



**MINUTES**  
**Oregon Commission on Black Affairs**  
**Saturday, August 16, 2014**  
**9:00 AM-12:00 PM**  
**Portland Community College (PCC) Cascade Campus**  
**Terrell Hall Room 112**  
**705 N. Killingsworth St., Portland OR 97217**

**ATTENDANCE**

**Chair:** James I. Manning Jr.  
**Vice Chair:** James Morris  
**Commissioners:** Robin Morris Collin, Karol Collymore, Julie Grey (phone), Gwendolyn Trice (phone), Representative Frederick, Senator Monroe  
**Staff:** Lucy Baker, Nancy Kramer  
**Guests:** Rebecca Arce and Theresa Powell, Oregon Department of Aging and Disabilities; Anselmo Villanueva, Department of Human Services (DHS) Workforce Diversity Coordinator; Nora Meier, Portland State University Graduate student; Steve Simms, Bureau of Labor and Industries (BOLI) Apprenticeship program; Musse Olol; Carolyn Edwards, President, PCC Cascade; Jeri Williams, co-founder of Survivor to Survivor; Antoinette Edwards, Director of the Office of Youth Violence Prevention, City of Portland

**I. Meeting Called to Order**

The meeting was called to order at 9:07am. A quorum was established. The Chair welcomed the Commissioners and community members.

**II. Review and approval of agenda and OCBA June 2014 Meeting minutes**

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

MOTION (Monroe/Collymore): To approve the June 2014 minutes as written. CARRIED.

**III. Public Comment**

**Rebecca Arce and Theresa Powell** spoke on SB 21, which passed in 2013 and ensures that the needs of seniors and people with disabilities can continue to be met by developing strategies to meet the changing needs of Oregonians across the state. The Advocacy and Development Unit within the Department of Human Services Aging and People with Disabilities will be hosting a number of community forums across the state to hear the needs and priorities of Oregonians who are aging, are people with disabilities, or who are involved with or work with these populations. The feedback provided from

the community meetings will be included in a report to the Legislature in February of 2015. This work begins in September and October.

The Commissioners thanked Rebecca and Theresa for their presentation.

**Anselmo Villanueva, DHS, Coordinator, Workforce Diversity Program**, introduced himself. DHS is the largest state employer in Oregon, with 9,000 employees. DHS has recognized that its employees need to look like the diverse communities it serves and is taking steps to achieve this goal. They also understand the importance of offering services that are culturally appropriate and relevant, and that those who provide the services look like those served. He asked OCBA to help by including referral of diverse job seekers looking for a career in state government to Anselmo among their contacts.

It was noted that thousands of Congolese women will be resettled in Oregon, many of whom are victims of rape and will need mental health services. Anselmo said fluency in Somali language was an issue they had on their radar, and they are working to meet this need. He encouraged the OCBA to continue to share cultural issues with DHS and Anselmo.

**Carolyn Edwards, the new President of PCC Cascade Campus**, welcomed the OCBA and guests to the campus. She comes from Connecticut and is interested in becoming a part of the greater Portland community. Chair Manning welcomed her.

**Musse Olol** introduced himself. He is a member of the Somali community and has applied to Executive Appointments as a potential new Commissioner of OCBA. The OCBA thanked Mr. Olol for his work in the community and his interest in appointment to the OCBA.

#### **IV. NEW BUSINESS**

##### **A. OCBA Public Policy Research Intern Nora Meier's Report on Apprenticeship to Journeyman research**

Nora presented her PowerPoint on her research concerning the low number of apprentices of color that become journeymen in the trades. Discussion followed. Commissioner Grey would like to bring this information to the Oregon Department of Transportation small business committee she sits on.

Commissioner Collin noted that Alando Simpson is newly appointed to the Oregon Transportation Commission (OTC) and suggested he be sent a copy of Nora's presentation.

Steve Simms, the Director of BOLI's Apprenticeship Program, thanked the OCBA, its champion for this internship, James Morris, and staff Lucy Baker for providing an opportunity for this research to go forward, and thanked Nora for creating the report. It will be helpful to BOLI and himself as the next phase of research begins. Mr. Simms noted that having the ability to research the data with the help of the Advocacy Commissions is tremendously useful to him and to BOLI.

Senator Monroe noted there has been interest in guiding more people of color into the trades, as they are high paying careers. There has been success in enrolling them as apprentices but the system has done a poor job of retaining them. He thanked Lucy for

implementing this OCBA internship. He and Representative Frederick advocate for new minority teachers to have mentors, and suggested mentors might be useful for minority apprentices as well. ODOT already sponsors mentoring programs. Representative Frederick has worked on this issue for a long time. He thanked Nora for her report. He suggested Nora review a bill that will be submitted by Representative David Gomberg, who sits on the House Procurement Committee, on issues of procurement and contractors in Oregon.

He also recommended contacting NAMCO (National Association of Minority Contractors) and local contractor Andrew Colas, who is a good resource.

Vice Chair Morris thanked Nora for her report. He explained that Nora's report is the 1st step in this public policy research project. The plan is to have two more interns to investigate certain aspects of this research more deeply and has already attracted a potential intern from Lewis and Clark Law School for the fall semester. He gave an example regarding an apprentice having an unstable income due to job availability, and sometimes they are offered a job out-of-town, and cannot afford to front the money to travel elsewhere. Nora believes there is information available that would support this theory, and the data requires further analysis.

Mr. Simms noted that ODOT has been a great partner with BOLI in funding several types of support for minority apprentices. Supportive services can cover the cost of childcare, transportation to and from the jobsite, remedial training, and more. ODOT is aware that apprentices face barriers when returning to work and ODOT is able to offer financial support through the sparse periods. The report may shed further light on what would be helpful.

Steve Simms would like to hear from the OCBA on how to better support these apprentices, and would appreciate any future recommendations.

Chair Manning thanked Ms. Meier on behalf of the OCBA, for her excellent work and commended her presentation and professionalism and thanked Mr. Simms for his partnership between BOLI and the OCBA on this important research.

#### B. Jeri Williams, co-founder of Survivor to Survivor

Jeri Williams introduced herself. She has been a client of foster care, DHS, the welfare system and is also an alumna of PCC Cascade where she learned to be a drug and alcohol counselor. She is a survivor of molestation as a child, domestic violence, rape and sex trafficking. She shared her story. In her experience, policies were not written for people of color and believes many policies were written against them.

She noted that DHS is struggling with addressing the issue that many foster children report that they are or have been abused in their foster homes. How to affect this is a long standing problem. To Jeri's knowledge, DHS doesn't currently ask potential foster parents if they've been sexual abused and Jeri and other advocates have suggested that this question be asked. Many women who say they have been sexually abused in their foster home, go on to become victims of human trafficking.

She recounted that pimps will gain control of girls usually aged 11 to 15, although an eight year old victim was recently found in Multnomah County. In the Justice system,

a criminal is sentenced to less time in prison for human trafficking for sex than for selling drugs. In order to develop effective policy, it is vital to have those most directly affected at the table, giving input and making decisions.

Jeri shared resources for Commercially Sexually Exploited Children (CSEC), including the Girls Education Mentoring Services ([GEMS](#)) in New York City, [Girls Like Us](#) (part of GEMS), the [Gang Trap video](#), and the National Human Trafficking hotline 1-888-737-7888 ([traffickingresourcecenter.org](http://traffickingresourcecenter.org)). The Polaris Project, which created the National Human Trafficking Hotline, keeps a database of all persons and children who are reported to them as missing. They enter the information into their database and when a person or child is picked up and reported, they can make a match. She also recommended President Obama's website entitled [End Human Trafficking](#).

There are very limited resources available for young people who are victims of human trafficking. Janus Youth Programs in Portland has 14 beds. Otherwise victims can end up in jail. This issue affects 200,000 children per year in the United States. Jeri works with a coalition of leaders in Portland whose goal is to raise awareness on trafficking and to continue to work on legislation and other policy remedies.

It was noted that the OAC's are working on another public policy research internship on CSEC. In Multnomah County alone 19% of victims of human trafficking are African American.

Chair Manning thanked Jeri Williams and commended her for all she has done and does. He pledged his support and OCBA's in partnership with Jeri.

#### C. Antoinette Edwards, Director of the Office of Youth Violence Prevention, City of Portland

Antoinette introduced herself. She would like OCBA to become internal advocates for the Black Male Achievement Initiative (BMAI), which supports black males who have experienced trauma due to institutionalized racism and discrimination. She proposed a vision: What would it look like to erase the word "disparity"? She is seeking specific policies to change how things are: Black men are not the deficit, the system is deficient. She asked the OCBA to join her coalition in advocating to "ban the box." This is an initiative that would disallow certain employers from asking whether an applicant has been convicted of a felony or arrested. This question also appears on housing applications. Because of disproportionate discipline issues and overrepresentation in correctional facilities, more black males can answer "yes" to that question, thereby needlessly disqualifying them from a broad range of employment and housing opportunities.

BMAI focuses on four areas: education, employment, family stability and the criminal justice system.

She also asked OCBA to support HB 3194, which relates to re-entry training for those who have been in prison. The bill specifically focuses on how to best use re-entry dollars for training.

Antoinette Edwards can be reached directly at (503) 823-3584 or by email at [antoinette.edwards@portlandoregon.gov](mailto:antoinette.edwards@portlandoregon.gov)

Chair Manning thanked Antoinette for her presentation.

#### D. Review of OCBA Strategic Plan

**a. Update Committees and assignments** as per OCBA's 2013 Strategic Plan  
The OCBA has two standing committees: the Legislative Committee and the Advocacy Committee.

Chair Manning asked Commissioner Collin to continue to chair this committee and she agreed to do so. Chair Manning; Commissioners Collin, Collymore and Grey; Representative Frederick and Senator Monroe will be on the Legislative Committee.

The Commissioners agreed that the Advocacy Committee is important and will remain active, and appointed Commissioner Grey to serve as its Chair. Vice Chair Morris, Commissioners Collymore, Grey, Jama and Trice will be on the Advocacy Committee. Chair Manning will participate as often as he is able.

Lucy suggested that the OCBA consider inviting members of the community to be ad hoc members. This strategy would allow the Advocacy Committee to bring subject matter experts in for a specified length of times (such as six months) to weigh in and make recommendations on subjects of interest to the Commission, such as policy outcomes from the Apprenticeship to Journeyman public policy research internship.

The OCBA will need revising its Bylaws in order to have ad hoc members on its committees. Chair Manning created a Bylaw Committee to meet and develop recommendations regarding allowing ad hoc members to join both standing committees. He asked all OCBA Commissioner to review the bylaws. Lucy will circulate the OCFW's relevant bylaws section for Commissioners' review. Commissioners will review Bylaws and discuss them at the October regular OCBA meeting, then consider voting on any proposed changes at the December regular OCBA meeting.

The long Oregon legislative session begins on February 1, 2015. This means the Legislative Committee has three meetings before session begins to organize their priorities for policy. It was noted that the various individual and joint committees in the Senate and the House will have all new chairs, to be announced on February 1<sup>st</sup>.

#### **b. Budget Update**

Lucy outlined the OACO's Agency Request Budget Policy Option Packages (POPs), which would provide funding for three new staff people plus an upgrade for the Executive Assistant position Nancy currently holds. The costs listed include all fringe and services and supplies such as IT support, rent etc.

The upgrade to the Executive Assistant position is a legacy for the OAC's to hire administrative support at a higher level when Nancy moves on. Nancy is already operating at a higher level as the position requires it.

All four OAC's now have a committee structure, which adds an additional 100 meetings per biennium to the staff's workload. An Office Specialist 2 position would manage the logistics, Public Meeting Notices and staffing for committee meetings.

Increasing research and legislative support – currently there are six public policy research internships operating this biennium; with a dedicated staff person this can increase to 10 or 12 per biennium with outcomes that will be handled by the OAC’s committees. This person would take on the waiting list of students and institutions interested in partnering with the OAC’s on public policy research internships.

A dedicated Public Affairs person is the final proposed position. This skilled individual would work with the 3 cultural commissions to increase the quality and frequency of outreach in the underserved communities in Oregon.

The total for all four POPs is approximately an additional \$559,000. These three new staff positions are equity positions. The OACs provide equity and policy in Oregon, and are champions for equity. The Department of Administrative Services’ (DAS) Chief Financial Officer will review the budget and make recommendations to the Governor as to what should go into the Governor’s Balanced Budget. In general the OACO’s full Request Budget received positive reactions from CFO’s Office and the Governor’s Office. The CFO’s Office is talking about budgeting and equity. When the OAC’s were refunded in 2005, Senator Devlin asked for more than 2 staff.

MOTION (Collin/Collymore): To approve the 2015-17 proposed budget as presented.  
CARRIED unanimously.

Commissioner Collin thanked Lucy and Nancy for the level of the work they provide and for developing all aspects of the Agency Request Budget (ARB).

#### **c. Discussion on Meeting Technology**

Staff are continuing to work with the resources available through the State to make video conferencing available to Commissioners.

#### **V. Items from Commissioners**

Representative Frederick is submitting a bill regarding regular psychological evaluation of police officers, and that investigations be conducted by impartial, objective people. Given the rise in the number of veterans in the U.S., the culture of policing is becoming more militaristic, and includes an element that is less about than serving and protecting; more about punishment than rehabilitation. The Commissioners discussed the value of re-examining how a police officer is hired.

The Commissioners discussed the recent events in Ferguson, Missouri, where a young unarmed black man was fatally shot by a police officer as he lay face down in the street.

Representative Frederick is also working on bills focused on more effective retention and recruitment in Oregon.

Chair Manning spoke briefly on his recent involvement with an African American group in Illinois that is organizing a teleconference of the different black and African American Commissions in the United States. He will continue to participate.

#### **VI. Administrator’s Report**

Due to time constraints, Lucy deferred the remaining items of her Administrator’s

Report until the next OCBA meeting and thanked the Commission for hearing and acting on the proposed 2015-17 budget earlier in the meeting.

**VI. For the Good of the Order**

Next meeting October 18, 2014, PCC Cascade Campus, building and room to be announced, 9:00am – 12:00pm

**VII. Adjourn**

The meeting was adjourned at 12:19pm.

## **AGENDA**

### **Oregon Commission on Black Affairs**

#### **Advocacy Committee Meeting**

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

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

Staff: Lucy Baker, Nancy Kramer

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

II. Review and approval of Agenda and Minutes

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

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

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

III. Review, discussion and approval of Committee Charter

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

B. Membership

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

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

IV. Commissioner Reports

Gwen has been working with OCAPIA Vice Chair Mari Watanabe on heritage issues. She shared the work of Japanese loggers with Mari who will also connect Gwen with resource people. In their conversations, Mari and she have discussed supporting an education initiative around exhibits and curriculum. Gwen hopes to foster conversation with Chief Education Officer Dr. Nancy Golden. Gwen is also working with Mari on bringing a Say Hey! to Enterprise. Gwen visited with Urban League around their work on the State of Black Oregon report. She provided an interview with Urban League that is part of their State of Black Oregon also. Julie is also working with Urban League. The Committee members asked Lucy to move forward on building a relationship with the Regional hubs and Whitney Grubbs. Vice Chair Morris' reported that the Apprentice to Journeyman Internship is in the process of securing another intern. He would like to invite Walidah Imarisha, who created a presentation called, "Why Aren't there more Black People in Oregon?", to speak to the OCBA. It was agreed the OCBA needs to view the presentation first and the YouTube link will be sent to all

OCBA Commissioners (<http://www.youtube.com/watch?v=fo2RVOunsZ8>). Gwen will reach out to Walidah and invite her.

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

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

OCBA Legislative Committee Meeting

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

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

Last meeting May 16, 2014

1. Requiring environmental warning information from DEQ and other state agencies to be issued or available in Multilanguage formats (OCHA discussion from an EJTF effort)  
Draft joint letter to Gabriela from OCHA, OCAPIA, OCBA, and OCFW.
2. Closing loopholes in auto lending requirements that negatively impact largely immigrant populations who are new to car ownership and associated loans (OCAPIA discussion with DOJ)  
Predatory Lending research internship: prelim dx with Michelle Vlach-Ing and DOJ ("Car Czar")
3. Mandatory psychological testing for new police applicants.  
Chair Manning to discuss this issue nationally in DC.  
Rep Frederick is submitting 6 or 7 bills regarding regular mandatory psychological evaluation of police officers, and that investigations be conducted by impartial objective people. Floyd Prozanski in Senate, colleague. Will submit to legislative concepts by Monday.  
Chair: requirement prior to employment  
3 bills: use of force  
2 bills: cameras  
2 bills: profiling issues (Center for Intercultural Organizing)  
Rep Frederick is also working on more effective retention and recruitment in Oregon.
4. Fast track certification of immigrant professionals (OARS) and adding immigrant to definition of cultural competency in human services  
Who to contact in agency and governor's office?  
Clackamas Community College fast tracking training health care professionals from foreign countries.  
Commissioner Brad Avakian?  
Tricia Tillman (Diversity at OHA) (RMC: come to next meeting? October 18th)
5. Discussion about "ban the box" on employment and housing applications etc., regarding person being convicted of a felony  
Invite Midge Purcell, Portland Urban League to next meeting