



Study Session

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Milwaukie City Council

COUNCIL STUDY SESSION

City Hall, 10722 SE Main Street (location changed)
& Zoom Video Conference (www.milwaukieoregon.gov)

REVISED AGENDA

May 10, 2022
(Revised May 7, 2022)

Council will hold this meeting in-person and through video conference. The public may attend the meeting at **City Hall** or by joining the Zoom webinar. The public may also watch the meeting live on the [city's YouTube channel](#) or Comcast Cable channel 30 in city limits.

To participate in this meeting by phone dial 1-253-215-8782 and enter Webinar ID 837 5111 0754 and Passcode: 107967. To raise hand by phone dial *9.

Written comments may be submitted by email to ocr@milwaukieoregon.gov. Council may take limited verbal comments. For Zoom webinar login information visit <https://www.milwaukieoregon.gov/citycouncil/city-council-study-session-129>.

Note: agenda item times are estimates and are subject to change.

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1. **Equity Goal & Lens Update – Discussion** (5:15 p.m.)
Staff: Jon Hennington, Equity Program Manager

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2. **Adjourn** (6:15 p.m.)

Special Session. After the study session Council will hold a special session. The start time of the special session is subject to the study session finishing. For more information about the study session visit: <https://www.milwaukieoregon.gov/citycouncil/city-council-special-session-32> (special session note added to the agenda)

Meeting Accessibility Services and Americans with Disabilities Act (ADA) Notice

The city is committed to providing equal access to public meetings. To request listening and mobility assistance services contact the Office of the City Recorder at least 48 hours before the meeting by email at ocr@milwaukieoregon.gov or phone at 503-786-7502. To request Spanish language translation services email espanol@milwaukieoregon.gov at least 48 hours before the meeting. Staff will do their best to respond in a timely manner and to accommodate requests. Most Council meetings are broadcast live on the [city's YouTube channel](#) and Comcast Channel 30 in city limits.

Servicios de Accesibilidad para Reuniones y Aviso de la Ley de Estadounidenses con Discapacidades (ADA)

La ciudad se compromete a proporcionar igualdad de acceso para reuniones públicas. Para solicitar servicios de asistencia auditiva y de movilidad, favor de comunicarse a la Oficina del Registro de la Ciudad con un mínimo de 48 horas antes de la reunión por correo electrónico a ocr@milwaukieoregon.gov o llame al 503-786-7502. Para solicitar servicios de traducción al español, envíe un correo electrónico a espanol@milwaukieoregon.gov al menos 48 horas antes de la reunión. El personal hará todo lo posible para responder de manera oportuna y atender las solicitudes. La mayoría de las reuniones del Consejo de la Ciudad se transmiten en vivo en el [canal de YouTube de la ciudad](#) y el Canal 30 de Comcast dentro de los límites de la ciudad.

Executive Sessions

The City Council may meet in executive session pursuant to Oregon Revised Statute (ORS) 192.660(2); all discussions are confidential; news media representatives may attend but may not disclose any information discussed. Final decisions and actions may not be taken in executive sessions.

COUNCIL STAFF REPORT

To: Mayor and City Council
Ann Ober, City Manager

From: Jon Hennington, Equity Program Manger

Subject: **Council Goal Update: Equity, Justice, & Inclusion**

Date Written: Apr. 29, 2022

ACTION REQUESTED

Council is asked to receive an update on the equity, inclusion, and justice goal.

HISTORY OF PRIOR ACTIONS AND DISCUSSIONS

[July 14, 2020](#): Council discussed a proposed resolution written by Mayor Gamba and Councilor Hyzy in support of diversity, equity, and inclusion (DEI) and the Black, Indigenous, and People of Color (BIPOC) community.

[August 18, 2020](#): Council approved a resolution changing its goals to include one focused on equity, inclusion, and justice.

[July 13, 2021](#): Council received an update on the equity, inclusion, and justice goal.

[August 3, 2021](#): Council adopted an ordinance creating an Equity Steering Committee.

[December 21, 2021](#): Council received an update on the equity, inclusion, and justice goal.

ANALYSIS**Equity Steering Committee**

On November 16, Council adopted Resolution 57-2021 appointing the initial nine members of the Equity Steering Committee (ESC) previously authorized by Ordinance 2207. The ESC held its first meeting on January 27, 2022, and established a schedule of meeting on the fourth Thursday of each month. After an introduction to city operations and the work the city will be putting before them, the ESC quickly jumped into reviewing both proposed policies and administrative actions.

The committee continues to work on developing a structure for its meetings and decision-making process. As befitting this unique committee, the members are striving to create a consensus-based decision-making model that encourages healthy discussion and thoughtful consideration of dissent that focuses on the issues raised and not on the individual(s) who disagrees with a proposal. The group continues to refine these processes and will determine how or if these should be codified into formal bylaws.

Community Cultural Celebrations

On June 19, 2021, the Milwaukie community held its first Juneteenth celebration. The event was planned by members of Milwaukie's Black community with support and logistical assistance from the city. The event gave staff a sense of how the city can best support historically marginalized communities in a way that is equitable and sustainable, and that retains community member-ownership of the event to the greatest extent possible.

Staff has established the following internal guidelines for supporting community-led cultural celebrations:

- Provide approximately \$500 in funding from the equity program budget.
- Consultation on site selection and anticipated needs.
- Assistance in obtaining necessary event permits.
- Printing of event materials.
- Day-of-event presence by representatives from city administration.
- Promotion of event via social media.

These guidelines are likely to be refined as staff becomes more experienced with supporting various community events and as community members provide additional feedback. Staff also anticipates that the ESC will provide additional recommendations regarding cultural celebrations.

Staff is currently working with members of the city's Black community on a Juneteenth Celebration planned for Saturday, June 18, 2022, at Water Tower Park. Staff has also been in touch with community members on supporting a celebration at City Hall for LGBTQIA+ Pride Month on June 4, 2022.

Equity Framework/Equity Lens

Since the adoption of Council's equity, inclusion, and justice goal in August 2020, there has been a great deal of progress in increasing staff and community awareness and understanding of this work. Now that the ESC is up and running, staff is turning their attention towards bringing together members of staff and the ESC in partnership with a consultant to begin shaping a framework for making more equitable decisions and taking more equitable actions in both the short- and long-term. Staff anticipates a contract for this work to be finalized by the end of June with work beginning in July 2022.

BUDGET IMPACT

Existing resources will be allocated for ongoing equity efforts. No additional budgetary impacts are anticipated at this time.

WORKLOAD IMPACT

The city's equity, inclusion, and justice program has been, and will continue to be, a significant undertaking. Work on developing the equity framework/equity lens will necessitate some additional staff time from across the city during the coming year. All efforts will be made to spread out impacts to prevent disruption to ongoing projects.

CLIMATE IMPACT

None.

STAFF RECOMMENDATION

None.

ATTACHMENTS

None.