



CITY OF MILWAUKIE

CITY OF MILWAUKIE BIPOC LISTENING SESSION

This session was held via Zoom beginning at 6:00 PM on August 20, 2020

Facilitators: Casey Layton, Milwaukie Resident

Community Members: Hamid Bennett
Chris Chio
Ernesto Dominguez
Bryan Fuentes
Carmen Gelman
Corey Hester
Bryan Izquierdo
Lorena Rousseau
Pamela Singh
Sabina Spicer

City Representatives: Lisa Batey, City Councilor
Wilda Parks, City Councilor
Ann Ober, City Manager
Luke Strait, Police Chief
Brenna Cruz, Events Coordinator
Dan Harris, Administrative Specialist II

Note: The information presented here constitutes summary of the listening session only. Statements made by individual participants have been attributed to those participants by using the term participant in place of their names in order to preserve their anonymity. The use of participants below has grouped individual responses when a majority of the group expressed, identified, and/or supported the statements being made either verbally or using non-verbal forms of expression.

Introduction and Procedural Matters

Ann Ober, City Manager, made opening remarks concerning the purpose of the meeting. She indicated the intention of city staff and elected officials to listen rather than speaking. She stated that the event was being documented in this set of notes. She invited the participants in the meeting to apply to the Milwaukie Leadership Academy in order to actively address the concerns they had about the way city departments operate and informed the attendees that the city would be hiring an Equity Manager.

Casey, the discussion facilitator opened the discussion with personal introductions and an icebreaker question about their ideal careers. All participants reported having ties to the Milwaukie community. All participants but one reported being residents of the city, some for multiple decades. After listening to the responses to the icebreaker, Casey remarked that there was a through-line in the career interests of people wanting to help others and create things.

Overall Climate of the City of Milwaukie

Sharing of a significant positive and/or negative experience living in the City of Milwaukie. Assessments and feelings of safety, and biggest concerns living in the City of Milwaukie.

Experiences:

- The Black Lives Matter Ally Sit-In in June received very positive feedback across the community, as the amount of people present provided overwhelming support and solidarity to the Black, Indigenous, people of color (BIPOC) community.
- Participant described growing up in Milwaukie and talking to school administration with friends about racist harassment and feeling that the administration did not take the issue seriously. He was told by school officials to “let it go” or “laugh at it”. He described his friends having to defend themselves against racist gangs and the results of that conflict having made local news. He said that he and his brother had proved themselves as athletes and become familiar with white community members and some police.
- A participant described moving to Milwaukie in the late 1970s and finding it to be much different from where she had lived in the Bay Area. She said there were three Brown girls in her high school, two of them being her sister and herself. She mentioned that having left and returning to Milwaukie twelve years ago, she felt the city was more diverse than when she was younger. The participant stated that she was glad to see the diversity. She welcomed people to ask her respectfully about her ethnicity. She was glad to see Black Lives Matter signs and described a positive experience she had had recently when a Milwaukie Police officer waved at her and said hello while driving by. She said that the interaction had made her feel seen.
- Participant also described a negative experience that he thought had been handled well. He spoke about finding a swastika painted on a rock in Spring Park. He said the city staff, including the Mayor and a City Council Member had responded quickly, going out to the park to clean up the graffiti and the very next week passed a City Council resolution denouncing hate.
- Participant noted the way that small gestures, including the land acknowledgement statement at council meetings, the purchase of food from a business owned by a person of color for the equity discussion meetings, and the use of pronouns in email signatures blocks made him feel more welcome. Participant also described having flown a

rainbow flag from his home, and a young girl who was trans telling her mother that she felt safe and welcomed because of the flag.

- A discussion emerged while a participant shared the recent activities, they had been doing in the community to go through the process of painting an intersection in their neighborhood with LGBTQIA+ symbolism, and symbols that gesture the solidarity of the BIPOC community. They expressed concerned over feedback they received from neighbors with messages of hate as a response to this project. The participant expressed concern that the hate would escalate if the project moved forward and neighbors would respond to supportive volunteers with acts of violence, and use of force by openly carrying guns and other weapons in the intersection as an act of protest or response to the intersection painting.

Recommendations:

- Community members expressed challenges they faced with meeting procedural requirements for intersection mural paintings and suggest lowering the approval requirement threshold to make the process easier to obtain approval from the community.

Requests:

- Evaluate community neighborhood projects and ordinances to develop checks and balances that allows neighbors to display supportive and positive art like the one described without running the risk of allowing negative expressions like a KKK flag.

City Governance and Services

Knowledge about community meetings (NDAs, Boards & Commissions, City Council Meetings), or where to get information about these meetings

Experiences:

- Participant said that he had become involved in his NDA because he, and his family members, had received judgmental looks while walking in the neighborhood. The participant stated that his partner had the police called on him just for walking down the street and they joined the NDA to meet more people and to be "less scary" to their neighbors. He felt welcomed by the NDA and felt that he was given an equal voice amongst the older white neighbors; acknowledging that he felt like he was not represented by the NDA leadership.

Recommendations:

- Continue to offer these meetings virtually, as this creates more opportunity for participation

Requests:

N/A

Reasons or barriers to participating in these meetings

Experiences:

- Many participants expressed that they worried that they would not be welcomed in their NDAs and said that they felt as if they were expected to prove something to their white neighbors that would validate their presence and participation in these meetings. by her white neighbors to prove something.
- Participants acknowledged that there was too much value placed on titles, college degrees and that as members of an immigrant community and as women they were not treated equally.
- Participants explicitly indicated that they have not attended because they feel they would be the only person of color in the room.
- A few participants mentioned that due to recent experiences participating in their local NDA meeting, they decided to attend another NDA meeting as the people in their specific NDA meeting made them feel more welcomed. As a result, the family was bullied by the NDA leader for not attending the correct NDA that aligned with the family's address.
- Participant mentioned that the Pilot messages inviting people to the meetings, did not feel like those invitations were for her. She said that she wanted invitations from people who could tell her that the space had been made welcoming for her. She stated that she did not feel that the invitation in the Pilot felt like a real, authentic invitation.

Recommendations:

- Continue to provide meetings in virtual and call-in format
- The NDA leaders need more oversight about what they communicate and how they communicate to be more inclusive and less divisive.

Requests:

- NDA leaders should and intentionally invite people of color from the community to participate in these meetings
- Communicate that there are no educational requirements or experience needed in order to participate
- Use other methods of communication, beyond electronic communication, to invite community members to attend

Positive and negative experiences with city government and services. Discussion about city government related to racial equity and social justice issues.

Experiences:

- The participants acknowledge that they feel there is a lack of engagement to their community from the City

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Recommendations:

- Assumptions made by the City regarding access to information. Participants feel that the City thinks it is reaching people, but many in the BIPOC community do not know where to go to access information
- Many members of the community do not have access to technology or internet, so this creates a lack of equity in city communications
- Establish and promote economic development for BIPOC owned businesses and business owners
- Have more community events to specifically include the BIPOC community

Requests:

- Use other forms of communication in addition to email
- Communicate in languages other than English
- Include more people of color in communications and marketing, and on the city website
- Develop equity criteria for things posted in public spaces
- The city needs more diversity in police department and city staff.

Feedback and recommendations to encourage BIPOC community members to run for office

Experiences:

- Participants acknowledge there is an economic barrier to participating in local government as they are not compensated for the time involved. Low pay for elected officials made it so that only people who were already financially secure or even wealthy could afford to do the work asked of city councilors. This create barriers for people of color to participate as many do not have jobs that allow them to take the time out of work, or personal lives that allow them to spend such a significant amount of time in official meetings, let alone campaigning for office.

Recommendations:

- Increase the stipend for council members to make participation more equitable

Requests:

N/A

City Law Enforcement Breakout Session Report Back

During this breakout session, community members and the facilitator went into a separate "room" within the Zoom meeting. Members of City Council, the City Manager, and the Chief of Police stayed in the main room to give the community participants an opportunity to speak amongst themselves without the elected and appointed city leadership present.

The participants elected to have the Facilitator share the summarized version of the discussion. The Facilitator then shared the notes from the discussion and allowed the community members to add additional comments as necessary.

**Perception and experience with law enforcement in the City of Milwaukie.
Recommendations for the Milwaukie Police Department.**

Experiences:

- Participant stated that they had no bad interactions with the MPD but said that she avoided interactions with the police generally out of a sense of fear due to experiences with other police departments.
- Participants expressed a sense of fear and anxiety when in a group setting with other people of color and around police.
- Participant stated the presence of police in their uniforms with all the equipment and weapons is very militaristic and threatening.

Recommendations:

- The hiring process should seek to hire officers that understand racial issues
- Include a community outreach person on the force that works within the community. This person would meet with different organizations and groups on a personal level, not wearing a uniform and without any weapons
- Develop a community led police accountability system
- Council and city staff need to address more than just the budget for police, but go deeper to look at the service needs of the community
- Milwaukie city officials should vocally support a nationwide database to help prevent officers who were fired by one department for misconduct from being hired by other departments

Requests:

- Milwaukie police officers need implicit bias training
- Milwaukie police officers need more diversity, hire people of color, and provide diversity training
- Milwaukie police officers need better training with de-escalation tactics and less reliance on use of force
- All training should be recurring at least on an annual basis

Closing Remarks and Procedures

Ann Ober, City Manager, informed the group that while they had been in the breakout session, she had met briefly with the other officials in the main room about the intersection painting project. She provided an alternative and stated she would reach out to stakeholders about all options for the intersection painting project.

Luke Strait, Chief of Police, stated his sincere appreciation for the work that the group had done, and for sharing their experience. He stated his readiness to act on the feedback that he had received and affirmed that the people in this group, and the BIPOC community generally are welcome in Milwaukie.

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Lisa Batey, City Councilor, extended the offer to members of the group to reach out to her to take a walk or to have a cup of coffee. She thanked the group for their time and for opening their hearts.

Wilda Parks, City Councilor, expressed her thanks to the group for sharing. She extended a similar offer to walk with members of the community or to have them over to her back deck. She thanked the group again for helping the city leadership to make the city a more welcoming place. She reaffirmed that there was no intention to end this work after just this one night.

Brenna Cruz, Events Coordinator, distributed a Zoom poll to the members of the group.

Casey offered closing remarks and thanked the group for helping to change the landscape of Milwaukie.

Once the results were collected, the call was ended, and participants left the meeting.



CITY OF MILWAUKIE

CITY OF MILWAUKIE BIPOC LISTENING SESSION

This session was held via Zoom beginning at 12:00 PM on August 22, 2020

Facilitators: Levi Almuina, IZO Marketing
Claudia Cardenas, United Link Consulting
Daniel Franco, IZO Marketing
Anthony Veliz, IZO Marketing

Community Members: Edwin Arellano
Katherine Arellano
Corinn deTorres
Illya deTorres
Janis Evans
Monica Melgar
Carmen Mojica
Cindy Muñoz
Desi Nicodemus
Len Reed
Elizabeth Start
Nikki Storm

City Representatives: Angel Falconer, Council President
Mark Gamba, City Mayor
Ann Ober, City Manager
Luke Strait, Police Chief
Brenna Cruz, Events Coordinator

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Introduction and Procedural Matters

IZO Marketing staff made opening remarks concerning the purpose of the meeting. They provided best practices for participation in the meeting and outlined the rules of conduct to create a safe, respectful environment for all participants. Daniel Franco indicated the intention of city staff to listen rather than speaking and stated that the event was being documented in this set of notes.

Claudia Cardenas opened the discussion with personal introductions and an icebreaker question about a favorite childhood memory or an impactful act of kindness participants received.

Overall Climate of the City of Milwaukie

Sharing of a significant positive and/or negative experience living in the City of Milwaukie

Experiences:

- The Black Lives Matter Ally Sit-In in June received very positive feedback across the community, as the amount of people present provided overwhelming support and solidarity to the Black, Indigenous, people of color (BIPOC) community.
- Participants acknowledged the efforts the city is currently making towards equity now and appreciate that this is happening.
- A comment was made to acknowledge the Police Chief is willing to meet with members of the BIPOC community at their homes to have open conversations and dialogue.
- Participants also mentioned a positive interaction and professionalism with Milwaukie police officers, providing support for their family during a time of duress.

Recommendations:

- Several members of the group mentioned wanting to have more community events like this to engage with the BIPOC community but have community events and spaces for them specifically.

Requests:

N/A

Assessments and feelings of safety, and biggest concerns living in the City of Milwaukie

Experiences:

- Participants expressed they are hypersensitive to the White community in Milwaukie. As BIPOC community members, they have been the target of threats and derogatory comments from neighbors and while out in the community, due to their race. These interactions cause the BIPOC community to have anxiety.
- The participants expressed unease about symbolism and messaging displayed throughout the community such as Blue Lives Matter, MAGA, etc. These are triggers of fear for community members.
- Participants continued to have exchanges that the display of these symbols and negative interactions with community members, cause them to feel they are not welcomed to enjoy the same spaces and activities as the White members of the community. Participants also expressed that the bigoted and racist displays of aggression towards them are escalating due to recent events and the actions of the Trump administration emboldening local leaders.

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- Participants acknowledge the judgement in the Milwaukie community that comes from using their native languages and wearing traditional clothing in public spaces.
- Concerns shared about White people in the community carrying weapons and having tensions escalate in an interaction, or the White person feeling so much anger that they will kill a BIPOC community member or member of their family.
- The participants acknowledge they did not have this level of fear when living in other states, specifically, cities in both Northern and Southern California were mentioned. The participants felt that because there were more people of color in these communities that the racist displays of behavior were not as overt.
- Concerns of people needing support or struggling with mental illness, especially downtown and near the MAX station.

Recommendations:

- How can the City attract more BIPOC community members to live in Milwaukie and have them stay?
- How can the City and community establish support groups and network of BIPOC members in Milwaukie?
- Should the City and/or community establish displays of support or acts of being an ally in the community?

Requests:

- The City needs to address crisis response and provide support for people needing help with mental illness

City Governance and Services

Knowledge about community meetings (NDAs, Boards & Commissions, City Council Meetings), or where to get information about these meetings

Experiences:

- Most participants shook their heads to indicate no knowledge or participation in these meetings.

Recommendations:

N/A

Requests:

N/A

Reasons or barriers to participating in these meetings

Experiences:

- For participants that are aware of these meetings they explicitly indicated that they have not attended because they feel they would be the only person of color in the room. Participants expressed that they do not feel welcomed in these meetings because of the judgement

that they receive as a people of color in these meetings, they are not treated equally.

- Until recently, take place in-person during the evenings when participants would rather be/need to be home with their families. Virtual meeting options are appreciated.
- Participants also shared that the discussions in these meetings are usually very negative, so no constructive problem-solving can happen, but rather these meetings become a place to discuss perceived 'problems' in the community.

Recommendations:

- Continue to provide meetings in virtual and call-in format
- Outreach to non-homeowners to attend

Requests:

- Specifically, and intentionally invite people of color from the community to participate in these meetings
- Communicate that there are no educational requirements or experience needed in order to participate
- Address the way NDA leaders are elected. Always voted in by current members, so opportunity for new leadership
- Use other methods of communication, beyond electronic communication, to invite community members to attend

Positive and negative experiences with city government and services

Experiences:

- None to provide, because they do not participate, or feel invited to participate
- The participants acknowledge that they feel there is a lack of engagement to their community from the City

Recommendations:

- Assumptions made regarding access to information. Participants feel that the City thinks it is reaching people, but many in the BIPOC community do not know where to go to access information
- Many members of the community do not have access to technology or internet, so this creates a lack of equity in city communications

Requests:

- Use other forms of communication beyond email
- Communicate in languages other than English. A reference was made to the 5 common languages Portland Public Schools use as a model to replicate

Discussion about city government related to racial equity and social justice issues

Experiences:

- Participant explained that they felt unsafe during a situation with Milwaukie police officers late at night when the officer came to the home inquiring about a vehicle registration. Felt that the officer in this situation was leading

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with assumptions and felt fearful that the situation could and would easily escalate with violence and excessive use of police force which could turn deadly.

Recommendations:

- Build White allies
- Hire people of color to increase diversity in the City
- Hire an Equity Manager or Director
- Create opportunities to talk with Milwaukie police officers about intent vs. impact
- Promote businesses owned by BIPOC community
- Generate community awareness about equity and why it is important
- Portland Public Schools has a great immersion program for K-12, Create more immersion programs in Milwaukie public schools that extend beyond K-5 grades
- Know your audience and use more appropriate language accordingly. More common language to explain projects to residents so they can be engaged and understand better

Requests:

- Use other forms of communication beyond email
- Communicate in languages other than English. A reference was made to the 5 common languages Portland Public Schools uses as a model to emulate
- Establish community conversation program with Milwaukie police officers to build empathy
- Establish and promote economic development for BIPOC owned businesses and business owners

Feedback and recommendations to encourage BIPOC community members to run for office

Experiences:

- Participants expressed that BIPOC community does not have trust in the government system. Admitted that they do not believe this system serves them, so do not feel equitable in participating in it.
- Multiple participants expressed a lack of diversity in local government, specifically the Latinx representation.

Recommendations:

- Provide better information about how to get involved
- Establish relationship of trust and accountability with current government and the community it serves

Requests:

N/A

City Law Enforcement Breakout Session Report Back

During this breakout session, community members and the facilitator went into a separate "room" within the Zoom meeting. Members of City Council, the City Manager, and the Chief of Police stayed in the main room to give the community participants an opportunity to speak amongst themselves without the elected and appointed city leadership present.

The participants elected to have a community member from each group share the summarized version of the discussion. The appointed representative then shared the notes from the discussion and allowed the community members to add additional comments as necessary.

Perception and experience with law enforcement in the City of Milwaukie. Recommendations for the Milwaukie Police Department.

Experiences:

- Participant mentioned that based on their interactions with Milwaukie police officers, they think the officers have no sympathy or respect the Black Lives Matter (BLM) movement. This participant expressed that the current Chief showing up to the BLM demonstration in June is a positive experience, but participant still sees a general lack of respect for BLM which would be expressed by opposing or dismissing the Blue Lives Matter counter movement.
- Participant stated the presence of police in their uniforms with all the equipment and weapons is very militaristic and threatening.
- Participant mentioned that their how daughter is interested in being part of law enforcement and is concerned of the impact being a people of color will have in this endeavor and the impact this will have on personally have on her emotionally and psychologically.
- Multiple participants mentioned that Milwaukie police officers operates in a way that they take other complaints made against the BIPOC community more valid, and does not equitably try to investigate the situation, but instead operates with the presumption the person is guilty and tries to find the reasoning to support this decision. Reasonable explanations provided to officers are not taken seriously.

Recommendations:

- The hiring process should seek to hire officers that understand racial issues
- Include a community outreach person on the force that works within the community. This person would meet with different organizations and groups on a personal level, not wearing a uniform and without any weapons
- More conversations with the BIPOC community, have officer in plain clothes and no weapon ride along with a BIPOC community member to experience the community from their perspective
- Develop a citizen review process of police officers and officers being hired from other locations to know if they are

involved in investigations, harassment, shootings, etc. so community has a better understanding of the officer's record and background

- Provide public access and/or insights to police budgets
- Know your audience, learn how to communicate with the community not from a position of authority, but a position of educating
- Acknowledgement that in certain situations, the officer does not always need to have a weapon with them, start developing a practice of leaving the weapon out of community interactions

Requests:

- Milwaukie police officers need implicit bias training
- Milwaukie police officers need more diversity, hire people of color, and provide diversity training
- Milwaukie police officers need better training with de-escalation tactics
- Milwaukie police officers need more training and support to address houseless community and provide access to services

Specific questions for the Milwaukie Police Chief

- What is the profile of a good/hirable police officer in the city of Milwaukie?
- What is the relationship with Milwaukie police officers and Metro transit police?
- Is there a necessity for officers to always have firearms or other weapons on them?

Advice and recommendations for the city and law enforcement representatives to make the citation process more equitable

Experiences:

- A participant brought up a specific experience mentioning that they did not have access to childcare and needed to bring dependents to court; one of the children has developmental disabilities. The participant stated that the judge and bailiff reordered the schedule of the day to place this participant as the last appearance because children were present and were perceived to be disruption to court. The participant was placed in a separate room and ordered to stay there until they were summoned for court with their dependents. The participant conveyed that based on this decision they were being punished based on their circumstance and not shown empathy or compassion. The participant also emphasized the impact on the children to be in a room all day rather than expediting the

court appearance of the participant so they would not impact the court proceedings.

Recommendations:

- Develop alternatives to fines. Community service alternatives that are not financially devastating
- Provide a Community Liaison that is available to help answer questions to develop better understanding of the process
- Be empathetic to situations surrounding childcare and any dependents present

Requests:

- Provide access to information in multiple languages
- Provide translation services throughout entire process, citation, court, etc.

Closing Remarks and Procedures

Ann Ober, City Manager led the closing remarks. Mentioning that the intention of city staff and elected officials was to listen rather than speaking or responding during the session. She stated that the event was being documented in this set of notes, and the process the attendees would receive and be able to review the notes. She mentioned and encouraged the participants in the meeting to apply to the Milwaukie Leadership Academy in order to actively address the concerns they had about the way city departments operate and informed the attendees that the city would be hiring an Equity Manager.

These remarks were followed by statements provided by Council President Falconer and Mayor Gamba to express gratitude to the participants. Both acknowledged that these discussions were the beginning steps towards fulfilling the equity goal of Milwaukie and that both would endeavor to continue to reflect internally on issues of racial and social justice to move the City forward. Both Mayor Gamba and Council President Falconer also expressed that they are available to meet with the public and reaffirmed their commitments to their constituents that they want to hear from them and would continue to encourage dialogue.

The Police Chief, Luke Strait, also provided a closing statement of gratitude for the participants and an acknowledgement that he will take the responses and information shared to continue to develop training for Milwaukie officers to support the community.

Brenna Cruz, Events Coordinator, distributed a Zoom poll to the members of the group.

Once the results were collected, the call was ended, and participants left the meeting.



CITY OF MILWAUKIE LATINO LISTENING SESSION

This session was held via Zoom beginning at 6:00 PM on September 10, 2020

Facilitators: Levi Almuina, IZO Marketing
Arisela Gonzales, IZO Marketing
Daniel Franco, IZO Marketing
Anthony Veliz, IZO Marketing
Jessica Dover, Almaluna, LLC

Community Members: Vitzah Santilli
Alfredo Franco
Familia Ramirez
Erika Ramirez
Elizabet Arrieta
Guadalupe Valenzuela-Alvarado
Antonio Rodriguez
Magally Montoya
Mayra Merino Rendon
Ruben Montoya
Elisa Franco
Maria Eugenia Perdomo
Elsa Merino

City Representatives: Mark Gamba, City Mayor
Kathy Hyzy, City Councilor
Ann Ober, City Manager
Luke Strait, Police Chief
Brenna Cruz, Events Coordinator

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Notas en Español: La información en estas páginas solamente constituye un resumen de la sesión de grupo. Declaraciones hechas por individuos han sido atribuidas a un participante usando el término participante en lugar de su nombre para preservar la anonimidad. También se ha agrupado "participante" a respuestas dadas por el grupo cuando estas concurren entre varios individuos y lo demostraban de forma verbal o no verbal.

Introduction and Procedural Matters

IZO Marketing staff made opening remarks explaining the purpose of the meeting. They provided best practices for participation in the meeting and outlined the rules of conduct to create a safe, respectful environment for all participants. Daniel Franco indicated the intention of city staff to listen rather than speaking and stated that the event was being documented in this set of notes.

Daniel opened the discussion with personal introductions. The City staff, community participants and the facilitation team introduced themselves and made personal introductions.

Introducción y Guía de Procedimientos

IZO Marketing abrió la sesión con palabras de apertura y clarificando el propósito de la sesión. Ellos destacaron las mejores prácticas para la sesión y delinearon las reglas de conducta para los participantes de forma que se creara una sesión segura y ambiente de respeto para todos los participantes. Daniel Franco dejó claro que la intención de los empleados de la ciudad era escuchar y no el dialogar con participantes y que este evento será registrado en estas notas.

Daniel comenzó la discusión con introducciones personales. Empleados de la Ciudad, participantes y equipo de facilitadores se introdujeron a sí mismos. La discusión comenzó con introducciones personales de empleados de la ciudad y miembros de la comunidad.

Overall Climate of the City of Milwaukie // Clima General de la Ciudad de Milwaukie

Sharing of a significant positive and/or negative experience living in the City of Milwaukie. Assessments and feelings of safety, and biggest concerns living in the City of Milwaukie.

Compartiendo una experiencia significativa sea positiva o negativa de la Ciudad de Milwaukie. Sondeo de sentimientos de seguridad y preocupaciones más grandes de vivir en la Ciudad de Milwaukie

Experiences:

Experiencias:

- Most of the participants remarked that living in Milwaukie, and the surrounding areas, was peaceful and they felt secure in their neighborhoods, at local parks, and walking on the street. Particularly when compared to experiences residing in other states and larger urban areas, such as California.

Esp: La mayoría de los participantes dijeron que era tranquilo vivir en Milwaukie y en las áreas alrededor, y que se sentían seguros en sus barrios, en los parques, y al caminar por la calle. Particularmente al comparar sus experiencias al vivir en otros estados y áreas urbanas más grandes, como en California.

- Participants reminisced that they felt safe enough to leave items unattended in their vehicles, or not feel the need to lock their doors all the time. Noting that their neighbors and other members of the community were helpful and supportive to keep an eye out for each other. However, in recent years most participants expressed a significant change in quality of life and safety, along with an increase in the number of houseless persons and people in need of mental health assistance in their neighborhoods. Participants acknowledged that they no longer feel safe leaving valuables in their car, in their front yard or on their front porch without risk of the items being stolen.

Esp: Los participantes recordaban que se sentían tan seguros de dejar artículos descuidados en sus vehículos, o que no siempre necesitaban poner seguro en sus puertas. Se notaba que sus vecinos y otros miembros de la comunidad eran serviciales y se cuidaban entre ellos. Sin embargo, la mayoría de los participantes expresaron que recientemente ha sido un cambio significativo en la calidad de vida y la seguridad, junto con un aumento en la cantidad de personas sin hogares y gente que necesita asistencia en salud mental en sus barrios. Participantes reconocieron que ya no se sienten seguros de dejar cosas de valor en su carro, en su patio o porche del frente sin riesgo de robo.

- Participants mentioned that in some mobile home parks there is a large presence of houseless individuals who use the cover of trees to change clothes, sleep, use illicit drugs or even as public bathrooms. And those areas are somehow accessed through missing or broken fences. Those parks also suffer a lot of break-ins and theft in mobile homes.

Esp: Los participantes mencionaron que en algunos parques de casa móvil hay una presencia grande de personas sin casa quienes usan el cubierto de árboles para cambiarse de ropa, dormir, usar drogas, o incluso como servicio sanitario público. Estas áreas son accesibles por cercas desaparecidas o rotas. Las casitas en esos parques de casa móvil también sufren por mucho forzado y robo.

- Participants also discussed the unsafe driving habits they have witnessed when taking their children to school, remarking that the vehicle speed seemed excessive in these areas. More than one participant pointed out that in some areas there are more vehicles that do not respect speed limits such as by the bridge near Milwaukie High School, King Road and Johnson Creek Boulevard. A participant

mentioned a recent incident on one of those roads, where a child was hit by a fast-moving car that exceeded the posted speed limit.

Esp: También los participantes hablaban de los hábitos inseguros de manejar que han visto cuando llevaban sus niños a la escuela, diciendo que les parecía excesiva la velocidad de los vehículos en estas áreas. Más que uno de los participantes notó que en algunas áreas hay bastantes vehículos que no respetan los límites de velocidad, como por el puente cerca del Milwaukie High School, por el King Road, y por Johnson Creek Boulevard. Un participante mencionó un incidente reciente por unas de esas calles donde un niño fue atropellado por un carro que iba demasiado rápido.

- Participants noted that there is a significant delay in police response for non-emergency issues.

Esp: Los participantes notaron que hay un retraso significativo en la respuesta de la policía en situaciones que no son emergencias.

- Participants mentioned that they did not know if the police department is the right agency to talk to about community issues, or how to talk to the police about community issues. Participants discussed an underlying fear when talking to the police that would make them more inclined to not approach the police if they needed help with a non-emergency situation.

Esp: Los participantes dijeron que no sabían si el departamento de la policía era la agencia correcta con quien hablar sobre problemas comunitarias. También los participantes notaron que hay un miedo subyacente cuando hablaban con la policía que les hicieron más inclinados a no acercarse a la policía si necesitaban ayuda con una situación de no-emergencia.

Recommendations:

Recomendaciones:

- Need increased patrols near and around schools and school zones. A re-evaluation of measures to verify that vehicles are following the speed limit, especially in areas with children going to and from school.

Esp: Necesitamos un aumento de patrullas cerca de las escuelas y zonas escolares, con una reevaluación de medidas para averiguar que los vehículos observen el límite de velocidad, especialmente en áreas donde hay niños que van

y vienen de la escuela.

- Need increased services and better support for the houseless community and for people experiencing drug or mental health issues.

Esp: Necesitamos aumentar los servicios de apoyo para la comunidad sin casa y para la gente que tiene problemas con drogas o salud mental.

- Better response to non-emergency calls, and increased relationship building with community members, so they feel comfortable asking the police for help.

Esp: Mejorar el tiempo al responder a las llamadas no-emergencia, y fomentar relaciones con miembros de la comunidad, para sentirse más cómodos en pedir ayuda de la policía.

Requests:

Pedidos:

- Install more infrastructure like speed bumps in slower traffic areas around schools to reinforce the speed limit and child safety.

Esp: Instalar más infraestructura como las bandas de frenado en áreas de tránsito más lento cerca de las escuelas, para reforzar el límite de velocidad y mejorar la seguridad de los niños.

- Increase patrols around city parks, mobile home parks and other forested areas that have more concentration of houseless populations.

Esp: Aumentar las patrullas cerca los parques públicos, parques de casa móvil, y otras áreas boscosas que tienen más de una concentración de la población sin casa.

City Governance and Services // Gobernación y Servicios de la Ciudad

Knowledge about community meetings (NDAs, Boards & Commissions, City Council Meetings), or where to get information about these meetings

Conocimiento sobre juntas comunitarias (NDA siglas en inglés, Comisionados y Juntas, Reunes de Junta Directiva), o donde adquirir información sobre juntas

Experiences:

Experiencias:

- Most participants shook their heads, indicating no significant knowledge of or previous participation in these meetings or committees.

Esp: La mayoría de los participantes movieron la cabeza para indicar que no sabían ni participaban en estas juntas.

Recommendations: • N/A // Ninguna

Recomendaciones:

Requests: • N/A // Ninguno

Pedidos:

Reasons or barriers to participating in these meetings

Razones y barreras para participar en estas juntas

Experiences: • Participants that were aware of these meetings indicated that they have not attended because of time constraints. Most participants agreed that the lack of knowledge is due to not having information about these meetings available in their native language. More than one participant expressed enthusiasm in participating and hoped that translation services would be available or that other people attending the meeting would not make them feel shame for needing translation support at these meetings.

Experiencias:

Esp: Los participantes quienes sabían de estas reuniones indicaron que no habían asistido por limitaciones de tiempo. La mayoría estaba de acuerdo que la falta de conocimiento era por falta de tener información sobre estas reuniones en su idioma nativo. Más que uno de los participantes expresó entusiasmo en participar y esperaba que servicios de traducción estuvieran disponibles, o que otras personas en la reunión no les harían sentir vergüenza por necesitar apoyo de traducción.

Recommendations: • N/A // Ninguna

Recomendaciones:

Requests: • Add information about city meetings and events available in Spanish in The Pilot and on the city website

Pedidos:

Esp: Añadir información en "The Pilot" y por el sitio web de la Ciudad sobre reuniones públicas y otros eventos disponibles en español.

Positive and negative experiences with city government and services

Experiencias positivas y negativas con representantes del gobierno de la Ciudad de Milwaukie

Experiences:

Experiencias:

- A participant mentioned that there are different experiences between Portland government agencies and Milwaukie government agencies. They discussed the assumptions, negative reactions and different ways they are treated when people find out they are a member of the Hispanic community and cannot speak fluent English or speak English with an accent. Most notable, is a feeling of indifference and lack of patience that makes seeking help at any government, such as paying a citation or ticket, a stressful ordeal.

Esp: Un participante mencionó que hay experiencias diferentes entre las agencias de gobierno de Portland y Milwaukie. Discutieron las suposiciones, reacciones negativas, y maneras diferentes en que han sido tratados cuando la gente se da cuenta de que son miembros de la comunidad Hispana y no pueden hablar inglés fluido o que hablan inglés con acento. Lo más notable es un sentido de indiferencia y falta de paciencia que hace que sea un momento estresante el buscar ayuda en cualquier gobierno por algo como pagar una multa.

- A scenario was described where Milwaukie Police were very helpful to a participant that reported a stolen vehicle. The vehicle theft crossed state lines into Vancouver, WA and the participant noted that the support they received from Milwaukie Police, and the way they were treated by Milwaukie PD was much better than their experience and perception of Vancouver Police.

Esp: Se describió un escenario donde la policía de Milwaukie fue de bastante ayuda para un participante quien reportó un vehículo robado. El vehículo robado había cruzado las líneas del estado hacia Vancouver, Washington, y el participante notó que el apoyo que recibió de la policía de Milwaukie, y la manera en que fue tratado por la policía de Milwaukie, fue muchísimo mejor que su experiencia y su percepción de la policía de Vancouver.

Recommendations:

Recomendaciones:

- A short informational video playing on repeat at City Hall or on the website with visual aids in Spanish, providing general information about the different services provided there and

the paperwork that may be required would be very helpful.

Esp: Un corto video informacional que se transmita repetidamente en el ayuntamiento o por en la página de internet de la ciudad, con ayuda visual en español y que proporcione información general sobre los diferentes servicios disponibles y el papeleo que se necesita para varias cosas, sería muy útil.

- There is a general confusion regarding options available for traffic violations and methods of payment. Participants want more information in Spanish regarding this process as well as methods to pay a ticket online.

Esp: Hay una confusión general respecto a las opciones disponibles para las violaciones de tráfico y los métodos de pago. A los participantes les gustaría más información en español respecto a este proceso, tanto como información de los métodos de pagar una multa en línea.

- City staff need more diversity and diversity training to make people of color feel more welcomed, supported and represented.

Esp: Se necesita más diversidad en el personal de la Ciudad y más formación de diversidad para hacerle a la gente de color sentirse más bienvenida, apoyada, y representada.

Requests:

Pedidos:

- More online resources in Spanish regarding the different city services or office locations.

Esp: Más recursos en español en línea sobre los servicios y ubicaciones de la ciudad.

- More representation of the Hispanic community in City staff and elected officials.

Esp: Más representación de la comunidad Hispana en el personal de la Ciudad y los funcionarios electos.

Discussion about city government related to racial equity and social justice issues

Discusión sobre la gobernación de la ciudad en relación o temas de equidad racial y justicia social

Experiences:

Experiencias:

- Participants expressed a lack of access to interpretation, translation or bilingual staff as well as a less cordial and impatient treatment during visits to city offices.

CITY OF MILWAUKIE LATINO COMMUNITY LISTENING SESSION

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Esp: Participantes expresaron poco acceso a servicios de interpretación, traducción o a empleados bilingües y a tratamiento menos cordial o paciente durante sus visitas a oficinas de la ciudad.

- One participant thanked the city for their involvement and sees the BIPOC Listening Session as a good start.

Esp: Un participante agradeció a la ciudad por su enlace con la comunidad BIPOC y ve a esta sesión como un buen punto de partida.

Recommendations:

Recomendaciones:

- Need more representation of different cultures to identify with all communities so no one feels excluded. Not just the Hispanic community but other communities of color as well.

Esp: Se necesita más representación de culturas diferentes y que se identifiquen con todas comunidades para que nadie se siente excluido. No solamente la comunidad Hispana pero otras comunidades de color también.

- Participants requested that similar to a medical office visit, they would like staff to ask if they need translation services first to provide better assistance and not have to wait until services can be provided.

Esp: Los participantes pidieron que, parecido a una visita al médico, les gustaría que el personal les pregunte si necesitan servicios de traducción primero, para proporcionar asistencia mejor desde el principio, y no tener que esperar hasta que los servicios puedan ser proporcionados.

- Participants also noted that they wanted more bilingual items available at the Library – books, videos, etc.

Esp: También los participantes observaron que les gustaría que hubieran más artículos bilingües en la biblioteca (libros, videos, etc.).

Requests:

Pedidos:

- More access to interpreting or translations services and more bilingual staff.

Esp: Más acceso a servicios de interpretación y traducción y más empleados bilingües.

- Participants would like to know how many working in the city government are Hispanic or speak Spanish.

Esp: Los participantes quisieran saber cuántas personas que trabajan en el gobierno de la Ciudad son Hispanos o hablan español.

- Participants would like to know what the representation of Hispanics or other communities of color or minorities in elected positions and leadership positions of city staff is?

Esp: Los participantes quisieran saber cuál es la representación de Hispanos u otras comunidades de color o minorías en posiciones elegidas y en posiciones de liderazgo del personal de la Ciudad.

City Law Enforcement Breakout Session Report Back

During this breakout session, community members and the facilitator went into a separate "room" within the Zoom meeting. Members of City Council, the City Manager, and the Chief of Police stayed in the main room to give the community participants an opportunity to speak amongst themselves without the elected and appointed city leadership present.

The participants elected to have a community member from each group share the summarized version of the discussion. The appointed representative then shared the notes from the discussion and allowed the community members to add additional comments as necessary.

Sesión Pequeña Sobre la Policía de la Ciudad

Durante estos grupos pequeños, los miembros de la comunidad y facilitadores fueron a un "cuarto" más pequeño dentro de Zoom. Los empleados y representantes de la ciudad como el alcalde, jefe de policía, gerente de la ciudad y representantes de la ciudad se quedaron en el cuarto principal para que miembros de la comunidad tuvieran la libertad de expresarse sin que ellos estuvieran presentes.

Los participantes decidieron en tener un miembro del grupo que resumiera lo que se dijo en los grupos pequeños al momento de regresar todos juntos. Esas personas seleccionadas compartieron sus notas y permitieron que otros miembros de la comunidad agregaran información a su resumen.

Perception and experience with law enforcement in the City of Milwaukie Recommendations for the Milwaukie Police Department

Opiniones y experiencias con oficiales de la ley en la Ciudad de Milwaukie Recomendaciones para el Departamento de Policía de Milwaukie

Experiences:

- A few participants mentioned that the Milwaukie Police tend

Experiencias:

to have good dispositions and positive attitudes but that the Hispanic community often feels forgotten when the role of the police officer is to provide direct support to their community.

Esp: Algunos de los participantes mencionaron que la policía de Milwaukie tiende a tener buena disposición y actitud positiva, pero que la comunidad Hispana a menudo se siente olvidada cuando el papel del oficial de policía es proporcionar apoyo directo a su comunidad.

- A few participants noted that the Milwaukie Police often do not explain the cause for stopping someone or providing a citation and do not allow the community members to explain or clarify the situation from their perspective. Many of the participants offered stories of their experiences where they have been stopped by police in situations that they did not understand. In these situations, the participants did not understand how they were perceived to be doing something wrong or suspicious and the justification provided by the officer did not seem to support the officer's claims. The participants agreed that the police behave in a way as though they have all the authority in every situation, and often times it feels as if the officers simply want to give a ticket and nothing else.

Esp: Algunos participantes notaron que la policía de Milwaukie a menudo no explica la razón por la cual fueron parados o el porqué de la multa, y que no les permiten a los miembros de la comunidad explicar o clarificar la situación desde su perspectiva. Muchos de los participantes ofrecieron historias de sus experiencias donde los ha detenido la policía en situaciones que no se entendieron. En estas situaciones, los participantes no entendieron como fueron percibidos de estar haciendo algo incorrecto o sospechoso, y la justificación proporcionada por el oficial no se parecía apoyar a su reclamo. Los participantes estuvieron de acuerdo que la policía se comporta en una manera como si tuvieran toda la autoridad en cada situación, y muchas veces se siente como que los oficiales simplemente quieren dar una multa y nada más.

- A participant recalled the experiences of their spouse, who is frequently was stopped by officers and cited for the tint of their car windows. Even though the tint is within the legal limit, the participant explains that the situation often feels like racial profiling due to the fact that the vehicle has been stopped often for similar issues when the spouse, who has

darker skin complexion drives the vehicle. While the participant, who has light skin, has never been stopped while driving the same vehicle.

Esp: Un participante recordó las experiencias de su esposo, quien ha sido frecuentemente detenido por oficiales y multado por el tinte de las ventanas de su carro. Aunque el tinte es dentro del límite legal, la situación a menudo se siente como perfil racial debido al hecho que han detenido el vehículo a menudo por problemas similares cuando el esposo, quien tiene complejión de piel más oscura, maneja el vehículo, al mismo tiempo que el participante, quien tiene piel más clara, nunca ha sido detenido mientras maneja el mismo vehículo.

- Several participants mentioned that traffic stops seem to increase in number towards the weekends and the end of the month for participants. This makes them wonder if officers have a required quota to meet. Participants shared the same feelings that Hispanics generally do not protest or put up an argument and instead simply accept the officer's ticket as they are too timid, it makes them think officers see them as easy targets.

Esp: Varios participantes mencionaron que las paradas de tráfico parecen aumentar en número acercándose a los fines de semana y al fin de mes. Les preguntan si los oficiales tienen que cumplir con un objetivo. Los participantes compartieron los mismos sentimientos que en general los Hispánicos no protestan ni discuten, y en lugar simplemente aceptan la multa del oficial porque son demasiado tímidos; les hace sentir que los oficiales los ven como objetivos fáciles.

Recommendations:

Recomendaciones:

- Officers should behave in a way that is more educational and less combative to let the driver make their case during a traffic stop and give more warnings whenever possible. Same in the case of city code violations where many times the resident or homeowner had no idea of what the city code was.

Esp: Los oficiales deben comportarse en una manera que es más educativa y menos combativa, para dejarle al conductor hacer su caso durante una parada de tráfico y dar más advertencias cuando sea posible. También en el caso de violaciones del código municipal, donde muchas veces el residente o el dueño de casa no tenía idea de lo que es el código municipal.

Requests:

- Participants would like to see transparency regarding the data behind traffic stops to check what the rate of traffic stops, and citations is for different races in the community.

Esp: A los participantes les gustaría ver transparencia sobre quienes son parados por la policía, cuántas veces los paran y cuáles son las multas impuestas a las diferentes razas de la comunidad.

Pedidos:

- Have an educational campaign to make the Hispanic community aware of all city codes and regulations so they may check if they are in violation of any. The information should also include ways to get help where actions are required to be compliant.

Esp: Montar una campaña educativa para informar a la comunidad Hispana de todos los códigos municipales y regulaciones, para que puedan averiguar si están en violación de alguna. Esta información también debe incluir maneras para obtener ayuda donde hay acciones necesarias para estar en cumplimiento.

- Participants would like to know what the process is for responding to emergency calls and non-emergency calls, including the time expected for action to be taken. As most report a lack of action or delayed action when the non-emergency phone is called to report an issue.

Esp: A los participantes les gustaría saber cuál es el proceso para responder a las llamadas de emergencia y de no-emergencia, incluyendo el tiempo esperado para que alguien tome acción. Ya que la mayoría de los participantes reportan una falta de acción o acción retrasada cuando se llama al teléfono de no-emergencia para reportar un problema.

Specific questions for the Milwaukie Police Chief //

- Why is it that Hispanics are stopped more often for minor issues like tinted windows?

Esp: ¿Por qué se para a los hispanos más a menudo que a otros por situaciones como ventanas oscuras?

- Are there quotas for officers to give out tickets?

Esp: ¿Hay objetivos mensuales de cuántas multas tiene que

dar la policía?

- Is there any training offered for the police department on racial bias?

Esp: ¿Tienen entrenamiento sobre el prejuicio racial o prejuicio implícito?

- How much overtime is required of officers and how much do they volunteer for?

Esp: ¿Cuánto tiempo extra se requiere de los oficiales y cuántos de ellos voluntariamente piden tiempo extra?

- What evaluations are there for mental health of officers and community members and how often are they applied?

Esp: ¿Cuáles evaluaciones hay para la salud mental de los oficiales y de miembros de la comunidad, y con qué frecuencia son aplicadas?

Advice and recommendations for the city and law enforcement representatives to make the citation process more equitable

Sugerencias y recomendaciones para el departamento judicial y sus representantes para hacer el proceso de multas más equitativo

Experiences:

- Participants note officers often get upset when they find out the driver at a traffic stop does not speak English well or at all.

Experiencias:

Esp: Participantes compartieron que oficiales frecuentemente se enojan cuando se dan cuenta de que personas que pararon hablan poco o nada de inglés.

- A participant pointed out that officers are often exposed to the worst of a community. Seeing so many bad things happening could influence how officers see the rest of the community and maybe the reason for how they react to or treat that community.

Esp: Un participante destacó que la policía ve lo peor de la comunidad. Ver tantas cosas malas puede afectar la forma que ven al resto de la comunidad y tal vez crear prejuicios en la forma que actúan hacia la comunidad.

Recommendations:

- After seeing a diversity training video, a participant wonders if the message of that video could apply to officers as well. The video showed how stress from the officer's personal life, could

Recomendaciones:

affect how they treat the community while on the job. Find ways to lower that stress to result in kinder treatment and better relations as well as less violent encounters.

Esp: Después de ver un video de capacitación de diversidad, un participante se pregunta si el mensaje del video también podría aplicarse para los oficiales. El video mostró como el estrés de la vida personal del oficial podría afectar como trata a la comunidad cuando está trabajando. Descubrir maneras para bajar el estrés que resulte en trato más amable y mejores relaciones, así como encuentros menos violentos.

- Require less overtime and check the stress levels of officers so they may be able to do their jobs while having more control over their reactions.

Esp: Requerir menos tiempo extra y revisar constantemente el nivel de estrés de los oficiales para que puedan hacer un mejor trabajo mientras también tienen mejor control de sus reacciones.

- More de-escalation training for officers to develop less aggressive attitudes or needing to exert control or force over people because of their authority.

Esp: Más capacitación para los oficiales en como bajar la intensidad de situaciones, para desarrollar actitudes menos agresivas o la necesidad de ejercer control o forzar a las personas debido a su autoridad.

Requests:

Pedidos:

- Develop communication channels and educational information for the Hispanic community in case of emergency situations such as in the case of an evacuation from fire hazards.

Esp: Desarrollar canales de comunicación e información educativa para la comunidad Hispana para situaciones de emergencia, como en el caso de una evacuación por peligro de incendio.

Closing Remarks and Procedures

Ann Ober, City Manager led the closing remarks. Mentioning that the intention of city staff and elected officials was to listen rather than speaking or responding during the session. She stated that the event was being documented in this set of notes, and the process the attendees would receive and be able to review the notes. She mentioned and encouraged the participants in the meeting to apply to the Milwaukie Leadership

Academy in order to actively address the concerns they had about the way city departments operate and informed the attendees that the city would be hiring an Equity Manager.

These remarks were followed by statements provided by Councilmember Hyzy and Mayor Gamba to express gratitude to the participants. Both acknowledged that these discussions were the beginning steps towards fulfilling the equity goal of Milwaukie and that both would endeavor to continue to reflect internally on issues of racial and social justice to move the City forward. Both Mayor Gamba and Councilmember Hyzy also expressed that they are available to meet with the public and reaffirmed their commitments to their constituents that they want to hear from them and would continue to encourage dialogue.

The Police Chief, Luke Strait, also provided a closing statement of gratitude for the participants and an acknowledgement that he will take the responses and information shared to continue to develop training for Milwaukie officers to support the community.

Brenna Cruz, Events Coordinator, ended the meeting and participants left the meeting.

Palabras de Conclusión y Procedimientos

Ann Ober, Gerente de la Ciudad, dirigió las últimas palabras. Dejó claro que la intención de los empleados de la ciudad era el escuchar y no contestar o interrumpir durante la sesión. Dejó claro que el evento será documentado en estas notas, también informó a los participantes que recibieron estas notas para corregir o editar. También mencionó y encomendó a todos los participantes para que se inscribieron en el "Milwaukie Leadership Academy" para activamente trabajar para solucionar las preocupaciones sobre cómo funcionan los departamentos de la ciudad. También informó que la ciudad estaría empleando a un Gerente de Equidad.

Después de estas palabras, Miembro del Consejo Hyzy y Alcalde Gamba expresaron gratitud a los participantes. Los dos reconocieron que estas discusiones representaron los pasos iniciales para cumplir con el objetivo de Milwaukie de equidad, y que los dos se esforzarían en continuar y reflexionar sobre los asuntos de justicia racial y social para que la Ciudad continúe hacia adelante. El Alcalde Gamba y Miembro del Consejo Hyzy también expresaron que están disponibles a reunirse con el público y reafirmaron sus compromisos a sus constituyentes que quieren escucharlos y que continuarían fomentando el diálogo.

El Jefe de Policía, Luke Strait, también proporcionó unas últimas palabras de gratitud para los participantes y reconoció que tomará las respuestas y la información compartida para continuar y desarrollar capacitación para los oficiales de Milwaukie para apoyar a la comunidad.

Brenna Cruz, Coordinadora de Eventos, terminó la sesión y los participantes se retiraron.