



**CITY OF SILVERTON – DIVERSITY, EQUITY, AND INCLUSION TASK FORCE
HYBRID in person at council chambers in the Silverton Community Center
and via Zoom Web Conference Platform**

Thursday, May 26, 2022– 6:00 pm

***Americans with Disabilities Act** – The City of Silverton intends to comply with the A.D.A. The meeting location is accessible to individuals needing special accommodations such as a sign language interpreter, headphones, or other special accommodations for the hearing impaired. To participate, please contact the City at 503-874-2204 at least 48 hours prior to the meeting.*

A copy of the full packet is available on the City's website at www.silverton.or.us/agendacenter. In accordance with House Bill 2560, the meeting will be held electronically using the Zoom web conference platform. Please submit written comments to publiccomment@silverton.or.us by 12pm on Wednesday, May 25, 2022, and include the words DEI TASK FORCE in the subject line. Comments received will be shared with the DEI Task Force before the meeting and included in the record.

Zoom meeting link: <https://us02web.zoom.us/j/81976788227>

AGENDA

- I. OPENING CEREMONIES – Call to Order & Roll Call**
- II. APPROVAL OF MINUTES – March 31, 2022 DEI Task Force**
- III. PUBLIC COMMENT –**
- IV. DISCUSSION/ACTION –**
 - 4.1** Form a statement condemning racism, discrimination, and inequality in our community.
 - 4.2** Put forth an action item on how to disseminate the statement
- V. COMMITTEE COMMUNICATIONS**
 - 5.1** Next meeting Thursday, June 30, 2022? (there are 5 Thursdays in June).
 - 5.2** Is the google folder Simone set up and sent to school VIPs and DEI Task Force being used?
- VI. ADJOURNMENT**

1 CITY OF SILVERTON
 2 **DIVERSITY, EQUITY, AND INCLUSION TASK FORCE MINUTES**

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 4 **March 31, 2022, 6:00 p.m.**

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 6 **I. CALL TO ORDER**

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 8 Chair Palmer called the meeting to order at 6:12 p.m. The task force members, staff, and presenters were
 9 present through the virtual meeting platform Zoom and in person at Council Chambers in the Silverton
 10 Community Center.

Present	Absent	
X		Kyle Palmer (Chair)
	x	Art Brown
x		Brianna Wolterman
	x	Orianna Farrell
x		Joel Autry
X		Paul Scoville
X		Taisia Alagoz
x		Abbie Hoke

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 25 **Staff Present:** Chief of Police, Jim Anglemier; HR Coordinator/Assistant to the City Manager, Simone
 26 Stewart.

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 28 **II. APPROVAL OF MINUTES FROM THE February 24, 2022 DIVERSITY, EQUITY AND**
 29 **INCLUSION TASK FORCE**

30 Minutes approved by the task force members.

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 32 **III. PUBLIC COMMENT - None**

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 34 Chair Palmer introduced guests Scott Drue, Superintendent of Silver Falls School District; and Jennifer
 35 Hannan, Principal of Sequoia Falls Academy.

36 Chair Palmer introduced Councilor Elvi Sutton as his successor as Chair of the DEI Task Force when
 37 Chair Palmer steps down at the end of his term as Mayor.

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 39 **IV. DISCUSSION/ACTION**

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 41 **4.1 Create a statement condemning racism, discrimination, an inequality in our community.**

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 44 Chair Palmer asked Mr. Drue and Ms. Hannan about the recent racist issues at the schools and if the
 45 temperature at the schools changed at all in recent weeks. Ms. Hannan explained that students at
 46 Sequoia Falls Academy are at that school because they sought an alternative culture to Silverton Middle
 47 School and High School. Mr. Drue explained that Silverton High School is under new leadership with
 48 Principal Sione Thompson. Addressing the recent issues at the high school are at the top of Principal
 49 Thompson's list.

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 51 Councilor Sutton asked Ms. Hannan and Mr. Drue what *keywords* they are hearing in the schools
 52 currently that are creating these issues.
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54 Ms. Hannan said there is a conflict between freedom of speech and disrupting school culture and
55 teaching, and creating a hostile or racist environment. There has been no statement formed by the school
56 district because there are different levels of tolerance for that behavior in different groups at the schools.
57 Trying to be fair to both sides is difficult. Identifying where 'freedom of speech' becomes disruptive is the
58 key.

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60 Councilor Sutton feels there needs to be a statement from the school district and a different statement
61 from the community. Council Sutton asked what is being heard in the schools that can be addressed in
62 the statement from the DEI Task Force/community of Silverton. In example, are there more racial slurs or
63 more anti-LGBTQ slurs? What needs to be addressed the most?
64

65 Mr. Drue said what he sees as the Superintendent is students that represent views learned in their
66 homes. All groups need to be addressed; there aren't more racial or anti-Queer statements. There are
67 500 employees in the school district that will be affected by this statement as well.
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70 **DISCUSSION was opened and included:**

- 71 • The DEI Task Force needs an action plan for follow through with the statement; and a plan
72 for activism and support of the statement.
- 73 • The community wants to know where the city stands on these issues. A statement is sorely
74 needed to also have guidelines for how we as a community will or will not tolerate certain
75 behaviors and actions.
- 76 • Statement needs to be specific and comprehensive. The statement should include guidelines
77 on interacting with others.
- 78 • The question was asked if anyone had looked at other cities' statements.
- 79 • The Silverton Staff Liaison looked up City of Ashland's statement and posted it in the chat:
80 "The City of Ashland is committed to equity, diversity, and inclusion. We acknowledge,
81 celebrate, and support our differences across all spectrums, including but not limited to
82 gender identity and expression, sexual orientation, age, race, religion, ethnic origin, disability,
83 or socioeconomic status. We will provide a work environment of respect that values diversity
84 in background, opinions, and perspectives. We commit to furthering equity in our work and
85 our community by continually challenging bias, eliminating structural racism, and actively
86 recruiting and promoting a diverse workforce. We will become allies to those with less access
87 and take responsibility for making changes that will help others be successful. Respect for
88 one another is at the core of everything we do."
- 89 • Community Roots school has done research into DEI and supporting youth. They have a
90 document that a member of the DEI Task Force will provide to the task force.
- 91 • The community and the School District have to articulate where we stand and be clear about
92 it. We have to look at our practices and be honest about our systems and address if we are
93 allowing inequity and practices of bias. We have to do that first before asking the community
94 to do it.
- 95 • We have shown too much indifference in the community. We have to let the community know
96 we, as a community, are working toward a statement of equity in our community.
- 97 • Marketing of this statement will be needed to 'push it out' to the community.
- 98 • The School District has a statement of equity but it hasn't been put into action. The work of
99 DEI is new to Silverton. A student code of conduct has never existed in k-12 schools in Silver
100 Falls School District. The school district has inequity and has realized that.
- 101 • Need to include homeless and economically disadvantaged groups in our statement.

- 102 • The statement needs to be marketable – short enough to be understood and long enough to
103 be comprehensive. Need to have an image/a brand associated with the DEI Task Force
104 statement.
- 105 • Maya Angelou quote: Do the best you can until you know better. When you know better, do
106 better.
- 107 • Places to promote the statement: Multicultural festival. PRIDE event.
- 108 • Educate the public. Many of them are unaware of the racism, bias and inequity in our
109 community.
- 110 • Visibility awareness day took place but Silverton didn't acknowledge it. Opportunities are
111 missed when these days happen but the community doesn't acknowledge it. Other example
112 would be Ramadan or awareness of holy days of cultures.
- 113 • Recognizing other cultures and religions that are present in our community is important.
- 114 • Our community is not a safe place for LGBTQA+ and neither is the public high school; which
115 is why the largest concentration of students is at the Sequoia Falls Academy. When the
116 LGBTQA+ students wanted to put up PRIDE flags at the school, the Principal was afraid the
117 community would target those students and the school if the public could see the flags. 46%
118 of Sequoia Falls Academy students are LGBTQA+ so Principal Hannan does not want them
119 targeted by the public. Sequoia Falls Academy is well supported by Oregon Safe Schools
120 and they have a *safe bubble* at the school but the bubble only exists at the school.
- 121 • The reason no statement has yet been made is because people are afraid of the backlash
122 from the community. We need a bigger army, more people, to back-up the statement so that
123 no one is afraid of backlash.
- 124 • The DEI Task Force should find a facilitator to guide the task force through the process of
125 writing our statement.
- 126 • Silver Falls School District revised its equity policy, and that might be a good starting place –
127 to look at their equity policy. A shared Google Drive folder would be optimal.

128 ACTION

129 The City of Silverton Staff Liaison will set up the Google folder for the DEI Task Force equity
130 statement; and will include Scott Drue, Jennifer Hannan and Sione Thompson to collaborate with the
131 task force.

132 V. COMMITTEE COMMUNICATIONS

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- 134 • **The next meeting is tentatively scheduled for Thursday, April 28, 2022 at**
135 **6pm both in person and via the Zoom platform.**

136 VI. ADJOURNMENT

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139 Member Wolterman moved for the meeting to adjourn. Meeting adjourned at 7:29 pm.

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141 Signed,
142 /s/ Simone Stewart,
143 HR Coordinator/Assistant to the City Manager