



Study Session

SS

Milwaukie City Council

COUNCIL STUDY SESSION

Zoom Video Conference
www.milwaukieoregon.gov

AGENDA

NOVEMBER 10, 2020

Video Meeting: due to the governor's "Stay Home, Stay Healthy" order, the City Council will hold this meeting through Zoom video meetings. The public is invited to watch live by joining the Zoom webinar (visit <https://www.milwaukieoregon.gov/citycouncil/city-council-study-session-111> for details). **This meeting will be recorded but will not be broadcast live.**

Written comments may be submitted by email to ocr@milwaukieoregon.gov. Council may take limited verbal comments. **To speak during the meeting**, see the Zoom webinar login information (see meeting page link above).

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

Page #

1. Council Goal: Equity, Justice, Inclusion – Update (5:15 p.m.)

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Staff: Ann Ober, City Manager, and
Luke Strait, Police Chief

2. Adjourn (7:15 p.m.)

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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

Zoom Video Conference
www.milwaukieoregon.gov

MINUTES

NOVEMBER 10, 2020

Council Present by Video: Council President Angel Falconer; Councilors Lisa Batey, Wilda Parks, Kathy Hyzy, Mayor Mark Gamba

Staff Present by Video: Assistant City Manager Kelly Brooks
City Manager Ann Ober
City Recorder Scott Stauffer

Equity Program Manager Jon Hennington
Police Chief Luke Strait

Mayor Gamba called the meeting to order at 5:17 p.m.

Ms. Ober noted the State of Oregon had announced a pause on social gatherings due to the coronavirus (COVID-19) pandemic. She announced the dates of the pause and encouraged Milwaukie community members to follow the recommendations.

1. Council Goal: Equity, Justice, Inclusion – Update

Ms. Ober reviewed previous actions related to Council's equity, justice, and inclusion goal. She explained the goal timeline and noted the three engagement phases.

Jon Hennington, Equity Program Manager, introduced himself and discussed his experience with equity, justice, and inclusion work in local and state government. He expressed excitement to work in Milwaukie and thanked the city for taking the initiative on equity work and for the work accomplished to date. **Mayor Gamba** welcomed Mr. Hennington to the team.

Ms. Ober reviewed engagement actions and deliverables that had been accomplished so far in Phase 1. She expressed excitement for what could be accomplished now with the hire of Mr. Hennington.

Ms. Ober noted Resolution 58-2020 that Council adopted in August. She asked if Council thought any purpose statements were missing in the resolution. She asked if Council had measurable outcomes they were trying to reach through this goal and to comment on how the Black, Indigenous, and People of Color (BIPOC) listening sessions influenced the goal's future work.

Council President Falconer suggested a measurable outcome could be to increase participation from communities the city was not currently hearing from. She discussed capturing demographic information like homeowner or renter status, income levels, and to ask people to volunteer information about race or ethnicity. She noted community member comments that people did not participate in events because they did not know about them or because there were too many barriers. She suggested that providing more translation services or childcare may lead to broader participation.

Ms. Ober observed that the meaningfulness of the engagement was important; for people to know that their comments were incorporated in a meaningful way.

Councilor Hyzy provided draft text related to removing systemic racism from city laws, ordinances, and policies through robust two-way communication with Milwaukie's BIPOC residents. The group discussed Council President Falconer's and Councilor

Hyzy's suggestions and how to move forward. They discussed community outreach and communication and the broadness of the goal.

Mayor Gamba observed that the resolution did not address processes or efforts in the broader community outside of city operations and what that would look like. He wanted the resolution to explain how the city can start leading the community in this effort.

Councilor Parks and **Councilor Batey** discussed how the city could lead engagement efforts now and when it was safe to gather in person again.

Council President Falconer noted this goal was an opportunity for the city to recognize it should not be the leader but a sponsor or partner in conversations that were already taking place in the community.. **Councilor Parks** agreed and noted that Council's recent actions give people a foundation of legitimacy to reach out, join in, and learn more.

Ms. Ober summarized that one outcome Council wanted to include in the goal resolution would be to support and embolden organizations to create the experience and culture that Milwaukie was trying to create.

Mayor Gamba noted he was struck and concerned by comments in the listening sessions about how people were treated by their neighbors. He also noted the powerful speeches he heard from Black mayors at the recent League of Oregon Cities (LOC) conference. He believed the city should support and/or co-sponsor similar listening sessions and community events. He wanted the resolution to address the broader community and not just city operations.

Councilor Hyzy provided draft language related to the wording of the goal resolution. The group noted the language could be adjusted more but agreed it pointed the city in the right direction.

Ms. Ober summarized that Council wanted to measure engagement, measure the city's policy shift, and grow the equity work in the region.

Councilor Batey commented that it was clear from the Spanish-language listening session that there was a lack of materials in different languages. She observed the struggle to determine how much to provide in Spanish and noted the Comprehensive Plan review and implementation process had provided a fair amount of materials in Spanish. She also noted there was a sizable Russian-speaking population in Milwaukie, which was an underserved and marginalized community that the city should keep in mind.

Ms. Ober explained that translation services would fit into the engagement verbiage of the resolution. She asked if Council wanted to call out translation services for an outcome, or if the engagement piece would capture it. Council agreed it could be rolled into the engagement piece.

Council President Falconer observed that the representation in city staff and on Council could be measured in the equity goal's work to achieve the outcome of a more representative city. **Ms. Ober** noted the Council diversity goal was a resolution and recommended it focus on items in Council's purview. She noted ways in which Council could influence related policy areas. She and **Council President Falconer** discussed the scope of Council's equity goal resolution related to Council's policy work.

Councilor Hyzy thought Council should make a commitment to increase representation of underrepresented groups in Milwaukie on the city's boards and commissions and

encourage staffing choices. **Mayor Gamba** was good with exploring that and working with the city attorney and city manager to craft language.

Councilor Hyzy appreciated the work Chief Strait and the Milwaukie Police Department (MPD) had done. She suggested adding language related to fostering trust in the MPD's commitment to the safety and well-being of all residents, especially BIPOC residents. She and **Councilor Parks** discussed how to foster trust and agreed that providing the opportunity to build trust was helpful.

Councilor Batey agreed with enhancing the transparency of policing by making policies more user-friendly and accessible. **Ms. Ober** noted that Chief Strait and the MPD had been focusing on enhancing trust and transparency.

Chief Strait agreed that language could be added about creating systems and opportunities to build trust. Council liked the resolution language Chief Strait had proposed and **Ms. Ober** said staff would modify the language and bring it back to Council. She would also send the proposed language to the city's BIPOC email listserv for comments. **Council President Falconer** suggested grammar and terminology considerations.

Ms. Ober noted a request from the listening session had been to translate portions of the city's Pilot newsletter. She reported the costs associated with translating either some sections or the full newsletter into Spanish. **Ms. Brooks** confirmed that the city publishes 11 Pilot issues yearly. If the number of issues was reduced to 10, it would help cover the cost to translate portions of it. She remarked that it would be difficult to determine which articles to translate. **Ms. Ober** noted adding another translated language would double the cost.

Councilor Parks asked if it would be possible to have full Spanish- and Russian-language versions of the Pilot online. **Ms. Brooks** explained the costs and logistics related to creating and mailing the newsletter. She reported it cost \$1,000 per translated language per issue. She and **Councilor Parks** discussed various newsletter options and the impacts they would have logistically and financially. **Ms. Brooks** summarized that staff was taking the suggestion of translating the Pilot seriously and believed they could get to a solution based on whichever path Council wanted. She suggested Council wait until they evaluate the overall language and translation needs for the city to best allocate resources.

Ms. Ober reported on her conversations with the BIPOC community about what should be translated. She summarized that critical-to-know pieces, including the city calendar and events, should be translated. She believed that some interesting-to-know pieces would also be helpful to have translated, like articles about the city's water quality and new services. The group discussed what articles should be prioritized for translation.

Ms. Ober asked Council how many languages the Pilot should be translated in. She also asked if Council would be okay with staff returning to the listening session participants to get their feedback about translating critical information.

Councilor Hyzy had heard from listening session participants that there was a lack of familiarity with how the city works and what it does. She wondered if there was a need for the city to consider how it does outreach and what those communities needed. She was not sure if translating the Pilot would meet those needs and wanted to keep the bigger picture in mind.

Mayor Gamba liked the idea of including translations in the newsletters, as opposed to sending separate translated versions. **Councilor Hyzy** suggested the city could begin to include articles in Spanish to build awareness and connection.

The group discussed if the city should provide Pilot translations in both Spanish and Russian. **Ms. Ober** noted she did not yet have the data pulled for how many Spanish- and Russian-speakers were in the community.

Ms. Ober reiterated that Phase II of the diversity, equity, and inclusion goal would focus on the city's policing work. She summarized current engagement with the BIPOC community to develop traffic enforcement training for police officers. She also noted staff efforts to create an accessible police transparency website. Upcoming BIPOC community engagement would include a review of police policies and the Milwaukie Police Employee Association (MPEA) union contract. **Chief Strait** noted the MPD was currently responding to community questions that came from the listening sessions and would also post responses on the website.

Ms. Ober summarized that the goal's Phase III would address diversity, equity, and inclusion across the city. The city was looking into creating an equity task force and using an equity lens when developing the city budget. She also noted the upcoming launch of the Engage Milwaukie webpage and an equity city website.

Council thanked staff for their work on this goal.

Ms. Brooks reported initial data about languages spoken in Milwaukie. She believed more data was available in the city's Housing Needs Analysis (HNA) and would provide that information to Council soon.

2. Adjourn

Mayor Gamba adjourned the Study Session at 6:47 p.m.

Respectfully submitted,



Amy Aschenbrenner, Administrative Specialist II



CITY OF MILWAUKIE

Memorandum

To: City Council

From: Jennifer Garbely, Assistant City Engineer

Through: Kelly Brooks, Assistant City Manager

Date: October 26, 2020

Re: Engineering Dept. Projects – City Council Update for Nov. 3, 2020

CAPITAL IMPROVEMENT PROJECTS:

McBrod Avenue Improvements

Summary: The city is improving pedestrian safety by building a sidewalk on the east side of McBrod Avenue, from 17th Avenue to Ochoco Street. The project also addresses much-needed repairs and upgrades to the water and stormwater systems, as well as the roadway pavement condition. Businesses located along McBrod Avenue receive monthly email updates regarding construction activities.

Update: Road paving is complete. Staff are negotiating with contractor regarding contaminated soil disposal costs.

22nd Avenue & River Road SAFE Improvements

Summary: The 22nd Avenue and River Road improvements include constructing sidewalks and ADA accessible curb ramps, adding new crosswalk markings and pedestrian refuge islands, remarking bike symbols in bike lanes, repaving both streets for a smoother surface, relocating a water pressure control valve, and adding a new storm line and catch basins. JLA has been involved with community engagement, including a project open house, community survey, and responding to emails from citizens regarding the project.

Update: Stormwater work at the intersection of River Road / Lark Street/ 23rd Avenue has been constructed by Public Works. An updated project fact sheet and information about what to expect during construction was recently mailed to adjacent property owners. The updated project fact sheet was posted to the project webpage and a summary of the project status was given to the Island Station NDA and presented by the co-chair as an update at the meeting.

42nd Avenue & 43rd Avenue SAFE Improvements

Summary: The combined 42nd and 43rd Avenues SAFE project will install measures to increase safety for bikes and pedestrians in the corridors. Some utility work is included in the scope.

Type Options – Traffic/Parking; ROW: Use, Construction, Tree, Other (name); CIP; GIS

Summary – Explain the project and last item completed.

Update – What is the next major project step/Update item? Include any Update engagement.

- 42nd SAFE: Reconstruct portions of the sidewalk and many sidewalk ramps for ADA Accessibility. Install curb islands and other improvements to slow vehicle speeds and increase pedestrian and bicyclist safety. Water system improvements include transferring existing services from the 4" main to the existing 12" main. Sewer pipe replacement between Fieldcrest Avenue and Olsen Street.
- 43rd SAFE: Install a combination of sidewalks and shared bike/pedestrian paths along 43rd Avenue from King Road to Howe Street. Install sidewalks and shared bike/travel lane markings along Howe Street from 43rd Avenue to 42nd Avenue. Replace a problematic sanitary sewer line along 43rd Avenue from Rockwood Street to Covell Street.

Update:

- 42nd SAFE: Staff has prepared final design.
- 43rd SAFE: Consultant is working towards 90% design. Community comments were solicited via a survey on the project page. Many commenters were excited for a safe walking environment. Some people were concerned with the planned stormwater planters, having generally witnessed poorly maintained facilities. The city has committed to providing maintenance of the facilities as well as the porous pavement shared use path.

Lake Road Improvements

Summary: The Lake Road Improvements Project includes full depth reconstruction of the roadway from 23rd Avenue to Guilford Drive. The road will also be widened to accommodate the existing lane configuration and provide bike lanes in each direction for the full length. This project will install pervious pavement, stormwater planters, traffic signal upgrades at Lake Road and Oatfield Drive, and school zone flasher upgrades. Twelve curb ramps will be upgraded as part of this project. A 50% design open house occurred on February 27. In May, staff notified the public via the city website, project stakeholder email about the delayed construction start date. The news was also be shared in the June Pilot.

Update: Lake Road Improvements are working towards a 90% design level and bid advertisement is set for November 2020. The construction season will be from bid acceptance to fall 2021. Most utility poles have been relocated and wired services have been moved onto the new poles.

Linwood Avenue SAFE Improvements

Summary: Shared bike/ped path on both sides of Linwood Avenue from just north of Harmony Road to Monroe Street. Permanent improvements will be made to the temporary diverter at the Monroe/Linwood intersection. Two well-attended open houses have been held. Extensive outreach with impacted property owners has been ongoing.

Type Options – Traffic/Parking; ROW: Use, Construction, Tree, Other (name); CIP; GIS

Summary – Explain the project and last item completed.

Update – What is the next major project step/Update item? Include any Update engagement.

Update: The low bidder withdrew their bid, so we are working towards a contract with the second low bidder. PGE plans to relocate utility poles early have been delayed due to the fires and windstorms, they are rescheduled for January 2021. Project completion is scheduled for fall 2021.

Meek Street Storm Improvements

Summary: Project was identified in the 2014 Stormwater Master Plan to reduce flooding within this water basin. The project was split into a South Phase and a North Phase due to complications in working with UPRR. Construction started April 20, 2020 on the South Phase with anticipating completion by June 30, 2020, which is 6 months ahead of schedule.

Update: Meek South Phase is working on finalizing punch list for close out. North Phase Staff is waiting for property and easement documents to move forward with the purchase from the Railroad.

SAFE & SSMP FY 2021 Improvements (Home Ave, Edison St, Wood Ave)

Summary: Project includes the Home Avenue and Edison Street SAFE/SSMP improvements and the Wood Avenue SSMP improvements.

- Home Avenue: Construct sidewalk on one side of Home Avenue from King Road to Railroad Avenue. Repave Home Avenue from King Road to Railroad Avenue. Replace sewer pipe to improve lift station capacity on Harrison Street from 47th Avenue to Home Avenue, and on Home Avenue from Harrison Street to Monroe Street)
- Edison Street: Construct sidewalk on the north side of Edison Street from 35th to 37th Avenue. Repave Edison Street from 35th Avenue to 37th Avenue and install stormwater treatment systems.
- Wood Avenue: Repave Wood Avenue from Railroad Avenue to Monroe Street and install stormwater treatment systems.

Update: Drawings have been set-up and work started toward 30% design.

- Home Avenue: A second online survey will be on the project website starting at the end of October. The online survey will be advertised through a project update mailer. Staff will present the proposed sidewalk alignment at the November 9th Hector Campbell Neighborhood meeting.

Harvey Street Improvements

Summary: Project includes water service improvements on Harvey Street from 32nd Avenue to 42nd Avenue, on 42nd Avenue from Howe Street to Harvey Street, as well as 33rd Avenue and 36th Avenue. The project also includes sidewalk construction and roadway paving on Harvey Street from 32nd Avenue to 42nd Avenue.

Harvey Street: Topographic surveyor's contract has been signed and the survey will be completed and received by the city by end of September.

Type Options – Traffic/Parking; ROW: Use, Construction, Tree, Other (name); CIP; GIS

Summary – Explain the project and last item completed.

Update – What is the next major project step/Update item? Include any Update engagement.

FY 2021 Wastewater Improvements

Summary: Project includes replacement of old or high maintenance sanitary sewer mainline at 4 locations: Kent Street, 37th Avenue, Washington Street, and Rio Vista Street.

Update: In-house design to begin this fall for bid advertisement in February 2021.

Milwaukie Bay Park

Summary: Provided grant support letters for two state grants. Worked with NCPRD to contract for the dock to be removed and repaired.

Update: Preparing as-builts for ACOE and monitoring plan. Vacated old Harlow ROW.

Wavery Heights Sewer Reconfiguration

Summary: Waverly Heights Wastewater System Reconfiguration was identified in our 2010 Wastewater System Master Plan. The existing sewer collection system is in a residential neighborhood within the City of Milwaukie; some 3,700 feet of pipe may need replacing.

Update: Project delayed until FY 2023.

Monroe Street Greenway

Summary: The Monroe Street Greenway will create a nearly four-mile, continuous, low-stress bikeway from downtown Milwaukie to the I-205 Multi-Use path. Once complete, it will serve as the spine of Milwaukie's active transportation network connecting users to the Max Orange Line, Max Green Line, Trolley Trail, 17th Avenue Bike Path, I-205 path, neighborhoods, schools and parks. Funding grants through ODOT and Metro will allow the city to complete the 2.2 miles of our section of the Monroe Greenway from the Trolley Trail to Linwood Ave in the next five years.

Update: City staff updated PSAC at the October meeting on the status of the prospectus and the walk-through with WSP (consultant helping city with prospectus). City staff is meeting with ODOT in November to coordinate the Monroe Street Greenway projects and the segments that ODOT will be administering with the OR 224/Monroe Street signal improvements project.

Kellogg Creek Dam Removal

Summary: Project to remove the Kellogg Creek dam, replace the bridge, and improve fish passage.

Update: None.

TRAFFIC / PARKING PROJECTS, ISSUES

RIGHT-OF-WAY (ROW) PERMITS (includes tree, use, construction, encroachment)

Type Options – Traffic/Parking; ROW: Use, Construction, Tree, Other (name); CIP; GIS

Summary – Explain the project and last item completed.

Update – What is the next major project step/Update item? Include any Update engagement.

Downtown Trees and Sidewalks

Summary: A downtown business owner applied for a permit to remove 5 trees at 10909 SE Main Street. Peter and Steve met with the applicant to propose retaining the trees by allowing for larger tree wells and raising the sidewalk to allow more space for roots under them. The city has offered to demolish and reinstall the curb; but the property owner will be responsible for replacement of the sidewalk and all future maintenance of sidewalks. Owner expressed concerns that any changes with sidewalk elevation may allow storm runoff to shed towards the front doors of the businesses.

Update: City contracted to have the sidewalk surveyed to help respond to stormwater concerns. Survey data should be available in June.

PRIVATE DEVELOPMENT – PUBLIC IMPROVEMENT PROJECTS (PIPS)

Ardenwald Elementary Driveway Improvements

Summary: North Clackamas School District (NCSd) is doing driveway improvements at Ardenwald Elementary. Improvements are to facilitate a new bussing schedule and include adding a turn lane to Roswell and widening their driveway entrances to accept busses on Wake.

Update: The work on Wake is nearing completion for the project. Landscaping is the last item for the contractor to complete on Wake. Excavation and demolition are ongoing on Roswell with curb and sidewalk already complete. The contractor is finishing concrete work for the driveway this week and has begun excavation on the water filtration swale. Conclusion of project is currently set to take place the first week of September.

Monroe Apartments

Update:

The development agreement has been approved by council and signed by both Ann and the applicant. The applicant has started to submit plans and other documents for review and approval.

DOCUMENT ADMINISTRATION

Master Plans

Summary: Water and Wastewater System Master Plans are under contract and are being managed by Peter Passarelli.

Update: Review draft chapters in the master plans.

Type Options – Traffic/Parking; ROW: Use, Construction, Tree, Other (name); CIP; GIS

Summary – Explain the project and last item completed.

Update – What is the next major project step/Update item? Include any Update engagement.

Document Updates

Summary: Engineering has several items that are reviewed and updated. These include the Public Works Standards, Construction Notes, Special Provisions, Charter Template, databases such as StreetSaver and maps files in ArcGIS.

Update: Engineering staff is meeting to review updates to the construction notes and construction Special Provisions. Engineering staff is meeting to review bond requirements. Engineering staff are reviewing and revising Public Works Standard Drawings. The revised charter template has been completed. Engineering and Public Works have been working to create a climate forward rain garden plant list that will be used in all future CIP projects.

COUNCIL STAFF REPORT

To: Mayor and City Council
Reviewed: Kelly Brooks, Assistant City Manager
Justin Gericke, City Attorney
From: Ann Ober, City Manager
Luke Strait, Police Chief

Date Written: Oct. 29, 2020

Subject: Equity, Inclusion, and Justice – Second Goal Update and Discussion

ACTION REQUESTED

Council will listen to an update on the equity, inclusion, and justice goal, and provide feedback on desired outcomes and next steps.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

[July 14, 2020](#): Council discussed a proposed resolution in support of diversity, equity, and inclusion (DEI) and the Black, indigenous, and People of Color (BIPOC) community crafted by Mayor Gamba and Councilor Hyzy.

[Aug 4, 2020](#): Council requested a resolution be added to the Aug. 18, 2020 agenda to change Council's existing community engagement goal to equity, inclusion, and justice.

[Aug 18, 2020](#): Council approved a resolution changing their council goal to equity, inclusion and justice.

[September 15, 2020](#): Council listened to a presentation on the Oregon Criminal Justice Commission's Statistical Transparency in Policing (STOPS) program and the Milwaukie Police Department (MPD's) use of force data. Council also received an update on the city's BIPOC community listening sessions.

ANALYSIS

Staff developed a phased approach for our next 18 months of equity work. The intention of this plan is to be clear with our engagement strategy during this work and the early deliverables.

- In the first phase (June 2020 – October 2020) the city gathered data, identified and connected with BIPOC community members, trained staff and identified needed resources.
- Phase II (November 2020 – April 2021) focuses much of the city's external outreach to inform revisions and the updates to city's contract (which expires later this year) with the police union and personnel policies. The city will also be developing and finalizing a city-wide DEI plan.
- Phase III (May 2021 – May 2022) will expand towards implementing the broader city-wide DEI plan and strategies in advance of adopting the city's next biennial budget.

ACTIONS TAKEN AND NEXT STEPS

Listening Sessions and Goal Refinement

On August 20, 2020, Saturday, August 22, 2020 and Wednesday, September 10, 2020, city council members joined the city manager and police chief to hear from members of Milwaukie's BIPOC community. Notes from the August listening sessions were included in previous goal reports to Council. However, we did not yet have the September 10, 2020 listening session notes. Those are attached here.

Listening Session and Goal Refinement Next Steps

Staff is asking Council to review the resolution (also attached) based on this information, to see if additional outcomes should be added to the resolution. Per the last staff report:

- The resolution adopted at the August 18, 2020 council meeting includes several whereas statements and direct feedback on the purpose of the equity, inclusion, and justice goal. Are there purpose statements missing?
- What outcomes (not tactics) is Council trying to reach through this goal? Outcomes should be measurable and can be based on our biannual community survey, bang the table or other quantitative or qualitative measurement tools.

Visibility

One important way that our city can build understanding and awareness about the importance of inclusion is through celebrating the diversity of our community and providing opportunities for Milwaukie's BIPOC members to see themselves in city work. The city took the following actions to increase visibility during Phase I.

- **Land Acknowledgement** - In 2020, City Council implemented a public land acknowledgement as the beginning of every council meeting to help honor indigenous peoples.
- **Mural** - Staff, the arts committee and community members have been working to highlight our BIPOC community in ways that start to shift how we see and value the current and past contributions of our BIPOC leaders. On October 24, staff worked with the arts committee to host the unveiling of the city's newest mural at the intersection of SE 40th Avenue and Harvey Street, kitty-corner from Water Tower Park. The mural highlights Ah Bing along with Dorothy and Hurtis Hadley.
- **Intersection Painting**- Council hosted a conversation about an intersection mural painting that depicted a rendering of the pride flag, transgender flag and either a fist or peace sign depending on the version. Council amended the requirements for murals due to some feedback from this process about the signature requirements.

Engagement

City staff proactively engaged with BIPOC residents of Milwaukie, to build a robust stakeholder list for ongoing DEI work. Trust was built by maintaining regular communication

and engaging directly on high priority actions like the hiring of a new equity program manager. Staff expect this work to be ongoing throughout all three phases.

Resources, Staffing and Program Development

Our new staff person, Mr. Jon Hennington, will be fully onboard at the beginning of December. The initial three months will be spent getting to know community members and staff, seeking first to understand. Simultaneously, Mr. Hennington will work with the Police Department and engaged BIPOC community members on the review of policies and the union contract as discussed above.

General Equity Next Steps

Staff will return in February with a Council update on recommended steps for an equity plan (including equity lens) and possible focus groups. It is expected that sometime between April and next fall, we will return to council with a recommendation for a more formalized community equity body. Our intention in holding is to assure that we have clear goals associated with the work of that body prior to its creation.

POLICE POLICY REVIEW AND DATA TRANSPARENCY

In September, Attorney Steven Schuback began a high-level overview process of MPD policies. That process was designed to:

- Ensure the MPD continues to comply with evolving state law relating to police policies;
- Apply recognized law enforcement best practices; and
- Evaluate how clear the MPD's policy language is for community members as the department prepares to solicit requests or recommendations from the community.

To guide their policy review work, MPD staff are evaluating traffic stop, traffic citation, use of force, and citizen complaint data. Staff have also created a police transparency webpage that when operational will provide a central online location for information that is accessible for the public.

Police Policy Review and Data Transparency Next Steps

City staff are convening two policy review workshops (with the option of a third) with BIPOC community members to evaluate the policies for any additional concerns. This same group will be reviewing the Union contract for recommendations and will be utilizing the list of recommendations developed by Campaign Zero as a guiding document for that discussion. Staff will provide the developed input to Council prior to union negotiations this spring.

BUDGET IMPACT

Additional budget impacts will be determined with additional council feedback.

WORKLOAD IMPACT

Creating a new equity, inclusion, and justice program has been, and will continue to be, a significant undertaking. To assist staff in handling the added workload an equity program manager has been hired.

STAFF RECOMMENDATION

None.

ATTACHMENTS

1. September Listening Session Notes
2. Goal Adoption Resolution



CITY OF MILWAUKIE

CITY OF MILWAUKIE LATINO LISTENING SESSION

This session was held via Zoom beginning at 6:00 PM on September 10, 2020

Facilitators: Levi Almuina, IZO Marketing
Arisela Gonzales, IZO Marketing
Daniel Franco, IZO Marketing
Anthony Veliz, IZO Marketing
Jessica Dover, Almaluna, LLC

Community Members: Vitzah Santilli
Alfredo Franco
Familia Ramirez
Erika Ramirez
Elizabet Arrieta
Guadalupe Valenzuela-Alvarado
Antonio Rodriguez
Magally Montoya
Mayra Merino Rendon
Ruben Montoya
Elisa Franco
Maria Eugenia Perdomo
Elsa Merino

City Representatives: Mark Gamba, City Mayor
Kathy Hyzy, City Councilor
Ann Ober, City Manager
Luke Strait, Police Chief
Brenna Cruz, Events Coordinator

Note: The information presented here constitutes a summary of the listening session only. Statements made by individual participants have been attributed to those participants by using the term participant in place of their names in order to preserve their anonymity. The use of participants below has grouped individual responses when a majority of the group expressed, identified, and/or supported the statements being made either verbally or using non-verbal forms of expression.

Notas en Español: La información en estas páginas solamente constituye un resumen de la sesión de grupo. Declaraciones hechas por individuos han sido atribuidas a un participante usando el término participante en lugar de su nombre para preservar la anonimidad. También se ha agrupado "participante" a respuestas dadas por el grupo cuando estas concurren entre varios individuos y lo demostraban de forma verbal o no verbal.

Introduction and Procedural Matters

IZO Marketing staff made opening remarks explaining the purpose of the meeting. They provided best practices for participation in the meeting and outlined the rules of conduct to create a safe, respectful environment for all participants. Daniel Franco indicated the intention of city staff to listen rather than speaking and stated that the event was being documented in this set of notes.

Daniel opened the discussion with personal introductions. The City staff, community participants and the facilitation team introduced themselves and made personal introductions.

Introducción y Guía de Procedimientos

IZO Marketing abrió la sesión con palabras de apertura y clarificando el propósito de la sesión. Ellos destacaron las mejores prácticas para la sesión y delinearon las reglas de conducta para los participantes de forma que se creara una sesión segura y ambiente de respeto para todos los participantes. Daniel Franco dejó claro que la intención de los empleados de la ciudad era escuchar y no el dialogar con participantes y que este evento será registrado en estas notas.

Daniel comenzó la discusión con introducciones personales. Empleados de la Ciudad, participantes y equipo de facilitadores se introdujeron a sí mismos. La discusión comenzó con introducciones personales de empleados de la ciudad y miembros de la comunidad.

Overall Climate of the City of Milwaukie // Clima General de la Ciudad de Milwaukie

Sharing of a significant positive and/or negative experience living in the City of Milwaukie. Assessments and feelings of safety, and biggest concerns living in the City of Milwaukie.

Compartiendo una experiencia significativa sea positiva o negativa de la Ciudad de Milwaukie. Sondeo de sentimientos de seguridad y preocupaciones más grandes de vivir en la Ciudad de Milwaukie

Experiences:

Experiencias:

- Most of the participants remarked that living in Milwaukie, and the surrounding areas, was peaceful and they felt secure in their neighborhoods, at local parks, and walking on the street. Particularly when compared to experiences residing in other states and larger urban areas, such as California.

Esp: La mayoría de los participantes dijeron que era tranquilo vivir en Milwaukie y en las áreas alrededor, y que se sentían seguros en sus barrios, en los parques, y al caminar por la calle. Particularmente al comparar sus experiencias al vivir en otros estados y áreas urbanas más grandes, como en California.

- Participants reminisced that they felt safe enough to leave items unattended in their vehicles, or not feel the need to lock their doors all the time. Noting that their neighbors and other members of the community were helpful and supportive to keep an eye out for each other. However, in recent years most participants expressed a significant change in quality of life and safety, along with an increase in the number of houseless persons and people in need of mental health assistance in their neighborhoods. Participants acknowledged that they no longer feel safe leaving valuables in their car, in their front yard or on their front porch without risk of the items being stolen.

Esp: Los participantes recordaban que se sentían tan seguros de dejar artículos descuidados en sus vehículos, o que no siempre necesitaban poner seguro en sus puertas. Se notaba que sus vecinos y otros miembros de la comunidad eran serviciales y se cuidaban entre ellos. Sin embargo, la mayoría de los participantes expresaron que recientemente ha sido un cambio significativo en la calidad de vida y la seguridad, junto con un aumento en la cantidad de personas sin hogares y gente que necesita asistencia en salud mental en sus barrios. Participantes reconocieron que ya no se sienten seguros de dejar cosas de valor en su carro, en su patio o porche del frente sin riesgo de robo.

- Participants mentioned that in some mobile home parks there is a large presence of houseless individuals who use the cover of trees to change clothes, sleep, use illicit drugs or even as public bathrooms. And those areas are somehow accessed through missing or broken fences. Those parks also suffer a lot of break-ins and theft in mobile homes.

Esp: Los participantes mencionaron que en algunos parques de casa móvil hay una presencia grande de personas sin casa quienes usan el cubierto de árboles para cambiarse de ropa, dormir, usar drogas, o incluso como servicio sanitario público. Estas áreas son accesibles por cercas desaparecidas o rotas. Las casitas en esos parques de casa móvil también sufren por mucho forzado y robo.

- Participants also discussed the unsafe driving habits they have witnessed when taking their children to school, remarking that the vehicle speed seemed excessive in these areas. More than one participant pointed out that in some areas there are more vehicles that do not respect speed limits such as by the bridge near Milwaukie High School, King Road and Johnson Creek Boulevard. A participant

mentioned a recent incident on one of those roads, where a child was hit by a fast-moving car that exceeded the posted speed limit.

Esp: También los participantes hablaban de los hábitos inseguros de manejar que han visto cuando llevaban sus niños a la escuela, diciendo que les parecía excesiva la velocidad de los vehículos en estas áreas. Más que uno de los participantes notó que en algunas áreas hay bastantes vehículos que no respetan los límites de velocidad, como por el puente cerca del Milwaukie High School, por el King Road, y por Johnson Creek Boulevard. Un participante mencionó un incidente reciente por unas de esas calles donde un niño fue atropellado por un carro que iba demasiado rápido.

- Participants noted that there is a significant delay in police response for non-emergency issues.

Esp: Los participantes notaron que hay un retraso significativo en la respuesta de la policía en situaciones que no son emergencias.

- Participants mentioned that they did not know if the police department is the right agency to talk to about community issues, or how to talk to the police about community issues. Participants discussed an underlying fear when talking to the police that would make them more inclined to not approach the police if they needed help with a non-emergency situation.

Esp: Los participantes dijeron que no sabían si el departamento de la policía era la agencia correcta con quien hablar sobre problemas comunitarias. También los participantes notaron que hay un miedo subyacente cuando hablaban con la policía que les hicieron más inclinados a no acercarse a la policía si necesitaban ayuda con una situación de no-emergencia.

Recommendations:

Recomendaciones:

- Need increased patrols near and around schools and school zones. A re-evaluation of measures to verify that vehicles are following the speed limit, especially in areas with children going to and from school.

Esp: Necesitamos un aumento de patrullas cerca de las escuelas y zonas escolares, con una reevaluación de medidas para averiguar que los vehículos observen el límite de velocidad, especialmente en áreas donde hay niños que van

y vienen de la escuela.

- Need increased services and better support for the houseless community and for people experiencing drug or mental health issues.

Esp: Necesitamos aumentar los servicios de apoyo para la comunidad sin casa y para la gente que tiene problemas con drogas o salud mental.

- Better response to non-emergency calls, and increased relationship building with community members, so they feel comfortable asking the police for help.

Esp: Mejorar el tiempo al responder a las llamadas no-emergencia, y fomentar relaciones con miembros de la comunidad, para sentirse más cómodos en pedir ayuda de la policía.

Requests:

Pedidos:

- Install more infrastructure like speed bumps in slower traffic areas around schools to reinforce the speed limit and child safety.

Esp: Instalar más infraestructura como las bandas de frenado en áreas de tránsito más lento cerca de las escuelas, para reforzar el límite de velocidad y mejorar la seguridad de los niños.

- Increase patrols around city parks, mobile home parks and other forested areas that have more concentration of houseless populations.

Esp: Aumentar las patrullas cerca los parques públicos, parques de casa móvil, y otras áreas boscosas que tienen más de una concentración de la población sin casa.

City Governance and Services // Gobernación y Servicios de la Ciudad

Knowledge about community meetings (NDAs, Boards & Commissions, City Council Meetings), or where to get information about these meetings

Conocimiento sobre juntas comunitarias (NDA siglas en inglés, Comisionados y Juntas, Reunes de Junta Directiva), o donde adquirir información sobre juntas

Experiences:

Experiencias:

- Most participants shook their heads, indicating no significant knowledge of or previous participation in these meetings or committees.

Esp: La mayoría de los participantes movieron la cabeza para indicar que no sabían ni participaban en estas juntas.

Recommendations: • N/A // Ninguna

Recomendaciones:

Requests: • N/A // Ninguno

Pedidos:

Reasons or barriers to participating in these meetings

Razones y barreras para participar en estas juntas

Experiences: • Participants that were aware of these meetings indicated that they have not attended because of time constraints. Most participants agreed that the lack of knowledge is due to not having information about these meetings available in their native language. More than one participant expressed enthusiasm in participating and hoped that translation services would be available or that other people attending the meeting would not make them feel shame for needing translation support at these meetings.

Experiencias:

Esp: Los participantes quienes sabían de estas reuniones indicaron que no habían asistido por limitaciones de tiempo. La mayoría estaba de acuerdo que la falta de conocimiento era por falta de tener información sobre estas reuniones en su idioma nativo. Más que uno de los participantes expresó entusiasmo en participar y esperaba que servicios de traducción estuvieran disponibles, o que otras personas en la reunión no les harían sentir vergüenza por necesitar apoyo de traducción.

Recommendations: • N/A // Ninguna

Recomendaciones:

Requests: • Add information about city meetings and events available in Spanish in The Pilot and on the city website

Pedidos:

Esp: Añadir información en "The Pilot" y por el sitio web de la Ciudad sobre reuniones públicas y otros eventos disponibles en español.

Positive and negative experiences with city government and services

Experiencias positivas y negativas con representantes del gobierno de la Ciudad de Milwaukie

Experiences:

Experiencias:

- A participant mentioned that there are different experiences between Portland government agencies and Milwaukie government agencies. They discussed the assumptions, negative reactions and different ways they are treated when people find out they are a member of the Hispanic community and cannot speak fluent English or speak English with an accent. Most notable, is a feeling of indifference and lack of patience that makes seeking help at any government, such as paying a citation or ticket, a stressful ordeal.

Esp: Un participante mencionó que hay experiencias diferentes entre las agencias de gobierno de Portland y Milwaukie. Discutieron las suposiciones, reacciones negativas, y maneras diferentes en que han sido tratados cuando la gente se da cuenta de que son miembros de la comunidad Hispana y no pueden hablar inglés fluido o que hablan inglés con acento. Lo más notable es un sentido de indiferencia y falta de paciencia que hace que sea un momento estresante el buscar ayuda en cualquier gobierno por algo como pagar una multa.

- A scenario was described where Milwaukie Police were very helpful to a participant that reported a stolen vehicle. The vehicle theft crossed state lines into Vancouver, WA and the participant noted that the support they received from Milwaukie Police, and the way they were treated by Milwaukie PD was much better than their experience and perception of Vancouver Police.

Esp: Se describió un escenario donde la policía de Milwaukie fue de bastante ayuda para un participante quien reportó un vehículo robado. El vehículo robado había cruzado las líneas del estado hacia Vancouver, Washington, y el participante notó que el apoyo que recibió de la policía de Milwaukie, y la manera en que fue tratado por la policía de Milwaukie, fue muchísimo mejor que su experiencia y su percepción de la policía de Vancouver.

Recommendations:

Recomendaciones:

- A short informational video playing on repeat at City Hall or on the website with visual aids in Spanish, providing general information about the different services provided there and

the paperwork that may be required would be very helpful.

Esp: Un corto video informacional que se transmita repetidamente en el ayuntamiento o por en la página de internet de la ciudad, con ayuda visual en español y que proporcione información general sobre los diferentes servicios disponibles y el papeleo que se necesita para varias cosas, sería muy útil.

- There is a general confusion regarding options available for traffic violations and methods of payment. Participants want more information in Spanish regarding this process as well as methods to pay a ticket online.

Esp: Hay una confusión general respecto a las opciones disponibles para las violaciones de tráfico y los métodos de pago. A los participantes les gustaría más información en español respecto a este proceso, tanto como información de los métodos de pagar una multa en línea.

- City staff need more diversity and diversity training to make people of color feel more welcomed, supported and represented.

Esp: Se necesita más diversidad en el personal de la Ciudad y más formación de diversidad para hacerle a la gente de color sentirse más bienvenida, apoyada, y representada.

Requests:

Pedidos:

- More online resources in Spanish regarding the different city services or office locations.

Esp: Más recursos en español en línea sobre los servicios y ubicaciones de la ciudad.

- More representation of the Hispanic community in City staff and elected officials.

Esp: Más representación de la comunidad Hispana en el personal de la Ciudad y los funcionarios electos.

Discussion about city government related to racial equity and social justice issues

Discusión sobre la gobernación de la ciudad en relación o temas de equidad racial y justicia social

Experiences:

Experiencias:

- Participants expressed a lack of access to interpretation, translation or bilingual staff as well as a less cordial and impatient treatment during visits to city offices.

Esp: Participantes expresaron poco acceso a servicios de interpretación, traducción o a empleados bilingües y a tratamiento menos cordial o paciente durante sus visitas a oficinas de la ciudad.

- One participant thanked the city for their involvement and sees the BIPOC Listening Session as a good start.

Esp: Un participante agradeció a la ciudad por su enlace con la comunidad BIPOC y ve a esta sesión como un buen punto de partida.

Recommendations:

Recomendaciones:

- Need more representation of different cultures to identify with all communities so no one feels excluded. Not just the Hispanic community but other communities of color as well.

Esp: Se necesita más representación de culturas diferentes y que se identifiquen con todas comunidades para que nadie se siente excluido. No solamente la comunidad Hispana pero otras comunidades de color también.

- Participants requested that similar to a medical office visit, they would like staff to ask if they need translation services first to provide better assistance and not have to wait until services can be provided.

Esp: Los participantes pidieron que, parecido a una visita al médico, les gustaría que el personal les pregunte si necesitan servicios de traducción primero, para proporcionar asistencia mejor desde el principio, y no tener que esperar hasta que los servicios puedan ser proporcionados.

- Participants also noted that they wanted more bilingual items available at the Library – books, videos, etc.

Esp: También los participantes observaron que les gustaría que hubieran más artículos bilingües en la biblioteca (libros, videos, etc.).

Requests:

Pedidos:

- More access to interpreting or translations services and more bilingual staff.

Esp: Más acceso a servicios de interpretación y traducción y más empleados bilingües.

- Participants would like to know how many working in the city government are Hispanic or speak Spanish.

Esp: Los participantes quisieran saber cuántas personas que trabajan en el gobierno de la Ciudad son Hispanos o hablan español.

- Participants would like to know what the representation of Hispanics or other communities of color or minorities in elected positions and leadership positions of city staff is?

Esp: Los participantes quisieran saber cuál es la representación de Hispanos u otras comunidades de color o minorías en posiciones elegidas y en posiciones de liderazgo del personal de la Ciudad.

City Law Enforcement Breakout Session Report Back

During this breakout session, community members and the facilitator went into a separate "room" within the Zoom meeting. Members of City Council, the City Manager, and the Chief of Police stayed in the main room to give the community participants an opportunity to speak amongst themselves without the elected and appointed city leadership present.

The participants elected to have a community member from each group share the summarized version of the discussion. The appointed representative then shared the notes from the discussion and allowed the community members to add additional comments as necessary.

Sesión Pequeña Sobre la Policía de la Ciudad

Durante estos grupos pequeños, los miembros de la comunidad y facilitadores fueron a un "cuarto" más pequeño dentro de Zoom. Los empleados y representantes de la ciudad como el alcalde, jefe de policía, gerente de la ciudad y representantes de la ciudad se quedaron en el cuarto principal para que miembros de la comunidad tuvieran la libertad de expresarse sin que ellos estuvieran presentes.

Los participantes decidieron tener un miembro del grupo que resumiera lo que se dijo en los grupos pequeños al momento de regresar todos juntos. Esas personas seleccionadas compartieron sus notas y permitieron que otros miembros de la comunidad agregaran información a su resumen.

Perception and experience with law enforcement in the City of Milwaukie Recommendations for the Milwaukie Police Department

Opiniones y experiencias con oficiales de la ley en la Ciudad de Milwaukie Recomendaciones para el Departamento de Policía de Milwaukie

Experiences:

- A few participants mentioned that the Milwaukie Police tend

Experiencias:

to have good dispositions and positive attitudes but that the Hispanic community often feels forgotten when the role of the police officer is to provide direct support to their community.

Esp: Algunos de los participantes mencionaron que la policía de Milwaukie tiende a tener buena disposición y actitud positiva, pero que la comunidad Hispana a menudo se siente olvidada cuando el papel del oficial de policía es proporcionar apoyo directo a su comunidad.

- A few participants noted that the Milwaukie Police often do not explain the cause for stopping someone or providing a citation and do not allow the community members to explain or clarify the situation from their perspective. Many of the participants offered stories of their experiences where they have been stopped by police in situations that they did not understand. In these situations, the participants did not understand how they were perceived to be doing something wrong or suspicious and the justification provided by the officer did not seem to support the officer's claims. The participants agreed that the police behave in a way as though they have all the authority in every situation, and often times it feels as if the officers simply want to give a ticket and nothing else.

Esp: Algunos participantes notaron que la policía de Milwaukie a menudo no explica la razón por la cual fueron parados o el porqué de la multa, y que no les permiten a los miembros de la comunidad explicar o clarificar la situación desde su perspectiva. Muchos de los participantes ofrecieron historias de sus experiencias donde los ha detenido la policía en situaciones que no se entendieron. En estas situaciones, los participantes no entendieron como fueron percibidos de estar haciendo algo incorrecto o sospechoso, y la justificación proporcionada por el oficial no se parecía apoyar a su reclamo. Los participantes estuvieron de acuerdo que la policía se comporta en una manera como si tuvieran toda la autoridad en cada situación, y muchas veces se siente como que los oficiales simplemente quieren dar una multa y nada más.

- A participant recalled the experiences of their spouse, who is frequently was stopped by officers and cited for the tint of their car windows. Even though the tint is within the legal limit, the participant explains that the situation often feels like racial profiling due to the fact that the vehicle has been stopped often for similar issues when the spouse, who has

darker skin complexion drives the vehicle. While the participant, who has light skin, has never been stopped while driving the same vehicle.

Esp: Un participante recordó las experiencias de su esposo, quien ha sido frecuentemente detenido por oficiales y multado por el tinte de las ventanas de su carro. Aunque el tinte es dentro del límite legal, la situación a menudo se siente como perfil racial debido al hecho que han detenido el vehículo a menudo por problemas similares cuando el esposo, quien tiene complejión de piel más oscura, maneja el vehículo, al mismo tiempo que el participante, quien tiene piel más clara, nunca ha sido detenido mientras maneja el mismo vehículo.

- Several participants mentioned that traffic stops seem to increase in number towards the weekends and the end of the month for participants. This makes them wonder if officers have a required quota to meet. Participants shared the same feelings that Hispanics generally do not protest or put up an argument and instead simply accept the officer's ticket as they are too timid, it makes them think officers see them as easy targets.

Esp: Varios participantes mencionaron que las paradas de tráfico parecen aumentar en número acercándose a los fines de semana y al fin de mes. Les preguntan si los oficiales tienen que cumplir con un objetivo. Los participantes compartieron los mismos sentimientos que en general los Hispanos no protestan ni discuten, y en lugar simplemente aceptan la multa del oficial porque son demasiado tímidos; les hace sentir que los oficiales los ven como objetivos fáciles.

Recommendations:

Recomendaciones:

- Officers should behave in a way that is more educational and less combative to let the driver make their case during a traffic stop and give more warnings whenever possible. Same in the case of city code violations where many times the resident or homeowner had no idea of what the city code was.

Esp: Los oficiales deben comportarse en una manera que es más educativa y menos combativa, para dejarle al conductor hacer su caso durante una parada de tráfico y dar más advertencias cuando sea posible. También en el caso de violaciones del código municipal, donde muchas veces el residente o el dueño de casa no tenía idea de lo que es el código municipal.

Requests:

Pedidos:

- Participants would like to see transparency regarding the data behind traffic stops to check what the rate of traffic stops, and citations is for different races in the community.

Esp: A los participantes les gustaría ver transparencia sobre quienes son parados por la policía, cuántas veces los paran y cuáles son las multas impuestas a las diferentes razas de la comunidad.

- Have an educational campaign to make the Hispanic community aware of all city codes and regulations so they may check if they are in violation of any. The information should also include ways to get help where actions are required to be compliant.

Esp: Montar una campaña educativa para informar a la comunidad Hispana de todos los códigos municipales y regulaciones, para que puedan averiguar si están en violación de alguna. Esta información también debe incluir maneras para obtener ayuda donde hay acciones necesarias para estar en cumplimiento.

- Participants would like to know what the process is for responding to emergency calls and non-emergency calls, including the time expected for action to be taken. As most report a lack of action or delayed action when the non-emergency phone is called to report an issue.

Esp: A los participantes les gustaría saber cuál es el proceso para responder a las llamadas de emergencia y de no-emergencia, incluyendo el tiempo esperado para que alguien tome acción. Ya que la mayoría de los participantes reportan una falta de acción o acción retrasada cuando se llama al teléfono de no-emergencia para reportar un problema.

Specific questions for the Milwaukie Police Chief //

- Why is it that Hispanics are stopped more often for minor issues like tinted windows?

Esp: ¿Por qué se para a los hispanos más a menudo que a otros por situaciones como ventanas oscuras?

- Are there quotas for officers to give out tickets?

Esp: ¿Hay objetivos mensuales de cuántas multas tiene que

dar la policía?

- Is there any training offered for the police department on racial bias?

Esp: ¿Tienen entrenamiento sobre el prejuicio racial o prejuicio implícito?

- How much overtime is required of officers and how much do they volunteer for?

Esp: ¿Cuánto tiempo extra se requiere de los oficiales y cuántos de ellos voluntariamente piden tiempo extra?

- What evaluations are there for mental health of officers and community members and how often are they applied?

Esp: ¿Cuáles evaluaciones hay para la salud mental de los oficiales y de miembros de la comunidad, y con qué frecuencia son aplicadas?

Advice and recommendations for the city and law enforcement representatives to make the citation process more equitable

Sugerencias y recomendaciones para el departamento judicial y sus representantes para hacer el proceso de multas más equitativo

Experiences:

- Participants note officers often get upset when they find out the driver at a traffic stop does not speak English well or at all.

Experiencias:

Esp: Participantes compartieron que oficiales frecuentemente se enojan cuando se dan cuenta de que personas que pararon hablan poco o nada de inglés.

- A participant pointed out that officers are often exposed to the worst of a community. Seeing so many bad things happening could influence how officers see the rest of the community and maybe the reason for how they react to or treat that community.

Esp: Un participante destacó que la policía ve lo peor de la comunidad. Ver tantas cosas malas puede afectar la forma que ven al resto de la comunidad y tal vez crear prejuicios en la forma que actúan hacia la comunidad.

Recommendations:

- After seeing a diversity training video, a participant wonders if the message of that video could apply to officers as well. The video showed how stress from the officer's personal life, could

Recomendaciones:

affect how they treat the community while on the job. Find ways to lower that stress to result in kinder treatment and better relations as well as less violent encounters.

Esp: Después de ver un video de capacitación de diversidad, un participante se pregunta si el mensaje del video también podría aplicarse para los oficiales. El video mostró como el estrés de la vida personal del oficial podría afectar como trata a la comunidad cuando está trabajando. Descubrir maneras para bajar el estrés que resulte en trato más amable y mejores relaciones, así como encuentros menos violentos.

- Require less overtime and check the stress levels of officers so they may be able to do their jobs while having more control over their reactions.

Esp: Requerir menos tiempo extra y revisar constantemente el nivel de estrés de los oficiales para que puedan hacer un mejor trabajo mientras también tienen mejor control de sus reacciones.

- More de-escalation training for officers to develop less aggressive attitudes or needing to exert control or force over people because of their authority.

Esp: Más capacitación para los oficiales en como bajar la intensidad de situaciones, para desarrollar actitudes menos agresivas o la necesidad de ejercer control o forzar a las personas debido a su autoridad.

Requests:

Pedidos:

- Develop communication channels and educational information for the Hispanic community in case of emergency situations such as in the case of an evacuation from fire hazards.

Esp: Desarrollar canales de comunicación e información educativa para la comunidad Hispana para situaciones de emergencia, como en el caso de una evacuación por peligro de incendio.

Closing Remarks and Procedures

Ann Ober, City Manager led the closing remarks. Mentioning that the intention of city staff and elected officials was to listen rather than speaking or responding during the session. She stated that the event was being documented in this set of notes, and the process the attendees would receive and be able to review the notes. She mentioned and encouraged the participants in the meeting to apply to the Milwaukie Leadership

Academy in order to actively address the concerns they had about the way city departments operate and informed the attendees that the city would be hiring an Equity Manager.

These remarks were followed by statements provided by Councilmember Hyzy and Mayor Gamba to express gratitude to the participants. Both acknowledged that these discussions were the beginning steps towards fulfilling the equity goal of Milwaukie and that both would endeavor to continue to reflect internally on issues of racial and social justice to move the City forward. Both Mayor Gamba and Councilmember Hyzy also expressed that they are available to meet with the public and reaffirmed their commitments to their constituents that they want to hear from them and would continue to encourage dialogue.

The Police Chief, Luke Strait, also provided a closing statement of gratitude for the participants and an acknowledgement that he will take the responses and information shared to continue to develop training for Milwaukie officers to support the community.

Brenna Cruz, Events Coordinator, ended the meeting and participants left the meeting.

Palabras de Conclusión y Procedimientos

Ann Ober, Gerente de la Ciudad, dirigió las últimas palabras. Dejó claro que la intención de los empleados de la ciudad era el escuchar y no contestar o interrumpir durante la sesión. Dejó claro que el evento será documentado en estas notas, también informó a los participantes que recibieron estas notas para corregir o editar. También mencionó y encomendó a todos los participantes para que se inscribieron en el "Milwaukie Leadership Academy" para activamente trabajar para solucionar las preocupaciones sobre cómo funcionan los departamentos de la ciudad. También informó que la ciudad estaría empleando a un Gerente de Equidad.

Después de estas palabras, Miembro del Consejo Hyzy y Alcalde Gamba expresaron gratitud a los participantes. Los dos reconocieron que estas discusiones representaron los pasos iniciales para cumplir con el objetivo de Milwaukie de equidad, y que los dos se esforzarían en continuar y reflexionar sobre los asuntos de justicia racial y social para que la Ciudad continúe hacia adelante. El Alcalde Gamba y Miembro del Consejo Hyzy también expresaron que están disponibles a reunirse con el público y reafirmaron sus compromisos a sus constituyentes que quieren escucharlos y que continuarían fomentando el diálogo.

El Jefe de Policía, Luke Strait, también proporcionó unas últimas palabras de gratitud para los participantes y reconoció que tomará las respuestas y la información compartida para continuar y desarrollar capacitación para los oficiales de Milwaukie para apoyar a la comunidad.

Brenna Cruz, Coordinadora de Eventos, terminó la sesión y los participantes se retiraron.



COUNCIL RESOLUTION No. 58-2020

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, COMMITTING TO CREATING AN ENTIRELY EQUITABLE CITY AND EXPRESSING SOLIDARITY WITH OUR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) NEIGHBORS.

WHEREAS, Black, Indigenous and People of Color have suffered horrific inequities and crimes against humanity in this country for centuries, including slavery, slaughter, rape, theft of land and property, medical experimentation, forced relocation, denial of basic human rights, and restriction from generational wealth building; and

WHEREAS, the violent death of George Floyd, an unarmed and handcuffed black man, at the hands of a City of Minneapolis, Minnesota, police officer has sparked an international demand for an end to the systematic racism that has stained this country for its entire history; and

WHEREAS, the Milwaukie 2040 vision calls for a flourishing city that is ENTIRELY EQUITABLE, delightfully livable and completely sustainable for ALL residents; and

WHEREAS, we have undertaken work to achieve that vision through our efforts in writing a new Comprehensive Plan that will begin to reverse code provisions and zoning that have disenfranchised our BIPOC neighbors for almost a century.

NOW, THEREFORE, be it resolved that the City Council of the City of Milwaukie, Oregon, further commits to the pursuit of an entirely equitable Milwaukie by making Equity, Inclusion and Justice one of its three Council goals; and

BE IT FURTHER RESOLVED, that through this goal, the City Council commits to the following actions:

- Conduct listening sessions and create subsequent changes to city practices, policies and codes;
- Work on relationship-building with Milwaukie's BIPOC residents and defining the next steps forward for this work;
- Request a budget adjustment be presented to move additional resources to this work;
- Fund Equity, Inclusion, and Justice training for all staff, including the police department, and for related training to achieve this goal; and
- Further our own education about systemic racism.

BE IT FURTHER RESOLVED, that the Equity, Inclusion and Justice goal replaces the Council's Community Engagement goal.

Introduced and adopted by the City Council on **August 18, 2020**.

This resolution is effective immediately.



Mark Gamba, Mayor



Angel Falconer, Council President



Lisa Batey, Councilor



Wilda Parks, Councilor



Kathy Hyzy, Councilor

ATTEST:

APPROVED AS TO FORM:



Scott S. Stauffer, City Recorder



Justin D. Gericke, City Attorney



Equity, Inclusion and Justice – Council Goal Update

Diversity, Equity, Inclusion and Justice

Phases of Engagement

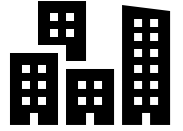
LEARN, SUPPORT
AND SHARE



DEI & MILWAUKIE
POLICE DEPT.



DEI ACROSS
THE CITY



Phase I

June 2020 – October 2020

- Stakeholder Identification and Outreach
- Listening Sessions
- Visibility
- Data and Research
- Training
- Resource Identification

Phase II

November 2020 – April 2021

- Community Conversations (Police Chief & Council)
- Policy Workshop with BIPOC Community Members
- City-wide Equity Plan Development
- Focus Groups (Tentative)

Phase III

May 2021 – May 2022

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- In-Person (Tentative)

Phase I: Staffing Update

Jon Hennington

Equity Program Manager

henningtonj@milwaukieoregon.gov



Phase I: Learn, Support & Share

June 2020 to October 2020

Engagement Actions

- Stakeholder Identification and Outreach
- Listening Sessions
- Visibility
 - Art Mural, Intersection Painting

Deliverables

- Data and Research
- Training
- Resource Identification / Staffing



Phase I: Council Resolution



COUNCIL RESOLUTION No. 58-2020

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON COMMITTING TO CREATING AN ENTIRELY EQUITABLE CITY AND EXPRESSING SOLIDARITY WITH OUR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) NEIGHBORS.

WHEREAS, Black, Indigenous and People of Color have suffered horrific inequities and crimes against humanity in this country for centuries, including slavery, slaughter, rape, theft of land and property, medical experimentation, forced relocation, denial of basic human rights, and restriction from generational wealth building; and

WHEREAS, the violent death of George Floyd, an unarmed and handcuffed black man, at the hands of a City of Minneapolis, Minnesota, police officer has sparked an international demand for an end to the systematic racism that has stained this country for its entire history; and

WHEREAS, the Milwaukie 2040 vision calls for a flourishing city that is ENTIRELY EQUITABLE, delightfully livable and completely sustainable for ALL residents; and

WHEREAS, we have undertaken work to achieve that vision through our efforts in writing a new Comprehensive Plan that will begin to reverse code provisions and zoning that have disenfranchised our BIPOC neighbors for almost a century.

NOW, THEREFORE, be it resolved that the City Council of the City of Milwaukie, Oregon, further commits to the pursuit of an entirely equitable Milwaukie by making Equity, Inclusion and Justice one of its three Council goals; and


BE IT FURTHER RESOLVED, that through this goal, the City Council commits to the following actions:

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- Work on relationship-building with Milwaukie's BIPOC residents and defining the next steps forward for this work;
- Request a budget adjustment be presented to move additional resources to this work;
- Fund Equity, Inclusion, and Justice training for all staff, including the police department, and for related training to achieve this goal; and
- Further our own education about systemic racism.

BE IT FURTHER RESOLVED, that the Equity, Inclusion and Justice goal replaces the Council's Community Engagement goal.

Introduced and adopted by the City Council on **August 18, 2020**.

This resolution is effective immediately.


Mark Gamba, Mayor


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Kathy Hyzy, Councilor

ATTEST:

APPROVED AS TO FORM:


Scott S. Stauffer, City Recorder


Justin D. Gericke, City Attorney

Phase I: Listening Sessions

Council Resolution Additions

- The resolution adopted at the August 18, 2020 council meeting includes several whereas statements and direct feedback on the purpose of the equity, inclusion, and justice goal. Are there purpose statements missing?
- What outcomes (not tactics) is Council trying to reach through this goal? Outcomes should be measurable and can be based on our biannual community survey, Engage Milwaukie or other quantitative or qualitative measurement tools.

Phase I: Translation Services

OPTION 1 – Translated Digital Pilot / Digital (low graphics) Version Mailed to 400 Households

Description	Number of Issues	Cost Impact	Pro	Con
Each issue fully translated into Spanish online.	10	Reduced number of issues or additional \$10,000 in resources	Access to all content	Online only, not as accessible
Mail First Class to Spanish-speaking households (400)		Reduced number of issues or \$3,000 in additional resources		

OPTION 2 – Add Four Translated Pages to Printed Pilot • Mail to All

Description	Number of Issues Within Budget	Cost Impact	Pro	Con
Only calendar and critical info (police, water, emergency, etc.) translated into Spanish by adding four pages	10	Reduced number of issues \$9,000 in additional resources	Least expensive, most feasible to execute	Difficult to consistently determine which articles should be translated; many articles may not be translated (i.e., Council Corner, NDA updates)

Phase II: DEI & Milwaukie Police

November 2020 to April 2021

Engagement Actions

- Community Conversations (Police Chief & City Council)
- Policy Workshop with BIPOC Community Members
- Citywide Equity Plan Development
- Focus Groups (tentative)

Deliverables

- Updated Police Policies
- 22/23 Union Contract



Phase II: DEI & Milwaukie Police

November 2020 to April 2021

Current BIPOC Engagement

- Traffic Enforcement Training
- Police Transparency Website

Upcoming BIPOC Engagement

- Review of Police Policies
- Review of Milwaukie Police Employee Association Union Contract Review
 - Utilizing Campaign Zero's Policy Recommends

Phase III: DEI Across the City

May 2021 to May 2022

Actions

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- Small Group In-Person (Tentative)

Deliverables

- Budget



Questions?


Jon Hennington – Equity Program Manager – henningtonj@milwaukieoregon.gov

Luke Strait – Chief of Police – straitl@milwaukieoregon.gov

Ann Ober – City Manager – obera@milwaukieoregon.gov

Scott Stauffer

From: Scott Stauffer
Sent: Tuesday, November 10, 2020 6:54 PM
To: Scott Stauffer
Subject: 11/10 SS Zoom Chat Log

 Zoom Webinar Chat

— □ ×

From Councilor Kathy Hyzy (she/hers) to [All panelists](#):

Ensure the removal of systemic racism from our laws, ordinances and policies through robust two-way communication with Milwaukie's Black, Indigenous, and people of color residents in all aspects of city governance.

From Councilor Kathy Hyzy (she/hers) to [All panelists](#): 05:56 PM

Create a citywide culture that seeks to understand and address the barriers to equity and inclusion faced by our historically under-represented residents. This will include supporting the broader community in engaging with equity and inclusion work.

From Councilor Kathy Hyzy (she/hers) to [All panelists](#):

Foster trust in the Milwaukie police department's commitment to the safety and well-being of all residents, and especially our BIPOC residents.

From Luke Strait to [All panelists](#):

Create systems and opportunities designed to develop and foster trust in theadd language from above.

SCOTT STAUFFER, CMC

City Recorder

he • him • his

p: 503.786.7502 f: 503.786.7540

City of Milwaukie

10722 SE Main St • Milwaukie, OR 97222

Scott Stauffer

From: Kelly Brooks
Sent: Tuesday, November 10, 2020 6:50 PM
To: _City Council
Cc: Jon Hennington
Subject: Language Follow Up

Found it! 5% Spanish – 1% Russian

Languages spoken at home Census data indicates that the majority of Milwaukie residents speak only English at home (90 percent), while 10 percent speak a language other than English. The most commonly spoken languages other than English in the city include Spanish (5 percent), Russian (1 percent), Chinese (1 percent) and Vietnamese (1 percent).⁴ School district data, however, suggests much higher proportions of non-native English speakers. Around 73 percent of Milwaukie students speak English as a first language, while 21 percent speak Spanish at home, 2 percent speak Russian or Ukrainian and 1 percent speak Chuukese.⁵ The other most commonly spoken languages among students include (in this order) Vietnamese, Amharic, Chinese and Tagalog/Filipino. Coordinating outreach with organizations that serve these communities will be important for engaging non-Native English speakers.

KELLY BROOKS

Assistant City Manager

she • her • hers

503.752-2130

City of Milwaukie

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