

# Human Rights Advisory Commission (HRAC)

## Regular Meeting Minutes

Wednesday, January 3, 2018 at 6:30 p.m.

**Present:** Commissioners Farrah Chaichi, Laurel Grasmick-Black, Tag Khuri, Marilyn McDonald, Cameron Monfared, Tom Steiwer, Miranda Summer, Kossikan Yawo; Alternate Commissioners Moneer Afzal, Jerome Sibayan, Stephanie Somanchi; City Staff Liaisons Holly Thompson and Paolo Esteban; and City Council Liaison Lacey Beaty

**Excused:** Commissioner Phil Nagel

**Visitors/Guests:** None

**6:30 p.m. Call to Order and Roll Call**

**6:31 p.m. New member welcome and introductions with ice breaker**

**7:10 p.m. Communications from City Staff Liaison to the Commission**

- Upcoming city events were discussed.
- List of events will be sent to Commissioners, Commissioners are asked to share with their networks.
  - **January**
    - **City Council Meeting Human Rights Award Presentation** – Tuesday, January 9, 7 pm at Fir Grove Elementary, [6300 SW Wilson Ave.](#)
    - **State of the City Address** – Thursday, January 11, from 7:30 am to 9 am at [8205 SW Creekside Place](#)
    - **MLK Event** – Saturday January 13, from 1 to 3 pm at the [Glenn and Viola Cultural Arts Center 527 E Main, Hillsboro, OR 97123](#)
    - **Downtown Design Project Open House** – Monday, January 22 from 6 to 8 pm at Beaverton City Library
    - **Board Member Orientation** – Monday, January 29 from 6 to 8 pm Beaverton City Hall – Council Chambers
  - **February**
    - **Public Safety Center Open House** – Thursday, Feb 1 from 5:30 pm to 7:30 pm, Bridge Meadows Beaverton [5995 SW Menlo](#)
    - **Effective Meetings Training** – Monday, February 12, 6 to 8 pm, Beaverton City Hall – Council Chambers
    - **Recorder Training** – Wednesday, February 28, 6 to 7:30 pm, Beaverton City Hall – Columbia River Room
- Commissioner Chaichi noted some meeting minutes are missing from the website and will send to Holly and Paolo for posting.

**7:15 p.m. Communications from City Council Liaison to the Commission**

- Councilor Beaty described the role and actions of City Council.
- An update on city disaster planning and preparedness was given.
- The annual City Council retreat will be Friday January 19<sup>th</sup> from noon to 4:30 pm Council priorities for 2018 will be determined at the retreat.
- The importance of boards and commissions within the systems of the city was also discussed.
- Status on the city car camping ordinance was discussed.

- A public hearing is scheduled for the January 16<sup>th</sup> City Council meeting.
- Commissioners are encouraged to weigh in.
- Options for response from the Commission discussed, but will depend on the outcome of the hearing.
- A placeholder for discussion will be put on February agenda.

#### **7:34 p.m. Communications from Beaverton Police Department**

- BPD representative not present to report

#### **7:35 p.m. Approval of November and December meeting minutes**

- November minutes
  - No changes recommended, minutes approved as submitted.
- December minutes
  - Minutes were not distributed; approval will be postponed to February.

#### **7:36 p.m. Review of HRAC 2017 Accomplishments by Chair**

- A brief description of activities was given and the future of these events were discussed:
  - February - Creative Expressions Contest (CEC)
  - May - Migrant Advocacy event
  - June - LGBTQ Pride Proclamation
  - October - Indigenous Peoples' Day
  - November - Cultural Conversation
  - December - Human Rights Day display at the library

#### **7:47 p.m. Election of 2018 Officers**

- The City Staff Liaison presided over elections.
- Chair
  - Commissioner Monfared nominated Commissioner Chaichi for position of Chair and Commissioner Khuri seconded the nomination.
  - Commissioner Yawo nominated Commissioner McDonald, who declined the nomination.
  - Motion to elect Commissioner Chaichi as chair carried.
- Vice Chair
  - Commissioner Chaichi nominated Commissioner Monfared for position of Vice Chair and Commissioner Steiwer seconded the nomination.
  - Motion to elect Commissioner Monfared as Vice Chair carried.
- Recorder
  - Commissioner Grasmick-Black volunteered for position of Recorder and someone seconded the nomination.
  - Motion to elect Commissioner Grasmick-Black as Recorder carried.
- Commissioner McDonald suggested information about the Commissioners be posted on the HRAC website and volunteered to coordinate the content.

#### **7:53 p.m. Black and Brown Lives Matter Resolution**

- A copy of the document was shared and the history of the resolution discussed. (The resolution and action items are attached at the end of these minutes.)
- Holly clarified the difference between the resolution and accompanying action items.

- Councilor Beaty shared two options for carrying the resolution forward:
  - HRAC can ask Councilor Beaty to take the resolution to the council for a vote
    - If there is no support from Council to add the resolution to the agenda, Councilor Beaty will need to bring it up during the Council Items portion of the agenda. This will require a second from another Councilor in order to bring the resolution to a vote
  - HRAC can pass the resolution itself and advise council and other city stakeholders of the action.
- The likelihood of passage by City Council was discussed.
- There was also discussion about the softened language of the resolution.
- Motion to have Councilor Beaty take the resolution in its current form to the City Council carried.
- Motion to rewrite the resolution with more direct language if the current resolution does not pass City Council carried.
- Motion to formally pass the rewritten resolution for adoption by HRAC in the event City Council does not accept the current resolution carried.

#### **8:25 p.m. Upcoming HRAC Items**

- Human Rights Award presentation to Cameron Monfared will be at the City Council meeting on January 9<sup>th</sup>
- The MLK Event January 13<sup>th</sup> marks the kick off of the CEC
- Retreat will be scheduled for the regular February meeting date, and start an hour earlier.

#### **8:45 Meeting adjourned**

**NEXT HRAC Meeting – Wednesday, February 7, early start at 5:30 pm and moving location to Beaverton City Hall – 5<sup>th</sup> Floor – Columbia River Room**

A RESOLUTION TO AFFIRM THAT BLACK AND BROWN LIVES MATTER IN THE CITY OF BEAVERTON

WHEREAS, fostering a welcoming and inclusive environment for all people, regardless of race, ethnicity, or place of origin, is a core value and priority of the City of Beaverton; and

WHEREAS, the City of Beaverton is striving to become increasingly welcoming, inclusive, representative, and responsive to historically underrepresented and underserved communities, particularly communities of color, immigrants, and refugees; and

WHEREAS, elected officials of the city of Beaverton joined area leaders in condemning white supremacy, racism, and violence in the wake of recent local and national tragedies and affirming that “We can, and will, build communities that shun hate, offer equitable opportunity and see our differences as cause for celebration, not division”; and

WHEREAS, Oregon has a history of underrepresented and oppressed Black and Brown residents originally stemming from the exclusionary clause of the Oregon State Constitution at the time statehood was granted; and

WHEREAS, data shows that Black and Brown people have a disproportionately high rate of interactions with law enforcement, including traffic searches and arrests, and alarming overrepresentation in the criminal justice system; and

WHEREAS, the City of Beaverton recognizes a pressing need to diversify the makeup of city staff and particularly its police force so that it is representative of the community it serves, in which 1 in 3 people identify as a person of color; and

WHEREAS, deep racial disparities exist to this day that impact the wellbeing and success of diverse populations in Beaverton, where data shows that communities of color fare worse across all poverty indicators, with as much as 3.5 times the rate of poverty as white families; and

WHEREAS, Black and Brown residents of Beaverton have made valuable contributions to our community and to the social and economic fabric of Oregon; and

WHEREAS, Dr. Martin Luther King Jr. asked “So the question is not whether we will be extremists, but what kind of extremists we will be. Will we be extremists for hate or for love? Will we be extremists for the preservation of injustice or for the extension of justice?”

NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF BEAVERTON, OREGON:

That the City of Beaverton affirms that Black and Brown Lives Matter; and

BE IT FURTHER RESOLVED that the City of Beaverton commits to continuing to work to eliminate racial disparities and ensure that every Beaverton resident has the opportunity to thrive;

BE IT FURTHER RESOLVED the City of Beaverton shall recognize every third Monday of January as Dr. Martin Luther King Jr. Day and each February as Black History Month; and

BE IT FURTHER RESOLVED the city of Beaverton shall recognize each September 15 through October 15 as Hispanic Heritage Month.

## Action Items List

### Human Rights Advisory Commission · City of Beaverton

#### **Background**

The City's volunteer Human Rights Advisory Commission (HRAC) would like to work with the City of Beaverton to focus on the following action items.

- 1. Civil Rights Complaint Procedures** – As part of the city's response to the Civil Rights Act of 1964 (Title VI), HRAC would like to receive an annual summary of all civil right complaints filed with the city. The HRAC would like to work with the Human Resources Department, City Attorney's Office, Cultural Inclusion Coordinator, or any other appropriate city sources to develop a process for annual review with a goal toward making any recommendations the Commission feels are appropriate for training or program/policy changes.
- 2. Support Diverse Hiring and Retention Practices** – Meet with the city's Human Resources (HR) professionals to understand the city's practices in terms of diverse recruitment and retention policies and practices. Ask the HR department to review annually the city's progress toward diverse recruitment, hiring, and retention. Make suggestions for improvements as needed.
- 3. Support Expansion of Police Department Training** – Meet with the city's Police Department and HR professionals to better understand the annual training opportunities for police officers. Make recommendations for additional trainings on HRAC related topics if needed.
- 4. Support Expansion of Training for City Staff and Volunteers** – Meet with the Mayor's Office and develop a recommended set of training opportunities for boards and commission volunteers to cover topics such as implicit bias, how to create welcoming and open public meeting experiences, and more.
- 5. Explore Emerging Best Practices in Community Policing** – Partner with BPD in a review of best practices and community-based proposals emerging nationally to support proactive building strong community-police relations. Topics include de-escalation, use of force, the community complaints process, as well as overall transparency and accountability measures.