



Minutes

Human Rights and Equity Commission

July 31, 2024, Regular Hybrid Meeting

Chair, Jeff Kitchens conducted and called the Human Rights and Equity Commission, July 31, 2024, regular hybrid meeting to order at 4:31 p.m. at City Hall in Council Chambers, 710 NW Wall Street. Watch the [HREC July 31, 2024, livestream recording](#).

1. Roll Call: Commissioners.

Commissioners in Chambers (5):

- Chair, Jeff Kitchens, He/Him
- Vice-Chair Carolyn Peacock-Biggs, She/Her
- Cameron Fischer, She/Her
- Carly Colgan, She/Her
- Adrienne McDougal, She/Her

Commissioners Virtual (1):

- Agatha Ventura, She/Her

Members Absences Excused (3):

- Jackie Currie, She/They
- Council Connector, Jasmin Wilder, She, Her
- Manoj Alipuria, He/Him

City Staff:

- Andrés Portela, He/Him/El, Equity & Inclusion Director (*Chambers*).
- Megan Perkins, She/Her, Councilor / Mayor Pro Tem / HREC Council Liaison (*Chambers*).
- Ian Leitheiser, He/Him, City of Bend Assistant City Attorney (*Chambers*).
- Cassandra Kehoe, She/Her/Ella, Accessibility & Equity Manager / COBAAC Staff Liaison (*Chambers*).
- Lindsay Wengloski, She/They, Equity Management Analyst (*Chambers*).
- Sara La Torre, She/Her, Executive Assistant, Utility Administration (*Chambers*).
- Kathi Barguil, She/They, Community Relations Manager, Communication & Relations (*Virtual*).
- Lisa Larsen, She/Her, Administrative Support Staff (*Chambers*).

Public in Attendance / No Comment:

- Emily Hammond, Education and Outreach Coordinator, Fair Housing Council of Oregon (*Virtual*).
- Kathryn Stayer Martínez, She/Ella, Reporter for Oregon Public Broadcasting (*Chamber*).

2. Land Acknowledgement: HREC Volunteer, Read by Commissioner Adrienne McDougal in English.

City of Bend Land Acknowledgement:

We would like to acknowledge that the beautiful land, known as Bend, Oregon, north to the Columbia River is the original homeland of the Confederated Tribes of Warm Springs. The Confederated Tribes ceded this land in the Treaty of 1855 while retaining regular and customary hunting, fishing, and gathering rights. The Wana Łama (**Warm Springs**), Wasq'ú (Wasco), and Northern Paiute people inhabited this area in certain seasonal times that clearly established their presence. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds. This trade route expanded the impact of commerce between Tribal nations. We acknowledge and thank the original stewards of this land. It is our hope that guests continue to honor and care for this land.

3. **HREC Business:** Chair, Jeff Kitchens, He/Him.

a. **Minutes Approval:** Approve April 24th, and May 29th, 2024, Draft Minutes.

Motion: Vice Chair Peacock-Biggs motioned to approve the HREC April 24, and May 29, 2024, Draft Minutes as read, with no corrections. Commissioner Colgan seconded the motion. The motion to approve the HREC April 24, and May 29, 2024, Draft Minutes, unanimously passed by all voting members who attended today's meeting, in Chambers (5) and virtually (1).

b. **Review and Approve Agenda:**

No additions or changes to the agenda.

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

- **Growth:** Recently July 17 meeting, lengthy conversation about growth plan for the City of Bend – mandated by the State and must determine how to integrate for the City of Bend. Public envisioning and engagement are encouraged and highlighted, including HREC and the Equity Department (quantifiable equity considerations when we talk about growth, need that perspective).

- **Collection System Master Plan:** HREC involvement in workshoping.

- **Parking:** Code had parking of a car, and really looking to curb management – must manage and update to make it applicable to current use and the City. Plenty of parking is available, contrary to social media sentiments. What are the current problems with enforcement? 3-day parking and asked to move 750 feet (HOAs (Homeowners Association) or CC&Rs (Covenants, Conditions, and Restrictions can be different). They are making it hard to enforce. Discussions about other options and ensuring no cars are stored on the street.

- **Creation of Parking District:** Causes apprehension in Mayor Pro Tem Perkins, ensure equity framework when talking about parking districts.

- **Site Specific-Tif(s) (Tax Increment Financing):** Tif districts, have tax exemption, which are in the core area and Juniper Ridge. City Council wants to create and incentivize multi-family housing, in small areas.

Builders can then come to us, saying this is a blighted property, and want to build something on this land. This creates a small Tif District for a potential quadplex.

These are small projects with tax exemptions, on 15% of the units having up to 90% of median income. Data shows the biggest disparity between what rent is and what is affordable. Subsidized housing goes up to 80%; adding that extra 10%, for example, may allow a schoolteacher to afford to buy a home. Economic incentivization.

Moreover, a developer can ask to create either a key service for that neighborhood or a business that creates five high-paying jobs, with a pre-set minimum income goal, and receive a tax exemption for the development.

- Next meeting:

- Hawthorne Bridge Designs (City wants, to inform ODOT).
- Reed Market Corridor Study – not the building of the bridge.
- **August 21, 2024:** Legislative Update / Electrification of City Facilities / Sheltering in Vehicles (this is not working for our City) understanding the difference between sleeping in a car v. habituating in a vehicle. Where, how long, operability of vehicle, tow processes, tow people if they are living in vehicles? Number of vehicles in a street, weighing considerations of individuals living in vehicles where the street parking is being overrun.
- **September 5:** Joint City and Council Meeting.
- **October 16:** Council Update.

Discussion and follow up questions from Commissioner Fischer about the camping code, responses from Asst. Attorney Leitheiser and Mayor Pro Tem Perkins.

- Neighborhood Districts.
- Overnight Camping (outdoor/tent camping)
- People Sheltering in Vehicles in Parking Code:
 - Asst. City Attorney Leitheiser: Proposal on the Parking Code to do away with three business day rule. (May be eliminated from Parking Code) Synced up for tent camping and parking camping – request for more synced standards.
- Vice Chair Peacock-Biggs: When cars and campers are parked on the streets, what falls under the three-day code.
 - Asst. City Attorney Leitheiser:
 - If it is an empty parked car, mini or an RV. It is subject to parked car regulations.
 - If it is a parked car, mini, an RV, or anything in between that someone is living in. It is subject to the camping code.

5. Public Visitors / No Comment:

- Emily Hammond, Education and Outreach Coordinator, Fair Housing Council of Oregon (*Virtual*).
- Kathyn Stayer Martínez, She/Ella, Reporter for Oregon Public Broadcasting (*Chambers*).

6. Old Business:

- **Equity Department Presentation - HREC Workplan.** Andrés Portela, He/Him/El Equity & Inclusion Director.

NOTE: At the request of the HREC Chair and Vice Chair, the Equity department will give a presentation about the HREC work plan, subcommittees, and why they stopped, as well as build out more impactful work.

Director Portela wants to decolonize this space. To allow for accessibility and ease of understanding for community members to walk in and feel comfortable rooted in all thing's human rights and equity.

Workplan Slide One - Workplan Conversation:

The Human Rights and Equity Commission (HREC) will ensure historically marginalized and underrepresented people and communities in Bend have equal access to City programs and services, representation in City decision-making, and a venue to raise concerns and complaints about discrimination.

- **Council Goals** – Accessible and Effective Government
- **Equity Department** – Workforce, Community, Strategic Initiatives, and Policy and System Change.
- **HREC** – Collaborative Governance, Resources for Hate & Crime Speech, and Equity Framework.

Director Portela: Are we getting ourselves to a place where we are achieving the mission statement of HREC?

Vice Chair, Peacock-Biggs: Yes, we have made a solid impact in the role HREC as far as collaborating with the City.

Chair, Kitchens: What we do well from the beginning, is to provide a venue where voices can be heard. People can share perspectives and presentations.

Chair, Kitchens added that HREC has started to touch the surface on the *“ensure historically marginalized and underrepresented people and communities in Bend have equal access to City programs and services,”* portion of the mission.

Workplan Slide Two - Current Workplan:

- Co-create a reporting tool for community members to safely record acts of discrimination, bias or hate that occur within the City of Bend. In addition, victims of discriminatory conduct will be provided with resources, community support and other options for enforcement.
- Develop an equity framework to be utilized by all city departments in all stages of policy development and decision- making processes.
- Advise City Council on DEIA-related decisions they face. Collaborative Governance.

Director Portela: HREC has done a lot of this work. In talking to the Chair and Vice Chair about what has been done and we are moving forward.

Completed Work:

- ✓ **Creating a Reporting Tool:** Hate and Discrimination Reporting found on the **Accessibility and Equity Department webpage**.
- ✓ **Develop an Equity Framework:** HREC’s instrumental in starting this work. This gave the City the ability to hire competent staff who understood how to apply framework(s) and work with the community.
- ✓ **Collaborative Governance:** HREC input and suggestions for the Stipend Program.

Workplan Slide Three - New Workplan:

- **August Meeting:**
 - Develop a work by and for the people in this room.
 - What will we look at?
 - Composition
 - Goals
 - What are our exports/outcomes.
 - Do we have the power to do these things.
- **Things in existence that have to stay:**
 - Presentations from the City staff
 - We can put parameter around this.
 - Upcoming Convos
 - ◇ Parking
 - ◇ Language Access
 - ◇ Equity Framework
 - ◇ Council Goals
 - Connection to Council Goals
 - Do we make this a standing item?
 - What information do we need to inform that process?

Commissioners are excited to start a new workplan and its creation.

- **Managing Public Comment:** Andrés Portela, Equity & Inclusion Director.

Director Portela thanked Commissioner Fischer for insisting that there be a written rules about what the expectations for leaving a public comment.

Process Improvement:

- Using Bend City Council Rules
- Staff Managing Public Comment
- Disruption at Public Meeting Rules & How to Handle it for All Advisory Bodies

Using Bend Cit Council Rules

Public Comment during the Human Rights and Equity Commission is intended to be welcoming and inclusive toward all speakers at public meetings, and to create an atmosphere of mutual care and respect. These meetings often provide an opportunity to provide public input and for community members to share thoughts and opinions with their elected leaders. However, they are not a time to level personal attacks or threats, disrupt the meeting, use obscene, vulgar, or discriminatory language, or discourage anyone else from participating. While community members may disagree with each other or the City on issues and give critical feedback, they are expected to do so respectfully, in accordance with these rules.

Staff Managing Public Comment

- City of Bend staff will facilitate the public comment period.

- The public comment period will begin with Equity Director or other City of Bend staff making a statement about expectations for public comment, using principles expressed in the Council Rules as a framework.

Disruption at Public Meeting Rules & How to Handle It for All Advisory Bodies

- The lens City staff will be used to manage or shift a speaker.
 - Personal attacks,
 - Attacks on identity (gender, race, sexuality, religion, national origin, familial status, and ability, or
 - Other discriminatory comments, engaging in accusatory, insulting, offensive, or harmful behavior that disrupts the meeting.
- A committee member may also request a Point of Order.
 - Any member of the audience, virtually, or in-person, who disrupts a committee meeting may be asked to stop, and if the disruption continues, may be excluded from the meeting (or muted in a virtual meeting) by City staff if necessary to maintain order, conduct business efficiently, or allow others the ability to participate. Violations will result in meeting removal.

Point of Order discussion:

- Being able to stop a meeting with a Point of Order when someone is not feeling safe or disagrees where the meeting discussion is going. Stop, get clarity, and or regroup, and continue.
- The meeting place expectation to be a safe space.
- Reading the expectation of the public comment rules before the public comment section starts.
- Do we operate under Roberts Rule of Order (Parliamentary Procedure). Sometime as a guideline (they are complicated).
- People have different lived experiences and personally set core values on how far they are pushed to their limits. What may cause someone's Point of Order, may not cause someone else to think a Point of Order is necessary.

7. New Business:

Welcome New HREC Commissioners (and Current Commissioners)

Current Commissioners:

- **Vice Chair Carolyn Peacock-Biggs, She/Her:** Joined to give presence to diversity. As a Black woman, she did not know they were underrepresented and wanted to lend a face to what it means to be black in Oregon. And pull back the curtain of seeing people of color, other than the unrealistic view portrayed on television.
- **Cameron Fischer, She/Her:** She has lived in Bend, raising her kids, for over two decades. She likes and appreciates the direction the City is going with its efforts to be more inclusive, adding an equity lens to our community. And being a teacher, what I see with students, my kids, and their friends; with concerns about not feeling welcome. Whether it is sexuality, gender, or religious affiliation, she wanted to contribute to advocacy.

- **Carly Colgan, She/Her:** She has lived in Bend for a year with her wife and twins. Joined HREC (Human Rights and Equity Commission), wanting them to grow up in a community where they feel safe and welcomed. And where their family does not feel different.
- **Chair Jeff Kitchens, He/Him:** He grew up with a severe learning disability, spending a good portion of elementary school in special education, with many interesting experiences as a child. Having disabilities that people do not see changes your world when others assume you are like everyone else. Actively engaged with Diversity, Equity & Inclusion, and Accessibility for 20 years. And engaged with the federal government for years, as a diversity change agent and other programs locally, regionally, and nationally.

New Commissioners:

- **Adrienne McDougal, She/Her:** The mission and purpose of HREC are connected to her values and excited she joined. Growing up in Mexico, her grandfather was elected official. Commissioner McDougal's mom vividly remembers him being involved with the large Hispanic population. He had worked hard to hide his Spanish accent, from the fellow Spanish community members, to get elected. Commissioner McDougal does not speak Spanish with feelings of not fitting in as a child or an adult. With feelings, she could not do this work, because who is she? This made her counter the entire philosophy of this work and lean in.

Lastly, being a nurse, she knows the other side of not having access, representation affects people's morbidity. Mortality, and quality of life for the entire family for generations. She sees what happens when we do not have diverse representation and perspective, we make terrible decisions because they are made in a bubble.

- **Agatha Ventura, She/Her:** Works in the corporate DEI space, trying to help people. She currently works at a law firm and feels she is helping people that already have a lot of access and privilege get more access and privilege. Being newer to Bend, one of her goals was finding a way to give back. Especially having intersecting identities play a role in all the different contexts she has had. It is important to her to help others be aware of how their social identities play a role in any space they are in. DEIJB (Diversity, Equity, Inclusion, Justice and Belonging) and all the different letters has become a big part of all the work she does.

8. Roundtable Discussion of HREC Commissioners:

No discussion was initiated.

9. Equity Department Updates: Andrés Portela, He/Him/El, Equity & Inclusion Director.

- **Equal Pay Week:** White Women are paid seventy cents on the dollar. Women of color receive less pay.
- **Invitation to CityFest Thursday, August 15, 2024, 4 to 7 p.m.** Email Director Portela if you would like to help at the Equity booth.

Shared Photos from events in the last month:

- African and Friends barbeque and lunch.
- Juneteenth and Pride. There were HREC volunteers.
- Harmony Session at the Intergovernmental meeting with Warm Springs folks (A few months ago). Learning how to get in the right relationship and what does that look like:
 - Breaking bread together
 - Talk about history through Indigenous people.
 - They walked through a missing women and Indigenous women exhibit.
 - Began an outline on a future relationship with their council and City Council.

➤ Shared Information from the Accessibility and Equity Manager COBAAC Liaison Cassandra Kehoe from the COBAAC meeting:

- Celebrating ADA Pride Month in July.

Five diagonal stripes of distinct colors rest on a black background:



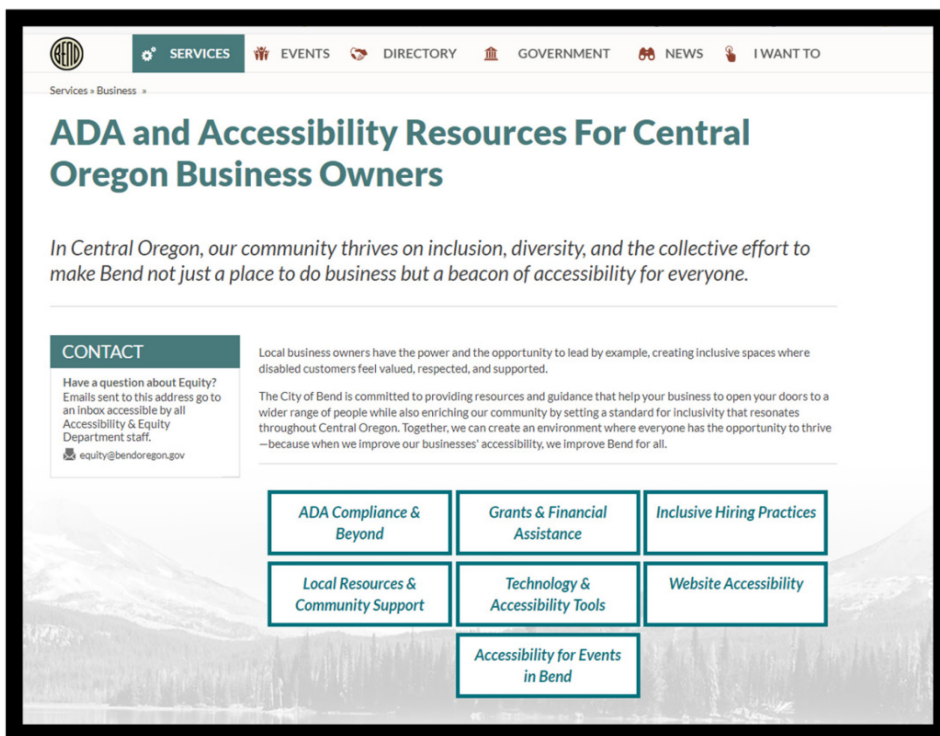
The black background mourns the victims of violence and abuse against persons with disabilities.

- Red represents physical disabilities.
 - Yellow represents neurodivergence.
 - White represents invisible and undiagnosed disabilities.
 - Blue represents emotional and psychiatric disabilities.
 - Green represents sensory disabilities.
- Ableism:
 - “A legacy media institution as respected as The Economist should not be normalizing ableism. By equating mobility aids with inability, they are sending the message that people with disabilities aren't capable of holding public office.
 - It is time to recognize that a truly inclusive society values and supports the contributions of all its members. It is time to discard outdated stereotypes and celebrate the strength and resilience that people with disabilities bring to our

communities and our country. Only then can we ensure that no potential leader is ever held back by prejudice and ignorance.”

- - National Disability Rights Network
- Leadership Bend Accessibility Impact Project:

ADA and Accessibility Resources For Central Oregon Business Owners



Stipend Program Updates:

Members must serve as volunteers and are not employees of the City. Payments will be made at a flat rate of \$40 per meeting, not to exceed \$500 per calendar year. Advisory body members who opt in to this program have three options to receive payment, via visa debit card, mailed check, or direct deposit/Electronic Fund Transfer (EFT). Members may opt out of receiving a stipend payment.

- I. Visa debit cards are subject to the following terms:
<https://www.prepaid-usa.com/prepaid-usa-visa-incentive-card/cardholder-agreement/>
(Processing Time: Within a week following the meeting. Visa debit cards have expiration dates).
- II. Participants wishing to receive a check by mail must fill out a **W-9 form** (Processing Time: 2 to 3 weeks).
- III. Participants wishing to receive direct deposit must complete a **W-9 form**, an **Electronic Funds Transfer (EFT) form** and submit a **voided check or counter check** (temporary checks printed by a bank). (Processing Time: 2 weeks). NOTE: First payment will be made by check.

New member(s) must fill out an enrollment form. Current members, If you receive Visa Debit cards, you do not need to do anything.

All members: if you want to receive checks by mail or direct deposit, please fill out the forms mentioned above by the payment you choose to receive.

I will bring the forms to the HREC meetings for you to fill out when/if you want to receive a different type of payment.

Equity Updates for the Next Meeting:

- Welcoming Week.
- City of Bend Equity Statement.
- Equity Department Programs Updates.

10. Adjournment: With no further HREC business, Chair Kitchens adjourned the July 31, 2024, Human Rights & Equity Commission hybrid meeting at 6:20 p.m.

Respectfully submitted,

Lisa Larsen

Administrative Support Specialist, Accessibility & Equity Program



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 24-hour advance request. Please contact the Equity & Inclusion Director, Andrés Portela, (He/Him/El), at equity@bendoregon.vov, no later than two days before the meeting date or call 541-323-8563. Relay Users Dial 7-1-1. Providing, at least, 3 days' notice prior to the event will help ensure availability.

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.