



NOTICE OF PUBLIC MEETING

HUMAN RELATIONS COMMISSION  
City Hall, Municipal Court Room  
Tuesday, October 28, 2014  
4:00 p.m.

AGENDA

1. CALL TO ORDER
2. ROLL CALL
3. APPROVAL OF MINUTES
  - September 30, 2014. [Pages 2-5]  
Action: \_\_\_\_\_
4. SCHEDULED BUSINESS
  - a. Business from the Public
  - b. Review guidance from the City Council from 2009. [Pages 6-18] (Whitley)  
Action: \_\_\_\_\_
  - c. Accessibility and inclusion of City services and programs to the Latino community/population in Albany. [Verbal] (Whitley/Greenman/Dodge Vera)  
Action: \_\_\_\_\_
  - d. Potential meeting with Corvallis Martin Luther King Commission (Jasper Smith, Chair). [Verbal] (Whitley)  
Action: \_\_\_\_\_
  - e. Participation at the following event:
    - 1) Annual Summit on Homelessness, Wednesday, November 5; 9:00 a.m.-noon; City Hall. [Verbal] (Whitley)Action: \_\_\_\_\_
  - f. Debriefs
    - 1) Festival Latino (September 21). [Verbal] (Whitley/Dodge Vera)  
Action: \_\_\_\_\_
    - 2) LBCC Welcome Day event (September 25). [Verbal] (Whitley/Cervantes)  
Action: \_\_\_\_\_
    - 3) Driver's Card Forums in Albany & Corvallis (October 7 & 13). [Verbal] (Whitley)  
Action: \_\_\_\_\_
    - 4) Albany's Birthday (October 12). [Verbal] (Whitley)  
Action: \_\_\_\_\_
    - 5) Joint meeting with Hispanic Advisory Council (HAC). [Verbal] (Whitley)  
Action: \_\_\_\_\_
  - g. Updates
    - 1) 2014 Human Relations Award. [Page 19] (Whitley)  
Action: \_\_\_\_\_
    - 2) Hispanic Advisory Council (HAC). [Verbal] (Dodge Vera)  
Action: \_\_\_\_\_
    - 3) Calendar of Events: 2014. [Page 20] (Whitley)  
Action: \_\_\_\_\_
5. BUSINESS FROM THE COMMISSION
6. NEXT MEETING DATE: *Tuesday, November 25, 2014*
7. ADJOURNMENT

City of Albany Web site: [www.cityofalbany.net](http://www.cityofalbany.net)

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The location of the meeting/hearing is accessible to the disabled. If you have a disability that requires accommodation, advance notice is requested by notifying the City Manager's Office at 541-917-7508, 541-704-2307, or 541-917-7519.

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APPROVED: \_\_\_\_\_

## HUMAN RELATIONS COMMISSION (HRC)

City Hall, Willamette Room

Tuesday, September 30, 2014

### MINUTES

Commissioners present: Jay Sluiter, Kim Whitley, Chris Equinoa, Nancy Greenman, Tina Dodge Vera, Javier Cervantes (arrived at 7:03 p.m.)

Commissioners absent: Debbie Berg (unexcused)

Staff present: Wes Hare, City Manager

Others present: Todd Noble, Linn County Mental Health Program Manager; Kathryn Henderson, Prevention Specialist, Linn County Alcohol & Drug; Danette Killinger, Prevention Coordinator, Linn County Alcohol & Drug; Peter Goodman, member of Occupy Albany

#### CALL TO ORDER

Chair Kim Whitley called the meeting to order at 7:00 p.m.

#### APPROVAL OF MINUTES

August 26, 2014

Tina Dodge Vera noted that the minutes needed to be corrected to read that the tasks for the group at Festival Latino was to welcome people and hand out passports, not selling raffle tickets. Nancy Greenman noted an addition to the minutes: Both she and Dodge Vera volunteered at the River Rhythms concerts.

**MOTION:** Nancy Greenman made a motion to approve the minutes as corrected; Chris Equinoa seconded. Approved 5-0.

#### SCHEDULED BUSINESS

##### Business from the Public

None.

##### Mental Illness Awareness Week (October 5-11)

Whitley welcomed Todd Noble, Kathryn Henderson, and Danette Killinger and had them introduce themselves. Noble shared that Linn County Health was making plans for the month of November rather than the week in October and they are asking other area agencies to make the move from October to November. Henderson explained that they would like to have mental awareness go beyond one week or one month; they would like to have it be ongoing. She invited the group to partner with them in the events they are planning for November. Henderson shared that they plan to partner with the veterans during their Stand Down event at the end of November. She announced that as part of their ongoing mental health first aid trainings, they will be holding two classes in November; one on November 6 and one on November 12. Killinger said that people can sign up for them on the Mental Health Services website. Henderson reported that last year the youth council, STAND, really embraced mental health awareness and wants to be involved again this year.

Henderson said that research shows greater success with using a strategy of keeping mental awareness in the forefront rather than limiting it to a single month. She explained about a video that they created to increase mental health awareness. The video challenges observers to learn the facts and share with others. They are planning to use the video to educate physicians and health care providers. It is shown in two parts with one focusing on statistics and the other relating common myths. Whitley invited Henderson to show the video. Killinger played it for the group.

After viewing the video, the group expressed their thoughts. Tina Dodge Vera asked if the video was going to be used as a commercial or as a teaching tool. She expressed that the verbiage could be hard for the average person to understand. Henderson explained that the target group for this video was the physicians and health care providers. This is one way to increase mental illness awareness and receive metric measure. It is an opportunity to get people talking and thinking about how prevalent it is.

Whitley asked Peter Goodman if he had any input as a part of the medical field. Goodman answered that there is only a section of the population who can afford private care. He asked if there was a way to engage police officers since they are usually the first point of contact. Dodge Vera noted that whereas the first part of the video was directed to the medical field, the second part was more general. City Manager Wes Hare said that the police officers do receive training in this area. He said that it hasn't dealt with all problems, but he didn't know of any serious issues that have occurred. Henderson explained that doctors receive training like the police officers, but they need a refresher or reminder during their careers. She said that office staff could benefit from the video, as well.

Javier Cervantes asked if Linn County Health had a video for multi-language families. Henderson responded that this video is just the beginning; they haven't gotten that far yet. They are looking into closed captioning. Equinoa stated that the School District, with their educators and councilors, could benefit from this video, and are an audience Linn County Health might want to target. Henderson said that the video is a ten-minute awareness tool and is not going to provide complete training. Henderson expressed her appreciation for all the comments.

Greenman asked if the Mental Health First Aid Training was cross-cultural. Henderson answered that they do not have the capacity to provide the training multiculturally as of yet. They need to elicit more people who can provide training. Whitley asked if other cultures see mental illness the same way we do. Henderson said that she didn't know for every culture, but she does know that the Spanish culture sees it as very shameful. Equinoa asked when the video was to be launched. Henderson said that the Mental Health Advisory Board would be meeting next week, where they will be making plans for that. Goodman voiced that anything that gets out there and normalizes the situation is good. Whitley thanked the Linn County Health guests for their time and asked them to keep the group updated on their plans.

Whitley reminded the group of the community meal they had participated at last year for Mental Illness Awareness Week. Greenman explained that the meals happen every Tuesday at the First Christian Church and are free, with donations welcomed. Many come to the meals who would not have a meal otherwise. Greenman said that the meals are an opportunity for the community to come together. The community member team who puts on the meals is always looking for volunteers. Whitley suggested that anyone who wanted to attend the meal in honor of Mental Illness Awareness Week should go and meet people and wear their name badge but not to have the group officially participate because of the amount of commitments that are already on the calendar. The group agreed.

#### Debrief of Professor Walidah Imarisha's presentation regarding racism in Oregon history (September 7)

Whitley welcomed Peter Goodman. Goodman reported that the presentation was a success with 257 people attending. He said that it resonated with people and that they have tapped into something that has a lot of energy. Professor Walidah Imarisha was pleased with the positive reception. Goodman described the group as very instrumental. The announcement in *City Bridges* was helpful getting the word out.

Goodman proposed that the HRC support a welcoming proclamation for the City Council to adopt. He said that it will take a lot of groups working together to make a change towards welcoming a multiracial environment. The working group, in their outreach effort for community conversations, where individuals' stories are heard, will be looking to the HRC for support.

Whitley observed and said she felt it was very significant that Professor Imarisha uses bodyguards when she does her tour in Oregon. She noted that Oregon and Utah are the bottom two states for African American population. Goodman added that there were more people attending the meeting than African Americans living in Albany. Another observation Whitley voiced was that the conversation was never "my community" but "us and them." Dodge Vera said that she really liked the staircase history that Professor Imarisha brought up.

Whitley said that she definitely sees the welcoming proclamation Goodman proposed as something the HRC would support. Cervantes expressed that he had mixed feelings about it. He said that a welcome proclamation is a nice gesture, but, if it doesn't come profoundly from within, it doesn't mean much. Cervantes stated that he understood that the proclamation is a place to start but would like something more systemic. He said that he would love to see such things as black history being taught at South Albany High School in reference to their mascot. Goodman said that the education working group he is a part of is looking for curriculum and invited the group to come to their meeting October 12 at the Library. Greenman said that when we say we are a welcoming community that says we are committed to be a welcoming community.

Discussion followed regarding South Albany High School's mascot. Cervantes pointed out that he is not saying they do away with the mascot but to add conversations that become learning opportunities; make it part of the curriculum. Equinoa commented that it is ironic that there have been discussions of what could affect Native Americans but not what could affect the black community. Greenman said that we need to make the community safe for people to tell their stories and to listen to each other, and then violence will decrease. We need to create spaces for people to tell those truths. She added that she sees this as a role for this group and would like the working groups to work towards that.

Whitley asked Goodman how we could direct people who are interested in being a part of the community conversations. She asked Goodman if there was a contact e-mail that could be included in the minutes. Goodman replied that they are not structured with someone in charge, but he would share his e-mail: pgoodmankyak@hotmail.com. He explained that before any proclamation went before the Council, he would have this group review and approve it. There are welcoming proclamation templates that he can forward to the group. Goodman related that this was a good conversation and that he would like to make this welcoming idea a reality. Whitley thanked him for including the group in their plans. Goodman replied that he will send on information he receives to the group.

It was noted that the September 13 edition of the *Albany Democrat Herald* featured an article on Professor Walidah Imarisha and her presentation. Goodman shared that Professor Imarisha was disturbed that they had misquoted her.

#### Driver's Card Forums

Cervantes reminded the group about the informational forums regarding the Oregon Driver's Card: Tuesday, October 7, 6:30 p.m., at Albany Public Library and Monday, October 13, 6:30 p.m., at Corvallis Public Library. He reported that there are four people on the panel including an area insurance agent, farmer, and Causa representative. Cervantes shared that he is on the panel but not as a representative of this group, his work, or any other organization.

#### Joint meeting with Hispanic Advisory Council (October 28, 3:00 p.m.)

Whitley requested that an update on Festival Latino, a discussion on how to share with people about the information Professor Walidah Imarisha presented, and the HRC Award be included on the agenda.

#### Human Relations Award

Whitley recounted history of the award. She requested that a template of last year's letter and application be sent to the group for their review. The group decided that they should have an application ready to distribute at Albany's Birthday event or at least some information regarding the award. The group recommended that an announcement be included in an upcoming *City Bridges*.

#### Participation at Albany's Birthday (Saturday and Sunday, October 11 and 12)

The group agreed to host a table at the event. Equinoa volunteered to come at 1:00 p.m. and staff the table for an hour. Greenman volunteered to come at 2:00 p.m. for an hour. Whitley said that she will come at 1:00 p.m. and stay for as long as possible. She asked if City staff could take care of putting away the banner and table if she had to leave before the event ended. Hare said that they could. Whitley requested that City staff provide copies of the group's mission statement to pass out and of the HRC award application if the group gets it completed.

Participation at Annual Summit on Homelessness, Wednesday, November 5, 9:00 a.m.-noon; City Hall

Whitley volunteered to staff a table at the event and told the group to be considering their participation. She requested copies of the group's mission statement and the HRC award application or announcement to pass out.

UPDATES

Other volunteer opportunities

No discussion.

Hispanic Advisory Council (HAC)

No discussion.

Calendar of Events

No discussion.

BUSINESS FROM THE COMMISSION

None.

NEXT MEETING DATE

Tuesday, October 28, 2014

3:00 p.m. joint meeting with Hispanic Advisory Council

4:00 p.m. regular HRC meeting

ADJOURNMENT

Whitley adjourned the meeting at 8:36 p.m.

Respectfully submitted,

Reviewed by,

Gina Burrese  
Administrative Assistant

Wes Hare  
City Manager

CITY OF ALBANY  
CITY COUNCIL  
Council Chambers  
Wednesday, May 13, 2009  
7:15 p.m.

MINUTES

CALL TO ORDER

Mayor Konopa called the meeting to order at 7:15 p.m.

PLEDGE OF ALLEGIANCE TO THE FLAG

Mayor Konopa led the pledge of allegiance to the flag.

ROLL CALL

Councilors present: Jeff Christman, Ralph Reid, Jr., Dick Olsen, Bill Coburn, and Bessie Johnson  
Councilors absent: Floyd Collins

PROCLAMATION

Public Works Week.

Konopa read the proclamation proclaiming the week of May 17 to May 23, 2009, as Public Works Week.

SCHEDULED BUSINESS

Communication

Accepting a report from the Human Relations Commission.

C. Jeffery Evans provided the Human Relations Commission annual report to the Council (in agenda file). He gave a brief history of the Commission and explained its mission on diversity and mental illness in the City.

Councilor Coburn said that on page 5 of the report the first item states that Director David Shaw says that the goals of diversity have been met. But items 3, 4, and 5 seem to contradict that statement. Evans said the City's goal is to mirror the current demographic. There were different perceptions within the Commission regarding that issue. They did look to the future. There may be problems in the future with private sector competition, baby boomer retirements, and finding qualified candidates.

Coburn questions what the paragraphs on page 8 of the report mean. He doesn't believe recommendations about Police profiling were part of the Commissions mission.

Councilor Johnson said that the Commission was exceeding its mission under AMC 2.25.040. She believes the report doesn't accurately reflect what the Commission was created to do. She doesn't believe the racial profiling and hiring practices information should be in the report as that wasn't the Commissions mission to give such recommendations.

Evans said they are defining their roles. They have had positive events, but in order to bring people together they need to identify the issues and validate their concerns. Sometimes they need to straddle the fence. They have heard complaints. The recommendation is that "hiring" should be planning for a change in demographics.

Councilor Christman said he was in agreement with Coburn and Johnson. He was originally against the Commission because it wasn't clear what they should do. He is concerned about the report's emphasis on Police profiling.

Councilor Olsen related an incident about a ticket that he received for not having his seat belt on. When he went to pay the fine, he was the only non person of color in line. He complemented the report.

Evans said if you have a substantial portion of the community who feel there is an issue, then there is an issue. There is a need to help those people solve that issue. He doesn't believe that validating someone's concerns is saying it is taking place. He doesn't think the report says that they believe the Police are profiling. He would ask the Council to provide more specific direction in what they want the Commission to do.

City Manager Wes Hare said that since the inception of the Commission, it has organized two communitywide events. During meetings two issues were raised. One individual came with the profiling issue and the Police Chief handled it well; with data showing that it doesn't occur here. The City is not afraid to bring these issues out into the public forum. As far as hiring minorities, the City has a policy and an affirmative action mission. The minor standard is to meet the demographics of the community as they

are now and the City is doing that. Unfortunately, attention is drawn to the controversial. Most of the meetings were very mundane.

Councilor Reid asked the Commission to highlight the community events they provide in their report next year. The Commission should stress bringing people together.

Evans was unsure if the Commission could actually sponsor events. He said they have been struggling with what their function is. If the Council feels they are going in the wrong direction, he asked them to provide more specific direction. But, they are walking a fine line. They cannot provide events to bring the community together if they do not know what in the community is pulling people apart.

City Attorney Jim Delapoer recommended that the Commission could receive the complaints such as these and then recommend responses to the concerns. Any proposal would need four votes to pass and there is not a uniformity of opinion on the Council regarding these issues. When receiving a complaint bring it to the Council with a "this is how it could be investigated or responded to" statement.

Konopa thanked Evans and the Commission for the report and coming to the meeting. Evans introduced Commission members Jodi Nelson and Nancy Greenman.

#### Business from the Public

Nina Barton, 823 Walnut, SW, feels there are noise and livability issues regarding Bailey's Bar & Grill. She said they are no longer servicing clientele just in the neighborhood. They have clients come from outside the neighborhood and there is too much noise at night. She is tired of complaining. She believes the neighborhood is dealing with unreasonable conditions. At first the Bar wasn't a problem, but after one year and growth, they can hear loud bar noise from the customers. They feel they are being held hostage in their own home. The indoor/outdoor patio noise cannot be controlled. It is 194 feet from Bailey's front door to a residence's front door in the neighborhood. She believes there needs to be a site review of the property. There shouldn't be a "bar" between two residential neighborhoods. There is also a traffic impact in the evenings along with a parking issue. Zoning is ES which is "light-commercial" and was suppose to serve the nearby residents. It is having a negative impact on the neighborhood. It is no longer family friendly. She believes it is diminishing home values and asked the Council to delay Bailey's liquor license. She provided a petition asking the Council to investigate the noise complaint.

Ron Grice, 690 Shannon Drive, said he only heard about this complaint this afternoon. They opened in April of 2008 and went through rapid growth. He explained his first encounter with the noise issue and the things they did to respond to it. He wants to be neighborhood friendly. They have a game plan to close the patio at 10:00 p.m. to reduce noise, arranged parking with surrounding businesses, and are willing to compromise on any other complaints from the neighborhood. The liquor license at that establishment is for five years. Though there are issues, he has had less than a week to address them. He is willing to work with the Council to do whatever needs to be done. The patio structure has been reviewed by the City's Building Department. When the City redid Elm Street, they took away all parking to put in a bicycle lane. Parking has been an issue ever since.

Konopa asked if he was willing to have the Council hold over approval of the liquor license for two weeks and have the City Manager work with him and the neighbors.

Hare explained that City liquor license approval is nominal at best. The Oregon Liquor Control Commission (OLCC) makes the decision and the City provides a recommendation.

Grice explained that the Bartons are a special case because of the location of their home. He would argue against postponement as it could jeopardize his lottery license.

Johnson doesn't see any reason to delay because it is an issue between neighbors. She said it sounds like the neighbor should have gone to the source and worked with them for a solution. She said Grice is willing to work with the Bartons so she doesn't see any reason to postpone the license.

Olsen said he believes they are staying open later than the Tom Cat used to stay open. Grice said they will be changing their hours to closing at midnight during the week. Olsen commented that the parking issue is one reason he was against putting in the bicycle lane.

There followed discussion regarding zoning and conditional use.

Coburn sympathizes with the Bartons but complimented Grice on his willingness to work with the neighbors. He thinks the two parties should work on it. He is opposed to postponing the liquor license.

Grice suggested the City stripe parking spots on Elm Street, which would allow for more parking.

Cory Barton, 823 Walnut, SW, was concerned about future situations after the Grices no longer own the business. He believes before the ES designation, because of zoning, a full liquor license had been turned

Albany Human Relations Commission

# Report to the City Council

2008

Human Relations Commission  
4/1/2009

Honorable Mayor and Members  
Albany City Council  
City of Albany

6 April 2009

Dear Council Members

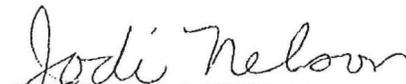
Please find the attached Report of the Human Relations Commission for calendar years 2007 and 2008. It includes a summary of our deliberations, findings and recommendations for the period of our first meeting on 23 September 2007 to 31 December 2008.

A Report for calendar year 2007 was not presented to you because much of 2007 was devoted to the formation and organization of the Commission and, as a result, there was little of note to report at its conclusion.

The Report is divided into two sections: a chronological summary of the Commissions deliberations, including attendance information; and, a section identifying the issues we considered, relevant findings regarding these issues, and recommendations for the Council's consideration and action.

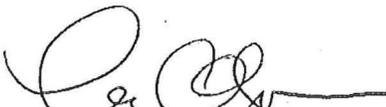
Respectfully submitted this 15th day of April 2009,

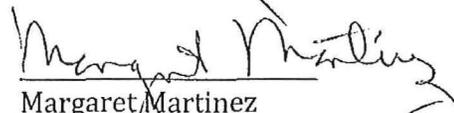
  
C. Jeffery Evans

  
Jodi Nelson

  
Marian Anderson

  
Kim Whitley

  
Nancy Greenman

  
Margaret Martinez

The Commission held its first meeting on 23 September 2007. We concentrated on getting to know one another, specifically our reasons for serving on the Commission and the things we hoped, as individuals, to accomplish. In addition, we began the organizational process, identifying our meeting schedule and discussed how to elect officers.

On 23 October 2007, the Commission elected C. Jeffery Evans as Chairman and, Blanca Ruckert, as Vice-Chairman. After some discussion, we decided to gather information about how diversity issues were addressed by the City. From January 2008 through May 2008, senior staff from each department presented the diversity challenges and priorities affecting their area of responsibility.

On January 2008, the Commission sponsored a commemoration of Martin Luther King's birthday. This was an early morning breakfast for city employees and other guests invited by commissioners, held at City Hall. It featured a presentation by Dr. Larry Roper, the Vice-Provost of Student Affairs at Oregon State University.

## **Issues**

Through its first sixteen months, the Commission encountered issues common to new organizations. Among these were attendance and retention of members, identification of a purpose to fit within its statutory mandate, and organizational structure. In addition, the Commission identified and considered a number of substantive issues which, we believe, merit further consideration and action.

### **Organizational Issues**

#### ***Mission***

The Commission was created by the Albany City Council through the adoption of Ordinances 5665 and 5671 and codified as AMC Section 2.25.010 - 2.25.050. Its mandate was defined broadly except where the Council specifically prohibited investigatory activities relating to specific allegations of civil or human rights violations. This spelled out what the Commission could not do more than what it could. As was to be expected, the Commission has been confronted with establishing a purpose to fit within a broad mandate. We responded by trying to understand the human relations environment and identify our role within it.

#### ***Commissioner Attendance and Retention***

For the most part, Commissioner attendance was consistent. Most absences were attributable to a small number of members. However, beginning in April 2008, attendance became an issue when one meeting was held without a quorum and two others with a bare majority of members present (Table). In June 2007, at the request of the Commission, I approached the three commissioners with the greatest number of

absences to express the Commission's concern that the ability of the Commission to function was seriously impaired by their absence.

Date	Present	Absent	Comments
September 2007	7	0	
October 2007	7	0	
November 2007	5	2	
December 2007	5	2	
January 2008	6	1	
February 2008	5	2	
March 2008	0	0	No Meeting, spring vacation
April 2008	3	4	No Quorum
May 2008	4	3	
June 2008	4	3	
July 2008	5	2	
August 2008	6	0	One vacant position
September 2008	5	1	
October 2008	6	1	
November 2008	0	0	Cancelled, no quorum
December 2008	0	0	Cancelled, inclement weather

As a result, Commissioner Anna Anderson concluded that her attendance would likely not improve sufficiently and tendered her resignation. In August 2008, Kim Whitley was appointed to fill her unexpired term.

Also in August, Commissioner Delia Guillen, resigned from the Commission. She had recently moved to an area of Linn County outside of the City limits and was ineligible for membership. John Hartman was appointed to fill her unexpired term in October 2008.

At the end of December, Commissioners Rick Hammel and John Hartman concluded their terms on the Commission. Commissioner Hammel did not seek reappointment and Commissioner Hartman was not reappointed.

The Commission began January 2009 with four of its original membership.

### ***Organization and Structure***

In December 2007, the Commission discussed the need for more formal rules of organization such as the adoption of By-Laws. After consulting with City Attorney, Jim Delapoer, the Commission decided that consideration of this matter was premature and postponed further discussion to an undetermined future time.

## Substantive Issues

### *City Personnel and Provision of Services*

- 1 Human Resources Director, David Shaw, advised the Commission that the City's goal of diversity in hiring has been met. Staff demographic characteristics approximate the demographic characteristics (ethnically and racially) of the community. There are a few challenges that the City will have to face in the future.
- 2 Some technical jobs have historical gender-biases that limit the availability of potential employees to fill future vacancies. This is particularly true of Police Officers and Building officials where the overwhelming numbers of individuals entering those professions are male. Making these departments more gender-representative is problematic as a result.
- 3 In most fields there are a small number of exceptionally-qualified candidates from underrepresented groups (women, minorities, persons with disabilities, etc.). These individuals are recruited by a large number of private and public sector employers. In many cases, Albany has difficulty competing with other, larger organizations with substantial resources (salary and benefits) with which to attract those candidates.
- 4 Even in good financial times, Albany's recruiting budget is small in comparison to other governmental agencies. This limits the City's ability to conduct nation-wide recruiting efforts.
- 5 Foreign language skills among City employees are limited at a time when demographic shifts are placing culture-specific demands on the provision of city services. Language skills among city employees are limited for the most part, to Spanish. Although one employee is learning American Sign Language, the State's language relay service or independent interpreters must be relied upon to serve non-Hispanic populations. However, Albany has growing Russian-Ukrainian, Indian, Pakistani, and Asian communities who will not be served adequately under the current service delivery scenario.
- 6 The vast majority of Americans, particularly those new to the labor market do not see government service as a particularly appealing career choice.
- 7 As baby-boomers begin to retire, the number of highly-qualified candidates for senior-level and management positions is limited. Recruitment of personnel to serve in these positions requires substantially more time and, in some instances, lowering minimum skill requirements for these positions.

- 8 The number of retirements expected to occur within City government during the next few years will present a rare opportunity to diversify the management and senior-level team at a time where the number of qualified candidates is small and competition for their services, very high.

### *Police Profiling*

There is a perception among groups of residents, particularly those with Latino or Hispanic origins, that Albany Police officers practice racial profiling when deciding which vehicles or pedestrians to stop for evaluation. Police Chief Ed Boyd and City Manager, Wes Hare, have indicated that they were aware of only one such case that was reported to them for investigation. Members of the Commission familiar with that ethnic community believed that this was due to the fact that in their home countries, Police agencies are heavily corrupt and not nearly as professional as we have come to expect in the United States. This creates an environment of distrust that prevents many Hispanics from coming forward and filing profiling-related complaints.

One other complication is that alleged profiling practices being attributed to the Albany Police Department may actually be committed by other police agencies such as Linn County and the Oregon State Police. Assessing the extent to which APD officers are practicing ethnic profiling will require an investigatory effort that this Commission is not logistically capable of conducting; we have insufficient staffing to conduct such an investigation. More importantly, such an investigation is not, currently, within our mandate.

However, we are compelled to state for the record that we have no evidence that the Albany Police Department practices ethnic profiling when its patrol officers conduct vehicle and pedestrian contacts. During its deliberations a variety of theories, opinions, and speculations came forward regarding how patrol officers select drivers for stops. This in itself provides fertile ground in which misunderstandings regarding vehicle and pedestrian stops is allowed to flourish. In addition, the absence of demographic data regarding contacts prevents the City from countering this negative perception.

Unfortunately, gathering data about stops introduces other potential problems. For example, a number of surnames prevalent in Hispanic culture, such as Garcia and Monteloene, are also prevalent in Italian culture. In these cases, assigning an ethnic origin for data collection purposes would require a field officer to inquire about an individual's ethnic origin. In addition, collecting and processing data relating to vehicle and pedestrian contacts is labor-intensive and would require a commitment of resources beyond what the Police Department currently receives. Yet this, we believe, is the only way to address the perception that Albany's patrol officers use race and ethnicity in determining who to stop.

The Commission formed a working group to assist Chief Boyd interface with the Hispanic community and determine whether the problem exists and, if it does, assess the severity of the problem, and take all necessary remedial actions.

### *Mental Health*

The Commission heard a great deal from the community about issues related to mental illnesses and those who suffer from them. Former Albany Mayor Dan Bedore, Linn County Mental Health Director, Frank Moore, GAPS Superintendent, Maria Delapoer, Albany Police Office, Ken Frandrem, and five non-affiliated individuals, attended these deliberations and offered their respective perceptions.

Unfortunately, the scope and magnitude of this problem is immense and, perhaps, beyond the capacity of this Commission to address responsibly.

## Assessment and Recommendations

### *Organizational Issues*

The issues experienced by the Commission during its first 16 months is representative of a new, unknown, organization with a mission and scope that is still in the formative stages. The success of this Commission will be largely dependent on the quality and commitment of its members. We recommend, therefore, that in filling vacancies, the Council consider only those candidates who will be committed to the underlying goals that led to the Commission's establishment: improvement in the quality of life for all residents within the community. Of critical concern will be finding a continuous supply of individuals who will attend meetings and become actively involved in fulfilling our mission.

### *City Personnel and Provision of Services*

The City needs to evaluate its current recruitment practices with an eye to improving delivery of services to residents of all backgrounds.

The City needs to fill vacant staff positions with qualified candidates from underrepresented groups. Rather than attempt to mirror the demographic profile of the City as it exists today, the City should cast an eye to the future, respond to current demographic shifts, and mirror the demographic profile with a twenty-year time horizon.

The City should increase its recruitment budget thus enabling it to compete with other potential employers and recruit the most highly qualified candidates available.

To respond to anticipated retirements and fill those positions with qualified candidates, the City should increase its employee training and development budget to facilitate the development of existing employees and prepare them to fill senior-level and management positions.

To improve its ability to fill vacancies with qualified candidates committed to government service, the City should allocate funds to the recruitment of college-level students to fill experience-related internships. This, we believe, will improve the City's ability to recruit and evaluate candidates for future employee vacancies.

To improve service provision to non-English speakers the City should designate employees for foreign language skills development as dictated by anticipated changes in the City's demographic profile and offer appropriate compensation enhancements for those employees who develop proficiency in one or more foreign languages.

### ***Police Profiling***

The Police Department should implement a campaign to educate the public about its policies and practices regarding random stops of vehicles and pedestrians.

The City of Albany should conduct a long term study to determine the extent to which its officers practice ethnic profiling when stopping vehicles and pedestrians. In addition, the City should provide the Police Department with the funds required to process the data gathered by patrol officers.



HUMAN RELATIONS COMMISSION  
City Hall Calapooia Room  
Tuesday, May 26, 2009  
7:00 p.m.

MINUTES

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

Commissioners absent: None.

Staff present: Wes Hare, City Manager; 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

April 14, 2009

MOTION: Nancy Greenman moved to approve the minutes; Jodi Nelson seconded. Approved 6-0.

SCHEDULED BUSINESS

Business from the Public

None.

Debrief of Annual Report to the City Council

Evans said that he would have liked to have more of the Commissioners in attendance at the City Council meeting. Nelson said that the City Councilors didn't like the report in general. She said that the Councilors had some questions and made some accusations that the HRC wanted to discriminate against people in preferential hiring. Greenman said that there seemed to be confusion regarding hiring quotas and affirmative action. Greenman said that the HRC was scolded for overstepping its charge. Evans said that the Councilors had said that the HRC is doing a disservice to the APD by bringing up police profiling. Margaret Martinez said that she was unable to attend the meeting, but from what she read in the newspaper, it's her impression that the Councilors were afraid of the HRC and not understanding what they are doing.

City Manager Wes Hare said that some of what this group was hearing at the Council meeting may have come from a time before the HRC was formed. He mentioned that this Commission wasn't created unanimously. Hare said that part of the issue may have been due to the disproportionate amount of attention given to the police profiling issue in the report. Evans said that he doesn't know if a profiling issue exists in Albany, but there may be the question of it occurring within the minority population. Evans said that by ignoring the issue, it will likely become an issue sooner or later. Evans said that this Commission is made up of volunteers and that the group took a less than clear mandate and tried to define it as best as possible by following the lead of the citizens. Evans said that for the group to find its way, we needed to walk a fine line. Evans said that he was disappointed with how the City Council meeting went and was considering resigning from the Commission. Evans said that if we are to move forward as a diverse community, we need to cover these issues. He said that City hiring is mirroring what the population is made up of now, but he has noticed the Russian population dwindling and wondered why. Evans said that it appears Albany is "whiter" than other communities in the area, and the question is why. He thinks that the attitude of some of the Councilors could be the explanation as to why. Kim Whitley asked if there were any directives from the Councilors? Evans said no. Hare said that even though it was a difficult meeting for the HRC, Evans handled it very well. Hare mentioned that the Mayor thanked the Commission for their work

and report, and Jim Delapoer reiterated that the HRC can cover whatever they would like to cover and bring those issues before the Councilor's with their suggestions.

Greenman said that the harshest part of things tends to be what remains the clearest. In reality, maybe it was the case that the City Council as a whole was somewhat startled at what the report contained and wanted to move on from the discussion. She said that didn't mean the City Council doesn't support the HRC. Evans said that he felt the Councilors could have called him to ask questions about the report prior to the meeting. If there was an issue with the report, it could have been resolved before the meeting. Whitley said that we can look at this positively. There was an article in the newspaper about the report which means the HRC received publicity. The more citizens that know that this group exists, the better it is for the HRC. Evans said that he is taking time away from his own personal schedule to be a volunteer on this Commission. Nelson said that it felt like an ambush to her. Nelson said that she didn't expect what was said at the Council meeting and that she thought the Councilors would just ask a few questions. She said that it would have been nice to have the full HRC at the meeting. Evans said that the HRC was politicized that night.

Greenman said that what she heard was that the Councilors, in general, want this group to be bringing people together. She said that we should find ways to bring diverse groups of people together and also identify what may keep them apart. Greenman said that she thinks it is possible to do both. Greenman said that we should reflect on this and try to look at this in a positive way. Evans said that he feels sometimes you need to take issues head-on. He doesn't know if there is profiling in this community but feels the issue should at least be looked at; this will do justice for citizens and will also exonerate our police officers if there is truly no profiling.

Whitley suggested inviting the Mayor to attend an HRC meeting to clarify her vision for the group. Evans said that he is not conflicted about what we should be doing. He said that there will always be controversy when there are differences between people. Evans said that he would like to work with the Chief regarding the profiling issue. He is willing to ask the questions necessary to get to the bottom of an issue. He doesn't know how this Commission can fulfill its purpose if it can't ask questions. He wondered if asking a question such as "How are you doing?" would be considered investigating and that he thought that would be absurd. He thinks the HRC did the appropriate thing with the police profiling issue. Anderson said that she feels that there haven't been any clear objectives given. Evans said that the only mandate is that the group isn't to investigate. Nelson said that she felt that the group has spent a lot of time learning what we should be doing and feels good about that. She knows of two minority families in Albany who are leaving town. One family was spit on at a park in Albany. The family tried contacting their City Councilor by mail and phone but received no response from that Councilor. She said that she is ready to face the difficult issues. Nelson said that the collaboration the group has done has been great, and the educational pieces the group has sponsored have gone well. Nelson feels that the HRC is on the right path. Evans said that he appreciates the support from staff, but he feels nothing the group would have said would have been well received because there are members of the Council who don't want this group to exist.

Wes said that there was no direction from the Councilors about disbanding the group. He said that the work of the HRC is still continuing and the group is doing good things. Martinez said that the group should keep going and be productive.

Evans asked where the Commission should go from here. Martinez said that we should contact the Police Chief and have a talk. She said that profiling isn't just about race but also age, etc. Evans asked if we want to be proactive or reactive. Greenman said that we can find middle ground. She said that she was saddened by Jodi's story of the two families. She knows that there are people in this community that would do something like that, but there are also many people in this community that are supportive and want to be a more diverse community. If people come to us with issues, we should look at those issues and tell the Councilors what is going on in the community. This group can be useful to work to create an environment where people from minority groups feel welcome in this community. Hare said that the group can suggest actions to take to the Council. Martinez said that people may not know where to go when there is an issue; the HRC needs to work at getting the public to know we are available to help them.

Evans asked how bold the HRC should be. He asked if the HRC should look for possible issues and seek out people who will have answers. He asked if we should just wait for people to come to us? Whitley said that we want to stay on middle ground. As individuals, we may hear issues come up in the community like Jodi's story, and we can discuss those at our meetings. She said that government is a very slow moving machine and that HRC is still a pretty new group. She said that we have given a report to the Council and we are still here. She suggested the HRC be patient and raise awareness to

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who we are. Whitley said that if this group becomes too political, then the HRC may not be around for much longer. Evans suggested holding a few HRC meetings outside of City Hall. Whitley thought this is a great idea and suggested holding a meeting at the Library or local churches or community centers. Greenman asked if there is money available to provide interpreter services at these meetings if needed. Wes said that we could provide them. Evans asked about a specific survey on the City Web site. Marilyn said that would be possible. Greenman said that if we are going to do a survey on the Web, it would be good to include a schedule of where we will be meeting. Whitley said that she would like to be able to gather information at these meetings. Greenman said that the HRC should formulate a statement as to why we are going to meet in places within the community. Greenman said that it will be good if people are able to share their experiences. Evans wants to be in a position that if people come to the group with questions, he wants to be able to help them and ask questions.

Greenman said that asking the question "What makes Albany a welcoming community and what makes you feel unwelcome here?" will generate comments and that will be a good thing. Nelson suggested having one meeting in each Ward. Evans asked if we could provide refreshments at these meetings. Wes said that could be done.

Greenman said that she would be glad to be on a subcommittee to create a proposal to where we are meeting and why we are meeting. Whitley volunteered to be a part of the subcommittee. Whitley asked Marilyn if she could look into similar surveys that could be used as a template. She said that the plan should include some ideas for distribution of the survey as well. Nelson asked if it would be helpful if we pull together a bulleted list for the councilors to see what we have been doing for the last couple of years. Marilyn said that the City Council gets the monthly minutes of this committee's meeting.

Greenman said thank you to Evans for his graciousness at the City Council meeting.

#### BUSINESS FROM THE COMMISSION

#### NEXT MEETING DATE

Tuesday, June 23, 2009, 7:00 p.m., in the Willamette Room.

#### ADJOURNMENT

The meeting adjourned at 8:25 p.m.

Respectfully submitted,

*Signature on file.*

Diana Eilers  
Administrative Assistant I

Reviewed by,

*Signature on file.*

Wes Hare  
City Manager

# Human Relations Award

## Process

- Two categories, one for individuals and one for nonprofits
  - Publicity seeking nominations [*October 10 thru December 1, 2014*]
    - News release
    - Posting on City's website
    - Online applications available in English and Spanish
    - Provide Greg Roe at United Way with the application form and the news release for his distribution via his network and to Love INC
    - Applications due by 5:00 p.m. Monday, December 1, 2014
  - HRA Subcommittee makes HRA selections [*First week of January 2015*]
    - Selects top three finalists for each category
      - Selects award recipients for each category
      - Selects up to two runners-up for each category
    - If needed, HRA Subcommittee will resolve any confusion about category of nominee.
- [To be kept confidential so that it's a surprise at the awards presentation in January.]***
- Announcement of award recipients and runners-up and presentation of awards and certificates [*January 28, 2015*]
    - Finalists attend city council meeting
  - Lunch with the Mayor and City Manager for the recipients

## Time Schedule

- *October 10 thru December 1, 2014*: Submission of HR award applications
    - Applications due by 5:00 p.m. Monday, December 1, 2014
  - *First week of January 2015*: HRA Subcommittee makes HRA awards selections
    - Selects top three finalists for each category
      - Selects award recipients for each category
      - Selects up to two runners-up for each category
- [To be kept confidential so that it's a surprise at the awards presentation in January.]***
- *January 28, 2015*: Announcement of award recipients and runners-up and presentation of awards and certificates
    - Finalists attend city council meeting
  - *Date/time TBD*: Lunch with the Mayor and City Manager for the recipients

## Calendar of Events for 2014

**First week of January 2014** – HRA Subcommittee makes selections for the Human Relations Awards

**January 15, 2014** – Martin Luther King, Jr., event, City Hall

**January 22, 2014, City Council meeting, 7:15 p.m.** – 2013 Human Relations Awards presentation

**January 28, 2014** – HRC meeting, 7:00 p.m., City Hall Willamette Room

**February 25, 2014** – ~~HRC meeting, 7:00 p.m., City Hall Willamette Room~~ *No meeting due to lack of quorum.*

**March 25, 2014** – ~~HRC meeting, 7:00 p.m., City Hall Willamette Room~~ *Meeting canceled.*

**April 22, 2014** – HRC meeting, 7:00 p.m., City Hall ~~Willamette Room~~ Municipal Court Room

~~**April 23, 2014** – Submission of 2013 annual report to the City Council~~ *rescheduled to May 14 or 28*

**May 2014** – Mental Health month

~~**May 14 or 28, 2014** – Submission of 2013 annual report to the City Council~~ *rescheduled to June 11*

**May 15, 2014** – HEART to Heart Resource Fair @ Boys & Girls Club, 9:00 a.m. – 1:00 p.m.

**May 27, 2014** – HRC meeting, 7:00 p.m., City Hall ~~Willamette Room~~ Municipal Court Room

**June 11, 2014** – Submission of 2013 annual report to the City Council

**June 24, 2014** – HRC meeting, 7:00 p.m., City Hall ~~Willamette Room~~ Municipal Court Room

**July 3, 2014** – River Rhythms concert (first concert of the 2014 series)

**July 22, 2014** - HRC meeting, 7:00 p.m., City Hall Willamette Room

**August 5, 2014** – National Night Out Event

**August 22-24, 2014** – Northwest Art & Air Festival

**August 26, 2014** - HRC meeting, 7:00 p.m., City Hall Willamette Room

**September 7, 2014** – Walidah Conversation Project, 4:00 p.m. to 6:00 p.m., Albany Public Main Library, Community Room

~~**September 14 21, 2014**~~ – Greeters at Festival Latino, 11:00 a.m.-6:00 p.m., Monteith Riverpark

~~**September 23 30, 2014**~~ – HRC meeting, 7:00 p.m., City Hall ~~Willamette Room~~ Municipal Court Room

**September 25, 2014** – LBCC Welcome Day event, LBCC

**October 2014** – Mental Illness Awareness week [October 5-11]

**October 7, 2014** – Community Meal (in conjunction with Mental Illness Awareness week), 4:30-6:30 p.m.,  
First Christian Church, 432 Ferry Street SW, Albany

**October 2014** – Submission of Human Relations Award (HRA) applications [*October 10-December 1*]

– Driver's Card Community Forums (Ballot Measure 88)

➤ **Tuesday, October 7**, 6:30 p.m. Albany Public Library meeting room

➤ **Monday, October 13**, 6:30 p.m., Corvallis Public Library meeting room

**October 12, 2014** – Albany 150<sup>th</sup> Birthday, 1:00-4:00 p.m., City Hall

~~**October 28, 2014** – Driver's card debate at LBCC~~ *debate has been canceled*

– HRC/HAC joint meeting, 3:00 p.m., City Hall Municipal Court Room

– October HRC meeting, 4:00 p.m., City Hall Municipal Court Room

**November 2014** – Submission of HRA applications [*October 10-December 1*]

**November 5, 2014** – Annual Summit on Homelessness, 9:00 a.m.-noon, City Hall

**November 25, 2014** - HRC meeting, 7:00 p.m., City Hall Willamette Room

**December 2014** – Submission of HRA applications [*October 10-December 1*]

– HRA Subcommittee meets to evaluate HRA applications

**December 23, 2014** – HRC meeting, 7:00 p.m., City Hall Willamette Room

10/24/14