

ORDINANCE No. 190008 As Amended

*Adopt Juneteenth as an annual Day of Remembrance and a paid holiday. (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. Black people have experienced oppression and suppression since they were stolen from their homes and brought to the United States of America over 400 years ago.
2. Black people have endured violent slavery, Jim Crow era laws and lynching, the Civil Rights era, modern day lynching, institutional and systemic racism, and anti-Blackness within their communities and workplaces.
3. For a Black person in this country and city, navigating life does not come with the same privileges experienced by white people. Everyday tasks have a strong potential of resulting in a racist interaction.
4. In the workplace, Black staff experience racism, yet because these occurrences are difficult to substantiate Black employees are often forced to seek alternate employment, labeled “aggressive” or a “troublemaker,” and endure the racism silently.
5. Locally, the Black community has experienced the Vanport flood, displacement due to gentrification, redlining, gaslighting, career suppression, police brutality, racial profiling, discrimination, and the psychological trauma of these experiences.
6. To demonstrate the Black community is an integral part of our nation and Portland, OR, it is the responsibility of City government to move beyond performative gestures of appreciation that are not genuine.
7. It is the charge of elected officials to ensure the physical and emotional safety and the equitable treatment of Black people in Portland, OR as a workforce and community.
8. Currently, many staff are faced with the moral and economic conflict of supporting an institution that has perpetuated systemic racism by continuing to work, at a time the nation is grieving and outraged over the repeated murders of Black people.

9. June 19th marks a significant opportunity to establish a commitment towards healing and dismantling anti-Black racism within the workforce and community. June 19th is the recommended date due to its significance in the Black community. [Juneteenth, June 19th](#), is the oldest nationally celebrated commemoration of the ending of slavery in the United States of America.
10. As an initial step the City of Portland formally recognizes and apologizes for the atrocities Black people have suffered in this nation and Portland, OR.
11. The City of Portland is committed to deconstructing institutional and systemic racism and directs all City bureaus to participate in anti-Blackness taskforces, in collaboration with Black community members, leaders, and voices dedicated to identifying solutions internally and externally focused on workplace culture, public safety, mental health, housing, income inequality, economic development, and prosperity. Bureaus must submit quarterly reports on work done on these measures to the Office of Equity and Human Rights. The Office of Equity and Human Rights will include a summary in the Annual Report to Council required in Resolution 37487.
12. The City of Portland will adopt Core Values to lead workforce decisions and drive culture.
13. June 19th will be a paid holiday in which City staff are encouraged to spend time self-educating on anti-racism and the negative impacts of white supremacy, which is the foundation of American culture. In addition, staff are encouraged to support Black-owned businesses and community organizations on Juneteenth. The intention of the day will be to grieve, listen, learn, engage, and heal.
14. Public safety staff scheduled to work this day will participate in an “All Call” and moment of silence for the same length of time that George Floyd’s neck was kneeled upon during his murder on May 25, 2020. At 12:00 PM, a dispatcher at BOEC will make an “All Call” for all personnel to stop what they are doing (minus any life-saving call they may currently be on).
15. During the All Call, there will be a recognition at the point in time George Floyd stopped breathing, yet the officers refused to move. All other personnel required to work during the Juneteenth annual Day of Remembrance (i.e. ECC, etc.) can also participate in the All Call at 12:00 PM. The call will be repeated for three days to allow participation from as many public safety employees as possible.
16. Essential workers scheduled to work on Juneteenth will receive a deferred holiday.
17. The time has arrived for Portland, OR as one of the whitest cities in the United

States of America, to demonstrate to leaders across the nation that a change has come.

18. Formal recognition of history, the current state of this nation and city, and plans to enact change are essential to begin restoring trust, dismantle systemic racism, and work towards a more just future for the Black community.

NOW THEREFORE, the Council directs:

- a Juneteenth an annual Day of Remembrance and a paid holiday for City of Portland employees.

Section 2. The Council declares that an emergency exists in order to implement the change to Human Resources Administrative Rule 6.02 in calendar year 2020; therefore, this ordinance shall be in full force and effect from and after its passage by Council.

Passed by the Council: June 17, 2020

Mayor Ted Wheeler
Prepared by: Allison S. Prasad, Ph.D.
Date Prepared: June 11, 2020

Mary Hull Caballero
Auditor of the City of Portland

By *Keelan McClymont*
Deputy

Agenda No.
ORDINANCE NO. 190008 As Amended
 Title

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INTRODUCED BY Commissioner/Auditor: Mayor Ted Wheeler	CLERK USE: DATE FILED <u>June 15, 2020</u>
COMMISSIONER APPROVAL Mayor—Finance & Administration - Wheelington Position 1/Utilities - Fritz Position 2/Works - Vacant Position 3/Affairs - Hardesty Position 4/Safety - Eudaly	Digitally signed by Mustafa Washington Date: 2020.06.15 12:46:51 -07'00' Digitally signed by Keelan McClymont Date: 2020.06.15 14:14:50 -07'00' Digitally signed by Cathy L. Bless Date: 2020.06.12 14:24:40 -07'00'
BUREAU APPROVAL Bureau: OMF/CAO Bureau Head: Cathy L. Bless Prepared by: Allison Prasad Date Prepared: 6/11/20	Mary Hull Caballero Auditor of the City of Portland Keelan McClymont Deputy ACTION TAKEN:
Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date 6/17/20	

AGENDA
TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input checked="" type="checkbox"/> Total amount of time needed: <u>20</u> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz Tim Craill <small>Digitally signed by Tim Craill Date: 2020.06.12 13:40:14 -07'00'</small>	✓	
2. Vacant		
3. Hardesty <i>John Hardesty</i>	✓	
4. Eudaly Marshall Runkel <small>Digitally signed by Marshall Runkel Date: 2020.06.12 12:25:51 -07'00'</small>	✓	
Wheeler Mustafa Washington <small>Digitally signed by Mustafa Washington Date: 2020.06.11 18:28:58 -07'00'</small>	✓	