



Building Peace
Ending Discrimination

OFFICE OF HUMAN RELATIONS
CITY OF PORTLAND

REPORT TO COUNCIL

February 4, 2011

Accept the Human Rights Commission's 2010 Report to the Community.

As directed in Ordinance 181670 which created the Office of Human Relations and Human Rights Commission, the Human Rights Commission is fulfilling its obligation to report to City Council on the progress of the Commission and its committees.

I recommend that Council accept the report.


[S] Maria Lisa Johnson, Director

Human Rights Commission / Office of Human Relations

TO THE COUNCIL

The Commissioner of Public Utilities concurs with the recommendation of the Director of the Office of Human Relations and

RECOMMENDS:

that the Council accept the report.

Respectfully submitted



Amanda Fritz

Commissioner of Public Utilities

Report to the Community

From the Chair

Donita Fry

The City of Portland's Human Rights Commission (HRC) is pleased to provide this report on its work since Portland's City Council created the Commission in 2008.

The principles of the United Nations Universal Declaration of Human Rights guide us. We seek to be a model for respectful community listening and dialogue.

The Commission works to advocate and promote understanding, inclusion and justice for all who work, play, worship and travel in Portland. Initial work focused on building infrastructure and strategic planning. We developed budgets, adopted governing by-laws and created a website for reporting human rights abuses.

The HRC serves as one of the most diverse public bodies in the City.

The combined experience of HRC members spans centuries of human rights advocacy and policy analysis. The Commission sees its strength in building partnerships throughout the community to open up respectful discussion of difficult topics.

We understand our independent role. City Council accepts some HRC recommendations; some they do not. Conversations about human rights are complicated. We both provide much-needed review of issues impacting human rights and respond to crises situations.

We invite public participation at monthly meetings and special hearings. We urge the community to be part of fulfilling the challenging mission City Council has set. Please read about our programs and work.

Human Rights Commission

Donita Fry, Chair
Arwen Bird, Vice-Chair
Abdul Majidi
Moloy K. Good
Emily G. Gottfried
Tricia Knoll
Allan T. Lazo
Héctor López
Charlene A. McGee
David Martinez
Donna D. Maxey
Damon Isiah Turner
Kathleen Saadat
Edmund Sherman

Mission

The Human Rights Commission shall work to eliminate discrimination and bigotry, to strengthen inter-group relationships and to foster greater understanding, inclusion and justice for those who live, work, study, worship, travel and play in the City of Portland. In doing so, the Human Rights Commission shall be guided by the principles embodied in the United Nations Universal Declaration of Human Rights.

Community and Police Relations Committee (CPRC)

City Council envisioned the Human Rights Commission's Community and Police Relations Committee as an entity to recommend policy on healing divides between members of Portland's community and the Portland Police Bureau. Human Rights Commissioners, community members, and Portland Police officers participate in public monthly meetings to discuss critical and often urgent issues creating community tension.

The CPRC began its work in July 2009. At the outset, the HRC facilitated community forums to review the Police Bureau's plan to address racial profiling. The CPRC provided input to City Council supporting the requirement for police officers to carry business cards.

In 2010, the CPRC gathered information from Portland Police and the Multnomah County Sheriff's office and held a public hearing on the interplay

between local law enforcement and immigration and customs enforcement. The HRC will make recommendations on this issue in early 2011.

The CPRC addresses serious community concerns. In November 2010 the committee joined other police advisory bodies in beginning a formal review of the Portland Police Bureau's Use of Force policy and related training. The Committee plans to issue recommendations on use of force policies in 2011.

Input into Police training programs is a focus. CPRC members provided training on the history of Portland's African American community and racial tensions with police. The committee made recommendations about training in race relations over the next three years. Members of CPRC will attend a police academy to get in-depth looks at training issues impacting service and community trust.

The CPRC nurtures community and police dialogues. Members

have studied where community policing is successful. The CPRC endorsed "Living room" conversations between community members and the police as a best practice. The Inter-Group Dialogue project of the Office of Human Relations is planning a dialogue between black communities and the police.

In 2010 the Police Bureau requested that the CPRC evaluate its community outreach; CPRC affirmed prioritizing activities that engage youth.

In October, 2010, the Human Rights Commission sponsored a day for 10 youth from Portland high schools to join 12 Portland Police officers for a day of bowling and golf. Portland Parks donated facilities. Community member of the CPRC Daryl Kelly reported:

All in all, the students enjoyed their experience with the officers and said they had thought cops were always serious which further let me know we met a much-needed goal. The effects of this event are immeasurable, but I know from my conversations on the way home that they really enjoyed it, as I did, and that the officers had a huge impact on their lives.

 COMMITTEE FOR INTER-GROUP UNDERSTANDING

In 2010 this Human Rights Commission committee implemented an Inter-Group Dialogue (IGD) project to bring together community members of two or more social identity groups with a history of conflict or diverging perspectives to explore their commonalities and differences. The process honors the need for healing around historic and current harms of injustice and oppression.

Dialogues are based on the premise that through sustained, meaningful intergroup dialogue and education, people can address conflict, and promote the creation of a just society. Initial dialogues have focused on race and race relations in Portland. In the fall of 2010, 22 facilitators for dialogues received training. More than 100 community members from numerous community groups will have participated in eight dialogues by the end of the 2010-11 fiscal year. A "train the trainer" program is a next step in this project.

The IGD program has been an enormous success – so successful that the Human Rights Commission has recommended that the program move from a volunteer-led organization sponsored through the Human Rights Commission to a standing program of the City's Office of Human Relations. The Human Rights Commission, IGD volunteer facilitators and participants continue strong support of this program -- many dialogue groups and co-facilitators continue to meet to further the work begun in the dialogue groups.

 INTER-GROUP DIALOGUE PROGRAM EVALUATIONS

Inter-Group Dialogue Program evaluation included four-hour interviews with each participant. Seventy-five percent of participants found the program very valuable; 85% plan to recommend it to others.

Listen to recent college graduate, Daniel Lucero, who identifies himself as Jewish and Latino:

"It was an experience that will stay with me forever and one that has given me even more motivation to fight for equality and social justice. In the beginning I was not used to being one of the minorities, but toward the end I was

able to share. I gained a better understanding of what other racial groups go through and that there are many similarities between the different groups. I gained an understanding that things aren't always what they seem to be on the outside. Also, there's so much more to do out in the world to end racism."

This is mission-fulfilling work. Participants recommend the IGD to others in their churches, organizations, or neighborhoods. The program continues to grow.

**For More
Information
about the HRC**

Review documents on the Human Rights Commission website:
portlandonline.com/humanrelations/index.cfm?c=48749

Report human rights abuses in the City of Portland at the Office of Human Relations contact form or call Maria Lisa Johnson at 503-823-4428.

In addition to activities described inside, the Human Rights Commission initiates important community conversations. The HRC ...

- Published on December 9, 2010, an HRC op-ed column in *The Oregonian* on freedom of religion called for support of Portland's Somali Americans and Muslim communities and highlighted the importance of community dialogues.
- Conducted a public hearing in Fall 2010 about proposed changes in oversight of the Independent Police Review process and participated in monitoring implementation.
- Invited public testimony and updates from human rights advocacy agencies including Coalition Against Hate Crimes, Coalition of Communities of Color, Sisters of the Road, the Urban League, and law enforcement officers working to address human trafficking.
- Coordinated a public hearing on issues regarding Portland's participation in the Joint Terrorism Task Force to make a recommendation to Council concerning the City of Portland's participation.
- Co-sponsored with the Office of Neighborhood Involvement a community "Speak Out" in Northeast Portland against harassment of an Asian-American youth.
- Called for Portland to stand against bullying following multiple incidents of harassment of gay youth.

The Human Rights Commission (HRC) makes recommendations to City Council :

- Testified against the Sidewalk Management Ordinance. The HRC participates in ongoing evaluation of the impacts of this ordinance.
- Responded to City Council requests for input on local impacts regarding Arizona House Bill 1070
- Provided analysis on Senate Bill 424 Uniting American Families and helped shape the letter from City Council to the Oregon delegation.
- Provided human rights policy analysis for City Council the human rights implications for Portland citizens and possible actions of local jurisdictions relating to the Development, Relief, and Education for Alien Minor (DREAM) act and Secure Communities.

Calendar

Human Rights Commission meets the first Wednesday of every month, from 4 to 6:30 pm.

Community and Police Relations Committee meets the third Wednesday of every month, 4:30-6 pm. Chair: Hector Lopez

Committee for Inter-Group Understanding meets fourth Thursdays, 5-7 pm. Chair: Emily Gottfried

Meetings are generally, but not always, held at the Office of Human Relations, 5315 N. Vancouver, Portland. Please check portlandonline.com/humanrelations for times and locations.

Director Maria Lisa Johnson of Portland's Office of Human Relations (OHR) is the Director of the Human Rights Commission.

The City of Portland Office of Human Relations is in the portfolio of Commissioner Amanda Fritz.

The Human Rights Commission serves at the charge of City Council under Ordinance 181670 adopted in March 2008.

Human Rights Commissioners volunteered nearly 2000 hours of time in serving the Portland community in 2010.



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EndingDiscrimination**



OFFICE OF HUMAN RELATIONS
CITY OF PORTLAND

Agenda No.
REPORT NO.
 Title

Annual Report from the Human Rights Commission to City Council (Report)
 Accept Human Rights Commission 2010 Report to the Community

<p>INTRODUCED BY Commissioner/Auditor: Commissioner Amanda Fritz</p>	<p>CLERK USE: DATE FILED <u>FEB 04 2011</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz <i>Ame Fritz</i></p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <i>Susan Larson</i> Deputy</p> <p>ACTION TAKEN:</p> <p style="font-size: 1.2em; font-weight: bold;">FEB 09 2011 ACCEPTED</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Office Human Relations Bureau Head: Maria Lisa Johnson</p>	
<p>Prepared by: Maria Lisa Johnson Date Prepared: February 4, 2011</p>	
<p>Financial Impact Statement</p> <p>Completed <input type="checkbox"/> Amends Budget <input type="checkbox"/> Not Required <input checked="" type="checkbox"/></p>	
<p>Council Meeting Date February 9, 2011</p>	
<p>City Attorney Approval</p>	

AGENDA

TIME CERTAIN
Start time: 9:30

Total amount of time needed: 30 min
 (for presentation, testimony and discussion)

CONSENT

REGULAR
Total amount of time needed: _____
 (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	—	
4. Leonard	4. Leonard	✓	
Adams	Adams	—	