



Diversity, Equity, and Inclusion

Summary Report and Recommendations

**Bend City Council
Work Session
August 19, 2020**

About Allyship in Action



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Clients include: Bend 2030, Bend Chamber of Commerce, Better Together/RJE, Boys & Girls Club of Bend, Cascade Youth & Family Services, Central Oregon Health Council, Children's Forest, Deschutes County District Attorney, Deschutes Public Library, Deschutes + Ochoco National Forests, High Desert Museum, Kor Community Land Trust, Lora DiCarlo, Mosaic Medical, Oregon Natural Desert Association, Redmond Fire District, St. Charles, The Environmental Center, The Haven, Upper Deschutes Watershed 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.



Council Directive



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

- Implementing a DEI **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.

What We've Done



To support the Council goal, and at the direction of City staff, Allyship in Action:

- Interviewed 6 City Councilors
- Interviewed 15 community stakeholders
- Designed and administered City staff DEI survey (70% response rate)
- Provided DEI training to 34 City leadership staff, 6 members of Council (and 9 other local leaders)
- Presented an overview of the DEI work to 8 teams/departments
- Facilitated the DEI Task Force in making recommendations regarding the establishment of a permanent DEI commission
- Drafted a summary report and recommendations for Council
- Drafted a summary report and recommendations for Staff (in progress)

Data Sources

City Council

- Interviews
- DEI Liaisons and Stewardship
- Trainings

City Staff

- Leadership
- Survey
- Presentations

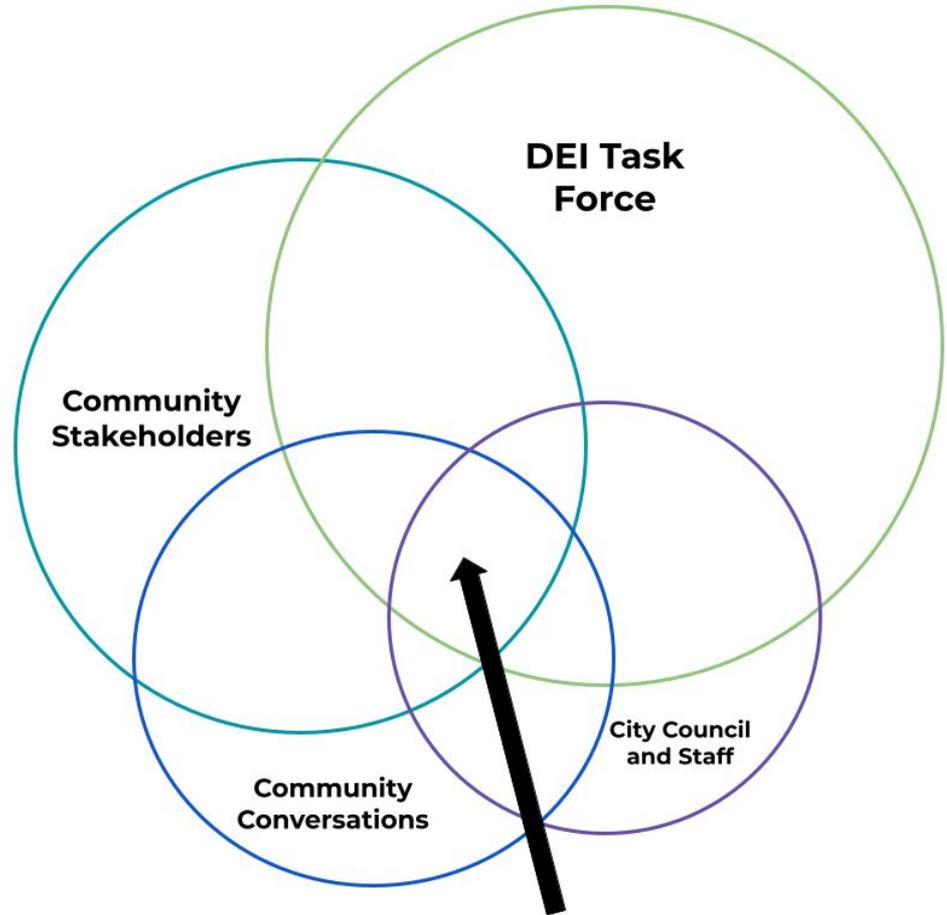
Demographic Surveys

- City Staff
- Committees and Commissions

Community Members

- Stakeholder Interviews
- Conversations

DEI Short-Term Task Force



Allyship in Action Recommendations

Themes and Findings

“They smile and nod, and choose not to offend us, but do not take us seriously.”

“I would like to see the members of the City go into the City, rather than expecting communities to come to them.”

“Our kids need to see others, particularly adults, that look like them.”

“There’s a real need for elected officials to step out and advocate.”

“We need to be a priority, not a second or fourth or fifth thought.”



SHARED POWER

1 The City should establish a permanent Human Rights and Equity Commission to respond to the needs and priorities of marginalized and underrepresented communities.

RELATIONSHIPS

2 The City needs to earn the trust of marginalized and underrepresented communities through authentic engagement and accountability. It also needs to trust when they share their experiences.

REPRESENTATION

3 Historically marginalized and underrepresented communities need to be represented among City Council, committee members, and staff.

ADVOCACY

4 The City can begin to address historical and current imbalances in access to power by using its power to advocate for marginalized and underrepresented communities and by sharing power directly.

SYSTEMIC CHANGE

5 To be meaningful and sustainable, change must occur across and within systems. If the existing systems cannot accommodate the necessary changes, they should be replaced with systems that can.

ACCESS TO SERVICES

6 Marginalized and underrepresented communities lack equitable access to essential services. The City should help people meet their basic needs while working to reduce the barriers to civic engagement.



Short-Term DEI Task Force

City staff directed the DEI Task Force to:

- 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 options for Bend.
- Draft recommendations for City Council drawing from this research, evaluation, and consultation.

The Short-Term DEI Task Force had its final meeting on July 20th, 2020.

Members: Adrianna Guevarra, Denise LaBuda, Erika McAlpine, Frances Waldrop, Gordon Price, Jen Rusk, Jessica Amascual, Joanne Mina, Kecia Kubota, Rabbi Johanna Hershenson, Rodrigo Gaspar, Romir Chatterjee, and Whitney Swander.

Needs and Priorities



- A place to bring concerns or complaints of discrimination, that does not involve BOLI or courts, and is rooted in restorative justice
- A seat at the tables where decisions are being made
- More intentional/proactive outreach and engagement with marginalized and underrepresented communities
- To be taken seriously and appropriately supported/resourced
- A body that is positioned to help Council and the City stay accountable to their DEI goals

Guiding Principles and Framework



The City of Bend DEI Task Force recommendations are guided by the fundamental principle that to achieve the equity and inclusion goals of City Council, and to ensure the success of the work of the Human Rights and Equity Commission, the City of Bend under the direction of the City Manager must be directed to:

Apply equity and social justice foundational practices to City actions and endeavor to integrate these practices into the City's: strategic, operational and business plans; management and reporting systems for accountability and performance; and budgets in order to eliminate inequities and create opportunities for all people and communities.



Guiding Principles and Framework



Application, membership, and the services of this Commission and all City committees should be accessible to all, including:

1. Community members who do not read, write, and/or speak English.
2. Community members of all immigration statuses.
3. Community members without access to a personal computer, printer, smart phone, or tablet.
4. Community members caring for children or others.
5. Community members without access to a vehicle or rideshare services.
6. Community members with diverse abilities and access needs, including people who have physical, mental, sensory, and intellectual/developmental disabilities. This list is by no means exhaustive, but it gives an example of the variety of abilities and access needs desired.



#1: Establish a Human Rights and Equity Commission

Adopt an ordinance establishing a permanent and independent Human Rights and Equity Commission focused on responding to the needs and priorities of historically marginalized and underrepresented communities and providing feedback on issues related to diversity, equity, and/or inclusion in the City of Bend, with roles to include...



#1: Establish a Human Rights and Equity Commission

With roles to include...

- Investigating and responding to complaints of discrimination and/or violations of the Bend Equal Rights Ordinance by:
 - Assisting impacted parties with connecting to and navigating community resources to access care, support, education, and/or resolution.
 - Developing and facilitating non-punitive resolutions, such as mediation or restorative justice, supported by appropriate education and resources.
- Advising City Council on issues relating to diversity, equity, and inclusion, including the equity impacts of policies and practices, the needs and priorities of marginalized and underrepresented communities, and strategies to increase engagement with these groups.
- Creating and providing regular guidance and feedback on the implementation of a Diversity, Equity, and Inclusion Action Plan for the City of Bend that is responsive to the evolving needs of historically marginalized and underrepresented communities as well as the capacity of City Council and staff.



#2: Remove Barriers to Service at the City

Review the standard City Committee/Commission application prior to the establishment of the Human Rights and Equity Commission and remove all unnecessary barriers to engagement by historically marginalized and/or underrepresented groups and ensure that the membership for this Commission and other committees is open and accessible.



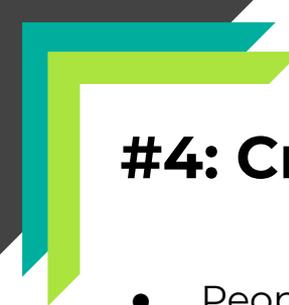
#3: Offset Costs of Participation to Increase Access

Establish the means and the process to provide financial compensation (such as a stipend) to Commission members that request it to offset the costs of participating (childcare, transportation, lost wages, etc.).



#4: Create a Diverse and Representative Commission

Ensure that the membership of the Commission includes:
A majority of members who identify as a member of one or more historically marginalized or underrepresented communities, including but not limited to...



#4: Create a Diverse and Representative Commission

- People of color, LGBTQ people, people with disabilities, lower income people, members of minority faith groups (e.g. Jewish, Muslim, Buddhist, etc.), immigrants, youth, and people 65+.
- At least one person who identifies as Native or Indigenous, with preference for someone with a connection to a local tribal community.
- People who live or work in Bend or otherwise consider Bend their community.
- People who are as reflective as possible of diverse historically marginalized and/or underrepresented communities in Bend.
- People with experience engaging in work related to diversity, equity, and inclusion or other community organizing, as demonstrated by a resume, references, and/or responses to DEI-related questions.
- No more than 15 and not less than 9 members, in order to represent Bend's historically marginalized and underrepresented communities and to effectively carry out the work of the Commission.



#5: Provide Appropriate Staff Support

Direct a staff member to serve as a liaison between the Commission and the City of Bend and support the establishment, visioning, and development of the Human Rights and Equity Commission by:

- Providing regular opportunities for members of the general public to provide feedback on the needs and priorities of historically marginalized and underrepresented communities.
- Facilitating learning and resources to support the work of the Commission and establishing connections with elected officials, City leadership, and other decision makers.

Allyship in Action Recommendations



- Prioritize — and invest in — DEI efforts.
- Measure what matters to plan for the future.
- Evaluate the equity impacts of all policies and practices.
- Invest in public safety alternatives that reduce the reliance on tactics that disproportionately impact marginalized communities.
- Establish relationships with marginalized and underrepresented communities and seek their input on decisions.
- Ensure that all public meetings, materials, and comment opportunities are accessible to all residents.
- Ensure that committees are accessible and representative.



AiA Priority Recommendation



Establish a permanent Human Rights and Equity Commission that prioritizes the recommendations of the DEI Task Force.



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

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