

# Agenda

## Human Rights and Equity Commission

October 29, 2025, from 4:30 to 6:30 p.m.

Council Chambers, Bend City Hall, and online.

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Chair, Agatha Ventura called the Human Rights and Equity Commission (HREC) hybrid meeting to order at 4:38 with zoom audio issues and then restarted. The meeting was restarted and roll call was resumed at 4:58. Please **watch the October 29th livestream recording**.

### 1. Roll Call Commissioners.

- |  |                                      |
|--|--------------------------------------|
| 1.1. Agatha Ventura, Chair - C               | 1.8. Fenix Van Tassel - Z            |
| 1.2. Jackie Currie, Council Connector - C    | 1.9. Jennifer (Jenn) Kovitz - Z      |
| 1.3. Scott Jones, Commissioner Connector - C | 1.10. Mario Anguiano - Z             |
| 1.4. Cameron Fischer - Z                     | 1.11. Mary (Bet) Hannon - C          |
| 1.5. Carly Colgan - Z                        | 1.12. Ruth Vernotico - A             |
| 1.6. Cristina Morales Moyano - C             | 1.13. Kinsey Martin (ex officio) - C |
| 1.7. Eli Loewenstern - Z                     |                                      |

#### City of Bend Staff:

- Kathi Barguil, She, They | Ella, Community Relations Manager (Chambers)
- Megan Perkins, She, Her, Councilor / Mayor Pro Tem / HREC Council Liaison (Council Chambers)
- Ian Leitheiser, He, Him, City Attorney (Chamber)
- Stephanie Betteridge, She, Her, Assistant City Manager & Chief Innovations Officer (Chambers)
- Cassandra Kehoe, She, Her | Ella, Accessibility & Equity Manager / COBAAC Staff Liaison (Zoom)
- Lisa Larsen, She, Her Administrative Support Specialist (Chambers)

#### Consultant:

Ben Duncan, He/Him, Consultant, Kearns & West.

#### Public in Attendance:

- No public in attendance.

### 2. City of Bend Land Acknowledgement:

Community Relations Manager | HREC Staff Liaison, Katherina Barguill: Based on consultation with the Tribal Council of Warm Springs. The council has moved away from reading the City of Bend Land Acknowledgement and will migrate towards a sovereign acknowledgement, in current development.

**Ways to continue to support Warm Springs (living list) and continue to add future meetings:**

Supporting Warm Springs	Apoyando a Warm Springs
<ul style="list-style-type: none"> <li>• To get involved in learning about tribal sovereignty and civic engagement in Warm Springs, reach out to WeX Community Outreach at <a href="mailto:wexvotes@gmail.com">wexvotes@gmail.com</a>.</li> <li>• You can support native artists by visiting the Tananawit store at Warm Springs and online at <a href="http://shop.warmspringsartists.org">shop.warmspringsartists.org</a>.</li> <li>• You can donate to support efforts to bring clean water to Warm Springs by Contributing to the Chùush Fund at <a href="http://seedingjustice.org/chuush-fund-donation-page">seedingjustice.org/chuush-fund-donation-page</a>.</li> <li>• You can support Warm Springs community Education &amp; empowerment efforts by donating to The Warm Springs Community Action Team at <a href="http://wscat.org">wscat.org</a>.</li> <li>• And you can support the continued art and storytelling of the Warm Springs people by donating to the Warm Springs Museum at <a href="http://museum.warmsprings-nsn.gov">museum.warmsprings-nsn.gov</a>.</li> </ul>	<ul style="list-style-type: none"> <li>• Para participar en el aprendizaje sobre la soberanía tribal y la participación cívica en Warm Springs, póngase en contacto con WeX Alcance Comunitario en <a href="mailto:wexvotes@gmail.com">wexvotes@gmail.com</a>.</li> <li>• Puede apoyar a los artistas nativos visitando la tienda Tananawit en Warm Springs y en línea en <a href="http://shop.warmspringsartists.org">shop.warmspringsartists.org</a>.</li> <li>• Puede hacer una donación para apoyar los esfuerzos por llevar agua potable a Warm Springs contribuyendo al Fondo Chùush en <a href="http://seedingjustice.org/chuush-fund-donation-page">seedingjustice.org/chuush-fund-donation-page</a>.</li> <li>• Puede apoyar los esfuerzos de educación y empoderamiento de la comunidad de Warm Springs haciendo una donación al Equipo de Acción Comunitaria de Warm Springs en <a href="http://wscat.org">wscat.org</a>.</li> <li>• Y puede apoyar el arte y la narración de historias del pueblo de Warm Springs haciendo una donación al Museo de Warm Springs en <a href="http://museum.warmsprings-nsn.gov">museum.warmsprings-nsn.gov</a>.</li> </ul>

**3. HREC Business: Agatha Ventura, Chair.**

**a. Minutes:** Approval of July 30, and August 27, 2025, Draft Minutes.

July 30 & August 27, draft minutes approved by all voting commissioners attending this meeting, in chambers (5) and via Zoom (6), with no opposition.

**b. HREC October 29, 2025, Agenda Review.**

October 29, Meeting Agenda reviewed by all who attended the meeting.

**c. Vote for a November Meeting Date:**

Monday, November 17, in Council Chambers, from 4:30 to 6:30 pm, approved by majority of voting commissioners attending this meeting, in chambers (5) and via Zoom (6), with no opposition.

**d. Vote for a Recurring Date for 2026 Monthly Meetings, 4:30 to 6:30 p.m.**

Starting in January 2026: HREC’s monthly meeting date will be on the second Tuesday of each month in 2026, from 4:30 to 6:30 pm. Approved by majority of voting commissioners attending this meeting, two in chambers and four via Zoom.

**e. Restoring HREC Email:**

The city will restore the [hrec@bendoregon.gov](mailto:hrec@bendoregon.gov) for community members to reach out to Human rights & Equity Commission (HREC) directly. City staff will relay the information to the body.

City Attorney, Leitheiser: Any email of record sent to or from [hrec@bendoregon.gov](mailto:hrec@bendoregon.gov) considered public records. There is a level of review by city staff before relevant emails passed on to HREC commissioners.

Chair Ventura would like the commissioners to promote the HREC email address to increase the connection/involvement with the community.

Previously [equity@bendoregon.gov](mailto:equity@bendoregon.gov) has been the email used for outreach to HREC. *Who responds to emails, who has final oversight on when emails forwarded to the commissioners?*  
City Attorney Leitheiser- Any governing body, HREC, other bodies, City council is a governing body for the city, no individual members have authority. You only have authority when acting as a group - majority of the body. City Attorney cautions everybody to be clear when communicating as an individual rather than on behalf of the body. Decisions for HREC only made as a group, in a meeting.

Assistant City Manager suggested that HREC can brainstorm ways for more direct community outreach towards HREC.

A suggested recap of [hrec@bendoregon.gov](mailto:hrec@bendoregon.gov) emails received shared at HREC meetings. Then discuss the group response.

**f. New Year Transition and New Leadership**

Manager Barguil encourages commissioners that have questions about HREC's leadership roles being voted on in January 2026, to please reach out to current leadership.

**Commissioner Request:** Please send the commissioners a description of the leadership roles.

A suggestion for adding another leadership role: Community Service Chair.

**4. HREC Council Liaison Perkins, She/Her, Update.**

- Housing projects: Thanks to commissioner Kovitz for creating a legislative housing tour with the governor.
  - Parkside Place, Stevens Road – Southeast side area, Caldera Ranch, 7,500, Housing units expected for the southeast area. They also visited Sisters.
- Council recently approved the building of Habitat for Humanity home at the Pacific Crest Middle School across from Summit High School. The property will be for educators of staff. Credit goes to the school district.
- Verde Pines on the east end and built in partnership with Latino Community Association: 128 affordable rentals up to 60% area median, one-, two- and 3-bedroom rentals that are hard to build affordable housing units at that level.
- Juniper Ridge safety area: Met with the county. The majority were interested in continuing the TSSA for an unspecified amount of time being so there is not another location to meet.

Around January, they will continue conversation and what is next. They agreed to talk about the significant issues with COD with people living near the canal. Mayor Pro Tem suggested writing another letter of support for advocacy.

- Electrification: There are council members who want to see a fee on new single home family construction when gas is used and talked about cost to electrify. This will eventually go to the Affordable Housing Committee, Bend Economics Advisory Board, and the Environment and Climate Committee, along with representatives from Cascade Natural Gas and other electric utilities.
- Pool of transient room tax money. The money is spent on tour related items. They talked about Brooks Alley and events that cause street closures and the impact on vendors. And having flex plazas for small events 500 to 2000 people would not close streets (Brooks parking lot, Mirror Pond, etc.). They talked about public bathrooms; there are none in the City of Bend.
- They are updating the City of Bend website branding, which is more accessible.

## 5. Business:

**a. Accessibility & Equity Analysis and Recruitment Update:** Stephanie Betteridge, she/her Chief Innovation Officer, Assistant City Manager and Ben Duncan he/him, Consultant, Kearns & West.

The remains committed to Equity, Inclusion and Accessibility. Which include, Council Goals, expand Language access and accessibility, incorporate equity framework in the cities decision making process, collaborate with community partners to address hate incidents and discrimination, outreach & education.

The city has joined two lawsuits challenging illegal Federal action and grant conditions regarding immigration, DEI, “gender ideology” and so-called “sanctuary jurisdictions.” And making continued progress on existing equity, inclusion and accessibility priorities and initiatives.

Focus Areas: External, Internal, and Accessibility.

**Partner with Kearns & West to conduct an equity structure analysis that will help inform next equity and inclusion leadership position and how to move forward:**

- Interviews with key stakeholders (Council, Equity & Accessibility staff, HREC, DEIA Advisory Committee, City leadership, etc.)
- Develop future state recommendations.

**Food Insecurity: Manager Barguil:** (Food drive or collaboration with Bend Works campus)

- **High Desert Food & Farm Alliance (HDFFA), CO Fill Your Pantry**, and Bend Farmer's Market:
  - Food access programs are still on! The Bend Farmers Market crew will be at Fill Your Pantry ready to process any remaining balance on your SNAP card.
  - Food access currencies will be honored. FYP vendors will be accepting Bend Farmers Market SNAP tokens from any year, 2025 Double-Up-Food-Bucks and 2025 Protein Perks

- Double Up to \$100! We'll be offering up to a \$100 SNAP match with Double Up Food Bucks.
- Protein Perks up to \$20! SNAP customers can also get up to \$20 in Protein Perks
- NeighborImpact has opened a campaign to raise funds to purchase food to offset the loss of commodities. NeighborImpact is able to stretch every donated dollar through bulk purchasing and statewide partnerships, multiplying its impact for families in need. As the regional food bank for Central Oregon, NeighborImpact supplies food to 57 partner pantries and 15 mobile pantry sites across the tri-county region. Donations can be made at [www.neighborimpact.org](http://www.neighborimpact.org).
- **Family Kitchen** serves three dinners and five lunches each week in Bend and one dinner weekly in Sisters. They provide meals to the Bend Shelter, Sisters Cold Weather Shelter, Central Oregon Veteran's Outreach efforts, Stepping Stone Shelter, Redmond Collective Action, and other programs.
- **The Giving Plate** is a community-centered nonprofit in Bend, Oregon, dedicated to empowering individuals through compassionate, dignified, and inclusive food relief.

**b. Barry Washington Jr. Memorial Update and Upcoming Community Events:** Kathi Barguil she/her, Community Relations Manager | HREC Staff Liaison.

This dedication ceremony occurred last Saturday. 20 – 22 family members came to the dedication ceremony. Manager Barguil mentioned this effort has taken 4 years with immense community dedication.

Manager Barguil shared meetings and events. **Timestamp 1:27:47**

#### 6. Public Comment:

No public in attendance.

#### 7. Roundtable of HREC Commissioners:

**Below are some highlights commissioners shared: (Agenda item 7 begins at 1:31:38):** How are we and how to share information and share resources with the community (food, immigration, housing, etc.). Website Development Project: The opportunity to look at the engagement pages and how they align with the equity and accessibility pages. Manager Barguil will reach out to Jacob Riggle, User Experience (UX) Designer and the team to present the website development project. Commissioner Jones invites HREC to his workplace, Central Oregon Villages. Governor Kotek announced a food emergency in relation to the impending snap benefits paused due to the government shutdown.

#### 8. Adjourn:

With no further Business, Chair Ventura adjourned the April 30, 2025, Human Rights and Equity hybrid regular meeting at 6:31 pm.

Respectfully submitted,

Lisa Larsen, she/her Administrative Support Specialist, Accessibility



**Language Assistance Services & Accommodation Information for People with Disabilities**

You can obtain this information in alternate formats such as Braille, electronic format, etc. Free language assistance services are also available. Please contact Please contact Community Relations Manager, Katherina Barguil at [kbarguil@bendoregon.gov](mailto:kbarguil@bendoregon.gov) at or call 541-323-5992. Relay Users Dial 7-1 1.



**Servicios de asistencia lingüística e información sobre alojamiento para personas con discapacidad**

Puede obtener esta información en formatos alternativos como Braille, formato electrónico, etc. También disponemos de servicios gratuitos de asistencia lingüística. Póngase en contacto con Kati Barguil en [kbarguil@bendoregon.gov](mailto:kbarguil@bendoregon.gov) o número de teléfono 541-323-5992. Los usuarios del servicio de retransmisión deben marcar el 7-1-1.