**Charter Commission**

**Retreat #1**

**March 30, 2021**

**Minutes**

**Attendance**

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| Commissioners |
| Name | Present | Absent | Name | Present | Absent |
| Amira Streeter | X |  | Andrew Speer  | X |  |
| Angela Jones | X |  | Angie Morrill |  | X |
| Anthony Castaneda | X |  | Becca Uherbelau | X |  |
| Bryan William Lewis | X |  | Candace Avalos | X |  |
| Dave Galat | X |  | Debbie Kitchin | X |  |
| Debra Porta | X |  | Hanna Osman |  | X |
| Karol Collymore | X |  | Melanie Billings-Yun | X |  |
| Raahi Reddy | X |  | Robin Ye | X |  |
| Salome Chimuku | X |  | Steven Phan | X |  |
| Vadim Mozyrsky | X |  | Yasmin Ibarra | X |  |

|  |
| --- |
| Staff |
| Name | Name | Name |
| Julia Meier | Allison Brown (JLA) | Maja Haium |
| Laura Oppenheimer | Ariella Frishberg (JLA) | Shoshana Oppenheim |
| Diana Shiplet |  |  |

**Welcome**

Allison welcomed the group and gave overview of the agenda. Julia also welcomed the group and gave some context for the retreat.

**Introductions**

Allison led the group through a round robin of introductions. Each Commissioner was asked to share their name, their relevant experience, and their response to the question, ‘how did you find your voice in public service?’ Each commissioner shared their personal story.

**Shared Values and Outcomes Discussion**

Allison presented a virtual “sticky wall” tool pre-populated with the values and outcomes Commissioners had shared in their one-on-one conversations with Julia. Allison explained the goal of this conversations was to share and understand the values (how they want to approach this work) and outcomes (measurable goals) of this Charter update. Commissioners were invited to add sticky notes to the virtual wall, and ‘upvote’ notes that they agreed with.

Some of the values shared during this activity included:

* Anti-Racism
* Intentionality
* Respect
* Efficiency
* Accountability
* Courage
* Honesty/Trustworthiness
* Cultural humility
* Integrity
* Inclusion
* Good communication
* Accessibility
* Transparency
* Openness
* Collaboration
* Addressing microaggressions
* Equitable facilitation

Commissioners also listed the following themes as important topic areas for future Charter Commission conversations:

* Form of government including improved bureau functioning and service delivery
* Increase the size of city council
* Reform elections and voting, including increased representation and voter expansion
* Mental health and addiction
* Housing
* Police accountability and public safety
* Zoning and permitting
* Future charter review processes and checks on the commission
* Black Lives Matter and reparations
* Civic engagement
* Neighborhood associations
* Budgeting
* The arts
* Tax revenue and equity
* Relationships with Native communities

**The Work Ahead**

Allison noted that the following meeting would be focused on how the group works together, including presentations from the bylaws working group, and a discussion on working agreements. The group would be sent opportunities for feedback, and a homework assignment, in anticipation of the next retreat session. Julia expressed gratitude for the time and attention of the Commissioners.

Meeting Chat

17:59:21 From Candace Avalos: I sent Amira a link but she might show up in participants FYI - will need to move to panelist when she does

18:02:06 From Candace Avalos (she/her): there's no globe :( does it only work for attendees maybe? not panelists?

18:03:04 From Ariella Frishberg (she/her), JLA: Is it an option under the three dots/More on your menu?

18:03:25 From Candace Avalos (she/her): :) I'm an avid chat user :)

18:03:38 From Comm. Streeter (she/her): Yes - the dots on your photo

18:03:38 From Robin Ye (he/him): I am usually a side chat monster, and I'm trying to curb my habit

18:03:49 From Comm. Streeter (she/her): ^ ditto to Robin

18:03:57 From Comm. Streeter (she/her): I see the globe fyi

18:04:03 From Ariella Frishberg (she/her), JLA: The interpretation menu should now be available to everyone.

18:04:08 From Steven Phan (He/Him): I can see the globe as well!

18:05:09 From Ariella Frishberg (she/her), JLA: Auto generated closed captioning is now on, you can mute it by selecting "hide subtitles" if you find them distracting.

18:05:20 From Angela jones she/her: Just eating dinner eeek

18:06:36 From Comm. Ye (he/him): GREAT question

18:10:47 From Candace Avalos (she/her): I looove the soft stuff :)

18:11:08 From Candace Avalos (she/her): no reactions on webinar feature :(((

18:11:10 From Comm. Ye (he/him): yes, enable the emojis

18:11:13 From Comm. Ye (he/him): nooooooooooo

18:11:21 From Candace Avalos (she/her): yeah it stinks. I communicate mostly through reactions :/

18:11:37 From Comm. Streeter (she/her): no problem!

18:23:04 From Comm. Streeter (she/her): great book

18:27:06 From Allison Brown (she/her): Next up: Karol, Laura, Anthony

18:30:10 From Comm. Ye (he/him): Who won?

18:30:16 From Allison Brown (she/her): After Anthony, then Becca, Shoshannah and Commissioner Reddy

18:30:20 From Karol Collymore: Laura. Like EVERY WEEK

18:30:43 From Comm. Ye (he/him): yesss yearbook!

18:31:00 From Comm. Streeter (she/her): yes to yearbook!

18:33:10 From Karol Collymore: Forgiveness y’all. Boss called.

18:35:05 From Anthony Castaneda: actively listening. going to take a few bites of dinner

18:35:26 From Comm. Ye (he/him): Thank you for sharing!

18:35:29 From Candace Avalos (she/her): <33

18:35:32 From Shoshanah O (She/They Either): heart emoji here!

18:35:40 From Karol Collymore: Love you, B.

18:35:48 From Comm. Streeter (she/her): <3 <3 <3 thank you so much for sharing - so powerful

18:35:51 From Steven Phan (He/Him): <3

18:36:03 From Candace Avalos (she/her): never apologize for being your true self <3

18:36:04 From Comm. Ye (he/him): Heart emoji

18:36:07 From Comm. Reddy (she/her): sending you hugs Becca

18:36:14 From Comm. Lewis (He/Him): <3

18:36:24 From Comm. Streeter (she/her): feels and tears are welcomed in this space

18:36:52 From Debra Porta (She/Her): Yup yup

18:37:00 From Yasmin Ibarra (she,her): thank you for sharing Becca <3

18:37:01 From Comm. Chimuku (She/Her): Thanks for sharing

18:37:01 From Diana Shiplet she/her: connectivity issues. Hoping lack of camera at the moment will help.

18:37:15 From Allison Brown (she/her): UP next: Commissioner Reddy, Yasmin and Candance

18:43:00 From Allison Brown (she/her): \*Candace! Not Candance

18:43:19 From Candace Avalos (she/her): lol! I CAN dance, but it's not my name ;)

18:43:25 From Comm. Ye (he/him): from this meeting alone, maybe thankful not to be born until the 90s..

18:43:49 From Candace Avalos (she/her): lmao Robin

18:44:13 From Shoshanah O (She/They Either): Had a "Say Nope to Bork!" tee shirt!

18:47:18 From Karol Collymore: Thank you!!

18:48:27 From Allison Brown (she/her): Next up: Dave, Steven and Commissioner Streeter

18:50:01 From Diana Shiplet she/her: Adult Student Government. Best description ever.

18:53:40 From Comm. Chimuku (She/Her): Thanks Dave for sharing that <3

18:54:04 From Comm. Reddy (she/her): me too!

18:54:16 From Karol Collymore: I spoke Spanish until 3 or 4

18:54:57 From Maja K. Haium (she/her): BRB, I have to feed my kids.

18:55:00 From Allison Brown (she/her): After Commissioner Streeter, then over to Diana, Commissioner Chimuku and Vadim

18:55:55 From Comm. Reddy (she/her): listening--just eating

18:56:09 From Shoshanah O (She/They Either): BRB

18:56:35 From Diana Shiplet she/her: We love new voices around here!

19:00:35 From Candace Avalos (she/her): ugh this is so relatable Amira! DC felt so inaccessible, Oregon is way more accessible to use your voice

19:01:19 From Comm. Streeter (she/her): ^ agreed

19:01:33 From Debra Porta (She/Her): Much more than Texas too-at least Dallas

19:03:55 From Allison Brown (she/her): Next up: Vadim, Angela, Commissioner Lewis

19:04:03 From Candace Avalos (she/her): PRE NATAL HAHAHA

19:06:02 From Comm. Streeter (she/her): :-D

19:09:14 From Allison Brown (she/her): Up next: Commissioner Lewis, Andrew and Ariella

19:18:18 From Comm. Streeter (she/her): same about politics... who knew?

19:18:53 From Debra Porta (She/Her): LOVE community college

19:22:17 From Andrew Speer: I loved that you called your PCC experience Debora!

19:23:02 From Candace Avalos (she/her): I'm not Jewish, but I LOVE Tikkun Olam... I learned about it in college and I felt it described so much of what I believed

19:23:48 From Ariella Frishberg (she/her), JLA: <3

19:35:42 From Candace Avalos (she/her): My favorite Spongebob song:

F is for friends who do stuff together

U is for you and me

N is for anywhere and anytime at all

down here in the deep blue sea!

19:36:07 From Steven Phan (He/Him): That was tooo easy

19:36:16 From Comm. Streeter (she/her): wow

19:36:39 From Candace Avalos (she/her): lmaooo

19:36:54 From Comm. Ye (he/him): I just vote for who I wish it was

19:37:00 From Comm. Streeter (she/her): lolol

19:37:32 From Comm. Streeter (she/her): I knew it! LOL

19:37:45 From Debra Porta (She/Her): Ha! 2 for 2!

19:38:06 From Comm. Streeter (she/her): eating

19:38:18 From Steven Phan (He/Him): Seems appropriate for a 1999 MJ

19:40:25 From Melanie Billings-Yun: can you make the screen larger?

19:40:46 From Candace Avalos (she/her): you can zoom by going to view options at the top

19:40:58 From Melanie Billings-Yun: Thanks, Still not big enough to read

19:41:23 From Candace Avalos (she/her): yeah it's too small for me too, but I just clicked the link and I'm zooming in on my other screen

19:43:19 From Shoshanah O (She/They Either): How do you get the reactions again?

19:45:00 From Debra Porta (She/Her): How do we scroll left and right?

19:45:03 From Shoshanah O (She/They Either) to Ariella Frishberg (she/her) (Direct Message): Can you show the zoom again?

19:45:22 From Steven Phan (He/Him): right click and drag

19:45:43 From Debra Porta (She/Her): Thanks!

19:45:45 From Ariella Frishberg (she/her): Use the buttons in the bottom right hand corner to zoom. Right click to drag the map around so you can get to other areas.

19:47:14 From Ariella Frishberg (she/her) to Julia meier(Direct Message) : Just noticed neither of the ASL interpreters have their videos on. Did you get any info about that?

19:50:41 From Julia meier to Ariella Frishberg (she/her) (Direct Message): No.

19:51:09 From Ariella Frishberg (she/her) to Julia meier (Direct Message): hmm.

19:52:00 From Ariella Frishberg (she/her) to ASL Interpreter (Direct Message): are you having technical difficulties?

19:52:12 From Ariella Frishberg (she/her) to ASL Interpreter (Direct Message): are you having technical difficulties?

19:53:14 From Karol Collymore: +1 on that question

19:53:28 From Ariella Frishberg (she/her): again, if you don't want to use the board, feel free to send your thoughts in the chat and we will make sure they make it onto the board.

19:54:11 From Comm. Reddy (she/her) to Ariella Frishberg (she/her) (Direct Message): shared prosperity, and for process: honesty

19:54:24 From Comm. Reddy (she/her) to Ariella Frishberg (she/her) (Direct Message): and courage

19:55:33 From Ariella Frishberg (she/her) to Comm. Reddy (she/her) (Direct Message): let me know if you'd like me to move them!

19:55:39 From Julia meier to Ariella Frishberg (she/her) (Direct Message): I sent messages to the ASL interpreters but haven't gotten a response. U?

19:57:25 From Ariella Frishberg (she/her) to Julia meier (Direct Message): I did as well and haven't heard back. Do you want to email? I think we're fine for tonight, but I am curious about what happened.

19:57:46 From Karol Collymore: Anti-racism is a value put is it more a way of working?

19:57:51 From Karol Collymore: Or both?

19:58:09 From Diana Shiplet she/her: Appreciate the pro-active nature of anti-racism versus the more passive nature of equity or inclusion (though they are both necessary in this process as well)

19:58:49 From Angela jones she/her: Agree. Anti racism comes from a strong place of revolution from systemic racism

20:00:14 From Comm. Ye (he/him): Very much yes!

20:00:49 From Comm. Streeter (she/her): I see the board but my computer is slow so I will put my ideas in the chat

20:01:00 From Comm. Streeter (she/her): I couldn't agree more with this conversation

20:02:29 From Angela jones she/her: This quote just popped up in my feed “The opposite of love isn’t hate, it’s apathy”….ANTI RACISM YES

20:02:46 From Debra Porta (She/Her): Totally agree-it will be super easy not to push boundaries in this process

20:02:47 From Comm. Ye (he/him): If someone could explain to me what they think when they reacted to "Efficiency", that would be great!

20:03:04 From Comm. Streeter (she/her): On this thread - addressing historic inequities like Portland redlining for example

20:03:14 From Karol Collymore: Anti-racism should be a process piece. It’s great to call it out as a value but if there isn’t an equity lens built to walk the work through, it won’t work.

20:03:51 From Debra Porta (She/Her): Agreed Karol

20:04:48 From Comm. Streeter (she/her): Sticky to add: inclusive community engagement

20:05:38 From Debra Porta (She/Her): Values don't mean a lot without actual practice

20:05:56 From Comm. Chimuku (She/Her): yes

20:06:30 From Comm. Streeter (she/her): Sticky: Equity centered facilitation, ex: ASL interpretation, translation, meeting people where they are

20:08:09 From Shoshanah O (She/They Either): Thank you for including me. I am so excited for the City of Portland and for you as a Commission. Hard tough work ahead. Looking forward to your leadership and supporting your work. I have to step out.

20:08:14 From Comm. Streeter (she/her): Sticky: Openness to new and unique ideas

20:09:25 From Comm. Streeter (she/her): 100% reaction on respect and trust

20:09:48 From Comm. Streeter (she/her): Communication is KEY - what are we doing? how are we doing it? what are the values that hold us accountable to the work?

20:10:29 From Comm. Streeter (she/her): Sticky for priority areas/topics: environmental stewardship and sustainability

20:12:32 From Shoshanah O (She/They Either): https://www.nytimes.com/2021/03/23/nyregion/nyc-racial-justice-commission.html

20:12:57 From Comm. Reddy (she/her): thanks Shoshanah

20:14:31 From Comm. Reddy (she/her): How about Who benefits? who is burdened? And how can we achieve positive equity impacts?

20:14:32 From Candace Avalos (she/her): I agree with you

20:15:05 From Comm. Streeter (she/her): Dismantling inequities however they show up

20:15:21 From Debra Porta (She/Her): I think the two are interconnected but, ya, I think we are sort of doing too many pieces at one time

20:16:31 From Comm. Streeter (she/her): How can we address these issues as they manifest under how the City operates? ex: issues on development, issues on funding, issues on City decision-making

20:16:38 From Comm. Reddy (she/her): voter expansion

20:16:56 From Melanie Billings-Yun to Ariella Frishberg (she/her) (Direct Message): Like improve bureau functioning

20:17:14 From Comm. Streeter (she/her): Heart reaction on the arts

20:17:22 From Candace Avalos (she/her): yeah this is what we should do with the charter

20:17:24 From Comm. Reddy (she/her): taxation for community uplift

20:17:53 From Comm. Streeter (she/her): loving all these topics

20:19:02 From Comm. Streeter (she/her): 100% to change form of government, address housing issues, increase size, improve bureau functioning

20:19:05 From Comm. Ye (he/him): Community engagement is axiomatic to this process. Whatever we come up with we will need to challenge voters and build the case for reform, and we won't get that done if we're not at least deeply thinking about how we work together. Process is just an integral to "results"

20:19:26 From Comm. Reddy (she/her): agreed Robin

20:19:58 From Debbie Kitchin, (she/her): I'm very interested in district representation on City Council - does that fall under form of government?

20:20:09 From Comm. Reddy (she/her): Distribution of tax revenue for equity

20:20:09 From Candace Avalos (she/her): A reminder that folks should choose the "all panelists and attendees" button - we don't have many observers but you should get into the habit :)

20:20:10 From Andrew Speer: Well said Robin

20:20:19 From Comm. Ye (he/him): I'd say so @Debbie

20:20:41 From Comm. Ye (he/him): Representation falls under reform elections and voting, in my mind

20:22:24 From Comm. Reddy (she/her): yes Salome!

20:22:37 From Comm. Streeter (she/her): I appreciate that statement!

20:22:40 From Anthony Castaneda: Yes agree!

20:23:34 From Comm. Streeter (she/her): I would not want to touch zoning and permitting unless there are inequities connected with that

20:24:12 From Ariella Frishberg (she/her) to Comm. Streeter (she/her)(Direct Message) : would you like me to down vote it?

20:24:20 From Comm. Streeter (she/her) to Ariella Frishberg (she/her) (Direct Message): yes

20:24:24 From Comm. Ye (he/him): community agreements!

20:24:37 From Comm. Streeter (she/her): yes!

20:24:47 From Comm. Ye (he/him): +1 to community agreements. They are operational and also values

20:25:06 From Candace Avalos (she/her): my bad lol!

20:25:19 From Comm. Streeter (she/her): upvote heart for mental health and addiction

20:26:11 From Karol Collymore: +1 Becca

20:26:44 From Debbie Kitchin, (she/her): Agree Becca

20:26:50 From Comm. Ye (he/him): @Ariella can you propose a link between "improve bureau functioning" to Change the form of gov't?

20:27:02 From Comm. Streeter (she/her): Definitely what Andrew is saying - I believe Mult Co is responsible for health services

20:27:04 From Diana Shiplet she/her: Good point, Andrew - also state's role in mental health as well

20:27:07 From Comm. Ye (he/him): thank you!

20:27:10 From Comm. Streeter (she/her): yes

20:27:20 From Karol Collymore: Thanks everyone

20:27:34 From Comm. Streeter (she/her): Much gratitude!

20:27:34 From Debra Porta (She/Her): I think that goes to the whole desire for informed decision-making...including what our actual authorities are (not just the Commission, but the City as a whole)

20:28:11 From Andrew Speer: Thank you all for the discussion tonight and for everyone sharing some of their personal stories.

20:28:50 From Comm. Streeter (she/her): Much gratitude to everyone tonight!

20:29:16 From Comm. Streeter (she/her): Must have = anti-racist framework

20:29:28 From Debra Porta (She/Her): Agreed

20:30:21 From Comm. Chimuku (She/Her): Thank you everyone!

20:30:23 From Becca Uherbelau (she/her): Thanks all!

20:30:29 From Steven Phan (He/Him): Thanks Y'all!

20:30:29 From Laura Oppenheimer (she/her) - City of Portland: Thank you, everybody, for all your energy, honesty and passion. I'm really grateful for what you're all bringing to this work.

20:30:35 From Debbie Kitchin, (she/her): Thanks everyone!

20:30:40 From Ariella Frishberg (she/her): Survey for attendees: https://docs.google.com/forms/d/e/1FAIpQLSfO0l9PlqtSwZDwkdvhG27HdHsSCkSIdVoy4lo0bQxOqYeokA/viewform?usp=sf\_link

20:30:42 From Comm. Ye (he/him): Good first meeting!

20:30:43 From Debra Porta (She/Her): Thank you!

20:30:44 From Candace Avalos (she/her): Thisi s gonna be hard but fun! :)

20:30:47 From Anthony Castaneda: Thank you everyone. I loved hearing your stories.

20:31:03 From Ariella Frishberg (she/her): Commissioners, look for an email tomorrow with the feedback form link.

20:31:20 From Comm. Streeter (she/her): Can you email the survey?

20:31:34 From Anthony Castaneda: Thank you staff!

20:31:36 From Comm. Ye (he/him): Shout out to our attendee Jordan Cole

20:32:04 From Angela jones she/her: Amen!

20:32:19 From Debra Porta (She/Her): Well said Candace!

20:33:35 From Vadim Mozyrsky: I enjoyed hearing from everyone. Looking forward to collaborating more in the future.