



AGENDA PHILOMATH INCLUSIVITY AD HOC COMMITTEE

October 6, 2020

6:00 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 6:00 PM
- B. APPROVAL OF MINUTES 6:02 PM
 - 1. August 18, 2020
- C. BUSINESS 6:05 PM
 - 1. Meeting Structure
 - 2. Committee Goals
 - 3. City website and virtual bulletin board update
 - 4. Feedback on Gwen Carr's presentation
 - 5. Presentations vs. formal training
- D. SCHEDULED EVENTS 6:30 PM
 - 1. October 8 – Oregon Black History presented by Kerry Tymchuk, Oregon Historical Society
 - 2. October 20 – Inclusivity Discussions
 - 3. October 20 – Siletz Tribal History & Customs presented by Robert Kentta, Cultural Resources Director, Confederated Tribes of Siletz Indians
 - 4. November 24 – Inclusivity Committee Meeting
- E. PUBLIC COMMENT (time permitting) 6:35 PM
- F. ADJOURNMENT 6:45 PM

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 or to make a request to speak under the Public Comment portion of the meeting by calling Chris Workman at (541) 929-6148 prior to the meeting.

MEETING ACCESS INFORMATION: This meeting will be held via Zoom. It will also be live-streamed on the City's Facebook page at <https://www.facebook.com/cityofphilomath>. This is a public page and does not require a Facebook account to view.

Members of the public who sign up to speak during Public Comment may use the video link or phone number provided below. The public will remain in the waiting room until the Public Comment portion of 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

If internet service is not available, please contact the City Manager's office for assistance in attending the meeting.

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 of 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 were not. There was support for allowing comments throughout the meeting.

1 Zina Allen comments on the difficulty she felt as she was feeling marginalized by the
2 discussion at the council meeting. She stated marginalized individuals have to listen a lot
3 but don't often get a lot of space to talk about their issues.
4

5 A break was taken from 6:56 to 7:00.
6

7 There was discussion about the meeting recording and Mr. Workman stated he failed to
8 start the audio recording at the beginning of the meeting, but it is being recorded at this time.
9 There was discussion about the concern of the audio of the first meeting not being recorded.
10 Councilor Niemann offered for anyone who wished to restate their message is welcome to.
11 There was discussion about disadvantage of not having the audio and video.
12

13 C. NEXT STEPS & PRIORITIES

14 Councilor Jones spoke to his priorities and goals, including:
15 Series of opportunities for people to come together and learn together about various topics.
16 Land Acknowledgments –expressed concerns about it becoming a token if it was something
17 that was done because it had to be done each meeting, compared to the value they bring
18 when they are done because they respect and honor those that came before us. There was
19 discussion that the School District has permission to use the mascot “Warriors” and we
20 should follow up to see if the curriculum is being followed through on and revisited.
21

22 Mayor Niemann discussed efforts the City made earlier this year in acknowledging the Siletz
23 Tribe and efforts to provide education from the Oregon Black History Pioneers.
24

25 Rose B. expressed desire to provide training to City Council members and said that should
26 be added to the list. She recommended meeting on a weekly basis between now and the
27 next council meeting. There was additional discussion about the cost of meetings and the
28 cost of training coupled with resources at OSU and at the state level that could be utilized.
29

30 Zina Allen recommended the NAACP, disability advocacy group, and people at the college.
31

32 Mayor Niemann noted the upcoming free conversation hosted by DOJ, December 27-28
33 Virtual “I Have a Dream” March in D.C.
34

35 Abigail expressed concern about the term “training” as opposed to “learning” and training,
36 including the need to provide compensation to marginalized populations that are providing
37 this service. She asked about the website hosting a section for “opportunities for learning”.
38

39 Jessica Andrade stated that the DOJ meetings are not considered training, but an
40 opportunity to share grievances and learn.
41

42 D. FUTURE MEETING DATES

43 There was discussion about different dates and times; the Committee agreed to meet
44 Tuesday, September 22 at 6:00 p.m. Chair Causey offered to be available for a meeting
45 with just her at 6:00 p.m. on August 25.
46

47 There was discussion about the membership of the Committee and Mayor Niemann
48 continuing on the committee or not.
49

50 Mr. Workman clarified that those wanting an email invite to next week's meeting need to
51 email him or look for the meeting information on the website.
52

1
2
3
4

E. ADJOURNMENT

Meeting adjourned at 8:10 p.m.



Inclusivity Ad Hoc Committee Agenda Item Summary

Title/Topic: Committee Goals

Meeting Date: October 6, 2020

Contact: Councilor Chas Jones

Goals

Short-term (<12 months)

1. **School District agreement with Confederated Tribes of the Siletz Indian Reservation.** Request annual update from School District on tribal history curriculum, its measure of success, and plans for the future of that program. Provide update to Siletz Tribe if appropriate.
2. **Establish program of learning opportunities for Philomath centered around Civic justice, equity, diversity, and inclusion.**
 1. Lectures & webinars, virtual bulletin board, community led Facebook page, museum exhibits
 2. Formalized learning opportunities for civic leaders
 3. Other?
3. **Celebrate diversity in Philomath.** What opportunities exist that may be similar to our celebrations of veterans, high school graduates, Memorial Day, etc.)?
4. **Identify vision & structure for Inclusivity committee and how to engage the full Council and city staff**
5. **Identify existing opportunities and programs that relate to JEDI within Philomath.**

Mid-term (1-2 years?)

1. **Allocate resources** to address inequities faced by BIPOC due to systemic policies, precedents, or other Norms regarding ways of doing City business
2. **Provide opportunities** for BIPOC to elevate their presence and success (business/personal) within our community.
 1. Career pathways, career coaching, etc.
 2. Increase racial diversity of city staff

Long-term (1-5 years?)

1. **Eliminate systemic barriers and challenges for people of color** within our local government

Inclusivity Meeting – 08.18.2020 – Andrade comments

I would first like to thank you all for allowing these conversations and wanting to do the work, and I echo the thoughts of the statements made by those before me.

Secondly, I would like to reiterate the fact that everyone struggles with implicit biases. This is a journey we all need to take together to learn more about how each and every one of us unintentionally contributes to systems of oppression and how to unlearn those thoughts and behaviors. This brave space is not one of equal teaching and equal learning. Some of us are farther along in that journey than others and I ask that we all, as individuals, examine where we are on this journey and respect the knowledge and experience of those farther along in that journey than ourselves.

And now I would like to ask some questions with accompanying context:

- When will the condemning begin?
 - o We have now heard some of the egregiously discriminatory behavior that occurred at the last City Council meeting and the lack of acknowledgement and condemnation from most city leadership, and I include city staff in that category in case that was not clear. I thank Councilors Causey and Low and especially Councilor Jones for attempting to defend the work we have been doing in these ad hoc Inclusivity Committee meetings. I am sure it was very difficult for you all to respond in the moment, especially considering the fact that it appears you are all fairly new to engaging in conversations about equity, justice, diversity, and inclusivity in this manner. Although I appreciate would you did, the responses of every city leader to every discrimination that happened were inadequate at best and complicit in that discrimination at worst. Those in city leadership are in positions with varying degrees of power and therefore have the responsibility as civil servants to be the guiding moral compasses for the community. We expect more from you and will hold you accountable.
- When will the education and training begin?
 - o While some people might believe that education and training of this kind isn't a priority if city leaders become better at recognizing and condemning overt bigotry and discrimination, this misses the many other "smaller" instances of devaluing various identities. These "micro-abuses" may be "small" words and/or actions, but they are "macro-moments" and mean everything to those whose identities are being attacked. I will give you two examples of micro-abuses that occurred at the last city council meeting.
 - 1) Councilor Edmonds began to describe a single facet of what ADA website compliance looks like to the council and described the disabled community as having "deficiencies".
 - My friends and family from the differently-abled community are not broken. They are lovely humans, inside and out, and the hurt this comment caused me is nothing compared to pain and trauma they must relive when their identities are repeatedly disregarded or worse yet devalued.
 - I would also like to point out that Councilor Edmonds could have easily asked the public for more information about ADA-compliant websites,

especially when he had already heard from a Philomath resident in the public comments who identified themselves as being differently-abled and displayed knowledge of this technology. And this ties into the next example through intersectionality perfectly...

- 2) Why is it that when asked for clarity on city council meeting protocols, answers were given, but then somehow the rules changed for other people? Why is it that myself and another young woman were not asked follow-up questions or given a chance to take part in a discussion the way other speakers were allowed? Why is it that when Councilor Thomas demanded that myself and another young woman be deemed “out of order” that no one stepped in to say that we had valid concerns and that it was good that we spoke up for our friend? Why is it that no one asked for the responses of myself and the other young woman who had spoken earlier following Councilor Thomas’ tirade? The only things I can think of are that this young woman and myself are exactly that, young women. Additionally, we are not Philomath business owners nor are we employed by Philomath businesses. If we were male and/or economically tied to a Philomath business, would we have been silenced and treated this way?

***08.20.2020 addition** – *I added some things I said following what had been said above that I had not previously written out. I am not sure if I said anything additional besides what is written below, because it was an extremely emotional and vulnerable space for so many and the first hour of the meeting when public statements were made was not recorded.*

I know what I have said may sound accusatory and may sound like I’m blaming individuals, but please know that I am coming from a place of hurt. What was said and done at that meeting was not okay. It just wasn’t okay.

***Additional Note Outside of My Public Comments:** On October 6, 2020 @ ~10:30am, I recorded myself saying this statement and what I remember saying that had not been previously written, because the impact of what a person says can get lost when that accompanying audio and/or video is absent or lost from a written account. I also wish this testimony to be more accessible to those who do not have the time and energy to go over written accounts of city meetings that they have not attended, but who do go back and listen to those meetings similar to listening to a podcast episode. I would also like to clarify that the dread of viscerally reliving this trauma not for a first time, but for a second time has prevented me from doing this immediately after the inclusivity meeting had concluded. Unsatisfactory characterization of my comments in the minutes for this meeting is further reason for submitting this written statement and audio recording.

Inclusivity Ad Hoc Committee meeting
10/6/2020

Mayor Niemann, Councilor Jones, and Councilor Causey,

First, I wanted to share my gratitude for the Oregon Black History Presentation given by Gwen Carr. There was an immense amount of engagement in the comments during the event and now it has reached 181 comments and has been viewed 4.1K times! I'm excited for the future presentations you've scheduled and anticipate it will have similar engagement and impact on those who view it.

(To make the videos on your Facebook homepage more accessible to your visitors, you can change the tabs so that videos isn't in a drop down menu but along the top. This setting can be found under "Page Settings" -> "Templates and Tabs" -> "Tabs." You can reorder the tabs there. I'd also recommend that you include the events tab and remove reviews.)

For tonight's meeting I noticed on the agenda that there will be discussion on presentations vs. formal training. I am desperately asking that this not be a choice between one or another. Each have value and each will help the City of Philomath continuing the ongoing work towards equity, diversity, and inclusion. Presentations are a unique and powerful tool for learning and as you saw with the Oregon Black History Presentation, they have the ability to reach so many community members and beyond. These presentations show that you are taking actions at the City level to make your Inclusivity Resolution more than words.

However, that is not enough. It is clear that training is also a vital necessity for our city leaders, present and future members. Harm has occurred due to statements and actions of our City leaders. From an outside perspective it appears little if any public condemnation has happened. Training would help in trying to lessen the harm caused by our City leaders to one another, our community, and visitors to Philomath. Training would make it easier to know how to interrupt and manage those instances of prejudice, discrimination, bias, and lack of empathy.

One of the main reasons the Inclusivity Ad Hoc Committee was formed was due to Councilor Jones statement recommending training occur. It was this committee's task to assess the value of having training, selecting a training provider, and then bring that to the City Council for approval. This need has not changed and if anything, the last couple of months have shown even more how necessary and beneficial training would be for everyone.

All decisions made by our City staff and leaders and interactions with citizens should be made through an equitable lens. This can be a challenge if you've never received training on what that means and how it can be implemented. The resources are out there and there's nothing to lose and an incredible amount of knowledge and skills to gain!

In a time when we need to keep pushing forward with equity, diversity, and inclusion, I will keep pushing for training. I will keep pushing to make Philomath welcoming for all. I will keep pushing for our community members to learn by your example. Please, keep pushing yourselves too.

Anissa Teslow

Jessica Andrade, signing in support of this statement