



# Diversity, Equity, and Inclusion Project Update

Bend City Council  
Stewardship Subcommittee  
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# About Allyship in Action



Kerani Mitchell



LeeAnn O'Neill



Erin Rook

**Clients include:** Bend 2030, Bend Chamber of Commerce, Redmond Fire District, St. Charles, Mosaic Medical, Cascade Youth & Family Services, The Environmental Center, Oregon Natural Desert Association, High Desert Museum, Deschutes Public Library, Better Together/RJE, Central Oregon Health Council.

**Allyship in Action** engages individuals, organizations, and communities to advance equity and social justice with facilitation and consultation services that are rooted in place and enriched by lived experience.



# Terms to Know



- Access/Accessibility
- Bias
- Discrimination
- Diversity, Equity, and Inclusion (DEI)
- Historically Marginalized / Underrepresented
- Human Rights
- Restorative Justice



# **Project Overview and Updates**



# Council Directive

To embed a commitment to diversity, equity, and inclusion (DEI) within the City of Bend by:

- Implementing a diversity, equity, and inclusion **training program** for City Council, City Staff, and volunteers;
- Hiring a consultant to conduct an **organizational assessment** ;
- Establishing a **short -term steering committee/task force** to assist in identifying the needs and priorities of underrepresented communities in Bend;
- Establishing a **permanent commission/committee** to develop a diversity, equity, and inclusion action plan, and seek opportunities to leverage community efforts through funding and support.



# Contract Objectives

- Establish a baseline for the City's DEI work populations through **interviews** , **surveys** , and **engagement** with internal and external groups;
- Lead the establishment and management of a **short -term steering committee/task force** to assist in identifying the needs and priorities of historically marginalized and underrepresented communities;
- Identify models/best practices for a **permanent DEI commission** or **committee** to develop a DEI action plan and serve as a conduit to historically marginalized and underrepresented communities;
- Provide a **series of trainings** on responding to bias and serving diverse communities to all City Councilors; and
- Make **recommendations** for future actions.

# What We've Done



- Interviewed 6 City Councilors
- Interviewed 16 external community stakeholders
- Designed and administered a survey of City staff to establish a baseline for DEI work (with a 70 percent response rate)
- Provided foundational DEI training to 34 City leadership staff, 6 members of Council (and 9 other local leaders)
- Supported City leaders in introducing the DEI work by presenting to 8 teams/departments
- Facilitated a short-term DEI Task Force in creating recommendations regarding the establishment of a permanent DEI commission/committee

# What's Next



- Finalizing DEI Task Force Recommendations
- Getting feedback from City staff
- Presenting a final report to City Council including:
  - Key insights and lessons from the DEI Baseline Assessment Survey
  - Feedback from external community stakeholders
  - Task Force recommendations regarding the establishment of a permanent commission/committee
  - An overview of issues raised in the data and recommendations for next steps



# **DEI Task Force Feedback**



# DEI Task Force



Invited by AiA to participate based on connection to communities, experience with strategic planning, and/or civic engagement.

**Members:** Adrianna Guevarra, Denise LaBuda, Dustin Painter, Erika McAlpine, Frances Waldrop, Gordon Price, Jen Rusk, Jessica Amascual, Joanne Mina, Kecia Kubota, Michelle Cary, Rabbi Johanna Hershenson, Rodrigo Gaspar, Romir Chatterjee, Rutila Galvan -Rodriguez, and Whitney Swander.

# Feedback Process



- Identify ways the needs and priorities of historically marginalized and underrepresented communities could be addressed by a DEI committee or commission.
- Evaluate existing models for DEI -related committees and commissions to identify common roles, responsibilities, authorities, membership criteria, application processes, and group compositions.
- Determine which key qualities would best meet the identified needs and priorities.
- Consider whether a committee or a commission is best suited to this work.
- Draft recommendations for City Council drawing from this research, evaluation, and consultation.

# Needs



- A place to bring concerns or complaints of discrimination
- A way to address alleged violations of the Bend Equal Rights Ordinance that doesn't involve BOLI or going to court
- A mechanism for ensuring that the voices of historically marginalized and underrepresented communities are included in all aspects of City decision making
- More intentional outreach to and engagement with historically marginalized and underrepresented communities
- Tools and resources to support City Council and staff in engaging meaningfully in DEI work
- To be taken seriously and appropriately supported/resourced

# Priorities



- A forum for community concerns or complaints related to diversity, equity, and inclusion
- Intentional and proactive inclusion of historically marginalized and underrepresented communities in goal setting and planning processes
- A driver for change that has the power/authority to hold City Council accountable
- A response role in restorative justice principles

# Considerations



- Some may need stipends to offset costs associated with serving on the DEI Commission/Committee.
- Commission/Committee role and responsibilities should be a realistic reflection of its authority, capacity, and resources.
- The Commission/Committee will likely need the support of a paid staff member or consultant to both begin and sustain its work.
- The existing standard application includes potential barriers to participation for some members of historically marginalized and underrepresented communities.
- The disparate impacts of COVID -19 on historically marginalized and underrepresented communities highlights the urgency of creating systems to address inequities.

# Existing Models

## Spheres of Responsibility



ADVOCACY

ADVISORY

PROMOTING  
INCLUSION

COMMUNITY  
RELATIONS

COMPLAINT  
RESPONSE

PROTECTING  
RIGHTS

# Existing Models

## Primary Approaches



### Diversity, Equity, and Inclusion Advisory Committees/Boards

- Advise City Council and/or staff on DEI -related issues
- Build relationships with communities
- Promote diversity, equity, and inclusion
- Often supported by a staff DEI liaison

### Human Rights or Relations Commissions

- Advise City Council and/or staff on DEI -related issues
- Build relationships with communities
- Promote diversity, equity, and inclusion
- Respond to complaints of bias or discrimination (to varying degrees)
- Often established with a non -discrimination ordinance (e.g. Bend Equal Rights Ordinance)

# Key Insights



Task Force members want a Commission/Committee:

- That has the power/authority to create meaningful change.
- That models inclusive engagement.
- That centers principles of restorative justice.
- That is rooted in best practices and responsive to evolving needs/circumstances.
- That is a valued contributor to City decision making.
- That has reasonable expectations and appropriate support.



# Questions for Discussion

- What questions do you have about the project overall ?
- What questions do you have about the staff DEI survey ?
- What questions do you have about the DEI Task Force ?
- What **additional direction** do you want to provide to Allyship in Action regarding this work?
- What **additional information or context** can we provide when we present our report and the DEI Task Force's recommendations to Council?
- **What else** do you want to know?



If you have questions, or you want to learn more,  
you can reach us here:

[info@allyshipinaction.com](mailto:info@allyshipinaction.com)

| [www.allyshipinaction.com](http://www.allyshipinaction.com)