

CITIZEN ADVISORY COMMITTEE APPOINTMENTS

A. MOTION: IN THE MATTER OF APPOINTING TWO (2) NEW MEMBERS TO THE HUMAN RIGHTS ADVISORY COMMITTEE

VACANCY: Two (2) County Employee

B. The Lane County Human Rights Advisory Committee has reviewed the attached applications.

RECOMMENDATION

TERM & EXPIRATION

Beatrice Head
Eugene, OR 97404

1st 04/30/2007
Replacing: Daisy Rothgery

Emlee Lassiter
Eugene, OR 97405

1st 04/30/2007
Replacing: Linda Wagner

TOTAL MEMBERSHIP: 14

TERMS: Four years of staggered terms

NO. OF APPLICATIONS REVIEWED: Three (3)

MANDATED COMMITTEE: No

STAFF LIAISON: Laura Yergan

C. **COMMITTEE CHARGE:** Advises the Board of County Commissioners on the status of civil and human rights in the County, and provides the Board of County Commissioners and County departments community input and feedback regarding human rights and affirmative action; provides community education and outreach through the recommendation, development, and implementation of human rights programs within Lane County; develops and publicizes a system to assist persons in seeking resolution of harassment and discrimination complaints and recommends appropriate action; recommends policies and actions to improve access to County services and employment opportunities, and for overcoming cultural, linguistic, and physical barriers which limit accessibility; provides an annual report to the Board of County Commissioners on the progress and condition of human rights in Lane County (including past activities, future goals and the number, type and resolution of complaints); holds at least three (3) meetings outside the Eugene/Springfield area utilizing city council meetings, community forums, and joint meetings with the Board of County Commissioners; develops a workplan and annually for the upcoming year; affirms, encourages, and promotes programs and services designed to effectuate the spirit and intent of laws prohibiting discrimination and that recognize and value the cultural diversity of Lane County.

D. BACKGROUND AND ANALYSIS: The Lane County Human Rights Advisory Committee (LCHRAC) has two (2) vacancies. The individuals being recommended to fill the two county employee vacancies are Beatrice Head and Emlee Lasiter.

Beatrice (Bee Bee) has been a resident of Lane County for 23 years and currently lives in the North Eugene district. Bee Bee has served on the DYS Diversity Committee, the Lane County Diversity Support Committee, and the Federal Commission on Civil Rights.

Emlee (Emi) has been a resident of Lane County for 39 years and currently lives in the South Eugene district. Emi is active in the Native American community and is on the Board of Japanese American Association and participates in both Native American traditional dance and Japanese folk dance.

CITIZEN ADVISORY COMMITTEE APPOINTMENTS (CONT'D.)

The LCHRAC received three (3) applications for membership when it advertised for the one (2) vacancies in November 2002. A panel of two (2) committee members interviewed three (3) of the applicants. Two (2) applicants were selected from among those interviewed for the Committee.

The applicants will be replacing two members whose terms have expired. Beatrice will be replacing Daisy Rothgery and Emlee will be replacing Linda Wagner. Each of the terms will start February 24, 2003 and continue up to April 30, 2007.

HUMAN RIGHTS ADVISORY COMMITTEE

Advises the Board of County Commissioners on the status of civil and human rights in the County, and provides the Board of County Commissioners and County departments community input and feedback regarding human rights and affirmative action; provides community education and outreach through the recommendation, development, and implementation of human rights programs within Lane County; develops and publicizes a system to assist persons in seeking resolution of harassment and discrimination complaints and recommends appropriate action; recommends policies and actions to improve access to County services and employment opportunities, and for overcoming cultural, linguistic, and physical barriers which limit accessibility; provides an annual report to the Board of County Commissioners on the progress and condition of human rights in Lane County (including past activities, future goals and the number, type and resolution of complaints); holds at least three (3) meetings outside the Eugene/Springfield area utilizing city council meetings, community forums, and joint meetings with the Board of County Commissioners; develops a workplan and annually for the upcoming year; affirms, encourages, and promotes programs and services designed to effectuate the spirit and intent of laws prohibiting discrimination and that recognize and value the cultural diversity of Lane County.

Date Committee formed:	Term: Staggered 4-yr. terms
Department: Personnel	
Staff: Laura Yergan	Membership 14 (Including 3 Lane County employees)
Telephone: 682-3153	
Meetings: Monthly (4 th Monday of each month)	
Commissioner: Peter Sorenson	Non-mandated

<u>NAME</u>	<u>TERM EXPIRATION</u>	<u>LOCATION</u>
James Mattiace	04/03/04 2 nd term	Eugene, Or
Brian Cox	04/30/06 1 st term	Eugene, Or
Leslie Carthrum	04/03/06 1 st term	Springfield, Or
Charlie Larson	04/30/04 1 st term	Eugene, Or

<u>NAME</u>	<u>TERM EXPIRATION</u>	<u>LOCATION</u>
Heather Cranor	04/30/06 1 st term	Springfield, Or
Terry Leary	04/30/05 1 st term	Eugene, Or
Sarita Black	04/30/04 1 st term	Eugene, Or
Leslie Scott	09/23/03 1 st term	Eugene, Or
F. Nadia Sindi	03/10/03 1 st term	Eugene, Or
Serafina Clarke	04/30/03 1 st term	Eugene, Or
G. Dennis Shine	04/30/06 2 nd term	Springfield, Or
Theo Halpert	04/30/06 1st term	Eugene, OR

RECOMMENDED APPOINTMENT:

Beatrice Head	04/30/07 1 st term	Eugene, OR
Emlee Lassiter	04/30/07 1 st term	Eugene, OR

LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
COUNTY EMPLOYEE VACANCY INTERVIEW LIST

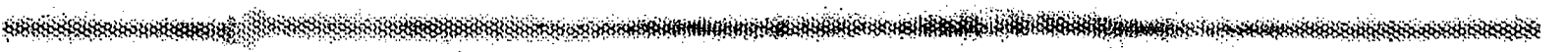
- Emlee (Emi) Lassiter
- Kevin King
- Beatrice (BeeBee) Head

9:00 AM

10:00 AM

11:15 AM

*Notice
Time*



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



The Board of Commissioners has adopted the following policy on reappointments:

- a. Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.
- b. The deadline for incumbent applications will be the same as the deadline for new applications.

Please Print

Name: HEAD BEATRICE
(Last) (First)
Address: Eugene, 97404
(Street) (City) (Zip)

Home Phone _____ How Long Have You Lived in Lane County? 23 Years ___ Months

Occupation: Intake Counselor Place of Employment: Lane County DYS

Business Address: 2727 Centennial Blvd. Business Phone: _____

E-Mail Address: Beebee.L.HEAD@co.lane.or.us Fax: -6824724

NOTE: Information in this box consisting of home addresses and phone numbers may be exempt from disclosure per ORS 192.502(3).

OPTIONAL INFORMATION

Supplying this information will assist Lane County to evaluate whether appointments represent a broad cross section of the county. This is a matter of public record and is optional.

- | | | |
|---|--|---|
| <input type="checkbox"/> Male | <input checked="" type="checkbox"/> Female | <input type="checkbox"/> Asian American |
| <input type="checkbox"/> African American | <input type="checkbox"/> European American | <input type="checkbox"/> Native American |
| <input checked="" type="checkbox"/> Hispanic/Chicano/Latino | <input type="checkbox"/> Other: | <input type="checkbox"/> Disability: *Type: |

*This information is used to ensure there is reasonable accommodation and representation on advisory boards.

Is your age over 40? Yes No

Lane County does not discriminate against any person on the basis of race, color, national origin, gender, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities.

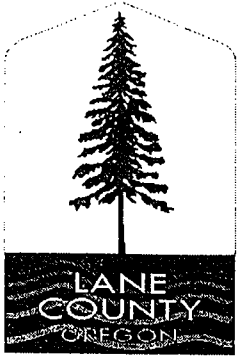
Signature of Applicant _____

Date: 12/3/2002

Except as noted above, all information provided as part of this application is a public record subject to disclosure.

Please Return to: Lane County Administration
Public Service Building
125 East 8th Avenue
Eugene, OR 97401

NOTE: If you are not selected at this time, your application will be kept on file for 12 months from the date it was received and will be reconsidered as vacancies occur.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

Form with fields: APPLICANT'S NAME: Beatrice "BeeBee" Head; DATE: 12/3/2002; NAME OF ADVISORY COMMITTEE: Lane County Human Rights Advisory Committee; PLEASE CHECK ONE: [X] New Applicant, [] Application for Reappointment

- 1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee... I have been an active advocate for youth through my role as an Intake Counselor at the Lane County Dept. of Youth Services.
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? I am committed to helping all people receive fair and equal opportunities.
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. Since Sept. 11th, a number of groups have been targeted in ways that raise concerns this needs to be addressed.
4. Briefly describe your present or past involvement in relevant community groups. I am a member of the DYS Diversity Committee.
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort? As an advocate who has been working on these issues in my community for over 20 years.
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones? Other than the ones I listed on question #4, I am not currently involved in any others.
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment?
8. How did you learn about this vacancy?
9. In which County Commissioner District do you reside? please check one:

LCHRAC INTERVIEW RATING SHEET

Applicant's Name Beatrice Head

ReBe

Reviewer Name Char Mauck

Date 1-10-03

FACTORS	RATINGS					COMMENTS
	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	OUTSTANDING 5 points each	
Understanding of Diversity & Human Rights Issues					5	very broad understanding - excellent background of committee work of Federal Commission
Ability to View Broad Perspective on Human Rights Issues					5	Doesn't seem to have a problem w/ seeking info - lots of connections
Ability to Commit to Regular Meeting Attendance & Committee Activities					5	Potential for files - schedule & supporting work environment - willing to use personal time
Ability to Contribute to Human Rights Issues					5	Strong advocate both HR issues. Good addition w/ youth work
Discrimination & Harassment Experience					5	willing to go above & beyond to assure equitable & fair treatment
Total Points:						25



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name (BeeBee) Beatrice Head

Date 1-10-03

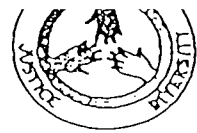
Reviewer Name Char Mauch

1. What do the terms *diversity* and *human rights* mean to you? *Both very important diversity - inclusive differences - lots of diversity comm work - hiring process, panels - HR - serve on federal commission on equal access. Fair treatment due process - need advocates for accountability - treat people fairly & equitably -*
2. Expand on your reasons for wanting to be on the committee. *Want to be a part of the work - knows others personally who have served - interested in the HR aspect - volunteer - use to people doing advocacy - if good fit*
3. Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights. *Done a lot of networking in community - Asking for advice & support - 2 grandchildren Native American - Being willing to say I don't know - finding out & following up*
4. What is your ability to commit to regular attendance at monthly meetings, as well as additional time to work on committee projects and activities? (This may be approximately six to eight hours a month). *DYS is good about flex time - if something comes up supportive staff to help - has extra personal time that can be used -*
5. What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues? *Confidential institutional discrimination - outspoken - compromise*
Serve on fed commission - helped establish diversity comm - served on Lane City comm. Understands the importance of sharing work - Bilingual experience in LA - Kids & friends dealing w/ discrimination; educate & support change
6. Describe your experience in dealing with discrimination or harassment. What actions did you take? *friend from work - situation @ Churchill - basketball team - filed formal grievance - split costs of Atty - went before Equity comm - talked w/ school's atty know what a negotiated agreement would look like - been involved in several - how to make equitable & fair*
7. Do you have any questions for us? *What does the committee do?*

LCHRAC INTERVIEW RATING SHEET

Applicant's Name Res Bee Head Reviewer Name Nadia Sindi Date Jan 12-03

FACTORS	RATINGS					COMMENTS
	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	OUTSTANDING 5 points each	
Understanding of Diversity & Human Rights Issues					5	Excellent Responses. Great look to outstanding comprehension of the issues of Human Rights
Ability to View Broad Perspective on Human Rights Issues					5	Great knowledge understanding ability to view long term & short term goals & direction
Ability to Commit to Regular Meeting Attendance & Committee Activities					5	Very much so. ready & close working for DHS. Always
Ability to Contribute to Human Rights Issues					5	Outstanding contributions made on tasks. Well qualified trained - excellent & direct experience with from daily work - Issue of bigotry, Racism, discrimination,
Discrimination & Harassment Experience					5	
Total Points: 25						A++



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name Beatrice Heud "Bee Bee" Date Jan. 10 - 03

Reviewer Name Nadia Sindi

1. What do the terms *diversity* and *human rights* mean to you?

encompass different, developing committee, having committee, Human Rights Fedn. Civil
HR is basic right, equal access, fair treatment, hold ourselves accountable

2. Expand on your reasons for wanting to be on the committee.

Seeing the word Human Right made her interested, doing advocacy - going
to court - bilingual, bicultural

3. Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights.

networking, asking for advice, some places to look, being willing to say I don't
know about that.

4. What is your ability to commit to regular attendance at monthly meetings, as well as additional time to work on committee projects and activities? (This may be approximately six to eight hours a month.)

Very flexible - to work and committee, working for the county, got plenty of
time. She's very flexible

5. What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues?

1 - serve Civil Rights, Established first diversity committee - chair person
for the diversity - out spoken, compromise, listen, feel
realism. Educate & support change confronting constitution of racism

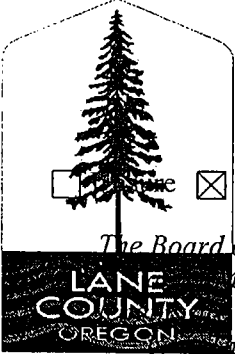
6. Describe your experience in dealing with discrimination or harassment. What actions did you take?

was not selected, filed a formal grievance. ACLU - single - negotiated agreement
with the school district. Not doing fair & equitable way push the steps to do what's
equitable & fair.

7. Do you have any questions for us?

What's this Committee
do? What's our Role?
What do we do
Do we have power?

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



Eugene West Lane County Springfield South Eugene North Eugene East Lane County

The Board of Commissioners has adopted the following policy on reappointments:

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The deadline for incumbent applications will be the same as the deadline for new applications.

Please Print

Name: King Kevin
(Last) (First)
Address: Eugene 97404
(Street) (City) (Zip)

Home Phone: How Long Have You Lived in Lane County? 42 Years 3 Months

Occupation: Computer programmer Place of Employment: Lane County

Business Address: IS/Public Works Business Phone:

E-Mail Address: Kevin.King@co.lane.or.us Fax: -6828501

NOTE: Information in this box consisting of home addresses and phone numbers may be exempt from disclosure per ORS 192.502(3).

OPTIONAL INFORMATION

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- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Male | <input type="checkbox"/> Female | <input type="checkbox"/> Asian American |
| <input type="checkbox"/> African American | <input checked="" type="checkbox"/> European American | <input type="checkbox"/> Native American |
| <input type="checkbox"/> Hispanic/Chicano/Latino | <input type="checkbox"/> Other: | <input type="checkbox"/> Disability: *Type: |

*This information is used to ensure there is reasonable accommodation and representation on advisory boards.

Is your age over 40? Yes No

Lane County does not discriminate against any person on the basis of race, color, national origin, gender, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities.

Signature of Applicant _____

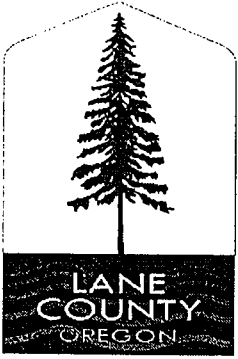
Date: 11/26/02

Except as noted above, all information provided as part of this application is a public record subject to disclosure.

**Please Return to: Lane County Administration
Public Service Building
125 East 8th Avenue
Eugene, OR 97401**

NOTE: If you are not selected at this time, your application will be kept on file for 12 months from the date it was received and will be reconsidered as vacancies occur.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



11/26/02

APPLICANT'S NAME: Kevin E King	DATE: 11/26/2002
NAME OF ADVISORY COMMITTEE: Human Rights	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)
 11 years US Air Force training and participation in local community diversity and cultural support activities at bases in other regions of the United States and in Asia and Europe.

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
 I want to participate in the Human Rights forum because I care deeply that as a citizen of Lane County I do my utmost to ensure that the county live up to the rights of people embodied in the U.S. Constitution and that we constantly strive to enlargen our view of humanity and create an environment of openness and compassion. I have no personal agenda other than to listen, learn and be responsive to the needs of all my neighbors with a goal of working tirelessly to help create a community where no one feels like a second-class citizen.

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
 It is my greatest desire that every citizen (indeed, every human being) find their own voice and have every right and opportunity to exercise it as they see fit. Primarily, equal access to government and community resources and equal protection and respect by law enforcement; secondarily, equal access to economic resources such as education and healthcare.

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
 I've worked with Birth-to-Three and Womenspace through the United Way.

5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
 Lane County must be a welcome home to all people who visit or choose to live here, where the characteristics and attributes that distinguish each of us are received as the gifts they truly are. I will contribute to this effort by championing individual rights and programs that keep this goal in the forefront of the collective consciousness within the county community.

6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
 No.

7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)

No Yes Specify:

8. How did you learn about this vacancy? Newspaper Word of mouth Other: Lane County e-mail

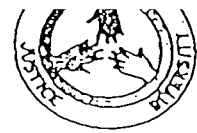
9. In which County Commissioner District do you reside? please check one:

LCHRA C INTERVIEW RATING SHEET

Applicant's Name Kevin King Reviewer Name Cheer Mack Date 1-10-03

FACTORS	RATINGS					COMMENTS
	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	OUTSTANDING 5 points each	
Understanding of Diversity & Human Rights Issues		2				Didn't offer enough specific info on various women's space issues
Ability to View Broad Perspective on Human Rights Issues		2				Didn't demonstrate an understanding of issues - appears passionate but nothing to back it up
Ability to Commit to Regular Meeting Attendance & Committee Activities		2				Indicate he's full time but will make time - did not address goal of other volunteer work
Ability to Contribute to Human Rights Issues		2				Seems passionate about issue but did not display how he has been involved
Discrimination & Harassment Experience		2				Minimal experience where he let someone else deal w/ the situation

Total Points: 10



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name Kevin King

Date 1-10-03

Reviewer Name Char Mauch

- What do the terms *diversity* and *human rights* mean to you?
Diversity - multiplicity - seeing things allowance of greatest variance - recognizing people for who they are - uniqueness
Diversity program - raise consciousness - embracing differences; Celebrate the differences - Human Rights - respect to individual
- Expand on your reasons for wanting to be on the committee.
To make a difference - want to actively do something - want to be a part of this - Give a voice to values -
[regardless of differences. Perhaps should respect more.]
- Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights.
Hard time imagining issues outside - if its important to someone else - important to me - Everything is about human rights - no set definition - have to be open to other possibilities - important to
- What is your ability to commit to regular attendance at monthly meetings, as well as to any additional time to work on committee projects and activities? (This may be approximately six to eight hours a month.)
Wouldn't embark w/o being able to goal the rights they should have of the way - I'll make time - have full life like everyone else but this is important to me -
an advocate for those who don't have
- What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues?
Haven't done anything directly - benefited from life experience - many years abroad in military - Military own social system - bring that experience - been in a lot of different cultures & being sensitive to cultural issues
- Describe your experience in dealing with discrimination or harassment. What actions did you take?
Air force - assigned to train a man from Vietnam w/ minimal English - language skill - civilian - possessed technical skills - asked to revisit evaluation - wanted EPR that didn't pass - civilian supervisors - could have been punished - went to commanding officer
- Do you have any questions for us?
What has the committee accomplished - military don't like conflict w/ civilian managers CO gave options - no work out solution behind the scenes - still had option to go to EEP - worked out ok but individual moved to different assignment - Civilian managers not punished - don't know that I could've done more -

LCHRAC INTERVIEW RATING SHEET

Applicant's Name Kevin E King Reviewer Name Walia Sindri Date Jan 10 2023

FACTORS	RATINGS					COMMENTS
	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	OUTSTANDING 5 points each	
Understanding of Diversity & Human Rights Issues					5	Very well? knowledgeable information. Documentation experiences.
Ability to View Broad Perspective on Human Rights Issues				4		Very good. Well Educated Has all the knowledge the tools...
Ability to Commit to Regular Meeting Attendance & Committee Activities					5	Great: Committed to make certain to attend every meeting since do bring these for Human Rights
Ability to Contribute to Human Rights Issues					5	Excellent - Outstanding comprehensive well educated & has all the tools
Discrimination & Harassment Experience					5	On top of the issue. Hand on real Harassment & bigotry, Racism...

Total Points: 24 Excellent
A+



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name Kevin E King

Date Jan 10 - 03

Reviewer Name Nadia Sindi

1. What do the terms *diversity* and *human rights* mean to you?
 We're human right gives respect to an individual, regardless of their belief, background, ^{Multiplity} allows for the greatest amount. Recognizing people for who they are. ^{aimed towards the consensus of Religion & their background - all the differences brought.}

2. Expand on your reasons for wanting to be on the committee.
 I make a difference, want actively to make diff visible

3. Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights.

I imagine if it is important to some one else it is important to be open to ^{the human rights we should be open to more than what the system being an advocate, for people who don't have the right that they should have}

4. What is your ability to commit to regular attendance at monthly meetings, as well as additional time to work on committee projects and activities? (This may be approximately six to eight hours a month.

us: He wants the full experience make time then you tend to have the full experience -

5. What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues?

No direct experience to encounter social syst. being at different level of having being in a lot of diff. cultures diff. Religion background. to be able to be sensitive to those issues.

6. Describe your experience in dealing with discrimination or harassment. What actions did you take?

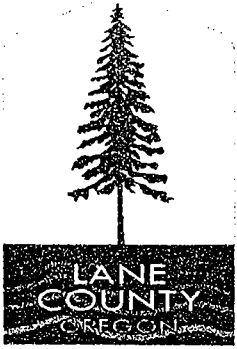
Was asked to work with Airforce training person from Vietnam. working on a book. I visit the evaluation of this civilian individual. -- "we want the evaluation that he'd not pass" -- it was a very an ethnic question to be asked then - to not being that in my evaluation. He was forced to report to people or worked things out behind the scenes at great risk

7. Do you have any questions for us?

What kind of rights and power so far as Human Rights. How much power the committee has? what is our role? Do we have power? What is this committee do?

the system was provide such services, but he could be punished for reporting it. It was not a better solution to report

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



Please Print

Name: *Christine* *Winters*
 (Last) (First)
 Address: *1355 S. 6th* *Eugene, OR 97401*
 (Street) (City) (Zip)

Home _____ How Long Have You Lived in Lane County? 39 Years 0 Months

Occupation: *Public Health Nurse* Place of Employment: *Lane Co. Public Health*

Business Address: *1355 S. 6th* Business Phone: _____

E-Mail Address: *christine.winters@lanecounty.or.us* Fax: *541-344-2015*

NOTE: Information in this box consisting of home addresses and phone numbers may be exempt from disclosure per ORS 192.502(3).

OPTIONAL INFORMATION

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- | | | |
|--|--|---|
| <input type="checkbox"/> Male | <input checked="" type="checkbox"/> Female | <input type="checkbox"/> Asian American |
| <input type="checkbox"/> African American | <input type="checkbox"/> European American | <input checked="" type="checkbox"/> Native American |
| <input type="checkbox"/> Hispanic/Chicano/Latino | <input type="checkbox"/> Other: | <input type="checkbox"/> Disability: *Type: |

*This information is used to ensure there is reasonable accommodation and representation on advisory boards.

Is your age over 40? Yes No

Lane County does not discriminate against any person on the basis of race, color, national origin, gender, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities.

Signature of Applicant: *Christine Winters*

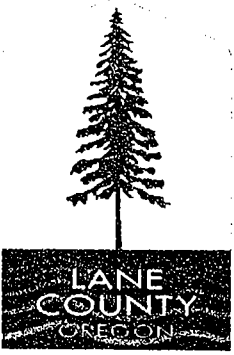
Date: *11/21/02*

Except as noted above, all information provided as part of this application is a public record subject to disclosure.

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 Public Service Building
 125 East 8th Avenue
 Eugene, OR 97401

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Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



APPLICANT'S NAME: <i>Leasiter, Emily (Em)</i>	DATE: <i>11/1/17</i>
NAME OF ADVISORY COMMITTEE: <i>LC Human Rights (LCHRC)</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.) *RN for 30 years, B:th Urban + Rural experience Active in Native American + Japanese American Communities Immediate family Caucasian/Native American/Black/Japanese*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *My goal for many years is to unity the races through understanding + knowledge*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *more cultural sharing + comfort in community groups with special interests*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Active in Native American Community - Traditional dances, on Board of Japanese American dance - Japanese folk dances*
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort? *Involvement in community activities, sharing knowledge and learning is much as possible*
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones? *Japanese American Association - board member, when Chairman*
7. Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.)
 No Yes Specify:
8. How did you learn about this vacancy? Newspaper Word of mouth Other: *County E-Mail*
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

The Board of Commissioners has adopted the following policy on reappointments:

- a. *Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.*
- b. *The deadline for incumbent applications will be the same as the deadline for new applications.*

LCHRA C INTERVIEW RATING SHEET

Applicant's Name Emke Lassiter Reviewer Name Chae Mauck Date 1-10-03

FACTORS	RATINGS					COMMENTS
	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	OUTSTANDING 5 points each	
Understanding of Diversity & Human Rights Issues				4		Broad perspective based on family life - work experience could have been addressed -
Ability to View Broad Perspective on Human Rights Issues				4		Family life experience has allowed for knowledge to the issues - + write looking in Native American community
Ability to Commit to Regular Meeting Attendance & Committee Activities					5	Very motivated of enthusiastic about the committee - has experienced other committee work & fully understands what is
Ability to Contribute to Human Rights Issues				4		Stacy knew/reads has a lot of human rights - good able to articulate - good in her personal skills
Discrimination & Harassment Experience			3+			Discrimination in Native American community - good helped by contributing to community

Total Points: 20



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name Emilee Cassitee

Date 1-10-03

Reviewer Name Chae Mauch

1. What do the terms *diversity* and *human rights* mean to you? Clarified Native American eye contact
Most precious thing - makes us unique, different special - human deserves respect consideration - all equal & balanced - love learning new things -
 2. Expand on your reasons for wanting to be on the committee. Interest all of my life - helping people blend & understanding - thought I'd go for it
 3. Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights.
Depends on how immediate - if right here - step back & remember they are human beings - no right/wrong - If not immediate contact someone who could give insight - on support - not confrontational person - more negotiator
 4. What is your ability to commit to regular attendance at monthly meetings, as well as additional time to work on committee projects and activities? (This may be approximately six to eight hours a month.)
Absolute time - kids slow - grandkids in Portland. Sub committee work not a problem
 5. What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues?
Native American - don't look it - experience prejudice both sides - think & respond w/ Native roots - think circle rather than linear - husband black/Japanese son - gay - very active in Native American - Japanese community -
 6. Describe your experience in dealing with discrimination or harassment. What actions did you take?
White looking in Native community - either not out - show up for pow wows - worked w/ groups / council - accepted based on attending & wanting - experienced discrimination w/ husband - skin color changes w/ seasons
 7. Do you have any questions for us?
Step back from it - never had anyone in her face - had issue w/ sexual harassment - made known what was happening - kept distance - bet coworkers know - relocated to Eugene
- I don't - excited to be on committee -
- on Health & Human Services Diversity Committee - ~ 1 year

LCHRAC INTERVIEW RATING SHEET

Applicant's Name Ernie Lester Reviewer Name Madie Sindi Date Jan 15 23

FACTORS	RATINGS					COMMENTS
	(Place points in boxes below based on the point values indicated for each column.)	UNACCEPTABLE 1 point each	ACCEPTABLE 2 points each	GOOD 3 points each	SUPERIOR 4 points each	
Understanding of Diversity & Human Rights Issues			3			Very well informed.
Ability to View Broad Perspective on Human Rights Issues		2				A lot of insight & understanding.
Ability to Commit to Regular Meeting Attendance & Committee Activities					5	Very well qualified. Has all the time.
Ability to Contribute to Human Rights Issues			3			A lot - she's been through them all. - Cultural.
Discrimination & Harassment Experience		2				Yes. She had her own white & non-white American issues and perspective.
Total Points:						15



LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE
INTERVIEW QUESTIONS

Applicant Name Emilee Lassiter

Date Jan 10 - 03

Reviewer Name Nadia Sondi

1. What do the terms *diversity* and *human rights* mean to you?

What's make us unique, bigger, special. all deserve the respect. Learning new things

2. Expand on your reasons for wanting to be on the committee.

Interest, helping people blend & understand.

3. Explain how you would respond to a human rights issue that might be outside of your own areas of interest in human rights.

It depends how immediate is if it's less immediate contact someone from outside of understanding explaining more into making everybody conf-

4. What is your ability to commit to regular attendance at monthly meetings, as well as additional time to work on committee projects and activities? (This may be approximately six to eight hours a month.)

NO problem she's committed

5. What experiences have you had in the past, school, work or volunteer related, that you feel would enable you to contribute to the committee on human rights issues?

1) Native American, experience the prejudice of both side. Responded her husband black / Japanese. Gay. Straight.

6. Describe your experience in dealing with discrimination or harassment. What actions did you take?

sexual harassment in Henry County had to know better to keep on watch for her by the way
1) Being white in the Native community was very differ working, hoping for this diversity
2) Sense of being discriminated with her husband.

7. Do you have any questions for us?

Was in the Human diversity for a year or more!