NOTICE OF PUBLIC MEETING

HUMAN RELATIONS COMMISSION
City Hall, Willamette Room
Tuesday, January 20, 2015
7:00 p.m.

AGENDA

1. CALL TO ORDER

2. INTRODUCTION OF NEW MEMBER

3. ROLL CALL

4. APPROVAL OF MINUTES
   - November 25, 2014. [Pages 3-7]
     Action:_____

5. ELECTION OF OFFICERS
   - Chair
     Action:_____
   - Vice Chair
     Action:_____

6. SCHEDULED BUSINESS
   a. Business from the Public

   b. Draft Limited English Proficiency Plan. [Pages 8-18] (Whitley/Hare)
      Action:_____

   c. Signage/literature/HRC's mission statement: Distribution at City-sponsored events. [Pages 19-20] (Whitley)
      Action:_____

   d. Immigrant economic impact study. [Verbal] (Whitley)
      Action:_____

   e. Preparation of 2014 HRC Annual Report. [Verbal] (Whitley)
      Action:_____

   f. Ballot Measure 88 discussion: outcome and how group could address positional fall out. (Whitley)
      Action:_____

   g. Debrief
      1) Martin Luther King, Jr. event. [Verbal] (Whitley)
      Action:_____

   h. Updates
      1) 2014 Human Relations Award. [Verbal] (Berg/Equinoa)
      Action:_____
      2) Other volunteer opportunities. [Verbal] (Whitley)
      Action:_____
      3) Hispanic Advisory Council (HAC). [Verbal] (Dodge Vera)
      Action:_____
      4) Calendar of Events: 2015. [Page 21] (Whitley)
      Action:_____

5. BUSINESS FROM THE COMMISSION

6. NEXT MEETING DATE: *February 27, 2015*

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, advance notice is requested by notifying the City Manager's Office at 541-917-7508, 541-704-2307, or 541-917-7519.

APPROVED: _____

HUMAN RELATIONS COMMISSION (HRC)

City Hall, Municipal Court Room
Tuesday, November 25, 2014
MINUTES

Commissioners present: Kim Whitley, Jay Sluiter, Nancy Greenman, Tina Dodge Vera, Javier Cervantes, Debbie Berg

Commissioners absent: Chris Equinoa (excused)

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

Others present: Jasper Smith, Martin Luther King Commission Chair and Program Manager for Benton County Developmental Disabilities Program; Peter Goodman; Zoe Kellett; Sue Goodman; Franz Schneider; Denise Hughes-Tafen

CALL TO ORDER

Chair Kim Whitley called the meeting to order at 7:01 p.m.

APPROVAL OF MINUTES

October 28, 2014, joint meeting with HAC
October 28, 2014

MOTION: Jay Sluiter made a motion to approve both sets of minutes; Nancy Greenman seconded. Approved 6-0.

SCHEDULED BUSINESS

Business from the Public

A representative of CARE and the Corvallis Raging Grannies read a statement that spoke of evil prevailing when good citizens do nothing. The statement was to register their strong desire to move our history forward and to create a welcoming atmosphere in our towns. After the statement, the group sang a song they put together relating their message to the tune of "Home on the Range." A line from the song stated that they desire to be a state where all people relate.

Racist literature distributed on Veterans' Day

Because of the interest of the public in attendance, Whitley, with the group's approval, moved this agenda item before the others. She invited those of the public to speak. Zoe Kellett, a citizen of Albany and a member of the group CARE, explained their group's origin and why they had come. She revealed that CARE stands for Community Action for Racial Equality and explained that the group formed after Professor Walidah Imarisha's presentation regarding racism because of their desire to be part of a welcoming community. Kellett read a resolution (*see agenda file*) the group drafted and expressed their hope that the HRC would bring it before the City Council.

Sue Goodman read a statement saying that they recognize there is an issue and that they support the desire of people to make a fair and open environment.

Franz Schneider said he came to express indignation over the racist literature. He read a letter revealing his history of witnessing racism against his Jewish neighbors in Germany. One neighborhood family had the means to move to America; but of the 44 Jewish neighbors that stayed in the community, none survived. Schneider stated that he was personally insulted by the way the *Albany Democrat-Herald* has treated this affair.

Denise Hughes-Tafen said that she and her husband are both immigrants who moved to Albany four years ago as a place to build their future. She expressed her concern over the effect this "hate" circulation could have on her children. She said that she wants her children to feel a part of community. The racist literature evokes certain memories from her homeland and frightens her. She stated that Albany should be a place where everyone feels safe and welcome.

Javier Cervantes personally thanked the guests for coming and giving their voice and sharing creatively through song. He said that he felt the visitors expressed eloquently what he has been feeling the last couple weeks. Cervantes showed the HRC one of the flyers.

Greenman stated that CARE's draft of a resolution is a wonderful beginning. She asked them if they had thought what they would like to see or do beyond the resolution they presented. Sue Goodman replied that CARE meets regularly and that this issue of racist literature has them moving a little faster on their ideas. She said the resolution is just a start. Greenman directed the visitors to review the HRC's agenda for the evening to get a feel of what the Commission is working on. She asked if CARE had other ideas. Sue Goodman remarked that she sees the Commission as a very strong ally and replied that CARE has other ideas that the HRC could help with. She said that there are a lot of opportunities and support within the community and invited the HRC to come hear about their plans at one of their meetings.

Sluiter urged the members of CARE to take the resolution they proposed before the City Council themselves. He said that it was proper for them to involve the HRC but feels it would be more effective for the Council to hear from and be accountable to CARE themselves. Sluiter explained that CARE has a right to have their voice heard directly by the City Council. He said that their voice and attendance at tonight's meeting has impressed the Commission. Greenman suggested having both CARE and the HRC present the resolution. Sluiter agreed, stating that CARE could express their thoughts directly to the Council with the Commission's support. He added that the Veterans' Day Parade was an especially bad place for this issue to happen and that it did not show the feeling of the community.

Tina Dodge Vera objected to using the word "citizen" in the resolution because it is exclusive. She suggested using a word like "resident." Peter Goodman said that the resolution CARE suggested was meant as a template for the HRC to modify and put their stamp on. Peter Goodman expressed that CARE would like the Commission to craft the resolution since the HRC has been at this kind of work for a long time. He said that CARE would attend the council meeting to show their support. Dodge Vera stated that she agreed with Sluiter that it would be more powerful for it to come from CARE themselves. Debbie Berg added that seeing and hearing from such a large group was very impactful to her and feels it would be the same for the Council. Discussion followed about how and when to work on the wording of the resolution. City Manager Wes Hare suggested bringing the resolution as it is before next week's city council meeting and the wording could be worked out at the meeting. Peter Goodman said it would be good to expedite the matter when the issue is still fresh in everyone's minds. The group agreed.

MOTION: Cervantes made a motion to support the resolution presented by CARE; Berg seconded. Approved 6-0.

Cervantes declared that he would like to see signage or literature handed out at next year's parade that makes an affirmative statement to show Albany as a diverse and welcoming place that does not want the type of "hate" message that went out at this year's event. He suggested that, since the City hosts the parade, they hand out copies of the Commission's charter that shows what they stand for. Cervantes recommended discussing this as a future agenda item. The group agreed, and Whitley requested that it be added to the next agenda.

Sluiter noted that, with the happenings in the country the last few days, there is a great deal of interest in resolving conflict both immediate and long-term over racism and bigotry and sees no problem with the Council supporting what CARE has presented.

Corvallis Martin Luther King Commission

Whitley introduced Jasper Smith of the Martin Luther King Commission for the City of Corvallis. She explained to the group that she had met with Jasper Smith previously and invited him to this meeting to discuss possible ways the two groups could collaborate. Jasper Smith stated that he came representing a sister commission to express solidarity and support for what the HRC is doing and to explore ways the groups could partner in making both communities more welcoming. He relayed that one of their commission's events is to sponsor an essay contest in January for high school students. This year's theme is centered on the anniversaries of historical acts that were passed: the 50th anniversary of the Civil Rights Act and the Voting Rights Act and the 25th anniversary of the Americans with Disabilities Act. They would like students to reflect on those whose civil rights still go unprotected and whether our laws are enough of a protection. Jasper Smith invited the HRC to attend the event where the essay contest winners will be honored and a speaker will

discuss the history of Martin Luther King Day and of Oregon in regards to civil rights. Future events will include hosting community forums and a showing of the documentary "*Harvested Empire*."

Jasper Smith explained that they recently had their charge rewritten and reevaluated. He read the charge with its three main goals:

- promote and encourage diverse people and communities in Corvallis
- pursue nonviolent solutions to economic and social injustices in Corvallis
- be a strong advocate in building a strong and diverse community among Corvallis residents

Greenman expressed her approval of the charge.

Jasper Smith expressed that commissions like theirs and the HRC can feel isolated from city government. Whitley suggested including HAC in the collaborations of the commissions. Jasper Smith said that he will keep the groups informed regarding upcoming events and asked that he be included on the e-mail distribution list for the HRC agendas. He relayed that it was good to see how much support the HRC has. Jasper Smith stayed for the next agenda item.

January 2015 event: Martin Luther King, Jr., event

Cervantes summarized the past two year's events for the public. Whitley asked what the group would want to do this year. Greenman commented that she really liked the reading of the *Letter from Birmingham Jail*. She said that many typically think of the *I Have a Dream* speech but feels the *Birmingham Jail Letter* is more powerful. Cervantes proposed Martin Luther King's last speech *I've Been to the Mountain Top*, noting that it is long but very powerful. Greenman replied that she liked the length of the *Birmingham Jail Letter* because it allowed a lot of people to be involved. She expressed appreciation to Cervantes for last year's reading.

The group decided to do another reading of one of Martin Luther King's speeches at City Hall on January 15, 2015. Cervantes will send out an e-mail with speech choices and the number of people that will be required to read the speech for the group to vote on. Whitley requested that Management Assistant/Public Information Officer Marilyn Smith check on the availability of City Hall for the event. Marilyn Smith suggested starting recruitment of readers through the City newsletter and website. Sluiter interjected that, if change is to take place, the younger generation needs to be involved in the reading. Cervantes said that they could invite the middle and high schools.

After the discussion ended, Whitley, along with the rest of the group, thanked Jasper Smith for his attendance.

Status of 2014 Human Relations Award nominations

Greenman explained the history of the award for the benefit of the visitors. Greenman noted that, so far, there is only one application submitted and that the nominating period closes next Monday. Sluiter reported that he received negative feedback from a citizen questioning the limiting criteria of who could be nominated. Marilyn Smith explained that the qualifications were determined so as not to duplicate or interfere with who the Chamber of Commerce wishes to honor through their awards. Hare noted that the HRC's guidelines have evolved. Whitley expressed that she understood the citizen's frustration but felt that the Commission has to honor what was presented for this year's award. She suggested changing the guidelines next year.

Greenman relayed that, with only one nomination so far, she feels this is the wrong time of year to sponsor the award. Whitley agreed that it is a busy time of year, especially for nonprofits. She suggested moving it to March. Greenman asked for Marilyn Smith's input. Marilyn Smith said that March can be busy for nonprofits and suggested February since it coincides with Oregon's birthday. Cervantes shared that February is when LBCC does a community presentation that the HRC might be able to collaborate with. Whitley suggested extending this year's nominating period. Greenman specified that it be extended beyond the first of the year. Sluiter voiced that if the deadline is extended, then the qualifications for nomination should be revised.

MOTION: Berg made a motion to extend the nomination period to January 30, 2015; Greenman seconded. Approved 6-0.

Draft Limited English Proficiency Plan

Hare, Marilyn Smith, and Information Technology Director Jorge Salinas worked on the plan. Hare explained that they reviewed templates from other cities. Salinas explained the results of a survey (*see agenda file*) he conducted to help them determine the type of plan needed. Dodge Vera asked if the survey was conducted internally. Salinas answered that it was, and detailed that 58 out of 400 employees returned the survey. Smith explained that many of the employees did not answer the survey because it did not apply to them as they do not have interaction with the public. The Public Works Department, which includes the utility billing counter, has the most public interaction. Salinas went over what responsibilities the City has according to the plan. He described the "I speak" Language Identification Card that will be distributed to employees. Greenman noted that the card will help only those that are literate.

Whitley and Cervantes expressed how they were impressed at how quickly the City put the plan together. Hare reiterated that they had borrowed a template. He explained that the plan was consistent with what the City was already doing. The City does more than the plan by such things as having incentive pay for additional languages spoken. Berg asked if there were incentives for those who go back to school to learn another language. Hare responded that there are education incentives available. Whitley asked where the process goes from here. Hare answered that the group can take time to review the plan before another meeting and then make a recommendation to the City Council. Hare encouraged the group to share this information with the HAC. The group is going to review the language plan and requested that discussion of the plan be added to next agenda.

Ballot Measure 88 discussion: outcome and how group could address positional fallout

Whitley suggested that, due to the lateness of the hour, the group postpone this discussion until the next agenda. Cervantes said that he would just like to say that he was disheartened that in Linn County 81percent voted against this ballot when the immigrant population has contributed so much to this community. Cervantes asked Hare and Marilyn Smith if it was possible to see how Albany voted. Smith answered that the County should have a precinct breakdown ready anytime. Whitley commented that she sees through the national discussions that people have been misinformed on the lives of individuals that are undocumented. She sees the Commission having a role in helping to educate the community. Cervantes said there needs to be some acknowledgement of what the immigrant population contributes economically. Greenman noted that most immigrants have legal status and citizens probably don't realize how many are legal. Cervantes said the language plan is a positive first step. He recommended doing a study to understand the business impact by immigrants. Cervantes expressed his appreciation to the immigrants who have populated our city and helped us qualify for grants. The group agreed that they would like to have a discussion regarding an immigrant impact study on the next agenda.

Additional feedback from Hispanic Advisory Council regarding accessibility and inclusion of City services and programs to the Albany Latino community

No discussion.

DEBRIEFS

Annual Summit on Homelessness (November 5)

No discussion.

UPDATES

Other volunteer opportunities

No discussion.

Hispanic Advisory Council (HAC)

No discussion.

Calendar of Events: 2014 & 2015

No discussion.

BUSINESS FROM THE COMMISSION

Smith presented the group with their mission statement translated in Spanish. The group was grateful.

Cervantes thanked the visitors again for their input.

Greenman announced that her term ends in December and that she will not be reapplying. This is her last meeting. She is confident the Commission is strong enough to go forward without her. The group thanked Greenman for her service.

NEXT MEETING DATE

Tuesday, January 20, 2014

ADJOURNMENT

Whitley adjourned the meeting at 8:37 p.m.

Respectfully submitted,

Gina Burrese
Administrative Assistant

Reviewed by,

Wes Hare
City Manager

DRAFT

Limited English Proficiency Plan

City of Albany, Oregon

Adopted: TBD

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RESOLUTION NO. _____

A RESOLUTION ADOPTING THE LIMITED ENGLISH PROFICIENCY (LEP) PLAN

WHEREAS, in accordance with Title VI nondiscrimination laws in regard to providing appropriate access to services and activities provided by federal agencies and recipients of federal assistance, the Limited English Proficiency Plan was drafted to define how the City of Albany will accommodate persons with limited English proficiency; and

WHEREAS, individuals who do not speak English well and who have a limited ability to read, write, speak, or understand English are entitled to language assistance under Title VI of the Civil Rights Act of 1964 with respect to a particular type of service benefit or encounter.

NOW, THEREFORE, BE IT RESOLVED that the Albany City Council approves and adopts the following:

Section 1: Limited English Proficiency Plan. The City Council approves and adopts the Limited English Proficiency Plan for the City of Albany outlined in this document.

Section 2: Effective Date. This resolution shall become effective upon adoption by the City Council and approval by the Mayor.

Section 3: Expiration. This resolution shall remain in effect until repealed by the Council.

DATED AND EFFECTIVE THIS _____ DAY OF _____ 2014.

ATTEST:

_____

Mayor

_____

City Clerk

Introduction

This *Limited English Proficiency Plan* has been prepared to address the City of Albany's responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited English language skills. The plan has been prepared in accordance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq, and its implementing regulations, which state that no person shall be subjected to discrimination on the basis of race, color, or national origin.

Executive Order 13166, titled *Improving Access to Services for Persons with Limited English Proficiency,* indicates that differing treatment based upon a person's inability to speak, read, write, or understand English is a type of national origin discrimination. It directs each agency to publish guidance for its respective recipients clarifying their obligation to ensure that such discrimination does not take place. This order applies to all state and local agencies which receive federal funds, including the City of Albany.

The City of Albany receives funds from the U.S. Department of Housing and Urban Development, under Title I of the Housing and Community Development Act of 1974, as amended, 42 U.S.C. §5301 (1994) via the State of Oregon through its Oregon Infrastructure Finance Authority (IFA).

Elements of an Effective LEP Plan

The U.S. Department of Justice, Civil Rights Division has developed a set of elements that may be helpful in designing an LEP policy or plan. These elements include:

1. Identifying LEP persons who need language assistance.
2. Identifying ways in which language assistance will be provided.
3. Training staff.
4. Providing notice to LEP persons.
5. Monitoring and updating the LEP Plan.

These recommended elements have been incorporated into this plan.

Methodology for Assessing Needs and Reasonable Steps for an Effective LEP Plan

The City of Albany follows four factors that apply to the various kinds of contacts that the public has to access language needs and decides what reasonable steps it should take to ensure meaningful access for LEP persons:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a program, activity, or service of the recipient or grantee.
2. The frequency with which LEP individuals come in contact with the program.
3. The nature and importance of the program, activity, or service provided by the recipient to the LEP community.
4. The resources available to the City of Albany and the overall cost.

The greater the number or proportion of eligible LEP persons, the greater the frequency with which they have contact with a program, activity, or service; and the greater the importance of that program, activity, or service, the more likely enhanced language services will be needed.

The Four-Factor Analysis

This plan uses the four-factor analysis of an individualized assessment considering the four factors outlined above. Each of the following factors is examined to determine the level and extent of language assistance measures required. Recommendations are then based on the results of the analysis.

Factor 1: The Proportion, Numbers, and Distribution of LEP Persons

The Census Bureau has a range of four classifications of how well people speak English. The classifications are 'very well,' 'well,' 'not well,' and 'not at all.' Table 1 shows the number and percent of persons in regards to their English language skills for the City of Albany.

Table 1: Language Spoken at Home by Ability to Speak English (Population age 5 and older)

2008-2012 American Community Survey

	Albany, Oregon	
	Estimate	Margin of Error
Total	46,340	+/-260
Speak only English	89.4%	+/-1.7
Speak a language other than English	10.6%	+/-1.7
Spanish or Spanish Creole	7.7%	+/-1.5
Other Indo-European languages	1.1%	+/-0.4
Asian and Pacific Island languages	1.4%	+/-0.5
Other languages	0.4%	+/-0.2
Speak only English	41,428	+/-1.7
Spanish or Spanish Creole:	3,569	+/-684
Speak English very well	1,720	+/-8.1
Speak English less than very well	1,849	+/-8.1
Other Indo-European languages:	508	+/-195
Speak English very well	460	+/-8.3
Speak English less than very well	48	+/-8.3
Asian and Pacific Island languages:	631	+/-244
Speak English very well	485	+/-10.7
Speak English less than very well	146	+/-10.7

Based on this information, there are 2,043 out of 46,340 (or 4.4 percent) who speak English less than "very well."

Factor 2: Frequency of Contact with LEP Individuals (Survey will be conducted in November 2014)

The City conducted an informal survey of our employees with regard to whether they have had encounters with LEP individuals in the performance of their job functions. We have offices accessible to the public, and, therefore, accessible to LEP individuals; and we have staff that work in the field who could encounter LEP individuals. Additionally, bimonthly City Council meetings are held which would potentially bring LEP individuals. Given the small concentration of LEP individuals as displayed in Table 1, the probability of our employees to encounter an LEP individual is relatively low.

Factor 3: The Nature and Importance of the Program, Activity, or Service to LEP

The City of Albany serves individuals throughout the community in a variety of ways including managing roads, water, sewer, fire, law enforcement, and other services to citizens and individuals from outside of the city, such as visitors and those traversing the state. The services that the City provides are very important to an individual's day-to-day life; denial of services to an LEP individual could have a significant detrimental effect.

Factor 4: The Resources Available to the City of Albany

The City reviewed its available resources that could be used for providing LEP assistance and contacted a local individual who is willing to provide Spanish translation if needed within a reasonable time period. The cost associated with the necessary translation in order to comply with LEP requirements will be allocated on an as-needed basis.

Safe Harbor Stipulation

Federal law provides a "safe harbor" situation so that recipients can ensure with greater certainty that they comply with their obligation to provide written translations in languages other than English. A "safe harbor" means that if a recipient provides written translation in certain circumstances, such action will be considered strong evidence of compliance with the recipient's written-translation obligations under Title VI.

The failure to provide written translations under the circumstances does not mean there is noncompliance, but rather provides a guide for recipients who would like greater certainty of compliance than can be provided by a fact-intensive, four-factor analysis. For example, even if a safe harbor is not used, if written translation of a certain document(s) would be so burdensome as to defeat the legitimate objectives of this program, it is not necessary. Other ways of providing meaningful access, such as an effective oral interpretation of certain vital documents, might be acceptable under such circumstances.

Strong evidence of compliance with the recipient's written-translation obligation under safe harbor includes providing written translation of vital documents for each eligible LEP language group eligible to be served or likely to be affected or encountered. Translation of other documents, if needed, can be provided orally.

This safe harbor provision applies to the translation of written documents only. It does not affect the requirement to provide meaningful access to LEP individuals through competent oral interpreters where oral language services are needed.

Given the low concentration of LEP individuals (as seen in Table 1), the City has deemed that written translations of vital documents should be made upon request for translation.

Providing Notice to LEP Persons

The City of Albany, based on the four factors, will provide language service by notifying LEP persons of services available free of charge. Notifications to LEP persons include:

1. Posting notice of the LEP Plan and notification in languages LEP persons would understand that persons requiring language assistance or special accommodations will be provided interpretation or translation services free of charge with reasonable advance notice to the City.
2. City staff will be informally surveyed periodically on their experience concerning any contacts with LEP persons during the previous year to identify modifications to this plan to improve outreach and services to limited English-proficient persons.

Options

Federal fund recipients have two main ways to provide language services: oral interpretation either in person or via telephone interpretation service and written translation. The correct mix should be based on what is both necessary and reasonable in light of the four-factor analysis.

The City defines an interpreter as a person who translates spoken language orally as opposed to a translator, who translates written language and transfers the meaning of written text from one language into another. The person who translates orally is not a translator but an interpreter.

Considering the low concentration of LEP individuals in Albany and the City's financial resources, it is necessary to limit language aid to the most basic and cost-effective services.

Other than vital documents, if there are any language-assistance measures required for LEP individuals, the City shall proceed with oral interpretation options to meet all requests for those language groups to ensure equal access while also complying with LEP regulations.

What will the City of Albany do?

- With advance notice of at least seven (7) working days, the City will provide interpreter services at public meetings.
- Ensure placement of statements in notices and publications in languages other than English that interpreter services are available for public meetings.
- The Census Bureau "I-speak" Language Identification Card will be distributed to all employees who may potentially encounter LEP individuals.
- Complaints need to be submitted in writing (legible) to the Title VI coordinator.
- In the event that a City employee encounters an LEP individual, s/he will follow the procedure listed below.

OFFICE ENCOUNTER

1. Provide an "I-speak" language identification card to determine the language spoken by the LEP individual.
2. Once the language is determined, provide information to the Title VI coordinator who will contact an interpreter.
3. If the need for a vital document to be translated arises, the Title VI coordinator will have the document translated and provided to the requestor as soon as possible.

IN WRITING

1. Once a letter has been received, it will be immediately forwarded to the Title VI Coordinator.
2. The Title VI Coordinator will contact a translator to determine the specifics of the letter request information.
3. The Title VI Coordinator will work with the elected agency to provide the requested service to the individual in a timely manner.

OVER THE PHONE

1. If someone calls a City office speaking another language, every attempt will be made to keep that individual on the line until an interpreter can be conferenced into the line and, if possible, determine the language spoken by the caller.
2. Once the language spoken by the caller has been identified, staff will provide the requested assistance to the LEP individual.

City Staff Training

City staff will be provided training on the requirements for providing meaningful access to services for LEP individuals.

LEP Plan Access

A copy of the LEP plan document can be requested at Albany City Hall during normal business hours; at both branches of the Albany Public Library; and on the City's website, www.cityofalbany.net. Any person or agency may also request a copy by contacting:

City Manager Wes Hare
City of Albany
P.O. Box 490
Albany, OR 97321
Phone: 541-917-7505

2004 Census Test

United States Census 2010

LANGUAGE IDENTIFICATION FLASHCARD

☐ ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic
☐ Խնդրում ենք նշում կատարեք այս քառակուսում, եթե խոսում կամ կարդում եք հայերեն:	2. Armenian
☐ যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।	3. Bengali
☐ ឈូមបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	4. Cambodian
☐ Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.	5. Chamorro
☐ 如果你能读中文或讲中文，请选择此框。	6. Simplified Chinese
☐ 如果你能讀中文或講中文，請選擇此框。	7. Traditional Chinese
☐ Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8.Croatian
☐ Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech
☐ Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
☐ Mark this box if you read or speak English.	11. English
☐ اگر خواندن و نوشتن فارسي بلد هستيد، اين مربع را علامت بزنيد.	12. Farsi

DB-3309

U.S. DEPARTMENT OF COMMERCE
Economics and Statistics Administration
U.S. CENSUS BUREAU

☐ Cocher ici si vous lisez ou parlez le français.	13. French
☐ Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
☐ Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
☐ Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
☐ अगर आप हिन्दी बोलते या पढ़ सकते हों तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
☐ Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
☐ Jelölje meg ezt a kockát, ha megérti vagy beszéli a magyar nyelvet.	19. Hungarian
☐ Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
☐ Marchi questa casella se legge o parla italiano.	21. Italian
☐ 日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
☐ 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
☐ ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
☐ Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

☐ Assinale este quadrado se você lê ou fala português.	26. Portuguese
☐ Însemnaţi această căsuţă dacă citiţi sau vorbiţi româneşte.	27. Romanian
☐ Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
☐ Обележите овај квадратић уколико читате или говорите српски језик.	29. Serbian
☐ Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
☐ Marque esta casilla si lee o habla español.	31. Spanish
☐ Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
☐ ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูดภาษาไทย.	33. Thai
☐ Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
☐ Відмітьте цю клітинку, якщо ви читаєте або говорите українською мовою.	35. Ukranian
☐ اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
☐ Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
☐ באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish

Albany Human Relations COMMISSION

The Human Relations Commission was established in 2007 by the Albany City Council to promote harmonious relations among the citizens of Albany by recommending programs, activities, ordinances, expenditures, and other appropriate governmental activities to the City Council and the City Manager.

In formulating its recommendations, the Human Relations Commission strives for actions that lead to positive and respectful relations in the community. The duties of the Commission do not include the investigation or sanctioning of individual acts of unlawful or discriminatory behavior, but instead focus on recommending community activities that may be expected to promote positive change.

From AMC 2.25.010 Purpose. and AMC 2.25.040 Duties and responsibilities.

Public meetings are held the fourth Tuesday of every month at 7:00 p.m.

City Hall, Willamette Room
333 Broadalbin St SW
Albany, OR 97321

Members *(term of office: 3 years)*

- Debbie Berg, Ward I
- Javier Cervantes, Ward III
- Tina Dodge Vera, Ward III
- Chris Equinoa, Ward I
- Graham Kislingbury, Ward I
- Jay Sluiter, Ward III
- Kim Whitley, Chair, Ward I

City staff liaison:
Wes Hare, 541-917-7505, wes.hare@cityofalbany.net

La Comisión de Relaciones Humanas

La Comisión de Relaciones Humanas fue establecida en el 2007 por el Ayuntamiento de Albany para promover las relaciones armoniosas entre los ciudadanos de Albany, recomendando programas, actividades, ordenanzas y decretos, gastos, y otras actividades gubernamentales apropiadas por el Ayuntamiento y la Administración de la Ciudad.

Al realizar sus recomendaciones, la Comisión de Relaciones Humanas se esfuerza por lograr acciones que conducen a relaciones positivas y respetuosas de la comunidad. Las funciones de la Comisión NO incluyen bajo ningúna circunstancia la investigación o sanción de los actos individuales de comportamientos ilegales o discriminatorios, sino que se focaliza en recomendar actividades a la comunidad que podria esperarse promoviesen un cambio positivo.

Desde AMC 2.25.010 Propósito. y AMC 2.25.040 Deberes y responsabilidades.

Las reuniones públicas se llevan a cabo el cuarto martes de cada mes a las 7:00 pm

City Hall, Willamette Room
333 Broadalbin St SW
Albany, OR 97321

Los miembros *(mandato: 3 años)*

- Debbie Berg, Distrito Electoral I
- Javier Cervantes, Distrito Electoral III
- Tina Dodge Vera, Distrito Electoral III
- Chris Equinoa, Distrito Electoral I
- Graham Kislingbury, Distrito Electoral I
- Jay Sluiter, Distrito Electoral III
- Kim Whitley, Presidente, Distrito Electoral I

Personal municipal de enlace:
Wes Hare, 541-917-7505, wes.hare@cityofalbany.net

Calendar of Events for 2015

January 15, 2015 – Martin Luther King, Jr., event, City Hall Plaza
January 20, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room
January 30, 2015 – Deadline for submission of HRA applications *[October 10-~~December 1~~ January 30]*

February 2015 – HRA Subcommittee *(Berg & Equinoa)* meets to evaluate HRA applications and makes recommendations
February 24, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room
February 25, 2015, City Council meeting, 7:15 p.m. – 2014 Human Relations Awards presentation

March 24, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room
March 25, 2015, City Council meeting, 7:15 p.m. – 2014 Human Relations Awards presentation

April 28, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room

May 2015 – Mental Health month
May 21, 2015 – HEART to Heart Resource Fair @ Boys & Girls Club, 9:00 a.m. – 1:00 p.m.
May 26, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room

June 10, 2015 – Submission of 2014 annual report to the City Council
June 23, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room

July 2, 2015 – River Rhythms concert (first concert of the 2015 series), Monteith Riverpark
July 28, 2015 - HRC meeting, 7:00 p.m., City Hall Willamette Room

August 4, 2015 – National Night Out Event
August 21-23, 2015 – Northwest Art & Air Festival, Timber-Linn Memorial Park
August 25, 2015 - HRC meeting, 7:00 p.m., City Hall Willamette Room

September 20, 2015 – Greeters at Festival Latino, 11:00 a.m.-6:00 p.m., Monteith Riverpark
September 22, 2015 – HRC meeting, 7:00 p.m., City Hall Municipal Court Room

October 2015 – Mental Illness Awareness week [October 4-10]
October 6, 2015 – Community Meal (in conjunction with Mental Illness Awareness week), 4:30-6:30 p.m., First Christian Church, 432 Ferry Street SW, Albany
October 2015 – Submission of Human Relations Award (HRA) applications *[October 9-November 30]*
October 27, 2015 – 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 2015 – Submission of HRA applications *[October 9-November 30]*
November 4, 2015 – Annual Summit on Homelessness, 9:00 a.m.-noon, City Hall
November 24, 2015 - HRC meeting, 7:00 p.m., City Hall Willamette Room
November 30, 2015 – Deadline for submission of HRA applications *[October 9-November 30]*

December 2015 – HRA Subcommittee meets to evaluate HRA applications and makes recommendations
December 22, 2015 – HRC meeting, 7:00 p.m., City Hall Willamette Room

11/26/14