



**Study Session**

**SS**

**Milwaukie City Council**

## COUNCIL STUDY SESSION

City Hall Community Room, 10501 SE Main Street  
& Zoom Video Conference ([www.milwaukieoregon.gov](http://www.milwaukieoregon.gov))

## REVISED AGENDA

MAY 14, 2024

(Revised May 10, 2024)

**Council will hold this meeting in-person and through video conference.** The public may attend the meeting by coming to City Hall or by joining the Zoom webinar. The meeting will not be recorded or broadcast later on the city's [YouTube channel](#).

**To participate in this meeting by phone** dial 1-253-215-8782 and enter Webinar ID 837 5111 0754 and Passcode: 107967. To raise hand by phone dial \*9.

**Written comments** may be submitted by email to [ocr@milwaukieoregon.gov](mailto:ocr@milwaukieoregon.gov). Council may take limited verbal comments. **For Zoom webinar login information** visit <https://www.milwaukieoregon.gov/citycouncil/city-council-study-session-152>.

**Note:** agenda item times are estimates and are subject to change.

**Page #**

1. **Council Equity Training** (5:15 p.m.)

2. **Council Reports** (7:15 p.m.)

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3. **Adjourn** (7:30 p.m.)

**Executive Session.** After the study session Council will meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

### Meeting Accessibility Services and Americans with Disabilities Act (ADA) Notice

The city is committed to providing equal access to public meetings. To request listening and mobility assistance services contact the Office of the City Recorder at least 48 hours before the meeting by email at [ocr@milwaukieoregon.gov](mailto:ocr@milwaukieoregon.gov) or phone at 503-786-7502. To request Spanish language translation services email [espanol@milwaukieoregon.gov](mailto:espanol@milwaukieoregon.gov) at least 48 hours before the meeting. Staff will do their best to respond in a timely manner and to accommodate requests. Most Council meetings are broadcast live on the [city's YouTube channel](#) and Comcast Channel 30 in city limits.

### Servicios de Accesibilidad para Reuniones y Aviso de la Ley de Estadounidenses con Discapacidades (ADA)

La ciudad se compromete a proporcionar igualdad de acceso para reuniones públicas. Para solicitar servicios de asistencia auditiva y de movilidad, favor de comunicarse a la Oficina del Registro de la Ciudad con un mínimo de 48 horas antes de la reunión por correo electrónico a [ocr@milwaukieoregon.gov](mailto:ocr@milwaukieoregon.gov) o llame al 503-786-7502. Para solicitar servicios de traducción al español, envíe un correo electrónico a [espanol@milwaukieoregon.gov](mailto:espanol@milwaukieoregon.gov) al menos 48 horas antes de la reunión. El personal hará todo lo posible para responder de manera oportuna y atender las solicitudes. La mayoría de las reuniones del Consejo de la Ciudad se transmiten en vivo en el [canal de YouTube de la ciudad](#) y el Canal 30 de Comcast dentro de los límites de la ciudad.

### Executive Sessions

The City Council may meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660(2); all discussions are confidential; news media representatives may attend but may not disclose any information discussed. Final decisions and actions may not be taken in executive sessions.



## COUNCIL STUDY SESSION

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## MINUTES

MAY 14, 2024

**Council Present:** Councilors Shane Abma, Adam Khosroabadi, Rebecca Stavenjord, and Council President Robert Massey, and Mayor Lisa Batey

**Staff Present:** Nicole Madigan, Deputy City Recorder  
Emma Sagor, Acting City Manager

Gabrieal Santoyo Gutierrez, Equity and Inclusion Coordinator

**Mayor Batey** called the meeting to order at 5:15 p.m.

### 1. Council Equity Training

Council participated in a training on Fostering a Culture of Belonging presented by Parfait Bassalé of Parfait Bassalé Consulting.

### 2. Council Reports

Council reviewed a letter to the United States (US) Secretary of Transportation, Pete Buttigieg, and a letter to Toni Karter of the Housing Authority of Clackamas County (HACC). Council agreed to sign and send the letters.

**Council President Massey** provided an Audit Committee update that included insight as to which auditor firm the Committee was considering for the city. The group discussed the audit firm Moss Adams.

**Councilor Khosroabadi** provided an update on Community Action Board (CAB) meeting that included information on community outreach presentations to each city and how CAB was planning to reach underserved communities.

**Mayor Batey** recessed the meeting at 7:20 p.m. so that Council could meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660 (2)(h) to consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.

**Mayor Batey** reconvened the study session at 7:53 p.m.

The group discussed Board and Committee (BC) interviews.

**Councilor Stavenjord** noted the upcoming Clackamas County Coordinating Committee (C4) retreat. Council discussed the history of the retreat and what was to be expected for that year. **Stavenjord** provided an update on a meeting with the new youth BC members, a rental assistance program through Clackamas Service Center, noted that there would be more relevant Transportation System Plan (TSP) updates coming soon, reported on the emergency warming center work with a downtown Milwaukie church, shared notes on a meeting that occurred with staff and Milwaukie business That One Vintage Shop regarding a temporary event permit. **Stavenjord** explained that the liaison role to the Homeless Solutions of Clackamas County (HSCC) had expanded to include working on the Coalition Board and noted that the Board was looking to expand into Milwaukie.

**Councilor Abma** noted that Milwaukie's Pride event was scheduled for June 29 from 10:00 a.m. to noon at the South Downtown Plaza.

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**3. Adjourn**

**Mayor Batey** adjourned the meeting at 8:13 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Nicole Madigan". The signature is written in black ink and is positioned above a horizontal line.

Nicole Madigan, Deputy City Recorder

# Fostering a Culture Of Belonging

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# Why Are We Here?

Reflect on  
current cultural  
traits that might  
hinder belonging

Understand critical  
pivots that can  
foster greater  
belonging

Acquire tools &  
strategies to  
achieve these  
pivots





# What is Belonging?

“Belonging is about the **quality of fit between oneself and a setting.**

When one belongs, one feels **emotionally connected, welcomed, included, and satisfied** in their relationships. They know that they are **valued** for who they are as well as for their contributions, can bring their whole and **authentic self** to the table, and are comfortable **expressing their thoughts** and opinions regardless as to whether they diverge from dominant perspectives.”



# Community Agreements

1. **B**e present and brave
2. **E**xpect discomfort
3. **L**isten to understand
4. **O**wn your impact
5. **N**ames and stories matter
6. **G**ive grace and space





# Welcome!

## A Little About Me...



**Friend + Artist + Reconciler + Belonging Strategist**



**Courage - Curiosity - Compassion**



**Where is home?**





**How do we need to be as  
professionals so that others belong  
around us or because of us?**

# Be A Friend

**“Friend”** comes from the Old English verbs  
“freogan” and “freon” which mean  
“to love, free, and set free”



**What does it mean to “befriend?”**

to metaphorically and experientially

**LIBERATE** and **BE LIBERATED**

from the shackles of our fragmented tribal identities such as race, class, caste, political affiliation, religion, gender.

# The Core Commitments of Belonging

The Three Cs

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Courage  
Curiosity  
Compassion



# Courage

Often associated with being a hero; Mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty.

However, its original meaning comes from the Latin root “cor” which means “heart.” Therefore, courage is:

**“To be and behave in alignment with one’s heart, no matter the danger, fear or difficulty.”**



# Curiosity

Originally from the Latin word “curiosus”  
meaning “**careful, diligent, curious.**”

It links back to the Latin etymon “cura” akin to “care,”  
which is a quality to inquisitive thinking  
such as exploration, investigation and learning with care.

**“To be curious is to carefully and caringly explore, investigate, and learn.”**

# Compassion

Comes from the Latin prefix 'com' which means 'together with' and the verb 'pati' meaning 'to suffer.'

Hence, compassion means:

**“To suffer together with someone;  
to meet someone in their suffering  
with the intent of alleviating their suffering  
through friendship.”**

# Reflection



**WHO do I need the COURAGE TO BEFRIEND?**



**WHO do I need to be CURIOUS about?**



**WHO do I need to SHOW COMPASSION to?**



# Reflection

**What words would you use to describe the current culture of your organization?**

**Example:**

- **Hard-working**
- **people-centric**



# Culture Geert Hofstede

- *The programming of the human mind by which one group of people distinguishes itself from another group*
- *Culture can be described as the shared values and behaviours that exist within a group of people*
- *The way we do things around here*



**“I don’t have all day”**



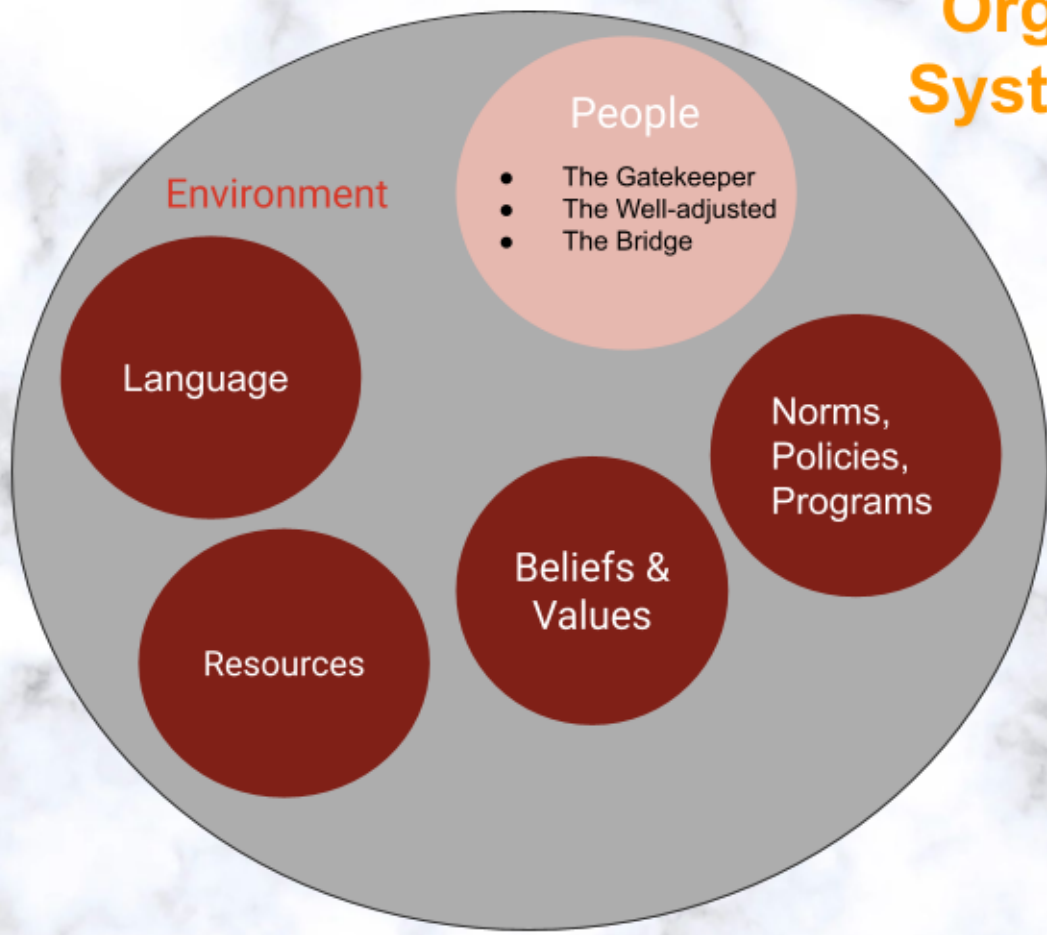
# Organizational System - Culture

Habits

Attitudes

Beliefs

Expectations



# The Water We Swim In

1. Review these cultural traits [Here](#)
2. Which one of the traits in the left column do you recognize in
  - a. yourself
  - b. our departmental culture that you don't like and would like to pivot away from?



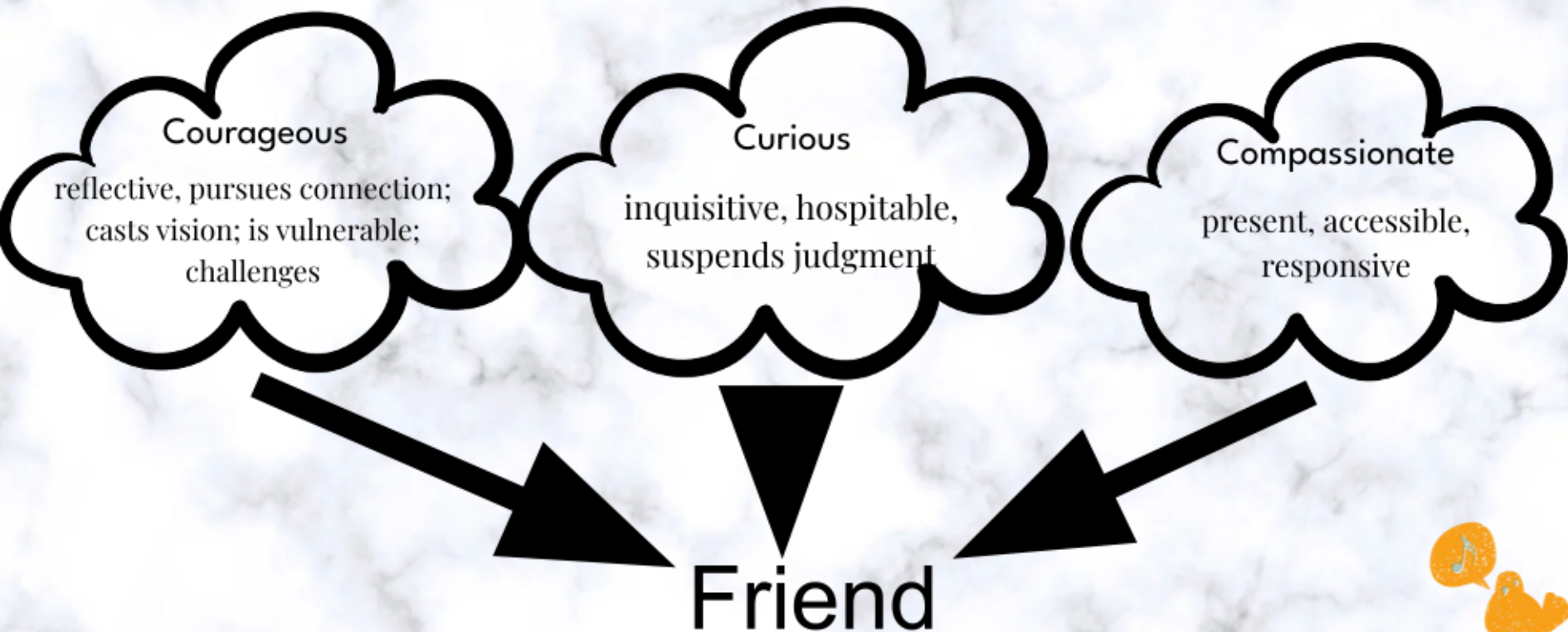
*“The wrong first question is, What do we need to do?”*

*The right first question is, Who do we need to become”*

*Benjamin Mcbride*



# The Profile of A Friend



# The Four Pivots - Dr. Shawn A. Ginwright

1. Critical → Self-reflection = **Awareness**
2. Transaction → Transformation = **Connection**
3. Problem fixing → Possibility Creating = **Vision**
4. Hustle → flow = **Presence**
5. **Rigidity** → **Flexibility** = **Responsiveness**





# Which question(s) resonate or challenge You ?

1. How can you begin to integrate a reflective practice into your life and the culture of your organization?
2. How can I turn this task that feels transactional into an opportunity for connection?
3. What Habit, Attitude, Belief, or Expectation needs to be reimagined in order to foster greater belonging for an outsider?
4. How can this task be completed with deeper meaning, purpose and intentionality?
5. Who might this policy adversely impact? Are we Ok with that? Do we care? Does it align with our values and mission?







May 16, 2024

The Honorable Pete Buttigieg  
Secretary of Transportation  
US Department of Transportation  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Dear Secretary Buttigieg,

I am pleased to write in support of the City of Milwaukie's application for a Safe Streets and Roads for All Supplemental Planning Grant. The city is seeking the necessary funds to perform a Road Safety Assessment on the Harrison Street Corridor to identify and evaluate countermeasures that will mitigate fatalities and serious injuries for all roadway users within the corridor.

Milwaukie is in Clackamas County in northwest Oregon and is home to approximately 22,000 residents across a five-square mile area. As a suburb of Portland, many residents choose to live in the area because they appreciate the small-town atmosphere with the benefits of its close location to Portland. Milwaukie prides itself on finding innovative solutions that not only help their community in the present, but also better itself for the future.

The study area for this assessment includes Harrison Street from SE McLoughlin Boulevard (Oregon Hwy 99E) to 42<sup>nd</sup> Avenue and 42<sup>nd</sup> Avenue to SE King Road. According to the Metro regional government's High Injury Corridors data, Harrison Street ranks within roughly the top third of corridors with the highest incident of injury crashes in the Portland Metro area. Based on Oregon Department of Transportation (ODOT) Crash Data from 2013-2022, there were 269 total crashes within this corridor, and 139 of them were injury crashes, as well as one fatal crash. Out of those 269 crashes, 19 of them were pedestrian or bicycle related crashes with 14 of those occurring within the last five years. Providing connections to transit systems, a local hospital, and a school, the Harrison Street Corridor is a vital arterial for the residents of Milwaukie including those walking and biking. Milwaukie is committed to finding a solution to combating fatal and serious injury crashes in this corridor, and this assessment is their first step. This study will identify known crash hotspots and contributing factors, evaluate countermeasures to mitigate crashes, promote safety, and provide a roadmap for the community to implement these strategies.

The Milwaukie City Council is pleased to support the city's efforts and pledges to participate as a key stakeholder throughout the study and will support the city in implementation of countermeasures and strategies with the goal of achieving zero deaths and serious injuries on our



region's roadways. We hope the federal department of transportation will strongly consider Milwaukie's collaborative approach to improving safety in the region.

Sincerely,

Lisa M. Batey, Mayor

Robert Massey, Council President

Adam Khosroabadi, Councilor

Rebecca Stavenjord, Councilor

Shan Abma, Councilor



March 14, 2024

Toni Karter  
Executive Director  
Housing Authority of Clackamas County  
13930 S. Gain St.  
Oregon City, OR 97045

**RE: Support for HACC’s Section 18 Disposition Application**

Dear Ms. Karter,

On behalf of the City of Milwaukie, I am writing in support of the Scattered Sites Section 18 Disposition application, as proposed by the Housing Authority of Clackamas County (HACC).

The Housing Authority seeks to submit a US Housing and Urban Development (HUD) Section 18 Disposition application for 18 scattered site public housing units located in the City of Milwaukie. The addresses are listed below.

9644 SE 32nd Av	Milwaukie	97222
11403 SE 32nd Av	Milwaukie	97222
9666 SE 32nd Av	Milwaukie	97222
4040 SE Harrison St	Milwaukie	97222
5125 SE Rainbow Ln	Milwaukie	97222
4957 SE Harrison St	Milwaukie	97222
2859 SE Malcolm St	Milwaukie	97222
9475 SE 40th Av	Milwaukie	97222
12205 SE 67th Ct	Milwaukie	97222
12315 SE 65th Ct	Milwaukie	97222
17120 SE Shadow Ct	Milwaukie	97267
17116 SE Shadow Ct	Milwaukie	97267
10508 SE 47th Av	Milwaukie	97222
17118 SE Shadow Ct	Milwaukie	97267
9622 SE 32nd Av	Milwaukie	97222
6606 SE Hemlock	Milwaukie	97222
6536 SE Hemlock St	Milwaukie	97222
8737 SE 28th Av	Milwaukie	97222



This application would permit HACC to sell the 18 public housing units located in the City of Milwaukie while ensuring the residents living in these units are successfully relocated with tenant protection vouchers. The Housing Authority intends to sell the units either into affordable homeownership opportunities for our community or into a program that would allow the homes to be used to help those most vulnerable in Milwaukie. The Authority will also utilize the proceeds of any sale to either develop or acquire new affordable housing units.

We understand the Housing Authority is undertaking an extensive public engagement process to educate existing residents about the upcoming Section 18 application and how they will be supported through this transition.

I write to express the City of Milwaukie's support for HACC's Scattered Sites Section 18 application.

Sincerely,

Lisa Batey, Mayor  
On Behalf of the City of Milwaukie