

Meeting Minutes

Human Rights and Equity Commission

November 17, 2025, from 4:30 to 6:30 p.m.

Council Chambers, Bend City Hall, and online.

Chair, Agatha Ventura, called the Human Rights and Equity Commission (HREC) hybrid regular meeting to order at 4:30 pm. Watch [the November 2025, livestream recording](#).

1. Roll Call: Commissioners.

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

City of Bend Staff:

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

Public Comment:

- Michael Funke

2. City of Bend Land Acknowledgement Statement: Kathi Barguil, She/Her, Community Relations Manager & HREC Staff Liaison.

Read by HREC Staff Liaison, Barguil.

Ways to continue to support Warm Springs:

Supporting Warm Springs	Apoyando a Warm Springs
<ul style="list-style-type: none">• To get involved in learning about tribal sovereignty and civic engagement in Warm	<ul style="list-style-type: none">• Para participar en el aprendizaje sobre la soberanía tribal y la participación cívica en Warm Springs, póngase en contacto con WeX

Supporting Warm Springs	Apoyando a Warm Springs
<p>Springs, reach out to WeX Community Outreach at wexvotes@gmail.com.</p> <ul style="list-style-type: none"> • You can support native artists by visiting the Tananawit store at Warm Springs and online at shop.warmspringsartists.org. • You can donate to support efforts to bring clean water to Warm Springs by Contributing to the Chùush Fund at seedingjustice.org/chuush-fund-donation-page. • You can support Warm Springs community Education & empowerment efforts by donating to The Warm Springs Community Action Team at wscat.org. • And you can support the continued art and storytelling of the Warm Springs people by donating to the Warm Springs Museum at museum.warmsprings-nsn.gov. 	<p>Alcance Comunitario en wexvotes@gmail.com.</p> <ul style="list-style-type: none"> • Puede apoyar a los artistas nativos visitando la tienda Tananawit en Warm Springs y en línea en shop.warmspringsartists.org. • Puede hacer una donación para apoyar los esfuerzos por llevar agua potable a Warm Springs contribuyendo al Fondo Chùush en seedingjustice.org/chuush-fund-donation-page. • 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 wscat.org. • Y puede apoyar el arte y la narración de historias del pueblo de Warm Springs haciendo una donación al Museo de Warm Springs en museum.warmsprings-nsn.gov.

3. HREC Business: Agatha Ventura, Chair.

a. Minutes: Approval of October 29, 2025, Draft Minutes.

October 29, 2025, Draft meeting minutes approved by all voting commissioners attending today's meeting, in chambers (7) and via Zoom (3)

b. Review of the HREC November 17, 2025, Agenda:

The November Agenda reviewed by the commissioners that attended today's meeting.

c. Leadership Nominations Accepted and Voted on in January 2026.

The Chair, Vice Chair, Council Connector, Commissioner Connector detailed overview and responsibilities of each position given. There was clarification, each role voted on at the first meeting of the year and held one year.

Part of HREC's work plan also included the creation of three subcommittees for HREC and the need if those three subcommittees are still meeting. Do we need to modify the leadership of those subcommittees to better reflect those leadership roles?

When HREC receives email questions to the whole of HREC commissioners, they discuss it with HREC leadership before the upcoming meetings.

Chair Ventura suggests that the subcommittees need updating and add a new position.

Current Workplan Subcommittees:

- Community Engagement Subcommittee
 - Develop and implement strategies for inclusive, sustained, and trust-based engagement with Bend's marginalized communities.
- Education and Awareness Subcommittee
 - Foster public understanding and institutional awareness of human rights, equity, and inclusion through culturally relevant education, training, campaigns, and partnerships that center lived experiences of Bend residents.
- Policy Subcommittee
 - Develop, evaluate, and recommend equity-focused policies that support systemic change in Bend.

There needs to be better structure for these subcommittee meetings. It was unsustainable to hold all the meetings between regular HREC meetings. Can we discuss these meetings during the roundtable? There was also issue with the requirement of public and non-public meeting status. And adding a position under Commissioner Connect role to bring volunteer advocacy to HREC meetings.

4. Business:

- a. **AIM Equity Tool and Wildfire Project Updates:** Lindsay Wengloski (she/they), Equity Management Analyst.

AIM Equity Tool and Wildfire Project Update Slides:

- **Today's updates:**
 - **AIM Equity Tool** - What is it, Current work & Future-Plans
 - **Wildfire Education and Risk Reduction** - Project overview, ways to be involved & what to expect moving forward.
- **What is the AIM Equity Tool?** - A tool created to integrate equity into everyday decision making. Practical, streamlined, and adaptable. It comes from council goals.
- **AIM Equity Tool in Practice** - The three factors are assumptions identifying and measures.
- **AIM Equity Tool: Update - Current work:** Refreshing resources, building feedback structure & building usage tracker. **Future and Ongoing work:** Nurturing connections within and across teams, connecting with internal resources (indicator report), education about equity and accessibility resources, bridging to the HREC lens.

Questions:

- Who is expected to use this tool as a resource? Answer: right now, we are still in the process of rolling out and making sure that all staff are aware of how this tool exists and how it is used.

Assistant City Manager Betteridge: The initial focus was on policy issues being part of council goals and has been part of HREC's work plan and the mention of framework. This began as a pilot, and we quickly realized that it was not nimble enough for consistent practice across the organization. This led to the AIM tool.

- **Wildfire Education and Risk Reduction Project:** The city is partnering with Bloomberg Philanthropies and the Center for Public Impact on a wildfire occasion and risk reduction project. This refers to actions taken before a fire to reduce its impact.

As a part of this research project, the project team is partnering with the community to identify barriers and co-create solutions to help us all in our wildfire preparedness efforts. The project team is in the process of scheduling one-hour interviews with bend residents and organizations, as well as analyzing data and exploring available research related to this topic.

The project team wants to reach out to HREC for feedback because of lived experiences you may have related to this project.

- b. HREC Liaison Updates:** Kathi Barguil, She/Her, Community Relations Manager & HREC Staff Liaison.

Workplan Updates

- HREC Open Seat Appointment
- Work-hopping the HREC Lens at the December Meeting
 - Development of HREC Lens
 - Communicating expectations with City staff and PMs on presentations
- Meeting with Ben Duncan, Kearns & West, in December
- Q1 HREC 2026 schedule
 - January – new leadership transitions
 - February – potential joint meeting with COBAAC (City of Bend Accessibility Advisory Committee) on the application of the
 - March – piloting of HREC lens on Project #1

Community Updates:

- Black History Month Planning
- **Proclamation Request Form:** This is for community members requests. A community-initiated process.
- LCA (Latino Community Association) Office hours: The city has officially contracted for office space at LCA and will start operating the beginning of December, once a week.
- City of Bend will have an employee driven food drive.

- 5. Public Comment:** Michael Funke, community activist, and internet radio producer shared his concerns about the resignation of the outgoing Diversity, Equity, and Inclusion Director the allegations for leaving.

When the outside contractor investigator that the city hires should investigate the culture at City Hall, that brought us to the point of the director resigning.

The city needs to include HREC in the hiring of the new DEI leadership position. Michael has the opinion that there appears to be a challenging for some people to work with people of color and a suggestion of mandatory training for all staff and city councilors might help.

6. HREC Council Liaison and Mayor Pro Tem Update: Megan Perkins, She/Her, Update.

- Mayor Pro Tem attended the Coordinated Houseless Response Office Board meeting. Discussed the struggles that community members are experiencing, service providers, and people who are trying to house the folks in our community. Referring to funding cuts, severely decreased or program fund have not arrived.
- Purchasing food and dropping it off at Neighbor Impact is helpful. Canned tuna, chicken, peanut butter, soup, and beans are helpful.
- Holiday meals for the homeless going on the community: Family Kitchen, and Lighthouse Navigation Center. Donations need range of food, money, and volunteers.
- Coordinated Houseless Response Office has leftover budget money allocated from the state years ago. A decision to do an RFP for people in our community for service providers. It is a small fund of 130K to 150K, people can request up to 45K for immediate and urgent needs due to foods cuts, in terms of shelter. With the target of awarding this money by January.
- City Council's work session discussed Hawthorne Bridge and chose useful design. And talked about the Reed Market Bridge update and the utilities in that area and going over the railroad, with the expectation of closing for two-years.
- Council also discussed the new City Hall, and the current accessibility issues the current City Hall presents and space. The city purchased property int the Central District with future discussions on how to combine a new City Hall and gathering space for the community.

7. Roundtable of HREC Commissioners:

Commissioners talked about Ben Duncan, who works with Kearns and West, who is conducting an analysis for the city on equity work and will provide recommendations on structuring and of that work and information about what the new leadership position looks like. The city has contracted with a lawyer, Amy Ehrendt, who will conduct investigation interviews on the outgoing DEI Directors resignation.

Some of the Commissioner mentions:

- Reducing the time allotted or revising the agenda to accommodate more time to invite more presentations.
- Learn about water rates and the new website with HREC lens.
- Meet with other committees /group as time allows.
- Making better use out of the Roundtable agenda item; using the time for productive work.
- Wants more information on the City of Bend's new website update. HREC Staff Liaison mentioned the are two separate parts to the update, branding, and accessibility and translation into different languages. User Experience (UX) Designer, Jacob Riggle, has been working on this project for a year and a half and making it the website more user-friendly and reducing webpages. HREC Staff Liaison will contact Jacob Riggle to present to HREC.
- **CET (Cascade East Transit) Bus fare fees** starting in February 2026. Mayor Pro Tem stated that council will have conversations with CET soon, even though it is not under the City of Bend's purview. Question of the RFP dollars to use for the homeless for the difficulty they will be incurred with the upcoming restoration of bus fares.

To hear more about the **HREC roundtable conversation in its entirety (Timestamp 1:25:24)**.

8. **Adjourn:** With no further business, Chair Ventura, adjourned the Human Rights and Equity Commission November 17, 2025, meeting at 6:27 pm.

Respectfully submitted

Lisa Larsen, She/Her, Administrative Support Specialist, Accessibility & Equity Department



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 email us at hrec@bendoregon.gov 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 Gestor del proyecto o creador del documento Kati Barguil en correo electrónico hrec@bendoregon.gov o número de teléfono 541-323-5992. Los usuarios del servicio de retransmisión deben marcar el 7-1-1.