



# Social Equity and Racial Justice Advisory Committee Meeting Agenda

ASHLAND SOCIAL EQUITY AND RACIAL JUSTICE ADVISORY COMMITTEE

REGULAR MEETING AGENDA

Thursday, December 4, 2025

4:30 PM - Siskiyou Room - 51 Winburn Way

## I. Call to Order and Welcome

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 Acknowledgment - 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 caregiving 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.

## II. Approval of Minutes from 11.6.2025 Meeting

1. Approval of minutes from the 11.6.2025 regular meeting

## III. Public Forum

## IV. Unfinished Business

1. 2025 Accomplishments and 2026 Workplan - for review and discussion prior to scheduled presentation to City Council on December 15, 2025.
2. SERJAC Social Event - ideas for discussion and planning
3. Belonging Survey - Status update, discussion, and next steps
  - A. The Belonging Survey is Live - [Here is the link](#)
4. Volunteers for ELEA subcommittee and Housing Equity working group

## V. Liaison Updates and Reports

1. Update from current liaison assignments:  
Greenspan – Planning Commission  
Tyler – Climate and Energy Policy Advisory Committee  
Preskenis – Transportation Advisory Committee  
Simon – Public Arts Advisory Committee  
Mendel – Housing and Human Services Advisory Committee  
Smith -- Parks





# Social Equity and Racial Justice Advisory Committee Meeting Agenda

## VI. New Business

1. Next regular meeting falls on January 1, 2026 - discussion and decision regarding alternatives

## VII. Announcements and Events

1. **Exploring Middle Eastern Culture & Food with Dr. Shireen Abu-Khader**  
December 5, 2025 7:00-8:30PM  
Wesley Hall, Ashland Methodist Church  
175 N Main St.  
[Here is more information from Ashland Together](#)
2. **Dr. Shireen Abu-Khader World Premiere Concert Film**  
December 7, 2025 3:00-5:00PM  
SOU Music Recital Hall  
450 S. Mountain St.  
[Here is more information from Ashland Together](#)
3. **Guided Support Group for the Families of Trans Individuals — Ashland**  
December 10, 2026 6:00-8:00pm  
383 E Main St.  
[Here is more information from SOPride](#)
4. **Committee End-of-Year Appreciation Reception**  
December 15, 2025 - Council Chambers - 1175 East Main Street  
5:30-6:30 - 2025 Achievements & Workplan Presentation for 2026  
6:30-7:30 Appreciation Event

## VIII. Adjournment

*If you need special assistance to participate in this meeting, please contact Kerrick Gooden at [citymanageroffice@ashlandoregon.gov](mailto:citymanageroffice@ashlandoregon.gov) or 541.488.6002 (TTY phone number 1.800.735.2900). Notification at least three business days before the meeting will enable the City to make reasonable arrangements to ensure accessibility to the meeting in compliance with the Americans with Disabilities Act.*



**ASHLAND SOCIAL EQUITY AND RACIAL JUSTICE ADVISORY COMMITTEE  
REGULAR MEETING  
MINUTES  
November 6, 2025**

4:30-6:00 PM - 51 Winburn Way - Siskiyou Room

These are DRAFT minutes until approved by the committee.

**I. Call to Order and Welcome**

The meeting was called to order at 4:34pm.

Present were Committee Members Cassie Preskenis, Sean Smith, Catherine Greenspan, Allison Mendel, and Emily Simon (by zoom).

Also present were Council Liaison Gina DuQuenne, Staff Liaison Kerrick Gooden, HHSAC Staff Liaison and Housing Program Manager Linda Reid, and HHSAC Committee Chair Echo Fields.

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

Presekens read the land acknowledgment.

2. Labor Acknowledgment - 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.

Greenspan read the Labor Acknowledgment.

**II. Approval of Minutes from 10.9.2025 Meeting**

1. Approval of minutes from the 10.9.2025 regular meeting

**Preskenis moved to approve the minutes. Greenspan seconded the motion. All ayes. Motion passed.**

**III. Special Presentations**

1. Linda Reid - Housing Program Manager and Staff Liaison to the Housing and Human Services Advisory Committee - Equitable Housing Plan Development

Reid provided a presentation and invited SERJAC to collaborate as HHSAC develops its Equitable Housing Plan (see packet).

Equitable housing plans aim to address the disparities and inequalities in housing access, affordability, and quality - particularly for marginalized communities. Over the past few decades, the conversation surrounding housing equity has evolved, focusing on the need to mitigate racial, socioeconomic, and geographic disparities. Equitable housing plans often focus on a few key components, including affordability, anti-displacement measures, access to resources and infrastructure, and recognizing and mitigating the impacts of structural inequities.

The purpose of this project will be to create a decision-making framework that addresses these key components. will be specifically applied to the City's housing and grant decision-making processes, and which incorporates and aligns with the city's values, policies and investment goals. To ensure that this framework incorporates the voices of marginalized communities and considers the impacts to quality-of-life issues, HHSAC seeks input from members of the community that are often overlooked or experience barriers to providing public input. That is why the HHSAC is reaching out to SERJAC for input on how best to collaborate to accomplish these goals and how best to encourage involvement from a variety of community stakeholders who are not generally engaged in policy processes.

Reid discussed that many communities do something similar, but are often focused on a specific project with limited

scope. Others include a city-wide look, but are more of a housing production strategy, whereas the vision for Ashland is more like Eugene's triple-bottom-line as a framework for examining future project decisions. There is not a prescribed process for this and Reid suggested a preference for a process that is done correctly rather than rushed.

The committee discussed forming a working group of two SERJAC members to work with two members from HHSAC, and Gooden will send the committee a version of the slide from the presentation that includes the links as presented.

#### **IV. Public Forum**

none

#### **V. Unfinished Business**

##### **1. Belonging Survey - Status update, discussion, and next steps**

The committee discussed Mendel's experience with administering the Belonging Survey at the HHSAC Resource Fair, and the idea for a quarter sheet flyer for the Belonging Survey that includes the QR link to the survey for posting in various locations in the community, and instructions for those that complete a paper survey for how to submit it to the committee. Smith will work on the quarter sheet flyer with QR code that Gooden can print and distribute to SERJAC members as requested. Gooden will notify committee members when this is ready with instructions on how to arrange for printing and pick-up. Gooden can also update the printed survey with instructions on how to drop off at City Hall. The committee also discussed requesting a mid-survey advertising push of the survey through the City's Communications Officer after Thanksgiving and discussed keeping the survey live until after the Honoring Dr. Martin Luther King, Jr. event in January.

A. The Belonging Survey is Live - [Here is the link](#)

#### **VI. Liaison Updates and Reports**

##### **1. Update from current liaison assignments:**

Greenspan – Planning Commission

Tyler – Climate and Energy Policy Advisory Committee

Preskenis – Transportation Advisory Committee

Simon – Public Arts Advisory Committee

Mendel – Housing and Human Services Advisory Committee

Smith -- Parks

Greenspan - Planning Commission discussed affordable housing at a development on Clay street qualifying at 80% ami - commissioners asked and confirmed that affordable ones will be same size and seem to have an eye for blending them in -- committee discussed what goes into qualifications for affordable housing.

Preskenis - reported that the TAC opened its meeting with an update that SERJAC's Belonging Survey is live. Their meeting included how they are processing SeeClickFix reports and specifically a report that not all crosswalks include audible beacons. PAAC is considering how to handle some of the painted ODOT boxes and some that are on the docket to paint that need to be replaced and discussed how to repurpose - The public art installation 'Velocity' was vandalized again. BlackLight's Ancestors Future: Crystallizing Our Call has been fully funded.

Mendel - attended the HHSAC Resource Fair and discussed her experience administering the Belonging Survey. The committee discussed creating a 1/4 sheet with a QR code link for use in advertising the survey and posting around town. OHRA is expected to present an expanded scope of service.

#### **VII. New Business**

##### **1. Enhanced Law Enforcement Area - Review of updated ordinance and discussion**

The committee discussed whether it should take up discussion regarding the ELEA as it has changed over time and whether to form a working group to explore it, and how it might relate to the 2200 Ashland Street discussion that will have regional partners. Members were encouraged to read it through and consider if they would like to serve on a working group to explore this topic: Simon and DuQuenne offered to support this process.

##### **2. SERJAC Committee Structure - review and discussion**

Mendel asked committee members to reflect on how the new SERJAC structure is going, especially since new liaison assignments — committee members were in favor of leaving things how they are.

##### **3. SERJAC Social Event - ideas for discussion and planning**

The committee discussed the idea of holding a social event and planted ideas for discussion at December's regular meeting.

#### **VIII. Announcements and Events**

In addition to these events, Gooden announced the date for the Committee Appreciation and 2025 Accomplishments and 2026 Workplan presentations to City Council is scheduled for December 15th. Gooden will work with Mendel and Smith to compile the committee's accomplishments and workplan for the presentation (due to the City Manager's Office by December 3 for inclusion in the Council Packet), and will send out the formal invitation to committee members when it comes out.

1. **Native American Heritage Month Celebration**  
Saturday, November 15, 2025 - 11:00am-4:00PM  
Southern Oregon University  
Stevenson Union
2. **Aidan Ellison Vigil**  
Sunday, November 23, 2025  
Mountain Ave (from Iowa to East Main)  
2-4pm

#### **IX. Adjournment**

The meeting was adjourned at 5:58PM

# Social Equity and Racial Justice Advisory Committee

## 2025 Accomplishments and 2026 Work Plan

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### 2025 Accomplishments

The Social Equity and Racial Justice Advisory Committee (SERJAC) completed or advanced the following items from its 2025 Work Plan:

#### Cross-Committee Collaboration

- Established SERJAC liaison assignments for each committee member with other City of Ashland boards and commissions for ongoing collaboration and support.
- Reviewed liaison updates and cross-committee issues at each regular SERJAC meeting.

#### City Partnerships & DEI Framework

- Followed up with the City Manager's Office regarding next steps outlined in the 2024 City of Ashland Diversity, Equity, and Inclusion Assessment.
- Provided additional feedback on Climate Friendly Areas.
- Welcomed three new members and elected a new co-chair.

#### Community Engagement & Partnerships

- Continued building and maintaining relationships with community organizations focused on equity and justice, including:
  - Ashland Rotary
  - SOU student affinity groups (e.g., Black Student Union)

- Medford's Commission on Access, Diversity, Equity, and Inclusion
- Black Alliance & Social Empowerment (BASE)
- Northwest Seasonal Workers Association
- SOU Native Nations Liaison
- Supported and/or participated in community events, including:
  - Rev. Dr. Martin Luther King, Jr. Celebration
  - SOPride
  - Indigenous People's Day / Native American Heritage Month
  - Ashland Together & Ashland Sunrise Project speaker series
  - Housing & Human Services Resource Fair

## **Community-Facing Initiatives**

- Developed and disseminated the City of Ashland Belonging Survey.
- Began collaboration with the Housing and Human Services Advisory Committee (HHSAC) to support development of an updated Equitable Housing Plan.
- Collaborated with PAAC on the completion and unveiling of the Lorraine Hansberry Playwright's Plaque at Railroad Park.

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# **2026 Work Plan**

SERJAC's 2026 goals and actions fall into six main categories: Outreach, Communication, Policy Guidance, Community Input, Cross-Committee Collaboration, and Regional Partnerships.

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## **1. Outreach & Community Partnership**

- Increase awareness of SERJAC by attending and engaging with local events, community meetings, and cultural programs.
  - Continue strengthening partnerships with values-aligned nonprofits, affinity groups, SOU/AHS/etc. departments, youth organizations, clubs/organizations, and local businesses.
  - Support a minimum of 3–5 community events annually that advance equity, belonging, and cultural understanding.
  - Maintain and expand relationships with organizations such as BASE, SOU affinity groups, Native community organizations, and regional DEI councils.
- 

## **2. Communication & Public Awareness**

- Provide community resources that support social equity and access to justice (e.g., Oregon Department of Justice Bias Response Hotline).
  - Improve public visibility of SERJAC through regular updates to the committee webpage, including posting meeting summaries, outreach activities, and available resources.
  - Share findings from the Belonging Survey in a public-facing format and integrate these insights into recommendations to Council and other committees.
  - Prepare a simple annual impact summary highlighting accomplishments, outreach, partnerships, and policy recommendations.
- 

## **3. Policy Guidance & Advisory Role**

- Collaborate with HHSAC on development of the Equitable Housing Plan, ensuring robust community engagement and equitable policy review.
- Review issues elevated through liaison reports and develop recommendations for City Council or relevant bodies.

- Monitor and support implementation steps from the 2024 DEI Assessment, recommending actions or priorities as needed.
  - Identify local and regional policy models that support equitable practices and bring them forward for consideration by the City of Ashland.
- 

## **4. Community Input & Engagement**

- Analyze findings from the 2025 Belonging Survey and explore opportunities for deeper engagement with historically underrepresented groups.
  - Establish a simple process for receiving, reviewing, and responding to community concerns or input related to equity and belonging.
  - Consider hosting 1–2 listening sessions, student roundtables, or community dialogues to inform SERJAC recommendations.
- 

## **5. Cross-Committee Collaboration**

- Maintain active liaison assignments and ensure regular information flow from each partnered committee.
  - Track issues raised through liaison reports and integrate them into SERJAC agendas or recommendations where relevant.
  - Explore opportunities for joint initiatives with other City of Ashland committees where equity considerations intersect with climate, transportation, housing, youth, or arts initiatives.
- 

## **6. Regional Collaboration**

- Continue building relationships with equity-focused bodies in other municipalities across Oregon.

- Participate in regional knowledge-sharing when opportunities arise (e.g., joint meetings, workshops, shared best practices).
  - Identify at least one regional collaboration opportunity annually to support alignment on equity and justice issues.
- 

## **7. Flexibility for Emerging Issues**

- Maintain the capacity to respond to new or emerging issues related to bias, exclusion, or community harm by advising Council or coordinating with relevant partners.
  - Allow room in the annual work plan to address time-sensitive equity matters as they arise.
- 

### Addendum:

- Develop a scoring system and tracking metrics to report quantitatively on performance and meeting objectives. A public-facing dashboard and news archive of SERJAC efforts and accomplishments will develop visibility and inclusivity.
- Diversity in committee membership.



*Better Together*

City of Ashland

# Community Belonging & Welcoming Survey

We want to hear from you!  
This anonymous survey helps Ashland understand residents' views on belonging and access.



To access the Community Belonging Survey, scan the QR code or visit [ashlandoregon.gov/surveys](http://ashlandoregon.gov/surveys)



Estimated completion time: 10-12 minutes



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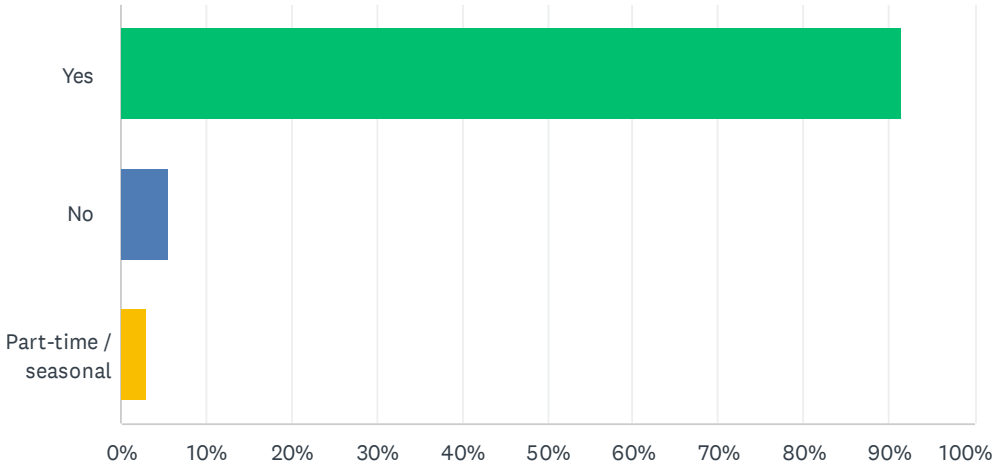
To access the Community Belonging Survey, scan the QR code or visit [ashlandoregon.gov/surveys](http://ashlandoregon.gov/surveys)



Estimated completion time: 10-12 minutes

# Q1 Do you live in Ashland?

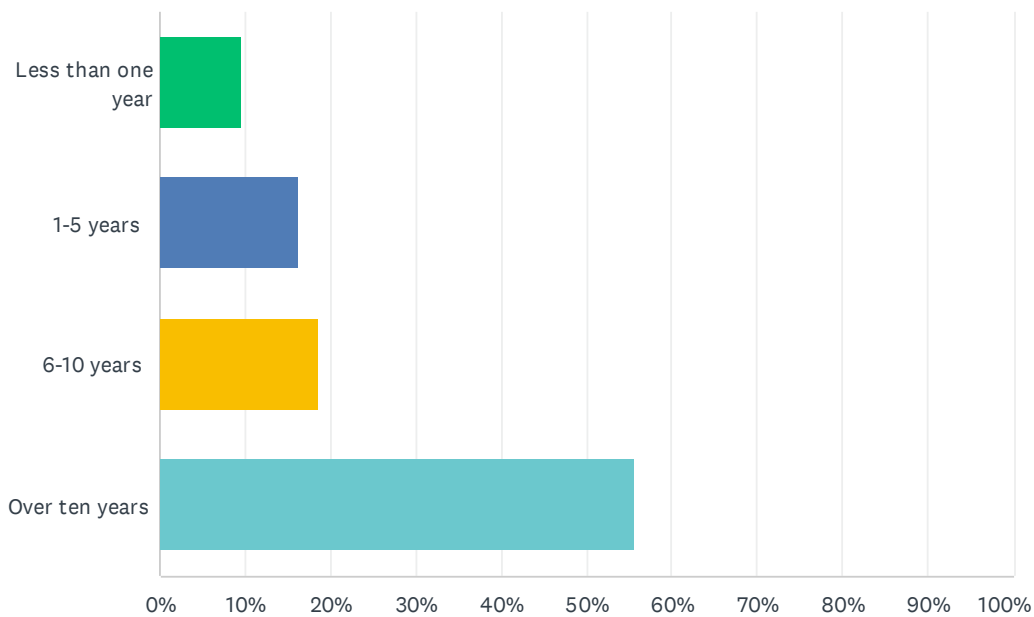
Answered: 233 Skipped: 1



| ANSWER CHOICES       | RESPONSES |     |
|----------------------|-----------|-----|
| Yes                  | 91.42%    | 213 |
| No                   | 5.58%     | 13  |
| Part-time / seasonal | 3.00%     | 7   |
| TOTAL                |           | 233 |

## Q2 If yes: How long have you lived in Ashland?

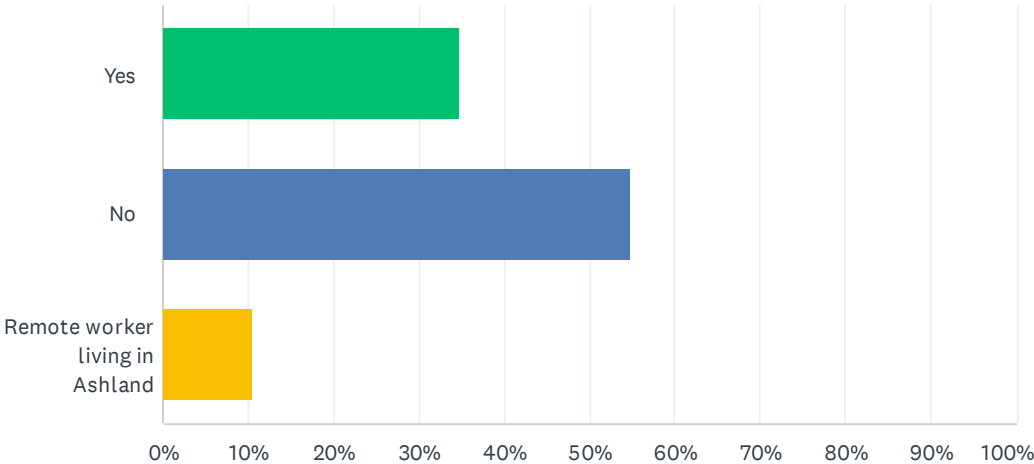
Answered: 221 Skipped: 13



| ANSWER CHOICES     | RESPONSES |            |
|--------------------|-----------|------------|
| Less than one year | 9.50%     | 21         |
| 1-5 years          | 16.29%    | 36         |
| 6-10 years         | 18.55%    | 41         |
| Over ten years     | 55.66%    | 123        |
| <b>TOTAL</b>       |           | <b>221</b> |

### Q3 Do you work in Ashland?

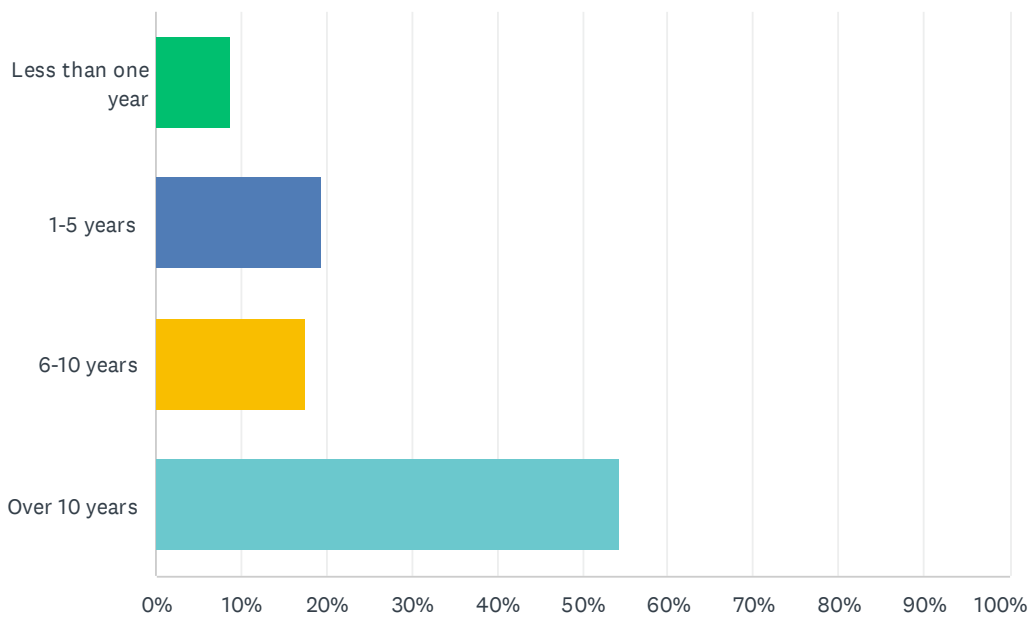
Answered: 228 Skipped: 6



| ANSWER CHOICES                  | RESPONSES |     |
|---------------------------------|-----------|-----|
| Yes                             | 34.65%    | 79  |
| No                              | 54.82%    | 125 |
| Remote worker living in Ashland | 10.53%    | 24  |
| TOTAL                           |           | 228 |

## Q4 If yes: How long have you worked in Ashland?

Answered: 103 Skipped: 131



| ANSWER CHOICES     | RESPONSES |            |
|--------------------|-----------|------------|
| Less than one year | 8.74%     | 9          |
| 1-5 years          | 19.42%    | 20         |
| 6-10 years         | 17.48%    | 18         |
| Over 10 years      | 54.37%    | 56         |
| <b>TOTAL</b>       |           | <b>103</b> |

## Q5 What is your age?

Answered: 226 Skipped: 8

## Q6 What is your racial/ethnic background? (optional)

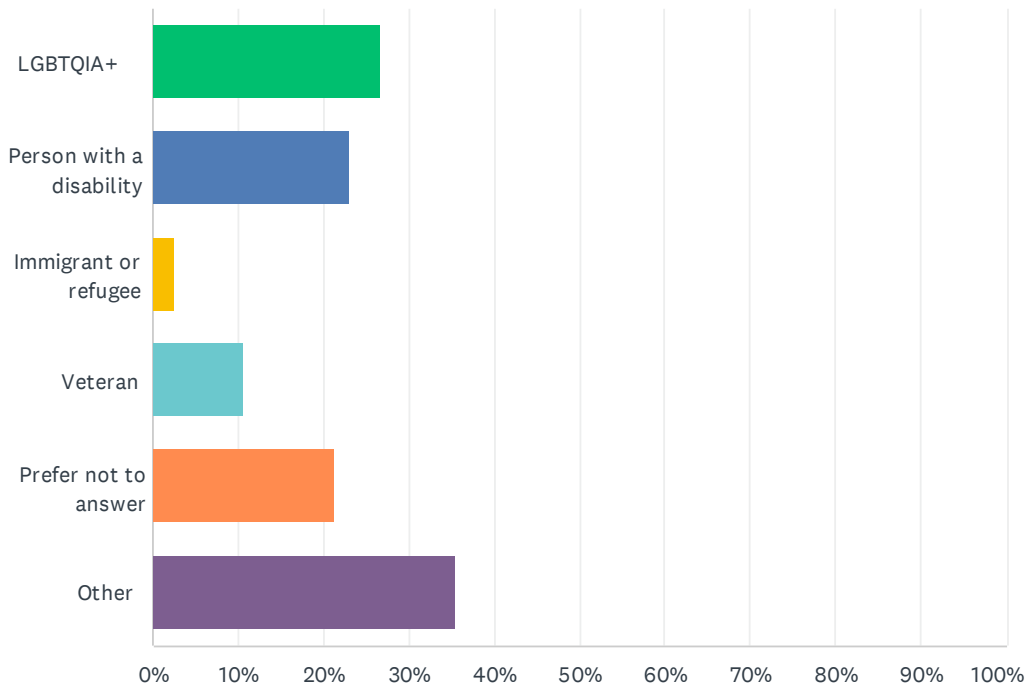
Answered: 180 Skipped: 54

## Q7 How do you identify your gender? (optional)

Answered: 191 Skipped: 43

## Q8 Do you identify as a member of any of the following groups? (check all that apply)

Answered: 113 Skipped: 121



| ANSWER CHOICES           | RESPONSES |    |
|--------------------------|-----------|----|
| LGBTQIA+                 | 26.55%    | 30 |
| Person with a disability | 23.01%    | 26 |
| Immigrant or refugee     | 2.65%     | 3  |
| Veteran                  | 10.62%    | 12 |
| Prefer not to answer     | 21.24%    | 24 |
| Other                    | 35.40%    | 40 |
| Total Respondents: 113   |           |    |

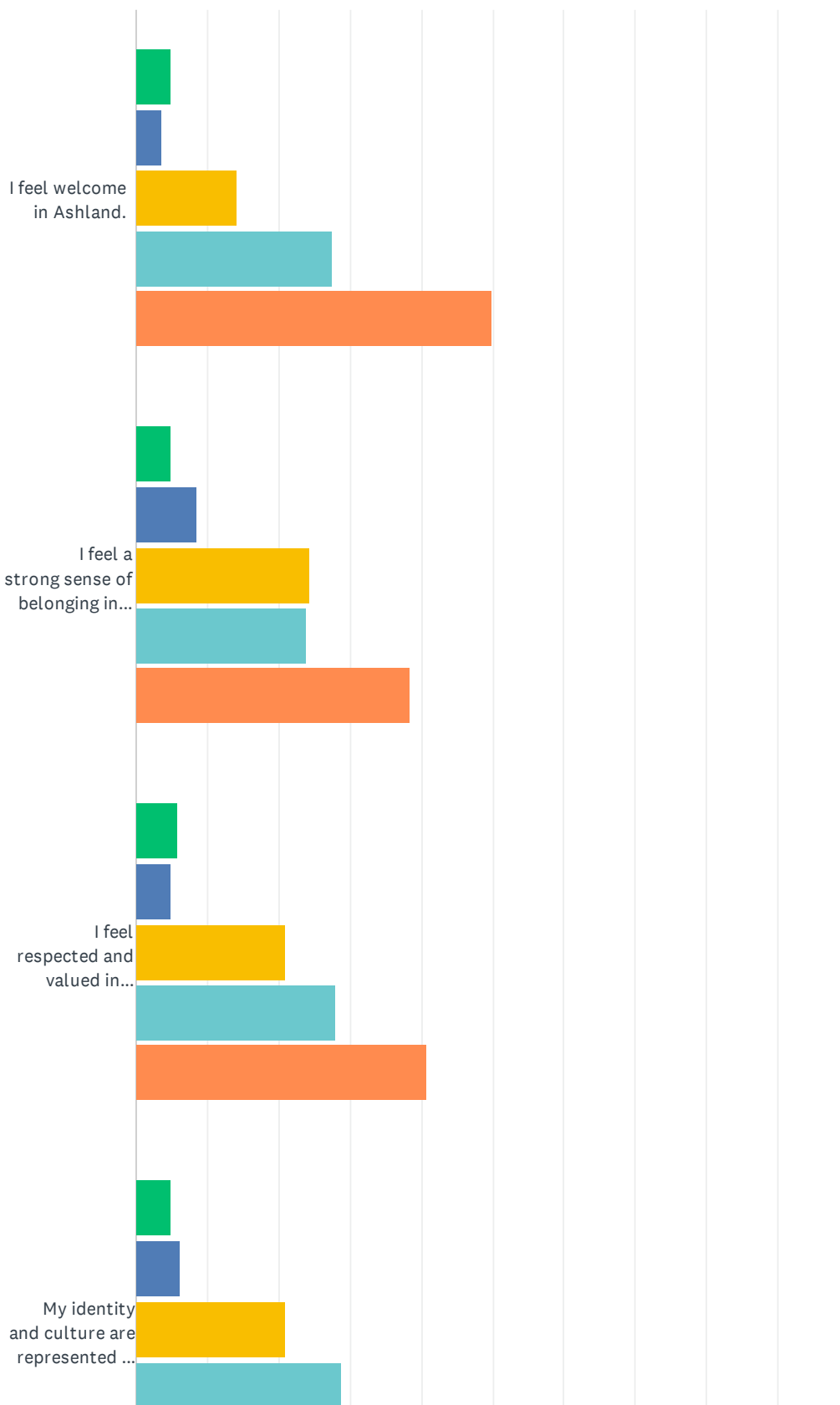
## Q9 How many people live in your household?

Answered: 227 Skipped: 7

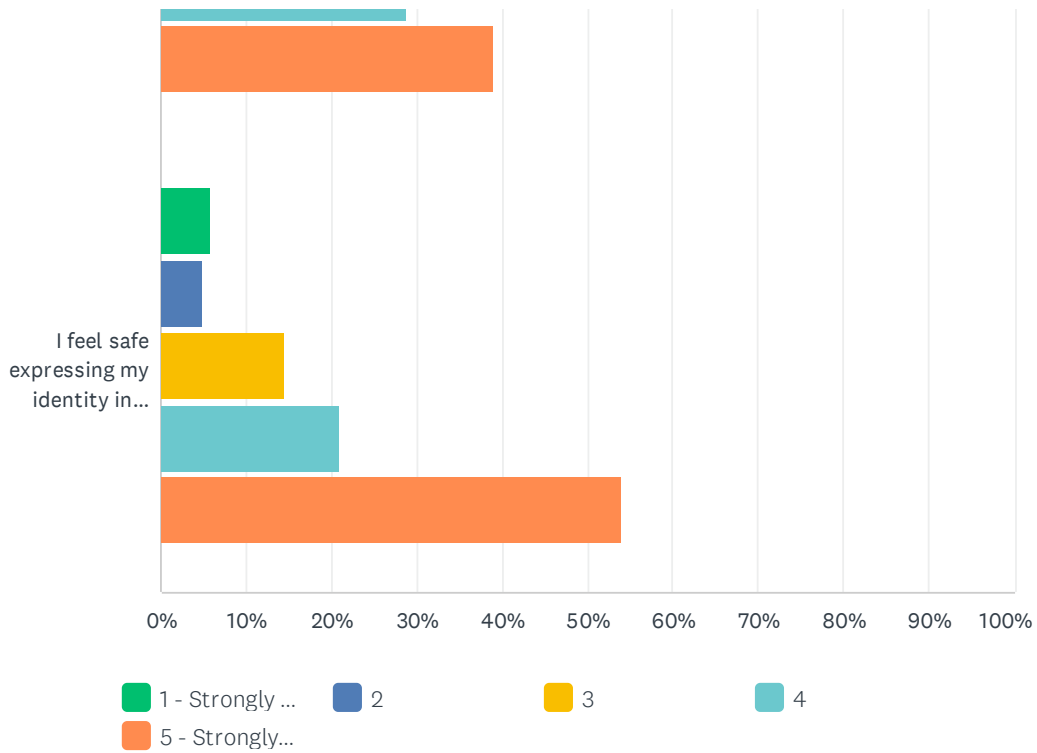
| ANSWER CHOICES                 | RESPONSES |     |
|--------------------------------|-----------|-----|
| Number of adults (18+):        | 100.00%   | 227 |
| Number of children (under 18): | 63.44%    | 144 |

### Q10 To what extent do you agree with the following statements?

Answered: 226 Skipped: 8



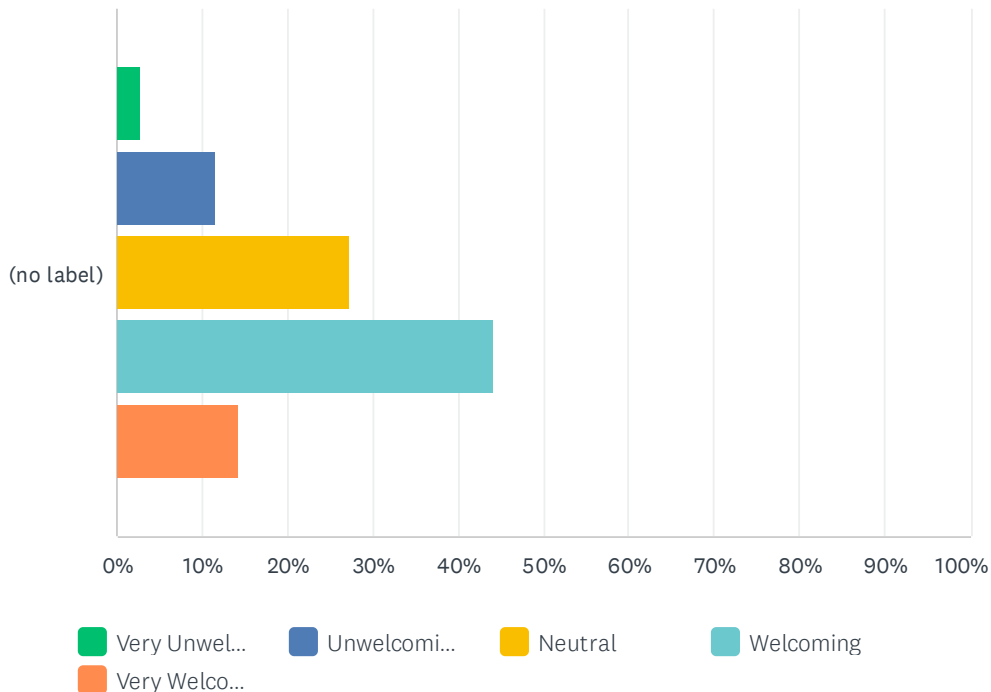
City of Ashland - Community Belonging & Welcoming Survey



|   | 1 - STRONGLY DISAGREE | 2           | 3            | 4            | 5 - STRONGLY AGREE | TOTAL | WEIGHTED AVERAGE |
|---|-----------------------|-------------|--------------|--------------|--------------------|-------|------------------|
| I feel welcome in Ashland.  | 4.87%<br>11           | 3.54%<br>8  | 14.16%<br>32 | 27.43%<br>62 | 50.00%<br>113      | 226   | 4.14             |
| I feel a strong sense of belonging in my neighborhood.                        | 4.95%<br>11           | 8.56%<br>19 | 24.32%<br>54 | 23.87%<br>53 | 38.29%<br>85       | 222   | 3.82             |
| I feel respected and valued in public spaces.                                 | 5.75%<br>13           | 4.87%<br>11 | 20.80%<br>47 | 27.88%<br>63 | 40.71%<br>92       | 226   | 3.93             |
| My identity and culture are represented in community events and institutions. | 4.89%<br>11           | 6.22%<br>14 | 20.89%<br>47 | 28.89%<br>65 | 39.11%<br>88       | 225   | 3.91             |
| I feel safe expressing my identity in this city.                              | 5.75%<br>13           | 4.87%<br>11 | 14.60%<br>33 | 20.80%<br>47 | 53.98%<br>122      | 226   | 4.12             |

# Q11 How welcoming do you feel Ashland is to people of diverse backgrounds?

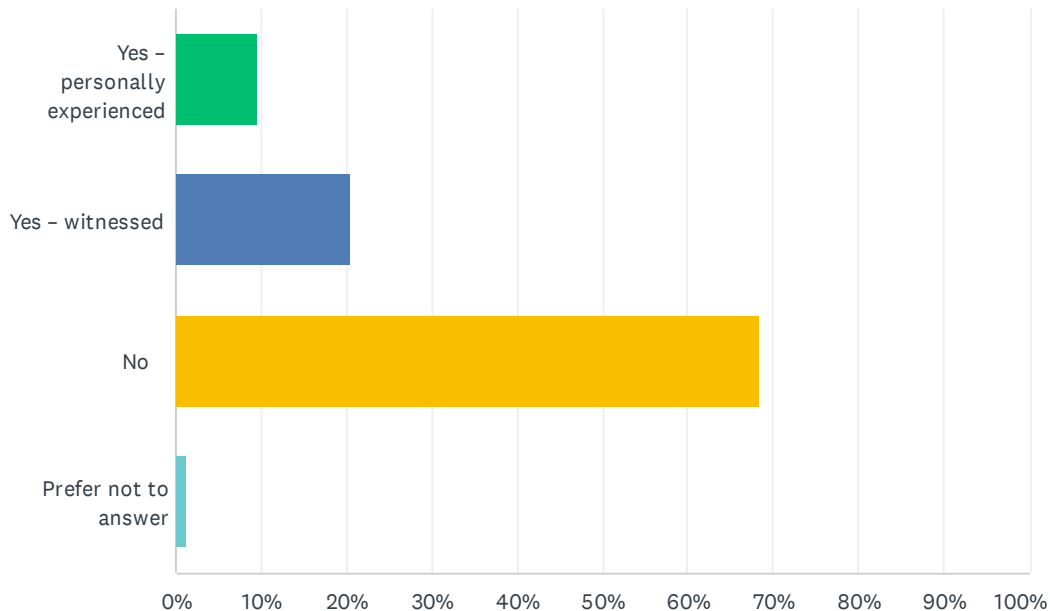
Answered: 217 Skipped: 17



|            | VERY UNWELCOMING | UNWELCOMING  | NEUTRAL      | WELCOMING    | VERY WELCOMING | TOTAL | WEIGHTED AVERAGE |
|------------|------------------|--------------|--------------|--------------|----------------|-------|------------------|
| (no label) | 2.76%<br>6       | 11.52%<br>25 | 27.19%<br>59 | 44.24%<br>96 | 14.29%<br>31   | 217   | 3.56             |

## Q12 Have you personally experienced or witnessed discrimination in Ashland?

Answered: 219 Skipped: 15



| ANSWER CHOICES               | RESPONSES |            |
|------------------------------|-----------|------------|
| Yes – personally experienced | 9.59%     | 21         |
| Yes – witnessed              | 20.55%    | 45         |
| No                           | 68.49%    | 150        |
| Prefer not to answer         | 1.37%     | 3          |
| <b>TOTAL</b>                 |           | <b>219</b> |

## Q13 If yes: Please describe (optional):

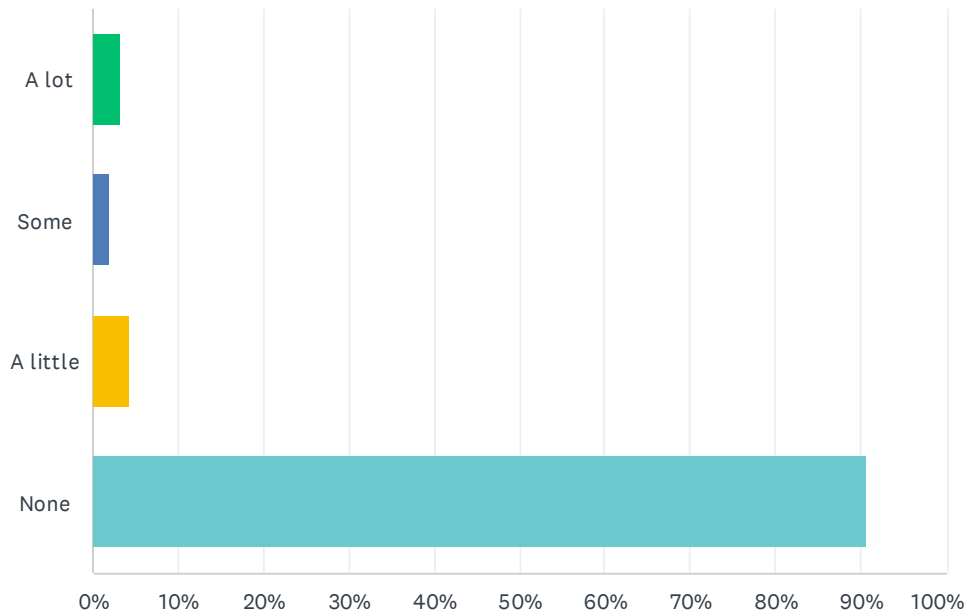
Answered: 44 Skipped: 190

Q14 How would you prefer to receive information about city initiatives or events that celebrate differences? (e.g. city website, social media, emailed newsletters)

Answered: 185 Skipped: 49

### Q15 Have you experienced difficulty finding safe housing in Ashland in the past 12 months?

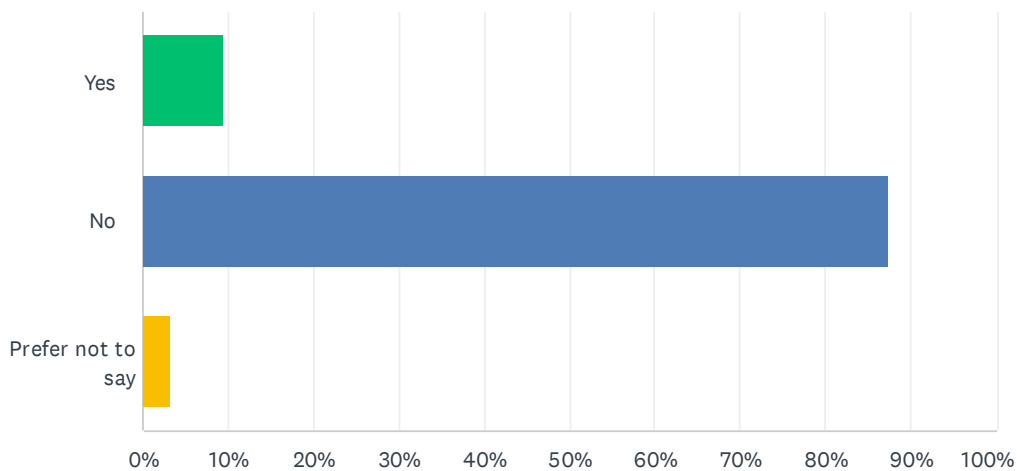
Answered: 215 Skipped: 19



| ANSWER CHOICES | RESPONSES  |
|----------------|------------|
| A lot          | 3.26% 7    |
| Some           | 1.86% 4    |
| A little       | 4.19% 9    |
| None           | 90.70% 195 |
| <b>TOTAL</b>   | <b>215</b> |

## Q16 Do you feel at risk of losing your housing in the next 12 months?

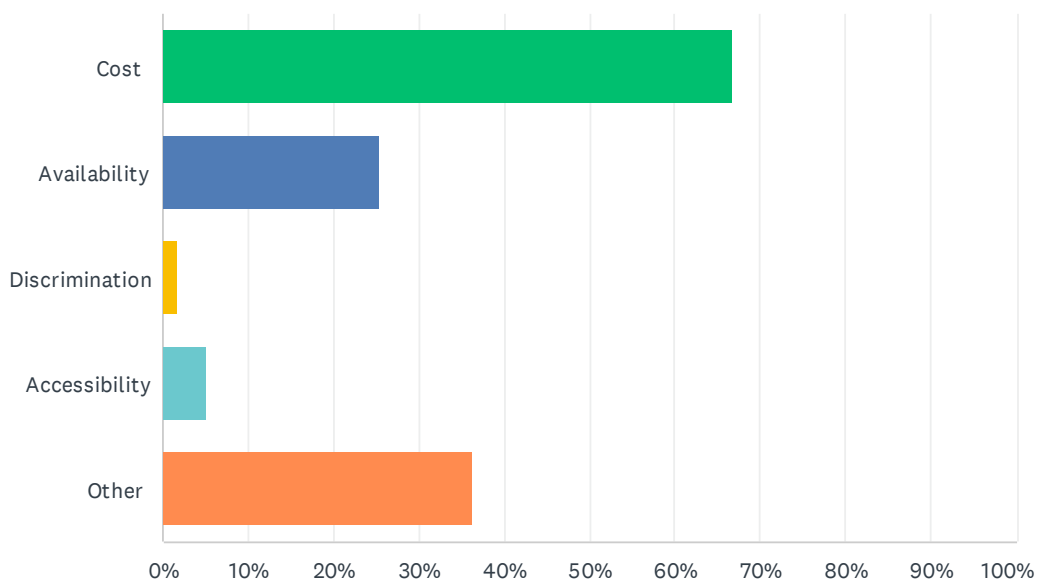
Answered: 215 Skipped: 19



| ANSWER CHOICES    | RESPONSES |            |
|-------------------|-----------|------------|
| Yes               | 9.30%     | 20         |
| No                | 87.44%    | 188        |
| Prefer not to say | 3.26%     | 7          |
| <b>TOTAL</b>      |           | <b>215</b> |

### Q17 What are your biggest housing challenges? (check all that apply)

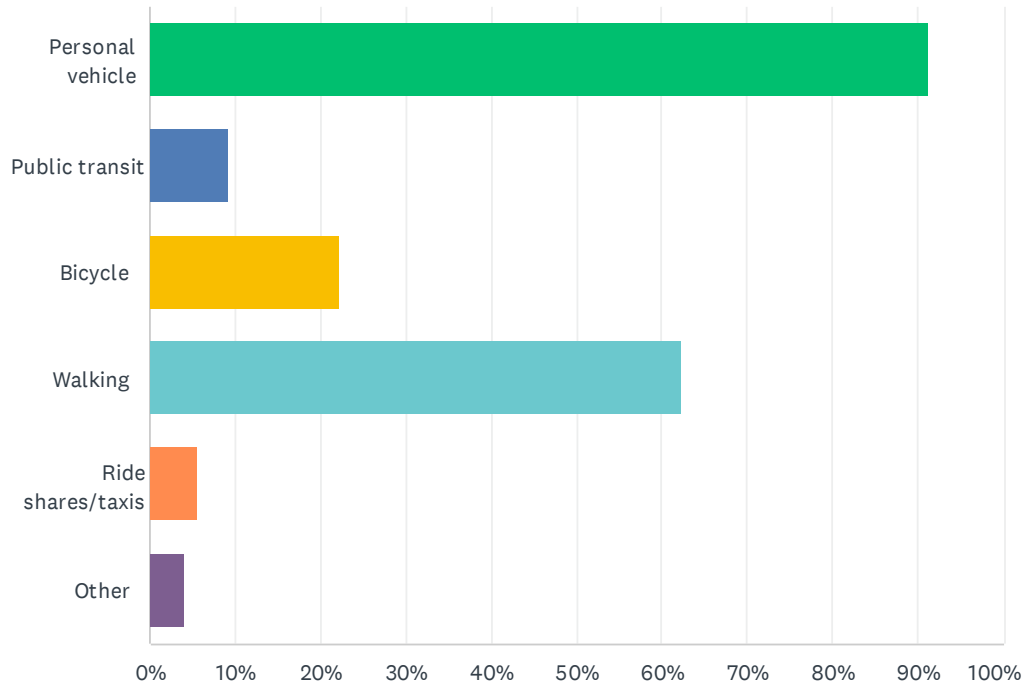
Answered: 174 Skipped: 60



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Cost                   | 66.67%    | 116 |
| Availability           | 25.29%    | 44  |
| Discrimination         | 1.72%     | 3   |
| Accessibility          | 5.17%     | 9   |
| Other                  | 36.21%    | 63  |
| Total Respondents: 174 |           |     |

### Q18 What transportation modes do you use most? (check all that apply)

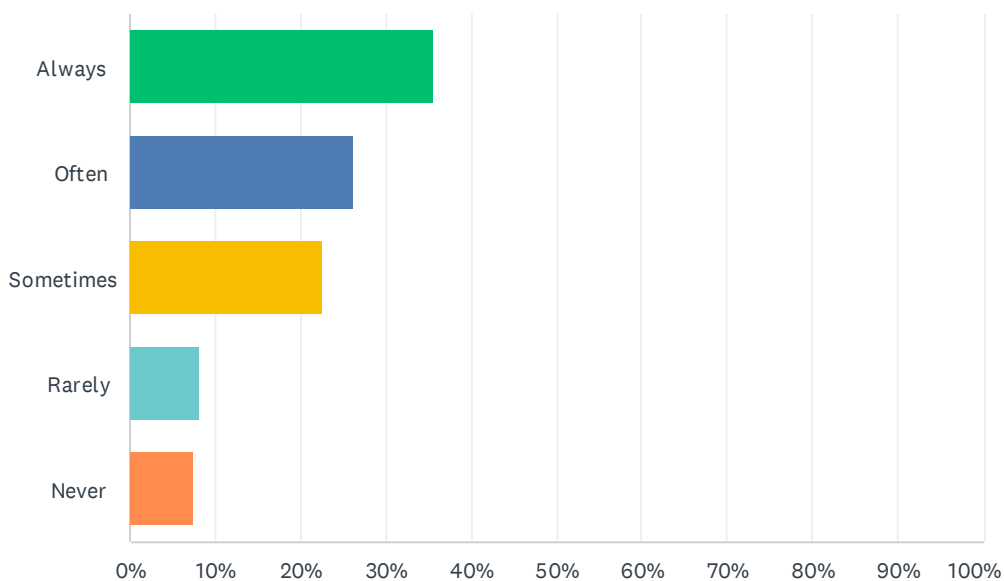
Answered: 217 Skipped: 17



| ANSWER CHOICES         | RESPONSES |     |
|------------------------|-----------|-----|
| Personal vehicle       | 91.24%    | 198 |
| Public transit         | 9.22%     | 20  |
| Bicycle                | 22.12%    | 48  |
| Walking                | 62.21%    | 135 |
| Ride shares/taxis      | 5.53%     | 12  |
| Other                  | 4.15%     | 9   |
| Total Respondents: 217 |           |     |

## Q19 Does the transportation system meet your needs?

Answered: 199 Skipped: 35



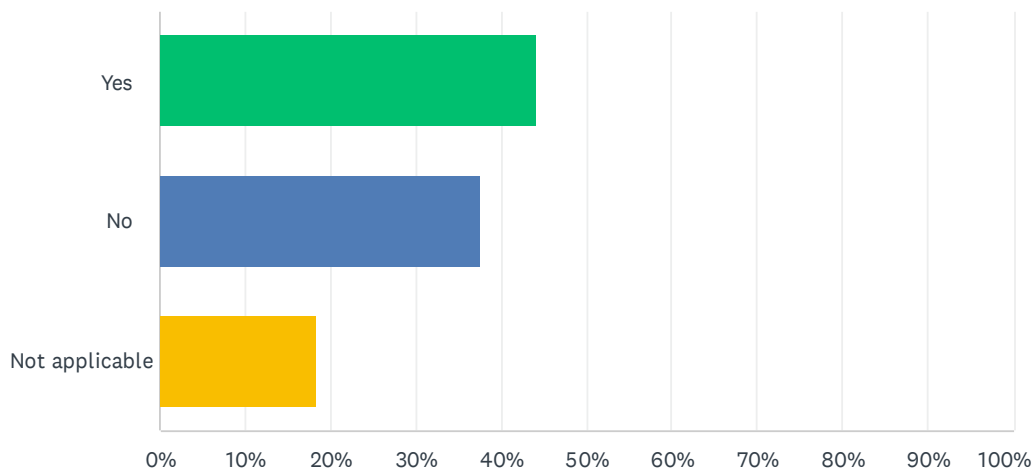
| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| Always         | 35.68%    | 71         |
| Often          | 26.13%    | 52         |
| Sometimes      | 22.61%    | 45         |
| Rarely         | 8.04%     | 16         |
| Never          | 7.54%     | 15         |
| <b>TOTAL</b>   |           | <b>199</b> |

## Q20 What transportation challenges do you face?

Answered: 144 Skipped: 90

## Q21 Do you or your family access education in Ashland?

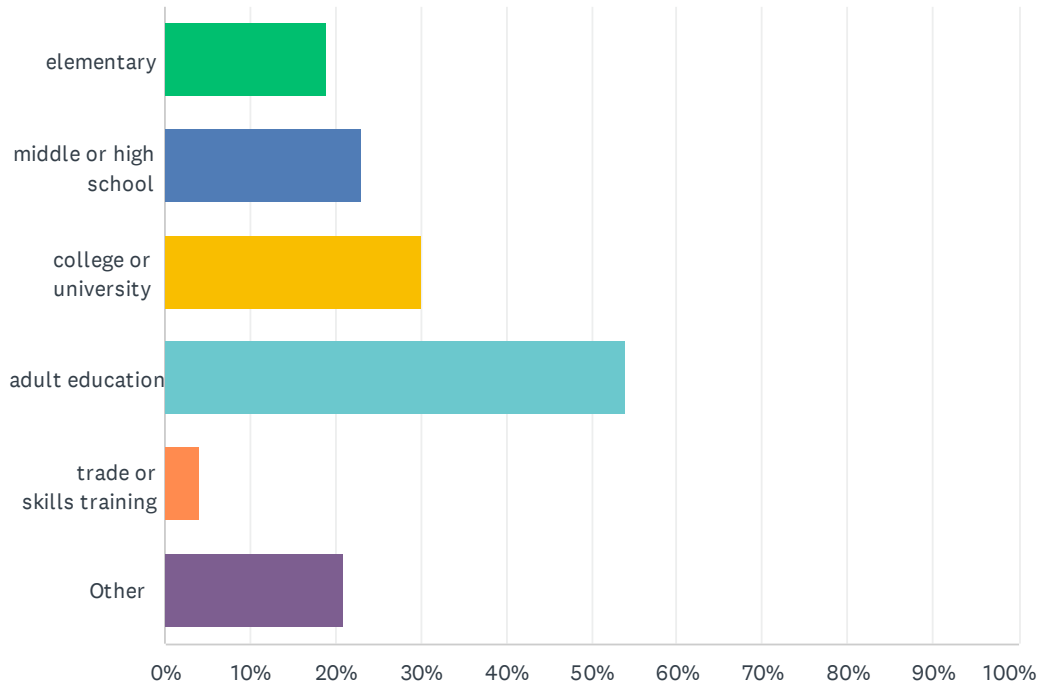
Answered: 213 Skipped: 21



| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| Yes            | 44.13%    | 94         |
| No             | 37.56%    | 80         |
| Not applicable | 18.31%    | 39         |
| <b>TOTAL</b>   |           | <b>213</b> |

## Q22 If yes: Please check all that apply

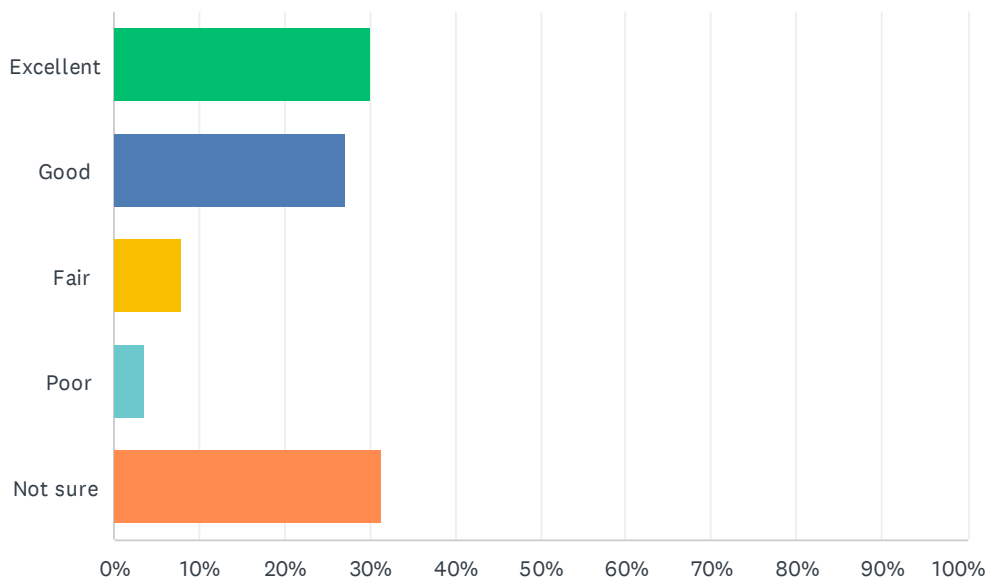
Answered: 100 Skipped: 134



| ANSWER CHOICES           | RESPONSES |    |
|--------------------------|-----------|----|
| elementary               | 19.00%    | 19 |
| middle or high school    | 23.00%    | 23 |
| college or university    | 30.00%    | 30 |
| adult education          | 54.00%    | 54 |
| trade or skills training | 4.00%     | 4  |
| Other                    | 21.00%    | 21 |
| Total Respondents: 100   |           |    |

## Q23 Rate accessibility/inclusiveness of education:

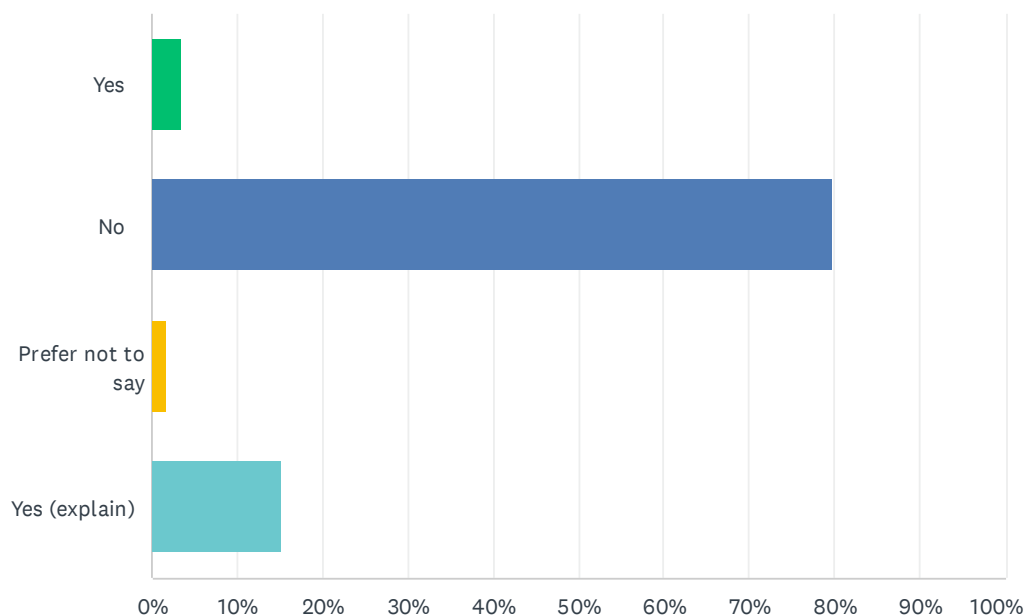
Answered: 166 Skipped: 68



| ANSWER CHOICES | RESPONSES |            |
|----------------|-----------|------------|
| Excellent      | 30.12%    | 50         |
| Good           | 27.11%    | 45         |
| Fair           | 7.83%     | 13         |
| Poor           | 3.61%     | 6          |
| Not sure       | 31.33%    | 52         |
| <b>TOTAL</b>   |           | <b>166</b> |

## Q24 Have you experienced barriers to accessing education?

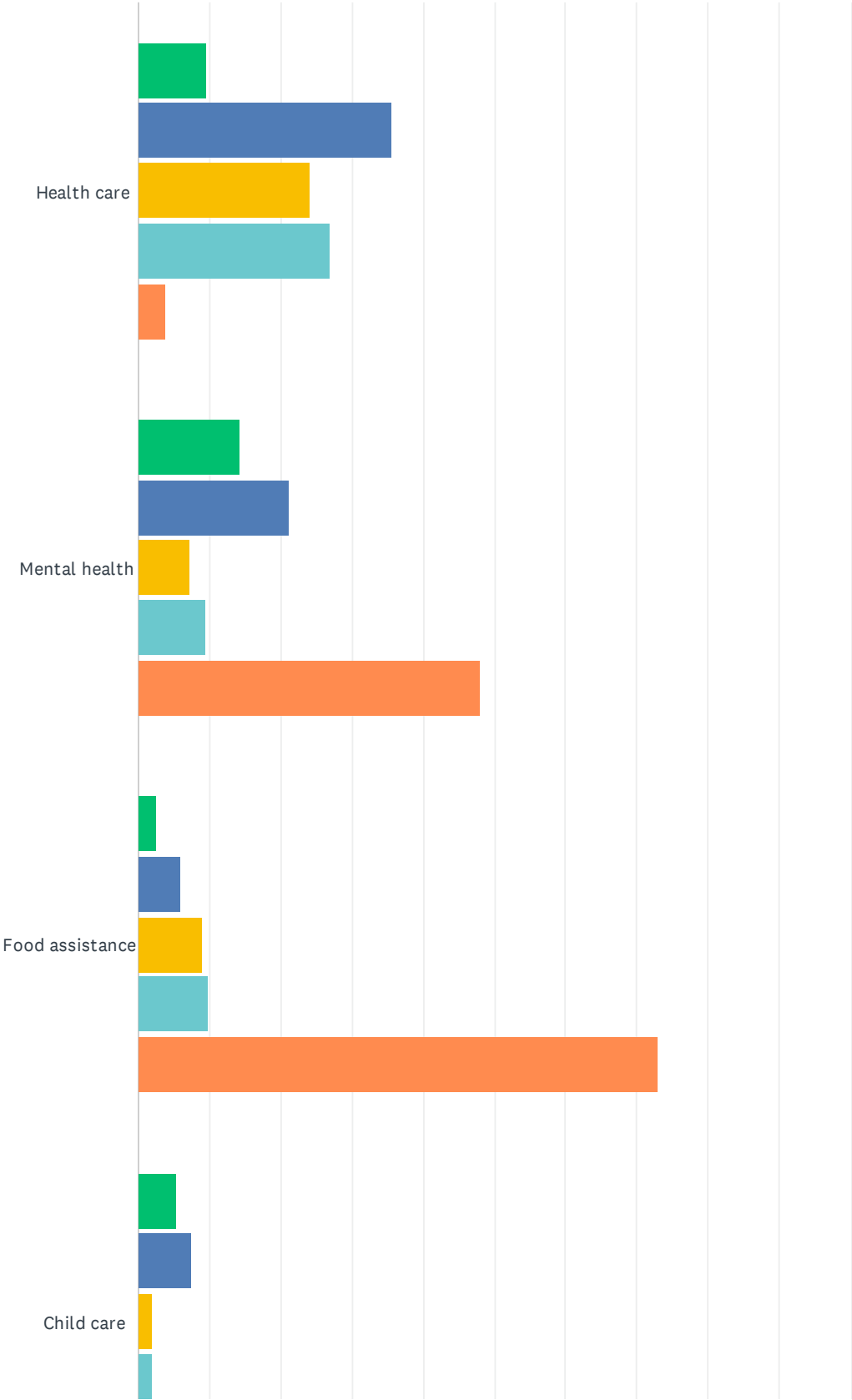
Answered: 178 Skipped: 56



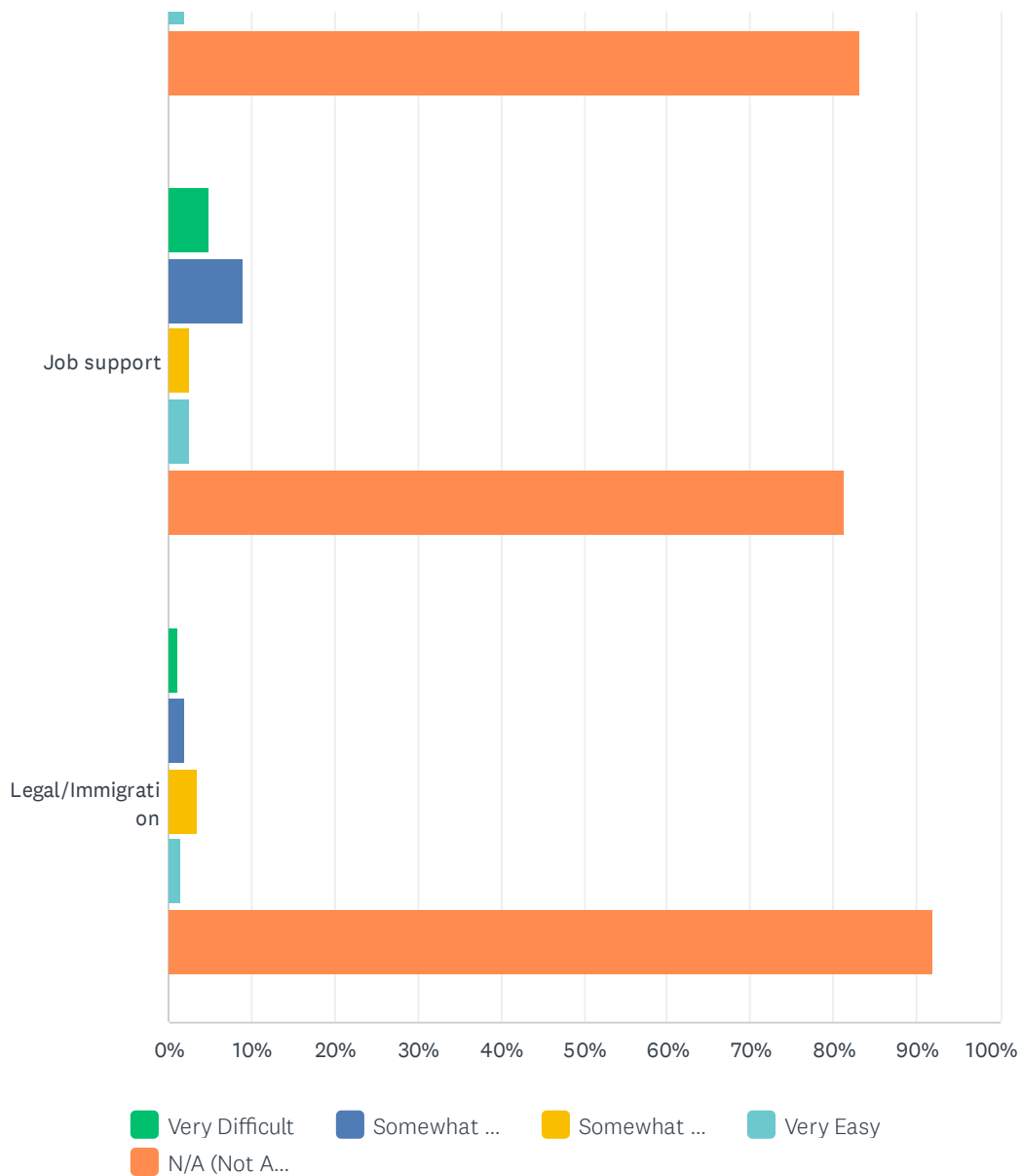
| ANSWER CHOICES    | RESPONSES |            |
|-------------------|-----------|------------|
| Yes               | 3.37%     | 6          |
| No                | 79.78%    | 142        |
| Prefer not to say | 1.69%     | 3          |
| Yes (explain)     | 15.17%    | 27         |
| <b>TOTAL</b>      |           | <b>178</b> |

# Q25 Ease of access to the following services in Ashland

Answered: 209 Skipped: 25



City of Ashland - Community Belonging & Welcoming Survey



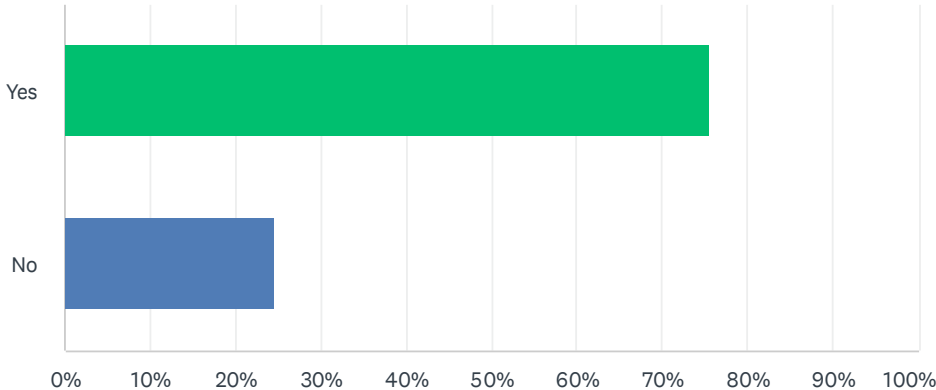
|                   | VERY DIFFICULT | SOMEWHAT DIFFICULT | SOMEWHAT EASY | VERY EASY    | N/A (NOT APPLICABLE) | TOTAL | WEIGHTED AVERAGE |
|-------------------|----------------|--------------------|---------------|--------------|----------------------|-------|------------------|
| Health care       | 9.62%<br>20    | 35.58%<br>74       | 24.04%<br>50  | 26.92%<br>56 | 3.85%<br>8           | 208   | 2.80             |
| Mental health     | 14.22%<br>29   | 21.08%<br>43       | 7.35%<br>15   | 9.31%<br>19  | 48.04%<br>98         | 204   | 3.56             |
| Food assistance   | 2.46%<br>5     | 5.91%<br>12        | 8.87%<br>18   | 9.85%<br>20  | 72.91%<br>148        | 203   | 4.45             |
| Child care        | 5.42%<br>11    | 7.39%<br>15        | 1.97%<br>4    | 1.97%<br>4   | 83.25%<br>169        | 203   | 4.50             |
| Job support       | 4.93%<br>10    | 8.87%<br>18        | 2.46%<br>5    | 2.46%<br>5   | 81.28%<br>165        | 203   | 4.46             |
| Legal/Immigration | 1.01%<br>2     | 2.01%<br>4         | 3.52%<br>7    | 1.51%<br>3   | 91.96%<br>183        | 199   | 4.81             |

## Q26 Are there other services or resources that you have had difficulty accessing?

Answered: 66 Skipped: 168

### Q27 Have you attended a community meeting or event in the past year?

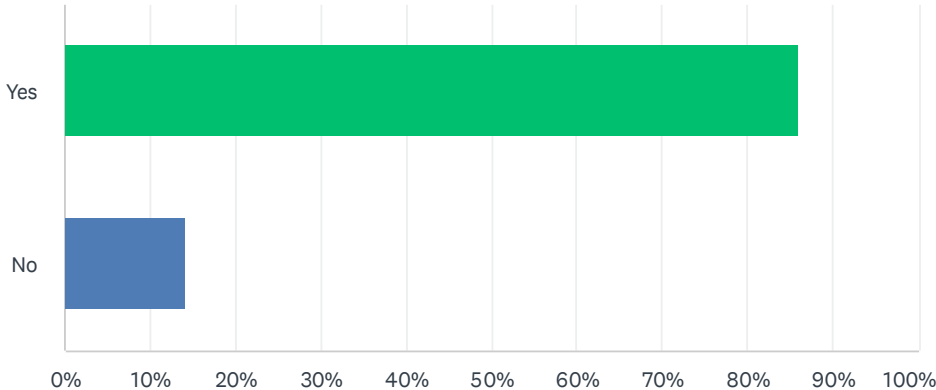
Answered: 208 Skipped: 26



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 75.48%    | 157 |
| No             | 24.52%    | 51  |
| TOTAL          |           | 208 |

### Q28 If yes: Did you enjoy it or find it useful?

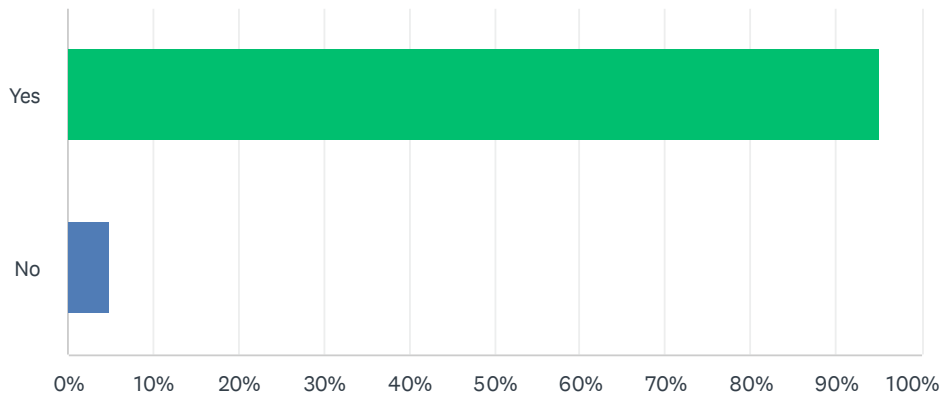
Answered: 156 Skipped: 78



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 85.90%    | 134 |
| No             | 14.10%    | 22  |
| TOTAL          |           | 156 |

## Q29 Have you attended a parade/live music/live theatre/other live performance event in the last year?

Answered: 207 Skipped: 27



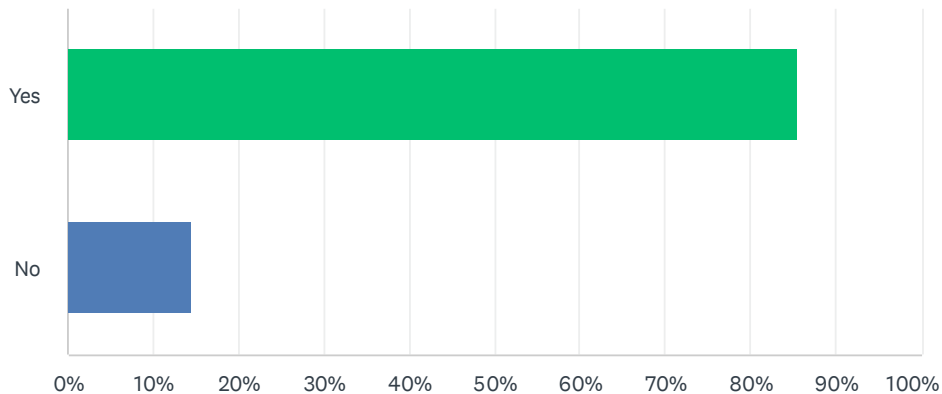
| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 95.17%    | 197 |
| No             | 4.83%     | 10  |
| TOTAL          |           | 207 |

## Q30 If yes: Approximately how many times?

Answered: 189 Skipped: 45

### Q31 In the last year, have you been aware of events that fit your tastes/schedule/sense of belonging?

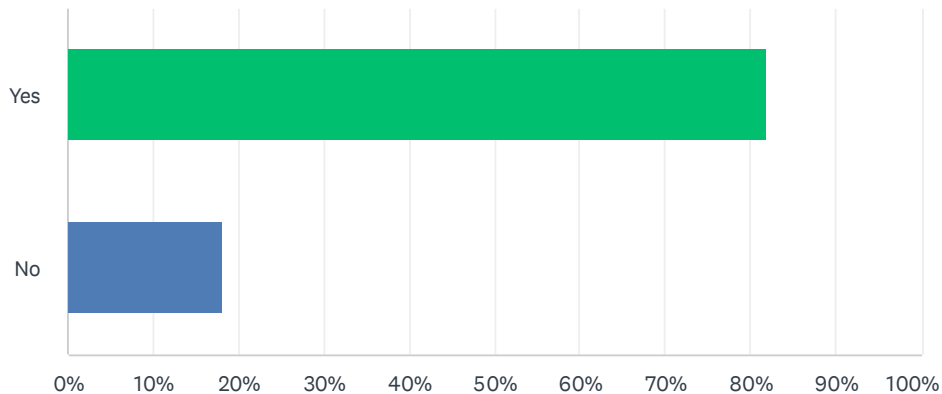
Answered: 208 Skipped: 26



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 85.58%    | 178 |
| No             | 14.42%    | 30  |
| TOTAL          |           | 208 |

### Q32 Would you attend more such events if they suited your tastes/schedule/sense of belonging?

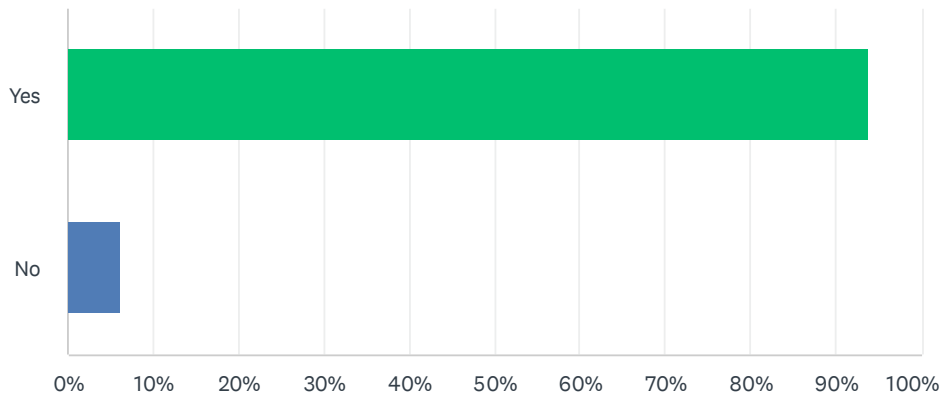
Answered: 205 Skipped: 29



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 81.95%    | 168 |
| No             | 18.05%    | 37  |
| TOTAL          |           | 205 |

### Q33 Are there spaces in Ashland where you feel comfortable/welcome to hang out/spend time?

Answered: 207 Skipped: 27



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 93.72%    | 194 |
| No             | 6.28%     | 13  |
| TOTAL          |           | 207 |

## Q34 What would make you feel more welcomed?

Answered: 102 Skipped: 132

## Q35 What, if anything, would help you feel more engaged in civic life?

Answered: 107 Skipped: 127

## Q36 What is one thing the City could do to be more welcoming and inclusive?

Answered: 148 Skipped: 86

# End-of-Year Appreciation Reception

December 15, Council Chamber, 1175 E Main St

5:30–6:30 p.m.— 2025 Achievements & Workplan Presentation for 2026

6:30–7:30 p.m.— Appreciation Event



The City of Ashland would like to express sincere gratitude for your dedication, hard work and valuable contributions to the City Committee/Commission you serve on. Your time and efforts play a vital role in making Ashland a better place for all its residents.

Please come and enjoy light refreshments as we take a moment to reflect on all that we've accomplished together and look forward to the future of our community. **"We are Better Together!"**

