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Governor



Oregon Commission on Black Affairs
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MINUTES

Oregon Commission on Black Affairs

Saturday, December 6, 2014, 9:00 AM-12:00 PM
Portland Community College Cascade Campus
Student Center, Room 302
705 N. Killingsworth St., Portland OR 97217

Attendance:

Chair: James I. Manning Jr.
Vice Chair: James Morris
Commissioners: Musse Olol, Representative Frederick, Senator Monroe, Karol Collymore, Kayse Jama, Robin Morris Collin
Absent: Julie Grey, Gwen Trice
Guests: Aaron Jackson; Lawanda Manning; Kendall Clawson, Governor's Deputy Chief of Staff; Tricia Tillman, Director of Office of Equity & Inclusion; Jennifer Duncan and Dr. Lionel Johnson, JHS Multiculturalism Works

I. Meeting Called to Order

The meeting was called to order at 9:08am. The Chair welcomed everyone and asked for introductions.

II. Review and approval of the meeting agenda and OCBA October 2014 Meeting minutes

MOTION (Collin/Collymore): To approve the agenda as written. CARRIED.

III. Review and approval of the OCBA October 2014 Meeting Minutes

MOTION (Collin/Morris): To accept minutes as amended:

On page 10: Remove a question mark that appears after Commissioner Avakian's name.
CARRIED with 1 abstention.

IV. Public Comment

Jennifer Duncan addressed the Commission on her film series. Chair Manning will be facilitating discussion for two of the films: "The Great Debaters" and "The Koch Brothers Exposed", in February and March. Dr. Lionel Johnson, her colleague, also addressed the Commission on behalf of the film series. The Commission thanked them for their presentation and will re-send the film series information to all Commissioners.

V. NEW BUSINESS

A. Tricia Tillman, Director, Oregon Health Authority Office of Equity & Inclusion – integrating immigrants' professional experience into health care

Tricia Tillman, Director, Office of Equity & Inclusion, addressed the Commission and opened the discussion for Commissioners to note their key concerns.

- Commissioner Collin discussed the OCBA's concern that medical professionals from other countries who come to Oregon to live cannot get certified in the US to practice in their professions. Immigrants need to go to Canada in order to be licensed to work in the US. She asked what can be done to fast track this process in the US?

Other Commissioner comments included:

- Access to translation is also an issue.
- Some of the medical boards in Oregon are not tracking the newly required cultural competency training for professional in their fields.
- Djimet Dogo of Africa House, spoke to the OCBA a few months ago and noted that Congolese women arriving in the US have PTSD, and has concerns as to whether the Oregon healthcare system is ready to treat their specific needs, often including rape.

Tricia thanked the Commissioners for their questions and observations. She addressed their questions:

- For foreign-born, US educated medical professionals, the US issues J1 visas for them to practice in the US. There are very few of these visas issued nationally with only a handful of practitioners in Oregon. The number has remained static for years and is dominated by medical students from middle and far eastern countries, which are not reflective of the diverse populations seeking care in Oregon.
- Regarding Healthcare interpreter and Traditional Healthcare Work force, the Oregon population has 1.7% Black citizens but only 1.1% of healthcare workers are Black. Particularly in the emergency rooms, Black health care workers are greatly underrepresented. 13% of healthcare workers records are missing data on race/ethnicity. Licensing boards are not collecting data sufficiently. This needs to change. One licensing board did not separate Pacific Islanders from Asians. OHA is working on standardizing how this is collected.

Tricia noted that OCBA could send a letter in support of asking licensing boards to collect ethnic/racial data which would be helpful to the effort for change.

- Regarding licensing boards tracking cultural competency training: Ind'l licensing boards can accept cultural competency continuing education training credits, but it is not mandatory unless licensing boards require it. There are currently no requirements regarding what kind of training people are receiving, either online via webinars or in person. The OCBA is concerned about this, and Tricia suggested that it consider inviting licensing board directors to speak to the Commission on this. Audit of a person's licensing is the only way to acquire the specifics around their cultural competency. One of the licensing boards, the Psychology board, is an early adopter of making training and tracking a requirement for their practitioners. Dr. Sandra Jenkins, from Pacific University led that effort.
- Regarding increasing the diversity of Oregon health professionals: The Federal J-1 Visa program allows international students trained as doctors to stay in the country and work. It was intended to meet shortages of diverse physicians. However, only 30 J-1 visas per year per state have ever been approved at the Federal level. In 2002, only 235 physicians

in the entire nation were practicing using a J-1 Visa. Many states don't have resources to do recruitment.

- Regarding the main languages spoken by recipients of Medicaid in Oregon: There is a large disconnect in Oregon between languages of the Medicaid patients and their physicians. Among Oregon patients receiving Medicaid, main languages other than English are Spanish, Russian, Vietnamese and Somali (with more than 1 Somali language included in that representation.) Since 2002, among physicians in Oregon, the top countries represented are India, the Philippines, Romania, Pakistan, Canada and Syria. In Oregon 20 counties have hired J-1 visa holders with 0 in Washington County where many Medicaid patients live. Tricia can connect OCBA with who runs that program if the Commission wishes to learn more.
- Regarding Medical and Health Professions Schools with bi-lingual, bi-cultural graduates: Tricia noted an NPR article on this subject. They covered UCLA which has an international medical graduate program focused on bilingual Spanish student training to become board certified family care practitioners. When they complete their medical residency, they intern in underserved communities, full-time.

Clackamas Community College – the WIIN (Workforce Improvement with Immigrant Nurses) program, which OEI funded, focuses on nursing students who may already have nursing or medical training in other countries in order to have them licensed to practice in Oregon. Also OHA's Oregon Health Policy Board was asked how Oregon is preparing students to have a more diverse workforce. They discovered that high schools and colleges are not graduating their bilingual students creating a pipeline gap. Tricia noted that OCBA can help by remaining focused on what educational investments are being made to increase the number of bilingual graduates training to become part of Oregon's healthcare workforce. It is unclear to her whether there is a clear pathway for that in Oregon's education opportunities. Several Oregon high schools had a biotech program, and Benson had health career opportunity program, with dental licensing, etc. However the students that were graduating were not able to afford to go to college.

Healthcare opportunities program – Tricia noted that there is a Healthcare Opportunity Student Association (HOSA) which is nationwide, though she is unsure of its status in Oregon. OCBA could make a connection with it for more information.

OEI is working on workforce pipeline, for adults who want to get into healthcare as interpreters and other positions, connected to the Traditional Health Workers Commission. It would provide a certification test for individuals to translate medical terminology. The test is nationwide and only exists in 7 languages. Healthcare interpreters who do not pass that test would be required to have training in this area, and pass a bilingual proficiency test.

Commissioner Collin noted that the OR Environmental Justice Task Force has looked at cultural competency for natural resource public agencies. They are pursuing action in management using the State's iLearn program and annual review for all managers. Robin has language to share about this.

Other comments and questions included that Dr. Dean Baruch at the OHSU Dental School is frustrated that others do not see the need for cultural competency training and

bilingual practitioners. Translators/interpreters are often the only conduit between patients and doctors and they are not being regulated.

The Chair asked that Commissioners compile their additional questions and comments and send to Lucy & Nancy.

Regarding a joint public policy internship with OCBA and OEI: Commissioner Collin offered a student extern from the Willamette Law School who could work on these health related and diversity subjects. This might be a great help. Tricia agreed and will share the idea with OEI's April Johnson as Tricia transitions out of her current position there. Commissioner Collin will carry the banner on this and follow up with April Johnson for a further discussion.

The Commissioners thanked Tricia for her presentation and wished her well in her new position with Multnomah County.

B. Discussion on Community Policing and Safety. Kendall Clawson, Governor's Deputy Chief of Staff

Kendall Clawson addressed the Commission on the Governor's deep concern regarding the loss of many black male lives over the past 9 months. He is not willing to be silent on this matter and wants to take action. She asked the OCBA to serve as a leadership resource to the Governor as he considers his options, by meeting with him for a conversation as leaders in African American issues to talk about the culture of policing that has led to these outcomes and policy. We need to start talking about racism and this central issue in the community.

Discussion followed including the need to change culture, that black and brown lives matter, the role of police unions, civil rights, psychological evaluations for police, the role of training, and other topics.

Ms. Clawson thanked the Commission for their initial ideas and willingness to help further the conversation. She wants to bring the Governor and OCBA together - to change the rules in Oregon. Oregon can be a model of how to do things differently.

Sen Monroe and Chair Manning expressed their appreciation of Governor Kitzhaber taking this on. Body cams are not by itself the solution. Serious training of law enforcement and redirecting energies are critical and they look forward to having this conversation.

Chair Manning asked the Commission to set a time to pull together ideas to share with the Governor in advance of their meeting with him. Lucy and Nancy will work with the OCBA to do that in the next week.

The Commission thanked Ms. Clawson for coming to talk with the OCBA on these critical subjects and looks forward to hearing back from her.

C. Joint OAC Legislative Committee-

The Chair and Lucy reported on the work to organize the first Joint Committee of the OAC's: the Joint Legislative Committee. This work came from discussion at the Joint Meeting of the OAC's in August. The Joint Legislative Committee will convene on 12/16 at the State Office Building in Portland from noon to 4 pm. It will start with a luncheon honoring the

work of Tricia Tillman in health equity during which Tricia will lead a discussion on the definition of equity in public policy. State and Community Partners have been invited to report to the Commissions on the equity-related legislation they have proposed or are following in the 2015 session. The list includes OAC Legislators, BOLI, ODE, OEIB, DOJ, OYA, OHA, APANO, Urban League, CIO, AAUW, and the Oregon Health Equity Coalition. Lunch and reimbursement for travel costs will be covered.

The Joint Committee will also be reaching out to all Representatives and Senators to share their equity-oriented legislation or Legislative Concepts they will be following with the OAC's Joint Committee on Legislation.

Rep Frederick noted that he will attend and speak at 3pm. He will send list of bills he submitted on public safety, monitoring of contracts, profiling, excessive use of force, psychological evaluations and other issues.

Lucy reported that this year, the State Library is providing equity-oriented data and reference material as part of a new partnership with the OAC's aimed at developing reference and data support to equity policy discussions and considerations by the OAC's.

Lucy is working to support the Joint Legislative Committee of the OAC's with an Equity Policy Playbook that will cover the leading and emerging equity legislation in 2015 and key data support. She will also provide each Commission with weekly or twice weekly updates of the legislation they are following, provide e-voting support and help them with testimony.

D. Public Policy Research Internship update

Commissioner Collin reported that a 3L law student from Willamette Law School has begun the 3rd phase of joint research between the OCBA and ODE's Task Force on Disproportionate Discipline in Oregon Schools. She is very proud of this joint research and will be co-supervising the work of the student with Dr. John English of ODE. She will ask the student to report to the OCBA at their next regular meeting in February.

Lucy reported that OHA may be interested in working with the OCBA for a literature review of the health of Black Inmates, as well as pulling together data from Oregon Department of Corrections. The OSU School of Public Health is waiting to provide masters level students to do public policy research internships with the Oregon Advocacy Commissions and this would be an appropriate subject.

E. Communications plan

Laura Aguon, OACO's new Communications Assistant and work-study student, recently addressed the OAC Chairs in separate meetings about her progress on their communication plans. She has now met with Chair Manning and Vice Chair Morris. From her meetings, she is helping each Commission to create a Communications Plan. She will put together her idea of a framework, including what topics and by what social platform was used to reach out to the Commission.

F. OCBA Committee Updates

1. Advocacy Committee - Commissioner Grey is unavailable to Chair this committee. After discussion, the Chair asked for those willing to Chair the committee to volunteer. Commissioner Olol offered to do so and the Chair thanked him.

2. Legislative Committee – Commissioner Collin reported that the next meeting is January 16, 2015.

G. Resolution to Establish the National Coalition of African American Advocacy Commissions

Chair Manning reported on a resolution from the Illinois Commission on African American Affairs which he shared earlier via e-mail with the OCBA. It is a statement on behalf of the National Black Legislative Caucus to support the work of State/City Advocacy Commissions for African American Affairs with funding from the President's His Brother's Keeper program.

The Chair also reported that he has sent an e-letter as a private citizen to Cabinet Secretary Roderick Johnson, discussing the importance of mandatory psychological evaluation and polygraph testing for police nationally. Vice Chair Morris noted that the OCBA has supported such action and that the OCBA feels that the Chair is acting in his official capacity when supporting this work.

MOTION (Morris/Collymore): That Chair Manning formally represent the OCBA at the national coalition meetings and with national leaders and keep the OCBA informed of the discussions that take place. CARRIED unanimously.

VI. Commissioner Comments

The Chair opened discussion by Commissioners of key issues.

Discussion followed including:

Commissioner Collin: Need to demand better or get nothing. Power concedes to nothing without a demand.

Vice Chair Morris: With the passing of legalizing the use of recreational marijuana, now need to pursue expunging the records from those that have been convicted of this offence. This must also be expressed to the Governor. Commissioner Collin agreed and noted that there is a memo called the COLE memo which prioritizes certain areas regarding marijuana legalization. Commissioner Collin will supply this letter. Vice Chair Morris thanked her and noted that DAs office already not prosecuting marijuana cases in Multnomah County.

Commissioner Olo: He has witnessed underreporting/misreporting by police of serious attacks on individuals of color with lack of cultural competency & lack of interpreters playing a big role. When the officers are lacking the tools to investigate, such as language, they are unable to investigate. This is the case when the victims are from the refugee community, especially Somali Americans.

Commissioner Jama: He noted the disturbing trend of how many people of color are being killed by law enforcement at the national level. Discussion followed on who collects this data? Chair Manning will ask the National Coalition if their intern could help track this.

Commissioner Rep. Frederick: The National Black Caucus should collect this info. He will ask about it. He also noted that there is a Congressional Research Service (CRS) which requires a Congressperson to request it. After discussion, the OCBA decided to write a letter about this to the full Oregon Congressional Delegation.

The letter will request details regarding deaths and serious injuries of all folks as a result of police action, disaggregated, geographically (Latinos, African Americans, etc.)
+ status of consequences to police officers as a result of these actions
+ (disciplinary actions to the police)

The letter will be forwarded to the National Coalition and request that Illinois send their feedback for a joint letter. The letter will be sent in e-format and hard copy to all of Oregon's and Illinois' Congressional delegation.

The OCBA will also request that the State Library Reference librarians start pulling together information on this subject.

VI. Administrator's Report

Lucy reported:

Regarding the Governor's Recommended Budget: The OACO's Agency Request Budget was submitted intact to the Governor's Recommended Budget. The Ways and Means Co-Chair's Budget is due 1/14/14. On the legislative side, the Co-Chairs budget will now be developed by Sen. Devlin and Rep. Buckley which will guide the Ways & Means committee budget process.

Regarding the OACO's Annual Progress Performance report (APPR) – The OACO received 11 new Key Performance Measures (KPMs) by the legislature in 2013 for a total of 15 performance measures. The OAC leadership has evaluated these 15 measures for each Commission with a score 100% in such areas as budgeting, Commissioner training, accounting, and others which speaks well of expectations of the OACs. The 2nd part of the Key Performance Measure process involves Commissioners' satisfaction surveys on Commissioner training, budgeting process involvement and other staff support. The results of those surveys show a 95% average in areas of relevance, content, overall satisfaction and other areas, and a lower ranking of 85% in timeliness. With 2 staff and 4 Commissions, this may be the cause though the OACO staff are always working to improve it. Nancy has sent an electronic link to the Key Performance Measures at the OACO webpages to all Commissioners. Lucy thanked all the Commissioners who participated in the KPM evaluations this biennium.

Regarding OAC's help with Racial Impact Statement considerations: At the OYA conference on Disproportionate Minority youth contact with the corrections system, the OYA Deputy Director Joe O'Leary asked Chair Manning and Lucy whether the OAC's might assist with the review of those pieces of legislation that are requested for Racial Impact Statements. Lucy will work with the OAC leadership to learn more and have a discussion with OYA and the Criminal Justice Commission.

Regarding end-of-biennium OACO General Funds remaining: We are entering the last 6 months of the biennium, and Lucy projects that \$30 - 40K of General Fund (GF) will be remaining in the OACO budget. She discussed a number of the factors that make this so. Each biennium in the January before the end of the budget cycle, Lucy and Nancy work with the OACO Accountant to provide projections for GF remaining. Lucy then works with the OAC leadership and each Commission to identify areas needing further investment of GF's in their budgets that will further their statutory missions, and an expenditure plan is approved.

Regarding a new partnership with the State Library for equity data and reference materials: State Librarians will be working with the OAC's Joint Legislative Committee to provide research for data and reference materials in the 6 strategic priority areas of the OAC's. The State Library is also interested in developing a joint public policy research internship with the OAC's in support of this work. Lucy will be meeting with them in December to learn more. The OCFW will be the champion for this internship that benefits all the Commissions.

Regarding the 2015 Biennial report of the OACs to the Legislature: Every 2 years each of the OAC's prepares a report on their statutory activities and outcomes for the Legislature. This is a reporting year for the 2015 legislature with reports due in mid-February. Lucy and Nancy will work with each Commission to pull together the report covering statutory areas of advocacy, public policy research, leadership, community engagement and partnership. The OCBA Chair developed a report in August of 2014 for the Joint meeting of the OAC's which provided an overview of the OCBA's advocacy and public policy research work in the past 2 years which will serve as the base of its report to the Legislature in 2015.

Lucy and Chair Manning requested assistance from all interested OCBA Commissioners in compiling and editing the report and requested volunteers willing to help lead its development with support from the OAC staff. Lucy and Nancy will send an e-request to the OCBA to identify those Commissioners willing to help.

VII. For the Good of the Order

The next OCBA meeting is Saturday, February 21st at PCC Cascade.
Send suggestions for proclamation for African American History Month.
The OCBA gave hearty thanks to Chair Manning for his exemplary leadership.

VIII. Adjourn

The meeting was adjourned at 12:04 by common consent.