



PARTICIPANTS

Commission Members Present:

Angelo Arredondo, Chair; Hamadi Jackson; Amelia Knight; Susan McNaught; Joaquin Lara Midkiff; Kelsey Murray; David Rheinholdt

Commission Members Absent:

Krista Gallagher, Vice Chair; Bonnie Davidson; Laura Fouts; Cathy Ostrand-Ponsioen; Tricarico Schwartz

Staff:

Gretchen Bennett; Lt. Debra Aguilar

Guests:

Marianne Bradshaw; Ian Hunt; Jacade Hanson; Jenn Winegar; Mira Wondershed; Joe Kinsky; Niddy; Hunt W; Lynelle Wilcox

1. Call to Order, Welcome and Review of Agenda

The You Tube channel transmission/recording was noted. Chair Arredondo called the meeting to order and welcomed the group. Introductions were shared.

2. Public Comment

Lynelle Wilcox spoke to a concern about a black owned business who dealt with hate crime. Further, she spoke of a person who was a victim of an attack, and who was unsheltered – the person did not press charges, and she is concerned for people who are vulnerable and opt not to press charges – they may not be likely to press charges and people may not report when they see that nothing is done.

Lt. Aguilar summarized that there was not initially a lot of suspect information but after an investigation all four suspects were located and arrested. Once charges are filed, the DA does need a victim to participate in the judicial process, as the accused has a right to face and question the accuser.

3. Consent Calendar

A quorum was not present.

4. Action and/or Discussion Items:

a. Discrimination Survey

Western Oregon University students reported the results of 824 surveys completed. The survey helps to understand past and present discrimination in Salem. The group discussed objectives, methodology, key findings, and recommendations.

The survey was distributed in two languages. It is a non-probability sampling method, so it is not representative. Almost a quarter of results were from people who are unsheltered. Race, gender identity and housing status were the largest reported areas related to discrimination for those who completed the survey online. For those who completed the paper survey housing status was the largest reported area related to discrimination.

One student spoke to hearing the raw pain of people who are unsheltered and who experience discrimination and noted the trauma that creates.

Awareness of the HRC amongst respondents declined by 19% overall, but there was a 1% increase in ages 18-29.

Chair Arredondo asked how to increase the number of respondents. Discussion ensued. Social media is important. One person suggested distribution with Meals on Wheels volunteers.

b. Chapter 97 Recommendations

Commissioner Ostrand-Ponsioen provided written comments to Gretchen, including amending 97.005 to include housing status, and, to amend 97.070 to match language in 97.040. Gretchen will work with the City Attorney on these items. Further, Commissioner Ostrand-Ponsioen in a written note to Gretchen about the definition of sexual orientation: the recommendation to amend the definition is not moving forward. The group discussed options for amending the state definition so that the city definition could also change.

Hamadi Jackson spoke to the need to raise awareness in our communities.

b. Bias Crime Update

Lt. Aguilar reported on two bias incidents and one crime.

c. Complaints Report: Gretchen reported one situation.

5. Task Force and Project Updates:

- a. Awareness:** The group has been at work to support the discrimination survey and are also looking ahead to communication related to unsheltered issues.
- b. Equity Asks Report:** Recommendations from HRC related to diversity within boards and commissions were shared with the City's Boards and Commissions Appointments Committee; work is now underway to implement the ideas.
- c. LGBTQIA+ Intersectional Rights:** Commissioner Murray reported on developments with the Safe Spaces program including creation of an Artists Brief.

6. **Staff Updates:** Leah Brooks is no longer on the Commission.
7. **Calendar of Events:** There will not be a WorldBeat table this year.
8. **Member Remarks and Announcements:** Chair Arredondo reiterated his welcome of the new commissioners.

Minutes respectfully presented by staff Gretchen Bennett.