



Board of Directors' Meeting Packet

July 15, 2021

2:00 pm - 4:00 pm

Meeting ID: 820 1242 5410

Passcode: 445403

**NEXT OCWCOG Board of
Directors' Meeting:
September 16, 2021 at 2:00 pm**

The meeting locations are wheelchair accessible. If you need special assistance, please contact Oregon Cascades West Council of Governments at 541-967-8720 or adminGA@ocwcog.org, forty-eight (48) hours prior to the meeting.



1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720 • FAX (541) 967-6123

**OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
BOARD OF DIRECTORS' AGENDA
July 15, 2021
2:00 – 4:00 pm**

Zoom Video Conference: <https://zoom.us/j/82012425410>
Meeting ID: 820 1242 5410
Passcode: 445403

An Executive Session may be called as deemed necessary by the Chair, pursuant to ORS 192.660.

NOTE: Please contact Kathleen Codinha, at 541.967.8720 or AdminGA@ocwcog.org, no later than noon on Tuesday, July 13th to confirm your attendance.

1. **Welcome and introductions/roll call** (*Chair Claire Hall*)
(2:00 – 2:05 pm)

2. **Public Comment** (*Chair Claire Hall*)
(2:05 – 2:10 pm)

Floor will be open to the public for comment.

3. **Consent Calendar** (*Chair Claire Hall*)
(2:10 – 2:15 pm)

- a. Approve Meeting minutes from May 20, 2021. (Page 4)
- b. Approve Joann Cvar's DSAC Membership. (Page 10)
- c. SSAC and DSAC Membership renewals. (Page 13)
- d. Approve Financial Report (Page 15)
- e. Approve Resolution #2021-07-01: Authorizing Signing and Endorsing Checks and other Instruments (Page 20)

ACTION: Motion to approve Consent Calendar items.

4. **Executive Director Update** (*Executive Director, Ryan Vogt*)
(2:15 – 2:35 pm)

ACTION: Information only, no action needed.

5. **Bias Response** (*Executive Director, Ryan Vogt*)
(2:35 – 3:10 pm)

The OCWCOG membership was sent a survey to determine if other entities have an interest in building a Bias Response system. (Page 21)

ACTION: Should OCWCOG contract with the City of Corvallis to lead community conversations around what a Bias Response System could look like?

6. **Board of Director's Endorsement of Americans with Disabilities Act (ADA) Day** (*Executive Director, Ryan Vogt and Senior, Disability, and Community Services Director, Randi Moore*)
(3:10 – 3:15 pm)

July 26, 2021 is the 31st anniversary of ADA, and will be declared as *Americans with Disabilities Awareness Day*. A proclamation will be presented to the Board for adoption. (Page 101)

ACTION: Motion to approve the endorsement of July 26, 2021 as *Americans with Disabilities Awareness Day*.

7. **Presentation of CARES Economic Recovery Grants** (*Community and Economic Development Director, Jenny Glass*)
(3:15 – 3:30 pm)

The CED grant selection team will discuss the guidelines, scoring, and selection criteria of the grants. The selections will be presented with a brief overview. (Page 102)

ACTION: Information only.

8. **OCWCOG Program Updates**
(3:30 – 3:55 pm)

Senior, Disability, and Community Services Program Director, Randi Moore (Page 104)
CED Director, Jenny Glass (Page 105)
Finance Director, Sue Forty
Lending Program, Sue Forty and Sandra Easdale
Human Resources Manager, Ryan Schulze

ACTION: Information only, no action needed.

9. **Other Business** (*Chair Claire Hall*)
(3:55 – 4:00 pm)

10. **Adjournment** (*Chair Claire Hall*)
(4:00 pm)

**OREGON CASCADES WEST COUNCIL OF GOVERNMENTS
BOARD OF DIRECTORS COMMITTEE MINUTES
May 20, 2021
Via Zoom Video and Audio Conferencing**

Attendees: **Chair**, Commissioner Claire Hall, Lincoln County; **Treasurer**, Commissioner Pat Malone, Benton County; Mayor Alex Johnson II, Albany ; Mayor Chas Jones, Philomath, **Vice Chair**, Mayor Jim Lepin, Millersburg; Mayor Dean Sawyer, Newport; Mayor Biff Traber, Corvallis; Councilor Mike Caughey, Harrisburg; Councilor Greg Hoagland, Lincoln City; Councilor Joyce King, Depoe Bay; Councilor Alan Rowe, Adair Village; Councilor Angelita Sanchez, Sweet Home.

Absent: Commissioner Sherrie Sprenger, Linn County; Mayor Rod Cross, Toledo; Mayor Greg Holland, Waldport; Mayor Leslie Vaaler, Yachats; Mayor Don Ware, Brownsville; Commissioner Gil Sylvia, Port of Newport; Councilor Jerry Gillson, Halsey; Councilor Carol Korn, Tangent; Councilor Debbie Nuber, Scio; Councilor Wayne Rieskamp, Lebanon; Robert Kentta, Confederated Tribes of the Siletz Indians

Staff: Executive Director, Ryan Vogt; Executive Assistant, Kathleen Codinha; Sr. Loan Officer, Sandra Easdale; Finance Director, Sue Forty; Community Economic Development Director, Jenny Glass; Technical Services Director, John Haytas; Senior and Disability Services/Community Service Programs Director, Randi Moore; Veteran Services Officer, Curtis Nelson; Human Resources Manager, Ryan Schulze

Public: None

The Oregon Cascades West Council of Governments' (OCWCOG) Board of Directors Committee Meeting was called to order by Chair, Commissioner Claire Hall on May 20, 2021 at 2:00 pm via Zoom Video and Audio Conferencing.

1. Welcome and Introductions

Chair Hall welcomed everyone and asked Kathleen Codinha to take roll.

2. Public Comment

No comment.

3. Consent Calendar

Chair Hall entertained a motion to approve the items on the Consent Calendar. Commissioner Pat Malone motioned to approve; Mayor Chas Jones seconded. A vote was taken and all items on the consent calendar were approved unanimously.

4. Executive Director Contract Renewal

Prior to the meeting, Ryan Schulze, Human Resource Manager, sent a file to the Board with the summary of changes for the proposed Executive Directors employment contract. Commissioner Hall gave a brief summary of the process: the three Officers of the Executive Committee (The Chair, Vice-Chair, and Treasurer) met to do a review. The Officers also met with key members of the staff and key stake holders in the community to do a 360 review. In summary, the review

was outstanding across the board. After collecting data, the three Officers wrote an employment agreement for the full Executive Committee to vote on and recommend moving it to the full Board for approval.

For context, Commissioner Hall reminded everyone that Ryan Vogt was interviewing approximately one year ago when lockdowns from *COVID* were well underway. In addition to many years in supervisory and management experience, he held a top position at Oregon Housing and Community Services. He did not bring prior experience as an Executive Director so he was brought on significantly lower than the former Executive Director, Fred Abousleman. Human Resource Manager, Ryan Schulze did market research on comparable positions and found the compensation for Executive Director was significantly lower than his peers. The proposed contract update is for a five year term with a salary increase of 8% the first year, 5% in years two and three, and years four and five to be negotiated. During the initial negotiations, Ryan offered to give up some of the perks that were in Fred's package.

Commissioner Pat Malone said there was a lot of thought behind the offer and he is comfortable moving it forward.

Mayor Jim Lepin said one of the most positive indicators was feedback from staff: they said the shift in communication and level of trust was tremendous. Mayor Lepin said it's been great to have access to, and have conversations with the Executive Director. While recruiting for this position, one of his personal "must haves" was someone that would focus on building working relationships with community members. Ryan has achieved that.

Executive Director Vogt was given a chance to express his gratitude for having the full support of the Board and an incredible leadership team to work with. He is also looking forward to the days when meetings won't have to be held via Zoom and there will be some form of normalcy to get out and meet with more community members in person soon.

Human Resources Manager, Ryan Schulze shared his screen to show the summary of how the contract would be updated:

- 5 year contract, beginning July 1, 2021
- 8% pay increase on July 1, 2021 with 5% base pay increase in both years two and three of the contract
- Deferred Comp 6% (from 4%), adding 1% in years two and three each
- Travel reimbursement, \$600 per month
- Severance equal to six months' pay and three months paid COBRA
- If the Board wishes not to renew the contract, Ryan will be given three months advanced notice
- Any outside employment needs to be approved by the Executive Committee
- Personal leave increased to 120 hours
- Vacation leave of two weeks

Chair Hall opened the floor for comments and Mayor Biff Traber stressed the importance and support for the suggested contract changes. It was stated during the summary presentation, and restated by Mayor Traber that Ryan Vogt was hired at a lower market value than his peers. Now that he has been here a year and proven his ability, the right thing to do is to bring his contract up to market. Mayor Chas Jones asked for clarification about the vacation leave. Executive Director Vogt said the normal earnings for a new employee is 8 hours per month and the Board originally offered 10 hours vacation accrual per month. In order to make that change, payroll would have

to manually enter an additional two hours each month and to save the time and effort, a one-time credit for two weeks would be given.

With no other questions or feedback, Chair Hall entertained a motion to approve the proposed contract renewal. Mayor Dean Sawyer motioned to accept the new contract as proposed; Commissioner Pat Malone seconded the motion. A vote was taken and approved unanimously.

5. Executive Director Update

The new *COVID* guidance is welcome news and the agency is trying to figure out what the right cadence is to move forward. The agency position at the moment is to keep staff and consumers safe and to provide information to staff and let them decide if the vaccine is safe for them. The COG will not be taking on the role of being the vaccine police; it's not appropriate to ask anyone if they have been vaccinated. Everyone will still wear a mask. A workgroup has been formed to determine what the "new normal" looks like and what telework will look like. They are defining what workload demands and needs are, what is best for our consumers, and making decisions based on that.

The two year bargaining cycle has begun. Executive Director Vogt said he is excited about the relationship between management and the union and the process of interest based bargaining, which is geared more towards mutual problem solving. The bargaining schedule is set for the next five or six months and at the end, the Board will vote to adopt any changes.

A year ago, no one knew what the long term effect of *COVID* would be: would it effect a loved one? Our consumers? The Agency? Executive Director Vogt said the generosity of donations, in addition to relief funds placed the agency in a better financial position than it's ever been. A discussion to follow is how those funds will be used to set up for permanence and protection against catastrophic events.

6. Fiscal Year (FY) 2021-2022 Annual Work Program and Budget Review

Finance Director, Sue Forty said there were not many changes from the draft budget that was presented in March. There were small changes to a few programs and some large changes to the Metropolitan Planning Organization (MPO's in Albany and Corvallis). Both MPO's received large amount of *COVID* funds for infrastructure: one received just under \$1M and the other just over \$1M. A supplemental will most likely be done to move those expenses where they belong. Finance Director Forty pointed to page 17, and said this is the largest budget the agency has ever had. There was about \$16M carry over dollars that will be brought up later in the meeting.

With no questions, Chair Hall asked for a motion to approve and adopt the FY2021-2011Annual Work Program and Budget through Resolution #2021-05-01. Councilor Riley Hoagland motioned to approve and Commissioner Pat Malone seconded the motion. A vote was taken and passed unanimously.

7. Fiscal Reserves Policy

Executive Director Vogt talked about his desire for longevity and sustainability for the COG. The following fiscal reserve policies are to protect the agency against economic problems. In 2014, the Board adopted individual reserve policies for a variety of uses. In some instances there was a proposition for how to fund a particular reserve, but for unknown reasons they fell through with no follow up. He and Finance Director Forty have been going through the reserve policies and would like to eliminate one, while introducing others for adoption.

Finance Director Forty pointed to Attachment A, which explained the Building funds reserves and are fully funded. The Sustainability reserve was put in place to allow for purchasing something “green”/energy efficient or to see a return on investment. It’s been fully funded and un-utilized. To be utilized, a proposal must go to the Board for review and approval to draw on those funds, along with a plan on how to re-fund it.

The Capital Project Reserve is new. This is for large scale, planned maintenance projects with a payback schedule of five years.

Several years ago, a PERS Reserve account was set up: the employers’ portion started creeping up and there was concern it would cause a financial impact. The PERS Reserve account was done by a resolution and reenacted in 2016. This is processed through the monthly payroll, and started at 1%, increased to 2%, and can go up to 3% of the total wage cost of each program. It’s only usable as a PERS cost, and only usable by the programs that pay into it. It didn’t increase as much as was anticipated this past year. For the new fiscal budget year, it’s at 2%. The funds are not touched until it needs to be utilized. It was used once before in 2004 and the funds were moved off the balance sheet to the monthly financial statement. Mayor Biff Traber asked if we could use the funds to leverage the match fund set up by the State. Finance Director Forty said the match piece went away so the decision was to leave it in our own government investment account to gain interest.

Mayor Alex Johnson II joined at 2:50pm

The next reserve policy discussed was the Financial Software Reserve. This is for a complete conversion on the financial software in the upcoming years. This reserve is to buffer the cost to the programs. It’s partially funded at \$46K with a goal of \$85K.

The Legal Risk Reserve is new and unfunded. It’s a back-end insurance policy against any tort claims. At the beginning of Executive Director Vogt’s’ tenure, the COG was navigating through such a claim that could have been very costly. This fund is to hedge any litigation costs. The COG uses CIS as their insurance broker for all risk based conversations, especially as it pertains to personnel. There is a cost share; claims can be approximately 25% of the litigation cost and settlement. Since the COG doesn’t have money set aside, it could be detrimental to some programs that couldn’t sustain a large expense. The proposal is to fund this reserve for \$200K as an insurance pool against extraordinary legal expenses or settlement. The funds will be structured in such a way that funds can’t be taken from one program and transferred to another. If any given program has to tap into it, that program would be responsible for refunding the reserve.

Once the conversation was open for questions and comments, Chair Hall added that the reason there are several reserves being set up is due to the fact that the programs are all funded from various grants and funding revenues that cannot be comingled between programs.

Several Board members said liability insurance was doubling, due to the increase of litigation in Oregon. With so many unknowns, they believe it’s an appropriate move for the COG to be making. Mayor Biff Traber asked what set the starting point of \$30K for the next five years since the goal is \$200K. Executive Director Vogt explained to fund this reserve initially, it was spread across all the programs so the money wouldn’t be tethered to just one program. It will be supplemented over the next five years to minimize the impact on the programs. The COG also has one more payment on a loan for a building improvement that will free up \$40K a year to fund the reserve. Finance Director Forty explained further, at the end of this fiscal year, if programs had unspent

funds in their legal line item, they would be used for operation contingencies. Since there are multiple reserves that need to be funded, it will be phased over five years so it's not a burden on some of the smaller programs. The fund balances are a dollar figure with the programmatic reserves being based on two months' salary and benefits. If an adjustment is needed to provide for inflation, it would need to go to the Board for approval. If any funds need to be withdrawn, it too, would require the Board's approval.

The last set of reserves are for programs and the proposal is for each of them to have their own reserve. In 2014, the Board adopted the concept, but the agency ultimately was unable to fund them the way it was structured. The individual program funds are as follows with the note that each would fund their own two month reserve:

- Senior and Disability Services is currently funded at \$1.6M with a goal of \$2M and they have money to fund the balance.
- Community Services Programs requires \$358K, is not funded; and have money to fund it.
- Community Economic Development requires \$390K, is not funded; and have money to fund it.
- Business Lending requires \$38K, is not funded; and have money to fund it.

Due to an unstable internet connection, Executive Director Vogt left the meeting to log back in and Finance Director Forty's connection was unstable as well. While waiting for them to reconnect to the meeting, Mayor Traber asked if \$30K was enough to fund the Legal Risk Reserve because the conversation from earlier seemed like it was a high priority. Human Resources Manager, Ryan Schulze explained there is a gap between where the insurance kicks in. When a claim is submitted, the first \$15K is waived and then there's \$15K deductible – but only with the first claim. Each time after the first claim is submitted, an additional \$15K is added to the portion the COG is responsible to pay. One claim could cost \$60K (at the fourth time a claim is submitted). Fortunately, not using CIS in that capacity, the COG is still on the lower end of the scale. NOTE from minute taker: the Legal Risk Reserve request is for \$200K (not \$30K).

When Executive Director Vogt returned, there were no further questions and comments. Chair Hall asked for a motion to approve Resolution 2021-05-02 to fund all fiscal reserve policies discussed. Commissioner Pat Malone so moved; Mayor Traber seconded the motion. A vote was taken and unanimously approved.

8. Endorsement of Older Americans Month

Executive Director Vogt read the *Older Americans Month* proclamation. Mayor Johnson II motioned to approve the proclamation; Commissioner Malone seconded the motion. A vote was taken and unanimously approved.

9. Endorsement of Military Appreciation Month

Curtis Nelson, Veteran Services Officer, read the *Military Appreciation Month* proclamation. Mayor Johnson II motioned to approve the proclamation; Mayor Dean Sawyer seconded the motion. A vote was taken and unanimously approved.

10. OCWCOG Program Updates

Executive Director Vogt asked the Senior and Disability Services (SDS) Director and Community and Economic Development (CED) Director to give brief updates from their programs. SDS Director, Randi Moore spoke about *Stand by Me (\$BM)*, a financial empowerment coaching model being replicated based on a program managed in Delaware. *\$BM* received a grant of \$36K from

Oregon Community Foundation to create outreach materials to support the Latin communities in the region. In the written report, SDS Director Moore touched on how *\$BM* can support member governments. The goal is to work with county government employees to teach them how to increase savings, reduce debt, create a budget, and improve credit ratings. Eventually, this will be offered in all three counties. The other item SDS Director Moore pointed out was the story funds provided to North End Senior Solutions (The Ness Club), an Adult Day Services provider in Lincoln County. The funds were used to purchase laptops and other technology so the members could continue to interact with each other through *COVID* lockdowns.

Jenny Glass, the CED Director, said they received \$100K in CARES Act Funding and were able to create a program to grant up to \$10K per community for economic recovery projects. The applications are open on June 1st, and details can be found at: <https://www.ocwcog.org/economic-development/cascades-west-economic-development-district/caresact/>. Benton, Lane, Lincoln, and Linn counties are eligible with no match needed.

11. Other Business

None stated.

12. Adjournment

With no further discussions, Chair Commissioner Hall adjourned the meeting at 3:56 p.m.

Meeting minutes taken by Kathleen Codinha.



Oregon Cascades West Council of Governments
Senior and Disability Services
1400 Queen Avenue SE Albany, Oregon
(541) 924-8441 lbennett@ocwcog.org
<http://www.ocwcog.org/seniors-disability/volunteers-advocacy/dsac/>

Disability Services Advisory Council Membership Application

Contact information

Name: Joanne L. Cvar		
Mailing address: [REDACTED]		
City: Waldport	State: Oregon	ZIP: 97394
Home phone: [REDACTED]	Cell phone:	
Email address: cvar@peak.org		
Place of employment: Retired		
Work address: N/A		
City: N/A	State: N/A	ZIP: N/A
Work phone: N/A		
Email address: N/A		

All applicants must fill out 1 and 2 below¹.

1. Are you a person with a disability?
 Yes No
2. Do you receive services from the Department of Human Services Aging and People with Disabilities (or an Area Agency on Aging which contracts with the State of Oregon to provide this service)?
 Yes No

Experiences

List any of the following experiences you have working with people with disabilities:

- Educational:
Executive Director of Vision Northwest 1983-86, a peer support organization

¹Senate Bill 875 (1989), ORS 410.210

serving some 500 Oregonians new to severe vision loss, under the direction of Robin DeVour, a psychologist. Researched and put together a compendium of services, applied for and received grant funding, and wrote and mailed taped newsletters to our clients.

- Work/Volunteer:

Taught writing as a teaching assistant at PSU, 1984-86., and at the Lincoln County Community College, 1989-90.

Editor/reporter for *South Lincoln News* 1990-'93.

Secretary for the Democratic Party Precinct Committee, 1990-1993. Wrote and published their newsletter.

Taught pre-school children locally 1993-95.

Grant-writing for local organizations until receiving SSI in 1965.

Served on the board of Progressive Options, working with homeless folks in Lincoln County, mid-90s.

Worked with local school officials and police in the early '90s to prevent alcohol/drug abuse, eventually founding a youth center in Waldport.

Chaired the Lincoln County Special Transportation Advisory Committee in the mid-90s, until it became part of Lincoln County Transit,

Coordinating Committee and co-chair of the Pacific Green Party, 2,000-2004.

Communication Director for Health Care for All-Oregon , 2008-2014.

Currently working with 350.org Central Coast, contributing a segment on sea level rise to the adaptation/mitigation plan for municipalities and the county.

And I have been publishing a weekly newsletter of events and meetings in the county, with 450 subscribers, since 2008.

- Personal

Describe how your life experiences, including those above, have had an impact or influence on your life.

My progressive macular degeneration, Best's Syndrome, was first diagnosed in my mid-30s when I was still working for the US Bank and raising my three children. It has deeply impacted my working career and life choices ever since. (Originally I thought I wanted to be an artist, and I continued drawing and painting until I could no longer put two lines together.) The hardest thing has been the loss of the ability to drive, in the mid-1980s.

In spite of the negative effects, however, some of the best things in my life have come about because of my loss. I would probably have decided to keep on with my rather successful career at the bank, even though I did not particularly like the work. I was able to attend college through a program at the time for retraining disabled persons. And I would not have met my second husband/enebler, who offered to drive

me home from covering late city council meetings while I was working as a reporter. We were married for 28 years, and I lost him to a surprise heart attack last June.

Describe why you want to be a Council member.

It seems to me that Lincoln County is limited in resources for disabled persons, in spite of the large proportion of seniors in our population, many of whom do have physical or sensory disabilities. Perhaps my many contacts and experiences with activism in Lincoln County would be of help in bringing more resources to our area.

Please list two references (personal or professional):

Bill Kucha, chair of 350.org Central Coast

billkucha@gmail.com

541 765 2451

Rep.DavidGomberg@oregonlegislature.gov

State District 10

phone: 503-986-1410

address: 900 Court St NE, H- 480, Salem, OR, 97301

What skills would you bring to the Advisory Council?

Writing and editing, knowledge of useful aids for vision loss, grant writing experience, experience with bookkeeping and financial matters, local contacts, time as a retired senior.

What do you expect to gain from volunteering with the Advisory Council?

At 88, going on 89, membership in the Council would add a sense of purpose in my life—a sense of helping to make the world a better place for everyone.



Senior and Disability Services

1400 Queen Ave SE • Suite 206 • Albany, OR 97322
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203 N Main St • Toledo, OR 97391
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MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board of Directors
FROM: Randi Moore, Senior and Disability Services (SDS) Director
RE: **Senior Services Advisory Council (SSAC) and Disability Services Advisory Council (DSAC) Newly Elected Leaders and Membership Renewals.**

In June 2021, the Senior Services Advisory Council (SSAC) met and elected the following individuals to leadership positions for the 2021-2022 term:

- Mitzi Naucler, SSAC Chair; and
- Marie Laper, SSAC Vice-Chair.

The SSAC subsequently approved the recommendation of renewal of membership for the following individuals:

- Mitzi Naucler, Linn County;
- William Turner, Lincoln County.

In June 2021, the Disability Services Advisory Council (DSAC) met and elected the following individuals to leadership positions for the 2021-2022 term:

- Lee Lazaro, DSAC Chair; and
- Allison Hobgood, DSAC Vice-Chair.

At their June meeting, DSAC also approved the recommendation of renewal of membership for the following individuals:

- Lee Lazaro, Benton County;
- Mike Volpe, Benton County; and
- Jan Molnar-Fitzgerald, Lincoln County.

The SSAC and DSAC request the approval of renewal of membership by the OCWCOG Board of Directors for the aforementioned individuals.

Senior and Disability Services Advisory Council members take an active role in advocating for the needs of seniors and people with disabilities, and provides advice regarding policies, quality of services, and other important issues. SSAC and DSAC currently are seeking members who reside or are employed in Linn, Benton, or Lincoln Counties.



Senior and Disability Services

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Area Agency on Aging

MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board of Directors
FROM: Jan Molnar-Fitzgerald, DSAC Chair
RE: **DSAC Membership Application**

On Tuesday, June 8, 2021 the Disability Services Advisory Council (DSAC) met and subsequently approved the recommendation of membership for Joann Cvar of Lincoln County.

The DSAC requests the approval of membership by the OCWCOG Board of Directors for Joann Cvar.

The DSAC currently has vacancies and is seeking members from each of the three counties.



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MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board of Directors
FROM: Sue Forty, Finance Director
RE: **OCWCOG Financial Update**

Please accept the following snapshot, and Consolidated Revenue and Expense Statement, for period ending May 31, 2021 with notes to pertinent items. We strive to make the following financial information consistent, accessible, and transparent.

Snapshot by Major Line Item

	<i>FY2021 Budget</i>	<i>MAY YTD</i>	<i>Percentage YTD</i>	<i>Prior Year YTD</i>
<i>Dues</i>	321,584.00	319,911.83	99.48%	100.00%
<i>Contracts</i>	2,229,818.00	1,643,307.00	56.56%	79.58%
<i>Grants</i>	187,500.00	279,381.36	149.00%	54.75%
<i>Donations</i>	220,500.00	212,057.21	96.17%	93.62%
<i>State Revenue</i>	2,025,065.00	1,484,798.24	56.04%	68.63%
<i>Federal Revenue</i>	16,146,514.00	13,060,418.54	80.89%	79.86%
<i>Coordinated Care</i>	9,620,190.00	8,104,700.70	84.25%	96.70%
Total Income (all line items)	46,783,346.00	41,498,552.72	88.70%	88.89%
Total Payroll Expense	18,958,714.00	14,795,890.16	78.04%	81.21%
<i>Contract Expense</i>	11,476,756.00	8,561,703.49	74.66%	91.04%
<i>Indirect Expense</i>	2,315,112.00	2,117,253.59	91.45%	91.29%
<i>Maintenance & Repair</i>	51,250.00	49,356.83	96.31%	67.93%
<i>Supplies</i>	148,716.00	95,634.89	64.31%	89.45%
<i>Telephone</i>	174,047.00	134,449.46	77.25%	80.65%
<i>Travel / Training</i>	419,490.00	70,703.77	16.85%	68.48%
Total Expense (all line items)	46,783,346.00	27,953,593.28	59.75%	64.52%
Net Gain / (Loss)		13,544,959.44		

Fiscal Year (FY) FY2020-2021 Financial Narrative (Revenue)

- a. Net/Gain (Loss) FY2020-2021 Budget, OCWCOG has a balanced budget. Beginning Balances have been entered and the Agency's Financial Position reflects a gain.
- b. Member dues are a once a year billing. Some FY2020-2021 dues have not been received from members; we have sent a reminder to members who have not paid.
- c. Contract revenue is at a low, partially due to quarterly billings and *COVID*. This report only reflects payments for two quarters for contracts billed after the monthly books are closed. *COVID* has also affected the Contract revenue as some budgeted contracts may not have been entered into.
- d. Grant revenue is trending up over last year; *COVID* has offered additional funding in some departments. Staff are researching additional grant opportunities and applying as they become available. (this includes \$36,000 Grant money for Stand by Me program and \$111,000 Grant Loans EDA)
- e. Donations revenue is up in the Meals on Wheels program; it received a \$54,526 donation from a trust.
- f. State revenue contract percentages are low due to the programs being reimbursement-based and are billed in the month after the expense is incurred. This is trending as it has in past years.
- g. Federal revenue contract percentages are low due to the programs being reimbursement-based and are billed in the month after the expense is incurred.

FY2020-2021 Financial Narrative (Personnel and Material & Supplies)

- a. Personnel Expense is down slightly. All critical vacant positions are filled as soon as possible. The organization is reviewing all positions when vacant to ensure funding is utilized in the most equitable way. As of May 31, 2021, there were 6 vacant positions actively being recruited.
- b. Contract expense is a bit low, some contracts budgeted have not been entered into or are starting later than expected due to *COVID*.
- c. Indirect expenses are on track. Indirect rates are charged to all program areas based on the number of staff employed in each program, and are used to fund General Administration, Human Resources, Finance, and Technology Services.
- d. Maintenance and Repair expenses are on track.
- e. Supply costs are a bit low, due to staff not being in the office.
- f. Telephone is slightly under budget.
- g. Training and Travel came in under budget due to in-person training being cancelled. Also, teleworking has significantly reduced mileage reimbursements.

If you need additional information or clarification, please contact Finance Director Forty.

Consolidate Revenue and Expense Statement

Finance Committee Financial Report

Revenues year-to-date under budget
 Revenues year-to-date over budget
 Percent of budget to date 91.67%

For Period Ended May 31, 2021

Acct No	Description	Budget	YTD Bal		
000710	Beg Bal-Restricted for Grants	\$ 10,908.00	\$ -	0.00%	
000725	Beg Bal-Restrict for Contracts	\$ 1,546,495.00	\$ 1,880,925.28	121.63%	
000735	Beg Bal-Restricted Reconcile	\$ 1,337,886.00	\$ 1,337,886.00	100.00%	
000740	Beg Bal-Restricted for Other	\$ 2,455,404.00	\$ 2,865,391.86	116.70%	
000740	Beg Bal-Restricted for Other	\$ -	\$ 10,000.00	0.00%	
000745	Beg Bal-Restrict Reserve	\$ 2,342,700.00	\$ 3,294,556.33	140.63%	
000750	Beg Bal-Unrestricted	\$ 4,350,652.00	\$ 3,614,210.46	83.07%	
000801	Dues	\$ 321,584.00	\$ 319,911.83	99.48%	Dues are a once a year activity. Most members have paid their
000802	Fees For Service	\$ 140,500.00	\$ 90,324.31	64.29%	Monthly Copy charges are in the Fee for Service line and with Telework staff have not been making the budgeted amount of copies monthly.
000803	Internal Transfer	\$ 2,317,181.00	\$ 2,120,610.29	91.52%	
000804	Miscellaneous Revenue	\$ 1,900.00	\$ 4,190.53	220.55%	
000805	Contract Revenue	\$ 2,229,818.00	\$ 1,643,307.00	73.70%	Some contracts budgeted have not been entered into or started late.
000806	Grant Revenue	\$ 187,500.00	\$ 279,381.36	149.00%	Stand By Me Grant \$36,000, and Loan Grant EDA \$111,000
000807	Donations	\$ 220,500.00	\$ 212,057.21	96.17%	
000808	Interest Revenue	\$ 280,000.00	\$ 229,574.21	81.99%	
000809	Transfers In	\$ 195,000.00	\$ 10,000.00	5.13%	
000819	Special Event Revenue	\$ 10,000.00	\$ -	0.00%	No special events have happened.
000820	Program Meals Revenue	\$ 180,000.00	\$ 159,010.21	88.34%	
000822	Loan Packaging Fees	\$ 3,000.00	\$ 1,560.00	52.00%	
000823	Program Income	\$ 682,049.00	\$ 628,176.71	92.10%	
000824	Match	\$ 50,500.00	\$ 42,735.07	84.62%	
000826	Borrowers Fees	\$ 1,500.00	\$ 3,607.09	240.47%	The new COVID funds have generated some additional revenue for Business Lending.
000828	Service Fees	\$ 6,500.00	\$ 4,026.08	61.94%	
000829	Program Administration	\$ 120,000.00	\$ 97,193.41	80.99%	
000840	Veterans	\$ 109,687.00	\$ 50,496.00	46.04%	Working with Benton County to reconcile and receive payment.
000841	Oregon Project Independence	\$ 934,000.00	\$ 768,368.75	82.27%	
000843	ODOT	\$ 981,378.00	\$ 665,933.49	67.86%	Due to the staffing in ODOT contract in the beginning of the year with staffing shortages
000846	Coordinated Care	\$ 9,620,190.00	\$ 8,104,700.70	84.25%	
000860	Economic Development Admin	\$ 235,410.00	\$ 154,024.22	65.43%	
000862	Older Americans Act	\$ 1,253,855.00	\$ 1,440,637.00	114.90%	COVID funds
000863	Title XIX	\$ 13,186,831.00	\$ 10,612,300.05	80.48%	
000864	Federal Senior Meals	\$ 1,085,054.00	\$ 681,710.46	62.83%	Followed up with the Meals Supervisor, this revenue is currently about 1.5 to 2 months behind.
000865	USDA	\$ 107,064.00	\$ 72,959.00	68.15%	
000867	Federal Match	\$ 120,300.00	\$ 57,662.19	47.93%	Federal Match is usually used at the end of the Fiscal Year.
000868	Environmental Protection Agenc	\$ 150,000.00	\$ 35,530.62	23.69%	Working with CED to refine this billing process
000869	Siletz Revenue	\$ 8,000.00	\$ 5,595.00	69.94%	Closures due to COVID
	REVENUE	\$ 46,783,346.00	\$ 41,498,552.72	88.70%	
000410	Leave Benefits	\$ 630,739.00	\$ 543,411.62	86.15%	
000420	Fringe Benefits	\$ 1,057,704.00	\$ 777,894.30	73.55%	
000421	Insurance Benefits	\$ 3,151,012.00	\$ 2,653,906.39	84.22%	
000425	PERS Benefits	\$ 2,783,120.00	\$ 2,174,839.29	78.14%	
000430	PERS Reserve	\$ 222,222.00	\$ 82,586.19	37.16%	
0001ED	Executive Director	\$ 144,100.00	\$ 122,936.22	85.31%	
0004PD	Program Director	\$ 451,699.00	\$ 351,063.36	77.72%	
0010PM	Program Manager	\$ 146,097.00	\$ 39,699.73	27.17%	
0013PS	Program Supervisor	\$ 870,014.00	\$ 731,760.70	84.11%	
0019PM	Personnel Manager	\$ 96,780.00	\$ 89,730.05	92.72%	
0019TM	Technology Services Manager	\$ -	\$ -	0.00%	
0022SA	Senior Accountant	\$ -	\$ 11,543.35	0.00%	
0046CM	Case Manager	\$ 2,753,296.00	\$ 2,071,138.02	75.22%	

Consolidate Revenue and Expense Statement

Finance Committee Financial Report

Revenues year-to-date under budget

Revenues year-to-date over budget

Percent of budget to date 91.67%

For Period Ended May 31, 2021

Acct No	Description	Budget	YTD Bal		
0053CC	Contracts Coordinator	\$ 83,933.00	\$ 58,255.72	69.41%	
0055CS	Clerical Supervisor	\$ 59,813.00	\$ 108,139.46	180.80%	Staff were reclassified after the budget was adopted
0058AP	Assistant Planner	\$ 101,451.00	\$ 203,129.25	200.22%	Some of these funds were budgeted in the CED Planner line.
005PIO	Public Information Officer	\$ 53,637.00	\$ 6,551.23	12.21%	Vacant Position existing staff are completing tasks in this position
0060AS	Accounting Specialist	\$ 109,245.00	\$ 82,600.50	75.61%	
0064ES	Eligibility Specialist	\$ 1,246,686.00	\$ 1,034,743.96	83.00%	
0064IR	Information & Referral	\$ -	\$ 15,417.20	0.00%	This is a brokerage staff. HR is working on a classification for this
0064MM	Money Management Coord	\$ 47,146.00	\$ 42,308.30	89.74%	
0067EA	Executive Assistant	\$ 77,577.00	\$ 97,032.42	125.08%	Staff were reclassified after the budget was adopted
0070AC	Accounting Clerk II	\$ 51,589.00	\$ 47,242.05	91.57%	
0076AA	Administrative Assistant	\$ 314,383.00	\$ 341,362.57	108.58%	
0076BO	Business Officer	\$ 58,576.00	\$ 52,665.18	89.91%	
0085CS	Clerical Specialist	\$ 377,325.00	\$ 297,660.52	78.89%	
0085SS	Software Support Specialist	\$ 75,069.00	\$ -	0.00%	Positions in technology are being reviewed for budget placement.
0085WS	Workstation Support Specialist	\$ 114,771.00	\$ 94,858.13	82.65%	
013SLO	Senior Loan Officer	\$ 82,233.00	\$ 68,709.73	83.55%	
013TSM	Transportation Manager	\$ 77,869.00	\$ 74,089.44	95.15%	
025NSS	Network Support Specialist	\$ 65,184.00	\$ 38,639.17	59.28%	
031CDP	CED Planner	\$ 447,686.00	\$ 177,611.58	39.67%	
034APS	Adult Protective Services Spec	\$ 648,119.00	\$ 589,081.98	90.89%	
037DTC	Diversion & Transition Coord	\$ 207,251.00	\$ 162,957.69	78.63%	
037LCM	Lead Case Manager	\$ 273,793.00	\$ 187,632.23	68.53%	
045ISS	Information Support Specialist	\$ 54,287.00	\$ 73,216.36	134.87%	Positions in technology are being reviewed for budget placement.
052ALO	Assistant Loan Officer	\$ -	\$ 6,128.16	0.00%	
055SMS	Senior Meals Supervisor	\$ -	\$ 4,855.04	0.00%	
055VSO	Veterans Service Officer	\$ 51,266.00	\$ 48,525.28	94.65%	
058MAP	MPO Assistant Planner	\$ -	\$ -	0.00%	
060FMC	Facility Maint. Coordinator	\$ 48,962.00	\$ 46,034.04	94.02%	
061LES	Lead Eligibility Specialist	\$ 53,209.00	\$ 48,119.85	90.44%	
064ADR	ADRC Specialist	\$ 236,917.00	\$ 151,688.33	64.03%	
064ALW	Asst. AFH Licensing Worker	\$ 113,907.00	\$ 99,092.96	86.99%	
064TSS	Technology Support Spec.	\$ 42,791.00	\$ -	0.00%	Positions in technology are being reviewed for budget placement.
067CEA	Confidential Executive Assist	\$ 107,138.00	\$ 39,280.32	36.66%	
073MRW	Medical Resource Worker	\$ -	\$ 34,607.59	0.00%	
075LTB	Lead Trans Brokerage Spec.	\$ 47,326.00	\$ 41,190.56	87.04%	
075TBS	Transportation Brokerage Spec.	\$ 444,157.00	\$ 239,782.85	53.99%	
076IHA	In Home Assistant	\$ 463,787.00	\$ 308,112.06	66.43%	
082SMC	Senior Meals Coordinator	\$ 47,916.00	\$ 34,198.38	71.37%	
090RSM	Relief Site Manager	\$ 25,000.00	\$ 11,788.88	47.16%	
099EXH	Extra Hire	\$ 139,978.00	\$ 72.90	0.05%	
88MSM3	Meal Site Manager 3	\$ 201,954.00	\$ 177,999.07	88.14%	
	PERSONNEL	\$ 18,958,714.00	\$ 14,795,890.16	78.04%	
					Expenses year-to-date over budget
000504	Advertising	\$ 21,834.00	\$ 19,917.88	91.22%	
000506	Auto Expense	\$ 17,000.00	\$ 12,217.13	71.87%	
000510	Bank Charges	\$ 15,300.00	\$ 10,678.42	69.79%	
000513	Board/Comm/Meeting Expense	\$ 41,214.00	\$ 3,571.92	8.67%	
000516	Computer Maintenance	\$ 166,795.00	\$ 116,746.44	69.99%	
000521	Contract Administration	\$ 2,500.00	\$ 740.00	29.60%	
000522	Contract Expense	\$ 11,467,756.00	\$ 8,561,703.49	74.66%	
000523	Admin Contract Expense	\$ 500,000.00	\$ 421,221.75	84.24%	
000525	Copying	\$ 84,990.00	\$ 20,649.70	24.30%	COVID and Telework have reduced the amount of copies being made. This line will be adjusted in the June to cover the copier leases
000531	Dues and Memberships	\$ 68,075.00	\$ 13,929.65	20.46%	

Consolidate Revenue and Expense Statement

Finance Committee Financial Report

Revenues year-to-date under budget

Revenues year-to-date over budget

Percent of budget to date 91.67%

For Period Ended May 31, 2021

Acct No	Description	Budget	YTD Bal		
000532	Equipment Expense	\$ 1,000.00	\$ 108.51	10.85%	
000533	Finance Indirect	\$ 560,476.00	\$ 511,214.09	91.21%	
000534	Indirect Expense	\$ 968,735.00	\$ 885,325.60	91.39%	
000535	Furniture & Fixtures	\$ 135,450.00	\$ 10,153.19	7.50%	
000537	Insurance	\$ 70,050.00	\$ 73,259.48	104.58%	One time expense
000540	Interest Expense	\$ 18,000.00	\$ 15,433.95	85.74%	
000542	Legal Services	\$ 48,000.00	\$ 31,321.76	65.25%	
000543	Licenses and Fees	\$ 140,719.00	\$ 102,416.59	72.78%	
000546	Loan Fees	\$ 850.00	\$ 4,201.31	494.27%	Business Lending is working to get the new USDA funds out to the community.
000549	Maintenance and Repair	\$ 51,250.00	\$ 49,356.83	96.31%	
000550	Marketing Expense	\$ 8,050.00	\$ 683.00	8.48%	
000551	Taxes	\$ 3,500.00	\$ -	0.00%	
000553	Loan Admin Exp	\$ 120,000.00	\$ 95,646.41	79.71%	
000555	Postage	\$ 65,250.00	\$ 39,816.44	61.02%	
000558	Printing	\$ 24,600.00	\$ 8,634.19	35.10%	
000561	Rent	\$ 708,730.00	\$ 651,915.47	91.98%	
000564	Resource Reserve	\$ 60,000.00	\$ 28,831.10	48.05%	
000567	Supplies	\$ 148,716.00	\$ 95,634.89	64.31%	
000568	Stipend	\$ 159,620.00	\$ 133,270.97	83.49%	
000570	Technology Indirect	\$ 785,901.00	\$ 720,713.90	91.71%	
000573	Telephone	\$ 174,047.00	\$ 134,449.46	77.25%	
000575	Special Event Expense	\$ 10,000.00	\$ -	0.00%	
000576	Training	\$ 169,506.00	\$ 24,464.48	14.43%	
000577	Volunteer Recognition	\$ 20,500.00	\$ 26,941.70	131.42%	RSVP and Meals on Wheels have Recognized Volunteers at a higher level as funds were awarded for this purpose. Tee shirts and RSVP labeled masks and uniforms have been purchased
000578	Meal Delivery Travel	\$ 72,750.00	\$ 20,620.54	28.34%	
000579	Travel	\$ 177,234.00	\$ 25,618.75	14.45%	
000580	Transfers Out	\$ 185,000.00	\$ 10,000.00	5.41%	
000582	Utilities	\$ 68,000.00	\$ 49,255.16	72.43%	
000583	Operating Contingency	\$ 4,921,921.00	\$ -	0.00%	
000584	Janitorial	\$ 79,614.00	\$ 75,419.71	94.73%	
000585	Unappropriated EFB for future	\$ 4,634,209.00	\$ -	0.00%	
	MATERIALS AND SUPPLIES	\$ 26,977,142.00	\$ 13,006,083.86	48.21%	
000595	Capital Purchase	\$ 339,000.00	\$ 85,125.07	25.11%	
000596	Leasehold Improvement	\$ 460,000.00	\$ 18,004.20	3.91%	
	CAPITAL OUTLAY	\$ 799,000.00	\$ 103,129.27	12.91%	
000598	Principal Payment	\$ 43,333.00	\$ 43,333.33	100.00%	
000599	Interest Expense	\$ 5,157.00	\$ 5,156.66	99.99%	
	DEBT SERVICES	\$ 48,490.00	\$ 48,489.99	100.00%	
	EXPENSE	\$ 46,783,346.00	\$ 27,953,593.28	59.75%	
	NET GAIN/(LOSS)	\$ -	\$ 13,544,959.44		

OREGON CASCADES WEST COUNCIL OF GOVERNMENTS

**RESOLUTION # 2021-07-01
Authorizing Signing and Endorsing Checks and Other Instruments**

WHEREAS, U.S. BANK OF OREGON, UMPQUA BANK, WASHINGTON FEDERAL SAVINGS, CITIZENS BANK, OREGON INVESTMENT POOL, and any other bank deemed appropriate by the Executive Director, or Board Designee, be and are hereby selected as depositories of funds of Oregon Cascades West Council of Governments, and that the Chairperson and the Executive Director, or Board Designee, of Oregon Cascades West Council of Governments are authorized to establish such accounts, and that checks or drafts withdrawing said funds may be signed by any two of the following:

1. _____, Chairperson
2. _____, Vice-Chairperson
3. _____, Executive Director
4. _____, Finance Director
5. _____, Program Director, Community and Economic Development
6. _____, Program Director, Senior and Disability Services
7. _____, Program Supervisor, Senior and Disability Services

WHEREAS, that the above named banks, Oregon Investment Pool, and any other bank deemed appropriate by the Board of Directors, Executive Director, or Board Designee, are authorized to honor and pay any and all checks and drafts of Oregon Cascades West Council of Governments signed as provided herein, whether or not payable to the person or persons signing them; and that checks, drafts, bills of exchange, and other evidences of indebtedness may be endorsed for deposit to the accounts of Oregon Cascades West Council of Governments by any of the foregoing or by any other employee or agent of Oregon Cascades West Council of Governments and may be endorsed in writing or by stamp and with or without the designation of the person so endorsing.

WHEREAS, that the authority hereby conferred shall remain in force until written notice from the Board of Directors, Executive Director, or Board Designee, of Oregon Cascades West Council of Governments states that a person or persons authorization has been revoked, or a new authorizing resolution is adopted and presented to the banks named above. The signature of the Board Chair and Vice-Chair shall be binding upon Oregon Cascades West Council of Governments.

NOW, THEREFORE BE IT RESOLVED that the signatures on this resolution are the signatures of the persons authorized to sign for and on behalf of this organization.

Clair Hall
Chair

Date

Vote: Yes ____ No ____ Abstention ____



1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720 • FAX (541) 967-6123

MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board of Directors
FROM: Ryan Vogt, Executive Director
RE: Project for Researching a Community Response to Bias

This memo is being crafted as a proposal for consideration by the City of Corvallis to fund a project at the OCWCOG to research and recommend possible pathways for a community response to bias concerns.

Background:

In light of the recent national and local attention to racism, inequality, and a desire to support welcoming communities that are and feel safe for all community members, communities are looking to their elected leaders to acknowledge and act on the historic and systemic racial discrimination which prevents equity throughout our communities. Various city and county entities throughout the tri-county region, have been engaging local voice in working towards a solution. However, there is some recognition that a regional approach may yield better returns by: not overtaxing our underrepresented communities with multiple requests to be part of solutions teams, not creating different methods of response/engagement throughout the community, leveraging existing structures in place and minimizing duplication. City managers have been discussing Diversity, Equity and Inclusion for several months as a group. They have asked the OCWCOG to consider leading an effort to research existing systems in place, pull together community engagement sessions, catalogue and distribute information about existing and emerging trainings, and provide recommendations for a Regional response to Bias, Diversity, Equity and Racial Justice Concerns.

The City of Corvallis has set aside money to perform research and planning for a local response to Bias concerns, and has asked the OCWCOG to lead this effort and to consider more regional implications.

Proposal:

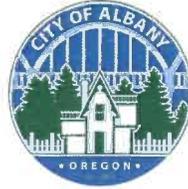
OCWCOG would contract directly with the city of Corvallis to:

1. Staff a position, dedicated to this project.
2. Further develop the details of, and execute a project plan in support of an effort to explore development of a regional bias response program.
 - a. The project manager will facilitate the work of engaging agency representatives and communities of color, Tribal representatives, non-English speaking groups, and other underserved/underrepresented communities throughout the area.
 - b. The project manager will support the work by researching bias response programs and approaches, researching existing trainings, community forums, and scheduled events etc. which focus on Diversity, Equity, Racial Justice and Bias.
 - c. Coordinate a Regional Bias Response Summit that will create a forum for local and government leadership to learn directly from marginalized communities to develop a bias response program that is supportive for the region. This summit may include local, regional, and national experts to provide deeper insight, perspective, and best practice.

Conclusion:

To engage in this work authentically takes time and relationship building. It also requires thinking well outside of normal structures and current ways of doing business. The person in this role would need to go TO the community in an effort to build the trust necessary to have open dialogue with the very systems that have implicitly or explicitly marginalized the communities we seek to engage. Any proposed solutions would have to be driven by the communities.

The project, in its current form, would be to engage the community in conversations about whether a Bias Response System is wanted, and what that response system might look like. The effort would then make recommendations regarding the implications of a regional response – including possible resources/staffing, training plan(s), resource development, and recommendations for next steps for implementation items. Any implementation would require a separate project, and additional community support, both regarding leadership and funding.



MAYOR ALEXANDER D. JOHNSON II

333 Broadalbin Street SW, PO Box 490, Albany, Oregon 97321-0144 | alex@cityofalbany.net

June 23, 2021

Oregon Cascades West Council of Governments
1400 Queen Ave. SE
Suite 201
Albany, OR 97322

Dear Executive Committee:

I am pleased to submit this letter of support on behalf of the Albany City Council for the Council of Governments to facilitate a regional conversation regarding a Bias Response Initiative. City Manager Mark Shepard and Councilor Gabe Shepherd from Corvallis met with our City staff and Human Relations Commission members to discuss their efforts and the benefits of a regional approach to coordinating bias response.

We acknowledge bias response is an important and pressing issue in our communities. We would like to discuss the issue with members from Corvallis, Philomath, and other participating cities so that we may better align efforts, collaborate, and share resources. Through conversations, we hope to understand what community members consider meaningful support and ways that we can better support marginalized and under-represented communities in the region.

We appreciate your consideration and look forward to future facilitated conversations.

Sincerely,

Alexander D. Johnson II
Mayor



June 16, 2021

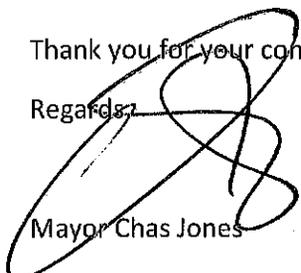
Executive Board of Directors
Oregon Cascades West Council of Governments
1400 Queen Ave SE Suite 201
Albany OR 97322

RE: Bias Response Initiative

On behalf of the Philomath City Council, the City of Philomath commits to joining initial regional discussions of the Bias Response Initiative and supports the Oregon Cascades West Council of Governments leading this discussion.

Thank you for your consideration.

Regards,


Mayor Chas Jones



Office of the Mayor
501 SW Madison Avenue
PO Box 1083
Corvallis, OR 97339-1083
(541) 766-6985
Fax: (541) 766-6780
mayor@council.corvallisoregon.gov

June 23, 2021

Commissioners Hall, Malone, and Sprenger
Mayors Lepin and Sawyer
Councilor Rowe
Director Vogt

The City of Corvallis formally requests that the Oregon Cascades West Council of Governments facilitate a regional conversation concerning response to bias incidents in our communities.

The City commits to financially sponsoring these conversations, in an amount not to exceed \$130,000.

The Mayor and City Council recommend that the Oregon Cascades West Council of Governments Executive Board review the public testimony received at the June 1, 2020 Corvallis City Council Meeting, detailing the need for this initiative and conversation in Corvallis, and our Mid-Valley Region.

We ask that you consider this letter, as well as letters from other jurisdictions asking to partner in these conversations, when making a decision about facilitating these important conversations.

Sincerely,

DocuSigned by:

C931E9D22C1D4A4...

Biff Traber
Mayor

Attachment: June 1, 2020 Council meeting minutes (applicable pages)

**CITY OF CORVALLIS
COUNCIL ACTION MINUTES
June 1, 2020**

I. CALL TO ORDER

Via video conference, Mayor Traber called the regular meeting of the City Council of the City of Corvallis, Oregon to order at 6:08 pm on June 1, 2020. Per Governor Brown's Executive Order 20-16, the Council Chambers in the Downtown Fire Station, 400 NW Harrison Boulevard, Corvallis, Oregon was closed to the public. The meeting was available for the public to observe live via the internet and the public was encouraged to provide written comments on agenda items.

II. ROLL CALL

PRESENT VIA VIDEO

CONFERENCE: Mayor Traber; Councilors Lytle, Maughan, Napack, Bull, Ellis, Junkins, Shaffer, Struthers, Wyse

Mayor Traber said he was still processing the appalling murder of George Floyd, an African American man who died in Minneapolis, Minnesota while being taken into police custody. He noted the impact of COVID-19 and the large proportion of deaths in the African American community, and the racism that exists in America. He cited Corvallis' community values of being a welcoming community and standing against hate, bias, and prejudice.

Police Chief Sassaman said each time we see an event throughout the country involving community members and the police, our hearts break from the loss of life. He said the Corvallis Police Department's policies and training reflect Corvallis' values of service, ethics, professionalism and diversity. The Police Department's Code of Ethics demands that each officer respect and defend the Constitutional rights of all people. He said Corvallis is under the jurisdiction of the Ninth Circuit Court of Appeals, which is the strictest circuit in the country when it comes to police officers and use of force. In addition, the State of Oregon provides clarity for the care of people in police custody. The Corvallis Police Department is the longest standing accredited police agency in Oregon. The Department achieved that accreditation in 1995 from the Commission on Accreditation for Law Enforcement Agencies (CALEA). Accreditation demands the highest standards of policies and training. In Corvallis, training is a priority and diversity training is required annually with varying topics, including different cultures, belief systems, building community trust, communication, hate crimes, explicit and implicit bias, white privilege, and power structures. In addition, force response trainings highlight de-escalation skills and the health and welfare of any person in police custody. He emphasized that there has never been a Corvallis Police Officer who has been trained to kneel on anyone's neck. Further, the law requires Corvallis police officers to intervene if they observe another officer acting outside the scope of the law and policy, and to provide aid to the individual.

Councilor Junkins said there were many people of color who are deeply affected by what happened. Speaking for himself and his family, he said there is a lot of fear and upset, and statements such as those made by Chief Sassaman will go a long way in providing reassurance to the community. He believed as an elected official and a Corvallis community member, we can do more. He noted Chief Sassaman's remarks about respect and rights, and he said when individual police officers make choices, they are making those choices based on individual beliefs about who deserves dignity and respect, and who does not. He said it was a statement of community and he thanked the Chief for reminding everyone of what he has taught his police officers. Councilor Junkins challenged everyone in the community to move in the direction of respect and human rights.

III. PUBLIC HEARINGS

A. State Revenue Sharing

Mayor Traber opened the public hearing.

In response to Mayor Traber's inquiry, City Recorder Holzworth confirmed that no person signed up to provide testimony on State Revenue Sharing. Staff did not receive any written testimony on this item.

Mayor Traber closed the public hearing.

City Attorney Brewer read a resolution accepting State Revenue Sharing Monies as an undesignated General Fund revenue for Fiscal Year 2020-2021.

Councilors Struthers and Wyse, respectively, moved and seconded to adopt the resolution.

RESOLUTION 2020-14 passed unanimously.

B. FY 2020-21 Operating Budget

Mayor Traber said he received a list of people who wished to testify and he would be calling on those individuals in the order they signed up. He opened the public hearing.

Jonathan Stoll, a Corvallis resident, said he has been involved with the hate/bias response proposal that asks the City to fund \$75,000 for 1.0 full-time equivalent Bias Response and Equity Coordinator and \$75,000 for diversity and social justice, community and equity development programming and trainings. A petition seeking community support for the proposal has been posted on change.org, since July 2019, recently experienced a significant increase in the number signatures, which now is at 3,000. A copy of the proposal is included with these minutes as Attachment A. Mr. Stoll said he had not yet reviewed the signatures to determine how many are Corvallis residents. He noted that the petition predated the murder of George Floyd and the incident in Corvallis involving a resident who was stopped on a bicycle. He appreciated Chief Sassaman's comments about Corvallis Police policies and wanted to be clear that the initiative is not explicitly about police brutality. It is about systematic racism. Mr. Stoll wondered what training other City staff was receiving. He found it surprising that a city the size of Corvallis did not have a position dedicated to diversity and inclusion. He said when that is approached as everyone's job it effectively becomes no one's job. He understood the City's needs were great and that the \$150,000 ask cited in the petition could be shared by the City, Benton County and Corvallis School District. He said it was an opportunity to build trust in the community and he encouraged everyone to be a part of positive change. He cited elements of the Corvallis 2040 Vision that speak to diversity and equity. In response to Councilor inquiries', Mr. Stoll noted that Chris Lenn, who formerly served on the King Legacy Advisory Board, initiated the bias response work and provided a presentation on it to the Council some time ago. Mr. Stoll also served on the King Legacy Advisory Board.

Jason Dorsette, who identifies as an African American, has lived in Corvallis for a little over six years. He said in the United States, racial inequity is largely perpetuated by structural racism, which systemically disadvantages people of color and those of

marginalized identities. He advocated for a position that focuses on equity. He said it is time for a city to hire an equity staff person when marginalized residents are being left behind; when issues such as health inequities, gender discrimination, racism, and other complaints of under-representation are continually being addressed by local residents, citing yesterday's demonstration as an example; and when there is a lack of understanding of what equity and inclusivity means within your organization. He said the benefit of such a position outweighs the financial investment being requested in the proposal. He said it would require City Councilors to apply a high-impact system change framework from a shared governance equitable lens. The requested equity position could quickly identify and help eliminate the underlying drivers in the community that perpetuate inequity and provide opportunity and advancement for all; provide professional development opportunities that focus on equity, diversity and inclusion; improve representation, participation, and dialogue about issues such as race, gender, and age; and help develop a process and set of questions to guide local governments on the development and implementation and evaluation of policies, practices, budget allocations, and programs to begin addressing these things. Mr. Dorsette provided the following link for the Council: <https://www.phila.gov/2020-01-06-kenney-administration-expands-focus-on-diversity-equity-and-inclusion>. Councilor Junkins inquired whether there is a system in place to measure if people are being left behind. Mr. Dorsette did not believe that such a system was in place and someone would need to complete that work. In response to Councilor Bull's inquiry, Mr. Dorsette said a course entitled Black Minds Matter was being offered at Oregon State University and he would gladly engage Councilors or staff who were interested in the curriculum. Councilor Struthers inquired about the differences between the State reporting system created through SB 577 and reporting at a local level. Mr. Dorsette said he did not necessarily object to the State system; however, he did not find it to be acceptable at a local level. People may not be comfortable leaving a message on a phone line in Salem and one's experiences are unique to one's community. People would prefer a response from someone in their city. A local approach provides a context to help people understand what occurred.

Angel Harris, President of the Corvallis-Albany chapter of the National Association for the Advancement of Colored People (NAACP). She said she is a black woman and has been a resident of Corvallis for over 20 years. She asked the City to allocate funds for the bias response initiative. She has heard many stories of hate and bias incidents in our community and she has not only listened, but has helped people who have had those experiences. She said people feel they have no place to go in our city where they will be heard and their concerns will be acted upon. She said some people are isolated and keep their experiences to themselves. She cited Corvallis' 2040 Vision: "*Corvallis is a safe, secure, and welcoming community for everyone, promoting respectful relations and collaboration between community members and those providing public safety services*" and "*Corvallis ensures access to human services through a strong and collaborative partnership of nonprofit agencies, government and local organizations to provide emergency and preventative services.*" She said both policies and accountability are important. She asked that we lead not in words only, but in deeds. Councilor Bull thanked Ms. Harris for her engagement in the Corvallis community, noting that when she was asked by people what they could do, Ms. Harris encouraged them to support the bias response initiative. Ms. Harris has been involved with ongoing bias response efforts for about five years.

Rebecka Weinstein described how she is active in the Corvallis community through many channels that support of all community members. She said she offers testimony for

others who do not have the time, ability, or comfort to attend. She described how last fall, she called the Police Department when a person with a known record of violence was harassing a family using racial slurs and profanity directed at a small child. She said the Police indicated there was nothing they could do for verbal harassment complaints, and they could only act if there was physical violence. The family was frightened and eventually moved out of the neighborhood. She said the City, County, and School District could act by investing in the tools to dismantle structural racism. She supported the bias response proposal. Councilor Maughan thanked Ms. Weinstein for her contributions to the community.

Clarice Amorim Freitas said although she coordinates a local health equity coalition and she worked for a local community development organization, she was speaking for herself tonight. She is a Latina immigrant to the United States and her accent indicates she was not born in America, although she has lived here longer than the place where she was born. She appreciated Chief Sassaman's remarks and she proud to know about what the Corvallis Police Department is doing. However, she also wanted people to remind everyone that not all violence against vulnerable people happens at the hands of police. She believed the residents of Corvallis want the city to be a safe, healthy and diverse community, but so did the residents of Minneapolis, Ferguson, and Cleveland. She supported the bias response proposal and urged the City to act now.

Carole Hobrock advocated for daVinci Days funding in the Fiscal Year 2020-21 budget. She cited how the festival contributes to the community. She appreciated the difficult financial decisions the City needed to make. In response to Councilor Bull's inquiry, Ms. Hobrock said da Vinci Days would hold its events virtually over the next six to eight months due to the COVID-19 pandemic.

Luhui Whitebear said she is a member of the Coastal Band Chumash Nation. She began by recognizing that she is a guest on Kalapuya lands and she honored their continued presence, as well as contributions to the community many call home. She encouraged people to learn more about the struggles of the Grand Ronde and Siletz tribes and the ways they contribute to Corvallis, as well as the ways they maintain connections to the lands and their cultures. She supported the bias response proposal, noting that she wished there was not a need for it. She said people face acts of bias every day in our local community, noting that targeted identities include race, religion, disabilities, gender identity, and sexual orientation. She shared how last year, she and her children were approached by a man yelling racial slurs at them, slamming his hands on her vehicle, and making lewd gestures. Her daughters were six and twelve years of age at the time. She called the Police Department, but they could not take any action because he did not damage her vehicle and his words were protected as free speech. She understood that, but she called the Police because she wanted the incident to be documented. However, with the exception of the campus-based bias reporting system at Oregon State University, there is no way to assess the extent of which acts of bias occur. She urged the Council to support the bias response proposal as a way to start making progress now. In response to Councilor Shaffer's inquiry about how the City might connect with the Corvallis School Board on the proposal, Ms. Whitebear said she was representing herself tonight, but she was aware of the complexities of governmental agencies working together. Councilors expressed appreciation to Ms. Whitebear for sharing her experience, as it helps people to understand why the bias response proposal is important.

Debra Higbee-Sudyka supported the bias response proposal. She said acts of hate and bias continue unabated in communities across the United States and it must stop. She said

Corvallis must be part of the solution and it should be a place where everyone is safe, valued and welcome, regardless of their identity. She shared how the children of one of her friends were bullied in three different schools and she eventually had to homeschool them. She said people should not have to deal with belligerent and unacceptable behavior. She said only having the State reporting system was not acceptable.

Daniel Harris said he is white, financially well off, and grew up in Corvallis. He routinely supports local levies because he believes that local governments provide valuable services and improve the quality of life for all residents. He supported the City fully funding the bias response proposal. He said it was important for everyone in the community.

Manju Bangalore said she is a brown girl and youth organizer, and she helped organize last night's demonstration. She has spent most of her life in Corvallis and while she has lived in other states, this is where she has faced the most direct racism. She grew up hating her hair, skin color, and name because of Corvallis. Although she has unlearned much of that, the trauma is still there for her. She asked how the City would address something if it did not recognize that it existed. She implored the City to fully fund the bias response proposal, noting the City needed to put its money where it says its Vision is.

The Council also received numerous written comments from community members in support of funding a bias response proposal (Attachment B).

The Council also received a written comment from Raine Lohr concerning funding for the Library, Fire Department, and Police Department (Attachment C).

Mayor Traber closed the public hearing.

Mr. Brewer read a resolution levying taxes and appropriating the FY 2020-21 budget.

Councilors Junkins and Lytle, respectively moved and seconded to adopt the resolution.

Mayor Traber said he does not usually advocate for items under Council considerations; however, he hoped they would support the bias response proposal. He said the City has been working for several years to get to this point and it was time to move forward. Data collection is needed so the City can take action.

Councilor Junkins appreciated everyone's comments and the thousands of signatures collected in support of the bias response proposal.

Councilors Junkins and Bull, respectively, moved and seconded moved to have the full amount of \$150,000 moved from the City's recommended General Fund Contingency and placed in the Mayor and City Council budget for the purpose of funding a hate and bias response program.

Councilor Bull was expecting to support \$50,000 in funding and trying to decide how to address the request for the full amount, which she found to be persuasive. She said many people in Corvallis have worked for many years to figure out the next step. Collecting data is the first step to start understanding the problem and also provide capacity to respond to it. The money was proposed to come from Contingencies, which is where the

City Manager had advised was the easiest from a budgeting perspective, and it provides funding to begin work in the next fiscal year.

Councilor Struthers thanked Councilor Junkins for his amendment and expressed support. He noted that he and Councilor Lytle sent a memorandum to the Council earlier that outlined an amendment they planned to make concerning sharing the \$150,000 cost with Benton County and the Corvallis School District (Attachment D). He said while Councilor Junkins' amendment was a step in the right direction, he still would like to see a partnership with those two agencies.

Councilor Napack wanted to explore partnerships with Benton County and the Corvallis School District to see what funding they could contribute. Councilors Junkins and Bull accepted her friendly amendment to replace "*the full amount of*" with "*up to*" \$150,000.

Councilor Junkins said he did not mean to exclude Benton County and the School District; however, the City's budget process was late in the year and he believed the other agencies were nearing completion of their budget cycle. He supported collaboration with them, but he proposed the City fully funding the amount to prevent the proposal from possibly being delayed another year.

City Manager Shepard noted that the proposed collaboration is good and perhaps Oregon State University (OSU) could be included; however, he did not believe they had been approached to contribute. He said the money is appropriated in Contingencies and the Council could pull it any time during the budget year, so no formal action was required tonight. The Council indicating its intention to move forward with the program with a specified funding level was sufficient and staff would talk with Benton County and the School District to discuss shared funding.

Councilor Shaffer recalled previous discussions with the Council that the State's program could meet the City's needs; however, he was hearing that it was not was not adequate at the local level. He supported the amendment and hoped for partnerships with other agencies. He was concerned that if it was just a Corvallis program it might not be as effective as it should be.

Councilor Wyse believed a joint effort would be the most effective. She appreciated the public testimony and liked the Vision 2040 statement that says, "Corvallis supports and engages a changing population in a welcoming community." She said the word "engages" was very important in that statement. She hoped that seeking a partnership with Benton County and the Corvallis School District would result in not only supporting those marginalized communities, but also we can engage the broader community to fight systemic bias and power structures. She said with the friendly amendment of "up to" \$150,000, she would support the motion. She hoped for additional support and collaboration with the Corvallis School District and Benton County.

Councilor Ellis understood the need for the work, but also noted that she had long-term fiscal concerns. She was supportive of the City funding the \$150,000 this year and hoped next year, the City could collaborate with Benton County, the Corvallis School District, and OSU.

Councilor Lytle said she would also support the amendment. She noted as provided by the Department of Justice, there was a 366 percent increase in bias incidents from February through April 2020 due to the COVID-19 pandemic. That information and more

is highlighted in the memo she submitted (Attachment D). She urged the Council to support the motion and for the County and School District, and other non-profits to stand by the City in this effort.

Councilor Bull appreciated Councilor Lytle's past work on pursuing bias response efforts, including liaison work with the NAACP to ensure they were included in the process this year. She also appreciated the time Councilors Lytle and Struthers spent on the amendment they had intended to make. Councilor Bull noted the testimony tonight was focused on what is happening in Corvallis, and in particular incidents that do not rise to the level of a crime, so a bias response action is needed. It is important for the larger society to do the work on behalf of minorities and the proposal is a first step.

Councilor Junkins recognized and appreciated the work Councilors Lytle and Struthers put into the amendment they developed. He said the motion he presented was made better by his fellow Councilors. He felt the need to move forward now.

The amendment passed unanimously.

Councilor Napack proposed an amendment to remove funding of the equivalent amount of what would replace the Transit Operations Fee on the City Services bill with the intent to use a portion of the CARES Act funding to offset that reduction.

Mr. Shepard said the CARES Act does not provide replacement funding. Issues related to the pandemic still need clarity, but he did not believe it could be used.

Mayor Traber noted that the amendment had not received a second. Councilor Napack asked if she could restate her amendment. Mayor Traber said he would allow it if she withdrew her original amendment. She did not verbalize withdrawing her amendment.

Councilor Napack proposed an amendment to remove funding of \$100,000 in the Transit Fund with the intent to reduce the Transit Operations Fee on the City Services bill. The amendment died for lack of a second.

Councilors Wyse and Bull, respectively, moved and seconded to use Council discretionary money to fund da Vinci Days for \$,5000 in Fiscal Year 2020-21.

Councilor Wyse said the festival is a community building activity and the City is not the only partner or sponsor. When the City pledges funding to daVinci Days, it is telling the whole community, including Benton County and OSU, that we are partners together in this community. Councilor Bull agreed.

Councilor Napack said she was a fan of daVinci Days, but wondered if it would be provided in full or modified this year given the pandemic. Councilor Bull believed it would be modified.

Councilor Napack observed that the City gave daVinci Days \$5,000 last year and that was full-fledged event. She wondered if a more modest amount would be appropriate.

Councilor Napack proposed an amendment to amend the amount to \$4,000. The amendment died for lack of a second.

The Goal

To petition Corvallis leadership to adequately fund local initiatives that prevent, track, and respond to bias and hate.

The Problem

Community attention to bias and hate incidents is increasing throughout the country. Nationwide, hate crimes reported to officials grew by 22% between 2013 and 2017 according to FBI data analyzed in [a study by SafeHome.org](#). Hate crimes reported in Oregon grew 125% between 2013 and 2017, according to a analyzing FBI data, making Oregon the state with the sixth biggest increase in the county.

And while bias incidents increase in the state of Oregon, Corvallis lacks the systems, plans, and processes to track and respond to non-criminal events that threaten our progress towards increased diversity and inclusion. The City of Corvallis has not prioritized tracking and responding to bias incidents, and is unprepared to adequately address non-criminal events that foment division, fear, and inequity. Bias incidents are not only a problem for members of our community with marginalized identities; bias incidents are a problem for our entire Corvallis community, and should be responded to accordingly.

In June 2019, the Oregon State Legislature passed [SB 577](#), which streamlines data collection, expands protected classes to include gender identity, and puts in place better penalties against criminals acting on bias and hate. While the state of Oregon should be commended for decrying hate and providing equal protections for all Oregonians, the following proposal will supplement SB 577 with the resources necessary to effect meaningful changes and responses to bias in our local Corvallis community.

Defining Bias

A bias incident is intentional or unintentional conduct that discriminates, excludes, harasses, or harms anyone in our community. The incident is generally a result of prejudicial beliefs, attitudes or stereotypes held towards people based on their identity (including, but not limited to race, national origin, age, sex, gender, gender identity, sexual orientation, ability, class, or religion).

The Solution, The Ask

The City of Corvallis, according to the Imagine Corvallis 2040 vision, aspires to “promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities.”

We, Corvallis residents and nonprofits committed to equity and racial justice do not believe the City of Corvallis is doing enough to realize this vision. As such, we implore the City of Corvallis to embrace this vision by prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis’ Office of Community Development as follows:

\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.

\$75,000 for diversity and social justice, community and equity development programming and trainings.

Signed,

- Corvallis Friends Meeting*
- NAACP Corvallis/Albany
- King Legacy Advisory Board
- Corvallis Community Relations Advisory Group
- Equity, Diversity, and Inclusion (EDI) Task Force of the Unitarian Universalist Church
- Veterans For Peace, Linus Pauling Chapter, Corvallis
- Corvallis SURJ

* annual donation (\$1,000) made to the city, in lieu of taxes, earmarked towards supplementing funding for this Bias Response Initiative.

ATTACHMENT A

Budget Public Hearing Testimony regarding Bias Response Proposal

From: Mark Wilson <mvw.action@gmail.com>
Sent: Saturday, May 30, 2020 8:12 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: I support the proposed position and program to address bias incidents

I urge the City Council to fund a position and program to address bias incidents in our community. Addressing bias at early stages will further our goal of being a welcoming community. Addressing bias at early stages can prevent big — and expensive — problems in the future. Addressing bias at early stages is the right thing for our community.

Dr. Mark V, Wilson
2037 NW Christopher Place
Corvallis, OR 97330

From: DL Correa <correa.lists@gmail.com>
Sent: Saturday, May 30, 2020 5:00 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: City Council budget input

Mayor and City Council, I would like the city's budget to reflect its value of diversity, equity and inclusion by funding a full-time staff person to address bias incidents in the community. I believe you are aware of the community's request to address bias and harassment directed at people because of race, gender, sexuality, disability age. This city needs a staff person and a clear process for collecting residents' reports of bias, referral to support, and community education to address bias and hate.

This is not a law enforcement position. This is about truly becoming a welcoming community. Recent incidents here and across the country - name-calling of Asians in relation to the coronavirus, calling the police as harassment of black people in public - demonstrate how pervasive and chilling such bias can be, not to mention causing unhealthy fear and stress on those who are targeted.

The first statement of Imagine Corvallis 2040 says:

Corvallis supports and engages a changing population in a welcoming community... We can't get there if we don't know the experiences of our community members and the issues we need to address. I want our community members to be heard when they are hurt, to be supported, and to know that their community is taking on the hard work of becoming anti-racist, of addressing its unconscious biases, and examining its denial of how much bias, discrimination, and micro-aggressions affect our community members.

I have spent time researching the model in the City of Eugene, which includes tracking, referral, as well as community education through neighborhood organizations, service organizations, and businesses. We certainly have the skills and the will to take this on. I strongly support the City of Corvallis dedicating \$150,000 to fund a position, tracking system and training to make bias incident reporting a reality here.

I want to work for a truly welcoming community.

Respectfully,
Deborah Correa

ATTACHMENT B

From: Cynthia Spencer <cynthia@theartscenter.net>
Sent: Saturday, May 30, 2020 3:39 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative Needed Now | Please Fund - City Council Session, June 1, 6 pm
RE: Need for Local Bias Response Office Is NOW

Dear Mayor Traber and Honorable Councilors:

Our community residents deserve to feel safe living, working, and raising families here. Unfortunately, many do not, because bias incidents have dramatically increased locally, while new horrific hate-based crimes around the nation keep happening and happening and happening.

As a City that truly honors diversity, I feel strongly that we should have a system in place for preventing, tracking, and responding to incidents of bias when prejudice turns into discrimination, and to examine processes that give unfair advantage to those in power, over those underrepresented. To truly meet our City goal's of "welcoming and empowering people of diverse backgrounds, cultures, and abilities," there must be implicit actions that deserve and invite that participation.

The Arts Center has long been a place that brings people from different backgrounds together to take a closer look at some of the more complex issues that face us. Currently on exhibit is, "I am My White Ancestors, Claiming the Legacy of Oppression," by artist Anne Mavor. Her life-sized portraits and narratives about the characters they depict, make visible how systems of inequity helped build our nation's economic prosperity, and asks us those who are predominantly from European backgrounds to do more to examine our own places of power that perpetuate racial, social and justice Inequality. I hope you will make an appointment to visit the show during its run (June 2-July 11).

While the arts are a powerful community connector and economic catalyst, as Director of The Arts Center, I recognize that much more needs to be done so we can more fully engage and serve everyone in our community.

I urge Council to Do the Right Thing, and support funding a system that will allow all of our residents to be able to call this town and our nation home.

Sincerely,
Cynthia
Cynthia Spencer-Hadlock
(she/her/hers)
Executive Director
541-754-1551, x654

From: Brian B Egan, Clarity Mediation and Facilitation LLC <Brian@MediationClarity.com>
Sent: Saturday, May 30, 2020 11:28 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Testimony for Monday's Council meeting, re: Bias Initiative

Dear Ms. Holzworth:

Please submit the following testimony on my behalf to the City Council.

A person of “WASP” heritage who grew up in the South might seem the least likely proponent of a Bias Initiative for Corvallis. However, it’s the road I’ve travelled that makes me feel so strongly that it is needed. I experienced the Civil Rights movement in the 60s from close range, observed superficial racial equity in the military in the 70s, floated through the seeming racial calm of the 80s, and then experienced the horror of the 90s and later decades as violence against minorities increased in frequency and severity. Years of relevant education and reflection have led me to conclude that it is possible for humanity to live in harmony, but that this takes massive, constant effort on everyone’s part. Without explicit training, ongoing dialogue, and deliberate intention, our tribal nature emerges in ugly ways. Implicit bias – the views we don’t even know we hold – affects perceptions and colors our actions in subtle ways. Corvallis has the potential to be a leader in creating a better future and undoing the horrifying trends of the last three years. Please approve the Bias Initiative and give it your unanimous support once approved.

Sincerely,
Brian B. Egan

From: jensandsara <jensandsara@yahoo.com>
Sent: Saturday, May 30, 2020 10:10 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Testimony in favor of Bias Response Initiative

Hello,

The suggestion to allocate \$50,000 from the City of Corvallis, Benton County and the Corvallis School District is an amazing opportunity to secure \$150,000 funding needed to fund the Bias Response Initiative.

Corvallis lacks the systems, plans, and processes to track and respond to racial hostilities that threaten progress towards increased diversity and inclusion. The City of Corvallis has not prioritized tracking and responding to bias incidents and is unprepared to address non-criminal events that increase division, fear, and inequity.

Bias incidents are on the increase in Oregon, and throughout the US. These hostilities are a problem for the entire Corvallis community, not just the few who find themselves arbitrarily locked in a nightmare. Let’s support equity so we can all enjoy equity. Let’s embrace diversity because if you look close enough we’re all different.

Sara Lovtang
Corvallis resident

From: Elona Meyer <elonameyer@icloud.com>
Sent: Friday, May 29, 2020 6:23 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Cc: Roberta Smith <robertasmith2@peak.org>
Subject: Bias Response Initiative

To: Carla Holzworth, City Recorder

From: Elona Meyer

3077 NW Lisa Place,
Corvallis OR 97330
541-754-1207
elonameyer@icloud.com

I was hoping the following letter could reach Mayor Traber and our Corvallis City Councilors in time for the 12:00 PM meeting, when it is my understanding the Bias Response Initiative will be under discussion. Thank you!

Dear Mayor Traber and City Councilors,

The core purpose of the **Bias Response Initiative** is to enable us to prevent, track, and respond to bias and hate in the Corvallis community. As a Corvallis resident and a member of the Equity, Diversity, and Inclusion (EDI) Task Force associated with the Unitarian-Universalist Fellowship, I am deeply concerned that Corvallis lacks the systems, plans, and processes to *track and respond to non-criminal events that threaten our progress towards increased diversity and inclusion*.

In my experience, this is a community of exceptionally well-intentioned people. Without a purposeful approach to bias-related events, there is a very real danger that we will forfeit the opportunity to build the trust and communication necessary to be *fully aware of*, much less adequately respond to bias issues that arise. This is because white people (myself included), quite unintentionally, simply cannot see much of the bias around us. It is not part of our direct experience. This of course does *not* mean it isn't occurring.

Communities, including ours, are paying more attention to bias and hate incidents. Based on FBI data, nationwide, hate crimes reported grew by 22% from 2013-17. Hate crimes reported in Oregon grew 125% during the same period! Unfortunately, the coronavirus has further underscored inequities experienced by Black, Latinx and indigenous people here and elsewhere. This would not be a time to sit back and delay action.

Oregon has come a long way. As you know, in June 2019, the Oregon State Legislature passed [SB 577](#), which streamlines data collection, expands protected classes to include gender identity, and puts in place better penalties against criminals acting on bias and hate. The state of Oregon is to be commended for decrying hate and providing equal protections for all Oregonians. To truly honor the **Imagine Corvallis 2040** vision, which aspires to “promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities,” we must go beyond improved data collection and an intention to protect those who are often marginalized.

I, and our EDI membership, fully endorse the recommendation for the funding allocation of **\$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis' Office of Community Development** as follows: \$75,000 for 1.0 FTE Bias Response and Equity Coordinator, as well as \$75,000 for diversity and social justice, community and equity development programming and trainings. We recognize that city and state budgets have taken a hit; however, given the seriousness of the problem, the Bias Response funding should be given priority.

Thank you for taking this matter under your careful consideration.

Sincerely,

Elona Meyer,
EDI Chair for UUFC
Corvallis Resident, 97330

From: LaserficheWorkflow@corvallisoregon.gov <LaserficheWorkflow@corvallisoregon.gov>
Sent: Sunday, May 31, 2020 8:06 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: PUBLIC INPUT - Bias Response Petition
Received: Thu, 05/28/2020 - 8:44pm
NAME/ADDRESS: Roberta K Smith,
CONTACT (if any):
TOPIC: Bias Response Petition
MEETING DATE: Mon, 06/01/2020

In light of the many racist actions in the US including killings of Black people I urge the City Council to support the Bias Response initiative. We need both a paid person and the money to gather the data and follow up on incidents within the City (and County).
thank you.

From: Bart Bolger <ripken3@comcast.net>
Sent: Sunday, May 31, 2020 11:34 AM
To: Bull, Barbara <Barbara.Bull@corvallisoregon.gov>; Mayor and City Council <MayorAndCouncil@corvallisoregon.gov>
Cc: Corvallis Action <corvallisaction@gmail.com>; Corvallis-Albany NAACP <info@naacpcorvallisbranch.com>; JARAMILLO, Annabelle <Annabelle.E.JARAMILLO@Co.Benton.OR.US>; patrick.malone@co.benton.or.us; AUGEROT, Xanthippe <Xanthippe.Augerot@Co.Benton.OR.US>; sami@corvallis.k12.or.us; schoolboard@corvallis.k12.or.us
Subject: Please Fund the Bias Response Initiative

I am an NAACP member and I urge you to support adequate funding for the [Bias Response Initiative](#) during your upcoming budget deliberations and beyond. I understand that our local NAACP branch leadership and city officials have very recently informally agreed to seek a \$50,000 allocation from each of three entities - the City of Corvallis, Benton County and the Corvallis School District - as a practical strategy to secure the \$150,000 funding needed to fund the Bias Response Initiative. Despite recent state hate crime code revisions, bias incidents will continue to be underreported since many do not rise to the level of a "crime" or may not be categorized as such by law enforcement. Local action is absolutely required to fill this gap.

The public must be offered a system, administered by trusted officials, where we feel comfortable reporting racial and other bias incidents. We must also feel confident that reporting a bias incident will result in a comprehensive investigation and, if validated, the incident will lead to substantive corrective measures, will be recorded as part of an archive of bias incident reporting, that official sources of bias will be held accountable, and that systemic problems be addressed with a measurably effective strategy. Thank you for your kind attention in this urgent and critical matter.

Bart Bolger
Corvallis

From: April Hein <april.lapotre.hein@gmail.com>
Sent: Sunday, May 31, 2020 3:36 PM

To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Written testimony: Bias Incident Response Initiative

Dear city council members,

I write to you to wholeheartedly support the Bias Incident Response Initiative. We in Corvallis have this opportunity to acknowledge that systemic bias affects our community members whether we like it or not and to do something proactive to address these issues. Every member of the Corvallis Community has a right to be treated as the valuable individual they are. If we are willing to learn about and address times when this is not the case, our community will grow and develop to benefit from every person's voice, gifts, skills, and capacities.

It is the duty of every local government to proactively ensure the safety and security of everyone who lives in their jurisdiction. It is the duty of every local government to strive at all times to create an environment where all can participate in creating a thriving community.

Thank you,
April Hein
(541)609-8814
Southtown Corvallis

From: Shaznin Daruwalla <shaznin@gmail.com>
Sent: Sunday, May 31, 2020 4:12 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Corvallis Bias Response Initiative - testimony to Corvallis City Council (for June 1, 2020 meeting)

Dear Members of the Corvallis City Council,

Arundhati Roy wrote, There is really no such thing as the "voiceless." There are only the deliberately silenced or the preferably unheard.

I urge you to unanimously support and fund the Bias Response Initiative. This initiative that aims to prevent, track, and respond to bias and hate will play an important role in the city of Corvallis putting its words into action.

This initiative will be invaluable towards breaking the silence and directly naming and addressing hate and bias, and actively listening to people and communities who feel unheard, unseen by the system; a system that perpetuates White supremacy and marginalizes people who do not fit in the *neat* categories of White, cisgender, male, heterosexual, able-bodied, middle or upper class, native English speaker, Christian, US citizen.

Additionally, the importance of documenting hate was investigated by ProPublica after the 2016 elections. Not only does [the US fails to gather hate crime statistics](#), not surprisingly (given current events) our [police officers get inadequate hate crime training](#). Finally, the [lack of solid facts makes it difficult to understand the scope of hate crimes](#). Let's approve this budget item and stop Corvallis from becoming yet another city where hate and bias goes under-reported.

As Brian Levin, a hate crimes researcher, told ProPublica, "*a combination of training, executive leadership, and some kind of infrastructure that is sustained and continuing*" is necessary to improve hate crime tracking. I believe as the City Council, you can lead us city in improving hate crime tracking. By

approving this budget item, you will be giving the green signal for starting for us to establish sustainable infrastructure.

For those with less power in the system, feeling voiceless is a familiar experience. Let this not continue in Corvallis. Let us move this initiative forward and provide all the necessary support it needs in order for it to thrive - because if it does, so will we, so will Corvallis!

Respectfully,
Shaznin Daruwalla
Corvallis Community member & Licensed Psychologist

From: Cahleigh Barnes <cahleighbarnes@yahoo.com>
Sent: Sunday, May 31, 2020 5:56 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Support of bias response initiative

Good evening,

I am writing to provide written testimony in the support of the bias response initiative here in Corvallis. Given the state of affairs in our country it is clear to me as a resident of Corvallis that we are not immune and we need to bring attention to and track all incidences involving bias and hate so we don't become the next headline.

I support Corvallis leadership in adequately funding local initiatives that prevent, track, and respond to bias and hate and hope that the city counsel will do so as well on the June 1st meeting.

Thank you for your time,
Cahleigh Barnes

From: Marj Cannon <macannon@outlook.com>
Sent: Sunday, May 31, 2020 5:46 PM
To: Mayor and City Council <MayorAndCouncil@corvallisoregon.gov>
Subject: Bias Response Initiative

Dear Mayor and City Council Members:

I respectfully request that you designate adequate resources to the development of initiatives that will respond to incidents of bias and hate within our community. This action is in alignment with the Imagine Corvallis 2040 vision which seeks to promote understanding of cultural differences and to welcome people of diverse cultures, backgrounds and abilities. According to a study of FBI data by SafeHome.org, hate crimes have risen in Oregon by 125% between 2013-2017. Yet another tragic killing of an unarmed Black man in Minnesota this past week underscores the significant urgency of making a commitment today to fund activities aimed at bringing about meaningful change in response to bias and hate which might occur in Corvallis. I understand these are challenging times due to the pandemic with outstanding financial constraints on local government entities. However, protecting and serving those who experience bias and hate due to their identity should always be a priority when making financial decisions on behalf of our community.

With thanks for your consideration and your service to Corvallis,

Marj Cannon
97333

From: Chris Ligterink <chris.ligterink@gmail.com>
Sent: Sunday, May 31, 2020 7:53 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Corvallis Bias Response Initiative

Thank you for your time and consideration.

I know you will be speaking on many requests, so I will keep this short, but I would like to make aware that I will be available for questions or more information at any time.

Corvallis, Benton County, are known for having the most degrees per capita. It falls on us to be a guiding light for every community, one to set a precedence for others to follow. At this time, we can no longer debate the absolute need for a public committee to oversee police use of force. Police have been given the opportunity to police themselves for too long, and they continue to fail, allowing officers to act without consequences. The only way out of the situation we are in, is accountability.

I strongly recommend we establish a public committee for oversight on police use of force. This committee would include: A professor (Oregon State, or Linn Benton CC {Preferably one from Sociology or Psychology}), A religious leader, a business owner, and a detective from CPD or BCSO. We should have a variance of all our community to make sure we have voices from all our citizens. Of course, this is a quick relation and open to more positions. I will not be able to call in, as I will be working at the time of the meeting. I am open to requests for elaboration, or debate at another time.

We can no longer kick this figurative can down the street. We must act and this, I feel, is the only answer that will be the quickest and most effective solution to our nation's problem. Please relay any requests to my email.

Sincerely,
Chris Ligterink
A concerned citizen
chris.ligterink@gmail.com

From: Julia Lont <juliaalont@gmail.com>
Sent: Sunday, May 31, 2020 8:00 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Support for Bias Response Initiative–Community Testimony

Hello Corvallis City Councilors,

I'm writing in support of the Bias Response Initiative. I have been an active member of the Corvallis-Albany NAACP and also Mid-Willamette N.O.W. for about three years. Both of these

organizations work for racial justice in our community. I spent thirteen years as a teacher in the Corvallis School District and currently work as a Graphic Designer for First Alternative Co-op. I reside in Ward 3 and have lived in Corvallis for over 20 years.

I believe that Corvallis urgently needs to work on becoming a more safe and welcoming place for people of color to live. Bias Response is an essential part of that goal. Incidents of racism are on the rise in recent years and continue to take place in Corvallis as well. We need to identify, track and respond to these incidents. In this way we can "walk the walk" when we say, *"Corvallis supports and engages a changing population in a welcoming community that accommodates all income and cultural groups, advances the wellbeing of all residents, emphasizes open, transparent, accessible government..."* (Imagine Corvallis 2040) We must make fighting racism and supporting our citizens of color a priority, right here in Corvallis.

Thanks for your consideration.

Sincerely,
Julia Lont

Act Now to Make Corvallis The Community It States To Be

Now is the time to take action in making Corvallis safe and fair for all its Citizens. Now is the time to step up and put into place a process for protecting its citizens of color from hate crimes and racially biased incidents. Make a statement to the public that Corvallis does not stand for this type behavior. That Corvallis has zero tolerance for this. Let us state now that it is no longer acceptable for this behavior in our community. Let us state that there is now accountability and action against such behavior.

We have already seen incidents in our community that needed addressing. Do not wait until something bigger happens. Take action now. Provide funding for an office to address these very issues of bias and hate within our community.

As a white female in Corvallis I have privilege that I have not earned but am provided by a very skewed institutional system 100's of years old. I want all Corvallis residents to have that same protection, sense of belonging and opportunities. All residents should know there is accountability and equity. Change the systems now. Provide for change with proper funding. Why are we even having to ask for this? Why isn't it considered a necessity for our community? Why do we continue to let the system work against people of color? Protect our friends, neighbors and families of color.

I urge you to provide funding for this very important initiative and to lead the partnership of City, County and School District in beginning the change we want to see in our community. To track and respond to bias and hate in our community **NOW**.

With respect,
Sherrie Day
2120 NW 29th St.

Corvallis, OR

From: Wendy Sutton <wendycsutton@gmail.com>
Sent: Monday, June 1, 2020 6:12 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative

Dear Corvallis City Leaders - I'm contacting you in support the Bias Response Initiative. We need a safe place for folks to report what they are experiencing, we need data to understand what is happening, and we need to support the folks who are experiencing the bias. Please support this initiative by funding this initiative.

Thank you - Wendy Sutton

From: Anissa Teslow Cheek <anissajade@gmail.com>
Sent: Monday, June 1, 2020 3:50 AM
To: holzworth@corvallisoregon.gov; Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Written testimony for City Council meeting tonight

Carla,

Thank you for receiving our emails for the City Council. Please see below or attached, my written testimony to be read for tonight's meeting.

City Council Members,

Today, June 1, 2020, I am providing written public testimony for the Bias Response Initiative brought forth by Corvallis Friends Meeting, NAACP Corvallis/Albany, King Legacy Advisory Board, Equity, Diversity, and Inclusion (EDI) Task Force of the Unitarian Universalist Church, Veterans For Peace, Linus Pauling Chapter Corvallis, and Corvallis SURJ.

I am urging you to fund this initiative in the amount of \$50,000. You cannot ignore the current state of our country right now. This initiative, however, is no sudden response to that. Although I have not personally been a part of the process in its development and execution, unknowingly I have been benefiting from it. And by funding this desperately needed initiative, our diverse community will continue to benefit from it. They say knowledge is power and while that sounds cliché it is true. The ability to record data and act upon it in our community is the knowledge necessary to power change.

As a white disabled woman, I have experienced discrimination, prejudice, and bias in our community. Thankfully, I have never been physically injured by a fellow citizen or civil servant.

But I have been verbally assaulted by fellow citizens. My disability identity is complex. A lot of the time, I can pass as able-bodied and walk with no assistive device. Yet, there are times I do require one of or a combination of the following: a cane, forearm crutch(es), wheelchair, and braces. I also have a legal handicap parking permit that I obtained from my primary care physician. For my body, even if I require no assistive device, it would be beneficial for me to use my parking permit and park closer to my destination, so I consume less energy and have less pain. However, I rarely use my handicap permit if I am not using an assistive device because of verbal abuse. When I have used my handicap permit and *not* used an assistive device, I have been verbally assaulted. People have yelled that I am a faker, a liar, a leech to the system, too young to need it, lazy, expletives, and more. I have been accused of stealing my handicap permit from someone who actually needs it or borrowing my grandparents. It is embarrassing to admit but there are times, I will emphasize my limp to prove my disability. That is just one example of how I am affected which causes me to feel that it is unacceptable and shameful to be me.

It would be irresponsible of me to not acknowledge all the unseen and seen racism, discrimination, prejudice, and bias BIPOC endure in our community. Due to intersectionality, I know that working towards eliminating acts of racism, discrimination, prejudice, and bias against BIPOC, will also help in eliminating those acts against me.

If you genuinely want to succeed in Imagine Corvallis 2040, you have no choice but to allocate funds for this initiative. Choose wisely.

Thank you,
Anissa Teslow Cheek

From: Celia Oney <celia.oney@gmail.com>
Sent: Monday, June 1, 2020 1:31 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative Funding

Dear Corvallis City Council,

I am writing to ask you to grant funding for the Bias Response Initiative that has been called for by community groups. I am a Corvallis resident since 2013 (currently in Ward 1), an OSU employee, and a mother. In the past few years, I have seen a troubling increase in incidents of bigotry and hate in our city and state, mirroring events in the rest of the country. Each time one of these incidents goes unaddressed, the perpetrators, and those who sympathize with them, feel emboldened. As our city's leadership, you have the power to help. It is essential that Corvallis takes these incidents seriously.

As a white person, I am aware that the sadness I feel over these incidents doesn't begin to compare with the sadness, fear, and anger that people of color are feeling. I want Corvallis to be place where all of my friends, coworkers, students, and neighbors can feel safe. I want to show my daughter that we can act towards meaningful change and not watch passively while people around us are hurting. Please do the right thing for our community and support this Bias Response Initiative.

Thank you for your time,
Celia Oney

From: Lily Sheehan <elizabeth.sheehan@gmail.com>
Sent: Sunday, May 31, 2020 11:04 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Citizen testimony supporting Bias Response Initiative

Dear City Councilors:

As a resident of Corvallis, I write to ask the Council to support the Bias Response Initiative, including tracking of bias incidents and hiring a Bias Response and Equity Coordinator. Social science research on implicit bias, scholarship on the history of Oregon and on the police, and the testimony of members of the community make it clear that racism and anti-Blackness are baked into our institutions and intertwined with our daily lives. No amount of good will on the part of individuals in the system can undo that. Moreover the violent arrest last fall of a young woman of color in Corvallis made very clear that national concerns about police violence are clearly also local matters. It is urgent that the Council support the Bias Response Initiative as part of its efforts to serve all Corvallis residents.

Sincerely,
Elizabeth Sheehan

From: Christopher McKnight Nichols <christopher.mcknight.nichols@gmail.com>
Sent: Sunday, May 31, 2020 10:33 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: written testimony in support of the Bias Response Initiative

Dear Carla Holzworth and Members of the City Council,

As a citizen and homeowner in Corvallis, and an engaged member of the community, I write to urge you to support the Bias Response Initiative as proposed and endorsed by the NAACP and a wide range of other vital community organizations.

In light of traumatic recent events in the United States, in Oregon, and including several scarring bias-related issues here in Corvallis, it seems all the more essential for the present and future of Corvallis to prioritize funding as proposed for bias response and diversity initiatives/services housed within the City of Corvallis' Office of Community Development. The proposal is straightforward and will likely have an enormous impact without requiring too much. I strongly support this proposal for a full time Coordinator position with sufficient assigned resources for data collection and analysis as well as extensive community and equity development programming and trainings.

It is June 2020, we are the midst of a turbulent moment that has exposed some of the deep fault lines and fractures in American society, but we here in Corvallis are not powerless. We are past due for proper bias response reporting and coordination along with better training and engagement. By supporting this Initiative we can help to chart a better path forward. Now is the time!

Please support this initiative.

Sincerely,
-Christopher Nichols
Corvallis, Oregon

From: Alex Mikes <alexmikes@gmail.com>
Sent: Sunday, May 31, 2020 10:04 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Support of Bias Response Initiative

Good evening,

I am writing to provide written testimony in the support of the bias response initiative here in Corvallis. I support Corvallis leadership in adequately funding local initiatives that prevent, track, and respond to bias and hate and hope that the city council will do so as well at the [June 1st](#) meeting.

Thank you for your time,
Alex Mikes

From: LaserficheWorkflow@corvallisoregon.gov <LaserficheWorkflow@corvallisoregon.gov>
Sent: Monday, June 1, 2020 8:52 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: PUBLIC INPUT - Bias Response Initiative

Received: Mon, 06/01/2020 - 8:44am
NAME/ADDRESS: Kristin Osborne, 1605 NW 27th St.
CONTACT (if any): kristinosborne@hotmail.com
TOPIC: Bias Response Initiative
MEETING DATE: Mon, 06/01/2020

My husband James and I would like to express our support for the funding of the Bias Response Initiative. If the very public, nationally news reported incident here in Corvallis with Genesis Hansen riding her bike in October wasn't enough to show the need to support this initiative, then the current state of our country is surely enough to show we need act now. These public examples of bias only highlight the need to track and report the unpublicized events that happen more often than we know in our own town. Not only is this a critical need for our whole community, it gives opportunity for Corvallis to be a leader for other communities around us to follow suit. This is urgently needed Corvallis so we ask that you support the funding of the Bias Response Initiative today.

Thank you, James and Kristin Osborne and children

June 1, 2020

Dear Corvallis City Council Members,

First, thank you for your service and time making critical decisions for our community. We are fortunate to live in a place with responsive, thoughtful leaders like you.

I am a faculty member at Oregon State University, a board member at the Center Against Rape and Domestic Violence, and a member of MomsDemandAction. Although I am affiliated with these groups, I submit this testimony as a private citizen.

Today, I write in support of the Corvallis NAACP's Bias Response Initiative [proposal](#). Local bias response efforts seek to prevent, track, and respond to incidences of identity-based bias and hate. Federal-level initiatives, particularly those that track and combat the influence of white supremacist extremist groups, have been defunded and sidelined since 2017. However, race-based violence and bias are on the rise across the country. In 2019 Amnesty International issued travel warnings in response to increased incidents of race-based police brutality and other forms of bias. It is now up to communities like ours to fortify local efforts. As a taxpayer, I urge the City Council to adopt the NAACP's proposal to fund the Bias Response and Diversity Initiative/Services within the Office of Community Development. This measure moves in-step with ongoing diversity, equity, inclusion, and justice initiatives at Oregon State University, within CSD 509J, and many area non-profits and community organizations.

As a transplant from the South, I had many preconceived notions about what race relations and the culture of white supremacy might look like in the Pacific Northwest. Where I grew up, it was not uncommon for the KKK and their proxy organizations to march in public parades. The fetishization of the Civil War and Confederate memorabilia pervaded my childhood. I, like many Americans, thought this harmful, racist culture was mostly confined to the South. Yet, Oregon's history is filled with similar forms of codified racism and white supremacist culture and politics. Seeing the regional football rivalry referred to as "The Civil War" was jarring to me when I first arrived at OSU. Seeing a member of the OSU student body (and a graduate instructor) publicly display a Confederate flag directly across from the campus black cultural center demonstrated the ways racial hatred lurks among us, often unseen. Seeing a video of an undergraduate student I had in class tackled and restrained by local police evinced the ways the culture of anti-black and brown bias results in corporal violence. In light of these accumulated incidences, and in response to the current uprising against systemic racialized police violence, it is imperative that we all work to advance racial equity, inclusion, and justice.

We can no longer rest on our reputation as "nice Oregonians" or ranking as "one of the best college towns." We can no longer get by just rhetorically invoking the language of racial justice. We must build a grassroots movement towards equity, inclusion, and justice. Funding and sustaining a local Bias Response Initiative is one direct action we can undertake now. I urge the council to approve this proposal and allocate the requested funds for this effort.

Thank you again for your time and service to the community.

Sincerely,
Dr. Cari S. Maes
3513 SW Willamette Ave

Corvallis, OR 97333
cari.maes@oregonstate.edu

From: Marisa Nixon <mnixon13@uw.edu>
Sent: Monday, June 1, 2020 8:56 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Written testimony on Corvallis Bias Response Initiative for meeting TODAY June 1, 2020

To Whom it May Concern:

I am writing in support of the Bias Response Initiative proposed for Corvallis by the following organizations:

- Corvallis Friends Meeting
- NAACP Corvallis/Albany
- King Legacy Advisory Board
- Corvallis Community Relations Advisory Group
- Equity, Diversity, and Inclusion (EDI) Task Force of the Unitarian Universalist Church
- Veterans For Peace, Linus Pauling Chapter, Corvallis
- Corvallis SURJ

This includes prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis' Office of Community Development as follows:

\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.
\$75,000 for diversity and social justice, community and equity development programming and trainings.

Recent events across the country have only reinforced how important it is to focus on this kind of training. We know Corvallis is not immune to these types of incidents. Please make us proud to live here, and make this a safe place to live for EVERYONE.

Sincerely,
Marisa Nixon

June 1, 2020

Dear Corvallis City Council Members,

I am a teacher and a parent in Corvallis, Oregon. I am also a volunteer member of Corvallis' King Legacy Advisory Board and the Lincoln Elementary School PTA. I grew up in South Corvallis and I moved back to Southtown as an adult to raise my children here. As an educator, mother and volunteer I try to participate in the collective effort to improve our community for all people. Now, more than ever, we need to do everything we can to make the City of Corvallis an esteemed and equitable community.

In today's social climate, silence is tantamount to promoting the status quo. Emphatic words of care and intention make great sound bites, but if this "heartfelt" communication isn't accompanied by meaningful action, the words represent a cruel mirage of what might have been. Empty words of improvement pander to the masses, soothe the discomfort of the already privileged, and most despicably, further harm our most marginalized neighbors. I implore you to show your active commitment to equality, justice and anti-bias.

As we have seen in both our distant and immediate history, oppression can be either an individual decision or a systemic reality. It is ingrained in the families of our nation and in the educational, social and corporate cultures of our country. Racial oppression is racism. Black and Brown people in our country and in our community live with fear. They fear walking both at night AND during the day. They fear white supremacists AND police officers. Black people fear to engage in normal, everyday activities. They fear people in power who are supposed to guide, advocate for and protect them.

As the Reverend Dr. Martin Luther King Jr. wrote from the Birmingham Jail:
"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

The existence of racial oppression means that White, Black and Brown people in this country are suffering the injustice together, although at different levels of threat to our well-being. Our Black and Brown neighbors live in an oppressive society that has turned fatal again and again. Corvallis is not immune to that society; we ARE that society. If you talk to a person of color in our small city, you will hear about the many ways that racism exists in our community. If you talk to a differently-abled individual, you will hear stories of abuse and bias. Women, elders, immigrants, the poor, the houseless...negative bias is a part of everyday existence for many.

We can do better; we must do better. The residents of Corvallis beseech that we do better. The values of anti-racism, anti-bias, and anti-oppression must be an impetus to meaningful and systemic change. If we can't provide an equitable quality of life to our people by prioritizing the lives of our most vulnerable community members, what do our other quality of life expenditures in parks, libraries, and city events represent? Do we only prioritize quality of life for some of our people? In the hierarchy of community needs, safety and justice are essential standards upon which all other needs should be based.

Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds.

Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority. Please do what you need to do to support this initiative and bring integrity back to our country by leading the way towards equity and "...liberty and justice for all."

In order to truly be the land of the free, we first need to be the home of the brave.

Sincerely,
Stacey Torres

From: Megan <travelingmeg@hotmail.com>
Sent: Monday, June 1, 2020 9:21 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Funding for Corvallis Bias Response Initiative

I am writing to the city council today to implore you to fund the bias response initiative. As a lesbian living in Corvallis since 1998 I have seen and heard racial and homophobic slurs. This is happening in our city. Please act and fund the bias response initiative and let people of color and all others know that all people matter in this city. Please put actions behind your words.

Sincerely,
Megan Pankey
south Corvallis resident

The City of Corvallis, according to the Imagine Corvallis 2040 vision, aspires to “promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities.”

We, Corvallis residents and nonprofits committed to equity and racial justice do not believe the City of Corvallis is doing enough to realize this vision. As such, we implore the City of Corvallis to embrace this vision by prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis’ Office of Community Development as follows:
\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.
\$75,000 for diversity and social justice, community and equity development programming and trainings.

From: Lynette Gottlieb <lynettegottlieb@gmail.com>
Sent: Monday, June 1, 2020 9:38 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>; Stacey Torres <staceyatorres@gmail.com>
Subject: Bias Response Initiative

June 1, 2020

Dear Corvallis City Council Members,

I am a teacher and a parent in Corvallis, Oregon. I am also a volunteer member of Corvallis’ King Legacy Advisory Board. I grew up in rural Ontario Canada, and am an immigrant to the US. I have lived in Ohio, New York state, and now Oregon for that last 17 years. As an educator, mother and volunteer I try to participate in the collective effort to improve our community for all people. Now, more than ever, we need to do everything we can to make the City of Corvallis an esteemed and equitable community.

I call for action. I call for the institution of a Bias Response Initiative so our brown and black people can live the wonderful life that is Corvallis without fear. As a white women, I vow to never be a participant in the terror that is calling the police on a person of color who is executing NO CRIME. And when those calls are made, when those insults are hurled, when those hate crimes are acted, I want my beloved town of Corvallis to have a safe and equitable response.

As we have seen in both our distant and immediate history, oppression can be either an individual decision or a systemic reality. It is ingrained in the families of our nation and in the educational, social

and corporate cultures of our country. Racial oppression is racism. Black and Brown people in our country and in our community live with fear. They fear walking both at night AND during the day. They fear white supremacists AND police officers. Black people fear to engage in normal, everyday activities. They fear people in power who are supposed to guide, advocate for and protect them.

The existence of racial oppression means that White, Black and Brown people in this country are suffering the injustice together, although at different levels of threat to our well-being. Our Black and Brown neighbors live in an oppressive society that has turned fatal again and again. Corvallis is not immune to that society; we ARE that society. If you talk to a person of color in our small city, you will hear about the many ways that racism exists in our community. If you talk to a differently-abled individual, you will hear stories of abuse and bias. Women, elders, immigrants, the poor, the houseless....negative bias is a part of everyday existence for many.

We can do better; we must do better. The residents of Corvallis beseech that we do better. The values of anti-racism, anti-bias, and anti-oppression must be an impetus to meaningful and systemic change. If we can't provide an equitable quality of life to our people by prioritizing the lives of our most vulnerable community members, what do our other quality of life expenditures in parks, libraries, and city events represent? Do we only prioritize quality of life for some of our people? In the hierarchy of community needs, safety and justice are essential standards upon which all other needs should be based.

Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds.

Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority. Please do what you need to do to support this initiative and bring integrity back to our country by leading the way towards equity and "...liberty and justice for all."

In order to truly be the land of the free, we first need to be the home of the brave.

Sincerely, with thanks to Stacey Torres, from whom I've borrowed at length,
Lynette Gottlieb PhD, mother, teacher, KLAB member

From: Becky Picton <sevenswans7@gmail.com>
Sent: Monday, June 1, 2020 9:51 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Please support the Corvallis Action Bias Response Initiative!

I totally support this initiative. We need to be proactive in establishing racial equity, and making sure that Corvallis is a city that welcomes all people.

Rebecca Picton
1780 NW 17th Street
Corvallis

From: Judith Kenner <judithkenner@gmail.com>
Sent: Monday, June 1, 2020 10:01 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Fund initiatives to prevent hate and bias in Corvallis

Hello,

I am in favor of funding the initiatives to prevent and respond to bias and hate in Corvallis.

Sincerely,
Judith Kenner
1725 NW Garryanna St, Corvallis, OR 97330

From: Erica Koenig <erica.koenig@gmail.com>
Sent: Monday, June 1, 2020 10:06 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Corvallis Bias Initiative

To whom it may concern,

I am a resident of Corvallis and would like to express my support for the Bias Response Initiative in an effort to track bias related issues in the city.

Thank you for your time,

Erica Koenig
5160 SW West Hills Rd
Corvallis OR 97333

From: Shannon Richardson <shan.team.richardson@gmail.com>
Sent: Monday, June 1, 2020 10:21 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative

I am a Corvallis resident and am writing to the city council today to strongly urge the council to provide financial support to the bias response initiative. While I believe that our city has great intention to promote the vision of Imagine Corvallis 2040, intent rarely results in impact without tangible support. Our black and brown-skinned residents deserve this. Our LGBTQIA+ residents deserve this. Our children deserve this. Corvallis deserves this. Please act and fund the bias response initiative and let our more vulnerable residents know that not only do we see and hear them, but we care for them in real and meaningful ways.

Sincerely,
Shannon Richardson
West Corvallis

From: alicia leytem <leytema@gmail.com>
Sent: Monday, June 1, 2020 10:23 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Please fund the Corvallis Bias Response Initiative

Dear City Council Members,

Oregon has a deep history of racism, white supremacy, and chapters of the KKK. This history has created an undercurrent of pervasive racism within our seemingly liberal town, county, and region. Hate moves much like a virus throughout a community, and the time to stop this pandemic of hate is now. It will not be easy, just like stopping the spread of COVID-19 has not been easy, but it is important work and we all need to do our part.

I have been an active member in the Corvallis community for a long time, I teach at OSU, and have two small children going to our public schools. I am also queer, and have seen acts of hate first hand. I know we can do better. Please take this time to start that important work by funding the Bias Response Initiative (see message below).

--

Alicia Leytem

The City of Corvallis, according to the Imagine Corvallis 2040 vision, aspires to “promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities.”

We, Corvallis residents and nonprofits committed to equity and racial justice do not believe the City of Corvallis is doing enough to realize this vision. As such, we implore the City of Corvallis to embrace this vision by prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis’ Office of Community Development as follows:

\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.

\$75,000 for diversity and social justice, community and equity development programming and trainings.

From: Patricia Berman <pat.berman@gmail.com>
Sent: Monday, June 1, 2020 10:29 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Comments for Council meeting June 1

I would like to go on record in support of the Council moving forward with the Bias Response Initiative.

As a long time community resident it is important to me that our largely white and privileged city faces the reality that we DO have incidents of racism, hate speech and actions which rise to the level of hate crimes, and they should not be tolerated or covered up by our politically correct image.

There are people in this community who feel unsafe or unseen. We have national leaders who incite violence and hatred. We must be a community that takes action and confronts these realities. Be proactive, not only reactive, about creating a community where everyone feels safe.

Patricia Berman
3414 NW Maxine Circle
Corvallis
541-602-1654

--
Pat

From: Emily Wells <natureswayplayschool@gmail.com>
Sent: Monday, June 1, 2020 10:37 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: fully-funded Bias Response Initiative

June 1, 2020

Dear Corvallis City Council Members,

I am a teacher and a parent in Corvallis, Oregon. I am also a volunteer member of Corvallis' King Legacy Advisory Board and the Lincoln Elementary School PTA. I grew up in South Corvallis and I moved back to Southtown as an adult to raise my children here. As an educator, mother and volunteer I try to participate in the collective effort to improve our community for all people. Now, more than ever, we need to do everything we can to make the City of Corvallis an esteemed and equitable community.

In today's social climate, silence is tantamount to promoting the status quo. Emphatic words of care and intention make great sound bites, but if this "heartfelt" communication isn't accompanied by meaningful action, the words represent a cruel mirage of what might have been. Empty words of improvement pander to the masses, soothe the discomfort of the already privileged, and most despicably, further harm our most marginalized neighbors. I implore you to show your active commitment to equality, justice and anti-bias.

As we have seen in both our distant and immediate history, oppression can be either an individual decision or a systemic reality. It is ingrained in the families of our nation and in the educational, social and corporate cultures of our country. Racial oppression is racism. Black and Brown people in our country and in our community live with fear. They fear walking both at night AND during the day. They fear white supremacists AND police officers. Black people fear to engage in normal, everyday activities. They fear people in power who are supposed to guide, advocate for and protect them.

As the Reverend Dr. Martin Luther King Jr. wrote from the Birmingham Jail: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

The existence of racial oppression means that White, Black and Brown people in this country are suffering the injustice together, although at different levels of threat to our well-being. Our Black and Brown neighbors live in an oppressive society that has turned fatal again and again.

Corvallis is not immune to that society; we ARE that society. If you talk to a person of color in our small city, you will hear about the many ways that racism exists in our community. If you talk to a differently-abled individual, you will hear stories of abuse and bias. Women, elders, immigrants, the poor, the houseless....negative bias is a part of everyday existence for many.

We can do better; we must do better. The residents of Corvallis beseech that we do better. The values of anti-racism, anti-bias, and anti-oppression must be an impetus to meaningful and systemic change. If we can't provide an equitable quality of life to our people by prioritizing the lives of our most vulnerable community members, what do our other quality of life expenditures in parks, libraries, and city events represent? Do we only prioritize quality of life for some of our people? In the hierarchy of community needs, safety and justice are essential standards upon which all other needs should be based.

Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds.

Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority. Please do what you need to do to support this initiative and bring integrity back to our country by leading the way towards equity and "...liberty and justice for all."

In order to truly be the land of the free, we first need to be the home of the brave.

Sincerely,
Emily Wells

From: Stephanie Wilson <stephaniewilsonsrw@gmail.com>
Sent: Monday, June 1, 2020 10:37 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative should be a top priority

Thank you so much for listening and sharing our community's pleas. Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds. Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority.

Thank you!

Stephanie Wilson
Corvallis, OR

From: Amanda Armington <amanda.armington@gmail.com>
Sent: Monday, June 1, 2020 10:57 AM

To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>

Subject: Fund a Bias Response Initiative in Corvallis

Dear Corvallis City Council Members,

I am writing to voice my support and ask for your support for a fully-funded Bias Response Initiative in Corvallis. Many people are starting to realize that equality and justice for all people will not be possible without intentional action. Our community feels very welcoming, safe, and close-knit to many people, but at the same time, I know many people of color feel unsafe, unwelcome, and targeted. It is far past time to stand together as a whole community and begin to change. Fully funding a Bias Response Initiative is supported by the NAACP Corvallis/Albany Branch and the King Legacy Advisory Board of Corvallis. I ask that you support it as well.

Thank you,
Amanda Armington
Corvallis, OR

-----Original Message-----

From: Bunny Jones <georgia_jones1@yahoo.com>

Sent: Monday, June 1, 2020 10:50 AM

To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>

Subject: For today's city council meeting

June 1, 2020

Dear Corvallis City Council Members,

Now, more than ever, we need to do everything we can to make the City of Corvallis an esteemed and equitable community.

In today's social climate, silence is tantamount to promoting the status quo. Emphatic words of care and intention make great sound bites, but if this "heartfelt" communication isn't accompanied by meaningful action, the words represent a cruel mirage of what might have been. Empty words of improvement pander to the masses, soothe the discomfort of the already privileged, and most despicably, further harm our most marginalized neighbors. I implore you to show your active commitment to equality, justice and anti-bias.

As we have seen in both our distant and immediate history, oppression can be either an individual decision or a systemic reality. It is ingrained in the families of our nation and in the educational, social and corporate cultures of our country. Racial oppression is racism. Black and Brown people in our country and in our community live with fear. They fear walking both at night AND during the day. They fear white supremacists AND police officers. Black people fear to engage in normal, everyday activities. They fear people in power who are supposed to guide, advocate for and protect them.

As the Reverend Dr. Martin Luther King Jr. wrote from the Birmingham Jail:

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

The existence of racial oppression means that White, Black and Brown people in this country are suffering the injustice together, although at different levels of threat to our well-being. Our Black and Brown neighbors live in an oppressive society that has turned fatal again and again. Corvallis is not immune to that society; we ARE that society. If you talk to a person of color in our small city, you will

hear about the many ways that racism exists in our community. If you talk to a differently-abled individual, you will hear stories of abuse and bias. Women, elders, immigrants, the poor, the houseless....negative bias is a part of everyday existence for many.

We can do better; we must do better. The residents of Corvallis beseech that we do better. The values of anti-racism, anti-bias, and anti-oppression must be an impetus to meaningful and systemic change. If we can't provide an equitable quality of life to our people by prioritizing the lives of our most vulnerable community members, what do our other quality of life expenditures in parks, libraries, and city events represent? Do we only prioritize quality of life for some of our people? In the hierarchy of community needs, safety and justice are essential standards upon which all other needs should be based.

Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds.

Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority. Please do what you need to do to support this initiative and bring integrity back to our country by leading the way towards equity and "...liberty and justice for all."

In order to truly be the land of the free, we first need to be the home of the brave.

Sincerely,
Georgia Jones

From: Megan Ward <ward.megan.elizabeth@gmail.com>
Sent: Monday, June 1, 2020 10:48 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative

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June 1, 2020

Honorable Mayor Biff Traber and Corvallis City Council
501 SW Madison Avenue
Corvallis, Oregon 97333

Dear Mayor and City Council,
I support Corvallis' adequate funding of local prevention, tracking, and responding to bias and hate. This issue has risen in prominence because of the recent deaths of Breonna Taylor, Ahmaud Arbery, and George Floyd. These acts of hate, bias, and violence continue unabated in communities across the United States. This must stop. And Corvallis needs to be part of the

solution. We must be a community where every person, regardless of their identity, is safe, valued, and welcome.

Incidents of bias and hate unfortunately happen in Corvallis. Friends of mine, who are people of color, were subjected to it recently. One is a mother whose kids were being bullied. In response, she's moved them to three different schools, thinking that a new school setting would remedy the situation. She finally pulled them out and is now home schooling them. Another friend and her husband were confronted by a belligerent white man in front of the Corvallis library yelling hateful words. People from diverse communities and races should not have to deal with this unacceptable behavior. They have the right to feel safe and accepted in Corvallis.

You can't change what you don't know. Grace Lee Boggs says, "you cannot change any society unless you take responsibility for it, unless you see yourself as belonging to it and responsible for changing it."

To report a hate crime, Corvallis's website has a link to the Oregon Department of Justice. That's insufficient and needs to be followed by other actions. Eugene, has an Office of Human Rights & Neighborhood Involvement, and a Human Rights Commission. Since 2012 Eugene has tracked both criminal and non-criminal hate and bias behavior and issues a report yearly. In a 2019 study, 81 bias crimes and non-criminal incidents were reported, which was a 42 percent decrease compared to the number of incidents reported in 2017. It's time for Corvallis to join other communities in taking responsibility for this issue. Therefore, I urge you to fund the Bias Response Initiative.

Sincerely,

Debra Higbee-Sudyka
4750 SW Nash Avenue
Corvallis, OR 97333
541-554-6979

From: LaserficheWorkflow@corvallisoregon.gov <LaserficheWorkflow@corvallisoregon.gov>
Sent: Monday, June 1, 2020 11:14 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: PUBLIC INPUT - Bias Response Initiative

Received: Mon, 06/01/2020 - 11:10am

NAME/ADDRESS: Eileen Marma, 455 SE Viewmont Avenue, Corvallis OR 97333

CONTACT (if any): eileen.marma@gmail.com

TOPIC: Bias Response Initiative

MEETING DATE: Mon, 06/01/2020

Corvallis Please support the Bias Response Initiative. It is critical that Corvallis tracks the cases of Bias and hate crime activity; mitigates the spread of such behavior and promotes healthy, humane infrastructure and policies to prevent all encroachment and advancement of

racism in our community. The City needs this position to maintain a vigilant focus.
Thank you.

From: Chelsea Whitlow Shay <cwhitlow7@gmail.com>
Sent: Monday, June 1, 2020 11:12 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Needed

Dear City Council Members,

Oregon has a deep history of racism, white supremacy, and chapters of the KKK. This history has created an undercurrent of pervasive racism within our seemingly liberal town, county, and region. Hate moves much like a virus throughout a community, and the time to stop this pandemic of hate is now. It will not be easy, just like stopping the spread of COVID-19 has not been easy, but it is important work and we all need to do our part.

I have been an active member in the Corvallis community for a long time, I work with children who struggle with mental health challenges in the community, and have one small child growing up here. I am also queer and Native and have seen acts of hate first hand. I know we can do better. Please take this time to start that important work by funding the Bias Response Initiative (see message below).

--
Chelsea Shay

The City of Corvallis, according to the Imagine Corvallis 2040 vision, aspires to “promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities.”

We, Corvallis residents and nonprofits committed to equity and racial justice do not believe the City of Corvallis is doing enough to realize this vision. As such, we implore the City of Corvallis to embrace this vision by prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis’ Office of Community Development as follows:

\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.
\$75,000 for diversity and social justice, community and equity development programming and trainings.

From: Katy Krupp <katy.krupp@gmail.com>
Sent: Monday, June 1, 2020 11:12 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Funding for Corvallis Bias Response Initiative

I am writing to the city council today to implore you to fund the bias response initiative. I am a lesbian small business owner and Corvallis resident. Myself and a number of my customers have witnessed or been the recipient of racial or homophobic slurs and discrimination. Safety needs to be a priority for everyone in Corvallis. Please put actions behind your words.

Thank you
Katy Krupp
Corvallis resident and small business owner

From: Don Paulsson <dppaulsson@yahoo.com>
Sent: Monday, June 1, 2020 11:11 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative

I would strongly urge that Corvallis should create an entity to monitor and advise the city on issues of racism and bias.

From: Diana Ryan <dianarosestudio@gmail.com>
Sent: Monday, June 1, 2020 11:35 AM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Support for the Bias Response Initiative

Dear City Council Members,

Oregon has a deeply rooted history in racism and white supremacy. Although Corvallis seems like a liberal town we have an undercurrent of racism that is largely being ignored. There is serious and important work to be done when it comes to confronting bias and demanding equity in Corvallis. There is a need for organization and programming committed to "promoting ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities."

I am a teaching artist in the Corvallis Community with 2 young children attending a Spanish Dual-Immersion school (Lincoln). I see a direct need for anti-racism curriculum in schools and resources for the community including law enforcement.

We are failing all of our citizens by failing to acknowledge and uncover biases in our community. I urge you to support and fully fund the Bias response and diversity initiatives in Corvallis. Now is the time for Corvallis to step up and lead by example. I know Corvallis can do better.

Diana Ryan

From: Marcia Snyder <snydermn@gmail.com>
Sent: Monday, June 1, 2020 11:46 AM

To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>

Subject: funding for Corvallis Bias Response Initiative

I am writing to the city council to request that you fund the bias response initiative. Please act and fund the bias response initiative and let people of color and all others know that all people matter in this city. In these increasingly fractious times, we must do more and put actions behind our words.

The city of Corvallis, according to the Imagine Corvallis 2040 vision, aspires to "promote ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures, and abilities."

We, Corvallis residents and non-profits committed to equity and racial justice do not believe the City of Corvallis is doing enough to realize this vision. As such, we implore the City of Corvallis to embrace this vision by prioritizing the funding allocation of \$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis' Office of Community Development as follows:

\$75,000 for 1.0 FTE Bias Response and Equity Coordinator.

\$75,000 for diversity and social justice, community and equity development programming and trainings.

Sincerely,
Marcía Snyder
south Corvallis resident

From: Freddy Edwards <fredreick1@live.com>

Sent: Monday, June 1, 2020 12:01 PM

To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>

Subject: Biased Response Initiative--Corvallis

Dear City Council Members,

As we find ourselves in unprecedented times, it gives me great hope to see the solidarity of peaceful protests within Corvallis. However, as we have historically seen over and over again, I strongly feel the time is now to break the cycle of destructive paths we are seeing taking their tolls on other cities by fulfilling our peaceful intentions with peaceful actions. By our own natural progression, the Biased Response Initiative has slowly been preparing us for this very moment. I can confidently say the initiative could provide the necessary actionable bridge to not only strengthen our community, but also serve as a role model other communities could learn from. My hope is that members of the City Council consider the positive impact such an initiative could have on our community as well as the power the City Council Members have to make that change.

Thank you in advance for being part of the change,

Frederick J. Edwards

Frederick J. Edwards, CPO
President, CEO
Knight Vision Security Inc.
Minority Owned Company,
541-928-8052 Office
866-585-0322
www.knightvisioninc.us

From: Sarah Spangler <sarahspangler11@gmail.com>
Sent: Monday, June 1, 2020 12:02 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: In support of Bias Response Initiative

June 1, 2020

Dear Corvallis City Council Members,

I wanted to take a moment today to write and show my support for a Bias Response Initiative in Corvallis. I am sure you have received comments from others who speak to the importance of this Initiative and I wanted to echo their sentiments and to emphasize the importance of this type of action here in Corvallis, specifically. You may find yourself wondering to what extent racism is present in our community, and whether its prevalence meets some kind of "threshold" that would deem this action necessary. Please understand that racism is built into every community in this country, including ours. It is important to confront it head-on for the benefit of all who call Corvallis home.

Corvallis leadership frequently looks first to policies and strategies implemented successfully in other communities before introducing them into our own. We have to assume that other communities are in the same habit - and then we have to choose whether we want to give those communities a reason to proceed with these types of actions, or to doubt their importance and feasibility. Corvallis expresses pride in being a leader and a trendsetter and I hope we take this opportunity to do so.

I frequently hear Council and other authorities express support for broad ideas in the SOP but lament that tangible actions and fleshed out plans are difficult to come by. I hope you find this to be an exception to that rule, and that you support the Bias Response Initiative.

Sarah Spangler
218 SE Lilly Ave.
Corvallis

From: L. Longway <llongway07@gmail.com>
Sent: Monday, June 1, 2020 1:35 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias response initiative

Hello City Council,

Please consider fully funding the proposed Bias Response Initiative. Help our city demonstrate the importance of keeping marginalized communities safe and responding promptly to hate and injustice.

Thanks,
Lucas Longway

-----Original Message-----

From: Rachel Turner <rachface89@gmail.com>
Sent: Monday, June 1, 2020 2:14 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response Initiative

Hello, I am emailing with my support for a much needed Bias Response Initiative for Corvallis.

The deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd did not take place here in Corvallis, but they could. We have the racism built into our institutions here, and it is our responsibility to take preventive action.

Please take this matter seriously - we need to take action to combat racism and biases.

Thank you,
Rachel Turner
5140 HWY 99 NW #24
Corvallis OR 97330
541-231-6684

Dear Corvallis City Council Members:

I am a member of the Corvallis community, born and raised in Corvallis. I returned to the area to raise my two children, in a town which afforded me a safe and happy childhood. Throughout my time in this community, I have seen firsthand the efforts my fellow Corvallis citizens have made to better our city in many ways. I urge you now to continue this pattern by supporting the Bias Response Initiative.

Currently, I am a student at Willamette University College of Law, pursuing a J.D. with hopes of practicing in Corvallis. As a member of my community who will be uniquely situated to advocate for others, I feel that I cannot effectively do so without a commitment from those in

power to actively work toward justice and equity. Addressing bias on a local level, with the full force of funding and support, is the first step.

Corvallis is largely white, with a population of almost 85% which identifies as Caucasian. In fact, this percentage closely mirrors Oregon's statewide diversity statistics, with approximately 85% of the state's population identifying as Caucasian as well. This overwhelming majority creates a very small space for minority communication—those who do speak are largely drowned out by the echo chamber of a majority-centered experience within our community.

Furthermore, Oregon has a well-documented history concerning racial injustice that is not easily forgotten. As Oregonians, we have a duty to correct the systemic racism and attitudes our previous laws created and strive toward an inclusive community. Silence is no longer appropriate in our current climate. The city of Corvallis must address bias and racism directly, by tracking and responding to these non-criminal events that nonetheless perpetuate fear and discord.

Bias is not confined to skin color or ethnicity, either. Bias can be perpetuated based on race, class, gender, sexual orientation, or ability. SB 577 can only protect in criminal instances: a local supplementation is the only way to create meaningful change on a foundational level throughout our community.

I implore you to support the Bias Response Initiative. As a proud Corvallis resident, I insist that our community continue the improvements I have seen throughout my lifetime by addressing the root of negative bias in our locality. We tout diversity as a college town and as a progressive city—now we must take action on those words.

I leave you with this: “If you are neutral in situations of injustice, you have chosen the side of the oppressor.” – Desmond Tutu

Sincerely,

Sophie Corden

From: Longway, Kelly Ann <longwayk@oregonstate.edu>
Sent: Monday, June 1, 2020 1:06 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Comment for Bias Response Initiative

Hello Councilors,

I live in Ward 3 and am writing to urge you to support the Bias Response Initiative that is sponsored by several amazing local organizations, including the Corvallis NAACP.

We need to prioritize tracking and understanding these incidents so they can be properly responded to, and so that marginalized communities in Corvallis can know that their fears and concerns are being properly addressed.

Thank you!

Best,
Kelly Longway

To: The Honorable Biff Traber, Mayor of Corvallis, Oregon
and the Honorable Council of the City of Corvallis, Oregon

From: John Gotchall, MD

Monday, June 1, 2020

Fiscal Year 2020-21 Operating Budget

Support for Corvallis/Benton Bias Initiative

I seek your support for funding and developing the bias measurements and equity training proposal known as the Corvallis Bias Initiative.

I condemn the murder of George Floyd in Minnesota, Ahmaud Arbery in Georgia and all other racial violence. They are moral injuries on the soul of our nation. Racial bias and hate require a response.

Enforcing Oregon’s Bias Crime statute ([ORS 166.155-165](#)) is a partial response. The collection of data pertaining to bias crimes is a partial response ([ORS 137.678](#)). The Corvallis Bias Initiative seeks to inform and assist in the management of those statutes, and to measure, educate and inform harmful non-criminal equity and inclusion issues.

Racial bias is not the only source of hostility toward vulnerable groups. My vocational and avocational efforts support people with a variety of disabilities. There are parallel and equally devastating issues of bias and hostility toward people experiencing disabilities, particularly intellectual and developmental disabilities. We see harmful bias and hostility coming from systems and individuals. Sometimes the animus comes from the very authorities charged with protecting vulnerable people. The systems we currently have in place are not sufficiently protective for those who experience bias and hostility, whether because of race, disability, color, religion, gender identity, sexual orientation or national origin.

Every justice entity should be reviewing their policies and procedures to optimize awareness, respect, access and accommodations for people with vulnerable identities, regardless of whether that person has been labeled victim, witness or suspect.

Finally, I write in support of your Corvallis Police Department. Our efforts to avoid discrimination must include avoiding disparaging our police without cause, especially when they also risk being the objects of bias and hostility. I have found Corvallis Police, specifically Chief Nick Hurley, Lt. Joel Goodwin and Lt. Dan Duncan, eager to address issues related to justice equity and inclusion for our vulnerable brothers and sisters.

Respectfully

John Gotchall, MD
6080 NW Ponderosa Ave
Corvallis, OR 97330

From: Dazie Carnes <daziecarnes@gmail.com>
Sent: Monday, June 1, 2020 4:19 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: CORVALLIS ACTION NEEDED

June 1, 2020

Dear Corvallis City Council Members,

I am a parent in Corvallis, Oregon. As a mother and volunteer I try to participate in the collective effort to improve our community for all people. Now, more than ever, we need to do everything we can to make the City of Corvallis an esteemed and equitable community.

In today's social climate, silence is tantamount to promoting the status quo. Emphatic words of care and intention make great sound bites, but if this "heartfelt" communication isn't accompanied by meaningful action, the words represent a cruel mirage of what might have been. Empty words of improvement pander to the masses, soothe the discomfort of the already privileged, and most despicably, further harm our most marginalized neighbors. I implore you to show your active commitment to equality, justice and anti-bias. As we have seen in both our distant and immediate history, oppression can be either an individual decision or a systemic reality. It is ingrained in the families of our nation and in the educational, social and corporate cultures of our country. Racial oppression is racism. Black and Brown people in our country and in our community live with fear. They fear walking both at night AND during the day. They fear white supremacists AND police officers. Black people fear to engage in normal, everyday activities. They fear people in power who are supposed to guide, advocate for and protect them.

As the Reverend Dr. Martin Luther King Jr. wrote from the Birmingham Jail:
"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."
The existence of racial oppression means that White, Black and Brown people in this country are suffering the injustice together, although at different levels of threat to our well-being. Our Black and Brown neighbors live in an oppressive society that has turned fatal again and again. Corvallis is not immune to that society; we ARE that society. If you talk to a person of color in our small city, you will hear about the many ways that racism exists in our community. If you talk to a differently-abled individual, you will hear stories of abuse and bias. Women, elders, immigrants, the poor, the houseless....negative bias is a part of everyday existence for many.

We can do better; we must do better. The residents of Corvallis beseech that we do better. The values of anti-racism, anti-bias, and anti-oppression must be an impetus to meaningful and systemic change. If we can't provide an equitable quality of life to our people by prioritizing the lives of our most vulnerable community members, what do our other quality of life expenditures in parks, libraries, and city events represent? Do we only prioritize quality of life for some of our people? In the hierarchy of community needs, safety and justice are essential standards upon which all other needs should be based. Please show all our residents that you will do what it takes to be a part of systemic change. Your leadership will benefit people of all races, religions, linguistic backgrounds, physical and mental abilities, genders, and economic backgrounds.

Actions should support values. Corvallis funding decisions should make the Bias Response Initiative a top priority. Please do what you need to do to support this initiative and bring integrity back to our country by leading the way towards equity and "...liberty and justice for all."
In order to truly be the land of the free, we first need to be the home of the brave.

Sincerely,
Dazie Carnes

From: Emily Barton <emilyba23@gmail.com>
Sent: Monday, June 1, 2020 6:29 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Bias Response

June 1, 2020

Dear Corvallis City Council Members,

I am a citizen and a parent of two children raised in Corvallis, Oregon. I am also a woman of color, a Latina, and a volunteer member of Corvallis' Imagine Corvallis Action Network. In order to build a welcoming community, which is one of our city's 2040 goals, we must measure the climate of the community for our citizens of color and other marginalized groups. We must also find ways to respond to biased incidents.

My family has been subject to biased interactions on Corvallis. Individually, we have been hurt emotionally, threatened with physical harm, and have suffered economic loss.

In order to build our vision of tomorrow and a thriving community, the Council must invest in a Bias Response position today. This position will not only provide accurate local data but will also work with community organizations to respond to biased incidents. This investment is necessary and long overdue. We can't continue to make assumptions about whether or not our community is safe for people of color. We need to know with certainty that we will not end up in the news cycle as another city that failed to protect its citizens. We need you to act before it is too late. Thank you.

Emily Barton

June 1, 2020

City of Corvallis Council

501 SW Madison Ave.

Corvallis, OR. 97333

Members of the City Council,

I am writing in support of, and asking you to invest in, the proposed Bias Response Initiative and prioritize tracking and responding to bias incidents. As current events have demonstrated our Nation is unprepared to address circumstances adequately that foment division, fear, and inequity.

Corvallis residents and nonprofits committed to equity and racial justice have long been overtaxed with the responsibilities of supporting community members through situations of inequalities. The City of Corvallis government has been at the table yet has not done enough to contribute to a community-wide partnership to address this vital aspect of community health.

As a longtime Mexican American Corvallis citizen, I have experienced firsthand the continual need for local government-funded support for systems, plans, and processes to track and respond to non-criminal events that negatively impact equity, diversity, inclusion, and health of our community.

Sincerely,

Robin de La Mora

From: J M <crmjoan@gmail.com>
Sent: Monday, June 1, 2020 5:08 PM
To: Holzworth, Carla <Carla.Holzworth@corvallisoregon.gov>
Subject: Re: Tonight's public hearing

"Too often our voices go unheard I would like my voice to be heard tonight through this letter. Too often our community, the Black community, is still being unfairly treated; we are still being stopped and harassed by police for minor infractions that lead to something major; ie a traffic stop for a busted a tail light that leads to an unfounded DUI, riding too close into the bike lane. Corvallis leadership needs to adequately fund local initiatives that prevent, track, and respond to bias and hate."

Chelle Williams
PO Box 1108
ACP 0154-14
Salem, OR 97308
541.981.3299
Marengo899@gmail.com
May 16, 2020

City of Corvallis Police Department
Street Address
Corvallis, OR 97330

Dear City of Corvallis Police Department:

I am a resident of our city, and I am writing to express my concern about your recent post on Facebook, dated May 13th, 2020 The discussion of the post was both extremely alarming as well as terrifying. I understand that you cannot please all the people all the time, and I also understand not having the same walk in life, things can get construed.

The post that I am referring to; asks for help from the community regarding car prowls. The most disturbing line within the post was: *"Reporting crime! Even if nothing was damaged or stolen, it helps us to know somebody broke in to your car - -we can use that information to develop our response strategies."* Being a person of color, it was extremely alarming. This, to me, gives those who have a vigilante mind set an open ticket to call 911 on anybody they saw that did not look like them or they felt biased fear from an individual near their property. I am aware that more questions would be asked of the caller. The unknown individual may have just walked by a house/car, or just visiting someone next door. An example was commented *"I heard some noise coming from the front*

City of Corvallis Police Department

May 16, 2020

Page 2

*of my house and then heard a car door slam.. I walked out thinking it was a family member that hadn't left the house yet and it was **some random** in an Astro van.. nothing was missing from my house but it was very weird.. I got the plates just in case". 'Nothing was missing from my house', the commenter stated. What if this commenter was a McMichael, or a David Steward?*

For too long Black and Brown people have not been able to just enjoy life; jog, drive, play in the park, go shopping, drive a delivery truck, etc. without being afraid. Having to keep their head down and avert their eyes, having to keep their voice calm and low (even in a tense situation), or having to answer unreasonable questions to an everyday citizen. When we leave our home, we must be on guard as to where we go, how we walk and talk. Every day, I walk on eggshells. I do not know if the individual or LEO I encounter is either good or bad. I do not know that taking out my trash, walking my dog, walking with my grandkids, if I 'meet the description' of someone else. I just do not know- and that post adds to my fear and anxiety-feeling that someone out there may see your post as their golden ticket to do whatever and however to anyone that does not look like them-that looks like me.

How much longer will I have to continue to dim my light as to not offend my neighbor? I am looking forward to your response.

Sincerely,

From: Raine Lohr <raine.lohr@gmail.com>
Sent: Sunday, May 31, 2020 1:20 PM
To: Mayor and City Council <MayorAndCouncil@corvallisoregon.gov>
Subject: 2020-2021 budget question

Dear city council,

Looking over the budgets for 2019-2020 and 2020-2021, I've noticed that funding for the public library and the fire department have been cut this year. I'm not particularly familiar with the Corvallis budget, but I'm a bit surprised/concerned by the decision to cut funding for the fire department, especially during the pandemic. My understanding is that the Corvallis fire department includes first responders, who could be important in providing medical assistance during this time of COVID-19.

I know that deciding on a budget can be a difficult process, with many balances to maintain and many options to consider. Given my current information, I don't understand why funds for the library and fire department are being cut while funding for the police department remains the same. What is the reasoning behind this decision?

The recent murder of Mr. Floyd has led me to wonder whether we, in Corvallis, use our funds appropriately with regard to law enforcement. I noticed that there are plans to add solar panels to the roof of the Law Enforcement Building this year, a plan that I fully support. I think that reducing our carbon footprint here in Corvallis is incredibly important in order to allow us to live sustainably and improve the health of our environment. However, I have mixed feelings about the police officer who is posted at Linus Pauling Middle School. I'm sure that the decision to have an officer at the school was made with the best of intentions. But, at least during my 8th grade year (2019-2020) I found that the presence of an officer in the main hallway added to the stressful atmosphere, rather than creating a sense of safety. I haven't been able to get satisfying information regarding budget decisions this year by reading the electronic file about the 2020-21 budget.

So, I'm wondering if you could help me understand the reasoning behind the decision to cut library and fire department funding this year, and not cut police department funding. Are there plans to provide more funding for the fire department, now that COVID-19 is an issue?

Sincerely,
Raine Lohr
Corvallis citizen and 9th grader at CHS

ATTACHMENT C

TO: Corvallis City Council
FROM: Councilor Hyatt Lytle, Ward 3
Councilor Andrew Struthers, Ward 9
DATE: June 1, 2020
SUBJECT: Amendment to recommended FY20-21 Budget for a Hate/Bias Incident Position

Introduction

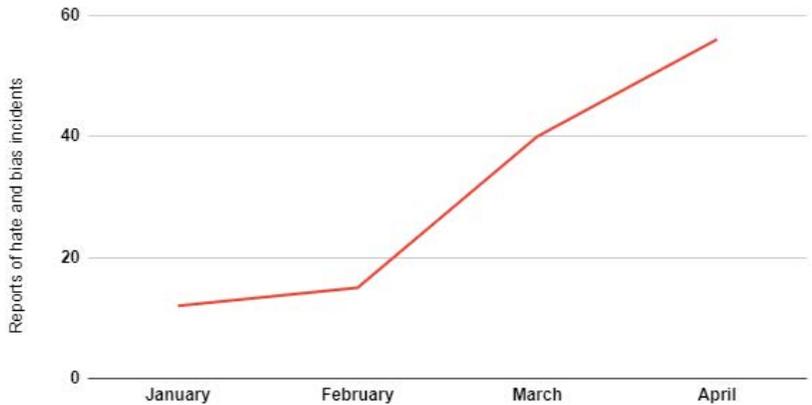
Background

Hate and Bias Incidents have been consistently on the rise in past years. However this year alone, since the COVID19 Pandemic Declaration in Oregon, they have been increasing rapidly by 366% just between the months of February and April (Oregon DOJ, 2020).

As provided in SB 577: *“Bias incident’ means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. ‘Bias incident’ does not include any incident in which probable cause of the commission of a crime is established by the investigating law enforcement officer.”*

Reports of Hate and Bias Incidents in Oregon in 2020

Source: Oregon Department of Justice



In light of local and national events, response to these incidents is integral to uphold our Community’s 2040 Vision Objective of a *“Safe, Secure, and Welcoming Community.* (Engage & Support, pg. 7)” As well as one that *“...promotes ongoing education, communication, and enhanced understanding of cultural differences, welcoming and empowering people of diverse backgrounds, cultures and abilities.* (Learn & Thrive, pg. 11)”

Original Budget Ask for Hate & Bias Response Position of \$150,000 in Summer of 2019

On July 25th, 2019 the Corvallis/Albany NAACP and the King Legacy Advisory Board sent a petition to the Mayor and City Council asking for: *“\$150,000 for bias response and diversity initiatives/services housed within the City of Corvallis’ Office of Community Development as follows: 1.) \$75,000 for 1.0 FTE Bias Response and Equity Coordinator. 2.) \$75,000 for diversity and social justice, community and equity development programming and trainings.”* Because Corvallis lacks systems, plans and processes to track and respond to non-criminal events of hate and bias, the petition highlighted the importance for the need of such programming in our community for increased diversity and inclusion.

The petition highlighted nationwide statistics, as well as the growth of hate crimes in Oregon of 125% between 2013 and 2017, making it the state with the sixth largest increase in the country. It also spoke to the current passage of SB 577, which streamlines data collection on hate and bias incidents, expands protected classes to include gender identity, and better structures the penalty model for criminals who act with intent of hate and/or bias.

SB 577-Related Oregon Legislation to Hate & Bias Incidents and Crimes

SB 577 was introduced in Spring of 2019 as a bill to begin tracking hate and bias incidents by the Department of Justice, as well as expanding definitions of what is included as an incident, protected classes and creating a state-wide hotline for victims who do not have a hate and bias victim's program available in their community. The bill also outlined processes for mandatory agencies to begin reporting to the new system. The bill passed the House in June 2019.

Council Actions related to SB 577

On April 15, 2019 Councilor Lytle Introduced a Resolution to Council in Support of SB577 which the Council passed Unanimously.

On March 2, 2020 the Council adopted the Strategic Operating Plan, which included the stated goal: *E-10-B. Promote the statewide hate/bias reporting system available from the Oregon Department of Justice to the community and to partner agencies, and evaluate data gathered through this system on a semi-annual basis. (City Manager's Office) SOP stated goal of using Department of Justice website.*

Request

\$50,000 vs \$150,000

In early March, within days of the Corvallis Pandemic Declaration, NAACP Leadership requested a meeting with City Leadership and a County Commissioner. Unfortunately because of COVID19 unraveling, only the Mayor and Council President were able to attend. However, it was discussed that perhaps a concept of a more shared effort between other jurisdictions, such as one between Benton County and the School District would be more justifiable for the community-as these incidents touch more than just City limits. Next steps from that meeting were to get stakeholders from these jurisdictions around a table for a conversation. However, because of the Pandemic Declaration, that did not end up happening.

In a more recent meeting, the concept was discussed again in more detail, with a realistic regard to the financial situation of the City due to the Pandemic. The proposal of \$50,000 on behalf of the City with the goal of an intergovernmental partnership potentially between Benton County and the School District was confirmed as the proposal that could be moved forward with. The City would be making the first step in the direction of such partnership and would urge its counterparts to join in this integral programming needed for our community.

Funding Sources

We are asking the Council to consider funding this \$50,000 proposal from the Contingency Fund; also supported by our City Manager as of this morning.

As Manager Shepherd provided in his email: *"The proposed budget includes an appropriated contingency of \$835,000. Committing \$50,000 of that contingency will leave \$785,000 in appropriated contingency funding. Directing the use of contingency funds as we adopt the budget is not a best practice, but it does provide a clean way for the Council to respond quickly given the extraordinary*

circumstances and opportunity for the City to respond to this important issue. This can be done by motion and does not require moving money between funds or working out how to cut other services or budgets to find the funding.”

Recommended Motion

I move to have an amount of \$50,000 moved from the City’s recommended General Fund Contingency and placed in the Mayor and City Council Budget for the purpose of funding a Hate & Bias Response Program that is shared inter-jurisdictionally between Benton County, the Corvallis School District and potentially other partners.

The Council hereby urges other partners to join in this effort.

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, May 13, 2021 5:21:56 PM
Last Modified: Thursday, May 13, 2021 5:24:01 PM
Time Spent: 00:02:05
IP Address: 140.211.8.16

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Corvallis

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No. We refer people to the State

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

We will certainly participate in a regional discussion

Q7

Would your jurisdiction participate in a regional bias response program?

Yes

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes

Q10

Respondent skipped this question

Is there anything you would like to add?

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 14, 2021 8:08:36 AM
Last Modified: Friday, May 14, 2021 8:23:33 AM
Time Spent: 00:14:57
IP Address: 75.150.45.137

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Joe Samaniego, Tangent

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

none

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Tangent

Q4

Is your jurisdiction considering developing any sort of bias incident response?

no

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

no

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

maybe

Q7

Would your jurisdiction participate in a regional bias response program?

maybe

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

no

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

yes

Q10

Is there anything you would like to add?

We would like to see more information and have guidance on some of the issues we want to discuss, ideas on how this regional approach will work, and ask questions.

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 14, 2021 8:26:46 AM
Last Modified: Friday, May 14, 2021 8:29:41 AM
Time Spent: 00:02:54
IP Address: 206.192.237.234

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Toledo

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

no

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

yes, briefly. Mostly by the mayor

Q4

Is your jurisdiction considering developing any sort of bias incident response?

yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

very likely

Q7

Would your jurisdiction participate in a regional bias response program?

probably

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

probably

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

possibly

Q10

Is there anything you would like to add?

Please keep in mind that Toledo doesn't have the resources that Corvallis has (for example)

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 14, 2021 3:47:44 PM
Last Modified: Friday, May 14, 2021 3:51:40 PM
Time Spent: 00:03:56
IP Address: 206.192.233.62

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Wayne Belmont, Lincoln County

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Possibly, but definitely value in sharing local approaches even if not regionally adopted

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely

Q7

Would your jurisdiction participate in a regional bias response program?

likely

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

If regional approach, COG is suited to lead

Q10

Respondent skipped this question

Is there anything you would like to add?

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 14, 2021 4:25:06 PM
Last Modified: Friday, May 14, 2021 4:28:53 PM
Time Spent: 00:03:46
IP Address: 69.1.99.230

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Peter Troedsson, City of Albany

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

yes

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

yes

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

likely

Q7

Would your jurisdiction participate in a regional bias response program?

probably

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

This question is too vague. We will certainly invest some time, but a full answer really depends on a number of different factors.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

It makes sense if we're going to take a regional approach.

Q10

Is there anything you would like to add?

Nothing more at this time.

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Saturday, May 15, 2021 4:17:08 AM
Last Modified: Saturday, May 15, 2021 4:28:06 AM
Time Spent: 00:10:58
IP Address: 184.158.201.20

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Chas Jones, Philomath

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Not that I know of.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Seems likely

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Quite likely

Q7

Would your jurisdiction participate in a regional bias response program?

Possibly, our DEi Committee would need to provide input

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Probably

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes, cross jurisdiction committee? Sharing resources, sharing training opportunities

Q10

Is there anything you would like to add?

Will need to acknowledge that the bias response needs of curbside or albany are quite different than our smaller communities.

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, May 17, 2021 9:39:02 AM
Last Modified: Monday, May 17, 2021 9:50:16 AM
Time Spent: 00:11:13
IP Address: 206.192.234.148

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Spencer Nebel- City of Newport

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Yes. We have always responded to any complaints about bias in the City organization and in the community. We have established goals for creating a defined structure to handle and track these types of complaints. We are working on implementing these goals during the coming year.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

Yes. The City Council has had several discussions on this that lead to approving a statement and goals to implement these measures.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Yes. See above

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes, that may be of benefit to all of the organizations served by the COG. I do think that there may be elements of this response that might be handled differently from community to community.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Very likely

Q7

Would your jurisdiction participate in a regional bias response program?

Possibly

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

yes

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

I think it is worth the discussion.

Q10

Is there anything you would like to add?

These are difficult matters to deal with. Some sort of framework would be beneficial for all of us. I don't know what the possibility of a regional reporting and response process would be. (I am not sure if that is being considered, but it might be worth some discussion.

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, May 25, 2021 10:05:25 AM
Last Modified: Tuesday, May 25, 2021 10:06:44 AM
Time Spent: 00:01:19
IP Address: 208.79.248.161

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Adair Village

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

NO

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

No

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Not

Q7

Would your jurisdiction participate in a regional bias response program?

No

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

No

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

No

Q10

Is there anything you would like to add?

No

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, May 25, 2021 10:04:39 AM
Last Modified: Tuesday, May 25, 2021 10:07:55 AM
Time Spent: 00:03:15
IP Address: 204.28.223.2

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Nancy Brewer, City of Lebanon

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely

Q7

Would your jurisdiction participate in a regional bias response program?

Perhaps

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Perhaps. We don't have a lot of resources

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Yes

Q10

Respondent skipped this question

Is there anything you would like to add?

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, May 25, 2021 4:13:50 PM
Last Modified: Tuesday, May 25, 2021 4:32:48 PM
Time Spent: 00:18:58
IP Address: 75.148.50.250

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Michele Eldridge, Harrisburg

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No. I've stated that I have information for them if they should wish to address it.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Not at this time

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Yes. I think that there are people who want to know more, but don't know how to proceed.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Not sure if Council would be involved or not, but I can ask.

Q7

Would your jurisdiction participate in a regional bias response program?

Likely, but it depends on how it is addressed

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Again, Not certain on this issue. We don't have resources to share, and I think that more time would be possible. We haven't seen any bias incidents in this area, or that have been reported to us.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

There are some positives depending on tiered levels of involvement. For instance, for those who don't know of incidences in their communities but would like to know steps to take, to those that do know of instances, and need assistance in knowing how to address them. Also, knowing who to reach out to, if they need to talk to someone who has resources.

Q10

Respondent skipped this question

Is there anything you would like to add?

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, May 28, 2021 11:10:03 AM
Last Modified: Friday, May 28, 2021 11:14:40 AM
Time Spent: 00:04:36
IP Address: 104.152.253.71

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Brownsville

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

Done through LCSO.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No.

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No.

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

No.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Somewhat likely.

Q7

Would your jurisdiction participate in a regional bias response program?

Perhaps.

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Unsure.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

No. I don't think the COG should be involved at this stage.

Q10

Is there anything you would like to add?

The State is going to make the rules and everyone will have to follow them, like everything else. If after the legislation comes down, communities would like to work together through the COG, then that's great.

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, June 01, 2021 9:32:38 AM
Last Modified: Tuesday, June 01, 2021 9:38:21 AM
Time Spent: 00:05:42
IP Address: 74.123.167.150

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

Hilary Norton, City of Halsey

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No.

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

Not yet - we are stretched to capacity dealing with other issues at this time. It is important work, but not something we've had any complaints about yet in our community.

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

Sure. However our capacity to participate is limited.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Likely, if it occurs when we have time to attend, and coverage to do so.

Q7

Would your jurisdiction participate in a regional bias response program?

Maybe -- depends what it entails/costs.

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Only on a limited basis unless this becomes a Council Goal. We have our next goal setting session in September.

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

Maybe. An initial conversation could be organized by the COG. Ongoing? There are other problems or gaps in service I would like to see COG address first.

Q10

Respondent skipped this question

Is there anything you would like to add?

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, June 04, 2021 3:13:26 PM
Last Modified: Friday, June 04, 2021 3:22:36 PM
Time Spent: 00:09:09
IP Address: 98.142.38.207

Page 1: DEI Response System

Q1

What is your name and jurisdiction?

City of Millersburg

Q2

Does your jurisdiction have an established program or protocol in place for how to address non-criminal bias incidents in your community?

No

Q3

Has your community or City Council raised the issue of racial and social equality and bias in your community in the past year?

No

Q4

Is your jurisdiction considering developing any sort of bias incident response?

No

Q5

Do you think there would be value to a regional approach to addressing non-criminal bias incidents and issues?

There may be, our council feels there needs to be a definition first of what a non-criminal bias incident is, before being able accurately answer this question.

Q6

How likely is your jurisdiction to participate in an initial regional discussion about bias and inequity?

Unlikely, given the lack of incidents we are aware of in our community

Q7

Would your jurisdiction participate in a regional bias response program?

See above responses, would definitions and purpose of the program

Q8

Is your jurisdiction willing to invest time and/or resources to a regional response on bias incidents?

Not at this time

Q9

Do you think the Council of Governments should lead regional discussions about race, bias, and how we might address these issues collaboratively?

If there is a regional issue they may be the right agency to lead the discussion

Q10

Is there anything you would like to add?

No



In the Matter of the 31st Anniversary of the Americans with Disabilities Act

A PROCLAMATION

Whereas, thirty-one years ago, on July 26, 1990, President George H.W. Bush signed into law the Americans with Disabilities Act (ADA), establishing our nation’s comprehensive mandate for the elimination of discrimination against individuals with disabilities; and

Whereas, the ADA is a civil rights law, impacting many facets of daily living, including employment, housing, public facilities and services, education, new construction and modifications, and telecommunications; and

Whereas, the ADA has expanded opportunities by reducing physical and other barriers, changing perceptions, and increasing full participation in community life; and

Whereas, Oregon Cascades West Council of Governments will recognize that progress has been made by celebrating the 31st anniversary of the signing of the ADA on July 26, 1990; and

Whereas, while we celebrate the 31st anniversary of the ADA and the achievements which have been accomplished, we also recognize that the full promise of the ADA can only be reached if we remain committed to continue our efforts to achieve full implementation of the goals of the ADA including the provisions of accessible facilities and services;

Now therefore, Oregon Cascades West Council of Governments does hereby proclaim July 26, 2021 to be recognized as Americans with Disabilities Act Awareness Day, celebrating the 31st anniversary of the ADA, and reaffirming the principles of equality and inclusion for people with disabilities.

Dated this 15th day of July, 2021

By _____
Commissioner Claire Hall, Lincoln County
Chair, Oregon Cascades West Council of Governments



Community and Economic Development

1400 Queen Ave SE • Suite 201 • Albany, OR 97322
 (541) 967-8720 • FAX (541) 967-6123

MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board
FROM: Jenny Glass, Community and Economic Development Director
RE: CED CARES Grant Program Update

The Community and Economic Development department created an economic recovery grant program with CARES Act funds through the Economic Development Administration. The goal of the grant program is to respond to the specific recovery needs in the unique communities across the Cascades West Economic Development District. The application process was opened June 1, 2021. Applications were accepted until 5 p.m., June 15, 2021.

Eligible applicants included City and County governments in Benton, Lane, Lincoln, and Linn that demonstrated direct work supporting and improving economic resiliency and recovery.

Applications were reviewed and decisions to award were based on the following:

- Demonstrates an immediate need for the project.
- Demonstrates the ability to complete the project in the required timeline (by May 30, 2022).
- Demonstrates that applicant and project meet the eligibility requirements.
- Preference given to projects that demonstrate connection to CEDs or Governor’s Rapid Economic Recovery Plan
- A total of 27 applications were received. (12 in Lane, 7 in Lincoln, 6 in Linn and 2 in Benton) for a total of \$232,356 in requests, with 18 projects funded. (7 in Lane, 4 in Lincoln, 5 in Linn and 2 in Benton) for a total of \$143,572.

Funded projects:

City	County	Request \$	Total Project \$	Project	FUNDED
Cottage Grove	Lane	\$10,000	\$25,000	RARE Staff, Website, Social Media	\$10,000
Newport	Lincoln	\$10,000	\$175,000	Replace Financial System	\$10,000
Toledo	Lincoln	\$10,000	\$100,000	Mural Project	\$10,000
Sweet Home	Linn	\$10,000	\$75,455	Streetscape	\$10,000
Toledo	Lincoln	\$2,950	\$4,450	County OR Prospector Data Entry	\$2,950
Newport	Lincoln	\$4,800	\$5,900	County Multi-Org Strategic Planner	\$4,800

Florence	Lane	\$10,000	\$10,000	Childcare Provider Equip & Supplies	\$10,000
Coburg	Lane	\$7,277	\$8,277	Community Commercial Kitchen	\$7,277
Albany	Linn	\$10,000	\$49,500	Business Registry	\$10,000
Springfield	Lane	\$10,000	\$50,000	Visitor's Association Tech Assist	\$10,000
Monroe	Benton	\$10,000	\$10,000	Economic Development Plan	\$10,000
Halsey	Linn	\$10,000	\$16,000	MVP Website - 8 Rural Linn & Benton	\$10,000
Harrisburg	Linn	\$10,000	\$10,000	Tri City Biz Expo	\$5,000
Veneta	Lane	\$10,000	\$10,000	Outdoor Spaces	\$10,000
Oakridge	Lane	\$9,875	\$9,875	Marketing/Recruit-10 rural cities	\$9,875
Eugene	Lane	\$10,000	\$10,800	Innovation Hub Zoom Room	\$5,400
Lebanon	Linn	\$4,000	\$5,730	Art Walk	\$4,000
Corvallis	Benton	\$4,270	\$7,500	County Biz Portal	\$4,270



Senior, Disability and Community Services

1400 Queen Ave SE • Suite 206 • Albany, OR 97322
(541) 967-8630 TTY/Voice • 1-800-638-0510 TTY/Voice



Area Agency on Aging

203 N Main St • Toledo, OR 97391
(541) 336-2289 • (541) 336-8103 TTY/Voice • (800) 282-6194

MEMORANDUM

DATE: July 15, 2021
TO: OCWCOG Board of Directors
FROM: Randi Moore, Senior, Disability, and Community Services Director
RE: Program Updates

Staff Back to Field Work – Seeing Consumers Face to Face

On July 6th, Case Managers, Adult Protective Service (APS) workers, Adult Foster Home (AFH) Licensors, and other field staff which have been conducting the majority of their business telephonically began returning to work in the community. Face to face visits have been largely halted since March of 2020.

Deploying more than 75 people back to field work to complete face to face visits can be a bit of a challenge; our dedicated staff are excited to once again get eyes on the consumers they serve and reengage, check in, and rebuild relationships. The disconnect workers have had from the people they serve has been hard on many staff during the last 12 months, and we are happy to be reestablishing the safety nets that normally are in place for the at risk individuals we serve.

Despite the relaxing of COVID restrictions that many Oregonians are experiencing, Oregon Department of Human Services (ODHS) is using caution as it develops policy and guidance during this return to field visits. These protocols include requiring all staff to wear face masks and gloves when visiting consumers in their home and community based facilities.

OCWCOG staff have been provided with a “go bag” with masks, gloves, individual hand sanitizers, and antibacterial wipes to wipe off equipment like laptops that might need to be brought from one home visit to the next. Information has also been provided on proper donning and doffing of Personal Protective Equipment (PPE).

Staff who work in the office are also experiencing some level of returning to normal and have returned onsite, ready to see people who come into the office for appointments regarding eligibility determination and opening benefits. The next step? Returning to normal operations in the congregate dining rooms operated by our Meals on Wheels Program.

Your OCWCOG teams are so happy to be back out serving the communities in the region. I look forward to updating you as time moves forward and we see how this transition goes!



Community and Economic Development

1400 Queen Ave SE • Suite 201 • Albany, OR 97322
(541) 967-8720 • FAX (541) 967-6123

MEMORANDUM

DATE: July 15, 2021
TO: Oregon Cascades West Council of Governments Board of Directors
FROM: Jenny Glass, Community and Economic Development Director
RE: **OCWCOG CED Program Update**

Transportation

- **Transportation Options and Miscellaneous:**
 - May was Bike Month Challenge: participants in our region traveled over 2,400 miles, saved over 2,000 pounds of CO₂, and burned 200,000 calories in the month of May walking, biking and scooting – and 33 prizes were mailed to our participants.
 - There are now transportation options brochures in all area DMVs for folks losing or at risk of losing their licenses.
 - Seamless transit project: final step to get Token Transit online is complete! Riders are now able to pay for transit fare online through the Token Transit website or app, or by calling their transit agency.
 - Rider guide videos are complete and will be posted on CWride.org
 - Four new transportation/transit grants!
 - RideLine software update
 - Human Services Coordinated Public Transportation plans (3 counties)
 - 1st mile/last mile study (3 counties)
 - Designing mobility hubs for OSU and LBCC
- **Corvallis Area Metropolitan Planning Organization (CAMPO):**
 - Open houses for the Regional Transportation Plan (RTP) update Tuesday, July 13th
 - Ongoing work on the Transportation Growth Management (TGM) grant to study Hwy 20 corridor between Philomath and Albany will be submitted this month
 - Adair Village Trails Plan survey completed
- **Albany Area Metropolitan Planning Organization (AAMPO):**
 - Ongoing work on Albany Bike/Ped plan
 - Ongoing work on Jefferson Transportation Systems Plan (TSP) update
 - Ongoing work on TGM for Tangent's TSP

- **AAMPO & CAMPO:**
 - Both MPOs received additional federal stimulus (\$959,841 for AAMPO and \$1,025,840 for CAMPO): both boards decided to disperse funds to communities with usable amounts instead of based on population. The focus of this additional funding will be to support active transportation projects from each RTP and to prioritize collaborative projects across jurisdictions.
- **Cascades West Area Commission on Transportation (CWACT):**
 - Developed first ever list of priority projects for region
 - Top three projects will be submitted for ODOT funding through the Enhance grant program (freight and congestion relief programming) with decision at the end of August
 - Bikeshare planning grant submitted to ODOT
 - Albany transit redesign work almost complete to begin implementation this summer

RideLine:

- Ride Line is still requiring drivers and clients to wear masks and take COVID precautions, following OHA & CDC guidelines for health care settings & public transportation
- June 2019, 2020, 2021 requests:
 - 2019 = 12,400 rides / 3,600 in mileage
 - 2020 = 7,500 rides / 2,400 in mileage (down 38% from 2019)
 - 2021 = 9,330 rides/ 3,000 in mileage (down 23% from 2019 but up 24% from 2020)
- Ride Line posted for a Full Time Customer Service Representative on July 1 with the goal to have it filled by early to mid-August
- Encouraging providers to add/bring back drivers due to client volume picking back up

Community Development

- Cascades West Regional Consortium applying for funding (Philomath is lead applicant) for a Business Oregon grant to do phase 1 of a Wetland Mitigation Feasibility Study
- County data snapshots on resiliency and housing metrics developed by University of Oregon Institute for Policy Research and Engagement attached and will be made available on ocwcog.org/economic-development

Economic Development

- 18 economic recovery projects funded throughout the region through CARES
- Exploring possibilities to partner with State of Oregon on updating a State business registry system that could provide local practitioners with contact info for businesses
- Cascades West Economic Development District planning ½ Day workshop to kick off Comprehensive Economic Development Strategy (CEDs)

County Data

Median Household Income	
County	\$58,655
State	\$59,393
National	\$60,293

Gross Median Rent & Rental Vacancy Rate		
County	\$1,019	2.9%
State	\$1,050	2.4%
National	\$1,023.00	3.0%

Median Home Value	
County	\$303,200
State	\$287,300
National	\$204,900

Median Age & Age Dependency Ratio		
Age dependency ratio describes the level of pressure on an economy from supporting its non-productive population. To calculate, the number of dependents in a population (under-18 and over-65) is divided by the number of working-age (18-64) people.		
County	32.9	46.8
State	39.2	60.6
National	37.9	62.0

Data Source: census.gov/data (ACS 2018 5yr Estimates)

Diversified economies are more resilient.

Regions that have a concentration of jobs in fewer industries are less resilient.

No single industry should account for more than 20% of total employment.

TOP 3 INDUSTRIES & AVERAGE WAGES

#1	16.1%	total employment	Health Care & Social Assistance	\$59,203
#2	10.0%	total employment	Accommodation & Food Services	\$17,647
#3	9.8%	total employment	Retail Trade	\$17,647

Data Source: OED 2019

Employment growth in higher-wage industries indicates economic resilience.

Industries that rely on natural resources, taxes, and international trade can be more susceptible to changing regulations.

FASTEST GROWING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Health care and social assistance	\$58,690	31%
Mining, logging, and construction	(C)	29%
Leisure and hospitality	\$17,464	26%

Data Source: OED 2019

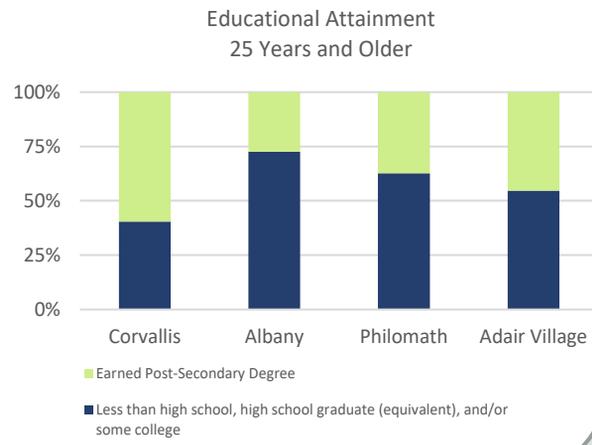
FASTEST SHRINKING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Information	\$74,594	-29%
Federal government	\$80,802	-19%
Durable goods manufacturing	(C)	-12%

	Corvallis	Albany	Philomath	Adair Village
POPULATION	59,730	52,736	5,370	1,325
MEDIAN HOUSEHOLD INCOME	\$49,835	\$55,263	\$59,880	\$69,688
MEDIAN AGE	27	37	35	33

Educational Attainment & Median Household Earnings

	Corvallis		Albany		Philomath		Adair Village	
Population 25 years+ w earnings	31,041		35,247		3,165		681	
Median Earnings	\$36,225		\$37,226		\$36,667		\$38,286	
Less than high school graduate	4%	\$21,801	9%	\$21,737	9%	-	2%	\$41,667
High school graduate (includes equivalency)	12%	\$21,615	24%	\$29,541	20%	\$31,063	9%	\$31,250
Some college or associate's degree	25%	\$25,949	41%	\$37,364	33%	\$35,920	44%	\$30,714
Bachelor's degree	31%	\$39,328	18%	\$40,710	24%	\$38,475	30%	\$39,412
Graduate or professional degree	29%	\$54,603	9%	\$58,786	13%	\$66,992	15%	\$50,500



Employment

	Corvallis	Albany	Philomath	Adair Village
Civilian employed population 16 years and over	28,210	24,222	2,547	611
Percent of Total Employment, by Industry				
Agriculture, Forestry, Fishing and Hunting, and Mining	1.5%	2.2%	3.6%	1.3%
Construction	2.5%	6.2%	7.2%	3.1%
Manufacturing	8.1%	13.1%	9.2%	2.6%
Wholesale Trade	1.7%	3.5%	0.3%	0.3%
Retail Trade	9.4%	11.9%	7.2%	4.8%
Transportation and Warehousing, and Utilities	1.8%	4.7%	2.6%	2.5%
Information	1.6%	1.2%	0.9%	4.8%
Finance and Insurance, and Real Estate and Rental and Leasing	2.6%	5.0%	3.5%	6.7%
Professional, Scientific, and Management, and Administrative and Waste Management Services	11.0%	7.0%	8.4%	9.7%
Educational Services, and Health Care and Social Assistance	40.0%	25.9%	34.1%	45.5%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	12.2%	8.0%	10.4%	8.2%
Other Services, Except Public Administration	4.2%	5.3%	7.3%	7.7%
Public Administration	3.7%	6.0%	5.1%	3.0%

Common Trend Notable County Data

Housing

	Corvallis		Albany		Philomath		Adair Village	
Total Housing Units	25,576		21,591		2,022		380	
Occupied Units % - Vacant Units %	92%	8%	94%	6%	87%	13%	96%	4%
Rental Vacancy Rate	3%		2%		3%		0%	
Single-family Homes %	54%		68%		72%		86%	
Mobile Homes %	3%		5%		6%		0%	
Multi-Unit Homes %	42%		25%		20%		14%	
Median Home Value (Owner-occupied)	\$305,100		\$204,700		\$229,900		\$218,500	
Median Gross Rent	\$1,020		\$928		\$827		\$1,363	
Cost-Burdened (Gross Rent Above 30% of Household Income)	55%		47%		67%		39%	

Source: census.gov/data (ACS 2018 5yr Estimates)

County Data

Median Household Income	
County	\$49,958
State	\$59,393
National	\$60,293

Gross Median Rent & Rental Vacancy Rate		
County	\$954	2.2%
State	\$1,050	2.4%
National	\$1,023.00	3.0%

Median Home Value	
County	\$246,500
State	\$287,300
National	\$204,900

Median Age & Age Dependency Ratio
 Age dependency ratio describes the level of pressure on an economy from supporting its non-productive population. To calculate, the number of dependents in a population (under-18 and over-65) is divided by the number of working-age (18-64) people.

County	39.4	61.6
State	39.2	60.6
National	37.9	62.0

Data Source: census.gov/data (ACS 2018 5yr Estimates)

Diversified economies are more resilient.
 Regions that have a concentration of jobs in fewer industries are less resilient.

No single industry should account for more than 20% of total employment.

TOP 3 INDUSTRIES & AVERAGE WAGES

- #1 17% total employment
Health Care & Social Assistance
\$48,953
- #2 13% total employment
Retail Trade
\$29,899
- #3 10% total employment
Accommodation and Food Services
\$18,635

Data Source: OED 2019

Employment growth in higher-wage industries indicates economic resilience.

Industries that rely on natural resources, taxes, and international trade can be more susceptible to changing regulations.

FASTEST GROWING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Construction	\$52,687	42%
Healthcare and social assistance	\$48,953	32%
Food Services	\$18,233	30%

Data Source: OED 2019

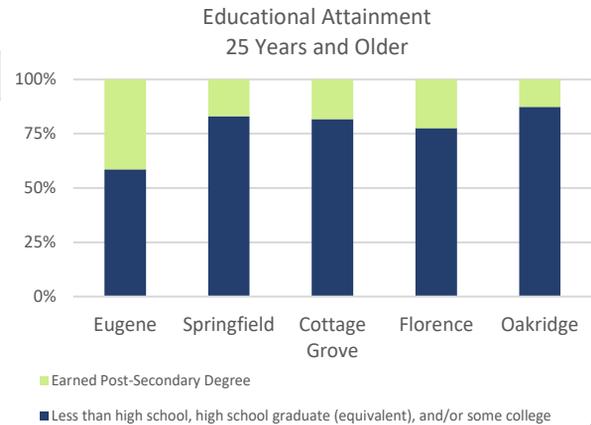
FASTEST SHRINKING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Information	\$70,559	-31%
Federal government	\$70,371	-1%
Wood product	\$56,936	4%

	Eugene	Springfield	Cottage Grove	Florence	Oakridge
POPULATION	173,620	61,535	10,645	10,912	3,998
MEDIAN HOUSEHOLD INCOME	\$49,029	\$43,157	\$47,316	\$40,833	\$37,514
MEDIAN AGE	34	36	39	60	43

Educational Attainment & Median Household Earnings

	Eugene		Springfield		Cottage Grove		Florence		Oakridge	
Population 25 years+ w earnings	35,915		34,789		34,717		35,066		31,125	
Less than high school graduate	4%	\$19,138	9%	\$23,008	8%	-	2%	-	12%	\$22,500
High school graduate (includes equivalency)	12%	\$21,739	23%	\$27,205	19%	\$32,500	11%	\$28,750	36%	\$28,281
Some college or associate's degree	24%	\$25,583	41%	\$33,614	35%	\$28,224	46%	\$25,625	45%	\$38,036
Bachelor's degree	31%	\$38,670	18%	\$44,015	24%	\$35,586	28%	\$37,039	4%	\$73,333
Graduate or professional degree	29%	\$51,720	9%	\$53,821	14%	\$60,903	14%	\$50,625	2%	\$51,250



Employment

	Eugene	Springfield	Cottage Grove	Florence	Oakridge
Civilian employed population 16 years and over	105,134	41,095	6,925	7,333	2,467
Percent of Total Employment, by Industry					
Agriculture, Forestry, Fishing and Hunting, and Mining	1%	2%	6%	2%	17%
Construction	4%	6%	9%	5%	12%
Manufacturing	8%	11%	17%	3%	9%
Wholesale Trade	3%	4%	4%	1%	0%
Retail Trade	13%	15%	14%	18%	9%
Transportation and Warehousing, and Utilities	3%	5%	3%	2%	6%
Information	2%	2%	0%	1%	0%
Finance and Insurance, and Real Estate and Rental and Leasing	5%	4%	4%	9%	3%
Professional, Scientific, and Management, and Administrative and Waste Management Services	11%	9%	5%	7%	5%
Educational Services, and Health Care and Social Assistance	31%	24%	22%	23%	13%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	11%	10%	12%	24%	18%
Other Services, Except Public Administration	4%	6%	4%	3%	6%
Public Administration	3%	3%	2%	4%	2%

Common Trend

Notable County Data

Housing

	Eugene		Springfield		Cottage Grove		Florence		Oakridge	
Total Housing Units	73,049		25,494		4,226		5,079		1,791	
Occupied Units % - Vacant Units %	94%	6%	96%	4%	94%	6%	85%	15%	80%	20%
Rental Vacancy Rate	2%		1%		0.7%		2%		6%	
Single-family Homes %	60%		64%		76%		62%		64%	
Mobile Homes %	4%		7%		5%		19%		25%	
Multi-Unit Homes %	37%		28%		19%		19%		10%	
Median Home Value (Owner-occupied)	\$272,000		\$189,700		\$180,200		\$198,300		\$100,700	
Median Rent	\$988		\$893		\$867		\$845		\$794	
Cost-Burdened (Gross Rent Above 30% of Household Income)	57%		50%		61%		54%		29%	

Source: census.gov/data (ACS 2018 5yr Estimates)

County Data

Median Household Income	
County	\$46,061
State	\$59,393
National	\$60,293

Gross Median Rent & Rental Vacancy Rate		
County	\$880	3.7%
State	\$1,050	2.4%
National	\$1,023.	3.0%

Median Home Value	
County	\$233,400
State	\$287,300
National	\$204,900

Median Age & Age Dependency Ratio
 Age dependency ratio describes the level of pressure on an economy from supporting its non-productive population. To calculate, the number of dependents in a population (under-18 and over-65) is divided by the number of working-age (18-64) people.

County	51.3	81.1
State	39.2	60.6
National	37.9	62.0

Data Source: census.gov/data (ACS 2018 5yr Estimates)

Diversified economies are more resilient.

Regions that have a concentration of jobs in fewer industries are less resilient.

No single industry should account for more than 20% of total employment.

TOP 3 INDUSTRIES & AVERAGE WAGES

- #1 23.9% total employment
Accommodation & Food Services
\$22,861
- #2 15.4% total employment
Retail Trade
\$27,526
- #3 10.7% total employment
Health Care & Social Assistance
\$51,357

Data Source: OED 2019

Employment growth in higher-wage industries indicates economic resilience.

Industries that rely on natural resources, taxes, and international trade can be more susceptible to changing regulations.

FASTEST GROWING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Food manufacturing	\$52,687	34%
Food services	\$48,953	25%
Professional services	\$18,233	20%

Data Source: OED 2019

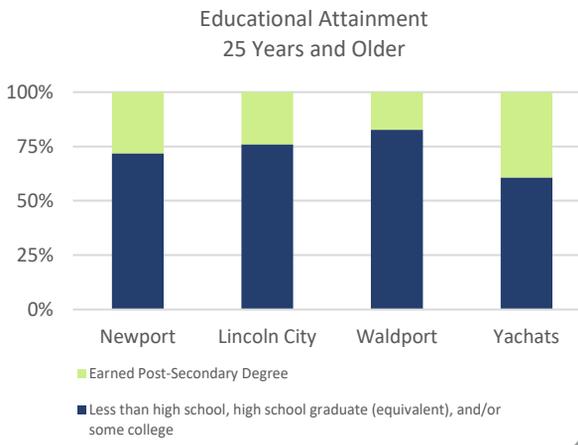
FASTEST SHRINKING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Information	\$39,158	-28%
Durable goods manufacturing	C	-16%
Other services	\$24,233	-14%

	Newport	Lincoln City	Waldport	Yachats
POPULATION	10,381	8,684	2,043	669
MEDIAN HOUSEHOLD INCOME	\$45,250	\$38,010	\$46,367	\$49,293
MEDIAN AGE	45	48	54	60

Educational Attainment & Median Household Earnings

	Newport		Lincoln City		Waldport		Yachats	
Population 25 years+ w earnings	7,594		6,432		1,579		574	
Median Earnings	\$28,581		\$26,128		\$31,623		\$19,444	
Less than high school graduate	8%	\$22,014	12%	\$25,750	6%	-	12%	-
High school graduate (includes equivalency)	25%	\$218,313	27%	\$20,811	27%	\$25,417	15%	\$23,000
Some college or associate's degree	39%	\$29,931	36%	\$26,654	50%	\$30,903	34%	\$12,250
Bachelor's degree	17%	\$33,669	12%	\$35,089	10%	\$35,882	21%	\$20,000
Graduate or professional degree	12%	\$60,217	12%	\$35,278	8%	\$67,292	19%	\$40,446



Employment

	Newport	Lincoln City	Waldport	Yachats
Civilian employed population 16 years and over	4,460	3,633	750	260
Percent of Total Employment, by Industry				
Agriculture, Forestry, Fishing and Hunting, and Mining	5.4%	1.1%	3.3%	0.0%
Construction	6.7%	4.4%	10.7%	0.0%
Manufacturing	6.5%	2.1%	5.2%	15.0%
Wholesale Trade	1.5%	1.8%	0.0%	1.5%
Retail Trade	12.2%	16.8%	12.0%	7.3%
Transportation and Warehousing, and Utilities	2.9%	5.3%	13.3%	0.0%
Information	0.4%	2.1%	1.9%	0.0%
Finance and Insurance, and Real Estate and Rental and Leasing	3.9%	5.4%	3.7%	5.0%
Professional, Scientific, and Management, and Administrative and Waste Management Services	9.2%	6.7%	10.9%	17.7%
Educational Services, and Health Care and Social Assistance	20.4%	13.8%	11.7%	13.1%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	20.8%	32.0%	20.7%	33.1%
Other Services, Except Public Administration	4.1%	3.4%	0.7%	5.8%
Public Administration	6.0%	5.2%	5.9%	1.5%

Common Trend

Notable County Data

Housing

	Newport		Lincoln City		Waldport		Yachats	
Total Housing Units	5,694		6,710		1,162		879	
Occupied Units % - Vacant Units %	80%	20%	59%	41%	80%	20%	38%	62%
Rental Vacancy Rate	5%		2%		0%		1.5%	
Single-family Homes %	61%		71%		76%		88%	
Mobile Homes %	8%		7%		10%		3%	
Multi-Unit Homes %	29%		22%		12%		9%	
Median Home Value (Owner-occupied)	\$239,600		\$226,200		\$212,700		\$344,900	
Median Gross Rent	\$856		\$902		\$772		\$1,040	
Cost-Burdened (Gross Rent Above 30% of Household Income)	44%		50%		56%		52%	

Source: census.gov/data (ACS 2018 5yr Estimates)

County Data

Median Household Income	
County	\$52,097
State	\$59,393
National	\$60,293

Gross Median Rent & Rental Vacancy Rate		
County	\$928	2.4%
State	\$1,050	2.4%
National	\$1,023.00	3.0%

Median Home Value	
County	\$200,900
State	\$287,300
National	\$204,900

Median Age & Age Dependency Ratio		
Age dependency ratio describes the level of pressure on an economy from supporting its non-productive population. To calculate, the number of dependents in a population (under-18 and over-65) is divided by the number of working-age (18-64) people.		
County	39.7	69.6
State	39.2	60.6
National	37.9	62.0

Data Source: census.gov/data (ACS 2018 5yr Estimates)

Diversified economies are more resilient.

Regions that have a concentration of jobs in fewer industries are less resilient.

No single industry should account for more than 20% of total employment.

TOP 3 INDUSTRIES & AVERAGE WAGES

#1	17.5%	total employment	Manufacturing	\$63,848
#2	12.4%	total employment	Health Care and Social Assistance	\$44,283
#3	11.2%	total employment	Retail Trade	\$27,373

Data Source: OED 2019

Employment growth in higher-wage industries indicates economic resilience.

Industries that rely on natural resources, taxes, and international trade can be more susceptible to changing regulations.

FASTEST GROWING INDUSTRIES

Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Construction	\$55,257	87%
Wood product manufacturing	\$54,057	50%
Primary metal manufacturing	\$85,141	44%

Data Source: OED 2019

FASTEST SHRINKING INDUSTRIES

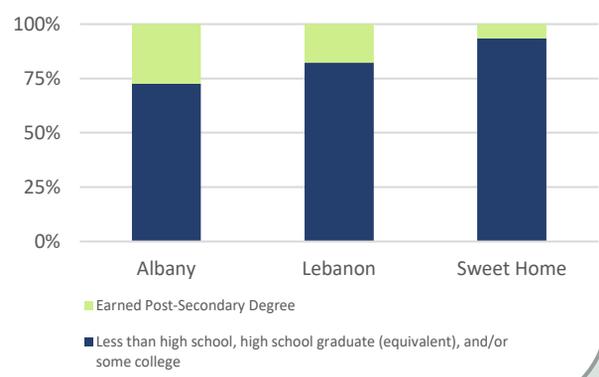
Industry	Avg. Industry Wages	Percent Change in Employment (2010-2019)
Federal government	\$74,726	-14%
Professional and business services	\$41,353	-2%
Information	\$48,342	0%

	Albany	Lebanon	Sweet Home
POPULATION	52,736	16,599	9,435
MEDIAN HOUSEHOLD INCOME	\$55,263	\$41,818	\$37,474
MEDIAN AGE	37	42	40

Educational Attainment & Median Household Earnings

	Albany	Lebanon	Sweet Home
Population 25 years+ w earnings	35,247	11,692	6,299
Median Earnings	\$37,226	\$30,695	\$31,316
Less than high school graduate	9% \$21,737	10% \$20,396	14% \$18,696
High school graduate (includes equivalency)	24% \$29,541	33% \$26,031	40% \$27,451
Some college or associate's degree	41% \$37,364	40% \$29,675	40% \$35,759
Bachelor's degree	18% \$40,710	13% \$44,496	5% \$50,833
Graduate or professional degree	9% \$58,786	5% \$52,174	2% -

Educational Attainment 25 Years and Older



Employment

	Albany	Lebanon	Sweet Home
Civilian employed population 16 years and over	24,222	6,774	2,888
Percent of Total Employment, by Industry			
Agriculture, Forestry, Fishing and Hunting, and Mining	2.2%	2%	6%
Construction	6.2%	5%	3%
Manufacturing	13.1%	17%	18%
Wholesale Trade	3.5%	2%	0%
Retail Trade	11.9%	15%	16%
Transportation and Warehousing, and Utilities	4.7%	4%	9%
Information	1.2%	1%	0%
Finance and Insurance, and Real Estate and Rental and Leasing	5.0%	3%	3%
Professional, Scientific, and Management, and Administrative and Waste Management Services	7.0%	6%	8%
Educational Services, and Health Care and Social Assistance	25.9%	30%	20%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	8.0%	9%	9%
Other Services, Except Public Administration	5.3%	3%	4%
Public Administration	6.0%	4%	4%

Housing

	Albany	Lebanon	Sweet Home
Total Housing Units	21,591	7,090	3,836
Occupied Units % - Vacant Units %	95% / 5%	97% / 3%	94% / 6%
Rental Vacancy Rate	2.3%	0.2%	3.9%
Single-family Homes %	68%	65%	72%
Mobile Homes %	5%	6%	17%
Multi-Unit Homes %	26%	29%	11%
Median Home Value (Owner-occupied)	\$204,700	\$159,900	\$138,600
Median Gross Rent	\$928	\$909	\$863
Cost-Burdened (Gross Rent Above 30% of Household Income)	47%	55%	55%

Source: census.gov/data (ACS 2018 5yr Estimates)

Common Trend Notable County Data