks and knocking doors and attending city council meetings, I have listened to a lot of residents and have a fairly good understanding of what people who reside in the Eugene-Springfield area need and want. Having attended 4j schools, Lane and UO, using public transportation, being a renter, having had a parent in jail, a sibling with a disability and ADHD myself, and having worked with the LGBTQ community and the unhoused, I understand some of the challenges that many of us face.
I specifically want to be a member because I want to make a difference here at a local level. Despite its upsides, there's a lot of work to be done and a lot of room for improvement. I want to help contribute in helping create the progress we need to create affordable housing and addressing the unhoused crisis,



Lily Frey

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I care about human rights, and I think that's important first and foremost. From Burrito Brigade, to the church I chose to attend (First Christian Church), to being a staff member of the UO LGBTQA, to the campaigns I chose to volunteer for (Bernie Sanders, Marty Wilde, Kate Brown, no on 105/106, among others), human rights have been front and center. I learned a lot during my time as a Burrito Brigade organizer, including the ways people become homeless and what their needs are. I talked to unhoused people on a weekly basis. In the LGBTQA, I helped with the fight to get gender neutral bathrooms in every building.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have been frustrated with racism in this city for some time, as well as how the homeless population is treated, and my feeling is that people who are unaffected by these problems (white people, who make up over 80% of Oregon, who have secure housing) tend to downplay the fear these folks have and the barriers they face. I have struggled with mental illness and ADHD, and my autistic sister and I have both faced our own set of problems when navigating our system. I also became familiar with the Oregon jails and prison secondhand when a family member of mine went to prison, which revealed not only the lack of human rights in prison, but the strain to families of prisoners.

I have experienced poverty myself recently and that has given me perspective on how difficult it can be to navigate the system, even if you're educated. All of this has influenced my view on human rights.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

1. Homelessness. Housing should be a right, and I believe it is. We need to come up with real solutions, not band-aids, and that means housing. I'm very angry with how the Eugene police has handled this matter, and I'm grateful for groups like CAHOOTS and Community Supported Shelters, but we need so much more

2. Disability rights. A friend of mine was unable to get to her classes at UO because of the lack of ramps. I've seen another person be questioned about their service animal, as if to deny their disability. Many students with undiagnosed learning disabilities fail in school and feel forced to drop out. That's unacceptable. Access to all areas of life is what makes it possible to live life to the fullest like able bodied neurotypical people do (that also means more public transportation options to people with physical disabilities and chronic pain).

3. Racism. If you are white or white passing, this may not seem like something we have here, but I have recently come across signs put up by white supremacist groups. In addition, my friends of color tell me that they are harassed by white people often... one who came down to visit said someone in a truck with confederate flags yelled at him for no reason. This, in addition to racial bias of officers and lack of diversity is extremely troubling.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I have been able to solve rifts between friends of mine. I have a fairly diverse group of acquaintances and friends because am able to discuss issues civilly without simply agreeing. I have been known as a mediator and a thoughtful and passionate person by people I know.

A few of my weaknesses include being afraid to offend and speaking in front of groups. These are issues of confidence, and I'm pushing myself to do things that make me nervous.



Hamid Michael Hejazi

Human Rights Commission

Hamid Michael . Hejazi

Name **Hamid Michael . Hejazi**
Address **General Delivery, 50 W 5th Avenue**
Eugene OR 97401
Occupation **Psychoanalyst**
Business Address **Blair and 6th**
Eugene OR 97401

Optional Information

Gender **M** Age **26-35** Ethnicity **Asian**
Additional Languages spoken **English**

Education / Training

Master of Science, Mental Health; Post Graduate Diploma, Ethics; Batchelor of Arts, Anthropology; legal advocacy; collective bargaining; contract arbitration; shakuhachi sui-zen music.

Community Service / Volunteer

Board, Restorative Justice Community Society; Member, Lane County Mental Health & Addictions Advisory Committee; UC Berkely Labor Occupational Labor-Industry Advisory Council.

Personal Interest

Psychoanalysis, philosophy, religion, truth, science, mathematics, astrology, astronomy, quantum mechanics, anthropology, linguistics, and juris prudence.

Evening Phone **541-579-2001** Day Phone **541-579-2001**
Do You Live within the City Limits? **Y** If so how long? **3+**
Ward **1** Neighborhood **Whiteaker Community Council**
Employer **Self**
Are you currently and employee of the City of Eugene? **No**
E-Mail **michaelhejazi@gmail.com**
How did you learn of this vacancy? **Mail**
Disability **N** Description

Job Experience

Psychotherapist, crisis specialist, philosophy tutor, labor relations.

Personal Experience

Refugee, human, suffered, learning, having lived an interesting life.

Contribution

Ensure ethics, vision, and effectiveness in all ways--an instigator of justice and prudence.



Hamid Michael Hejazi

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have learned about the importance of human rights work through advocacy on human rights access and profiling issues.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have worked on elected advisory bodies before and can take on projects within such a body and be productive towards the initiatives of that body.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Racial profiling by police; police brutality against the poor; lack of oversight over the local health systems; health system criminalizing illness, disability, and poverty.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I am a mediator with a great capacity to listen and learn, which overcomes all weaknesses of the sort you are addressing here.



Ericka Thessen

Human Rights Commission

Ericka C. Thessen

Name **Ericka C. Thessen**

Address **3784 Westleigh St**

Eugene OR 97405

Occupation **Physical therapist**

Business Address **3333 Riverbend Dr**

Springfield OR 97477

Optional Information

Gender **F** Age **36-45** Ethnicity **White**

Additional Languages spoken **English**

Education / Training

Bachelor in Biology, Master in physical therapy

Evening Phone **5419133037**

Day Phone **5419133037**

Do You Live within the City Limits? **Y** If so how long? **1997**

Ward **8**

Neighborhood **Churchhill Area Neighborhood**

Employer **Peacehealth**

Are you currently and employee of the City of Eugene? **No**

E-Mail **pittymomma@comcast.net**

How did you learn of this vacancy? **Web Site**

Disability **N** Description

English

Job Experience

Worked as physical therapist in acute care hospitals since 1997

Community Service / Volunteer

Serve on school site councils at McCornack elementary, Kennedy Middle School and Churchill high school, serve on Planned Parenthood leadership and advocacy team

Personal Experience

I have working in health care for 21 years, am passionate about disability rights and access, protecting vulnerable seniors. I often work with patients who are unhoused or have mental health or addiction issues and I advocate on their behalf.

Personal Interest

I am a single working mom raising 3 kids. I have worked in health care for 21 years. I have a passion for activism and advocacy. My interest areas are in helping at risk and LGBTQ youth, advocating for the unhoused and equality/civil rights.

Contribution

As a single mom who has experienced many barriers and difficulties, I understand about housing insecurity, financial difficulties. I am raising kids with mental health struggles and who are LGBTQ which has given me unique perspective on some vulnerable or marginalized groups.



Ericka Thessen

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

My job working as a physical therapist at the hospital has given me training and experience of my patients regarding disability rights, accessibility, need for health care. I have worked for years with unhoused people and those with mental health and/or substance abuse issues and I strive to advocate for their rights.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have been with patients during the worst and scariest times of their lives. They have shared their fears and experiences with need for healthcare, food insecurity, housing insecurity, lack of access to mental health and addiction services.

As the mom of 2 LGBTW children, I have witnessed the harassment, bullying and fear they face daily to just be and exist safely in the world.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Ongoing criminalization of the unhoused and unsheltered.

Lack of affordable housing and living wage jobs

Ongoing persistent and worsening discrimination and hate crimes against people of color, people of different religious affiliations, immigrants, refugees, undocumented people and LGBTQ people.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I know that change happens when all parties come to the table and collaborate. I know that respectful but uncomfortable conversations must happen for real change to occur. I am able to listen with compassion and to listen to learn. I am able to center people of color and marginalized people.

My biggest weakness is that I can get quiet when I am really contemplating.



Dillon Thomson

Human Rights Commission

Dillon G. Thomson

Name **Dillon G. Thomson**

Address **1510 Lincoln St**

Eugene OR 97401

Occupation **Systems Administrator**

Business Address **341 E 12 Ave**

Eugene OR 97401

Optional Information

Gender **M** Age **26-35** Ethnicity **White**

Additional Languages spoken

Education / Training

School: Western Washington University, Bellingham, WA
Program: Liberal Arts, Anthropology
School: Fairhaven College, Bellingham, WA
Courses: American Indian Resistance Movements
School: Lane Community College
Program: Computer Network Operations

Community Service / Volunteer

In 2008, started an environmental nonprofit in Bellingham, WA called Fertile Ground Institute.

Regular volunteer with Egan Warming Center.

Personal Interest

Currently I am passionate about building community resilience from the ground up. I believe this can happen best through grassroots efforts to build/encourage networks of mutual aid among neighbors. Through local, directly democratic institutions, I believe a new and better world could be built in the shell of the old.

Evening Phone **360-470-8852** Day Phone **360-470-8852**

Do You Live within the City Limits? **Y** If so how long? **9 mo**

Ward **1** Neighborhood **Jefferson Westside Neighbors**

Employer **White Bird Clinic**

Are you currently and employee of the City of Eugene? **No**

E-Mail **thomsodden@gmail.com**

How did you learn of this vacancy? **Mail**

Disability **N** Description

Job Experience

Floor Coordinator, Red Barn Natural Grocery, Whiteaker Neighborhood, Eugene

Systems Administrator, Planned Parenthood of Southwestern Oregon

Personal Experience

I have been a staunch environmental activist for the past decade. My skill set includes public speaking, systems administration, interpersonal "soft" skills, secretarial/administration work, and event organizing.

Contribution

I bring a youthful urgency to issues such as the climate crisis and homelessness. I believe strongly that these issues require more than band-aid solutions to cover the symptoms, but rather meaningful, original, and sometimes radical ideas that actually get to the *root* of the problem. It is because of this belief that I hope to be part of the Eugene planning commission. It is here where ingenuity can make a big impact towards shifting the course of our community.



Dillon Thomson

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Volunteering at Egan warming center and being employed at White Bird Clinic has prepared me well for doing the work of a human rights commissioner.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Because I believe the issues of income inequality, homelessness, environmental crisis, and other social ills stem from the same root, I believe that my work as an environmental activist and social justice advocate have given me the critical eye necessary to look at the issue of human rights with the broad, yet cutting realism.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

1. Homelessness

This should be apparent given the obvious level of homelessness on the streets of Eugene. The problem is growing, not lessening.

2. White supremacy

There have been multiple instances of displays of hatred of marginalized communities here in Eugene, from swastikas spray-painted on walls to racial insults thrown at people of color who are walking on the street. I think we as a city could do more to distance itself from the white-centric and white-supremacist (whether explicit or implicit) rhetoric which at this point is coming out of the administration that holds office in our federal government.

3. Immigration

While Eugene is a city that is generally seen to be friendly to immigrants, I would like to see even more reduction of barriers to undocumented people, especially as it pertains to accessing vital human services. Nobody living in our city should have to be afraid to access the resources they need to live because they are afraid of getting captured and deported.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I have started and run a nonprofit organization. This has involved secretarial work and the keeping of meeting minutes. As a member of the board of this organization I was constantly in the process of decision-making and negotiating project plans.

As a systems administrator for two social service organizations, I have had to partake in strategic decision-making from a technical perspective so that my organization of employment could 1) provide services to its clientele and 2) grow the resources necessary for longevity.

As a person I am very easy to work with. I am patient, friendly, and always willing to give others the benefit of the doubt in stressful situations. You could call my organizing style to be that of the "peacemaker".



Emmanulle Avalos

6/4/2019 11:49:54 AM

ATTACHMENT B

Human Rights Commission

Emmanulle A. Avalos

Name **Emmanulle A. Avalos**

Address **1758 Holly Ave**

Eugene OR 97408

Occupation **Merchandise**

Business Address

Eugene OR 97408

Optional Information

Gender **F** Age **26-35** Ethnicity **Hispanic, Latino or Spanish origin**

Additional Languages spoken **Spanish**

Education / Training

Geology, Cal State Dominguez Hills, 4 years
Anthropology, Cal State Dominguez Hills, 4 years
JROTC, Company Commander and leader of different activities, 4 years

Community Service / Volunteer

Trans*ponder, Board member, 1 year.
Transgender Support Group organizer, 3 years.
Taller Son Jarocho, Community music, 2 years

Personal Interest

I want Eugene to be a place where hate and bias is not welcome. I believe in equity and freedom. This is why I want to participate in my local government to take action on my visions.

Evening Phone **213-572-8700**

Day Phone **2135728700**

Do You Live within the City Limits? **Y** If so how long? **4 years 6 month**

Ward **5**

Neighborhood **None**

Employer **Home Depot**

Are you currently and employee of the City of Eugene? **No**

E-Mail **emzavalos@gmail.com**

How did you learn of this vacancy? **Word of Mouth**

Disability **N** Description

Job Experience

Supervisor, Merchandise Team, 3 years
Self employed, Online Sales, 5 years

Personal Experience

Through my life I have been expose to other cultures and groups. I learn that my world view can be very different from the person right next to me.

Contribution

I want to add diversity to the board, not only in culture but in ideas, experiences, age, and life style.



Emmanulle Avalos

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have been in different leadership roles and served my communities. I believe is time to keep serving them and exercise my leadership roles to further helping them. Participation in local government is important and not all folks have time to do so. I see my work and personal experience as training to advocate and bridge people.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have been in different leadership roles and served my communities. I believe is time to keep serving them and exercise my leadership roles to further helping them. Participation in local government is important and not all folks have time to do so. I see my work and personal experience as training to advocate and bridge people.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Representation, ignorance, equal opportunity.

We often do not pay attention to simple root cause and this is why we do not see ignorance as a main issue. To me the most pressing issue is Representation. When you do not see leaders that you as a resident can relate to, you lose connection. Many communities do not have the representation that they need in their local government, therefore feeling detached, unheard, insignificant. This is not only my perspective but studies have shown these results. This is why representation is increasing in the media and in marketing. Mainly to keep costumers and viewers, however, it works.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I am present in the moment, problem solving comes naturally and able to analyze during conversations, meetings, arguments, or activities. I stay calm during storms and work on solutions. I feel that my strengths make my weakness. I have found that people have perceived me as "cold" or detached from conversation. In reality I am processing thoughts or solutions and tend to stay quiet. It seems that I have to also improve aspects of my communication. In others to know what I am thinking and to get the most ideas or solutions on the table I have to share mine. It is a work in process and I will keep working on my communications with others. Clear communication equals clear goal. A clear goal is easier to achieve.



Jennifer Cancino

6/4/2019 11:49:54 AM

Human Rights Commission

Jennifer Q. Cancino

Name **Jennifer Q. Cancino**

Address **155 Crocker Lane**
Eugene OR 97404

Occupation **Teacher**

Business Address **32433 OR-228**

Halsey OR 97348

Optional Information

Gender **F** Age **26-35** Ethnicity **White**

Additional Languages spoken

Education / Training

BAE, Secondary English 2009 Eastern Washington University

M.Ed, Emphasis in Ethics, Equity, and Social Justice Concordia University 2015

Community Service / Volunteer

AmeriCorps 2009
Girl Scouts
All of the community service and volunteer work that comes with being an educator in a small community

Personal Interest

My personal interests very much have to do with solving society's issues by loving and teaching children. I am an advocate for people living in poverty, abuse, and drug addiction. I love reading and writing and teaching those skills to help people break out of dangerous cycles.

Evening Phone **5419540496**

Day Phone **5419540496**

Do You Live within the City Limits? **Y** If so how long? **9 years, 6 months**

Ward **7** Neighborhood **River Road Community Organization**

Employer **Central Linn School District**

Are you currently and employee of the City of Eugene? **No**

E-Mail **j.q.ewing@gmail.com**

How did you learn of this vacancy? **Mail**

Disability **N** Description

Job Experience

Educator

Personal Experience

I come from rural poor. First generation to graduate from high school. Mother died of Oxycontin overdose. I have put my entire life into helping others.

Contribution

I want to become a member because I need to help. My life's purpose to make others' lives easier. The world we are living in gets more and more dystopian every day and I need to do everything I can to create the world we want for our children.



Jennifer Cancino

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have great speaking skills and collaborative skills. I have worked and lived with people of all walks of life. In order to work for the rights of all, each person's voice needs to be heard and honored.

I also have a streak in me that calls out injustice to its face. I won't stand for it. And if it's not time for my voice to be heard, I will help amplify others' voices.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have seen first hand the failings of the educational system. I have too many students without permanent residences. I see too much racism in my classroom. I do my best to make a difference daily within my teaching and as a Girl Scout Troop leader, but I want to do more. I want to serve more.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

1. ICE's presence in our community. The rights of immigrants is truly coming down to being a purely racist issue. It's clouded in a sense of national security, but in reality, there is rampant racism to blame. Our community has no room for that.

2. Women and children (and men of course) living in poverty. Oregon has a ridiculously large homeless population. We need real solutions instead of a "not in my yard" mentality. There ARE solutions. But we need brave people to work towards those solutions.

3. Education. Oregon has also nearly the lowest rate of graduation. We aren't doing our kids living in poverty--or kids of color--or foster kids--any of the kids living in the fringes--any justice. There can be no justice without education. Equitable educational experiences.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I am a woman with strong opinions. Like I said before, I have a streak in me that speaks truth to power. With that, I have had to learn how to sit and listen and truly pull out the commonalities I may have with someone I disagree with. Reaching an agreement isn't about being right and wrong. There is no winner and loser. If anyone loses, we all lose. Empathy, patience, and education is the key to negotiating and I will do my best to embody those. My weakness, then, is the patience. Sometimes it's difficult for me to remember that not everyone shares my experiences. I practice, daily, drawing people's stories out of them and considering everyone's points of view.



Michael Gannon

6/4/2019 11:49:54 AM

Human Rights Commission

Michael . Gannon

Name **Michael . Gannon**

Address **Box 10324**

Eugene OR 97440

Occupation **Retired**

Business Address

Optional Information

Gender **M** Age **66+** Ethnicity **White**

Additional Languages spoken **Spanish**

Education / Training

'62 HS term paper educating Rogue Valley farmworker children/'63-64 wrote US Public Health grant funded to send UO students to intern in health depts impacted by migrant populations field directed WA County interns, '66 OEO organizer at colleges

Community Service / Volunteer

Taught classes coop housing & whale survival UO Search Prog '75 & '79, started/directed Oregonians Coop To Protect Whales '75-'85. Contributed shirts to many groups from shirt printing shop, trained many young people in screen printing

Personal Interest

Quality health care for all has concerned me since the 60's. I supported Womenspace with t-shirts in its early years to reinforce my ideas about more equality for women. Shelter for the poor has kept me going to Homelessness Work Group of HRC.

Evening Phone **5416898976**

Day Phone **5416898976**

Do You Live within the City Limits? **Y** If so how long? **600 months**

Ward **1**

Neighborhood **Jefferson Westside Neighbors**

Employer

Are you currently and employee of the City of Eugene? **No**

E-Mail **EarthTrooper@gmail.com**

How did you learn of this vacancy? **Word of Mouth**

Disability **N** Description

Job Experience

Field Director Valley Migrant League '65. Tutorial Assistance Center/OEO planner/developer national programs DC '66. Organizer for Farmworkers Union and worked in fields as union member'70-71. Steelworker union 73-74

Personal Experience

Participated in many political campaigns over my years. Traveled extensively in Oregon/West Coast. Involved in many environmental concerns, for which often I printed shirts. Active in many anti-war movements & political campaigns

Contribution

I've attended HWG-HRC meetings since 1st year of the Work Group. And I would be able to share my considerable real world understanding of the unhoused population, and also fill in to keep the HWG vibrant when asked. My political experience and small business marketing gives me the potential to help chart a path towards better understanding of HR into the near future.



Michael Gannon

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

My life has been significantly affected by my choices to work to make our culture and social systems more available to the poor, both in the US and around the world. I am familiar with the very basic human needs and what circumstances interfere with their efforts to respond to their needs.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

For several years I have attended the HWGroup and participated in many discussions of human rights issues for the poor and explorations of how to address them. I have participated in a variety of community events for the homeless.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Skyrocketing rental rates and homeless residents. Increasing the comfort level of citizens who may feel disadvantaged or abused, as they learn how to accept help on their specific issues. Welcoming into the community asylum seekers from everywhere and other immigrants.

Real estate speculation on Eugene is threatening serious upheaval in the housing marketplace. Exploring the depths of this crisis and establishing programs to prepare citizens to cope are urgently needed.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

My ability to listen has improved regularly over the last half of my life. I'm constantly talking to people, especially younger ones about how to listen carefully to achieve greater understandings of human conditions. I've had a wide range of experiences with meetings public and private. Wendi Was, running the Egan Center at Church of the Resurrection, asked me to work with specific individuals who were unaccustomed to meeting their needs with new circumstances. I was able to reduce the hysteria around their behavior and persuade the individuals to relax.



Joel Iboa

6/4/2019 11:49:54 AM

Human Rights Commission

Joel A. Iboa

Name **Joel A. Iboa**

Address **410 Clark St**

Oregon OR 97401

Occupation **Coalition Manager**

Business Address

Oregon OR 97401

Optional Information

Gender **M** Age **26-35** Ethnicity **Hispanic, Latino or Spanish origin**

Additional Languages spoken **English**

Education / Training

As a student at the UofO I served on 2 student organizational boards with fiduciary responsibilities.

Community Service / Volunteer

Chair of the Governors Environmental Justice Task Force. I was elected to serve as chairman as of September 8th 2017. Appointed Oregon Governor Kate Brown to the task force in September 2016

Personal Interest

My primary concern is for members of our community that are marginalized and underserved by our city. Eugene and Oregon have been changing dramatically in the last 20 years. It's important we continue to make the necessary changes in policy and practice to make Eugene a place that's safe and livable for all

Evening Phone **5415147270**

Day Phone **5415147270**

Do You Live within the City Limits? **Y** If so how long? **27**

Ward **7**

Neighborhood **Whiteaker Community Council**

Employer **Causa Oregon**

Are you currently and employee of the City of Eugene? **No**

E-Mail **jiboa21.hrc@gmail.com**

How did you learn of this vacancy? **Friend**

Disability **N** Description

Spanish

Job Experience

**Environmental Justice and community outreach manager for beyond toxics 2 years
Coalition Manager for Causa Oregon 2 years
Coalition manager for No on Measure 105 campaign 4 months**

Personal Experience

**Appointed to the Eugene Human Rights Commission by Eugene City Council in August of 2016. Elected vice chair in 2017, elected chair in 2018.
Eugene Police commissioner as of 2018**

Contribution

In 2017 I introduced a proposal to the Eugene Human Rights commission to have the city of Eugene provide a 1 time sponsorship of \$10,000 so that 20 individuals could renew their status under the DACA program. I helped pass and introduced sanctuary ordinances at the county level. I believe commissions should provide the city with actionable items and I have done so over the last 3 years.



Joel Iboa

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have been an HRC commissioner for 3 years and I work in the immigrants rights and environmental justice fields.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I am a first generation American, Oregonian, and Eugenic. As a child of immigrants I have seen first hand the struggles many folks in our community go through on a daily basis. As the first person to graduate from college I have experienced unique struggles. My experience as a person has prepared me for this.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Homelessness, hate and bias, and housing. I've lived in the Whiteaker my whole life and their have always been homeless folks. The problem is getting worse however. Hate and bias has decreased but we know a lot of under reporting occurs. As a child the Whiteaker and other neighborhoods were livable and affordable. Our community has become increasingly difficult to stay in with many families having to move outside city limits because they can't afford rent

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I am a quick thinker, charismatic, energetic, excellent brainstormer, solutions oriented and skilled at group facilitation. I can be argumentative, impatient, intolerant, insensitive, and I dislike practical matters. I recently had to facilitate a group in which several folks had to come to an agreement pertaining to a political action. It was time sensitive and people were arguing. I reminded the group we had to leave the meeting with an action item and we got back on track.



Kirstin London

6/4/2019 11:49:54 AM

Human Rights Commission

Kirstin . London

Name **Kirstin . London**
Address **1470 Lawrence St**
Eugene OR 97402
Occupation **Social Work**
Business Address **941 W 7th Ave**
Eugene OR 97402

Optional Information

Gender **F** Age **36-45** Ethnicity **White**
Additional Languages spoken **English**

Education / Training

I have a BA from the University of Oregon in Cultural Geography. I currently sit on two advisory boards: one at Lane Community College and a national advisory board for runaway and homeless youth.

Community Service / Volunteer

I volunteered as a crisis worker with a local group who served weekly meals to survivors of sex trafficking in the area. The group is no longer active.

Personal Interest

I am interested in how communities engage their citizens in social justice and human rights issues relevant to the geographic location.

Evening Phone **5415107237** Day Phone **5415107237**
Do You Live within the City Limits? **Y** If so how long? **30 years**
Ward **1** Neighborhood **Downtown Neighborhood Association**
Employer **Looking Glass Community Services**
Are you currently and employee of the City of Eugene? **No**
E-Mail **kirstdlee@gmail.com**
How did you learn of this vacancy? **Word of Mouth**
Disability **N** Description

Job Experience

I have spent the last 15 years working for Looking Glass Community Services in runaway and homeless youth services. I currently oversee 4 programs including two drop-in centers including outreach teams, a shelter for youth, and a school.

Personal Experience

Contribution

My experience working with runaway and homeless youth in this community will be a great asset to the board. I have over 15 years of working in social justice movements that include providing inclusive programming for LGBTQ and non-binary folks, generational poverty, unstably and unhoused youth and adults and access to education. I am looking to expand how I serve the city and county outside of the non-profit world and have been considering applying for this commission for awhile now.



- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have worked both administratively and direct care service with populations that often experience a disregard for their basic rights. I have experience working with disenfranchised youth and their families that include LGBTQ and non-binary, generational poverty, drug and alcohol addiction, lack of access to education and unhoused people. I have been trained to use evidence-based practices and to use a trauma-informed lense when engaging people.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Please see the above answer. I have been trained and trained people using evidence-based practices and a trauma-informed approach when talking about and working with issues that effect social justice and human rights.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Access to affordable housing, diversity and access to education. Admittedly I view human rights from a homeless provider perspective and more specifically from a youth homeless perspective.

Eugene is experiencing a very tight rental market right now and families and young people are at-risk of being unstably housed if they can't afford the current (and rising) market rental rates. Access to housing is a human right and I am interested in the city's plans to address the housing market crisis.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I have experience in group settings with diverse individuals. My current position on both the local and national advisory boards has provided me with experience working with folks from different backgrounds that include differences in state cultures, agency perspectives and cultural backgrounds. I have chaired several subcommittees and have an understanding of how to bring different perspectives to consensus and keep the group on track to meet outcomes. I am a "deadline" oriented individual who likes to make decisions quickly. My desire to move a conversation along for the sake of time can be hard if it appears to be rushing the process.



Amanda McCluskey

6/4/2019 11:49:54 AM

Human Rights Commission

Amanda M. McCluskey

Name **Amanda M. McCluskey**

Address **65 Hamilton Ave
Eugene OR 97404**

Occupation **Program Director**

Business Address **1195A City View
Eugene Or 97403**

Optional Information

Gender **A** Age **36-45** Ethnicity **White**

Additional Languages spoken **English**

Education / Training

**Bachelors Degree in Family and Human Services from U of O
Multiple trainings on Harm Reduction, poverty, trauma, health systems, social service systems, disease epidemiology, LGBT health, substance use, behavioral health, opiate overdose reversal.**

Community Service / Volunteer

**MECCA Board Member, Board Treasure, since December 2018
Parent Volunteer at Yujin Gakuen since 2014
Volunteer with Transponder for tabling at events in 2015
Syringe Exchange Volunteer 2004-2005**

Personal Interest

I am interested in serving marginalized populations, LGBT health, homelessness and addiction issues are passions of mine. I have a strong interest in trauma and its affect on the brain and decision making. I also have an interest in making arts and crafts accessible to all.

Evening Phone **5415205500**

Day Phone **5415205500**

Do You Live within the City Limits? **N** If so how long?

Ward **Not in E-UGB** Neighborhood **River Road Community Organization**

Employer **HIV Alliance**

Are you currently and employee of the City of Eugene? **No**

E-Mail **amcccluskey13@gmail.com**

How did you learn of this vacancy? **Web Site**

Disability **N** Description

Job Experience

**Program Director at HIV Alliance 2016-present
Program Services Coordinator at Lane County Human Services Division 2014-2016
Client Services Manager at HIV Alliance 2006-2014**

Personal Experience

I'm a member of the LGBT community and have lived in Eugene 30+ years. I have a lot of passion for LGBT issues, poverty and trauma: I started syringe exchange for trans people and worked with the Mission to improve services for trans people.

Contribution

I would like to bring my unique experience and connection to marginalized communities. I would like to help find attainable solutions to challenges facing our communities such as homelessness, addiction, poverty and trauma.



Amanda McCluskey

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have worked in the human services field for almost 2 decades. I started in a group home for adults with mental illness. In college, I did multiple internships including a year with the syringe exchange. I started working at HIV Alliance in 2005 and have moved up over the years to my current position. I left HIV Alliance for two years to work at Lane County in the Human Services Division. I staffed the Poverty and Homelessness Board, among other duties, and worked with local homeless advocacy groups as well as providing Technical Assistance to social service agencies receiving county funding. This was a great learning experience for me. In my current position, I work across 13 counties, overseeing HIV care, prevention and education services. I also oversee a behavioral health program serving 3 counties. I have a unique perspective of the dynamics in Lane County as well as other counties in Oregon. I also volunteer in my son's elementary school and I am on the board of directors for MECCA, serving as the board treasure currently. I also participate in multiple state and local task forces and coalitions concerning HIV, STIs and Hepatitis C, the opioid crisis and harm reduction. All of this experience gives me a unique understanding of the dynamics in our community and the impact on the lives of people living in Eugene.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I am very familiar with committee and task force work. I am productive and succinct in my communication. I am skilled at participating productively and amicably in group discussions. I am self-reflective and open to feedback. I have many connections in the community and I am very familiar with the systems and structures in a variety of sectors, especially government and nonprofit/social services.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Of human rights declared by the UN I see the following as the most pressing in Eugene.

14. The Right to Seek a Safe Place to Live.

25. Food and Shelter for All.

Both of these relate to poverty and also a lack of support for people experiencing addiction, struggling with mental health and ultimately these are related to trauma. We have a lot of need in our community for support around poverty, trauma, mental health and addiction.

I also see LGBT rights and reproductive rights as a pressing issue in our community. For the purposes of this answer, I consider them both part of one issue, which is the right to bodily autonomy. On a national level, these rights are being eroded, and while Eugene, Lane County and Oregon in general have strong protections, the erosion of these protections nationally has a negative impact on these communities.



Amanda McCluskey

6/4/2019 11:49:54 AM

4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

Strengths: open to feedback, able to calmly navigate conflict, experience with multiple marginalized populations, strong facilitation skills, willingness to own up to mistakes, open to hearing other points of view.

Weaknesses: I frequently need time to think about something before forming an opinion. I am not a snap judgement kind of person. I occasionally have a short attention span and get frustrated when people talk too long or repeat themselves.

Example: I facilitate group discussions regularly. At a recent board meeting I facilitated a budget discussion. I made sure to create space for each board member to give input. I had strong opinions about a few things but made sure to listen to the other board members and in a few cases, changed my mind based on what I was hearing.

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Ana Molina

6/4/2019 11:49:54 AM

Human Rights Commission

ANA L. MOLINA

Name **ANA L. MOLINA**

Address **1680 WALNUT ST.**
EUGENE OR 97403

Occupation **Environmental Justice Statewide Organizer**

Business Address **120 Shelton McMurphy**
Eugene OR 97401

Optional Information

Gender **F** Age **26-35** Ethnicity **Hispanic, Latino or Spanish origin**

Additional Languages spoken **English**

Education / Training

My formal education is in Environmental Science while my interest has always been in social justice. I was a student representative for hiring the new Office of Diversity Equity and Inclusion Director, I have taken trainings in DEI and facilitation.

Community Service / Volunteer

I have volunteered for Huerto de la Familia because I have a keen interest in food justice and sustainable gardening, especially for Latinx families. I also volunteer with the NAACP Eugene/Springfield chapter.

Personal Interest

My interest lies in wanting to create spaces where the community in Eugene feel comfortable. My goal is to encourage more community members of color to participate and engage in what we as a commission have to offer.

Evening Phone **5419147092** Day Phone **5419147092**

Do You Live within the City Limits? **Y** If so how long? **1.5 YEARS**

Ward **3** Neighborhood **Fairmont Neighbors**

Employer **Beyond Toxics**

Are you currently and employee of the City of Eugene? **No**

E-Mail **amolina@beyondtoxics.org**

How did you learn of this vacancy? **Friend**

Disability **N** Description **Spanish**

Job Experience

I work at Beyond Toxics as the Environmental Justice Statewide Community Liaison, working with community members to advocate for environmental justice that goes hand-in-hand with guaranteeing Human Rights.

Personal Experience

As an individual with DACA, I feel my whole life has been a human rights issue. I try to make people think of my humanity and my right to have my own autonomy before others automatically disregard me and my experiences.

Contribution

I want to become a member of the Commission to know more about the community I am living in and building relationships with the people here. I would contribute by encouraging our commission to listen to the community and find ways to advance their needs. If we are truly a human rights commission, we must make sure that we are really looking at issues from a human rights perspective.



Ana Molina

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I am experienced at building professional working relationships in my job as the Beyond Toxics Environmental Justice Statewide Coordinator. I can manage my time well and make sure that I attend meetings and am willing to take notes during meetings and assist with community outreach.

Part of what I have learned working at a non-profit is how to navigate political settings and difficult conversations. I am still learning and feel being a part of this commission will help my understanding and grow my leadership skills. I also come from a racial justice, and equity perspective to the work I do.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

Personally, I am a very open-minded person and feel that I can communicate with people and connect with them. A part of why I can connect with people is because I am a good listener. As a commissioner, part of the role will be to listen; listening to community members, listening to fellow commission members and that we as a commission are addressing people's concerns.

I am someone who seeks to follow through to ensure issues get resolved. I would want to make sure that we address such issues as they come up because getting back to the community is important and valuable.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

The most pressing issues I see in Eugene would be Equity, Inclusivity, and Safety of our more vulnerable communities.

I have only been in the Eugene area for a year and a half and have been exposed to a lot of different community issues, not just in Eugene but around the State. Some of them relate to social justice and some are environmental issues. I have heard from friends and different community members and organizations throughout the state about what issues at the forefront of people's minds. One of the big issues I see would be immigrants feeling safe in this community and throughout Oregon. As an individual who has DACA, I have some protections but at the same time, that doesn't always make me feel safe. The constant threat of ICE is always persistent in people's minds. Being separated from our families creates a lot of anxiety.

There are groups that are working on various issues relating to immigration and immigrants, and it's great, but as a city and as a commission we need to make sure that our communities are feeling safe and are safe.



Ana Molina

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4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

Some of my strengths that would help me negotiate a group situation is that I am level headed, a good listener, I can be objective and I can compromise if and when needed. I am passionate about what I care about and will hold strong to those ideals as well. Also taking criticism is something that I think is a strength because in any work we do we have to be introspective in order to move forward and improve the work we do.

Weaknesses that I have are being too humble and that I am a bit more on the reserved side. These are things I am working on by challenging myself and making sure to put myself out there and be more vocal about the issues I care about.

An example would be at house meetings with housemates. During our meetings, we might have different viewpoints on a topic of how we manage our home and I am able to listen to them when my perspective differs from them and communicate my perspective that comes from me. Trying to not place blame on the other person and make them defensive that a conversation would end abruptly.

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Christina Peirsol

6/4/2019 11:49:54 AM

Human Rights Commission

christina g. peirsol

Name **christina g. peirsol**
Address **1158 lawrence st apt a**
Eugene OR 97401
Occupation **personal support worker**
Business Address **community or clients houses**
Eugene OR 97401

Optional Information

Gender **F** Age **19-25** Ethnicity **White**

Additional Languages spoken

Education / Training

Over the last fifteen years I have attended countless trainings on a range of topics from Mental Health First Aid to cultural diversity. I've recently been offered opportunities to advance in my activism and education locally here in Eugene as well.

Community Service / Volunteer

I have been volunteering for 19 years. I was nominated for a co-chair position at my state Oregon Consumer Advisory Council. I am taking it seriously by not over loading my task and holding true to my positions description of supporting the chair.

Personal Interest

I'm growing so strong from the education I have received from serving my community and the member within for over fifteen years. I am now interested in adding the love and fun that I received from Eugene as a child back into my life. I am working with MindFreedom International to create a parade entry for Sunday in the streets. I am relying on all my skills I have developed from my years of community service to be the lead on creating this project and bring this energy back to MindFreedom and me.

Evening Phone **5416532555** Day Phone **5416532555**
Do You Live within the City Limits? **Y** If so how long? **10 years**
Ward **1** Neighborhood **Jefferson Westside Neighbors**
Employer **clients troughtr brokrages**
Are you currently and employee of the City of Eugene? **No**
E-Mail **christinapeirsol@gmail.com**
How did you learn of this vacancy? **Mail**
Disability **N** Description

Job Experience

At 22 I applied for a job of Youth Peer Specialist at OFSN. Then on, I kept finding provider positions to stitch together enough to make rent. I have worked at places as Center of Family development, Arc Lane County, and now online support groups.

Personal Experience

I fell in a couple of systems as a child. I struggled being over medicated as a teen and I used my soul, friends, and community to get out. I have never stopped giving empathy and companion; as I was given that let me thrive to the woman I am today.

Contribution



Chrisina Peirsol

6/4/2019 11:49:54 AM

Recently, in my life I have been taking on more involved activism positions like I hope to with this commission. I have held down co- chair and chair positions at a county and state level. I'm now building my own mentor program for KindTree with a focus on support and retention for new board members and launching training topics like Roberts rules of order for my state council

Honestly, by accepting my leadership roles I also agree to take on tasks and projects that could be time consuming and in short burst. I am ready for that role and have allowed room to take on tasks if I am appointed to this commission.

I'm ready to not just contribute my ideas and time but also offer support to what is being worked on now. I have many soft skills and leadership experiences and I am happy to help where I am needed at the time and is a good fit.

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I have spent my life within Eugene. I feel it is so much my home it should be my middle name. I have been active as a leader in this community since I was in second or third grade at Harris elementary. I was bullied so bad (I don't remember it) they asked if I would like to help out in the kindergarten room during recess. I don't think back on it as a bad memory because it allowed room for one of the most magical moments of my life. One of my most vivid memories is when a group of kindergartners all ran over to me. They wanted to have me braid their lanyard for the pumpkin patch. I never felt more desired for my competency. I felt confident in what they were asking me to do, just as now, I feel my more than a decade of experience on boards and councils from the city, to the county, to the state

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

It's hard to think of a more personal story than the kindergartens and the lanyards. I can think of another time when I was about 20 and I was on the Youth Action Board and we were planning the city/county first Youth Empowerment Day. We meet with staff every week planning the look and what we could offer the community. We talked about what we wanted to see and what we want our message to be. I remember thinking how cool it would be to have a youth art show. We all worked together through the spring and late summer till the day came for our event. And there under the cover of the walkway for the county court house we have 20 something pieces of youth art. I remember day of show setting it up and feeling sacred/excited that I have never had my word and my idea really be created into something real and tangible. I felt respect and power. I felt equality and dignity. Honestly, it was like a life shaking epiphany I have never forgot. That day I saw the power of my word and energy can do. I created a positive element and brought it into my life and I would like to do that again by joining your commission.



Chrisina Peirsol

6/4/2019 11:49:54 AM

3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Homelessness issue and housing issue tie as number one in my book. I think that's common. I also think its common that they get made into one issue. They are not.

Homelessness:

Eugene has been a place that people have always passed through or stayed for bit for as far back as I can remember, So the late 80's. Im not sure what Eugene looked or felt before the timber and other markets crashed but even as a little girl being drove to school and seeing a homeless person riding a bike and holding another one with a missing front wheel. Now is different, there are large groups of youth in clusters around the ally ways at night during the hotter months. There are tent cities popping up around town every other year. I am seeing the same problems cycle every two or three years. Eugen has not found a way to manage still holding respect for our most needy and disadvantaged community members.

Housing Issue:

I feel that Eugen has always been a diverse range of people that can cohabite and live together. This is what forms the different shades in the rainbow of our community. I feel that over the last good amount of years low income or affordable housing is disappearing.

Law enforcement:

I am hearing it is really becoming a law enforcement town. Especially with the new "Watch Towers" blinking around town. I also have seeing over the years dissolving of place to sit down town, or the dog band, or the exclusions zone. This is not a homeless issue this is a government trying to fix things and struggling to do so. I feel at the expense of our community.

4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

I hate to think of anything as a weakness but I would say first off, my handwriting, spelling, and grammar always leave me desiring more competency. I guess I have also been told I am conflict avoidant but I just see that as really motivated to find common ground.

Now, strengths I love to talk about but will keep it short. I have a great history in working with people in strong emotional states and holding grace under presser. I would say most on point for this commission is that I have over 10 years of board or council experience. I have also been a co- chair and chair for government advisory council. I am also helping to develop a state training on Roberts Rules of order just to try and get a stronger foundation on those key public meeting skills.



Heather Sielicki

6/4/2019 11:49:54 AM

Human Rights Commission

Heather A. Sielicki

Name **Heather A. Sielicki**
Address **1555 E 31 Ave**
Eugene OR 97405
Occupation **Administrative Operations Coordinator**
Business Address **341 E 12th Ave**
Eugene OR 97401
Optional Information
Gender **F** Age **46-55** Ethnicity **White**
Additional Languages spoken **English**

Education / Training

Savannah College of Art and Design- 1989 – 1991
University of Central Florida - 1991 – 1992
Rollins College - 1992 – 1993
Bachelor of Arts (BA), English Language and Literature,
Graduated with honors in the Major.

Community Service / Volunteer

Eugene Human Rights Commission Homelessness Work
Group Community Volunteer: Jan 2016 – Present
Secretary Coalition for Organizations Active in Disaster
Response: Jan 2017 - Present
Neighborhood Leaders Council (NLC) Co Chair: Feb 2017
– Feb 2019

Personal Interest

My main areas of interest are homelessness and housing,
knowledge distribution, and emergency management. I am
connected to the HRC through the homelessness working
group and I would like to strengthen the links to both
groups.

Evening Phone **5415794407** Day Phone **5415794407**
Do You Live within the City Limits? **Y** If so how long? **9 YEARS**
Ward **2** Neighborhood **Southeast Neighbors**
Employer **White Bird Clinic**
Are you currently and employee of the City of Eugene? **No**
E-Mail **sielicki@gmail.com**
How did you learn of this vacancy? **Mail**
Disability **N** Description

Job Experience

Chair Of The Board Of Directors Southeast Neighbors, University
of Florida Communications Coordinator, Alachua County Crisis
Center Special Projects Coordinator, City of Gainesville Marketing
Technician, Kinko's, Inc. Digital Solutions Consultant

Personal Experience

I am aware of the significant social justice challenges our
community faces and the constant threat to human rights faced
by the most marginalized. I want to use my experience to help
fight for equity.

Contribution

I would like to become a member to help improve communication
with the HRC and the wider community and to help ensure that
our City Government acts in certain ways and refrains from
certain acts, in order to promote and protect human rights and
fundamental freedoms of individuals or groups.



Heather Sielicki

6/4/2019 11:49:54 AM

- 1 How has your employment and/or volunteer experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I recently took the Race, Culture and Ethnicity Class taught by Dr. Johnny Lake and CALC and am ready to do something about Human Rights instead of talking about them. I see poverty and untreated health issues daily in my work and I want to help change this. I have lived as a woman and been treated as inferior by men and I want to be part of ending this for generations that follow.

- 2 How has your personal experience prepared you to do the work of a Human Rights Commissioner? Please be specific.

I've convened hundreds of meetings, taken minutes for countless committees, been the person who follows up, spoken to City Council and County Commissioners, advocated for the rights of those whose rights are trampled, and led workgroups and associations. I understand Roberts Rules and Eugene meeting culture.

- 3 What do you see as the three most pressing human rights issues in Eugene? Select the most important and explain why.

Sexism, racism, and classism are embedded in our culture and need to be removed. All are important issues but the one that I think class is the one we need to prioritize right now. With the TAC report implementation, we have an opportunity to end discrimination against people based on housing status and mental health and I want to help see this through.

- 4 Describe your specific strengths and weaknesses that would allow you to negotiate group situations in which members hold strong, differing opinions. Give a specific example if possible.

My years of experience providing crisis intervention and technical support has given me the ability to talk to many different types of people with strong emotions. My work with neighborhood associations has helped me find common ground among those with different views. I've been on the HRC HWG and know that group needs a strong facilitator, respecting boundaries and staying on tasks. My weakness is allowing tangents when I find them to be useful but I counter this by assigning timekeepers.