



AGENDA PHILOMATH INCLUSIVITY AD HOC COMMITTEE

Striving for a More Diverse & Just Philomath

April 23, 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. March 26, 2024 minutes
- III. URGENT BUSINESS
- IV. BUSINESS
 - A. Updates & Announcements
 - B. Inclusivity Calendar: May-August Recap
 - C. Inclusivity Proclamation Updates & Discussion
 - D. Age-friendly communities discussion
 - E. Heritage Celebration/Awareness Banners
 - F. PRIDE Event
 - G. Community Co-Chair Selection
- V. NEXT MEETING
 - A. May 28, 2024, at 5:30 PM
 - B. Agenda item topic requests?
- 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

1 **MINUTES**
2 **PHILOMATH**
3 **INCLUSIVITY AD HOC COMMITTEE**

4 March 26, 2024

5 5:30 P.M.

6 Council Chambers; Philomath City Hall
7 980 Applegate St., Philomath, OR
8

9 I. ATTENDANCE

10 Committee Members: Jessica Andrade, Rose Bricker, Jane Sherwood, Christopher
11 McMorran, Zina Allen, Kate Stewart; Diane Crocker; Amanda Polley, and Laurie Lehman.
12 Staff: Ruth Post
13

14 II. APPROVAL OF MINUTES

15 A. February 27, 2024, minutes - Consensus by quorum present to approve with
16 amendments.
17

18 III. URGENT BUSINESS -None
19

20 IV. BUSINESS

21 A. Updates & Announcements

22 Start Time: 5:36 p.m.

- 23 · Women's History month proclamation was approved by City Council with one
24 amendment.
- 25 · Update on recent JEDI training feedback and training pending for next year.

26 B. Committee Co-chair

27 Start Time: 5:38

- 28 · Length of co-chair rotation discussed.
- 29 · Discussion about Council chair assignment, including benefits of rotating.
- 30 · Councilor McMorran volunteered and consensus was to transfer Council Co-chair
31 responsibility for remainder of 2024.
- 32 · Jane agreed to co-chair April meeting.

33 C. Inclusivity Calendar: April to July

34 Start Time: 5:44 p.m.

- 35 · April social media post by Zina on Holocaust Remembrance Day discussed.
36 Amendments suggested and agreed upon.
- 37 · May social media post assigned to Rose.
- 38 · June social media post assigned to Amanda.
- 39 · July social media post assigned to Christopher.

40 D. Inclusivity Proclamation

41 Start Time: 5:52 p.m.

- 42 · Timeline for actions to receive feedback and collaboration discussed.
- 43 · Discussion about outreach for addition of land acknowledgement statement, including
44 calls to action and whether to develop the statement for Indigenous Peoples' Day
45 instead.
- 46 · Agreement for Rose, Zina and Jane to meet to collaborate on a draft statement while
47 Jessica addresses etiquette for collaboration.
- 48 · Discussion about text of current proclamation and original intent of proclamation.
- 49 · Suggestion to combine points 3 and 4 and to make the document a single page.
- 50 · Agreement for committee to review and provide amendments and address the scope
51 and focus intended by the proclamation.

52 E. PRIDE Event

53 Start Time: 6:27 p.m.

- 54 · Rose provided an update on the event, including possible inclusion of training on de-
55 escalation prior to event.

- 1 · Announcement of special appearance by Ceasar the No Drama Lama.
2 · Benton County Mental Health adopting the Zen Den.
3 · Additional announcements of participant commitments.
4 · Possibility of a community pulse check for local business support.
5 · Event promotion discussed.
6 · Possibility of a Pride parade around the park circle discussed.
7 · Use of a QR code survey discussed.
8 · Suggestion to reach out to Human Rights Campaign for possible tools.
9 · Next organizational meeting April 4.
- 10 F. Heritage Celebration/Awareness Banners
11 Start Time: 6:43 p.m.
12 · Discussion about streamlining collaboration for development of additional banners,
13 including a possible sub-committee.
14 · Discussion on list of banners to create.
15 · Volunteers sought to serve on sub-committee.
- 16 G. Age-friendly communities discussion
17 Start Time: 6:51 p.m.
18 · PowerPoint presentation provided.
19 · Future walkability of community discussed.
20 · Discussion about possible engagement opportunities.
21 · Relationship to recent City survey results as possible starting points discussed.
22 · Consensus to continue discussion regarding pursuing enrollment in the program.
- 23
- 24 V. NEXT MEETING
25 A. April 23, 2024, at 5:30 PM
26 B. Agenda item topics –Inclusivity Calendar: May-July, Inclusivity Proclamation, PRIDE
27 event, Heritage Celebration/Awareness Banners, Age-friendly communities discussion
28 (walkable city)
29 C. Inclusion of possible links to DEI web page discussed and agreed to add.
30 D. Discussion about quorum rules for sub-committees with Ruth to provide additional
31 information.
- 32
- 33 VI. ADJOURNMENT - Meeting adjourned at 7:19 p.m.
34

IV.B. Inclusivity Calendar: May – August Recap

Background

As a reminder, we are trying to approve/discuss Inclusivity Calendar projects three months in advance. Please reference the attached Inclusivity Calendar for info on our current projects and those to come.

A quick update from last meeting: we had previously approved a Holocaust Remembrance Day social media post at our March meeting to be posted in April, since last year's Holocaust Remembrance Day fell in April. However, Holocaust Remembrance Day follows the Hebrew calendar, which means that it falls on a different day of the Gregorian Calendar each year. In 2024, Holocaust Remembrance Day will fall on May 9th, and as such, we have postponed the social media post until that day. This means we will have two posts in May.

To review at this meeting, we have Rose Bricker's draft of a social media post for Asian American and Pacific Islander Heritage Month for Many, and Christopher McMorrان's draft of a social media post for Independence Day on July 4th. Both are attached.

June's Inclusivity Committee Calendar project is the Pride event at Philomath City Park. Updates on this event will come separately later in the meeting.

Actions

Does the committee approve the draft posts for May and July?

What would the committee like to pursue for August?

Attachments

1. Inclusivity Calendar
2. Draft AAPI Heritage Month Post
3. Draft Independence Day Post

2024-2026 PHILOMATH INCLUSIVITY COMMITTEE CALENDAR

		2024	2025	2026
January	Poverty in America Awareness Month	Social Media Post	Social Media Post Partner w/ PCS - Resource Sharing(?)	Social Media Post
February	Black & African American Heritage Month	Event	Event	Event
March	Women's History Month	Proclamation	Social Media Post	Social Media Post
April	National Holocaust Remembrance Day	Social Media Post (MAY)	Proclamation (APR)	Social Media(APR)
May	National Asian American & Pacific Islander Heritage Month	Social Media Post (Rose)	Social Media Post	Proclamation
June	LGBTQ+ Pride Month	Event (PRIDE)	Event	Event
July	United States Independence Day	Social Media Post (Christopher)	Social Media Post	Social Media Post
August	None - Recruitment(?) Farmer's Market information booth(?)	Social Media Post(s?)	Social Media Post(s?)	Social Media Post(s?)
September	National Hispanic/Latino Heritage Month	Social Media Post	Proclamation	Social Media Post
October	Indigenous People's Day National Disability Employment Awareness Month	IPD - Proclamation NDEAM - Social Media Post	IPD - Social Media Post NDEAM - Social Media Post	IPD - Social Media Post NDEAM - Proclamation
November	Veteran's Day	Event	Event	Event
December	Universal Human Rights Month	Social Media Post	Social Media Post	Social Media Post

OBJECTIVES:

Awareness, honoring, education, visibility, cross-promotion (of other's events) & celebration.

IV.B ATTACHMENT 2: Draft of AAPI Heritage Month Post

The term AAPI includes 75 countries from the Asian continent – East, Southeast, and South Asia – as well as the Pacific Islands of Melanesia, Micronesia, and Polynesia. AAPI Month celebrates the diverse culture that spans from countries such as Japan, Korea, Indonesia, Laos, the Philippines, China, Singapore, Samoa, Thailand, Taiwan, Vietnam, India, Pakistan, Bangladesh, Sri Lanka, and Nepal, just to name a few.

Asian American, Native Hawaiian and Pacific Islander Heritage Month is observed annually in May to celebrate the contributions that generations have made to American history, society, and culture. The theme for the 2024 AAPI Heritage Month is Advancing Leaders Through Innovation.

Learn about just a few AAPI Innovators here:

<https://ideas.ted.com/8-asian-americans-and-pacific-islanders-whose-innovations-have-changed-your-life-really/amp/>

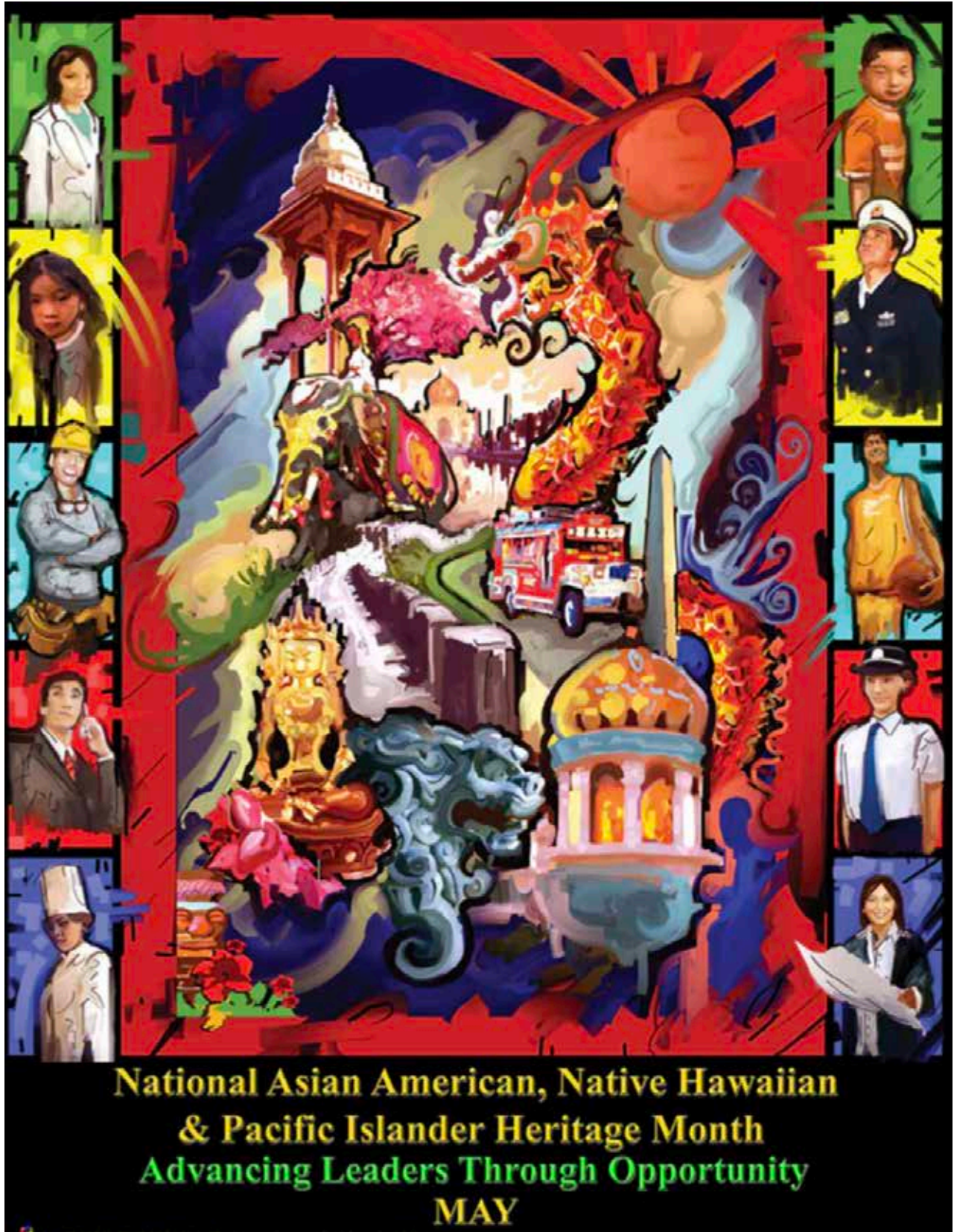
Learn more more about AAPI Heritage Month here:

<https://dailybaro.orangemedianetwork.com/19682/daily-barometer-news/asian-american-and-pacific-islander-heritage-month-a-month-of-cultural-identity-pride-and-continued-education/>

The month encapsulates more than celebrating the richness of AAPI diverse cultures. It is also meant to hold space for the stories of those who identify as AAPI, to break down barriers that might hinder us from truly knowing each other and caring for each other in the best way possible.

We must strive to advance the multiracial movement for equity and justice by building power for our communities, working in solidarity and advocating for comprehensive solutions that tackle the root causes of race-based hate.

Visit stopaapihate.org to find out more.



IV.B ATTACHMENT 3: Draft of Independence Day Post

Happy 4th of July, Philomath!

Today marks the 248th Anniversary of the United States of America's independence from the British Empire. May this day serve as an opportunity for all of us to reaffirm our commitment to the promise that we've never fully lived up to, but are always fighting for: freedom, justice, and opportunity for all.



IV.C. Inclusivity Proclamation Updates & Discussion

Background

Every year, the Committee reviews the City's Inclusivity Proclamation, makes changes as necessary, and forwards it to the City Council for approval. We started this process at our previous meeting, and committee members were asked to draft changes or come prepared to this meeting with thoughts.

Two draft changes were received last week: from Jane Sherwood and from Jessica Andrade. These drafts are attached, along with the version of the Proclamation from last year for reference.

Actions

Does the committee want to adopt Jane or Jessica's changes?

Do other committee members have wording changes?

Is the committee ready to approve this and send it to the Council?

Attachments

1. Current Inclusivity Proclamation
2. Draft from Jane Sherwood
3. Draft from Jessica Andrade



CITY OF PHILOMATH RESOLUTION 12-12

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

Inclusivity Committee Proclamation 2024

WHEREAS, Philomath would like to honor and thank the Kalapuya peoples from the past, in the present, and of the future for surrounding us with everyday beauty and wonder of our land and waterways. It is because of your legacy and guardianship of Mother Earth that allows us to appreciate this beautiful place. It is the reason we live here.

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

WHEREAS, all people, regardless of race, ethnicity, religion, disability, sex, gender expression, gender identity, marital status or age, live and work together within Philomath and bring pride to our community living life with dignity, free from racism, discrimination, intolerance, bigotry or hostility; and,

WHEREAS, Philomath is committed to eliminate all forms of racism wherever it exists within our community; and

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

1. **CANNOT** forget or change the past, but we can be present and guide our future to a community where we are all connected, sharing knowledge and being part of a better world for everyone.
2. **COMMITTS** 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
3. **AFFIRMS** its Commitment to ensure 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
4. **DENOUNCES** violence against people of color; and
5. **AFFIRMS** the principle that all Black lives matter; and
6. **AFFIRMS** its commitment to all members of the community are free from acts that are rooted in racism, discrimination, intolerance, bigotry, and hostility by examining and eliminating racism within our city government and leadership.

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 this resolution at the first meeting of the City Council in June, beginning in June of 2021



CITY OF PHILOMATH RESOLUTION 24-xx

A RESOLUTION PROCLAIMING INCLUSIVITY

WHEREAS, the Ampinefu Band of Kalapuya were forcibly removed from their traditional homelands, which includes Philomath, following the Willamette Valley Treaty of 1855, and their living descendants are part of the Confederated Tribes of Grand Ronde Community of Oregon and the Confederated Tribes of the Siletz Indians; and

WHEREAS, we would like to honor and thank the Kalapuya people for their stewardship of the lands and waterways that sustain and house us; and

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

WHEREAS, the origin of this proclamation and formation of the City's Inclusivity Committee in 2020 were a direct result of a community-led effort encouraging the City to respond to the murder of George Floyd by committing to eliminate all forms of racism wherever it exists within our community and affirming the principle that all Black lives matter; and

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

WHEREAS, oppression, discrimination, intolerance, bigotry, hostility, fear, intimidation, harassment, and violence threaten the health, safety, and resiliency of our community.

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

1. **RECOGNIZES** that it cannot forget or change the past, but must choose to guide our community towards a more connected future where we share knowledge to learn from past mistakes and become part of a better world for everyone; and
2. **COMMITTS** 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, the Americans with Disabilities Act of 1991, and all other federal and state protections; and

3. **AFFIRMS** that Philomath must be a welcoming city to all regardless of race, caste, ethnicity, nationality, religion, disability, sex, gender expression, gender identity, sexual orientation, marital status, age, or socioeconomic status; and
4. **DENOUNCES** oppression, discrimination, intolerance, bigotry, hostility, intimidation, harassment, and violence against people due to their identity or status; and
5. **COMMITTS** to continually pursue a culture of safety and wellbeing in recognition that all have the right to live their lives with dignity; and
6. **COMMITTS** to examining systemic oppressions within our city, city government, and city leadership while seeking out training opportunities to assist in identifying and eliminating all forms of discrimination within our city; and
7. **COMMITTS** to ensuring that all public plans, policies, programs, services and activities are designed, implemented, evaluated, and delivered in a manner that advances equity, improves quality of life, and reduces disparities.

BE IT FURTHER RESOLVED that in recognition of the importance of 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 10th day of June, 2024.

APPROVED by the Mayor this 10th day of June 2024.

SIGNED:

ATTEST:

Chas Jones, Mayor

Ruth Post, MMC, City Recorder

IV.D. Age-Friendly Communities Discussion

Background

Last meeting, Jane Sherwood brought the idea of pursuing Age-Friendly Community status to the committee. We now have a draft proclamation to that affect.

Actions

Does the committee want to pursue the Age-Friendly Community designation?

Does the committee want to approve and/or revise the Age-Friendly Community Proclamation and forward it to the City Council?

Attachments

1. Draft of Age-Friendly Community Proclamation from Jane Sherwood

Philomath Oregon Resolution for an Age-Friendly Community

Whereas, a membership in the Network of age-friendly communities includes and allows access to and support from nationwide resources and expertise, and

Whereas, the health and safety of Philomath citizens of all ages is important to our community's well-being, and

Whereas, as our general population changes, we must be able to adapt to those changes, and

Whereas, decisions based on land-use, housing, and transportation should be cohesive, to the needs of all aged people of Philomath, and

Now, Therefore, Be It Resolved that Philomath, Oregon will work to promote the health, safety, and sustained economic growth of our citizens and will participate and support the Age-Friendly Communities Network.