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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.

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Meeting recorded by Chris Workman, City Manager