

HUMAN RIGHTS ADVISORY COMMISSION

Wednesday, June 5, 2019 (6:30 - 8:30 p.m.)

Tualatin River Room, 3rd Floor, City Hall – The Beaverton Building 12725 SW Millikan Way

Cameron Monfared (Chair): ChairMonfared@gmail.com

Present: Chair Cameron Monfared, Vice Chair Kossikan Yawo, Recorder Laurel Grasmick-Black, Commissioners: Farrah Chaichi, Tonia Cottrell, Tom Steiwer, Mercy Henderson, Moneer Afzal, Miranda Summers, Stephanie Somanchi; City Liaison, Paolo Esteban; Guest Speaker: Patricia Anderson Wieck; Beaverton Police Department Lieutenant Darren Fletchall; Members of the Public: Mahboubeh, Heidar.

Absent: City Councillor Cate Arnold; Commissioners Taghrid Khuri, Jarrod Shaw, Dori King

AGENDA

6:30 - 6:31 Call Meeting to Order and call for public comment -- Cameron Monfared, Chair

No members of the public present at opening of meeting, no public comment.

6:31 - 6:32 Minutes Approval tabled until July meeting

Corrections needed to minutes.

6:32 – 6:38 BPD Update – Lieutenant Darren Fletchall.

Upcoming events: Special Olympics run, 6/6. Car seat clinic, 6/15. Summer student academy, 6/24-6/28. Lieutenant Fletchall highlighted that hiring and recruitment trends show movement toward better reflecting the diversity of the community served. After 7/1, drugs will no longer be accepted at the police station.

6:38 – 7:29 Guest Speaker: Patricia Anderson Wieck – City, Human Resources Director

Wieck expressed enthusiasm about partnering with the Commission and queried us about our goals for this partnership. Wieck provided information to the Commission based on a list of questions composed by Commission members that had been previously submitted to her.

The overarching theme was the Commission's desire for an annual report, stripped of any identifiable information, on any Title VI complaints made to the City. Both Title VI and Title VII complaints were included in Commission questions. Currently, Title VI complaints are not under HR's purview, but Title VII complaints are; the City attorney also plays a role in both. Oregon provides stricter protections for and definitions of protected classes than those at the federal level. Complaints are tracked and recorded and analyzed with a goal toward understanding and addressing the root causes. The Title VI compliance officer (with the City attorney's office) maintains a record of all complaints and their resolution. These records may be reported when requested, such as to organizations providing grants to the City, and this provides an option for the Commission to receive quarterly updates.

Diversity in hiring, diversity initiatives: removing barriers to talent acquisition is the theme of an upcoming HR retreat. Wieck emphasizes the role of writing job descriptions that are inclusive; for example, requiring educational transcripts will exclude marginalized groups such as immigrants and refugees. She aims to reevaluate the City's hiring practices in light of these

barriers and to take a more holistic approach to job requirements. This includes a reevaluation of background check practices. Additionally, HR is looking at who is selecting candidates and expanding bias awareness training for all City employees. Finally, she is examining where and how the City advertises jobs and aims to cast a broader net. For example, Public Works will be hosting a jobs fair in July. Commissioner Cottrell expressed the need for active recruitment within marginalized communities (a “push in” approach bringing job opportunities to communities rather than trying to “pull in” applicants).

Wieck defines diversity as respecting the person first, for example using person-first language. Diversity invites people to the table *because* they are different; a diversity of perspectives is essential. Every person is respected as a person and as a contributor.

Action items: follow-up after the July HR retreat (diversity in hiring), Title VI reports. Paolo will lead.

7:29 – 7:42 City Update – Paolo Esteban, Staff Liaison

Beaverton City Library: Summer reading program for adults, 6/1; log hours reading to provide donations of beehives. Summer reading program for teens, 6/1 - 7/23.

Summer solstice celebration at Beaverton Farmers’ Market, 6/22, free, all ages.

Pride in the Park: 2nd annual event, Sunday 6/23 at Beaverton City Park. Pride Parade at 11am. Commissioner Grasmick-Black suggested that HRAC aim to have a presence at Pride in the Park; Paolo and Laurel will follow up.

West Side Shakespeare Festival, 6/28-6/30, City Library Lawn.

Beaverton Celebration Parade, 9/7; applications for participation now open close 6/26.

Budget update: General fund, \$81.5 million; much of this is already allocated. Some money is allocated for addressing housing insecurity, further information will be shared with the Housing Insecurity Subcommittee. **Paolo will include the budget update with these minutes.**

Brief discussion of City salaries, including Mayor and City Council.

7:42 – 7:49 Officer Elections – Cameron Monfared

Nominees: Kossikan, Laurel

Winner: Kossikan

Nominees: Laurel

Winner: Laurel

Recorder vote tabled until July meeting

7:49 - 7:57 Policy Clarification for Public Comment – Cameron Monfared

Moving forward, public participation will be limited to a total of 5 minutes; Chair will have discretion to extend discussion if a majority of Commissioners approve. Any requests presented by members of the public will be automatically tabled until the following meeting (subject to Chair discretion if an issue is raised that is time sensitive).

7:56 – 8:06 Subcommittee Time

- Human Rights Education
- Housing Insecurity

8:06 – 8:16 Subcommittee Report Out

8:20 Adjourn

HUMAN RIGHTS ADVISORY COMMISSION www.BeavertonOregon.gov/HRAC Paolo Esteban, Equity Specialist,
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