

Kate Brown
Governor



Oregon Commission on Black Affairs
"Advocating Equality and Diversity"
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MINUTES
Saturday, August 19, 2017
Concordia University
2811 NE Holman Street
George White Library, Room 120
Portland, OR 97211

ATTENDANCE:

Chair: Absent
Vice Chair: Musse Olol
Commissioners: Kayse Jama, Lawanda Manning, Robin Morris Collin (phone), Nicole Rowe, Gwendolyn Trice, Senator Monroe
Absent: Mariotta Gary-Smith, Rep Janelle Bynum, James Morris
Guests: Layan Ammouri, Portland State University (PSU) Master student; Dr. Patrick Burk, Professor Emeritus, PSU Graduate School of Education
Staff: Lucy Baker, Nancy Kramer

I. Meeting Called to Order. Acting Chair Musse Olol called the meeting to order at 9:04am. A quorum was established.

II. Review and approval of agenda

MOTION (Monroe/Rowe): To approve the agenda as written. CARRIED.

III. Review and approval of OCBA June 2017 Meeting minutes

MOTION (Manning/Monroe): To approve the OCBA June meeting minutes. CARRIED.

IV. Public Comment – There was no public comment.

V. UNFINISHED BUSINESS

- A. Update on Irvin Brown's appointment to OCBA
Mr. Brown submitted his application for appointment to the OCBA. Chair Morris has already met with him. The next step is for Serena Stoudamire to meet with him. If approved he will be confirmed in December by the Senate Rules Committee.

VII. NEW BUSINESS

- A. Approval of Policy Research Project with Governor's office on Diversity Contracting
The OCBA has a longstanding interest in disparities in minority contracting and the Governor's Office recently initiated the idea for a new policy research project with the OCBA. Eloisa Miller is the Manager of Economic and Business Equity in the Governor's Equity Office and is asking the OCBA to consider a joint research project for a 3L law student or Masters student in a review of best practice. If the OCBA approves it, the project team might also meet with the State COO, Katy Coba, to gauge her interest in supporting the research with DAS data on contracting by state agencies. The outcome of the research could

be to establish a policy arc focused on minority contracting improvements in Oregon over the course of several legislative sessions. All agencies that conduct contracting report to the COO of the Department of Administrative Services (DAS). If OCBA is interested in pursuing this internship the next step would be to have James Morris meet with Ms. Coba. Commissioners agreed that Senator Frederick, a past OCBA Commissioner, would be an excellent mentor for the intern. The recruitment of a Master's or PhD level intern could be in the spring of 2018.

MOTION (Monroe/Rowe): To approve a research internship jointly with Eloisa Miller, on best practice and data review for state minority contracting, for the spring, 2018. CARRIED.

B. Public Policy Research Internships update

1. OCBA Public Policy Research Internship, the role of Ethnic Studies in improving other factors that affect graduation

Commissioner Morris Collin, who is the champion for this internship, introduced Dr. Burk and Layan Ammouri. Dr. Burk is Emeritus Professor at PSU and has partnered with the Advocacy Commissions in the past on OCHA's research project developing briefing sheets around issue of disproportionate discipline, English Language Learner, and Chronic Absenteeism. He and Layan Ammouri are interested in a potential research project with OCBA on the emerging issue of Ethnic Studies curricula and its helpful effect on Disproportionate Discipline and Chronic Absenteeism in Oregon public schools. Layan completes her degree in March 2018 and she might be able to continue work on the project for her thesis if her thesis committee accepts it. Layan has already completed a paper on this subject, which she is presenting today at the OCBA meeting.

Layan presented her findings to date, some of which include:

- Identifying and addressing disruptive behavior in the classroom is a subjective practice and varies from teacher to teacher.
- There is a large discrepancy between the high number of students of color and low number of teachers of color. Oregon's goal is to have comparable numbers that accurately reflect the student demographic in the faculty diversity. There has been almost no growth in hiring diverse faculty diversity over the past 20 years. It remains one of the primary challenges to diversify the work force of Oregon educators: both hiring and retention.
- Teachers must learn how to teach curriculum in a way that is effective for and inclusive of their students' cultures. It requires understanding of cultural norms and appreciation of the assets multicultural students are bringing to the learning environment.
- Disproportionate discipline and exclusionary discipline challenges in middle and high schools could potentially diminish with the introduction of ethnic studies curricula in K – 12 classrooms.
- Adding ethnic studies curricula offers teachers options and provide an important resource for newly hired, diverse educators as well as veteran staff who receive additional professional training to support diverse students.
- HB 2845 on Ethnic Studies could have a positive impact by addressing curriculum and pedagogy: it would address the need for inclusionary curriculum and train teachers to be more culturally responsive.
- Ethnic Studies curricula can help address Oregon's classrooms' lack of essential understanding of race and culture, and help teachers deliver inclusive education.

Commissioner Olol noted that students who have difficulty in the classroom are often wrongly categorized as special education students. He has seen misidentification happen repeatedly within the Somali community with long-term negative effects.

Commissioner Collin will reconnect with Dr. John English, who supervised several of the OCBA's Disproportionate Discipline public policy research internships, to solicit his expertise and opinions on this issue. She also requested that Layan's presentation be made to the legislature's Joint Committee on Education and suggest a more comprehensive program. She noted the OAC's Joint Education Committee (which includes members from all 4 Commissions) recently met and had a productive meeting with Dr. Darryl Tukufu, the new Assistant Superintendent, ODE Office of Equity, Diversity & Inclusion, and Dr. Salam Noor, ODE's Deputy Superintendent. The OAC's will play a significant part in selecting the Advisory Group established by HB 2845. They will submit suggestions for the majority of the members of the group. ODE will collaborate with OACs to outline necessary research to develop multicultural curriculum.

Sen Monroe explained difference between budget committee and policy committee in the legislature, and coordination between Senate Education Committee and House Education Committee. It is important to talk to policy leaders AND budget committee members in the Senate and the House. He recommended the HB 2845 Advisory Group take this into consideration.

The Commissioners thanked Ms. Ammouri and Dr. Burk for their excellent presentation.

2. OCAPIA/OCBA Public Policy Research Internship: Integrating immigrant professionals' credentials in Oregon's workforce

"Brain waste" is the name used to describe the emerging problem challenging professionals who received their professional degrees and experience outside the U.S. and are unable to be licensed in their fields after immigrating to the U.S., force into working low wage, unrelated jobs. It is a significant issue in Oregon. OCAPIA/OCBA have had two policy research interns researching this issue, with the most recent development being that the Test on English as a Foreign Language (TOEFL) was identified as a major barrier to re-credentialing for this population. The research to date has focused on health professionals. OCAPIA Commissioner Senator Dembrow, Victoria Demchak in the Governor's Office, and Lucy recently met to plan the next steps and the next recruitment. Lucy will continue to update OCBA as progress is made. OCHA is now interested in partnering on this research as well.

B. OACO Financial Report

Due to statewide revenue shortfalls and no movement on corporate revenue reform, all state agencies must make budget cuts. Earlier this week Lucy submitted her recommendations to the Chairs and Vice Chairs for OACO's budget cuts required for the 2017-19 biennium. The cuts, which are permanent, totaled approximately \$13,000. This was a much reduced amount than the initial \$30,000 proposed reduction, and was due to Senator Manning's and Rep. Greg Smith's good work in restoring some initial reductions back to the OACO budget in the "Christmas Tree Bill" which is the final budget bill of the session. Lucy's recommendations included major reductions in rent due to her renegotiation of the OACO lease at a lower rate, and some reduction to Commissioner and staff Travel, and Telecommunications (made

possible by switching to internet based communication services like Zoom. The Chairs and Vice Chairs approved these recommendations.

MOTION (Monroe/Rowe): To accept Lucy's recommendation of budget reductions for the 2017-19 OACO budget. CARRIED.

Senator Manning and Rep Smith, along with a number of legislative members of Joint Ways and Means including the Chair, Senator Devlin, think highly of the work of the OACs and expressed their appreciation for the OAC's efforts during their work session on the OACO budget.

C. Legislative discussion

1. Legislative reports from Commissioners and legislators

OCBA was a strong supporter of HB 2355 on profiling and data collection, which passed.

Oregon is the first state to require mandatory data collection for pedestrian stops. The Ethnic Studies Standards bill, supported by all the Advocacy Commissions, was another big win.

Senator Monroe noted that the transportation package passed but corporate revenue reform did not. Funding healthcare was a success because the provider tax passed, which takes full advantage of federal dollars not previously available.

D. OAC's introductory meeting with Dr. Tukufu, Assistant Superintendent, Oregon Department of Education's (ODE) Office of Equity, Diversity & Inclusion, recap

Chair Morris and Commissioner Collin participated in this introductory meeting, along with members of each OAC. Dr. Salam Noor, ODE Deputy Superintendent, also attended. A future meeting will be scheduled with Chair Morris and Commissioner Collin, and other interested OAC representatives, and Dr. Tukufu, to consider one or more suitable research projects around education and success for students of color and girls, and to discuss appointments to the HB 2845 Ethnic Studies Advisory Group. The OACs plan to initiate a Joint Education Committee, and would like to invite Dr. Noor and Dr. Tukufu to a future meeting, to have them weigh in on longstanding education issues of importance to OCBA and the OACs.

E. OAC's annual Joint meeting 10/6 in Salem

Vice Chair Olol has attended past annual Joint meetings and urged all Commissioners to attend. The planning committee, which includes Commissioner Colling and representatives from every OAC, developed a draft agenda which was circulated for Commissioners to review. Major topics: Intersectionality discussion, OACs involvement in all aspects of the Policy Arc, adding policy considerations affecting rural Oregon to the work of the OAC's, seeking and strengthening partnerships including research partnerships are all agenda topics for the Joint meeting of the OAC's. Lunch will be provided.

1. Potential of holding OCBA regular meeting during this meeting

Gwen and Mariotta are interested in having the OCBA's regular October meeting on 10/6/17 during the time of the Joint meeting. Lucy will email a vote about holding the October OCBA meeting the same day to the full OCBA to see if there is consensus (and a quorum) for a regular OCBA meeting on 10/6.

F. Oregon Commission for Women's (OCFW) annual Women of Achievement awards – nominations are open

Nominations for the OCFW's annual Women of Achievement awards will open September 5th and run through to October 20th. All Commissioners will receive the nomination form once it is ready. OCBA Commissioner Gwen Trice was nominated and won the award in 2015, and Commissioner Collin was a winner in 2012, before she was on the OCBA. All Commissioners are encouraged to consider nominating an Oregon woman or women.

G. Black History Month proclamation February 2018

OCBA has hosted the annual Black History Month proclamation signing with Governor Brown since 2012, and will do so again in February 2018. Nancy will circulate last year's proclamation by email and Commissioners will have an opportunity to provide comments. Commissioner Trice's Maxville Heritage Center museum will have an exhibit in the Capitol Gallery for the month of February, in honor of Black History Month.

VIII. Commissioners' Reports

Acting Chair Olol was invited to be on a panel at the Zero Tolerance event, hosted by the Department of Justice and Attorney General Rosenblum at the Muslim Education Trust. He reported that it was a great event and well attended, with an excellent keynote speaker who is an expert on hate crimes. One statistic of great importance was about the number of hate crimes voluntarily reported nationwide in the U.S.: 6,000 was the total, with Mississippi reporting zero hate crimes per year, but the actual number of hate crimes that occurred nationwide is believed to be more than 200,000. The event was in response to the May 25th hate crime stabbings on the MAX in Portland. Musse also participated in Hate Crime Summit in Washington, DC.

Commissioner Trice noted that the police chief in Enterprise quit recently, and a new chief was hired from North Carolina, and she would like to help officers be more of a unifying force for the communities they serve. Commissioner Trice was harassed at the grocery store. She held her ground and called on the police who were supportive, as were the grocery cashiers. The impact of fear tactics was discussed. Commissioner Jama thanked Commissioner Trice for sharing her experience, offered the OCBA's support and encouraged all Commissioners to report any hate crimes, at the federal level. Commissioners also acknowledged the recent divisive racially charged protest in Charlottesville and their strong objection to the Trump Administration's response in inadequately condemning the violence that resulted.

IX. Administrator's Report

A. Hiring for 0.5 OPA3 position at OACO

The Operations and Policy Analyst level 3 (OPA3) moved on in June and Lucy has held off on hiring while the effect of 2017-19 budget reductions are considered as well as awaiting the OACO line item budget that will be forthcoming in September from DAS Accounting. She currently expects that the job will be posted in October with plans to hire in November. The job description will be shared with all Commissioners for their review. The support of the OACO's Policy Analyst position for the growing work of the OAC's in public policy research will be a focus of the half-time position. More research projects are on the horizon, for each Commission and the projects are increasingly complex. OCHA currently has the largest single OAC public policy research project to date, with 2 state partners (OHA and DHS) and 3 concurrent interns, all researching mental health disparities for Latinos in Oregon.

B. OACO approved budget for 2017- 19

Lucy discussed this earlier in the meeting. The OACO's budget request for the 2017-19 biennium included Policy Option Packages (POP) for a full time OPA3, but none of the

OACO's 3 POPs were approved for OACO. The Legislatively Approved Budget (LAB) for OACO now has a permanent reduction of around \$13,000, discussed earlier. The next OACO budget for 2019-21 will be prepared and submitted in August 2018, not too long from now. That requested budget will again include a POP to make the currently part time OPA3, full time. This will be the 3rd time the request for a full time Policy Analyst at OACO will have been made to the Governor and the legislature.

C. Reimbursements & per diems in process

Nancy reported that all travel reimbursements and meeting per diems were completed for the 2015-17 biennium. Let her know if there are any questions.

X. For the Good of the Order:

A. Next mtg will either be

Saturday, 10/21/17, Concordia U Campus, 9am–12pm, or on

Friday, 10/6/17 in Salem – the OACO depending on an e- vote by OCBA in September.

B. Senator Monroe will celebrate his 75th birthday tomorrow. Commissioners wished him a happy birthday.

XI. Adjourn – Acting Chair Olol adjourned the meeting at 11:00am.