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**CITY OF PHILOMATH**  
**Inclusivity Ad Hoc Committee**  
**June 25, 2020**

Mayor Eric Niemann called the meeting to order at 3:02 p.m. Due to the COVID-19 pandemic state of emergency, members of the Committee and staff attended by videoconference. The public was also provided with log-in instructions to listen and observe the meeting electronically.

**ROLL CALL:**

City Councilor members Eric Niemann, Ruth Causey and Chas Jones.  
Staff: City Manager Chris Workman, and City Attorney Jim Brewer.

**NEW BUSINESS:**

**B. Review of Letters Received & Related Documents** – Mayor Niemann reviewed letters in order and allowed each author to add to their original comments. There was discussion about the need for city leaders to make a statement to the community and appreciation for having this meeting. Additional discussion followed about the importance of the Black Lives Matter movement.

**C. Community Comments** – Additional comments were received by Jackie Shaw, Giana Bernardini, Anissa Teslow Cheek, Maeve Dempsey, and others participating via video conference. Comments included support of a proclamation by the City Council. Mayor Niemann presented a draft version of a proclamation that he had prepared to help get the discussion going.

**D. Next Steps** – Mr. Workman recommended all meeting participants review the draft proclamation presented by Mayor Niemann and provide comments to him by Monday night, June 29<sup>th</sup>. He agreed to pull all the comments together and send them out prior to the start of the next meeting. At the recommendation of the group, a second meeting was scheduled for Wednesday, July 1, 2020 at 7:00 p.m. so attendance would be easier on people.

**E. Adjournment**

Meeting adjourned at 4:40 p.m.

Meeting recorded by Chris Workman, City Manager

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**CITY OF PHILOMATH  
Inclusivity Ad Hoc Committee  
July 1, 2020**

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Mayor Eric Niemann called the meeting to order at 7:00 p.m. Due to the COVID-19 pandemic state of emergency, members of the Committee and staff attended by videoconference. The public was also provided with log-in instructions to listen and observe the meeting electronically.

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**A. WELCOME/INTRODUCTIONS**

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City Councilor members Eric Niemann, Ruth Causey and Chas Jones.  
Staff: City Manager Chris Workman, and City Attorney Jim Brewer.

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**REVIEW OF DRAFT PROCLAMATION**

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Mayor Niemann reviewed a slide entitled, Anti-racism: Fixed to Growth Mindset. The Committee, with input from community members on the conference call, reviewed the draft proclamation line by line. City Manager Chris Workman led the discussion and made adjustments to the proclamation per consensus of the working group and committee members.

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There was discussion about the list provided in the second recital and a recommendation to make it more inclusive. City Attorney Jim Brewer and Mr. Workman agreed to look for a more inclusive list.

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There was discussion about recitals 5 and 6 that focus on the Philomath Police Department. Concerns raised included that although there was overall support for the Police Department, this proclamation was not the right place to show that support.

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There was discussion about resolve #1 and if the two acts cited were sufficient and the most appropriate for this proclamation. Mr. Brewer agreed to research the issue and make a recommendation at the next meeting.

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There was discussion about resolve #6 and the use of the phrase, black lives matter and whether it should be included in the proclamation or not. Concerns included the importance of using the phrase to show support for Black Lives Matter and Black members of the community; the message using the phrase would send to the police department when one of the Black Lives Matter initiatives is to defund the police; concerns about how Black members of the community feel about the movement; and the divisiveness of the phrase. It was suggested to use the phrase, "Affirms that black lives matter," but additional discussion about pros and cons continued and no consensus was reached.

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There was additional discussion about resolve #5 and use of the term "brutality." Concerns included the inference to "police brutality" and the previously discussed desire to not include statements about the police in this proclamation. No consensus was reached.

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Due to the hour at hand, it was decided to end the meeting and hold another meeting on July 7, 2020 at 7:00 p.m. Mr. Workman agreed to make the changes to the draft proclamation and send it to those in attendance prior to the start of the next meeting.

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**E. Adjournment**

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Meeting adjourned at 9:00 p.m.

Meeting recorded by Chris Workman, City Manager

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**CITY OF PHILOMATH**  
**Inclusivity Ad Hoc Committee**  
**July 7, 2020**

Mayor Eric Niemann called the meeting to order at 7:00 p.m. Due to the COVID-19 pandemic state of emergency, members of the Committee and staff attended by videoconference. The public was also provided with log-in instructions to listen and observe the meeting electronically.

**A. WELCOME/ROLL CALL**

City Councilor members Eric Niemann, Ruth Causey and Chas Jones.  
Staff: City Manager Chris Workman and City Attorney Jim Brewer.

**B. APPROVAL OF PAST MINUTES**

Noted that the title of the minutes of June 25 should be corrected from “May 25’ to “June 25”.

Motion to approve minutes of June 25, 2020 and July 1, 2020 as amended by Councilor Jones, second by Councilor Causey, approved 3-0 (yes, Causey, Jones, Niemann; no, none)

**C. REVIEW OF DRAFT PROCLAMATION**

Mayor Niemann summarized the effort put forth by the Committee and members of the public over the past three weeks and spoke of the tragic deaths of four Black children that took place over the weekend, namely Natalie Wallace, Davon McNeal, Secoriea Turner, and Royta De'Marco Giles Jr. A moment of silence was observed in their memory.

Time was given to community members on the call to provide additional input or ask questions. In response to a question, Mr. Workman clarified his statement that systemic racism did not exist within the Philomath Police Department.

Mr. Workman led committee members through the remainder of the proclamation.

Resolve #5: It was agreed to remove the term “brutality”

Resolve #6: There was discussion about use of the term “black lives matter”. It was agreed that Black should be capitalized. There was discussion about what the term means to different people and the importance of including or not including the phrase. There was a vote to retain the phrase: Yes, Causey and Jones; No, Niemann.

Resolve #7: No concerns raised.

Resolve #8: Recommendation to rearrange the structure to make it easier to understand, change “citizens” to “community members”, and strengthen the statement by replacing “preventing” to “eliminating” racism within our city.

There was discussion about the final resolve and the effects of bringing the resolution back to the Council annually. Mr. Brewer noted that resolutions stay in effect until they are changed.

There was additional discussion about the definition of Black lives matter and the message it would or would not send to the community, including Black members and the police officers. It was agreed to include clarifying language that the City Council affirmed the sentiment that Black lives matter, but did not necessarily support the organization Black Lives Matter, its goals, policies or methods.

1 There was a motion to move the resolution to the City Council by Councilor Causey, second by  
2 councilor Jones, approved 3-0 (yes, Causey, Jones, Niemann; no, none).

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4 There was additional discussion about community members being able to provide additional  
5 testimony prior to or during the City Council meeting through the city recorder.

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7 **E. Adjournment**

8 Meeting adjourned at 9:00 p.m.

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10 Meeting recorded by Chris Workman, City Manager

**CITY OF PHILOMATH**  
**Inclusivity Ad Hoc Committee**  
**August 18, 2020**

Mayor Eric Niemann called the meeting to order at 6:00 p.m. Due to the COVID-19 pandemic state of emergency, members of the Committee and staff attended by videoconference. The public was also provided with log-in instructions to listen and observe the meeting electronically.

**A. WELCOME/ROLL CALL**

Mayor Niemann welcomed everyone and asked Ruth Causey to serve as chair. Councilor Causey agreed and began to lead the meeting.

**B. APPROVAL OF PAST MINUTES**

1. July 7, 2020

Motion by Mayor Niemann, second by Councilor Jones, approved 3-0 (Yes –Causey, Jones, Niemann; No –none).

Chair Causey raised concerns about a letter that she heard was circulating the community that accused members of the City Council of being racists. She expressed disappointment in hearing this and stated she felt the Committee had worked hard on getting the resolution written and passed. In response to a question from Councilor Jones, Mr. Workman stated staff had not received a copy of the letter or heard anything about it.

There was a review of the letter submitted by Maeve Dempsey with comments from Chair Causey and Councilor Jones in support of the resolution and adverse reactions to several comments about at the previous City Council meeting.

Rose B. provided testimony opposing the comments made by Councilor Thomas at the last meeting. She read a prepared land declaratory statement.

Giana Bernardini provided testimony about the comments made by Council Thomas, expressing the conversation about the resolution were not appropriate because the resolution had already been passed.

Zina Allen provided testimony stating the last meeting was upsetting to her and she felt that Councilor Thomas's comments were hurtful and harmful.

Amanda Little-Kellam read a statement about the last council meeting, specifically the muting of video and the comments opposing land declaration statements.

Abigail Kurfman provided comments about concerns as a new Philomath resident, regarding white supremacy, and stated she was committed to participating in this process and sharing resources.

Jessica Andrade read a statement concerning statements made at the council meeting and requesting people be held accountable.

There was discussion about why some people providing comments during the meeting were asked follow up questions and others were not and why some people were engaged and others where not. There was support for allowing comments throughout the meeting.

Zina Allen comments on the difficulty she felt as she was feeling marginalized by the discussion at the council meeting. She stated marginalized individuals have to listen a lot but don't often get a lot of space to talk about their issues.

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2 A break was taken from 6:56 to 7:00.  
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4 There was discussion about the meeting recording and Mr. Workman stated he failed to  
5 start the audio recording at the beginning of the meeting, but it is being recorded at this time.  
6 There was discussion about the concern of the audio of the first meeting not being recorded.  
7 Councilor Niemann offered for anyone who wished to restate their message is welcome to.  
8 There was discussion about disadvantage of not having the audio and video.  
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10 C. NEXT STEPS & PRIORITIES

11 Councilor Jones spoke to his priorities and goals, including:  
12 Series of opportunities for people to come together and learn together about various topics.  
13 Land Acknowledgments –expressed concerns about it becoming a token if it was something  
14 that was done because it had to be done each meeting, compared to the value they bring  
15 when they are done because they respect and honor those that came before us. There was  
16 discussion that the School District has permission to use the mascot “Warriors” and we  
17 should follow up to see if the curriculum is being followed through on and revisited.  
18

19 Mayor Niemann discussed efforts the City made earlier this year in acknowledging the Siletz  
20 Tribe and efforts to provide education from the Oregon Black History Pioneers.  
21

22 Rose B. expressed desire to provide training to City Council members and said that should  
23 be added to the list. She recommended meeting on a weekly basis between now and the  
24 next council meeting. There was additional discussion about the cost of meetings and the  
25 cost of training coupled with resources at OSU and at the state level that could be utilized.  
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27 Zina Allen recommended the NAACP, disability advocacy group, and people at the college.  
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29 Mayor Niemann noted the upcoming free conversation hosted by DOJ, December 27-28  
30 Virtual “I Have a Dream” March in D.C.  
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32 Abigail expressed concern about the term “training” as opposed to “learning” and training,  
33 including the need to provide compensation to marginalized populations that are providing  
34 this service. She asked about the website hosting a section for “opportunities for learning”.  
35

36 Jessica Andrade stated that the DOJ meetings are not considered training, but an  
37 opportunity to share grievances and learn.  
38

39 D. FUTURE MEETING DATES

40 There was discussion about different dates and times; the Committee agreed to meet  
41 Tuesday, September 22 at 6:00 p.m. Chair Causey offered to be available for a meeting  
42 with just her at 6:00 p.m. on August 25.  
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44 There was discussion about the membership of the Committee and Mayor Niemann  
45 continuing on the committee or not.  
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47 Mr. Workman clarified that those wanting an email invite to next week’s meeting need to  
48 email him or look for the meeting information on the website.  
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51 E. ADJOURNMENT

52 Meeting adjourned at 8:10 p.m.  
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**CITY OF PHILOMATH  
INCLUSIVITY AD HOC COMMITTEE  
Minutes  
October 6, 2020**

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**A. WELCOME & ROLL CALL**

Chair Ruth Causey called the meeting to order at 6:00 p.m. on Tuesday, October 6, 2020. Due to the ongoing COVID-19 pandemic public meeting restrictions, the meeting was held via Zoom internet technology and was also live-streamed on the City's Facebook page. The public was invited to contact the City Recorder for a log-in link if they wished to provide comments.

Present: City Councilors Ruth Causey and Chas Jones.

Staff: Ruth Post, City Recorder.

Absent: Mayor Eric Niemann

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**B. APPROVAL OF MINUTES**

**1. August 18, 2020** – Councilor Causey noted several corrections to the minutes:

Item B, paragraph 8 - "...as a new Philomath resident, regarding white supremacy, and stated she was committed...and sharing resources."

Page 2, paragraph 1 - change "comments" to "individuals".

Item C, paragraph 1 - the word Council should be Councilor.

Item C, paragraph 2 - the last word should be Pioneers.

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Ms. Post noted the corrections have been incorporated into the minutes. There was discussion about the comments submitted by Jessica Andrade that were a written version of the verbal comments she had made at the August 18, 2020 meeting. The written comments were included as part of the record of the October 6, 2020 meeting. The audio version was posted with the August 18 meeting audio recording.

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**MOTION:** Councilor Jones moved, Councilor Causey second to approve the minutes of August 18, 2020 as corrected. Motion APPROVED 2-0 (Yes: Causey, Jones; No: None).

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There was discussion to address the comments submitted by Jessica Andrade. Councilor Jones discussed the request to condemn actions from a previous City Council meeting and established his reasons for not pursuing the issue in a public forum. He reviewed the remainder of Jessica Andrade's comments. Councilor Jones noted his stance in requesting additional comments from the public during meetings.

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Chair Causey followed up with the personal desire to do a better job of calling out an individual when their comments are inappropriate, but noted the current election season makes condemning another candidate potentially problematic. She acknowledged that silence is a form of acceptance and personal goals for growth. She encouraged continuation of the training and education discussion. Chair Causey invited further discussion about the issue during an upcoming discussion session and suggested rescheduling that session to either October 13 or 27.

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**C. BUSINESS**

**1. Meeting Structure** – Chair Causey noted Jessica Andrade's comments regarding using a meeting format that was more flexible. Chair Causey reviewed the requirements for all City sponsored meetings to comply with Oregon's public meetings law, including taking minutes. She noted that future discussion sessions would include high-level minutes. Councilor Jones commented on the need to develop a structure and should be a goal.

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**2. Committee Goals** – Tabled until end of agenda.

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**3. City website and virtual bulletin board update** – Chair Causey reviewed the discussions with staff and decision to wait on a virtual bulletin board until the new website is launched. Ms. Post provided a preview of the type of information that will be available on the new website.

1       **4. Feedback on Gwen Carr’s presentation** – Chair Causey reviewed the excellent  
2 success of the Oregon Black Pioneer’s presentation.

3       **5. Presentations vs. formal training** – Chair Causey described the discussions regarding  
4 partnering with other local governmental agencies for trainings. Councilor Jones encouraged the  
5 cataloging of available training. Zina Allen noted she has offered herself as a resource but has  
6 not received any feedback. Councilor Jones reviewed engagement opportunities he’s had with  
7 the local NAACP organization and the potential for inviting the entire City Council. Zina Allen  
8 stated she is hosting BIPOC talks and encouraged participation.

9       **6. Future speakers** – Chair Causey reviewed the speaker that Mayor Niemann has  
10 suggested for a presentation in November to recognize Veterans Day. She discussed the  
11 speaker’s fee and a commitment of \$1,000 received from the Benton County Commissioners  
12 towards it. She stated she’d be making a request of the Council for a \$1,000 towards the  
13 speaker’s \$7,500 fee. Councilor Jones described a preference for speakers to be more  
14 inclusively selected by the Committee than they have been to date. He recommended  
15 developing a calendar.

16       Other potential speakers – Chair Causey recommended Naivasha Tester from the Eugene  
17 Police Department. She noted the difficulty of recruiting women into law enforcement and the  
18 potential benefit of having a Black female officer speak in the community. There was discussion  
19 about the type of presentation that she could make. Councilor Jones stated concerns about  
20 speaker fees and the need for creation of a seasonal calendar of months with themes that make  
21 sense.

22       Maeve Dempsey offered encouragement for the speaker Chair Causey described, but would  
23 like to hear speakers address issues more unique to Philomath. Zina Allen agreed that the  
24 issues in Philomath are different than those in larger Oregon cities and would like to learn more  
25 about the local environment. She described her educational background related to criminology,  
26 artwork and poetry and described the classes she now offers to others.

27       Councilor Jones suggested an action item to assemble a coordinated calendar of speakers.  
28 Zina Allen offered to be a speaker in February.

29       **2. Committee Goals** – Councilor Jones recommended a first priority goal of reviewing the  
30 City’s Strategic Plan to identify potential action items related to justice, equity, diversity and  
31 inclusivity for inclusion. A second goal would be a more formal plan for identifying learning  
32 opportunities. Maeve Dempsey recommended addition of outreach to the Spanish-speaking  
33 community in the Strategic Plan, noting small efforts that could be made to connect with under-  
34 represented members of the community. Councilor Jones described shared investments that  
35 could be made in partnership with the Council of Governments and other local agencies. He  
36 recommended a third priority of developing a structure for the Committee.

37       Short-term goals: Councilor Jones suggested reaching out to the School District for the status of  
38 the agreement with Siletz Tribe. He noted benefits to following through with that effort. He  
39 suggested development of a calendar of events that could encourage collaboration, such as  
40 inviting Siletz Tribe members to participate in the Frolic & Rodeo. He described potential ways  
41 to integrate other tribal events into the rodeo and create cross-cultural education.

42       Zina Allen described her family history with rodeos and potential opportunities to make  
43 connections between groups. Maeve Dempsey supported integrating cultural opportunities into  
44 the rodeo for both a cultural and fiscal benefit. There was discussion about connecting with the  
45 Frolic & Rodeo Association for additional collaboration.

46       Mid-term goals: Councilor Jones recommended allocating budget dollars towards efforts and  
47 providing opportunities to elevate the presence and success of the local BIPOC community.

48       Long-term goals: Councilor Jones described a goal of elimination of systemic barriers and  
49 challenges for people of color within our local government. He described the need for a more  
50 inviting environment in the community.



1 Anissa Teslow requested mandated training for city staff to facilitate more equity and inclusion  
2 in the local government. She supported the use of more local speakers, particularly acceptance  
3 of Zina Allen’s offer. She stated concerns about the need for creation of a task force to formalize  
4 the group. She encouraged the inclusion of as many voices as possible. Councilor Jones  
5 agreed with more formalization of the committee format and the potential need to devote a  
6 meeting to that. Councilor Causey recommended focusing on the format and structure of  
7 meetings. Anissa Teslow encouraged focusing on quality and intentional movement forward  
8 rather than acting with too much sense of urgency.

9 Councilor Jones noted that Angel Harris, President of the Corvallis/Albany NAACP, indicated  
10 she would like to participate in meetings.

11 **D. SCHEDULED EVENTS**

12 1. October 8 – Oregon Black History presented by Kerry Tymchuk, Oregon Historical  
13 Society – No comments.

14 2. October 20 – Inclusivity Discussions – Chair Causey recommended rescheduling this  
15 date to avoid holding it before the presentation by Robert Kentta. It was agreed to cancel the  
16 date and schedule a full committee meeting on October 27 at 6:00 p.m.

17 3. October 20 – Siletz Tribal History & Customs presented by Robert Kentta, Cultural  
18 Resources Director, Confederated Tribes of Siletz Indians – No comments.

19 4. November 24 – Inclusivity Committee Meeting – No comments.

20 There was additional discussion about the potential November speaker and the request for  
21 \$1,000 towards the speaker’s fee. It was agreed to hold that discussion with the full Council.

22 **E. PUBLIC COMMENT**

23 1. Maeve Dempsey, Philomath, OR – Maeve Dempsey thanked everyone participating in  
24 the meeting and on this effort for the betterment of Philomath. She considered it a success that  
25 the effort is still moving forward.

26 Councilor Jones shared the need for white people to take the conversation and move it forward  
27 in the community. He noted the conversations he is having with the BIPOC community are  
28 helping to make him more comfortable with the conversations that need to be held.

29 **F. ADJOURNMENT**

30 Meeting adjourned at 7:33 p.m.

31 Meeting notes by Ruth Post, City Recorder

**CITY OF PHILOMATH  
INCLUSIVITY AD HOC COMMITTEE  
Minutes  
November 24, 2020**

**A. WELCOME & ROLL CALL**

Chair Ruth Causey called the meeting to order at 6:00 p.m. on Tuesday, November 24, 2020. Due to the ongoing COVID-19 pandemic public meeting restrictions, the meeting was held via Zoom internet technology and was also live-streamed on the City's Facebook page. The public was invited to contact the City Recorder for a log-in link if they wished to participate in the meeting.

Present: City Councilor Ruth Causey (Chair), City Councilor Chas Jones, and Mayor Eric Niemann.

Staff: City Manager Chris Workman.

Public Participants: Zina Allen, Jessica Andrade, Maeve Dempsey, Abigail Kurfman, Pat Sanders, and Anissa Teslow.

**B. APPROVAL OF MINUTES**

**1. October 6, 2020** – Councilor Causey noted the following correction: Page 2, Line 48: replace “system” with “systemic”.

**MOTION**: Councilor Jones moved, Mayor Niemann second to approve the minutes of October 6, 2020 as corrected. Motion APPROVED 3-0 (Yes: Causey, Jones, Niemann; No: None).

**C. BUSINESS**

**1. Committee structure and function** – Councilor Causey reviewed the accomplishments since the committee was formed, including the adoption the resolution, speaker series and update of the City website. There was discussion about preparing a package of committee goals and meeting plans to the Council for approval and develop a calendar of activities for the coming year. There was discussion about meeting monthly until things are in order. Councilor Causey recommended the committee be formed under an advisory committee format to allow for public participation on the committee. There was discussion about the timing of establishment of the committee format in coordination with the development of goals.

There was substantial discussion about the makeup of the public and elected official membership of the committee and encouragement of diverse public input. Members of the public participating in the Zoom call were invited to introduce themselves and provide input. There was additional discussion about the committee format option. There was clarifying discussion about the impact of state statutes on particular committees like the Planning Commission. City Manager Chris Workman summarized the different types of committees currently in place by Philomath Municipal Code.

There was discussion about the role of staff in supporting committees, including recording minutes, if the committee is making recommendations to the Council. There was discussion about continuing to have Council representation on the committee. There was discussion about continuing the structure discussion in January. There was support for continuing to have three members of the Council on the committee. There was discussion for keeping the community membership open-ended. There was discussion about rotation of Council membership and maintaining a stability on the committee, along with the impact of the new charter amendment creating staggered Council terms. There was discussion about the value of including the full Council in the committee's decisions.

There was discussion about appointment of citizen members and reaching consensus on decisions. There was discussion about interest by the public in being appointed to a committee and circumstances that prevent some people from volunteering for appointment. There was discussion with the public in attendance gauging interest in being appointed to citizen positions

1 and ensuring community members feel engaged and heard. Councilor Jones expressed  
2 concerns about maintaining momentum based on the Council direction and suggested a format  
3 of three Councilors and six public members. There was discussion about the Council's  
4 discretion in establishing the rules setting the area that members could reside in and qualify to  
5 apply for appointment.

6 There was discussion about the value to the community of representation by the local BIPOC  
7 community, whether they resided within the city limits or not. There was further discussion on  
8 the number of citizen positions to consider creating and the benefits of actual appointments over  
9 a floating membership. There was discussion about the creation of a simple application and  
10 potential questions to include. There was consensus to proceed with a plan for six public  
11 position appointments. There was discussion about creation of an application and timing for  
12 opening a recruitment. There was discussion about methods of pushing the application  
13 information out to members of the community who might not otherwise be reached. There was  
14 discussion about presenting the committee structure to the Council and timing. There was  
15 discussion about establishing a length of term for appointed positions.

16 There was discussion about the level of staff support to be expected for the committee. There  
17 was discussion about the name of the committee. Councilor Jones recommended a name  
18 designation of Justice, Equity, Diversity and Inclusion (JEDI) Committee. There was discussion  
19 about translation of application materials and press release information into bilingual format.  
20 There was discussion about the use of translation services to enable public access to City  
21 meetings and removing barriers for community members that may need them. There was brief  
22 discussion about collaborating with school officials to coordinate translation services and  
23 considering that during the establishment of goals.

## 24 **2. Next Meeting**

25 It was agreed to skip a December meeting and a date for a January 2021 meeting will be set  
26 and announced.

## 27 **D. ADJOURNMENT**

28 Meeting adjourned at 7:30 p.m.

29 Meeting notes by Ruth Post, City Recorder