

T-7.b.

AGENDA COVER MEMO

AGENDA DATE: June 3, 2008
TO: Board of County Commissioners
DEPARTMENT: County Administration
PRESENTED BY: Sascha Cosio; Program Specialist



AGENDA TITLE: ORDER _____ / IN THE MATTER OF APPOINTING ELEVEN MEMBERS TO THE LANE COUNTY COMMISSION FOR THE ADVANCEMENT OF HUMAN RIGHTS

I. MOTION

ORDER _____ / In the Matter of Appointing Eleven Members to the Lane County Commission for the Advancement of Human Rights

II. RECOMMENDATIONS

RECOMMENDATIONS

Jose Ortal	East Lane County
Francisca Leyva Johnson	West Lane County
Mike Knefaty	South Eugene
Mark Molina	Springfield
Tamara Wilhite	North Eugene
Michelle Maher	At Large
Rosalia Marquez	At Large
Charles Bell	At Large
Andy Bracco	At Large
Belinda Beltran	At Large
Tina Schiff	At Large

III. MEMBERSHIP

TOTAL MEMBERSHIP: 11 members which consists of five Commissioner appointees and six at-large appointees

TOTAL AT-LARGE VACANCIES: 6

APPLICATIONS SUBMITTED: 9

ADVERTISING: The advertising period lasted one month; from April 4, 2008 to May 2, 2008 and was e-mailed, faxed, mailed, and posted to almost 200 individual sources including all Lane County media outlets, agencies asked to be placed on Lane County's media alert list serve, and online.

TERM: 4 years

STAFF LIASON: Sascha Cosio, County Administration, PHONE: 682-3747

IV. COMMITTEE CHARGE

Advise the Board of County Commissioners on the status of civil and human rights in the County, and provide the Board of County Commissioners and County departments community input and feedback regarding human rights and affirmative action; provide community education and outreach concerning human rights programs within Lane County; recommend, support, and assist in development of programs and seminars on human rights, cultural diversity, equal opportunity, and affirmative action; develop and publicize a system to assist persons in seeking resolution of harassment and discrimination complaints and recommend appropriate action; recommend policies and actions to improve access to County services and employment opportunities, and for overcoming cultural, linguistic and physical barriers which limit accessibility; provide 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); hold at least three (3) Commission meetings outside the Eugene/Springfield area utilizing city council meetings, community forums, and joint meetings with the Commissioner of the District in which the meetings are held; develop a work plan annually for the upcoming year; affirm, encourage, and promote 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.

V. BACKGROUND

In July, 2006, the County Administrator was directed to evaluate and bring back a recommendation to the Board regarding the County's Human Rights Advisory Committee and its role, duties, reporting relationship and staffing. A task force was created to make recommendations to the County Administrator.

The task force believed strongly that the protection of human rights is a primary responsibility of the County, based on the inalienable rights and inherent worth of all people. Human rights abuses do occur in this county and can hinder access to County services and community participation for vulnerable individuals. Therefore, the task force recommended that the advisory committee be reconstituted to support and oversee the advancement of human rights in Lane County and that the name be changed to the Lane County Commission for the Advancement of Human Rights.

The Lane County Commission for the Advancement of Human Rights should have a

fundamental role in County government, being highly visible, easily accessible and centrally located, in order to best advise the commissioners, educate the public and effectively address complaints. In addition, in order to emphasize the value of human rights to the organization, human rights criteria should be applied to all budget decisions. Care was taken in the recruitment so that it can effectively represent the diversity and geography of the county, be highly effective as an advisory body to the Lane County Board of Commissioners and foster the advancement of human rights in our communities.

The vacancies were advertised from April 4, 2008 to May 2, 2008.

At the close of the advertisement period, eleven completed applications were received. Seven At Large applicants met criteria minimums and were interviewed. Board of Commissioners appointees were not required to attend an interview. The Board Order creating the Commission specified criteria for the various appointments. For Commissioner appointees: After requesting nominees from within their respective district to city officials, including mayors and other community members, each County Commissioner appoints one member to represent the Commissioner's district, with that appointee residing within the Commissioner's district whenever possible. Each Commissioner appointee is expected to report back to the appointing Commissioner to help keep lines of communication open between the Board and the LCCAHR. In addition, the order specified for all appointees to meet the following criteria:

- (a) Agreement with the Mission of the LCCAHR
- (b) Ability to attend the meetings
- (c) Experience and expertise in human rights and/or community relations
- (d) Group process and conflict resolution training, skills and experience
- (e) Special sensitivity to marginalized groups
- (f) Preference given to candidates who represent minority communities, protected classes or other groups subject to human rights abuses

The application and interview process revealed that the applicants recommended for appointment appear to meet these criteria.

HOW CRITERIA MET:	Mission Agreement	Attendance	Human Rights and/or Community Relations experience	Training, Skills or Experience in Group Process, Conflict Resolution	Special Sensitivity to Marginalized Groups
a: application					
b: interview					
c: follow up conversation					
Andy Bracco	b, c	b, c	a, b	a, b	a, b
Belinda Beltran	a, b, c	b, c	a, b, c	a, b, c	a, b, c
Charles Bell	a, b	b	a, b	a, b	a, b

Francisca Levy Johnson	c	c	c	c	c
Ken Knefaty	a, c	b, c	a, c	a, c	a, c
Mark Molina	a, c	b, c	a, c	a, c	a, c
Michelle Maher	a, c	a, c	a, c	a, c	a, c
Rosalia Marquez	a, b	b, c	a, b, c	a, b, c	a, b, c
Jose Ortal	a, c	c	a, c	a, c	a, c
Tina Schiff	b, c	b, c	b, c	a, b	a, b
Tamara Wilhite	c	c	c	c	c

Because all applicants are being appointed at the same time the Board can choose whether to stagger their terms. If so, the Board can also choose how to do so (draw lots or other methods). The Lane Manual specifies 4 year terms.

VII. ATTACHMENTS

- Board Order
- Applications
- List of Present Committee Members
- Letters

Lane County Commission for the Advancement of Human Rights

The following chart summarizes the appointments by categorical designation to the Lane County Commission for the Advancement of Human Rights.

Human Service Budget and Planning Committee

Type of Position	Commissioner District	Status / Appointee
Commissioner Appointee	North Eugene	New; Tamara Wilhite
Commissioner Appointee	West Lane County	New; Francisca Levya Johnson
Commissioner Appointee	South Eugene	New; Ken Knefaty
Commissioner Appointee	Springfield	New; Mark Molina
Commissioner Appointee	East Lane County	New; Jose Ortal
Community Member	North Eugene	New, Belinda Beltran
Community Member	South Eugene	New; Andy Bracco
Community Member	South Eugene	New, Tina Schiff
Community Member	South Eugene	New, Rosalia Marquez
Community Member	North Eugene	New; Charles Bell
Community Member	North Eugene	New; Michelle Maher

IN THE BOARD OF COUNTY COMMISSIONERS
OF LANE COUNTY, OREGON

ORDER No: 08-6-03-) IN THE MATTER OF APPOINTING 11 MEMBERS
) TO THE LANE COUNTY COMMISSION FOR THE
) ADVANCEMENT OF HUMAN RIGHTS (LCCAHR)

WHEREAS, On October 24, 2007, the Board of Commissioners directed the creation of the Lane County Commission for the Advancement of Human Rights; and

WHEREAS, memberships consists of 11 members comprised of five commissioner appointees and six at-large appointees; and

WHEREAS, each County Commissioner is appointing one member to represent the Commissioner's district; and

WHEREAS, the six at-large vacancies were duly advertised through all Lane County media outlets and all agencies requesting media alerts through Lane County's list serve; and

WHEREAS, this matter having been fully considered by the Lane County Board of County Commissioners.

NOW THEREFORE, IT IS HEREBY ORDERED that the following named persons be appointed to the Lane County Commission for the Advancement of Human Rights, said terms to expire as indicated below:

<u>Name</u>	<u>Term</u>	<u>Appointees</u>
Jose Ortal	1 st , _____	East Lane County
Francisca Levya Johnson	1 st , _____	West Lane County
Mike Knefaty	1 st , _____	South Eugene
Mark Molina	1 st , _____	Springfield
Tamara Wilhite	1 st , _____	North Eugene
Michelle Maher	1 st , _____	At Large
Rosalia Marquez	1 st , _____	At Large
Charles Bell	1 st , _____	At Large
Andy Bracco	1 st , _____	At Large
Belinda Beltran	1 st , _____	At Large
Tina Schiff	1 st , _____	At Large

All Commissioners serve at the will of the Board and may be removed.

DATED this 3 day of June, 2008

 Faye Stewart, Chair
 Lane County Board of Commissioners

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Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

LANE COUNTY
BOARD OF COMMISSIONERS



APPLICANT'S NAME AND CITY: <i>Andy Bracco; Eugene</i>	DATE: <i>5-1-08</i>
NAME OF ADVISORY COMMITTEE: <i>ADVANCEMENT OF HUMAN RIGHTS COMMISSION</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.)

** Please see attachment for questions 1-5.*

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)

5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities. If selected, how would you contribute to this effort?

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:

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.

** Unless waived by the Board.*

Lane County Advancement of Human Rights Commission
Applicant: Andy Bracco

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee.

I worked for many years providing direct support to adults with developmental disabilities. I was then employed as a resource room instructor in a Lane County high school where I gained much knowledge about providing services to students with disabilities and their families.

My current occupation as an Educational Administrator has given me significant experience in policy administration and management. Additionally, I have received extensive training in law and advocacy for people with disabilities, and teach a graduate level course at the University of Oregon on providing support for students with disabilities. I also work a great deal with youth who are juvenile offenders and/or considered to be "at risk," as a Program Supervisor in the Martin Luther King, Jr., Education Center.

I have attached a current resume; please contact me if you need any additional information. There are several people in the community who can speak to my character and competence.

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

I am interested in this position as I believe it will give me personal fulfillment as I have always been an proponent of social justice. I see this position as an avenue to contribute towards causes I feel strongly about, and as an opportunity for me to serve my community, which I have great pride in.

The contributions I intend to bring to the committee include thoughtful participation in dialogue and action, responsible commitment, enthusiasm and energy, a positive attitude and a calm, grounded demeanor. I bring creativity in problem solving, excellent skills in communication, and a strong desire to be involved.

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

While my experience for the last decade has been as an advocate for the services of at-risk youth and people with disabilities, I am interested in supporting and promoting for the advancement of human rights for all, especially under-represented and minority populations. I am interested in conducting needs assessments in the community to gauge what current concerns the community feels necessary to prioritize as action items.

4. Briefly describe your present or past involvement in relevant community groups.

I am hoping to begin my involvement in community organizations with active participation as committees such as this.

5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities. If selected, how would you contribute to this effort?

I support this practice and will be committed to assisting Lane County in enhancing its efforts in any way that I can.

Andy Bracco

Eugene, OR ♦

EDUCATION:

Bachelor of Science; Psychology University of Oregon (1993)
Master of Science; Special Education University of Oregon (1999)

LICENSURE:

Initial I Teaching; Special Education (ML/HS)
Initial Administrator (Continuing Administrator License Expected 2009)

EXPERIENCE:

Program Supervisor: Special Education, Lane Education Service District (2004-present)

- Coordinate services for Life Skills Education programs in K-12 classrooms throughout public schools in Lane County in addition to supervising the Martin Luther King, Jr. Education Center for juvenile offenders.
- Hire and evaluate licensed and classified staff.
- Design and facilitate staff development and training activities.
- Manage effective team meetings.
- Collaborate successfully with district staff, parents, and specialists.

Adjunct Instructor: University of Oregon (2008-present)

- Facilitate course instruction for "Providing Student Supports" (SPED 480/580) to upper division and graduate students. Class covers collaboration skills, and providing and utilizing available supports to students with low incidence disabilities.

Special Education Teacher: South Lane School District (1999-2004)

- Resource room instructor at Cottage Grove High School.
- Additional assignments included Department Head and Night School Director.
- Developed data based reading program, designed multiple behavior support plans.
- Provided scheduling, training and supervision for Educational Assistants.
- Site council member, textbook adoption committees.
- Multiple grant recipient.

Volunteer Coach: Kidsports, (2006) Boys 2nd & 3rd grade soccer.

OTHER EMPLOYMENT:

Direct Care Staff: Oregon Supported Living Program (1996-1998)

- Provided residential, vocational, recreational and community support to adults with developmental disabilities in group home settings. Residents generally experienced multiple disabilities including physical impairments, autism, communication disorders, and behavioral challenges.

Security Staff: Kesey Enterprises, (2001-2008)

- Ensured the safety of guests and artists at performances and events at The McDonald Theatre and The Cuthbert Amphitheatre. Required skills in mediation, conflict resolution and crisis intervention.

PERSONAL:

- Interests include reading, building, travel, music,



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: <i>TINA Schiff</i>	DATE: <i>4/8/08</i>
NAME OF ADVISORY COMMITTEE: <i>Commission for the advancement of Human Rights</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.) *Attaching Resume*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *Special Interest in human rights, especially women's issues*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *Vacancy, Drug Addiction, Public Safety, Busing, Women's Issues, Children's Issues.*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort? *By advocating for everyone with a concern*
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones? *~~the~~ Springfield Education Committee Activities Chamber*
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:
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

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

Tina L. Schiff

Education:

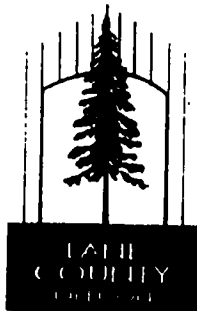
University of Pittsburgh, Pittsburgh, Pa.
Bachelor of Arts, Creative Writing
Related Areas: Russian and Icelandic Literature, Psychology
Westminster College, New Wilmington, Pa.
Pennsylvania Teaching Certification, Secondary English
Oregon Initial Teaching License, Language Arts

Accomplishments:

- * Numerous Sales Awards, totaling thousands of dollars in both cash and prizes while with Adelpia Cable.
 - * Short Lecture, University of Pittsburgh, New Age music presentation before over 200 undergraduate students of Prof. Max Brandt's Introduction to World Music class.
 - * Contributing writer, The Holcad, Westminster College student newspaper.
 - * Staff Artist and Writer, The Columbian, Richland High School yearbook.
- Interests and Activities: Art, music, dance, writing, swimming, hiking, and historical study and design.

Experience:

- January 2008 to Present: Membership Representative, Springfield Chamber of Commerce, Springfield, Or. Responsible for membership sales, maintaining records and a multitude of other duties, including event planning and creative design.
- September 2007 through December 2007: Substitute Teacher, 4/Lane Schools, (all grade levels) Eugene, Or. Responsible for classroom management, lecturing, administering tests and directing class discussions. Each day was a new day with new lessons in a new school with new children. Very much required "Thinking on your feet" and frequently with young people who challenged you. I tailored my subjects and teaching plans to the students. Each classroom required rethinking a lesson.
- March 2007 to July 2007: Membership Representative, Downtown Athletic Club, Eugene, Or.
Facilitated commissioned membership sales through inquiries and by establishing relationships with current members for referrals. Cultivated direct outside contacts with businesses to grow and introduce new corporate accounts.
- September 2006 to January 2007: Sales Associate, French Quarter Linens, Eugene, Or.
Achieved commissioned sales in an upscale retail establishment of luxury European linens, rugs, towels, beds, and fine French bath soaps. Posted daily sales reports, received shipments and stocked the store.
- October 1999 to July 2005: Customer Service and Sales Representative, Adelpia Cable, Cheektowaga, NY.
Responsibilities included commissioned sales, changes of service, troubleshooting, billing and payment arrangements, documenting accounts and order entry of various cable services including premium channels, digital converters, pagers, long distance service and high-speed internet service.
- October 1997 to April 1998: Data Entry Clerk for M&T Bank through Interim Personnel, Cheektowaga, NY.
Chief duties included entering account data into computer and linking and updating existing accounts, making changes as necessary and rejections when appropriate.
- September 1996 to March 1997: Proofer, Art Department, Direct Response Marketing, Williamsville, NY.
Chiefly responsible for proofing papers for artistic layout and proofing advertisements for content, misspellings and duplicate ads. Proofing was done on individual papers as they were printed and directly from the database for columns in over 600 newspapers throughout the United States and Canada. Personally initiated and developed a new reference list of all newspapers and column numbers.
- November 1995 to September 1996: Sales Associate, Men's Sportswear Department, JC Penney, Clarence, NY.
Responsibilities included sales, exchanges, special promotions, catalog orders, displays, inventory and pricing.
- March 1993 to May 1993: Student Teacher, Eighth grade Literature and Composition, Ben Franklin Junior High School, New Castle, Pa. Developed complete course outline, units, lesson plans, study sheets, homework assignments and tests as well as conducted and managed classes. Designed original units which used fairy tales to integrate history and related subjects into reading material, focusing on the etymological roots behind commonly misspelled words as a mnemonic tool. Also developed and introduced a homonym spelling unit.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

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LANE COUNTY
BOARD OF COMMISSIONERS

APPLICANT'S NAME AND CITY: CHARLES A BELL EUGENE	DATE: 4 / 19 / 08
NAME OF ADVISORY COMMITTEE: HUMAN RIGHTS COMMISSION	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.)
SEE ATTACHED RESUME
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
HUMAN RIGHTS ARE A CENTRAL PREOCCUPATION OF MINE ON BOTH A LOCAL AND GLOBAL LEVEL. I HOPE TO IMPROVE THEIR UNIVERSAL ENJOYMENT LOCALLY.
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
ELIMINATION OF VESTIGES OF DISCRIMINATION ON BASIS OF RACE, GENDER AND SEXUAL ORIENTATION.
IMPROVEMENT IN ACCORDING ECONOMIC RIGHTS TO ALL
INSURING RIGHTS OF PRISONERS TO PERSONAL SECURITY
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
NONE
5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities. If selected, how would you contribute to this effort? BY VIRTUE OF MY AGE: I AM A SENIOR CITIZEN
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:
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

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

* Unless waived by the Board.

CHARLES A. BELL

Phone:

Fax:

E-mail: c.

EDUCATION

Degrees:

J.D., University of California, Berkeley, 1965
A.B. Economics, Stanford University, 1954

Additional Studies:

University of Oregon: Political Science, 2005-2007
Claremont Graduate School: Criminal Justice and Political Science, 1984-2004 (intermittently)
California State University, Sacramento: Business Administration, 1973-1979 (intermittently)
University of California, Berkeley: Criminology, 1970-1971
Golden Gate College, San Francisco: Accounting, 1956-1957
Sacramento State College: Philosophy, 1955-1956

ACADEMIC HONORS

Note & Comment Editor, **California Law Review**, 1964-1965
Staff Member, **California Law Review**, 1963-1964
Major Walter Dinkelspiel Scholar, 1963-1964, 1964-1965

ACCOUNTING EXPERIENCE

Senior Accountant, University of Oregon Foundation, Eugene, OR, 2005-2007
Certified Public Accountant, Self-employed restitution administrator, Claremont, CA, 2000-2006
Investigative Auditor, Orange County District Attorney, Santa Ana, CA, 1980-2000
Controller, Healthcare, Inc., Sacramento, CA, 1972-1980
Acting Controller, West Oakland Health Center, Oakland, CA, 1970-1972
Staff Accountant, Touche, Ross & Company, San Francisco, CA, 1964-1970 (intermittently)
Internal Auditor, Henry J. Kaiser Co., Oakland, CA, 1961-1962
Staff Accountant, Arthur Young & Company, San Francisco, CA, 1960-1961
Staff Accountant, Crown Zellerbach Corporation, San Francisco, CA 1957-1960

LEGAL EXPERIENCE

Deputy District Attorney, Fresno Country District Attorney, CA, 1968-1970
Associate Attorney, Barton & Barton, Oakland, CA, 1966-1967

PUBLICATIONS

Note, 51 California Law Review 1010 (1963)

PROFESSIONAL LICENSES

Certified Public Accountant, Oregon, 2005- present
Certified Public Accountant, California, 1966- present
Member, California Bar, 1966- present (Inactive)

PROFESSIONAL ASSOCIATIONS

American Institute of Certified Public Accountants
Oregon Society of Certified Public Accountants
Association of Certified Fraud Examiners
State Bar of California



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME: Belinda A. Beltran (BB)	DATE: 5/01/08
NAME OF ADVISORY COMMITTEE: Commission for the Advancement of 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.)

Please see attached application answers and resume.

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

||

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

||

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)

||

5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?

||

6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?

None at this time.

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: listserv/ email

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

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

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Belinda A. Beltran (BB)

Education

**BA in Western Art History, Minor in Political Science, Foreign Policy Emphasis
University of Oregon, 2004**

Related Work History

Attorney General's Sexual Assault Task Force July 2004 – Present
Membership & Training Coordinator

- **Coordination of regional and statewide trainings and conferences which includes:**
 - **Contract negotiations (e.g. guest presenters, faculty, event location, catering, schools, state offices, etc...)**
 - **Dissemination of training/conference announcements**
 - **Exhibitor and vendor solicitations**
 - **Event logistics on site (e.g. audio visual needs, participant check-in, problem solver extraordinaire, etc...)**
 - **Volunteer coordination**
- **Training and conference content development which includes:**
 - **Researching current trends in legislation, victim services, and related data**
 - **Maintaining knowledge of current events in the media and community**
 - **Implementation of material to relevant curricula**
- **Membership policies development which includes:**
 - **Establishing written policies for membership expectations**
 - **Processing of applications**
 - **On-going communication with members regarding their status**
- **Recruitment development which includes:**
 - **Developing recruitment strategy**
 - **Increasing membership diversity**
 - **Identifying agencies, groups, disciplines, organizations not represented among membership**
- **Committee staff liaison to the Steering Committee, Medical Forensic Committee and Victim Response Committee which includes:**
 - **Meeting facilitation**
 - **Agenda development**
 - **Completion of committee work**

Related Volunteer History

**Participant, University of Oregon, ASUO Women's Center,
Take Back the Night**
Mentor, Roosevelt Middle School, Eugene OR

April 2002 – 2008

September 2005 – June 2005

Lane County Citizen Advisory Committee Application to the
Commission for the Advancement of Human Rights – Application answers 1 - 5

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.)

There are many personal and professional qualities that enhance my ability to be a contributing member of the Commission for the Advancement of Human Rights (CAHR) advisory committee. As a woman of color I have faced many adverse as well as empowering situations which have shaped my understanding of the world. These experiences have led me to believe in the importance of increased awareness and acceptance of the humanity and diversity abundant in all communities. Additionally, my professional experience as a program coordinator in a statewide non-profit has given me the opportunity to work with diverse populations, disciplines, and organizations to effectively address the complex issue of sexual violence. Ultimately, the combination of my personal and professional experiences has significantly contributed to my sense of social justice and the need for interdisciplinary collaboration to address social issues.

(Please note resume with related experience is attached.)

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

I want to become a member of the CAHR committee because I feel a strong desire to be actively engaged in social justice issues. I believe membership on this committee would provide an opportunity to contribute to the commission's mission by sharing my unique experience and knowledge. As a training coordinator I have organized numerous trainings and statewide conferences and as such can offer my organizational skills and creativity, as well as a dedication to seeing projects through until completion.

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

While the list of social justice concerns is lengthy, some of the issues I see as most pressing include:

- Increased diversity among commission members.
- Increased awareness in Lane County about the work of the Commission for the Advancement of Human Rights.
- Increased representation of community members and stake-holders on the commission to provide alternative perspectives on the community's needs.

Lane County Citizen Advisory Committee Application to the
Commission for the Advancement of Human Rights - Application answers 1 - 5

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)

I have been a long time resident of Eugene and am a University of Oregon alumna. While a student at the University of Oregon I participated in Take Back the Night rallies and marches and was active in the ASUO Women's Center. This past year, I participated in the Eugene Celebration Parade marching with members and allies of the Latino Community. I am always searching for new ways to become involved and create connections within my community.

5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?

As all relationships are reciprocal and dynamic, I believe that my perspective and experience would enrich the commission's work and values, and in turn, the commission would offer excellent opportunities to foster my professional development and social justice orientation. I believe my personal and professional experiences have taught me the value of respectful and ethical communication, and a commitment to facilitating change within my community which would make me a valuable asset to the CAHR.

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LANE COUNTY
BOARD OF COMMISSIONERS

Applicant's Name:
Rosalia Marquez

Date:
April 2008

Name of Advisory Committee:
Commission for the Advancement of Human Rights

New applicant

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee:

As a citizen in Lane County I have found that the best way to help our society is to be involved in community projects that enhances education and outreach to all of us (including me). With great honor I am submitting my personal information and offer my professional experiences to agencies that like to have equity and diverse population serve in their committees, in the past I have been fortunate to serve many agencies, provided them with my vision and time. I would like to offer my help to such wonderful agency as the Commission for the Advancement of Human Rights; I'm true believer in change for social justice for all mankind.

Here are some of the Agencies I have been fortunate to serve in the past 18+ years.

Present board member to Relief Nursery

Serving them for in the last 6 months

Present working as a Multicultural Liaison to he Springfield Public School

Employed since Oct. 2005

Former Liaison to the Mexican Consulate

June 1996 to Present

Liaison to the following Consul Generals to the Foreign Affairs Agency in Mexico City

Consul Gustavo Maza-Padilla

Consul Jose Luis Alvarado

Consul Patricia Soria

Consul Enrique Sanchez Ugarte

Present Liaison to:

Advisor to the Minister of Foreign Affairs

Consul Jose Luis Alvarado

Graduate to the EPD Citizens Police Academy

Graduate to the FBI Citizens Academy

Board Member to the FBI Multicultural

Advisory Committee in Portland

Certified Bilingual Broadcaster Since 1990

KLCC Radio Ahora Si Program

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

As a single mother of two (Latina) it has been my experience that our voice is not much heard and I think I can be that voice expressing community concerns, we need women of color representing single women, women that are not afraid to speak about issues that can affect our communities of color, our county needs more representation, access to services education and outreach.

(We have some in place, however not much information to our communities of color specially bi-Lingual)

Specific contributions to make:

Have a personal involvement in processes that affect women and women of color.

Job placement,

Shelter,

Domestic Violence, (Protection services)

County Process of services (i.e.) Medical

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

I would like to see if possible more explanation of county services to our Latino communities, accessibility to all county programs, county jobs, and outreach.

Offer bi-lingual workshops to our citizens explaining simple county services and information.

4. Briefly describe your present involvement in relevant community groups.

Present board member to Relief Nursery

Serving for the last 6 months

Present working as a Multicultural Liaison to he Springfield Public School

Employed since Oct. 2005

Former Liaison to the Mexican Consulate

June 1996 to Present

Liaison to the following Consul Generals

Consul Gustavo Maza-Padilla

Consul Jose Luis Alvarado

Consul Patricia Soria

Consul Enrique Sanchez Ugarte

Present Liaison to:

Advisor to the Minister of Foreign Affairs

Consul Jose Luis Alvarado
Graduate to the EPD Citizens Police Academy
Graduate to the FBI Citizens Academy
Board Member to the FBI Multicultural
Advisory Committee in Portland
Certified Bilingual Broadcaster Since 1990
KLCC Radio Ahora Si Program

6. Are you currently serving on any Advisory Boards or Committees? Yes

Relief Nursery Board
FBI Multicultural Board
Springfield Public School Multicultural CADRE

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

8. How did you learn about this vacancy?

Other: County employee

9. In which county commissions district do you reside?

South Eugene

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



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APPLICANT'S NAME: <i>Michelle R. Maher</i>	DATE: <i>4/16/08</i>	APR 18 2008 LANE COUNTY
NAME OF ADVISORY COMMITTEE: <i>Commission for the Advancement of Human Rights</i>	PLEASE CHECK ONE COMMISSIONERS <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.)

Please see attached

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort?
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
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:

9. In which County Commissioner District do you reside? please check one: *(Downtown)*
 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.*

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LANE COUNTY
BOARD OF COMMISSIONERS

1. Give a brief description of the experience and training that qualifies you for membership on this advisory committee.

I am a vibrant, bi-racial educator who enjoys participating in active committees that carry a vision of institutional transformation and community development. We are part of a great story and we can choose to add to the divisions between people or be a part of weaving respectful relations with all life. This committee offers the engaging opportunity to facilitate how the construction of difference and human rights are taken up in ways that inspire more harmonious relationships, equality and balance. I have dedicated my life to this purpose.

My professional history concerns studying, advocating for and engaging institutionally disadvantaged people in educational and social services that support their achievement, health, and empowerment. My primary qualifications for this position include Doctoral Candidacy in the Cultural Foundations of Education (dissertation draft complete), Masters Degree in the Cultural Foundations of Education, Syracuse University, and Masters Degree in Counseling Psychology, University of Oregon. I focused my graduate studies upon institutional discrimination in education and cultural constructions of difference, and multicultural education and counseling. As a former Special Education Teacher, I also was greatly affected by members in the CFE Department, including Dr. Doug Biklen and Dr. Steven Taylor who write against ways people with disabilities have been poorly socially constructed, and for a different world. While at the University of Oregon, I was the first Coordinator of the MultiCultural Center, supervised work-study staff and managed a \$200,000 budget. Among other things, I initiated and facilitated ongoing educational programs such as the Color of Fear video series and the Women of Color Support Group.

I have graduate and undergraduate teaching experience. I currently teach "Clinical Work with Diverse Populations" in the Graduate School at Lewis & Clark College and I taught "Race, class and gender in educational structures" in Syracuse University's Graduate School. I am the former principal of Northwest Youth Corps Outdoor High School, having the highest percentage of students of color. I also taught for 5 years in a persistence-focused Women's Program at LCC. This program assists primarily low-income women in Career and Life Planning and coping with Life Transitions. It has a similar mission to the University of Oregon's Office of Multicultural Academic Support. All of my publications, presentations and workshops concern issues of difference, power and education, including "Recentering Multiculturalism: Moving Toward Community" in the *Journal of Urban Education* with Dr. Banister. This work outlines how popular notions of multiculturalism often unwittingly reinscribe racism against the good intentions of teachers. Dr. Banister and I wrote this article for teacher educators who are looking for educational materials to use in their classroom. At Syracuse, I was a University Supervisor of student teachers in the Inclusive Teacher Education Program, coordinated the School of Education Group for the Study of Gender, Difference and Education, and Schools and University Partnerships for Educational Responsibility. Last, I am a former special education teacher and have a particular interest in helping support a cultural shift where people labeled "disabled" are fully accommodated and are seen as full human beings.

2. Why do you want to become a member of this committee, & what specific contributions do you hope to make? We have inherited the current social and institutional structures that we work and live within. While these structures are not static, they are sometimes easy to be seen as "how it has always been." Such structures can be accepted without a thoughtful way of critically thinking about what benefits there would be if it was otherwise. One of my areas is institutionalized racism in education. From this work I have come to understand how institutions of education, sometimes contrary to the good intentions of teachers and administrators, unwittingly reproduce discrimination on the basis of race, class, gender, ability and sexuality. I intend to bring my skills in this regard to this committee and to be utilized well on this committee.

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LANE COUNTY
BOARD OF COMMISSIONERS

I have lived in Eugene for 15 years. From my perspective, there are inadequate opportunities for members of this community to understand the overt, covert, and subtle impediments to human rights and a more healthy way of community life. I would like to see more opportunities in this area. It is very important to me that the climate in which I live is safe, welcoming and buildings bridges to community.

3. List the community concerns related to this committee that you would like to see addressed.

Here are some ideas that may be useful issues to address:

- ◆ Create and maintain a welcoming climate for all people served in and in connection to Lane County, specifically looking at people who not privileged within the dominant (while diverse in itself) culture and therefore rarely have a strong collective voice or representation
- ◆ Investigate and prepare for expected cultural differences (via training) and the impacts different ways of looking at the world would impact the ability to gain, access, and receive services
- ◆ Create opportunities to assess County relations with diverse people, cultures, & differential needs
- ◆ Assist collaborations, programs and communication across difference
- ◆ Investigate definitions, perspectives from which categories and definitions arise, policies and procedures for inclusivity, quality of service and protection
- ◆ Generate opportunities for collaboration that build communities, listen to constituents' concerns, works through the conflicts that are bound to arise, and develop prevention plans
- ◆ Investigate, assess, and dismantle institutionalized structures that unequally discriminate against groups the County states it supports, and
- ◆ Investigate, create, and evaluate institutionalized structures intended to be balanced with regard to race, class, gender, ability, and sexuality differences.

4. Briefly describe your present or past involvement in relevant community groups.

Native Forest Council, Board Member (2007-2008)
Root Festival & Harvest Gathering Volunteer, Cottage Grove, Oregon (2007)
Environmental Law Conference Volunteer, University of Oregon (2007, 2008)
American Civil Liberties Union, Volunteer (2007), Member (2007-2008)
Center for the Study of Women and Society, University of Oregon, SIG (2006-2008)
Dream Keepers, Cottage Grove, Oregon (2006-2008)
Native American Student Union/Longhouse, University of Oregon, Volunteer (1994-96, 2006-2008)
Martin Luther King Jr Celebration (1996)
University of Oregon Women's Center Board Member (1994-1996);
Volunteer Psychotherapist, White Bird Clinic (1994-1999),
Syracuse University Women's Studies Board (1991-1994).

5. If selected how would you contribute to serving the diverse interests of the community?

I am a diversity educator. In that regard, my experience and training has shown me that it is very important to take time and listen, to understand as best as possible the issues at hand and the larger ramifications of smaller decisions. This includes the context and culture from which issues arise. Diverse interests means that we must have a complex view from which to address community concerns. Problems are invitations to strengthen programs, service and institutional structure. This requires an understanding of the complexity of community, accessibility, County resources and procedures as well as making the effort and finding out the concerns of diverse constituencies. It is important to weigh such issues and find ethical and resourceful solutions.

6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?

None other than in my answers in Question 4.

MICHELLE MAHER

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HIGHER EDUCATION & GRADUATE FELLOWSHIPS

PH.D. CANDIDATE: Cultural Foundations of Education, Syracuse University, Syracuse, New York.

2008: Dissertation Draft Completed: Learning Lessons: An investigative study of identity in diverse "at-risk" young women in an alternative high school.

2001: Syracuse University Fellow

1996: Graduate Certificate in Women's Studies

1993-1994: University Supervisor of Graduate and Undergraduate Student Teachers, Dr. Tinto.

1994 Syracuse University Research Apprenticeship Award: Teachers' Talk, Multiculturalism, and Educational Politics, co-written with Jennifer Bannister. Qualifying exams: Multiculturalism, Sociology of Education, Critical pedagogy, Qualitative research and Critical Race and Feminist Theory.

MASTERS OF SCIENCE: Cultural Foundations of Education, Syracuse University, Syracuse, N.Y.

1990: Administrative Assistantship, **Group for the Study of Gender, Difference and Education**, Dr. Burstyn. Responsible for Coordinating and Facilitating the Group for the Study of Gender, Difference and Education faculty and students to support ongoing multidisciplinary research and practice.

1991-1993: Administrative Assistantship, Schools and University Partnerships for Educational Responsibility, Coordinator, Dr. Tinto. 1991-1994: Instructional Designer, Center for Instruction Design.

MASTERS OF SCIENCE: Counseling Psychology, University of Oregon, Eugene, Oregon.

Internships at White Bird Clinic, Chrysalis Drug Treatment and the Center for Community Counseling.

MultiCultural Center Coordinator, Graduate Teaching Fellow, University of Oregon, 1994-1996. First coordinator of the University of Oregon Multicultural Center. Developed and facilitated collaborative educational programs serving ethnic and LGBT student unions, the Women's Center and the University Community at large, coordinated special and high profile events, like Angela Davis. Facilitated Women of Color Support Group; responsible for developing and teaching educational programs on issues of diversity, anti-racism, and community on campus, like facilitating the Color of Fear video series and workshops on White Privilege, \$200,000 budget administration; recruitment/retention, program development and coordination.

BACHELORS OF ARTS: Mathematics, Psychology, Computer Science Minor. Mt. St. Mary College,

Newburgh, New York State Teaching Certification in Secondary Mathematics. Dept. of Sociology Work Study. 1988-1990. IBM: 1987-1990.

ADMINISTRATIVE & TEACHING EXPERIENCE

Part-Time Faculty, Lewis & Clark College & Univ. of Oregon. Summer 2007, Fall, Winter 2008.

Teach graduate course in "Clinical Work with Diverse Populations," Lewis & Clark College, Graduate School of Education. Chairperson: Dr. Tod Sloan and undergraduate courses in "Diversity in Substance Abuse Treatment" and "Social Issues in Substance Abuse Treatment and Prevention." University of Oregon Substance Abuse Prevention Program, Chairperson: Tom Favreau.

Faculty, Part-Time, Lane Community College. Spring 2000-2006.

Taught many courses in the Women in Transition Program for primarily low-income diverse women from 2001-2006 (currently low enrollment). This program assists students who are often the first in their families to go to community college. It provides them with college orientation, coping skills and career development needed to succeed in the community college environment. Director: Kate Barry, Supervisor: Dr. Gonzalves, Dr. DiMarco. Taught social science coursework including Case Management, Human Relations, Intro to Human Services, Interviewing Techniques, and Personal Effectiveness. Chairperson: Bill DelGaudio.

Director/Principal, OutDoor High School, Northwest Youth Corps; 1998-2000.

Responsible for program management, volunteer and student recruitment, supervising 13 professional staff; staff and program evaluation; PR, annual training 8 AmeriCorps volunteers; teaching special education and math; intervention; administration of multiple grants and contracts for services with 15 school districts, governmental agencies and 30 local service agencies; maintaining half million dollar budget; obtaining in excess of \$500,000 in grants; launching a consortium of directors of alternative schools in Lane County; community building facilitation. Executive Director: Art Pope. Teachers: Tara Hridel, Mark Alhemeyer, LWP Administrator: Paula Medaglia.

Adjunct Faculty, Syracuse University, Syracuse, 1993-94.

Taught Graduate Courses in the Cultural Foundations of Education/Women's Studies titled, "Race, Class and Gender in Educational Structures," Summer & Fall of 1993. Chairperson: Dr. Sari Biklen. Dr. Diane Pollard.

CLINICAL EXPERIENCE

Clinical Interventionist, Department of Human Services. Sept. 2006-present. Provided counseling services and data collection as part of a grant to study a motivational interviewing intervention with young women at the University with high-risk substance use. Supervisors: Kathy Tomlin, LCSW, Lyn Blackshaw, MSW, Lesa Dixon-Gray, MSW.

Safe School Counselor, Intake, Lane County Department of Youth Services, 2000-2006. Part-time and full-time prevention and intake counseling with youth and their families. As a Safe Schools Counselor, as part of the Safe Schools, Healthy Students Grant, and as an Intake Counselor, I worked with teachers, administrators, families, and human services workers to provide wrap-around services, crisis intervention and prevention programs for at-risk youth. I focused on girls' services as an area of expertise within the larger prevention goals. I ran skill-based groups and primarily worked with youth to identify the mental health services that they needed. I worked with the University of Oregon's program on Violent and Destructive Behavior to compile data for the grant. I presented youth 'cases' in court proceedings and prepared court documents. Supervisors: Gary Stevenson (Westridge Middle School Principal) Jim Leppard, Rob Selven.

Child & Family Therapist, The Child Center, 1996-98. Treatment Team, Jasper Mountain, 1995-1996. Responsible for brief and long-term psychotherapy/intervention for children age 4-18 at both the Child

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LANE COUNTY
BOARD OF COMMISSIONERS

Center and Jasper Responsible for mental health assessment; treatment & termination plans; referral & coordination of services, client/family therapy. TCC: Rick Chamberlain. Jasper Mountain Director

COMMUNITY INVOLVEMENT

- Native Forest Council, Board Member (2007-2008)
- Sacred Salmon Ceremony, Gold Hill, Oregon (2007)
- Root Festival & Harvest Gathering Volunteer, Cottage Grove, Oregon (2007)
- Environmental Law Conference Volunteer, University of Oregon (2007, 2008)
- American Civil Liberties Union, Volunteer (2007)
- Center for the Study of Women and Society, University of Oregon, SIG (2006-2008)
- Dream Keepers, Cottage Grove, Oregon (2006-2008)
- Native American Student Union, University of Oregon, Volunteer (1994-96, 2006-2008)
- Sista's Steppin' in Pride, San Francisco (2006)
- University of Oregon, Department of Psychology, Feminist Reading Group (1994-1996)
- University of Oregon Women's Center Board Member (1994-1996);
- Center for Community Counseling (1995-1996),
- Volunteer Psychotherapist, White Bird Clinic (1994-1999),
- Oregon Country Fair (1994-2006)
- Syracuse University Women's Studies Board (1991-1994).

PUBLICATIONS

- Maher, M. (1999). Relationship, diversity and change: Feminist qualitative research. In Suzuki, L. & Kopala, M. (Eds.). *Using Qualitative Research in Psychology*. Thousand Oaks, CA.: Sage Publications.
- Banister, J. & Maher, M; (1998). Recentering Multiculturalism: Moving Toward Community, *Journal of Urban Education*, 33(2), 182-217.
- Maher, M. & Pusch, W. (1995). Speaking "Out:" The implications of negotiating lesbian identity. In Leap, W. (Ed.) *Beyond the Lavender Lexicon: Authenticity, Appropriation, and Imagination in Lesbian and Gay Languages*. Washington, D.C.: Gordon and Breach.
- Goodsell, A., Maher, M., Tinto, V., with Smith, B.L. & MacGregor, J. (1992). *Collaborative Learning: A Sourcebook for High Education*. University Park, PA.: National Center of Postsecondary Teaching, Learning, & Assessment, OERI.
- Maher, M. (1992). Commercial Messages and How Sixth Grades Girls Construct Identity. (ERIC Reproduction Number: 366011). Paper presented at the *Margins & Mainstreams: Politics in the 1990s Conference*, Amherst, MA. April 3, 1992.

PAPER PRESENTATIONS

- Maher, M. (2007). The harm in thinking psychologically: A critical analysis of the power to construct identity and difference. Paper presented at the Annual Meeting of *the Association for Women in Psychology*, March 8-10, 2007, San Francisco, CA.
- Maher, M. (2003). Adolescent Psychology and the Social Practices of Exclusion. Paper presented at the Annual Meeting of *the Association for Women in Psychology*, Vancouver BC. June 20-23, 2003.
- Maher, M. (1996). Embracing the oxymoron: The contradictory territory of "empowering" research. Paper presented at the Annual Meeting of the *American Psychological Association*, Toronto, Canada: August, 1996.
- Maher, M. (1995). Who's afraid of postmoderism? Ethics in feminist therapy. Paper presented at the *American Psychological Association Annual Meeting*, New York, N.Y.: August 11-15, 1995.

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LANE COMMUNITY COLLEGE
BOARD OF COMMISSIONERS
- Maher, M. (1995). Empowering Methods? Feminist research issues. Poster session presented at the *American Psychological Association Annual Meeting*, New York, N.Y.: August 11-15, 1995.
- Aclair, S., Lambertz, J., Maher, M. & Meeker, J. (1994). Recycling feminisms: Analyses of educational resistance, class and gender. Panel presented at the *Society for the Study of Social Problems Annual Meeting*, Los Angeles, CA.: August 4-6, 1994.
- Maher, M., Banister, J., & Meeker, J. (1993). Exploring exploding: Using conflict in critical pedagogy. Paper presented at *American Educational Studies Association Annual Meeting*, Chicago, Illinois, Nov. 3-7, 1993.
- Maher, M. (1993). The limits of feminist qualitative research: Working out the politics of representation and responsibility. Paper presented at the *American Educational Studies Association Annual Meeting*, Chicago, Illinois, Nov. 3-7, 1993.
- Maher, M. & Banister, J. (1993). Decentering multiculturalism: Teachers' talk and educational politics. Invited keynote presented at the *Phi Delta Kappan Leadership Institute Conference on Cultural Diversity: Issues for Teaching and Teacher Education*, Ottawa, Ontario, April 29-30, 1993
- Maher, M. & Banister, J. (1993). Decentering multiculturalism: Teachers' talk and educational politics. Paper presented at the Annual Meeting of the *American Sociological Association*, Chicago, Illinois, Nov. 3-7, 1993.
- Maher, M. & Davis, R. Deborah. (1993). Cultural and gender issues in education. Invited workshop at the *Math Can Be Different: A Workshop for K-8 teachers of mathematics*, Syracuse, N.Y.: May 22, 1993.
- Maher, M. & Banister, J. (1993). The politics of doing multiculturalism. Paper presented at the *Dialogues Women, Justice and Peace* conference, Syracuse, New York, March 20-21, 1993..
- Banister, J. & Maher, M. (1992). Barriers to multiculturalism in education: Problems arising from the perceptions of teachers. Paper presented at the *Association for Moral Education Annual Meeting*, Toronto, Ontario, Nov. 14-16, 1992.
- Billings, C., Covalesskie, J., Kelle, F., Maher, M. & Yamiouyiannis, Z. (1992). Education for a valuable society. Symposium presented at the *American Educational Research Association Annual Meeting*, San Francisco, CA.: April 20-24, 1992.
- Maher, M. (1992). Commercial messages and how sixth grade girls construct identity. Paper presented at the Center for the Study of Communication's *Margins and Mainstream(s): Politics in the 1990s Conference*, Amherst, MA.: April 3, 1992.
- Bargerion, M., Billings, C., Covalesskie, J., Kelle, F., Maher, M., Pugh, T., & Yamiouyiannis, Z. (1991). Dominant discourse, social positioning, and identity in citizenship education. Symposium presented at the *American Educational Studies Association Annual Meeting*, Kansas City, MO.: Oct. 23-25, 1991.
- Maher, M. (1991). A critique of America's Choice: A new educational reform. Paper presented at the *Marxist Studies Conference*, SUNY Buffalo, Buffalo, N.Y.: April, 1991.

AWARDS & CERTIFICATIONS

- Women's Program, Certification of Recognition for Outstanding Service, Lane Community College. 2007.
- Women in Transition Program, Certificate of Appreciation, Lane Community College, 2002, 2004.
- NeuroModulation Technique, Comprehensive & Advanced Training Certification, February 2004, April 2004.
- Mayor's Art Show, Eugene, Oregon, Fall 2003.
- Syracuse University Fellow, 2000-2001.
- American Psychological Association Science Directorate Presentation Award, 1995.
- Syracuse University School of Education Research Apprenticeship Award, 1994.
- State of Oregon Teaching License, Endorsements in Basic Mathematics and Handicapped Learner, Valid: 8/26/08
- Reiki, First, Second and Third Degree of the Usui System of Natural Healing, May 1997, Jan 1998, Dec 1998.

Certificate of Appreciation for Outstanding Contribution. Center for Community Counseling, Eugene, Oregon. 13
June 25, 1996.

Basic and Advanced Crisis Training, Willamette School of Human Services Certificate, June 5, 1995.

New York State Public School Teaching Certification, Mathematics 7-12. Effective 9/01/95

Mt. St. Mary College Certificate of Appreciation for Outstanding Service, 1990.

Mt. St. Mary College, Ralph Scholar, 1988, Aquinas Scholar, 1989.

Mt. St. Mary College Presidential Scholarship, 1986-1990.

LANE COUNTY
BOARD OF COMMISSIONERS

SELECTED PROFESSIONAL DEVELOPMENT

Public Interest Environmental Law Conference: Compelling a Climate of Change. Annual Conference. Eugene, Oregon.
March 6-9, 2008.

Confederated Tribes of the Grand Ronde, Tools for Healing & Meth Prevention, September 13-14, 2007.

American Association for Women in Psychology, Annual Conference, San Francisco, CA, March 2007.

Public Interest Environmental Law Conference: Compelling a Climate of Change. Annual Conference. Eugene, Oregon.
March 5-8, 2007, March 5-8, 2008.

Motivational Interviewing, Dr. Kathy Tomlin. Dept. Human Services, Portland, Oregon, Feb 2, 2007.

Therapeutic Trance, Leela School, Ashland, Oregon, March 31-April 8, 2006.

Lifting the Veils Retreat, Leela School, Ashland, Oregon, May 27-June 5, 2005.

Enneagram of Liberation, Esalen Institute, Leela School, Big Sur, California, March 27-April 3, 2005.

Cognitive Restructuring with Youth, Lane County Department of Youth Services, Eugene, Oregon, March 14-16, 2005.

Retreat with Gangaji, Ashland, Oregon, March, 2005, November 2004, January 2007.

Positive Behavioral Support & Second Steps, Lane ESD, Eugene, Oregon, August 24-26, 2004.

Juvenile Counselor Training, Lane County DYS, Eugene, Oregon, January 10-11, 2005.

Youth and Trauma, Lane County DYS, Eugene, Oregon, February 18, 2004.

SCAR Conference on Child Abuse and Treatment. Eugene, Oregon. November 2003.

American Association for Women in Psychology, Annual Conference, June 2003.

Civil Rights and Diversity Training. Oregon Department of Education. Portland, Oregon, June 2002.

Association of Women in Psychology Annual Conference, Vancouver, B.C. June 20-23, 2002.

Lane County Department of Youth Services Diversity Training, Eugene, Oregon, October 2001.

American Association for Women in Psychology, Annual Conference, March 2000.

American Association for Women in Psychology, Annual Conference, Portland, Oregon, March 1998.

Northwest Institute for Play Therapy. Art Therapy with At Risk Children, Theraplay: A short-term intervention for
children with attachment based behavior problems, Small Voices, June 1998.

Tapas Acupressure Technique Seminar, Certificate of Completion, Eugene, Oregon, Nov. 15, 1997.

Northwest Institute for Play Therapy. Trauma and Memory, Finding What Works: Treating Child Survivors of Trauma,
Surviving Therapy with Young Survivors of Trauma, June 1997.

SCAR Conference on Child Abuse and Treatment. Eugene, Oregon. 1997.

SCAR Conference on Child Abuse and Treatment. Eugene, Oregon. 1996.

Psychological and Biological Process of Traumatic Memories, Washington State Psychological Association Certificate of
Completion, Sept. 29, 1995.

American Psychological Association Annual Meeting, New York, N.Y.: August 11-15, 1995.

Society of the Study of Social Problems Annual Meeting, Los Angeles, CA.: August 4-6, 1994.

American Educational Studies Association Annual Meeting, Chicago, Illinois, Nov. 3-7, 1993.

American Sociological Association, Chicago, Illinois, Nov. 3-7, 1993.

Phi Delta Kappan Leadership Institute Conference on Cultural Diversity: Issues for Teaching and Teacher Education, Ottawa,
Ontario, April 29-30, 1993

Dialogues of Women, Justice and Peace Conference, Syracuse, New York, March 20-21, 1993.

Association for Moral Education Annual Meeting, Toronto, Ontario, Nov. 14-16, 1992.

American Educational Research Association Annual Meeting, San Francisco, CA.: April 20-24, 1992.

Center for the Study of Communication's Margins and Mainstream(s): Politics in the 1990s, Amherst, MA.: April 3, 1992.

American Educational Studies Association Annual Meeting, Kansas City, MO: Oct. 23-25, 1991.

Marxist Studies Conference, SUNY Buffalo, Buffalo, N.Y.: April, 1991.

PROFESSIONAL REFERENCES

LANE COUNTY
BOARD OF COMMISSIONERS

Syracuse University

- Dr. Sari Biklen, Chairperson, Cultural Foundations of Education, Syracuse University, Syracuse, NY, (315) 443-3343.
Dr. Ednita Wright, Former Assistant Dean of Student for Diversity and Outreach, Cornell University, Ithaca, New York. (315) 474-2254.
Dr. Jennifer Banister, Program Director, Teen Empowerment, Boston, MA (617) 983-1004.
Dr. Pat Tinto, Professor, Teaching and Leadership Programs, Syracuse University, Syracuse, New York, (315) 345-2462.
Dr. Joan Burstyn, Professor (Former Dean), Cultural Foundations of Education, Syracuse University, Syracuse, NY, 13210. (315) 443-3343.

University of Oregon:

- Jane DiGidio, Former Dean of Students, University of Oregon, Eugene, Oregon, 97401. (541) 431-3305.
Tom Favreau, SAP Program Director, University of Oregon, Eugene, Oregon 97401. (541) 346-3397.
Edwina Welch, Director, Cross-Cultural Center, University of California at San Diego, 9500 Gilman Dr., Dept 0053, LaJolla, California 92093-0053. (619) 534-9689.

Lewis & Clark College:

- Tod Sloan, Chairperson, Graduate School of Education and Counseling, 0615 SW Palatine Hill Road, Portland, Oregon 97219. (503) 768-6066.

Department of Human Services: Lyn Blackshaw and Lesa Dixon-Gray, Women's Health, Prevention, 800 NE Oregon Street, Suite 825, Portland, Oregon (971) 673-0360.

Lane Community College Women in Transition Program

- Dr. Linda Gonsalves, Instructor, Women in Transition Program, Lane Community College, 30th Avenue, Eugene, Oregon, 97405. (541) 463-5353.
Dr. Kate Barry, Director, Women's Program, Lane Community College, 30th Avenue, Eugene, Oregon, 97405. (541) 463-5353.
Mark Harris, Diversity Coordinator, Ethnic Studies, Lane Community College, Eugene, Oregon, 97405. (541) 463-3000.
Jon Chantell, Coordinator, Eugene Office, Confederated Tribes of the Grand Ronde, Eugene, Oregon

Department of Youth Services Safe Schools Healthy Students Grant/Intake Counselor:

- Jim Leppard, Intake Supervisor, Lane County Dept. of Youth Services, 272 MLK Jr. Blvd, Eugene, Oregon 97401. 682-4761.
Gary Stevenson, Principal, Westridge Middle School, Rt 58, Westfir, Oregon 97428, (541) 782-2731, (h) 782-2417.
Rob Selven, Supervision Supervisor, Lane County Dept. of Youth Services, 272 MLK Jr. Blvd, Eugene, Oregon 97401. 682-4761.
Dee Williams, Detention Supervisor, Lane County Dept. of Youth Services, 272 MLK Jr. Blvd, Eugene, Oregon 97401. 682-4761.
Pam Yeaton, Research Associate, Inst. on Violence & Destructive Behavior, Univ. of Oregon, Eugene, OR 97401. 346-3561.

Northwest Youth Corps' Outdoor High School:

- Tara Hridel, (Vice Principal & Science Teacher), Portland Public Schools. Portland, OR. (503) 267-8375.
Michael Tedesco, (Classroom Teacher) 2610 Onyx Street, Eugene, Oregon 97403. (541) 686-5851.
Mark Alhemeyer, (Former Americorps Volunteer), 5314 SE 41st Street, Portland. Oregon 97202. (503) 317-6811.
Art Pope, Executive Director, Northwest Youth Corps, 2621 Augusta St, Eugene, Oregon 97403, (541) 349-5055.
Paula Medaglia, Supervisor, Lane Workforce Partnership, Centennial Blvd, Eugene, Oregon 97401. (541) 984-7265.
Tim Moran, Director of Special Education for Alternative Placements, Springfield School District, 712 "G" Street, Springfield, Oregon 97477, (541) 744-6320/2486.

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APR 30 2008

LANE COUNTY
BOARD OF COMMISSIONERS

Lane County Citizen Advisory Committee Questions Responses

APPLICANT'S NAME AND CITY	DATE
Jose Ortal Blue River	04/29/2008

NAME OF ADVISORY COMMITTEE	PLEASE CHECK ONE
<u>Advancement of Human Rights Commission</u>	<input checked="" type="checkbox"/> New Applicant

Responses to these questions are, as appropriate and for the sake of brevity, given in bullet form. Additional information is available by contacting me at either

1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee.
 - Director, Affirmative Action/Diversity/EO/Recruitment and Employment, Lane Community College (Lane),
 - 1a. Managed the staff that had been assigned to developing, updating and monitoring the implementation of Lane's Diversity Plan,
 - Member, Interagency Diversity and Equity Coalition and of its Employment and Recruitment Leadership Group, 2000-2005,
 - Presenter, Oregon Research Institute, *Community Panel Discussion*, and
 - Past member and Board Chair, Oregon Diversity Institute, 1997-2005.
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?

I have, in one way or another, been involved in equity and human rights issues since 1985. Additionally, I am knowledgeable about the critical issues that this committee deals with on a regular basis. Perhaps one of my more important skills is the ability to critically think about and bring evidence-based rationale to equity deliberations. The recent yet troubling one-year rise in hate crimes reported in the FBI's Hate Crime Statistics is worth monitoring. My primary and secondary research on hate crimes and experience collaboratively working on advisory bodies make a strong candidate for one of the vacancies.

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
 - Rise in reported hate crimes,
 - Inevitable and hopefully not disparate impacts that the anticipated FY 2008/2009 budget cuts may have on diverse constituents,
 - Progress made towards meeting the 2005 Lane County Diversity Action Plan's outcomes,
 - Steps required to begin planning the update to the 2005 plan, and

- Reinvigoration of Lane County staff participation in IDEC.
4. Briefly describe your present or past involvement in relevant community groups.
 - Past Member, Alameda Corridor Transportation Authority's Ad Hoc DBE/MBE/WBE Opportunities Taskforce,
 - Past member and Co-Chair, Board of Directors, Centro LatinoAmericano, 1997-2005,
 - Past member and Chair, Board of Directors, Chicano/Latino Coalition, 1998-2003,
 - Invited participant, City of Eugene, Diversity and Human Rights meetings, and
 - Presenter, Oregon Minority Summit, *Obtaining Developmental Opportunities for Employees of Color: Implications for Genuine Inclusiveness in the Workplace.*
 5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities. If selected, how would you contribute to this effort?

In addition to the voluntarily provided demographic data, I have extensive expertise in:

 - Affirmative Action and Equal Employment Opportunity,
 - Best diversity practices planning and implementation,
 - Cultural Competence, and
 - Diversity training.
 6. Are you currently serving on any Advisory Boards or Committees? 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? No.
 8. How did you learn about this vacancy? Newspaper.
 9. In which County Commissioner District do you reside? East Lane County.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



APPLICANT'S NAME: <i>Mark A. Molina</i>	DATE: <i>10 Apr 2008</i>
NAME OF ADVISORY COMMITTEE: <i>CITIZEN ADVISORY</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

- 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.) *I currently serve on several committees in the community so that I can participate in positive constructive change in my community for those who live here.*
- Why do you want to become a member of this committee, and what specific contributions do you hope to make? *I would like to add my life & cultural experiences to the many conversations needed around the area of human rights in Lane County.*
- List the community concerns related to this committee that you would like to see addressed if you are appointed. *My first concern relates to the illegal alien questions being facing and how to appropriately deal with these issues respectfully, legally & thoughtfully. Second is addressing issues related to mental health, disabilities, jobs, education & training & other viable social services.*
- Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Non relevant community groups that are specific to the above stated concerns. I struggled, almost became homeless, seeking for work as a disabled veteran.*
- Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort? *As much as possible, all demographics of our county population need to have representation and a voice - my contribution would be life story, history & perspective to help weigh in on issues.*
- Are you currently serving on any Advisory Boards or Committees? If so, which ones?
*CITY OF SPRINGFIELD BUDGET COMMITTEE UNITED WAY BOARD SPRINGFIELD ROTARY BOB
 POLICE PLANNING TASK FORCE / SPRINGFIELD HIV ALLIANCE BOARD LEAD PROGRAM - ADVISORY Bd
 KMTR COMMUNITY ADVISORY BOARD SPRINGFIELD Chamber of Commerce Board*
- 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.)

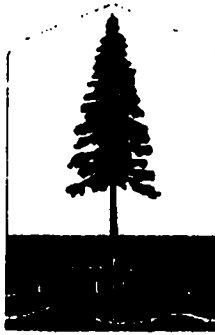
No Yes Specify:

- How did you learn about this vacancy? Newspaper Word of mouth Other: *SASCHA COSIO CONTACTED ME, SHE INDICATED I WAS RECOMMENDED BY ALEX GARNER & PRISCILLA GOULD*
- 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:

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

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



APPLICANT'S NAME: <i>MIKE KNEFATY</i>	DATE:
NAME OF ADVISORY COMMITTEE: <i>HUMAN RIGHTS ADVISORY</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.) *Sales experience utilizes collaborative skills. Also, membership in San Jose, CA Human Rights Commission provided me similar experience.*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *want to contribute to Lane County*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *Protecting human rights in the county and to provide a forum for residents to express concerns.*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *I am active in promoting Public Finance of elections in OREGON.*
5. Lane County is committed to serving the diverse interests of the community. If selected, how would you contribute to this effort? *I will attend, listen, and provide necessary reports*
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:
9. In which County Commissioner District do you reside? please check one:
 Unsure West Lane County Springfield South Eugene North Eugene East Lane County

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