CITY OF BEND

MEETING MINUTES – ALTERNATE MEETING

Human Rights and Equity Commission

Alternate Venue: *Central Library*, *Community Room 2*, 61956 SE Santorini St., Bend, 97702
Date: October 13, 2026
Start Time: 4:30 to **7:00** p.m.
Facilitator: Scott Jones
Meeting Recording

Human Rights and Equity Commission (HREC)

1. **Meeting called to order at 4:37, p.m.:**

    1) Scott Jones, Chair, *Library*
    2) Jen Kovitz, Vice Chair, *Library*
    3) *Seat Empty*, Council Connector
    4) Bet Hannon, Commissioner Connector, *Library*
    5) Brittany Ellenberg, Community Connector, *Library*
    6) Cristina Morales Moyano, Community Connector, *Library*
    7) Eli Loewenstern, *Zoom*
    8) Jackie Currie, *Library*
    9) Lucia Barragan, *Library*
    10) Mario Anguiano, *Library*
    11) Morgan Farnell, *Absent*
    12) Mila Shelehoff, *Library*
    13) Patricia Sargent, *Library*
    - Kinsey Martin (ex officio), *Library*
    - Amanda Barnes, alt, *Zoom*

    City Staff:

    - Mellissa Kamanya, She/Her/Her/Hers, Community Partners Specialist, HREC Staff Liaison, (*Library*)
    - Megan Perkins, She/Her, Councilor / Mayor Pro Tem / HREC Council Liaison, (Zoom/Library)
    - Ian Leitheiser, He/Him, City Attorney, (*Library*)
    - Kerani Mitchell: Community Engagement Manager, (*Library*)
    - Lindsay Wenglowski, She/They, Equity Management Analyst, (*Library*)

- Juan Olmeda, IT Director, Information and Technology, (*Library*)
- Lisa Larsen, She/Her, Administrative Support Specialist, (*Library*)

Presenter:

- Ben Duncan, Consultant, Kearns & West

2. **Public Comment:**

   No public comments left.

3. **HREC Chair Business:** Scott Jones

   - Approve HREC June and September 2026, Draft Minutes

     Voice vote passed: 11-0, **Yes:** Ellenberg, Moralas Moyano, Loewenstern, Currie, Kovitz, Barragan, Anguiano, Shelehoff, Hannon, Sargent, Jones. **No:** None.

   - October Agenda was reviewed by all commissioners who attended this meeting.

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

   Council Liaison Updates:

   - Send feedback to **BEND MADE** suggestion: Host neighborhood discussions with friends, family, and neighbors. Submitted feedback can provide planning for housing, economy, growth, climate, transportation that will impact the next twenty years.
   - Council will be discussing defensible space: Meaning areas around homes and how to move forward; resources, process length. This is something important to the community.

5. **Business:**

   - Review of the Human Rights and Equity Commission: Structural Review and Implementation Recommendations report. Ben Duncan, Kerns & West:

     Commissioners received the HREC Structural Review and Implementation Recommendation Report and will move forward with developing an action plan. The report represents the culmination of nearly a year of analysis, stakeholder input, and recommendations that began with discussions among HREC members. It identifies several high-level priority recommendations that are considered fundamental to helping HREC achieve its full potential.

6. **10-Minute Recess**

7. **Interactive planning for the next 12 months.** Mellissa Kamanya, HREC Liaison

   RECOMMENDED UPDATES:

- December: recognize Civil Rights Day, host a meeting focused on public comment. Plan a shelter tour
- January - leadership elections, Council Goal setting, draft a one-pager for new and existing commissioners
- March - Annual retreat, discuss alternatives to Roberts Rules
- April - Wildfire preparedness
- August – break

TIMELINE AND PARKING LOT HOLD:

- water tours
- alternative recruitment method conversation
- shared leadership or shared facilitation

TRASH CAN:

- tabling at public events
- creating a new volunteer role that supports onboarding

GREEN STICKER ITEMS – INFORMAL POLLING:

- prefer to keep weekly updates, but with more time provided to review homework and prep for meetings
- majority requested to take August off for break
- there were a few more items - such as they know their role better now than last year - do you want that included too?

Kamanya (Liaison) will hold a list of alternative sites where HREC meeting(s) could be holding their meetings. Many of these sites will need prior thoughtful schedule planning, a cost to reserve, confirm compatibility with the City's IT department, and comply with the accessibility public meetings requirements.

Commissioners talked about goal setting, wildfire preparedness feedback, future recommendation timeline strategic planning calendar (would be a public meeting), shared leadership/meeting facilitation at retreat, and visiting/partnering with other committees are some of the things discussed.

8. **Roundtable:** HREC Commissioners.

Timestamp 2:05:25 to 2:16:56

- Commissioners reflected on past reasons for member resignations and the lessons that can inform future improvements.
- Commissioners acknowledged the current transition period and discussed opportunities presented by the recommendations in Duncan's consultant report.
- Discussion centered on strengthening HREC's effectiveness through improved policies, procedures, and organizational practices.

- Commissioners emphasized the importance of fostering trust, belonging, and shared accountability among members.
- Key guiding principles mentioned for moving forward included:
    - Clarity
    - Accountability
    - Transparency
    - Capacity building
    - Continuous improvement

9. **HREC Staff Liaison Update:** Mellissa Kamanya, She, Her, Hers, Community Partnerships Specialist, HREC Staff Liaison

   Kamanya (Liaison) reported that committee members can expect more substantial homework in the coming months. She noted that an electrification incentive presentation with Cassie Lacey is scheduled for November and will require advance review. Committee members will be asked to provide feedback within two days through an HREC lens for consideration by her committee.

10. With no further business, Bend Human Rights and Equity meeting Regular Alt. Meeting adjourned at 6:56 p.m.

Respectfully submitted by,

Lisa Larsen, she/her, Administrative Support Specialist, Accessibility Program

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