

**ASHLAND CITY COUNCIL  
REGULAR BUSINESS MEETING DRAFT MINUTES  
Tuesday, June 15, 2021**

Held Electronically; View on Channel 9 or Channels 180 and 181 (Charter Communications) or live stream via [rvtv.sou.edu](http://rvtv.sou.edu) select RVTV Prime.

Written and oral testimony will be accepted for public input. For written testimony, email [public-testimony@ashland.or.us](mailto:public-testimony@ashland.or.us) using the subject line: June 15 Business Meeting Testimony.

For oral testimony, fill out a Speaker Request Form at [ashland.or.us/speakerrequest](http://ashland.or.us/speakerrequest) and return it to the City Recorder. The deadline for submitting written testimony or speaker request forms will be on Monday, June 14 at 10 a.m. and must comply with Council Rules to be accepted.

Note: Items on the Agenda not considered due to time constraints are automatically continued to the next regularly scheduled Council meeting [AMC 2.04.030.E.]

**6:00 PM REGULAR BUSINESS MEETING**

**I. CALL TO ORDER**

Mayor Akins called the Business Meeting to order at 6:00 PM.

**II. PLEDGE OF ALLEGIANCE**

Councilor Jensen led the Council in the Pledge of Allegiance.

**III. ROLL CALL**

Councilors' Hyatt, Graham, DuQuenne, Moran, Seffinger and Jensen were present.

**IV. MAYOR'S ANNOUNCEMENTS**

Mayor Akins read a statement regarding land acknowledgment.

**DuQuenne/Moran moved to add to the Agenda reconsideration of the Study Sessions regarding the Budget. Discussion: None. Roll Call Vote: DuQuenne, Hyatt, Moran and Seffinger: YES. Graham and Jensen: NO. Motion passed 4-2.**

**Akins spoke that this item would be moved to Unfinished Business.**

**V. APPROVAL OF MINUTES**

1. Business Meeting of May 4, 2021
2. Special Meeting of May 13, 2021
3. Study Session of May 17, 2021
4. Business Meeting of June 1, 2021

**Hyatt/Moran moved to approve the minutes. Discussion: None. All Ayes. Motion passed unanimously.**

**VI. SPECIAL PRESENTATIONS & AWARDS**

**VII. MINUTES OF BOARDS, COMMISSIONS, AND COMMITTEES**

<a href="#">Airport</a>	<a href="#">Budget</a>	<a href="#">Conservation</a>
<a href="#">Historic</a>	<a href="#">Housing and Human Svcs.</a>	<a href="#">Parks &amp; Recreation</a>
<a href="#">Forest Lands</a>	<a href="#">Climate Policy</a>	<a href="#">Cost Review</a>
<a href="#">Planning</a>	<a href="#">Public Arts</a>	<a href="#">Transportation</a>
<a href="#">Tree</a>	<a href="#">Wildfire Mitigation</a>	

**VIII. PUBLIC FORUM**

Business from the audience not included on the agenda. The Mayor will set time limits to enable all people wishing to speak to complete their testimony. [15 minutes maximum]

*See note above for how to submit testimony for Public Forum.*

Dan Belenky – Ashland – Spoke regarding nuclear energy. He proposed a proclamation and Resolution to be approved.

Emily Simon – Ashland – Thanked Council for the work on the Racial Justice issues. She spoke regarding the BASE letter of support. She also thanked DuQuenne and Graham for their work on the SERJ Commission.

Sandra Friend – Ashland – Spoke regarding Public Arts Commission strategies on how to join the Commission. She spoke to the process that has been used. She requested for Staff to draft a detailed timeline for adding new Commissioners.

**IX. CITY MANAGER REPORT**

Interim City Manager Adam Hanks went over the City Manager Report. Hanks noted that this would be City Attorney David Lohman’s last official Council Meeting. He and Council thanked Lohman for all of his amazing work and spoke how much he will be missed.

**X. CONSENT AGENDA**

**Hyatt/Seffinger moved to approve Items 2, 3 & 4. Discussion: None. All Ayes Motion passed unanimously.**

1. Resolution No. 2021-15 Establishing the On-Bill Financing Program

Seffinger pulled this item.

Council discussed cost and the process.

**Jensen/Graham moved to approve Resolution No. 2021-14 to Create the On-Bill Financing Program. Discussion: None. Roll Call Vote: Hyatt, Graham, Seffinger and Jensen: YES. DuQuenne and Moran: NO. Motion passed 4-2**

2. Request for a Water Service Connection Use Outside of City Limits at 1033 Clay Street

3. Letter of Support for BASE
4. Request for Extension of the Intergovernmental Agreement with RVCOG for Watershed Fire Monitoring
5. Approval of Liquor License for Skout Taphouse and Provisions

Graham announced she had a conflict of interest due to her son working at the Skout Taphouse.

**Jensen/Hyatt moved to approve the Liquor License for Skout Taphouse and Provisions. Discussion: None. Roll Call Vote: Hyatt, Seffinger, Jensen, Moran and DuQuenne: YES. Motion passed unanimously.**

6. Approval of a Memorandum of Understanding with Addictions Recovery Center

Mayor Akins pulled this item and questioned if this approved with this help in terms of guaranteeing sobering beds. Police Chief Tighe O'Meara explained that there are no guarantees but is a good place for non-criminals to detox.

**Hyatt/Jensen moved to approve that Council approve of the memorandum of understanding between the City and Addictions Recovery Center. Discussion: None. Roll Call Vote: Hyatt, Graham, Moran, DuQuenne, Seffinger and Jensen: YES. Motion passed unanimously.**

7. Ashland Police Association Union Contract Extension

Moran pulled this item. Moran questioned why this was on the Consent Agenda. Hanks explained that it is under the amount needed to be on the Regular Agenda.

Human Resource Director Tina Gray explained the process.

Council discussed the pros and cons. Council discussed comparables.

Lohman explained the risk of saying no to this Union Contract. He spoke that the COLA is well within reason.

**Jensen/Seffinger moved to approve a two-year extension to the Labor Agreement between the City and the Ashland Police Association. Discussion: Moran spoke that he would like more information provided regarding compensation and will not support the motion. Roll Call Vote: Seffinger, Jensen, Hyatt and Graham: YES. Moran and DuQuenne: NO. Motion passed 4-2.**

#### **XI. PUBLIC HEARINGS**

Persons wishing to speak are to submit a "speaker request form" prior to the commencement of the public hearing. Public hearings conclude at 8:00 p.m. and are continued to a future date to be set by the Council, unless the Council, by a two-thirds vote of those present, extends the hearing(s) until up to 9:30 p.m. at which time the Council shall set a date for continuance and shall proceed with the balance of the agenda.

#### **XII. UNFINISHED BUSINESS**

Mayor Akins moved items XIV – 1 & 4 up to Unfinished Business:

1. Second Reading of Ordinance No. 3199 Duplex and Accessory Residential Unit Land Use Code Amendments and Adoption of Findings of Fact and Conclusions of Law.

**Graham/Hyatt moved to approve the second reading of Ordinance No. 3199, which is titled, “An ordinance amending chapters 18.1.4, 18.2.2, 18.2.3, 18.2.5, 18.3.4, 18.3.5, 18.3.9, 18.3.10, 18.3.12, 18.4.2, 18.4.3, 18.5.2, 18.5.7 and 18.6.1 of the Ashland Land Use Ordinance to amend the allowances and development standards for duplexes and accessory residential units as required by House Bill 2001 from the 80th Oregon Legislative Assembly, 2019 Regular Legislative Session. Discussion: None. Roll Call Vote: Jensen, DuQuenne, Seffinger, Moran, Hyatt and Graham: YES. Motion passed unanimously.**

2. Confirmation of Mayoral Appointment of Katrina Brown as Interim City Attorney.

Hanks gave a brief Staff report.

**Hyatt/Jensen moved to approve Katrina Brown’s appointment as Interim City Attorney and authorize the City Manager Pro Tem to sign the related employment agreement. Discussion: Jensen spoke that this is necessary and thanked Brown. Roll Call Vote: Jensen, Hyatt, Seffinger, DuQuenne, Graham and Moran: YES. All Ayes. Motion passed unanimously.**

Lohman spoke that the Findings for Ordinance 3199 need to be approved.

**Jensen/Graham moved to approve the Findings of Fact and Conclusions of Law document dated June 15, 2021. Discussion: None. Voice Vote: All Ayes. Motion passed unanimously.**

3. Community Center and Pioneer Hall Ad-Hoc Committee Scope, Charge and Appointments

Hanks gave a Staff report.

Seffinger spoke to the importance of moving forward in the most cost effective way.

Council discussed options and the scope of work.

Council discussed the timeframe.

**Jensen/Moran moved to confirm the Mayor’s creation of the Community Center/Pioneer Hall Review Ad-Hoc Committee, the Mayor’s committee appointments and the scope of work developed by the City Manager. Discussion: Jensen spoke that it is a good project and excited to see what happens in the future. Moran spoke in agreement with Jensen and looking forward to moving along. Hanks suggested to add a date for the scope in the motion. Jensen withdrew his motion.**

**Jensen/Moran moved to confirm the Mayor’s creation of the Community Center/Pioneer Hall Review Ad-Hoc Committee, the Mayor’s committee appointments and the scope of work developed by the City Manager to be reported back to the Council no later than the 2<sup>nd</sup> meeting of September which is September 21st. Discussion: Graham spoke that she is looking forward to what the Ad-Hoc Committee brings to Council. Roll Call Vote: DuQuenne, Jensen, Hyatt, Graham, Moran and Seffinger: YES. Motion passed unanimously.**

4. Discussion of Formal Process for Vetting of Commission Applicants  
Jensen gave a brief report.

**Jensen/Seffinger moved to direct the City Recorder to draft a detailed draft and timeline for City Commission appointments consistent with the letter and the existing AMC Code and that this draft be brought back to Council for approval within 30 days. Discussion:**

Jensen spoke that this motion is not to take power away from anyone. It is to systematize and solidify AMC language and help to make wise and collaborative appointments in a timely manner. Seffinger spoke that she has served as a liaison on many commissions and some are more technical than others which need more expertise. She spoke to the importance of giving those who are wanting to be on a Commission more information and have an effective process. Mayor Akins spoke that it is a respectful process and it has been. She spoke there has never been an application that she has received that she has not sent to Council, but has not received much feedback. She spoke that this is a team sport and a process that has been working. She thanked Council for bringing this back. DuQuenne thanked Jensen for bringing this back. She explained her experience when she applied to be a Commissioner. She spoke in appreciation to all Commissioners. Hyatt spoke regarding the process of tighter communications regarding receipt of appointment. Graham spoke that this is in the AMC. She spoke that this motion is just simply identifying the procedure that is fair for the applicant and how the information comes to the Mayor. She spoke that communication and procedure is important. Moran spoke that he will support this motion but is baffled by why this is coming up and seems to be a waste of time since it is clear in the AMC. **Roll Call Vote: Hyatt, Graham, Moran, Jensen, Seffinger and DuQuenne: YES. All Ayes. Motion passed unanimously.**

Item Added:

**Consideration of reconsideration for Study Sessions regarding the Budget.**

DuQuenne spoke to this item. Moran spoke in agreement with DuQuenne. He spoke to his concerns of what was presented to Council.

**DuQuenne/Moran moved to reconsider the 15 Study Sessions regarding the Budget.**

**Discussion:** Graham spoke that the list of meetings was in the Council packet. She spoke that there is a shortfall in our Budget and it will take a lot of work and time. She spoke that it is important to work together. Graham spoke in support of the topics suggested. Hyatt spoke that she was supportive having this added to the agenda to have the open dialog. She spoke that it is a lot to add but for the short term the financial situation it is warranted. She spoke in support of the additional sessions. Moran spoke in concern that there isn't enough information given to Council. He spoke to look into other options otherwise he cannot support the motion. Akins suggested to come back with a more specific list of topics and timing. Hanks spoke that a Study Session devoted to this topic might be a good idea. He spoke that there is a lot of work to do. Hyatt spoke regarding the crucial deadlines to make decisions. Jensen spoke that he will vote no this motion and his reasons why. Seffinger spoke that part of the question is the structure of the meeting. Graham spoke that in this discussion it sounds like Council has given Staff direction to set up a Study Session to discuss the details. She spoke that she would vote against this motion. DuQuenne spoke that she had bad connection. **Roll Call Vote: Hyatt, Graham Moran, Seffinger, DuQuenne and Jensen: NO. Motion failed 0-6.**

Moran clarified that the direction to Staff is to have a Study Session to discuss topics, process and goals. Hanks answered yes. Hanks discussed Study Session dates.

### **XIII. NEW AND MISCELLANEOUS BUSINESS**

1. Resolution No. 2021-16 Adopting a Supplemental Budget for Changes to the 2019-21 Biennial Budget

Hanks gave a brief Staff report and introduced Finance Director Melanie Purcell.

**Jensen/Hyatt moved to adopt Resolution 2021-16 authorizing a 2019/21 supplement budget. Discussion: Jensen thanked Purcell. Roll Call Vote: Seffinger, Jensen, Hyatt, Moran and Graham: YES. DuQuenne: NO. Motion passed 5-1.**

2. Social Equity and Racial Justice Commission Work Plan and Social Equity and Racial Justice Resolution Council Discussion and Action Identification

Graham gave a Staff report. Graham spoke that there was an update to the workplan (*see attached*).

Graham went over a PowerPoint Presentation (*see attached*).

**Graham/Hyatt moved to approve the Social Equity and Racial Justice Commission work plan. Discussion: None. Roll Call Vote: Jensen, Seffinger, Hyatt, Moran, DuQuenne and Graham: YES. Motion passed unanimously.**

3. Approval of Public Contracts for Water and Wastewater Treatment Plants Chemicals  
Hanks gave a brief Staff report.

**Hyatt/Jensen moved to approve the public contract awards for the Water and Wastewater Treatment Plants chemicals. Discussion: None. Voice Vote: All Ayes. Motion passed unanimously.**

4. Approval of Personal Services Contract for Ashland Street Overlay Engineering Design

Hanks gave a brief Staff report.

**Jensen/Graham moved to approve a contract for professional engineering and design services with DOWL for an amount not to exceed \$459,691.33. (Principal project tasks in the amount of \$440,001.33 and contingencies in the amount of \$19,690.00). Discussion:** Jensen spoke Staff has done due diligence and that this needs to be done. Graham questioned the decision to do and RFQ instead of an RFP. Lohman explained that an RFQ is intended to help select the right qualifications for a complex job. He spoke that this project would qualify as complex. He spoke to the importance of having someone capable for this complex project. Hyatt questioned the design phases. Staff spoke that they would ask Public Works Director Scott Fleury to answer this question. **Roll Call Vote: Jensen, DuQuenne, Seffinger, Hyatt, Graham**

**and Moran: YES. All Ayes. Motion passed unanimously.**

5. Mayors Proposed Recruitment and Selection Process for City Attorney

**Due to time constraints this item was moved to a future Council Meeting.**

6. Resolution No. 2021-17 Adopting of Miscellaneous Fees and Charges for FY 2022 and Repealing Resolution No. 2019-35

Finance Director Melanie Purcell gave a brief Staff report.

**Graham/Hyatt moved approval of the Resolution No. 2021-17 titled, A Resolution Adopting a Miscellaneous Fees & Charges Document and Repealing Prior Fee Resolution 2019-35. Discussion:** Graham spoke in appreciation of Staff's hard work. Hyatt spoke in agreement with Graham. **Roll Call Vote: Seffinger, Jensen, Hyatt and Graham: YES. Moran and DuQuenne: NO. Motion passed 4-2**

#### **XIV. ORDINANCES, RESOLUTIONS AND CONTRACTS**

1. Confirmation of Mayoral Appointment of Katrina Brown as Interim City Attorney  
This Item was moved to Unfinished Business.

2. Resolution No. 2021-18 Clarifying Certain Employment Conditions for Management and Confidential Employees for the Fiscal Year 2021/2022

Hanks gave a brief Staff report. Hanks introduced Human Resource Director Tina Gray and Finance Director Melanie Purcell.

Moran spoke that he will not vote in favor of this item and spoke that it is a fiscal issue.

Graham spoke that it is important to deal with financial issues and not sacrifice our employees. She spoke to the importance of keeping up with COLA's. Jensen and Seffinger spoke in agreement with Graham.

DuQuenne spoke that she will not be able to support this.

**Graham/Jensen moved to approve a change to the Management Resolution to include a two percent COLA for the nonrepresented staff in the City effective July 1, 2021. Discussion:** Graham spoke to the importance of taking care of Staff. **Roll Call Vote: Jensen, Graham, Seffinger and Hyatt: YES. DuQuenne and Moran: NO. Motion passed 4-2.**

3. Second Reading of Ordinance No. 3199 Duplex and Accessory Residential Unit Land Use Code Amendments and Adoption of Findings of Fact and Conclusions of Law

This Item was moved to Unfinished Business.

#### **XV. OTHER BUSINESS FROM COUNCIL MEMBERS/REPORTS FROM COUNCIL LIAISONS**

Seffinger spoke regarding moving together as a Council in a better way. She spoke that Social Media has been getting worse questioning the integrity of Staff. She spoke that she wants to find

a way to work together. Mayor Akins spoke to the appreciation of comradery. She spoke that it will take time. She spoke that every person here deserves to be here and hopes we can give each other respect. DuQuenne spoke in appreciation of this topic. She spoke that everyone will have their opinions and as a Council looks forward to discussions and have communication.

**XVI. ADJOURNMENT OF BUSINESS MEETING**

**The Council Business Meeting was adjourned at 9:38 PM.**

**Respectfully Submitted by:**

**City Recorder Melissa Huhtala**

**Attest:**

**Mayor Akins**

*In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Manager's office at (541) 488-6002 (TTY phone number 1-800-735-2900). Notification 72 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to the meeting (28 CFR 35.102-35.104 ADA Title I).*

## **Workplan Guidance for Social Equity and Racial Justice Coalition**

In order to provide the new commission with both direction and flexibility, the Ashland City Council has identified the following task areas for the commission to focus on initially:

1. Work with community partners to develop a joint training, incident response, and community acknowledgement program that help residents and business owners address the long-term, systemic root causes of inequality and racial injustice. The goal is to make it easier for residents and businesses to access training, acknowledge those who are taking positive action, and provide a response program so people have somewhere to go for help if they have a negative experience.
2. Work with Southern Oregon University to conduct a research project on actions undertaken by the City of Ashland and other community anchor institutions that have directly targeted and impacted residents of marginalized groups (positively or negatively). This project will allow our community to fully understand and teach our local history while influencing future decisions regarding which historical figures to raise up with public art, naming of facilities, etc. It can also influence other decisions to make amends for actions taken by community leaders in the past.
3. Review and provide feedback on the City's efforts to integrate the values of diversity, equity, and inclusion into its human resources policies and procedures and provide training (e.g. cultural competency, implicit bias, inclusive hiring practices) for the council and staff.
4. Review and provide feedback to the City on current and future master planning efforts and their impact on our ability to reach social equity and racial justice goals.

Identifying these initial focus areas will allow the Commission to take immediate action on social equity and racial justice in ways that assist the City with its current goals, while

providing the flexibility that all commissions have to propose to Council the elements of their upcoming workplans.

Council invites the Social Equity and Racial Justice Commission to return to Council in six months with their progress toward these initial focus points, their recommendations regarding the future priority of these and other projects, and their proposed workplan for the following twelve months. Our goal is to provide the Commission with enough direction to focus its initial efforts while maintaining its ability to identify and work to address other issues of social equity and/or racial justice concern it deems important and worthy of commission action, as all other commissions do.

# Social Equity and Racial Justice Resolution

ACTION ITEM TRACKING – UPDATED APRIL 19, 2021

Section 1.B. Proclaim Juneteenth as an annual day of municipal commemoration and partner with communities of color and other local organizations to celebrate African American/Black culture on this day annually.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem), Councilors DuQuenne, Hyatt, and Seffinger

**Updates:**

Council revisited this in January of 2021 and councilors agreed to reach out to local organizations to determine how best the City can support local celebration efforts.

Those conversations have identified the following possibilities: bookstore events, retail shop events (through Chamber), Art Center courses, Talk Backs, Schneider Museum event, American and Juneteenth flags on Siskiyou, OLLI/SOU talks, child pen pals at schools.

Paddington Station has Juneteenth flags for sale, a Juneteenth banner will fly over Main Street, the City will fly two flags, and the mayor and councilors will participate in a listening booth at the Medford event.

**Next Steps:**

Mayor, councilors, and some SERJ commission members will staff the booth at the celebration.

Section 1.C. Advocate at the state and federal levels for policy reform that includes: a searchable database of officers sanctioned for excessive use of force and other misconduct; a national data collection program to determine the number of people killed or injured by police officers tracked by race, gender, age, and other demographic characteristics; limiting the transfer of military equipment to local jurisdictions; providing more extensive training for police officers regarding de-escalation, intrinsic bias, and procedural justice; and assisting people with mental health or addiction issues who have interactions with law enforcement.

**Councilors/Staff Assigned:** Councilor Graham

### **Updates:**

Federal: The Justice in Policing Act has passed the House of Representatives. It is also the focus of efforts in the Senate. State: The CAHOOTS legislation (HB 2417) passed out of committee and has been referred to Ways and Means. HB 2481A addresses military equipment transfers to police. The bill passed the House and is in the Senate Judiciary Committee – first hearing this Thursday. HB 3145 is the bill relating to a police database, which passed out of committee and has been referred to Ways and Means. HB 2929 — Modifies a police officer's requirement to report misconduct among peers. On the House Floor, pending vote today. House Bill 3229 – requires the Criminal Justice Commission to convene a broad group of stakeholders to review and establish minimum standards, policies, and procedures regarding the provision of health care in our jails. It is heading to the House floor. HB 2750 -- House Bill 2575 aims to ensure that police officers have the knowledge and skills they need when they encounter an individual experiencing a traumatic response or a neighborhood full of people with intergenerational anguish. It is in Ways and Means. Support for these efforts as identified in the resolution have been shared with our senators and Oregon legislators.

### **Next Steps:**

Councilor Graham will stay up to date with these efforts and bring forward action opportunities.

Section 2.A. Support the Ashland Police Department in taking a more active role in on-campus conversations about racial justice at Southern Oregon University and in developing engagement events to help local residents understand APD's policies regarding use of force and other relevant issues.

**Councilors/Staff Assigned:** Tighe O'Meara (Police Chief), Councilor Seffinger

**Updates:**

Chief O'Meara has participated in three community forums hosted by BASE (Black Alliance and Social Empowerment)

Ashland Police Department continues to work with BASE and are getting closer to partnering with them to set up a liaison that can facilitate better relationships/interactions between various police departments and the black community.

The annual report to Council on topics including use of force issues was completed in May.

**Next Steps:**

A community forum remains in the planning stage.

Section 2.B. Strengthen our cultural competency and intrinsic bias training program for members of the City Council and City Staff.

**Councilors/Staff Assigned:** Tina Gray (Human Resources Director), Councilors DuQuenne & Moran

**Updates:**

Diversity, Equity, and Inclusion statement has been revised with input from a staff survey

HR is working on training, policies, and new hire orientation

Job descriptions are being updated in hiring processes, policies are being updated with gender-neutral terminology

**Next Steps:**

Community/City employee survey regarding improving EDI in the City system (survey in Jan/Feb)

A new training has been identified for Council and Department Heads to replace the training that was canceled in April.

Internal City committee is being formed to advance EDI work within the City system.

Continue collaborative partnerships within the community and region that focus on EDI.

Section 2.C. Display Black Lives Matter signs at City-owned locations to offer visible and immediate support for racial justice advocates in our community.

Section 2.H. Determine the feasibility of a mural project to provide a mode of artistic expression of our community's commitment to making meaningful, visible, and ongoing progress on issues of social equity and racial justice.

**Councilors/Staff Assigned:** Bill Molnar (Community Development Director), David Lohman (City Attorney), Councilor DuQuenne

**Updates:**

Government-sanctioned displays or messages in support of particular public policies or viewpoints are allowed only limited circumstances without also allowing displays or messages in support of other, possibly opposing viewpoints.

Public Arts Commission has expressed support to Council for this project and is ready to help move it forward.

**Next Steps:**

The community group working on this project is working with four designs and preparing for public feedback on those options.

Section 2.E. Connect with Southern Oregon University and its students to better understand the experience of all college students, but particularly students of color, in the City of Ashland as a first step toward improving that experience.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem), Tina Grey (HR Director), Mayor Akins

**Updates:**

City Administrator meets with SOU President monthly through the Ashland Coalition and will engage President Schott on this concept in upcoming meetings and provide additional information as available.

HR is participating on a Committee with SOU, but COVID-19 impacted activities on that commission. When meetings resume, staff will continue to hold a seat and represent the City of Ashland on the Committee and report progress back to the Council.

**Next Steps:**

Staff to report back on SOU's social equity and racial justice survey, engagement with President Schott, and the SOU Committee's work. Mayor Akins to renew work with SOU in the fall.

Section 2.F. Work with community partners to develop training, incident response, and community acknowledgement programs that help residents and business owners address the long-term, systemic root causes of inequality and racial injustice and celebrate progress.

**Councilors/Staff Assigned:**

**Updates:**

COVID-19 has limited the capacity of the City and community partners to take this on at this time.

**Next Steps:**

Continue to re-visit this action item monthly until such time that the City and community partners have the capacity to move this forward.

Determine whether this might be part of the set of initial goals for the new Racial Justice and Social Equity commission that is being formed

Section 2.G. Work with Jackson County and neighboring communities to develop a program that will provide trained mental health professionals for instances where the Ashland Police Department is called upon to serve the needs of people who are suffering from mental health issues and/or addiction.

**Councilors/Staff Assigned:** Tighe O'Meara (Chief of Police), Councilors Graham and Hyatt

**Updates:**

Chief O'Meara and Councilor Graham are participating regularly in a working group sponsored by Jackson Care Connect, All Care, and Jackson County to develop a plan for this type of program. A facilitator has been hired to lead the planning effort.

**Next Steps:**

Chief O'Meara and Councilor Graham will continue to participate in the working group.

Section 2L: Periodically provide updates on local legal cases with social equity and racial justice implications

**Councilors/Staff Assigned:** Tighe O'Meara (Chief of Police), David Lohman (City Attorney)

**Updates:**

Aidan Ellison: No usable evidence of a bias crime has been uncovered, so the case is proceeding as charged, for murder 2, manslaughter 1, reckless endangering and unlawful possession of a weapon.

## Tasks that have been completed or are in a holding pattern

**Section 2.D.** Continue and enhance our support of the annual celebration of Dr. Martin Luther King, Jr.'s birthday.

**Section 2.J.** Review recruiting/hiring practices to address implicit bias with input from leaders of local diversity, equity, and inclusion programs.

**Section 2.K.** Renew the effort with Indigenous leaders in the community to find a solution to the renaming of Dead Indian Memorial Road.

**Section 2.I.** Request a proactive review of the policies that pertain to the standard process of investigating incidents where deadly force is used in Jackson County.

**Section 1.D.** Work in the near term as a “Committee of the Whole” to move these efforts forward by assigning tasks outlined in this resolution to individual staff and councilors and reporting back to Council on a regular basis while a more formal process and timeline is developed that includes regular progress reports to Council.

**Item Section 1.A.** Designate Social Equity and Racial Justice as a Value Service in the City of Ashland's strategic planning process, which will provide an opportunity for focused and sustained attention within the City's planning, management, and policy structure.

**Develop Commission on Race and Social Equity**

The following slides are the detail updates from tasks that have been completed or are in a holding pattern.

Section 2.D. Continue and enhance our support of the annual celebration of Dr. Martin Luther King, Jr.'s birthday.

**Councilors/Staff Assigned:**

**Updates:**

The City of Ashland was a financial supporter of the celebration hosted yesterday by BASE (Black Alliance and Social Empowerment), shared information via our website and social media, and hung the banner across Main Street announcing the online event.

**Next Steps:**

Maintain this support annually.

Section 2.K. Renew the effort with Indigenous leaders in the community to find a solution to the renaming of Dead Indian Memorial Road.

**Councilors/Staff Assigned:** Scott Fleury (Public Works Director), Adam Hanks (City Manager Pro Tem), Councilors Jensen and Graham

**Updates:**

Holding Pattern: Councilor Graham reached out to local Indigenous leaders and communicated that the City stands ready to assist with their efforts to change the name when they are ready to move forward with a new name that is supported by the local Indigenous community. Further action is held off until those leaders reach out to the City indicating they are ready to move forward and request the City's support.

Section 2.I. Request a proactive review of the policies that pertain to the standard process of investigating incidents where deadly force is used in Jackson County.

**Councilors/Staff Assigned:** Tighe O'Meara (Police Chief), Councilor Graham

**Updates:**

Complete for now.

The Jackson County Deadly Force was recently revisited by the Jackson County District Attorney's office and has been approved by all municipalities and accepted by the State. The plan calls for maximum transparency and outside agency involvement to make sure all aspects of a deadly force encounter are scrutinized. There is likely limited ability to impact change on this. If APD officers were involved in a deadly force incident, best practices would mandate that an outside agency handle the investigation. All other agencies in Jackson County have signed on to this plan, as has APD, so even if we reviewed it and wanted change, the other agencies would still adhere to the plan as currently presented. When it comes up for review again, APD will take an active role in the process as it has done in the past.

Section 1.D. Work in the near term as a “Committee of the Whole” to move these efforts forward by assigning tasks outlined in this resolution to individual staff and councilors and reporting back to Council on a regular basis while a more formal process and timeline is developed that includes regular progress reports to Council.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem)

**Updates:**

Completed/ongoing

This has been put in place with the standard practice of revisiting these action items on a monthly basis since the resolution was passed.

Item Section 1.A. Designate Social Equity and Racial Justice as a Value Service in the City of Ashland's strategic planning process, which will provide an opportunity for focused and sustained attention within the City's planning, management, and policy structure.

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem)

**Updates:** Completed

Section 2.J. Review recruiting/hiring practices to address implicit bias with input from leaders of local diversity, equity, and inclusion programs.

**Councilors/Staff Assigned:** Tina Gray (Human Resources Director), Councilors Moran and DuQuenne

**Updates:**

HR has implemented a blind application review feature for several recruitments successfully.

HR has removed fields in the application that could reveal irrelevant details about an applicant and/or socioeconomic status to reduce the opportunity for unconscious bias

HR is working to improve our internal promotional processes to ensure they are competitive and fair by utilizing panelists with specific training about implicit bias and implementing transparent scoring.

HR has established pre-requisite training required for anyone serving on an interview panel for the City. The training is available on-line and speaks to the many positives of having a diverse workforce while educating panelists about bias and how it can unconsciously influence hiring decisions.

## Develop Commission on Race and Social Equity

**Councilors/Staff Assigned:** Adam Hanks (City Manager Pro Tem), David Lohman (City Attorney)

**Updates:** Staff have taken the initial draft provided by Mayor Akins, requested clarification from Council regarding certain aspects of the Commission, and provided a draft ordinance for first reading at the April 20, 2021 meeting.