



Study Session

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Milwaukie City Council

COUNCIL STUDY SESSION

City Hall, 10722 SE Main Street (location changed)
& Zoom Video Conference (www.milwaukieoregon.gov)

REVISED AGENDA

May 10, 2022

(Revised May 7, 2022)

Council will hold this meeting in-person and through video conference. The public may attend the meeting at **City Hall** or by joining the Zoom webinar. The public may also watch the meeting live on the [city's YouTube channel](#) or Comcast Cable channel 30 in city limits.

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. Council may take limited verbal comments. For Zoom webinar login information visit <https://www.milwaukieoregon.gov/citycouncil/city-council-study-session-129>.

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

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1. **Equity Goal & Lens Update – Discussion** (5:15 p.m.)
Staff: Jon Hennington, Equity Program Manager

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2. **Adjourn** (6:15 p.m.)

Special Session. After the study session Council will hold a special session. The start time of the special session is subject to the study session finishing. For more information about the study session visit: <https://www.milwaukieoregon.gov/citycouncil/city-council-special-session-32> (special session note added to the agenda)

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

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

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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

City Hall Council Chambers, 10722 SE Main Street
& Zoom Video Conference (www.milwaukieoregon.gov)

MINUTES

May 10, 2022

Council Present: Councilors Lisa Batey, Desi Nicodemus, Council President Kathy Hyzy, and Mayor Mark Gamba

Staff Present: Kelly Brooks, Assistant City Manager
Justin Gericke, City Attorney
Jon Hennington, Equity Program Manager
Nicole Madigan, Deputy City Recorder

Ann Ober, City Manager
Peter Passarelli, Public Works Director
Scott Stauffer, City Recorder

Mayor Gamba called the meeting to order at 5:18 p.m.

1. Equity Goal & Lens Update

Hennington began the presentation by highlighting the work of the Equity Steering Committee (ESC) and commented on how the ESC had been working to reinvent what it means to be a city committee. **Hennington** pointed out that the ESC had a vacant seat and with one of the committee's goals being to support the voices and ideas of young people, the committee would prefer to see the position filled by a young person and to specifically not create a separate "youth member" position such as those created for the youth member board and committee (BC) pilot program. **Hennington** reported that the ESC had reviewed the city's procurement rules and worked with the Milwaukie Police Department (MPD) on body worn cameras.

Councilor Batey asked if any topics had been brought to the ESC that had been rejected or deemed as a low priority. **Hennington** explained how the ESC picked their goals, what their top goals were, and how the committee planned to balance self-chosen work and work presented to them. **Ober** remarked on how the committee is informed as to which items are administrative or legislative when new topics are brought to them and if they cannot reach consensus on a topic the committee will not endorse or reject it, but the committee's thoughts would be shared with Council. The group discussed how the ESC would navigate as a consensus committee and that if the ESC could not come to a consensus, it would not stop a project from moving forward.

Councilor Nicodemus and **Hennington** discussed the importance of giving the ESC time to process and space to step away from topics when the emotional and or mental burden of equity work becomes too much. **Ober** added that there are benefits and disadvantages to having the city manager present at ESC meetings.

The group discussed steps being taken to find youth applicants for the vacant ESC seat including an event at Milwaukie High School (MHS) on June 3, commented on whether the committee was solely focused on recruiting a member who was in high school, and if a high school student would be able to process the emotional and mental trauma that comes with the ESC's work.

Hennington shared plans for moving cultural celebrations from city hosted events to community hosted events, with a focus on holding space for community members to celebrate their culture without having the city take ownership. **Hennington** presented last year's Juneteenth event as a learning experience on how to foster these types of events and how staff would support community organizers.

Hennington also informed the group that when needed the city may step in to host a recurring event, like Pride, that the community is asking for, but community organizers may be unable to host – with the intention of turning it back over to the community for following years. **Hennington** mentioned that the Pride event would be held on June 4 at the South Downtown Plaza and Juneteenth on June 18 at Water Tower Park.

Councilor Nicodemus, Council President Hyzy, and Hennington, discussed the benefits of community led events, how to get more community members interested in hosting events, how to make it clear that the community and not the city is hosting an event, how city support can make hosting an event less daunting, the barriers some communities feel that keep them from wanting to work with a government agency, reaching out to younger communities by making a connection at the high schools, and finding current community organizers who are willing to be a contact and reference for new members looking to host events.

The group discussed Portland's Northwest Pride event on June 19 and why the city would not officially be participating.

Hennington reported that the city is in the process of choosing the next equity lens and framework consultant that would direct the program for the next two years and indicated the amount of work that will be involved to undertake the changes directed by the consultant, the community, the city as an organization, and the city's staff.

Ober expressed appreciation for Hennington's work and the work of the ESC.

Councilor Nicodemus suggested that within the city's equity work there should be opportunities to celebrate the successes. **Hennington** agreed and pointed out that equity work is forever work.

2. Adjourn

Mayor Gamba adjourned the meeting at 6:13 p.m.

Respectfully submitted,



Nicole Madigan, Deputy City Recorder

COUNCIL STAFF REPORT

To: Mayor and City Council
Ann Ober, City Manager

Date Written: Apr. 29, 2022

From: Jon Hennington, Equity Program Manger

Subject: **Council Goal Update: Equity, Justice, & Inclusion**

ACTION REQUESTED

Council is asked to receive an update on the equity, inclusion, and justice goal.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

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

[August 18, 2020](#): Council approved a resolution changing its goals to include one focused on equity, inclusion, and justice.

[July 13, 2021](#): Council received an update on the equity, inclusion, and justice goal.

[August 3, 2021](#): Council adopted an ordinance creating an Equity Steering Committee.

[December 21, 2021](#): Council received an update on the equity, inclusion, and justice goal.

ANALYSIS

Equity Steering Committee

On November 16, Council adopted Resolution 57-2021 appointing the initial nine members of the Equity Steering Committee (ESC) previously authorized by Ordinance 2207. The ESC held its first meeting on January 27, 2022, and established a schedule of meeting on the fourth Thursday of each month. After an introduction to city operations and the work the city will be putting before them, the ESC quickly jumped into reviewing both proposed policies and administrative actions.

The committee continues to work on developing a structure for its meetings and decision-making process. As befitting this unique committee, the members are striving to create a consensus-based decision-making model that encourages healthy discussion and thoughtful consideration of dissent that focuses on the issues raised and not on the individual(s) who disagrees with a proposal. The group continues to refine these processes and will determine how or if these should be codified into formal bylaws.

Community Cultural Celebrations

On June 19, 2021, the Milwaukie community held its first Juneteenth celebration. The event was planned by members of Milwaukie's Black community with support and logistical assistance from the city. The event gave staff a sense of how the city can best support historically marginalized communities in a way that is equitable and sustainable, and that retains community member-ownership of the event to the greatest extent possible.

Staff has established the following internal guidelines for supporting community-led cultural celebrations:

- Provide approximately \$500 in funding from the equity program budget.
- Consultation on site selection and anticipated needs.
- Assistance in obtaining necessary event permits.
- Printing of event materials.
- Day-of-event presence by representatives from city administration.
- Promotion of event via social media.

These guidelines are likely to be refined as staff becomes more experienced with supporting various community events and as community members provide additional feedback. Staff also anticipates that the ESC will provide additional recommendations regarding cultural celebrations.

Staff is currently working with members of the city's Black community on a Juneteenth Celebration planned for Saturday, June 18, 2022, at Water Tower Park. Staff has also been in touch with community members on supporting a celebration at City Hall for LGBTQIA+ Pride Month on June 4, 2022.

Equity Framework/Equity Lens

Since the adoption of Council's equity, inclusion, and justice goal in August 2020, there has been a great deal of progress in increasing staff and community awareness and understanding of this work. Now that the ESC is up and running, staff is turning their attention towards bringing together members of staff and the ESC in partnership with a consultant to begin shaping a framework for making more equitable decisions and taking more equitable actions in both the short- and long-term. Staff anticipates a contract for this work to be finalized by the end of June with work beginning in July 2022.

BUDGET IMPACT

Existing resources will be allocated for ongoing equity efforts. No additional budgetary impacts are anticipated at this time.

WORKLOAD IMPACT

The city's equity, inclusion, and justice program has been, and will continue to be, a significant undertaking. Work on developing the equity framework/equity lens will necessitate some additional staff time from across the city during the coming year. All efforts will be made to spread out impacts to prevent disruption to ongoing projects.

CLIMATE IMPACT

None.

STAFF RECOMMENDATION

None.

ATTACHMENTS

None.