



PARTICIPANTS

Commission Members Present:

Hamadi Jackson, Chair; Kelsey Murray, Vice Chair; Elana Lynn; Joaquin Lara Midkiff; Robert Marshall; Kirra Pressey; Kate Strathdee

Guests Present:

Celine Coleman

Staff Present:

Gretchen Bennett, Lt. Robert Dowd

1. Call to Order, Welcome and Review of Agenda

Chair Jackson welcomed the group and facilitated introductions. The You Tube channel transmission was noted.

2. Public Comment

None provided.

3. Consent Calendar: Agenda and Minutes

A quorum was not present.

4. Action and/or Discussion Items:

a. Belonging Survey

Tonight’s discussion provides time for input on the top data elements to highlight at the upcoming City Council presentation. The Community Engagement Committee identified a framework; beginning draft report was reviewed. Commissioner Lara Midkiff noted Celine had recommended no more than four to five slides (maybe another), and Commissioner Lynn had recommended choosing three key points, after beginning with a brief background. The WOU students have prepared material from which we can benefit. Commissioner Marshall volunteered to construct slides to be used during the presentation.

Discussion indicated preference to include reports of who is reporting feeling that they belong and do not belong, and, information specifically from respondents who experience homelessness. Commissioner Lara Midkiff noted this is the meeting to share report results and at a future meeting in the new year, the Commission will return with analysis and recommendations. Chair Jackson asked if it would be good to put on the radar of Council that the survey may change, as that could invite feedback on what they may like to see.

Commissioner Strathdee spoke of the recent Supreme Court decision related to unsheltered homelessness, and the importance of including this data and of future agenda topics on this issue. She noted fear of resultant conversations or possible policy changes that people may anticipate.

Commissioner Strathdee noted the importance of including information about reporting bias crime to SPD. She discussed the importance of subconscious bias training for officers and cited a recent observation from a community violence reduction initiative town hall and concern for how leadership spoke to a leader in the Hispanic/Latino nonprofit community. She spoke of the importance of training beginning at top levels. Commissioner Lara Midkiff noted this sounds more like a recommendation, which would be something we can work on for the next presentation, and that for this time, the group agreed to include the data on this item.

Looking ahead to recommendations, the Commission would have time to consider ideas and gather further information to research and analyze possible recommendations. Celine clarified the Council could choose to schedule a work session for further discussion if they wish.

b. Bias Crime Report

Lt. Robert Dowd provided an update on an investigation of a crime reported in May. He shared a report of a situation reported in June, and invited Commission input into if it would be classified as a bias incident/crime or not at all. Chair Jackson thought the information was not specific enough, though certainly concerning. Commissioner Pressey asked if there were other reports; there were not. Chair Jackson discussed having been signed in the past.

Lt. Dowd shared in October he will be moving to the Personnel and Training Section and returning to the rank of Sgt. He has petitioned to remain the liaison for the HRC; traditionally the SPD has had a Lt. serve in the liaison function.

Commissioner Strathdee observed two situations under discussion in the Next Door ap. Gretchen suggested our information could be posted in those conversations, to invite these reports to come our way for assistance.

c. Complaints report

Gretchen reported one situation, in which a person reported concern for discrimination based upon disability by an agency. Gretchen provided listening and information and was unable to determine the discrimination given the overall policy framework involved.

5. Committee and Project Updates:

- a. Community Engagement:** Commissioner Lara Midkiff shared that in addition to discussion of the belonging survey council report, the committee held their first engagement on July 3! Commissioners shared impressions and suggestions and a photo was displayed. A call for assistance has been received because of a person seeing a flier

at a business visited by the group. Appreciation to Commissioner Strathdee for developing material was shared. Ideas for next time include adding daytime hours, visiting different types of people and at different parts of town, having color designated map territories for each team and having additional copies of the 8 ½ " by 11" QR code poster.

- b. Data Visualization Committee:** Commissioner Lara Midkiff noted a 'doodle' scheduling poll is available for identifying a meeting with city GIS staff; anyone who would like to join is welcome to reach Gretchen to be added.
- c. Homelessness Information Summit:** Commissioner Marshall talked through materials shared in advance with the Commission, noting goals, objectives, meeting agenda and logistics. Positive feedback was received. Outreach for audience, and approach with the questions/answer process was discussed. Mid-August/early-September is anticipated time frame. Outreach suggestions included neighborhood associations. Can CC Media broadcast? Gretchen will check. Commissioner Strathdee suggested having a trauma informed moderator. Sterling with Church @ the Park was complimented for his moving story telling and perhaps he is an idea; Commissioner Marshall will reach directors and they will determine speakers. Lt. Dowd asked about the Marion County Law Enforcement Assisted Diversion program (LEAD) as a possible speaker idea, recognizing the central role that they play. Commissioner Marshall noted the criteria for speaker selection and noted the time allotment is already tight and thought perhaps they may be interested in tabling or in being a contingency speaker should the questions and answers portions not fill the allotted time. A volunteer to manage the audio-visual slides is requested. Celine suggested the Mid-Willamette Valley Homeless Alliance as a place to share the information. Lt. Dowd invited Commissioner Marshall to a service provider meeting to share themes from public input.
- d. LGBTQIA+ Intersectional Rights:** Vice Chair Murray announced three SMARTIE goals related to committee size, event tabling, and to host a gathering that brings intersectional issues, this year to focus on queerness/health care/houselessness. Commissioner Lynn is working on a list of places to receive gender affirming care. She announced she is looking to step down as chair to open the leadership opportunity to another person to gain the experience if anyone is interested. Please notify Gretchen if interested. Chair Jackson expressed thanks to Vice Chair Murray.
- e. Process Review Task Force:** Gretchen reported that colleagues are unable to join meetings but can review draft documents or respond to questions in writing. With that clarification, if no objection, she will schedule. Commissioner Marshall expressed interest in joining. Chair Jackson raised a question of if he participates will that quell the sharing of ideas; discussion affirmed people would like for Chair Jackson to be there and that they would be comfortable speaking freely. Commissioner Pressey shared as a new person she would be comfortable. He affirmed he will attend.
- f. Salem Speaks Up!:** Gretchen checked in to confirm if the Commission would again like to coordinate this year. The group noted they would like to have a greater sense of

being full collaborative partners and confirmed if they and Gretchen have capacity. The group decided to proceed. Chair Jackson is happy to moderate again if the group would like that. Celine can help with outreach.

6. Staff Updates:

Gretchen shared that the City's volunteer recognition nomination opportunity is opening, and she will share the link in case anyone would like to make nominations. At a recent HRC Community Engagement Committee, it was suggested to nominate people who advance human rights in Salem. Commissioner Lara Midkiff noted an additional idea to explore recommending a new category be created to honor human rights specifically.

7. Calendar:

Vice Chair Murray noted the PRIDE event is in September and the tabling opportunity is on the Google sign up for events; all are welcome and encouraged. Celine shared the upcoming Community Violence Reduction Initiative next meeting.

8. Member Remarks and Announcements:

None provided.

Minutes respectfully presented by staff Gretchen Bennett.