

City of Bend
Human Rights and Equity Commission
November 9, 2022
Meeting Minutes

The work session of the Human Rights and Equity Commission (HREC) was called to order at 4:39 p.m. on Wednesday, November 9, 2022, in the Boardroom at City Hall, 710 NW Wall Street, Bend, OR 97703, and virtually.

1. **Roll Call:** Commissioners Manoj Alipuria (attended virtually), Brittany Brown, Olivia Dudo (attended virtually), Cameron Fischer, Cassandra Kehoe (attended virtually), Joanne Mina (attended virtually), Carolyn Peacock-Biggs, Chair Jasmine Wilder

Absent: Brittany Brown and Chair Jasmine Wilder

2. **Acknowledgements**

Commissioner Mina read an acknowledgement of the fatal shooting of Barry Washington, Jr., and the trial taking place as a result of that shooting. The Commissioner provided resources for those in need of support.

Commissioner Alipuria read the land acknowledgement.

3. **Approval of Minutes**

Commissioner Fischer moved to approve the September 28, 2022 and October 26, 2022 meeting minutes. Commissioner Peacock-Biggs seconded the motion. The motion passed unanimously (6-0).

4. **Public Comment**

No public comment was submitted.

5. **HREC Work Plan**

- a. Anna Allen, temporary Equity and Inclusion Director, presented and explained the following slides:

- HREC Workplan
- Workplan: Community Input Survey
- Workplan: Prioritization Survey
- Workplan: Recommendations
 - This slide included the following recommendations:
 - 1. Discrimination: Establish a process for community members to be able to share acts of discrimination while offering resources, navigation, and appropriate triaging

- 2. Restorative Justice: Establish a process of restorative justice for Bend Police and community members
- 3. Equity Framework: Develop an equity framework to be utilized by all City departments in all stages of policy development and decision-making processes
- 4. City Processes, Policies, and Procedures: Review and establish recommendations on City's contracting, permitting, and sponsorship processes, policies, and procedures
- 5. Community Engagement: Create community engagement in City Council's goal setting process
- 6. Language Access Policy: Establish a language access policy (LAP) to ensure Spanish speakers and other non-English speakers and community members have equitable access to City services
- 7. Policy Feedback: Provide advice and direction to City Council on policy decisions that align with the mission of HREC. This includes advice on legislative agendas and funding priorities

- Workplan: Ongoing vs Limited Duration

b. Discussion | Emerging Topic Themes Identified

Commissioner Kehoe stated that 1, 3, 5, and 7 align with the HREC purpose and are a great beginning. The Commissioner agreed with Allen that 2, 4, and 6 are items the Commission can revisit later.

Commissioners Kehoe and Mina stated recommendation 6 (LAP) needs to be a first-tier priority. Allen pointed out that piece could be a function of the City's Equity Department, with HREC playing an advisory role and providing policy feedback. Zavier Borja, Community Relations Manager, stated he is working with the City's Legal department to draft a language access framework.

In addition to recommendations 1-7, Commissioner Mina pointed out housing is a critical issue, as community members experience hostility in their interactions with property managers and landlords; Mina suggested creating a committee for protecting tenants' rights. Commissioner Fischer suggested a future agenda item to get clarification on the role of the Affordable Housing Advisory Committee.

Commissioner Mina shared the City of Seattle's Racial Equity Toolkit as an example HREC could use to learn to operationalize equity. Commissioner Mina also shared the Oregon State Tenants Association's Residents Committee of Seven document. Allen committed to sending tools from the Government Alliance on Race and Ethnicity (GARE) to HREC members to review.

c. Vote | Top Themes/Final Workplan for Council Presentation

Following discussion, Commissioners agreed on the following four areas as their first Workplan, as long as the language access piece is being led through the Equity Department and Borja:

- Discrimination – Establish a process for community members to be able to share acts of discrimination while offering resources, navigation, and appropriate triaging.
- Equity Framework – Develop an equity framework to be utilized by all City departments in all states of policy development and decision-making processes.
- Community Engagement – Create community engagement in City Council’s goal setting process.
- Policy Feedback – Provide advice and direction to the City Council on policy decisions that align with the mission of the HREC. This includes advice on legislative agendas and funding priorities.

The HREC voted unanimously to include these four areas in their first Workplan.

d. Next Steps | 12/21/2022 Council Presentation

Commissioner Mina e [Human Rights and Equity Commission | City of Bend \(bendoregon.gov\)](https://www.bendoregon.gov/human-rights-and-equity-commission) explained the next step is to work with Staff to prepare the Commission’s presentation for Council. Mickie Derting, Interim Director – Equity Department, and Councilor Perkins provided insight and recommendations on the Council goal setting timeline. Commissioner Mina requested a meeting with Eric King, City Manager, to help HREC understand the goal setting process and prepared to provide input during the Council goal setting in January. Derting committed to sharing the goal setting timeline with commission members.

6. Agenda Setting

Members suggested the following agenda topics for the December meeting:

- HREC Workplan: Finalize presentation to Council, finalize request to include in FY23-25 Council goals at 12/21/22 meeting

Members and City staff suggested the following agenda topics for the January and February meetings:

- HREC elections
- Future HREC meeting locations
- Bend housing overview presentation by Lynne McConnell, Housing Director, and Affordable Housing Advisory Committee

- 2023 Diversity Calendar
- HREC Subcommittee reports/updates
- Welcome new HREC Commissioners
- Oregon Department of Justice bias hotline
- Community engagement
- Connection with houseless shelters – understand needs and how to support them

7. Adjourned at 6:02 p.m.

Respectfully Submitted,

Melissa Mitsch
Senior Administrative Support Specialist



Accessible Meeting Information

This meeting/event location is accessible. Sign language interpreter service, assistive listening devices, materials in alternate format such as Braille, large print, electronic formats, or any other accommodations are available upon advance request. Please contact Mickie Derting no later than Wednesday, December 7, 2022 at mderting@bendoregon.gov; Relay Users Dial 7-1-1. Providing, at least, 3 days' notice prior to the event will help ensure availability.