



Governor's Office of Diversity & Inclusion/Affirmative Action

Diversity & Inclusion News, Resources, Job Opportunities

September 20, 2013

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Left to Right: Top – Hispanic Heritage Month Proclamation Signing, 50th Anniversary of march on Washington in Portland, OR; Bottom: Hispanic Heritage Month Breakfast, Mexican Consulate Farewell Celebration

More People Can Now Get Health Insurance through Cover Oregon

Many more people in Oregon can now get health insurance, even if they already have a health condition. Beginning Oct. 1, individuals, families and small businesses can sign up for medical and dental insurance through Cover Oregon, and access financial help to make it more affordable. Cover Oregon is not health insurance, it is a “marketplace” that offers health insurance options. It includes both commercial insurance plans and public medical programs such as Oregon Health Plan and Healthy Kids.

Here's how it works: People can select several plans, which are combinations of services at different prices. They can read clear information about what each plan offers and how much it costs. Then they compare them and sign up for the best one. Applying for financial savings is an easy part of the process and is available only through Cover Oregon. And you can find assistance to apply and enroll in coverage in many different languages, including Spanish, Russian, Vietnamese, Japanese, Korean, and Simplified and Traditional Chinese.

As part of the new Federal health care law, everyone is required to sign up for health insurance or pay a penalty. Signing up through Cover Oregon takes care of this requirement. For people who sign up by Dec. 15, insurance will start to pay for medical and dental costs on Jan. 1, 2014.

Cover Oregon has many certified health insurance agents and community partners across the state to help people sign up. This help is free, and available in many different languages. To find an agent or partner, visit www.CoverOregon.com or call 1-855-CoverOR (1-855-268-3767). Bilingual staff and translation services are available. Always be sure to work with a certified agent or partner to avoid fraud.

Translated Articles: [Russian](#), [Spanish](#), [Vietnamese](#)

PROCLAMATION

OFFICE OF THE GOVERNOR

WHEREAS: People who identify as Hispanic, Latino, Chicano or Indigenous from Mexico, South and Central America have contributed to Oregon's history and successes since the 1800's, and now reside throughout the state's 36 counties, and

WHEREAS: Oregon honors their rich and diverse cultural heritage and historical legacies, and

WHEREAS: Oregon's Hispanic community now constitutes twelve percent of the State's population with 452,000 serving as leaders at every level, including as policy makers, educators, students, health care professionals, in the judiciary, military, public safety, the trades, and as business leaders and entrepreneurs, actively involved in their communities and in mentoring the next generation, and

WHEREAS: This month we proudly join the nation in celebrating the rich culture and history of Hispanic heritage in Oregon, as we dedicate ourselves to working together to address the challenges that still face Hispanic Oregonians in equity and access to the prosperity of Oregon.

NOW,

THEREFORE: I, John A. Kitzhaber, M.D., Governor of the State of Oregon, hereby **proclaim September 15 - October 15, 2013** to be

HISPANIC HERITAGE MONTH

in Oregon and encourage all Oregonians to join in this observance.

[Click here to view Oregon's Proclamation in English](#) -- [Click here to view Oregon's Proclamation in Spanish](#)

NEWS RELEASE

SEPTEMBER 18, 2013

Governor Kitzhaber, Legislative Leaders Come to Agreement on Additional School Funding, PERS Reform, Assistance for Small Business and Working Families

Governor to call a Special Session September 30

Salem, OR) — Governor Kitzhaber and legislative leaders have agreed on a framework to boost education funding by \$140 million to restore lost school days and provide tuition relief for Oregon students this school year. The agreement combines cost savings from additional PERS reforms and new revenue to fund education, mental health and senior services, and targeted tax relief for small business owners and working families. The Governor will call the Legislature into special session on September 30 to act on the framework in time to allow schools to invest this year.

“This is the Oregon way,” said Governor Kitzhaber. “I applaud my legislative colleagues on both sides of the aisle for once again coming together for the benefit of all Oregonians. This framework offers a balanced approach that will allow for a sustained reinvestment in Oregon education and other critical services, like mental health, over the long term. We’re delivering for Oregon’s children, for Oregon’s economy, for Oregon’s future.”

Elements of the framework agreement include:

INVESTMENTS 2013-15 - \$211 million

- **Boosts School Funding** - \$100 million in new revenue for K-12
- **Reinvests in Higher Education** - \$40 million for community college & university tuition relief
- **Supports Working Families** - \$12 million expansion of the EITC (from Ending Fund Balance beginning January 1, 2014)

Continued...

- **Dedicates Funding for Mental Health** - \$20 million dedicated from 10 cent cigarette tax
- **Supports Oregon's Seniors** - \$41 million for senior programs

PERS

- **Improves the Financial Stability of PERS** - \$4.6 billion in overall reduction of the unfunded actuarial liability when combined with SB 822 with further adjustments to the PERS COLA.
- **Reduces PERS COLA** while mitigating impacts on lower-wage workers.
- Additional PERS transparency and confidence building measures.

REVENUE - 2013-15

- \$244 million in new revenue for 2013-15 biennium
- Includes Small and Family Business Tax Relief by lowering rate on pass-through business active income, and a Fair Trade Tax Treatment for certain agricultural exporters (2013-15 phase-in totaling \$43 million)

Other provisions

- To allow consideration of statewide GMO policy, agreement to preempt local bans (SB 633) except in counties where local ordinances have already qualified for elections. Governor to convene work group to address GMOs at the state level.
- The Governor will issue a letter stating he will sign none of the bills unless all bills make it to his desk.

###

NEWS RELEASE

AUGUST 30, 2013

Oregon Education Investment Board Launches Regional Achievement Collaborative

(Salem, OR) — The Oregon Education Investment Board has launched a pilot program to help meet key student outcomes such as getting children ready for kindergarten, creating opportunities for high school students to earn college credit, and ensuring smooth transitions into career and college. Eleven regions across the state have been selected to participate in Regional Achievement Collaboratives, where they will work together to improve outcomes across the educational continuum and overall educational quality throughout the region.

Regions selected to participate in the pilot were chosen based on depth of partnerships, commitment to P-20, and potential for implementing innovating and effective projects. Each region will receive facilitation support through the Oregon Solutions Network and funding ranging between \$40,000 and \$50,000. Through the Regional Achievement Collaboratives, each region will share best practices and strategies and report on their progress to the Oregon Education Investment Board and the Governor.

“I am excited for the OEIB to learn from these regional collaboratives,” said Dr. Nancy Golden, Interim Chief Education Officer. “This pilot provides a great opportunity to hear about successes and barriers from the ground up, and to create a policy and investment strategy that can move the whole state toward our goal of higher attainment for all students by 2025.”

On October 10, Governor Kitzhaber will launch the Regional Collaborative Pilot at an event in Salem. “Our experience with transforming Oregon’s health care system has shown us that regional, ground-up strategies are incredibly powerful. With this project, we hope to build shared accountability and a model for innovative problem-solving that will lead to better outcomes for Oregon kids.”

The 11 pilot programs are: ConnectED Lane County; The All Hands Raised Partnership (Multnomah County); The Eastern Oregon Collaborative (Umatilla, Morrow & Union Counties); College Ready (Tillamook County); Southern Oregon Success (Jackson & Josephine Counties); Poverty to Prosperity (Malheur, Harney & Baker Counties); Mid-Willamette Valley Regional Achievement Collaborative (Yamhill, Marion & Polk Counties); Central Oregon Better Together (Central Oregon / Cascades); Douglas County Partners for Student Success; Klamath Promise Initiative; Columbia Gorge Regional Center of Innovation. ###

Governor's Office of Economic & Business Equity to Host Small Business Events

Governor Kitzhaber's Office of Economic & Business Equity will host outreach events for small businesses at one-day conferences around the state this summer and fall. The Governor's Marketplace Roadshow events will offer small and emerging businesses tools and resources for growth, online certification, and working with public agencies and technical service providers. For more information: <http://governor.oregon.gov/gov/MWESB/Pages/index.aspx>

Scheduled events:

- October 2 - Eugene and Albany
- October 9 - Hillsboro
- November 13 - Woodburn (Latino Outreach)

NEWS RELEASE

SEPTEMBER 16, 2013

Federal School Improvement Dollars Impact Learning Around the State

Ten Oregon schools complete school improvement grant process

(Salem, Ore.) – Today Deputy Superintendent Rob Saxton announced that ten Oregon schools are exiting the School Improvement Grant process after three years of additional resources and support designed to turn around performance and improve student outcomes. The federal School Improvement Grants provide additional funds to support improvement efforts in low-performing, high-poverty schools. Oregon has now received funding for two cohorts of schools. The ten schools that have just completed the process are part of the first cohort of schools and received a total of \$32.9 million over the last three years.

“The schools that received these grants were really struggling three years ago,” said Deputy Superintendent Rob Saxton. “They faced huge challenges from high dropout rates to low student performance. But the staff, students, and communities of these schools were committed to turning things around and improving student outcomes and opportunities. Thanks to the federal School Improvement Grants, that turnaround effort is well underway. While many of these schools still have a ways to go, all ten made real gains over the last three years – gains that I trust they will build on in the years to come.”

In order to be eligible for School Improvement Grants, schools must be Title-I funded (low-income) and be among the lowest performing schools in the state or have very low graduation rates. Grants ranged from \$50,000 per year to \$2 million per year. School improvement funds went to pay for things such as additional professional development, staff training and collaboration time, intensive student support programs, extended learning time, dropout prevention, and development of new teacher and administrator evaluation systems.

“I recently visited McKay High School to celebrate the start of the school year, and I was blown away by the outstanding work they have done over the last several years to bring down their dropout rate, improve student achievement, and address the achievement gap,” said Deputy Superintendent Saxton. “I want to thank the students and staff at McKay and all of our SIG schools for their incredible dedication and hard work over the last several years. I know that the additional resources make a difference. But these types of gains are not possible without the vision, passion, and determination of a whole team of people. Thank you all for the work you have done – and continue to do – to show us what transformational change truly looks like.”

[Click here](#) for more highlights from the School Improvement Grant Cohort 1 schools.

Staff from the Oregon Department of Education will be visiting school board meetings over the coming weeks to report out to local school boards on the progress their SIG schools made under the program. Details on these visits can be obtained directly from local school districts for those interested in attending or learning more. For more on School Improvement Grants, go to: <http://www.ode.state.or.us/search/page/?id=2919>.

###

DOL Clarifies the Treatment of Same-Sex Spouses under ERISA

The Department of Labor ("DOL") issued guidance today addressing the definition of "spouse" and "marriage" under the Employee Retirement Income and Security Act ("ERISA"). Like the [IRS's recent guidance](#) on the treatment of same-sex marriages under federal tax law, the DOL's guidance provides that a marriage is valid under ERISA if it is valid in the state in which it was performed.

The DOL has promised additional guidance, but what this means for employers is that the terms "spouse" and "marriage" in your ERISA benefit plans now include same-sex spouses so long as those spouses were married in a state that recognizes same-sex marriage. Prior to this DOL guidance, an employee's same-sex marriage was only recognized under ERISA if the employee lived in a state that recognized same-sex marriage. Thus, the DOL's guidance expands the definition of the terms "marriage" and "spouse" under ERISA to include those couples who marry in a state that recognizes same-sex marriage regardless of where the couple lives. For example, the definition of "spouse" now includes a same-sex spouse married in Washington (a state that recognizes same-sex marriage) and living in Oregon (a state in that does not recognize same-sex marriage).

For employers, the key import of this guidance is the way in which same-sex spouses enroll in coverage and the rights these spouses are granted under federal law. For example:

- Employees may now enroll their same-sex spouses in ERISA benefits (e.g., medical and life) as a "spouse";
- Same-sex spouses are now entitled to treatment as a spouse under HIPAA, which entitles these spouses to special enrollment rights under ERISA health plans; and
- Same-sex spouses are now entitled to coverage through COBRA.

In addition, all spousal definitions in retirement plans now include same-sex spouses married in any state that recognizes same-sex marriage, regardless of the employee's state of residence.

As a reminder, employers should not request documentation of a same-sex couple's marriage unless the employer requests identical documentation from opposite-sex married spouses.

###

BOLI Announces 2014 Minimum Wage

Most employers in the region know that Oregon and Washington are two of a number of states that provide for minimum wages higher than the federal minimum wage of \$7.25 per hour. Some of these states, including Oregon and Washington, also "index" their minimum wages—in other words, the state minimum wage rises with an economic index such as the consumer price index. ORS 653.025 provides for annual adjustment of Oregon's minimum wage to account for inflation, as measured by the U.S. City Average Consumer Price Index for All Urban Consumers for All Items, prepared by the United States Department of Labor.

This week, Oregon's Bureau of Labor and Industries (BOLI) announced, pursuant to this statutory requirement, that as of January 1, 2014, Oregon's minimum wage will rise from \$8.95 to \$9.10 per hour. The increased minimum wage is expected to affect roughly 100,000 Oregon workers. If a worker currently earns below \$9.10 per hour and the worker has a pay period beginning on or before December 31, 2013, and ending on or after January 1, 2014, the worker must be paid the hourly minimum wage for all hours worked in 2014. Even if an employer has no employees who earn below \$9.10 per hour, all Oregon employers (other than the federal government) must post an accurate minimum wage poster, and must display an updated poster as of January 1, 2014. The 2014 poster is now available free of charge on BOLI's [website](#).

###

Proclamation Guidelines

Proclamations are issued by the Office of the Governor. They may recognize a day, week or month. The goal of a proclamation is to honor, celebrate, or create awareness of an event or significant issue.

Guidelines

1. All proclamations must be submitted with at least a 30-day notice to allow for the approval process and the production of the document itself.
2. Proclamations are not automatically renewed. Requests must be made on an annual basis. If the request is for a repeat of a previous proclamation, a copy of that document should be included with the request form.
3. The Governor's Office reserves the right to approve or decline the production of a proclamation request and to edit any drafted material for final wording.
4. Each proclamation request MUST come from an Oregon resident. This includes requests from national, international, or out-of-state organizations.

Content of a Proclamation

1. Personal proclamations for individuals or businesses will not be accepted. Proclamations must not be used in whole or as part of an advertisement or commercial promotion.
2. Proclamations should reflect inclusiveness, not exclusiveness, and recognize that the strength of our democracy is our diversity. It must not take sides in matters of political, ideological, or religious controversy, or individual convictions.
3. Proclamations must have statewide significance.

For more information visit http://www.oregon.gov/gov/Pages/proclamation_guidelines.aspx

NEWS RELEASE

SEPTEMBER 6, 2013

Governor Kitzhaber Announces Douglas County Circuit Court Vacancy *Judge Poole to Retire from Douglas County Circuit Court*

(Salem, OR) — Governor John Kitzhaber announced today that he is accepting applications for a judicial position on the Circuit Court for Douglas County to fill the vacancy created by the retirement of Judge Ronald Poole. The Governor thanked Judge Poole for his service to Douglas County and said he will fill the position by appointment. Judge Poole's retirement takes effect October 31, 2013.

Anyone interested in filling the position must submit an *Interest Form for Judicial Appointments* to the Governor's office by 5:00 p.m. on Wednesday, September 18, 2013. Please note that the interest form has been recently updated. Interested applicants should mail or deliver the forms to: Liani J. Reeves, General Counsel, Office of the Governor, 900 Court Street NE, Salem, OR 97301-4047. The form may be faxed or e-mailed by 5:00 p.m. on the closing date to be considered received as long as the original signed form is also postmarked by the closing date.

Governor Kitzhaber fills judicial vacancies based on merit. He encourages applications from lawyers with a wide variety of backgrounds and experiences. ORS 3.041 and 3.050 provide that at the time of appointment to the court, the candidate must be a citizen of the United States, a resident of Oregon and a member of the Oregon State Bar. ORS 3.041(3) requires that this vacancy must be filled by an applicant who is a resident of or have a principal office in Douglas County. ORS 3.041(5) provides the required length of time for the residency requirements.

To receive answers to questions about the appointment process, or to request an interest form, contact Jen Andrew (503-378-6246). Interest Form available online at <http://www.oregon.gov/gov/Pages/judicial.aspx>.

###

Oregon Kiva Zip

Kiva is an international organization crowd-funding platform, enabling individuals to become entrepreneurial funders, beginning with amounts as low as \$25. Since 2005, Kiva has operated in developing countries, but is now establishing a US presence with the 'Kiva Zip' program. On June 27th, Oregon First Lady Cylvia Hayes was on hand to officially launch the Oregon program, along with Kiva Zip Senior Director Jonny Price. Small businesses and entrepreneurs can apply for initial funding up to \$5k via a trustee at zero interest/zero fees; character, not credit dependent. For more information: <https://zip.kiva.org>

Oregon Driver Card Legislation Spanish version of the Frequently Asked Questions (FAQ) document for SB 833

http://www.oregon.gov/ODOT/DMV/docs/News_Releases/2013_NR/13-096.pdf

JOB ANNOUNCEMENTS

1. [State of Oregon Jobs](#)

Employment with Oregon state government represents more than just a job. A career in public service is an opportunity to serve fellow citizens across our beautiful state. Professions in state government help to support many aspects of life in Oregon including quality education, healthcare and jobs, just to name a few. Considering a career in public service is an honorable choice!

Today's Featured Recruitments:

Organization: Department of Administrative Services

Position: [Policy and Budget Analyst \(Strategic Initiatives Sr. Project Manager\)](#) (closes 10/2/13)

Organization: Department of Human Services

Position: [Principal Exec/Mgr G \(Aging and People with Disabilities Deputy Director\)](#) (closes 11/4/13)

Organization: Oregon Health Authority

Positions:

- [Principal Executive/Manager E - Director of Rehabilitation Services](#) (closes 10/20/13)
- [PE/ME Operations Manager JC](#) (closes 9/30/13)

2. **Organization: Oregon Department of Administrative Services**

Position: [Policy and Budget Analyst\(Strategic Initiatives Sr. Project Manager\)](#) (closes 10/02/13)

The Department of Administrative Services (DAS) is the central administrative agency that leads state government to implement the policy and budget decisions of the Governor and Oregon Legislature. Employing an enterprise-wide perspective, DAS serves state government by developing and upholding accountability standards to ensure productive and efficient use of state government's financial, human and information resources.

3. Organization: Oregon Department of Fish & Wildlife

Positions:

- [Principal Executive/Manager A \(North Portland Customer Service Manager\)](#) (closes 9/24/13)
- [Professional Engineer 2 \(Region Access Management Engineer\)](#) (closes 10/01/13)
- [Fish & Wildlife Technician \(Hatchery Technician\)](#) (Open Continuously)

Being an employee of the Oregon Department of Fish and Wildlife (ODFW) means being a part of an organization whose work touches the life of every Oregonian. Our statutory mission is to manage Oregon's fish and wildlife resources to prevent serious depletion of any indigenous species, and to provide the optimum economic, commercial, recreational and aesthetic benefits for present and future generations of Oregonians. When you join ODFW, you become a key partner in making that mission successful.

4. Organization: Oregon Department of Justice

Position: [Executive Manager F \(Human Resources Manager\)](#) (closes 9/27/13)

The Oregon Department of Justice is seeking an experienced strategic thinker, innovative leader, and people minded administrator to serve as the Human Resources Manager.

5. Organization: Oregon Department of Transportation

Positions:

- [Safety Specialist 2 \(Safety Manager\)](#) (closes 9/25/13)
- [Transportation Maintenance Specialist 2 \(Winter Seasonal\)](#) (Open Continuously)
- [Transportation Services Rep 1 \[Bilingual Spanish/English\]](#) (Open Continuously)

ODOT is actively involved in developing Oregon's system of highways and bridges, public transportation services, rail passenger and freight systems, and bicycle and pedestrian paths. ODOT manages driver licensing and vehicle registration programs, motor carrier operations, and transportation safety programs.

6. Organization: Oregon Military Department

Position: [Administrative Specialist 2 \(Preventative Maintenance Planner\)](#) (closes 10/10/13)

OMD employees work in a wide range of occupations including armed security, fire fighters, repair/refurbish Department of Defense equipment, support youth activities, operate and maintain over 50 facilities throughout the state, manage major construction projects, and provide expertise in environmental compliance as well as managing the agency's budget and fiscal resources, providing human resource management and payroll activities for State employees, and soldiers and airmen called for State Active Duty.

7. Organization: Oregon State Bar

Positions:

- [Admissions Coordinator](#) (open until filled)
- [Legal Publications Attorney Editor](#) (open until filled)
- [Public Affairs Legislative Attorney](#) (open until filled)

The Oregon State Bar (OSB) regulates the practice of law in Oregon and provides a variety of services to its members and the public. We are looking for people to join our dedicated team.

8. Organization: Portland State University

Positions:

- [Multicultural Center Program Coordinator](#) (open until filled)
- [Native American Student Center Program Coordinator](#) (open until filled)

The Program Coordinator provides leadership to the Native American Student and Community Center (NASCC) to maintain and enhance an environment where Native American, Alaskan Native, and Pacific Islander students see themselves reflected, embraced, and valued, and make connections to campus resources.

9. Organization: Secretary of State

Position: [Elections Director \[Principle Exec Manager H\]](#) (open until filled)

The Oregon Secretary of State is one of three constitutional offices created at statehood. An independent constitutional officer, the Secretary of State answers directly and solely to the people of Oregon. This position is responsible for providing strategic policy recommendations, direction, and proposals to promote the successful execution of the objectives of the Elections Division.

10. Organization: University of Oregon

Positions:

- [Equal Employment Opportunity Specialist](#) (open until filled)
- [Director of Strategic Communications](#) (open until filled)
- [Academic Adviser/African American Specialist and Outreach Coordinator](#) (open until filled)

The University of Oregon Office of the Vice President for Equity and Inclusion promotes inclusive excellence by working to ensure equitable access to opportunities, benefits, and resources for all faculty, administrators, students, and community members.

11. Organization: Adelante Mujeres

Position: [Communications Associate/Volunteer Coordinator](#) (open until filled)

Adelante Mujeres (Forward Women) is a community-based organization whose mission is the holistic education and empowerment of low-income Latina women and their families. Adelante Mujeres is committed to developing healthy families and communities through education, entrepreneurship, environmental stewardship and civic participation. Located in Forest Grove, Oregon and founded in 2002, Adelante Mujeres has a reputation for innovative responses to community concerns.

12. Organization: City of Beaverton

Position: [Volunteer on Diversity Advisory Board](#) (closes 10/4/13)

The City of Beaverton is looking for volunteers to apply to serve on the new Diversity Advisory Board. The new Diversity Advisory Board will advise the city council and mayor on diversity and

equity strategies to strengthen connections among our ethnic minority community members and with city government. More information and online application is available at www.beavertonoregon.gov/boards

13. Organization: Lane County Oregon

Position: [Executive Director - Lane Workforce Partnership](#) (open until filled)

A business-led workforce development organization, Lane Workforce Partnership's mission is to meet the workforce needs of employers and individuals through partnerships and innovation. The Executive Director is responsible to the Board of Directors and oversees all aspects of the organization's operations including strategic planning, financial and program management, promoting economic development, and staff leadership in the attainment of the Lane Workforce Partnership goals, strategies and objectives.

14. Organization: Metro

Position: [Equity Strategy Project Manager](#) (open continuous)

In 2010, the Metro Council adopted equity as one of the region's six desired outcomes, and in 2011, directed Metro leadership and staff to initiate the development of an organizing framework that would consistently incorporate equity into Metro policy and decision making. The Equity Strategy Program Manager will lead Metro's efforts in this area by providing program leadership, coordination, support, research, program strategy, policy recommendations and budget management.

15. Organization: Oregon Public Health Institute

Position: [Intern](#) (closes 9/24/13)

A member of the National Network of Public Health Institutes (NNPHI), OPHI is an independent, non-governmental, not-for-profit that leads Oregon's movement for a sustainable public health agenda. Interns will gain insight into the public health field through advocacy and policy-making and help to promote health in Oregon by assisting with projects under the guidance of experienced professionals.

16. Organization: Portland Parks & Recreation

Position: [Program Coordinator \(Partnership and Fundraising Coordinator\)](#) (closes 10/4/13)

This position will coordinate all partnership functions currently covered under the "friends and allied partners" program as well as supporting the bureaus contributed income seeking efforts. We believe that a diversity of worldviews and life experiences bring critical value to our mission. Competitive candidates will have demonstrated experience engaging and organizing partnerships with culturally specific communities and organizations.

17. [Partners In Diversity](#)

Did You Know? Partners In Diversity, a non-profit whose mission is to help employers recruit and retain professionals of color, has hundreds of job postings on their website that is updated daily with job opportunities in Oregon/SW Washington. The mission of Partners in Diversity is to partner with Oregon and SW Washington member employers to attract and retain professionals of color.

PiD accomplishes this goal through educational programs for practitioners and CEOs, job postings and dissemination, Say Hey, and Breakfast for Champions.

UPCOMING EVENTS

1. Healthy Kids' Street Fair

Date: Sat. Sept. 21st

Bring family and friends to a summer street fair right outside Randall Children's Hospital at Legacy Emanuel. We'll have fun, interactive activities designed to help children be healthy, active and safe. Tour the KIDS Team ambulance and see a fire truck up close. Plus, nutrition and safety education, hula hooping, crafts, music and more! For more information visit:

www.legacyhealth.org/familyfun

2. SAT Workshops

Dates: Sat. Sept. 21st and Thur. Sept. 26th

In partnership with Portland Community College (PCC), the Black United Fund will be offering SAT Workshops in Math and English costs \$25 for all 6 workshops, materials and food included. To register visit: satpdx2013.eventbrite.com . For more information about Black United Fund visit:

www.bufor.org

3. Access to Justice CLE: The Medgar Evers Assassination

Date: Tue. Sept. 24th

This year marks the 50th anniversary of the assassination of civil rights activist Medgar Evers. Evers was assassinated by a white supremacist in 1963. Assistant US Attorney Ron Silver attended many of the 50th anniversary events to commemorate Medgar Evers assassination and celebrate Evers' life and achievements. Mr. Silver will discuss the three trials that were held after Evers' murder, and detail the eventual conviction of Evers' assassin, Byron De La Beckwith. For more information visit www.maryleonardlawsociety.org

4. Urban League of Portland Equal Opportunity Day Awards Dinner

Date: Tue. Sept. 24th

The evening will feature live music, a cocktail hour, dinner, awards ceremony and the opportunity to support the Urban League of Portland's work. The annual Equal Opportunity Day Awards Dinner is a time to gather and celebrate all of the successes of the Urban League of Portland over the past year and to honor local leaders for their dedicated services to the community. For more information visit <http://ulpdx.org/2013/05/equal-opportunity-day/>

5. United Way Town Halls

Dates: Tue. Sept. 24th, Tue. Oct. 8th, and Tue. Nov. 5th

United Way of the Columbia-Willamette welcomes you to join us for a town hall meeting. President and CEO Keith Thomajan, will be introducing our “Strategic Plan” as well as discussing the needs in our community.

- [Clackamas County: Tuesday, Sept. 24, 6 p.m., Sunnyside Library](#)
- [Multnomah County: Tuesday, Oct. 8, 6 p.m., Central Library](#)
- [Washington County: Tuesday, Nov. 5, 6 p.m., Beaverton City Library](#)

This event is free and open to the community. We do request that you RSVP so that we can make proper accommodations. For more information visit: <http://www.unitedway-pdx.org/news/events/townhall.php>

6. Prenatal Care Celebration

Date: Wed. Sept. 25th

The Oregon Latino Health Coalition and the Oregon Primary Care Association are pleased to announce a Prenatal Care Celebration on Wednesday, September 25th. After many years we have successfully secured Prenatal Care for All women in Oregon! Celebrate with us this significant policy victory and hear from Dr. Bruce Goldberg and Representative Keny-Guyer.

Time: 9AM-11AM, Location: 710 Southwest Jackson Street, Portland, OR 97201

Interpretation in Español will be provided upon request. Please RSVP to attend. For questions and interpretation please contact Linda Roman (971) 295-3124 linda@orlhc.org

7. Oregon Native American Chamber’s September Networking Luncheon

Date: Wed. Sept. 25th

ONAC invites you to our September Networking Luncheon. This month we will be featuring two guest speakers, Mr. Lee Fleming, Senior Contract Analyst for Portland Public Schools' Purchasing and Contracting, and Mr. Peter Rachor, Director for Entrepreneurship at the University of Portland's Franz Center for Leadership, Entrepreneurship and Innovation. [Click here for more information](#)

8. Hispanic Heritage Month Celebration

Date: Wed. Sept. 25th

Oregon State Hispanic Employees Network proudly presents Hispanic Heritage Month Celebration on September 25, 2013 at the Oregon State Capitol Galleria from 12pm-2:30pm.

Program will include booth networking with community service providers, guest speakers including Michael Jordan COO for the State of Oregon and Octaviano Merceias-Cuevas “Mentoring for a Better Tomorrow”, and traditional Mexican dances.

9. Open House for University of Oregon Office of Equity & Inclusion

Date: Wed. Sept. 25th

University of Oregon Vice President Dr. Alex-Assensoh will be hosting an open house for the Office of Equity and Inclusion on September 25th from 2-3pm at 1 Johnson Hall, Garden Level. It is our most sincere pleasure to welcome you to our newly renovated office space as well as introduce you to our new colleagues. RSVP to: inclusionstudent@uoregon.edu

10. OHSU Special Screening of “Latino Americans”

Date: Wed. Sept. 25th

Oregon Health & Science University cordially invites you to a special screening of PBS’s documentary “Latino Americans,” to be held from 5:30 to 8pm on Wednesday, September 25 at the Vey Conference Center, located on the 11th floor of Doernbecher Children’s Hospital.

Screening of the abridged (45 minutes) version of the groundbreaking documentary is hosted by OHSU’s Center for Diversity and Inclusion and the Latinos Unidos Organization, the employee resource group for OHSU’s Latino staff, faculty and students. [Click here for more information.](#)

11. Hispanic Pros September Networking Event

Date: Thur. Sept. 26th

After a short summer break, please join Hispanic Pros for our first fall networking event scheduled for September 26th at La Fogata Mexican Restaurant. Come prepared to meet new people and make your one minute announcement over the microphone! [Click here to RSVP](#)

12. Evening of Empowerment Dinner

Date: Thur. Sept. 26th

Share an evening with Reaching and Empowering All People (REAP) Inc. as we celebrate the successes of our students and recognize our many community partners at our Annual Evening of Empowerment Dinner. This year’s theme is “Unique & Local” and the featured speaker is Tony Prophet, Senior Vice President Operations, Hewlett-Packard.

The dinner program will include a student theatrical presentation, special awards presentation, raffle prizes, keynote address and the opportunity to make an investment in the lives our future leaders. For more information visit: <http://reapusa.org/event/view/eventId=22/occurrence=0/ek=>

13. 2014 Cohort Informational: Developing Equity Leadership through Training & Action (DELTA)

Date: Fri. Sept. 27th

Are you interested in:

- Becoming a health equity leader in your organization?
- Learning strategies to increase diversity and inclusion in your services and your workplace?
- Learning and sharing with a group of your peers, colleagues and partners to gain real-time strategies and tools that improve health equity for the communities you serve?

If so, please join the Office of Equity and Inclusion on Fri. Sept. 27th from 11am-Noon to learn more about the Developing Equity Leadership through Training and Action Program (DELTA)! DELTA is a statewide, comprehensive health equity and inclusion leadership program that strategically provides training, coaching and technical assistance to key health, community and

policy leaders. Event will be held at the Portland State Office Building (Room 1D), 800 NE Oregon St., Portland, OR 97229. Please RSVP by Wednesday, September 25th to Charniece Tisdale: Charniece.Tisdale@state.or.us or Ph 971.673.1333.

14. Portland Deltas host: Black & White Ball

Date: Sat. Sept. 28th

On September 28, 2013 at the Crowne Plaza Hotel, the Portland Alumnae Chapter of Delta Sigma Sorority, Inc. will host a Black and White Ball to celebrate our chapter's local accomplishments during this Centennial anniversary of our Sorority, celebrate our community work, honor local "hall of famers" who have contributed to change within the city of Portland and the state of Oregon. Since 1945, Portland Alumnae Chapter has maintained the collective strength of sisterhood modeled by our Founders, providing service and support to the underserved and needy. For more information visit: www.portlanddeltas.org

15. YWCA Discover Pink Walk

Date: Sun. Sept. 29th

The 9th annual event will be held on Sunday, Sept. 29th at the Salem Convention Center. We expect over 1,000 walkers in pink this year as we raise awareness about breast cancer and raise funds to provide local women with life-saving mammograms and clinical breast exams. For more information visit: <http://ywcasalem.org/discoverpink>

16. 2013 Diversity Council Conference: Increasing Effectiveness - Driving Results!

Dates: Oct. 2nd & 3rd

The [2013 Diversity Council Conference: *Increasing Effectiveness - Driving Results!*](#) is designed specifically for ERGs and Diversity Councils. It's back and bigger and returning to Washington D.C. October 2nd and 3rd for two days of providing ERGs and Diversity Councils with expanded opportunities to learn, share and network. For more information visit: [Diversity Council Conference](#)

17. Warner Pacific College Diversity Lecture Series: It's Bigger than Hip-Hop

Dates: Thur. Oct. 3rd, Tue. Oct. 15th, and Tue. Oct. 29th

The 2nd Annual Diversity Lecture Series at Warner Pacific College welcomes prominent authors and scholars, Dr. Marc Lamont Hill, Dr. Christopher Emdin, and Rahiel Tesfamariam as part of a compelling, three-part event titled, "It's Bigger Than Hip-Hop: Community, Education, and Spirituality" at McGuire Auditorium on the College's Mt. Tabor campus. All lectures are free and open to the public. [Click here for more information](#)

- Thursday, October 3, 2013, at 7:00 p.m.: Dr. Hill will present "[Hip-Hop's Influence on Society](#)"
- Tuesday, October 15, 2013, at 7:00 p.m.: Dr. Emdin will deliver, "[Hip-Hop's Influence on Education](#)"
- Tuesday, October 29, 2013, at 7:00 p.m.: Ms. Tesfamariam will deliver, "[Hip-Hop's Influence on Spirituality](#)"

18. PAALF Presentation with Chairman Fred Hampton Jr.

Date: Oct. 4th

The Portland African American Leadership Forum (PAALF) is pleased to invite you to a presentation with Chairman Fred Hampton Jr. on October 4th at 1:00pm at the Center for Self Enhancement - 3920 N Kerby Ave, Portland Or. This event is being held in partnership with the Lewis and Clark Graduate School of Education and Counseling.

This presentation will explore the legacy of the Black Panther Party, crime in Chicago, hip hop, and the connection to Prisoners of Conscience Committee Code of Culture. This event is free and open to the public. Please RSVP at <https://graduate.lclark.edu/live/events/20433-the-legacy-of-the-black-panther-party>

19. Oregon Native American Chamber's 9th Annual Gathering

Date: Fri. Oct. 4th

The Oregon Native American Chamber's (ONAC) board of directors, staff, and members request your presence and support of the 9th Annual Gathering, which will be hosted on Friday, October 4, 2013 at the Oregon Zoo's Cascade Crest Banquet Center from 6:00 to 10:00PM. "Beat of a Different Drum" will be the theme for 9th Annual Gathering as we come together and celebrate Oregon and Southwest Washington's Native business community, recognize outstanding business leaders, and award scholarships to the next generation of leaders in our community. [Click here for more information](#)

20. Potluck and Fun Afternoon with Liaisons & Friends

Date: Sat. Oct. 5th

Come join friends of APACC and the Liaison program on Sat. October 5th from 12-3pm at Mekong Bistro/Eternity Hall (8200 NE Siskiyou, Portland, OR) to celebrate community gathering with ethnic food and refreshments. Bring a dish to share, and invite your friends and family members to spend an afternoon getting to know our big AAPI community in Portland! [Click here for more information](#)

21. Native Professionals and Friends Night

Date: Thur. Oct. 10th

You are invited to the next Native Professionals and Friends Night on October 10th at the Portland Art Museum's Miller Gallery ([1119 SW Park Ave](#)). This Native Professionals Night is sponsored by Oregon Health and Science University, McMenemy's and the Portland Art Museum's Native American Arts Council. The \$25 suggested donation will benefit NAYA Family Center. This is a great opportunity to make new connections while enjoying delicious food and drinks, and presentations by the event sponsors. Everyone (21+) is welcome to attend! For more information visit: <http://nayapdx.org/event/native-professionals-night/>

22. 2013 APACC AAPI Appreciation Award Banquet

Date: Fri. Oct. 11th

APACC's first signature AAPI Appreciation Award Banquet will recognize the efforts of individuals, businesses, organizations, and government agencies that have made outstanding contributions to

the Asian American Pacific Islander community in Oregon and SW Washington. Contributions include, but are not limited to, promoting and supporting members of the AAPI community in the field of professional, social, charitable, or leadership ventures. This event will feature AAPI celebrities, national leaders, successful entrepreneurs, and cultural performances. For more information visit: www.apacc-or.org

23. Black Parent Initiative 4th Annual Parent Symposium -- Breaking the Cycle, Closing the Gap, Saving Our Boys
Date: Sat. Oct. 19th

This year's event and keynote speaker promises to be amazing – Sybrina Fulton , the mother of Trayvon Martin to share her hopes, dreams and thoughts on the complications of raising a son in America today. We invited you to be part of her message of healing and hope for a more positive future. For more information visit: www.thebpi.org

24. Night for Networking IV – Connecting Business & Talent
Date: Tue. Oct. 22nd

OHSU's Night for Networking IV is open for registration! Join OHSU and other sponsors and the greater Portland community in connecting business and talent through a free networking event, highlighting people with disabilities. Night for Networking IV will take place on October 22, 2013 from 6 – 9 PM at OHSU's Center for Health and Healing. Learn more and register now at www.ohsu.edu/aaeo/n4n.

25. 30th Annual Oregon Rural Health Conference
Dates: Wed. Oct. 23rd – Fri. Oct. 25th

This conference is the largest gathering in Oregon dedicated to presenting the most innovative approaches to addressing today's health care issues. Bringing together providers, administrators, patients, activists, policy makers and others who are concerned about health care in rural Oregon, it is an opportunity to exchange ideas, information, and expertise among individuals and organizations engaged in or concerned with rural health care issues. [Click here for more information](#)

26. Latino Employment Law Seminar
Date: Thur. Oct. 24th

Please join Barran Liebman for a comprehensive overview of the employment law issues most commonly faced by Latino business owners, operators and employers in Oregon and Washington. Barran Liebman attorneys will present on subjects including: hiring and firing, wage and hour, employee handbooks, harassment and retaliation, the ADA, FMLA, employee benefits, and social media. Owners of businesses large and small, Managers, and HR Professionals of all levels will come away with a better understanding of the laws affecting their places of work. This half-day seminar is complimentary and includes materials and breakfast. For more information visit <http://www.barran.com/display-event.asp?EventID=293>

27. Centro Cultural's 2013 Annual Gala Celebration

Date: Sat. Nov. 2nd

For 41 years, Centro Cultural of Washington County has positively impacted thousands of adults and children through education programs, and has made local communities stronger by celebrating and embracing diversity. Every day Centro Cultural strives to make a difference in the lives of many by promoting social and economic development, providing educational programming, and increasing cultural consciousness and understanding among diverse groups in the community. For more information visit <http://events.r20.constantcontact.com/register/event?llr=5csndegab&oeidk=a07e7lz4qu2de2d671c&oseq=a0184gt4wtgs3>

28. SAVE THE DATE: 2013 Arts Breakfast of Champions

Date: Wed. Nov. 13th

We invite you to nominate businesses, individuals, and organizations that have made a significant impact on arts and culture in the past year. You can nominate yourself or someone else. Please provide specific accomplishments, projects, and examples whenever possible. Each year BCA recognizes businesses and business leaders for their support of the arts at our Arts Breakfast of Champions event. **Nominations are due by August 16, 2013.** [Submit your nomination.](#)

COMMUNITY INVOLVEMENT, RESOURCES, & INFORMATION

1. Dual-Language/Two-Way Bilingual Grant

This August the State Board of Education approved a rule establishing a Dual-Language/Two-Way Bilingual Grant program as one of the methods to address this specific direction in HB 3233. The Dual Language/ Two-Way Bilingual Grant is intended for districts, charter schools, or consortia of school districts to design, implement and/or improve dual language/two-way bilingual programs. These programs assist students in becoming academically proficient in two languages by providing research-based instruction that closes the academic achievement gap in English and continues to develop a student's first language. Subject to available funds, the grants will be awarded for three years and in three phases: Planning, Implementation, and Program Evaluation. However, applicants are required to sustain the programs for at least two years past the grant period.

[Click here](#) to access the Grant Request for Proposal (RFP). **The Grant Application Deadline for this RFP is October 14, 2013.**

If you intend to apply for this grant and/or if you have any questions, please contact:

- Martha Martinez, Education Specialist at (503) 947-5778 or martha.martinez@state.or.us
- Kim Miller, Education Specialist at (503) 947-5712 or kim.a.miller@state.or.us
- Markisha Smith, Education Specialist at (503) 947-5669 or markisha.smith@state.or.us

2. Funding Opportunities for Community Partner Organizations!

Cover Oregon is partnering with the Oregon Health Authority (OHA) on an outreach program for hard-to-reach, non-English speaking, geographically isolated, and underserved populations. As part of this program, Cover Oregon and OHA will work with community partner organizations to

provide local, on-the-ground outreach and application assistance for individuals and families.

Community partner organizations may have staff and/or volunteers trained to conduct application assistance. Required training for potential assisters includes an online prerequisite followed by an in-person training session. Additionally, partner organizations must enter into a formal agreement with OHA as a community outreach and enrollment grantee, provider enrollment grantee or as a volunteer organization. For more information visit <http://www.coveroregon.com/who-we-help/community-partners/>

3. Nominations for Oregon Commission for Women's 29th annual "Women of Achievement Awards"

The Oregon Commission for Women is accepting nominations for the 2013 Women of Achievement Awards, now in its 29th year. Anyone can submit a nomination. Nominations will be accepted through December 15, 2013, with the awards ceremony in the spring of 2014.

Nomination forms, instructions and a list of past awardees are at their website:

<http://www.oregon.gov/women/Pages/pnp1.aspx>.

4. Nominations for Emily G. Gottfried Human Rights Award

PORTLAND – The Portland Human Rights Commission (HRC) is seeking nominations for recipients of its 2013 Emily G. Gottfried Human Rights awards. Nominations in two categories will be accepted until 5:00 pm on Sept. 25th.

The HRC will present awards in the following two categories for 2013:

1. Emerging Leader
2. Outstanding Organization

Recipients in each category will be selected based on his/her/their efforts to eliminate discrimination and bigotry, to strengthen inter-group relationships and to foster greater understanding, inclusion and justice for those who live, work, study, worship, travel and play in the City of Portland.

To nominate an individual or group for a Human Rights award, please visit our [website](#) for a link to the nomination form. Send your nomination information to jeff.selby@portlandoregon.gov.

The HRC will present the winners of the Emily G. Gottfried Human Rights awards at a luncheon on December 5th in celebration of International Human Rights Day.

5. Vietnamese Dual Language Immersion Wins Official Recommendation in Portland Public Schools

The Vietnamese Community of Oregon (VNCO) and APANO commend Portland Public Schools for moving forward in creating one of the nation's first Vietnamese Dual Language Immersion programs and committing to expand the Spanish and Chinese programs by 2014. The PPS Board has prioritized Dual Language Immersion expansion as one strategy to meet racial equity policy goals.

With the official staff recommendation to Superintendent Carole Smith, a more comprehensive feasibility study to examine curriculum, school site and enrollment will be underway this fall. The creation of a new Vietnamese program and expansion of the Chinese language to include Cantonese and Mandarin are significant positive developments for our communities.

There are over 12,000 Vietnamese English Language Learners, the second largest community after Spanish in the Portland Metropolitan area. In Portland Public Schools there are over 500 Vietnamese English Language Learners in K-12 and dual-language programs are a proven strategy for increasing educational opportunities. Enrolled English as a Second Language students face one of the lowest on-time graduation rates at 36%, a significant number of whom are Asian and Pacific Islander.

This year, the VNCO collected over 1,900 signatures in favor of establishing a new program, and provided parent, student, business and community testimonials recently to demonstrate growing, widespread support.

Key decisions based on feasibility study results will be made by staff over the next few months in preparation for budget approval by the PPS Board in the Spring of 2014. Together we are excited to partner with PPS in the design and implementation of a Vietnamese Dual Language Immersion Program targeted to begin in Fall 2014.

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6. OHSU Diversity Digest – Center for Diversity & Inclusion

Much appreciation to the OHSU community for making the first OHSU-sponsored Say Hey! networking event a huge success! We set a record number of attendees and honorees at the August event, which brought professionals from across the region to OHSU's Center for Health and Healing lawn. Hosted quarterly by [Partners in Diversity](#), Say Hey! introduces professionals of color who are new to Oregon to diverse multicultural communities. Photos [here](#) and [here](#). Hope to see you at the next Say Hey!

September 27: Dancing in the Square

The Center for Diversity and Inclusion (CDI), the Native American employee resource group, and other OHSU departments will represent OHSU at the annual Dancing in the Square Powwow, hosted by the Native Portland Area Indian Health Board. The event will be held from noon to 7pm on Friday, Sept. 27 at Pioneer Courthouse Square in downtown Portland. If you are interested in volunteering at the OHSU booth, email [Michelle Singer](#) or call 503-494-2821.

October 31: Disability Employee Resource Group

In observance of Disability Awareness Month in October, the Disability Employee Resource Group (DERG) will host a lecture by diversity expert and consultant Steve Hanamura from 12-1pm on Thursday, Oct. 31, at the OHSU Main Hospital 8th Floor Conference Room. The DERG serves as a resource to bring individuals with disabilities together with their allies to create a safe place to voice concerns and to provide peer support. The group seeks to continuously improve accessibility at OHSU and to create a culture of inclusion. It is committed to advocating for the rights of individuals with disabilities and to educate and nurture awareness of the strengths they bring to the OHSU community. To get involved, contact DERG co-chairs [Lina Reiss](#) or [Matthew Millard](#).

Creating a Diverse Pipeline of Nurses

In the U.S., people of color represent 37 percent of the population but only 17 percent of registered

nurses. Getting more diverse students into nursing school and supporting them during their educational program is the goal of a \$1.05 million grant to the OHSU School of Nursing. Awarded by the Health Resources and Services Administration, a division of the U.S. Department of Health and Human Services, the funding began July 1, 2013 and runs for three years. The OHSU program, Advancing Health Equity through Student Empowerment & Professional Success (HealthE STEPS), seeks to attract and advance a diverse nursing student body within the Oregon public education system, from pre-nursing through graduate education. The grant provides financial help to 44 students each year. [read more](#)

Transgender Clinic Needs Volunteers

Outside In, a nonprofit that helps homeless youth and other marginalized people move towards improved health and self-sufficiency, is looking for medical professionals interested in volunteering with its Transgender Health Services. Outside In's Trans Clinic is open one to two Tuesday evenings each month, and provides hormone replacement therapy to transgender people who are homeless, low-income, uninsured, or otherwise unable to afford gender-affirming treatment. To learn more, visit the [Outside In website](#), view the [volunteer application](#), or attend a presentation, scheduled from 6-7pm on Tuesday, Sept. 24, at the Outside In office, 1132 SW 13th Ave.

[Click here to view full version of CDI Diversity Digest](#)

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