



Oregon

John A. Kitzhaber, Governor

Oregon Commission on Black Affairs
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MINUTES

Oregon Commission on Black Affairs

Saturday, March 17, 2012

PCC Cascade Campus, Terrell Hall Room 112

705 N Killingsworth St., Portland, OR 97217

Attendees

Chair: Carlos Jermaine Richard
Vice Chair: Open
Commissioners: Isaac Dixon, Judge Kemp, Senator Rod Monroe, Representative Lew Frederick, Karol Collymore (phone), Clifford Walker (phone), Lorraine Wilson (phone), Willie Woolfolk (phone)
Guests: Phyllis A. Rand, former OCBA Commissioner; Amber Starks
Staff: Lucy Baker, Nancy Kramer

I. Call to Order

The meeting was called to order at 9:10am. Roll call was taken. A quorum was established.

II. Review and Approval of Agenda

Items to be added/changed:

- "Committee Reports", immediately after "Internship on Civil Rights" from 10:30am – 10:45am; time for "AG Candidate Dwight Holton" changed to 10:00am – 10:30am
- "Relationship with the Affirmative Action Office and the OCBA, from the OCBA's point of view" added after "Commission Performance Standards"
- "Letter to Peter Hoekstra" added after "Relationship with the Affirmative Action Office and the OCBA, from the OCBA's point of view"

MOTION (Dixon/Kemp): To approve the Agenda as amended. CARRIED.

III. Review and Approval of Minutes

MOTION (Dixon/Kemp): To approve the Minutes as written. CARRIED.

IV. Recognition of Service for Vice Chair Samaura Stone

Commissioners and staff congratulated Samaura Stone on her new position with Senator Merkley's office. Well wishes included:

Samaura is an up and coming leader in Oregon and I will miss her..., Carlos Richard;

I appreciate Samaura's brains and recognize Senator Merkley for finding outstanding people for his team... Isaac Dixon; Samaura reached out to me many times and I wish her all the best... Willie Woolfolk; and heartfelt variations on best wishes and congratulations to Samaura from OCBA Commissioners and Staff.

V. Agenda Items for Discussion

Revisit Timeline for the Production of Minutes:

It was noted that the OCBA Minutes need to be typed and distributed more quickly than they have been. Minutes will be produced within 10 days to two weeks of an OCBA meeting. If they are delayed for any reason Commissioners will receive an update advising them of when the Minutes will be distributed.

A request was also made for Action Items to be compiled and distributed well in advance of the Minutes.

ACTION: Commissioner Dixon will send a matrix document for tracking Action Items when he returns the week of March 26th.

ACTION: Chair Richard will work with Lucy and Nancy to come up with an effective process for disseminating Action Items and send an email on the subject to all Commissioners.

Discussion on Administration and Commission Policy in Relation to OCBA Meeting Bylaws and Administrative Duties and Expectations:

Commissioner Woolfolk's concerns included:

- An OCBA email he received from Administrator Lucy Baker on 2/29/12 about maintaining a professional workplace. The message stated that Chair Richard reminded Commissioner Woolfolk about his tone and manner. A state policy about expected standards of workplace behavior was also attached.
- A series of OCBA emails regarding clarity of the term "rock'em sock'em".
- Administrative policy as per a letter to Peter Hoekstra and how the letter could be sent out.

Administrator Baker explained that all Commissioners received the state policy about expected standards of work place behavior and Commissioner Woolfolk received an additional email.

Commissioner Woolfolk did not remember Chair Richard warning him about his tone. He did remember that Chair Richard called for a point of order.

Chair Richard had not seen a copy of the additional email sent to Commissioner Woolfolk. He suggested that because not everyone received the additional email, this conversation remain between himself, Commissioner Woolfolk and Administrator Lucy Baker.

Commissioner Wilson requested that the discussion not be confined to just the Chair, the Commissioner and the Administrator so she could learn about the rules of state policy.

Commissioner Wilson requested the issue to be discussed so as to understand why a separate email was sent from the Administrator and how interactions such as this are handled.

Administrator Baker explained that the Oregon work place policies on professional standards of conduct that she distributed to all Commissioners pertain to staff and members of boards and commissions. Vicki Jorgensen, OACO's Human Resources consultant in DAS, is available at any time to talk with Commissioners about the standards. She noted that Commissioner Wilson had already connected with Vicki for further clarification.

Discussion followed. Points included:

- That it is necessary for the Administrator to be consistent when sending or applying State policies to Commissioners.
- That Commissioners Walker and Woolfolk are concerned that they were singled out in the application of State policy which has included individual e-mails and calls to each.
- That Chair Richard is willing to meet with these Commissioners and the Administrator to help clarify.

Commission Performance Standards:

The issue was raised as to why Diversity and Inclusion Director Frank Garcia is [often](#) copied on [all](#) OCBA emails. Lucy noted that Frank Garcia is the Senior Policy Advisor to the OACO and that the Commission Administrators historically keep the Governor's policy advisor informed on Advocacy Commission issues. This administration has been very supportive of the Advocacy Commissions' work.

During the OACO's new Commissioner Orientation with a number of the Governor's Senior Policy Advisors it was clear that they are aware of and supporting the work of the Commissions. It was noted that the Commissioners who attended the New Commissioner orientation had a clearer picture of the Governor and Senior Policy Advisor's more active role with boards and commissions, of which the more senior Commissioners were unaware.

Commissioners Walker and Woolfolk asked for more clarity on how OCBA's name appeared as a supporter on a draft of an OCAPIA letter to Mike Hoekstra regarding racist elements of his campaign. Representative Frederick responded that the OCAPIA Chair made a mistake in distributing a draft letter regarding politician Mike Hoekstra that incorrectly portrayed the OCBA as supporting the letter. The OCAPIA Chair has apologized profusely to the OCBA for that. A clarification was made that the incorrect draft letter was never sent to Mr. Hoekstra. The OCBA was not mentioned in the final version of the letter that was sent to Mr. Hoekstra.

Due to time concerns Chair Richard requested that this topic be put on the agenda for the next OCBA meeting.

OCBA Vice-Chair Vacancy:

The Commission discussed the method of filling the current vacancy in the Vice Chair position.

ACTION: It was decided that Nancy Kramer will send the OCBA bylaws that include the process for filling the position to the Commissioners and Chair Richard will initiate the process.

VI. Attorney General Candidate presentation

The Commission welcomed Attorney General (AG) candidate Dwight Holton [and the Commissioners](#) introduced themselves. It was noted both AG candidates were invited to address the OCBA but only Mr. Holton was able to attend.

Mr. Holton introduced himself, presented his platform and commented on Senate Bill 44 (SB 44) regarding hate crimes. He takes a proactive approach and described his [role as](#) U.S. Attorney for Oregon office as being a community action center. He worked with AG Kroger to have SB 44 passed but was unsuccessful. He supports its key elements and hopes to see it reintroduced. He is also very supportive of the importance of the new DOJ Civil Rights Office and would hope to strengthen it.

~~The Commissioners asked questions on~~ [Mr. Holton stated his position on](#) minority contracting, ~~the high number of B~~blacks in prison, housing discrimination, recruitment and retention of people of color in Oregon [and answered a question on renaming public buildings](#). Discussion followed.

The Commissioners thanked Dwight Holton for his presentation.

VII. Public Remarks/Testimony

Amber Starks introduced herself to the Commission. Ms. Starks spoke on the topic of the Oregon Cosmetology Board requiring anyone who styles black hair to have a license. Family members are not included in this, but friends or others who braid hair, make ponytails or other common techniques must have a cosmetology license.

Ms. Starks is interested in the licensing requirements being [revised](#) ~~loosened~~ to allow non-professional hair stylists to carry on the tradition of hair braiding that is a key part of socializing and art among members of the Black community. She understands that one of the concerns of Cosmetology licenses is that they require training in sanitation but this training could be provided through a certificate or other means without requiring a full license to braid, twist, and create ponytails for black hair.

Commissioner Collymore expressed interest in working with Ms. Starks on this issue and Senator Monroe, who serves on the cosmetology board, is interested in learning more.

Ms. Starks is working on a mentorship program and wishes to connect with barber shops and salons. She has also been working with Representative Lew Frederick, Representative Alissa Keny-Guyer and Senator Jackie Dingfelder on these issues.

ACTION: Ms. Amber Starks' contact information will be made available to the Commissioners.

ACTION: This item will go on the agenda for the next OCBA meeting for further discussion and any associated action to support her work.

The Commissioners thanked Ms. Starks for coming to speak with them.

It was noted that on March 24, 2012, from noon – 1pm Dr. James Mason will be talking about empowering leaders at the Marriott Courtyard Hotel in Portland. All present are invited to attend.

VIII. Adjourn

MOTION (Dixon/Kemp): To adjourn the meeting. CARRIED.

The meeting was adjourned at 11:27am.