



City Council

500 E 4th Ave., Suite 302

Eugene, OR 97401

541-682-5010 • 541-682-5414 Fax

www.eugene-or.gov

EUGENE CITY COUNCIL AGENDA

February 26, 2025

12:00 p.m. CITY COUNCIL WORK SESSION

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

Meeting of February 26, 2025; Her Honor Mayor Kaarin Knudson Presiding

Councilors

Greg Evans, President

Mike Clark

Matt Keating

Jennifer Yeh

Lyndsie Leech, Vice President

Eliza Kashinsky

Randy Groves

Alan Zelenka

12:00 p.m. CITY COUNCIL WORK SESSION

1. WORK SESSION: Human Rights Commission Work Plan 2024-2026

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 Television, Canal 21 de Comcast y son retransmitidas durante la semana.

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

February 26, 2025 Work Session

EUGENE CITY COUNCIL AGENDA ITEM SUMMARY



Work Session: Human Rights Commission Work Plan 2024-2026

Meeting Date: February 26, 2025

Department: Central Services

www.eugene-or.gov

Agenda Item Number: 1

Staff Contact: Fabio Andrade

Contact Telephone Number: 541-682-5009

ISSUE STATEMENT

The Human Rights Commission's (HRC) enabling Ordinance N. 17748, enacted September 13, 1976 (Eugene Code (EC) 2.280) and subsequent amendments, require that it develop a biennial work plan for City Council review and approval and annually report on work plan progress. Attached is a report on the Fiscal Year 2024 Work Plan (Attachment A) and the Proposed 2024-2026 Work Plan (Attachment B). At this work session, the Human Rights Commission will be seeking Council's approval on the 2024-2026 Work Plan.

BACKGROUND

FY 2024 Work Plan Report

The HRC was very active during Fiscal Year (FY) 2024 contributing many hours of volunteer time beyond the 39 public meetings held. They also served the community by hosting and attending community events, providing input to Council on human rights and social justice issues, and engaging in collaborative work with other Boards and Commissions, City staff, and community partners. The attached FY 2024 Annual Report (Attachment A) provides specifics on the group's achievements and commitments in achieving its work plan goals over the past year.

2024-2026 Work Plan Details

Commissioners arrived at the current plan items following a reflection and additional follow up in the individual HRC Work Groups after their regularly scheduled meeting on September 20, 2024. The HRC held a planning retreat this year and unanimously approved the proposed 2024-2026 work plan (Attachment B) during its regular meeting on October 15, 2024.

The proposed work plan is organized around three goals, which are aligned with the HRC's three distinct roles (community education and engagement, liaison to other city boards and commissions, and advising City Council and staff on human rights issues).

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

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

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

The specific objectives and strategies identified to implement these goals are described in more detail in the attached Human Rights Commission 2024-2026 Work Plan.

RELATED CITY POLICIES

EC 2.265 Lists the Human Rights Commission duties and powers:

- (1) The commission shall affirm, encourage and initiate programs and services within the community and advise and support city of Eugene services designed to place priority upon protecting, respecting, and fulfilling the full range of universal human rights as enumerated in the Universal Declaration of Human Rights. To support and promote human rights, the commission will:
 - (a) Provide human rights education;
 - (b) Be proactive in human rights efforts;
 - (c) Address human rights violations;
 - (d) Ensure active public participation;
 - (e) Be transparent and open; and
 - (f) Be publicly accountable for human rights progress.
- 2) The commission shall help the city of Eugene and the community work toward the elimination of systemic barriers to equitable treatment and toward inclusion and accommodation of differences among people. The commission will promote justice and equal opportunity for all. In these efforts, the commission may enlist the support of community groups and public agencies.
- (3) The commission shall endeavor to ascertain the status of civil and human rights in the community. The commission may explore, research and hold hearings to effectuate this provision.
- (4) The commission shall make periodic recommendations to elected officials and the city manager concerning the civil and human rights of persons and groups in the community.
- (5) The commission shall cooperate with the city officials to ensure that the city of Eugene is a leader in extending equal opportunity to its community members.

City of Eugene Strategic Plan:

Communication and Outreach:

- a. Improve community awareness and understanding of priority topics.
- b. Engage with a broader cross-section of the community.
- c. Increase community confidence in Council and staff.

PREVIOUS COUNCIL DIRECTION

November 14, 2022 Work Session

City Council approved the HRC work plan at the November 14, 2022 Work Session.

Councilor Evans, seconded by Councilor Keating, moved to approve the Human Rights Commission FY2023-FY2024 Work Plan as presented.

Passed 7:0

The HRC, in accordance with Eugene Code 2.280 and its bylaws report to Council annually. The report of activities, which is included in the attachments, is based on the HRC work plan approved at this work session.

COUNCIL OPTIONS

1. Approve the proposed 2024-2026 Work Plan as presented in Attachment B.
2. Approve the work plan deleting or revising the following items _____.
3. Request changes to the work plan before bringing back to Council for review and approval.

POSSIBLE MOTIONS

1. Move to approve the Human Rights Commission 2024-2026 Work Plan as presented in Attachment B.

OR

2. Move to approve the work plan deleting or revising the following items _____.

OR

3. Move to request changes to the work plan before bringing back to Council for review and approval, including: (list changes).

ATTACHMENTS

- A. Human Rights Commission FY 2024 Work Plan Report
- B. Human Rights Commission 2024-2026 Work Plan

FOR MORE INFORMATION

Staff Contact: Fabio Andrade, Equity and Community Engagement Manager
Telephone: 541-682-5009
Staff E-Mail: fandrade@eugene-or.gov



Human Rights Commission

Work Plan Report

This is a report on the Human Rights Commission (HRC) FY 2023-2024 Work Plan. The HRC work plan was approved by City Council on November 14, 2022 (Motion passed 7:0). In FY 2024, the HRC hosted 39 public meetings of the commission and its work groups, all supported by OECE staff. Below are the highlights from the past year followed by charts indicating the status of each of the actions included in the FY 2023-2024 work plan.

Highlighted Work

Events and Sponsorship

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

- **AARP Age-friendly Summit: 10/10/2023** – HRC supported and had a member serving on the event panel.
- **Transponder Annual Gala: 10/14/2023** – HRC sponsored and attended the event with OECE and EPD staff.
- **Hubby Jenkins at Tsunami Books: 11/15/2023** – The HRC sponsored and attended this event multi-instrumentalist who endeavors to share his love and knowledge of old-time American music, following the thread of African American history that wove itself through America's traditional music forms.
- **Catholic Community Services' Refugee and Immigrant Services Program (RISP) event: 11/16/2023** - The HRC sponsored and attended the event.
- **H.O.N.E.Y. Inc MLK Event- 1/13/2024** The HRC sponsored this event.
- **Madison Middle School No Place For Hate-** The HRC agreed to support the planning and attendance of this event.
- **Martin Luther King Jr march and panel: 2/19/2024** – The HRC sponsored and attended the event, which included a resource fair and panel conversation with government officials.
- **End of Ramadan celebration: 4/10/2024** – The HRC sponsored and attended the event in collaboration with OECE staff.
- **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: 5/17/2024** – the annual NAACP event highlighting the work that has been done and is currently active. The HRC was a sponsor and had its annual award presented at the event..
- **Eugene Islamic Center community celebration: 6/16/2024** – The HRC sponsored and attended the event in collaboration with OECE staff.
- **World refugee Day: 6/20/2024** – The HRC sponsored and attended the event in collaboration with OECE staff serving on the panel.
- **Eugene Gay men Choir: 7/7/2024** – The HRC supported their participation at this national event.



Human Rights Commission

- **Desi Fest: 10/5/2024** – The HRC sponsored and attended the event.
- **Catholic Community Services Welcome to our Neighbors event: 11/15/2024** - The HRC sponsored and attended the event.
- **International Human Rights Day event: 12/14/2024** - The HRC organized this hybrid event, which included a panel with city staff and community partners.
- **National Homeless Persons' Memorial Day: 12/21/2024** - The HRC organized this hybrid event, which included a resource fair with community partners.

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.

Collaboration with City staff

HRC commissioners served on multiple processes per invitation of city staff including recruitment processes, focus groups, providing advice on community engagement opportunities, and attending events.

Multicultural Needs Assessment: The HRC supported the Multicultural Liaison in the process of soliciting feedback and responses to the Needs Assessment process, concluded in 2024. This was done in response to a previous HRC recommendation. The report on that process is attached.

Liaisons to City 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

On April 2nd, 2024, the HRC submitted a set of recommendation for updates to the Unsanctioned Camping Posting and Removal Weather Protocols.



Human Rights Commission

Members Who Served

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

- Councilor Lyndsey Leech
- Commissioner Silky Booker
- Commissioner Cinthia Cannon-Poindexter
- Commissioner Heather Marek
- Commissioner Kiana Cabuco
- Commissioner Scott Lemons
- Commissioner Briselda Molina
- Commissioner Blake Burrell
- Commissioner Jackie Low
- Commissioner Demond Hawkins
- Commissioner Thomas Hiura

Public meetings of the Human Rights Commission in 2024

DATE	EVENT	STAFF SUPPORT
Tuesday, January 2, 2024	Human Rights Commission - Homelessness and Poverty Work Group	Drae Charles
Tuesday, January 9, 2024	Human Rights Commission-Economic Opportunities Work Group	Drae Charles
Thursday, January 11, 2024	HRC - Advocacy Work Group	Fabio Andrade
Tuesday, January 23, 2024	Human Rights Commission Meeting	Drae Charles
Tuesday, February 6, 2024	Human Rights Commission - Homelessness and Poverty Work Group	Drae Charles
Thursday, February 8, 2024	HRC - Advocacy Work Group	Fabio Andrade
Tuesday, March 5, 2024	Human Rights Commission - Homelessness and Poverty Work Group	Drae Charles
Tuesday, March 12, 2024	Human Rights Commission-Economic Opportunities Work Group	Drae Charles
Wednesday, March 13, 2024	HRC - Advocacy Work Group	Fabio Andrade
Tuesday, March 19, 2024	Human Rights Commission Meeting	Fabio Andrade
Tuesday, April 2, 2024	Human Rights Commission - Homelessness and Poverty Work Group	Drae Charles
Tuesday, April 9, 2024	Human Rights Commission-Economic Opportunities Work Group	Drae Charles
Wednesday, April 10, 2024	HRC - Advocacy Work Group	Fabio Andrade
Tuesday, April 16, 2024	Human Rights Commission Meeting	Fabio Andrade, Melissa Cariño
Tuesday, May 7, 2024	Human Rights Commission: Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño



Human Rights Commission

Wednesday, May 8, 2024	Cancelled: Human Rights Commission: Advocacy Work Group Meeting	Fabio Andrade
Monday, May 13, 2024	Human Rights Commission: Whole Eugene Community United (WeCU) Workgroup Meeting	Melissa Cariño
Tuesday, May 14, 2024	Human Rights Commission: Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño
Wednesday, May 15, 2024	Human Rights Commission: Advocacy Work Group Meeting	Fabio Andrade
Tuesday, May 21, 2024	Human Rights Commission (HRC) Meeting (Virtual)	Fabio Andrade, Melissa Cariño
Tuesday, May 28, 2024	Human Rights Commission: Economic Opportunities Work Group Meeting	Melissa Cariño
Tuesday, June 4, 2024	Human Rights Commission: Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño
Tuesday, June 11, 2024	Human Rights Commission: Economic Opportunities Work Group Meeting	Melissa Cariño
Wednesday, June 12, 2024	Human Rights Commission: Advocacy Work Group Meeting	Fabio Andrade
Tuesday, June 18, 2024	Human Rights Commission (HRC) Meeting (Virtual)	Fabio Andrade, Melissa Cariño
Tuesday, July 2, 2024	Human Rights Commission: Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño
Tuesday, July 9, 2024	Human Rights Commission: Economic Opportunities Work Group Meeting	Melissa Cariño
Wednesday, July 10, 2024	Human Rights Commission: Advocacy Work Group Meeting	Fabio Andrade
Tuesday, July 16, 2024	Human Rights Commission (HRC) Meeting CANCELLED	
Saturday, August 24, 2024	Human Rights Commission Training	Fabio Andrade
Tuesday, September 17, 2024	Human Rights Commission (HRC) Meeting (Hybrid)	Fabio Andrade, Melissa Cariño
Tuesday, October 8, 2024	Human Rights Commission: ad hoc Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño
Tuesday, October 15, 2024	Human Rights Commission (HRC) Meeting (Hybrid)	Fabio Andrade
Tuesday, November 5, 2024	Human Rights Commission: ad hoc Homelessness and Poverty Work Group (HAPWG) Meeting	Melissa Cariño
Tuesday, November 19, 2024	Human Rights Commission (HRC) Meeting (Virtual Only)	Fabio Andrade, Melissa Cariño
Tuesday, December 3, 2024	Human Rights Commission: Homelessness and Poverty Work Group (HAPWG) ad hoc Meeting	Melissa Cariño



WORKPLAN September 2024 – June 2026

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	Notes
1.1	Invite different equity, civil, and human rights groups to present at meetings or special events on the needs or efforts being made throughout the city quarterly.	Advisory Group
1.2	Organize events recognizing National Homelessness Awareness Month and National Homeless Persons' Memorial Day	Homelessness and Poverty Workgroup
1.3	Monitor and contribute to efforts and/or policies that assist and/or impact culturally marginalized communities in the City of Eugene.	WeCU Advisory Group
1.4	Promote and support human rights events and efforts in the community	Advisory Group
1.5	Conduct outreach, interviews, or listening sessions with individuals and families experiencing homelessness and poverty in the City of Eugene.	Homelessness and Poverty Workgroup
1.6	Review the status of the recommendations in previous reports and recommendations proposed by the Human Rights Commission such as (2017 Marginalized Voices Report, Persecution of the Unhoused Report, Multicultural Needs Assessment, etc.) within the context of the current state of political, economic, and societal circumstances locally, statewide and nationally.	WeCU Homelessness and Poverty Workgroup
1.7	Raise awareness for outcomes of Human Rights Commission meetings and work.	Advisory Group
1.8	Research, identify, and liaison with groups, organizations, boards, and commissions 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 on shared goals.	Advisory Group
1.9	Engage unhoused community and community-based organizations to encourage the reporting of hate and bias incidents. Elicit feedback and document barriers to reporting.	Homelessness and Poverty Work Group



Human Rights Commission

1.10	Engage culturally marginalized communities such as (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. Elicit feedback and document barriers to reporting.	WeCU
1.11	In coordination with the City of Eugene, monitor and contribute to efforts and/or policies that assist culturally marginalized communities in Eugene such as (BIPOC, LGBTQ, and religious minorities).	Advisory Group
1.13	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
1.14	Identify barriers to economic advancement and wealth creation within marginalized communities by examining current methodologies and utilizing publicly available data and resources with the goal of hosting a community event, developing programmatic recommendations, or other resources for the public.	WeCU
1.15	Conduct outreach with the City of Eugene and the public about increasing access to basic services such as public restrooms, water fountains, and other public utilities in public spaces in order to provide recommendations on programs, planning, and public infrastructure.	Homelessness and Poverty Work Group
1.16	Identify barriers to housing affordability and develop strategies to prevent homelessness, reduce rent burdens, and increase homeownership for.	Homelessness and Poverty Work Group
1.17	Coordinate with other boards and commissions within the City of Eugene and other jurisdictions throughout the State of Oregon which are centered on issues related to human rights or social progress to plan public events or coordinated advocacy efforts.	Advisory Group
1.18	Develop strategies to increase access to free hygiene and menstrual products in public spaces operated by the City of Eugene.	Homelessness and Poverty Work Group WECU
1.19	Coordinated with the City of Eugene to provide a human rights lens on goals outlined in the City of Eugene 2023-2026 Strategic Plan.	Advisory Group
1.20	Develop an ad hoc committee centered on addressing ongoing discrimination, bias, and hate crimes impacting members of black community residing in the City of Eugene.	WeCU



Human Rights Commission

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 Workgroup
2.2	Develop a strategy to increase engagement and communication with the City Council. The strategy will include a plan to develop relationships with individual City Councilors.	Advisory 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.	Homelessness and Poverty Workgroup
2.4	Continue to advocate to recognize individuals experiencing homelessness 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 Workgroup Advisory 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 Workgroup
2.6	Collaborate directly with leadership of other boards and commissions to create a more comprehensive approach to advising the City of Eugene.	Advisory Group
2.7	Coordinate to propose new protected groups currently not included in the City of Eugene Human Rights Code.	Advisory Group
2.8	Provide recommendations to increase programmatic resources and awareness for individuals fleeing domestic violence, human trafficking, and other forms of violence	WeCU Homelessness and Poverty Workgroup



Human Rights Commission

2.9	Coordinate with the multicultural liaison to conduct outreach, research legislative models for the City Council, and propose ideas for a new composition of council including a council position representing indigenous communities who once resided on the Kalapuya Ilihi.	Advisory Group
-----	--	----------------

Goal 3 (Advisory role)

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

Item	Description	Assigned to
3.1	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
3.2	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.	WeCU Advisory Group
3.3	Evaluate current economic development incentives, grants, tax breaks, technical assistance, and other supports through the lens of racial justice, and provide recommendations for modifications if appropriate.	WeCU
3.4	Create additional frameworks for reviewing personnel performance within the Office of Equity and Community Engagement that provide input from the public and members of the Human Rights Commission.	Advisory Group
3.5	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
3.6	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 Advisory Group



Human Rights Commission

3.7	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.	WeCU
3.8	Prepare a report on the results for HRC and City Council, with recommendations for place names to be considered for renaming and monuments, etc., to be considered for removal/replacement.	WeCU
3.09	Monitor and contribute to efforts and/or policies that impact unhoused and economic marginalized communities in Eugene.	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



Human Rights Commission

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
3.18	Coordinate with the City of Eugene to produce publicly available resources (maps, catalogs, resource cards, web content, etc.) demonstrating where individuals experiencing unsheltered homelessness may legally reside overnight.	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

2024-2026 HRC Work Groups

WeCU (Whole Eugene Community United) Work Group

Objective: Identify and implement strategies to enhance inclusion of marginalized communities into the City of Eugene, local municipalities, educational institutions, healthcare networks, business community, and neighborhoods and to help deter or respond to hate, bias and discrimination, including systemic and individual racism, heterosexism, transphobia, anti-Semitism, Islamophobia and ableism. **Co-Leads:** Silky Booker, Kiana Cabuco, Cynthia Cannon-Poindexter

—

Homelessness and Poverty Work Group

Objective: Monitor and report on laws and policies that have a disparate impact on people experiencing homelessness and poverty; propose policy recommendations to the Eugene City Council and procedural recommendations on issues related to homelessness and poverty to the City of Eugene; and engage in advocacy efforts that combat the marginalization of people experiencing homelessness and poverty. **Co-Leads:** Blake Burrell, Jackie Low, Thomas Hiura, Cynthia Cannon Poindexter



Human Rights Commission

Advisory Group (Ad-Hoc)

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. Propose and implement ad-hoc groups to actuate on work plan items and human rights issues brought by the Human Rights Commission.

Co-Leads: Blake Burrell, Thomas Hiura, other commissioners as needed

DRAFT

HRC Current Liaison Assignments – September 17, 2024

These are the current Liaison Assignments. Please note that this list may change over time, and many roles meet on an as needed basis. If you have questions around specific meeting requirements, please submit questions to your staff liaison.

Role	Lead Commissioner	Backup Commissioner
Civilian Review Board	Booker	Bradley
Community Development Block Grant	Vacant	Vacant
Council Liaison	Councilor Lyndsie Leech	N/A
Housing Policy Board	Blake Burrell	Vacant
Moving Ahead Transportation Panel	Vacant	Vacant
Multicultural Needs Assessment	Cannon-Poindexter	Cabuco
Police Commission	Booker	N/A
Sustainability Commission	Vacant	Vacant
Triple Bottom Line	Blake Burrell	Thomas Hiura
Vision Zero Task Force	Thomas Hiura	Baldwin
Youth Advisory Council	Fajardo	Burrell

Eugene Human Rights Commission

2024-2025 Roster

POSITION 1 Martha Baldwin mbaldwin.hrc@gmail.com	Expires: 6/30/27 Appointed: 6/2024 Councilor: Yeh NA: Harlow Neighbors	POSITION 7 Blake Burrell Bburrell.hrc@gmail.com	Expires: 6/30/25 Appointed: 7/2022 Councilor: Alan Zelenka NA: West University Neighbors
POSITION 2 Cynthia Cannon-Poindexter Ccannonpoindexter.hrc@gmail.com	Expires: 6/30/26 Appointed: 7/2023 Councilor: Yeh NA: Harlow Neighbors	POSITION 8 John Bradley jbradley.hrc@gmail.com	Expires: 6/30/27 Appointed: 6/2024 Councilor: UGB NA: Santa Clara Community Organization
POSITION 3 Alaire Fajardo Afajardo.hrc@gmail.com	Expires: 6/30/27 Appointed: 6/2024 Councilor: Yeh NA: Harlow Neighbors	POSITION 9 VACANT	Expires: 6/30/25 Appointed: Councilor: NA:
POSITION 4 Dr. Silky Booker drsbooker.hrc@gmail.com	Expires: 6/30/26 Appointed: 7/2023 Councilor: NA:	POSITION 10 Jackie Low j.low.hrc@gmail.com	Expires: 6/30/25 Appointed: 6/2021 Councilor: Leech NA: Harlow Neighbors
POSITION 5 Thomas Hiura thiura.hrc@gmail.com	Expires: 6/30/25 Appointed: 7/2022 Councilor: Kashinsky NA: Far West Neighbors	POSITION 11 Councilor Lyndsie Leech lleech@eugene-or.gov	
POSITION 6 Kianna Cabuco kcabuco.hrc@gmail.com	Expires: 6/30/26 Appointed: 7/2023 Councilor: Yeh NA: Harlow Neighbors	STAFF Fabio Andrade (fandrade@eugene-or.gov) (541) 682-5009 Office of Equity & Community Engagement 500 E. 4 th Avenue, Suite 101, Eugene, OR 97401 541-682-5177 www.eugene-or.gov/hrc oece@eugene-or.gov	