

City of Bend
Human Rights and Equity Commission
Meeting Minutes
October 25, 2023

Vice Chair Joanne Mina called the October 25, 2023, Human Rights and Equity (HREC) Commission hybrid meeting to order at 4:35 PM, in Council Chambers at City Hall, 710 NW Wall Street, Bend, Oregon 97703, and through Zoom. Watch the **Human Rights and Equity Commission October 25, 2023, livestream recording.**

1. Roll Call: Commissioners

Commissioners Present In-Person (3):

- Vice Chair Joanne Mina, She/Her/Hers
- Carolyn Peacock-Biggs, She/Her
- Jeff Kitchens, He/Him

Commissioners Present Virtually (4):

- Cameron Fischer, She/Her
- Erin Maher, They/Them
- Jasmane Wilder, She/Her
- Linda Long She/Her

Commissioners Absences Excused (2):

- Chair Manoj Alipuria, He/Him
- Stephen Sehgal, He/Him

City Staff in Attendance:

- Cassandra Kehoe She/Her, Accessibility and Equity Manager // HREC Staff Liaison (In-Person)
- Andrés Portela He/Him, Equity, and Inclusion Director (In Person)
- Megan Perkins, Mayor Pro Tem // HREC Council Liaison (In Person)
- Ian Leitheiser He/Him, City of Bend Assistant City Attorney (In Person)
- Katherina Barguil She/They/Ella, Community Relations Manager (In Person)
- Lisa Larsen She/Her, Administrative Support Staff, Accessibility and Equity (In Person)

2. Land Acknowledgment:

Vice Chair Mina read the City of Bend Land Acknowledgment.

3. Minutes Approval: Approve September 27, 2023, Meeting Minutes

MOTION: With no corrections to the draft minutes, Commissioner Kitchens moved to approve the September 27, 2023, meeting minutes. Commissioner Wilder seconded the minutes as read. The ayes unanimously approved the nomination by all Commissioners that attended the October 25, 2023, meeting; three in-person and four virtual commissioners.

4. Public Comment:

New community member introduction: Josh Burgess, He/Him, represents a nonprofit organization, Democracy Next. They work to empower all members of the community with the agency to participate in democracy innovative new methods. Which includes deliberative democracy for building and implementing citizens assemblies.

5. Stipend Survey:

Accessibility and Equity Manager // HREC Staff Liaison Kehoe gave commissioners time to fill out the online stipend survey during the meeting.

The City of Bend stipend program seeks to lower barriers and promote civic engagement by providing funds to board members to help offset their assumed costs to participate in meetings, such as childcare, transportation, or Internet connectivity for remote meetings.

6. Standing Item: Community Events and Updates:

Vice Chair Mina: The city is going to have a town hall, about the potential new transportation fee, with the community at Summit High (Held on 10/25/23 at 5:30 p.m.). Vice Chair Mina also spoke of an event about Building Bridges 2023: Confronting Bias through Justice and Healing (Held on 10/26/23, in Tigard, OR.).

7. Equity Updates: Accessibility and Equity Manager // HREC Staff Liaison Cassandra Kehoe, She/Her

- a. Commissioner Sergio Retamal Resigned on 10/11/2023.
- b. October HREC recruitment is open, expiring on October 31, 2023, and reviewing applications on November 1, 2023.

- HREC has a minimum of four open positions.
- Five Commissioners terms end in December 2023 and will ask them:
 - Reappointment Process, OR
 - Resignation

City of Bend Assistant Attorney Ian Leitheiser He/Him, read from the City Code, **Ch. 1.20.010 G Advisory Boards, Committees and Commissions**, to answer if current commissioners need to reapply for a second term: Unless otherwise recommended to the Council by the Mayor, an incumbent seeking reappointment will be considered along with other applications, without needing to reapply.

- c. Vote for November and December 2023 Meeting Dates:

- Wednesday, November 8, 2023, 4:30 to 6:30 PM, Boardroom or
- Wednesday, November 29, 2023, 4:30 to 6:30 PM, Council Chambers

Motion: Commissioner Peacock-Biggs motioned to approve the HREC November 2023, hybrid meeting held on, Wednesday, November 8, 2023, from 4:30 to 6:30 PM, in the Boardroom and virtually. Commissioner Wilder seconded. The motion unanimously passed by all voting members who attended today's meeting, in person (3) and virtually (4).

- The next HREC will be held on Wednesday, December 13, 2023, 4:30 to 6:30 PM, in the Boardroom. HREC will have a hybrid publicly noticed meeting, from 4:30 to 5:30 PM. And from 5:30 to 6:30 PM, and not opened to the public. This meeting is for introducing each other, Team development, the technicalities of onboarding of new commissioners.

Commissioner Long volunteered to arrange an HREC social event right after the December 13th, meeting. Thank you Commissioner Long, and Kitchens for the suggestion.

d. Equity Director Andrés Portela He/Him: Equity Update:

- Equity Definitions – City Council Update:

Part of Director Portela’s new role was to define the City of Bend’s definition of Equity. What would equity look like, what is its relationship to accessibility and what is the relationship to the jobs for the folks who are going to be doing this work, and meaningful engagement through collaborative governance.

The process to find an equity definition started with HREC (Human Rights and Equity Commission), then COBAAC (City of Bend Accessibility Advisory Committee), then City Staff, then Mayor and City Council. It came down to two definitions, this will be the lens we will apply to our work:

City of Bend Equity Definitions

- **Our working definition:** Working towards fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers. (OHSU Language Inclusion)
- **Our Aspirational definition:** Equity acknowledges that not all people, or all communities, are starting from the same place due to historical and current systems of oppression. Equity is an effort to provide different levels of support based on individuals or groups needs to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities. (State of Oregon DEI (Diversity Equity and Inclusion) Action Plan, Roadmap to Racial Equity and Belonging)

- Sponsorship Program – Language Update:

This work started here in an HREC subcommittee. With a goal to find resources for hate speech and discrimination, and with that, we decided to make policy changes. We decided to look back on how the city is spending and sponsorship dollars. Specifically, in our discretionary spending and sponsorship dollars. Below are three changes made to the policy because of the work of the HREC Subcommittee.

Council Policy on Discretionary Funding / Sponsorship of Community Programs, Services, and Events – Policy No. CP007:

- **Purpose: 6.** Create and maintain an environment free of discrimination.
- **Public Purpose:**
 - All funds, however awarded, must be used for a public purpose. A public purpose is defined as an activity or service that is open to all members of the public, regardless of race, color, national origin, age, religion, sex (including pregnancy), sexual orientation, religious affiliation, disability, veteran status, gender identity, or genetic information. In addition, sponsorship funds may not be used to discriminate against individuals with disabilities, and sponsors must make all programs accessible to individuals with disabilities, as set forth in the ADA.

➤ **Not Eligible:**

- For-profit organizations who intend to use the funding for specific business purposes or general commercial enterprises.

Vice Chair Mina wants to know if there are intentions of outreach to the communities that historically not been in partnership with the city and open those doors.

Equity Director Portela: Part of this not codified in policy. The policy itself will talk about how folks interact with the system that is already set up.

The Equity Department should direct our work towards folks who have not traditionally engaged in applying for discretionary funding or sponsorship. HREC can play a part in this. This does not need codified in the code but will work with administration.

e. Legal Update re: Camping Code Conversation:

City Attorney Ian Leitheiser, He/Him: The City Council briefly adopted the camping code back in December of 2022. Delaying the application of the camping code until March of 2023. In part because the city did not really have comprehensive modern regulation of its right-of-way, in the wake of Federal Court decisions, and how that works with new state law.

City Attorney Leitheiser answered Vice Chair Mina's question; he does not know if they will talk about the new safe parking spots at the November 15, 2023, Council meeting.

Vice Chair Mina suggested advocacy for safe parking because the unsanctioned camping code and safe parking go hand in hand. Removing folks without providing another safe parking area is cruel.

The city attorney noted, the city has not issued any citations for violations of the camping code. We require three business days to move their vehicle.

8. Subcommittee Next Steps: Accessibility and Equity Manager Cassandra Kehoe, She/Her

a. Resources in Response to Discrimination (paused):

A 2023 wrap up with a Subcommittee Resource Guide

b. Operationalizing and Optimizing Equity (paused): Director Portela

Equity Lens / Framework as Director Portela moves forward and what that framework is going to look like. HREC has started this work by helping create the definition of Equity.

Paused to figure out how to get an abundance of resources into this space. And work with our internal task force. On how to create that lens and framework, both internal work and the work HREC will do.

c. Collaborative Governance:

HREC has not had the capacity to build this out and will integrate into the 2024 work / onboarding of new members.

Commissioner comments, feedback, and input:

- Commissioner Maher: Will the future HREC subcommittee work be part of the interview process, if not, can it be. Manager Kehoe encourages people she speaks with to watch the previous HREC meetings and subcommittee uploaded videos. Then they will have an idea of the work.
- Commissioner Fischer requested the slides, from Director Portela, regarding the Equity definitions.
- Vice Chair Mina: We need to remember the responses to discrimination we learned from the DOJ-Civil Rights Unit // Hotline Advocates they provided to victims. We need to consider an internal bias training process for our Police Department. Assuring the process fulfills the needs of the community or improved.

One of the take-aways is the experiences of the community members vary from region to region, depending on the local Police Department and the local District Attorney. Vice Chair Mina suggests they build relationships to understand the local process. To better serve our community.

- Commissioner Kitchens: Suggests having a robust HREC conversation with our new members at the January meeting. About goals, work done before 202323, objectives, actions, and things we want to accomplish. What subcommittee work is necessary to keep that going? In addition to the subcommittees, we have talked about and set up previously. Do we have volunteer support to keep the current subcommittees going? Are there other subcommittees we want to put our effort towards?
- Commissioner Wilder: Wants presentation to examine Affordable Housing closer, look at the local service providers and their relationship with the city. Understanding the process and is it thriving in its current state? Or does the process need to be worked on? She wants a conversation for transparency, relationships, and having HREC function as a liaison. Commissioner Fischer agrees with Commissioner Wilder, wanting to explore and talk about this in January or February.
- Director Portela: We can have a conversation about Affordable Housing in relationship to the scope of work for HREC. But not going over the purview of the Affordable Housing Advisory Committee (AHAC). Assuring we are in alignment with the work HREC is doing and not stepping into the work AHAC is trying to do.
- Vice Chair Mina: On the HREC long workplan, submitted to City Council. There was an initiative about creating a housing protection plan for the City of Bend's Affordable Housing. We need to look at our full list of goals and see which are still relevant to the community.
- Commissioner Long: Continued care for those that go from homelessness to having reasonable amount of Affordable Housing opportunities and aftercare to sustain their housing is important.
- Commissioner Peacock-Biggs: Agrees with Commissioner Wilder: Discussing Affordable Housing, rent, addressing homelessness and the working class with the new commissioners would give them the exposure she did not have a new commissioner.

9. Adjourn: With no further business, Vice Chair Mina adjourned the Human Rights and Equity Commission (HREC) October 25, 2023, hybrid meeting at 5:47 PM.

Respectfully submitted,

Lisa Larsen

Administrative Support Specialist, Accessibility and Equity

Human Rights and Equity Commission October 25, 2023, Regular Meeting



Accommodation Information for People with Disabilities

To obtain this information in an alternate format such as Braille, large print, electronic formats, etc., please contact the Accessibility and Equity Manager Cassandra Kehoe at ckehoe@bendoregon.gov or call 541-693-2141. Relay Users Dial 7-1-1.

Para solicitar copias en español de los documentos en esta página web o en un formato alternativo como Braille, letra grande, formatos electrónicos, etc.: Por favor contacte al Director de Equidad e Inclusión, Andrés Portela aportela@bendoregon.gov o llame al 541-323-8563. Los usuarios de retransmisión marquen el 7-1-1.