



## COUNCIL STUDY SESSION

City Hall Council Chambers, 10722 SE Main Street  
& Zoom Video Conference ([www.milwaukieoregon.gov](http://www.milwaukieoregon.gov))

## MINUTES

May 10, 2022

**Council Present:** Councilors Lisa Batey, Desi Nicodemus, Council President Kathy Hyzy, and Mayor Mark Gamba

**Staff Present:** Kelly Brooks, Assistant City Manager  
Justin Gericke, City Attorney  
Jon Hennington, Equity Program Manager  
Nicole Madigan, Deputy City Recorder

Ann Ober, City Manager  
Peter Passarelli, Public Works Director  
Scott Stauffer, City Recorder

**Mayor Gamba** called the meeting to order at 5:18 p.m.

### 1. Equity Goal & Lens Update

**Hennington** began the presentation by highlighting the work of the Equity Steering Committee (ESC) and commented on how the ESC had been working to reinvent what it means to be a city committee. **Hennington** pointed out that the ESC had a vacant seat and with one of the committee's goals being to support the voices and ideas of young people, the committee would prefer to see the position filled by a young person and to specifically not create a separate "youth member" position such as those created for the youth member board and committee (BC) pilot program. **Hennington** reported that the ESC had reviewed the city's procurement rules and worked with the Milwaukie Police Department (MPD) on body worn cameras.

**Councilor Batey** asked if any topics had been brought to the ESC that had been rejected or deemed as a low priority. **Hennington** explained how the ESC picked their goals, what their top goals were, and how the committee planned to balance self-chosen work and work presented to them. **Ober** remarked on how the committee is informed as to which items are administrative or legislative when new topics are brought to them and if they cannot reach consensus on a topic the committee will not endorse or reject it, but the committee's thoughts would be shared with Council. The group discussed how the ESC would navigate as a consensus committee and that if the ESC could not come to a consensus, it would not stop a project from moving forward.

**Councilor Nicodemus** and **Hennington** discussed the importance of giving the ESC time to process and space to step away from topics when the emotional and or mental burden of equity work becomes too much. **Ober** added that there are benefits and disadvantages to having the city manager present at ESC meetings.

The group discussed steps being taken to find youth applicants for the vacant ESC seat including an event at Milwaukie High School (MHS) on June 3, commented on whether the committee was solely focused on recruiting a member who was in high school, and if a high school student would be able to process the emotional and mental trauma that comes with the ESC's work.

**Hennington** shared plans for moving cultural celebrations from city hosted events to community hosted events, with a focus on holding space for community members to celebrate their culture without having the city take ownership. **Hennington** presented last year's Juneteenth event as a learning experience on how to foster these types of events and how staff would support community organizers.

**Hennington** also informed the group that when needed the city may step in to host a recurring event, like Pride, that the community is asking for, but community organizers may be unable to host – with the intention of turning it back over to the community for following years. **Hennington** mentioned that the Pride event would be held on June 4 at the South Downtown Plaza and Juneteenth on June 18 at Water Tower Park.

**Councilor Nicodemus, Council President Hyzy, and Hennington,** discussed the benefits of community led events, how to get more community members interested in hosting events, how to make it clear that the community and not the city is hosting an event, how city support can make hosting an event less daunting, the barriers some communities feel that keep them from wanting to work with a government agency, reaching out to younger communities by making a connection at the high schools, and finding current community organizers who are willing to be a contact and reference for new members looking to host events.

The group discussed Portland's Northwest Pride event on June 19 and why the city would not officially be participating.

**Hennington** reported that the city is in the process of choosing the next equity lens and framework consultant that would direct the program for the next two years and indicated the amount of work that will be involved to undertake the changes directed by the consultant, the community, the city as an organization, and the city's staff.

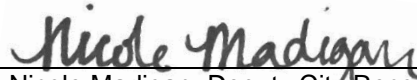
**Ober** expressed appreciation for Hennington's work and the work of the ESC.

**Councilor Nicodemus** suggested that within the city's equity work there should be opportunities to celebrate the successes. **Hennington** agreed and pointed out that equity work is forever work.

## **2. Adjourn**

**Mayor Gamba** adjourned the meeting at 6:13 p.m.

Respectfully submitted,



Nicole Madigan, Deputy City Recorder