

Salem Human Rights Commission: Community Belonging

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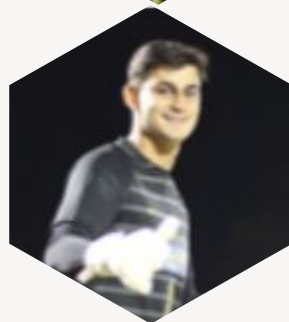
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Agenda

**Background
Purpose
Methodology**

**Encountering
Discrimination
in Salem**

**Discrimination
Rating**



**Comfort
Reporting Bias
Crime**

**Awareness of
the HRC**

**Community
Belonging**



Recommendations

Questions?

THANK YOU TO OUR COMMUNITY PARTNERS!!!!



The ARCHES Project



Family Prayer & Worship Center



Background



2020

Partnership Began



2022

Housing Status Protection



2024

Partnership Continues

Methodology



Online Surveys

- City of Salem's social media
- Email Distribution
- Word of Mouth



In-Person Surveys

- ARCHES & Church @ the Park
- Family Prayer & Worship Center
- Chemeketa Food Pantry

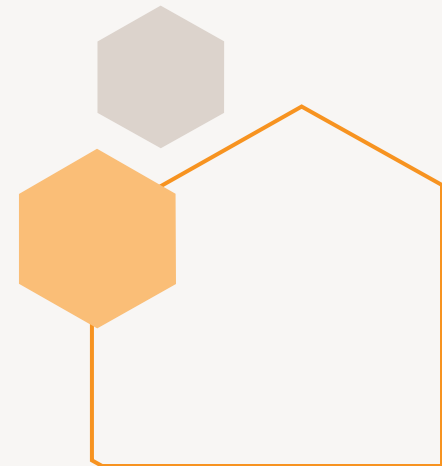
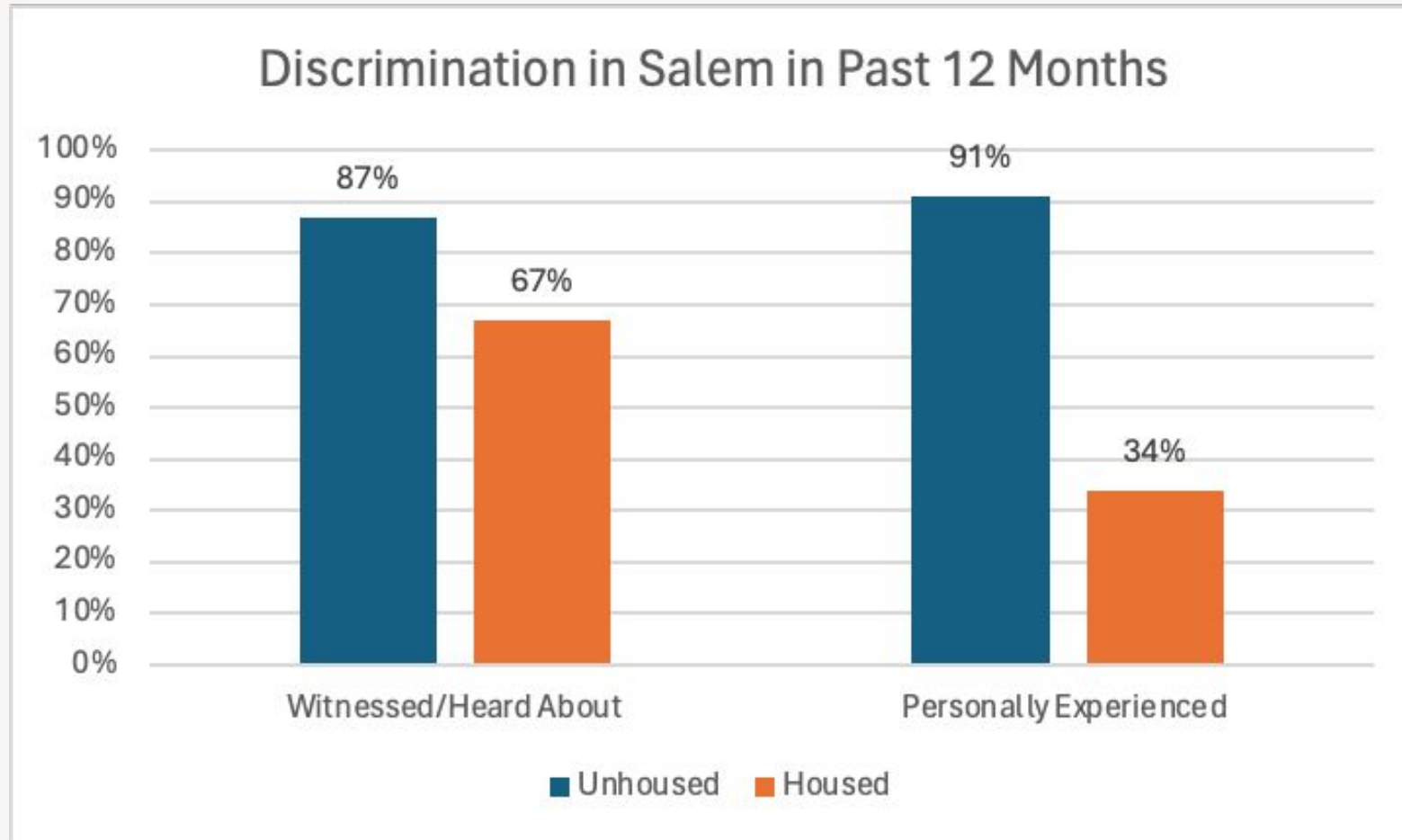


Community Partners

- Partners' social media
- Partner Newsletters
- Email Distribution
- Word of Mouth

Survey Open 4/23-5/15. 979 began; 821 finished

Encountering Discrimination



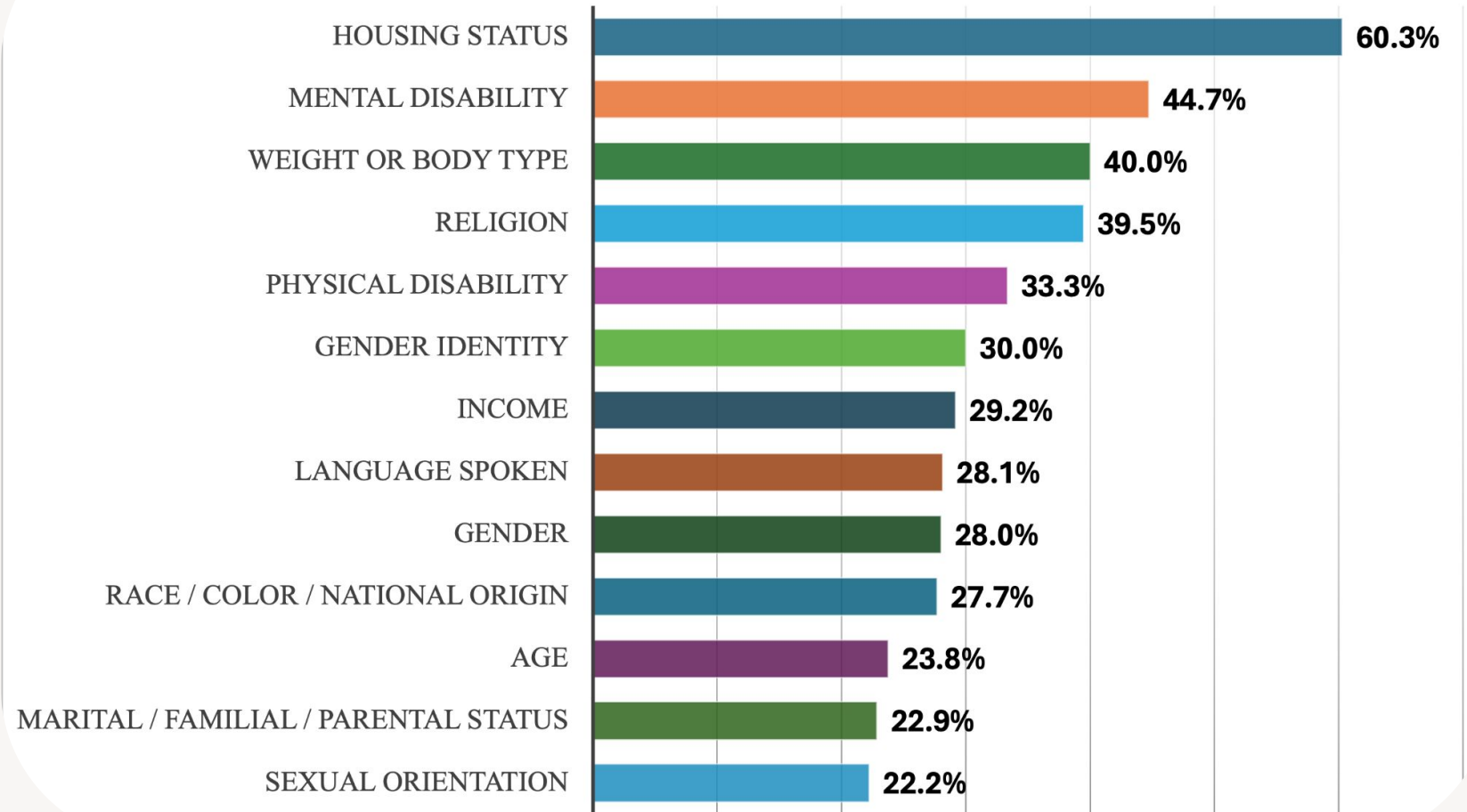
Witnessed vs Experienced

Types of Discrimination Witnessed/Heard about in past 12 months in Salem (639 respondents, check all that apply)	Types of Discrimination Personally Experienced in past 12 months in Salem (330 respondents, check all that apply)
70% Race/Color/National Origin 59% Housing Status 45% Gender Identity 42% Language Spoken 36% Sexual Orientation	32% Race/Color/National Origin 28% Age 27% Gender 24% Housing Status 21% Weight/Body Type

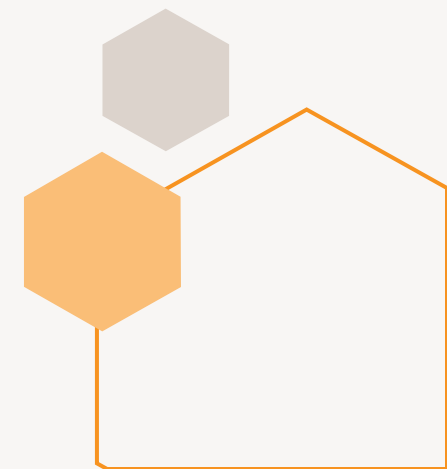
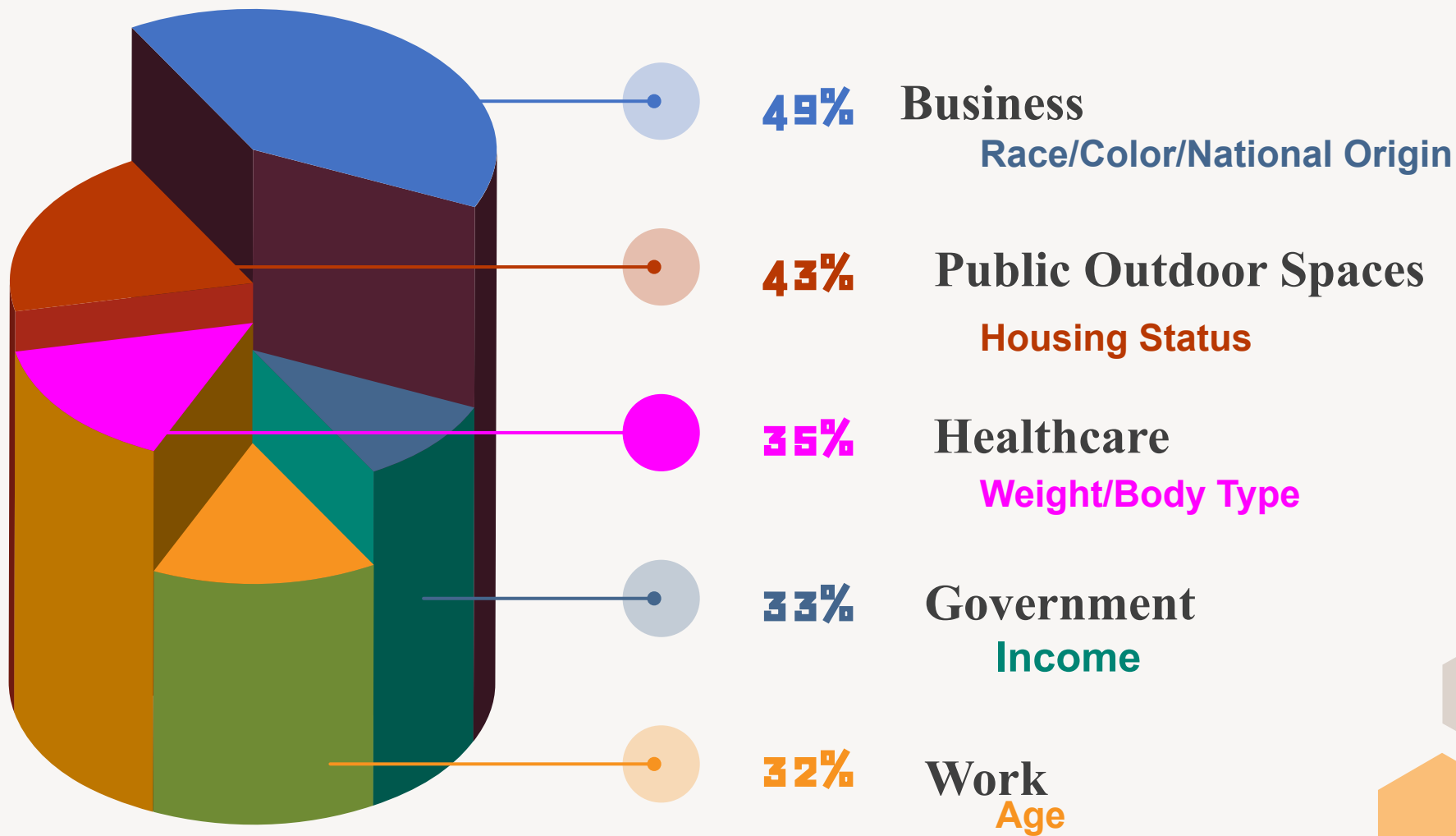
Discrimination Frequency



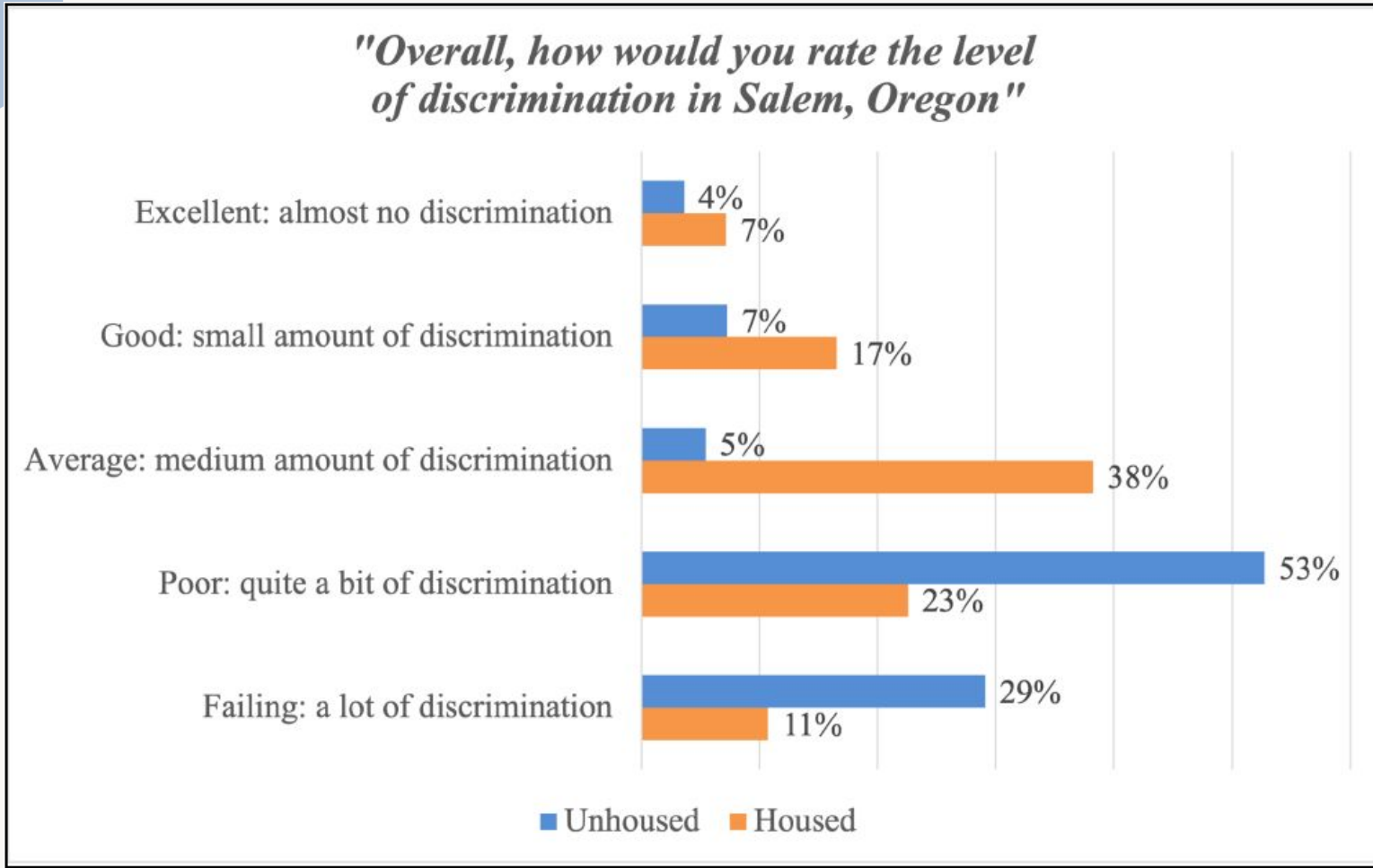
Daily + Weekly



Discrimination Location



Overall Rating of Discrimination



Discrimination Ratings: Demographics

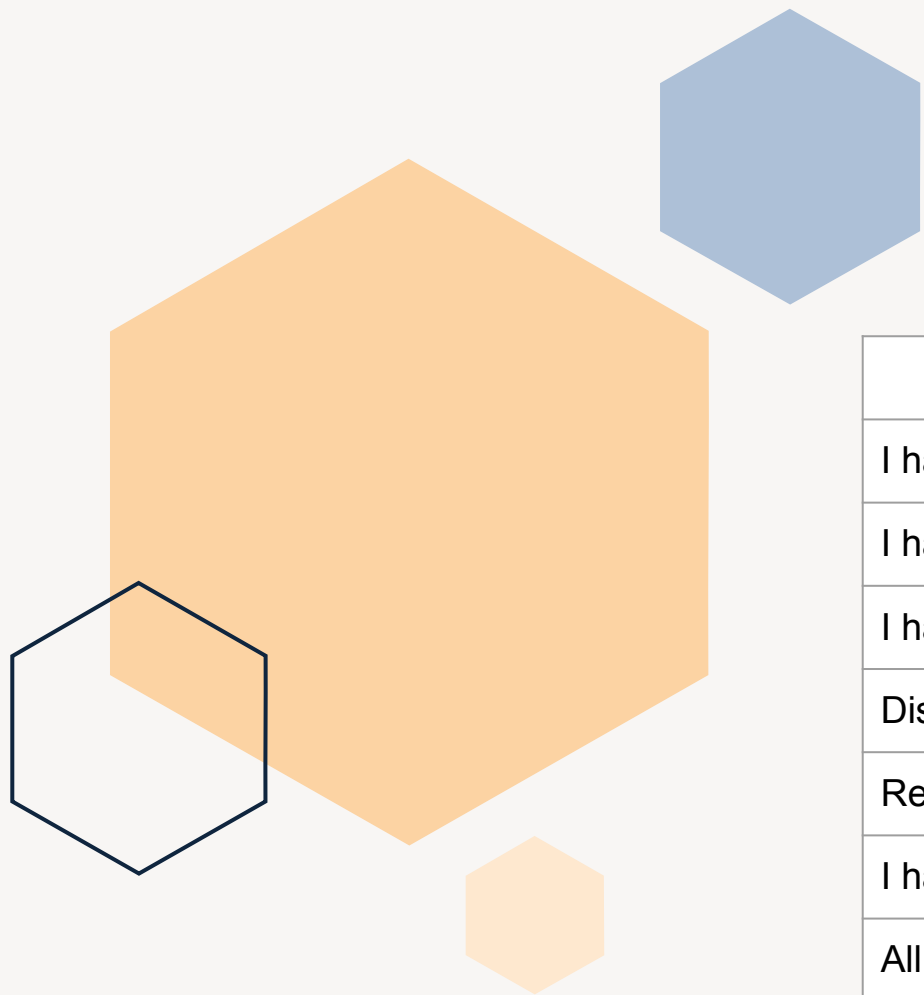
Average Rating of Salem for Level of Discrimination

5 = Exc. (Almost No Discrimination); 4 = Good (Small Amount);

3 = Avg. (Small Amount); 2 = Poor (Quite a bit); 1 = Fail (Lots)



Discrimination Rating: Open-Ended



Theme	%
I have personally experienced discrimination	14%
I have personally seen discrimination	25%
I have heard of discrimination occurring	21%
Discrimination occurred within response	9%
Reverse discrimination	2%
I have never experienced, seen, or heard about discrimination	5%
All other Responses	40%

Discrimination Rating: Quotes

I have personally experienced discrimination:

“They say ‘You can't judge a book by its cover’ but people look at homeless people and do that all the time. They look at us like we are bad or lazy or criminals.”

I have personally seen discrimination:

“People openly condemn the disabled, houseless, and queer communities and communities of color here ... Downtown is the worst, people defacing black owned businesses. People yelling out of their cars at houseless people. The mentally ill houseless population are so vulnerable and people are really mean to them. I don't feel safe at events or even just walking alone.”

Discrimination Rating: Quotes

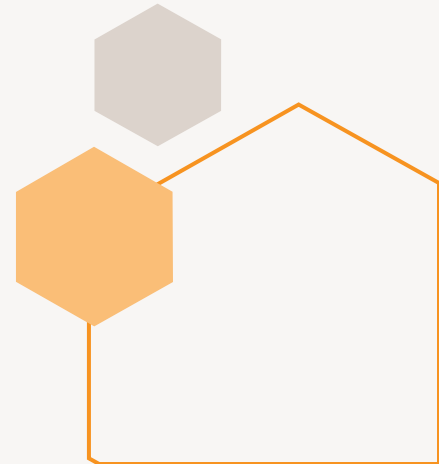
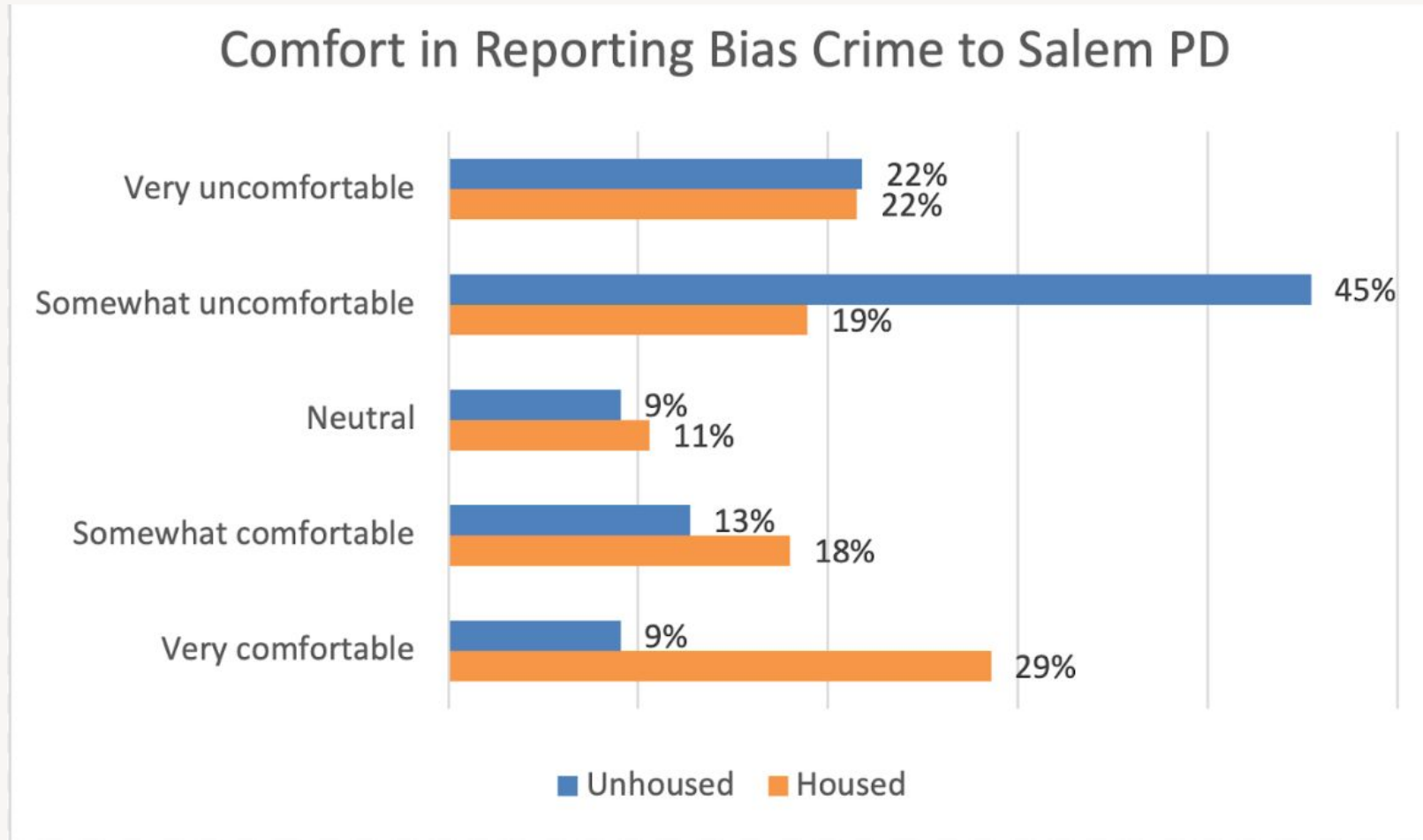
Discrimination Occurred Within Response:

“I'm confused on how people are discriminated against. Where is this happening?? The grocery store?? I have never heard nor seen this happen. If it's with homeless, I can understand that. The ones we see are trashing our city. No one wants that around.”

All Other Responses:

“Our community needs more opportunities for community gatherings of people from diverse groups and backgrounds. We need more open dialog as well as more opportunities for participation by marginalized populations in Salem.”

Comfort levels reporting bias crime



Those who are least comfortable making reports about bias crimes



Reporting Bias Crime: Quotes

Very Comfortable:

“Despite nationwide negative reporting on law enforcement, I have faith in the Salem PD doing an excellent job.”

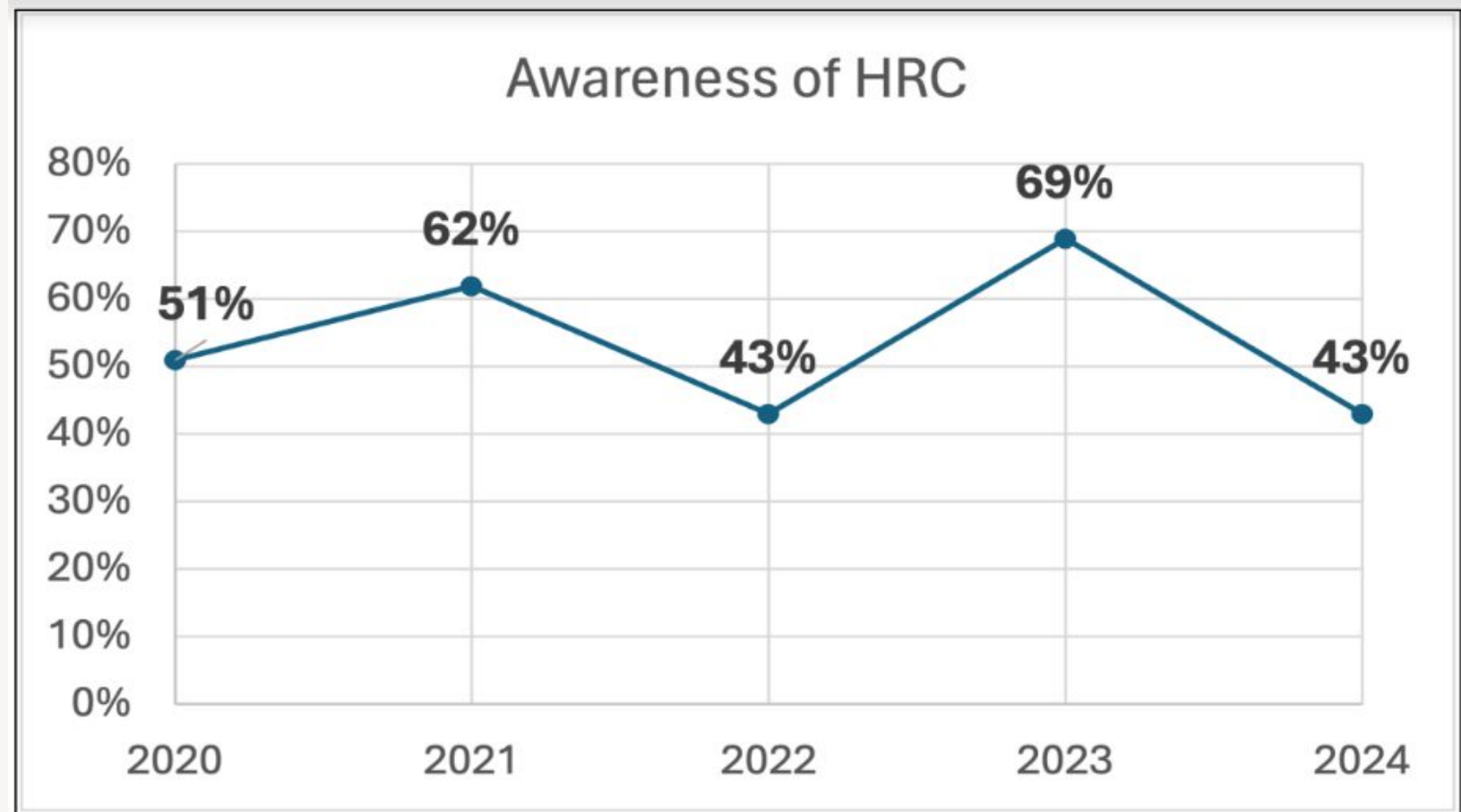
Comfortable, but seems futile :

“I would report it. I’m not convinced that SPD would act on it.”

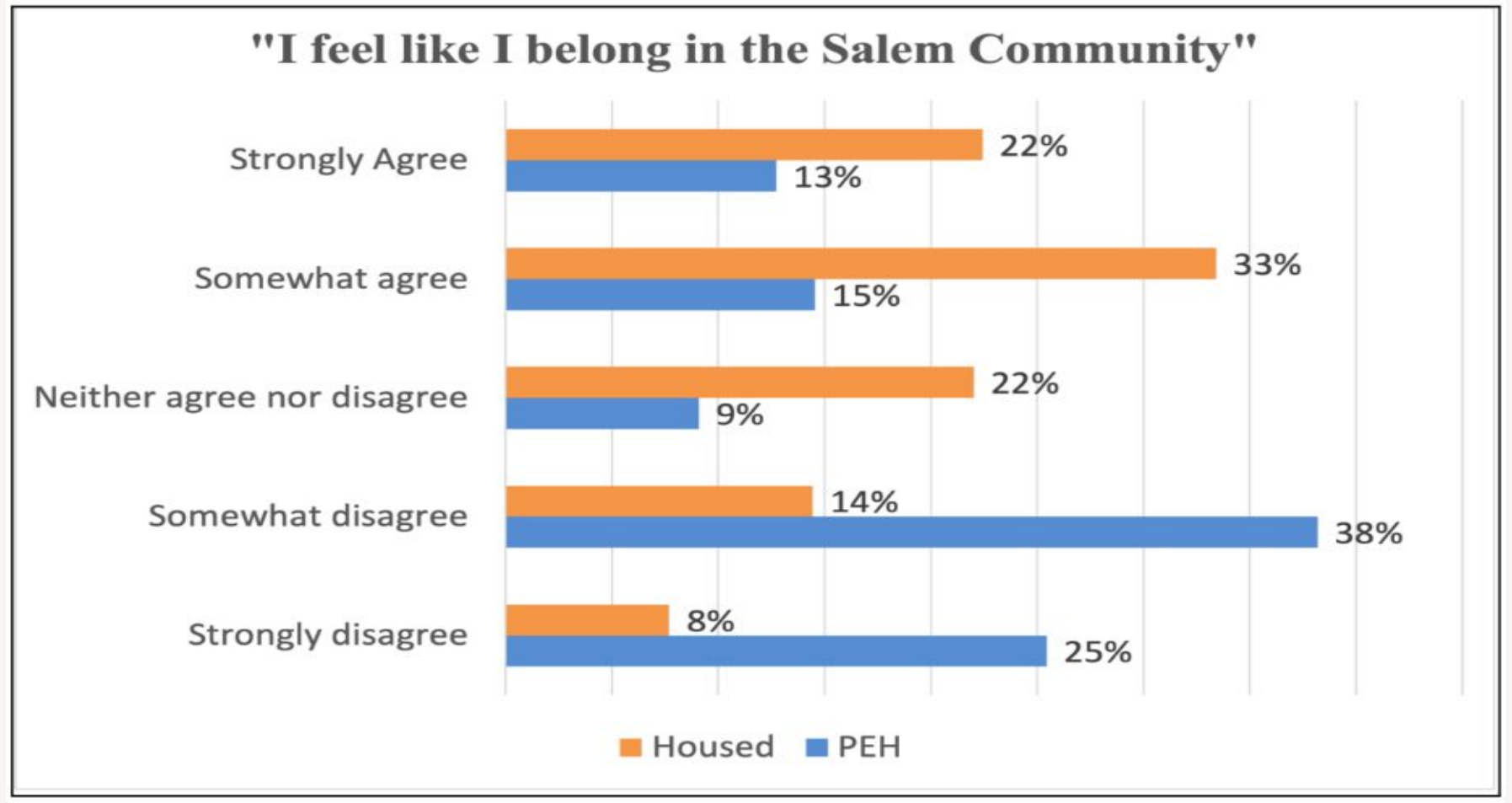
Uncomfortable, and seems futile:


“The couple times I've had to call the police we were told that they cannot do anything to help. It almost feels like they cannot respond until someone gets hurt or something worse happens. I've also seen biases in the local police department itself, which makes me feel unsafe depending on them.”

Awareness of HRC



Community Belonging and Public Places





*“The library is one of the
few public places in
Salem that I find space to
be my queer self.”*

2024 HRC Report, Anonymous Respondent



Recommendations

For Future Surveys:

- Consider alternating a focus one year on community belonging and the next on encountering discrimination
- Add an answer option of “Neighborhoods” as a location where discrimination occurs
- Develop strategy for better outreach and connection with Pacific Islander community

Awareness of HRC:

- Continue efforts at events and with partners to build awareness
- Explore opportunities for interns to work with HRC



Recommendations

Decrease Discrimination:

- Get the word out that “Housing status” has been added to Salem’s code
- “Healthcare settings” is one of top 4 discrimination locations. Partner with Salem Health and other medical providers.
- “Government offices and agencies” is one of top 4 discrimination locations. Develop a plan for awareness and training

Increase Community Belonging:

- Partner with Salem PD to increase community connection
- Host community outreach and education events within the Salem library system



Questions



Thank You!



References/Credits

- Most Images: <https://www.travelsalem.com/>