



CITY OF BEND

Minutes

Human Rights and Equity Commission

October 30, 2024, **from 4:30 to 6:00 PM** – Alternate Meeting Length

City Council Chambers, Bend City Hall
710 NW Wall, Bend, Oregon

Chair Jeff Kitchens called the **Human Rights and Equity Commission** (HREC) on October 30, 2024, hybrid regular meeting in Council Chambers at 4:33 Wednesday. Please watch the **HREC October 30, 2024, hybrid regular meeting, live at 4:30 p.m.**

PLEASE NOTE: The HREC October 30, 2024, meeting ends at 6:00 p.m. instead of 6:30 p.m.

1. Roll Call and Welcome: Commissioners, Staff & Visitors. Chair Kitchens, Staff and Visitors.

Commissioners in Chambers: (7)

- Chair, Jeff Kitchens, He/Him.
- Adrienne McDougal, She/Her/Hers.
- Carly Colgan, She/Her.
- Eli Loewenstern, He/Him.
- Linda Hiemer, She/Her.
- Ruth Vernotico, They/Her/He.
- Scott Jones, He/Him.

Commissioners via Zoom: (5)

- Vice Chair, Carolyn Peacock-Biggs, She/Her. **(Last Meeting)**
- Council Connector, Jasmine Wilder, She/Her.
- Agatha Ventura, She/Her/Hers.
- Cameron Fischer, She/Her.
- Jackie Currie, She/They.

Commissioners Excused Absence (1):

- Nessa Covington, She/Her.

City Staff:

- Cassandra Kehoe, She/Her/Ella, Accessibility & Equity Manager / COBAAC Staff Liaison (Chambers).
- Andrés Portela, He/Him/El, Equity & Inclusion Director (Out of Office).
- Lindsay Wengloski, She/They, Equity Management Analyst. (Chambers).
- Megan Perkins, She/Her, Councilor / Mayor Pro Tem / HREC Council Liaison (Chambers).
- Ian Leitheiser, He/Him, City of Bend Assistant City Attorney (Chambers).
- Lisa Larsen, She/Her, Administrative Support Staff (Chambers).

Public in Attendance (1):

- Martha Cambell left no comment (Zoom).

2. Land Acknowledgement: HREC Volunteer. English or Spanish Translation.

City of Bend Land Acknowledgement read in English, Commissioner Vernotico.

3. HREC Business: Chair Kitchens He/Him.

a. Approval of the September 25, 2024, Draft Minutes.

Motion: Commissioner Vernotico motioned to approve the HREC September 25, 2024, Draft Minutes, with no correction. Commissioner Jones seconded. The motion to approve the September 25, 2024, draft minutes, unanimously passed by all voting members who attended today's meeting, in Chambers (7) and through Zoom (5).

b. Review the HREC October 30, 2024, Agenda.

Commissioners reviewed the September agenda with no updates.

4. Standing Item: HREC Council Liaison Update. Megan Perkins She/Her, Mayor Pro Tem.

Council Highlights:

- The 10/16/2024 meeting with an early public safety focus, they heard from the Fire and Police department. They have a data hub to find out where a call is coming from and the nature.
- Police conducted a staffing study: 21 positions over the next couple of years.
- An update to the Parking Code, this is separate from the Camping Code:
 - They removed the requirement of moving parked cars the 750 feet after three days.
 - Although the requirement to move your parked car after three days still remains.
- Council is happy to start the Mid-Town Crossing work & approving next steps for that work.
 - Beautification., more safety. Particularly for pedestrians., and for bikes.
 - The cost for Second Street went up significantly and the need to make sure they do not take away from Franklin Street, which is to follow.
- Juniper Ridge: City Council held a joint meeting with the County Commission in September about a temporary safe stay area. Later, the county, decided not to move forward with the resolution. This was removed from the 10/16 Council agenda. They have had a lot of meetings, conversations and meeting with their County counterparts and staff. Council is extremely pleased that the County approved the joint resolution at last Wednesday's meeting.

Last night Council held a planned joint meeting with the parks department to quickly move this this forward. City Council held a quick meeting to approve the joint resolution. The resolution was unanimously approved by both the County Commission and the City of Bend City Council.

- Next Meeting Updates On: A Housing Update, Transportation Utility Fee, and work on approving the temporary safe stay area, Council Liaison Perkins will read a proclamation for National Youth Homelessness Awareness month.
- November 15th, Stewardship Subcommittee: Receiving an update on the temporary safe stay area on a proposal for a Youth Advisory Council to the City of Bend Council.

HREC Q & A for Councilor Perkins

- Commissioner Fischer: Elaborate on the basic needs and security piece mentioned.
Councilor Perkins: The real specifics have not been worked out. There are the basics, water, trash, bathrooms, security, four hours of case management a week. The details are still being worked out

Commissioner Fischer thinks that HREC should be involved with the Youth Advisory Council to the City of Bend Council. Councilor Perkins: agrees and will check in with staff and tie it in with the November 15th meeting.

Commissioner Fischer: Wants information on the Citizens Assembly Youth Homelessness mentioned at the last meeting. Councilor Perkins: The recommendations have not been shared to the City Council.

5. Public Comment:

Martha Cambell left no comment.

6. Old Business:

- a. Continued Workplan Discussion – Cassandra Kehoe, She/Her Ella, Accessibility & Equity Manager.

Roadmap to Old Business:

Review and Provide Input On: Policy Advocacy, Community Engagement, & Education and Awareness.

Workplan Creation Timeline:

- August: Focus Area Introductions.
- September Meeting: Brainstorming.
 - Commissioners entered information via Menti.com and Sticky notes on posterboard.
- October Meeting: First Review of Goals.
 - Chair Kitchens gave context to what and how the goals will be achieved for the next workplan starting in January and how they relate to Council Goals. If you have any questions, please feel free to ask.

Contemplate Going Forward:

Do we advance the work?

- Accessibility and Equity Manager Kehoe: If you have any questions, please interject. This time is meant to be a time to have a conversation. It is a wonderful opportunity to add additional input and share your thoughts before the November meeting.

Today's meeting is to review the summation of what was provided and then to contemplate forward on how you want to advance the work.

Do we bring back subcommittees?

- Accessibility Manager Kehoe: Historically HREC has held subcommittee meetings on previous workplans that have additional requirements where the meetings are made noticed and made public, outside regular HREC meetings and usually held virtually via Zoom.

What is our (workplan) timeline?

- Accessibility Manager Kehoe: Are you looking to have them from January 2025 to January 2026, or a biennium to mirror and parallel Council goals.

Who wants to take a leadership role for specific goals?

- Let Andrés know if you are interested in taking a leadership role of a specific goal.
- November: Adoption.
- December: Logistics

Policy Advocacy.

- Goal 1: Develop and implement an equity lens to evaluate existing policies, ensuring they align with the needs of marginalized communities, and advocate for their improvement when necessary to inform how HREC will advise the council.
- Goal 2: Collaborate with City of Bend staff to review city codes, analyze their impact on equity and human rights, and reduce barriers for marginalized groups.
 - Chair Kitchens answered questions from commissioners about: Additional brainstorming and additional input. Submitting input without feeling they are in the spotlight. Break out groups where commissioners can meet outside the meeting. The limitations of groups/working projects holding meeting outside the regular HREC meetings. Not holding outside meetings that equal a quorum or close to a quorum. What is a quorum. Why are we working on a new work plan. A disconnect of what we are doing now and what was done with the sicky-note/Menti.com.
 - Vice-Chair Carolyn-Biggs: The different between what we have done versus what we are doing now. We have accomplished a lot in the last two years, developing that plan. Then working on the plan and checking off what was on the previous plan.

There are a lot of new Commissioners that have a lot of good ideas. We need to figure out a way to incorporate those ideas with HREC veteran ideas from last two years. Delete the ones we have accomplished and create a new and refreshed plan moving forward.

- Chair Kitchens: Read the 2023-2024 HREC Work plans four goals.
 - **Resources in Response to Discrimination** | Establish a process for community members to have an avenue to share acts of discrimination while offering resources, navigation, and appropriate triaging.
 - **Developing an Equity Framework** | Develop an *equity framework* to be utilized by all City departments in all stages of policy development and decision-making processes.

- **Equity in Council's 2023-24 Goals** | Create community engagement in City Council's goal setting process.
- **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.

Once adopted by Council, HREC will establish work groups, designate liaisons/leads, and engage with Equity Department leadership to solidify milestones and short-term priorities for each goal.

Chair Kitchens expressed the context read and was hoping this gave insight to creating a new plan, along with Vice-Chair Carolyn-Biggs' input.

- Chair Kitchens asked Commissioner Ventura to clarify her thoughts in term of going back to the brainstorming part.
 - Commissioner Ventura: She remembers Policy Advocacy for one of the buckets we could submit our ideas. If so, this might be a good way for us to see all the thoughts that went into it and then Zone in on the goals.
 - Chair Kitchens: Shared there are two Policy Advocacy goals drafted. We have points for Community Engagement which we can look at the collective goals and Education and Awareness.

Policy Advocacy List:

- Meet and discuss important issues with representatives
- Advocacy in the moment, whenever possible
- Participate in HREC
- Design and implement an equity lens
- Create a rubric or checklist to evaluate and access
- Outside innovators
- Share with within and without community what works doesn't
- Ensure the policy we advocate for represents the needs of marginalized communities
- Look at what other commissions working on in other cities have done and are successful
- Put money where it's needed and not where it has already been by default
- Marginalized people need 1st quarter dollars without restrictions [not the leftovers/ crumbs with a lot of limitations
- Work with City of Bend staff to rewrite current code to understand the impacts of on equity and human rights.
- Advocacy for safe parking program
- Climate Advocacy
- Up over out is one example of an inclusive policy agenda that increases equity but needs advocacy within bend culture
- Advocacy for queer youth
- Continued support in Healthcare

- I want to see advocacy for Bend to start growing up and not out.

Policy Advocacy Potential Goals:

- Goal 1: Develop and implement an equity lens to evaluate existing policies, ensuring they align with the needs of marginalized communities, and advocate for their improvement when necessary to inform how HREC will advise the council.
- Goal 2: Collaborate with City of Bend staff to review city codes, analyze their impact on equity and human rights, and reduce barriers for marginalized groups.

Is there anything missing, we would like to discuss, any other ideas to Policy Advocacy input?

Commissioners talked about the Minti.com and post it notes from the last meeting.

Commissioner Colgan: At past meetings she remembers interacting with other commissions and groups. For Policy and Advocacy, we should think about interacting with other commissions. Chair Kitchens does not know to what degree.

Accessibility Manager and City of Bend Accessibility Advisory Committee (COBAAC) Liaison Kehoe mentioned that COBAAC have been eager to appoint or unofficially be a liaison to HREC. And potentially be interested in having HREC attend COBAAC meetings.

Commissioner Vernotico: Wanted to know to go back and get clarification on some of the bullet points.

- Chair Kitchens suggested that Commissioner Vernotico send Director Portela any questions that need clarification.

Commissioner Ventura Suggests: Focusing on the bigger goals; Policy Advocacy, Community Engagement and Education and Awareness, which should then let us have the deeper conversations regarding any specific idea we end up action on.

- Chair Kitchens suggested with the limited time defer back to the Accessibility Manager Kehoe give to present the rest of the workplan information to get it out there and give folks to process between now and the next meeting.

Manager Kehoe Presented the rest of the workplan information:

Community Engagement List:

- Safe parking conversations HREC led- identifying partners
- Show up at community events with resumes
- As we hear about community needs, recommendations to city council to consider
- Find ways to share whenever possible and be present with the community
- Find or encounter a group representative and ask how to engage/get permission
- Voices, stories and lived experiences
- HREC hears you campaign
- Speak at schools
- Visit homeless encampments
- Outreach to Jewish bend / attend Shabbat

- Have a booth at the farmer's market
- Townhall: HREC Conversations in neighborhoods
- Attend events that make you feel uncomfortable
- Inviting community into HREC to present
- engaging across differences *in the correct page
- Additional cultural events to highlight/celebrate Bend's diversity
- highlighting organizations that are providing access
- SAFE PARKING PROMOTION
- I guess I already did this on comm. Engagement- i think cool presentations that play in the city offices and social channels excite ppl about changes city council & staff & commissions are implemented
- Create educational workshops based on community feedback. Feedback follow-up
- ex. Roundabouts, new Costco, new city HQ, bike trails, new festivals

Community Engagement Potential Goals:

- Two Potential Goal 1's
 - Organize and host "HREC Conversations" town halls in diverse neighborhoods to allow community members to share their experiences and suggestions.
 - The "HREC Hears You" campaign collects and amplifies community voices through various platforms (social media, town halls, etc.) to inform and guide the HREC's recommendations to the City Council.
- Goal 2: Develop outreach initiatives, such as attending cultural events (e.g., Shabbat services or farmers' markets) to engage marginalized groups and build trust with underrepresented communities.

Education and Awareness List:

- Engage access differences
- Highlighting orgs that are providing access
- Safe parking promotion
- Create educational workshops based on community feedback and follow up
- Community roundtable: Roundabouts, new Costco, new city HQ, bike trails, new festivals
- I guess I already did this on comm. Engagement- I think cool presentations that play in the city offices and social channels excite ppl about changes city council & staff & commissions are implemented
- Workshop/convo on engaging across difference
- Continue round table discussions
- Service-focused campaign for MLK Jr Celebration
- Increasing visibility, awareness, and access to existing resources: Financial education workshops (Homeownership)
- Getting skeptical groups involved – what identities can we cover to include as many intersections as possible? Age? Disability
- Review and expand community partners, connections

- Create further opportunities to listen to community input
- Offer to host time periodically, during HREC meetings, for community groups to come and give short presentations and do "meet and greets" with HREC members. These could be thirty-minute sessions.
- How to be an anti-racist
- What is DEI
- City working with various businesses about as a spot to promote things
- More education about city vs. state laws. What the city can and can't do
- Promoting city council meetings and HREC meetings as specific open houses or Q&As
- Youth advocacy and mentorship
- And education around a youth advisory council
- Provide open community educational training and panels
- Post information about HREC on Social media
- Send HREC staff to present to community partners
- MythBusters
- Host events with human rights concerns
- Signage on streetlights
- Participate in community meetings
- Local podcasts and news outlets
- Partner with non-profits to hold educational events

Education and Awareness Potential Goals:

- *Potentially Blending these goals:*
 - Create and offer a series of educational workshops based on community feedback, focusing on topics such as DEI (Diversity, Equity, and Inclusion), anti-racism, reasonable modifications, and city versus state laws.
 - Establish partnerships with local non-profits and organizations to co-host educational events to raise awareness of human rights issues and promote equity in the Bend community.
 - Increase visibility and access to HREC's work by regularly posting updates, event information, and educational resources on social media and providing open Q&A sessions with City Council and HREC members.

HREC Appreciation to Vice-Chair Carolyn Peacock-Biggs: May 2022 to October 2024.

Thank you for your contributions to HREC and your leadership and the energy and thoughtfulness you have brought to the commission. You will be so missed!

"I believe we have a bright future as we support the invisible and disenfranchised community here in Bend"

7. No New Business:

8. Roundtable Discussion of HREC Commissioners: Chair Kitchens, He/Him.

Due to time constraints this agenda item will be held over to November 13, 2024.

9. Adjourn:

With no further Business, Chair Kitchens adjourned the October 30, 2024, Human Rights and Equity hybrid regular meeting at 6:06 p.m. Which unanimously passed by all voting members who attended today's meeting, in Chambers (7) and through Zoom (5).

Respectfully submitted,

Lisa Larsen, Administrative Support Specialist, Accessibility and Equity



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