

1.20.120 Human Rights and Equity Commission

A. Purpose. The Human Rights and Equity Commission (HREC) will ensure historically marginalized and underrepresented people and communities in Bend have equal access to City programs and services, representation in City decision-making, and a venue to raise concerns and complaints about discrimination. HREC will:

1. Provide input to the City Council on City goals and policies using a diversity, equity, and inclusion lens and perspective, including recommending effective strategies to increase engagement with historically marginalized and underrepresented communities.
2. Create an action plan to achieve an equitable society, where our diversity is celebrated and all are included, and advise the City Council on implementation, progress, and updates to the plan. The plan should be responsive to the evolving needs and priorities of marginalized and underrepresented communities, engage with Bend community members, interested groups, other agencies, City staff, and businesses and non-profits to develop strategies to promote diversity, equity and inclusion goals.
3. Work with the Bend community, interested groups, staff, and elected officials to make recommendations that embrace the City's commitment to building a more inclusive community, where all can be treated with compassion and respect, regardless of race, ethnicity, place of origin, immigration status, or any other perceived or self-identified class or status.
4. Provide opportunities for people seeking resolution and assistance regarding complaints of discrimination in Bend, including potential violations of the City's Equal Rights Ordinance. HREC may connect people with resources and assistance, and seek resolution of complaints through conciliatory or educational processes, but does not have authority to compel participation, require specific actions, or impose economic sanctions or other penalties.

B. Membership.

1. HREC membership consists of 9 to 13 community members, a majority of whom identify with one or more historically marginalized or underrepresented communities. HREC membership is intended to reflect a diverse spectrum of people and communities in Bend that have been historically marginalized, underrepresented in public governance and policy-making, and/or underserved by public programs and services. The Mayor has discretion to determine the number of members between 9 and 13 at a given time, but shall consider the recommendations and input from HREC if membership is ever fewer than 13, and will strive to maintain an odd number of members to the extent possible.
2. Initial members shall serve staggered two- and four-year terms. Subsequent terms will be four years.

C. HREC derives its authority from Bend Municipal Code 1.20.005 and this section. HREC may advocate to the City Council when HREC identifies issues of community significance involving diversity, equity, and inclusion during goal setting or as otherwise scheduled by the City for advisory committees or for the HREC.

D. HREC may establish subcommittees and appoint HREC members as subcommittee members.