

# Council Business Meeting

February 16, 2021

<b>Agenda Item</b>	Social Equity and Racial Justice – Council Discussion and Action Identification	
<b>From</b>	Adam Hanks	City Manager Pro Tem
<b>Contact</b>	<a href="mailto:adam@ashland.or.us">adam@ashland.or.us</a> ; (541) 552-2046	

## **SUMMARY**

This reoccurring agenda item is to discuss and identify Council actions, both collectively and potentially individually by mutually agreed assignment. The resolution was originally approved on [July 7, 2020](#) and updated on January 19, 2021. A tracking list has been developed and attached to assist Council in monitoring progress and updates on activities/actions relating to the individual items listed in the approved resolution.

## **POLICIES, PLANS & GOALS SUPPORTED**

N/A

## **PREVIOUS COUNCIL ACTION**

Resolution No. 2020-15 was discussed and approved by Council at the [July 7, 2020 Business Meeting](#). At the same meeting, Councilor Graham requested to place this item on reoccurring agendas and Council agreed. Resolution No. 2021-01 was approved and replaced Resolution No. 2020-15 at the January 19, 2021 Business Meeting.

## **BACKGROUND AND ADDITIONAL INFORMATION**

On [July 7, 2020](#), Resolution No. 2020-15 was approved establishing a formal commitment by the Council to recognize and take action to “move forward with purpose in order to provide immediate support for advocacy efforts while putting in place the elements necessary for long-term systemic change”. On [August 4, 2020](#), Council discussed the items in Section 2 of Resolution No. 2020-15. Staff and Council assigned to each item and background, status and progress updates can be found in Attachment 1. On [September 1, 2020](#), staff gave progress updates on assigned items.

On January 19, 2021, the resolution was repealed and replaced by Resolution No. 2021-01. The new resolution added two items to Section 2: L. Periodically provide updates on local legal cases with social equity and racial justice implications and M. Review and update this resolution as necessary to ensure accurate and relevant objectives, policies and actions are defined and accomplished.

## **FISCAL IMPACTS**

No immediate financial impacts are associated with the approval of this resolution. It is acknowledged that aspects of this resolution may involve financial commitments from the current or future budgets and those costs will be developed and presented as they come before Council in future meetings.

## **STAFF RECOMMENDATION**

This item is a Council policy decision and is supported by staff.

## **ACTIONS, OPTIONS & POTENTIAL MOTIONS**

N/A

## **REFERENCES & ATTACHMENTS**

Attachment 1: Social Equity and Racial Justice Statement Tracking List

Attachment 2: Social Equity and Racial Justice Action Item Tracking Presentation from Councilor Graham

Attachment 3: Resolution No. A Resolution Declaring the City of Ashland's Commitment to Social Equity and Racial Justice and Repealing Resolution No. 2020-15

**Resolution No. 2021-01 (formerly 2020-15) Social Equity and Racial Justice Statement Tracking Sheet**



Item:	Assigned to:
<p>Section 1.A. Designate Social Equity and Racial Justice as a Value Service in the City of Ashland's strategic planning process, which will provide an opportunity for focused and sustained attention within the City's planning, management, and policy structure.</p>	
<p>Section 1.B. Proclaim Juneteenth as an annual day of municipal commemoration and partner with communities of color and other local organizations to celebrate African American/Black culture on this day annually.</p>	
<p>Section 1.C. Advocate at the state and federal levels for policy reform that includes: a searchable database of officers sanctioned for excessive use of force and other misconduct; a national data collection program to determine the number of people killed or injured by police officers tracked by race, gender, age, and other demographic characteristics; limiting the transfer of military equipment to local jurisdictions; providing more extensive training for police officers regarding de-escalation, intrinsic bias, and procedural justice; and assisting people with mental health or addiction issues which have interactions with law enforcement.</p>	
<p>Section 1.D. Work in the near term as a "Committee of the Whole" to move these efforts forward by assigning tasks outlined in this resolution to individual staff and councilors and regularly reporting them back to Council. Simultaneously, a more formal process and timeline is underway that includes regular progress reports to the Council.</p>	
<p>Section 2.A. Support the Ashland Police Department is taking a more active role in on-campus conversations about racial justice at Southern Oregon University and developing engagement events to help residents understand APD's policies regarding the use of force and other relevant issues.</p>	<p>Tighe O'Meara, Police Chief</p>
<p>9/1 Staff Progress Update: APD is in the middle of analyzing its community engagement effort. APD has routinely accepted the SOU Football Coach's invitation to meet with his student-athletes and will continue to do so. Chief O'Meara appears as a criminology guest speaker a few times a year, as requested by the professors. A community town hall is being planned for later in the year to engage BIPOC and concerned community members on how recent events and requests have informed APD policies.</p>	

**Resolution No. 2021-01 (formerly 2020-15) Social Equity and Racial Justice  
Statement Tracking Sheet**



Item:	Assigned to:
<p>Section 2.B. Strengthen our cultural competency and intrinsic bias training program for members of the City Council and City Staff.</p>	<p>Tina Gray, Human Resources Director</p>
<p><b>1/12/2021 - Staff Progress Update:</b></p> <p><b>EDI Statement</b> – The first step in creating change that will resonate in the organization is to adopt an Equity, Diversity, and Inclusion Statement. The statement will set the tone for our existing staff and inform those seeking employment or services with the City of our organization's values. The EDI statement will be prominently displayed on the City's website, HR Materials, and used internally to reinforce our workplace culture's inclusivity. Staff developed a draft statement and invited all employees to provide feedback and suggest edits to the EDI Statement. <b>The collaboration resulted in the revised statement below:</b></p> <p><i>"The City of Ashland is committed to equity, diversity, and inclusion. We acknowledge, celebrate, and support our differences across all spectrums, including but not limited to gender identity and expression, sexual orientation, age, race, religion, ethnic origin, disability, or socioeconomic status. We will provide a work environment of respect that values diversity in background, opinions, and perspectives. We commit to furthering equity in our work and our community by continually challenging bias, eliminating structural racism, and actively recruiting and promoting a diverse workforce. We will become allies to those with less access and take responsibility for making changes that will help others be successful. Respect for one another is at the core of everything we do."</i></p> <p><b>Outreach &amp; Engagement</b> – The plan is to engage the community and our employees with a survey about how we can improve equity, diversion, and inclusion – Staff hopes to post the survey by the end of January or early February. Input from the survey will be reviewed and used to support internal initiatives.</p> <p>Staff will also request volunteer participation within the City organization to participate on an EDI Committee. The Committee will have a role in proactively advancing our EDI Statement and providing a venue to bring issues to the table that can be sensitive or uncomfortable to discuss. Many employees have expressed a desire to participate. There is a lot of internal expertise and willingness to force change within our employee population. Passionate employees can be internal champions that can create a shift in workplace culture rather than a top-down approach.</p> <p><b>Training/Policies/New Hire Orientation</b> – This will include continually training staff and keeping equity at the forefront to permeate our organization at all levels. Managers and Supervisors will receive additional training, so they model EDI for those they supervise and to promote inclusive practices in their everyday work. Job Descriptions are being updated, making EDI an essential job function for all positions in the City. As time allows, City policies will be reviewed and updated with gender-neutral terminology. New hires need to start their career with the City clearly understanding and embracing EDI principles.</p> <p>Staff is planning a training and will invite voluntary Council participation in an interactive exercise called "Walk a mile in their shoes." Course Description Attached. We hope to schedule the training for</p>	

**Resolution No. 2021-01 (formerly 2020-15) Social Equity and Racial Justice  
Statement Tracking Sheet**



Item:	Assigned to:
<p>April 2021 based on CIS staff availability. Additional training to educate staff will be provided throughout the year.</p> <p><b>Partnerships</b> -Continue collaborative partnerships within the community and region that focus on EDI to help us learn and grow and bring back new ideas to the City for implementation.</p>	
<p>Section 2.C. Display Black Lives Matter signs at City-owned locations to offer visible and immediate support for racial justice advocates in our community.</p>	<p>Bill Molnar, Community Development Director David Lohman, City Attorney Councilor Tonya Graham</p>
<p>9/1 Staff Progress Update: Community Development Department staff coordinates permit requirements with Public Works to install signs on City-owned facilities/buildings. Existing building signage will need to be evaluated to ensure new sign installation complies with the size, location, and materials standards described in the City's Sign Code. Additionally, the City Attorney will advise on a legal framework to support the Council's desired signage content.</p>	
<p>10/6 Staff Progress Update: Government-sanctioned displays or messages supporting particular public policies or viewpoints are allowed only in limited circumstances without also allowing displays or messages to support other, possibly opposing views. To respond to Sections 2.C and 2.H of Council's Resolution on Social Equity and Racial Justice in a way that fits within those limited circumstances, staff requests Council input on the following questions:</p> <ol style="list-style-type: none"> <li>1. Are the displays referenced in Sections 2.C and 2.H envisioned intended to be temporary or permanent?               <ol style="list-style-type: none"> <li>a. If temporary, what timeframe is intended?</li> <li>b. If temporary, are the referenced displays intended to be tied to a one-time event or a recurring event such as an annual celebration?</li> </ol> </li> <li>2. What steps should the City take to involve the community, including BIPOC members of the community, in planning such displays?</li> <li>3. Could the referenced displays serve their intended purpose while also being an addition to the City's Public Art Collection (perhaps similar to the Peace Wall in front of the Ashland Public Library)?               <ol style="list-style-type: none"> <li>a. Note: The process for making an addition to the Public Art Collection is prescribed in AMC 2.29; it generally includes a request for proposals, a Selection Panel distinct from the Public Arts Commission, and recommendations to the City Council from the Selection Panel and the Public Arts Commission based on artistic merit and the artist's experience in producing public art.</li> </ol> </li> <li>4. Is establishing the referenced displays feasible with existing staff and funding?               <ol style="list-style-type: none"> <li>a. What should be the dollar limit for such an effort, and which budget funds should bear that expense?</li> <li>b. Might a private fundraising effort be feasible? Might a private donation (as occurred with the Guanajuato Mural along the Calle) be feasible?</li> <li>c. Should a project manager be designated to head up the effort? Could such a project manager be a volunteer from the community, as opposed to City staff?</li> </ol> </li> </ol>	
<p>Section 2.D. Continue and enhance our support of the annual celebration of Dr. Martin Luther King, Jr.'s birthday.</p>	

**Resolution No. 2021-01 (formerly 2020-15) Social Equity and Racial Justice  
Statement Tracking Sheet**



Item:	Assigned to:
<p>Section 2.E. Connect with Southern Oregon University and its students to better understand all college students' experience, but particularly students of color, in the City of Ashland as a first step toward improving that experience. Through this process, the City will help all local college students understand the City's ideals and expectations regarding respect for all people.</p>	<p>Adam Hanks, City Manager Pro Tem</p>
<p>9/1 Staff Progress Update: APD has routinely accepted the SOU Football Coach's invitation to meet with his student-athletes and will continue to do so. Chief O'Meara appears as a criminology guest speaker a few times a year, as requested by the professors.</p> <p>HR will continue collaborative partnerships within the community and region that focus on EDI to help us learn and grow and bring back new ideas to the City for implementation. HR is participating on a Committee with SOU, but COVID-19 impacted activities on that commission. When meetings resume, staff will continue to hold a seat and represent the City of Ashland on the Committee and report progress back to the Council.</p> <p>City Administrator meets with SOU President monthly through the Ashland Coalition and will engage President Schott on this concept in upcoming meetings and provide additional information as available</p>	
<p>Section 2.F. Work with community partners to develop training, incident response, and community acknowledgment programs that help residents and business owners address the long-term, systemic root causes of inequality and racial injustice and celebrate progress.</p>	
<p>Section 2.G. Work with Jackson County and neighboring communities to develop a program that will provide trained mental health professionals for instances where the Ashland Police Department is called upon to serve the needs of people who are suffering from mental health issues and/or addiction.</p>	<p>Tighe O'Meara, Police Chief Councilor Tonya Graham</p>
<p>9/1 Staff Progress Update: APD hosted two crisis intervention (CI) workers from Jackson County Mental Health (JCMH) on August 12, 2020. The workers went on patrol with the downtown officers and made several contacts with community members who are chronically in need of mental health assistance. APD is starting to explore a possible relationship with JCMH to make available more robust CI resources. APD is also beginning to examine the feasibility of standing up its own 24/7 CI program using vetted and trained local practitioners.</p>	
<p>Section 2.H. Determine the feasibility of a mural project to provide a mode of artistic expression of our community's commitment to making meaningful, visible, and ongoing progress on social equity and racial justice issues.</p>	<p>Bill Molnar, Community Development Director</p>
<p>9/1 Staff Progress Update: Creation and installation of murals, visible from a public right-of-way, are subject to the process and guidelines established by Council Resolution 2016-29 - A RESOLUTION</p>	

**Resolution No. 2021-01 (formerly 2020-15) Social Equity and Racial Justice  
Statement Tracking Sheet**



Item:	Assigned to:
<p>ADOPTING GUIDELINES FOR THE CREATION AND INSTALLATION OF MURALS. The Public Arts Commission (PAC) has established criteria for approval of wall murals, a list of information describing the mural design application, and a process for presentation and review, with final approval by the City Council. Staff will schedule this item on a future PAC agenda to get input on how best to proceed, including identifying and considering possible mural locations for Council consideration.</p>	
<p>Section 2.I. Request a proactive review of the policies that pertain to the standard process of investigating incidents where deadly force is used in Jackson County.</p>	<p>Tighe O'Meara, Police Chief Councilor Tonya Graham</p>
<p>9/1 Staff Progress Update: The Jackson County Deadly Force was revisited by the Jackson County District Attorney's office and approved by all municipalities and accepted by the State. The plan calls for maximum transparency and outside agency involvement to ensure all aspects of a deadly force encounter are scrutinized. There is likely limited ability to impact change on this. If APD officers were involved in a deadly force incident, best practices would mandate an outside agency to handle the investigation. All other agencies in Jackson County have signed on to this plan, as has APD, so even if we reviewed it and wanted change, the other agencies would still adhere to the plan as currently presented.</p>	
<p>Section 2.J. Review recruiting/hiring practices to address implicit bias with input from leaders of local diversity, equity, and inclusion programs.</p>	<p>Tina Gray, Human Resources Director</p>
<p><b>1/12/2021 Staff Progress Update:</b>  <b>Recruitment &amp; Selection</b> – HR has implemented a blind application review feature for several recruitments successfully. We have removed fields in the application that could reveal irrelevant details about an applicant and/or socioeconomic status to reduce the opportunity for unconscious bias in application review. By eliminating unnecessary variables in the application process, we can focus on the specific knowledge, skills, and experience related to the minimum job qualifications. We have established pre-requisite training required for anyone serving on an interview panel for the City. The training is available on-line and speaks to the many positives of having a diverse workforce while educating panelists about bias and how it can unconsciously influence hiring decisions.  <b>Promotional Opportunities</b> – HR is continuing work on internal promotional processes to ensure they are competitive and fair with transparent scoring.</p>	
<p>Section 2.K. Renew the effort with Indigenous leaders in the community to find a solution to Dead Indian Memorial Road's renaming.</p>	<p>Scott Fleury, Public Works Director Adam Hanks, City Manager Pro Tem</p>

# Social Equity and Racial Justice Resolution

ACTION ITEM TRACKING – UPDATED JANUARY 19, 2021

Section 1.B. Proclaim Juneteenth as an annual day of municipal commemoration and partner with communities of color and other local organizations to celebrate African American/Black culture on this day annually.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem), Councilors DuQuenne, Hyatt, and Seffinger (art community)

**Updates:**

Council revisited this in January of 2021 and councilors agreed to reach out to local organizations to determine how best the City can support local celebration efforts.

Those conversations have identified the following possibilities: bookstore events, retail shop events (through Chamber), Art Center courses, Talk Backs, Schneider Museum event, American and Juneteenth flags on Siskiyou, OLLI/SOU talks, child pen pals at schools.

It's still early yet for OSF event organization.

**Next Steps:**

Councilors DuQuenne, Hyatt, and Seffinger will continue their work with local organizations to identify the City's role.



Section 1.C. Advocate at the state and federal levels for policy reform that includes: a searchable database of officers sanctioned for excessive use of force and other misconduct; a national data collection program to determine the number of people killed or injured by police officers tracked by race, gender, age, and other demographic characteristics; limiting the transfer of military equipment to local jurisdictions; providing more extensive training for police officers regarding de-escalation, intrinsic bias, and procedural justice; and assisting people with mental health or addiction issues who have interactions with law enforcement.

**Councilors/Staff Assigned:** Councilor Graham

**Updates:**

Last fall, Councilor Graham checked in with State Representative Pam Marsh, and district staff for Senators Ron Wyden and Jeff Merkley to determine what legislation is coming before those bodies related to this item. All advised that nothing was moving until the next Congress/State Legislature cycle. She reached out and checked again in the new year and was advised that there will be several bills moving forward in the Oregon Legislature and to stay tuned for ways the City of Ashland can support those efforts.

**Next Steps:**

Councilor Graham will stay up to date with those efforts and bring forward information as it is available.

Section 2.A. Support the Ashland Police Department in taking a more active role in on-campus conversations about racial justice at Southern Oregon University and in developing engagement events to help local residents understand APD's policies regarding use of force and other relevant issues.

**Councilors/Staff Assigned:** Tighe O'Meara (Police Chief), Councilor Seffinger

**Updates:**

Chief O'Meara has participated in three community forums hosted by BASE (Black Alliance and Social Empowerment)

He has accepted an invitation to meet with SOU students from the BIPOC community – it is being scheduled

**Next Steps:**

A community town hall will be planned to engage BIPOC and concerned members of the community on how APD policies have been informed by recent events and requests. The annual report to Council on topics including use of force issues is coming up in May.

Section 2.B. Strengthen our cultural competency and intrinsic bias training program for members of the City Council and City Staff.

**Councilors/Staff Assigned:** Tina Gray (Human Resources Director), Councilor DuQuenne

**Updates:**

Diversity, Equity, and Inclusion statement has been revised with input from a staff survey

HR is working on training, policies, and new hire orientation

Job descriptions are being updated in hiring processes, policies are being updated with gender-neutral terminology

**Next Steps:**

Community/City employee survey regarding improving EDI in the City system (survey in Jan/Feb)

Staff is planning a training in the spring (aiming at April) and will invite Council participation in an interactive exercise called "Walk a mile in their shoes." Additional training to educate staff will be provided throughout the year.

Internal City committee is being formed to advance EDI work within the City system

Continue collaborative partnerships within the community and region that focus on EDI

Section 2.J. Review recruiting/hiring practices to address implicit bias with input from leaders of local diversity, equity, and inclusion programs.

**Councilors/Staff Assigned:** Tina Gray (Human Resources Director), Councilors Moran and DuQuenne

**Updates:**

HR has implemented a blind application review feature for several recruitments successfully.

HR has removed fields in the application that could reveal irrelevant details about an applicant and/or socioeconomic status to reduce the opportunity for unconscious bias

HR is working to improve our internal promotional processes to ensure they are competitive and fair by utilizing panelists with specific training about implicit bias and implementing transparent scoring.

HR has established pre-requisite training required for anyone serving on an interview panel for the City. The training is available on-line and speaks to the many positives of having a diverse workforce while educating panelists about bias and how it can unconsciously influence hiring decisions.

Section 2.C. Display Black Lives Matter signs at City-owned locations to offer visible and immediate support for racial justice advocates in our community.

Section 2.H. Determine the feasibility of a mural project to provide a mode of artistic expression of our community's commitment to making meaningful, visible, and ongoing progress on issues of social equity and racial justice.

**Councilors/Staff Assigned:** Bill Molnar (Community Development Director), David Lohman (City Attorney), Councilor Jensen

**Updates:**

Government-sanctioned displays or messages in support of particular public policies or viewpoints are allowed only limited circumstances without also allowing displays or messages in support of other, possibly opposing viewpoints.

Public Arts Commission has expressed support to Council for this project and is ready to help move it forward.

**Next Steps:** Staff will schedule this item on a future PAC agenda in order get input on how best to proceed, including the identification and consideration of possible mural locations for Council consideration.

Section 2.E. Connect with Southern Oregon University and its students to better understand the experience of all college students, but particularly students of color, in the City of Ashland as a first step toward improving that experience.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem), Tina Grey (HR Director)

**Updates:**

City Administrator meets with SOU President monthly through the Ashland Coalition and will engage President Schott on this concept in upcoming meetings and provide additional information as available.

HR is participating on a Committee with SOU, but COVID-19 impacted activities on that commission. When meetings resume, staff will continue to hold a seat and represent the City of Ashland on the Committee and report progress back to the Council.

**Next Steps:**

Staff to report back on SOU's social equity and racial justice survey, engagement with President Schott, and the SOU Committee's work

Section 2.F. Work with community partners to develop training, incident response, and community acknowledgement programs that help residents and business owners address the long-term, systemic root causes of inequality and racial injustice and celebrate progress.

**Councilors/Staff Assigned:**

**Updates:**

COVID-19 has limited the capacity of the City and community partners to take this on at this time.

**Next Steps:**

Continue to re-visit this action item monthly until such time that the City and community partners have the capacity to move this forward.

Determine whether this might be part of the set of initial goals for the new Racial Justice and Social Equity commission that is being formed

Section 2.G. Work with Jackson County and neighboring communities to develop a program that will provide trained mental health professionals for instances where the Ashland Police Department is called upon to serve the needs of people who are suffering from mental health issues and/or addiction.

**Councilors/Staff Assigned:** Tighe O’Meara (Chief of Police), Councilors Graham and Hyatt

**Updates:**

Chief O’Meara and Councilors Graham, Hyatt, and DuQuenne participated in a listening session hosted by NAMI-Southern Oregon (National Alliance on Mental Illness) regarding need.

Councilor Graham met with representatives of Jackson Care Connect – a local coordinated care organization (CCO) that is actively engaged in these local conversations.

Jackson County has announced that it will convene a working group to move the effort forward.

**Next Steps:**

Chief O’Meara will participate in the county’s working group with Councilor Graham’s assistance as needed.



Section 2L: Periodically provide updates on local legal cases with social equity and racial justice implications

**Councilors/Staff Assigned:** Chief O'Meara

**Updates:**

## Tasks that have been completed or are in a holding pattern

**Section 2.D.** Continue and enhance our support of the annual celebration of Dr. Martin Luther King, Jr.'s birthday.

**Section 2.K.** Renew the effort with Indigenous leaders in the community to find a solution to the renaming of Dead Indian Memorial Road.

**Section 2.I.** Request a proactive review of the policies that pertain to the standard process of investigating incidents where deadly force is used in Jackson County.

**Section 1.D.** Work in the near term as a "Committee of the Whole" to move these efforts forward by assigning tasks outlined in this resolution to individual staff and councilors and reporting back to Council on a regular basis while a more formal process and timeline is developed that includes regular progress reports to Council.

**Item Section 1.A.** Designate Social Equity and Racial Justice as a Value Service in the City of Ashland's strategic planning process, which will provide an opportunity for focused and sustained attention within the City's planning, management, and policy structure.



Section 2.D. Continue and enhance our support of the annual celebration of Dr. Martin Luther King, Jr.'s birthday.

**Councilors/Staff Assigned:**

**Updates:**

The City of Ashland was a financial supporter of the celebration hosted yesterday by BASE (Black Alliance and Social Empowerment), shared information via our website and social media, and hung the banner across Main Street announcing the online event.

**Next Steps:**

Maintain this support annually.

Section 2.K. Renew the effort with Indigenous leaders in the community to find a solution to the renaming of Dead Indian Memorial Road.

**Councilors/Staff Assigned:** Scott Fleury (Public Works Director), Adam Hanks (City Manager Pro Tem), Councilors Jensen and Graham

**Updates:**

Holding Pattern: Councilor Graham reached out to local Indigenous leaders and communicated that the City stands ready to assist with their efforts to change the name when they are ready to move forward with a new name that is supported by the local Indigenous community. Further action is held off until those leaders reach out to the City indicating they are ready to move forward and request the City's support.

Section 2.I. Request a proactive review of the policies that pertain to the standard process of investigating incidents where deadly force is used in Jackson County.

**Councilors/Staff Assigned:** Tighe O'Meara (Police Chief), Councilor Graham

**Updates:**

Complete for now.

The Jackson County Deadly Force was recently revisited by the Jackson County District Attorney's office and has been approved by all municipalities and accepted by the State. The plan calls for maximum transparency and outside agency involvement to make sure all aspects of a deadly force encounter are scrutinized. There is likely limited ability to impact change on this. If APD officers were involved in a deadly force incident, best practices would mandate that an outside agency handle the investigation. All other agencies in Jackson County have signed on to this plan, as has APD, so even if we reviewed it and wanted change, the other agencies would still adhere to the plan as currently presented. When it comes up for review again, APD will take an active role in the process as it has done in the past.

Section 1.D. Work in the near term as a “Committee of the Whole” to move these efforts forward by assigning tasks outlined in this resolution to individual staff and councilors and reporting back to Council on a regular basis while a more formal process and timeline is developed that includes regular progress reports to Council.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem)

**Updates:**

Completed/ongoing

This has been put in place with the standard practice of revisiting these action items on a monthly basis since the resolution was passed.

Item Section 1.A. Designate Social Equity and Racial Justice as a Value Service in the City of Ashland's strategic planning process, which will provide an opportunity for focused and sustained attention within the City's planning, management, and policy structure.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem)

**Updates:** Completed



1 **RESOLUTION NO. 2021-01**

2 A RESOLUTION DECLARING THE CITY OF ASHLAND’S COMMITMENT TO SOCIAL  
3 EQUITY AND RACIAL JUSTICE AND REPEALING RESOLUTION NO 2020-15

4 **RECITALS:**

5 A. The Ashland City Council recognizes that the United States’ shameful history of slavery and  
6 over 150 years of systemic racism post-slavery has created a legacy of unequal opportunities and  
7 higher risk of violence for Black, Indigenous, and People of Color (BIPOC) in the United States.  
8 The mere presence of this reality should be a concern and top priority for all Americans who  
9 value the goal of equality for all people; and

10 B. The Ashland City Council recognizes that intrinsic bias is the foundation on which systemic,  
11 institutionalized racism is built and that the work to unwrap and disassemble that bias is work  
12 that we must do both as individuals and as a community; and

13 C. The Ashland City Council recognizes that, in spite of the values of equality held by the  
14 majority of City of Ashland residents, Ashland has not yet reached the point where it is a  
15 comfortable place for people of color to live, work, own a business, and raise their children; and

16 D. The Ashland City Council recognizes that local leaders who have been advocating for racial  
17 justice and social equity on behalf of their families and communities cannot and should not be  
18 asked to shoulder this work alone. There is work to be done by all Ashland residents, including  
19 this Council; and

20 E. We find ourselves in a moment in time similar to, but in many ways distinct from, previous  
21 incidents of police brutality that have happened in various locations across our country. What we  
22 know from the past is that too often outrage tapers off over time, and there is strong momentum  
23 to go back to business as usual. We must use this historic moment to commit to doing the  
24 sustained work over time necessary to create a different future for Ashland – a future that is more  
25 diverse and authentically welcoming to all who live and visit here; and

26 F. The City of Ashland’s commitment to progress on these issues has been visible through the  
27 following efforts which are ongoing:

- 28 1. The Ashland Police Department (APD) is committed to engaging all members of the  
29 community in an equitable, professional, and compassionate manner. For years the  
30 officers of APD have trained in implicit bias, procedural justice, de-escalation and on  
other best practices. APD knows, however, that these are not boxes to be checked and

1 never re-visited, but rather that this work is never-ending and that it needs constant  
2 attention and updating. To that end APD is dedicated to continuing its work with  
3 community members and groups to move forward in collaboration, while strengthening  
4 relationships and fostering mutual understanding.

5 2. The City of Ashland has also begun adapting its employment recruitment and hiring  
6 processes and recognizes that more needs to be done to eliminate bias in this area.

7 3. Mayor John Stromberg has signed Ashland on to the Obama Foundation’s “Eight  
8 Can’t Wait” program, and Ashland Police Chief Tighe O’Meara has completed a review  
9 and revision process related to that commitment; and

10 G. While the City of Ashland has made progress, our community, values, and constitutional  
11 ideals call us to be more than we have been and to move forward with purpose in order to  
12 provide immediate support for advocacy efforts while putting in place the elements necessary for  
13 long-term, systemic change.

14 **NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF ASHLAND, OREGON,**  
15 **RESOLVES AS FOLLOWS:**

16 SECTION 1. The Ashland City Council commits to the following:

17 A. Designate Social Equity and Racial Justice as a Value Service in the City of  
18 Ashland’s strategic planning process, which will provide an opportunity for focused and  
19 sustained attention within the City’s planning, management, and policy structure.

20 B. Proclaim Juneteenth as an annual day of municipal commemoration and partner with  
21 communities of color and other local organizations to celebrate African American/Black  
22 culture on this day annually.

23 C. Advocate at the state and federal levels for policy reform that includes: a searchable  
24 database of officers sanctioned for excessive use of force and other misconduct; a  
25 national data collection program to determine the number of people killed or injured by  
26 police officers tracked by race, gender, age, and other demographic characteristics;  
27 limiting the transfer of military equipment to local jurisdictions; providing more  
28 extensive training for police officers regarding de-escalation, intrinsic bias, and  
29 procedural justice; and assisting people with mental health or addiction issues who have  
30 interactions with law enforcement.

1 D. Work in the near term as a “Committee of the Whole” to move these efforts forward  
2 by assigning tasks outlined in this resolution to individual staff and councilors and  
3 reporting back to Council on a regular basis while a more formal process and timeline is  
4 developed that includes regular progress reports to Council.

5 SECTION 2. Moving forward, the City of Ashland will:

6 A. Support the Ashland Police Department in taking a more active role in on-campus  
7 conversations about racial justice at Southern Oregon University and in developing  
8 engagement events to help local residents understand APD’s policies regarding use of  
9 force and other relevant issues.

10 B. Strengthen our cultural competency and intrinsic bias training program for members  
11 of the City Council and City Staff.

12 C. Display Black Lives Matter signs at City-owned locations to offer visible and  
13 immediate support for racial justice advocates in our community.

14 D. Continue and enhance our support of the annual celebration of Dr. Martin Luther  
15 King, Jr.’s birthday.

16 E. Connect with Southern Oregon University and its students to better understand the  
17 experience of all college students, but particularly students of color, in the City of  
18 Ashland as a first step toward improving that experience. Through this process, the City  
19 will help all local college students understand the City’s ideals and expectations  
20 regarding respect for all people.

21 F. Work with community partners to develop training, incident response, and  
22 community acknowledgement programs that help residents and business owners address  
23 the long-term, systemic root causes of inequality and racial injustice and celebrate  
24 progress.

25 G. Work with Jackson County and neighboring communities to develop a program that  
26 will provide trained mental health professionals for instances where the Ashland Police  
27 Department is called upon to serve the needs of people who are suffering from mental  
28 health issues and/or addiction.

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- 1 H. Determine the feasibility of a mural project to provide a mode of artistic expression of
- 2 our community's commitment to making meaningful, visible, and ongoing progress on
- 3 issues of social equity and racial justice.
- 4 I. Request a proactive review of the policies that pertain to the standard process of
- 5 investigating incidents where deadly force is used in Jackson County.
- 6 J. Review recruiting/hiring practices to address implicit bias with input from leaders of
- 7 local diversity, equity, and inclusion programs.
- 8 K. Renew the effort with Indigenous leaders in the community to find a solution to the
- 9 renaming of Dead Indian Memorial Road.
- 10 L. Periodically provide updates on local legal cases with social equity and racial justice
- 11 implications
- 12 M. Review and update this resolution as necessary to ensure accurate and relevant
- 13 objectives, policies and actions are defined and accomplished
- 14

15 SECTION 3. This resolution is effective upon adoption.

16 ADOPTED by the City Council this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

17 ATTEST:  
18  
19  
20 \_\_\_\_\_  
21 Melissa Huhtala, City Recorder

22 SIGNED and APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

23  
24  
25 \_\_\_\_\_  
26 Julie Akins, Mayor

27 Reviewed as to form:  
28  
29  
30 \_\_\_\_\_  
David H. Lohman, City Attorney