



Social Equity and Racial Justice Advisory Committee Meeting Agenda

ASHLAND SOCIAL EQUITY AND RACIAL JUSTICE ADVISORY COMMITTEE

REGULAR MEETING AGENDA

Thursday, June 6, 2024

I. CALL TO ORDER

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.

II. APPROVAL OF MINUTES

1. Minutes of May 9, 2024 - Regular Meeting

III. PUBLIC FORUM

IV. UNFINISHED BUSINESS

Anyanaia Muse (60 minutes)

V. NEW BUSINESS

Juneteenth (20 minutes)

VI. UPDATE FROM MEMBERS

Update (10 minutes)

VII. ADJOURNMENT

Next Meeting Date: August 1, 2024

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please email ann.seltzer@ashlandoregon.gov. Notification 72 hours prior to the meeting will enable the



Social Equity and Racial Justice Advisory Committee Meeting Agenda

City to make reasonable arrangements to ensure accessibility to the meeting (28 CFR 35.102-35.104 ADA Title 1).





Council Study Session

Date: June 6, 2024

Agenda Item	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.
From	
Contact	

SUMMARY

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.

POLICIES, PLANS & GOALS SUPPORTED

BACKGROUND AND ADDITIONAL INFORMATION

FISCAL IMPACTS

SUGGESTED ACTIONS, MOTIONS, AND/OR OPTIONS

REFERENCES & ATTACHMENTS

None

Social Equity and Racial Justice Committee
DRAFT Minutes

May 9, 2024
5:00-6:45 p.m

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please email ann.seltzer@ashland.or.us . 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).

Remote Meeting via Zoom

Note: This meeting will be recorded and uploaded to the website to accompany the minutes.

1. Call to Order

The meeting was called to order at 5:00m p.m.

2. **Motion:** Yamaguchi motioned the minutes of March 7 be approved; it was seconded by Mendel. Motion passed unanimously.

3. Simon announced that Anyania Muse will attend the June SERJ meeting on June 6.

4. Simon provided the background of how the DEI Assessment came about. Initially SERJ requested the City hire a DEI Manager. The City Manager decided to have a DEI Assessment performed to determine the internal needs or the organization and, based on the results of the assessment, then determine if the City needed a DEI Manager. The City Council allotted \$40,000 for the project.

An RFP (request for proposal) was posted inviting companies/consultants to conduct the assessment. Paradigm Consultants was hired to conduct the work which began in the fall of 2023.

The findings were presented to the City Council at the study session on April 1, 2024. The finding included 25 recommendations. Two groups of employees, women and gender/sexual minorities were identified as having expressed concern of being targets of micro Aggressions and concerns about equity, inclusivity and accessibility.

The city is committed to insuring that DEIA becomes a part of the internal culture and identified the following:

Next Steps:

The City Manager recommended a series of organizational trainings with a focus on diversity, equity, inclusion and accessibility including: a review of annual performance process, employee training on anti-harassment, implicit bias, succession planning, and micro aggression and forming a DEIA employee committee.

The list of next steps did not include training for religious tolerance.

Motion: Simon made a motion asking the City to include religious tolerance training, and asking the HR Director and the interim City Manager to report on the progress of the identified next steps at a City council meeting in the fall of 2024. Mendel seconded the motion; the motion passed unanimously.

5. Yamaguchi reminded the group of the SERJ social gathering at SOU on Wednesday, May 15 at 5:30 p.m. at the Hawk Dining Center at 435 Whitman.

6. Yamaguchi announced she would be leaving SERJ after the June SERJ meeting.

7. Seltzer announced she would retire from the City in June. Kerrick Gooden will replace Seltzer as the staff liaison.

8. Yamaguchi announced that progress has been made with the project Ashland Voices. SORCE (southern Oregon research center) has identified and compiled a list of businesses in Ashland owned by marginalized groups. These businesses will be contacted and invited to be in a video which will eventually be available on the city's website.

9. Tyler and Mendel provided an update on Listening Circles sub-committee. Members of the sub committee have met with many underrepresented groups in Ashland and is partway through the identified list of groups. The group attends these gatherings to listen and learn from these groups. When the listening circles are launched the focus will be on the issues the groups have raised.

SERJ needs to determine the desired outcomes of Listening Circles and what will be done with the outcomes. It was suggested that the subcommittee focus on clearly identifying the desired outcomes and what will be done with the information learned from the Listening Circles.

11. Houston reviewed the draft cover letter she wrote for the History of Racism in Ashland. The cover letter deepens some of the issues that were previously identified.

Motion: Simon made a motion to forward the cover letter and the History of Racism in Ashland to the City Council with the recommendation to hire a professional to undertake a systemic and thorough investigation of the organizational historical documents to include all aspects of historical marginalization including religions, race/ethnicity, age, class immigrant status, disability, gender, and sexuality. Mendle seconded that motion; otion passed unanimously.

12. Simon did not have an update on the Labor Acknowledgement Subcommittee.

13. Mendel noted that they found examples of Hate Speech Flyers that SERJ may want to use. In addition, both the Sate of Oregon and the City of Eugene have "tool kits" available that relate to Hate Speech. Mendel has sent the links to staff.

14. Discussion on outreach tools to recruit new members and review of Recruiting Guidelines. Generally it was agreed that creating a handbook about SERJ was not the best use of time but instead to use the City's website to provide information and direct possible recruits to that information.

It was agreed that face to face recruitment is the strongest. SERJ members will determine ways to communicate the work of SERJ such as reaching out to be a guest speaker at local service group monthly meetings, reaching out to Sneak Preview to do a story about SERJ and developing a list of talking points about SERJ that members can use as they meet with potential recruits.

15. Adjourn

Next meeting dates: May 15 social gathering, June 6 regular meeting, August 8 regular meeting. The first Thursday in July is July 4 so there will not be a SERJ meeting in July.



Council Business Meeting

Date: June 6, 2024

Agenda Item	Anya Wave Model Image
From	
Contact	

SUMMARY

POLICIES, PLANS & GOALS SUPPORTED

BACKGROUND AND ADDITIONAL INFORMATION

FISCAL IMPACTS

SUGGESTED ACTIONS, MOTIONS, AND/OR OPTIONS

REFERENCES & ATTACHMENTS

1. WAVE Model 2 AMUSE



Methodology.

We use the Wave Model as a compassionate approach to understand how humans perceive themselves in a larger system. By uncovering experiences and perceptions at both the individual and global level, a full picture will emerge of the areas of strength and opportunity. From this, we will craft recommendations for how to address concerns, build relationships, and deepen committee and staff skills in ongoing relationship building and systems change.

Source: The Systems Sanctuary, Sinha & Fraser 2021

