

City of Bend

Human Rights and Equity Commission Subcommittee: Developing Resources in Response to Discrimination

March 15, 2023
Meeting Minutes

The subcommittee session of the Human Rights and Equity Commission (HREC) on Resources in Response to Discrimination (working title) was called to order at 1:00 p.m. on Wednesday, March 15, 2023, in a hybrid format, from the Board Room and virtually through Zoom.

1. **Roll Call:** Commissioners Manoj Alipuria, Renee Ruiz, Sergio Retamal, and Assistant City Attorney Ian Leitheiser.

Absent: Commissioner Stephen Sehgal

2. **General Input, Initial Thoughts for Subcommittee Direction**

Commissioners Alipuria, Ruiz, Retamal preliminary thoughts, general points of consideration at the outset of this work.

What this subcommittee will focus on:

- Establishing a process for reporting (what does ‘reporting’ mean in this context?)
- Determining community resources available
- Trauma-informed and responsive care
- Support community members with formal/informal options available

What this subcommittee will not focus on:

- Intake of report of discrimination
 - Investigation into reports of discrimination
 - Making any formal determinations of discrimination
 - Recommending sanctions/imposing penalties
-
- Manoj - Process of Care, Support, Reconciliation
 - Establishing a process for support and services
 - Define: What is discrimination – provide a simple + clear definition for community to understand – multiples manners of conveying: written/video/audio, Spanish, CC, etc.
 - Establish jurisdiction – available for all community members/actors in Bend
 - What reporting is and isn’t (not investigators, cannot make determinations)
 - Options for Formal Reporting:
 - City of Bend Police: **Bias Crime and Incidents | City of Bend (bendoregon.gov)**
 - Bureau of Labor & Industries: **BOLI : BOLI investigations : For Employers : State of Oregon**
 - Oregon Department of Justice **Resources for Victims - Oregon Department of Justice (state.or.us)**

- Intake Process – which staff/commissioners are interested, any mandatory reporting considerations)
- Response to Report of Discrimination – Maintaining Autonomy for Complainant - roadmap
- Ongoing Advocacy and Referral Process
- Sergio – how is this more than a website – what is the City’s perspective on this?
- Renee – Are we a clearinghouse? Renee shares experience and concern with reporting incidents of discrimination to the departments/individuals who have inflicted harm. (Police Department example)
- Renee – CASA example – needs to be useable and further reaching than listed links and information.
- Ian clarifying point:
 - Human Rights Ordinance 1.20.120 – HUMAN RIGHTS AND EQUITY COMMISSION see **Human Rights and Equity Commission | City of Bend (bendoregon.gov)**
- Manoj: would love HREC to be a place where community members can find safety – to create safety (what are legal boundaries of this?) 5 words that come to Manoj:
 - Resources
 - Referrals
 - Liaison
 - Advocacy
 - Safety
- Manoj: Ensure this is HUMAN CENTERED – *Human* Rights and Equity Centered
- Sergio: recognize what resources we have and know where we don’t have resources. What are the actual resources that we have? Resources, staff capacity and commissioner capacity.
- Renee: What will the process be?
- Cassandra – Asking clarifying questions regarding Jurisdiction – Ian answers it is up to HREC to make determination.
- Sergio: Process orientated – jumping to solutions, need to see the gaps between resources. See the gaps, see if City will fund telephone, website, etc. Two prong analysis. When we jump into solution, we need to define the problem we’re trying to solve, what gaps are there, and what resources do we have.

3. Process Framework – Where do we start?

- Manoj – phone number/voicemail type system/other touch points that others might reach out
- Renee – text systems for reporting – be measured about what resources we should be responsible for listing. What are larger employers in City of Bend.
- Bringing it back to who we are and what we can do – clarifying
- Sergio: 1-2-3 packet a. what are the resources available, b. what are the problems, c. what are the gaps – where can we get a comprehensive list, members look at resources – goes to all reporting mechanisms, what is being done in other cities? Are we consultants, or actually do-ers? Are we speaking on behalf of commission, individual, on behalf of the city.
- Manoj: We are both consultants and do-ers, experience for citizens that develop unmet needs. Get it launched and functioning. Minimal viable way to launch something – city’s resource ask, digital component, what is starting point. Let’s build it. This is the ideal that we want to build towards. Staffing, services, ask to make to achieve next steps.

- Ian: what are the gaps and what is missing – what can HREC do on a higher-touch or more personal connection. Individuals who can connect and are there – what’s missing is a big question. Distinction are you do-ers, or consultants, city advisory body is mostly making recommendations to a City Council. Cannot direct city staff to do anything. Code says that you have task of creating opportunities for people experiencing discrimination to problem solve: how you do it may depend on what you come up with. Likely a little of both.

4. Public Comment

- No public comment

5. Adjourned at 2:00 p.m.

Submitted by:
Cassandra Kehoe
Accessibility and Equity Manager



Materials in Alternate Format Request

To obtain this information in an alternate format such as Braille, large print, electronic formats, or any other accommodations. Please contact the Accessibility and Equity Manager and HREC Staff Liaison Cassandra Kehoe at ckehoe@bendoregon.gov or call 541-693-2141. Relay Users Dial 7-1-1.