



AGENDA PHILOMATH INCLUSIVITY AD HOC COMMITTEE

Striving for a More Diverse & Just Philomath

February 27, 2024

5:30 P.M.

Council Chambers; Philomath City Hall

980 Applegate St., Philomath, OR

City Mission: To promote ethical and responsive municipal government which provides its citizenry with high quality municipal services in an efficient and cost-effective manner.

- I. ATTENDANCE
- II. APPROVAL OF MINUTES
 - A. January 23, 2024 minutes
- III. URGENT BUSINESS
- IV. BUSINESS
 - A. Updates & Announcements
 - B. Black History Month – Review
 - C. Women’s History Month – Proclamation and Banner
 - D. Inclusivity Calendar: April -July
 - E. Inclusivity Proclamation
 - F. PRIDE Event
 - G. Heritage Celebration/Awareness Banners
 - H. Age-friendly communities discussion
- V. NEXT MEETING
 - A. March 26, 2024, at 5:30 PM
 - B. Agenda item topics – Co-chair, Inclusivity Calendar: April-July, Inclusivity Proclamation, PRIDE event, Heritage Celebration/Awareness Banners, Age-friendly communities discussion
- VI. ADJOURNMENT

PUBLIC COMMENTS: The public is encouraged to submit questions or comments about any agenda item in advance of the meeting to chris.workman@philomathoregon.gov for distribution to the Committee.

MEETING ACCESS INFORMATION:

This meeting is being held in-person at the City Hall Council Chambers, and the public is invited to attend. Public participation is also available via written or electronic participation. City meetings are live-streamed on the City’s YouTube channel at: [City of Philomath - YouTube](#). This is a public page; no account or user fee is required.

Given two business days’ notice, an interpreter can be provided for the hearing impaired or those with limited proficiency in English.

Contact the City Manager’s Office to make interpreter or electronic participation arrangements:
541-929-6148; cityhall@philomathoregon.gov; PO Box 400, Philomath, OR 97370

Opportunities to Comment

Methods:

1. Sign up to participate by contacting City Hall
2. Email written comments to City Hall
3. Drop written comments at City Hall
4. Mail written comments to City Hall

Must be received by:

- 4:00 p.m. the day of the meeting
- 12:00 p.m. the day of the meeting
- 12:00 p.m. the day of the meeting
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1 **MINUTES**
2 **PHILOMATH**
3 **INCLUSIVITY AD HOC COMMITTEE**

4 January 23, 2024

5 5:30 P.M.

6 Council Chambers; Philomath City Hall

7 980 Applegate St., Philomath, OR

8
9 I. ATTENDANCE

10 Meeting called to order at 5:30 p.m.

11 Official Committee Members: Jessica Andrade, Rose Bricker, Lauri Lehman, Amanda
12 Polley, Nora Smith, Jane Sherwood, Christopher McMorran.

13 Unofficial Committee Members: Zina Allen, Lindy Young, Tyler Pellet, Eric Niemann.

14 Staff: City Manager Chris Workman

15
16 II. APPROVAL OF MINUTES

- 17 . January 23, 2024 minutes –added Jane as an attendant and removed one of the
- 18 Nora Smiths
- 19 . Approved by consensus (11 present)

20
21 III. URGENT BUSINESS

- 22 . None.

23
24 IV. BUSINESS

25 A. Council Co-Chair

- 26 . Agreement to postpone until March when Diane Crocker is back

27 B. Updates & Announcements

- 28 . JEDI training is this Saturday from 8:00 a.m. to 2:00 p.m. All are welcome. Email
29 Chris if committee members are interested in attending.

30 C. Black History Month banner, proclamation & events

- 31 . Resolution approved by consensus (11 present)
- 32 . Preferred Banner was selected from the various options. Jessica agreed to let Diane
33 know so the banner can be ordered.
- 34 . Upcoming event at the museum was announced at the recent NAACP meeting.
35 Refreshments will be provided at the museum event. NAACP will host an information
36 table.
- 37 . Upcoming film viewing event was discussed. Everything is on track and ready to go.
- 38 . Shipley Family Legacy document discussed and approved by consensus.
- 39 . Chris agreed to print copies of the Inclusivity Committee info sheet and fliers for the
40 upcoming events.

41 D. Women's History Month proclamation & banner

- 42 . Discussion about re-wording the first clause to be more inclusive –Jane and Rose
43 will re-work the language and bring it back to the committee.
- 44 . Preference was for the third banner option, but without the flowers –Jessica to speak
45 with Diane about alterations recommended.

46 E. Inclusivity Calendar: April –June

- 47 . Zina and Rose volunteered to draft social media posts for April and May, respectively
- 48 . Rose and Chris Workman shared the news that the Committee will be planning
49 PRIDE.
- 50 . Rose will provide PRIDE updates and guide the Committee in planning the event.

51
52 V. NEXT MEETING

53 A. February 27, 2024, at 5:30 PM

1 B. Agenda item topics – Community Agreements, Women’s History Month proclamation &
2 banner, Inclusivity Calendar: April-July, PRIDE Event, Heritage Celebration/Awareness
3 Banners, age-friendly communities discussion?

4 VI. ADJOURNMENT

5 Meeting adjourned at 7:25 p.m.

6

7 Minutes recorded by Chris Workman, City Manager

CITY OF PHILOMATH RESOLUTION 24-__

WOMEN'S HISTORY MONTH PROCLAMATION

WHEREAS, this proclamation is an understanding of gender diversity that has existed throughout time and across cultures by creating an allyship of cultural understanding to all gender expansive people including but not limited to cisgender, transgender, Two Spirit, gender non-conforming, genderqueer and anyone woman or girl-identified; and,

WHEREAS, the first Women's History Week was proclaimed by then-President Jimmy Carter in 1980 and in subsequent years developed into Women's History Month by Congress in 1987; and,

WHEREAS, the theme for National Women's History Month in 2024 is "Women Who Advocate for Equity" to recognize women throughout the country who understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions; and,

WHEREAS, despite the innumerable contributions women have made and continue to make, too little is taught or even known about the enormous impact women have on our collective national history; and,

WHEREAS, women from every part of society have been part of the building of Philomath, beginning with the first group of settlers and continuing throughout history; and,

WHEREAS, women of Philomath have served our country proudly and with courage; and,

WHEREAS, women of Philomath have been leaders, fighting for freedom and justice throughout history; and,

WHEREAS, women of Philomath have been and continue to be an economic, cultural and social strength who work together to build a strong community; and,

WHEREAS, we recognize women of Philomath have had an important role throughout history providing much of the unpaid labor and volunteer services to our community; and,

WHEREAS, women are making history every day and will continue to do so in ways that will change our community and our country for the better; and,


NOW, THEREFORE, BE IT RESOLVED we the City Council and Inclusivity Committee of the City of Philomath, Oregon hereby proclaim March 2024 to be Women's History Month.


WE HEREBY call on the people of our community to join us in celebrating the countless women who have fought tirelessly and courageously for equality, justice and opportunity in our communities and in our Nation.

PASSED by the City Council this _____ day of March 2024. APPROVED by the Mayor this _____ day of March 2024.



SIGNED: _____ Chas Jones, Mayor

ATTEST: _____ Ruth Post, MMC, City Recorder


Philomath CITY OF
 The City of Philomath
HONORS:
WOMEN'S HISTORY




EQUITY, TOGETHER





ci.philomath.or.us/inclusivity


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CITY OF PHILOMATH RESOLUTION 23-15

A RESOLUTION PROCLAIMING INCLUSIVITY

WHEREAS, Philomath strives to be a city based on mutual respect and understanding, part of a community that welcomes and values all residents, treating everyone with human dignity and respect; and

WHEREAS, all people, regardless of race, color, ethnicity, national origin, religion, disability, sex, gender expression, gender identity, sexual orientation, marital status or age, live and work together within Philomath and bring pride to our community; and

WHEREAS, racism, intolerance, bigotry, and fear lead to discrimination and discord, which threatens the health, safety and resiliency of our community; and

WHEREAS, the City of Philomath welcomes all people who recognize the rights of individuals to live their lives with dignity, free of racism, discrimination, intolerance, bigotry, and hostility.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of Philomath that this governing body:

1. Commits to the principles, assurances, philosophy, administration and implementation of Civil Rights compliance laid out through the Civil Rights Act of 1964, the Voters' Rights Act of 1965, and the Americans with Disabilities Act of 1991; and
2. Commits to ensuring that all public plans, policies, programs, services and activities be designed, implemented, evaluated and delivered in a manner that advances equity, improves quality of life, and reduces disparities; and
3. Condemns racism, discrimination, intolerance, bigotry, and hostility; and
4. Does not tolerate expressions or acts of hostility, intimidation, or harassment, and, instead, is committed to the elimination of all forms of racism everywhere it exists; and
5. Denounces violence against people of color; and
6. Affirms the principle that all Black lives matter; and
7. Affirms that Philomath must be a welcoming city to all regardless of race, color, ethnicity, national origin, religion, disability, sex, gender expression, gender identity, sexual orientation, marital status or age; and
8. Affirms its commitment to ensure that all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility. We will strive to inspire and continually pursue a culture of safety and wellbeing; and

9. Commits to examining racism within our city, city government, and city leadership. As community members, city staff and elected or appointed officials, we commit to seeking out training opportunities to assist in identifying and eliminating all forms of discrimination within our city; and

BE IT FURTHER RESOLVED that in recognition of the importance to make continuing efforts to achieve these commitments, the Philomath City Council shall annually review, update and reaffirm the inclusivity resolution at the first meeting of the City Council each June.

PASSED by the Council this 12th day of June, 2023.

APPROVED by the Mayor this 12th day of June 2023.

SIGNED:

ATTEST:

Chas Jones, Mayor

Ruth Post, MMC, City Recorder

PP24 – PHILOMATH PRIDE EVENT UPDATE

Saturday June 15, 2024 – 6:30-7:30pm

- **EVENT RESERVATION**

Reservation made for event space at Philomath City Park (Both sites: Randy Kugler Shelter building & gazebo and Shelter #2) for the entire day (8am-9pm)
City waived \$170 reservation fee as 2024 event will be a City-organized event

- **PRIDE 22 & 23**

22: Held at Shelter #2 at City Park – Approx 60+ people over 4hr event time – TONS of donations (snacks, décor, safety equipment) – Rented lawn games from company in Salem – Craft area (beads & paint)

23: Held at Randy Kugler Shelter building & gazebo – Approx 150+ people over a 4hr event time – Community info tables (CPs listed below) – Maxitivity ran craft zone – Live DJ – Welcome table with Mom Hugs of Oregon – Snack tent (free snacks & water) – Pink Flamingo Brigade – Zen Den – EMT on site (Philomath Fire & Rescue) – Performance by the Eugene Gay Men's Chorus

- **COMMUNITY PARTNERS**

Benton County Health, Jackson Street Youth Services, Oregon Department of Human Services, CARDV, Mid-Willamette Valley Trans Support Network, 211, Philomath Community Services, OSU Pride Center, Maxitivity, Hiatt Farm

- **PP24 IDEAS**

Pride parade around City Park loop – De-escalation/Bystander Intervention training – Traffic/parking coordination with PHS – Live performance (?) – Expand on Zen Den, possibly to Shelter #2 – (Weather dependent) lawn games on grassy field east of Newton Creek – Enhance Welcome Zone (signage, volunteers, PFBs) – After Party/Volunteer Celebration

PHILOMATH OREGON / AGE-FRIENDLY COMMUNITY

- **Goal is to connect and support cities and communities worldwide, to share information, knowledge, and experiences and to find new and evidence-based solutions for people of all ages.**
- **By 2034 older adults will outnumber children under 18 and by 2050 there will be more people over 60 than under 14.**
- **Affordable housing, jobs, transportation, health, environment, opportunity all play a part in creating a community that supports people of all ages.**

I brainstormed what I knew to be here in Philomath, one key is to think about how accessible these places are to us as a community:

1 Housing-

2 Health & Community – Corvallis Clinic, Urgent Care, Philomath Pharmacy, Walgreens, Safeway Pharmacy, Tuesday Night Community Dinner

3. Civic Participation & Employment – City Hall including all departments, Police & Fire departments, Local shops and grocery store, Banks, Post Office, Salons,

4. Social Participation- Rodeo & Frolic, Harvest Moon Festival, Craft fairs, Farmers Market, Maxtivity, Restaurants

5 Respect &. Social Inclusion – Philomath Oregon web page, DEI web page, Newspaper,

6. Communication & Information – Philomath Oregon web page, DEI web page, Benton County Historical Museum

7. Transportation- Highway 20, Benton County Transit system

8 Outdoor Spaces- Parks, benches, picnic tables, hiking paths,

***Bikeable spaces + walkability are both scores taken from Age friendly web page scores 75 for bikeable and 63 for walkable spaces.**

<https://www.visitoregon.com/cities/philomath-oregon/>

<https://www.agefriendly.org/cities/philomath-or-usa>

- **AARP – NETWORK OF INFORMATION AND PUBLICATIONS NATIONALLY CONNECTING COMMUNITIES WITH TRAINING VIDEOS, NEWSLETTERS, RESOURCES**
- **W.H.O. World Health Organization- supports a global network for all age-friendly places to live by inspiring change and being part of how things can change and be done.**
- **MULTNOMAH COUNTY AGE-FRIENDLY ACTION PLAN DATED 2014**

Metropolitan Family Services in Multnomah County has a short video looking at a Holistic View in community, through a look at the physical, social, economic, and environmental aspects of an age-friendly community to make it a better place for everyone, where people respect and value each other at every age.

- **In 2006 Portland was the only city in the USA to participate in a worldwide research project**
- **2010 Portland applied for membership and in 2011 was awarded a certificate of membership into the “GLOBAL NETWORK OF AGE-FRIENDLY CITIES”**
- **PORTLAND HAD AN AGE-FRIENDLY ADVISORY COUNCIL AND ACTION PLAN -DATED 2013 which is a 40-page document.**
- **In 2022 Portland PDX re-designed the airport for an age-friendly community by:**
 1. **Thinking about the number of elderly travelers**
 2. **Redesigned signs with easy read fonts & illuminated from behind to give clear visibility**
 3. **Rest break spaces every 250 feet**
 4. **Rental car location in walkable distance and in airport area.**
 5. **Use of colors and Icons to help everyone find their way**
 6. **Their suggestion is to think before you develop and try not to have to retro fit into the area.**

In 2016 Aging well conference was held at Concordia University, Portland Oregon and 2017 the conference was held at the Buckley Center, University of Portland. Both held workshops, information & activities



AARP Network of Age-Friendly States and Communities

An age-friendly community is livable for people of *all* ages

America's Population Is Rapidly Aging

According to the U.S. Census Bureau, by 2034 the nation will have more people age 65 or older than under 18. By 2060, nearly 1 in 4 people in the United States will be at least 65 years old.

This demographic shift presents an opportunity for communities that are prepared. Well-designed, age-friendly communities foster economic growth and make for happier, healthier residents of all ages.

The **AARP Network of Age-Friendly States and Communities** supports the work of local, regional and state governments as they prepare for the nation's changing demographics. Established in 2012, the network includes towns, cities, counties and states that have made a commitment to being more livable for people of all ages, and especially older adults.

The program's framework equips local leaders and residents with resources for assessing the needs of older adults related to housing and transportation options, access to key services, and opportunities to participate in community activities. Once identified, those needs can be incorporated into an action plan.



Age-Friendly Communities
Are Livable for
People of All Ages
aarp.org/livable

Membership in the network:

- Serves as an organizing structure for making community improvements
- Fosters partnerships among community groups and local stakeholders
- Provides resources for identifying and assessing community needs
- Enables community improvements that benefit people of all ages

Membership provides local leaders with:

- Access to expert-led webinars and technical assistance from livability professionals
- Connections to a national network of more than 700 enrolled communities
- A private group forum for discussions, asking questions and finding answers
- Support, guidance and best-practice resources from AARP about creating an action plan and documenting progress

Membership in the AARP Network of Age-Friendly States and Communities is *free!*

Membership matters:

- 68% of communities successfully advanced policy changes
- 86% of communities overcame barriers
- More than 100 million people in the United States live in a community that is committed to being age-friendly.

DEMOGRAPHIC DATA: "Demographic Turning Points for the United States: Population Projections for 2020 to 2060," *Current Population Reports*, P25-1144, U.S. Census Bureau, Washington, D.C., 2020

AARP NETWORK OF AGE-FRIENDLY STATES AND COMMUNITIES DATA: 2022 Member List and Survey

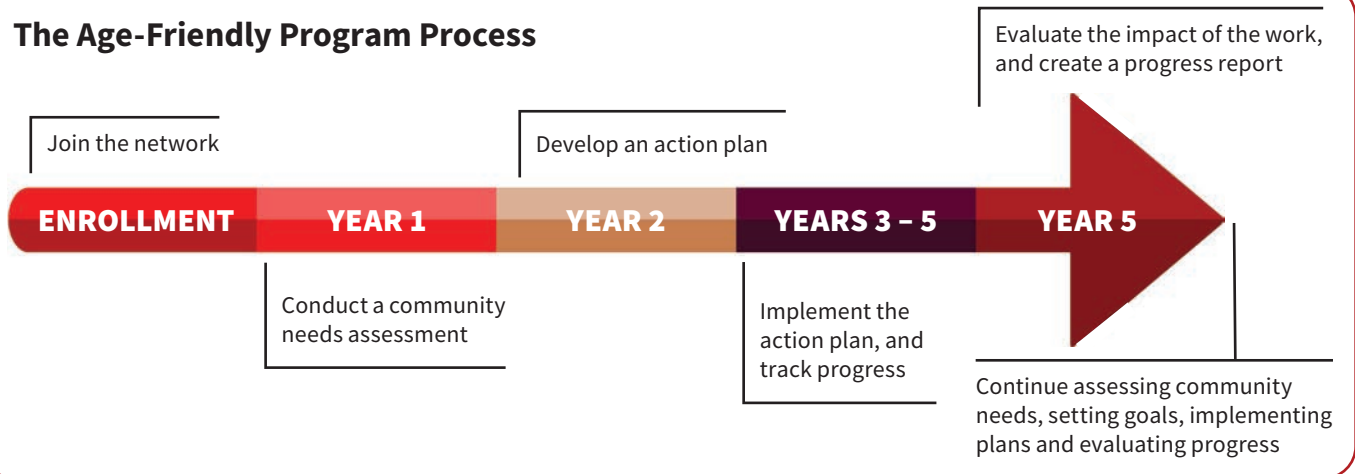


Enrolling in the Network

Communities enroll individually or as part of a region. A governor can choose to enroll an entire state. All towns, villages, townships, boroughs, cities, counties and states seeking to enroll in the AARP Network of Age-Friendly States and Communities are required to submit a membership application. The community must also provide a letter of commitment signed by the jurisdiction's highest elected official (e.g., a governor, mayor, county executive) or a legislative body can pass and provide a resolution in support of membership.

Learn more and find the membership application via [AARP.org/AgeFriendly](https://www.aarp.org/AgeFriendly).

The Age-Friendly Program Process

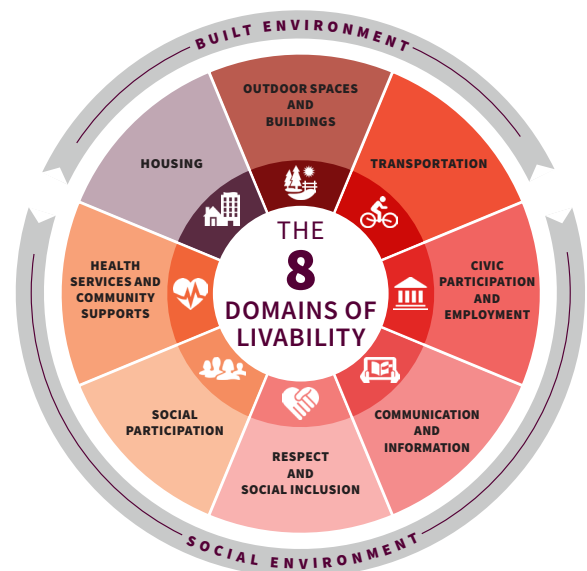


The Program Steps

Members of the **AARP Network of Age-Friendly States and Communities** commit to an assessment process and cycle of continuous improvement, the steps of which typically require the member community to:

1. Establish a way to include older residents in all stages of the age-friendly process
2. Conduct a community needs assessment (*AARP provides survey examples and access to an online tool*)
3. Develop an action and evaluation plan based on the assessment results and submit to AARP for review
4. Implement the plan and work toward its goals
5. Assess the impact of implementing the plan and submit progress reports
6. Share solutions, successes and best practices across the age-friendly network
7. Repeat!

The **8 Domains of Livability** is the framework used by states and communities enrolled in the network to organize and prioritize their work. The availability and quality of these community features impact the well-being of older adults and people of all ages.



LEARN MORE, GET IN TOUCH

- **Website:** [AARP.org/AgeFriendly](https://www.aarp.org/AgeFriendly) or [AARP.org/Livable](https://www.aarp.org/Livable)
- **Twitter:** @AARPLivable
- **Free Newsletter:** [AARP.org/LivableSubscribe](https://www.aarp.org/LivableSubscribe)
- **Email:** AARPAge-FriendlyNetwork@AARP.org
- **Locate Your AARP State Office:** [AARP.org/States](https://www.aarp.org/States) or call 1-888-687-2277

OR SCAN THIS CODE



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