



AGENDA PHILOMATH INCLUSIVITY AD HOC COMMITTEE

Striving for a More Diverse & Just Philomath

March 26, 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. February 27, 2024 minutes
- III. URGENT BUSINESS
- IV. BUSINESS
 - A. Updates & Announcements
 - B. Committee Co-chair
 - C. Inclusivity Calendar: April -July
 - D. Inclusivity Proclamation
 - E. PRIDE Event
 - F. Heritage Celebration/Awareness Banners
 - G. Age-friendly communities discussion
- V. NEXT MEETING
 - A. April 23, 2024, at 5:30 PM
 - B. Agenda item topics – Inclusivity Calendar: May-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
- 12:00 p.m. the day of the meeting

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MINUTES PHILOMATH INCLUSIVITY AD HOC COMMITTEE

February 27, 2024

5:30 P.M.

Council Chambers; Philomath City Hall
980 Applegate St., Philomath, OR

- I. ATTENDANCE
Committee Members: Jessica Andrade, Rose Bricker, Nora Smith, Jane Sherwood, Christopher McMorran, Zina Allen, Katie Stewart; Staff: Chris Workman
- II. APPROVAL OF MINUTES
 - A. January 23, 2024 minutes -Consensus to Approve (7 present)
- III. URGENT BUSINESS -None
- IV. BUSINESS
 - A. Updates & Announcements
 - Report on J.E.D.I. training; Chris to ask for a copy of the feedback given to WOU.
 - B. Black History Month – Review
 - Discussion about promotion of the event; work with schools in the future; live stream
 - C. Women’s History Month – Proclamation and Banner
 - Move first clause to third clause; Chris to send final version to Diane and Jessica
 - D. Inclusivity Calendar: April –July
 - May –Zina providing information for the social media post
 - June –Rose providing information for the social media post
 - July –Christopher providing information for the social media post
 - E. Inclusivity Proclamation
 - Zina agreed to speak with Dr. Whitebear about adding land acknowledgement.
 - Rose and Jane offered to have it reviewed by other organizations and bring feedback to the next meeting
 - F. PRIDE Event
 - Will be in June 15. Rode provided details of current plans so far. Looking for \$350 budget from City Council. Potential live feed during the event being considered
 - G. Heritage Celebration/Awareness Banners
 - Discussion to form a banner subcommittee. Jessica to speak with Diane.
 - Tabled until next month’s meeting
 - H. Age-friendly communities discussion
 - Jane provided summary of the handed out material. Agreement to review AARP information sheet; Jane agreed to order the “Roadmap to Livability”
- 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 -Meeting adjourned at 7:03 p.m.

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IV.C. Inclusivity Calendar: April-July

Background

The Inclusivity Committee created an Inclusivity Calendar planning out how the committee would like to recognize and/or celebrate some important days/weeks/months that align with the committee’s objectives from 2024 through 2026.

April: Holocaust Remembrance Day – social media post, volunteer: Zina Allen

The Holocaust was the systematic, state-sponsored persecution and murder of six million European Jews and hundreds of thousands of others from marginalized backgrounds by the Nazi German regime and its allies and collaborators from about 1941 to 1945.

By remembering the Holocaust, we not only honor the lives of those lost but also affirm the courage of the survivors. Genocide and the ripple effects of hatred and bias are still present. We must remember and never allow such atrocities to happen again.

See the following links for more information:

<https://www.ushmm.org/learn/learn-about-the-holocaust>

<https://encyclopedia.ushmm.org/content/en/article/introduction-to-the-holocaust>

<http://holocaust.oregonstate.edu/resources>

Options of images to include in the social media post:



Actions

Review draft social media post and provide edits, choose associated image(s), and approve a final draft to be posted on the City’s Facebook page.

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IV.D. Inclusivity Proclamation

Background

The City Council has tasked the Inclusivity Committee with annually reviewing the City’s Inclusivity Proclamation and providing any suggested edits for the Council to adopt and approve at their meeting every June.

In the past, a committee member suggested that we add a land acknowledgement to the proclamation. At our last meeting, the committee agreed to pursue this idea and several committee members volunteered to draft the language. The following timeline has been proposed.

Date (2024)	Action
March/April	Volunteers create land acknowledgement first draft
March/April	Request text review from Kaku-lxt Mana Ina Haws at Oregon State University
April 23	Committee reviews and edits draft
April/May	Reach out to the Confederated Tribes of Grand Ronde and the Confederated Tribes of Siletz Indians for text feedback and collaboration
May 28	Committee reviews, edits, and approves text
June	City Council reviews the committee’s proposed changes, edits, and approves the proclamation

Actions

Does this plan/timeline sound good?

Are there any additional edits we would like to make to the proclamation besides a land acknowledgement?

Attachments

1. 2023 Resolution Proclaiming 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

Age-Friendly Communities

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Outline

1. What is an age-friendly community?
2. Resources – WHO and AARP
3. How age-friendly is Philomath?
4. Potential options for the Inclusivity Committee

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What is an age-friendly community?

An **age-friendly** city or community is a place that **adapts** its services and physical structures to be **more inclusive and receptive** to the needs of its population to **improve their quality of life** as they age.

People of all ages benefit from the adoption of policies and programs that

- make neighborhoods walkable,
- feature transportation options,
- enable access to key services,
- provide opportunities to participate in community activities,
- and support housing that's affordable and adaptable.

<https://www.paho.org/en/topics/age-friendly-cities-and-communities>

<https://www.aarp.org/livable-communities/network-age-friendly-communities/>

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Resources – WHO and AARP

World Health Organization (WHO)

The WHO Global Network for Age-friendly Cities and Communities was established in 2010 to connect cities, communities and organizations worldwide with the common vision of making their community a great place to grow old in. As a response to global population ageing and rapid urbanisation, it focuses on action at the local level that fosters the full participation of older people in community life and promotes healthy and active ageing.

American Association of Retired Persons (AARP)

The **AARP Network of Age-Friendly States and Communities** is the United States affiliate of the **World Health Organization Global Network for Age-Friendly Cities and Communities**, an international effort launched in 2006 to help cities prepare for rapid population aging and the parallel trend of urbanization.

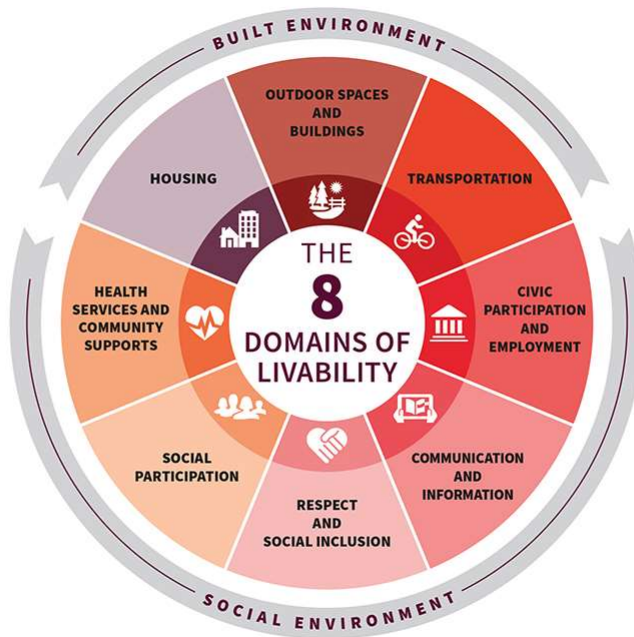
<https://extranet.who.int/agefriendlyworld/who-network/>

<https://www.aarp.org/livable-communities/network-age-friendly-communities/info-2014/an-introduction.html>

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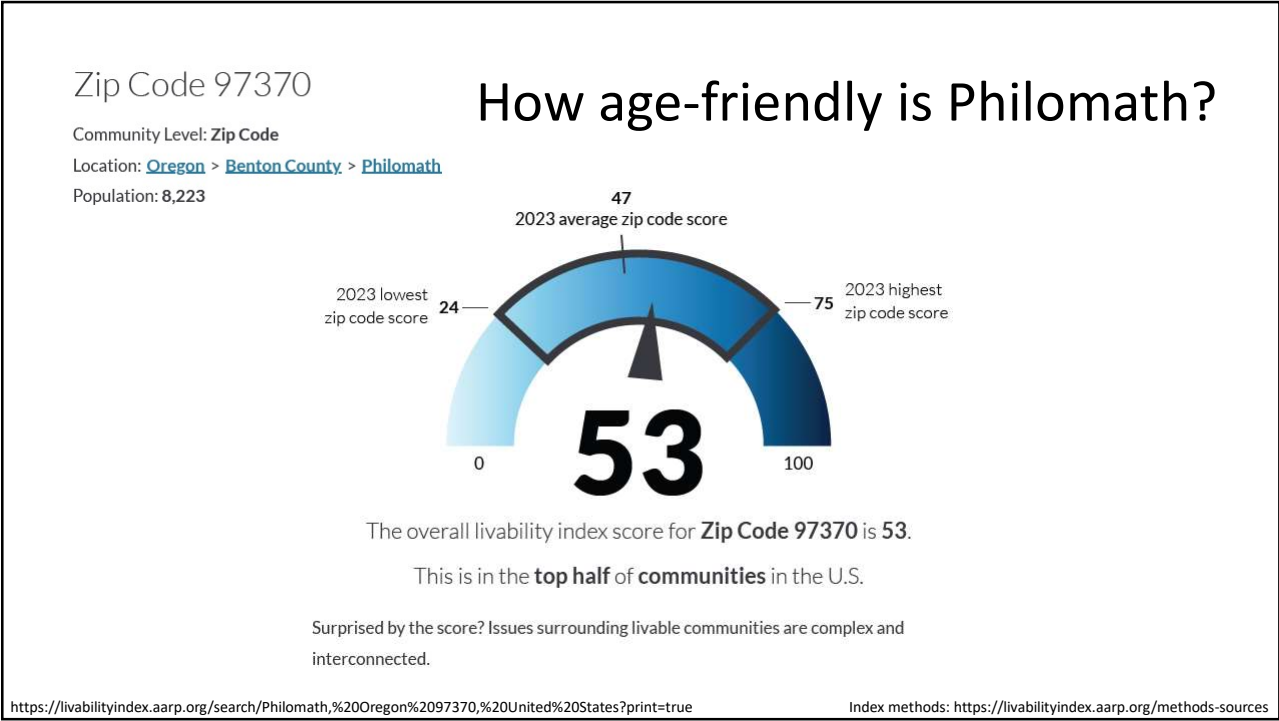
How age-friendly is Philomath?

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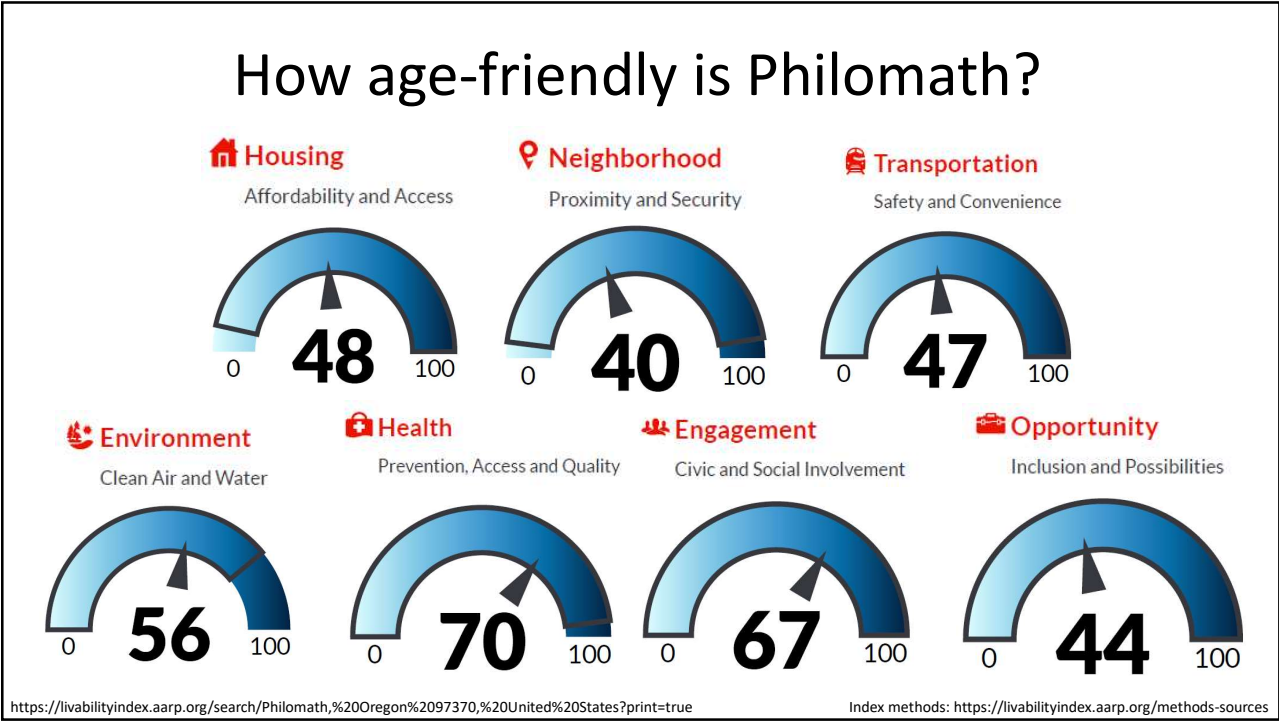


<https://www.aarp.org/livable-communities/network-age-friendly-communities/introductory-download/>

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Potential options for the Inclusivity Committee

- Research criteria for enrolling in the WHO’s and/or AARP’s age-friendly community programs
 - Recommend to City Council that the City enroll in one of these programs?
- Research individual age-friendly community domains and suggest ideas of improving these domains to the City Council
 - Example: Engagement
 - Research what qualifies as a “human rights commission” and determine whether the Inclusivity Committee could and should fulfill that role
 - Research municipal LGBTQ+ anti-discrimination laws the City could pass
- Other ideas?

🚩 Engagement

Civic and Social Involvement



Indicators: Policies	Is there a policy here?
Local human rights commissions Local human rights commissions	✗ No Policy
Municipal LGBTQ+ anti-discrimination laws Total score of 75 or greater from the Human Rights Campaign Municipal Equality Index	✗ No Policy

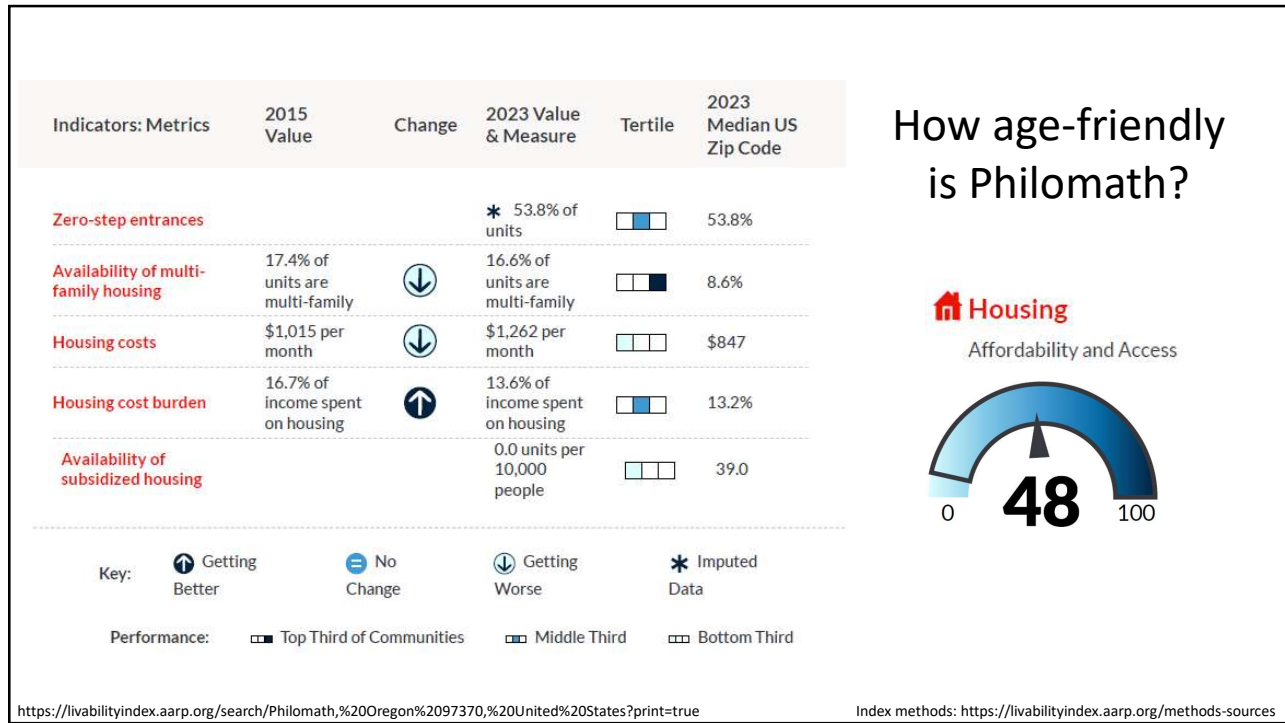
<https://livabilityindex.aarp.org/search/Philomath,%20Oregon%2097370,%20United%20States?print=true>

Index methods: <https://livabilityindex.aarp.org/methods-sources>

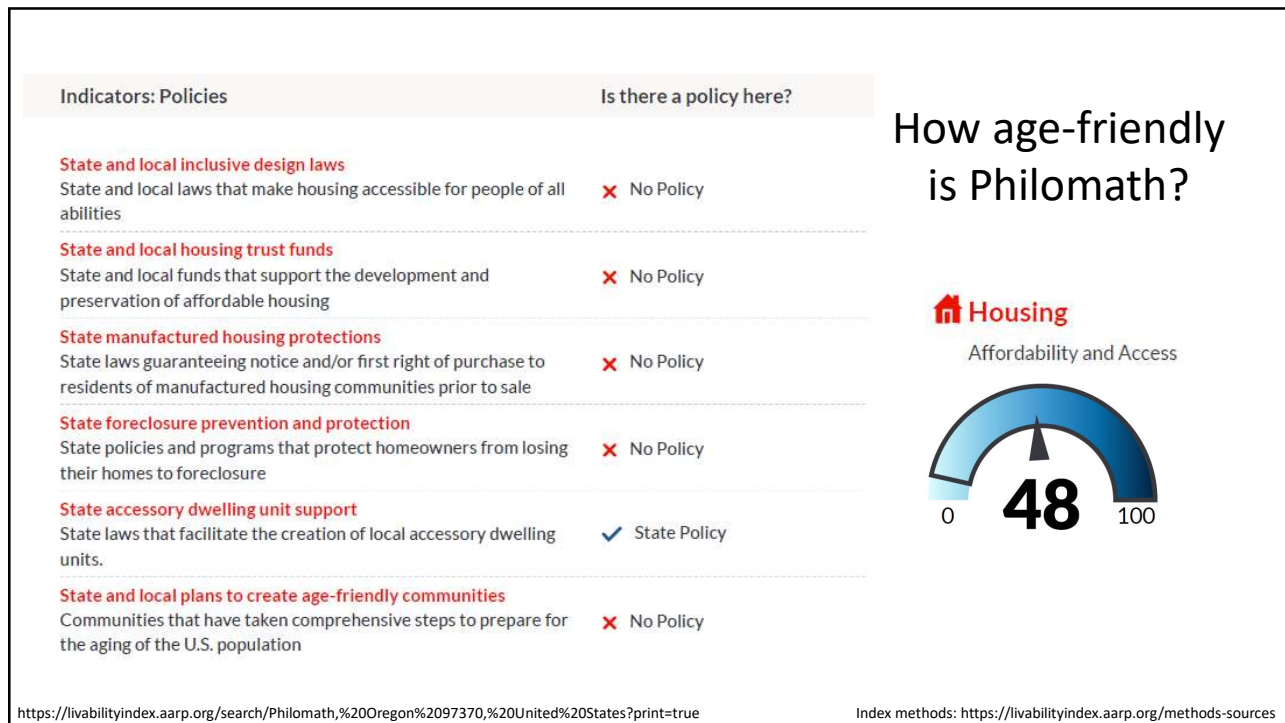
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Thoughts?

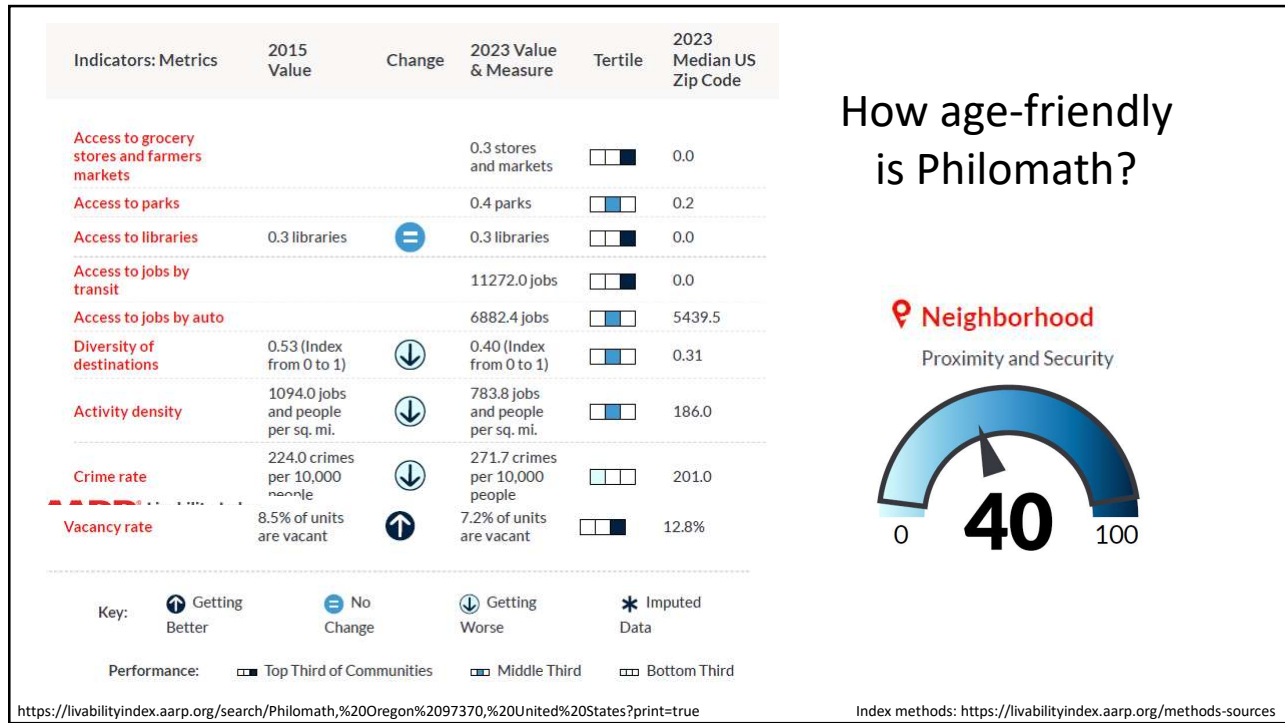
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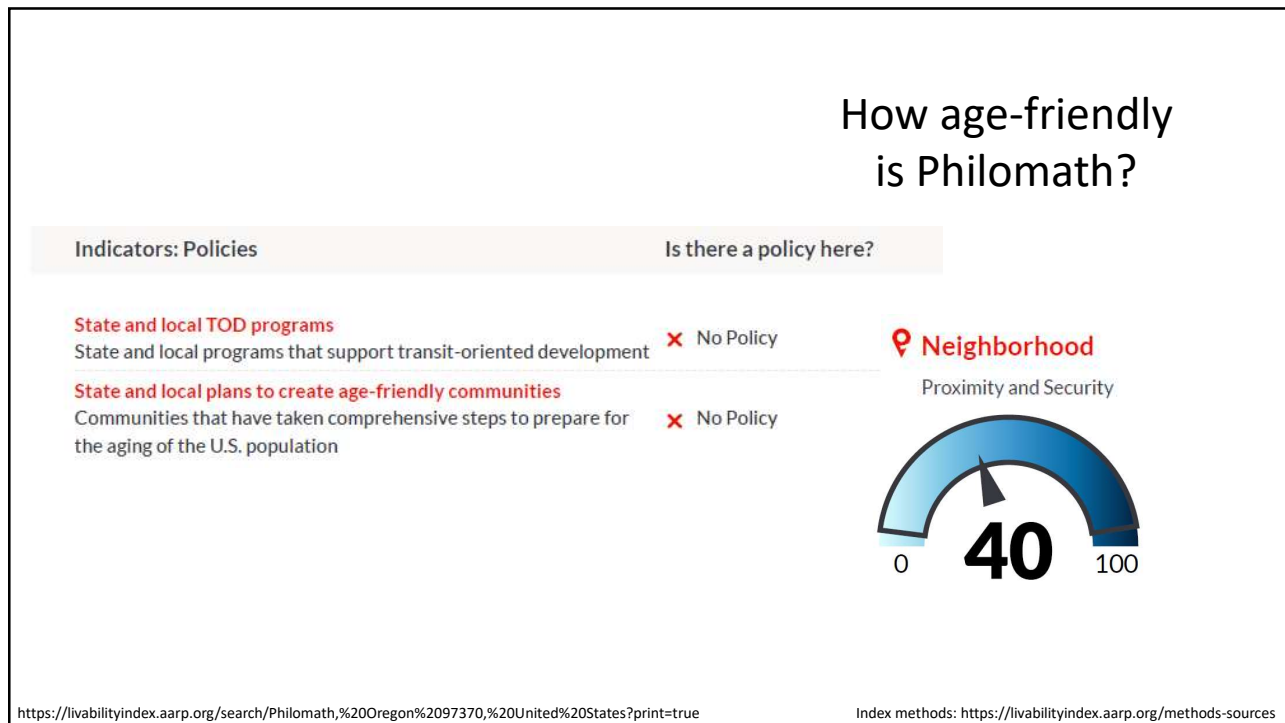
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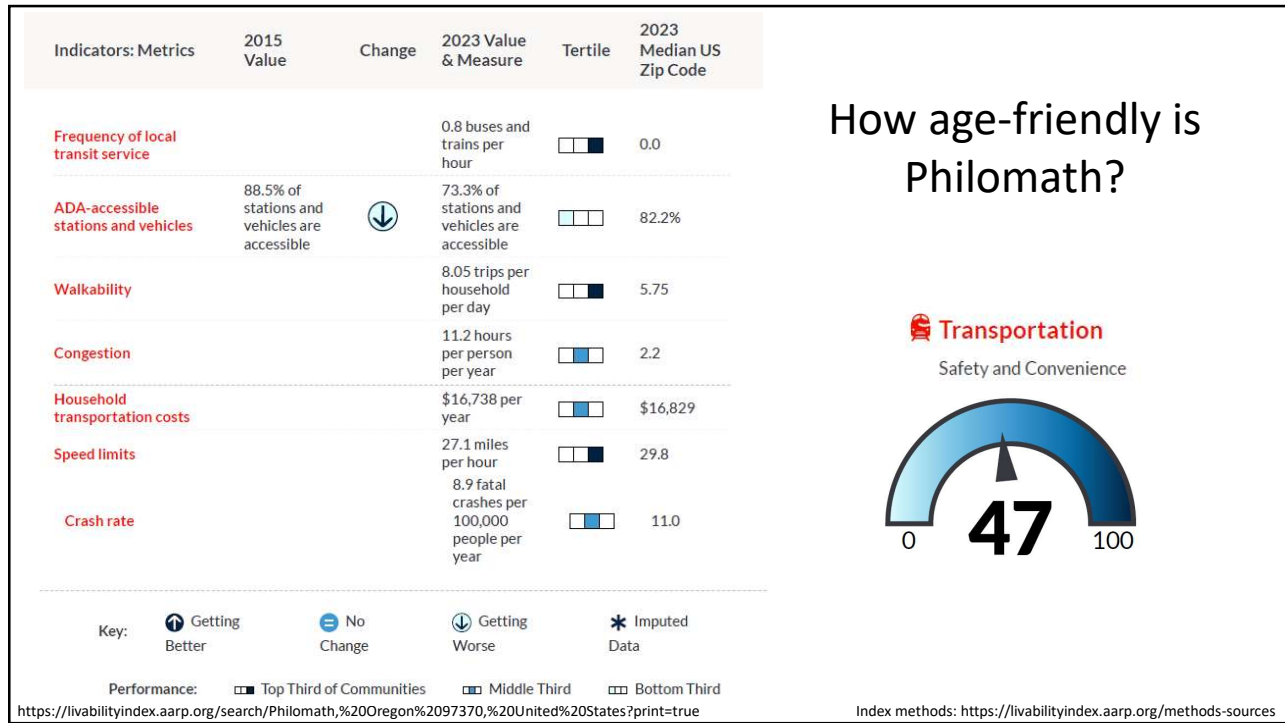
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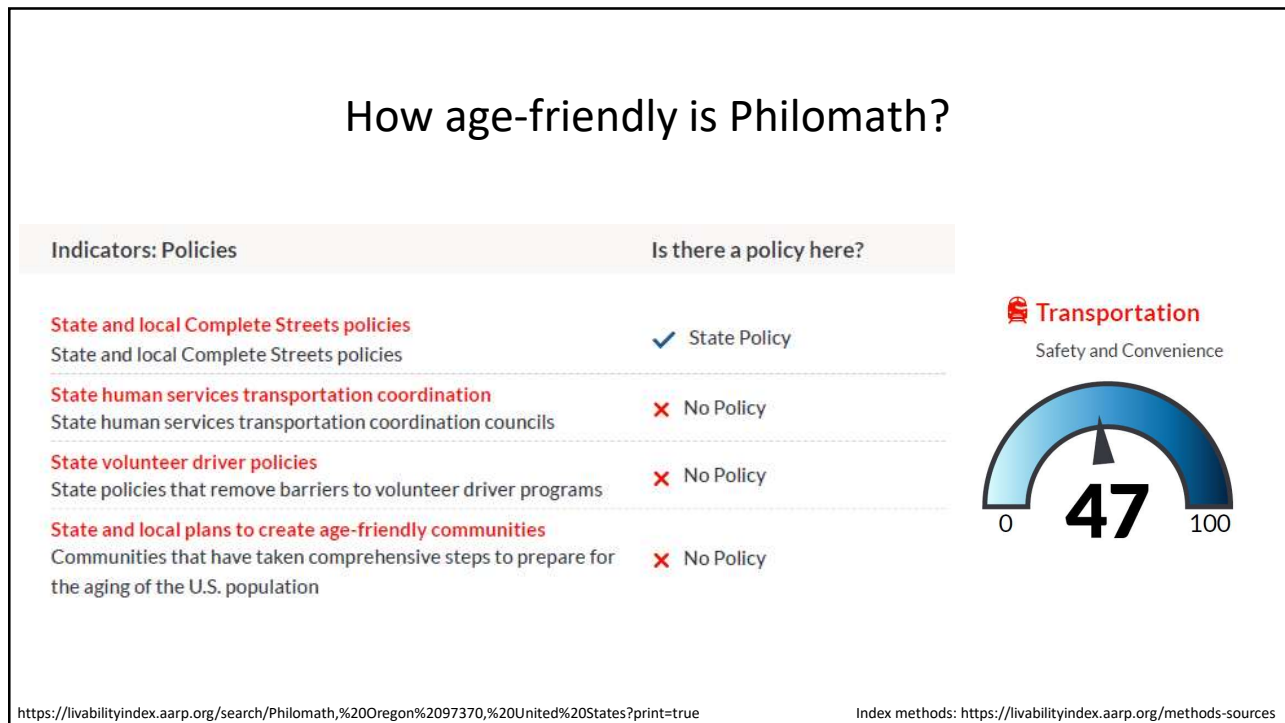
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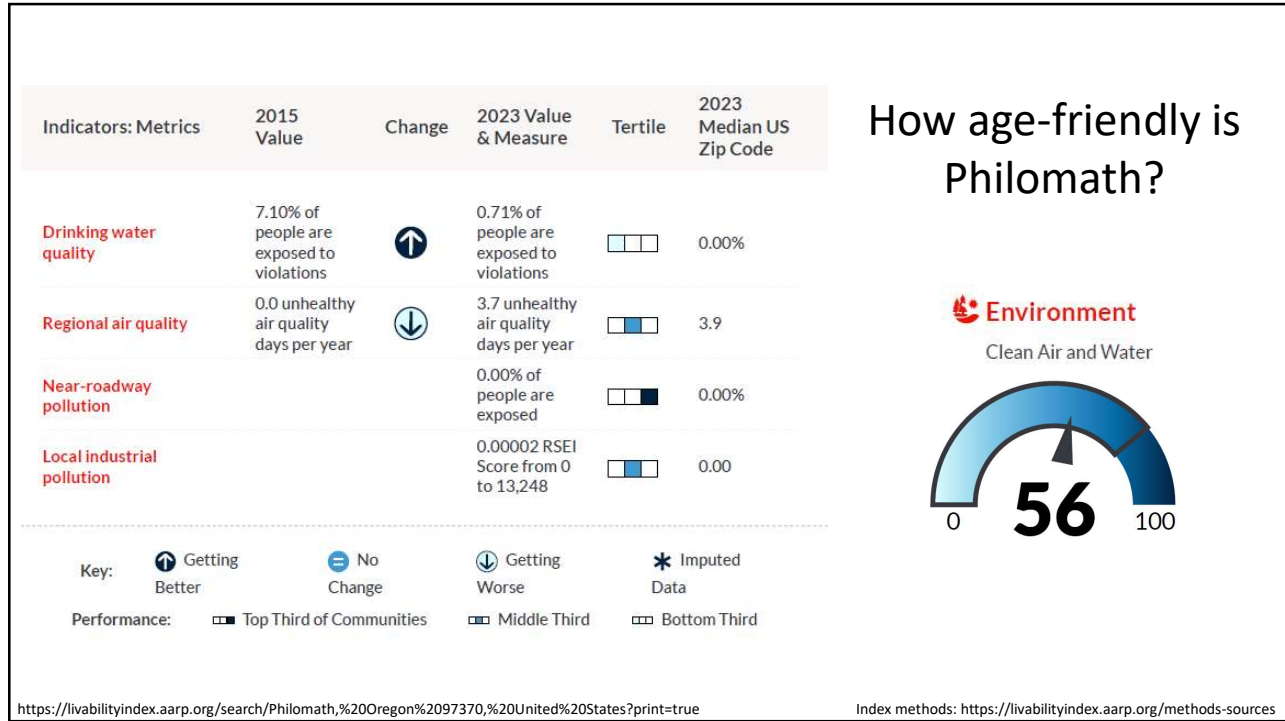
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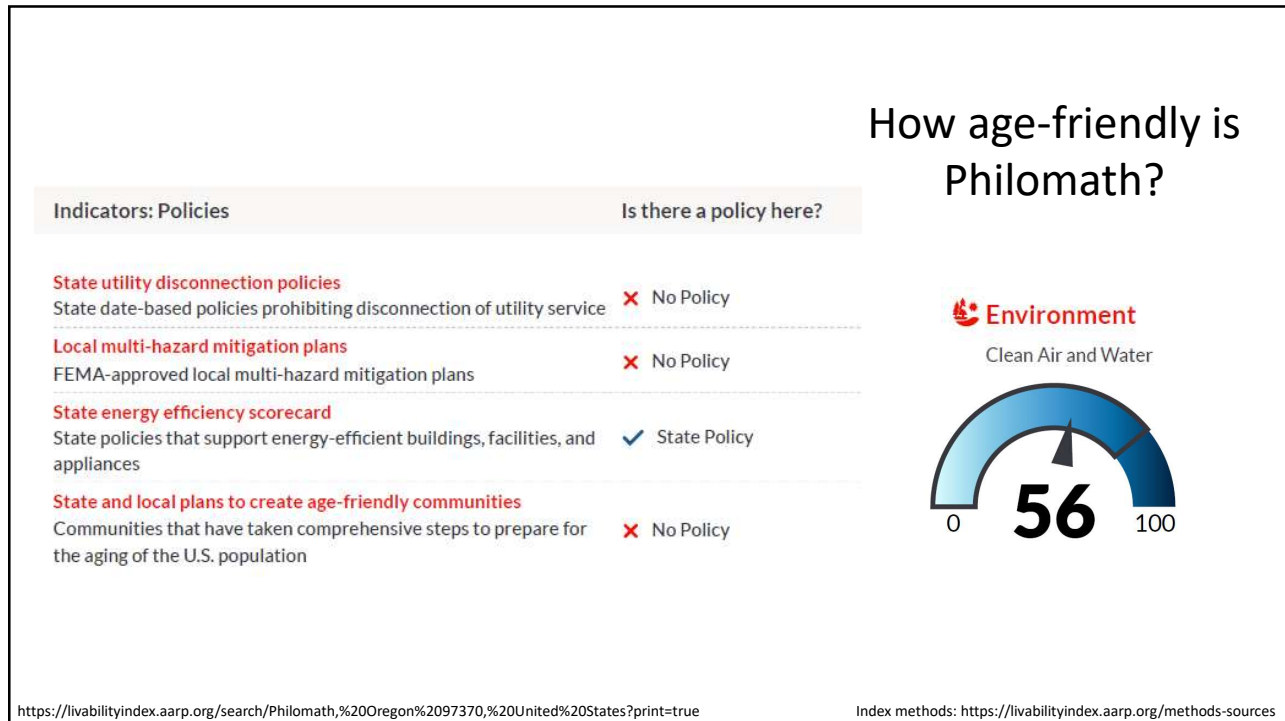
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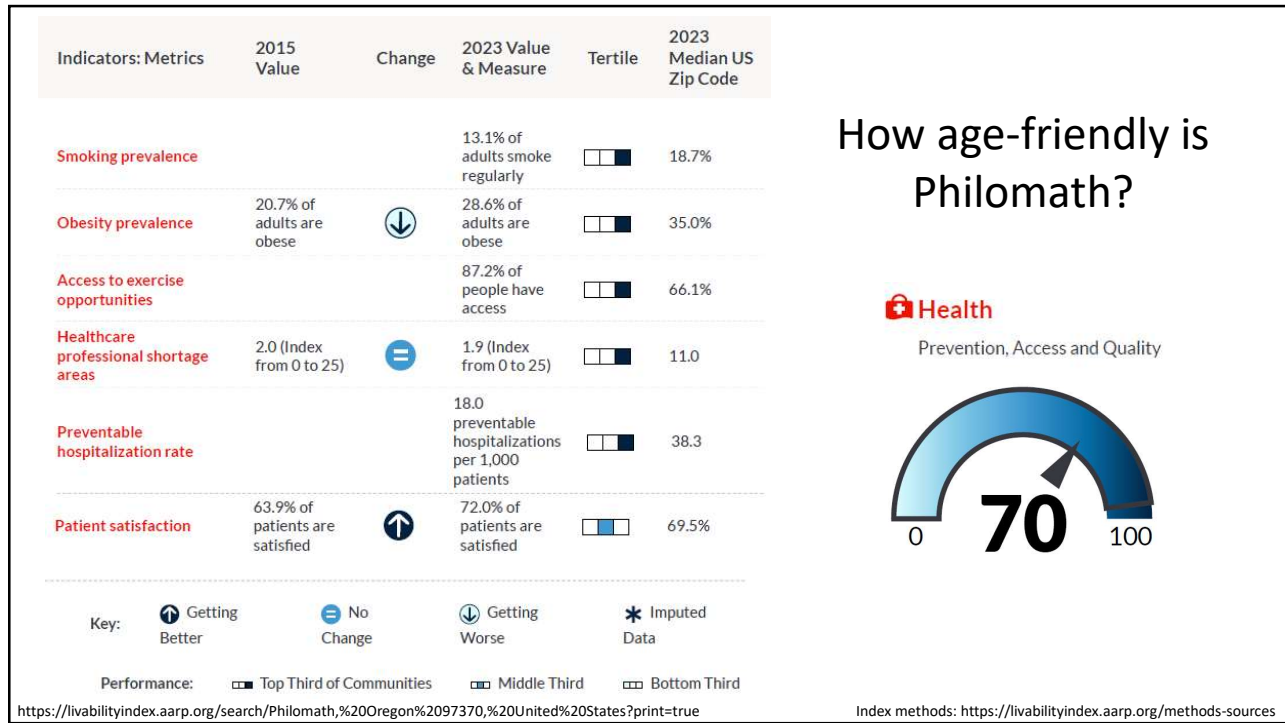
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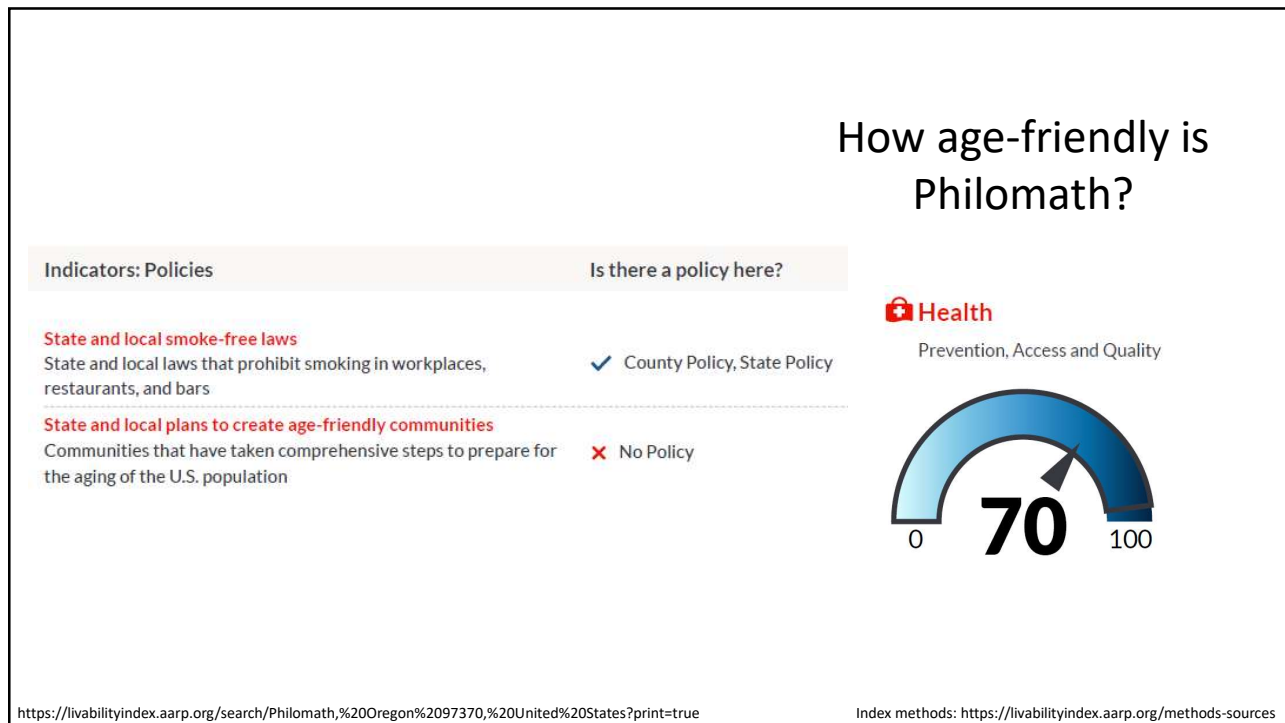
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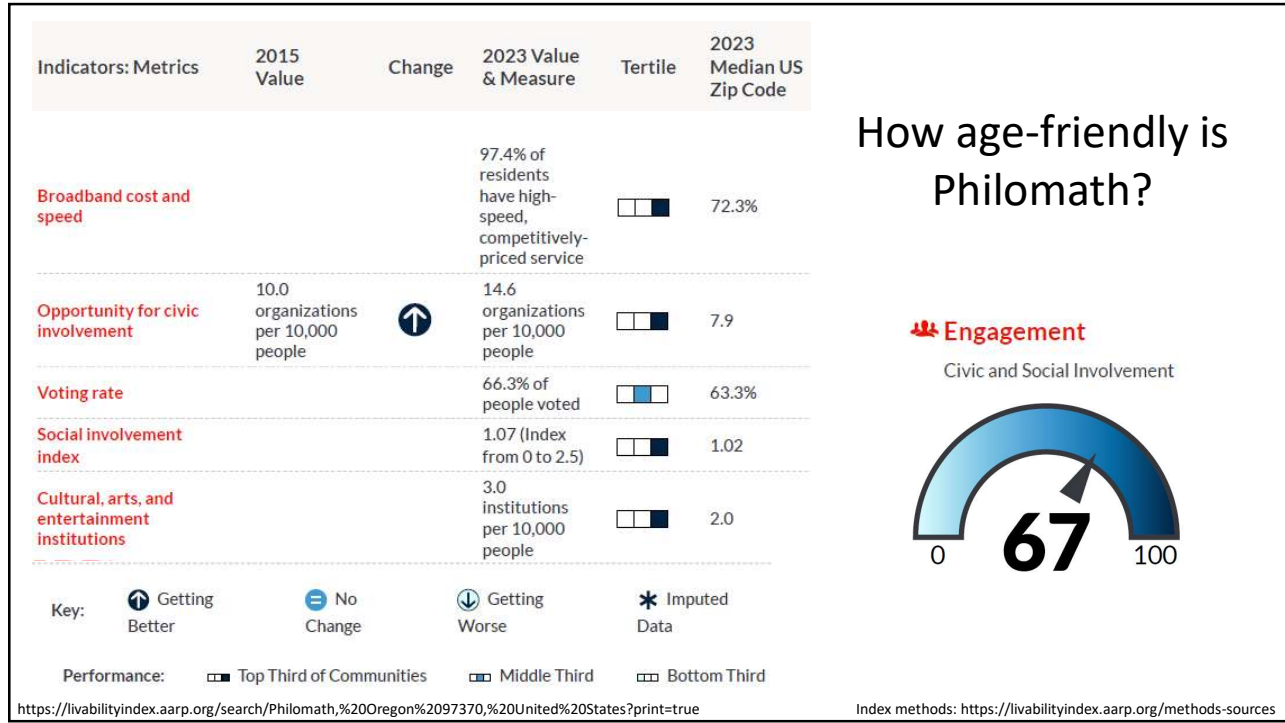
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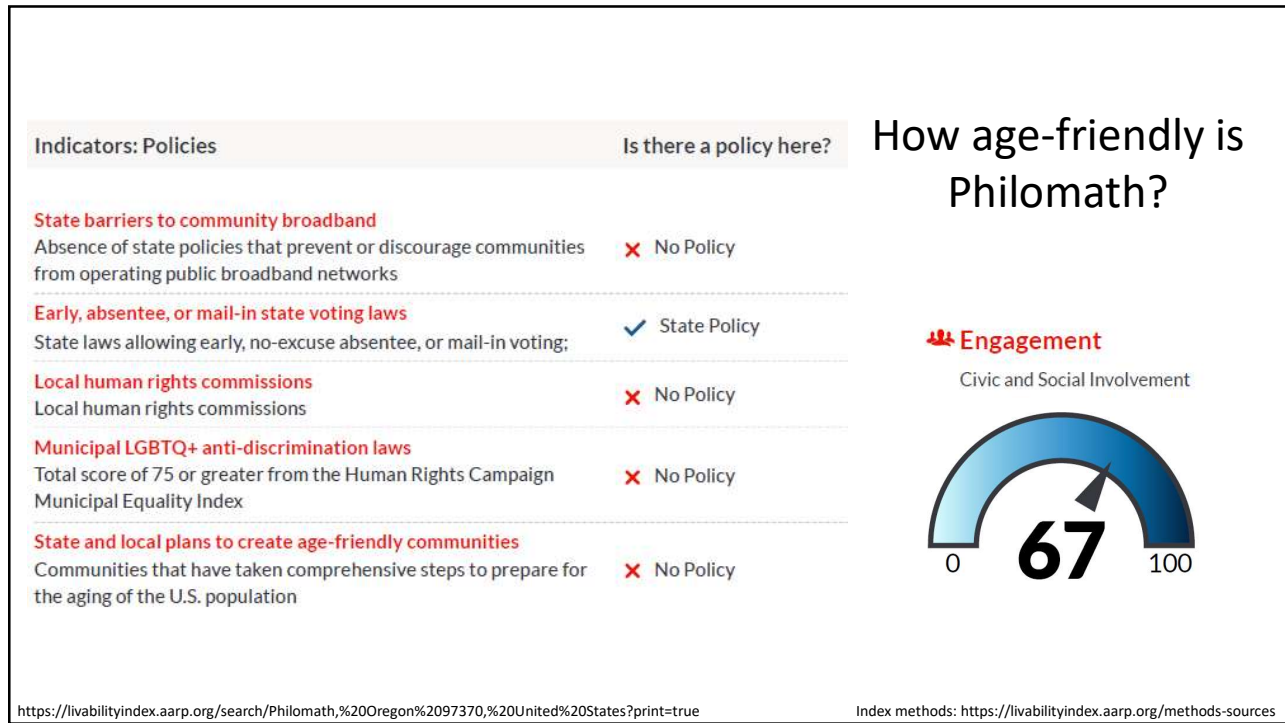
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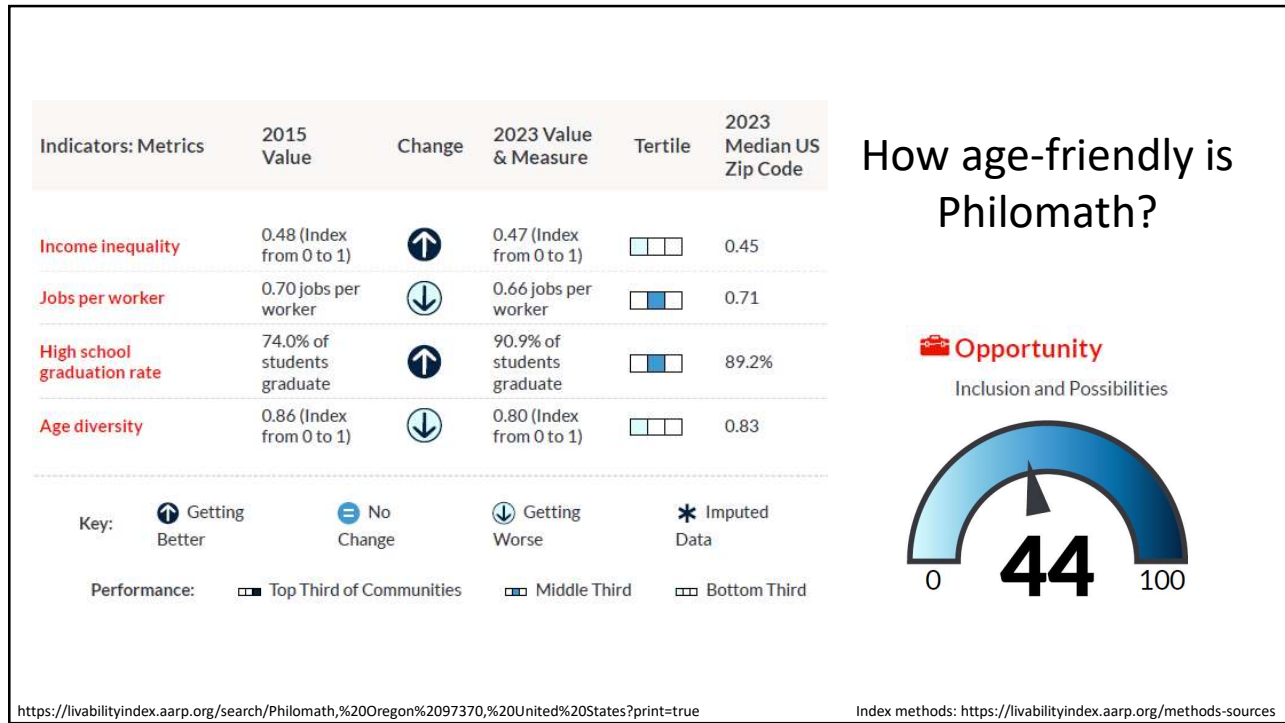
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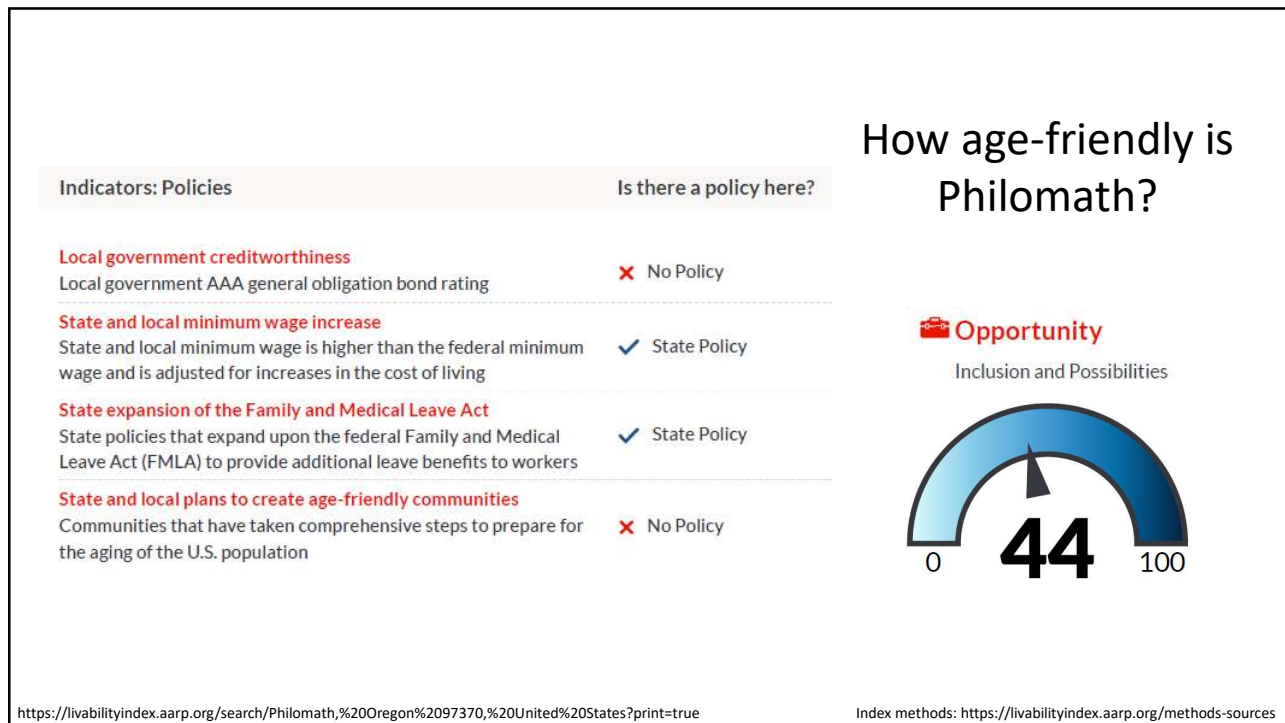
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What is an age-friendly community?

In practical terms, age-friendly environments are free from physical and social barriers and supported by policies, systems, services, products and technologies that:

- promote health and build and maintain physical and mental capacity across the life course; and
- enable people, even when experiencing capacity loss, to continue to do the things they value.

<https://extranet.who.int/agefriendlyworld/age-friendly-practices/>

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What is an age-friendly community?

Age-friendly practices help build older peoples abilities to:

- meet their basic needs;
- learn, grow and make decisions;
- be mobile;
- build and maintain relationships; and
- contribute.

In doing so, age-friendly practices:

- recognise the wide range of capacities and resources among older people;
- anticipate and respond flexibly to ageing-related needs and preferences;
- respect older people's decisions and lifestyle choices;
- reduce inequities;
- protect those who are most vulnerable; and
- promote older people's inclusion in and contribute to all areas of community life.

<https://extranet.who.int/agefriendlyworld/age-friendly-practices/>

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