

City of Bend
Human Rights and Equity Commission
March 29, 2023
Meeting Minutes

The meeting of the Human Rights and Equity Commission (HREC) was called to order at 4:35 p.m. on Wednesday, March 29, 2023, in Council Chambers at City Hall, 710 NW Wall Street, Bend, OR 97703, and virtually.

1. **Roll Call:** Commissioners Jasmine Wilder, Manoj Alipuria, Brittany Brown, Cameron Fischer, Joanne Mina (present virtually), Carolyn Peacock-Biggs, Renee Ruiz, Erin Maher, Jeff Kitchens, Linda Long (present virtually), Sergio Retamal (present virtually), Mo Mitchell, Stephen Sehgal

Absent: Jasmine Wilder (excused), Brittany Brown (unexcused), Cameron Fischer (excused), Renee Ruiz (excused), Jeff Kitchens (excused)

2. **Acknowledgements**

A. Commissioner Mo Mitchell read the land acknowledgement.

3. **Approval of February 22, 2023 Meeting Minutes**

Commissioner Mitchell moved to approve the February 22, 2023 meeting minutes. Commissioner Peacock-Biggs seconded. **Voice vote** – Chair Alipuria, Vice Chair Mina, Commissioners Peacock-Biggs, Maher, Long, Retamal, Mitchell, Sehgal Yes 8 No 0

4. **City Update: Chief Innovation Officer Stephanie Betteridge**

A. City Council Work Plan Update

Betteridge explained the Council goal setting process and presented the following slides:

- Council Goal Setting Timeline
- Guiding Principles
- 2023-2025 Goal Areas

Betteridge clarified this was the high-level outline of Council goals; the next step would be detailed planning around each of the actions that have been identified. Betteridge invited members to send suggestions to her or to Equity and Accessibility Manager Cassandra Kehoe. Kehoe added this would be a good opportunity for the Committee for Collaborative Governance to come up with ideas to advise the City around ways to reach community members.

B. Equity and Inclusion Director Search Update

Betteridge provided an overview of the recruitment process for the Equity and Inclusion Director position and presented the following slide:

- Equity Director Recruitment

Commissioner Mitchell suggested including a representative from Allyship in Action on the interview panel. Commissioner Mina suggested reaching out to another group in addition to Allyship in Action and offered to email the contact information to Kehoe.

5. Fair Housing Proclamation Review and Input

Affordable Housing Coordinator Mellissa Kamanya provided context for the Fair Housing Proclamation, asked Commissioners for input and feedback, and presented the following slides:

- Fair Housing Proclamation
- 1. Fair Housing Month Proclamation [2023]
- 2. Fair Housing Month Proclamation [2023]
- 3. Fair Housing Month Proclamation [2023]
- Feedback? Questions?

Commissioners Sehgal and Mitchell provided insight into proclamations from the perspective of City Council. Kamanya further explained the purpose of a proclamation; Vice Chair Mina stated the difference between a proclamation and a resolution.

Following discussion and feedback, Kamanya agreed to revise and shorten the proclamation and send the updated draft to Kehoe. Kamanya noted the Fair Housing Month Proclamation would be presented to Council at its April 5, 2023 meeting.

6. Introductory Remarks

Chair Alipuria noted it was his first meeting serving as the Chair of HREC, stated he was excited to do this work with the Commission, and spoke about the importance of giving and receiving feedback with compassion and kindness.

7. Community Stories: HREC and Community

Chair Alipuria stated an intention for the HREC to listen and learn from people's stories and welcomed community member Vim Shah. Shah told his story of living in Bend and answered Commissioners' questions.

8. System Development Charge (SDC) Work Group Update

Vice Chair Mina explained what SDCs are and how they are used by the City. Mina stated that in the last three months, the SDC stakeholder group has been learning about the different ways the City has previously charged and is now learning about ways they can change the structure to ensure the City has funding moving forward.

Vice Chair Mina committed to sending information from the SDC stakeholder group to Kehoe for Commissioners to review and urged members of HREC to provide feedback.

9. HREC Attendance Policy

Chair Alipuria presented the following slide:

- Proposed HREC Attendance Policy

Chair Alipuria noted the proposed policy was a draft and would be put to a vote. Assistant City Attorney Ian Leitheiser provided clarification regarding Bend City Code. Following extensive input and discussion, this agenda item was tabled to be revisited at the April HREC meeting.

10. EVOLVE Event Recap

Commissioner Peacock-Biggs discussed the EVOVE Experience, which she was asked to debrief after the event. The Commissioner explained her perspective and provided thoughtful insight into her own experiences as a parent, as well as growing up in the South.

11. Leadership Positions – April Election Overview

Agenda Item 11 was tabled in the interest of time. Kehoe emailed Commissioners information and noted this agenda item would be discussed at the April meeting.

12. HREC Work Plan – Subcommittee Review and Next Steps

Chair Alipuria asked to have a dialog at the April meeting to talk about the three initiatives (Discrimination Sharing and Identification of Resources; Development of an Equity Framework and Operationalize Equity; and Collaborative Governance). Chair Alipuria asked each of the subcommittees to come up with a draft of their ideas.

13. Public Comment

No public comment was submitted.

14. Agenda Setting & Bike Rack

A. April Buddy Assignments

Kehoe presented the following buddy assignments for April 2023:

- Commissioners Sehgal and Retamal
- Commissioners Fischer and Long
- Commissioners Mina and Maher
- Commissioners Alipuria and Ruiz
- Commissioners Peacock-Biggs and Kitchens
- Commissioners Wilder and Mitchell

Kehoe asked members to meet one-on-one with their buddies to make a connection without talking about HREC business and explained what has been done in the past. Kehoe noted this initiative was intended to build safety and collegiality within the group.

B. Proposed Agenda Items

Agenda items proposed by City staff included the following:

- 2023 Diversity Calendar
- City Council Liaison Reporting – Council Rotating
- Does HREC want to schedule Allison Platt for April presentation on Core Area Building Improvement Programs; Latin@ Business Outreach

Agenda items proposed by HREC Members included the following:

- Bend Housing Overview Presentation by Housing Director Lynne McConnell
- Affordable Housing Advisory Committee (AHAC) Presentation
- Intro/Feature to Historically Marginalized Communities/Groups
- Locations for Future HREC Meetings

Commissioners expressed interest in having Business Advocate Allison Platt provide a 10-minute presentation on Core Area Building Improvement Programs.

15. Adjourned at 6:29 p.m.

Respectfully Submitted,

Melissa Mitsch
Senior Administrative Support Specialist