



HUMAN RELATIONS COMMISSION AGENDA

Tuesday, April 22, 2025
6:00 p.m.

This meeting will be conducted in person*. At 6:00 p.m., join the meeting from your computer or tablet by clicking the link below:

<https://council.albanyoregon.gov/groups/hrc/zoom>
Meeting ID: 845 5748 1572, Passcode: 852892

Please help us get Albany's work done.
Be respectful and refer to the rules of conduct posted on the website.

1. Call to Order

2. Roll Call

3. Public Comment:

Persons wanting to provide comments may:

- 1) *Email written comments to kim.lyddane@albanyoregon.gov, including your name, before noon the day of the meeting.*
- 2) *To comment virtually during the meeting, register by emailing kim.lyddane@albanyoregon.gov before noon the day of the meeting, with your name. The chair will call upon those who have registered to speak.*
- 3) *Appear in person at the meeting and register to speak.*

4. Approval of the March 25, 2025, minutes

5. Scheduled Business

- a. Continued HRC Strategic Plan/Goal Session Facilitated by Deputy City Manager Kayla Barber-Perrotta

6. Business from the Members

7. Next meeting date: May 27, 2025

8. Adjournment

This meeting is accessible to the public via video connection. The location for in-person attendance is accessible to people with disabilities. If you have a disability that requires accommodation, please notify city staff at least 48 hours in advance of the meeting at: kim.lyddane@albanyoregon.gov, 541-917-7769

albanyoregon.gov/hrc



Testimony provided at the meeting is part of the public record. Meetings are recorded, capturing both in-person and virtual participation, and are posted on the City website.



HUMAN RELATIONS COMMISSION

MINUTES

March 25, 2025

6:00 p.m.

Albany City Hall, Willamette Room and Virtual

Approved: DRAFT

Call to Order

Chair Allyson Dean called the meeting to order at 6:02 p.m.

Roll Call

Members present: Allyson Dean, Robyn Davis, Alyssa Nydegger, Hedio Schulte, Tami Cockeram, Jamie Jones, Katie Pleis (joined at 6:04 p.m.)

Members absent:

Public Comment

There was no public comment.

Approval of February 25, 2025, minutes

6:02 p.m.

MOTION: Davis moved to approve the minutes as presented, Nydegger seconded the motion, which passed 6-0.

Scheduled Business

6:02 p.m.

- a. Continued HRC Strategic Plan/Goal Session Facilitated by Deputy City Manager Kayla Barber-Perrotta.

Deputy City Manager Kayla Barber-Perrotta provided an overview of the previous meeting, and refinement of the data. Lyddane said this effort is a large activity and if it can't be completed tonight, the HRC can meet again and review in April before it gets presented to City Council. Barber-Perrotta shared a PowerPoint* and reviewed the duties of the HRC group with recommended activities including promoting programs/events, ordinances, and other various items. Any items can be brainstormed, the purpose is to get everything from the group on the note cards. Barber-Perrotta detailed an impact effort matrix. The group discussed the HRC strategic plan/goal and performed additional work to discuss and refine. It was noted a draft would be sent out ahead of the next meeting for further group review and refinement in the next HRC meeting.

Pictures of the exercise work completed by HRC members are available with the agenda packet. *

Business from Members

7:29 p.m.

It was shared that Festival Latino is scheduled for September 14, 2025, at Monteith Park., Juneteenth celebration is June 21, 2025, and there will be a local NAACP Celebration., and Pride Day is June 22, 2025.

Davis said she represents the group on the Community Development Commission, and the disbursement of CDBG funds was uncertain. Applications have been received and scored. She said that agencies such as HUD or other organizations have not appeared to discredit applications for things like DEI language so far.

Next meeting date

The next meeting will be April 22, 2025.

Adjournment

Hearing no further business, the meeting was adjourned at 7:32 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.

Albany Human Relations Commission (HRC) Two-Year Work Plan with Vision Areas (2025–2027)

Workplan Goal Areas

1. Build Trust and Visibility with the Community

Raise awareness of the HRC, increase transparency, and create regular, visible community engagement opportunities that create welcoming relationships with the City.

Measures of Success: Number of positive engagements on social media, number of tabling events, number of “Topic Tea” events, number of participants at ‘Topic Tea’ events. number of residents who engage with HRC commission members.

2. Advance Inclusive Government

Advocate for inclusive representation in government processes and engage potential future leaders throughout the community.

Measures of Success: Proclamations by Mayor and Council, integration of youth into Citizen Advisory Groups, increase in number of applicants to apply for City positions (paid, Citizen Advisory Groups, volunteer, etc.) who identify as part of an underrepresented group.

3. Center and Amplify Marginalized Voices

Ensure historically underrepresented groups have a platform and meaningful presence in civic life and HRC efforts.

Measures of Success: Number of participants, number of focus groups held, presentation to Council on findings.

Two-Year Work Plan Table: 2025–2027

Goals & Objectives	Tasks	Deadline	Assigned To	Supported By
1. Build Trust & Visibility with the Community				
Participate in three community events per year.	Identify event opportunities (e.g., Pride, River Rhythms, Unity events). Create tabling materials.	December 2025		
	Table at summer event. Begin engagement tracking.	June-August 2025		
	Table at fall event. Evaluate reach.	September- November 2025		
	Continue for 2026–2027 (6+ total events).	Ongoing		
Expand Online Presence	Develop a draft content calendar.	June- August 2025		
	Review draft with City’s Communications & Engagement team for feasibility and insight.	September 2025		
	Develop regular posts. Measure engagement.	Ongoing		
Design “Topic Tea” Events	Discuss/select name and goals for events.	June 2025		
	Select pilot topic & partners.	June 2025		
	Reserve space and market event.	June – August 2025		
	Hold first event.	July- August 2025		
	Evaluate and plan quarterly series for 2026/2027 Fiscal Year.	August 2025		
	2026–2027: Host one per quarter.	Quarterly		

Goals & Objectives	Tasks	Deadline	Assigned To	Supported By
2. Advance Inclusive Government				

Establish a regular list of proclamations to be reviewed/signed by Mayor/Council that recognize marginalized groups in the community.	Create annual calendar (e.g., MLK Day, Juneteenth, PRIDE).	June 2025		
	Draft, submit, and promote proclamations.	Ongoing		
Make a recommendation for a Youth Advisory Council	Research programs in other communities and gather staff input.	June- August 2025		
	Draft structure, goals, and outreach plan.	June- August 2025		
	Present recommendation to Council	September- December 2025		

Goals & Objectives	Tasks	Deadline	Assigned To	Supported By
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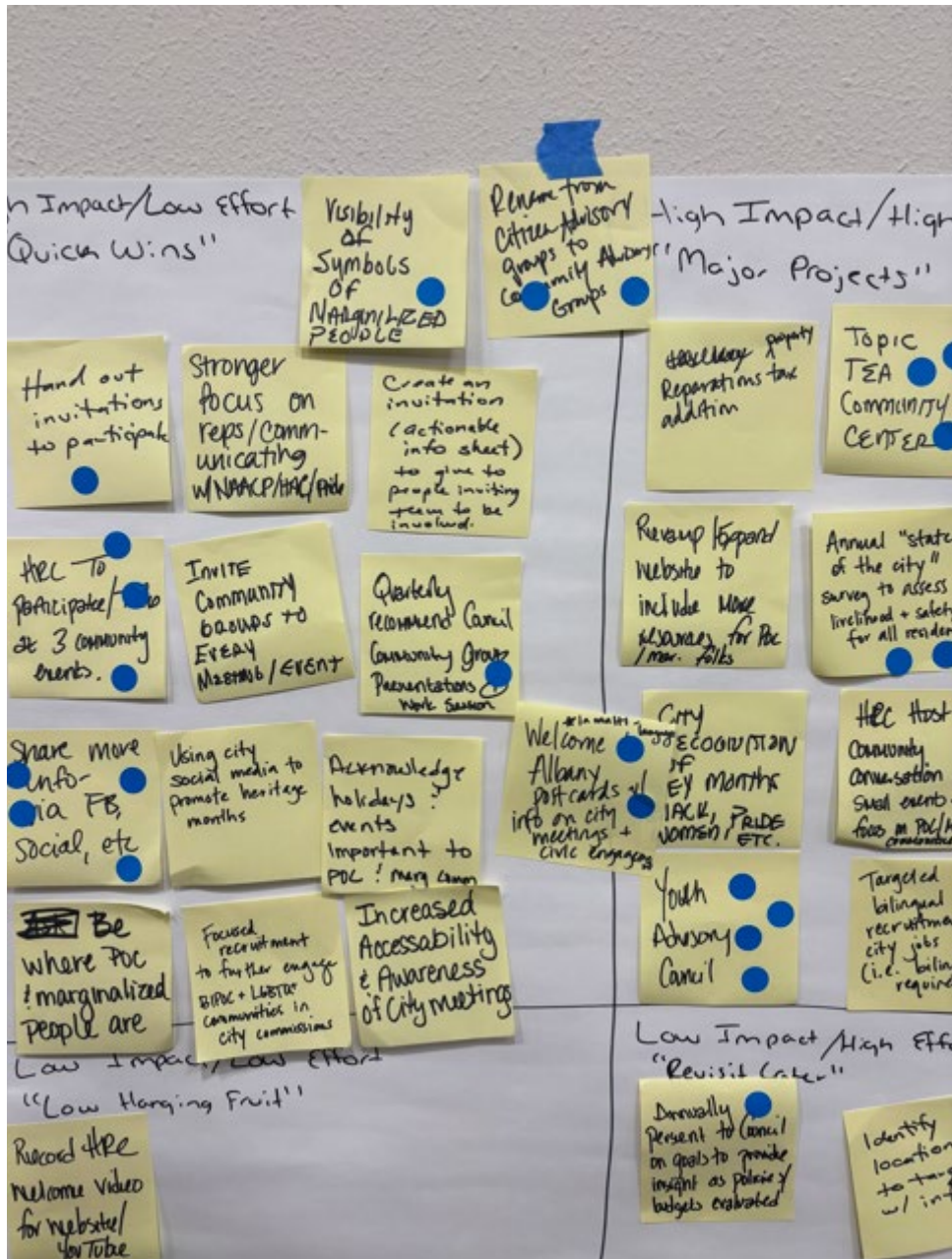
3. Center and Amplify Marginalized Voices

Create Community Focus Groups to better understand pain points of marginalized community groups in Albany.	Select key themes/groups.	September- December 2025		
	Reserve space and invite participants.	December- January 2025		
	Host first focus group. Translate findings into public feedback.	January- March 2026		
	Host second focus group event.	April- May 2026		
	Host third focus group event.	June- August 2026		
	Present findings to Council.	September- October 2026		

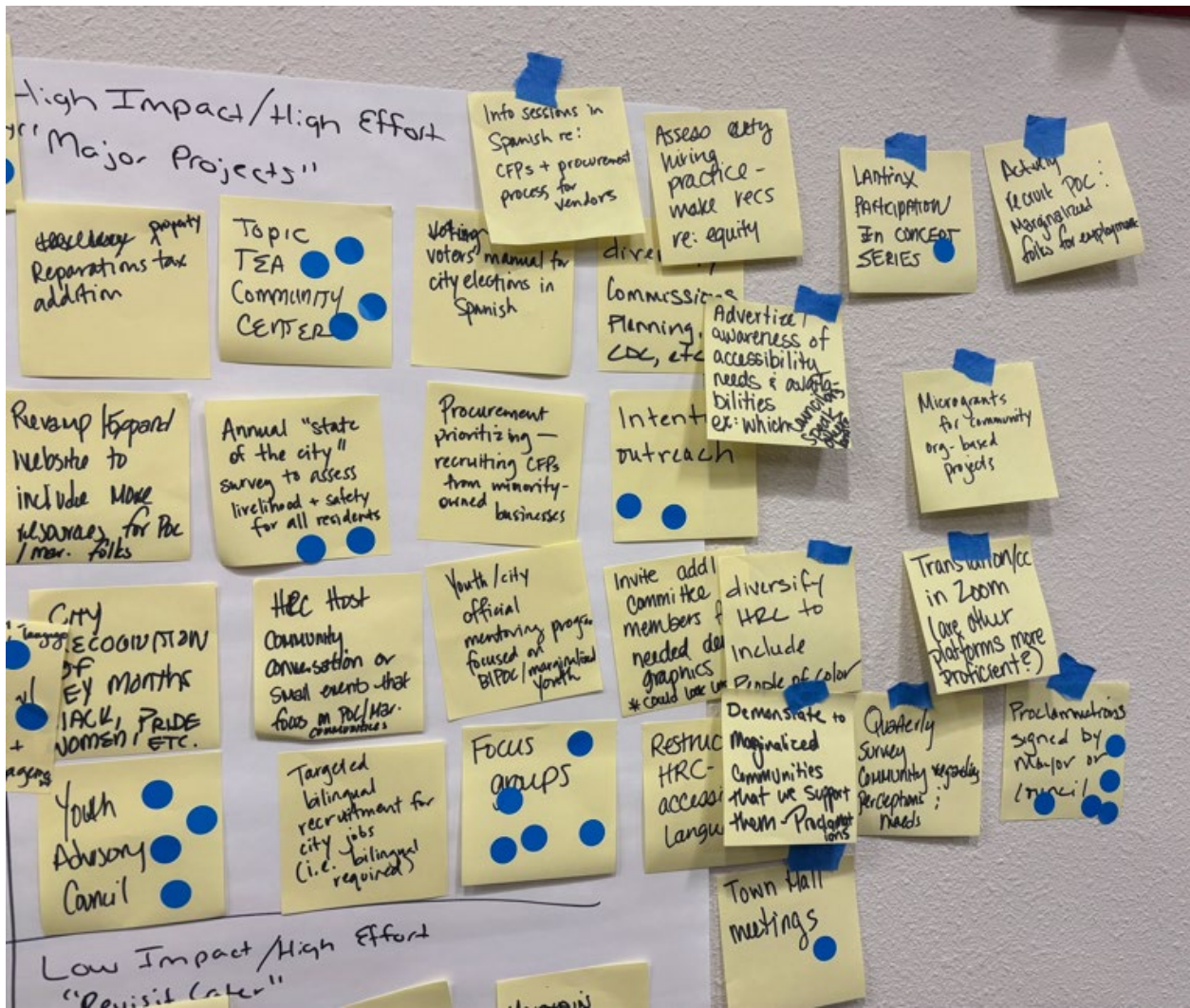
Images from HRC Exercise Completed March 25, 2025



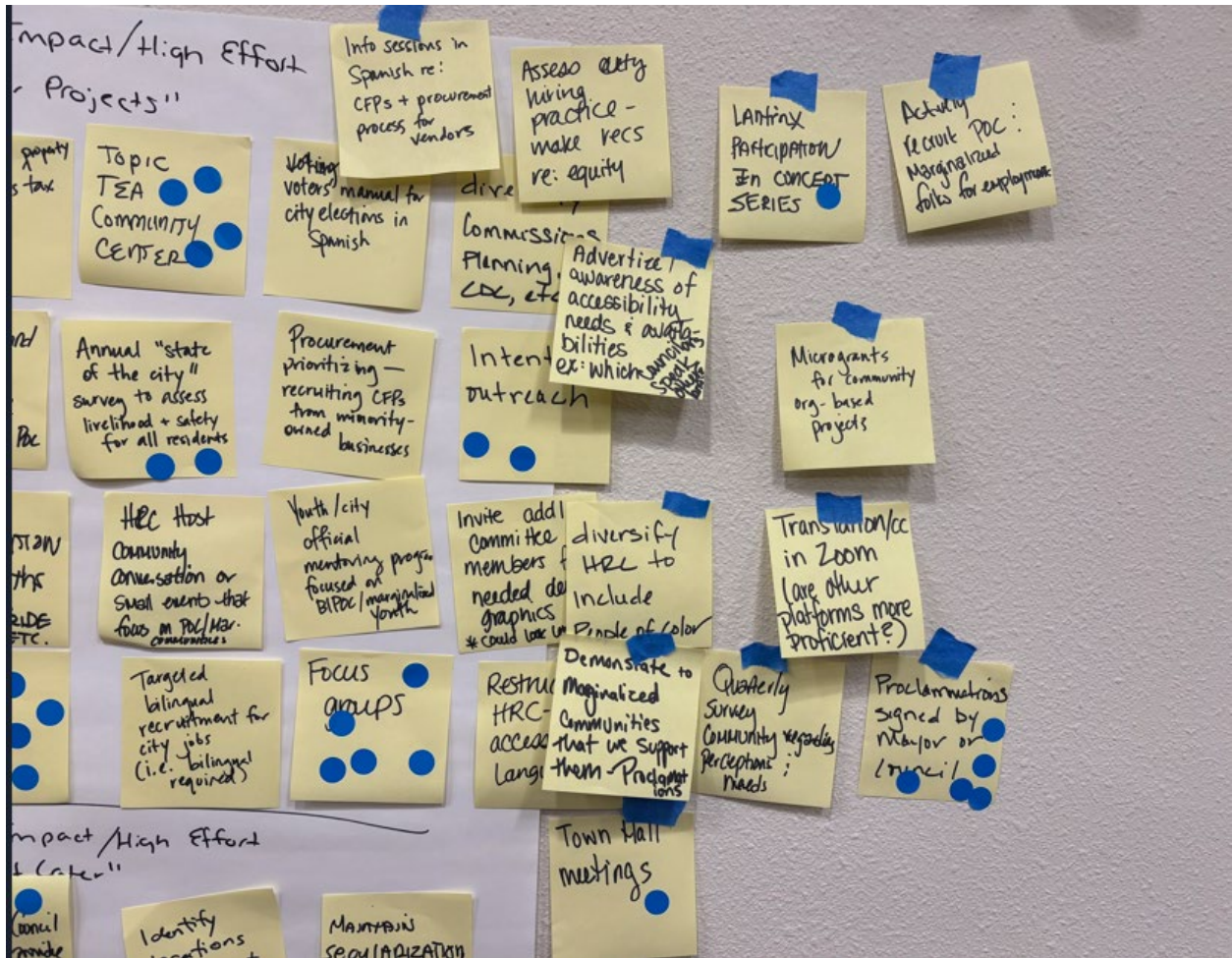
Images from HRC group exercise March 25, 2025 meeting



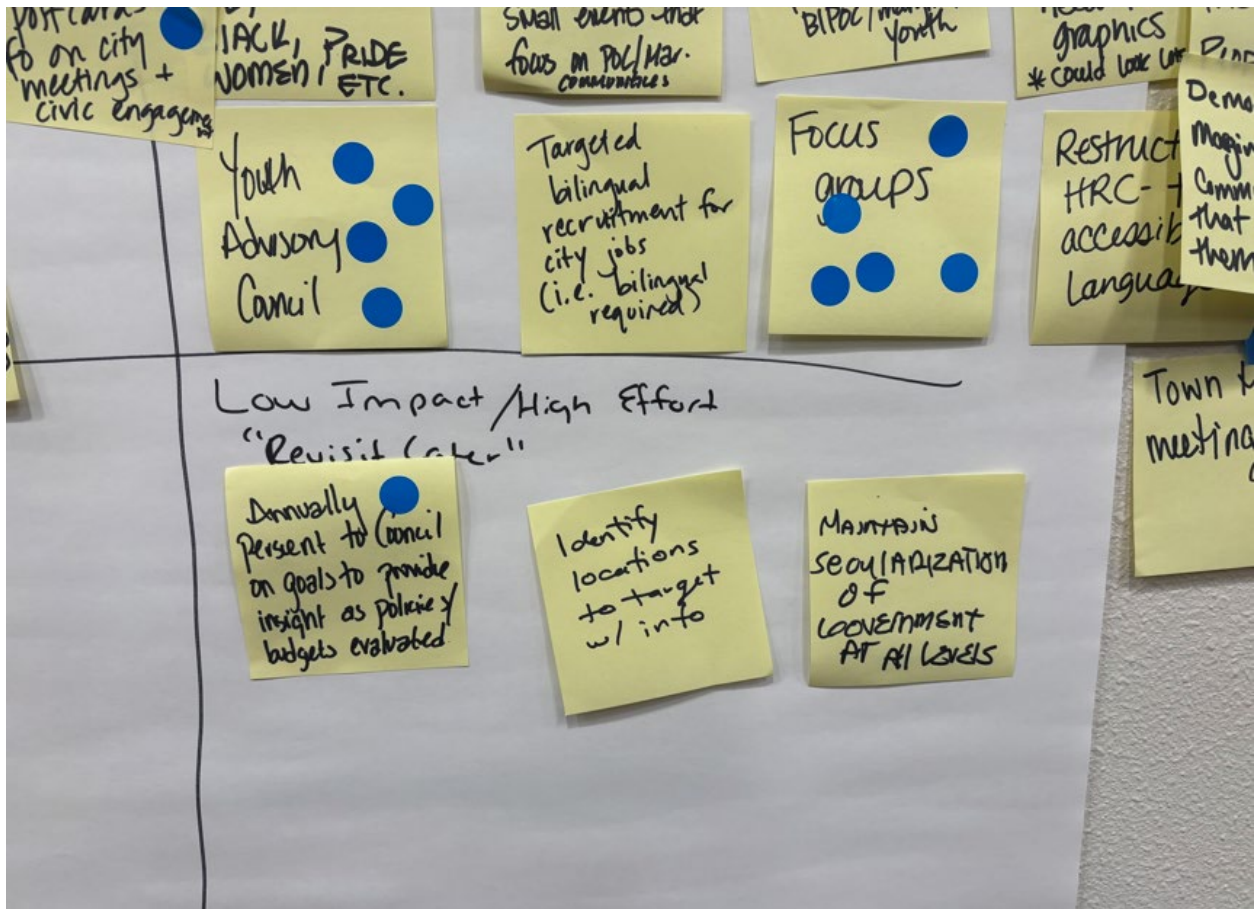
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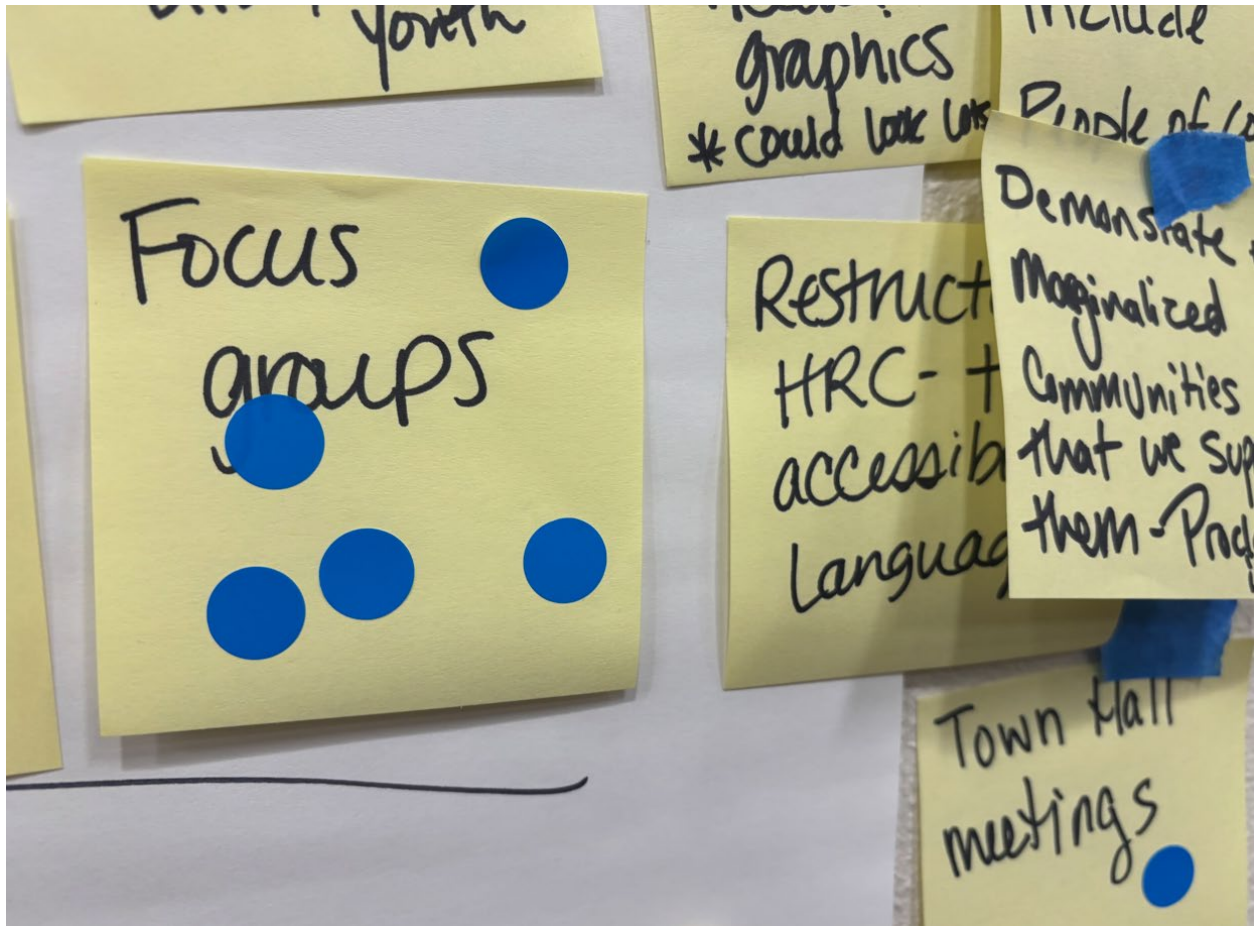
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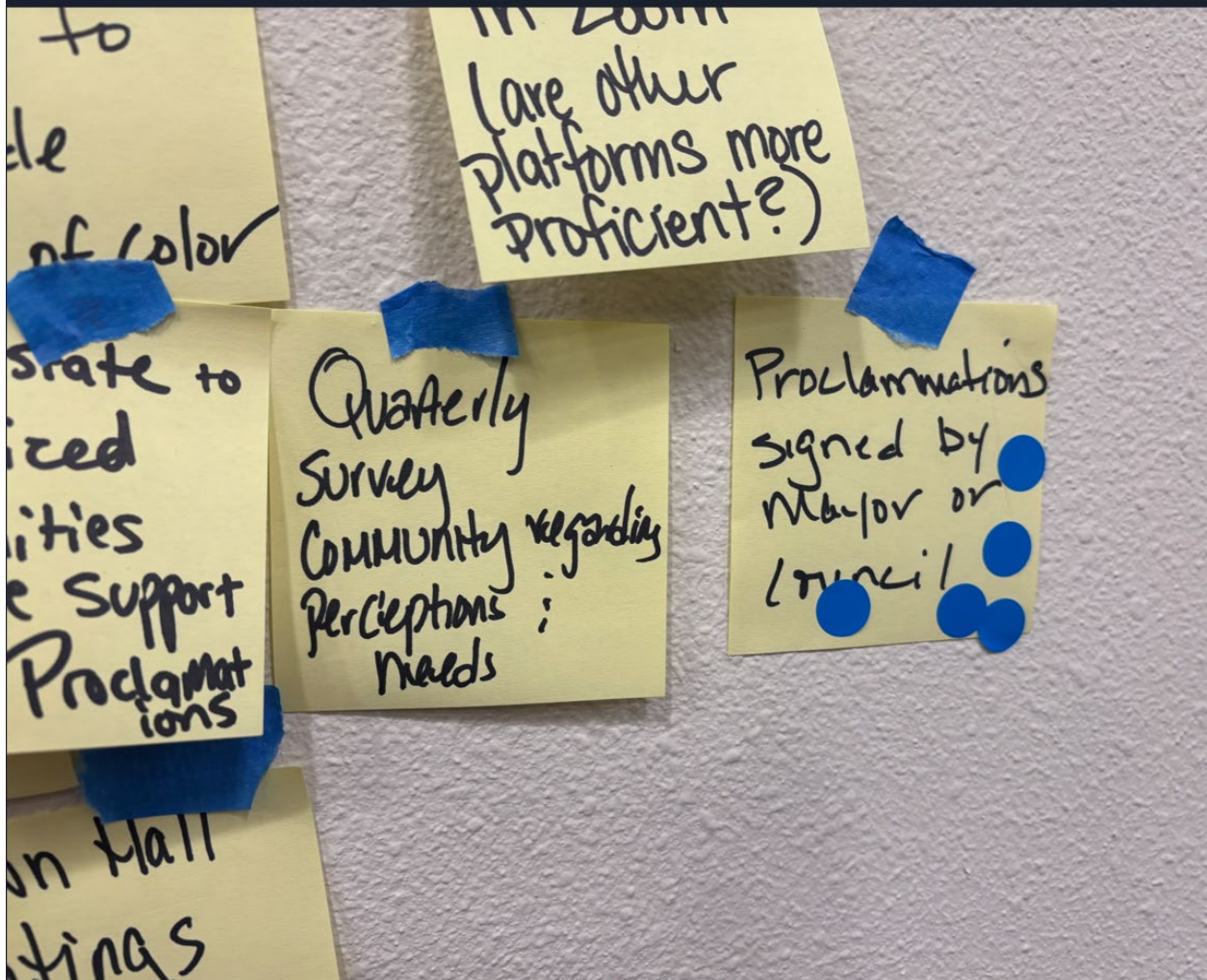


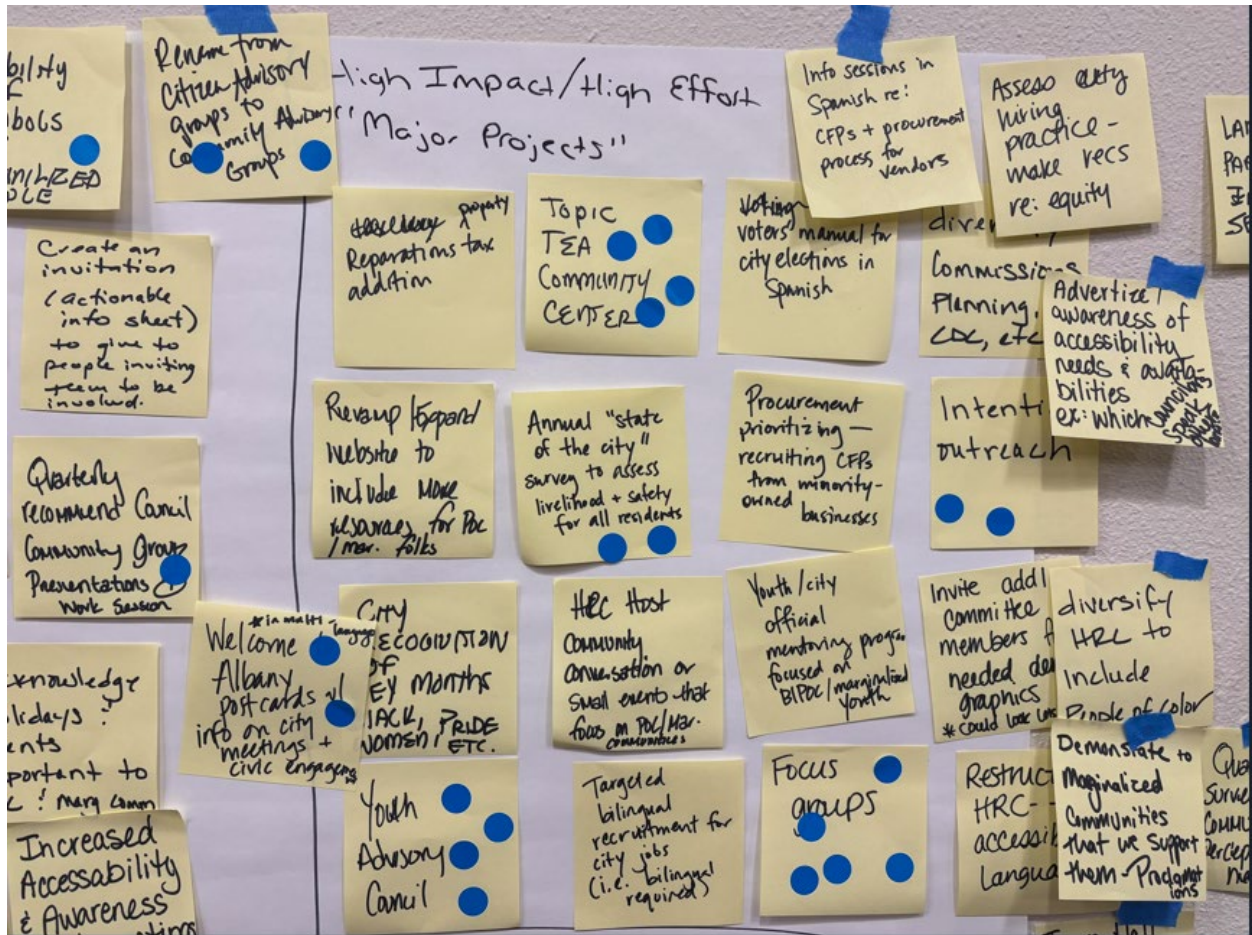
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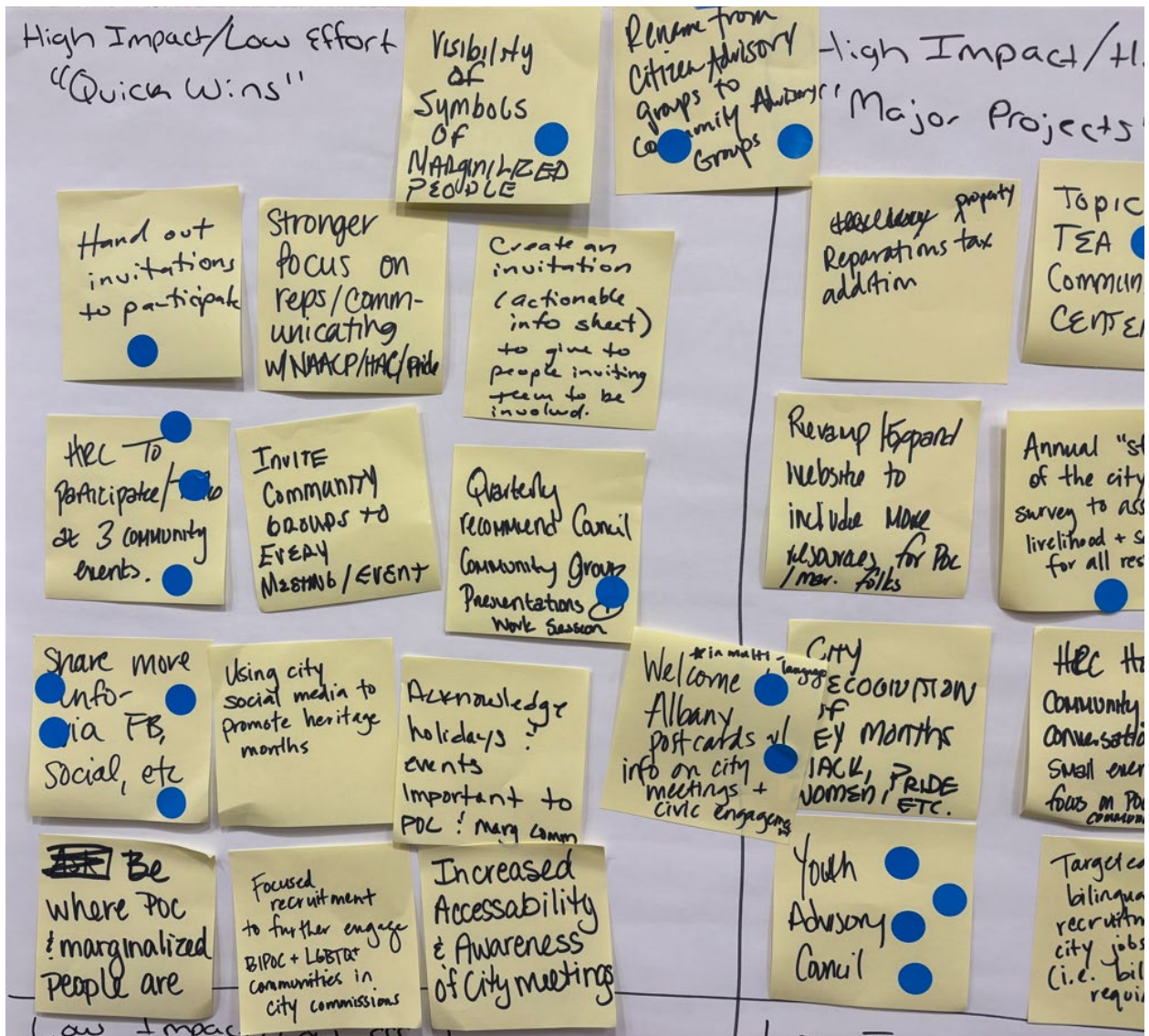
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