



Social Equity and Racial Justice Advisory Committee Meeting Agenda

ASHLAND SOCIAL EQUITY AND RACIAL JUSTICE ADVISORY COMMITTEE

REGULAR MEETING AGENDA

Thursday, February 6, 2025

Updated 2.5.2026 - to attend via zoom: https://zoom.us/j/96919846193?amp_device_id=7cf4c4b1-2b12-46fa-98a3-f53b89e7ed91

I. Call to order and Welcome (5 minutes)

1. Land Acknowledgment - We acknowledge and honor the aboriginal people on whose ancestral homelands we work - the Ikirakutsum Band of the Shasta Nation, as well as the diverse and vibrant Native communities who make their home here today. We denounce the egregious acts of the colonizers and government and recognize the horrific impacts that still exist today. We honor the first stewards in the Rogue Valley and the lands we love and depend on: Tribes with ancestral lands in and surrounding the geography of the Ashland Watershed include the original past, present and future indigenous inhabitants of the Shasta, Takelma and Athabaskan people. We also recognize and acknowledge the Shasta village of K'wakhakha - "Where the Crow Lights" - that is now the Ashland City Plaza.
2. Labor Acknowledgement
We also pause to recognize and acknowledge the labor upon which our country, state, and institutions are built. We remember that our country is built on the labor of enslaved people who were kidnapped and brought to the U.S. from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force. We acknowledge all unpaid care-giving labor. To the people who contributed this immeasurable work and their descendants, we acknowledge their indelible mark on the space in which we gather today. It is our collective responsibility to critically examine these histories, to repair harm, and to honor, protect, and sustain their contribution to our society.
3. Holidays and Events
Monthly Observances: February is Black History Month.
4. Approval of Minutes from the 1.2.2025 Meeting

II. Public Forum

III. Liaison Business (20 minutes)

1. Review assignments
2. Reports from committees:
HHSAC will host its Community Resource Fair on February 26, 2025 from 5-7p.m. at the Ashland Library
3. Update about DEIA Committees in other communities

IV. Tabling events discussion (10 minutes)

1. Consider committee suggestions for tabling and community outreach possibilities.

V. Issues to consider (45 minutes)

1. For discussion:
<https://www.doj.state.or.us/oregon-department-of-justice/civil-rights/sanctuary-promise/community-toolkit/>
2. T-shirt vandalism of memorial in Railroad Park
3. D*** Indian Memorial Road
4. City-wide DEIA Climate Survey - update from subcommittee
5. Consideration of Retail Council of New York State's Customers' Bill of Rights

VI. Assign Action Items and Adjournment (5 minutes)



Social Equity and Racial Justice Advisory Committee Meeting Agenda

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please email kerrick.gooden@ashlandoregon.gov. Notification 72 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to the meeting (28 CFR 35.102-35.104 ADA Title 1).



**ASHLAND SOCIAL EQUITY AND RACIAL JUSTICE ADVISORY COMMITTEE
REGULAR MEETING
MINUTES
January 2, 2025**

Note: These are draft minutes until approved by the committee.

I. Call to order and Welcome (5 minutes)

Called to order at 4:37pm

Present were:

Committee members Sage, Tyler, Simon, Greenspan, Mendel, and Houston

Councilor liaison DuQuenne

Staff liaison Gooden

1. Land Acknowledgment - We acknowledge and honor the aboriginal people on whose ancestral homelands we work - the Ikirakutsum Band of the Shasta Nation, as well as the diverse and vibrant Native communities who make their home here today. We denounce the egregious acts of the colonizers and government and recognize the horrific impacts that still exist today. We honor the first stewards in the Rogue Valley and the lands we love and depend on: Tribes with ancestral lands in and surrounding the geography of the Ashland Watershed include the original past, present and future indigenous inhabitants of the Shasta, Takelma and Athabaskan people. We also recognize and acknowledge the Shasta village of K'wakhakha - "Where the Crow Lights" - that is now the Ashland City Plaza.

Mendel read the land acknowledgment

2. Labor Acknowledgement
We also pause to recognize and acknowledge the labor upon which our country, state, and institutions are built. We remember that our country is built on the labor of enslaved people who were kidnapped and brought to the U.S. from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force. We acknowledge all unpaid care-giving labor. To the people who contributed this immeasurable work and their descendants, we acknowledge their indelible mark on the space in which we gather today. It is our collective responsibility to critically examine these histories, to repair harm, and to honor, protect, and sustain their contribution to our society.

Simon read the labor acknowledgement

3. Holidays and Events
Monthly Observances:
National Slavery and Human Trafficking Prevention Month, Thyroid Awareness Month, National Blood Donor Month, Braille Literacy Month
January 1: Last day of Kawnzaa; New Year's Day; World Day of Peace
January 2: Last day of Hanukkah
January 5: George Washington Carver Day
January 6: Epiphany/Dia de Los Reyes
January 20: Inauguration Day; Rev. Dr. Martin Luther King Day
January 27: International Holocaust Memorial Day
January 29: Lunar New Year's Day/Chinese New Year

Local events:

Big Ideas: The Current State of Local/Regional Journalism

"News media outlets all over America are facing some serious challenges. Come hear from local/regional industry professionals about what's going on in Southern Oregon and beyond.": Tuesday, January 7, 2025, 4:00-5:30pm Ashland Public Library

Martin Luther King, Jr. Community Gathering (free); Saturday, January 18, 2025, 11am-3pm Grants Pass High School Commons

City of Ashland's Rev. Dr. Martin Luther King Celebration (free); "The battle is our hands..."; Monday, January 20, 2025, 12:00-1:30pm (doors open at 11:30am) Ashland Armory
Overflow location: OSF's Carpenter Hall (event will be livestreamed)

City of Ashland Town Hall: Wednesday, January 22, 2025, 5:30-7:00pm Rogue River Room, Stevenson Union, SOU

Committee discussed Jan 9th remembrance of Jimmy Carter.

Carpenter Hall has been identified as the overflow space for MLK Day for when Armory reaches capacity for the event.

BASE sponsored community meeting Saturday January 4, 2025 at 3pm in the Medford

library to discuss, provide updates/awareness and strategize justice for Hakiym Simpson.

Follow up of Ashland Sunrise project event will be on Jan 17, 2025 at 3pm at the United Church of Christ- overflow is Carpenter Hall

4. Approval of Minutes from Regular Meeting 12.5.2024

Mendel/Simon m/s to approve minutes from the regular meeting on 12.5.2024.

Vote yes: Sage, Tyler, Simon, Greenspan, Mendel, and Houston. Motion passed.

II. PUBLIC FORUM

Ruth Cohen introduced herself as a guest invited by Catherine Greenspan. Committee reciprocated introductions.

III. Liaison Business (20 minutes)

1. Review assignments

Committee reviewed and discussed current committee member committee/commission liaison assignments:

Mendel - transportation; Tyler- climate; Sage - Housing; Simon - public arts; Greenspan - planning; Houston - historic

Parks is open/unassigned as of now.

Committee discussed partnership with Public Arts Committee in discussing t-shirt vandalism.

DuQuenne reviewed Committee Workplans and Updates from Dec 16, 2024 CC meeting --

Follow up of Ashland Sunrise project event on Jan 17, 2025 - overflow is Carpenter Hall

2. Discuss protocols

Committee discussed how to document and handle such documents / notes when interfacing with other meetings.

3. Reports from committees

Members discussed their experience attending assigned committee/commission meetings

4. Update about DEIA Committees in other communities

Staff liaison and committee chairs are scheduling to meet with Jonathan Baez of SOU's Diversity Equity and Inclusion office. Simon and Gooden plan on attending Medford's CAEDI meeting on January 21, 2025. Gooden received positive response from Equity and Inclusion Director Andres Portela of the City of Bend. Discussed committee members attending other committees in other municipalities.

Committee discussed the news from the area around Lincoln City of hate crime letters circulating / showing up in mailboxes.

IV. Tabling events discussion (10 minutes)

1. Consider committee suggestions for tabling and community outreach possibilities.

Committee discussed timing future tabling for after community social-climate survey comes out. Committee discussed what photos could be used and considered developing a sub-committee to draft such a flyer.

Simon/ Tyler m/s to create a subcommittee to develop Ashland DEI climate survey and related flyer with Sage, Mendel and Houston on it. Vote yes: Sage, Tyler, Simon, Greenspan, Mendel, and Houston. Motion passed.

V. Discussion of white and white-passing allyship (45 minutes)

1. Review feedback from previous training and guests

Committee reflected on feedback from previous trainer and guests on how to retain people of color on the committee. Houston will share recorded training from Muse with new members. Committee discussed developing shared language with which to speak with people about SERJAC.

2. Discussion of self-reflection section of Disrupting White Supremacy Culture: Reflection Questions for White People Working for Racial Justice

Houston introduced this item with discussion moved to next meeting due to time constraints.

VI. Issues to consider (5 minutes)

These items will be moved to the top of the next agenda due to time constraints.

1. T-shirt vandalism of memorial in Railroad Park
2. D*** Indian Memorial Road
3. City-wide DEIA Climate Survey
4. Consideration of Retail Council of New York State's Customers' Bill of Rights

VII. Assign Action Items and Adjournment (5 minutes)

Meeting adjourned at 6:04pm



Housing and Human Services
Committee Presents

COMMUNITY RESOURCE FAIR

*Wondering what housing resources exist in Ashland?
Feeling burdened by rent costs and landlord disputes?
Interested in affordable homeownership?
Want more information for food and healthcare resources?*

**To learn more information, join us on
Wednesday, February 26, 5 to 7 p.m.**

ASHLAND LIBRARY
LOWER LEVEL MEETING ROOMS

- Housing
- Homeownership Education
- Eviction Prevention
- Rental Resources
- Health Insurance
- Food Resources



410 Siskiyou Blvd, Ashland, OR 97520

Take the stairs or elevator to the lower level

Refreshments and appetizers provided

CUSTOMERS' BILL OF RIGHTS

[Store name] prohibits profiling in our stores.

"Profiling" is defined generally as the practice of judging and addressing people based on their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, ancestry, appearance, or any personal or physical characteristics.

Profiling is an unacceptable practice and will not be tolerated.

[Store name] is committed to ensuring that all shoppers, guests, and employees are treated with respect and dignity and are free from unreasonable searches, profiling, and discrimination of any kind in our store.

[Store name] strictly prohibits unreasonable searches and/or the profiling of customers by any employee. The participation by employees in such activities or the failure to report such instances of which they have knowledge is a violation of company policy. Employees who violate the company's prohibition on profiling will be subject to disciplinary action, up to and including termination of employment.

[Store name] supports the use of internal programs to test compliance with our strict prohibition against profiling practices.

[Store name] retains security guards and/or loss prevention professional to help provide shoppers and employees with a safe and secure shopping environment. Security guards in New York State are trained and licensed pursuant to New York State's General Business Law, including pre-employment training, on-the-job training, and regular in-service training required by state law.

[Store name] requires its employees to respect the basic civil and legal rights of any person suspected of shoplifting or other crime committed on store property.

[Store name] requires all loss prevention employees to identify themselves as members of [Store name] loss prevention department when initiating any customer contact and to willingly provide his/her name to any customer upon request. The use of excessive force or using threatening, vulgar language when apprehending or detaining suspects or in the course of performing any duties as a loss prevention representative is prohibited.

A person may be detained only in a reasonable manner and for not more than a reasonable time to permit investigation or questioning, provided an authorized employee has reasonable grounds to believe that the person so detained was guilty of criminal possession of an anti-security item or was committing or attempting to commit shoplifting on the premises (New York State General Business Law, Section 218).

Nothing contained herein is intended to limit any other obligations the Store may have or rights that the shopper may have under any Court decrees or under state and federal Constitutions or the laws of the State in which the Store is located.

To report any instance of profiling or violation in this store, please call:

[Store to identify contact information for manager on duty.]

[Store to identify corporate contact.]

New York State Division of Human Rights: 1-888-392-3644

New York City Commission on Human Rights: 212-306-7450

