

NOTICE OF PUBLIC MEETING

HUMAN RELATIONS COMMISSION

City Hall, Willamette Room
Tuesday, August 23, 2011
7:00 p.m.

AGENDA

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF MINUTES
 - July 26, 2011, joint meeting with HAC. [Pages 1-4]
Action: _____
 - July 26, 2011. [Pages 5-7]
Action: _____
4. SCHEDULED BUSINESS
 - a. Business from the Public
 - b. Greeters for 2011 Festival Latino on Saturday, September 17. [Verbal] (Whitley)
Action: _____
 - c. Human Relations Award. [Pages 8-9] (Thomson/Smith)
 - award details, selection criteria, application form (draft)Action: _____
 - d. Debriefs
 - 1) Joint meeting with Hispanic Advisory Council (July 26). [Verbal] (Whitley/Dodge Vera)
Action: _____
 - 2) National Neighborhood Night Out (August 2). [Verbal] (Whitley)
Action: _____
 - 3) HRC booth at 2011 River Rhythms concerts. [Verbal] (Whitley)
Action: _____
 - e. Updates
 - 1) Hispanic Advisory Council (HAC). [Verbal] (Dodge Vera)
Action: _____
 - 2) Diversity. [Page 10] (Hare/Smith)
Action: _____
 - 3) 2011 Calendar of Events. [Page 11] (Whitley)
Action: _____
5. BUSINESS FROM THE COMMISSION
6. NEXT MEETING DATE: *Tuesday, September 27, 2011, 7:00 p.m.*
7. ADJOURNMENT

City of Albany Web site: www.cityofalbany.net

The location of the meeting/hearing is accessible to the disabled. If you have a disability that requires accommodation, please notify the Human Resources Department in advance by calling (541) 917-7500.



HUMAN RELATIONS COMMISSION & HISPANIC ADVISORY COUNCIL

City Hall, Municipal Court Room

Tuesday, July 26, 2011

3:00 p.m.

APPROVED:

MINUTES

Human Relations Commissioners present: Kim Whitley; Nancy Greenman; Julie Jones; Tina Dodge Vera; Linda Hart; Michael Thomson; and Margaret Martinez

Human Relations Commissioners absent: None

Hispanic Advisory Councilors present: May Daly-Piehl; Mary Mayfield; Tammy Skubinna; Heath Medina Saucedo; Emily McNulty; Larry Bardell, InReach Psychiatrist Nurse Practitioner; Miao Zhao, InReach Clinic Coordinator; Dania Samudio; Ana Lucia Fonseca; Rebecca Farrin; Aaron Clingerman; Leonor Rodriguez; and Tina Dodge Vera

Hispanic Advisory Councilors absent: None

Staff present: Wes Hare, City Manager; and Marilyn Smith, Public Information Officer/Management Assistant

Others present: Herocia Badger

CALL TO ORDER

Human Relations Commission (HRC) Vice Chair Nancy Greenman called the meeting to order at 3:05 p.m.

SCHEDULED BUSINESS

Introductions

Greenman welcomed the Hispanic Advisory Council (HAC) to this joint meeting with the HRC. The HAC and HRC members introduced themselves.

Discussion with Hispanic Advisory Council

Greenman said that she is excited to have this opportunity to talk about what each organization does and to look for ways to help each other. She is excited to have some guests in the audience who will address both organizations.

Tina Dodge Vera is a member of the HRC and the HAC. Dodge Vera said that the HRC invites folks to Albany. The HAC goes to other counties and other organizations and they happen to be visiting Albany this month. They want to see what is going on and how they can help.

Greenman said the goal of HRC is to make Albany more welcoming. Their mission is to promote harmonious relations in the community by making recommendations to the Albany City Council on how to make Albany more welcoming. She said that the HRC is delighted to have this meeting to focus on the Latino Hispanic community. She said that the HRC welcomes your suggestions.

HRC Chair Kim Whitley said they have had several outreach activities with the goal of getting feedback where improvements might be made. Their most recent efforts to reach the goal has been to have a presence at River Rhythms. They have attended two concerts and plan to attend the Latino Festival. They met with young adults a few weeks ago and two years ago a community meeting was held at Ray's. Each meeting was reported back to the City

Council. Whitley thinks they have had a positive effect on community relations. She asked the HAC what they think could be done in the city.

Dodge Vera said that since she is a member of both, she shares what the HAC discusses with HRC. The two groups have very similar goals, to make Linn and Benton Counties more welcoming and inclusive and to educate other agencies on how to better serve the community. For example, the HAC met two years ago with the Albany Police Department (APD), the Corvallis Police Department, and the Linn County Sheriff to have a conversation about cultural competency. They learned that there are areas where rules are being interpreted differently. If they pull someone over, they may ask for their Social Security Number (SSN); but for a person with English as a Second Language (ESL), that would be threatening because it could be an indirect question as to their legal status. There are other identifiers that can be used instead of asking for a SSN. Dodge Vera said that APD is very open and the HAC has a good relationship with them.

HAC Cochair Tammy Skubinna said that they help with two events each year: soccer in Corvallis and the Festival Latino in Albany. They provide oversight and organization for information tables but soon will have a bigger role.

Dodge Vera said that the HAC used to do separate events, but in the last five years, have decided to work alongside the City of Albany Parks & Recreation Department. Also, the HAC is now taking the lead for Festival Latino. The City didn't have the financial ability to take it on, but they remain very active in the event.

Whitley asked the HAC members what their impressions are of the City of Albany and if there are things that would be helpful for the HRC to know.

HAC Member Heath Medina Saucedo asked if the City does something for people who are new to Albany. City Manager Wes Hare said that he is unaware of anyone doing that.

Greenman described City events such as River Rhythms and Monday's @ Monteith. She asked if the events are perceived as welcoming to the Hispanic community. Saucedo said yes. HAC Member Ana Lucia Fonseca asked if the events are advertised in Spanish. Hare said that they do some, but he is not sure if they do it for all the events. Greenman said that she noticed that most ads for the events that are posted in the downtown area are in English. She wondered if those who are ESL can find the information they need. Public Information Officer/ Management Assistant Marilyn Smith said that there are Spanish signs to direct folks throughout City Hall. Hare added that there are Library programs offered in Spanish.

HAC Member Leonor Rodriguez noticed there is no Spanish speaker at the Utility Billing counter at City Hall. Hare said that they have them available to translate but they do not have a full-time person at that desk. He listed the Spanish-speaking employees at City Hall, including the Information Technology Director. Rodriguez suggested making a sign in Spanish that says that there are translators available. Hare said that is a good idea. Greenman agreed that having such a sign would show that "we are thinking of you and want to do our best to help you."

Miao Zhao is the InReach Clinic Coordinator for low-income families. She asked if there is a team of bilingual volunteers in Albany, such as high school students. They use volunteers at her office, but there are few who speak Spanish. Smith said that the list of City employees who speak a second language include a wide range of languages. Greenman asked Smith if they are short Spanish speaking volunteers in that pool. Smith is not sure but will check.

Skubinna said that both high schools would be good connections to make. High school student volunteers make themselves marketable and can build resumes. It could be a valuable source of volunteers.

Dodge Vera cautioned that they have to be careful that Latino students do not get over tapped when their main focus should be education.

Skubinna described service-learning task force opportunities.

Zhao said that from January to June 2011, 30 percent of her clientele were Hispanic. The average household size is 4.03, and the most common size is five.

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Rodriguez said that transportation is an issue for Hispanic families. It is hard for them to grasp the concept of how to ride the bus; so they are not taking that opportunity due to the language barrier. To help them out, she often writes down the address for them to show to the bus driver so the driver knows where they need to go. Bus maps are not in Spanish.

HAC Member Mary Mayfield said that bus maps are a challenge to read even for English speakers. For those without solid skills, it would be difficult to learn. In Guatemala and Mexico, the buses are easy compared to here.

Greenman said that while everyone wishes that more could be done for the bus routes, she also acknowledges that City resources are limited.

HAC Member Mary Daly-Piehl said that there is a disparity in income between those who use the buses and those who make the decisions about public transportation. Hare said that actually, for a city our size, we do more than most. He explained that so far Albany has had to fund transit directly from the citizens. We have a Transit budget of \$1 million a year. On one hand it is not enough, but on the other hand it's a lot for a city our size. He explained what a Metropolitan Planning Organization (MPO) is and how, if or when Albany is designated a MPO, it will increase the federal funding we get for transportation activities.

Rodriguez asked if there are bus drivers who speak Spanish. Hare is not sure. He said that the Spanish population is about 9 percent and if that were representative, the City would have about 40 Latino employees. He thinks we may have about 20, and there are others that are bilingual. But to some extent, the hiring pool is limited by who applies for jobs. He said that we do try to reach out as best we can.

HAC Member Heath Medina Saucedo said HAC has access to a good listserv. The City could send the job openings to them and they could advertise on the listserv.

Dodge Vera said that if the Parks & Recreation Activity Guide had at least one page in Spanish, it would be helpful. She thinks the population in Albany is 10 percent Latino according to the census. She works with Oregon State University to translate registration forms and get them out to parents. They want to create more opportunity for families.

Skubinna said that A.J. Santana was at Southshore School and did a career day for the kids. Having the City of Albany staff there would be a good addition. It would also be good to have printed material available in Spanish for new folks in town at the River Rhythm events. Dodge Vera agreed and said that most often it's the kids who figure out how to get the information, rather than the parents. They want to change that.

Whitley asked if there is a compliance threshold tied to the Hispanic population. Hare said that the issue has not been raised in his experience, though in Municipal Court they must have materials and interpreters available. He is not aware of state laws that would apply.

Whitley asked if there is funding the City can get from a cultural diversity aspect. Hare said that he is not aware of any. With the MPO, we just hit a population of 50,000; but they might move the threshold to 100,000, which would disqualify us from those extra funds.

Dodge Vera said that she has seen a variety of ages at River Rhythms but not a lot of ethnic diversity. She asked, is it the cost of translation? Hare said that cost is an issue, but it is not prohibitive. The group discussed if language is really the barrier or if there is something else. They considered if the word is getting out to the Latino population. They often have Latin music at the event.

Saucedo said that there are many who don't read or get newspapers. It may be better to advertise in Spanish newspapers.

Dodge Vera said that the Parks & Recreation Activity Guide is great; but if a person doesn't read English, they won't use it.

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HAC Member Dania Samudio agreed that if information is only available in English, Spanish speakers won't try to read it. Community events need to have better outreach, and the information needs to be in a variety of places.

Zhao asked what the literacy level of the Spanish population is in Albany. Dodge Vera said that in the OSU program it is about sixth grade. She said that she would be happy to help with facilitating translation.

Greenman asked if there is any Spanish on the City's website. Hare doesn't think so. HAC Member Linda Hart described a "translation button" that can be added to websites. Smith said that the City's website does comply with American with Disabilities Act (ADA) rules which require certain types of access for those with limited vision or hearing loss. The rules are getting tighter and are tied to federal funding.

Sauceda said that the information about the Hispanic community in Albany can be found on the census website at www.census.gov.

Mayfield said that it would be a nice gesture to have event posters in Spanish; although what might be a bigger barrier to the Latino community is that if the folks who are heading to the park don't look like them, then they may not go. It would be good to have a radio spot or something in a Spanish paper talking about how much fun it is. Smith said that they have done that in the past, particularly with Latino acts. Discussion followed about the location of Spanish newspapers in Albany.

Whitley thanked the groups for meeting together.

The HAC will start to share their agendas with the HRC.

Greenman would like for the two groups to meet again in one year.

Business from the Public

There was no business from the public.

RECESS

There was no recess called.

ADJOURNMENT

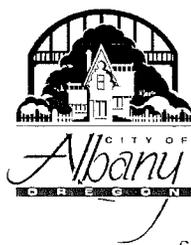
The meeting adjourned at 3:56 p.m.

Respectfully submitted,

Mary Dibble, MMC
Deputy City Clerk

Reviewed by,

Wes Hare
City Manager



HUMAN RELATIONS COMMISSION

City Hall, Municipal Court Room

Tuesday, July 26, 2011

following joint meeting of Human Relations Commission and Hispanic Advisory Council

MINUTES

Commissioners present: Nancy Greenman, Julie Jones, Kim Whitley, Linda Hart, Michael Thomson, and Margaret Martinez

Commissioners absent: Tina Dodge Vera (excused)

Staff present: Wes Hare, City Manager; Marilyn Smith, Public Information Officer/Management Assistant

Others present: None

CALL TO ORDER

Chair Kim Whitley called the meeting to order at 4:00 p.m.

City Manager Wes Hare recapped the suggestions made at the joint meeting of the Hispanic Advisory Council (HAC) and the Human Relations Commission (HRC) of things the City can do to better meet the needs of the Latino community:

- Do more with City website
- Offer transit maps in Spanish
- Post a sign at the Utility Billing counter that translators are available
- Send City employment opportunities to the HAC
- Translate Parks & Recreation material into Spanish
- Offer internships to bilingual students

Regarding transit services, Michael Thomson said that for a population of 50-100,000 it would be tough to fund a system at any worthwhile level. Hare said that Albany has outstanding ridership among students, and those particular buses are packed; but the regular fixed-routes have less ridership. They serve a small population but have an essential role because that may be the only mode of transportation those people have. A city would need to be the size of Seattle or larger in order to get enough outside funding for an adequate system. Bend has a population of 80,000 and has had transit for less than seven years. When they implemented it, there was a huge issue because they got buses that were "lemons"; then they were sued by the disabled community and received a Department of Justice order to spend millions to upgrade bus stops, which very few people actually use.

Vice Chair Nancy Greenman said that if there is a population that would ride the bus if they knew about, it may be worth a modest investment. Hare agreed.

Public Information Officer/Management Assistant Marilyn Smith said that it means a lot to hear from an active group that we need something printed in Spanish. She thought it might be helpful, but no one knew if it would work; so the conversation with the HAC was useful.

Member Julie Jones said that having a sign that offers a translator at the Utility Billing counter was a very good suggestion made at the joint meeting. Smith said that it is true that parents often bring in their children with them in order to translate. Member Linda Hart said that she also sees that happening at Parks & Recreation in Corvallis.

Hart said that the City of Corvallis website has a Google translator. Smith thinks that the City of Albany's website has it as well. Greenman said that she uses "Babblefish"; however its translation is so literal that sometimes it doesn't make sense.

Member Margaret Martinez said to remember that Spanish speakers don't always come from the same backgrounds. Also many are afraid to come to government offices, because in previous experiences they may fear government; so anything we can do with signage to ease their minds would help.

May 24, 2011, Minutes

MOTION: Greenman moved to approve the minutes, and Martinez seconded it. Approved 6-0.

SCHEDULED BUSINESS

Business from Public

There was no business from the public.

Staffing of HRC booth for River Rhythms

The HRC discussed the schedule for staffing the River Rhythms concerts:

- July 28: Whitley and Hart
- August 4: Thomson, Hart, and Jones
- August 11: Greenman, Hart, and Martinez

Whitley left the meeting at 4:17 p.m.

Martinez said that their table at the event looked empty compared to other tables. They should have something other than just literature. They decided to have a bowl of candy.

National Neighborhood Night Out

Smith passed out the list of National Neighborhood Night Out events (see agenda file). Discussion followed about how the HRC could have a presence at the meetings. They decided to have each member visit an event close to their home and report back to the Commission informally.

Human Relations Commission Community Award.

Member Michael Thomson will work with Smith on a logo. Smith passed out a draft of the award application (see agenda file). Discussion followed.

Hare left the meeting at 4:34 p.m.

The HRC decided to discuss details of the award, including the selection criteria, at their August meeting. Smith will have a draft application ready by then. They will tentatively open the application process in early October and close it in late October, with selection to be made in November. They plan to award in January 2012.

2011 Calendar of Events

Greenman reviewed the calendar in the agenda packet.

Human Relations Commission

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July 26, 2011

BUSINESS FROM THE COMMISSION

There was no business from the Commission.

NEXT MEETING

Tuesday, August 23, 2011, at 7:00 p.m.

ADJOURNMENT

The meeting adjourned at 4:45 p.m.

Respectfully submitted,

Mary Dibble, MMC
Deputy City Clerk

Reviewed by,

Wes Hare
City Manager



**CITY OF ALBANY
HUMAN RELATIONS COMMISSION
AWARD NOMINATION FORM**

DRAFT

CRITERIA: The City of Albany Human Relations Commission wants to recognize individuals, organizations, or businesses in Albany that have worked to promote harmonious relations among the citizens of Albany. Selection of recipient(s) will be based on a demonstrated commitment to promoting human relations, diversity, and/or equality through community programs and activities. Honorees need not be Albany residents.

NOMINEE INFORMATION

Please Select One: Individual Organization Business

Name: _____

Organization
or Business: _____

Home Address: _____

Work Address: _____

Home Phone: _____ Work Phone: _____

Website/E-mail: _____

PERSON/GROUP MAKING THE NOMINATION

Name: _____

Address: _____

Home Phone: _____ Work Phone: _____

E-mail: _____

Relationship
to Nominee: _____

How did you learn about the Human Relations Commission Award?

Newspaper Brochure Website Word of Mouth

Other (please specify) _____



Bilingual Employees

July 28, 2011

This list is intended primarily as help for staff who need assistance in dealing with the public at our customer service counters. Please keep in mind that the police officers on the list may not be available during regular business hours.

SPANISH

Doris Hicks, Library – *fluent*
Francisco Santiago, Parks & Recreation – *fluent*
Brian Corbett, Police – *fluent*
Dave Galvan, Police – *fluent*
Yesenia Gutierrez, Police – *fluent*
Anna Kitchen, Police – *fluent*
Dezi Meza, Police – *fluent*
Steve Lindvall, Transit – *fluent*
Jorge Salinas, IT – *fluent*
Carrie Compton, Fire
Jim Estes, Police
Ken Fandrem, Police
Jamie Smith, Fire
Curtis Hyde, Police
Herb Hoffer, Public Works
Ted Mikowski, Public Works
Jorge Salang, Police
Bernie Feyerherm, Community Development

FRENCH

Melanie Adams, Community Development – *fluent*
Allison Liesse, Finance
Marilyn Smith, City Manager's Office – *marginal*

JAPANESE

Rusty Southwick, Information Technology

THAI

Gordon Steffensmeier, Public Works

FARSI

Katie Nooshazar, Parks & Recreation

NORWEGIAN

Mark Shepard, Public Works – *fluent*

TAGALOG

Bernie Feyerherm, Community Development –
fluent

EXCERPT FROM OCTOBER 26, 2010, HRC MINUTES

Setting Calendar of Events for 2011

Greenman said that she suggested starting the calendar with November. Following is a list of events planned so far:

~~November 2010 – South Albany High School Community Conversation~~

~~December 2010 – No events scheduled at this time.~~

~~January 2011 – Martin Luther King, Jr., Event (canceled due to lack of participants)~~

~~February 2011 – No events scheduled at this time.~~

~~March 2011 – No events scheduled at this time.~~

~~April 2011 – CSC Youth Question and Answer Forum~~

~~May 2011 – Mental Health month. Art Show at the Library. Greenman said that last year the HRC partnered with Linn County Mental Health as a poster sponsor. Hosting a booth at the Homeless Resource Fair and will hand out daily living kits.~~

~~June 2011 – No events scheduled at this time.~~

~~July 2011 – Hosting a booth at River Rhythms Thursday night concerts~~

~~July 26, 2011 – HRC/HAC joint meeting~~

~~August 2, 2011 – National Night Out Event – Greenman said that the HRC should start planning for this event in the spring if the group wants to continue with the event. Commissioners to attend the event close to their home and report back at the August meeting.~~

August 2011 – Hosting a booth at River Rhythms Thursday night concerts

September 2011 – Greeters at Festival Latino, Saturday, September 17, noon-4:00 p.m.

October 2011 – No events scheduled at this time.

November 2011 –

December 2011 –