

May 13, 2021

Mayor Bennett, Members of City Council, City Manager Powers,

Regarding Mayor's Motion which passed unanimously January 11, 2021:

"I move that City Council request a report from the Human Rights Commission on actions the City should take to promote diversity as a core strength of our community and that ensures everyone - regardless of culture, race or ability - can thrive in safety and dignity."

"Ensure the community can see it, eat it, hold it, spend it or feel it," urged one Human Rights Commissioner. As we prepared this report in response to your motion, this idea persisted. Recommendations could hold promise to be experienced, felt, implemented – this is our hope as we present the following recommendations.

We don't know what we don't know – we don't mean to tell you how to do things for which we do not have the detailed expertise. We mean to express these recommendations and invite dialogue; in several cases we request information on how it may work to achieve the objective.

We didn't let budget or pragmatism hold us back. **"Let's ask for what we think is needed,"** Commissioners said, knowing with some ideas, the recommendations may be folded into future strategic planning sessions rather than achieved immediately.

We listened: The City placed an invitation to share feedback with us on the web page. The Salem Keizer School District invited parents to share feedback. Several conversations with identity communities took place. We've attached all the feedback we received in an appendix, so that you can read directly the input we received.

We have questions for the City:

1. What is the current representation of identities on city boards and commissions?
2. What is the current demographic distribution of city allocations, grants and resources, and, of those who attend pre-allocation trainings/meetings?
3. What options would there be to include resources and support for BIPOC community members and facilitators engaged in anti-racism work; what options are there to provide pathways for BIPOC to care for themselves when experiencing trauma (i.e. taking a day off work when hate groups are demonstrating in the community, perhaps modeled after bereavement leave policy where a limited number of leave days are allocated to this purpose)?
4. What are the options for revising Chapter 97 to include housing status in the list of protected classes? What are the methods to achieve the right for a shelter for every person?
5. There are suggestions for police reform in the community input we received. Please note the specific ideas in numbers #1-#8. Please talk to us about these: what work is currently underway, and what opportunities for improvement remain. How can we help?
6. Please identify persons to talk with HRC about the development of all recommendations in the document. We want to learn what plans are underway and what issues are experienced.

We will have more to share: please stay tuned for future recommendations. For example, a “Safe Space” program is under development with our LGBTQIA+ Intersectional Rights Task Force. We see this as the start of fluid conversation as we tackle together how to get work done for Salem.

Most of all, as you consider this work, please remember the legal and intellectual issues here can become arguments against common human decency. We bury our problems in process. **Let’s collaborate toward meaningful and specific progress.**

Sincerely,

Angelo Arredondo
Chair, Human Rights Commission

Attachments:

- Equity Asks
- Equity Lens
- Total compilation of Input received from the community

“I move that City Council request a report from the Human Rights Commission on actions the City should take to promote diversity as a core strength of our community and that ensures everyone - regardless of culture, race or ability – can thrive in safety and dignity.”

Human Rights Commission Equity Asks

Adopt

1. Utilize the proposed Equity Lens from the Human Rights Commission Equity Lens Workgroup.
2. Create measurable tools for assessing need-based disparities in the city to make informed decisions on how to address and reduce these disparities.
3. Results based accountability: if the community we are trying to serve can't see it, eat it, hold it, spend it or feel it, then we are not actually helping the community.

Celebrate

4. Honor and celebrate holidays and important dates respected by black and BIPOC such as Juneteenth, Indigenous people's day, and several others. A statement of recognition of these is a start. Replace Columbus Day with Indigenous People's Day.
5. Celebrate black and BIPOC communities and cultures with art, events, holidays, statues and other representation throughout the city. Appreciate and support Salem Public Art Commission for work to diversify the art collection when acquiring new pieces.

Communicate

6. Proactively condemn white supremacy whenever a related event is happening; alert our black and BIPOC communities of the incoming dangers those events might cause.
7. Proactively engage with communities to encourage city of Salem residents to participate in council meetings via public testimony and other activities.
8. Reach people who currently do not know about city grants, loans and other financial opportunities; provide culturally-specific outreach, training and information as needed.
9. Comprehensive data regarding all grants that have been issued and/or coordinated by the City in the last ten years, along with a breakdown by race of the owner/leadership of the entity that received the grant.
10. Continue broadcast and participation opportunities for public meetings in a virtual format, after Covid-19 restrictions subside, in order to expand access.
11. Discover unifying methods that effectively help us progress, not polarize. Find ways to communicate about structural issues, unconscious bias and white privilege in data-driven, specific ways that build understanding rather than enflame politics.
12. Articulate land acknowledgements more regularly at meetings.
13. Highlight businesses owned by a variety of identities.
14. Create a dashboard to communicate progress: what is tracked and what progress is made, in relation to diversity, equity and inclusion?

Dismantle

15. Barriers to accessibility: hire people certified in disability best practices to identify and remove barriers.
16. Cultural practices that exclude black and BIPOC.
17. Programs and policies that benefit only white people and harm black and BIPOC.
18. Approach this work systematically: identify staff specifically here.
19. Conduct a specific equity audit.
20. Get involved each time an inequitable system is in place – fix unfairness.

Engage

21. Examine how people can engage in city process without a big ask of their time. Consider people who work many hours and still want to contribute. Consider adapting some meetings to be more akin to a community cultural event; consider including food and child care, for example.

Fund

22. Examine allocations, grants, and resources. Apply a need-based lens. Are resources getting to black and BIPOC communities with need in meaningful amounts and effective ways?
23. Payment to those in communities with need for whom we ask for input (example, payment for survey feedback, payment to nonprofit organizations who gather focus group input from populations).
24. Hire staff to focus on specific identities in Salem that represent our community; have this position focus on diversity equity and inclusion, rather than also working on compliance. Include anti-racism in the position description; anti-racism and “DEI” are not automatically the same, and both are needed in the work.
25. Incentivize building owners to provide free or low cost business space to black and BIPOC owned businesses with need for this support.
26. Do not ask for free trainings; ensure that black and BIPOC are compensated for their time and energy. Ensure that DEI work is a required portion of the annual budget, not an optional add-on.
27. Create a budget for the Human Rights Commission, to provide resources for outreach, training (at meetings) and specific projects, such as the Safe Space project currently under development.
28. Provide campaign funds for candidates interested in running for mayor and city council positions. Consider a need-based eligibility requirement to receive funds.
29. Make the mayor and city council positions paid and provide childcare to allow more diversity and accessibility for residents to hold these positions. Potentially, make the wages based upon need.
30. Pilot providing ASL and Spanish language interpretation at City Council meetings regardless of whether a request is received in advance; conduct outreach to notify communities. Examine data to determine usage.

Learn

31. Provide ongoing DEI/Anti-Racism training for all city employees to engage in the ongoing journey towards racial equity, led by a person of color; provide the HRC access to current trainings the council is undergoing.
32. Ensure all board members, staff and appointed participants are doing DEI work that is led by black and BIPOC.
33. Include anti-racism and anti-bias work.

34. Engage in trainings and gather resources to ensure city staff are trauma informed, specifically intergenerational trauma and the anxiety and safety concerns experienced by the black and BIPOC communities in Salem.
35. Ensure training is disability centered.

Represent

36. Find a way to have more people of color in more positions of power.
37. Aim to have more representations on the committees, councils, or boards.
38. Representation matters at every level. Examine opportunity throughout the city and throughout the City of Salem organization specifically.

Support

39. A health based mobile crisis response, utilizing the Eugene, Oregon Cahoots program as example.
40. Fair and equitable housing using a racial equity lens
41. Add more section 8 and affordable housing, reduce barriers to access this housing via elimination application fees and evaluating current rules and policies of the program to reduce barriers
42. Identify existing barriers to creating and funding accessible housing and work to reduce them from a racial equity lens.
43. More low, or no, barrier houseless shelters.
44. Training to people in the health care system to ensure health care providers, personnel and staff can recognize and eliminate all forms of bias in the healthcare system.
45. Continued work at bettering relationships with our education partners and our youth, applying a trauma informed and equity lens to interactions.
46. An outline of repercussions for anyone retaliating against people who do not respect the right to refuse to pledge, during the Pledge of Allegiance. These repercussions must include micro aggressive behavior.
47. Free or affordable meeting spaces that is safe, affirming, and available to groups and organizations doing this work.

City of Salem

Equity Lens and Policy

OUR COLLECTIVE COMMITMENTS:

- We believe in the collective energy of acknowledging our past to appreciate the present and build a strong foundation for the next generation. To that end, we must know, understand, and use an equity lens to fully understand Oregon's historical timeline on race, immigration, and education.
- We believe systemic racism is one of the most devastating factors to hinder growth, acceptance, and inclusion for all people, and especially people of Color, and indigenous people. We cannot hope to eliminate the racially predictable outcomes of our lives unless we first acknowledge our past.
- We believe our past matters. We mobilize this belief through the spirit of *Sankofa*: acknowledging our past to serve as a guide in planning our future. Together, we transform systems into racially conscious and socially-affirming environments where all people, especially people of Color, indigenous people, and their respective communities can grow and thrive.

EQUITY LENS QUESTIONS

1. Does the initiative or policy align with the City's mission/vision/strategic plan?
2. What data has been used to inform this initiative or policy?
3. Who are the groups supporting this initiative or policy?
4. Who are the groups that are not represented?
5. How does this initiative or policy impact all groups (*positively and negatively*)?
6. How many members of the community have involved in the decision-making process?
7. What are the barriers to create more equitable outcomes for inclusion (i.e., socio-economic status, language, gender identity, community expectations, etc.)?
8. How does this initiative or policy build, support, and empower BIPOC, LGBTQIA+, and other underserved communities?
9. What would it take to sustain this initiative or policy?
10. What are the measurable goals and objectives?
11. What data will be used to monitor success (i.e., in 3 months, 6 months, 9 months, etc.)?
12. What are the biases and unintended consequences of this initiative or policy?
13. Are there any other possibilities and options yet to be explored?

**Total compilation of Input received from the community
Organized into sections**

**Section One: input received from gatherings of black, BIPOC and other
community members, shared with Commissioners**

POLICING/JAILING/JUSTICE

- 1. We require** the City of Salem to immediately redistribute 10% of the Salem Police Department's budget ([\\$4.69 million](#)) towards a more effective public safety program similar to Eugene's CAHOOTS program, as well as towards purchasing body and vehicle cameras and implementing related accountability policies for all Salem PD officers. [Eugene's CAHOOTS program](#) costs the City of Eugene roughly \$2.1 million annually, responds to roughly 17% of 911 calls, and because it is more effective than traditional law enforcement responses, it saves the City of Eugene roughly \$8.5 million annually. The CAHOOTS program also saves the Eugene community an [estimated \\$14 million annually](#) via a reduction in ambulance and ER treatment costs. Any surplus public funds that result from the required public safety budget shift should be distributed to programs and services that support Salem's BIPOC the III
- 2. We require** the City of Salem to implement a new process for reviewing alleged law enforcement misconduct that includes investigations conducted by an unbiased third-party. The third-party investigation process will replace the current internal affairs process for investigating alleged officer misconduct and will include investigations into allegations of officers being members of white supremacy groups as well as selective enforcement. The third-party will be required to present findings to the Salem City Council in a transparent manner, and the Council will draft a plan of action in conjunction with the Chief of the Salem Police Department and convey that plan to a community-led review board. The community-led review board membership will be maintained by the Council, it will be representative of the entire Salem community, and its decision regarding public safety employee misconduct investigation plans will be final. If the community review board rejects a proposed plan, it will remand the plan back to the Council for revisions and convey its reasoning for the decision to the Council for guidance.
- 3. We require** that a comprehensive mental health evaluation be conducted every two years for all public safety officers that work within the City of Salem (by a counselor that the community-led review board approves, preferably a BIPOC counselor). If a public safety officer does not pass the evaluation, we require that they be reassigned to non-active community engagement duties until they can pass the evaluation. Further, if an officer should be involved in any sort of violent incident with a citizen, said officer should go through another evaluation prior to being released back into the field.

4. **We also require** that the City of Salem, Salem Police Department, and the community-led review board have an updated accessibility policy established to provide access to people with disabilities and limited English proficiency, including directives on finding interpreters where necessary and have the technologies ready for those with communication barriers to use. Ensure any statewide announcements are available with interpretation for other languages, as well as ASL interpreters. Interpretation should be available at the time of the announcements, not at a later date and/or time.

5. **We require** that Salem Police Department and the Oregon State Police Salem branch provide a sufficient police presence and equity in police treatment at permitted BIPOC events in Salem to ensure the safety of the event organizers and participants. We also require that investigations be automatically launched and arrests made if/when crimes are committed against BIPOC event organizers and/or event participants and/or their personal property.

6. **We require** the City of Salem to implement a one-strike penalty for any and all public safety officers that demonstrate excessive use of force, abuse of authority, lying under oath, or other gross misconduct and that the offending public safety officer be fired immediately. That information will automatically be provided to the Oregon Department of Public Safety Standards and Training to be added to the agency's newly launched officer accountability database.

7. **We require** that state lawmakers immediately draft, approve, and implement a full repeal of the 1994 ballot initiative Measure 11 (mandatory minimum sentencing).

8. **We require** that the State of Oregon immediately expunge all cannabis convictions on file. Cannabis prohibition is a blatant form of institutional racism, and despite Oregon being a legal cannabis state, many people still have cannabis convictions on their records, with a disproportionate amount of those people being BIPOC.

HOUSING/PROPERTY

1. **We require** the City of Salem and Marion County to immediately make publicly available comprehensive data regarding any and all grants that have been issued and/or coordinated by the City of Salem in the last 10 years, along with a breakdown by race of the owner/leadership of the entity that received the grant.

2. **We require** the City of Salem to immediately draft an economic plan to sufficiently boost year-over-year funding to BIPOC-led entities and members of Communities of Color for the next decade. The funding will be earmarked towards supporting BIPOC-owned businesses, home purchases, and rent assistance.

3. **We require** the City of Salem to create a department solely dedicated to providing assistance to BIPOC community members to help them successfully navigate the application process for BIPOC city grants.

4. **We require** the immediate removal of any and all restrictive and/or discriminatory language used in federal lending guidelines that prevent BIPOC Salem residents from being able to purchase homes. Also ensure there are several accessible housing options for persons with mobility and sensory disabilities such as wheelchair access and visible alarms.

HEALTHCARE

1. **We require** that the City of Salem and the State of Oregon declare racism a public health crisis.

2. **We require** that any funds for healthcare services provided by the City of Salem, either directly or indirectly via city funding, be disbursed equitably to BIPOC owned/led service providers.

3. **We require** that the State of Oregon mandate adequate training to ensure that health care providers, personnel, and staff are able to recognize and eliminate any and all forms of bias in the healthcare system.

4. **We require** that Congress provide affordable healthcare options via an expansion of Medicaid that does not diminish the quality of the healthcare provided.

EDUCATION

1. **We require** the Salem-Keizer School District to immediately comply with Latinos Unidos Siempre's demand to remove all student resource officers from Salem-Keizer Schools, following [their list of demands for reinvestment](#) funds and the resignation of Directors Marty Heyen and Paul Kylo from the SKPS board.

2. **We require** the Salem-Keizer School District to immediately comply with Latinos Unidos Siempre's demands to address the impacts of the School to prison pipeline.

3. **We require** that Salem-Keizer Schools implement a history curriculum developed by BIPOC educators that uplifts and incorporates BIPOC history as well as local and Oregon history. We also require that educators and other staff study the history themselves as part of ongoing, comprehensive racial and cultural diversity training. A review board composed of BIPOC members should be established for reviewing old and new curriculum for compliance and approval prior to being taught to students.

4. **We require** a transparent and outlined discipline policy for educators and school staff that are alleged to use racially derogatory and/or abusive language. We require the Salem-Keizer School Board to implement policies and procedures that support third-party reviews of alleged racial misconduct in schools.

5. **We require** the hiring of BIPOC educators, mentors, counselors, and classified staff in Salem-Keizer schools in numbers reflective of the percentage of BIPOC students. We also require safe spaces within schools for BIPOC students.

6. **We require** the creation of BIPOC student unions in every Salem-Keizer public school as well as BIPOC-focused field trips and assemblies.

7. **We require** that the Salem-Keizer School District provide more access to financial and wellness resources for BIPOC youth and increase funding for after-school programs, meal assistance, sports, and other extracurricular activities to the point that those programs are free for BIPOC youth, including attending sports events as non-participants.

8. **We require** that Salem-Keizer schools remain in compliance at all times with the landmark Supreme Court decision in the case *West Virginia State Board of Education v. Barnette (1943)* which allows students to refuse to participate in the Pledge of Allegiance. Students will be able to do so without any repercussions from teachers, students, or school staff.

9. **We require** that the Salem-Keizer School Board update its disciplinary policy for Board Members ([BG-6](#)) to provide for a process to remove a Board member for gross misconduct, including but not limited to the presence of known white supremacists in campaign material, the use of 'Blackface' during School Board meetings, the blatant disregard of public input, the solicitation of bias public input, the pursuit of a blatantly partisan agenda, and/or indicating that low-income children should not receive meal assistance because a current Board member cannot afford a new luxury convertible sports car.

ELECTION AND PUBLIC OFFICER REFORMS

1. **We require** that Salem-Keizer School Board elections be based on a zone-only voting model versus the current at-large voting model to ensure that less-affluent communities are properly represented on the School Board.

2. **We require** that candidates for statewide non partisan positions be prohibited from accepting financial or other assistance from political action committees. -Supreme Court Decision/Add language regarding ballot measure 107

3. **We require** that Salem-Keizer School Board positions, Salem City Council positions, and the Salem Mayor position be paid a modest wage in order to ensure that working class members of the community can afford to run for those offices and not be forced to choose between serving their community and sacrificing part of their household income. (Potentially making those wages based on need?)

Section Two: Input received directly to HRC office from community members

1. **Listen** to people of color and others facing discrimination until **we understand** what they want us to know. (Examples: current students trying to make their needs known to school board- and making a huge effort to **hear** what non-violent protestors are telling us- as in BLM in Portland and Salem.

2. **Invite/include/encourage** more involvement in discussion/process/planning.

3. Arrange for community **discussion groups** for learning from each other- making sure of diverse representation.

4. **Offer support/mentoring** from those with more experience.

5. **CELEBRATE** achievements and examples publicly.

6. **The World Beat Festival** is so positive; perhaps we can build on that throughout the year.

7. **Explore using CCTV** for sharing stories and presenting programs of local cultures.

I'm grateful for your efforts and for your invitation for public involvement.

- To Whom it May Concern,

I am writing to you today because my wife shared with me a primer the City of Salem put out about bringing forth ideas to promote diversity and combat discrimination in our community. I absolutely agree that our community is strengthened by the contributions all people of every diversity of background make when we all work together with common purpose: to make our community better. I would also say that discrimination against others based on unchangeable genetic traits or religious beliefs should be rooted out and expelled from our community.

Having said all of that, I would like you to consider, while taking on the great ideal of promoting diversity, what it means to be diverse in this day and age. If you look at our society today, we are very much divided: amongst political parties, socio-economic backgrounds, classes, ideas about societal norms, schools of thought, etc. This also speaks to diversity; the diversity of thought and opinion. Today's popular buzzword everyone likes to use is "promoting equity." But let us realize that "equity" amongst our diversities are much different than having "equality."

Equity seeks to put all people on the same playing field regardless of what barriers must be removed for that to be achieved. While doing what we can to help lift people up is always the mark of a great community and society, that cannot be achieved by also putting others down or holding people back so everyone can have the same things. As long as equality, whose guiding purpose is to ensure every person of every diverse background has the same chance as anyone else to succeed remains our focus, then equity will be achieved when we all put forth the same efforts toward success.

Right here in our city, we have those in power in our school system and government working toward a climate and system of discrimination and the destruction of meritocracy for our citizens. Children are being taught in our Salem-Keizer School District that the reason people of color do not achieve in our society is because of "white oppression", not because they have not put in the hard work and effort it takes to succeed. They are being taught any white people who have different beliefs than that are "white supremacists" and white people succeed in life because of their "white privilege." We have children who have worked hard, of ALL colors/backgrounds, being told they cannot attend honors classes anymore in the name of "equity." Can you show me anything more hypocritical and ridiculous than telling a black or Hispanic child they can't have an honors class in the name of "white privilege" because of equity? And then there's the matter of teachers learning a course offered through the Oregon Department of Education called "Pathway to Math Equity Micro Course." This course teaches that math is racist and comes from a place of white supremacy. It teaches that students shouldn't have to show their work and shouldn't have to give correct answers in order for students of color to achieve equity with their white counterparts. This basically insinuates students of color are not capable of the same standard as white kids. Please explain to me how this celebrates diversity? At what point does this lunacy stop?

We are also hearing from members of our community (teachers) that next year, in order for children to return to school in a “normal” fashion, they will HAVE TO take and show proof of having a COVID vaccination, or those kids that don’t will have to still wear masks, wear gloves, and the teachers will not be able to interact with them, except at a distance. Is that how we treated anti-vaxxers who didn’t want their kids taking polio and chicken pox vaccines? No, it wasn’t: we were all told it was “their body, their decision”, and they were still treated like everyone else in school. I find it very disconcerting that people who claim to want to “follow the science” and actually TEACH science, are saying that kids; who are in a demographic that has a less than 0.01% chance to get/transmit COVID, and who don’t get a shot to vaccinate themselves against a virus which has a 99.8% recovery rate, can’t go to school “normally” like the rest of their friends. Forgive me, but it doesn’t seem like we are promoting a non-discriminatory community with divisive and non-inclusive policies like these.

Equity is not inclusivity: it is exclusivity and divisiveness. It makes those who strive to achieve spiteful of being held back. While those who are supposedly being “lifted up” by holding others back are left wondering why those who implement these systems think they weren’t as good as the others. Celebrating diversity should mean enjoying everything everyone has to offer; equally, holding us all to the same standard, and allowing us all to strive for excellence: together.

So let’s stop the discrimination against people in our community. Let’s not descend into the darkness of identity politics, social justice and inequality. If you want ideas about how to celebrate diversity in our communities? How about displaying a diverse range of our community leaders, first responders, and outstanding citizens, across all races/religions/ethnicities who work together everyday to make our communities better. Celebrate our diverse community of small business owners who have somehow persevered ridiculous non-scientifically imposed COVID restrictions to thrive in our neighborhoods and serve our city. We need to celebrate achievement, across all people in our community, who have continued to strive for greatness that didn’t rely on holding others back.

I’ll close by saying this: 80-85% of our citizenry were not alive during the time when Jim Crow laws ruled the land, nor were they alive during the civil rights movement. And NOBODY in our community was alive during the dark times of slavery in this country. As a country, we have risen above all that. We DO have equality in this country and in our community. We have succeeded in fostering a climate of inclusivity across all backgrounds of people. The days of racism and discrimination as the rule of law are behind us. While we cannot change every heart and mind, the vast majority of us do not see everything through the lens of race: we see people as people, not a social justice experiment. This is not my “white privilege” talking, it is my humanity appealing to the city of Salem and citizenry of the Willamette Valley. Never did you hear any of the heroes of the civil rights movement speak of equity; only of equality. They just wanted everyone to have the same opportunities as one another and to be allowed to succeed as individuals. Let’s use that as our guide for celebrating diversity and stamping out discrimination. Through THAT lens is how we achieve these aspirational goals; not by continuing to go backwards into discrimination and racism. I hope you utilize these ideals as guiding principles in your endeavors.

- Hi, recently I saw a message regarding accepting ideas from community members to promote diversity. Since America is one of the most diverse and “accepting of others” - places in the world, I think the best thing to do is not go backwards in our society by teaching “equity” and promoting “white privilege” and “white supremacy” as a problem. I’ve seen this equity brain washing in our schools here in America and it’s making me literally sick to my stomach.

I know diversity is the hot topic word right now - but it’s wrong. What I am witnessing is: a society who is out to bring down one race, and bring down achievers, to have equity. Equity is different than equality. We see equality in those who come from nothing and work hard to make something of themselves. We don’t see equality when children are taught they can no longer be in honors classes, a privilege they earned through hard work, in order to make others (who have not achieved the same things in their lives) the same as each other. This is not promoting diversity. And this is what is happening in our community. Everyone in America has the same access to public and private education, the same access to wealth, and career. If people feel access to a free society is the issue, then change the ability to access. Do not change the abilities of others who achieve and succeed to be the same as though or have not achieved.

Furthermore, calling out one race (specifically now it’s Caucasian) as being the source of oppression in today’s current society, is wrong. And it’s breeding hate and segregation. We need to be careful as a society promoting this hate thought. My daughter (who is white) experienced being treated differently and made fun for her skin and hair color. As a minority in her middle school, she was the target of racial slurs. Continued education regarding human/civil rights, segregation issues, Holocaust era, is imperative for ALL races and ages. That is how we stay and keep diversity and acceptance in our society.

History is beginning to repeat itself. Consider this: genocide is currently happening all over the world, and can happen among ANY race, sexual orientation, and religion. If adults single out one race (as Oregon is doing in their schools now) and teach our children that people based on their skin color is the problem, we are going backwards as a society. It needs to stop now.

I suggest Salem start looking into creating a diverse community by bringing awareness to the Holocaust, have an exhibit downtown, make it a field trip (look at the museum of tolerance in Los Angeles); STOP teaching people that white supremacy is an issue today; and begin bridging the gap to access for all by stop discriminating and allowing for EQUALITY instead of equity.

- Listen to black folks and other people of color/minorities.
- My name is Shea Weiner. I’m 26 and a resident of salem. I have been a member of the Salem community my whole life. I suggest that you ensure that this conversation be not only including but ran by Black, Indigenous, and People of Color (BIPOC) members of OUR community. I suggest that you look to those who have lived experience to actually hear about the discrimination they have lived through and how they would would like to reconcile moving forward. Our City and our State have a gross history of racism and white supremacy. Our BIPOC

members have gone through enough and it's time that we take a stance and show example to the rest of the State. As the Capital of Oregon. It's time to listen to your Black community members. Your Mexican community members. Your indigenous community members (as we do reside on stolen land). Your latinx community members. You need to listen and learn from the people who know first hand what it's like to be a person of color living in a state made to be a white utopia. Understand what that must feel like and LISTEN. Don't cut them off. Don't discount their experience. Don't say "wow, that was really emotional". Just listen to what they have to say. It's 10 minutes of your life (potentially). It's their whole life.

- To assume that just because one lacks pigment, one also lacks culture and diversity, is problematic. People all over the world come in an array of shades. As such, basing anything on race/color is racism (i.e. "black owned _____")!!

In my Salem social circle, Sweden, South Africa, Ukraine, and Haiti, just to name a few countries, are represented, and the list goes on. In some cases, their skin color might shock you. Some have green cards, some were naturalized citizens, some are citizens by birth.

The best thing that Salem has annually, is the World Beat Festival!! All cultures come together and celebrate and respect all cultures!! Culture is the focus!! When I walk through the entrance, I cannot even begin to explain how much joy that event brings me. I feel like I have been transported to all corners of the world.

Recognizing how much culture and diversity you actually have is key. Don't make assumptions!! Seek and celebrate all forms of diversity and culture!!

- Hi there,

It has been my experience that when I work together on a project that we all have a common goal, my walls come down enough to appreciate others that may be different. I can see that people, no matter who, care about the same things that I do. This can be a very bonding experience.

So let's find a project that brings people together to work for the common good. Could be a clean up, a help your neighbor, paint an elderly person's house... something like that. Maybe start a club

or commity. Make it fun and a good experience for all. Maybe a potluck is planned afterwards that would give even more time to socialize and get to know each other better.

- Thank you for opening this email for public comment. I have been a resident of Salem since 2012.

The city needs to start with the most public facing aspect of local government, the police force.

This past summer showed us a massive disparity in the way SPD handled left-wing vs right-wing protests. We need a full investigation into what happened this summer as well as recommendations on what can be done to stop it in the future. We need SPD to have a special task force devoted to ensuring equality in treatment. We need hard and fast rules about when and how a riot can be declared, not leaving it up to the whims of the command to decide they didn't like one group over another. Intentional or not, leaving that much power in the hands of one person with no hard and fast rules breeds discrimination. It welcomes disparity in treatment.

SPD needs to focus on hiring more women and BIPOC persons as well as LGBTQ persons. SPD needs to do quarterly training on racial bias and fighting White Supremacy. SPD needs a special internal investigation unit to look into radical ideologies and investigate ties to White Nationalist organizations. You won't ever have BIPOC or LGBTQ persons feeling safe in a city where the perception is the police have ties to the Proud Boys, the Bundys, and militia groups. Whether real or not, the sentiment will starve any good-will you are trying to build unless you directly address it.

SPD needs to diversify its approach to mental health and homelessness calls. See what Denver has done with their STAR program. BIPOC and LGBTQ persons are over represented in these groups and tend to have worse outcomes when police deal with these situations.

SPD needs to dramatically rethink its School Resource Officer program if not remove it entirely. The idea was to promote the view of police in children by giving them positive experience with LEOs in their school. In reality, it leads most children to feel like their school is being occupied by the police. It turns minor behavioral issues that are completely normal for children to have into criminal charges and the night in Juvy. There is no faster way to turn the next generation against you than by occupying their school and arresting them for talking back in class. And, like everything else concerning the police, BIPOC and LGBTQ children are more likely to be arrested and charged by SROs than their white counterparts.

SPD needs a comprehensive plan to address racial disparities in all aspects of policing. SPD needs to address disparities in how it treats protests on the left and protests on the right. SPD needs to

hands-off mental health related calls to people trained in those issues. SPD needs to remove or dramatically change its SRO program. SPD needs to make itself more diverse now and also take more action to train its officers in racial bias avoidance and investigate any ties to or sympathy for domestic terrorist organizations like militia groups and Proud Boys.

The city itself can also do a lot to help embrace diversity and inclusion. The city should offer grants to minority owned businesses, free or discounted services to low income families (which over represents minority families), and look at ways to address historical White Supremacy in the region. Put up a statue to honor the former Town of Liberty, which was predominantly Black before the White residents pushed them out. The city should make a special committee to research past racial discrimination in the area and look at ways to highlight those past failures to ensure they don't happen again. Only by addressing the racist past of this town can we hope to have a diverse future.

Thank you for taking the time to read this. I would be happy to talk more via email about these ideas and to aid in any way I can in making this city more open and diverse.

- Thank you for doing this.

Here are some suggestions that come to mind immediately:

1. Adopt a program just like CAHOOTS from Eugene, except for Salem.
2. Find a mayor that can lead and doesn't have problematic beliefs and behaviors. Fu** Chuck
3. Our police department receives way too much of our city budget. Reduce it and reallocate the money for the community's benefit.
4. Stop hiring problematic police officers. If I had it my way we would stop allowing white cis gendered men from becoming police officers altogether, but maybe start with a progressive chief.
5. Salem is shockingly racist. I realized this after moving here from Portland. Racism is accepted in our local salem-Keizer News and crime Facebook groups. It is so common that our most progressive restaurant, owned by a Black man, is habitually harassed and and vandalized. Protect him! Make it a priority to find who has been doing this and charge them with a hate crime.
6. Stop allowing white supremacists to loudly advocate white supremacy at our state capital building or something?
7. Remove our highly conservative representation in the capital and replace them with more progressive representatives.
8. Enforce anti-discrimination laws. Require our state to employ a diverse population in the highest held positions and all the other ones.
9. Again our police department. I don't think it's fixable. Throw it away and start over.
10. Salem Keizer school board is highly problematic, and frankly it's not only embarrassing but also very dangerous to especially our Black, Brown and Indigenous kids. Our superintendent is great, almost everyone should go.
11. Salem should prioritize attracting a more diverse population of residents to want to live here. Housing is expensive and scarce, job creation in areas that would benefit all communities is needed, a improvement in a bussing system or other transportation to make it more available and in greater areas without increasing the cost to the public. (Pssst take some cash from the police department)

Section Three: Input received from LGBTQIA+ Intersectional Rights Task Force

- Safe Spaces project (under development now at the task force)
- Equity Lens project (under development now with Dr. Brown)
- An analyst on City staff – discussion began with idea to have analyst with focus to LGBTQIA+ populations (and others with focus on other populations could also be recommended). Discussion developed toward idea to suggest an analyst be hired with focus on Chapter 97 identities and communities.
- Gathering and meeting space: recognizing need for safe and affirming spaces – visibility is important, as to feel safe you need to see and feel signals of safety with visual clarity that this is a good place to be. Free or affordable meeting space is needed. What is the plan for some of the larger open spaces downtown, as large retailers close?
- Encourage businesses that are owned by diverse communities. Grants? Operational support? Visibility? Some mechanisms of support.

Section Four: Compilation of ideas from discussions with community members, developed by commission members

Denounce racism and white supremacy in the city of Salem and commit to eradicating both from the community by implementing the following:

48. Utilize the proposed Equity Lense from the Equity lens workgroup (add link)
49. Ongoing DEI/Anti Racism training for all city employees to engage in the ongoing journey towards racial equity, led by a person of color; provide the HRC access to current trainings the council is undergoing
50. Proactively condemn white supremacy whenever a related event is happening and alert our BIPOC community of the incoming dangers those events might cause.
51. Honor and celebrate holidays and important dates respected by BIPOC such as juneteenth, Indigenous people's day, and several others. (Just realizing a statement is also a start.)
52. Celebrate BIPOC communities and cultures with art, events, holidays, statues and other representation throughout the city
53. Aim to have more representations on the committees, councils, or boards. Ensure all board members, staff and appointed participants are doing DEI work that is led by BIPOC; including internal anti-racism and anti-bias work (Do not ask for free trainings; ensure that BIPOC are compensated for their time and energy. Ensure that DEI work is a required portion of the annual budget, not an optional add-on.)
54. Create a budget for the Human Rights Commission
55. Plan about having, recognizing and forming a team for other diversities such as People with Disabilities and more.
56. Include resources and support for BIPOC community members and facilitators engaged in anti-racism work; provide pathways for BIPOC to care for themselves when experiencing trauma (i.e. taking a day off work when hate groups are demonstrating in the community)

57. Engage in trainings and gather resources to ensure city staff are trauma informed, specifically intergenerational trauma and the anxiety and safety concerns experienced by the BIPOC communities in Salem
58. Proactively engage with communities to encourage city of Salem residents to participate in council meetings via public testimony and other activities

From "[Why Lead with Race?](#)" From the Anti Racist Alliance (update to city of Salem)

The City of Seattle and the Seattle Office for Civil Rights challenge many forms of oppression, including racism, sexism, heterosexism, ableism and many others. The Race and Social Justice Initiative (RSJI) focuses on eliminating institutional racism and racial inequity. We are sometimes asked, "Why lead with race?" RSJI leads with race because of: 1. The pervasive and deep disparities faced by people of color. We recognize that challenging institutional and structural racism is essential if we are to support the creation of a just and equitable society; 2. The many years of community organizing that demanded the City to address racial inequity. To this end, we recognize the necessity of supporting all communities in challenging racism; and 3. The necessity of focus. We recognize that efforts to eliminate racism are essential to achieving an equitable society, and that those efforts by themselves are insufficient. We "lead with race," and are also working on institutionalized sexism, heterosexism, ableism and other oppressions.

- Small business support- prioritize BIPOC businesses; provide tax-write offs to allow building owners to provide free or low cost business space to BIPOC owned businesses
- Funding allocation- ensure all communities are supported (i.e. don't give to one group and say that all BIPOC people have been supported)
- Support the current efforts to implement a program similar or identical to the Cahoots program in Eugene
- Focus on programs and policies that benefit white people and harm BIPOC.. From "Why Lead with Race?": *Just as institutions work to the benefit of white people, they also work to the benefit of men, heterosexuals, non-disabled people and so on. We understand how critical it is to address all social justice issues, and that an institutional approach is necessary across the board. The definitions and tools we use to eliminate institutional racism can also be used to eliminate institutional sexism, heterosexism, ableism and other oppressions. As we deepen our ability to eliminate racial inequity, we will be better equipped to transform systems and institutions towards collective liberation for all.*
- Make the process of accessing grants and city funding simplified and truly accessible to marginalized communities; provide support and training to business owners and grant seekers to access city funding. Make the process public and transparent; provide tools and resources.
- Restructure the police and reallocate funding to programs better suited for addressing problems (i.e. Cahoots for mental health)
 - Continued DEI training with a focus on anti-racism for all police officers
 - Body cameras for all police officers
- From "Why Lead with Race?" *Whether a City employee or not, intentionally center the experiences and perspectives of people and communities of color as you do work towards ending oppressions other than racism. Strengthen your ability to understand how racism intersects with other forms of oppression and privileges, and how policies might have unintended consequences for communities of color. Support the efforts of the Race and Social Justice Community Roundtable in ending racial inequity in Seattle.'*

- Create measurable tools for assessing disparities in the city to make informed decisions on how to address and reduce these disparities
- Make the mayor and city council positions paid and provide childcare to allow more diversity and accessibility for residents to hold these positions.
- Ensure all public city meetings include interpreters for ASL and Spanish, and are held at times that working-class people can see and participate, as well as broadcasting them virtually and providing virtual access for participation
- Create fair and equitable housing using a racial equity lens
 - Add more section 8 and affordable housing, reduce barriers to access this housing via elimination application fees and evaluating current rules and policies of the program to reduce barriers
 - Identify existing barriers to creating and funding accessible housing and work to reduce them from a racial equity lens
- Support the existing demands from this document from BIPOC community leaders in Salem: <https://docs.google.com/document/d/1igfTxV4N76z0IQmf3IkNTP-uyJ-iOhdTLGjytEQIWkQ/edit>

Police reform- examples: <https://www.forbes.com/sites/nicksibilla/2021/01/09/new-massachusetts-law-will-decertify-rogue-cops-revoke-their-immunity/?sh=1cec94525297>

- <https://reason.com/2021/01/14/massive-illinois-police-reform-bill-ends-cash-bail-limits-deadly-force-mandates-body-cameras-and-makes-it-easier-to-dump-crooked-cops/>
- <https://naarpr.org/updates/campaign-for-community-control-of-police/>
- A **directly-elected all-civilian** council
- Final authority over police policy, oversight policy, and budget, including writing and reviewing
- Full authority on disciplinary measures and legal recourse, including subpoena power and the convening of grand juries
- Hiring and firing power over the police chief or superintendent, all officers on the force, the head of any existing oversight or review boards and offices, and the members of those.
- Full access to all investigations by the oversight or review institutions
- Broaden the scope of investigations to include all allegations of misconduct, including sexual assault
- Negotiation on police union contracts
- Exclude all current and former law enforcement agents from serving on the board

Utilize results based accountability- if the community we are trying to serve can't see it, eat it, hold it, spend it or feel it, then we are not actually helping the community. Establish relationships with the communities we want to serve to truly address the disparities. Understand the "why" and address the root problem.

