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Governor



Oregon Commission on Black Affairs
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MINUTES
Oregon Commission on Black Affairs
Saturday, October 18, 2014
9:00 AM-12:00 PM
Portland Community College (PCC) Cascade Campus
Student Center, Room 302, 705 N. Killingsworth St., Portland OR 97217

ATTENDANCE

Chair: James I. Manning Jr.
Vice Chair: James Morris
Commissioners: Robin Morris Collin (phone), Karol Collymore, Julie Grey (phone), Musse Olol, Gwendolyn Trice (phone), Senator Monroe, Representative Frederick
Absent: Kayse Jama
Staff: Lucy Baker, Nancy Kramer

I. Meeting Called to Order

Meeting began at 9:06am. A quorum was established partway through the meeting.

The Commission extended a formal welcome to new OCBA Commissioner Olol. Commissioner Olol introduced himself and shared that he has long been interested in advocacy.

II. Review and approval of agenda and OCBA August 2014 Meeting minutes

MOTION (Frederick/Collymore): To accept the agenda as written. CARRIED.

The Commission reviewed the OCBA August minutes and accepted them by common consent.

III. Public Comment

There was no public comment.

IV. NEW BUSINESS

A. Ratify e-vote

In September the OCBA conducted an e-vote to expend General Funds for Chair Manning to attend the organizational meeting of the new Coalition of Commissions on African American Affairs and also be part of the conference for the Congressional Black Caucus in Washington DC.

MOTION (Grey/Trice): To ratify the e-vote approving the expenditure of General Funds for travel costs of Chair Manning to attend the DC meeting of his peers. CARRIED.

The Commission thanked Chair Manning for representing the OCBA at this auspicious first meeting of the Coalition and expressed their full support.

B. National Coalition of Commissions meeting debrief

Chair Manning briefed the Commission on his meeting in Washington, DC in conjunction with the Congressional Black Caucus Foundation. Senator Brown from Illinois, who suggested the development of a Coalition of African American Commissions, addressed the charter meeting of the group. Chair Manning participated on phone calls first and then under Senator Brown's leadership met in person. They were honored to have Mr. Broderick Johnson, Assistant to the President and Cabinet Secretary, and Mr. Fabrice Coles, Legislative Director for Congressman Richmond as well. Trayvon Martin, Michael Brown and others' families who lost sons by law enforcement or stand your ground laws also attended the Black Caucus Conference and spoke. It was very moving to meet them. James discussed with all those present OCBA's interest in conversation regarding mandatory psychological testing of all police applicants as well as their concern on the continued militarization of police forces nationwide. The military has a culture of identifying the enemy and eliminating the threat, but in community policing there is no enemy but rather a necessary focus for keeping the peace. However, as government and government contractors look to provide local police with surplus military weapons, the growth of military culture within community policing has grown. It is not a good practice and not appropriate in communities.

The new Coalition of African-American Commissions on focused in part on the President's program called My Brother's Keeper. In Portland, there are groups already focused on this program including Antoinette Edwards and Chad Stover. Representative Frederick is also familiar with their work. Discussion followed with an agreement to invite Antoinette back to the OCBA for a presentation on the subject in December. Commissioner Olol is also interested in attending the steering committee that Antoinette staffs and is willing to represent OCBA on that committee. The OCBA thanked Musse and approved his doing so.

C. Outcomes of the August Joint OAC meeting

Lucy and Commissioners reported on the key outcomes of the Joint meeting of the Advocacy Commissions in August. The Governor, his Chief of Staff and new Deputy Chief of Staff, Kendall Clawson, all attended and addressed the Commissions. Discussion followed. Ideas shared included that Commissioners enjoyed connecting with others from all the Advocacy Commissions, learning in the morning training about advocacy for diversity and equity, appreciated hearing what other Commissioners are doing, and especially connecting face to face with Commissioners Grey and Trice! Representative Frederick noted that it was great to see the Advocacy Commissions working together and have an opportunity to showcase the OCBA's Apprentice to Journeyman policy work. He found it encouraging and impressive. All agreed that they would like to continue to build on the collaborative power of the OAC's.

Lucy noted that in discussion on fruitful areas for collaboration at the Joint meeting that there was interest expressed in developing a joint OAC committee: possibly in a Joint Legislative Committee to explore and help with collaboration on areas of mutual interest to the OAC's. Discussion followed and the OCBA agreed that they would like to work collaboratively on a

Joint Legislative Committee as well as pursue their own interests via OCBA's Legislative Committee. Lucy will work with Commissioner Collin in her role as the OCBA Legislative Committee Chair, along with the OCBA leadership, including Commissioner Grey as Chair of the Advocacy Committee, to establish the Joint Legislative Committee. All Commissioners will be invited to conference into the joint committee meetings once it is established. Lucy will serve as staff for the Joint Legislative Committee and will work to have it established and working in time for the 2015 legislative session.

The overview handout of the outcomes of the Joint Meeting of the Advocacy Commissions is appended as part of these minutes.

D. Update on Public Policy Internships

1. Apprenticeship to Journeyman

Vice Chair Morris reported on his and Rep. Frederick's and Lucy's recent meeting with the new Lewis and Clark research intern, Christine, along with Steve Simms, BOLI Director of Apprenticeships. They met to review the next phase of the research that the intern will be undertaking. Also, Steve will soon have the final completed white paper developed by our project's first intern last summer available for distribution. Now he can begin to look at the impact of the work – the rate at which the Apprentices of color are graduating into their Journeyman status and entering the work force. BOLI has been tracking public sector participation by Apprentices of color and wishes to expand that to the private sector.

The scope of what Christine will be covering still needs to be polished. A goal is for her to make it her own within the confines of the research project. She has several ideas that may become her focus. Representative Frederick noted that people are beginning to follow the work of this research with interest. He has spoken with NAMCO (National Association of Minority Contractors – Oregon) and OAME (Oregon Association of Minority Entrepreneurs) about it. The Labor Commissioner and Rep. Frederick are looking forward to more information and analysis as a result of the research that will become part of legislation and internal policymaking in 2017.

Senator Monroe noted that he is very pleased with how this research is working. Interns are doing real work that makes a difference. The OAC's Intern program is outstanding because it is meaningful policy research and interns are doing real work that makes a difference.

2. Disproportionate Discipline

Commissioner Collin reported on her work with law extern Nita Kumar who began her research with OCBA, ODE and the Governor's Office in August 2014. Nita is continuing the research begun by our extern, Jacqueline Leung, last spring. This research supports to work of ODE's Oregon School Discipline Advisory Committee (OSDAC). Jackie Leung put together information showing in detail the dismal story of disproportionate and discriminatory discipline. Nita is working with the Advisory Committee reviewing best practice on how to correct this. It will inform a white paper of alternative options to exclusionary discipline that have been shown to be successful, including policy analysis and funding options. Nita is also reviewing challenges and roadblocks associated with the options. The OSDAC will use the research to provide ODE with a solid basis for any legislative remedies or needed funding as well as internal policies for school discipline statewide.

Chair Manning thanked Commissioner Collin for her excellent report and noted that he would like to present this work to OEIB, either before the full Board, or in a meeting with Dr. Nancy Golden, who is providing the staff leadership with OEIB for the Governor.

Representative Frederick would value having a copy of the PowerPoint that Ms. Kumar has prepared of her work for the OSDAC thus far. It is very relevant to his work. This topic is being discussed in school systems. Robin will send the report to the OACO for sharing with interested Commissioners, though it is still embargoed by the ODE OSDAC and will be marked confidential. Commissioners Trice, Grey, Olol, and Rep. Frederick all indicated an interest in seeing Nita's early report to the OSDAC.

3. Human Trafficking

Lucy reported on the research internship that the OAC's have in partnership with the US Attorney's Office, the Governor's Office of Public Safety and the PSU Hatfield School of Public Policy. The study, which is collecting demographic and other background information on those who have been sentenced for selling children for sex, is the 2nd part of 3-part of children for sex in Multnomah County. The first study provided an overview of the demographics of the children involved. It used DHS data on minors picked up for prostitution sent to their diversion and support programs by the courts. Lucy will send the first study, completed in 2012 to the Commissioners. The study overview gives a good picture of the children recruited into this trade.

The 2nd research study, which is our current internship project, is doing the same data collection on those who are selling the children for sex. The 3rd study, possibly in 2016, will study those purchasing children for sex. The object of the research is to provide reliable information of the trade to those in a position to stop it with enforcement, policy and intervention including OYA (Oregon Youth Authority) and DHS. Dr. Chris Carey, who is overseeing the research at the PSU Hatfield School, recently let Lucy know that the first intern has partially completed the work on inventorying the pimps, their backgrounds and the sentencing they received. He is now seeking a 2nd research intern who will complete the inventory and provide him with sufficient information to analyze the data. When the research concludes in 4-6 months, Dr. Carey will prepare an analysis and report similar in scope to the first study report. He hopes to have more info in 6 months.

The OCBA champion for this research internship is Robin Morris Collin. When more data is available, Dr. Carey will host a briefing for the champions on each of the four Advocacy Commissions. Chair Manning thanked Robin for her willingness to serve on this research and to Lucy for her update.

4. Predatory Lending

Lucy reported on an issue that has come from OCAPIA Commissioner Michelle Vlach-Ing, regarding a Truth in Lending Laws loophole that lures people who need credit and a car into in escalating debt of 30% or more interest using car sales and "no credit, no problem" as the lure. In this scheme, which is targeted to those struggling to enter the workforce with reliable transportation, new cars are sold at inflated prices for a modest payment and little or no money down. Once a payment is missed, the interest charged jumps to 30% or higher, and even though the car is returned, the debt payments continue and the debt grows because the returned car is not equal to the value of the original inflated loan. The targets are new immigrants, single moms, possibly domestic violence survivors, undocumented people, and

the very poor, who are unfamiliar with reputable lending practices and are desperate to hold a job and need a car to do so.

OCAPIA Commissioner Vlach-Ing has learned more about this by talking with the DOJ lending experts and she has also spoken to the Joint OAC leaders. They are interested in gauging their Commissions' interest in exploring a research internship with DOJ on this subject with potential to tighten lending usury laws in the 2017 session.

Discussion followed and the Commissioners agreed that this is of interest to OCBA. Commissioner Olol will be the champion for this research internship and will work with Commissioner Vlach-Ing and Lucy to approach DOJ about it. Lucy will schedule the meeting.

E. Legislative issues of interest to the OCBA

Commissioner Collin reported on the 9/19/14 meeting of the Legislative Committee. Their meeting notes are appended to these minutes as part of the discussion.

Issues discussed included:

- Department of Environmental Quality (DEQ) - Cynthia Gomez from OCHA sent a letter to the Governor's Environmental Advisor Gabriela Goldfarb but there has been no movement to send it on to DEQ. Cynthia plans to send the letter directly to DEQ.
- Fast track accreditation of healthcare professionals who have received their professional training in other countries. This issue is being pursued internally in OHA by Tricia Tillman, Director of OHA's Office of Equity & Inclusion.
- Policing and bills regarding regular mandatory psychological evaluations of police officers. Rep. Frederick, a member of the Legislative Committee, noted that he is submitting a number of bills for the 2015 session on use of force, use of body cameras, and on profiling issues. He thanked Chair Manning for sharing policies from the Eugene Police Department. Of the 24 Legislative Concepts he has submitted, half deal with law enforcement. Three on profiling come from Salome, the Legislative Director at the Center for Intercultural Organizing. He shared a list of LC's from his office that are still in draft form.
- Education bills. Senator Monroe reported that he has submitted several Legislative Concepts including access and privacy of student records, limits on keeping student records related to discipline, and data privacy for preschoolers.

Under investigation of crimes by the police: Commissioner Olol reported that he was asked to intervene with the son of Somali parents. The son got into a fight and the investigating officer never reported the injuries sustained or the perpetrator of the injuries. Musse needed to re-open the case by speaking with the police to assure that they actually performed a competent investigation. He believes this type of practice by police who are investigating incidents with victims of color is common. He also related a similar incident with a TriMet Officer who reported the perpetrator of one Somali youth's injuries in an attack as "inflicted by self." Musse had to ask for a review of the video which showed this was not the case.

Chair Manning requested that the OCBA schedule another meeting with the AG. Staff will make the arrangements.

Representative Frederick thanked the Commission for this discussion of legislative issues. He noted that OCBA is gaining a reputation as a group of action and thoughtful action.

F. Urban League - Discussion of Legislation of Mutual Interest

This item was tabled until Midge Purcell, Legislative Director at Urban League is able to attend. She had planned to come to the OCBA meeting today but was unable to do so.

V. Commissioners Reports

- Musse Olol reported that he has attended his new Commissioner orientation with Lucy. He will soon meet with Chair Manning and Vice Chair Morris to discuss the mission and work of the OCBA.
- Julie Grey: Reported that the Advocacy Committee has met and its discussion was administrative in nature.
- James Morris reported that he also serves on the Dental Board and at their meeting last week the Board voted to not track Cultural Competency Training for its members due to financial constraints. It further decided to write to all the other health related boards asking them to do the same. Discussion followed. Lucy will reach out to Frank Garcia in the Governor's office to work with James on crafting a suitable response from OCBA.
- Gwen Trice reported that she is participating in a Leadership program for people of color which had its wrap-up week in Pendleton. There, she heard from her cohort, most of whom are from urban areas, including D & I and Equity issues. There are a number of the leadership cohort that Gwen suggests inviting to the OCBA. She will get Nancy a list of potential invitees. Chair Manning congratulated Commissioner Trice for her involvement in the 2042 Leadership program.
- Robin Morris Collin reported on the work of the Environmental Justice Task Force. She also recently gave an address on Oregon's Civil Rights history at the 50th anniversary of the Civil Rights Act of 1964 event at PSU.
- Commissioner Collin also noted that 2015 will be the 50th anniversary of Voting Rights Act.
- Chair Manning reported on his activities in Washington DC which included visits to Oregon's congressional offices and to the office of the Speaker of the House

Chair Manning thanked the Commissioners for their time, efforts and sacrifices.

VI. Administrator's Report

A. Financial Report -

Lucy reviewed the September 2014 Financial report. which is appended to these minutes as part of the proceedings. Expenditure of General Funds is at expected levels at this point in the biennium. She covered line items where there are some over-expenditures and under-expenditures as well as areas like Travel that are beginning to see significant drawdown as Commissions host meetings in outlying locations and hold Joint Meetings of the OAC's. Discussion followed.

B. Update on Agency Request Budget

Lucy has heard from the Chief Financial Officer's Office that the OACO request budget has been referred to the Governor's Office with full support for our requested budget. The Governor will now need to build his budget in support of his reform agenda in Education, Economy, and other key areas. Whether OACO's full budget request can be included in the Governor's Request Budget to the legislature will be known in November or early December.

C. Civic Engagement/Communications Plan

Lucy and Nancy reported on the work of Laura Aguon, OACO's new paid part-time Communications Assistant for the OAC's. Her PSU Work Study position at OACO is funded as part of the current biennium budget as a Policy Option Package for communications and community engagement. She is working with each Commission to improve and support their Facebook pages and postings as part of developing communications plans for the Advocacy Commissions. We are very excited to have her support and know the Commissions will soon see and feel the changes in Facebook and the level of support we offer for community engagement. Laura is also creating a Twitter account for all 4 Commissions and will provide training in the use of this tool. She is very astute and understands the analytics of Facebook, so can help the OAC's hone the focus of the information they share on Facebook including what draws community attention and areas that are stagnant on each page. Commissioners Collymore and Olol already use Twitter extensively and are looking forward to seeing the increased OCBA presence in that medium. Laura will help link Twitter to OCBA's Facebook pages. Next month, Laura will present a draft Communications plan for each Commission focused on the statutory work of OACs, communicated in social media, e-mail, and print media.

D. Key Performance Measures (KPMs)

Lucy updated the Commissioners on the measures that the State of Oregon uses to evaluate how agencies are meeting performance measures that are set by the Legislature. This biennium the OACO has an expanded set of 15 measures that have been assigned to it by the legislature. They pertain to certain types of reporting as well as the training support OACO provides for Commissioners, the timeliness of OACO's support and other areas. In the next 8 weeks, OACO will be compiling its first report based on the new set of measures. All the OAC's will receive a copy and is also part of the Governor's Request Budget to the legislature.

VII. For the Good of the Order:

Next mtg 12/6/14, PCC Cascade Campus, Student Center, Room 302, 9am–12pm

VIII. Adjourn

The meeting was adjourned by common consent at 11:58am.

OUTCOMES OF THE ANNUAL JOINT MEETING OF THE OACs ON 8/19/14

Looking Ahead – Joint Action Areas

Joint meeting Chair, Stephanie Vardavas, briefly reviewed the four statutory areas of focus of the Oregon Advocacy Commissions and the interests of the OAC's in further building their collaborations with joint actions and efforts. She noted the joint work already going forward in advocacy and public policy research and asked the

Commissioners attending the Joint meeting to break into small groups to begin a conversation on additional areas for collaborative work between the OAC's. The conversations begun today at the meeting will be continued within the regular meetings of the Commissions and inform the joint discussions of the Chairs and Vice Chairs.

Breakout discussion groups:

The Commissioners counted off and broke into small groups covering 1) Advocacy, 2) Policy research, 3) Leadership development and 4) Community engagement, partnership and communication.

The discussion groups met for 20 minutes and reported back:

1. Advocacy

- Work with partners to develop materials and joint OAC trainings on legislative and policy advocacy
- Develop overviews and other materials for Commissioners that clarify the advocacy process, along with supporting protocols and parameters.
- Provide capacity building experience for Commissioners in the area of advocacy and take inventory of each Commissioner's issue areas, expertise and wisdom
- Further collaboration and cross referencing of work, info, among commission advocacy oriented committees.
- Develop metrics to measure advocacy achievements and efficacy and create reports.
- Continue to collaborate with Community Partners in support of advocacy efforts.
- Explore a joint committee approach to support legislation and advocacy work of the OAC's.

2. Policy Research

- Collaborate among the OAC's in a policy research study on trafficking for labor.
- Conduct joint public policy research on transparency of school funding for English Language Learners.
- Add a joint policy research project on workforce diversity to take a broader view of underlying causes of gender disparity in several sectors including tech.
- Jointly research job rates of constituent communities including of students that are able to find employment in 6 months after graduating from high school, vocational school or college and possible disparities

3. Leadership development:

- Develop opportunities for cross-Commission work including opportunities to work jointly in committees and/or attend other Commission's meeting and learn more, first hand, about the issues and strategies to address them.
- Invite Commissioners to work with the Joint Chairs/Vice Chairs discussing emerging issues or consider collaborations with the joint leadership of the OAC's and provide more access to these discussions and their notes.

4. Partnership, community engagement, and communication:

- Host OAC meetings in diverse areas across Oregon including urban, rural and frontier counties in partnership with local chambers of commerce.

- Develop a joint OAC communication plan including media, social media and newsletter to share policy and advocacy work of the OACs with diverse audiences.
- Engage community and partners in issue and policy discussions.
- Develop a portal for OAC related news: one place for ALL Commissions to check. Share policy research amongst commissions.
- Develop a LinkedIn group for Commissioners as part of the plan. Commissioner Parker will help develop it and invite everyone.
- Develop joint committees of interest among the Commissions.

Chair Vardavas thanked all the OAC Commissioners for their reports. More discussion will take place in the upcoming regular meetings of the OAC's to further plans for collaborations between the Commissions as discussed today.

OCBA Legislative Committee Meeting

September 19, 2014 [9:15 - 10:00]

Attending: Manning, Morris Collin, Baker, Rep. Frederick

Last meeting May 16, 2014

1. Requiring environmental warning information from DEQ and other state agencies to be issued or available in Multilanguage formats (OCHA discussion from an EJTF effort)
Draft joint letter to Gabriela from OCHA, OCAPIA, OCBA, and OCFW.

2. Closing loopholes in auto lending requirements that negatively impact largely immigrant populations who are new to car ownership and associated loans (OCAPIA discussion with DOJ)
 Predatory Lending research internship: prelim dx with Michelle Vlach-Ing and DOJ (“Car Czar”)

3. Mandatory psychological testing for new police applicants.
 Chair Manning to discuss this issue nationally in DC.
 Rep Frederick is submitting 6 or 7 bills regarding regular mandatory psychological evaluation of police officers, and that investigations be conducted by impartial objective people. Floyd Prozanski in Senate, colleague. Will submit to legisl concepts by Monday.
 Chair: requirement prior to employment
 3 bills: use of force
 2 bills: cameras
 2 bills: profiling issues (Center for Intercultural Organizing)
 Rep Frederick is also working on more effective retention and recruitment in Oregon.

4. Fast track certification of immigrant professionals (OARS) and adding immigrant to definition of cultural competency in human services
 Who to contact in agency and governor’s office?
 Clackamas Community College fast tracking training health care professionals from foreign countries.
 Commissioner Brad Avakian
 Tricia Tillman (Diversity at OHA) (RMC: come to next meeting? October 18th)

5. Discussion about "ban the box" on employment and housing applications etc., regarding person being convicted of a felony
 Invite Midge Purcell, Portland Urban League to next meeting.

AGENDA

Oregon Commission on Black Affairs

Advocacy Committee Meeting

Tuesday, September 23rd, 2014; 4:30PM – 5:30PM; Conference Call

Commissioners: Commissioner Julie Grey (Chair), Commissioner Gwen Trice, Vice Chair James Morris

Staff: Lucy Baker, Nancy Kramer

I. Meeting called to order – the meeting was called to order at 4:36pm.

II. Review and approval of Agenda and Minutes

Commissioner Grey read the minutes from the November 2013 OCBA Advocacy Committee meeting.

MOTION (Morris/Trice): To approve the November 2013 minutes as corrected. CARRIED.

The committee reviewed the agenda and approved the agenda by common consent.

III. Review, discussion and approval of Committee Charter

A. Purpose & language – The committee members approved the charter by common consent and thanked Julie for her excellent work.

B. Membership

Inviting ad hoc members was considered. The Oregon Heritage Commission might be a good fit regarding community outreach. Gwen is working closely with the Oregon Heritage Commission (OHC) on reaching out to communities of color statewide. OHC also has funding to do that work and education and heritage would be a good connection. Also the addition of their expertise could help the OCBA understand the rural landscape. Another ad hoc member proposed is Claudia Alick, a producer for the Oregon Shakespeare Festival. The committee will recommend to the full OCBA that ad hoc members be added. Lucy will write the proposed bylaw change for ad hoc, ex officio members.

The committee agreed to meet every other month on the 2nd Saturday at 10:30am. The next meeting is November 8th at 10:30 am.

IV. Commissioner Reports

Gwen has been working with OCAPIA Vice Chair Mari Watanabe on heritage issues. She shared the work of Japanese loggers with Mari who will also connect Gwen with resource people. In their conversations, Mari and she have discussed supporting an education initiative around exhibits and curriculum. Gwen hopes to foster conversation with Chief Education Officer Dr. Nancy Golden. Gwen is also working with Mari on bringing a Say Hey! to Enterprise. Gwen visited with Urban League around their work on the State of Black Oregon report. She provided an interview with Urban League that is part of their State of Black Oregon also. Julie is also working with Urban League. The Committee members asked Lucy to move forward on building a relationship with the Regional hubs and Whitney Grubbs.

Vice Chair Morris' reported that the Apprentice to Journeyman Internship is in the process of securing another intern. He would like to invite Walidah Imarisha, who created a presentation called, "Why Aren't there more Black People in Oregon?", to speak to the OCBA. It was agreed the OCBA needs to view the presentation first and the YouTube link will be sent to all OCBA Commissioners (<http://www.youtube.com/watch?v=fo2RVOunsZ8>). Gwen will reach out to Walidah and invite her.

Vice Chair Morris would also like PSU Black Studies Assistant Professor Roberta Hunte to speak to the OCBA. For her dissertation she wrote a play, *My Walk Has Never Been Average: Stories of Black Tradeswomen*.

The meeting was adjourned by common consent at 5:30pm.