

RESOLUTION NO. 3425

A RESOLUTION OF THE BEND CITY COUNCIL REAFFIRMING THE CITY'S SUPPORT FOR BEND'S 2SLGBTQIA+ COMMUNITY MEMBERS

Findings

A. The City of Bend is committed to fostering a community where individuals of all sexual orientations, gender identities, and gender expressions are treated with dignity, equity, and respect.

B. We know that Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer/Questioning, Intersex, Asexual or Agender (2SLGBTQIA+) individuals face ongoing discrimination, violence, and systemic barriers that threaten their safety, mental health, and access to essential services.

C. We also recognize that transgender, nonbinary, and gender-expansive adults and youth are at heightened risk for violence, discrimination, housing and employment insecurity, and reduced access to both medical care and gender affirming care, all of which are correlated to adverse mental health outcomes. For example, according to results from The Trevor Project's data from the 2024 U.S. National Survey on the Mental Health of LGBTQ+ Young People, LGBTQ+ youth are not inherently prone to higher suicide risk because of their sexual orientation or gender identity but are placed at higher risk because of societal mistreatment and stigmatization. We acknowledge the incredible power that supportive, affirming care and protective policies have on reshaping this narrative.

D. As a government entity we recognize our responsibility to confront both past and present harms. We acknowledge that 2SLGBTQIA+ community members and leaders, including past Bend City Council members, have experienced exclusion, discrimination and hate in our community, including in public meetings and we commit to doing better.

E. Recent political rhetoric, executive orders, and other federal actions dehumanize transgender and nonbinary people and seek to both erode their established rights and to undermine and punish those who love them, care for them, and provide support services to them. These harms are not limited to just the national stage—they are mirrored and reinforced through local acts of hate, disinformation, and exclusion in our community.

F. In light of ongoing challenges to the dignity, established rights, and safety of many people, including 2SLGBTQIA+ individuals, we seek to provide a safe and welcoming environment for those who live in or visit our city. We honor their inherent worth and equal rights.

G. The City of Bend is committed to protecting and advocating for the rights of everyone who calls Bend home, including 2SLGBTQIA+ individuals. We will do this by rejecting policies and actions that promote discrimination, harm, or inequality, and by embracing and supporting fundamental principles of dignity, safety, inclusion and autonomy.

Now, therefore, based on these findings:

THE CITY COUNCIL OF THE CITY OF BEND RESOLVES AS FOLLOWS:

1. We reaffirm our unwavering commitment to equity and community safety and will continue to uphold these principles even when faced with political, social, and institutional pressures. These values will guide both internal and external initiatives to ensure that every person—regardless of their background, identity, or lived experience—can feel safe, valued, and empowered to thrive in our community.
2. We strongly believe in and affirm individuals' rights to:
 - a. Seek, obtain, provide, or facilitate gender-affirming care that is legal in Oregon or that would be legal had it occurred in Oregon;
 - b. Engage in speech or expression supporting 2SLGBTQIA+ people; including but not limited to sharing books and literature, holding events and discussions, and participating in drag or other performances;
 - c. Embrace and express their own authentic gender and sexuality and to define what gender and family means to them; including but not limited to dress and appearance, structuring a family unit that works best for them, and sharing 2SLGBTQIA+ positive values with their children; and
 - d. Define their own gender and sex with or without regard to biological sex assigned at birth.
3. We will actively oppose and speak out against laws, policies, and actions - whether at the state or federal levels- that attempt to take away, limit the freedoms or endanger the well-being of 2SLGBTQIA+ people. This includes the targeting of transgender and nonbinary youth, such as bans on gender-affirming healthcare or policies that seek to deny individuals the ability to live openly and safely as themselves. We recognize that such actions cause real harm, and we are committed to protecting the dignity and human rights of every member of our community.
4. The City commits to ongoing engagement and collaboration with local 2SLGBTQIA+ community and cultural leaders to:
 - a. Reduce barriers to accessing community-based and city resources that support 2SLGBTQIA+ individuals, youth, elders, and organizations through our sponsorship and programmatic priorities; and

b. Work alongside 2SLGBTQIA+ cultural event organizers to ensure public safety while prioritizing the needs and well-being of participants and attendees.

5. The City shall conduct biennial Employee Experience surveys to, in part, assess how inclusive, equitable, and affirming its internal culture is for 2SLGBTQIA+ individuals. Survey results will be used to evaluate the City's progress and build action plans to address identified issues. This work will be supported by the insights and leadership of existing advisory bodies and relevant employee resource groups in partnership with City Council, the City Manager's Office, and the Accessibility and Equity Department.

6. The City will continue to celebrate and uplift the voices and contributions of 2SLGBTQIA+ individuals through public events, education, sponsorship opportunities, and partnerships with local organizations.

7. We, the City Council, ask the City Manager to reaffirm and proactively administer the City of Bend's existing policies on nondiscrimination, gender inclusion, and workplace equity. This reaffirmation should be reflected across all aspects of City operations – including recruitment, retention, training and employee conduct – to ensure that the commitments outlined in this resolution are embedded in the City's internal culture and day-to-day practices.

8. BE IT FURTHER RESOLVED, the City of Bend reaffirms its commitment to diversity, equity, inclusion, and accessibility, with the goal of ensuring that all members of our community can live authentically and thrive.

Adopted by the Bend City Council on May 21, 2025.

YES: Kebler, Franzosa, Méndez, Norris, Perkins, Platt, Riley

NO:




Melanie Kebler, Mayor

Attest:



Ashley Bontje, City Recorder's Office

Approved as to form:



Ian Leitheiser, City Attorney