



# AGENDA PHILOMATH CITY COUNCIL INCLUSIVITY AD HOC COMMITTEE

June 25, 2020

3:00 P.M.

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

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

A. WELCOME/INTRODUCTIONS

B. REVIEW OF LETTERS RECEIVED & RELATED DOCUMENTS

1. Amanda Littke-Kellam
2. Giana Bernadini
3. Mark Raggon
4. Rose Bricker
5. Anissa Teslow Cheek
6. Councilor Chas Jones

C. COMMUNITY COMMENTS

D. NEXT STEPS

E. ADJOURNMENT

## PUBLIC PARTICIPATION

Anyone wishing to participate in the meeting may contact City Manager Chris Workman prior to the start of the meeting at 3:00 p.m. at [chris.workman@philomathoregon.gov](mailto:chris.workman@philomathoregon.gov) or 541-929-6148.

## MEETING ACCESS INFORMATION

These meetings are currently being held via video conference. Citizens should use the video link or phone number provided below to listen to the meetings. For residents who do not have a phone or access to the internet, a small number of chairs will be provided at City Hall to comply with public meetings laws and social distancing requirements.

Please use the following link or phone number to access the meeting:

Video: <https://zoom.us/j/2065507670?pwd=eTJqL3Nubk83ODJKTy9LdUQvYXg5Zz09>

Meeting ID: 206 550 7670

Password: Philomath

Phone: 312-626-6799 Participant ID 492443 Meeting ID 492443

## MEETING CONDUCT

All non-city participant microphones and screens will be muted. Presenters and members of the public will only be unmuted if called on to speak. The chat function will be disabled during the meeting.

**From:** [Please Do Not Click Reply](#)  
**To:** [Ruth Post](#)  
**Subject:** Contact the Mayor and City Council (form) has been filled out on your site.  
**Date:** Monday, June 15, 2020 10:28:34 PM

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Form: Contact the Mayor and City Council

Site URL: [www.ci.philomath.or.us](http://www.ci.philomath.or.us)

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First and Last Name: Amanda Littke-Kellam

E-mail Address: [allittke@gmail.com](mailto:allittke@gmail.com)

Phone Number: (541)207-8473

Address (if applicable): 318 N. 7th Street

Comment or Question: What specific plans does the City of Philomath have to address systemic racism in our community? What measures/initiatives are being implemented to ensure that people of color are heard and feel safe in our community?

Would you like to be contacted? Please provide your preferred form of contact (phone or e-mail): Email (see above)

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**From:** [Please Do Not Click Reply](#)  
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**Subject:** Contact the Mayor and City Council (form) has been filled out on your site.  
**Date:** Sunday, June 14, 2020 4:06:35 PM

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First and Last Name: Giana Bernardini

E-mail Address: [gianabernardini@hotmail.com](mailto:gianabernardini@hotmail.com)

Phone Number: (415)217-9446

Address (if applicable): 232 N 7th Street

Comment or Question: In the wake of the recent events sparked by incidents of violence to black people across our country, I have been moved to wonder about things closer to home. Namely, in my own town. I think we have all been surprised by how widespread the recognition of systemic racial injustice and public commitments to change have been. I have received statements from every organization I have ever had dealings with, and seemingly every company I have ever bought something from. (I did not expect to get a ten-point plan for racial justice from a candy company, for example.) Anyway, simply declaring that "discrimination will not be tolerated" is no longer adequate. Certainly, all of us believe in equality and fairness. But it has become clear that the policies and platitudes of the past have not gone far enough to eradicate the racism that continues to plague our country, and our city along with it. I am heartened to see so many folks from all backgrounds rise

up to demand we try harder and to be braver in facing our own contributions to the problems of our nation and our communities. One of the roles you occupy as the government of our city is to be a representative of its citizens to the broader world. In times of turmoil, we look to our leaders for... well, leadership. And part of that is taking a stand and declaring, publicly, either support or condemnation where due. I was wondering what steps have been taken in this regard. Thank you for all your service to our great city.

Would you like to be contacted? Please provide your preferred form of contact (phone or e-mail): email

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**From:** [Chris Workman](#)  
**To:** "mraggon@gmail.com"  
**Cc:** [Ruth Post](#); [Eric Niemann](#)  
**Subject:** RE: Contact the Mayor and City Council (form) has been filled out on your site.  
**Date:** Monday, June 22, 2020 12:02:51 PM

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Mark,

I appreciate the email last week and your concern about white supremacy and police brutality. The City of Philomath aligns with the National League of Cities' policies on racial equity. Members of the city council will be provided the following documents produced by leading experts at the national level.

### **1. Helping Your City Advance Racial Equity**

The National League of Cities (NLC) has developed a guide for local leaders to promote racial equity in their community. Developed by the NLC's Race, Equity and Leadership (REAL) department, this guide outlines six key steps a municipality can take to improve outcomes for all its residents.

<https://www.nlc.org/sites/default/files/users/user125/NLC%20MAG%20on%20Racial%20Equity.pdf>

### **2. Responding to Racial Tension in Your Community**

Tackling issues related to race can be a daunting task, particularly in the heat or aftermath of an incident that has led to a racial crisis in your community. The National League of Cities interviewed several current and former municipal leaders who have been through crises with racial tension to develop this tactical and strategic guide. It includes checklists as well as important ground principles to help local leaders respond effectively.

[https://www.nlc.org/sites/default/files/2019-06/REAL\\_IncidenceResponseToolkit\\_Final.pdf](https://www.nlc.org/sites/default/files/2019-06/REAL_IncidenceResponseToolkit_Final.pdf)

The city council has also been invited to attend three upcoming webinars as described below:

#### **DPSST Offers Webinars for Elected Officials**

The Oregon Department of Public Safety and Training (DPSST) has announced a series of webinars for policy makers on the training of police officers. The webinars will cover basic training, professional standards and use of force. In announcing these opportunities, the DPSST director also issued the following statement:

The Oregon Department of Public Safety Standards and Training (DPSST) serves two important roles in our state's criminal justice system. The first, establishing minimum state standards for training and certification of more than 41,000 public and private safety professionals. The second, providing a comprehensive basic training program for all newly hired law enforcement professionals, and supporting professional development by offering advanced and leadership training opportunities. DPSST accomplishes its work in partnership with the 24-member Board on Public Safety Standards and Training (BPSST or Board) which is made up of various public safety stakeholders including a citizen member, city manager, and district

attorney.

The tragic death of George Floyd due to the actions of Minneapolis police officers has led to lots of discussions, both in Oregon and around the nation, regarding police training and accountability. The actions of the Minneapolis police officers are inexcusable. While DPSST has always actively engaged with stakeholders, it was of the utmost importance for us to pause our work as we mourned the death of Mr. Floyd and to listen to the questions and concerns being raised about policing in our state and nation. Many of the questions within our state have been regarding the training and accountability of Oregon law enforcement officers.

To address these questions, to share information, and to answer questions, DPSST will hold three virtual sessions later this month for local elected officials and their staff. One session will address Oregon's criminal justice professional standards system. Another will focus specifically on police use of force training in Oregon. Another will address the basic police training program offered at DPSST to all newly hired city, county, state, tribal, and university law enforcement professionals. Participants will have the ability to ask questions of DPSST staff during each of these sessions.

I have not received direction from individual members of the city council or the council as a whole regarding this topic. I would not be surprised if it is discussed at tonight's city council meeting and I would expect that the Council may take some sort of formal action.

Thank you again for your email. Let me know if I can be of further help.

Take care,

**Chris Workman**  
Philomath City Manager  
541-929-6148

*"Never too busy to help."*

**Disclaimer:** This e-mail message is a public record of the City of Philomath. The contents may be subject to public disclosure under Oregon Public Records Law and subject to the State of Oregon Records Retention Schedules. (OAR:166.200.0200-405)

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**From:** Ruth Post <ruth.Post@philomathoregon.gov>

**Sent:** Sunday, June 14, 2020 5:20 PM

**To:** Chris Workman <Chris.Workman@philomathoregon.gov>

**Subject:** Fwd: Contact the Mayor and City Council (form) has been filled out on your site.

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**From:** Please Do Not Click Reply <[support@govoffice.com](mailto:support@govoffice.com)>

**Sent:** Sunday, June 14, 2020 4:44:35 PM

**To:** [ruth.post@philomathoregon.gov](mailto:ruth.post@philomathoregon.gov) <[ruth.post@philomathoregon.gov](mailto:ruth.post@philomathoregon.gov)>

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First and Last Name: Mark Raggon

E-mail Address: [mraggon@gmail.com](mailto:mraggon@gmail.com)

Phone Number: (541)602-0305

Address (if applicable):

Comment or Question: Is the council and mayor willing to make a public statement denouncing white supremacy and police brutality?

Would you like to be contacted? Please provide your preferred form of contact (phone or e-mail):  
[mraggon@gmail.com](mailto:mraggon@gmail.com)

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**From:** [Please Do Not Click Reply](#)  
**To:** [Ruth Post](#)  
**Subject:** Contact City Councilor Ruth Causey (form) has been filled out on your site.  
**Date:** Monday, June 22, 2020 10:48:33 PM

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Form: Contact City Councilor Ruth Causey

Site URL: [www.ci.philomath.or.us](http://www.ci.philomath.or.us)

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First and Last Name: Rose Bricker

E-mail Address: [rose.bricker808@gmail.com](mailto:rose.bricker808@gmail.com)

Phone Number: (808)430-4908

Address (if applicable):

Comment or Question: Thank you for standing with Councilor Jones tonight on the creation of a statement from the City Council about Black Lives Matter. Councilor Jones has reached out to Anissa and is wanting to meet to discuss ideas this coming Thursday morning. Will you make a commitment to be a part of the discussion? If you are unable to meet at this time, is there an alternate way that we can include you? Your support is welcome and we would appreciate your input.

Would you like to be contacted? Please provide your preferred form of contact (phone or e-mail): Email

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Anissa Teslow Cheek  
1366 Cedar Street  
Philomath, OR 97370

June 22, 2020

Philomath City Council  
980 Applegate Street  
Philomath, OR 97370

Councilor Causey, Councilor Lehman, Councilor Edmonds, Councilor Jones, Councilor Low, and Councilor Thomas,

I am writing today to voice my frustration and anger because of your lack of any public response to the murder of George Floyd, the countless victims of police brutality and deaths, and the resurgence of the Black Lives Matter movement. Your lack of any formal or informal statement aids in the narrative that Philomath does not have Black residents and that racism does not exist here both which are false. By not responding to this moment in history you are erasing Black residents and their lived experiences in Philomath as well as the Black people who stop in Philomath on their way to/from the coast. You are also failing in taking the first steps to create social change in Philomath and improve the safety, wellbeing, and sense of community of not only Black residents but Indigenous and people of color.

Your lack of morals and ethics are disheartening to say the least. Genuine and everlasting change begins with individuals and local leaders. Don't you want to be leaders? We look to our leaders for guidance, integrity, and building of community. It is imperative that you begin to exhibit those values and by doing so be an example of what all Philomath residents should strive for and become.

The city's strategic plan includes a cultural shift to "inspire and continually pursue a culture of safety and wellbeing." By not even releasing a statement regarding the Black Lives Movement, how do you expect to inspire and pursue the culture of safety and wellbeing, especially for your Black residents?

As Hillel the Elder said, "If not now, when? If not you, who?" It is not too late to make a statement. It is not too late to start taking steps towards change. I am doing work as a Philomath resident to start change and that is by writing you.

The time is now. Make your time worthwhile.

Anissa Teslow Cheek

I want to thank Ms. Anissa Teslow Cheek for her critique of the City and the City Council for not preparing a public response to the murder of George Floyd and the Black Lives Matter movement. This is a challenging and difficult topic of conversation for me personally, and for a City whose staff and leaders are predominantly perceived to be Caucasian or white and have the associated privileges.

Because of my privilege associated with my race, gender, and socioeconomic status, I have not felt that I was the appropriate person to take the lead on this conversation. However, as a city leader I have been mistaken, as Ms. Cheek points out. The conversation that needs to be had in Philomath and without any more obvious choice, I am happy to help Ms. Cheek to push the conversation forward.

I do not believe that tonight is the right time to have an extended conversation on this very important topic. I think that the topic is so incredibly important that the City, its leaders, its staff, and maybe even its residents need to dedicate a specific time and place for this conversation. I also feel strongly that the City needs to set aside at least \$20,000-\$30,000 in our 2020-2021 budget for City leaders and staff to participate in training on issues of Justice, Equity, Diversity, and Inclusion. This afternoon, I had a conversation with Kate Woicke (associated with the Portland-based Center for Equity and Inclusion) and she stated that her organization has a facilitated training session that allow us to start having those conversations. That training would cost approximately \$600 per person (discounted rates may be available).

I know that as an elected official and leader of the community, we were invited and encouraged to attend three training sessions provided by the Department of Public Safety Standards and Training regarding the standards they set for the State of Oregon regarding policies of Police use of force, which Philomath's Police Department are trained to follow.

I agree with Ms. Cheek's statement that the time is now for Philomath to take steps towards change. I suppose that it is possible that some of you may not believe that there is any need for change in our community. Maybe we haven't had any incidents of excessive force by our police. Maybe we haven't had any complaints or associated issues with City staff or City leaders. However, it is important to know that everyone of us have implicit biases; we all have privileges that are not afforded to our resident and non-resident people of color in Philomath.

In short, Ms. Anissa Teslow Cheek is right to be angry at the lack of response by her City leaders in response to the Black Lives Matter movement. She is right to be frustrated by my lack of leadership on the conversation. Yet, I am certainly willing to stand before you all today and voice my support for the Black Lives Matter movement. I don't know that the City of Philomath has done sufficient homework or is prepared to make a similar or related statement as a civic entity. I suspect that the trainings that I propose above might help us get there.

Thank you again, Ms. Cheek, for calling me and my fellow City leaders out on this topic. In her statement, Ms. Cheek reminds us that our Strategic Plan approved by this City Council in February 2020 highlights that key cultural shifts identified in the strategic planning process "call on the City to ... inspire and continually pursue a culture of safety and wellbeing."

That being said, I would support a City resolution or mayoral proclamation denouncing police violence and brutality against people of color, affirm that black lives matter, and reaffirm that Philomath is a welcoming community.