



HUMAN RELATIONS COMMISSION
City Hall Calapooia Room
Tuesday, April 14, 2009
7:00 p.m.

MINUTES

Commissioners present: Jeffery Evans, Marian Anderson, Jodi Nelson, Nancy Greenman, Margaret Martinez, Kim Whitley

Commissioners absent: Blanca Ruckert (unexcused)

Staff present: Stewart Taylor, Finance Director; Marilyn Smith, PIO/Management Assistant

Others present: None.

CALL TO ORDER

Chair Jeffery Evans called the meeting to order at 7:00 p.m.

APPROVAL OF MINUTES

March 31, 2009

MOTION: Marian Anderson moved to approve the minutes; Margaret Martinez seconded. Approved 6-0.

SCHEDULED BUSINESS

Business from the Public

None.

Draft of Annual Report to the City Council

Evans sent a copy of the report to Chief Boyd so he could review it. Chief Boyd had clarified that random stops should be changed to vehicle stops. APD does not initiate random stops as they are unconstitutional. Nancy Greenman said that she noticed all of the Commissioners' names were on the report for signing, but wondered if it is appropriate for her to sign since she hasn't been part of the Commission for very long. Evans said that it is coming from the Commission as a whole and that it would be good to include all of the current Commissioners. Martinez said that she feels comfortable signing the report. Greenman said that it is a nice gesture to include all the members of the Commission. Anderson said that it doesn't matter one way or the other to her. Kim Whitley said that it doesn't matter to her either. Jodi Nelson said that she would choose to have it come from the entire Commission with everyone signing.

Evans asked if anyone had questions or didn't understand in the report. Greenman wondered if the City has a cultural competency plan. Marilyn Smith said that no; there is not something specifically named that. Greenman described a cultural competency plan which is usually part of a strategic plan. Smith said that we do have something like that, but there is not a formal name for it. Greenman asked if each department has some type of plan. Smith discussed some of the things that the City is doing for cultural competency. Whitley said that it would be good to have a formal plan. Nelson agreed with Whitley and said that one of the advantages of it is to use it as a recruitment tool.

Greenman asked if the Commission has spoken about what happens to people who are already employed by the City. How are the current employees treated, and how does the City retain those current employees and ensure they are having a good work experience? Greenman asked if the City tries to keep the diverse population of employees. Evans suggested putting this issue on a future agenda. Taylor touched on some of the morale-type things the City does to help retain current employees such as employee recognition for longevity, employee picnics, etc.

Nelson said that we should ask David Shaw what the retention rate is for minority employees. Greenman would like to know the employer strategies for retaining a diverse workforce. Evans said that it would be good to add this to next month's agenda. Evans asked if it would be appropriate to ask David to attend the HRC meeting in May. The Commissioners will prepare questions for David by May 14.

MOTION: Nelson moved to accept the report as corrected; Anderson seconded. Approved 6-0. Greenman moved to transmit the report to the City Council on May 13; Whitley seconded. Approved 6-0. Smith will make the corrections in the draft. Each Commissioner will need to come to City Hall by May 5 to sign the report.

Mental Health Subcommittee

Nelson said that after the last meeting, she and Kim both did a lot of searching for items for mental health awareness. May 7 is Mental Health Awareness Day for Children. Nelson asked if Smith could put it in the next issue of *City Bridges* which includes things to help children with mental wellness. Whitley said that she did find some proclamations, but they are very specific. Nelson said that they have spoken to Frank Moore as well. Smith said that we can tweak the proclamations to suit our needs.

Police Profiling Group

Evans said that this group is on hold right now, and there is nothing new to report.

Vice Chair

At the last commission meeting the Commissioners asked Evans to draft a letter to Commissioner Ruckert. Evans did so and sent the letter to Ruckert. She indicated that she would be resigning the Vice Chair and from the Commission, but we haven't received any formal notification yet. Evans would like to elect a Vice Chair at this meeting. Nelson agrees and said that we need someone that can back Jeffery up in case he is unable to attend a meeting. Greenman asked what the process is by which we do this. Smith suggested having a Vice Chair protem until we receive a formal notice from Ruckert. Evans said that this is the second letter that has been sent to Ruckert since June.

MOTION: Anderson moved to remove Blanca from Vice Chair; Nelson seconded. Approved 4- 2; Evans and Whitley abstained. Greenman said that the reason for doing this is solely based on attendance.

Greenman asked if Evans could give suggestions of what a Vice Chair will be responsible for doing. Evans said that the Vice Chair is typically a backup for the Chair. The Vice Chair may help with the agenda and chair the meetings if the Chair is unavailable.

MOTION: Nelson nominated Whitley. Whitley said that she would rather not be the Vice Chair. Anderson nominated Nelson; Greenman seconded. Approved 5-0.

BUSINESS FROM THE COMMISSION

Evans asked if there are any other items they should start looking at for the future. Whitley asked if we should have a budget update on the agenda that may have to do with mental health issues. Evans asked if Taylor would be able to make a report on these types of issues for the May 26 meeting. Taylor said that he could do that. Evans said that he would also like to see the budget in regards to city services. Greenman asked if the City will be able to access some of the stimulus money. Stewart said that yes; it is for specific funding such as street overlays. Greenman said that she understands that some money will go towards Measure 57.

Evans said that the HRC may want to look at the City's succession planning. Whitley said that we should decide on this after meeting on the 26th to see where the budget stands.

Nelson asked how and when the HRC will pick up the police profiling issue again. She doesn't want this item to get dropped. Evans said that he is willing to meet with the Police Chief and follow-up with Delia to see if she has any information. Evans asked if this is how the group would like to proceed. The Commissioners agreed that this would be good.

NEXT MEETING DATE

Tuesday, May 26, 2009, 7:00 p.m., in the Municipal Court Room.

ADJOURNMENT

The meeting adjourned at 8:10 p.m.

Respectfully submitted,

Signature on file.

Diana Eilers
Administrative Assistant I

Reviewed by,

Signature on file.

Wes Hare
City Manager