



HUMAN RELATIONS COMMISSION

MINUTES

January 28, 2025

6:00 p.m.

Virtual

Approved: February 25, 2025

Call to Order

Chair Allyson Dean called the meeting to order at 6:01 p.m.

Roll Call

Members present: Allyson Dean, Katie Pleis, Hedio Schulte, Jamie Jones, Tami Cockeram

Members absent: Alyssa Nydegger, Robyn Davis

Business from the public

There was no business from the public.

Approval of December 10, 2024, minutes

6:02 p.m.

MOTION: Cockeram moved to approve the minutes as presented, Schulte seconded the motion, which passed 5-0.

Members provided brief introductions and welcomed new member Katie Pleis.

HAC and NAACP representative sign-up and other event involvement

6:18 p.m.

The group discussed HRC representatives to HAC (Hispanic Advisory Council), and NAACP meetings. The group also discussed the Sanctuary Promise Act, Know your Rights trainings and other local events. Cockeram said she could attend the February 2025 HAC meeting as representative. Dean said she should attend the March HAC, and March NAACP meetings as representative.

Strategic Plan Facilitation & Schedule

6:22 p.m.

Lyddane said that the next HRC meeting would be ninety minutes, in person at City Hall. The meeting would be a planning/strategy session facilitated by Deputy City Manager Kayla Barber-Perrotta. At this meeting the group would work to develop goals/draft plan based upon the items the HRC felt they should be working on/towards. The Deputy City Manager would come back to the March 2025 HRC meeting for a final draft. The plan would then be presented to the Albany City Council at an April 2025 work session for questions, and suggestions.

DEI Training Availability for Commissioners

6:33 p.m.

Lyddane said that the City provides online employee training through CIS insurance. It includes anti-discrimination and anti-harassment trainings. Lyddane said that HRC members could take the training, but she needs approvals to share emails to get training access setup. It was the consensus of all members that sharing their email addresses was ok.

Dean said that the other portion of this item was data, comparing Albany employee demographics to Albany population. She said that it may be helpful for training on the Sanctuary Promise Act to be provided to staff. Lyddane said that she would get additional information on Sanctuary Promise Act trainings. Lyddane provided a summary of demographic information of Albany employees. Discussion

about demographics as it relates to position type/tier, hiring practices and job postings was heard. Lyddane said that the Human Resources Department may be able to speak to that at the March or April meeting.

Know Your Rights Training and Toolkit

Discussed in preceding agenda item.

Business from the Commission

6:51 p.m.

None

Staff updates

6:55 p.m.

Lyddane said that staff was working through budget season right now. Cockeram asked if it would be possible for citizen advisory groups to get financial support for putting on events. Lyddane said that she would research it and report back to the group.

Next meeting date

The next meeting will be Tuesday, February 25, 2025.

Adjournment

Hearing no further business, Chair Dean adjourned the meeting at 6:56 p.m.

Respectfully submitted,

Reviewed by,

Erik Glover
Recorder

Kim Lyddane
Staff Liaison

*Documents discussed at the meeting that are not in the agenda packet are archived in the record. The documents are available by emailing cityclerk@albanyoregon.gov.