



CITY OF BEND

Addressing Hate Speech and Discrimination in our Community

**City Council Work Session
September 6, 2023**

HREC Evolution

Commission Purpose: Bend City Code 1.20.110

Bend declared an inclusive & welcoming City Resolution#3068

Allyship in Action (AiA) hired

April 21, 2021

- ✓ 1st HREC Meeting
- ✓ HREC Guidelines Adopted

October 2021

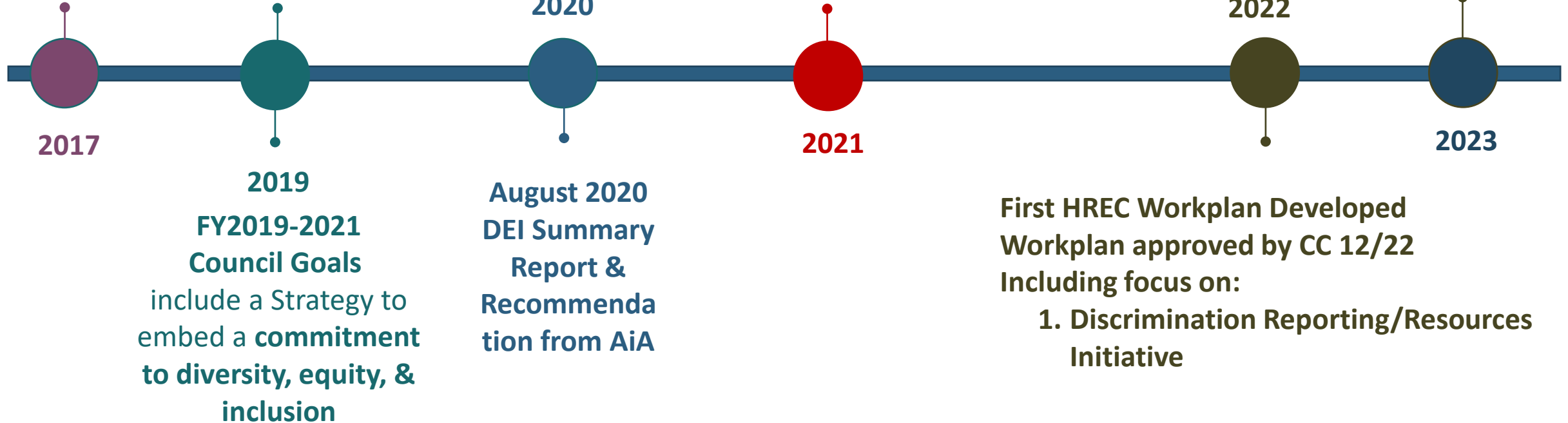
- ✓ First Equity and Inclusion Director Hired

March 2023

HREC Subcommittee on Discrimination Resources and Reporting Created

October 2023

Two COBAAC members to join the subcommittee



Framing the Issue: Addressing Hate Speech and Discrimination

- Foundation: Timeline + Progression
- Why we are addressing this now
- Personalized Accounts
- Definitions: Bias Incidents, Bias Crimes

Email received from visiting couple, late July 2023:

“My American born Chinese descent wife and I are visiting Bend this weekend from San Jose, California. We were walking across the street this afternoon near Bond and Franklin when a truck of guys yelled “cross the f***** street faster c*****”. Not a pleasant experience. It’s gonna be hard to recommend Bend to friends and family without caution.”



The Bulletin, interview with Nelson Holland, April 2023:

- “Been in Oregon three hours, already got called a racial slur. Yes, it’s the one you’re thinking,” he says. “That’s not gonna stop me though.”
- Holland said he was walking on 14th Street near Simpson Avenue when the slur was shouted from a passing vehicle.
- Instead of walking back to his hotel room up the road at LOGE Bend, he took an Uber. He also opted to cancel his plans to go out, and instead stay in his room.



What is a *Bias Incident*?

- A bias incident is any hostile expression that may be motivated by another person's race, color, disability, religion, national origin, sexual orientation, or gender identity.

Examples of Bias *Incidents*

- Bias incidents can be verbal, physical, or visual. This language and behavior often contributes to or creates an unsafe or unwelcoming environment. Some examples include:
 - Name calling; using a racial, ethnic, or other slur to identify someone; or using degrading language.
 - Creating racist or derogatory images/drawings.



Definition: Hate or Bias Crime

Bias Crime (or hate crime) Crime under Oregon law, is a crime motivated in part or whole by bias against another person's race, color, disability, religion, national origin, sexual orientation, or gender identity.

There are federal, state, and tribal hate and bias crime laws, each defined separately under individual state's laws, federal law, and individual tribe's laws.



Examples of Hate and Bias Crimes

Bias crimes can also be verbal, physical, or visual. Examples include:

- Assaulting, injuring, or even touching someone in an offensive manner because of their perceived protected class.
- Creating racist or derogatory graffiti on someone else's property based on their perceived protected class.
- Threatening to physically harm a person, their family, or their property based on their perceived protected class.

BRIEF RECAP: BEND POLICE DATA HUB




**BIAS
CRIME**

Bias Crime

How common are bias crimes in Bend?


DATA DASHBOARDS

The City of Bend organizes and analyzes police data in several ways to help us better serve the community. Below are the publicly available data organized into dashboards, maps, and data tables.




Calls for Service

What types of calls do Bend PD officers respond to?



Case Offenses

What types of crimes are reported in Bend?



Mental Health Calls


This page focuses on mental health calls for service received by the City of Bend.



**BIAS
CRIME**

Bias Crime

How common are bias crimes in Bend?



Drone Flights

Where and when do police use drones to respond to calls?

Recommendations

- I. Develop a Regional Coalition focused on creating a Joint Resolution and Response Plan to Hate.**
- II. Develop a process for City Council, Equity and Legal teams to issue formal responses to bias incidents**
- III. HREC will continue to develop a Resource Guide for Community Members**
- IV. Change the Sponsorship Program to Include “Safety Plan” for hate/extremism**

Resources in Response to Discrimination

Develop a process to connect community members who have experienced acts of discrimination with reporting options and resources. Create a welcoming, trauma-informed process within the Equity department where community members can share acts of discrimination. Community members will be provided with formal reporting options, as well as list of resources and providers within the Bend community, with attention to the individual's needs.

Manoj Alipuria, Chair, HREC Commissioner
Stephen Segal, HREC Commissioner
Sergio Retamal, HREC Commissioner

Individual experiences discrimination in Bend, OR

● HREC interested in support circles/listening to members of community? Similar to Embrace Bend coalition forming – standing listening sessions (MP)



● What should 'intake' process look like? In-person? With who? Walk-in triage hours? Submit prelim info and then schedule intake via phone/Teams or in-person?

City of Bend Resource Hotline/Website

'Discrimination Has No Place in Our Community' Bilingual/CC Welcome Video
About / Definitions / Advisories / Prelim Info



● What does this look like on City of Bend website? Est. timeline to build out?

Formal Reporting Options Determine Jurisdiction/Case Subject



● CK emails out to meet with intake/investigators to understand processes, timelines, expectations and required documents. What interim resources are available for those experiencing discrimination?

Local Resources/Organizations Partners in Surrounding Areas

- Immediate Safety
- Housing
- Financial Assistance
- Long term safety planning
- Physical well being (health)
- Mental well-being (health)
- Temporary Shelter
- Connection with Advocate
- Financial Assistance
- Community Education

● Compiling lists of resources and partners, along with estimated timelines/capacity/gaps

Sponsorship program-- Safety Plan (Hate Has No Place)

- We will promote two options:
 - Creating a plan so that if hate/discrimination happens resources can be offered, and hate can be addressed.
 - Communication directly to those impacted and harmed.
 - Offer resources for care and support through local support services.
 - Utilize City of Bend resources collected by HREC
 - If hate/ discrimination occur, we intervene and provide resources to the community member impacted by harmful behavior.

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Accommodation Information for People with Disabilities



To obtain this information in an alternate format such as Braille, large print, electronic formats, etc. please contact Cassandra Kehoe at ckehoe@bendoregon.gov; Relay Users Dial 7-1-1.

