

Portland, Oregon  
**FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT**  
**For Council Action Items**

(Deliver original to City Budget Office. Retain copy.)

1. Name of Initiator Kenya Budd		2. Telephone No. 503.823.4427	3. Bureau/Office/Dept. Office of Equity & Human Rights
4a. To be filed (hearing date):  July 9, 2014	4b. Calendar (Check One)  <div style="display: flex; justify-content: space-around;"> <span>Regular <input type="checkbox"/></span> <span>Consent <input checked="" type="checkbox"/></span> <span>4/5ths <input type="checkbox"/></span> </div>		5. Date Submitted to Commissioner's office and CBO Budget Analyst:
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed	

**1) Legislation Title:**

Appoint Chabre Vickers and Rebecca Naga to the Human Rights Commission for a term to expire October 31, 2014 (Report)

**2) Purpose of the Proposed Legislation:**

To appoint members of the City's Human Rights Commission to two vacancies that expire October 31, 2014.

**3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?**

- |                                                        |                                    |                                    |                                |
|--------------------------------------------------------|------------------------------------|------------------------------------|--------------------------------|
| <input checked="" type="checkbox"/> City-wide/Regional | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast             | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East  |
| <input type="checkbox"/> Central City                  |                                    |                                    |                                |

**FINANCIAL IMPACT**

**4) Revenue: Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.**

No.

**5) Expense: What are the costs to the City as a result of this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future year, including Operations & Maintenance (O&M) costs, if known, and estimates, if not known. If the action is related to a grant or contract please include the local contribution or match required. If there is a project estimate, please identify the **level of confidence**.)**

N/A

**6) Staffing Requirements:**

- **Will any positions be created, eliminated or re-classified in the current year as a result of this legislation?** *(If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)*

No.

- **Will positions be created or eliminated in future years as a result of this legislation?**

No.

*(Complete the following section only if an amendment to the budget is proposed.)*

**7) Change in Appropriations** *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

There are no amendments to the budget with this item.

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

**[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]**

## PUBLIC INVOLVEMENT

**8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:**

- ☒ **YES:** Please proceed to Question #9.  
☐ **NO:** Please, explain why below; and proceed to Question #10.

A call for submissions was disseminated through the Office of Equity and Human Rights and Human Rights Commission electronic mailing contact lists, social media, and traditional media to include minority press.

**9) If "YES," please answer the following questions:**

**a) What impacts are anticipated in the community from this proposed Council item?**

Chabre and Rebecca's experience and community involvement will help the HRC better conduct its work on behalf of under-represented communities in Portland.

**b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?**

The contact lists reach all major cultural, social justice, and human rights groups in Portland.

**c) How did public involvement shape the outcome of this Council item?**

The outreach campaign resulted in three highly-qualified candidates representing diverse communities to apply for the seat.

**d) Who designed and implemented the public involvement related to this Council item?**

The Human Rights Commission and Office of Equity and Human Rights designed and implemented the public involvement campaign.

**e) Primary contact for more information on this public involvement process (name, title, phone, email):**

Kenya Budd, Project Coordinator, Kenya.budd@portlandoregon.gov

**10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.**

Yes. The Human Rights Commission will carry out public involvement campaigns to announce future Commission vacancies.



Dante J. James, Bureau Director



Office of Mayor Charlie Hales  
City of Portland

June 11, 2014

To: Commissioner Nick Fish  
Commissioner Amanda Fritz  
Commissioner Steve Novick  
Commissioner Dan Saltzman

From: Mayor Charlie Hales

Subject: Appointments to the Human Rights Commission

The Human Rights Commission (HRC) is seeking Council confirmation for new commissioners to fill two vacant seats with a term that will expire October 31, 2014. I am recommending appointment for Chabre Vickers and Rebecca Naga.

**Appointments:**

Chabre Vickers serves on the Board of Directors for the local social and environmental justice nonprofit, Groundwork Portland as the Co-Board Chairperson. She also sits on the Executive Board for the Portland African American Leadership Forum, and serves as the Co-Board Chair for the Civic Engagement and Leadership Development committee. Among many honors, Chabre received the Spirit of Portland Emerging Leader Award and the same honor by the Human Rights Commission in 2012.

Rebecca Naga currently works as the Community Engagement Coordinator for the Oregon Health Authority's Office of Equity and Inclusion. She is an active member of the African Women's Coalition and the Portland African American Leadership Forum. Previously she was worked for Oregon State Representative Lew Frederick, the Oregon Bus Project, and Congresswoman Eddie Bernice Johnson. She hails from Dallas, Texas where she was born and raised in a small Ethiopian immigrant community that forever fueled her passion for advocacy, community organizing and the American political process.

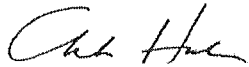
With these proposed appointments, the Human Rights Commission will be fully seated.

I have included an updated Human Rights Commission membership list for your records.

Current Commissioners:  
Sonji Young, Chair

Linda McKim-Bell, Vice Chair  
Kyle Busse  
Deyalo Bennette  
Donita Fry  
Allan Lazo  
Ashley Horne  
Damon Isiah Turner  
Aimee Samara  
Abdul Majidi  
Moloy Good  
Emanuel Price  
Sam Sachs

Thanks,

A handwritten signature in black ink, appearing to read "Charlie Hales". The signature is fluid and cursive, with the first name "Charlie" and last name "Hales" clearly distinguishable.

Charlie Hales, Mayor