



CITY OF
PORTLAND, OREGON

**OFFICIAL
 MINUTES**

A REGULAR MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS 31ST DAY OF AUGUST, 2011 AT 9:30 A.M.

THOSE PRESENT WERE: Mayor Adams, Presiding; Commissioners Fish, Fritz, Leonard and Saltzman, 5.

Commissioner Leonard arrived at 9:31 a.m.
 Commissioner Fish arrived at 9:33 a.m.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Roland Iparraquirre, Deputy City Attorney; and Steve Peterson, Sergeant at Arms.

On a Y-5 roll call, the Consent Agenda was adopted.

COMMUNICATIONS	Disposition:
911 Request of Shedrick Jay Wilkins to address Council regarding federal Pell Grants (Communication)	PLACED ON FILE
912 Request of David Sale to address Council regarding safety at TriMet (Communication)	PLACED ON FILE
913 Request of Gabrielle Petersen to address Council regarding installation and permit process for cell tower at NE 31st and Prescott (Communication)	PLACED ON FILE
914 Request of Stephen Backer to address Council regarding cell tower in residential neighborhood with no public notice (Communication)	PLACED ON FILE
CONSENT AGENDA – NO DISCUSSION	
915 Appoint Bill Gentile to the 2011 Charter Commission for a term to expire February 29, 2012 (Report introduced by Mayor Adams and Commissioner Fish) (Y-5)	CONFIRMED
Mayor Sam Adams Bureau of Planning & Sustainability	

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<p>*916 Authorize an Intergovernmental Agreement with Portland State University for \$10,000 in support of the First Stop Portland program to provide services of logistics and coordination for visiting delegations and provide for payment (Ordinance)</p> <p>(Y-5)</p>	<p>184838</p>
<p>*917 Amend contract with E.D. Hovee & Company, LLC to provide additional funding of \$28,030 and an extended time frame to continue work on the Economic Opportunities Analysis Update and provide for payment (Ordinance; amend Contract No. 30001825)</p> <p>(Y-5)</p>	<p>184839</p>
<p>918 Amend an Intergovernmental Agreement with the Port of Portland for planning services to prepare a West Hayden Island plan and possible annexation proposal and provide for payment (Ordinance; amend Contract No. 30000526)</p>	<p>PASSED TO SECOND READING SEPTEMBER 7, 2011 AT 9:30 AM</p>
<p style="text-align: center;">Bureau of Transportation</p>	
<p>*919 Authorize Intergovernmental Agreement with Portland Development Commission for construction of the North District Infrastructure Conduit Project in the SW Moody Ave right-of-way (Ordinance)</p> <p>(Y-5)</p>	<p>184840</p>
<p>*920 Authorize an Intergovernmental Agreement with Oregon Department of Transportation to define the roles and responsibilities for real property to be obtained and used as a part of right-of-way for the SE 122nd Ave Complete and Green Main St project (Ordinance)</p> <p>(Y-5)</p>	<p>184841</p>
<p>921 Designate a parcel of City-owned property located at the intersection of SE Glenwood St and SE McLoughlin Blvd as public right-of-way for road purposes and assign it to the Bureau of Transportation (Ordinance)</p>	<p>PASSED TO SECOND READING SEPTEMBER 7, 2011 AT 9:30 AM</p>
<p>922 Designate a parcel of City-owned property located at the intersection of SW Spring St and SW Vista Ave as public right-of-way and assign to the Bureau of Transportation (Ordinance)</p>	<p>PASSED TO SECOND READING SEPTEMBER 7, 2011 AT 9:30 AM</p>
<p style="text-align: center;">Commissioner Nick Fish Position No. 2</p> <p style="text-align: center;">Portland Parks & Recreation</p>	
<p>*923 Authorize License Agreement with Comcast for fiber optic installation at Munger Property (Ordinance)</p> <p>(Y-5)</p>	<p>184843</p>

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<p>924 Accept a grant in the amount of \$1,300,000 and authorize an Intergovernmental Agreement with TriMet for Wetland Mitigation in the Central District (Ordinance)</p>	<p>PASSED TO SECOND READING SEPTEMBER 7, 2011 AT 9:30 AM</p>	
<p>REGULAR AGENDA</p> <p>Mayor Sam Adams</p> <p>Bureau of Planning & Sustainability</p> <p>*925 Amend Planning and Zoning Code to bring solar energy system regulations into conformance with State law and to allow some rooftop mechanical equipment with a land use review (Ordinance; amend Title 33) 10 minutes requested (Y-5)</p>		<p>184842</p>
<p>Bureau of Transportation</p> <p>*926 Implement selected provisions of Resolution No. 36856, adopted by City Council April 20, 2011, by authorizing an Intergovernmental Agreement with TriMet to analyze specified fiscal and construction impacts of the proposed Lake Oswego to Portland Transit Project (Ordinance) 10 minutes requested</p> <p>Motion to accept amendment to Findings No. 2 to change “as part if” to “prior to”: Moved by Mayor Adams and seconded by Commissioner Fish. (Y-5)</p> <p>Motion to add emergency clause: Moved by Mayor Adams and seconded by Commissioner Fritz. (Y-5) (Y-5)</p>		<p>184844 AS AMENDED</p>

At 10:00 a.m., Council recessed.

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A RECESSED MEETING OF THE COUNCIL OF THE CITY OF PORTLAND, OREGON WAS HELD THIS 31ST DAY OF AUGUST, 2011 AT 2:00 P.M.

THOSE PRESENT WERE: Mayor Adams, Presiding; Commissioners Fish and Fritz, 3.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Kathryn Beaumont, Chief Deputy City Attorney.

	Disposition:
927 TIME CERTAIN: 2:00 PM – Appeal of Cottonwood Capital Property Management LLC, Frank Fleck and Gary Gossett against Hearings Officer's decision to approve with conditions the application of Recology Oregon Material Recovery, Inc. for a conditional use to establish a waste-related use that accepts and processes food waste that is blended with yard debris, within a fully enclosed building at 6400 SE 101st Avenue (Hearing; Previous Agenda 736; LU 10-194818 CU AD)	RESCHEDULED TO SEPTEMBER 8, 2011 AT 2:00 PM TIME CERTAIN

Mayor Adams convened the meeting and announced the reschedule of Item 927 to September 8, 2011 at 2:00 p.m. Time Certain. There were no objections. The meeting was recessed until 6:00 p.m.

At 2:02 p.m., Council recessed.

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A RECESSED MEETING OF THE COUNCIL OF THE CITY OF PORTLAND,
OREGON WAS HELD THIS 31ST DAY OF AUGUST, 2011 AT 6:00 P.M.

THOSE PRESENT WERE: Mayor Adams, Presiding; Commissioners Fish, Fritz,
Leonard and Saltzman, 5.

OFFICERS IN ATTENDANCE: Karla Moore-Love, Clerk of the Council; Tracy
Reeve, Senior Deputy City Attorney; and Steve Peterson, Sergeant at Arms.

The meeting recessed at 7:27 p.m. and reconvened at 7:37 p.m.

	Disposition:
<p>S-928 TIME CERTAIN: 6:00 PM – Create the Office of Equity, establish Council intent and approve initial work plan (Ordinance introduced by Mayor Adams and Commissioner Fritz; add Code Chapter 3.130) 2 hours requested</p> <p>Motion to accept substitute ordinance: Moved by Commissioner Fritz and seconded by Mayor Adams. (Y-5)</p>	<p>SUBSTITUTE CONTINUED TO SEPTEMBER 21, 2011 AT 11:00 AM TIME CERTAIN</p>

At 9:25 p.m. Council adjourned.

LAVONNE GRIFFIN-VALADE
Auditor of the City of Portland

By Karla Moore-Love
Clerk of the Council

For a discussion of agenda items, please consult the following Closed Caption File.

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Closed Caption File of Portland City Council Meeting

This file was produced through the closed captioning process for the televised City Council broadcast and should not be considered a verbatim transcript.

Key: ***** means unidentified speaker.

AUGUST 31, 2011 9:30 AM

Adams: It's 9:30 a.m. We're in morning session, a quorum is present but, I believe, but we'll have our fantastic clerk call the roll to check. [roll call]

Adams: A quorum is indeed present. We'll begin with communications. We have four people signed up. Karla, please read item 911.

Item 911.

Adams: Mr. Wilkins? All right. Please read the title for communications 912.

Item 912.

Adams: Mr. Sale, please come forward. Welcome. Glad you're here.

David Sale: Good morning.

Adams: You just need to give us your first and last name. No address, no phone number and the clock will help you count down three minutes.

Sale: I appreciate that. Three minutes is really a short amount of time to discuss the issues at hand. I'm David Sale from Vancouver, Washington. April 24, 2010, my daughter was hit by a trimet bus in a crosswalk on a green light. In the intersection. She was in a crosswalk on a green light, to be seen, meant to be seen, as we all teach our children. Sandy Day was driving the trimet bus that struck and killed her, as well as killed another person and injured three others. She took an illegal left-hand turn crossing two lanes of traffic one way on to Broadway. Struck five people in the crosswalk in the middle of the street on a green light. She proceeded to drag them 60 feet down the road. Stopped the bus. Proceeded to put the bus in reverse and run them over again. Put the bus in forward position. And run them over again. At that point, she stopped the bus, turned it off and the bus was on top of my daughter who was stuck in the wheel well on the right-hand side of the bus. When it knelt, we don't know if that is what killed her or what actually of those injuries had killed her. Janae was with her brother and sister until witnessing the incident after they'd been struck. And watched her back up and drive over the top of their sister. I understand that's graphic.

And I understand it's more graphic that they had to see that. The 32 witnesses that saw it. The city of Portland police department see it and the fire department see it. We don't know what of those incidents killed my daughter. We do know that there was a picture of her under that bus on a backboard with a neck brace and an i.v. Stent in her arm and I talked to Governor Kitzhaber, who was an EMT in his past life, and is not sure exactly how that could have affected the incident at all, but does know when they come upon a scene of an accident, if the person is dead, they don't do what they did to my daughter. They'll typically cover her up and proceed with whatever is next. And again, I apologize for the details, but it's something to get you in tune where I've been living for the last year and a half as well as my family members and the other families affected by this incident. I proceeded to have a meeting with the governor, to discuss the matters at hand, because Sandy Day, 10 days after the -- she was convicted of six counts of careless driving, went to the state of Oregon, moved to the state of Oregon, technically, and received another CDL driver's license, under federal guidelines if you have one count of careless driving you lose your ability to drive with a CDL for one year. She has six counts. Those violations to me, I'm not an attorney, don't really care to be, but those counts would say she does not deserve to be driving CDL in the state of Oregon, Washington, or any state. Federal guidelines also stipulate if the state disregards the

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regulations set forth by our federal government, that state will lose all funding for transportation, grant money for federal transportation of any sort. Your district -- your prosecuting attorney's office sent the dmV a letter and the dmV replied they're not there to enforce federal guidelines but they'll enforce Oregon state law. And it states that she deserves to have a cdl. I disagree and i'm sure you do as well. You look into the case further, you'll find the same thing. In rebuttal, my attorneys wrote the dmV a letter, stating that the federal regulation, they again wrote us back saying they'll not enforce federal regulations but only Oregon state statutes. I met sam Adams for the first time months ago and he is -- his first reply to me was, "what do you want me to do about it?" after the second time, he figured out what he could do, graciously, and came forward and appointed me to a pedestrian safety council that he's establishing or has established, which is very appreciated, sam. He's also appointed a couple more of my constituents to the same committee. Not to disregard your -- the respect that I have for you for that, but i'm not so sure how a pedestrian would be responsible for a bus hitting them in an intersection in a crosswalk on a crossing green light. I don't know how I would be able to help them in the sense of giving pedestrians more awareness, I don't know how much more we can give them. I don't know how much more we can educate people crossing in an intersection on a crosswalk in the green light. People are there, meant to be seen. Period. That's what we teach, that's what I taught, and it didn't work. I apologize, I did not teach my daughter to look behind her as she was walking across the street. In a crosswalk on a green light. That's not -- that was not what I was taught.

Adams: Mr. Sale --

Sale: I would also like to say that i've had numerous people contact me in regards to trimet buses continuing to run red lights. It's a problem and it's constant. Yesterday after my meeting with mr. Adams, one of my -- with mr. Adams, 14 buses at the corner of fifth and burnside ran red lights and I observed myself over 11 buses at the corner of 92nd and foster run red lights in the matter of an hour. Yesterday it was in a matter of an hour and seven minutes during rush hour traffic, between the hours of 3:00 and 5:00. This is unacceptable behavior and we need to move forward at changing the culture of bus operation in this town. We've done a fabulous job at c-tran in vancouver and i'm sure a lot of the things they will learn, they're more than willing to share with trimet. I understand you have no control over trimet, but I also know you have control over public safety, mr. Leonard, and I understand the rest of you have influence. I don't know how long sam is going to be in office, but this is something that will have to go on long after mr. Adams is gone or his successors are in place and they're gone. So please, do not disregard this. One thing I will say is I will not under any circumstance allow my daughter to be used as [inaudible]. Thank you.

Adams: Before you go, I want to thank you for responding to the tragedy and the horror of your loss and the loss of our families in the crash you describe. And turning that into positive, assertive, as you should be, request for change and improvements. And so the pedestrian advisory committee is, you know, answerable -- trimet is answerable to the pedestrian advisory committee. And i'm really glad you're going to be on it and the two others I appointed so this can become a priority to get on top of and solve and I really appreciate all of your efforts and i'm sorry for your loss.

Sale: Thank you.

Adams: Thank you. All right. Could you please read the title for communications item number 913.

Item 913.

Adams: Hi, welcome.

Gabrielle Petersen: Thank you for your time today. I would like to address the ongoing issue of the proposed cell tower at n.e. 31st and prescott. I'm here to represent many in our neighborhood of living in an old historic neighborhood of Portland, we appreciate the thoughtfulness of the city

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planning process and proud that our local government has been a recognized role model. However, we're surprised and disappointed by the lack of transparency in the current process for cell tower placement and construction. As in last week's remarks, Portland is the city that works. We're asking you as a city council to take the higher path in regarded to this issue. Please help us put a moratorium on this project until the city can create a comprehensive plan for cell tower installations. The city has started the process by establishing the priority system for new installation, please support the office of cable communication and franchise and allow them to have the power to say no. Please let our neighborhoods be the last neighborhoods that get caught by a surprise with cell tower construction. Let's move forward in a transparent manner and find a solution that works for everyone and sets a example for other cities to follow. I submitted photos so you can see where the construction is occurring. This is my bedroom. Right here. It's less than 100 feet where the construction is. Please don't allow this to happen in our neighborhood.

Adams: This is on private property?

Petersen: This is his side yard. It's going to affect everybody and it's in a very highly visible area. So please, please, work with us. Thank you.

Adams: Thank you very much. I appreciate it. I appreciate the photo.

Petersen: Thanks.

Adams: Please read the title for item number 914.

Item 914.

Adams: Mr. Backer? Hi. Welcome.

Stephen Backer: Thank you. I'm Steve Backer. Mayor, city councilmembers and colleagues, I'm grateful for the opportunity to participate in Portland's legacy as a city that works. First, I would like to thank you for creating the most livable and quirky city. I moved to Portland from Boca Raton, Florida. Very few people bothered with the recycling to preserve the environment and neighbors barely had interaction with each other. Quite the opposite in Portland. Bikers, I see a few. Cycling in and the environmental concerns, check. Neighborhood involvement, you bet. Portlanders love their neighborhoods and the pride is reflected daily. I'm no exception. I do, have a major problem with the city not taking a more active role in helping wireless companies and citizens take a master plan. And I applaud for the initial ordinances but residents need your help in the next step. You're heard from like-minded residents and I assure you'll hear from many more as this is a major issue not going away. Eastmoreland, the Fremont Corridor, Mount Tabor, Alameda neighborhoods have spoken. 31st and Prescott is just the latest one. Please listen, most of us are not anti-cell tower activists but responsible residents that a well thought out and updated strategy to guide the cell siting process. We like our phones and want good service but if we don't sit down together and develop an appropriate growth strategy we'll regret it to be sure I'm also sure by not addressing the issue, the city is leading itself into more and more litigation. Seize this opportunity of neighborhood involvement outreach, you have engineers, business leaders and legal counsel, p.r. Directors and countless hipsters at your disposal. Use us. We want to preserve our city and help the city grow revenues. Cell conditions want to grow here without the drama and negative p.r. That's inevitable with the current siting process. Let's be proactive and not reactive on this one. In front of you is the city ordinance for Boca Raton. And also I included one for Eureka, California. I refer you to page 15, section 6 where it refers to the residential neighborhood sitings. Please take this opportunity to stop the tower at 31st and Prescott with a moratorium and demonstrate our city's cutting edge planning. We need an updated plan. Thank you.

Fritz: Could I ask a clarifying question? This is the same as the photograph -- is it in the right-of-way?

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Backer: It's in the right-of-way and the electrical installation, is going to power the cell towers next to the tower.

Fritz: I see. Thank you. The Oregon zoning laws are different from the other states that you mentioned and those are freedom of expression laws and technical difficulties especially with the way that the Portland city code is set up that it doesn't apply to the way.

Backer: I understand but I understand this is a proactive commission that can take measures within the city guidelines and working with the community to change --

Fritz: Now commissioner Saltzman is in charge of those development services and cable communications and franchise management. There's that opportunity. Thank you.

Backer: Thank you very much.

Adams: Wouldn't we regulate the power plant?

Backer: Apparently, it's grandfathered under a conditional use permit. That has expired. But is still valid for -- a number of months. Unspecified time. They started building on an expired permit on the right-of-way and so we have a temporary stop work order in place right now. So -- but it's a matter of time. They also didn't involve the neighborhood at all.

Adams: Just so that you don't leave without a response, we -- further, a little further response. We keep being told we've pushed as far as we can legally. And that because of different as commissioner Fritz talked about, different state and/or local regulations that we are limited. But this is the first time that someone has actually given me examples -- me, maybe given them and I haven't read them. Given me examples of other code and I find that helpful and we'll follow up and hopefully, as you say, take another can-do look at it. It's good to keep looking at it.

Backer: Thank you. I'm sure the cell companies would appreciate this. They want to build here and we want to help them build and get good service without all of the drama.

Adams: Thank you, sir. Thank you both.

Backer: Kimberly is going to be passing out --

Adams: Give them to the council clerk. That gets us to the consent agenda. Does anyone wish to pull any items from the consent agenda? Hearing none, Karla, please call the vote on the consent agenda.

Saltzman: Aye. **Leonard:** Aye. **Fritz:** Aye. **Fish:** Aye.

Adams: Aye. Consent agenda is approved. [gavel pounded] gets us to -- regular agenda, no time certain. Please read the title for item number 925.

Item 925.

Adams: Hi, how are you?

Jessica Richman, Bureau of Planning and Sustainability: Good, and you?

Adams: Good. Welcome back.

Richman: I'm Jessica Richman, the bureau of planning and sustainability and i'm presenting the recommendation from the planning and sustainability commission. This project has two components. One related to solar energy systems and another to rooftop mechanical equipment. On the solar energy systems, you may recall in march 2010, you adopted the regulatory code improvement -- regulatory code amendments package five. Or ricap 5, and it included a green bundle which included a number of regulations for solar energy systems. Beginning in july of last year, there was increasing concern amongst some property owners, particularly in conservation districts that they would not be able to meet the standard for rooftop solar panels and would have to go through historic design review than would make their installation so expensive that they wouldn't be able to participate in -- in the neighborhood buying programs that were currently underway. As I result of those concerns, many of you received calls and they also approached the legislature which adopted a bill a few months ago, which preempts or regulation. So the first part

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of this project is to bring the city into compliance with the new state legislation. It affects the placement of solar energy systems on rooftops, in conservation districts and design overlay zones. And just limits the standards that we can apply. It -- basically they can't increase the footprint, they can't increase the height at the peak and the panels have to be parallel to the plane of the roof. The second element is related to rooftop mechanical equipment. When we told the bureau of development services, we are taking this project through, they asked if we could also address another 17 issues in the zoning code and we talked them down to one. They are doing a number of design reviews and historic design reviews on rooftop mechanical equipment that's added to buildings after their built. They think it's about 10%-to-15% of the applications they receive right now. Current code says if a building is at least 45 feet high, then the mechanical equipment set back from the roof edges, it's exempt from going through the land use review. The amendments recommended by the planning and sustainability commission extend that exemption to buildings of all heights and adds additional standards in addition to the set back, they require that the equipment be painted either a matte color or to match the rooftop and also limits the number of items on the roof that will give an incentive to owners to remove obsolete equipment. The staff in the who do the historic design reviews are confident with those standards in place that the equipment will not be visible from the street and from above, it will be much less obtrusive and they worked with us very closely on those amendments. We also did brief the design commission and historic landmarks commission on these amendments and they had no comment and the planning and sustainability commission recommends that you adopt the amendments that are in attachment a and attachment b. And adopt the ordinance. Thank you.

Adams: Questions from council? All right. Anyone wish to testify on this matter?

Moore-Love: No one signed up.

Adams: Please call the vote.

Saltzman: Well, I appreciate the work of the planning and sustainability commission and staff as well. I think this reflects -- and I wanted to thank -- I guess he's former state representative ben cannon for his dealing with these issues -- for his dealing with this in the legislature last session and coming up with the legislation that we're complying with and it's a balancing act between preserving -- in this case, properties in conservation districts and overlay zones and continuing to push forward on making solar energy more of a reality and common throughout the city. Thanks to all. Aye.

Leonard: Aye. **Fritz:** Aye. **Fish:** Aye.

Adams: Well, I want to thank you for your work and the work of the entire team. I think the best comment I had in support of this was there's -- they were very supportive of the conservation districts and the preservation but if everything was to stay the same, a lot of houses across the city, we would still have out-houses and I would prefer this. Aye. [gavel pounded]

Richman: Thank you.

Adams: Please read the title for non-emergency ordinance item number 926.

Item 926.

Adams: So no one on the city council has signed off on this project yet and I think wisely so. Because we don't have enough information in front of us to make an informed decision. This has been on the -- this has been on the list for consideration for -- I think almost 20 years. So we're working our way through, making an informed decision whether this is an opportunity that we should take and want to take. On april 20th, we approved resolution 36856. That called for this exact kind of technical analysis prior to council consideration of preliminary engineering which would be the next step. So this is an iga. I have two small amendments. One is to insert in the actual headline, authorizing an iga with trimet, we failed to put in the word "authorizing an iga

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agreement." and then a scrivener's error. Number two should say instead of part if, it should say prior to preliminary engineering.

Fish: Second.

Adams: It's been moved and seconded to september amendments. Discussion? Karla, please call the roll on the motion to amendment.

Saltzman: Aye. **Leonard:** Aye. **Fritz:** Aye. **Fish:** Aye.

Adams: Aye. [gavel pounded] any questions? This is extremely straightforward, but we have certified senator people here to answer questions -- smart people here to answer questions anyone might have. I would like to take the pulse of council. We can live with an non-emergency but we can live better with an emergency to get this going. And if there are no objections, I would like to move to apply the emergency clause.

Fritz: Second.

Adams: Moved and seconded to apply the emergency clause.

Fritz: Language for that?

Adams: We do, right here. Any discussion? Karla, please call the vote on the amendment.

Saltzman: Aye. **Leonard:** Aye. **Fritz:** Aye. **Fish:** Aye.

Adams: Aye. [gavel pounded] so approved. We're --

Saltzman: I have one question.

Adams: Yep.

Saltzman: We haven't voted yet on the final.

Adams: Right.

Saltzman: So this information that we requested when we had our last hearing is -- when do we expect to get those answers?

Paul Smith, Bureau of Transportation: January 2012 is the target for a report based on all the work that would be performed under this intergovernmental agreement.

Adams: All right. Anyone wish to testify on the amended ordinance?

Moore-Love: No one signed up.

Adams: You would like to, sir? Please come forward. Welcome back to the city council.

Vern Wright: Thank you. I'm vern wright, speaking on the business associations and the condo associations since there's only one -- I wanted to encourage you to continue with this work that as you know, there's been lots of discussions and controversies about further south in Portland but within the Portland neighborhoods we have absolutely consent of the business, condominiums and neighborhood associations to explore and move this forward and get the redevelopment in john's landing and south Portland this calls for and so I would like to ask you to continue to support -- we've -- as the mayor said, we've been working on this for whatever time and what's interesting is that the neighbors have held together in that time and become more consistent in trying to improve -- improve those neighborhoods south of the south waterfront, so we ask you to approve this motion today.

Adams: Thank you sir. Appreciate your testimony. Karla, please call the vote on the proposed ordinance.

Saltzman: Aye. **Leonard:** Aye.

Fritz: Thank you, no, briefing my staff. And also for the inclusion of the public involvement statement. It states that further public involvement is anticipated through the scope of this intergovernmental agreement with property owners and the public. It's not entirely clear what that means and I do anticipate that there will be public involvement as the transportation staff usually does. I continue to have concerns about this project. I think it's unlikely that this construction

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impact analysis is going to change my mind. And -- but I want to have this done so we can make the decision based on the facts and that's why i'm voting aye.

Fish: Aye.

Adams: Aye. [gavel pounded] so approved. We're in recess until 2:00 p.m.

At 10:00 a.m., Council recessed.

August 31, 2011
Closed Caption File of Portland City Council Meeting

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Key: ***** means unidentified speaker.

AUGUST 31, 2011 6:00 PM

Adams: Good evening everyone. Attention up here towards the front of the room. Before we get started, just a few rules of the chamber that are intended to make sure that we facilitate dialogue in the most open way, and that no matter what your point of view is about the issue that we are discussing tonight, or any day or night that we are in session, that everyone doesn't -- everyone's view isn't tolerated, it's more that it's welcomed. This is a chamber of dialogue. Tonight the focus of your city council is on listening. We will be probably -- we have a lot of people signed up. So we will probably mostly listen tonight with very few follow-up questions. If we do, we might be following up via email because everyone signed in. We are going to call folks in groups of four. We have usually it's three. Those of you that are used to three but tonight it's four. And Karla, our fantastic council clerk, will be calling the four that are to step forward and the four to wait behind her. And that's to take into account we have some people in the second balcony, the second floor up there and we want to give them time to come down. Now, the -- when you come forward, there will be two minutes each. The clock in front of you will count down the two minutes. Under local law if you are here to represent a -- represent an organization as their official spokesperson, if you are a lobbyist, then, you need to declare that after you give us your first and last name. We do not want your address. We do not want your phone number. Any of those things, we simply want your name. And if you are a lobbyist say so and if you are not just don't say anything. There is no clapping. There is no hooting. There is no hollering. There is no burping. There is noises to indicate in some subtle but obvious way that you agree or disagree with who is at the microphone. That goes for both members of this city council and also for folks that are testifying. That goes back to that whole part about everyone should feel comfortable to and to their city council and say whatever it is they have to say. We really do mean that. If you like something, feel free to give a thumbs up. If you don't like something, feel free to give a thumbs down. But please do that quietly. Have I forgotten anything, Karla?

Moore-Love: I think we're good.

Adams: All right. So with that. It is wednesday, august 31st, 2011. It is 6:00 p.m. And the city council will come to order. Karla, can you please call the roll. [calling roll] [gavel pounded]

Adams: We have one item to consider. Time certain. Can you please read for the council item 928.

Item 928.

Adams: I am going to make just very brief opening remarks and followed by commissioner Fritz and then we will turn it over. We have two invited -- we have some invited panelists, two panels will be three minutes each because of they are either staff or have been core to the effort. And then we go to two minutes each. So in the worst economy since the great depression, this city council has taken on some of the toughest issues that this city has faced, not just during this great recession but that have actually plagued this city for a long time. This is a great city full of big-hearted people, with good values, but that does not mean that it's a perfect city. It's a city that, at its core strength, is about always improving, always trying to make progress. And during this recession, this city council tackled the work of trying to strengthen our economy as job number one. Going

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through a reorganization of city government, lowering fees where we could, passing the first economic development strategy in 16 years. With that, the city council supported the creation of education reform known as cradle to career. And even though we are in such difficult economic times, they passed an aggressive update to our climate action plan, and followed that with what we are considering today. Today is very important. While we are successful in many ways in this city and still have more work to do in all of our areas of success, and the issue of we have -- equity we have the most work to do. To live up to our own values and to live up to our own potential. So tonight is the first hearing. There is no vote tonight. This is a nonemergency ordinance. The second reading of this ordinance and likely vote but we will see what happens, will be on the 21st, time certain at 11:00 p.m.

Fritz: A.m.

Adams: A.m. [laughter] what I like most none of you really thought that was a big deal. [laughter] we will see you at 11:00 p.m. 11:00 a.m. On the 21st. We think that's important because the number of people that showed up, and the opportunity to digest that and work on that. What we have before you today is the starting point for discussion and we seek to improve upon that. So we really are glad that you are here and are part of this discussion. Commissioner Fritz.

Fritz: Thank you, mayor Adams, and thank you to each and every one of you who is here today. Thank you to everybody who has emailed and participated in this whole effort. It does my heart good to see each of you here today and it is indeed a joyous occasion as we seek to make a difference in a different way. We know that we have not succeeded in Portland the way we need to succeed in making sure that everybody enjoys the riches of our city and since my time on the council of as a city commissioner in charge of the office of human relations, the office neighborhood involvement, through review of contract approvals here at council, my partnership with the commission on disability, sidewalk management committee, mental health issues and public safety, and pretty much everything that comes to council has some elements of equity and we rarely talk about that when we are talking about equity but the Portland plan has been talking about that for several years and this project, in proposal tonight is a result of all the work that's gone in building on the good work that's been done before. The mayor and I convened community members into what we called the office of equity creation committee. Many of them will be speaking and first tonight, and they have been meeting every two weeks for several months to help the mayor and me refine this proposal to define what the office of equity is going to do to start with with its relatively small budget to make sure that investment is an investment that makes a difference in the lives of Portlanders. Because of the input from the community and the creation committee over the last two weeks since we had the public review draft out, there have been several changes to the ordinance, and so I move that we introduce a substitute ordinance which has a substitute for the ordinance and an amended work plan exhibit b, and a new exhibit c which attaches as a formal exhibit the action items from the Portland plan.

Adams: Second. It's been moved and seconded that this revised draft would serve as the basis of further comment tonight. Karla, can you please call the roll on the motion to substitute.

Moore-Love: Saltzman.

Saltzman: Aye. **Leonard:** Aye.

Fritz: All of these are language improvement, which makes it even stronger and so there were copies available. Aye.

Fish: Aye. **Adams:** Aye. [gavel pounded]

Fritz: Thank you to everyone, especially thank you to dora perry in my office and amalia Alarcon de Morris who has been helping within the city of Portland on this issue within my portfolio. I am going to turn it over to dora to start us off tonight.

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Dora Perry, Commissioner Fritz Office: Thank you. Good evening, mayor, commissioners, and community members.

Adams: Karla.

Perry: My name is dora perry. Policy adviser in commissioner Fritz' office. Since the mayor announce a consent of office of equity in the state of the city address in february, commissioner Fritz and her staff have been working with mayor Adams and his staff to bring this ordinance before you today. This ordinance represents an important first action coming out of the Portland plan. And a critical step towards building a Portland community where everyone has access to opportunities to satisfy essential needs, advance their well-being, and achieve the full potential. The process of creating the ordinance drew from a diverse group of Portlanders who lent their best ideas, their time, and expertise on equity. From academia, business, social change work to city system experts and community members. The best minds came forward to inform the creation of this office. What has been portrayed as the messy and confusing process was, in fact, a process that captured the complexity of this issue and crafted what is before you today. A community needs a system of change and a well-coordinated effort. Starting with our own city house. That will allow Portlanders to become a place where your future is not limited by your race, ethnicity, disability, nationality, gender, sexual orientation, age, or other factors you can't change. Tonight is the first reading of this ordinance, an ordinance whose keep is to address the historical and current inequities that make this a place keeps this from being a place where all people are nurtured. We begin with the staff presentation followed by six panels of invited testimony. Public comments will follow the formal presentation. I will now turn over to the staff presentation, amallia, and dr. Elizabeth who are technical advisory group.

Amalia Alarcon Morris, Director, Office of Neighborhood Involmnet: Thank you, dora. Mayor, commissioners, thank you so much for having us here tonight. I am going to do a power point. I am very low tech. So I am asking you from the get go to bear with me as I go through this and thank you to karen for helping me out. So equity for the city of Portland, we are starting with the facts. Demographic studies show Portland is becoming more racially and ethnically diverse. Today communities of color comprise 26.3% of the people living in Multnomah county and that number is growing much more quickly than for white people. People of color and people of disabilities experience higher rates of poverty, unemployment, and shorter live span compared with other Portlanders. To drill down into the statistics a little bit more, so the median income for black headed house holes is \$16,000. You will hear more about these research projects in the reports they yield a little bit later on. In terms of disparities for people with disabilities, 80% of people with mental disability have been sexually assaulted. Persons with disabilities are twice as likely to be earning \$15,000 or less annually and the unemployment rate for persons with disabilities who live outside of institutions in Oregon is 74%. So the facts are that Portlanders have been talking about the need to address disparities for a long time but it's been very difficult to make progress. Disparities for some communities, in fact, have gotten worse over time. What we have been doing hasn't worked and we need a new approach. So why is equity a priority? Equity supports a more resilient city. There are studies that say that the more inequitable, more vulnerable it is to economic down turn. As the global, as the economy globalizes, Portland needs to be well positioned to attract talent and firms so that it reflects that global diversity. Inequity is a national problem and an opportunity for us to be leaders and innovators just as we have done in other areas. And equity puts action to Portland's community values. It's been the top thing through various surveys, the city has done and through vision pdx with equity as a big concern for Portlanders and it is the right thing to do. So we will talk a little bit about the Portland plan and I will pass it on to lisa after that. The proposal for the office for equity is rooted in the Portland plan which is a 25-

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year strategic plan for the city which establishes priorities for what to respond to over the next 25 years creating jobs, advancing equity, improving educational outcomes and supporting healthy, connected communities. The equity initiative defines equity as quick exists when everyone has access to opportunities necessary to satisfy their essential needs, advance their well-being and achieve their full potential. Equity is both the means of the communities and the end the benefits of all. Why a bureau? Because we need a focused strategic approach to foster equity and reduce disparities, we need to apply equity lens to policy, public budget and programs. We have many plans trying to address equity, but they are taking place without each other or without an opportunity to share lessons learned and from myself as a bureau we have equity challenges and would benefit from having that kind of support internally help us to figure those out. Our lessons learned are that historically we have not been strategic in approach, trying to treat the symptom as opposed to addressing the causes. Again, becoming increasingly multicultural where 52% of people ages 0 to 18 are of color. Yet the environment has been called toxic for people of color who are significantly having poorer outcomes than whites. The city can't do it alone. We need to leverage public-private partnerships. We need a strategy to align efforts and guide investment and we need to partner with those who are affected to help us to shape the solutions. So now what 2006 report called "edging toward equity says, reductions in poverty lead to income increases for all in a region's people. The conclusion is that doing good and doing well go hand in hand. Portland has a reputation for being progressive and innovative. That is not the experience for all Portlanders. And today Portland city council is in a position to consider making the promise of opportunity real for all Portlanders. Thank you.

Adams: Professor.

Lisa Bates: Hi, everyone. My name is lisa bates. I am a resident of humboldt neighborhood. I am on the faculty of the school of public studies and planning at Portland state university. And as mentioned, I have been a member and currently serving as co-lead of the technical advisory group on equity for the Portland plan. And I want to also make sure to acknowledge our other co-lead bob glasscock at the bureau of planning and sustainability who has been an absolute champion in helping us formulate this strategy in a way that fits into the plan. I want to share a little bit more about the process and the overarching strategy on equity that's been developed through the tags work and how the office of equity fits into implementing this plan. The technical advisory group, the tag, is a collaboration between city staff from a range of bureaus and the community. And the community representatives are not only individuals who bring a grounded knowledge of the concerns, experiences and needs of particular communities, but are a group of people with expertise in the policies and processes that can address those needs. So working together with city employees, we have been able to bring, I think, a really cogent analysis of the inequities or underlying causes, research on existing and emerging best practices, real solutions, and combine that with the deep institutional knowledge of the city and its practices brought to us by our staff partners. All necessary to understanding how we can really affect change in our city. In short, we built capacity much as the office of equity intends to. Capacity to analyze, to strategize and to prescribe. And I believe that we built a fence of mutual trust that there is a will to do better and a commitment to learning how and turf share that both professionally and personally I am really proud to have been part of this work and I am really pleased to have gain nude colleagues in this work from the city. This work has not been without its challenges. But it has been a sound process. We began with amallia and bob as a siloed action area, one of just a set of policy areas, asserting a progressive to review other policy areas for equity promoting activities. And honestly we have some tough sessions with other tag policy leads, not because they didn't care about equity but because equity wasn't incorporated as a consistent lens in all policy areas. And everyone didn't

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have the knowledge and expertise to bring that lens to those actions and equity became siloed outside of mainstream goals. It became clear through our research as mentioned by Amalia on the side program that this was a mistake, that we recognize that inequality holds our city and region back from healthily connected neighborhoods and having educated and thriving youth. We had to shift the metaphor for our standard operating procedures. We have not a rising tide lifts all boats situation. We need everyone to get to where we are going. Once we made that strategic shift and began to drill down to the question of how do we do that? Not just to say equity is a priority but to actually find the smart practices for how to operationalize that into the activities of the city, to incorporate and to resource allocation decisions into program design and evaluation, into service delivery and within a context of truly inclusive public engagement and a partnership between community and set, that's a set of actions you see in the Portland plan. It's a focused set of actions to create an infrastructure for more equitable practices and we view the establishment of the office of equity as a critical component of this overall strategy serving a function of coordinating piecemeal work and developing and disseminating smart practices throughout city bureaus. There's real work to be done by this office as well as a tab member and a member of the creation committee I can see there's a significant constituency of Portlanders ready to see the city do this work, and who will remain present and active in holding the city accountable for doing this work.

Adams: Thank you.

Karyn Hanson, Bureau of Environmental Services: My name is Karyn Hanson. I am a resident of northeast Portland, a city employee, and a civil engineer licensed in the state of Oregon. I am here tonight as a representative of the city of Portland equity council. The equity council started as a group of city employees that decided to meet during our lunch to discuss the ideas presented in the film series, "unnatural causes, is inequality making us sick?" specifically the idea that racism impacts people's health and ultimately contributes to premature death, also the idea that public institutions moving under the momentum of historically biased sets of interests can perpetuate policies and practices that contribute to negative outcomes for minority communities. Even though none of us work in health care, through our discussion, our group began to understand that health is an outcome impacted by a complex combination of causes. And that complex combination of causes includes everything that the city does in the name of public health. It includes many of the things that the city does to grow the economy and it includes many of the things that the city does to enforce the law. All of the disparities described in the reports that my colleagues will discuss tonight are created by a complex combination of causes. All of the services that the city works to provide citizens contribute significantly in positive and negative ways to these outcomes. The city doesn't have jurisdiction over health and education. We do transportation planning. The choice is where to build I-5 so many years ago had a huge impact on asthma rates in minority children. We do urban renewal and have seen the impact of gentrification on the political power of the black community in northeast Portland. The way we prioritize sewer projects impacts public health. The way we acquire property for parks and fund improvements impacts families' health and community relationships. The city employees who make up the equity council are eager to support the work of the office of equity. For us, the time to formalize this work effort was yesterday. For us, equity work is about being the kind of public servants that we hoped we could be when we came to work for the city. Thank you.

Fritz: Thank you all very much. Our next panel is going to tell us more about the documentation and research and the background. We have Midge Purcell representing the Urban League of Portland, Ann Curry Stevens from the Coalition of People of Color, Jan Campbell on the Commission on Disability and Joanne Hardesty, formerly Bowman, and the 12 others are starting coming up if you would like to get started, that would be great.

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Midge Purcell: Good evening. My name is Midge Purcell and I am the director of advocacy and public policy for the Urban League of Portland. 30 years ago when someone asked for an environmental impact statement, people said, well, what does that mean? What does that look like in practice? Today Portland has successfully integrated environmental sustainability into the core of its policies and decision-making. We are asking that the same be done with equity. We need that kind of intentionality that reverses hundreds of years of practice that entrenches disadvantage. The Urban League published the State of Black Oregon in 2009, and it revealed what we already knew, that there were deep disparities in jobs, economic opportunity, housing, criminal justice and policing and education. The coalition report that came out a year later confirmed those findings. I am sure Ann will talk more about those. Portland prides itself in being progressive and sustainable. How can we call ourselves sustainable when 38% of Black children live in households with incomes below the poverty level? When unemployment in communities of color is twice the rate of the general population? Where children of color live in neighborhoods where air quality fails to meet EPA standards, resulting in 14% higher asthma rates? Neighborhoods where there are few or no sidewalks, where there's poor lighting, where there is poor transit access, and families are fearful to send their kids out to play, exacerbating obesity levels and chronic disease. How can he be a sustainable city when 49% of Black children don't graduate high school? Given that one out of every two children in Portland public schools are students of color, this level of disparity is unsustainable. Not only for our communities but for Portland as a whole. So we need an equity strategy for the city and a means to systematically implement it. An office that will develop expertise, structures and tools that will result in measurable outcomes and reduce disparities. The office that can be -- that can build on the good work that has been done. There are people in this room that are working on these issues in the city. We know that. And we feel that this office can build on those efforts, develop best practice, and save the city money but by not having to reinvent the wheel each time a bureau develops an equity plan. Until now equity work in the city has been piecemeal, sporadic and without consistent leadership and we have seen no significant change from these efforts. Unemployment, housing, stability, neighborhood safety, gang violence have all gotten worse. Our communities want to see a change. We are demanding a change. It's been a long time coming. Just a second. Portland has spent millions on bicycle infrastructure for good reason but the benefits have not been universal. We are asking yet again for so little, just for the city to be equipped to do its job so that it benefits all Portlanders. To refuse sends a message to our communities that our communities are not important and the city is happy with the status quo. It's not a message that I want my kids to hear.

Adams: Thank you very much. [applause]

Adams: No, no, no, no. For those of you that arrived late there is no clapping, no hooting, no hollering, no benching, none of that because this is a chamber for all views to be heard and when only one view gets claps then it makes others sort of feel a little more intimidated. So for those of you that arrived late those right rules of the chamber. If you like something put your thumbs up. If you don't put your thumbs down. Hope you understand the way we run the chamber for all speakers.

Ann Curry-Stevens: I am on faculty with the school of social work with Portland State University and I have been the lead researcher and a partnership with the coalition of communities of color. What I would like to do is take this time to amplify the nature of racial disparity facing communities of color in the region. The average figure cited in the ordinance suggests that the disparities are in the range of 15 to 20%. Some of those disparities are significantly worse. The first place I would like to begin is poverty rates. Poverty rates amongst communities of color are approximately three times higher. We are looking at, if you imagine yourselves inviting, say,

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school children to lunch and you had an average table of white children you are looking at less than one of those 10 children being poor. If you do a random sampling of children of color, and invite them to your lunch table we are looking at data where more than one in three of them will be poor.

The magnitude of these disparities is quite unheard of. The disparities we have identified in the report reach across 27 different institutions and systems. 27 where disparities are deep, are pervasive, are mostly getting worse, are worse than national averages, are worse than Seattle, are worse in that we understand from work done at the mayor's office are worse than San Francisco. What we have here is a pervasive under-attended-to problem that has been addressed essentially through good intentions. The core message that the coalition, I bring on behalf of the coalition and other coalition members will speak to is it is absolutely time to move beyond good intentions. We cannot risk the lives and the futures of our children growing up to very narrowed prospects and very dismal outcomes. A few more of the research findings; incomes are approximately half, even when we compare full-time, year-round workers. Workers of color compared to white workers. Unemployment rates are double. Discipline rates for our children in the school system are 50% worse, half again as worse. Graduation rates, midge identified that of African-American on average one in two students of color doesn't successfully graduate high school today. Prenatal care, lack of prenatal care is almost double high. Youth being charged by police, we are look at triple the rates of children of color compared to white children. Hiring in the city of Portland when we compare the rates of full-time workers, we are looking at only 16.6% of that level being workers of color. The net economic impact, we have kind of let loose economically and let the market play a stronger role. The benefits of that restructuring have flown to high income whites. They have completely bypassed upper and middle and high-income people of color. So we have asked people of color to shoulder the burden. We have asked and expected people of color to be quiet and this, we have got to end this. There are very high expectations right now from communities of color that are leaders will take real action. And it is time to move beyond good intentions. The equity office offers us a real step forward, a set of commitments, a set of expectations, some accountability structures that are very essential for ensuring the disparity reduction takes center stage. We have gone on for too long with a half-ass- [laughter] half hazard -- with a haphazard response. Thank you.

Adams: You got lots of thumbs up for that.

Fritz: Thank you very much.

Adams: What I heard was half hazard.

Curry-Stevens: Thank you very much.

Adams: Either way the point was made. Thank you, professor. You have been great working with us and others in building on the report of state of black Oregon to really, one of the reasons I feel confident are our ability to make changes, the deep analysis that both the state of black Oregon and your report have provided us for the first time. Thank you both. Ms. Campbell.

Jan Campbell: Good evening, mayor and commissioners. I am a commission member, on the charter commission as well as a member of the creation committee for the equity office and spokesperson for connecting communities coalition. But tonight I come as a commissioner on the Portland commission on disabilities. We support the ordinance to create the office of equity with the assumption that this office will be truly equitable and will respect the needs of all our marginalized communities in Portland. I believe all of you know me. I live with a disability and my whole adult life has been advocating for persons with disabilities. I was very privileged to be able to do this as an employee for the city of Portland for 24 years. Now I work with persons with disabilities who suffer depression and/or have been abused. Looking back on my life I really don't see much change in the inequities persons with disabilities face today even with the passing of the

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ada and state legal protection. That is why this equity office is so important so that we can begin to see some change. Let me give you some statistics regarding disabilities. As you are it is very difficult to obtain data on disability because it isn't required in many cases and also because people with disabilities are reluctant to self identify because of the stigma attached to having a disability. People with disabilities constitute between 16 and 25% of the adult population making them the largest protected class. One in five people have a disability, of which only 5% are visible disabilities. One in four people who are 20 years old or older have become disabled before they retire. Of disabilities that happen after birth 90% are through illness, not accident and 100 million United States workers could not have private disability insurance. And probably in your lifetime at some time you will experience a disability. People with disabilities have the highest rate of poverty and underemployed and unemployed of any group. Persons with disabilities work in segregated settings and for sub-minimal wages. Persons with disabilities are twice as likely as anybody else to be earning \$15,000 a year or less. As of may 2011, the national unemployment rate for persons with disabilities was 16.9% compared to 9.2% for others. Other data suggests as much greater inequity. The current population survey estimates that the proportion of persons with disabilities who are employed is 17% compared to 63% of people without disabilities. In 2008 over 25% persons with disabilities lived below the poverty line. Unemployment of individuals with more significant or severe disabilities is much higher. One estimate puts it at nearly 70%. Children with disabilities particularly children of color, experience the highest rates of school discipline and suspension. According to the Oregon bureau of labor and industries approximately 50% of housing discrimination complaints it receives each year are disability rate related. Lastly women with disabilities experience sexual bias at a higher rate. I want to thank you so much especially mayor Adams and commissioner Fritz, for including in the ordinance the disabilities need to be an initial priority for the city and the office of equity and in the draft plan of the initial priority for the office of equity will be to address disparities in employment and service delivery with regard to race, ethnicity and disability. We know these are issues of equity we need to address. We also know having the office of equity is the right thing to do to examine these issues but we also know how hard it is to change attitudes. So we also need to have accountability. When we talk about affordable housing we need to also say affordable accessible housing. Here in our city this is very hard and almost impossible to find. I received a call one day from a gentleman who lives in housing that he can afford but want get into his bathroom so he takes sponge baths and leaves his residence to use the restroom. This is not right. The city needs to become a model employer of persons with disabilities. We had need to include them on boards and commission and not just at the advisory level but the at policy and design level and last but not least the city has to become a workers of coloring environment for all marginal people. Everyone needs to have access to opportunities necessary to satisfy essential needs and advance their well-being and achieve their full potential. All communities needs the ability 20 shape their own present future. The office of equity can help to begin this journey to make it happen and to become a reality. Thank you.

Adams: Thank you. Ms. Bowman.

JoAnn Hardesty: That's mrs. Hardesty, sir.

Adams: Oh can you say that?

Hardesty: Yes. For the record my name is joe ann hardesty, h-a-r-d-e-s-t-y.

Adams: Welcome, ms. Hardesty.

Hardesty: I am joanne Hardesty, the president of the board at, dan, you have been out of the loop.

Saltzman: I watched the charter commission monday night. I thought you were jo ann bowman.

Hardesty: They thought I was Bowman, too. I look a lot like her, I know. [laughter] I am the president of the board for the coalition for liveable future and I am pleased to be here tonight in

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support of the office of equity. I also serve on the creation committee that was put forward by the mayor and commissioner Fritz. The coalition for a liveable future is a partnership of over 100 diverse organizations and hundreds of individuals to promote healthy and sustainable communities in the Portland region. Our members include several organizations that focus on racial and social justice including the urban league of Portland. All of our members are committed to protecting, maintaining and restoring the social and economic health of our region and ensuring the fair distribution of benefits and burdens of government investments. We are proud to stand with our members and partners in support of the office of equity. While the Portland region is known for its smart urban planning, exceptional quality of life not everyone shares in Portland's good life. Numerous studies have demonstrated disparities in the region including the coalition for livability futures equity atlas. The regional equity atlas found that neighborhoods that tend to enjoy the most opportunity are white and higher income while low-income people and people of color tend to live in neighborhoods where the fewest opportunities. This arrangement plays a decisive role in determining the lifelong health of individuals. The atlas found that neighborhoods with high percentages of low-income populations and/or people of color tend to have poorer access to green space, similarly, the research found that access to good public transit service and walkable neighborhoods is lower in many of the outlying neighborhoods to which lower income populations and communities of color have moved over the past decade approximately I am encouraged by the principles laid out in the ordinance and the work plan, and I am hopeful that the office can help facilitate systemic change within the city of Portland. The office will be able to provide leadership and coordinate equity strategies within city government by looking at city policies, processes, decisions, and resource allocations. I am also encouraged by the success that seattle has enjoyed in its race and social justice initiative. A city wide effort under the city's office for civil rights. Through their work, we have seen that a small investment like the one you are considering, can have a significant impact. To be successful, we need all of the bureaus to get behind this effort. Whether you support the creation of the office, I trust that we all want all of the city's efforts to be successful and that it will take the support of all of the city to ensure that the office of equitable has equitable outcomes for all Portlands. In my time I have left I want to address the issue of why do we need this right now? And really we need this right now because we cannot afford to continue the delay. And just because we live in a community that has progressive leaders doesn't mean that the policies translates to progressive action on the street. And so we need this office of equity to ensure the systemically, regardless of who is in the office when, there is accountability to the community that actually pays the tax dollars that are invested in other ways in this city. Thank you.

Adams: Thank you, ms. Hardesty. Appreciate it. We are going to be calling four of you now. We're at Two minutes. How many people have signed up in total?

Moore-Love: we have about 42.

Adams: Ok. Two minutes each. We find that what can be said in a very compelling way in three minutes can actually be said better in two. [laughter] and that way, if the night goes even longer, then, I might even cut it further just to try to get everyone an opportunity who signed up to speak. Appreciate your forbearance. The next four will be --

Adams: They will be followed by? You can come up here. Did I see representative fredericks in the chamber? And then if you could come up next, court sees of the house for elected officials after this panel. Oh, yes. And your honor.

Adams: Ok. Welcome.

Ann Naito Campbell: Good evening. Mayor Adams, commissioner Fritz, commissioner Leonard, how are you? Commissioner Saltzman and commissioner Fish, my name is ann naito

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campbell and I am testifying today in support of the office of equity. I am a native Portlander, a sensei third generation japanese american raising my children and now my grandchildren here. This is a very important issue. When I became aware of the report from the communities of color and psu, I volunteered to work on the creation committee of the office of equity. As a long-time Portlander, it is important to me that the city addresses the issue of growing disparity and inequity that have come to light. I want to tell you why this is so important to me and why now that we are aware of the problem, we must do something. And shame on all of us if we don't. My grandfather, Hide Naito, immigrated to america from japan in 1912, almost 100 years ago. He came to Portland after hearing from another japanese immigrant that this was the land of opportunity. I really want to, for us to be able to say that again with deep honesty. He opened his first business, naito gifts by the galleria in 1920 and they lived on northeast 58th and glisan. My father bill naito was born in Portland in 1925 and went off to mount tabor grade school only speaking japanese. Fast forward, he was a sophomore at Washington high school when the government issued the executive order in 1942 removing all persons of japanese ancestry from the west coast. In shame he cleared out his locker and his family was thrown out of the city. Excuse me. Much of my father's drive to make life better for all Oregonians has come from his experience as a person of color. I believe dad would be right next to me supporting this initiative. I feel strongly that we a you will have a duty to make things better for our children and our children's children. In closing, the city needs to put its attention to looking inwardly with an equity lens or focus. The only way you start a new business is by funding it. We need the resources to research and bring best practices from around the country and around the world to Portland. We need to start now to address these very complicated and enormous issues. Thank you very much for listening to me.

Adams: Thank you, ms. Naito campbell. Mr. Failing.

Bill Failing: Mayor Adams, fellow commissioners. Good evening. Bill failing, born in Portland. Live in Portland. Some brief back ground. For five years I served as executive director of the Oregon korea foundation which was basically raising money to benefit the korean communities in this area. I was very active with building the initial Multnomah county library board as it went public, commissioner Saltzman, you know that. And I am happy to say that it was very instrumental in getting japanese-american bill naito to chair that board, and to later on have judge anya lopez and mr. Soriano follow him. So we get racial diversity for the first time on that board really of any extent. Currently, I am active as vice president of the Oregon historical society. And we're very busy providing racial diversity to that body. And I can say with considerable success. And I think that we have been able to show that we can now better mirror the communities that we serve. Please understand that I am neither ignorant more passive about racial issues. In fact, I am shocked to know that Portland lags behind its closest city neighbors of san francisco and seattle with its diversity among city employees. Knowing each of you a little bit, I give you credit for being sensitive to these issues. The political sound bites that bombard us are more than just rhetoric. Rich versus poor is not only real here, this disparity is growing here. It is racialized meaning that benefits seen by white families are not shared by families of color. That's right here in our own community. Considering asian communities, we know they do quite well in national studies showing how they outperform whites on measures such as education, income, occupations and housing. Unfortunately, we cannot say that here. Recognizing these disparities here in our own backyard I would urge the city council to allow expansion of funding for culturally specific services while supporting the office of equity initiatives already in existence. This will better enable the city's poverty reduction strategies and give a louder voice to such organizations such as the coalition of communities of color. Thank you.

Adams: Thank you, mr. Failing. Hi. Welcome.

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Don Geddes: Mayor Adams, commissioners, i'm don geddes with walsh construction. I am a principal there. Been there about 32 years now. Just a very quick note. We found about 20 years ago as we looked around that 99% of our employees were white male anglo-saxon basically. And question questioned our beliefs a little bit and said, are we racist? Are we biased? What's the issue here? And the issue was, we didn't have to go out and look for people. We had a very good reputation. People came knocking on our door. The interesting thing was people who came were friends of friends. Most of our friends were white, anglo-saxon males and that's who came in until we decided to go out and intentionally change that, it would have stayed the same. Over the last 20 years, we have joined groups like namco, women in the trades, to try and diversify and that is happening but it doesn't happen unless you intentionally do something about it. As I have watched my kids grow, they participated in rowing down on the willamette river. And I can't think of a better example as we look at things in this world, rowing is one sport that you have eight people in a coxswain and a boat and that boat is only as good as its least experienced rower. We are no different here. If we want to live in a society that succeeds we all have to succeed together and I think one of the previous panels said it well, that we are not in different boats. We are all in the same boat. And as the gaps get bigger in this world if we don't row as one we will only be as good as our least efficient rower. For that reason alone I would say we need to move forward with this.

Adams: Thank you. Hi. Welcome. Glad you are here.

Serilida Summers McGee: Mayor Adams, members of the council, thank you for the opportunity to appear here tonight on the support of the creation of the office of equity. My name is Serilida. I am with an affiliate of the chamber of commerce, we work with companies to help them recruit, support and retain professionals of color. We believe in today's global marketplace companies need to have a competitive edge and budget. Best ways to create that edge is through having a diverse work force. At the same the time demographics of Portland are shifting and our economic futures depend on nourishing the skills and knowledge and innovation that a changing work force creates. We believe Portland should aspire to a level of social and equity and success that's the envy of the country. Just as we have aspired to in many cases achieved strategies for innovative land use, transportation, community engagement that the rest of the country admires. When we were not successful in those initiatives by chance. Our success came only after we put real people and real resources to them so they received the day to day attention and ambitious, that an ambitious initiative requires. We do, we should do no less as we focus our attention on the issues of equity. Changing demographics presents us with a challenge as well as an opportunity. If current trends continue the population of hispanic and latinos will increase from about one no seven today to about one in three in 2050. Over the same time span the percentage of our population over the age of 65 will growing from 13% to over 20%. There are more than 22 million working individuals -- there are more than 22 million working age individuals in the u.s. with one or more disabilities. Historically these and other minority populations have been underrepresented in the community leadership positions as well as jobs that provide family-wage jobs. To address these historic inequities and ensure future success we had need a strategy that embrace this is diversity and harnesses its economic potential. While it doesn't answer every question establishing an office of equity request give us a central point of quo focus as we look for strategies to address current issues and harness the changing composition of our community and work force. We have shown that with the focused effort we can be successful in shaping the future of Portland and the office of equity can help us in shaping our future even better than what we have so far.

Adams: Thank you all very much for your testimony. The next four?

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Adams: I apologize. I am giving courtesies to elected officials. Representative frederick. And judge, sorry, you have to come up. This will encourage you all to run for office so that you can --

Rep. Lew Fredrick: Maybe not after what we say.

Adams: Get ahead in the line of testimony. Hi. Representative frederick. Glad you are here.

Fredrick: I am Lew Fredrick, representative district 43. Good to see you all. I am not going to bring any statistics for you. You have got quite a few of those that are already clearly compelling. I am going to bring a piece I wrote the potential for the office of human relations after some significant research and discussions in 2007-2008. The proposal for the office of equity to be seen as an outgrowth of that effort. A leap of faith indicating that the city is ready for the next step towards greater justice in our increasingly diverse city. Because of my wonkiness I am frankly a little bit apprehensive and I want to give an idea of why enforcement proponent, component was not included in the HRC proposal. I want to be a little brief about that. In looking at other cities and other human relations commissions around the world we saw a range of capacities. Some were simply advisory groups meeting only when a crisis developed to help the community and its leaders navigate the situation. Others were at other end of the spectrum with a team of investigators in the field tracking the political progress of equity and diversity as well as helping victims of discrimination find justice. The level of directivism was the key. In Portland that ranged describe the the history HRC under its various names since 1948. We had very well intentioned but toothless advisory councils as well as a contentiousness within the commission and against elect the officials. HRC was dissolved around the turn of the this century because of those fights. The question was, how do we thread this needle so that the basic human rights issues that, have an official home and a way to get attention of the city council? How can it be both effective and lasting? And that is my main concern. Placing these issues in the hands of a director is one to provide accountability but it also sets up a number of potential problems. Perhaps not overwhelming problems. Still areas that need to be addressed. Who will the director report to? How will that avoid the conflicts associated with political power? Political conflict and political personalities? How much will this cost? Who decides what to concentrate on? How will priorities be determined? Because the universe of issues is extremely large. What we do not want to happen is a short-term attention to these issues that then blows up again in four years and has to be recreated. One of the primary concerns of everyone I spoke to, and I am talking about research that was international, national, regional, statewide and local, is the issue of stability and continuity. The issues of whether people will know where to go for help and whether that recommendation continue or be eliminated in the next budget crunch or because a director clashed with a council member or another agency director. And those are just some questions. Again, I come here without any answers necessarily and I clearly support the concept here. It's very important to me that it be done well, not just done.

Adams: Thank you, representative. Appreciate it. Judge.

Edward Jones: Good evening. I'm Edward Jones. And I am here to talk about one small piece of this equity process, which is the creation of the next generation -- which is the creation of the next generation of leadership in this city. And it will be an easy test to say because 10 years from now, I will come here and will it be five white temporarily able people that I am speaking to? [laughter] or will it be something different? And that's something that this equity office has a chance to have an impact on. Because Portland, more than most cities, has committed itself to community participation in the decision-making. As the land use chair for the Linnton neighborhood association I am an example of that commitment. But our neighborhood, in spite of having a cadre of resourceful and committed participants in the process, still struggles to make sure our voice is heard. And what's hard for us is near impossible for many others in our city. City participation --

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participation by citizens in city activities is just another phrase for endless meetings. [laughter] I go to many of them. You go to more of them. But when we go to those meetings, do we see a cross section of our community? No. We don't. We see many or don't see many unrepresented, underrepresented groups. And to be blunt, the city has failed despite its efforts to bring the entire community to the table. And it's easy to understand why. Many members of minority or handicapped communities face daily problems that overwhelm any interest they might have in city policy. Others have language or mobility restrictions that limit their ability to participate. Yet they live here and are often more dependent on city policy than those members of the better-off communities who do turn up at the meetings. This is a problem the equity office can address. Where are the leaders of the multicultural Portland of a decade from now going to come from? Well, if the city does its job and the office of equity is part of that, those new leaders will come from among the citizen participants who have been drawn into the process by an effective policy of inclusion for all communities. There's no shortage of cities that have done poorly at inclusiveness and we are not the first city to face these problems. We can learn from the mistakes of others but the mechanism through which we learn is this office of equity. It's critical to our long-term health to make sure those underrepresented communities find their voice and their place at the table. So I encourage you to pass this and to think about the people who will have your jobs if this office is effective. Thank you.

Adams: Thank you, judge. For everyone, enough written testimony, please also if you would hand it to Karla, it helps us keep track of everything that -- all right. Next, thank you for your patience.

Adams: You will notice that the judge went slightly long but he is a judge. [laughter] and I felt uncomfortable gaveling him down.

Adams: Welcome.

Lee Po Cha : Thank you. Good evening, mayor. City commissioner, my name is lee. I am the director of the family asian family community. I am very honored and pleased to have a chance and the opportunity to speak to you tonight. I have heard already that you have been bombarded with data in which I will not do that. So I just wanted to go to the point and tell you that as an asian-american, we take great pride and are very proud of the terms that you give us as model minority. And I could say to you that in the city of Portland, your model minority is not doing very well either. And so the city of roses has not been very rosy for us either. And so with that, I would like to encourage you to have the political will and not to be afraid of moving forward with this initiative. I could say that if you, as our elected leaders for the city of Portland, truly wanted to see some change for the next 25 years, and that if you do put equities into your Portland plan for the next 25 years, to make sure that something will be more equitable and see that Portlanders success economically and socially, whatever you want it to see, I think this is the right vehicle for you but as our leader I urge to you support and it to pass it and that I think you will make your Portlanders, it doesn't matter what race they are, what class they are, what neighborhood they live in, I think they will be very proud of something that you do that we are trying to make a difference in the next 25 years. And let's not wait the next 25 years to find out whether or not it will be successful or not so let's given now for the next five years we know where we are are we are at and we know where to go so where that I urge you to pass that. Thank you very much.

Adams: Thank you, sir. Appreciate it. Welcome back.

Ray Espana: Thank you. Mayor Adams, commissioners, it's always a blessing to be before you. It's also a blessing to be with all my relations in the audience. It is a pleasure. Tonight I am here to address my support for the creation of the office of equity. I think that the work they've done in the community for --

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Adams: I apologize. Repeat your name.

Espana: I'm sorry. I am still ray espana.

Adams: We are double checking tonight. Because, you know, joe ann bowman's name changed.
[laughter]

Espana: Thank you very much, mayor. Representing the housing organization of color tonight. My work in addressing equity in trying to operationalize it, I hope speaks for my ongoing work in that area. Tonight I am supporting and encouraging you to take the leadership position of approving the creation of the office of equity. It is one of, it addresses the question of when. Is this the time to do this? The issue is now. The case has been made for the failure of public policies and public systems. The data is clear on that. What we see as well is growing disparities and that practice must end. So the office of equity I think represents good policy. It also represents good practice. And that is the creation by intention of an office to be the focal points and set the tone for the city of how it wants its business to be conducted and how it wants its citizens and community members to live and to have access to resources that can help them to thrive. And I think I will just close with that. I just want to speak to you very clearly from the heart that this is really important to many people in the community. I think I stand with them. They stand with us. And with you in moving this forward. We are committed to continuing the work and to apprise solutions and bring equity to our community. With that I will close. Thank you very much.

Adams: Thank you. Hi. Welcome back.

Cynthia Gomez: Thank you. Mayor and commissioners, my name is cynthia gomez and I am representing latino network. Since 1996, we have worked to provide transitional services in advocacy, leadership and community development for latinos in Multnomah county. We do this by engaging latinos and giving the ability to participate meaningfully in the lives of their communities. One way we do this is through our leadership academy project. To date we have graduated more than 70 community leaders and that are ready to make their neighborhoods in the city a better place to live. We would like to specifically thank commissioner Fritz for other strong support of our organization and for taking the time ton gauge meaningfully with our graduates. We are so grateful for your support. Over the years we have witnessed how the policy direction of important issues like public safety, housing, and neighborhoods can change in an instant because of the power and voice of the community. If we are not at the table when decisions are made our neighborhoods and families will not be represented in the outcome. So it is in that vein that we are here today. Latino network supports authentic and community engaged efforts to address disparities within city government and promote equity at all levels of government. Under former mayor tom potter the city engaged through vision pdx to identify equity as a top priorities for Portlanders. An outcome of this was a creation of human relations office and human rights commission. We urge you not to forget the countless hours of testimony, hard work and community voices that went into the formation of this office. We urge the continuance. Work of hrc's work as vital, a vital external convener around the issues the office will raise. Additionally we also support the internal accountability of the city of Portland to its mission to serve all Portlanders through an office that reports to city council, hrc, and the community about the city's progress in reducing disparities and monitoring of implementation of any recommended changes. These two efforts should implement one another and we ask you to work with the community to make these efforts for the best interests of the community. A time for meaningful focus on any racial disparities within and external to the city is now. We are appreciative of the important steps we have made but we need leaps and bounds to catch up to where we ought to be from hiring, to policy decisions, to strategic investments. Each year we lose time is another year we lose opportunities to address disparities and serve our communities better. We look forward to the day

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when our city staff and investments reflect the interests and the leadership of everyone who lives here. A dedicated resource that promote equity and accountability is a necessary first step in any direction. Thank you.

Adams: Thank you for your testimony. Hi. Welcome.

Jessica Lee: Hi. Mayor Adams and commissioner I am jessica lee. I'm here on behalf of our executive director who couldn't make it tonight but wish to express our strong supports for the proposed office of equity. Basic rights Oregon is an organization that ensure that is lesbian, gay, bisexual and transsexuals as Oregonians experience equality. We represent several Oregonians throughout the state, their families and friends. Today we are here in support of proposed city of Portland office of equity and urge your yes vote on the ordinance before you. At basic rights we are committed to addressing the needs of all lgbt Oregonians including those who face multiple forms of oppression and often most contacted and underserved. This includes folks of color, folks with disabilities, youth, and transgender Oregonians. We believe the city can play an important role in addressing the many social, economic, and civic disparities suffered by lgbt communities, communities of color, immigrant and refugee communities and other protected classes. Stiff Portland has had a strong history of working to address inequities based by lgbt communities. Portland created a economic partnership registry and most recently ending insurance excludes for city employees, who are also transgender. The office of equity can build upon this and provide much needed focus to these efforts. While leadership from city hall is several we need spread this commit more broadly to ensure the city's shared values of ensuring access to opportunity for everyone are put into concrete action. On behalf of basic rights Oregon we are here to support this ordinance and to urge your yes vote. Thank you.

Adams: Thank you. Thank you all. We appreciate it. All right. The next four.

Adams: We will be taking a compassion break at 7:30. [laughter] Do we have everybody? Who are we missing? Margaret? Board member morton?

Matt Morton: I'm here.

Adams: We have other elected official that was hiding out here. That's all right. I did not know you are here. Ms. Jones.

Barbara McCullough-Jones: Good evening, mayor Adams. City commissioners, i'm barbara mccullough jones. I am the director of the q center. It's clear from the recent rash of bias crimes, four in four months, that Portland streets and neighborhoods are not completely safe for lesbian, gay, bisexual and transgender people. Facilitating efforts like the office of equity that allows neighbors to immediate neighbors and very likely meet people not like themselves would be beneficial. This is a simple start to bridging beliefs and experiences that may currently divide us. We would like to see better training of patrol officers that help facilitate reporting of suspected bias crimes. The definition of family is changing in Portland. Portland has the 11th highest number of same-sex couples among all u.s. Cities and the seventh highest as a share of population. The 2010 census shows same-sex households in Oregon grew by 78% in the past decade. Many households, however, refuse to respond to that kind of survey for fear of being exposed, which means often risking losing jobs, kids, and their families. More than 2100 same-sex couples registered domestic partnerships in Multnomah county since they were instituted in february 2008. Despite these statistics, our families remain inadvisable. We would like more opportunities to participate in family-friendly events, programs, and services that reflect the changing definition of family. We want to see our families in brochures on the city website and in promotions. Discrimination in the workplace has improved with passage of the Oregon equality act in 2007. While legislation is a good first step towards ending discrimination. It does not generally change hearts. That requires human contact. Promoting bridge building and understanding with workplace colleagues should be

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an important goal for the office of equity. Efforts focused on mid side to small businesses are particularly important. Workplace cultures change slowly. Another element of disparity is in the area of city contract. We would encourage you to consider the establishment of an lgbt-owned business classification which would make eligible for certification in the city's targeted government contracting opportunities. Also any time that contract are awarded we would encourage the city to require a full and nondiscrimination ordinance. Thank you.

Adams: Thank you very much. Hi. Welcome back.

Vicki Hersen: Good evening, mayor Adams and commissioners. I am vicki hersen, executive director for elders in action our mission is to ensure a vibrant community throughout active involvement of older adults and we have been provide to work with the city of Portland since 1968 to help ensure that the quality of life for everyone in Portland never depends on age. And I really want to thank mayor Adams and commissioner Fritz for their leadership in moving this proposal forward and welcome the support of all the other commissioners. Our elders in action commission members and other elder advocates provided input into the Portland plan, and we commend the foresight of applying an equity lens in moving forward with making Portland a community where everyone has access to opportunities necessary to satisfy essential needs, advance their well-being, and achieve their full potential. As an office of neighborhood involvement partner, we are aware of the time and thoughtful planning that has been put into this office of equity proposal. It's heartening to note this new office will work in a positive and proactive way to ensure that all bureaus and city programs have the education and support to evaluate what has and has not worked and how to make changes as necessary. We see the office of equity as a wise investment in making changes to lead a more prosperous Portland for all. We appreciate the consideration of initial focus on race, ethnicity and issues of disability. The thoughtful review of the very comprehensive reports by the urban league of Portland state of black Oregon, coalition of communities of colors, communities of color in Multnomah county, and unsettling profile and the coalition for liveable futures regional equity atlas will provide valuable data to guide the work of the office of equity. Since age affects everyone regardless of race, ethnicity, disability, religion, or sexual orientation, we feel that the recent recommendations from the age-friendly cities report conducted by the institute of aging at Portland state university may also be a valuable tool to use. Portland has already signed on as a member of the world health organization's global network of age-friendly cities. We encourage the efficiencies made when working in partnerships and the effectiveness of clear communication among all involved. After reading the ordinance and draft work plan we feel confident that the creation of office of equity will work in concert with current work in this arena in a city and will not duplicate efforts but will create a synergism of success. We see the initial plans for review of city bureaus using an equity lens as comparable to the elder friendly lens we use to evaluate businesses and services. Office of equity will educate, monitor and provide technical assistance to city bureaus and agencies to assure they are assessed with an equity lens. We are extremely encouraged that the Portland plan has embraced the vision of equity but more important, is the proactive action that will be made by the office of equity in making Portland a city where all people may live and thrive. Elders in action is delighted to help in any way as the plan moves forward for the office of equity. Thank you very much.

Adams: Thank you. Ms. Harris?

Joyce Harris: Good evening, mayor Adams, commissioners, Fritz, Leonard, Saltzman, and Fish. My name is joyce harris, and I wear a number of different hats but I think what's most important I work with many of you on issues of equity. I was one of the co-signers on calling on the department of justice investigated Portland police practices. Mayor, I worked with you only the education cabinet. And professionally I do direct an equity center, regional equity center that's

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funded through the u.s. Department of education that was created under the 1964 civil rights act so I know a little bit about equity. I also serve on the creation committee for this particular ordinance. I am here this evening to, of course, add my voice in support of the ordinance to establish the office of equity. I just returned from Washington, d.c. The other night to attend a dedication of martin luther king junior memorial and although it was canceled due to the weather the spirit and commitment of dr. King's relentless struggle to achieve equity and justice for all was everywhere I visited the memorial and many of us just -- just milled around talking about dr. King. But what was said is that we were all reminded that many of the inequities that dr. King marched and for and eventually lost his life for still exist today. Disparities in hiring, access to quality education, health care, elder care, transportation, environmental safety, criminal, the criminal justice center -- system, funding inequities, housing gentrification, discriminatory housing practices, police and community conflicts and the list goes on. As we try to create what dr. King referred to as a beloved community, we must recognize that there's still much work to be done. And that as a city we must be proactive and, like dr. King, relentless in our advocacy and pursuits of fairness and justice for our citizens who are most disenfranchised. We must also remember many of the key provisions of the civil rights act of 1964 have still not been met. We need to identify policies and practices in our city that allow inequities to exist and understand that our failure to address these inequities may in many instances violate the civil rights of citizens that are contained in the civil rights act of 1964. The office of equity provides us with an opportunity to not only look at the data on disparities in our city but to hold our government accountable for solutions to eliminate policies and practices that contribute to inequities and potential violations of civil rights. Dr. King reminded us, and I quote, "there is a maxim in the law, justice too long delayed is justice denied." I urge each of you to draw on the courage and commitment to Jules advertise that dr. King exemplified and support the creation of the office of equity. I leave with you these final words from dr. King. "we are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly affects all indirectly." thank you.

Adams: Thank you. School board member morton.

Matt Morton: Thank you. My name is matt morton. I am from the tribe in western Washington and I have the privilege of serving on the board of education for Portland public schools. In fact, I am here tonight to report that in June of this year, the Portland school board listened to and voted on and approved a policy around equity for our entire district. In fact, it's one of the only of its kind in the country, and it provides a blue print to what is both possible and desperately needed in our community here in Portland. Although there is a lot of work to be done and I am going to be a big part of that work, the overwhelming support by the board was an important public statement and recognition of our community's needs in the district's commitment to equity of opportunity across all of our 85 schools serving more than 42,000 students approximately this commitment is particularly important to me and my wife. We have a 2 and a half-year-old son, and if he graduates in 16 years, he will be one out of 10 native boys to graduate out of our current Portland public schools district. So that's important to me. On September 21st, I understand, this council has a similar opportunity to publicly demonstrate your commitment to real, authentic equity in our community. And in our community and perhaps the most vulnerable of our community are children. Really have already waited way too long. And right now is no time to hesitate. So I am here to promise two things. One is that this process will absolutely be messy. We won't have any answers -- we might have some but not at first. And we won't have them all the time. But that's ok. I think the testimony tonight demonstrated that we are kind of bad at this right now. Or if it's strength-based we have a lot of work to do and -- [laughter] yeah. [laughter]

Adams: We will have security help you out of the room.

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Morton: That's ok. We are actually pretty new to it but we also have a lot of incredibly smart and talented individuals who are committed beyond belief to investing in this cause. And that is the strengths of our community here in Portland. The second thing I can promise you is that you are absolutely not alone. You have partners, those of us here tonight, of course, but also others in the business community, social services and nonprofit organizations, the children attending our schools, their parents and their families and me and my like-minded colleagues on the board. Now, I am new to the board so I am not going to commit their time to anything. But you certainly have my time and my resources and my effort. I want to thank you all very much for considering this and good luck in this venture.

Adams: Thanks. Congratulations to your election. We are going to take a seven and a half minute compassion break. It is now 7:27. [gavel pounded]

At 7:27 p.m., Council recessed.

At 7:37 p.m., Council reconvened.

Adams: If I could have everyone please take a seat. If I could please have everyone take their seat. I hope you enjoyed the compassion break. All right. We have approximately 50 more people signed up. 50, 5-0. Yeah. So what we find often is that what can be said really well in two minutes can often be said even better in a minute. So the point here is we want to provide everyone who signed up an opportunity to testify, but there's sorts of this inverse, inverse reality that the longer the night goes on, the more tired people get, so everyone the faculties diminish. If you've prepared for two minutes, use your two minutes. If you can say it quicker, then, please say it quicker. At this point in the evening, repeating something that somebody else said, since it isn't vote taking in terms of who showed up for the meeting, it's rather the quality and the actual words and thoughts expressed, so if someone has already covered a topic that were going to talk about, you can tell Karla to remove your name. We would really appreciate, because we do want to get everyone up before the microphone. Thank you for your patience and thank you for sticking with us. The next four after this panel will be –

Adams: Thank you for waiting. Please begin.

Helen Ying : Dear council members, I am Helen Ying. And I come to you as a member of this community, a member of the creation committee, a person representing the chinese citizens alliance and as an educator. My family did not have much when I was growing up and I know full well the struggle of the meaning of the have nots. I started my career as an educator 31 years ago in northeast, and north Portland, then in southeast Portland as well as in molalla before returning back in northeast where I finished my career as an educator. Over the years, I experienced and observed firsthand that the dilemma and impact of schools of what you have read in the reports regard, the communities of color, and the state of black Oregon. One what is alarming is the gap of disparity has grown even wider in spite of quote-unquote, efforts that have been attempted. We are at a critical juncture. The landscape of our city has changed and is changing as we speak in terms of people who live here. The issue of equity must be addressed unequivocally with intention and design. We can no longer leave it to chance or default. We know if we do the same thing the same way we will get the same results. The creation committee has examined the following questions in the course of its work. Why have the things that have been tried unable to produce the results intend the? What are the root causes of the problems? Is it the mind-set? Is it the ideas that are engrained in the culture? The committee developed principles from which the ordinance has been designed. And so with that, ultimately, I believe that the change has to be systemic in permeating all aspects of the work of the city and the work must be focused and done with fidelity and in the

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end we must recognize compliance will only bring about change and commitment will bring about transformation. I am almost sure that 99% or 99.9% of the people in this room would side with the notion that we are not racists. Yet it is unintentional racism that is causing our plight. Unless we purposefully and intentionally go about addressing the issue of disparity, the problem will continue to grow and the divide will continue to mount which will lead us to detriments that will harm us all as a whole. I implore you as leaders of our city to answer the call of our people. There's a song by toby max, city on our knees, that says if we are going to start where, why not here? If we are going to start sometime, why not now? If we are going to start somewhere, I say here. If we are going to start sometime, I say now. Thank you.

Adams: Thank you for your testimony. Ms. Maher.

Nichole Maher: Good evening. My name is nicole maher and I'm here as the co-chair of the communities of color coalition. I am a member of the tlingit tribe and a true native Oregonian. I want to take a few moments was your time to urge to you support the office of equity. The coalition has worked tirelessly to create the evidence that we have a deep, deep problem in this community. We have so many things to be proud of in Portland. It is unacceptable that we are one of the cities in the united states that has some of the deepest disparities. And the city of Portland has played a role in that. We know from the evidence of the last 10 years, 20 years and 30 years that our current policies are not working. And, in fact, they are harming our people. In Portland, we have had a bad habit of putting communities of color over on the side and making assumptions that they are small, when, in fact, one off the every three adults is a person of color and 52% of the 0 to 18-year-olders people of color. We are now in an era when our children is a majority minority. We have a shared continuity of a community and everything we do and happens impacts all of us. Tonight we have a fantastic gathering of people and this is just a fraction of the people who support this effort. We are here. We are united. We believe in this effort and we are asking you to be courageous leaders and to believe in the recommendations of the community has brought forward to you. Thank you.

Adams: Thank you very much. Hi. Welcome.

Allan Lazo: Good evening, mayor, commissioners and members of the community. My name is allan lazo and I am currently a member of the city of Portland's human rights coalition and I have been participating in the office of equity committee in that role. As a body that seeks to uphold the universal rights of all and is specifically working to end discrimination and racism the human rights commission agrees every effort should be made to make the city of Portland a more equitable place for all those who live, work, pray, and play here. As such, we support equity initiatives throughout the city and agree with the concept of the office of equity work play that suggests this work should lead with disparities that are based on race or ethnicity or ability. We are also here this evening to reiterate to this body as we have through individual meetings with each of you that the events that preceded development of the office of equity earlier this year have caused great harm to the human rights commission and to the community that provides our mandated. As a commission we are concerned about the sub-assuming of the staff of the office of human relations which was intended by the original ordinance to serve the needs of the human rights commission into what will become the office of equity. The human rights commission and the communities are asking that is this city council respect and uphold the spirit and letter of the original hearing that created the human rights commission and office of human relations to do so would be restoring to the hrc the resources outlined in the ordinance and further in our needs assessment dated march 24. This would include the immediate hiring of a director to staff the human rights commission with input predominantly from our commission as well as ensuring the staff that assist in providing administrative support, research, outreach and education. All of these resources currently exist and are allocated in the

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2011-2012 budget under the office of human relations. You know your colleagues best. What I am suggesting is that if the work of the human rights commission, which doesn't belong to any single commissioner, and shouldn't be siloed into any single portfolio, if that's important to you, then, I am asking for your help in determining at this point how best to resolve this issue. Let me be clear, though. I am not asking for a no vote on behalf of the human rights commission on the initiative before you. I strongly believe this equity initiative should move forward. But I am asking to you change your heart and be clear in your support for the work of the human rights commission as we continue to move this process forward. Thank you.

Adams: Thank you, sir. Mr. Jama.

Kayse Jama: Good evening, mayor, sam Adams, amanda Fritz and dan Saltzman and commissioner Leonard and nick Fish. My name is Kayse Jama. I am the executive director of the center for cultural organizing. We are a grass roots organization working to build multiracial, multiethnic group for rights. I'm also serving with the creation committee. I am not going to repeat the statistics. We will agree we have a problem. I think the question then becomes what can we do? I also want to mention that I also am part of the original committee that created office of human relations so I am very familiar with both of them. Having said that, I think the mandate that initially set up the office of human relations I think they did very well. I think their mission is to eliminate discrimination is fostering understanding and inclusion and justice in our city. I think it's a very clear that they focused on external community relations, which I do strongly believe it's important and necessary work that needs to be done. What's different today and the department of human, creation of office of equity is that we are now in a point where the community education of dialogue that we have to come to the house, which is the city of Portland. The city structure is. My organization focused the root causes of the issue and the root cause of issues when we can solve is focus on the systematic change. I do believe that this office, we are in front of us tonight that we are discussing; it enables the city of Portland finally to put its house in order. I have no illusion that we are going to solve in five years or even matter of 10 years the historic injustices that our community has faced. But I am confident by creating the metrics, the baseline that your city staff and employees and you yourself as elected officials, can measure your success whether you are achieving the 25 years planned, Portland plan forward that is important work. We have to take that very seriously. So to me, the office of equity and office of human relations, they are equally important. It's building stones for each other as we focus the extents on the past three years, now it's time to fore focus internal. In conclusion what we have done in the past as my friend mitch said, it's a piecemeal. We know that that's not working. It's actually not good investment if we do that. We have done in the past that where our city house, where we have a structural problems, where we are trying to fix by structural problems, we might say let's fix the window. Maybe if we can just put a new door, we will take care of the problem. But we have never dealt with the true cause of the problem. And what this office as a city is to do that. So what we also have done in the past, one quick point is that, where our organs are sick, and need treatment, where we have done is focus on surgery so we can look good outside. I think it is a critically important and I ask you to support of the office of equity. Thank you.

Adams: Thank you, sir. Thank you all very much. The next four? Welcome. Mr. Johnson, are you here? Welcome. Ms. Fry, would you like to begin, please? Welcome back.

Donita Fry: Good evening, mayor Adams and commissioners. I will be brief because everything that I wanted to say has been said before hand. My name is Donita Fry and I am coming tonight with my hat as a community member. Although I am engaged in various forms of what we consider inequity initiative in the city of Portland in that I staff a grass roots advocacy group which is funded through the diversity and civic leadership program off the oni. I also participate in the

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public involvement advisory council work which I believe public involvement is critical component of equity. I chair the human rights commission. I am a single mother who lives in the cully neighborhood raising children who attend Portland public schools. I came here seven years ago, a little over seven years ago and was really interested in become part of helping us build, be a successful city. I wanted to contribute whatever it was that I could, and in doing so, a lot of this work that I do is in a volunteer capacity. I care about the city and I care about our families. I care about our community. What I think about race I think about the human race and I guess the one thing I really wanted to share about connecting your heart to your mind and your heart back, in your mind to your heart is that as we look out on the horizon and we think about those young people and those future generations out there, when they look back at the significance of what we are doing here in the city of Portland today, they will be full of gratitude and be blessed, be better individuals because hopefully we initiate an office of equity through our work here today. Thank you.

Adams: Thank you, ms. Fry. Mr. Anthony.

Roger Anthony: Thank you. My name is roger anthony. I have been a member of both the Portland plan equity tag and the creation committee. As such I'm going to take a little different tack than my colleagues have. They have spoken to you quite a bit at length about the disparities in the city and the country and the state. My respect for the council is such that I presume none of that was a revelation to any of you. Nonetheless the numbers are bad. The problems are real. That said, the initial focus of the work of the office of equity is going to be tightly focused on coordinating and streamlining city policies that promote equity. In many cases these are policies that have been developed recently such as the analysis of city expenditures by district, or policies that have already in place at some but not all bureaus. The office will take part in building a database; it will help create metrics for analyzing policies and progress toward equity. To promote auction and best practices throughout city government, the office will create and adopt a series of indicators to measure progress. In short we are not reinventing the wheel. We are putting new tires on the car. The office will be built on top of the existing office of human relations. The infrastructure is already there. It will be relatively low cost for the city. The initial budget addition of \$525,000 represents just 1/8 of 1% of the city of Portland budget. Work proposed by the office of equity represents the crucial first steps to be taken on the path to a more equitable Portland, one in which the future of each individual is determined by their skills and abilities and not by their race or zip code. Thank you.

Adams: Thank you. Welcome.

Nyla McCarthy: Good evening. My name is nyla mccarthy. I am speaking to you tonight as a woman, as a person with a disability, as a member of the sexual minority community, and officially as a chair. The Portland commission on disabilities. I am not going to talk about cars or boats. I'm not going to talk about data. Threw away the speech I was going to give because everybody said all the stuff you needed to hear and you get it so I am going to address my remarks actually to commissioners Leonard, Saltzman, and Fish. The press has been negative and brutal about this. Yes, the process is going to be a little messy as we go forward. Life is a little messy and when you get this many people that we see in this room coming together to tell you that we all support an office of equity, I think it's going to be a little messy and I think you have a chance to be leaders and helping clean that mess up and helping hold yourselves as our elected officials accountable to make Portland the kind of city we all want to live in. I don't know how many people of disabilities you have on your staff. I know some of you have people of color in your staff. I don't know how many sexual minorities you have. I don't need to know. I don't want to know. We have had the statistics. But I know it's not enough and the final thing I am going to say as the bell is ringing me

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down is that \$525,000 is less than \$1 a person in the city and if we can't risk \$1 a person or less in this city to try to give ourselves time to do the right thing, then, I think we got some serious thinking about what our priorities are. Thank you.

Adams: Thank you. For knows of you arriving late, there is no clapping. [laughter] there's no burping. There's no chirping. Mr. Johnson, welcome.

Nicholas (Nick) Johnson: Thank you.

Adams: Glad you are here.

Johnson: Glad to be here. It's an honor to be here. My name is nicholas johnson. I am with the Portland commission on disability. I am also a broker of currency on the foreign market exchange.

But I come to you right now as a person that is disabled. Yes, it's quite obvious that I am black but I have experienced a personally more discrimination as being a person of disability the than I was ever even thought of as a black man. And I felt that impact here in the city when I had applied in different positions even in federal government. And I was appalled by it. It didn't discourage me. It focused me and I had to make a job for myself because I wanted to succeed. I never wanted a handout. I just wanted the opportunity and able to make a living for myself and my family. And this office can provide that. You have a great chance in helping other people by having the, by making it available in exercising the right of human resources. And also in a fair, fairness upon what people are able to do. We just have to do it a little differently than ambulatory people can. And if given the chance we can do the same job with the same results. And all of us can help build this city but it takes an open door. And this is what the office of equity can do. It can enable Portland to open the door for all of us to have that fair chance. And living abilities, in where we live, where we work, where we raise our children, and where we worship. And that's what I have to say. Thank you very much.

Adams: Thank you very much, mr. Johnston. Thank you all. All right. The next four? If.

Adams: Welcome. Thanks for your patience. We appreciate it. Mr. Bale. No. Sorry. Mr. Fuller.

William Whitehead Fuller III: Ok. My name is williamson whitehead fuller iii. I seize that pompous name because I am a person who has benefited from inequities. And my heritage is based on those inequities and I am here today to stand firm in solidarity in support of the office of equity urging a unanimous vote in favor of this office on the 21st because of that heritage. I have lived a tension between the words that I came with, our ancestors that came with and because of the actions. My ancestors came on a little boat came for liberty and freedom and the people that met the boat were these undocumented aliens, got a different story. We for the revolution based on inalienable rights of life, liberty, if you were a white male of property like me, we declared a constitution that said the two major things form a more perfect union, establish justice and the constitution was burdened with slavery so we fought a war to ends that slavery and then came the klan, and jim crow where I was born. We fought another war against the racism of nazism and with segregated army and colonial people of color fighting that war. And here we are today. We have heard the statistics about Portland saying what it is and yet we still have the words that we have not lived up to and time we did it. It's a few hundred years pastime that we did it.

Adams: Thank you, sir. Appreciate that.

Thomas Ngo: Thank you for your time, mayor, commissioners. My name is thomas. I am the board co-chair for APONO know the asian pacific american network of Oregon. We are statewide grass roots advocacy organization. Mobilizing asian pacific islander communities to advance, access and equity in Oregon. We were a founding member of the coalition of communities of color. And we have hundreds of members engaged more than a thousand allies throughout the state. Portland's history is steeped in racism as we all know and some observers would suggest we

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are past that. But unfortunately that's not the case. You may have seen that with the recent traffic safety project on Williams Avenue. Community mechanics were not heard. And that's, racism is institutionalized in the city and there's a lack of collective understanding. And we applaud Mayor Adams and Commissioner Fritz for the courage to, and spearheading the formation of the office of equity. And there could be a lot more partnerships happening. The bureaus, when they are moving on with their projects, would actually have this support they need to really address equity. It has not been addressed at all bite city. APONO stands firm with our partners, Urban League, Basic Rights Oregon, Coalition for Livability Future and we urge you in passing, forming the office of equity. Thank you very much for your time.

Adams: Thank you, sir. Sir, welcome.

Dr. Ryan Skelton: Thank you very much, commissioners. My name is Dr. Ryan Skelton and I am a disabled clinical psychologist here in Portland. I also work with people with disabilities in my practice and that would be the vent or angle of my testimony that I would like to take today. I don't know if I am speaking loud enough or I am supposed to have the mic. Let me move a little further in here.

Adams: Ok.

Skelton: Almost invariably in my practice, although not entirely invariably, I find that inequities in employment, inequities in housing, inequities in the access to services support the acquisition and the maintenance of mental illness. And although not all of my clients, and perhaps none of my clients, work for the city of Portland, I would urge that the commissioners to take the opportunity today to lead by example. To show what a city can do if it has the right legislative and city wide priorities. And we can make a statement together that inequity will not stand here. That we as a city will not support mental illness. We can actively create policies which will, if not abolish it, at least lessen its occurrence for a population that is at great risk. And so I urge you to vote with courage in a time of great fiscal strain and lead Portland into the future. Thank you forever your time today.

Adams: Thank you, doctor. And thank you all. Mr. Bale. Welcome.

Peter Bale: Good evening. My name is Peter Bale and I am a commissioner with the Portland Commission on Disabilities. There are those who doubt the value of a new government office. But to them I say, is what we have now actually working? There is an expression, if it ain't broke, don't fix it. Well, unfortunately, it is broke, and we do need to fix it. And you folks have the opportunity to do something about that. So why die think the office of equity can actually make a difference? Well, because it's going to be focused entirely on the goal of equity for all. Now, I have heard very -- and read just today, terrible criticism of Commissioner Fritz because she didn't wave a magic wand and produce out of a hat a plan that was in existence and everything was solved. No. What actually happened was she and the mayor, thankfully, took the time and the opportunity to listen and talk to the people of Portland. She actually encouraged conversation and here we have the ordinance and the work plan that's been created, not just by the leaders but by the people as well. And that is why you folks have to vote for it because this is Portland telling you actually what they need. So vote in favor of the office of equity ordinance together with the work plan and please give Portland a chance. Thank you.

Adams: Thank you, Mr. Bale. Sir?

Jamal Dar: Thank you, Mayor, Commissioners. My name is Jamal Dar. I am executive director for African Youth and the Community Organization. We started this organization March 2010. The reason we started was because of the children, refugee families coming from Africa are struggling thin society. To adapt to this culture and this environment and this society. Basically what we did started doing for the 30 students, 30 students who were really not achieving their

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academically, southwest area, and started doing homework and tutoring after school. In addition we started providing sports, soccer was the main thing but continuing doing basketball and track and field. And those are the kids that never had opportunity because of they were born in the refugee camps and mom and dad could not help because the lack of a language. When they arrive in the united states, based on their age they are being put into the schools. 15 years old could be in high school, but never learn a, b, c, 1, 2, 3. It was very difficult to adapt that. We started working with the schools, maybe three schools, elementary, middle school, and high schools, to have homework and tutoring for that point. The community, white kids, african-american kids, and you guys know the minority, we talk about that a lot. Minority and african-american, but imagine african refugees coming to this society and facing that difficulty is huge in this community. So that the problem was, when they put together in the schools, they find out right away that this not their thing. They cannot succeed in this society in these schools so they drop out of school. The problem started there. How we can sustain them, keep them in school, we have to do homework and tutoring. Now, with that, just for the numbers, from the last three months, there's about 200 families, 200 people from kenya, arrive in this state. Just Oregon alone. For the first eight months, the state covers for the rent and the living. After that, good luck. What are they going to do? No one has no idea. Now, I would not say don't bring them. Because I do know this opportunity, this is the lands of opportunity. I start myself. Economy here in '96, start, you know, in my high school, went to college and graduate. Now do we need help these people? Do we need to help face the challenge? Of course. Are we ignoring? Absolutely yes. What can we do to help to engage this community. That we bring into this country. Or don't even bring them. Don't even bother. The last 10 years I have been living 15 years in Oregon. For the last 10 years there's over 6,000 refugees coming from alone somalia and ethiopia.

Adams: Sorry. I need to have you wrap it up.

Dar: Now, I want to wrap it up. I want the community started from the leaders, the elected, help these refugees and help adapt to culture and society and their community. Thank you for having me.

Adams: Thank you very much. Hi. Welcome.

Anne Downing: I will be brief. Good evening, mayor Adams and our caring city commissioners. Thank you for this opportunity to share with you some of my thoughts about equity in Oregon.

Adams: And your name?

Downing: My name is anne downing and I have the great good luck to teach english as a second language at david douglas high school. My students come from all over the world. And they in & their families have come here to work and learn and above all to live in peace. David douglas occupies 12 very diverse square miles. 10 years ago, the percentage of white natives english speakers in the district dropped below 50%. More statistics. Sorry. In 2007, it dipped below 40%. Told it's at 32%. The fact is the students in my school district go home each night and speak 75 languages. Only one of which is the english language. Life has been difficult for these new Portlanders particularly those who have spent most of it living in a refugee camp. These new members of our Portland family need more than equal opportunity. They need more than tolerance. They need all of Portland's family to connect them, mentor them until our children's children stand together in this wonderful community. Equity is a caring -- is an ideal caring humans can strive for. We can make this one of the richest places on earth. I am over. Sorry about that.

Adams: Thank you very much. Mr. Parker, welcome back.

Terry Parker: Thank you. Terry parker, fourth generation Portlander. I have edited my three minutes down to two. Equity has many facets. My focus this evening is in an area the city has

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subjectively refused to call the call for equity. The current political approach for controversial bicycle and transit projects is to routinely stack the deck on citizen advisory committees with special interest activists and then proclaim community support. The voices of fiscal stakeholders such as tax abused motorists representation are excluded from within the up front process and conversation. The big missing piece from this political manipulation is equity. The huge problematic result is the absence of financial sustainability. A change of direction, cultural shift must take place. One of the valid functions of functional obligations for an office of equity must be to create an eco-policy of reputation fairness principles. Responsibility requirements must include infrastructure user fees for bicyclists, the elimination of a leak free rail zones and the mandate that transit fares better reflect the fiscal costs of providing the service. In other words, sharing the benefit or sharing the burden for the benefit. Not only is this a more equitable funding mechanism for transcript infrastructure but it's also a step in the right direction for alternative transport modes to become more self sustainable creating a steady revenue stream that is less interrupted by oil prices, tragic projections and shifts this must also address citizen process where by specific representatives from all modes of transit are included on pdot advisory committees with membership numbers. Its totally unbiased to assert the excuse because most people drive there's no need to have the more specific representation on transport. Just about everybody walks. In closing continuing down the same one-side road only stirs up the lack of equity and increases the deficiency of financial self sustainability the local action is yours. Creating a city office of equity is right thing to do. Producing an equity policy of transport fairness principles, falls within the ream realm of what an office of equity must do.

Adams: Thank you all. Appreciate your testimony.

Adams: Mr. Stratton.

Jack Stratton: Good evening. Honorable mayor and commissioners, my name is jack stratton. Speaking as a citizen today. Apart from a simple desire for justice, there are selfish reasons why white people should support equity. As booker t. Washington said one cannot hold another man in a ditch without remaining in the ditch with him. Is Portland truly holding people of color in a ditch? A 2009 report from the urban league showed the conditions for african-americans in Portland have not improved in the 17 years since the last report. And by some measure have gotten worse. 2010 psu report showed Multnomah county is uniquely toxic place for people of color. Asian, african, or native descent. Personal stories are likewise persuasive. One african-american colleague who interacts professionally with civic agencies says she's treated better in conservative areas and on the coast than she is in liberal Portland. The costs to all of us is enormous. Federal reserve governor andrew bremer showed discrimination against blacks in education and employment cost all of us \$241 billion in 1993. We all lost this money. Though through taxes, african americans did not pay, goods they could not buy and the retailers blacks could not buy from in turn not buying goods from other whites and so on. Each of us lost about \$1,000 that year. And the year after that and more every year after that. Which of us in this room would not have benefited from having an additional \$18,000 in our lives over the past 18 years? Astounding me more if we were to add in discrimination against latinos, native americans and sectors beyond education. Our act of hiding people of color in a ditch is hurting us all on a massive scale. It's time to step away and to let our city bloom. The proposed office of equity is a move along that path and has been criticized for being imprecise. Well, it has taken us 150 years to create the mess we are in and will certainly take some improvisation to disentangle. If we shy from the process because no yellow brick road has been laid out for us we are choosing to stay in the ditch. The initial focus on governmental institutions is appropriate. Though banks, universities and hospitals to name a few all contribute to maintaining racial disparity in Portland, government must be a strong player in

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institutional change. Let me close with a comment on the proposed budget of half a million dollars per year for the office of equity. If you think that is a lot of money, compare it to the more than \$6 million per year that racism costs the 600,000 people of Portland. \$6 million a year versus a half million. If the office of equity were achieve only 1/10 of 1% reduction in racial discrimination in Portland it would fully pay back that only investment. I urge you all your support for the proposal and thank you so much.

Adams: Thank you. Thank you for your testimony. Welcome.

Tim Hall, Water Bureau: Thank you, mayor.

Adams: Welcome back.

Hall: Good evening, mayor Adams and commissioners. I currently am employed with the Portland water bureau. I also serve as the chair of the city african-american network, a member, an atinty program. I also chair an advisory board for president ray at Oregon state university on the issues of community, diversity and equity at osu. I am here tonight to ask for your full support in funding for the new office of equity. I applaud mayor Adams for his desire and commitment to finally do something more than talk about ensuring equity city wide. I agree with the mayor and with commissioner Fritz who want to finally start to change the negative culture and climate in Portland for many people of color who live and work here. Sadly, many people brush aside the truth that Portland can be an unfriendly place to live and work. Seven years ago there was much hoopla in city hall about diversity and equity but the fact is that african-american employees actually saw fewer opportunities since then. The city friend american network was establish the to advocate for fairness in the workplace and to promote the hiring of more people of color especially in bureaus where there historically were very few. Sadly we have made very little progress. I have had the honor and privilege of working with all of you, and I am very proud to say that. So I know that your hearts are all in the right place whether you vote yes or no. However, if you and future commissioners and mayors want to see Portland attract new, legislator -- large and small businesses in jobs you must deal with one of the root causes why companies send -- sensitive to how people of color are treated will not consider Portland. Our city is full of inequities that most of the public never recognize because it does not affect them. Just as one example, the city, the safeway enter market on martin luther king boulevard closes its doors at 11:00 p.m. On saturday. Yet the safeway at jantzen beach downtown Portland, and the lloyd district and elsewhere are open until 1:00 a.m. We all know why. You have a chance to start to change this form of discrimination by establishing the office of equity. Its mission will be very clear to you once you do so. I encourage a yes vote and thank you.

Adams: Thank you.

Fern Wilgus: Thank you. My name is fern, and I am representing myself this evening. As you can tell, I am old. [laughter] you may or may not be able to tell I am a lesbian. And probably you cannot tell that I am a person of disability. So I have covered some of these areas. When I first found out about the potential for this office by working with commissioner Fritz on some ONI projects, I told her that I think it's a wonderful -- there are some other organizations that I know that have had some involvement with this. And I want to let you all know that I support this organization simply from the perspective, there's got to be a leader. There's got to be a champion in order for all of the other organizations that you've heard from this evening to be successful. You can be the role models and whether you are reelected or not, the situation is that each one of you are either a commissioner or a mayor. And I say, let's get started today. This is old, this is lesbian, and this is disabled person. Thank you.

Adams: Thank you. Ms. Gary-smith, welcome back.

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Sharon Gary-Smith: Good evening, mayor and commissioners. I am here tonight in support of a work in progress. I am here tonight for a messy process, which from my experience of all these years has always been the business of government and governance. And so I am excited the at the possibility of getting about the business of crafting, of overseeing, of managing, of monitoring, of figuring out how to move forward in a way that the mayor has initiated and commissioner Fritz has taken on for her responsibility. I have never seen a perfect process in Portland or most other cities about something so important. And I wouldn't want it perfect. My experience and that of many in this room, our parents waited. Our parents' parents came here poor. People of color, people with different abilities, people whose sexual orientation caused them to be the others. I doubt if many of you are, in fact, those others that we have experienced on a daily basis. So I want you to wrap yourselves around this, no more reports, you have all the reports, the information, the knowledge, the gaps and the expertise in this room and outside it to guide your feet around transparency about those of us who are always just us. I want you, commissioner Fish, to approach this with a level of knowledge wanting, as you experienced around housing discrimination. I experienced it personally. And what I learned as landlords who discriminate, they already have education. They know they can get away with it. I want you, commissioner Saltzman, to be excited and engaged around equity and on office specific for that matters just as you embrace the children's levee because our children, my daughter, my parents' children, we want to thrive. We want to not be assumed to be less than. And get the leftovers. And I want you, the longest tenured commissioner, commissioner Leonard --

Leonard: I am just the oldest. Commissioner Saltzman is the longest tenured.

Gary-Smith: That, too. I want you to approach this as you approach the firefighters and the police pension. I want you to pretend this is that little care taker cottage at powell butte. I want you to not wonder anymore about whether this is diversity or equity or multiculturalism. I want you to say our last legacy to be stepping forward up on and with us, not on the shoulders of those of us who right people who historically have been the ones left out, wondered about and we will reserve it for later. If you don't think this is important enough to support the efforts that have begun, then, that tells me you want business as usual, which is never been my business. Thank you. [cheers] [laughter]

Adams: All right. That's ok. Because she's your mother we will let that one go. But unless she has other children in the room. The rest of you have to adhere to the rules. Who are our next four?

Adams: She's not saying my name because it's impossible to pronounce.

Adams: Please begin.

Kristie Duykinck: Thank you. Although there are many dimensions on diversity I want to focus on race. As we hear all the statistics and I know you know them that I think the challenge is, especially as white people, how do we feel them? How do we feel the impact of what it's like to be on the losing end of those numbers that are so devastatingly inequitable? And so I was thinking about, what if we collected all the same data again next year and suddenly, o. It slipped. And now it's white people who are on the losing end of all those numbers. It just changed. How you were gent would we think that was as a city? What would be the clamor for redress? For equity? I think we would all agree that it would be urgent business. So I think what happens after so many decades of this gross racial inequity and now worsening in Portland, sometimes I think particularly for white we can become insensitive to the pain. And the pain behind that statistics -- it's just not perceptible to us. And it's sort of becomes not that we would really say it out loud but there's kinds of, well, this is maybe the way it is. It's always been this way. We tinker with it around the edges but I think we need to take it in our hearts and imagine that it is really our responsibilities to deal

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with it and I ask you and support of this measure to lead us toward a just Portland, a Portland we can really be proud of. To say to your vote this is really not acceptable in Portland, we will not let it go on, we not only can do better, but we will do better. Thank you.

Adams: Thank you very much. Walter? Hi.

Walter: My name is walter.

Adams: And your last name?

Walter: Walter.

Adams: Just walter. Ok.

Walter: I am new to the city. I am from brooklyn, new york. And I am honored to be here in this expression of democracy. Ok. And so a few months ago I read an article in the Portland tribune that in which the mayor talked about positioning Portland to be an international economic powerhouse. In conjunction with working with psu. I think that's laudable. Applaudable and commendable. I also recognize that you are also going to add an extra letter to the chromosomal structure of the city, e, equity. I have heard, I have seen the numbers. I have heard the numbers. And I am impressed that you are going to do this. That you are trying to be an acropolis which means a city on the hill. I look forward to listen to all the nos. I hope this engenders more no's than yes because I think that equity has to be challenged and it has to also compete with those who are ignorant. And I am not saying using the word insultingly but those who don't know. I think philosophically the idea of equity has to be competitive, persuasively logically and also emotionally competitive. There's a lot of no out there. A lot of it. I have heard this lady talk about some of it. I have heard the black lady before me speak of it. Ok. So that philosophy that business as usual has to be challenged, ok, and has to be challenged categorically. Cannot be challenged sentimentally. I want to commend that the municipal institution is going to deal with another institution that's going to deal with this. I have no -- I have no -- and I don't care really how many no's out there. I want to hear the no's. Ok? But the idea that the mayor came out with a few months ago that he is going to position on the rest of you are going to position the city to be an international city, you have to get into the tectonic place. You have to shift the tectonic plates, socially economically and racially. You simply have to do this. And if this office yet to be created has that as an intention, then, the arguments that are going to come against it, ok, willing met. By the people in front of me and I think it will be met by the people in back of me. Thank you.

Adams: Thank you, sir. Appreciate it. Mr. Dixon.

Daryl Dixon: Good evening, mayor, commissioners. I am here to express my support for the office of equity and the city of Portland and I have a few comments. I want to say, I was remind of when I was meeting with chair cogen and he was having to make a decision about who would be his chief diversity officer. I commended him because I said in these economic times you will be criticized for spending money on this office. But I said no matter who you pick I respect you so much for taking the courageous leadership to do this because you understand that when times are hard, that's when you need to address equity even more. There's never been a convenient time or the right time for this work. 20 years of doing this is never been convenient. It's never been enough money but it's the all right thing to do. Sometimes you just have to build the airplane while you are flying it and I commend you. You have been, you have been criticized for not having it all laid out and I would be critical of anybody that thinks they can lay out equity in a plan and it have on page one, two, I will be very critical and suspicious of that. This is just one of those things that sometimes you start the journey and you discover as you go. So as someone said, don't let that be a barrier to your decision to support this. This is that kind of thing, like beauty. It's like love. It's kind of hard to define but you know when you don't have it and you want it. And when you have

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it, you know you got it. And that's what equity is like. And so I just want to commend you and let you know that I am, and my staff at county, are looking forward to working with your director and the staff that you bring together. We will do everything we can to help you go forward in the city of Portland. Thank you.

Adams: Thank you, mr. Dixon. Appreciate it. Hi. Thanks for waiting.

Lavaun Heaster: Hello. My name is Lavaun Heaster. And I am involved in many of the disability groups in the Portland area. So hello to everybody because I think that all of us have dedicated ourselves by being here this evening. I have never seen such a good turnout over the disability community. So I am excited by that. I want to start out by commending the urban league and the coalition of communities of color on the reports they put together. I found them just very heart wrenching but not surprising, unfortunately. Not at all surprising. And I think in the best of times, we have had all kinds of problems in this city with the issues of equity, and right now, we are kind of in the worst of times. And it's disproportionately affecting some of us and that's a problem. For me, I speak from the disability communities. And I am talking a lot about invisibility so when I commend the coalition and the urban league on their report, I wish we had such a report and I think the office of equity gives us an opportunity to begin to become visible. And I just want to share some really quick stories. I have a friend who is completely blind and she was robbed and she could not report it because no one would take her report because she could not see. That's unacceptable to me. I heard someone say unacceptable before and I am like that's unacceptable to me that someone can't report a crime. I have friends who are having difficulty getting into housing because of accessibility. I don't know how many friends I have talked to about jobs and job issues. It's really hard to feel invisible because when you do go to work, when you do come into meetings, it's really rare that you see people who have obvious disabilities and the people who don't have obvious ones, we spend as much time as possible passing. Because we don't want to be identified. The last things that I wanted to talk about was how Jack Staighen talked about how much money would we have if we didn't have the racism. How much money would we have in the economy in employment for people with disabilities?

Fritz: Thank you very much.

Adams: Thank you very much for your testimony. How many more do we have after that?

Moore-Love: About 18 more people after these four.

Adams: After this?

Adams: It is now after 11:30. It's after 8:30. So really, if your points have already been made, I would encourage you to -- you can take your name off your list or continue to testify. I think we are -- Lopez? Is that the first name? Correct.

Moore-Love: I think those two people didn't make it up here.

Adams: We will begin with you.

Jill Severson: My name is Jill. And I first actually, while I am up here even though it's not addressing any of you I wanted to wish the muslim city members of the city a happy Edmabaruck. I think I know the month of Ramadan just finished. I wanted to take the opportunity to say that. Thank you for hearing my testimony today. I wanted to address something that I think hasn't been addressed completely which is so myself, I moved here 23 years ago, and within a few months of my visit here, a man Mulugeta Seraw, from Ethiopia, was murdered by skin heads. Even if people didn't live in Portland at that point they might remember that. And I mention that because at that time, the result of that was that the metropolitan human rights commission, I think, and the city actually funded diversity training trying to get the root of why hate crimes like these, like those happen here. So I think my concern and thinking of seeking towards the three members that we don't know have, that have the support yet of this ordinance, we know again, I am concern about

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the backlash that might be out there because of the economic times. But I think we need to reach for love. I also, so I want to say that what we know in deeper in worse economic times are when hate crimes and incidents of violence escalate. It's a time especially when we need to come together as a community. And not only, I am not speaking to you only as members but really all of us as citizens. We need to come together and do our part as well. I want to step up my part.

Thank you.

Leonard: Mayor, if you don't mind, I am a little taken back by this perception has continued to be allowed to exist that commissioner Fish, commissioner Saltzman, and commissioner and I oppose this ordinance. We voted in the budget last year to fund this program. Unanimously. Including commissioner Fish, commissioner Saltzman, and myself. The issues that we have, have not to do with the funding of this program or the setting up of the bureau. We will have a discussion after the testimony is over. I think you might be enlightened to hear what the substantive reasons are but they are not budgetary reasons and I regret that either of the two sponsors of this measure haven't pointed out that all five of us have voted unanimously to fund this office.

Adams: That's true. All right. Ms. Perez.

Martha Perez: Thanks for inviting us. We are Portland. We are one of the every martha. I am a general political activist by night. The basically means I get emails from every single one of the people that you have heard from tonight and I make my decisions informed from them. Former and future political candidate for office as a native american woman, hispanic spanish speaking. My day job is Multnomah county wrap around where we serve foster children giving services to highest risk in our state. That includes disproportionate rates of native american, african-american and latino hispanic. I am here tonight because on the job you still hear racist comments about things. It's hard to talk about that. So I hope that office of equity would support in their own way a national poverty law center -- I think breaking the law when we don't provide enough sufficiently certified multilanguage interpreters and translators. It's an epidemic and the office of equity can get involved. Let's see. The big point I want to make is no provision made in draft ordinance for hrc's future, independence or staffing of office of human relations and its programs. That's a big point I want to make when I leave tonight. And these are things the office of equity will deal with. Let's see.

Adams: I need you to wrap it up.

Perez: Also the other thing, the final point was, in a time of budget crisis, Multnomah county has a committee of equity that's dealing with the desire upon managers to hire people of color but it's hard to do so when we can't get around the mandates and policies. The difficulty. Yeah. I conclude my -- oh, just considerate possibility the equity office would bring in additional revenue or resources because we will set a national example for what we need to do in terms of equity. So mayor sam, when you retire go out with a bang, not a whimper. Thank you.

Adams: Thank you. Appreciate it. Hi. Welcome.

Lisa Reed: Hi. I am taking taj's place as center for intercultural organizing. My name is lisa reed. I am with the center for intercultural organizing as board president and I want to say the city of roses uses a tag line, the city that works. But the question is, does Portland really work for all Portlanders? Including people of color, immigrants and refugees? You know, as well as lgtq and people with disabilities. Remember that Portland is only as strong as our weakest link. So you have already heard mulch compelling testimony and I please ask you to consider it heavily. It's important to lead this office with race and ethnicity as the umbrella over all factors inequities in Portland. People of color and emigrants and refugees who are lgbtq or have disabilities are hit with the double, triple wham me when you consider age and language barriers. The office of equity would be an investment in Portland as you have heard before. And investing in our human capital

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now will ensure that the livability and quality of life will reach all Portlanders in the future and is less costly to prevent a prevent a crisis than create one.

Adams: Thank you.

Reed: I just want to say that it's really imperative that if you really believe that everyone in the city should have a good quality of life, and have access, that we need to make sure that everybody votes yes on this initiative. Thank you.

Adams: Thank you. Hi. Welcome.

Curtis Walker: Hi. My name is curtis walker and I am the director of arts. We break barriers to the arts. I am here to support the city that works towards human rights. I am here to ask that we continue to focus on race and ethnicity and disability. I also would like to see language that includes deaf community added to the working version we have now. We deserve not only work but work that is rich and content and fulfilling. We deserve housing that's not just substandard but housing that is healthy, safe, accessible, functional and beautiful. We deserve access to all community events and spaces approximately access means not just physical access but social and cultural access approximately as is the third most common spoken language and culturally deaf and people of color and disabled people are continually left out. Trying to launch a bunch of stuff together. I have been involved with the intergroup dialogue and I would like to suggest that that continue. Lastly, I would also like to mention that transviolence is something that needs to be addressed. As a transperson I have received many sources of violence on the streets of Portland. And I choose not to take public transportation or walk on Portland streets because of my own safety. Thank you.

Adams: Thank you all very much. Welcome. Welcome back. Please begin. Two more, please.

Adams: Ok. Another person? Caitlin wood. Jim jackson. Chair baugh.

Andre Baugh: Thank you, mayor, council. Andre baugh. I am a small business owner. I also serve as the chair of the sustainability commission but tonight I speak to you as a community member. As you might guess I totally support the office of equity and the proposed work plan. And I offer that support not only in my behalf but on the behalf of all of the community members that serve on the Portland planning sustainability commission from that standpoint. The support is based on the fact that equity is a centerpiece for the Portland plan which you will be seeing soon. And that centerpiece of equity is going to permeate as you will see into all of the partners which are over 30, all of the agencies, the bureaus. It has standards and accountability. For all of Portland. It's a broad umbrella and it's something that is going to be Portland for the next 25 years if, in early 2012 you adopt the Portland plan. Sow the office of equity then becomes perfect connection for implementation of planning action. And that action is something that you will see in the Portland plan in the future. So thank you for your support.

Sam Sachs: My name is sam sachs and, mayor, commissioners, I want to thank you for the opportunity to speak. I will make this quick. I support the query. I am a little different than some. I am an able bodied white male who lives in the city and I live in a world of privilege, to be quite frank. I don't have a lot of the worse and concerns many people in the this room have but I care about this city and this community and I want everyone to have the same privileges and quality of life that I have. So I am not really here to give testimony. I am here to bear witness to some inequities I have seen in our community and I think inequity for one is inequity for all of us. I appreciate the fact that you have taken this under advisements and you are looking at considering making this office a reality. I think it's an easy choice to make. You have heard great testimony tonight. And I just would ask that when you look at this that you look at it not through your eyes but through their eyes, the people that are here. Lastly, I just want to say that it's never too late to do the right thing. 20 years from now, people won't remember what I had to say or many people

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here. But they will remember the five people in front who made the right choice and that will be your lasting legacy of moving Portland forward. Thank you.

Adams: Thank you, mr. Sacks. Welcome. Thanks for waiting.

Adam Kriss: No problem. Thanks for staying up. My name is adam Kriss. Since moving to Portland from new york, in 2006, I have had the opportunity to join the commission on disability, which I am a commissioner on. I've also been able to serve on various, you know, committees that have looked at the inequalities and inequities of persons with disabilities. And one of the things that I think, you know, I really support this initiative of the office of equity. But also I am real encouraged that the talk is really followed by action. I've been on a lot of committees so far where there has been a lot of talk about, well, this is what we have to do, this is what we have to do. And it's important to talk. It's important to listen. But at some point, it's also important to take action on a certain situation. So i'm hoping -- i've been listening to a bunch of testimony tonight, and i've been listening to people talk about what's happened in the past and what should happen in the future. My hope is that with this office of equity, we really start to focus on what we will do but also take action as opposed to just talking about it and understanding it. Thank you.

Adams: Thank you, sir. Hi. Welcome.

Amy Anderson: My name is amy anderson and I am on the Portland commission on disability. I also work for the Multnomah county jail. I have been a volunteer there for 13 years. And if anyone has seen inequity and I call it madness, it would be me. Because as an individual who suffered the inequity of a person with disability, and my job, lost my job after 21 years because of my disability, I have come to the conclusion that what we are looking at is, we are looking at a value system that no longer exists the way it was when I grew up. There was a value system that said, when you worked, you worked to the maximum of your level of degree, not the minimum. Sometimes people get in positions and they forget about the standards about raising the bar, about setting things higher at a higher mark so others can follow us. Most of the children today that I work with have no goals, no desires, no aspirations because they do not see leadership leading in a role with values. We must relook at the reasons why we are so afraid to look at how to correct ourselves. I was privy to witness a diagram with the safer pdx plan I was working on and I was in shock that at this level of advancement in our society, we are at such a base level of performance in understanding how to correct ourselves without taking it personally. So we need to get better at learning how to look at what the facts are, what the truths are, eliminating the myths around who our friends are and look at it more of a business perspective instead of a personal perspective. That's kind of what I have experienced sitting on about 15 different committees now is keep asking the same question. Where is everybody else at the table? And i'm realizing it's based on personal emotion and feeling about how you value the next person who's different than you.

Adams: Thank you. I'm sorry, we are out of time.

Anderson: No problem.

Adams: Appreciate your comments. Thank you very much for your testimony. Would you like to begin?

Karen Redington: Sure. "name is karen redington. I am speaking city of Portland behalf of myself. I happen to be a citizen of the neighboring city of beaverton. And I want you to know that I support the office of equity. We in beaverton are also working on this issue on a little smaller scale. I think of Portland as sort of our big sister. But I know that the mayor and city council are wrestling with this issue as well. I also happen to be on the city's human rights advisory commission. And I think that's all I have to say but I am very encouraged. If I could walk into every room and see the panoramic view of people of color, abilities, ages, that would be wonderful thing to see. And it shouldn't be unusual.

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Adams: Thank you for your testimony.

Fritz: Thank you so much for taking the time to come.

Redington: Absolutely.

Adams: Hi. Thanks for waiting.

Mary Czarnecki: Thank you. My name is mary. I live in northwest Portland and I grew up in east Portland. Northeast Portland. So I am a both-sider and what I really am here to talk about is, i've been really active in terms of Portland's livability issues in terms of architecture and urbanism and when I want to tell you that when deputy secretary simms, one of the nation's foremost leaders on sustainability and racial justice, came to Portland on the 40th anniversary of earth day, april 23rd, 2010, I was struck by his rich cultural heritage and a belief that everyone should have a rich and vibrant life. And I was able to share some articles about livability and it was very meaningful to me. What I think we are missing and this is just a little piece of the pie, is that we are not talking about a mixed income housing. And I think we talk about mixed neighborhoods. But actual buildings in which you have a mixture of people. I think the anonymity of having disabilities or differences should be an important issue. I think we could blend in easley. It's been a pet peeve of mine for a long time. My husband is in affordable housing for the state for 10 years. I know these issues and I i think that's a hard issue but I am starting to hear developers and other people that are interested. So just in closing I want to thank mayor Adams and commissioner Fritz for this creation of the office of equity. I think that your leadership on this will help enrich lives of all of Portlanders and I think it's an invaluable piece in forming equity for all of Portland. In closing, everything, this is a quote, "everything that we see is a shadow cast by that which we do not see." martin luther king.

Adams: Thank you. Again, thanks for your patience. Welcome back.

Mike Dee: Howdy. Mike Dee. 133 n.w. 36th avenue. Good to see you, commissioner. Glad to be back. I had a question, not a question. I would start by first saying that I don't necessarily have the same level of education that a lot of the people here. And so I would suggest a definition for the word equity and the word disparity. They are both used in this document. The name of the office sounds a little orwellian to me so I am not sure what that means. Let's see. It sounds like a good idea so I would probably be in support of it. I am concerned as far as the systemic change and the root cause of the things you are trying to address. It sounds like you have to have the at least the three branches of government involved, too. You know, the jury acquittals and direct action piece and the media kind of all working on it and to make sure things that are going to work. I want to make sure people get fed. I don't know if that's going to happen through this office. It's a big deal. I know we started there was one minute remaining. Equity. Portland division commission, the pdc and the tax increment funding and how that seems to take taxes off the community and spend it on these very concerns people are trying to address here.

Adams: I need you to wrap up.

Dee: The tax write-offs and special grants. I guess I would say freedom of travel and my friend richard countrying who is in the Oregon state hospital, trying to fight with people's rights. A bunch of other stuff here. I will submit my testimony in some way. Thanks.

Adams: Thank you, mr. Dee. Welcome. You are our last speaker tonight.

Doretta Schrock: Last and least. Oh, well.

Adams: Saved the best for last.

Schrock: Thank you, mr. Mayor and commissioner. I think there's no doubt a broad swath of the community sees this office of equity as a way to take a big step past good intentions to data-driven solutions to problems of equity in Portland. I know I have talked to all of you about equity issues at various times and I know none of you want to say no to the amazing amount of work that went

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into producing this resolution, to the incredible talent we saw tonight and the incredible passion. I know none. You want to say no to that. I do want to tell if you vote against this resolution, because you know, it's not the right time or you have some problems with the structure, people are going to hear that as no. And I really urge you, what people want from you is to vote yes on this and take it forward and make it work. I really want to encourage you to do that and take advantage of the incredible talent and passion to help with that that you heard in this room tonight.

Adams: Thank you. Thank you all very much. As I said at the beginning of the evening, this, unless there are objections on council this continues to 11:00 a.m. On the 21st of september. Between now and then I will be working, we will be working with our colleagues and you have given us a lot to think about, which I know I certainly appreciate and I think everybody else does up here. I offer the opportunity for any thoughts to summarize before we adjourn.

Leonard: I think it's important to do that. As I said earlier, I have been in, didn't say this earlier but I am going to add to my remarks of earlier. I have been in politics a long time. I served in the Oregon senate, the Oregon house, the city council now for nine years. And I have been involved politically my entire adult life. Born and raised in Portland. This has been the most unique lobbying effort I have ever been exposed to. As I said earlier the city council has already done what most groups try to get us to do. We have already funded the office of equity. We have also funded the human relations office. So totally, we have dedicated passed, all five of us over \$1.2 million for both of those efforts. So what was needed for us to come together as a council to support a proposal was a consensus over how it was organized and, no, it didn't have to be detailed and a lot of us have been around long enough to know you don't have to have all the t's crossed and the i's dotted. What you needed fundamentally was three people to say yes, that looks like a good structure, let's move forward. So why hasn't that happened? I can only speak for myself, commissioner Saltzman and commissioner Fish are more than capable of speaking for themselves. For myself, over the last five or six months, I have made repeated efforts in writing and in person to try to create a structure that merges the office of human affairs with the new office of human relations with the new proposed office of equity. It seems to me if we were listening closely to representative fredericks here earlier tonight and one of the members of the human relations commission, that those of us who sat here in 2007 and voted to create the human relations commission and the office of human relations, believed then that that work was important to create a dialogue in the city on matters of race, for immigrants, and for people who felt discriminated against. We felt strongly enough that we voted unanimously in 2007 to do that. A lot of us also believed that the office of equity is not opposed to the stated mission of the human relations commission but rather is not only complementary to, but is a powerful addition to it. So for me, it doesn't make sense to hire a director for the office of human relations and a director for the office of equity. You should have a director for the office of human relations and equity and then hire staff with the \$1.2 million we had allocated that more efficiently address issues of discrimination, of dialogue between different communities. Why rent two offices? Why pay two light bills? Why pay two directors for small offices when you can hire one to do the same thing? That has been my goal from the beginning of this discussion. It is why I voted to approve the money to allocate it but why I refuse to agree to the structure that as it's being proposed here tonight as a stand alone entity that is apart from and for some people in the community who weren't here tonight feeling opposed to the goals of the human relations commission. I feel strongly enough about my vote in 2007 to sit here and tell you tonight I won't vote for this the way it looks tonight because it isn't as good as it can be and I wrote down what representative fredericks said because I thought it was worth repeating and I got an exact quote. It is important to me that it be done well, not just done. So

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when this is done, I will vote for it. It's not done yet. And I look forward to the next few weeks to try to make it better.

Adams: Any final thoughts? We are done with testimony now. You are going last? Do you have anything to say? Commissioner Fish?

Fish: First I want to thank the 100, 200 people who took time tonight to come out and be part of this hearing and to testify. This has been one of the biggest groups we've ever had in an evening session and I think the testimony has been passionate and thoughtful and constructive. But i, too, want to echo a couple things commissioner Leonard said because I felt there was some substantial misunderstanding coming into this forum. And because I believe that we need come together around these issues, I don't think it's useful to begin this process by having fundamental misunderstanding. All five members of this council voted to fund the office of equity in the budget. Randy said that and it's been put out there as a matter of fact. But that was the fundamental question we dealt with in the budget and there was no dissent. I don't remember that being acknowledged by anyone during the course of the evening. All five members of this council have in different forms and different settings, including meeting with some of the advocate -- I have met with lots of advocates on this. Lots of very productive meetings with people. Have talked about their support for equity. Not just the concept but doing it in an intentional way. I don't actually remember that being reflected in any of the testimony of many of the people that have visited with me and I have shared with them my goal is to get to yes and get to a stainable yes. So I want the record to be clear on that. All five commissioners up here are in their own different ways working to implement equity agendas in their bureaus. Now, that is different than saying, are we coordinated you, aligned and as effective as they can be? That's not my point. I am not saying that's adequate. Mitch, we have had that conversation behind closed doors. I get the fact that it has to be intentional and consistent and structural. I get that. But I also think it's worth observing that there's a lot of interesting and important work going on in all the bureaus. I actually didn't see that in the slide, page seven or eight of the slide. I saw some. I didn't see any bureaus and I can tell you that there is a lot of good work that was not reflected on that and I think that record needs to be complete and it needs to be updated and revised. Including not just bureaus. How about advisory boards to bureaus like the parks board? It took on equity with nicole's leadership and came up with not only a definition but a plan. That work is important. It may fall short of the standard we are trying to achieve to this process but that's a citizen-led effort. I would like to acknowledge that. I think the record should reflect that. The thing that I haven't -- randy and sam and dan can point to 20 years each of public service in different capacities. Ok. So amanda and I are the newest. I can point to three years. But one thing about our work that I always find is inherent tension. People come before us and say, let's move beyond good intentions. I agree with that passionately. People come before us and say make it work. I believe that passionately. People say I hope your talk is followed by action and I passionately believe in that. But sometimes I have noticed on the tough issues people are critical of us as a body if we take a little extra time to get it right. And as a legislator, I have to tell you that can be frustrating because it's almost as if in saying we need to take a little more time, to get it right, people are questioning our motives as opposed to seeing that additional effort is underscoring what they are telling us from the beginning, which is get it right. We had this come up when we did the joint terrorism task force debate. We would it on police oversight. There were people who said, you know, it's time to act. You know, do it yesterday. I deeply appreciate the notion of this fierce urgency of now. For 20 years I was a civil rights lawyer before I had the honor of doing this job. And I know from my own work many of the issues and barriers that have been identified in the testimony. But I as a legislator frankly have never found that I have -- I have never really subscribed to the notion that on certain issues they are too

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important to get right and take the time to get it right. I want to say something about my colleagues because I think this gets lost sometimes, perhaps, in the media coverage. The kinds of discussions that we have as colleagues about these issues are discussions I think you would all be proud of if you were in the room and you were listening. Because they are substantive and intentional and about shared values but they are part of our process. If the people in Portland want to change the charter and go to a strong mayor and a bicameral council, fine. If you want to eliminate all of this go and to a city manager, fine. But as long as you have the five of us, it's the five of us serve as a legislative body you get the benefit of five ditch experiences, five different approaches and I find it a privilege to be involved in discussions with my colleagues about these issues. And I reach, I approach this work with humility and when I sit down with commissioner Fritz and he says, nick, you have I got wrong and I want you to hear another perspective, I find that useful. I don't want to short change that process and I think sometimes people think, well, put it in the oven and get it out as quickly as possible. Sometimes when we cook it just a little more, we get to the kind of unanimity that the communities is asking for and we get to the sustainable long term outcomes that people are looking for. Now, in my conversations with a number of you privately, I have heard consistent themes. You have asked that we be clear in our purpose and our mission. This council is committed to making sure there's clarity of purpose and commission. You have said that this needs to be sustainable. This cannot just be launched and then allowed to fail so be intentional and make sure it's sustainable. And a number of you have raised profound questions about how this interacts with the office of, excuse me, the office of human relations. That's a big question and I have to tell you, that I have had some very interesting views expressed to me by people in this room but all privately and many under a request that that not be part of the public dialogue. People have different views on this, principled views and I have been hearing them. And I respect all those views, but one. Things we have to grapple with is how do these two entities come together? And is there a way in structuring this where both can be strengthened? Both can be more successful? Because we are committed. This council supported vote unanimously or a prior council. The other unanimously. So I want to share that because it sometimes concerns me that people think that a deliberative, democratic process with committed people is somehow betraying the cause. And I actually think it honors the cause. I actually think that serious people spend extra time to get it right because they want it to be right for the long term, not just right at a forum when we all want to certainly take a bow. And so that is what, in the next three weeks, we will set our minds to. And I have heard a lot of testimony tonight. I have taken a lot of notes. I want to absorb it and I want to think about it and I want to think about how it impacts the final product and I want to sit down with the two leaders who but for their efforts we would not be at this point and I want to hear their thoughts and ultimately, I want to come back at end of september with something that we can all support. And I think we are ever so close but please do not, do not confuse some disagreements about some of the details and some principled issues that have been raised with somehow a collective lack of will or somehow a lack of understanding of equity and the need to act. I think that would be a disservice to this process if we began it by making that assumption. I want to thank my colleagues for the work that they have done on this. Particularly the mayor and commissioner Fritz and I really want to thank the public tonight who has enlightened us about how to think about this work going forward.

Saltzman: I want to thank everybody for their testimony tonight and I just want to say that if I felt the office of equity could really solve all the problems cited here tonight there would be no disagreement. We would be voting for this hands down. But the truth is, an office of equity can do some things, and I want to make sure it does some things. I don't want to see it become a debating club. I don't want it to see it become a film series, brown bags, dialogues with the community,

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which is a very small sliver. I want to see it accomplish tangible things and, yes, money matters. Many of the people who testified tonight also come at budget time and ask for money for their organizations. Office of neighborhood involvement, elders in action, asian family center, I believe. Money does matter. This is not one-time simply half a million dollars. It's half a million dollars a year ongoing. So I totally associate myself with remarks that commissioner Leonard. I'm not going to support two small offices, the office of human relations with three people and a salary to a director of \$100,000 plus and turn around and support a separate office of equity of maybe two people and a director getting \$100,000-plus salary. No. It's got to be integrated into one cohesive management unit, one director. And that's basically my bottom line. I am not going to support two offices. To me there is not a dime's worth of dinners between the office of human relations and the office of equity, and, yes, money matters and that's important to me. So I just want to let you know. I think we will get there. With you I am just being -- that's where I am right now.

Adams: Thank you commissioner. Commissioner Fritz.

Fritz: Well, first, thank you to everybody who has been here all evening with us. Thank you for your very compelling testimony. Thank you for all of your work over decades in many cases only this huge problem and I think we heard in testimony why it is such a huge problem or that it's still is a huge problem. We are hearing from my colleagues why it's so difficult to get to some of the solutions. I will point out that \$520,000 that was allocated it was a budget note that said only \$100,000 could be spent until this ordinance is passed so I feel a great sense of urgency to get working on the actions, to get the equity lens defined, to get this office going. And I did not hear anybody say that the ordinance before us tonight, I didn't hear any amendment request to that ordinance. And that's pretty amazing considering how far we have come since february when the mayor announced it in his state of the city speech. There was a lot of disagreement and a lot of discussion about the broad scope. We are not going to be solving the problems of hunger in the city of Portland with this initiative. We are not going to be solving a lot of the problems and it's going to take us a long time to even begin to solve some of this. I think the testimony tonight showed that we make even a tiny start that would be a good thing and it would be a good thing economically as well as socially and morally so we are going to continue this work. And I believe that what I have heard tonight is that this ordinance is a good foundation for the office of equity that it defines how it needs to be done, the research that's gone into putting it together. The action items from the Portland plan, it seems like we are pretty much good to go on that. The part that has come up in the last two days has been is the notion about the office of human relations. I will note two testifiers talked about that tonight. One of them said keep the office of human relations and it have serve the human rights commission. The other one said that the director of the new office might be in a new function. That's a lot of a difference. I need to go back to the creation committee and ask for input on how that can be done. Let me be clear. The human rights commission has said it wants to be associated with the office of equity or wants to be part of the office of equity or that it wants to be staffed by the office of equity. If we really value the human rights commission, which I do, I believe that they have a say in their destiny and who staffs them, how they are staffed and what their relationship to this new office is, this new office, the functions of it are internal. The way it's been defined. And in the frequently asked questions that we put forth earlier this week, we and I envisioned coming back later in the fall after we've given the human rights commission the time to help decide how they want to be staffed and how they want to proceed, to come back later with a separate ordinance to define what happens with the office of human relations and the human rights commission. I am hearing from the other members of the council they would like to have that done sooner. It's certainly worth taking the time to get it right and also if we don't move on the office of equity soon it cannot be successful in this fiscal year. It's

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got a very ambitious work plan we have identified and if we can't get started on that by start, to hire the director and starting to get the staff in the office, let's be clear. We have no office of equity right now. Until we pass this ordinance, the funding is in the line item but there's no office of equity. There's no authority for me to start hiring a director. These are some of the practical issues that the council will be having discussions with. I will be having discussions both with the human rights commission and the creation committee and anybody else who wants to give input on this. We will try do it as expeditiously as possible so we are going to need to get started on that soon. This work is too important. And we will be throughout this process taking one step at a time. So to me it makes sense to do this step and then see what the next. I am hearing there isn't support in the council for that and so I accept that reality. I think that the work of the creation committee and the community has come up with a really fine plan for the office of equity so we can build on that and see how is other work going to be incorporated? I am trusting the community. I am so proud to be part of this community. I am so proud to be sitting up here as a representative who came from the neighborhood associations and immigrant, the only woman on the city council, the seventh woman in 160 years. We have had two people on the color in 160 years. And I really appreciate that everybody, including the other four members of the council, are truly committed to getting this right and to moving forward with it. I think that we need to listen to the community and that we need to be responsive to the community and that when we have worked so hard on defining a plan, that I have, this detail oriented person, think it's the right method to get there, I need some input from others and some work with the human rights commission and other entities to figure out how do we do something different in three weeks. [applause]

Adams: No. It's not over yet. Ms. Harris. [inaudible] fundamentally, what I heard tonight from the public was that this is a priority and that the notion of moving forward with both an internal and external effort is supported. I heard from other members of the city council is that moving forward in a single effort of launch as opposed to a two-step effort of launch is of interest and, you know, fundamentally, that can be very productive. We have to figure out the future of the human rights commission in terms of how its work is staffed and what its focus is on. And I think after the years that it has been in place, we know better and the folks that have been on it know better about what it inherently is good at and based on early hopes, what hasn't turned out necessarily. And but I think it's very worthwhile. And I heard support I think from folks up here to continue that, the commission. In some form or fashion. It might be hard to interpret the comments but I am going to interpret them as the opportunity to move forward faster on this by waiting and taking your testimony and working with everyone to move forward. So thank you all very much for your patience. Very eloquent testimony. Thank you for everyone who's been part of the creation committee. I want to thank my staff, lisa libby and dan anderson who work, will continue to work on this as well. We are adjourned. [gavel pounded]

At 9:25 p.m., Council adjourned.