



Equity, Inclusion and Justice – Council Goal Update

Diversity, Equity, Inclusion and Justice

Phases of Engagement

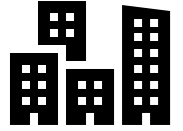
LEARN, SUPPORT
AND SHARE



DEI & MILWAUKIE
POLICE DEPT.



DEI ACROSS
THE CITY



Phase I

June 2020 – October 2020

- Stakeholder Identification and Outreach
- Listening Sessions
- Visibility
- Data and Research
- Training
- Resource Identification

Phase II

November 2020 – April 2021

- Community Conversations (Police Chief & Council)
- Policy Workshop with BIPOC Community Members
- City-wide Equity Plan Development
- Focus Groups (Tentative)

Phase III

May 2021 – May 2022

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- In-Person (Tentative)

Phase I: Staffing Update

Jon Hennington
Equity Program Manager

henningtonj@milwaukieoregon.gov



Phase I: Learn, Support & Share

June 2020 to October 2020

Engagement Actions

- Stakeholder Identification and Outreach
- Listening Sessions
- Visibility
 - Art Mural, Intersection Painting

Deliverables

- Data and Research
- Training
- Resource Identification / Staffing



COUNCIL RESOLUTION No. 58-2020

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON COMMITTING TO CREATING AN ENTIRELY EQUITABLE CITY AND EXPRESSING SOLIDARITY WITH OUR BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) NEIGHBORS.

WHEREAS, Black, Indigenous and People of Color have suffered horrific inequities and crimes against humanity in this country for centuries, including slavery, slaughter, rape, theft of land and property, medical experimentation, forced relocation, denial of basic human rights, and restriction from generational wealth building; and

WHEREAS, the violent death of George Floyd, an unarmed and handcuffed black man, at the hands of a City of Minneapolis, Minnesota, police officer has sparked an international demand for an end to the systematic racism that has stained this country for its entire history; and

WHEREAS, the Milwaukie 2040 vision calls for a flourishing city that is ENTIRELY EQUITABLE, delightfully livable and completely sustainable for ALL residents; and

WHEREAS, we have undertaken work to achieve that vision through our efforts in writing a new Comprehensive Plan that will begin to reverse code provisions and zoning that have disenfranchised our BIPOC neighbors for almost a century.

NOW, THEREFORE, be it resolved that the City Council of the City of Milwaukie, Oregon, further commits to the pursuit of an entirely equitable Milwaukie by making Equity, Inclusion and Justice one of its three Council goals; and

BE IT FURTHER RESOLVED, that through this goal, the City Council commits to the following actions:

- Conduct listening sessions and create subsequent changes to city practices, policies and codes;
- Work on relationship-building with Milwaukie's BIPOC residents and defining the next steps forward for this work;
- Request a budget adjustment be presented to move additional resources to this work;
- Fund Equity, Inclusion, and Justice training for all staff, including the police department, and for related training to achieve this goal; and
- Further our own education about systemic racism.

BE IT FURTHER RESOLVED, that the Equity, Inclusion and Justice goal replaces the Council's Community Engagement goal.

Introduced and adopted by the City Council on **August 18, 2020**.

This resolution is effective immediately.


Mark Gamba, Mayor


Angel Falconer, Council President



Lisa Batey, Councilor


Wilda Parks, Councilor


Kathy Hyzy, Councilor

ATTEST:

APPROVED AS TO FORM:


Scott S. Stauffer, City Recorder


Justin D. Gericke, City Attorney

Phase I: Council Resolution

Phase I: Listening Sessions

Council Resolution Additions

- The resolution adopted at the August 18, 2020 council meeting includes several whereas statements and direct feedback on the purpose of the equity, inclusion, and justice goal. Are there purpose statements missing?
- What outcomes (not tactics) is Council trying to reach through this goal? Outcomes should be measurable and can be based on our biannual community survey, Engage Milwaukie or other quantitative or qualitative measurement tools.

Phase I: Translation Services

OPTION 1 – Translated Digital Pilot / Digital (low graphics) Version Mailed to 400 Households

Description	Number of Issues	Cost Impact	Pro	Con
Each issue fully translated into Spanish online.	10	Reduced number of issues or additional \$10,000 in resources	Access to all content	Online only, not as accessible
Mail First Class to Spanish-speaking households (400)		Reduced number of issues or \$3,000 in additional resources		

OPTION 2 – Add Four Translated Pages to Printed Pilot • Mail to All

Description	Number of Issues Within Budget	Cost Impact	Pro	Con
Only calendar and critical info (police, water, emergency, etc.) translated into Spanish by adding four pages	10	Reduced number of issues \$9,000 in additional resources	Least expensive, most feasible to execute	Difficult to consistently determine which articles should be translated; many articles may not be translated (i.e., Council Corner, NDA updates)

Phase II: DEI & Milwaukie Police

November 2020 to April 2021

Engagement Actions

- Community Conversations (Police Chief & City Council)
- Policy Workshop with BIPOC Community Members
- Citywide Equity Plan Development
- Focus Groups (tentative)

Deliverables

- Updated Police Policies
- 22/23 Union Contract



Phase II: DEI & Milwaukie Police

November 2020 to April 2021

Current BIPOC Engagement

- Traffic Enforcement Training
- Police Transparency Website

Upcoming BIPOC Engagement

- Review of Police Policies
- Review of Milwaukie Police Employee Association Union Contract Review
 - Utilizing Campaign Zero's Policy Recommends

Phase III: DEI Across the City

May 2021 to May 2022

Actions

- Equity Task Force
- Community Survey
- Budget Development and Adoption
- Small Group In-Person (Tentative)

Deliverables

- Budget



Questions?

Jon Hennington – Equity Program Manager – henningtonj@milwaukieoregon.gov

Luke Strait – Chief of Police – straitl@milwaukieoregon.gov

Ann Ober – City Manager – obera@milwaukieoregon.gov