

W. 5.e.

CITIZEN ADVISORY COMMITTEE APPOINTMENTS

A. MOTION: IN THE MATTER OF APPOINTING TEN (10) NEW MEMBERS TO THE LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE

VACANCIES: Ten (10)

B. The Lane County Human Rights Advisory Committee has reviewed the attached applications and makes the following recommendations.

<u>RECOMMENDATION</u>	<u>TERM & EXPIRATION</u>
Sheila Coats Eugene, OR	1 st term - 10/31/08 (New Member)
Michael Connelly Eugene, OR	1 st term - 10/31/08 (New Member)
Anthony McCown Springfield, OR	1 st term - 10/31/08 (New Member)
Judy Moseley Eugene, OR	1 st term - 10/31/08 (New Member)
Lincoln Nehring Eugene, OR	1 st term - 10/31/08 (New Member)
Mimi Perdue Eugene, OR	1 st term - 10/31/09 (New Member)
Leslie Rubenstein Cottage Grove, OR	1 st term - 10/31/09 (New Member)
Janice Rubin Eugene, OR	1 st term - 10/31/09 (New Member)
Heidi Schultz Eugene, OR	1 st term - 10/31/09 (New Member)
Robert Weiss Eugene, OR	1 st term - 10/31/09 (New Member)

TOTAL MEMBERSHIP: 14 Regular Members, 6 Associate Members

TERMS: Up to four years of staggered terms

NO. OF APPLICATIONS REVIEWED: Fifteen (15)

MANDATED COMMITTEE: No

STAFF LIAISON: Greta Utecht

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) Committee meetings outside the Eugene/Springfield area utilizing city council meetings, community forums, and joint meetings with the Board of County Commissioners; develops a workplan 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) had ten (10) vacancies that were left by nine (9) members who resigned their positions, and one member whose term expired. Because of the large number of new members being appointed, staff recommends that in order to stagger the terms, the first five (5) in alphabetical order be initially appointed for three (3) years and the remaining five (5) be appointed for four (4) years.

The LCHRAC received fifteen (15) applications for membership when it advertised for these ten (10) vacancies from June through August, 2005. A panel of three (3), comprised of committee member Aaron Boyce, BCC liaison to the committee Commissioner Green, and former staff liaison Laura Yergan, interviewed eleven (11) of the applicants. One applicant withdrew after interviewing, and the remaining four failed to respond to invitations to interview. Ten (10) applicants were selected for the Committee from among those interviewed.

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NONMANDATED COMMITTEES

3.540 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 concerning human rights programs within Lane County; recommends, supports, and assists in development of programs and seminars on human rights, cultural diversity, equal opportunity and affirmative action; 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) Committee 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; develops a work plan 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.

STAFFING: Department of Management Services

MEETS: Monthly

NONMANDATED

MEMBERSHIP: (14) Consists of up to 14 citizens, to include representation from among the protected classes of women, youth, older workers, disabled persons and African-Americans, Latinos, Asian-Americans and Native Americans. Notwithstanding LM 3.506(2)(j), County employees may apply, and be appointed, to serve on off-duty hours.

NOTE: Up to 3 Lane County employees allowed.

TERM: Up to 4 years from date of appointment

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IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO. 05) IN THE MATTER OF APPOINTING TEN (10) NEW
) MEMBERS TO THE LANE COUNTY HUMAN
) RIGHTS ADVISORY COMMITTEE

WHEREAS, the Lane County Human Rights Advisory Committee (the “Committee”) has ten(10) vacancies created by departing members; and

WHEREAS, one (1) committee member’s term has expired; and

WHEREAS, these vacancies are all community member positions; and

WHEREAS, the vacancies were duly advertised, applications reviewed, and interviews conducted;

NOW, THEREFORE, IT IS ORDERED that the following individuals be appointed to serve on the Lane County Human Rights Advisory Committee as listed below:

RECOMMENDATION

TERM & EXPIRATION

Sheila Coats
Eugene, OR

1st term - 10/31/08 (New Member)

Michael Connelly
Eugene, OR

1st term - 10/31/08 (New Member)

Anthony McCown
Springfield, OR

1st term - 10/31/08 (New Member)

Judy Moseley
Eugene, OR

1st term - 10/31/08 (New Member)

Lincoln Nehring
Eugene, OR

1st term - 10/31/08 (New Member)

Mimi Perdue
Eugene, OR

1st term - 10/31/09 (New Member)

Leslie Rubenstein
Cottage Grove, OR

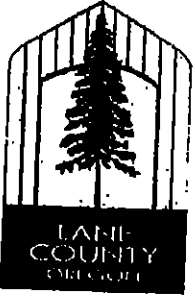
1st term - 10/31/09 (New Member)

Janice Rubin
Eugene, OR

1st term - 10/31/09 (New Member)

Heidi Schultz
Eugene, OR

1st term - 10/31/09 (New Member)

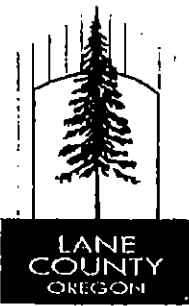


Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME AND CITY: <i>SHELLA COATS EUGENE</i>	DATE: <i>1-24-05</i>
NAME OF ADVISORY COMMITTEE: <i>HRAC</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.) *I was on the Eugene Human Rights Commission for about a year and on other committees for over a year*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *I like to be part of the solution to any problems that may arise.*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *I believe that my life has had many specific problems and that I could contribute. I would like to see that bigotry and hate could be addressed in Lane County*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Eugene HRAC, E+O Com., GENDER IDENTITY Comm. OF HRAC COMMITTEES*
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? *MAKING SURE THAT NO ONE IS DISCRIMINATED AGAINST*
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: *I DON'T THINK I AM. I DRIVE BUS FOR 45 SCHOOL*
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
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME AND CITY: Michael Connelly Eugene	DATE: AUG 1 2005
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.) *Director, Native American Substance Abuse Agency (Counseling, Advocacy Services) Chair, Native American (SUALS) Committee (Community Awareness/Education Action) (See Resume)*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *The ongoing imbalance of rights within our community; RACIAL, CULTURAL, SEXUAL. Promote dialogue, advocacy and meaningful change in awareness.*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *Transgendered Rights; rights of homeless; rights of counter-culture populations. ATTAIN A stable balance of rights for ALL beings within the community regardless of socio-economic status or gender choice.*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Currently teach courses at UofO addressing appropriate care and services for diverse ethnic, cultural, racial, sexual populations (See Resume)*
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 Am a member of the Counter-Culture: I feel I work well with a broad range of cultures.*
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.*

Michael Connelly

Eugene, Oregon

OBJECTIVE: Administrative/Advocate position within community oriented, private or publicly funded service system agency or governmental program. To work for the overall health, rights, and well-being of community members in need.

EDUCATION

1976-1977 Master of Science Degree University of Oregon InterDisciplinary Studies Program

1974-1976 Bachelor of Science Degree University of Oregon Religious Studies Program

1972-1974 Associate of Art Degree Canada Community College Philosophy Major

EMPLOYMENT

1978-1979 Substance Abuse Counselor Indian Program for Alcohol and Drug Awareness Eugene, Oregon

1979-1984 Program Director Indian Program for Alcohol and Drug Awareness [Wambli Gleska] Eugene, Oregon

1984 Executive Director South Solano County Alcohol Council Vallejo, California

1984-1985 Senior Resident Counselor Forest Farm Addiction Recovery Center Forest Knolls, California

1985-2002 Mental Health Specialist / Unit Coordinator Lane County Methadone Treatment Program Eugene, Oregon

2002-2003 Program Manager CODA Methadone Treatment Program Eugene, Oregon

2003-2005 Instructor, Substance Abuse Prevention Program, University of Oregon, Eugene, Oregon

2004 Substance Abuse Counselor, Integrated Health Clinic, Eugene, Oregon

EXPERIENCE

1975-1976 Director, SEARCH Program for Alternative Education University of Oregon

1976-1978 Vice President, Associated Students of the University of Oregon, Programs and Community Affairs

1977-1978 Erb Memorial Union Board, Executive Appointment, University of Oregon

1978-1983 Community Educator High School Equivalency Program University of Oregon

1979-1984 Board Member University of Oregon Drug Information Center Eugene, Oregon

1980-1984 Chairman Southwest Oregon Native American Consortium Eugene,

Oregon

- 1980-1984 President Lane County Alcohol Coordinating Council Eugene, Oregon
1982-1984 Member Lane County Alcohol Coordinating Committee Eugene, Oregon
1983-1984 Secretary/Treasurer Native American Consortium Eugene, Oregon
1986-1995 Member/President Lane County Alcohol and Drug Director's Consortium Eugene, Oregon
- 1987-1994 Advisory Board Member, Crossroads Residential Substance Abuse Treatment Program Roseburg, Oregon
1991-1995 Member New Start Perinatal Substance Abuse Task Force Eugene, Oregon
1999-Present Member Heroin Task Force: Lane County Prevention Program Eugene, Oregon
- 2004 Member Lane County Coalition to Prevent Substance Abuse
2004-2005 Member Lane County Harm Reduction Task Force
2003-2005 Expert Witness, Substance Abuse/Chemical Dependency State of Oregon

VOLUNTEER

- 1978-1984 Native American Issues Committee Eugene, Oregon
1977-Present Oregon Country Fair Eugene, Oregon
1982 Big Brother/Big Sister Program 4-J School District Eugene, Oregon
1983 Oregon Indian Education Association Planning Committee
2002-Present First Camp Advisor, Burning Man Event, Black Rock, Nevada
2003 Group Facilitator. Drop-In counseling for Methadone Patients who lost their Chemical Dependency benefits due to Legislative budget cuts. White Bird / Chrysalis Drug Treatment Program Eugene, Oregon

SKILLS

Conscientious and responsible public servant, counselor, and advocate with good knowledge of local community and resources. Able to develop and implement essential programs and work with staff and public in professional and personable manner. Good skills in staff development and management: work well with staff, administration and community. Experienced in individual, group, family, and multi-family therapy.

REFERENCES

Upon Request

Lane County Page 1 of 2
**CITIZEN ADVISORY COMMITTEE
APPLICATION**

APPLICANT'S NAME AND CITY: Anthony McCown, Eugene

DATE: June 30, 2005

NAME OF ADVISORY COMMITTEE: Human Rights Commission

PLEASE CHECK ONE:

New Applicant

REC'D 6/14/05

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 document.

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

I would like to be a member of this committee because civil rights and diversity are among my core values. While Lane County has endless potential in becoming a prominent example of a community that embraces and celebrates its diversity and supports all of its citizens, I aim to increase community outreach. As a college student, I represent a large, underrepresented, and diverse demographic.

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

Lane County embraces inclusiveness and diversity on the surface, however, I believe that there is a lot of deep seeded, historical acceptance issues in this area. I believe that these issues manifest in problems such as questions of racial profiling by the Eugene Police Department, complaints at the colleges of exclusive and hurtful behavior by professors and administrators, or issues of a diversity plan in the Springfield School District. I believe that a key way to approach human rights infringements in this community is to continue to open lines of communication among all members of the county.

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

I participated in the planning process of Lane Community Colleges Rites of Passage summer program for middle school and high school students of color. During the program I helped by mentoring the youth and assisting the program coordinator with daily tasks.

As the Student Body President I coordinated Diversity Response Teams that responded to hate crimes on campus by holding Community Unity Rallies. I also coordinated weekly and biweekly events for students to discuss issues of diversity and acceptance.

I worked with the Oregon Student of Color Coalition to lobby state legislatures to further educational opportunities for students of color.

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 every position of leadership I have held, I have promoted diversity and acceptance for all individuals. I would continue this practice on the Human Rights Commission as I believe the best way to be inclusive is to be open and listen.

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

I am not currently serving on an Advisory Board or Committee.

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? Newspaper Word of mouth Other:

I learned about the vacancy in the *Register-Guard*.

9. In which County Commissioner District do you reside?

Springfield

APPLICANT'S NAME AND CITY: Anthony McCown

DATE: 7/1/05

NAME OF ADVISORY COMMITTEE: Lane County Human Rights Advisory Committee

PLEASE CHECK ONE: New Applicant

Lane County Page 2 of 2
CITIZEN ADVISORY COMMITTEE
APPLICATION

WD ca/template/ ApplicationCitizenAdvisoryCommittee/T July 20, 2004

Please Print

Name: McCown Anthony
(Last) (First)

Address: _____
(Street) (City) (Zip)

Home Phone: _____

How Long Have You Lived in Lane County? 22 Years 7 Months

Occupation: Student Place of Employment: N/A

Business Address: N/A Business Phone: N/A

E-Mail Address: tonymccown@gmail.com Fax: N/A

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

OPTIONAL INFORMATION

Lane County is required under state and federal guidelines to identify applicants by ethnicity, race, gender and age. Supplying this information will also assist Lane County in evaluating its Diversity Implementation Plan to achieve more diversity on its advisory committees. Providing this information will not adversely affect your opportunity to serve on this committee or board and this information is processed separately from the application. Completion of this section is entirely voluntary and remains confidential.

Male Female Asian American

African American European American Native American

Hispanic/Chicano/Latino Other: 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 admision, treatment, or participation in its programs, services, and activities.

Signature of Applicant _____ Date:

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

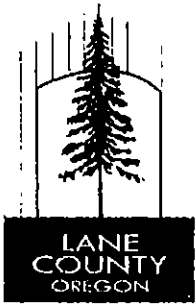
125 East 8th Avenue

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.

	Dates from-to	Responsibilities/Accomplishments
A. Work Experience		
1. Student Body President	May 04-June 05	-Working on diversity initiatives, managing staff of 20 student reps, planning school events, managing budget, maintaining relations with school administration
2. Oregon Student Association, Vice Chair	Sept. 04-June 05	-Lobbying state legislature for higher education, attending regular board meetings, chairing exec meetings
3. Student Affairs Council, Chair	Oct. 04-June 05	-Chairing meetings of Student Affairs Shared Governance Council, developing administrative policy, establishing strategic plan
4. College Council	Sept. 04-05	-Implementing college Shared Governance System, adhering to core value of diversity establishing governance manual, reviewing policy, college-wide planning, working closely with school administrators
5. Stewart Aquatic Center	Dec. 02-June 04	-Managing staff of swim lesson instructors, running program for disabled and at-risk youth
B. Volunteer Service		
1. Motivational speaker	Sept. 04-present	-Working with Lane Community College's High School and Community Relations Office to speak to at-risk students in local alternative schools
2. Eugene Citizens for Housing Standards, Co-Chair	Feb. 04-Nov. 04	-Creating community partnerships to establish a working renters' rights code for the city of Eugene, meeting with Eugene City Council, canvassing local neighborhoods, gathering testimony
3. Youth Leader, Wylde Life	June 99-June 2001	-Mentoring youth, camp counselor, leading group activities



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

Page 1 of 2
JUL 22 2005

APPLICANT'S NAME AND CITY: <i>Judy Moseley; Eugene</i>	DATE: <i>7-22-05</i>
NAME OF ADVISORY COMMITTEE: <i>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.)

Social Work background; 12 yrs on 4J Sch. Bd. + Budget Com.

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

a) Why: Citizenship; contribute to my community b) Open mind; ability to see all aspects of issues

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

Nothing specific. I believe in equity for everyone regardless of "subgroup status" and would hope to continue to advance that belief

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

Previous service on 4J Sch Bd. + Budget ('82-94)

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?

Continued advocacy to honor diversity in action as well as word.

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

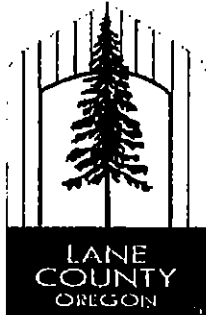
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b. The deadline for incumbent applications will be the same as the deadline for new applications.

* Unless waived by the Board.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



APPLICANT'S NAME AND CITY: LINCOLN NEHRING	DATE: 7/17/08
NAME OF ADVISORY COMMITTEE: Human Rights Committee	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 have a strong educational background in law
- Why do you want to become a member of this committee, and what specific contributions do you hope to make?

~~First~~ I believe the county has more direct impact on the every day life of its citizens than any other level of government. I want to make the county more sensitive
- List the community concerns related to this committee that you would like to see addressed if you are appointed.

I would like to see the county take a more proactive role in preventing problems through education and developing community awareness.
- Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)

while attending the University of Oregon Law School, I served on the Dean's Advisory Committee. In this capacity, I helped inform administration of student concerns.
- 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?

This is what this committee is about - strengthening the county's commitment to diversity and non-discrimination. I want to make sure that this commitment is more than just words on paper.
- Are you currently serving on any Advisory Boards or Committees? If so, which ones?

No.
- 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: Radio / KLU
- 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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- The deadline for incumbent applications will be the same as the deadline for new applications.

* Unless waived by the Board.

Lincoln M. Nehring

Eugene, OR 97405

EDUCATION

University of Oregon School of Law, Eugene, Oregon

J.D., May 2004

- Articles Editor, OREGON REVIEW OF INTERNATIONAL LAW
- Start Making a Reader Today (SMART) Program Administrator
- Dean's Advisory Committee
- GPA: 3.17

University of Oregon, Eugene, Oregon

B.S., Political Science, June 2001

- Varsity Track and Cross Country
-

EXPERIENCE

Honorable M. Langhorne Keith, Fairfax, Virginia

LAW CLERK, 2004-2005

The 19th Judicial Circuit of Virginia is one of the busiest state trial courts in the country, hearing tens-of-thousands of cases each year. As a law clerk, I worked primarily on the court's civil docket, conducting legal research and drafting case recommendations for the Judge's use. I also, however, heledj handle work intensive criminal cases.

United States Congressman Peter DeFazio, Eugene, Oregon

INTERN, Fall 2003-Winter 2004

I worked on immigration issues, organizing town hall meetings, and other constituent concerns.

Senator Orrin Hatch, Senate Judiciary Committee, Washington, D.C.

LAW CLERK, Summer 2003

I worked on a variety projects, including the vetting of judicial nominees.

Honorable Samuel Alba, Federal Magistrate, Salt Lake City, Utah

JUDICIAL EXTERN, Spring Semester 2003

I researched issues concerning with prisoner civil rights and habeas cases.

Honorable Robert Hilder, Utah 3rd District Court, Park City, Utah

JUDICIAL INTERN, Summer 2002

I performed legal research and drafted legal memoranda and opinions.

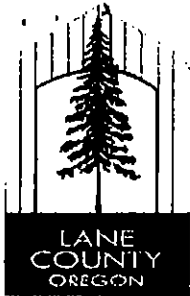
Utah Governor's General Counsel's Office, Salt Lake City, Utah

INTERN, Summer 2001

I worked on variety of projects, including a special session of the legislature, state FOIA requests, the state's opposition to high-level nuclear waste storage, powers of the attorney general versus executive branch agencies, and 2002 Winter Olympic issues.

ACTIVITIES

Currently training for the Boston Marathon and other local area running races.



Lane County
**CITIZEN ADVISORY COMMITTEE
 APPLICATION**

APPLICANT'S NAME AND CITY: <i>Mimi Perdue - Eugene</i>	DATE: <i>11.23.04</i>
NAME OF ADVISORY COMMITTEE: <i>HUMAN RIGHTS ADVISORY COMMITTEE</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.) *I am currently an Investigator with the Oregon Bureau of Labor & Industries, Civil Rights Division. I have held the position for six years. I am responsible for investigating Civil Rights complaints in the areas of employment, housing & public accommodations.*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *I am very interested in the area of Human Rights. I would like to take an active role to attempt to encourage greater acceptance of diversity in the community.*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *I am particularly concerned about the increase of hate crimes in our community & an increasing sense of intolerance. I would like to see more efforts to educate the public regarding diversity and tolerance of individuals from diverse cultural & socioeconomic backgrounds.*
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 involved with Amnesty International letter writing campaigns. I have also been involved in collecting food & funds for "Food for Lane County" under the Governor's food drive.*
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 believe my culturally diverse background would enable me to make contributions to this effort. I am culturally competent in Hispanic & Middle Eastern cultures. I am bilingual (English/Spanish) & have a bicultural background (US/Latin America). I have also gained insight into Middle Eastern cultures, & traditions through deep personal relationships with people of the region.*
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: *KLEC Radio*

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.*

Mimi Perdue

Eugene, OR 97405

Work Phone: (541)886-7654 x239

Home Phone: /

Objective: Human Rights Advisory Committee

Work Strengths: Fluent in Spanish and French Languages. Good oral and written communication skills. Ability to instruct and interview clients. Research, investigation, negotiation and mediation skills. Organized and detail oriented. Proficient in word processing and data management on Macintosh and IBM (MS Word, WordPerfect, Access, Excel and Power Point).

Education: University of Oregon, Eugene, OR: 1989
BA - Political Science (International Studies: Middle East/Latin America)
High School – Alliance Academy – Quito, Ecuador.

Work Experience: Senior Investigator – (Bilingual)

Oregon Bureau of Labor and Industries, Civil Rights Division, Eugene, OR. 06/98 – Present

Duties include the investigation of employment, public accommodation, and housing discrimination complaints by conducting interviews and gathering all facts and materials relevant to the civil rights issues raised. Documenting, analyzing and interpreting investigative information, records, witness testimony and statements in accordance with State and Federal Civil Rights laws and establishing factual and legal case determinations. Attempt to reach and prepare predetermination case settlements. Duties also include intake screening by providing information to the public, identifying civil rights issues and drafting charges for Spanish speaking clients.

Social Work Assistant – Latin America, Romania & India

Holt International Children's Services, Eugene, OR . 12/94 –05/98

Assisted in managing and processing the caseload of families and children in the international adoption program. Maintained effective communication between clients and the overseas programs. Maintained up to date and accurate information regarding laws, policy and procedures with agencies abroad. Reviewed and analyzed legal documents for compliance with State, Federal and International legal standards.

Contract and Budget Assistant,

US Postal Service: Transportation Dept., Washington, DC. 06/93 – 09/94

Developed management information system for the Manager of Surface Contracts, to determine Rail contract non-compliance. Collected, analyzed, and presented data for contract renegotiations and assessed non-compliance fines. Assisted Manager of Budget and Economic Analysis in creating management information system to track administrative and capital expenditures and trends of 3.1 billion dollar budget. Collected, analyzed and presented budget data. Coordinated several projects for the Transportation Department.

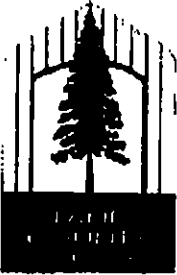
English Teacher, Self Employed , Quito Ecuador, 1992-1993

Taught two English classes (advanced and beginners). Duties included teaching, exam administration, grading and conversation.

Substitute Teacher, Alliance Academy, Quito Ecuador, 1991- 1992

Taught grades 6-12 on a variety of subjects. Duties included class lectures, exam administration and student supervision, motivation and support..

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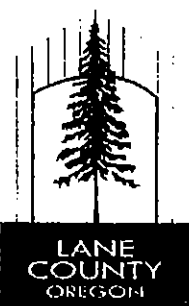


Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME AND CITY: <i>LESLIE RUBINSTEIN</i>	DATE: <i>11/29/04</i>
NAME OF ADVISORY COMMITTEE: <i>Lane County Human Rights Advisory Comm.</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 have been involved with human rights and diversity issues both in my work as an educator and in my volunteer capacities in education and in the community at large.*
- Why do you want to become a member of this committee, and what specific contributions do you hope to make? *I would like LCHRAAC to have representation from outside the Eugene-Springfield area so that rural concerns can also be addressed.*
- List the community concerns related to this committee that you would like to see addressed if you are appointed. *I am concerned about profiling at all stripes - ethnic, religious or gender, for example, as well as the recent racial profiling incident in Eugene - in addition to general worries about fascist tendencies in current government.*
- Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *I am currently vice-chair of the South Lane School District Board of Directors and have been a board member for the past 8 years.*
- 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 would view myself as a watchdog (non-biting) to remedy or prevent discrimination based on Lane County's commitment to diversity and human rights.*
- Are you currently serving on any Advisory Boards or Committees? If so, which ones? *I am not serving on any Lane County committees at this time.*
- 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:
- 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.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

26 REC'D

APPLICANT'S NAME AND CITY: <u>JANICE D. RUBIN SPRINGFIELD</u>	DATE: <u>JULY 23, 2005</u>
NAME OF ADVISORY COMMITTEE: <u>LANE COUNTY HUMAN RIGHTS ADVISORY COMMITTEE</u>	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 AM A VOCATIONAL REHABILITATION COUNSELOR. THIS IS MY 10TH YEAR WORKING AS A SELF EMPLOYED COUNSELOR IN PRIVATE PRACTICE ASSISTING PEOPLE W/ DISABILITIES IN DEVELOPING CAREERS + MEANINGFUL WORK.
- Why do you want to become a member of this committee, and what specific contributions do you hope to make? I AM AN EXCELLENT GROUP FACILITATOR, I'VE WRITTEN GRANTS THAT HAVE BEEN FUNDED THROUGH WEDCO + OTHER NON PROFIT ORGANIZATIONS. MY MASTER'S DEGREE IS IN PUBLIC AFFAIRS.
- List the community concerns related to this committee that you would like to see addressed if you are appointed. EQUAL RIGHTS AND ACCESS FOR ALL CITIZENS. RACE, GENDER, CULTURE, RELIGION, DISABILITY AND LIFESTYLE SHOULD BE HONORED AND APPRECIATED FOR UNIQUE CONTRIBUTIONS EVERY CITIZEN CONTRIBUTES TO OUR COMMUNITY. WE ALL HAVE SOMETHING IMPORTANT TO CONTRIBUTE, RECOGNIZING THE DIVERSITY OF OUR COMMUNITY.
- Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) I HAVE ORGANIZED TWO TABLES FOR THE NIGHT IMPACTS, I'VE ACCEPTED LEADERSHIP IN OUR LOCAL SET SQUARE ORGANIZATION. I AM A MEMBER OF THE NATIONAL REHABILITATION ASSOCIATION + THE LANE LITERARY GUILD.
- 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 AM A 50 YEAR OLD SINGLE WOMAN FROM A WORKING CLASS BACKGROUND. I AM AN ENTREPRENEUR + BUSINESS OWNER. I HAVE A SUCCESSFUL VOCATIONAL COUNSELING PRACTICE. THIS IS MY 10TH YEAR IN BUSINESS I HAVE A MASTER'S DEGREE IN PUBLIC POLICY + PLANNING IN A FOCUS ON COMMUNITY DEVELOPMENT. I HAVE INSIGHT, KNOWLEDGE + EXPERIENCE FROM WORKING W/ A DIVERSE RANGE OF PEOPLE FOR 14 YEARS.
- Are you currently serving on any Advisory Boards or Committees? If so, which ones? No
- 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:
- 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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- The deadline for incumbent applications will be the same as the deadline for new applications.

* Unless waived by the Board.

Janice D. Rubin. M.S.. CRC

Eugene. OR 97401

EDUCATION:

**M.S. Public Affairs
Department of Planning, Public Policy and Management, 1993
University of Oregon
Eugene, OR
Emphasis: Community Development, Human Services
Public Policy**

**CRC, Certified Rehabilitation Counselor, 10-01
Post Graduate Work,
Department of Rehabilitation Counseling, 2000-01
Portland State University, Portland, OR**

**State of Oregon Certification, 1996
Vocational Rehabilitation Counselor
Department of Consumer and Business Services**

**B.A. English Literature
Department of English, 1977
University of Oregon, Eugene, OR**

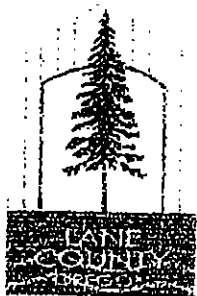
EMPLOYMENT:

**Vocational Rehabilitation Counselor, Consultant 1-97 to present
Janice D. Rubin, M.S., CRC
Vocational Rehabilitation Counseling and Consulting
Eugene, OR**
Vocational counseling and consulting for injured workers, Vocational Rehabilitation clients, adults with developmental disabilities and people with psychiatric disabilities. Case management, job development, vocational evaluations, vocational plans and vocational consulting. Transferable skills analysis. Vocational Expert.

**Vocational Rehabilitation Counselor 3-95 to 10-96
Oregon Vocational Solutions
Eugene, OR**
Case management and vocational counseling, job analysis, job development. Skills training site, labor market surveys, training plans and training monitoring. Understanding of the preferred worker program. Writing vocational evaluation reports. Worked with injured workers and state Vocational Rehabilitation clients.

**Employment Counselor 2-93 to 6-95
McKenzie Personnel Systems
Eugene, OR**
Developed jobs and employment opportunities with businesses and organizations for adults with developmental disabilities in the Eugene-Springfield community. Position included case management, report writing, appraising clients interests, aptitudes and abilities, building community partnerships, effective communication and negotiation and outreach skills.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



APPLICANT'S NAME AND CITY: <i>Heidi Schultz, Eugene</i>	DATE: <i>7-29-05</i>
NAME OF ADVISORY COMMITTEE: <i>Human Rights Advisory Committee</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.)
see attached
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make?
see attached
3. List the community concerns related to this committee that you would like to see addressed if you are appointed.
See attached
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)
see attached
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?
see attached
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
See attached
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: *radio*
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.*

Lane County Human Rights Advisory Committee Application

Heidi Schultz

1. For most of my adult life, I have been motivated professionally and personally by issues of diversity, community, and human rights, and have sought constructive ways to foster these locally. I have worked in the mental health and chemical dependency field, with training from Willamette School of Human Service, housed at White Bird Clinic. I have also worked with diverse communities such as low income/homeless populations, sexual minorities, and people living with HIV/AIDS. I have participated in projects designed to appropriately serve the Latino community. My resume details my work and training further.

I have training and experience in group facilitation, advocacy, public speaking, and successful grant writing.

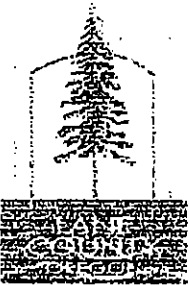
2. I have for some time considered membership in either this committee or the Eugene Human Rights Commission. I look forward to the opportunity to advocate for human rights issues on a local level, and to find constructive, incremental ways to make Lane County a positive place for diverse people to live. I also like the idea of participating in this committee in particular because it is county-wide, and rural issues are included in its scope.

3. I imagine issues of ethnic diversity and socioeconomic diversity to be important on this committee. I would first like to see how the committee works and sets its agenda, and have read some of the meeting minutes. After getting a flavor for the work the committee is already doing, I would like to add my own perspective in a way that fits. Some of my specific interests are in how the county structure handles complaints from marginalized community members, and how the county structure can be improved to be accessible to those who do not traditionally have good access, such as the homeless, people whose primary language is not English, and people with high risk behaviors.

4. I have been involved in local groups such as the Heroin Task Force (1999-2001), HIV Alliance's Needle Exchange Advisory Board, the Community meeting at White Bird Clinic, and have attended neighborhood groups in the past. I teach inservices on high risk populations to local organizations such as Eugene Fire and EMS, and Eugene Municipal Court.

5. My ethic is that a strong community has room for diverse cultures, and that our county structure should and can reflect this. I love the opportunity to advocate for creative ways to meet diverse needs and have proven experience doing this in a constructive way.

6. I am currently a member of HIV Alliance's Needle Exchange Advisory Board.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

Please Print

Name: Schultz Heidi
(Last) (First)
Address: 1506 Grove St. Eugene 97404
(Street) (City) (Zip)

Home Phone: 541-461-9634 How Long Have You Lived in Lane County? 13 Years Months

Occupation: RN Place of Employment: Sacred Heart

Business Address: 1200 Hilward St. Business Phone: 686-6882

E-Mail Address: heidirebeccas@yahoo.com Fax: n/a

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

OPTIONAL INFORMATION

Lane County is required under state and federal guidelines to identify applicants by ethnicity, race, gender and age. Supplying this information will also assist Lane County in evaluating its Diversity Implementation Plan to achieve more diversity on its advisory committees. Providing this information will not adversely affect your opportunity to serve on this committee or board and this information is processed separately from the application. Completion of this section is entirely voluntary and remains confidential.

- | | | |
|--|---|---|
| <input type="checkbox"/> Male | <input checked="" 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 admilsson, treatment, or participation in its programs, services, and activities.

Signature of Applicant Heidi Schultz

Date: 7-29-05

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.

Heidi Schultz, RN

Eugene, OR 97404

Education

B.S.N., Cum laude	Oregon Health & Science University	2003
B.S. in General Science	University of Oregon	1998
Crisis intervention and mental health training	Willamette School of Human Services	1996-1997
EMT-Basic Training	Lane Community College	1996

Employment

STAFF NURSE

Sacred Heart Medical Center, Eugene, OR 2/05 to present
Providing critical direct patient care on the Progressive Cardiac Unit to cardiac and pulmonary patients with invasive cardiac procedures and/or medical management.

TRIAGE NURSE

PeaceHealth Medical Group, Eugene, OR 1/04-2/05
Providing triage and patient follow-up in the infectious disease department; including patients with HIV, Hepatitis, and acute infectious diseases; creating and implementing systems to improve patient follow-up and outcomes; handling telephone and walk-in patient and provider needs; providing direct patient care; applying for and coordinating drug studies for early patient access to HIV medications.

STAFF NURSE

McKenzie Willamette Medical Center, Springfield, OR 10/03-11/03
Caring for patients as a registered nurse in the float pool by providing direct nursing care, care planning, and patient admissions.

MEDIC FOR CAHOOTS (Crisis Assistance Helping Out On The Streets)

White Bird Clinic, Eugene, OR 7/98-3/03
Working as an EMT in a 911-dispatched crisis response unit to provide human services triage, crisis intervention, mental health assessment, and medical assessment and minor treatment.

HARM REDUCTION PROGRAM DIRECTOR

HIV Alliance, Eugene, OR 3/99-7/01
Directing program and providing direct service to injection drug users to reduce their risk for HIV transmission and other medical problems. Included writing grants, budgeting, building interagency relationships, public speaking, and training and overseeing volunteers.

CRISIS COUNSELOR AND SHIFT SUPERVISOR

White Bird Clinic, Eugene, OR 5/97-1/99
Providing crisis intervention, mental health screening and assessment, mental health information and referral, and teaching crisis intervention. Participating in an interagency mental health service for severely mentally ill children and their families. Services provided over telephone and face-to-face.

HIV COUNSELOR AND TESTER

White Bird Medical Clinic, Eugene, OR 10/97-9/98

Providing pre- and post-test counseling to anonymous HIV test recipients; informing clients of test results; acting as liaison to other HIV/AIDS service agencies.

HEALTH AND SAFETY INSTRUCTOR

American Red Cross, Eugene, OR 10/97-1/99

Instructing adult and youth classes in CPR and first aid to the healthcare-provider level; providing HIV/AIDS education.

EMT LAB ASSISTANT

Lane Community College, Eugene, OR 10/96-6/97

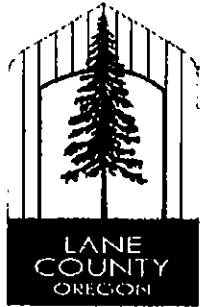
Teaching and testing skills for EMT-Basic students.

Certifications, Accomplishments and Honors

- Sigma Theta Tau International Nursing Honor Society, Beta Psi Chapter
- Registered Nurse, State of Oregon, License 200342061RN
- EMT-Basic, State of Oregon, Certification #125131
- Hazardous Materials First Responder, Office of the Fire Marshall
- QMHP-eligible, State of Oregon (Qualified Mental Health Professional)
- Teaching seminars in Eugene/Springfield community on mental health, substance abuse, homelessness to agencies such as Fire/EMS, Eugene Police, Municipal Court staff, Human Rights Commission, Oregon DHS
- Basic Life Support, American Heart Association
- Advanced Cardiac Life Support

References Available Upon Request

JUL 19 2005



Lane County CITIZEN ADVISORY COMMITTEE APPLICATION

APPLICANT'S NAME AND CITY: <i>Robert L. Weiss Eugene</i>	DATE: <i>2/18/05</i>
NAME OF ADVISORY COMMITTEE: <i>Human Rights</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

see attached

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.)
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

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

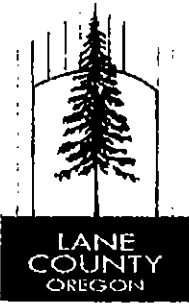
** Unless waived by the Board.*

Robert L. Weiss: Items 1-5 Application for Citizen Advisory Committee
(page 1 of 2)

1. I am a retired Professor of Psychology from the University of Oregon, where I served on the Clinical Psychology Faculty for over 35 years. I have considerable experience dealing with persons involved in interpersonal conflict and with the adjudication of ethical concerns. My career has spanned the areas of communication training, problem solving, and inter group facilitation. As an educator I am especially concerned with the dissemination of information that enables individuals to function more effectively, both in terms of psychological (client) populations, students, and in my contact with community members.
2. Being retired, my schedule makes it possible for me to volunteer my services more broadly than before. I am most interested in contributing to efforts that reflect my areas of expertise. The Human Rights Advisory Committee would be an excellent fit for me since the majority of concerns that come before that committee involve various stages of citizens having conflict with a governmental body. Being able to assess the nature of the conflict and working together with other members to recommend solutions is something that I am well qualified to do. I see myself playing a role in team building and fostering an understanding of how individuals become locked into win-lose conflicts. Over the years I have served as a site visitor for the credentialing body of the American Psychological Association, where either as a member or chair of a visiting team we assessed a training program's success in meeting national standards. This work requires ability to quickly assess the strengths and weaknesses of university and internship training departments and to communicate a fair, objective appraisal of the organization. Once again, I see these skills of potential benefit to my serving on the Advisory Committee.
3. In my view an Advisory Committee does not make policy but rather serves as the eyes and ears for County Commissioners by offering assessments and recommendations developed by the Advisory group. My sense is that the single most pressing issue facing a Human Rights Advisory Committee today is the widespread sense of disenfranchisement so many of our citizens experience, especially those of limited means. Most often folks do not feel heard by their government, that they have no significant voice. Issues of discrimination, apparent arbitrary governmental impositions of new regulations, or failure of government to address concerns of daily life, all contribute to felt disenfranchisement. Cyclical fluctuations in economic prosperity further contribute to people's sense of being marginalized. How individual concerns get expressed often adds to the problem and the attempted solutions become the bigger problem.

Robert L. Weiss: Items 1-5 Application for Citizen Advisory Committee
(page 2 of 2)

4. My community involvement has been as a past board member of the local ACLU chapter and during the past 5 plus years as a board member of Planned Parenthood Health Services of Southwest Oregon (PPHSSO) .
5. I am quite familiar with efforts to increase diversity and foster programs that actively encourage participation of persons whose involvement might otherwise be overlooked.. For example, as Chair of the Leadership Committee of PPHSSO, I direct efforts to recruit minority group members as potential board members; gender, age, ethnicity, disability, among other manifestations of diversity, are always central to the efforts of management, clinical services and the Board committee. As a Professor of Psychology I have had experience working with students from highly diverse backgrounds and have participated in various selection processes designed to increase the presence of members of so called minority groups. Specifically, I would foster activities of the Advisory Group to ensure accountability of County Employment recruitment efforts. With my membership in national professional organizations diversity issues are ever in the forefront and are specifically listed in the American Psychological Association's Code of Ethics.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

AUG 01 2005

APPLICANT'S NAME AND CITY: <i>Melvin Erickson - Eugene OR</i>	DATE: <i>29 July 2005</i>
NAME OF ADVISORY COMMITTEE: <i>Lane Cty. Human Rights Advisory Committee</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

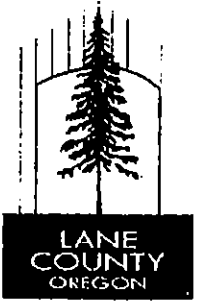
1. Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.) *Work and social interaction with people of all colors and religions as a laborer, member of U.S. Army, and Teacher has been a rewarding education since childhood.*
2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *The health of a community depends upon citizen participation. I believe I can offer valuable perspective on issues relating to civil rights and discrimination.*
3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *Resolution of discrimination and harassment complaints; support for government policies intended to foster civil rights in the everyday life of community members.*
4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Past involvement in Lane Cty. community groups & Lane Economic Development Council, Homeless Action Steering Committee, safe use of pesticides etc. at schools and parks.*
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? *As an economist, consultant, and a person with broad knowledge of cultural diversity in America I feel qualified to support the goals of tolerance and fairness.*
6. Are you currently serving on any Advisory Boards or Committees? If so, which ones?
None.
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.*

JUL 29 2005



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME AND CITY: <i>JACK FINGER</i>	DATE: <i>7/29/05</i>
NAME OF ADVISORY COMMITTEE: <i>Human Rights Advisory Comm.</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

Red Cross Vol

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.) *I have some ideas that I think will make some positive changes.*

2. Why do you want to become a member of this committee, and what specific contributions do you hope to make? *Can't change anything if I don't.*

3. List the community concerns related to this committee that you would like to see addressed if you are appointed. *I live in the Meadow Park District in Springfield and would like to see it change for the better.*

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *I've coached flag football. I'm on a Red Cross Disaster Relief team.*

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? *All people are created equal.*

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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* Unless waived by the Board.

Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION



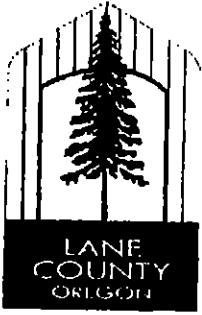
APPLICANT'S NAME AND CITY: <i>Heiner Wagner Cottage Grove</i>	DATE: <i>8/4/05</i>
NAME OF ADVISORY COMMITTEE: ✓ <i>Human Rights</i>	PLEASE CHECK ONE: <input checked="" type="checkbox"/> New Applicant <input type="checkbox"/> Application for Reappointment

- 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 am politically active since age 18, esp. w/ amnesty international*
- Why do you want to become a member of this committee, and what specific contributions do you hope to make? *I feel that the southern part of Lane Cty is under-represented in most committees*
- List the community concerns related to this committee that you would like to see addressed if you are appointed. *I am in particular concerned about the HR of elderly and disabled people and feel strongly about gender equality, incl. gay people.*
- Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.) *Amnesty International, Habitat for Humanity, Democratic Party of Lane Cty, Blackberry Pic Society, Cottage Grove*
- 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 am myself German by birth, American by choice, and I value the diversity of this Nation. My wife and I have hosted international students from 14 nations.*
- Are you currently serving on any Advisory Boards or Committees? If so, which ones? *No*
- 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:
- 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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- The deadline for incumbent applications will be the same as the deadline for new applications.

* Unless waived by the Board.



Lane County
CITIZEN ADVISORY COMMITTEE
APPLICATION

APPLICANT'S NAME AND CITY: Aliscia Miles, Springfield	DATE: July 25, 2005
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.) *Please refer to the attached pages.*
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?
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: *on line*
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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** Unless waived by the Board.*

Alicia Gvodev Niles
Application for Citizen Advisory Committee
Human Rights

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 refer to my attached vita as it will provide the most detailed information to address this question.

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

I have served as a community advocate and educator to promote an inclusive society over the last ten years in both academics and professionally. With a Bachelor's in International Studies from the School for International Training, I have an academic focus in identifying and dismantling oppressive systems utilizing grassroots organizing, interagency cooperation and cross-cultural strategies.

I coordinated community development projects in Guatemala and Mexico including intensive work in refugee camps and repatriated communities for several years. When I returned to Oregon I continued to work with diverse communities for social justice. This work includes ten years in social services and education in the following capacities: International Program Coordinator and Advisor for disability and minority rights; Bilingual Employment Specialist and Service Provider; Farmworker Advocate; Adult Basic Education Instructor and Advisor; and Bilingual/ELL Educator.

In addition, I completed my MA in Community and Regional Planning from the University of Oregon. My studies focused on promoting inclusive policies and community development for Oregon's Latino populations. My thesis is titled, *The Power of Culture, Place and Agency: Understanding Agrarian Conflicts in Oregon's Willamette Valley*.

I have continued to work extensively in Oregon's diverse communities to promote an inclusive and just society. Being bilingual (English-Spanish) has opened many doors in social services and education. Most recently, I was an English Language Learner (ELL) teacher for Roseburg Public Schools. This particular community has few assets supporting people of diverse backgrounds and I was part of the beginning force to bring about change and awareness against a great deal of resistance. I had to remain strong in my convictions and build a base of allies via grassroots initiatives. My efforts included; organizing the Multicultural Literacy Night programs; co-sponsoring speaker events and round table discussions on worldviews; actively participating in the Hispanic Committee; training educators on diversity, laws and racism; and co-leading presentations and workshops for Roseburg's Cultural Competency Committee.

With my extensive background in social justice and my innate understanding of theoretical frameworks that guide our society's behaviors. I wish to share these skills to further our work for a more just and safe community.

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

I do see human rights as comprehensive and holistic, and, therefore, do not specifically seek to secure safety for specific groups, rather, for everyone. However, because I am bilingual (English/Spanish) I see a great need to bridge Spanish speaking communities to the community at large. As the Latino community continues to grow, we can be leaders in disseminating information; increasing awareness and education; ensuring rights are upheld and create a proactive and positive approach rather than a reactive response to our increasingly diverse community. I would enjoy working directly with Spanish speaking business owners and develop a focus group to see what specific needs and concerns are priorities.

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

I was a lead organizer for a sub-committee with Douglas County's Cultural Competency Committee. In this position, I learned the importance of working by connecting diverse and at times contentious groups together in order to work for a common goal: A Safe and Equitable Community. I have also volunteered at the following organizations:

- Hispanic Network Committee Member, Douglas County
- Cultural Competency Douglas County Committee Member
- Altrusa Multi-Cultural Literacy Night Organizer
- Pineros y Campesinos Unidos del Noroeste (PCUN), Woodburn, Oregon
- Laurel Hill Valley Neighborhood Group, Eugene, Oregon
- Amigos de los Sobrevivientes, Eugene, Oregon
- El Centro LatinoAmericano, Eugene, Oregon
- Clinica Medica Popular, Guatemala
- Committee in Solidarity with Central American People (CISCAP), Eugene, Oregon

Additionally I have been staff with Mobility International USA, The City of Eugene (Court Document Translator), PCUN, Community Services Consortium, Amigos de los Sobrevivientes, and LCC's Multi-Cultural Center.

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?

As a member of this committee, I would approach this position through inclusion, cross-cultural communication and awareness and broad-based coalition building. Coalition building is the keystone in addressing oppressive systems that work to give privilege to some while taking it from others. Interlocking systems of oppression connect distinct oppressed groups. Race, Gender, Class, Abilities, Religion and Sexual Orientation are inherently linked together in a society that systematically and institutionally use these qualities to assign privilege. Therefore, working with and building coalitions of diverse organizations will form a strong foundation toward a more equitable campus.

My graciousness and diplomacy coupled with my extensive work with our diverse communities including people of diverse linguistic, cultural, physical and cognitive abilities, sexual orientation, class, and gender, will allow me to work toward such a coalition while at the same time honoring the specific needs of individuals.

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

**8. How did you learn about this vacancy? Newspaper Word of mouth
Other:**

City of Eugene Employee

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

Springfield

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

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APPLICANT'S NAME AND CITY:

DATE:

NAME OF ADVISORY COMMITTEE:

PLEASE CHECK ONE:

New Applicant

Application for Reappointment

No Yes Specify:

ALISCIA GVOZDEV NILES

OBJECTIVE

To help increase access and success for diverse communities through education by utilizing my extensive experience as educator and advocate.

EDUCATION

B.I.S, Bachelor's of International Studies, 1993, School for International Training, Vermont, emphasis in community development.

M.A. in Community and Regional Planning, 1999, University of Oregon, Department of Planning, Public Policy and Management, Oregon, emphasis in social and community planning

Oregon Teacher's License with ESOL/Bilingual Endorsement, Three-year Restricted Transitional

EXPERIENCE

Roseburg Public Schools, Department of Student Services, Roseburg, OR, August 2002 to present.

- **Bilingual-ELL Teacher.** Developing, modifying and assessing curriculum for culturally and linguistically diverse student; supporting linguistically and culturally diverse families; informing students and families about community services; working with diverse agencies including DHS, CCF and local nonprofits; and training teachers and administrators on civil rights, diversity, and teaching strategies; supervising education assistants and volunteers.

Umpqua Community College, Adult Basic Education, Roseburg, OR, September 2001 to June 2002.

- **Instructor/Retention Committee:** Designing curriculum and instructing high school equivalency courses for low-income and at-risk student population. Conducting intervention activities, teaching parenting classes, and implementing training programs. Evaluated and wrote diversity component for retention strategies.

Community Services Consortium, Corvallis, OR, November 2000 to September 2001.

- **Bilingual WIA Employment Specialist/Youth Transitions Program Coordinator.** Providing employment and case management services for program low-income and Spanish speaking participants; coordinating services with diverse agencies including AFS, LBCC, OED, and energy assistance/homeless support; providing workshops on job readiness, education, training, and employment opportunities.

Service Center for Farmworkers, Woodburn, OR, January 2000 to November 2000.

- **Bilingual Service Center Support Staff.** Providing social services for the farmworker community; researching and co-writing findings in report on H2A Guestworker proposal. Coordinating ESL registration and assessing language levels; supporting ESL instructor.

Mobility International USA, Eugene, OR, 1995-1996 and 1999-2000.

- **Mexico Program Coordinator/ Intake Specialist-Events Coordinator.** Planning and implementing international educational exchange programs for youth and young adults with disabilities and of minority

backgrounds. Researching and advising students on international exchange opportunities, immigration and visa inquiries and managing database. International public speaking and workshop training.

University of Oregon, Department of Planning, Public Policy and Management, March to July 1999.

- **Project Facilitator.** Facilitating and advising undergraduate student projects with an emphasis on public service policy and community development for Oregon's Latino communities.

Community Planning Workshop, Eugene, OR January 1997 to May 1999.

- **Research Assistant.** Providing research assistance for economic development in rural communities in Oregon. Planning community development projects, writing technical reports and facilitating public meetings and events.

Amigos de Los Sobrevivientes, Eugene, OR, January 1994 to January 1995.

- **Bilingual Case Manager.** Assisting survivors of torture from Central America as case manager and translator.

Juan Sisay Escuela de Español, Quetzaltenango, Guatemala, October 1992 to March 1994.

- **International Coordinator/ESL Instructor.** Advising students, training teachers and implementing programs focusing on social and community development. Providing one-on-one and small group English instruction.

Multi-Cultural Center, Lane Community College, Eugene, OR, December 1989 to June 1991.

- **MCC Specialist.** Providing office support and program coordination for college multi-cultural center.

TRAININGS

- SIOP Certified (Sheltered Instruction Observation Protocol for English Language Learners)
- Culturally Appropriate Assessments for ELL Students for Psychiatrists, Administrators and Educators
- Oregon State University Summer Institute on Race, Ethnicity and Education
- Cultural Competency Emphasizing Native American Perspectives
- Disability Rights in Education and International Exchange

VOLUNTEER AND ORGANIZATIONAL AFFILIATION

Hispanic Network Committee Member, Douglas County

Cultural Competency Douglas County Committee Member

Altrusa Multi-Cultural Literacy Night Organizer

Pineros y Campesinos Unidos del Noroeste (PCUN), Woodburn, Oregon

Laurel Hill Valley Neighborhood Group, Eugene, Oregon

Amigos de los Sobrevivientes, Eugene, Oregon

El Centro Latinoamericano, Eugene, Oregon

Clinica Medica Popular, Guatemala

Committee in Solidarity with Central American People (CISCAP), Eugene, Oregon

RECOGNITION

Teacher of the Year Award, UCC-Woolley Center, 2002.

Architecture and Allied Arts Travel Grant, University of Oregon, 1999.

Neil D. Blackman Memorial Scholarship awarded for academic studies in human rights and a public service, University of Oregon, 1998-1999 academic year.

Global Graduates Travel Scholarship, Oregon Department of Education, 1998-1999 academic year.

The Center for the Study of Women in Society Travel Grant, University of Oregon, 1998.

Oregon Chapter American Planning Association Student Achievement in Planning Award, 1998

School for International Training Academic Scholarship, 1992.

PUBLICATIONS

H2A Guestworker Report, Causa, with Jon Brier and Ramon Ramirez, 1998.

The Power of Culture, Place and Agency: Understanding Agrarian Conflicts in Oregon's Willamette Valley, Master's Thesis, University of Oregon 1999.

3. I am currently involved in my own recovery and that of others ~~et.~~ through support groups for families & friends, consumers, & my faith community. ex. Although I did not solve my disability of stuttering through speech therapy in school and college, I did through serving on various committees over 2 decades. Currently I am a Toastmaster, and love public speaking and helping others to improve public speaking skills. This is an open community forum - rather than disability specific program & I would encourage the promotion of similar open activities.

4. A served on my church's group for Interfaith Homeless shelter since the programs inception.
B. worked on house for Habitat for Humanity.