



**AGENDA
PHILOMATH CITY COUNCIL
INCLUSIVITY
AD HOC COMMITTEE**

July 7, 2020

7:00 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/ROLL CALL
- B. APPROVAL OF PAST MINUTES
 - 1. June 25, 2020
 - 2. July 1, 2020
- C. REVIEW OF DRAFT PROCLAMATION
- D. ADJOURNMENT

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.

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CITY OF PHILOMATH
Inclusivity Ad Hoc Committee
May 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 29th. 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 provide 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

City of Philomath Inclusivity Resolution Version 3

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.

BE IT RESOLVED that the City Council of the City of Philomath:

1. Commits to the principles, assurances, [philosophy], administration and implementation of Civil Rights compliance laid out through the Civil Rights Act of 1964 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 and those who display racism, discrimination, intolerance, bigotry, and hostility
4. Does not tolerate expressions or acts of hostility, intimidation, or harassment, and, instead, is committed to elimination of all forms of racism everywhere it exists; and
5. **Denounces violence and brutality against people of color in our community; and**
6. **Affirms that black lives matter, and** that Philomath is 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
7. 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

Commented [CW1]: Concerns raised about this recital insinuating police brutality "in our community"

Commented [CW2]: Concerns raised about this recital and use of the phrase "black lives matter"

8. Commits to examining racism within our city, city government, and city leadership. We strongly encourage citizens, city staff and elected or appointed officials to seek out training opportunities to assist in identifying and eliminating racism 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 this resolution at the first meeting of the City Council in June, beginning in June of 2021.

In Witness Whereof, I have hereunto set my hand and cause to be affixed the official seal of the City of Philomath this 13th Day of July 2020.

Concerns Related to the Proclamation:

Do we need to define “racism” and “intolerance” in this proclamation, or are these generally understood terms that are appropriately used in this situation?

Do we need to describe how racism is to be reported and condemned if racist acts are committed by city officials and community members?

Is it beneficial to describe programs the City has already been doing that highlight ways it is already combating racism against Black citizens?

What does examining racism within the community look like today? What programs are in place or will be put in place to do this?

How will racism be identified and prevented as described in resolve #6?

Does the proclamation capture and address the issue of structural racism?

Should anything be added about other races or ethnicities beyond what is already in the proclamation, or would that detract from the focus on the black community?

Does the proclamation lack emphasis on how the City will implement what it commits the City to do? If so, is this okay or do more specifics need to be added?

Topics Raised that Seem Outside the Scope of the Proclamation:

Specific steps that the city will take to address structural racism as well as hostile actions towards people of color in our community.

Commented [CW3]: Recommendation to remove this phrase because we cannot control other entities.

Deleted: along with other entities across both Benton County and the State of Oregon

Commented [CW4]: Multiple comments about being “committed”; recommendation to change it to “strongly encourage”

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Commented [CW5]: Suggestion to strengthen “prevent” with “eliminate”

Deleted: seeking training for ourselves and our city staff to become better educated on

Deleted: preventing all future incidents of racism.

Commented [CW6]: Added by the city attorney in response to comments made during last week’s meeting about a “living document”.

Investment in social services and mental health that can be supported by the City.

Direct outreach as well as active publicity about these conversations, so that all stakeholders can be represented.

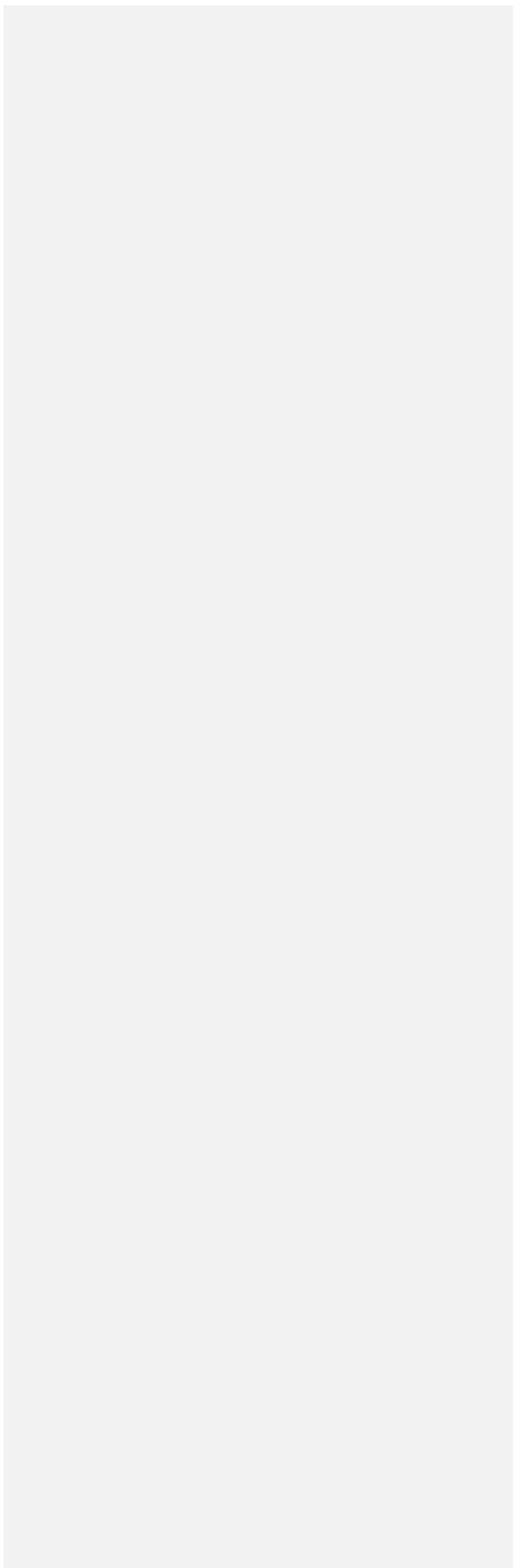
Policing policies must ensure public trust; maintain a fair and impartial police force; guarantee citizens of color will be able to safely file complaints against police officers; rank police candidates with human services experience ahead of military training.

Funding to examine racism and establish programs. Elaborate on the ways the City currently examines racism and partnerships with Benton County and/or Corvallis.

Money for training. Who, what, when, where, why, cost, etc.

Data available today in regards to race when it comes to police interactions.

DRAFT



To: Mayor and Council

From: Councilors Ellis and Struthers

Date: June 30, 2020

Subject: Resolution Supporting Black Lives Matter

Councilors Ellis and Struthers have worked together on a resolution to Support Black Lives Matter. In light of recent events and protests, it seemed appropriate and important for the council to speak. The resolution is based directly on the statement issued by the Benton County Commissioners (attached). However, we felt like the resolution structure and form was more in line with council past practice. The language, and, more importantly, the support and commitment, are the same. In supporting this resolution, the City Council is speaking in concert with the Benton County Commissioners.

Attachments:

Attachment A - Resolution
Attachment B - Benton County Statement

ATTACHMENT A

RESOLUTION 2020-_____**A RESOLUTION SUPPORTING BLACK LIVES MATTER**

Minutes of the July 6, 2020, Corvallis City Council meeting, continued.

A resolution submitted by Councilor Ellis.

WHEREAS, systemic racism silences vulnerable communities, overwhelmingly benefits the privileged, and enables those in power to abuse their power at the expense of the marginalized and vulnerable; and

WHEREAS, our history of systemic oppression disproportionately impacts Blacks and African Americans due to the forced migration and enslavement of African peoples hundreds of years ago; and

WHEREAS, we recognize the intersectionality of races, ethnicities and cultures and that people of color—Black/African American, Middle Eastern, Native American, Hispanic/Latinx and Asian/Pacific Islander—experience inequality, discrimination and prejudice as a daily occurrence; and

WHEREAS, this discrimination occurs in policing within communities of color; and

WHEREAS, it is also often exhibited through gerrymandering, voter suppression, redlining, and other societal structures; and

WHEREAS, to create meaningful change, we must acknowledge that the racist history of Oregon Benton County, and the City of Corvallis and its structural systems - including government—reinforces racism locally, statewide, and nationally; and

WHEREAS, the State of Oregon has begun a process of meaningful reform by recently passing several bills increasing police accountability and limiting the use of chokeholds and tear gas.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CORVALLIS RESOLVES that we are dedicated to examining racism within the city of Corvallis and we are committed to listening to the needs of the communities that we serve. We have and will continue to have these conversations with our law enforcement partners and our elected legislators.

BE IT FURTHER RESOLVED that Today we stand in solidarity with our Black community. We affirm that Black lives matter today, yesterday and forever.

Councilor

Upon motion duly made and seconded, the foregoing resolution was adopted, and the Mayor thereupon declared said resolution to be adopted.



ATTACHMENT B
BOARD OF COMMISSIONERS
 205 NW Fifth Street
 P.O. Box 3020
 Corvallis, OR 97339-3020
 (541) 766-6800
 FAX (541) 766-6893

Statement from the Board

In the weeks since George Floyd lost his life, communities across the nation are coming together in protest to give voice to the centuries of inequality, exploitation and abuse suffered by Black and African American people in our country. The demands for change cannot go unanswered.

Our history of systemic oppression disproportionately impacts Black and African Americans due to the forced migration and enslavement of African peoples hundreds of years ago. We recognize the intersectionality of races, ethnicities and cultures and that people of color—Black/African American, Middle Eastern, Native American, Hispanic/Latinx and Asian/Pacific Islander—experience inequality, discrimination and prejudice as a daily occurrence.

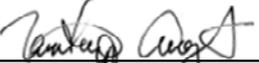
To create meaningful change, we must understand the racist history that Oregon and Benton County have experienced and the structural systems - including government—that reinforce racism locally, statewide and nationally. We must commit to challenge and deconstruct these systems.

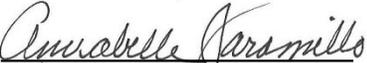
Systemic racism silences vulnerable communities, overwhelmingly benefits the privileged, and enables those in power to abuse their power at the expense of the marginalized and vulnerable. It exists beyond policing within communities of color. It is often exhibited through gerrymandering, voter suppression, redlining, and other societal structures. All systems that reinforce oppression and racism must be thoroughly examined, changed where needed and rebuilt in coordination with the people that have been historically disenfranchised. This work needs to happen at every level within our County, as well as in concert with our state and federal partners.

The Benton County Board of Commissioners is dedicated to examining racism within Benton County and we are committed to listening to the needs of the communities that we serve. We have and will continue to have these conversations with our law enforcement partners and our elected legislators. Today we stand in solidarity with our Black community. We affirm that Black lives matter today, yesterday and forever.

Sincerely,


 Pat Malone


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 Annabelle Jaramillo