City Council
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EUGENE CITY COUNCIL AGENDA

November 13, 2023

5:30 p.m. CITY COUNCIL WORK SESSION

City Council Wednesday work sessions will be held in hybrid format using virtual and in-person meeting technology. Information about online or other options for access and participation will be available at https://www.eugene-or.gov/3360/Webcasts-and-Meeting-Materials

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Meeting of November 13, 2023;
Her Honor Mayor Lucy Vinis Presiding

Councilors

Randy Groves, President	Matt Keating, Vice President
Lyndsie Leech	Emily Semple
Jennifer Yeh	Alan Zelenka
Mike Clark	Greg Evans

5:30 p.m. CITY COUNCIL WORK SESSION

1. **WORK SESSION: Sustainability Commission FY23 Annual Report and FY24 Work Plan**

2. **WORK SESSION: Human Rights Commission FY 2023 Work Plan Report**

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

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

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

EUGENE CITY COUNCIL
AGENDA ITEM SUMMARY

Work Session: Sustainability Commission
FY23 Annual Report and FY24 Work Plan

Meeting Date: November 13, 2023
Department: Public Works
www.eugene-or.gov

Agenda Item Number: 1
Staff Contact: Danielle Klinkebiel
Contact Telephone Number: 541-731-0527

ISSUE STATEMENT
The Sustainability Commission will present its Fiscal Year (FY) 23 Annual Report (Attachment A) and its proposed FY24 Work Plan (Attachment B).

BACKGROUND
The Sustainability Commission works to create a healthy community now and in the future by proposing measurable solutions to pressing environmental, social, and economic concerns to the City of Eugene, its partners, and its people. The Commission acts as a policy advisory body to the Council and City Manager in the initiation or development of programs that will create or enhance sustainable practices within the community. The Commission advises on policy matters related to:

- Sustainable practices
- Businesses that produce sustainable products and services
- City building design and infrastructure
- Related issues that directly affect sustainability efforts considered by the City Council

There are a total of 13 Commissioner positions, including eight appointed seats, four at large seats, and one City Councilor. Currently 11 positions are filled.

The Sustainability Commission presented its FY22 Annual Report and its proposed FY23 Work Plan to City Council in November 2022.

FY23 Annual Report Summary
In FY23, the Commission sent three recommendations to City Council, set up one committee, and addressed five topics through informational and collaborative presentations.

Recommendations made to Council in FY23:
- Support the new residential building electrification ordinance (November 2022)
- Support public health overlay zones (February 2023)

- Request Sustainability Commission representation on the Revenue Committee (June 2023)

Committee topics in FY23:
- Outreach and Education Committee

Other topics addressed through informational and collaborative presentations in FY23:
- New state rules for Climate Friendly and Equitable Communities, City of Eugene (COE) Planning
- Proposal to construct an Integrated Material and Energy Recovery Facility (IMERF) at Short Mountain, Lane County Waste Management
- Complete Streets Design Standards, COE Transportation
- Move EUG, COE Transportation
- Electric Vehicle (EV) Car Share Pilot Project, Eugene Water and Electric Board (EWEB)
- Eugene's 2021 Community Greenhouse Gas Inventory, COE Sustainability

FY24 Work Plan Summary

Core Priorities for the FY24 work plan emphasize building a depth of understanding on many of the high priority City initiatives in progress (see Informational Topics below); providing input and recommendations on topics that are in meaningful stages of development or decision making (see Collaborative Topics below); and establishing committees on topics where further research may be needed (see Committee Topics below). These core priorities will guide the Commission's focus areas for on-going policy discussion, analysis, and ultimately recommendations to City Council.

Informational Topics:
- **Recent State and Federal Climate Policies:** Key policies and resources that will help Oregon invest in clean energy, energy efficiency, clean transportation.
- **Opportunities in Clean Energy:** Hear from community partners including EWEB, to better understand if the projected increase in demand for electricity can be met with clean energy; and Beyond Toxics, to learn how they are assisting Bethel residents located near the J.H. Baxter wood preservation facility to make clean energy upgrades to their homes.
- **Waste Prevention and the Recycling Modernization Act**: New statewide rule goes into effect in July 2025 which will drastically expand recycling and improve waste prevention and materials recovery.
- **Transportation Decarbonization**: Better understand EV adoption rates, current incentives and challenges related to purchasing EVs, how the City plans to expand access to charging infrastructure, and any opportunities to expand access to R99/renewable diesel.

Collaborative Topics:
- **Building Decarbonization**: Staff are conducting community-wide engagement to better understand issues, concerns, and opportunities for accelerating building decarbonization. The Commission will act as a stakeholder group to provide input.
- **Home Energy Score Programs and Policies**: The Commission will learn how the current, voluntary Home Energy Score program is working and various policy approaches.

- **Land Use and Urban Growth Boundary Planning**: The Commission will provide input on a range of work conducted by COE Planning that focuses on increasing housing stock and compact development, including updates to the Envision Eugene Comprehensive Plan and designating the Climate Friendly Areas.
- **Street Trees**: Part of the 2022 Street Bond includes $15 million slated for bike lanes, crosswalks, pedestrian bridges, and street tree projects. As stated in the bond, the Commission will review the draft project list.
- **CAP 2.0 Communications**: The Commission will work with staff to brainstorm better ways to tell the story of the progress and implementation of CAP 2.0.

Proposed FY24 Committees:

- **Outreach and Education Committee:** Increase awareness about incentives and opportunities for sustainability living; act as the "ears of Council" to better understand the community's current interests and concerns on various sustainability issues.
- **Food Waste Prevention Committee:** Better understand barriers for participation in composting in multi-family housing and identify opportunities to improve access.
- **Building Decarbonization Committee**: Better understand the challenges related to decarbonizing tenant-occupied homes and buildings and for measuring and ensuring energy improvements achieve the intended efficiency results. Identify policy solutions and best practices.

RELATED CITY POLICIES

Climate Action Plan 2.0 (CAP 2.0):
The CAP 2.0 serves as Eugene's roadmap to achieve the goals identified in the Climate Recovery Ordinance: 1) to reduce our fossil fuel use by 50 percent by 2030 compared to our 2010 usage, and 2) to reduce our greenhouse gas emissions by 7.6 percent annually.

Strategic Plan 2023-2026:
Key Focus Area: Urgent Community Needs.
Strategic Goal: Advance climate action and community resilience to natural and human-caused disasters.

COUNCIL OPTIONS

1. Approve the FY24 Work Plan.
2. Approve the FY24 Work Plan with amendments.
3. Ask the Commission to revise its FY24 Work Plan and return at a later date.
4. Not approve the FY24 Work Plan.

CITY MANAGER'S RECOMMENDATION

The City Manager recommends approval the FY24 Sustainability Commission Work Plan.

SUGGESTED MOTION

Move to approve the FY 24 Sustainability Commission Work Plan which includes establishment of the following committees: Building Decarbonization, Food Waste Prevention, and Outreach and Education.

ATTACHMENTS

A. FY23 Sustainability Commission Annual Report
B. FY23 ESC Letters to Council
B. FY24 Sustainability Commission Work Plan
C. FY24 Sustainability Commission Committee Proposals

FOR MORE INFORMATION

Staff Contact: Danielle Klinkebiel, Climate Policy Analyst
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Staff E-Mail: dklinkebiel@eugene-or.gov

Eugene Sustainability Commission

Annual Report, Fiscal Year 2023

Introduction

On November 14, 2022, the Sustainability Commission presented its FY23 Work Plan to City Council. The FY23 Work Plan reflected the Commission's intent to:

1) Advance the Climate Action Plan 2.0 (CAP 2.0) by making it more accessible to members of the community;
2) Build understanding of many of the high priority City initiatives in progress;
3) Focus on meaningful work that amplifies current City initiatives.

FY23 Key Accomplishments:

- Developed a foundation for how the Commission can do public outreach and engagement by setting up an Outreach and Education committee. The committee created a PowerPoint presentation that increases awareness within the community about sustainability actions that will advance the CAP 2.0.
- The Commission reviewed and commented on projects that the City is moving forward, including Climate Friendly and Equitable Communities (CFEC), Move EUG and new street design standards, and Eugene's 2021 greenhouse gas inventory.
- Reviewed and commented on projects that external partners are moving forward, including the IMERF at Short Mountain Landfill, and an EV car share pilot program through EWEB/Forth Mobility.
- Submitted letter of support and testified in front of Council in support of the Public Health Overlay Zones and new residential building electrification ordinance.

Topics listed in the FY23 Work Plan:

- Climate Friendly and Equitable Communities Rules
- Lane County Waste Management Reduction Goals
- Urban Forestry Vision & Action Plan
- Capital Improvement Plan
- Transportation System Plan
- Community Outreach and Education
- Building Electrification
- Street Bond Street Tree Project Review
- De-escalation Training
- Education and Outreach Committee

FY23 in Review

The following table includes an update on each topic that was addressed by the Commission in FY23.

Topics Addressed in FY23	Description	Status
Climate Friendly and Equitable Communities	CFEC is new statewide ruling to encourage denser development in designated areas and reduce emissions from transportation. Staff shared the anticipated implementation plans and timelines and sought feedback from the Commission specifically on the rules that call for reducing or removing parking mandates.	The Commission was able to better understand the potential impacts of CFEC rules. The Commission agreed that the best option for CFEC parking rules would be to remove parking mandates citywide and unbundle parking from housing.
Move EUG	Staff talked about Move EUG, an engagement campaign to identify projects for the voter approved 2022 Street Repair Bond.	The Commission was asked to help the City identify proposed locations for improvement on the Move EUG map.
Complete Streets Design Standards	The City is in the process of adopting a Complete Streets Design Guide. Staff shared the goals and next steps and sought feedback from the Commission if there were concerns or opportunities.	The Commission provided feedback on how the design guide might be applied. They brought up considerations related to how it might be applied in specific neighborhoods and streets, around schools, on streets with overlapping jurisdictions, and what the impacts could mean for bike/ped safety and sustainability.
IMERF at Short Mountain Landfill (Lane County Waste Management)	Lane County Waste Management is seeking project funding to construct an Integrated Material and Energy Recovery Facility (IMERF) at Short Mountain. The facility would process solid waste, recycling, and organic waste to produce marketable recycling commodities and biogas for transportation.	The Commission asked questions to better understand how this could help address some of the challenges related to waste management and recycling in the community.
Electric Vehicle Car Share Pilot Project (EWEB)	EWEB, presented on their partnership with Forth Mobility to implement an EV car sharing program at three different sites in Eugene.	This was mostly an informational topic. The Commission had questions about ease of use, low participation rates and accessibility concerns; and discussed possible solutions.
Eugene's 2021 Community Greenhouse Gas Inventory	Staff gave a presentation on the most recent Community Greenhouse Gas Inventory from 2021. This data helps the City measure progress against the Climate Recovery Ordinance (CRO) goals.	Commissioners were able to better understand how the City is tracking progress on CRO goals and ask questions about how that data is collected.
FY23 Committee Topics		
Outreach and Education Committee	Explore opportunities to build community capacity and understanding related to City initiatives. Provide public education and gather feedback to help inform	The Commission formed a committee in November 2022. The committee developed a slide deck to present at community meetings like neighborhood associations and brainstormed a potential survey. The committee

	Council and staff in advancing sustainability work.	conducted an initial trial of outreach by tabling at the Southeast Neighbors Association Picnic.
Proposed Committee Topic: Gas Powered Leaf Blower Committee	Research the use and environmental impacts of gas-powered leaf blowers, identify stakeholders and stakeholder needs, and evaluate potential alternatives to generate recommendations for City Council.	The Commission proposed setting up a committee but was not able to get City Council approval in time. It was decided this committee topic would be rediscussed for inclusion in the FY24 workplan.
Recommendations to City Council		
Building Electrification	In Winter 2023, City Council was exploring possible ways to restrict fossil fuels in new construction.	The Commission sent a letter to support restricting fossil fuel infrastructure in new residential buildings (November 2022).
Public Health Overlay Zones	A Public Health Overlay Zone is a planning tool that adjusts the zoning and land use rules in a designated area for the purpose of protecting public health. Beyond Toxics presented on the concept of placing a Public Health Overlay Zone on the industrial corridor along Roosevelt Blvd and Hwy 99.	The Commission sent a letter to support Beyond Toxics' concept for a Public Health Overlay Zone. (February 2023)
Revenue Committee	City Council directed COE to establish a revenue committee in order to identify new potential revenue streams to address the budget deficit in the General Fund and to fund City Council's priority areas of homelessness, downtown and climate.	The Commission sent a letter recommending that a member of the Commission be a part of the Revenue Committee. Attached to the letter were recommendations previously submitted by the Commission that included possible revenue streams for climate work (June 2023).

Eugene Sustainability Commission

FY23 Letters to Council

Memorandum

Date: November 16, 2022

To: Mayor Vinis and Eugene City Council

From: Eugene Sustainability Commission

Subject: Fossil fuel infrastructure ban ordinance

The Sustainability Commission strongly supports the proposed ordinance to prohibit fossil fuel infrastructure in new low-rise residential buildings. We see this as an important step to reduce carbon emissions in Eugene, meet the goals of the City's Climate Recovery Ordinance, CAP2.0 goals, and be consistent with prior Commission recommendations.

Electric alternatives to natural gas heating and cooking in homes are viable, economically competitive, and already widely used in Eugene. Because it is cheaper to construct all-electric homes, this ordinance would help reduce housing costs.

We urge City Council to pass this ordinance to both address climate change and to protect people's health.

For many years, it's been known that burning gas inside a home creates unhealthy air pollutants, in particular a lung irritant, nitrogen dioxide. In homes without adequate ventilation or use of an exhaust hood to vent the pollution outside, the simple act of cooking a meal creates so much nitrogen dioxide the indoor air exceeds legal limits set for outdoors.[1] Study after study shows children living in homes with a gas stove are at a higher risk of developing asthma symptoms— 42 percent higher.[2]

This year, new research has found many gas stoves leak continuously, even when they are turned off.[3] These tiny methane leaks also pollute the air indoors. New research found that unburned gas contains many hazardous air pollutants,[4] including benzene, a human carcinogen. According to the World Health Organization there are no safe limits for exposure to benzene in the air.[5] Researchers found these tiny, undetected gas leaks in some homes can expose people to as much benzene as is in second-hand smoke.

Using natural gas inside our homes is bad for the planet and it's bad for people.

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[1] J. Logue et. al. Pollutant Exposures from Natural Gas Cooking Burners: A Simulation-Based Assessment for Southern California. Published January 1, 2014.
[2]W. Lin, B. Brunekreef and U. Gehring. Meta-analysis of the effects of indoor nitrogen dioxide and gas cooking on asthma and wheeze in children. *Epidemiology*. Vol. 42, August 20, 2013
[3]Lebel et al. Methane and NOx Emissions from Natural Gas Stoves, Cooktops, and Ovens in Residential Homes. *Environmental Science and Technology*. Vol. 56, January 27, 2022.
[4]Lebel et al. Composition, Emissions, and Air Quality Impacts of Hazardous Air Pollutants in Unburned Natural Gas from Residential Stoves in California. *Environmental Science and Technology*. Published online October 20, 2022.
[5] World Health Organization. Exposure to benzene: a major public health concern. May 1, 2019. https://www.who.int/publications/i/item/WHO-CED-PHE-EPE-19.4.2

Thank you again for your strong and continuing leadership on this issue.

Sincerely,

The Eugene Sustainability Commission

Eugene Sustainability Commission

Memorandum

Date: February 13, 2023

To: Mayor Vinis and Eugene City Council

From: Eugene Sustainability Commission

Subject: Public Health Overlay Zone – Statement of Support

The Eugene Sustainability Commission urges the Eugene City Council to create a Public Health Overlay Zone to protect public health, specifically in West Eugene. We believe this concept should be implemented wherever residential zoning abuts industrial zoning with impacts from airborne toxics. This can help end the historical pattern of approving zoning codes and land uses that place industrial polluters adjacent to homes or adding neighborhoods around heavy industry where lower income residents have become concentrated.

The recommended strategy for a Public Health Overlay Zone effectively creates buffer zones between homes and specific industrial uses and would ban heavily polluting industries from being developed within city limits. It would also strengthen noise, vibration and odor rules, public meeting requirements, and other development standards to ensure community awareness and participation in future developments.

A Public Health Overlay Zone would show the residents of West Eugene that their health and wellbeing are valued by our elected leadership. This type of overlay zone has already been researched and implemented in the Clear Lake Overlay Zone, and there is evidence that this strategy can be effective at reducing the impact from air toxics on residential neighborhoods.

We urge the Eugene City Council to consider a public health overlay zone as one strategy to separate residential and heavy industrial zoning, to create robust strategies to mitigate the cumulative impact of localized air toxics, to focus specifically on protections for underserved West Eugene residents, and to improve air quality for all residents of Eugene.

Respectfully,

The Eugene Sustainability Commission

Eugene Sustainability Commission

Memorandum

Date: June 21, 2023

To: Mayor Vinis, Eugene City Council and City Manager

From: Eugene Sustainability Commission

Subject: Revenue Committee Input

Dear Mayor Vinis, Eugene City Council and City Manager,

The Sustainability Commission is aware that the Mayor and City Manager will be appointing a special committee to consider ways to increase revenue to enable the City of Eugene to address budget shortfalls and pursue desired projects, such as those working toward sustainability and climate change goals.

A few years ago, the Commission submitted a variety of revenue ideas related to establishing a Climate Action Fund. We attach that earlier memo for use by the new committee.

We also believe including a member from the Sustainability Commission on the new revenue committee would be useful, representing climate and related goals in the discussion.

Sincerely,

Eugene Sustainability Commission

Attachments: **Possible Funding Mechanisms for the Eugene Climate Action Fund**

Eugene Sustainability Commission

February 19, 2021

Possible Funding Mechanisms for the Eugene Climate Action Fund

By the Sustainability Commission's CAP Funding Committee (FY21)

Introduction

Eugene recently enacted a new Climate Action Plan CAP2.0 that sets goals to reduce greenhouse gas emissions and the city's carbon footprint. However, many actions in the plan are either not funded at all or underfunded. This document highlights existing challenges with the implementation plan of the CAP and offers potential solutions around funding options.

Funding challenges with the CAP 2.0

Overall there are widespread funding shortfalls for the CAP implementation, including many energy efficiency actions (B2-B4), all community Equity Panel recommendations, and many EV actions. Additional shortfalls include:

- **Lack of staff resources for CAP implementation**. The City has just 2.0 FTE for Sustainability serving a City of 175,000 and tasked with implementing an ambitious climate plan. One of these positions is currently listed as a temporary position.
- **Lack of funding to incentivize community actions**. Incentives would make these actions feasible for a broader spectrum of people and funding could prioritize lower income residents. Incentives could include: energy efficiency upgrades, electrification, solar installation, EV.
- **Lack of funding for bike and pedestrian projects from the TSP**. The transportation sector represents 78% of emission reductions in the CAP Gap Analysis but is lacking funding for actions to close this gap or to fully implement the TSP.

Recommendation

To address these financial challenges the Sustainability Commission recommends the establishment of a dedicated fund to support actions and incentives addressing climate change as part of the CAP2.0 implementation.

Therefore, the Eugene Sustainability Commission urges the Eugene City Council to establish the **Eugene Climate Action Fund** to implement the actions detailed in the CAP2.0. The Fund would be supported by one or more funding mechanisms related to carbon use, as well as grant funds as available, with income earmarked for use solely by the Fund.

Funding opportunities and their preliminary evaluations are described in the accompanying attachment.

Possible Funding Mechanisms for the Eugene Climate Action Fund

Below is a list of various funding mechanisms with examples of how they are being used in other places.

1. Carbon Pricing

Carbon pricing is a market-based mechanism that creates financial incentives to reduce greenhouse gas (GHG) emissions. Carbon pricing programs can be implemented through legislative or regulatory action at the local, state or national level. Eleven states that are home to over a quarter of the U.S. population and account for a third of U.S. GDP have active carbon-pricing programs and are successfully reducing emissions. There are a variety of carbon pricing proposals at the federal level. The state of Oregon's attempt at carbon pricing was not successful in 2019.

There are a handful of examples of local areas utilizing carbon pricing to fund climate work. (Reference here)

- In 2008, the Bay Area Air Quality Management District, which spans nine counties, passed a 4.4 cent per carbon ton fee that applies to 500 businesses. This established a much lower price on carbon pollution than is needed to truly incentivize a transition to clean energy, but was nevertheless the time a locale in the US approved carbon pricing. The tax was approved by air pollution regulators 15-1. It generates $1.1 million per year in revenue.
- BOULDER, COLORADO The Climate Action Plan (CAP) tax became America's first voter-approved climate mitigation tax in 2006. Under CAP, the city's only electric utility, Xcel Energy, charges residents and businesses a fee via their monthly utility bills. The CAP tax is not a traditional carbon tax because it is imposed based off electric usage (in kWh), not carbon content. But because there is only one electric provider, and because CAP exempts renewable energy consumers, it has the same effect of a carbon tax. It effectively imposes a $8.62 per carbon ton fee for residents and a $1.52 per ton fee for businesses. Tax revenue is used to fund weatherization efforts, sustainability projects, and solar rebates. The program was renewed in 2012.
- ASPEN AND PIKE COUNTY, COLORADO The Renewable Energy Mitigation Program (REMP) requires new homes to meet a strict energy budget or pay additional fees. Homeowners who go over their established budget, and consume extra energy, must either install a renewable energy system or pay an emissions tax. Revenue from this tax, established in 2000, is subsequently invested in energy efficiency measures. While this is not a straight carbon tax, it effectively incentivizes renewable energy usage. The REMP model has been applied to a number of other locales in Colorado, including Snowmass Village, Carbondale, and Eagle County. It has also been implemented in Martha's Vineyard, Massachusetts.

2. Airport Fee

Airline travel is a source of carbon emissions. This again is a natural place to focus climate action fundraising. The recent Airport Master Plan Update shows that, pre-pandemic, over 500,000 commercial tickets are serviced per year and that number is expected to rise. Charging a $2.00 fee per ticket would thus raise a bit over $1 million per year, in effect being a locally-directed, carbon offset potential for airline travel.

3. Carbon Tax

This would be a tax on the consumption of natural gas and gasoline. The purpose of a carbon tax is to reflect the social and environmental cost of burning carbon. Carbon taxes ensure that companies and consumers help reduce and mitigate the impacts of burning carbon.

From CAP2.0, we see that Eugene emits about 856,000 metric tons of CO2 year from transportation and buildings. If we were to collect $1.00 per metric ton, we could generate $856,000 per year. There are two main sources of this CO2, vehicle gasoline and natural gas for buildings.

Burning one gallon of gasoline generates about 20 pounds of CO2. This is 1/100th of a ton (0.01) of a ton, so if we charge $0.01 per gallon (one cent), we would collect $1.00 per ton of CO2 emitted by burning gasoline.

The other major source of CO2 emissions is the burning of natural gas for heating and other uses. Burning one thousand cubic feet of natural gas emits about 120 pounds of CO2, That is 0.06 of a ton, so if we charge $0.06 per thousand cubic feet (6 cents), we would collect $1.00 per ton of CO2.

4. Healthy Climate Fee

Potential funds raised: $1,600,000

The City of Portland is pursuing enacting a "Healthy Climate Fee" of $25/ton on entities emitting over 2,500 tons per year. This is a form of carbon pricing soley targeting the largest individual emitters. A similar fee in Eugene would affect 12 entities (see appendix).

5. Property Tax (Ballot measure)

Buildings and other developments are significant factors in emissions. A ballot measure could add a property tax to create a sustained funding source for CAP efforts. This tax would not be based upon carbon use directly, but would be a broad-based means for raising needed funds. Examples are the recently passed operating levy and bond measure for parks maintenance and development.

Another example is the 2020 measure 20-312 which secured funding for the Upper Willamette Soil and Water Conservation District with a $0.07 tax per $1000 of assessed property value (no more than $14 per year for a home valued at $200,000). The advantages of this funding mechanism is it would create a secure, long term source of money, though it requires a lot of effort and resources to get a measure on the ballot.

A tax of $0.06 per thousand assessed value would yield around $1 million per annum, as Eugene's total assessed property value is about $17 billion. That is $30 annually for a home valued at $500,000.

6. Green/Climate Bonds

Green bonds are essentially infrastructure bonds tailored specifically to finance climate solutions. The scope of projects that can be financed is determined by the issuer and can be broad or specific. According to the Climate Trust, "Climate bonds can be structured exactly the same as traditional Treasury-style bonds (marketable, fixed-interest U.S. government debt security with a maturity of more than 10 years) and are thus easily included into institutional investment portfolios." These bonds can attract private sector investment to help bridget the climate finance gap.

In 2016, The City of Portland was the first place to sell a Green Bond in the state of Oregon. Proceeds of the bonds will provide $18.5 million to the Bureau of Transportation to convert the City's existing street lights from high pressure sodium bulbs to energy-efficient LEDs. This conversion is expected to result in an energy savings of almost 30 million kilowatt hours per year, or the amount of energy needed to power 3,000 homes.

7. Property Assessed Clean Energy (PACE) Loans

PACE loans are a financing mechanism implemented by local governments that allows residential or commercial property owners to finance energy efficiency and renewable energy improvements. The repayment of qualified energy improvements is done via a voluntary property tax assessment collected by local governments, just as other public infrastructure investments are financed. PACE project financing may be provided by municipal bonds or third-party capital secured by the property assessment payments. Homeowners repay the loans via a line item on their property tax bill and repayment responsibility transfers to the next owner if the home is sold.

California passed legislation to enable PACE financing in 2007, and since has financed billions of dollars in both residential and commercial clean energy projects around the state.

Oregon passed PACE-enabling legislation in 2014 for renewable and energy efficiency improvements. Currently, only Multnomah County has a program.

- Multnomah County currently has a commercial PACE program
- View this site for more information on PACE programs

8. Revolving Loan Fund

According to the US Department of Energy, A Green Revolving Fund (GRF) is "an internal capital pool that is dedicated to funding energy efficiency, renewable energy, and/or sustainability projects that generate cost savings. A portion of those savings are then used to replenish the fund (i.e. revolved) allowing for reinvestment in future projects of similar value. This establishes an ongoing funding vehicle that helps drive energy efficiency and sustainability over time, while generating cost savings and ensuring capital is available for important projects."

Harvard University uses a GRF to implement sustainability projects. Since 2002 the fund has supported nearly 200 projects that have yielded over $4 million in energy savings annually.

9. Natural Gas Franchise Fee or Excise Tax.

Potential funds raised: $1,400,000

Franchise fee or excise tax can be set by a city ordinance as Gresham did so that NW Natural pays for clean air, energy efficiency, and climate protection programs. The current franchise fee of 5% raises approximately $1.4 million per year.

10. Grants

There are several public and private foundations supporting work by cities on climate change action. A subset are:

- USDN Innovation Fund (Urban Sustainability Directors Network)
- Kresge Foundation Environment Program
- The Funders Network- Partners in Places
- Surdna Foundation Social and Environmental Justice

11. Funding through Utility Fees

One example of a local utility raising funding for clean power is Los Angeles Department of Water and Power (LADWP). Their board voted to raise the rates to fund clean power because city regulations required carbon reductions. The board estimated that around 80% of power revenue would go to clean energy and climate change goals. The City of Eugene could work with EWEB to expand local programs.

12. Clean Air Fee

Potential funds raised: $900,000
The Clean Air Protection Fee would establish a tiered fee ($15,000/$25,000/$40,000) on facilities that generate substantial hazardous air pollution locally and are therefore required to hold Simple Air Contaminant Discharge Permits, Standard Air Contaminant Discharge Permits, or Title V Permits from the Oregon DEQ. A similar program here would affect 41 facilities (see appendix).

Currently, the City of Portland is going through rulemaking for this program. Following Portland's model, this fund could be used to support the City in administering community-wide pollution reduction programs and environmental justice protection.

The program priorities would be developed collaboratively with community partners, such as:

1. Analyze how levels of air pollution vary within the city and how that exposure impacts Eugene residents, especially BIPOC communities, to inform and prioritize action plans that protect the most marginalized and health impaired in the community, including helping to resource communities. This includes improved access to data and information for communities, City staff, and regional partners.
2. Develop and manage programs that reduce exposure to air pollution from motor vehicles, construction equipment, residential wood combustion, wildfire events, and heat, with a priority focus on the most marginalized and impacted communities. The City will work with frontline community organizations and other jurisdictional leaders, like Lane County, LRAPA, and DEQ, to develop priority actions.
3. Develop and implement a community plan to protect Eugene residents from poor air quality and protect the most vulnerable from bad air quality days (for example, expanding access to air filtration systems and cooling community centers for heat and wildfire events). This work will be done in coordination with Lane County, LTD, City agencies, health care and community partners.

13. Transportation Funding Options

The 20 year bike and pedestrian projects from the TSP is not on pace to be completed with current funding levels and requires a dedicated plan to fully fund its implementation. These funding mechanisms could support city staff to work with the Active transportation Committee to create a plan to fully fund the project list from the Transportation System Plan within the 20-year timeframe of the plan (set to end in 2037) through a combination of state and federal funds, road bonds, gas taxes, vehicle registration fees, other road fund, and grants.

14. Road Bonds

Potential funds raised: $1,000,000

Most recent bond in 2017 approved $5 million in spending for biking and walking safety projects out of $51.2 million in total Bond revenue. This was an increase in the percentage of bond funds dedicated to bike and pedestrian safety projects from the previous bond. Another bond will likely be recommended by

the Active Transportation Committee for approval by voters in 2022 and this may be an opportunity to increase funds for these types of projects.

15. Gas Taxes

Potential funds raised: $600,000-$6,000,000

Eugene currently has a $.05 local gas tax raising approximately $3 million per year distributed to the City annually. An increase in this rate could be dedicated to bike and pedestrian safety projects.

16. Registration Fees

Potential funds raised: $750,000-$4,000,000

Clackamas County has enacted such a fee ($30 per annum) to fund needed road safety projects. Perhaps we could do this for transportation-related emissions reduction projects such as bike path improvements or bike and car charging stations. Oregon State DMV statistics show in 2019 336,000 passenger cars and 3300 trucks registered in Lane County. Assuming one-half of cars and one-third of trucks are registered in Eugene, an annual $10 registration fee on these vehicles would collect more than $1 million.

An increase in registration fees could be tailored to equalize fees paid by different types of vehicles, where more fuel-efficient vehicles currently pay more (e.g., raising registration fees for all internal combustion engine vehicles to $152 or $162 for a two-year period)

> Current 2-year registration fee rates for passenger vehicles:
> 0-19 mpg vehicles - $122
> 20-39 mpg vehicles - $132
> 40+ mpg vehicles - $152
> EV's - $306

17. Clean Energy Fund

The Portland Clean Energy Community Benefits Fund (PCEF) provides dedicated funding for climate action that advances racial and social justice and was created by a local ballot measure.
The Fund is anticipated to bring $44 - $61 million in new annual revenue for green jobs, healthy homes, and a climate-friendly Portland. The State of Oregon's 2019 Corporate Activity Tax explicitly prohibits other cities from enacting a similar legislation so this is not a replicable funding option for Eugene.

Eugene Sustainability Commission

Work Plan, Fiscal Year 2024

Overview

The Eugene Sustainability Commission (ESC) serves as an advisory body to the City Council and City Manager through support shared by Public Works around programs and actions that engage the community towards increasing sustainability. The commission focuses on the Triple Bottom Line aspects of sustainability - the intersection of social equity and environmental health, and their connection to economic prosperity, and advises on policy matters related to:

a) Sustainable practices
b) Businesses that produce sustainable products and services
c) City building design and infrastructure
d) Related issues that directly affect sustainability efforts considered by Council

Core Priorities for FY24

Core Priorities for Fiscal Year 2024 (FY24) work plan emphasizes alignment with and advancement of the Climate Action Plan 2.0; public education to make this plan more accessible to and usable for members of the community; and building a depth of understanding of many of the high priority City initiatives in progress. These core priorities will guide the commission's focus areas for on-going policy discussion, analysis, and ultimately recommendations to City Council.

Topics to Address in Fiscal Year 2024

The commission will be working on the following topics this year.

Informational Topics:

Informational topics will be explored through a combination of informational presentations from staff and community organizations. These topics will help the Sustainability Commission increase their understanding of current initiatives and opportunities.

1. **Recent State and Federal Climate Policies**: The State of Oregon's new Climate Resilience Package and the Inflation Reduction Act contain several key policies and resources that will help Oregon invest in clean energy, energy efficiency, clean transportation. Staff will give an in-depth overview of how these policies will help advance Eugene's CAP 2.0. One specific policy focus will be on how the City will be implementing energy benchmarking and commercial building performance standards.

2. **Opportunities in Clean Energy**: 80% of Eugene's power comes from carbon-free hydroelectric energy, with the remaining 20% coming from conventional and renewable resources. But what other opportunities are there for the City and our utility to support clean energy installations? The commission would like to hear from the following community partners to advance this conversation: 1) **EWEB**, to better understand if the projected increase in demand for electricity can be met with clean energy and regarding their announcement they are evaluating small modular nuclear as a part of their energy mix; and 2) **Beyond Toxics**, to learn about their Bethel Clean

Eugene Sustainability Commission

Energy Project which focuses on assisting Bethel residents located near the J.H. Baxter wood preservation facility in making clean energy upgrades.

3. **Waste Prevention and the Recycling Modernization Act**: The Recycling Modernization Act goes into effect statewide July 2025. This will expand recycling to make it consistent across the state, allow for a broader range of accepted materials and better deal with contamination. The rules are already set by the State, but the City's Waste Prevention program is looking for help from the commission to educate the community that this is coming and to shape messaging for when rules go into effect.

4. **Transportation Decarbonization**: the commission would like to learn more about adoption rates of electric vehicles; where and how the City of Eugene is planning to expand access to charging infrastructure; understand access to R99/renewable diesel and potential to establish fuel standards; access for multifamily homes; clarification on incentives or any obstacles to getting an EV. Once the commission understands this information, they may evaluate opportunities to provide feedback on City efforts on these topics.

Collaborative Topics:

Staff and community partners have identified the following topics that would benefit from Sustainability Commission feedback and recommendations in the next year.

5. **Community Engagement on Building Decarbonization**: COE Sustainability is preparing to conduct engagement with a range of stakeholders to better understand concerns and opportunities to reduce emissions from buildings. The commission will serve as both a stakeholder group of community members earlier in the process and as a formal commission before final recommendations are presented to City Council.

6. **Home Energy Score (HES) Programs**: The City of Eugene has partnered with University of Oregon and EWEB to offer a free HES program to low-income and rental households, for them to better understand their energy consumption and opportunities to improve efficiency. Other residents can get a HES through Earth Advantage for a small fee. The commission would like to hear from UO students about how the program works. Following the presentation, COE Sustainability staff will lead a discussion for the commission to weigh in on various HES policy options that City Council is considering.

7. **Land Use and Urban Growth Boundary Planning**: COE Planning is conducting a range of work to that will focus on increasing housing stock and compact development. They will be updating the Envision Eugene Comprehensive Plan, which guides land use planning in Eugene's urban growth boundary. They will be also designating the **Climate Friendly Areas** that will be subject to rules that encourage more compact development. The commission will provide input on both topics.

8. **Street Trees**: Part of the 2022 Street Bond includes $15 million slated for bike lanes, crosswalks, pedestrian bridges and street tree projects. Written into the bond is that the commission must approve the final list of street trees.

Eugene Sustainability Commission

9. **CAP 2.0 Communications**: COE Sustainability will provide an overview of the tools being considered to better tell the story of the progress that has been made on the CAP 2.0. Are there ways this story can be told better? Are there ways to share the data in a more accessible way? How can the commission be messengers for sharing our progress?

Committee Topics:

The following topics will be explored further in committees.

- **Outreach and Education Committee:** Increase awareness about ways to live a more sustainable lifestyle; share incentives and opportunities with residents; act as the "ears of Council" to better understand the community's current barriers and concerns on various sustainability issues.

- **Food Waste Prevention Committee:** Better understand barriers for participation in composting in multi-family housing and identify opportunities.

- **Building Decarbonization Committee**: Better understand and identify policy solutions to the split incentive in rental housing and renter-occupied commercial buildings; and the energy performance gap.

Anticipated Outcomes

- Provide information and recommendations to City Council and City Manager on climate policies and practices that reflect community values.

- Provide valuable input to staff on high priority City sustainability and climate initiatives to support implementation efforts.

- Provide a forum for community outreach and education as well as gathering feedback to address public concerns related to climate mitigation work and sustainable policies and practices.

Eugene Sustainability Commission
FY24 Committee Proposal: **Outreach and Education Committee**

Purpose
City Council has set aggressive goals to address the climate crisis, but advancing these goals requires both educating the community about sustainability actions as well as understanding the different perspectives and needs within our diverse community. The Commission will form a committee to serve three purposes:

1. Increase awareness about ways to live a more sustainable lifestyle.
2. Share incentives and opportunities that will support residents to upgrade their homes to be more energy efficient, have better air quality, and lower utility bills.
3. Act as the "ears of Council" to better understand the community's current sustainable practices, barriers and concerns on various sustainability issues.

Scope
The Outreach and Education committee will do the following work:

- Develop an outreach strategy for the Commission that includes the key audiences, the outreach opportunities/tactics to be used, and key messages (For example: Table at 6 events throughout 2024, targeting groups listed in Article 3 Section 2 of the ESC bylaws or neighborhoods in wards which may be underrepresented on the current Sustainability Commission).
- Develop a toolkit of outreach materials and resources for outreach events (City can provide support).
- Identify any additional skills or training that might be helpful for commissioners.

Output

- Create the education and outreach toolkit and other materials.
- Update and revisit the slide deck.
- After each engagement event, Commissioner will write a brief, one-page summary that includes both quantitative data (ie. how many people were engaged, was there any data collected through surveys, etc…) and qualitative data (ie. what conversations were had, what were major concerns, ideas, opinions that were heard, what questions did people have). This summary would be included in the monthly meeting packet for the full Sustainability Commission to see. At the end of the FY, the data will be summarized and included in the annual report. It can also be referenced in any relevant future actions taken by the Commission.

Completion Date/Number of Meetings:
The committee will meet up to four times over two months.
Staff have the capacity to support 1 meeting per month for this committee.

Anticipated Members: Laura Allen, Jan Bohman, Devon Mann, Dennis Reynolds

Resources Needed:
Staff will provide support on devising strategy, revise/print outreach materials, and provide supplies.
Potentially a training on difficult conversations and de-escalation.

Eugene Sustainability Commission
FY24 Committee Proposal: **Food Waste Prevention Committee**

Purpose
Better understand barriers for participation in composting in multi-family housing and identify opportunities.

Scope/Rough Agenda Topic Anticipated for Each Meeting

- Meeting 1: Understand the barriers of why composting in multifamily housing has such low participation. How to approach and motivate property managers of multifamily to set up composting and support it operationally
- Meeting 2: Research a successful composting program at a multifamily unit somewhere else. Are there stellar examples elsewhere? What can be replicated or learned from them?
- Meeting 3: Research successful behavior changing campaigns in multifamily and single-family housing.
- Meeting 4: Look at data on multifamily buildings in Eugene and which types (student, affordable, market-rate, other?) might be good ones to focus on, and what could be a strategy for each type?
- Meeting 5: Finalize report of findings.

Output
We hope to provide a report revealing our findings

Completion Date/Number of Meetings Expected:
5 meetings, Complete report by May 2024

Anticipated Members: Mitra Gruwell, Aaron Toneys, Devon Mann, Karyn Kaplan

Resources Needed

- Staff will set up and attend committee meetings but are not expected to do the research/work described above.
- We may want to reach out to the City or Lane County Waste management
- If there is data on our current composting system, that would be helpful to review, especially as it relates to multi-family and single-family housing
- Data on any known successful campaigns resulting in increased use of composting systems
- The COE Waste Prevention team can attend one committee meeting to provide data on Love Food Not Waste, outline what is already happening and answer any questions

Eugene Sustainability Commission
FY24 Committee Proposal: **Building Decarbonization**

Context and Purpose

The built environment in Eugene is responsible for roughly 290,000 MT CO2e (about 30% of Eugene's sector-based emissions), as of 2021. Of those emissions, more than three-quarters comes from the combustion of fuels in buildings, primarily fossil methane gas. The Sustainability Commission places a high priority on advancing decarbonization in Eugene to help our community achieve the goals laid out in the Climate Recovery Ordinance and the Climate Action Plan 2.0. The Building Decarbonization Committee will inform, guide, and make recommendations to the Sustainability Commission to help accelerate progress toward carbon neutrality in Eugene's residential, commercial, and industrial buildings through City policy, engagement with non-City programs/actors. The Committee will also seek to identify ways in which Eugene can build the frameworks, policies, and programs to ensure that our residents receive federal and state financial support to decarbonize our built environment with a focus on disadvantaged communities and equitable solutions.

Key Focus Areas

There are two specific challenges in building decarbonization that the committee will research to increase City Council's awareness of the topics and to identify a range of policy solutions and best practices.

1. The **split incentive:** Landlords and building owners may be reluctant to make efficiency upgrades in a building that they aren't living in or occupying, without also increasing the cost of rent which may lead to displacement. Conversely, tenants either can't afford or are otherwise unlikely to make an investment in a building they don't own. The result is that tenants are disproportionately energy-burdened and not experiencing the benefits that come with decarbonization upgrades and improvements. More than half of Eugene residents are renters, 1/3 of whom are severely rent-burdened. This dynamic is common across all rental classes: single family housing, multifamily housing, and commercial buildings.
2. The **building energy performance gap:** There are many examples where energy efficiency and electrification upgrades and improvements made to a house or building do not end up delivering the energy performance or cost reductions that are promised or anticipated. It will be especially important to identify how Eugene will deliver the intended performance goals since the state will be setting up a performance-based program to be able to fully take advantage of their decarbonization grants and incentives.

Scope

- Research current policies, programs, financing approaches, and incentives related to the two key areas of focus.
    - Flag examples where others have found success (or learned important lessons) seeking to overcome the split incentive through innovative financial or policy frameworks.
    - Investigate building energy performance gap causes (potential examples include workforce education and training and real-world building system operation practices) and flag solutions in use elsewhere to minimize the gap.

- Invite subject matter experts or representatives of other engaged organizations to provide information to the committee. Invite other nonprofits and community members interested in this topic to attend these presentations to help build community knowledge and capacity and to strengthen relationships between the committee, Commission and community members and organizations.

Output

- Develop an informational report that summarizes the issues and includes data on how these issues may be impacting our community, and which policy solutions, financing approaches or other strategies might be useful. Include best practices in how they could be implemented locally and any challenges that may exist to implementation. Include resources that could help staff and council with future work in this area.
- Send the report as a memo to City Council after review and approval by the Sustainability Commission.
- Develop a public-facing summary paper, for use by the City and Commission, intended to inform Eugene residents and businesses about available building decarbonization programs and assistance.

Tenure and Anticipated Meeting Topics

The committee will be active for up to 6 months and will hold monthly meetings. The schedule of meetings is anticipated to be roughly as follows:

- Meeting 1: Split incentive research planning; guest presentation on topic
- Meeting 2: Split incentive research summary and informational report outline
- Meeting 3: Building energy performance gap research planning; guest presentation on topic
- Meeting 4: Building energy performance gap summary and informational report outline
- Meeting 5: Informational report and public-facing summary paper preparation
- Meeting 6: Document finalization and wrap-up

Anticipated members: Alexi Miller, Aaron Toneys, Hannah Shafer, Laura Allen, Jan Bohman, Dennis Reynolds

Resources Needed

Staff will set up and attend committee meetings but are not expected to do the research/work described above.
Staff can provide information to committee members about the issues based on their understanding of how these challenges are showing up locally and nationally and can help answer any questions.

EUGENE CITY COUNCIL
AGENDA ITEM SUMMARY

Work Session: Human Rights Commission FY 2023 Work Plan Report

Meeting Date: November 13, 2023 | Agenda Item Number: 2
Department: Equity and Community Engagement | Staff Contact: Drae Charles
www.eugene-or.gov/equity | Contact Telephone Number: 541-682-5277

ISSUE STATEMENT
The Human Rights Commission's (HRC) enabling ordinance, adopted in December of 1990 (Eugene Code 2.280), requires that it develop a work plan for City Council review and approval and annually report on work plan progress. Attached is a report on the Fiscal Year (FY) 2023 Work Plan (Attachment A) and the approved FY2023-2024 Work Plan (Attachment B).

BACKGROUND
FY 2023 Work Plan Report
The HRC was very active during FY 2023 despite many position transitions. They contributed numerous hours of volunteer time beyond business meetings, serving the community by hosting and attending community events, gathering and reviewing data to best inform the commissions efforts, and engaging in collaborative work with other Boards and Commissions, City staff, and community partners. The attached FY 2023 Annual Report (Attachment A) provides specifics on achievements and commitment to advancing work plan goals over the past year.

The current work plan maintains the goals of the 2022 work plan and align with the HRC's three distinct roles (community education and engagement, liaison to other city boards and commissions, and advising City Council and staff on human rights issues) while shifting from a 1-year work plan to a 2-year work plan model.

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

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

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

The objectives and strategies identified to implement these goals are described in more detail in the Human Rights Commission FY 2023-2024 Work Plan (Attachment B).

RELATED CITY POLICIES
Eugene Code 2.280

Strategic Goal: Communication and Outreach
The City of Eugene's "Communication and Outreach" strategic goal aims to create a city that effectively communicates with and listens to its community. The Human Rights Commission contributes to this goal by acting as an advisory body, facilitating engagement with diverse communities, and improving information delivery to community members in a representative and accessible manner.

Strategic Goal: Culture of Belonging
The City of Eugene's "Culture of Belonging" goal aims to create an inclusive community that values diversity and provides equitable access to resources. This objective aligns with the Human Rights Commission's mission to promote universal human rights values and principles throughout the city. The HRC's work plan includes three main goals: fostering respect for social equity, civil rights, and human rights through education and collaboration, maintaining strategic liaisons, and studying and recommending actions on relevant issues. They've also established various workgroups, such as the Whole Eugene Community United and the Economic Opportunities Workgroup, to pursue these objectives.

PREVIOUS COUNCIL DIRECTION
November 14, 2022 Work Session
The HRC, in accordance with Eugene Code 2.280 report to Council annually. The report on the HRC FY23 work Plan, which is included in the attachments, is based on the FY 2023 - 2024 work plan approved by City Council on November 14, 2022. Council moved to approve the Human Rights Commission FY 2023-2024 work plan as presented. (Motion passed 7:0)

COUNCIL OPTIONS
This is informational only.

CITY MANAGER'S RECOMMENDATION
None.

SUGGESTED MOTION
None.

ATTACHMENTS
A. Human Rights Commission FY 2023 Annual Report
B. Human Rights Commission FY 2023-2024 Work Plan

FOR MORE INFORMATION

Staff Contact: Drae Charles, Human Rights and Equity Analyst
Telephone: 541-682-5277
Staff E-Mail: dcharles@eugene-or.gov

Human Rights Commission

Fiscal Year 2023 Work Plan Report

This is a report on the Human Rights Commission (HRC) FY 2023 Work Plan. The HRC work plan was approved by City Council on November 14, 2022 (Motion passed 7:0). Below are the highlights from the past year followed by charts indicating the status of each of the actions included in the FY 2023 work plan.

Highlighted Work

Events

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

- **Hybrid International Human Rights Day Event** – showing of "Kumu Hina" with a panel discussion with Kumu Hina and local community leaders.
- **Homeless Persons Memorial Vigil** – hosting a vigil with food and a resource fair for members of the unhoused community and allies.
- **NAACP Freedom Fund Event** – the annual NAACP event highlighting the work that has been done and is currently active. This was also the final event of Miles Pendletons tenure as Eugene/Springfield NAACP President.
- **Plaza de Nuestra Comunidad Event** – A celebratory event highlighting the birth of a new organization after a merger between Centro Latino Americano, Downtown Languages, and Huerto de la Familia to increase community capacity to serve Latino and immigrant families in Lane County.

Sponsorship and Community Engagement

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

- Eugene Black Cultural Festival
- Eugene Pride
- Eugene Asian Celebration
- MLK Day March
- Archeology Film Festival
- Catholic Community Services "Homeboys Industries: with Father Greg Boyle"
- Ophelia's Place "Regenerate: A Community Care Retreat for Helping Professionals"
- Disorient Film Festival

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- Memorial Day Community Gathering

Key Partnerships

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

Department Collaborations

- **Multicultural Needs Assessment:** The HRC supported the Multicultural Liaison in the process of soliciting feedback and responses to the Needs Assessment process.
- **Rights Assistance Program:** The HRC engaged in community education efforts on how to report and respond to hate, bias, and discrimination in the community.

Boards and Commissions

- **Police Commission:** The HRC has a permanent seat on the Police Commission and shares one voting member.
- **Civilian Review Board (CRB):** The HRC has a liaison assigned to and from the CRB to share information and highlight issues of mutual concern.
- **Community Development Block Grant (CDBG):** The HRC has one member on the CDBG Committee that focuses on housing and related issues. The HRC liaison participates in the annual competitive process where applicants seek funding for specific projects.
- **Moving Ahead Transportation Panel:** The HRC monitors this collaboration between the Lane Transit District (LTD) and the City of Eugene for its dedication to accessibility.
- **Vision Zero Task Force:** The HRC has a permanent member on the Task Force to provide input in achieving the goal set by City Council.
- **Housing Policy Board:** The HRC is a liaison to the Housing Policy Board, giving voice to community issues related to affordable housing.
- **Boards and Commission Recruitment:** The HRC actively promoted participation in the board and commissions recruitment process and made recommendations on filling vacancies on the HRC.
- **Youth Advisory Council**: The HRC had an ad hoc liaison to this group.

Recommendations to Policy Makers

(The HRC made no recommendations to Council in FY23)

Human Rights Commission

Members Who Served

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

- Councilor Matt Keating
- Commissioner Ibrahim Coulibaly
- Commissioner Kris Galago
- Commissioner Ib Hamide
- Commissioner Heather Marek
- Commissioner Sarai Johnson
- Commissioner Emily Farrell
- Commissioner Scott Lemons
- Commissioner Briselda Molina
- Commissioner Blake Burrell
- Commissioner Demond Hawkins
- Commissioner Thomas Hiura

Human Rights Commission

END OF YEAR REPORT – HRC FY 2023 WORK PLAN

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

Item	Description	Assigned to	Status
1.1	Each month, invite different equity, civil and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city.	Advocacy Work Group	Not Started
1.2	Organize events recognizing National Homelessness Awareness Month and National Homeless Persons' Memorial Day	Homelessness and Poverty Work Group	Active
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in the City of Eugene.	WeCU Work Group Homelessness and Poverty Work Group	Active
1.4	Promote and support human rights events and efforts in the community	Advocacy Work Group	Active
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities), in coordination with the City of Eugene, regarding the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through on-line listening sessions, and the results compiled into a report to present to the HRC and City Council.	WeCU Work Group	Suspended- The City has not requested HRC assistance with this topic
1.6	Review the status of the recommendations in HRC's 2017 Marginalized Voices Report, in light of the current state of political, economic, and societal circumstances locally, statewide and nationally.	WeCU Work Group	Priority

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1.7	Conduct one or more listening sessions for individuals and families experiencing homelessness and poverty in the City of Eugene.	Homelessness and Poverty Work Group	Pending: Questions and formatting are with community partner for review
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advocacy Work Group	Active
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate	Advocacy Work Group	Not Started
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the OECE. Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group	Active
1.11	Engage culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) and community groups, in coordination with the City of Eugene, to encourage the reporting of hate and/or bias crimes and/or incidents to the OECE. Elicit feedback and document barriers to reporting.	WeCU Work Group	Active
1.12	Develop and maintain relations with the EPD liaisons assigned to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group	Pending: OECE to schedule meetings pending SIU request and/or availability
1.13	In coordination with the City of Eugene, monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group	Pending: some of this work is being done with OECE
1.14	Recognize the unhoused as a discreet social group, suffering discrimination, stigmatization, criminalization and social exclusion	Homelessness and Poverty Work Group	Priority

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	based on imputed characteristics in strategies towards eliminating systemic barriers to equitable treatment and accommodation of differences among people.		
1.15	Engage in public events, information sessions, and outreach to educate the public about the lived experiences of individuals and families experiencing homelessness and poverty	Homelessness and Poverty Work Group	Active
1.16	Evaluate current barriers to data collection and how these factors affect marginalized communities with wealth creation.	Economic Opportunities Work Group	Active
1.17	Develop an end of the year report to present to the HRC with recommendations on concrete action steps to support the efforts of the EOWG with supporting long- term economic success of marginalized populations in the City of Eugene.	Economic Opportunities Work Group	Overdue
1.18	Identify barriers to housing affordability and develop strategies to end homelessness, reduce rent burdens, and increase homeownerships that center communities of color and reduce disparities	Homelessness and Poverty Work Group	Pending
1.19	Conduct one or more public listening sessions to hear about the lived experiences of individuals and families experiencing homelessness and poverty who engage with City of Eugene staff and contractors, emergency responders, and medical professionals in our community.	Homelessness and Poverty Work Group	Pending
1.20	Identify and advocate for the use of anti-stigma interventions to prevent hate, bias, and discrimination against individuals and families experiencing poverty	Homelessness and Poverty Work Group	Pending

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	and homelessness; to promote awareness, understanding, and empathy around the causes and experiences of poverty and homelessness; to build humanizing relationships between unhoused and housed residents in the community		

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

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

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	homeless people or criminalize, impose fines on or restrict homeless people or behavior associated with being homeless.		
2.5	Identify barriers to housing affordability and strategies for ending homelessness that center on LGBTQIA+ communities, are culturally specific and/or responsive, and result in the reduction of disparities in homelessness and rent burden among people of LGBTQIA+ communities in the City of Eugene.	Homelessness and Poverty Work Group	Active

Goal 3 (Advisory role)
Study and recommend actions on civil and human rights and social equity issues in areas of concern to the community and City organization.

Item	Description	Assigned to	Status
3.1	Upon official request, supplement the work of the Ad Hoc Committee on Policing Reform by engaging members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) around police reform and efforts to reimagine public safety.	WeCU Work Group	The City did not request WeCU's support on community engagement regarding police issues during FY2023
3.2	In complement with Section 3. of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups) and in conjunction with existing City efforts, conduct research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy.	WeCU Work Group	Completed: Phases 1 and 2
3.3	Identify needs to support long-term economic success of	Economic Opportunities Work Group	Not started

	populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.		
3.4	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunities Work Group	Not Started
3.5	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to increase them, such as provide recommendations on the recent City of Eugene proposal to increase from $25K to $150K on contracting services.	Economic Opportunities Work Group	Not Started
3.6	Research what other cities are doing regarding city- wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. Keep track of current and proposed efforts within the City of Eugene to promote diversity, equity and inclusion.	WeCU Work Group	Not Started WeCU may be invited to advise on related work being done by OECE
3.7	Contribute to the development of the City's communications strategy, including the City website, social media, etc., as it relates to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities, and people with disabilities)	WeCU Work Group	Not Started WeCU may be invited to advise on related work being done by OECE
3.8	Initiate the formation of a naming committee (or task force) that conducts research and engages the Eugene community in identifying place names and monuments, etc., in Eugene that glorify white	WeCU Work Group	Completed

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	supremacy. Prepare a		
3.9	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene	Economic Opportunities Work Group Homelessness and Poverty Work Group	Pending
3.10	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals and families experiencing homelessness and poverty and provide recommendations for areas of improvement	Homelessness and Poverty Work Group	Delayed
3.11	Identify and advocate for strategies that prevent at-risk renters and homeowners from entering into homelessness	Homelessness and Poverty Work Group	Active
3.12	Assess city-funded programs and initiatives directed towards individuals and families experiencing poverty or homelessness based on a human rights score and other qualitative metrics	Homelessness and Poverty Work Group	Active
3.13	Review and make recommendations on the personnel practices and financial costs associated with camp clearances and citations issued to individuals and families experiencing homelessness and poverty in the City of Eugene and prepare a report for public dissemination	Homelessness and Poverty Work Group	Active
3.14	Review and make recommendations on disaster response plans for individuals and families experiencing homelessness and poverty who are impacted by natural disaster, hazardous weather events, and changing climate	Homelessness and Poverty Work Group	Active

Human Rights Commission

3.15	Promote the use of guidelines from the United Nations Special Rapporteurs' guidelines for the implementation of the right to adequate housing	Homelessness and Poverty Work Group	Active
3.16	Explore and provide proposals and alternative procedures for dealing with minor offenses of individuals and families experiencing homelessness to reduce the imposition of criminal penalties for sitting, sleeping, or lying outside on public property, in public ways, or in other places not meant for human habitation when adequate shelter or alternatives cannot be obtained	Homelessness and Poverty Work Group	Delayed
3.17	Review and make recommendations on policies and procedures used to monitor the number of beds available at emergency shelters or adequate alternatives during camp clearances	Homelessness and Poverty Work Group	Delayed
3.18	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty	Homelessness and Poverty Work Group	Not Started Note: OECE staff are providing trainings to local service providers on interrupting and addressing hate, bias, and discrimination on (dates)
3.19	Review and make recommendations for right to and monitoring of adequate housing and emergency shelter programs by examining qualities such as the security of tenure, availability of services, affordability, habitability, accessibility, location, and cultural adequacy.	Homelessness and Poverty Work Group	Not Started

Human Rights Commission

3.20	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals experiencing or families impacted by mental illness and mental health crisis and provide recommendations for areas of improvement	Homelessness and Poverty Work Group	Active
3.21	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty	Homelessness and Poverty Work Group	Active

2023-2024 HRC Work Groups

WeCU (Whole Eugene Community United) Work Group

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

Lead: Scott Lemons **Supporting Leads:** Kianna Cabuco

Homelessness and Poverty Work Group

Objective: Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

Lead: Blake Burrell **Supporting leads**: Thomas Hiura, Cynthia Cannon Poindexter

Advocacy Work Group

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

Human Rights Commission

Lead: Scott Lemons **Supporting leads**: Blake Burrell, Kianna Cabuco, Demond Hawkins, Thomas Hiura

Economic Opportunities Work Group

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

Lead: Demond Hawkins **Supporting leads:** Dr. Silky Booker

Human Rights Commission

FY 2023-2024 WORK PLAN

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

Item	Description	Assigned to
1.1	Each month, invite different equity, civil and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city.	Advocacy Work Group
1.2	Organize events recognizing National Homelessness Awareness Month and National Homeless Persons' Memorial Day	Homelessness and Poverty Work Group
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in the City of Eugene.	WeCU Work Group Homelessness and Poverty Work Group
1.4	Promote and support human rights events and efforts in the community	Advocacy Work Group
1.5	Engage members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities), in coordination with the City of Eugene, regarding the impact of the COVID-19 pandemic on their communities and document themes, trends, and needs. This would be done through on-line listening sessions, and the results compiled into a report to present to the HRC and City Council.	WeCU Work Group
1.6	Review the status of the recommendations in HRC's 2017 Marginalized Voices Report, in light of the current state of political, economic, and societal circumstances locally, statewide and nationally.	WeCU Work Group
1.7	Conduct one or more listening sessions for individuals and families experiencing homelessness and poverty in the City of Eugene.	Homelessness and Poverty Work Group
1.8	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advocacy Work Group
1.9	Research and identify groups in the community, city and county that have overlapping goals with the HRC work plan and goals and provide this information to the HRC so that we can collaborate.	Advocacy Work Group
1.10	Engage unhoused community and community groups, to encourage the reporting of hate and bias incidents to the Office of Equity and Community Engagement (OECE). Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group

Human Rights Commission

1.11	Engage culturally marginalized communities (BIPOC, LGBTQ, religious minorities, and people with disabilities) and community groups, in coordination with the City of Eugene, to encourage the reporting of hate and/or bias crimes and/or incidents to the OECE. Elicit feedback and document barriers to reporting.	WeCU Work Group
1.12	Develop and maintain relations with the EPD liaisons assigned to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group
1.13	In coordination with the City of Eugene, monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene (BIPOC, LGBTQ, and religious minorities).	WeCU Work Group
1.14	Recognize the unhoused as a discreet social group, suffering discrimination, stigmatization, criminalization and social exclusion based on imputed characteristics in strategies towards eliminating systemic barriers to equitable treatment and accommodation of differences among people.	Homelessness and Poverty Work Group
1.15	Engage in public events, information sessions, and outreach to educate the public about the lived experiences of individuals and families experiencing homelessness and poverty	Homelessness and Poverty Work Group
1.16	Evaluate current barriers to data collection and how these factors affect marginalized communities with wealth creation.	Economic Opportunities Work Group (EOWG)
1.17	Develop an end of the year report to present to the HRC with recommendations on concrete action steps to support the efforts of the EOWG with supporting long-term economic success of marginalized populations in the City of Eugene.	Economic Opportunities Work Group
1.18	Identify barriers to housing affordability and develop strategies to end homelessness, reduce rent burdens, and increase homeownerships that center communities of color and reduce disparities	Homelessness and Poverty Work Group
1.19	Conduct one or more public listening sessions to hear about the lived experiences of individuals and families experiencing homelessness and poverty who engage with City of Eugene staff and contractors, emergency responders, and medical professionals in our community.	Homelessness and Poverty Work Group

Human Rights Commission

1.20	Identify and advocate for the use of anti-stigma interventions to prevent hate, bias, and discrimination against individuals and families experiencing poverty and homelessness; to promote awareness, understanding, and empathy around the causes and experiences of poverty and homelessness; to build humanizing relationships between unhoused and housed residents in the community	Homelessness and Poverty Work Group

Goal 2 (Liaison role)

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

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

Goal 3 (Advisory role)

Human Rights Commission

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

Item	Description	Assigned to
3.1	Upon official request, supplement the work of the Ad Hoc Committee on Policing Reform by engaging members of culturally marginalized communities (BIPOC, LGBTQ, and religious minorities) around police reform and efforts to reimagine public safety.	WeCU Work Group
3.2	In complement with Section 3 of Council Resolution 5274, dated July 24, 2019 (A Resolution Condemning White Nationalism and Alt-Right Activities and Groups) and in conjunction with existing City efforts, conduct research and engage the Eugene community in identifying place and major street names, etc., in Eugene that honor or glorify white supremacy.	WeCU Work Group
3.3	Identify needs to support long-term economic success of populations who experience systemic economic disadvantages in business creation, access to traditional capital and wealth creation.	Economic Opportunities Work Group
3.4	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports in terms of racial justice, and provide recommendations for modifications if appropriate.	Economic Opportunities Work Group
3.5	Evaluate current public contracting opportunities for minority-owned and underserved businesses and develop strategies to increase them, such as provide recommendations on the recent City of Eugene proposal to increase from $25K to $150K on contracting services.	Economic Opportunities Work Group
3.6	Research what other cities are doing regarding city-wide programs to address systemic inequity, identify what works and doesn't work, and identify best practices. Keep track of current and proposed efforts within the City of Eugene to promote diversity, equity and inclusion.	WeCU Work Group
3.7	Contribute to the development of the City's communications strategy, including the City website, social media, etc., as it relates to culturally marginalized communities (BIPOC, LGBTQ, and religious minorities, and people with disabilities).	WeCU Work Group
3.8	Initiate the formation of a naming committee (or task force) that conducts research and engages the Eugene community in identifying place names and monuments, etc., in Eugene that glorify white supremacy. Prepare a	WeCU Work Group

Human Rights Commission

	report on the results for HRC and City Council, with recommendations for place names to be considered for renaming and monuments, etc., to be considered for removal/replacement.	
3.09	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	Economic Opportunities Work Group Homelessness and Poverty Work Group
3.10	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals and families experiencing homelessness and poverty and provide recommendations for areas of improvement.	Homelessness and Poverty Work Group
3.11	Identify and advocate for strategies that prevent at-risk renters and homeowners from entering into Homelessness.	Homelessness and Poverty Work Group
3.12	Assess city-funded programs and initiatives directed towards individuals and families experiencing poverty or homelessness based on a human rights score and other qualitative metrics.	Homelessness and Poverty Work Group
3.13	Review and make recommendations on the personnel practices and financial costs associated with camp clearances and citations issued to individuals and families experiencing homelessness and poverty in the City of Eugene and prepare a report for public dissemination.	Homelessness and Poverty Work Group
3.14	Review and make recommendations on disaster response plans for individuals and families experiencing homelessness and poverty who are impacted by natural disaster, hazardous weather events, and changing climate	Homelessness and Poverty Work Group
3.15	Promote the use of guidelines from the United Nations Special Rapporteurs' guidelines for the implementation of the right to adequate housing.	Homelessness and Poverty Work Group
3.16	Explore and provide proposals and alternative procedures for dealing with minor offenses of individuals and families experiencing homelessness to reduce the imposition of criminal penalties for sitting, sleeping, or lying outside on public property, in public ways, or in other places not meant for human habitation when adequate shelter or alternatives cannot be obtained.	Homelessness and Poverty Work Group
3.17	Review and make recommendations on policies and procedures used to monitor the number of beds	Homelessness and Poverty Work Group

	available at emergency shelters or adequate alternatives during camp clearances.	
3.18	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty.	Homelessness and Poverty Work Group
3.19	Review and make recommendations for right to and monitoring of adequate housing and emergency shelter programs by examining qualities such as the security of tenure, availability of services, affordability, habitability, accessibility, location, and cultural adequacy.	Homelessness and Poverty Work Group
3.20	Review trainings, policies, and procedures provided to City of Eugene staff and departments who engage with or make decisions impacting individuals experiencing or families impacted by mental illness and mental health crisis and provide recommendations for areas of improvement.	Homelessness and Poverty Work Group
3.21	Review and make recommendations for the allocation of resources towards staff and training dedicated to direct service, crisis intervention, and behavioral health within city-funded programs and initiatives serving individuals and families experiencing homelessness and poverty.	Homelessness and Poverty Work Group

FY 2023-2024 HRC Work Groups

WeCU (Whole Eugene Community United) Work Group

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

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

Homelessness and Poverty Work Group

Objective: Monitor and report on laws and policies that have a disparate impact on people living unhoused; propose policy recommendations to the Eugene City Council on issues related to homelessness and poverty; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty.

Lead: Heather Marek, Blake Burrell **Supporting leads**: Sarai Johnson

Advocacy Work Group

Human Rights Commission

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

Lead: Ibrahim Coulibaly **Supporting leads**: Kris Galago, Heather Marek, Blake Burrell, Briselda Molina

Economic Opportunities Work Group

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

Lead: Briselda Molina **Supporting leads:** Ibrahim Coulibaly