

# State of Oregon

## 2024 Racial Justice Council Report



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# Acknowledgment of new and returning RJC and Committee members

Chair, Governor  
Tina Kotek  
Marin Arreola  
Jesse Beason  
Tristen Edwards\*  
Maria Elena "Meg"  
Guerra\*

Mark Jackson\*  
Reyna Lopez  
Jan Mason  
Kim McCarty\*  
Ana Molina\*  
Tiffany Monroe  
Marcus Mundy

James Parker\*  
Jenny Pool-Radway  
Cynthia Richardson  
Josie Silverman-Mendez\*  
Paul Solomon\*  
Angela Uherbelau  
Annie Valtierra-Sanchez

Marisa Zapata  
Jimmy Howard\*  
Shay Huber\*  
Latiffe Amado\*  
James Cadon\*

\*New Members

## RJC Annual Report Workgroup

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Tristen Edwards  
Evann Goss-Lemelle  
Maria Elena "Meg"

Guerra  
Mark Jackson  
Reyna Lopez  
Kim McCarty

Ana Molina  
Tiffany Monroe  
James Parker  
Josie Silverman-Méndez

Paul Solomon  
Annie Valtierra-Sanchez

## RJC Annual Report Contributors

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Carlee Justis  
Javier Cervantes

Bryan Longoria  
Anca Matica  
Kate Nass

Jennifer Purcell  
Alaí Reyes-Santos  
Brian Rüdiger

Taylor Smiley Wolfe  
Yasmin Solorio



# Message from the Governor

Since my first day in office serving as your Governor, I have focused on urgent action on the issues of top concern for Oregonians – because I believe in the great potential and promise of our beautiful state. Our state’s strength lies in the richness of our diverse cultures, backgrounds, and perspectives, quilted together to create community, creativity, and innovation. As Governor, I have made it a point to reach out and work with a broad coalition of Oregonians, particularly those who come from vulnerable and underserved communities.

One of my greatest joys over the past two years has been getting to engage with Oregonians in their communities – from the farmworker community in Hermiston advocating for safe drinking water to Portlanders seeking to dismantle the systemic racism that has prevented Oregonians of color from finding secure and stable housing for too many generations. I leave each conversation with community members optimistic, strengthened with ideas about how the state can do better.

As proud as I am of Oregon, I recognize that our state has a legacy of exclusionary policies and practices that result in substantial disparities and barriers, hindering access to opportunity, a sense of security, and physical and psychological well-being for our state’s immigrant and refugee communities, Native Americans, and all communities of color. Progress on closing these disparities requires intentionality, intervention, and clear direction.

Every Oregonian should live in a reality where they have affordable housing, access to behavioral health care, and an education and early learning system that prepares Oregon’s children for successful futures. Each of these priority areas should be viewed through an equity and racial justice lens. My administration will utilize the tools at our disposal to create sound policy that reaches the most vulnerable among us by actively engaging communities that have historically not been at decision-making tables.

Since 2021, the Governor’s Racial Justice Council has been a cornerstone in the state’s efforts to expand opportunities and remove barriers for disadvantaged and underserved communities in Oregon. The Racial Justice Council has provided me and my advisors with guidance and recommendations in critical areas across state government. Council members have been instrumental in developing priorities within my 2025-2027 Recommended Budget. As part of the development of my 2025-2027 Recommended Budget, state agencies were required to provide Racial Equity Impact Statements (REIS) and a Diversity, Equity, and Inclusion Plan with their requested budgets, which were then reviewed by Council members. This year, unlike in the past, over 80 agencies participated in submitting these critical statements.

The Racial Justice Council’s breadth and depth of expertise has embedded equity and community engagement into the work of my administration. This report serves as a vignette of the Council’s work and engagement over the last year. Lasting change is only possible when it’s driven by the people. As Governor, I am committed to being a leader, a partner, and a listener who makes the work of the people more responsive and accountable to the diverse needs for those who call Oregon home.



Governor Tina Kotek

# Tribute to RJC member Patsy Richards



The Racial Justice Council lost one of its champions in 2024, Patsy Richards. Patsy was a beacon of hope and a tireless advocate for health equity. She played an instrumental role in the development and passage of Future Ready Oregon, the state's historic 2022 investment in equitable workforce education and training

opportunities. She dedicated her life to the pursuit of fairness in healthcare while upholding causes that ensured the most vulnerable among us had a voice. Her work was not just a job; it was a calling, one that she answered with passion, love, integrity, and unwavering commitment.

The RJC is grateful for Patsy's endless positive energy, always sporting a flower behind one ear, infectious smile, and unapologetic passion for equity of opportunity. She was a warm presence and her kindness, compassion, and love for people was palpable. Patsy was a source of inspiration, hope, and optimism. Her advocacy and volunteerism made a real difference for marginalized communities.

Through her efforts, countless lives were touched, and significant strides were made toward a more just healthcare system. Patsy's legacy is one of relentless pursuit of justice for Oregon's most

vulnerable people. Her leadership will have an indelible impact for years to come. She was a fierce advocate for continuous improvement, questioning the status quo and approaching our work with a keen scrutiny towards equity of impact and outcomes.

Her career as Director for Long-Term CareWorks at RISE Partnership was one of dedication to service. Patsy served Oregon as a member of the State Workforce and Talent Development Board (WTDB) and she was co-chair of the WTDB's Continuous Improvement Committee, as well as serving as a member of the Higher Education Coordinating Commission's Healthcare Industry Consortium. Patsy was a respected member of the Governor's Racial Justice Council (RJC) and co-chair of the RJC's Health Equity Committee. She also served as a member of the Bureau of Labor and Industries Apprenticeship and Training Council.

Patsy moved from Alabama to Portland in February 2020 to begin RISE's Long-Term CareWorks program. Her belief in doing hard things was exemplified when she chose to move cross-country to start at RISE, then a brand-new start-up organization, during a global pandemic. She leaned in and tirelessly worked to better the lives of Oregonians wanting a fresh start and career path in long-term care.

Today's RJC members benefit from Patsy's legacy and light which continues to illuminate the path for those of us striving for equity and racial justice in Oregon.



# An explanation of the “Committee pause” (January to March) and new meeting schedule

In the final quarter of 2023 the Equity and Racial Justice Office experienced personnel transitions with the departure of both the Equity and Racial Justice Director and the Racial Justice Council Policy Coordinator. While unfortunate, the transition allowed for a reassessment of how the Equity and Racial Justice team would meaningfully continue partnering with the Racial Justice Council and Committees to further the collective goal of advancing equity and racial justice in Oregon.

The Governor Office, in collaboration with members of the Racial Justice Council conducted a recruitment process for a new Equity and Racial Justice Director position. In February of 2024, Andre Bealer was appointed by the Governor to serve in the role.

With a new director in place, the Equity and Racial Justice team initiated a recalibration of the Racial Justice Council and Committees.

The team began by conducting an assessment of Committee membership and opening an application process for new members. Next, a new meeting cadence was finalized and the RJC began its new bi-monthly meeting schedule in May 2024. The RJC Committees began meeting in the off months on the same bi-monthly cadence.

Upon completion of the recruitment of new members and the establishment of a new meeting structure, the foundation for the continuation of the Council's work was laid and activities resumed. For the remainder of 2024, the Council and Committees focused on setting priorities for each relevant policy area, developing work plans to guide the work ahead and meeting with agencies and Governor's Office Advisors to provide recommendations to be included in the development of the Governor's Recommended Budget.

## Racial Justice Council Vision Statement:

The Racial Justice Council expands opportunities for members of underserved and vulnerable communities that have been historically excluded from decision-making tables to engage in meaningful ways and offer expertise in policy making that directly impacts the lives of all Oregonians, particularly those from the state's immigrant and refugee communities, Native Americans, and all communities of color.

The Council and its Committee members advise the Governor across an array of areas, including housing and homelessness, education, health equity, economic opportunity, criminal justice reform, environmental equity, and on legislative actions, executive orders, and state government policies, budgets, programs, and implementation.



# Racial Justice Council Highlights

The Racial Justice Council has continued its work with the Governor's Office to advocate for equitable policy and program outcomes. The Criminal Justice Reform Committee successfully championed for funding of the restorative justice grant program through the Criminal Justice Commission. The program provides public and private entities with financial support for restorative justice programs, a community-based alternative to the criminal and juvenile legal systems. The Environmental Equity Committee endorsed a \$1 million restoration of funds appropriated to establish a place-based community centered program to address water needs of Black, Indigenous, Tribal, rural and communities of color by addressing water quantity and quality. Throughout the year it has been a focal point to introduce new agency directors to members of the Racial Justice Council. It is important to establish connections so members of the Council have the opportunity to know their partners and strengthen

relationships. Oregon Health Authority Director, Dr. Sejal Hathi, Department of Corrections Director Mike Reese, and Oregon Department of Emergency Management Director Erin McMahon all met and engaged with the Racial Justice Council.

Over the last six months, much of the Council's energy centered on providing feedback and recommendations to support the development of the Governor's Recommended Budget. RJC Committees met extensively with agencies to review budgets and policy option packages.

Lastly, the RJC hosted Senate President Rob Wagner and House Speaker Julie Fahey, to hear directly from the state's legislative leadership on their roles, responsibilities, priorities, vision and goals for the 2025 legislative session. Through this process, Committees established priority goals and developed work plans to focus their efforts on furthering equitable outcomes during the upcoming legislative session and through 2025.

## RJC Committee Highlights

### Criminal Justice Reform Committee

Although the Criminal Justice Reform Committee (CJRC) did not formally meet in the first quarter of 2024 due to Committee pauses, it did not stop work from taking place. The Committee stayed committed to supporting efforts such as restorative justice programming through the Criminal Justice Commission (CJC). The CJRC also supported restorative justice efforts at the Oregon State Penitentiary, focusing their efforts in two primary areas. First, by organizing an Anti-Crime Summit. Secondly, through the creation of a restorative justice based curriculum aimed at preventing instances of domestic violence for incarcerated individuals who are released back into the community.

In addition to these efforts, the CJRC added a new co-chair in 2024, Tristen Edwards. Together with co-chair Paul Solomon, they assisted in the recruitment of five new members to serve on the CRJC that helped finalize the Committee's 2025 priorities and budget recommendations to Governor Kotek.

### Restorative Justice Grant Program

The RJC Criminal Justice Reform Committee supported the effort to fund the Criminal Justice Commission's Restorative Justice Grant Program (RJGP) urging the allocation of \$4 million for the RJGP in 2024. In 2021, the Committee engaged in extensive discussions regarding the future of criminal justice reform and the path to a more equitable and effective criminal justice system.

Restorative justice is a survivor centered approach to accountability that focuses on meeting the needs of the person who has been harmed and on promoting accountability for the person responsible for the harm. These programs inspire responsible parties to be active participants in their own accountability, by requiring them to face the impacts of their actions and, to the extent possible, repair the harm caused.

**“Serving on the Racial Justice Council has been a unique opportunity to address systemic issues of racial justice in the criminal/legal system. We know that BIPOC Oregonians are over-policed and experience disparate outcomes in just about every aspect of the system. The Racial Justice Council’s Criminal Justice Reform Committee has spearheaded reform legislation and championed policies and practices, like restorative justice, justice reinvestment, expungement reform, and police reform that are making Oregon a safer place to live for all Oregonians.”**

**–Paul Solomon, Criminal Justice Reform Committee Co-Chair**



## **Department of Corrections Subcommittee and Adults in Custody**

The Criminal Justice Reform Department of Corrections Subcommittee, supported the work of the Oregon State Penitentiary’s Restorative Justice (RJ) Group. The RJ Group was founded over a decade ago by a group of incarcerated men, including Sterling Cunio, who is now a member of the Criminal Justice Reform Committee. Mr. Cunio has helped the DOC Subcommittee understand and be responsive to the needs of adults in custody (AICs) and played an instrumental role in identifying key Subcommittee priorities. In 2024, the Subcommittee supported members of the RJ group in doing outreach for the Anti-Crime Summit. The Subcommittee also facilitated a partnership with the NYU Center on Violence and Recovery to develop a restorative justice based curriculum aimed at preventing future instances of domestic violence.

## **Anti-Crime Summit at Oregon State Penitentiary (OSP)**

The incarcerated members of the Restorative Justice Group developed the idea to host an Anti-Crime Summit with the goal of engaging community leaders in a day of conversation and group discussion related to crime prevention and healing. The Summit objectives were as follows:

1. Develop working relationships between Adults in Custody (AICs) and the community to reduce the nature and number of crimes and violence.
2. Enhance the awareness of the circumstances by which crimes occur by identifying behaviors and attitudes that predispose individuals to commit criminal acts.
3. Develop prevention/intervention treatment and training strategies aimed at reducing youth crime and violence.
4. Explore and develop meaningful ways in which transformed AICs can make meaningful contributions to the outside community.
5. Increase access to peer mentors and credible messengers.
6. Increase access to Restorative and Transformative Justice programming by mandating and establishing Restorative and Transformative Justice principles in all Oregon prisons.

The Department of Corrections Subcommittee played a supportive role and assisted the Restorative Justice group in identifying and contacting invitees, including legislators, members of the Governor's office, and people in the restorative justice community. Subcommittee members helped liaise with the local Toastmasters chapter in planning the event.

After several months of planning discussions and outreach, the Anti-Crime Summit took place on April 19th, 2024. Members of the Subcommittee and policy leaders spent the day at Oregon State Penitentiary (OSP) learning, connecting, and finding common ground with other community leaders and incarcerated people. DOC Subcommittee Chair, Tristen Edwards, and Racial Justice Council Advisor, Javier Cervantes, presented to the group on the work of the Racial Justice Council. Topics touched on issues related to healing, accountability, experiences of survivors of harm, and the importance of credible messengers.

### **Partnership with NYU: Circles of Peace and Preventing Instances of Domestic Violence Upon Release**

A priority of the RJ Group has been to find restorative ways to prevent domestic violence for incarcerated individuals who are released back into the community. The RJ Group informed the Subcommittee of a troubling trend they have observed, as they have watched individuals incarcerated for non-domestic violence offenses return to prison charged with crimes related to domestic violence. They asked the Subcommittee for assistance in addressing this issue and developing restorative justice based interventions that can help combat the negative effects of prison culture and prevent future violence towards intimate partners and other family members.

The identification of this need led to the development of a relationship with the NYU Center on Violence and Recovery (CVR), which has founded and continues to develop a model of restorative justice that is specific for intimate partner violence. The model, Circles of Peace, has 20 years of research backing its efficacy and the DOC Subcommittee was thrilled to have

the support of NYU in creating the program at OSP. NYU regularly attended meetings over the course of a year to co-create a domestic violence prevention program based on the Circles of Peace model. In August, the Executive Director of NYU's CVR, Krystal McLeod, traveled to Salem to conduct four days of training with the RJ Group.

Ms. McLeod plans to return to Salem in February prior to the program's launch to continue that training and to help put the finishing touches on the curriculum, which is currently being fine-tuned by the RJ group.

### **Criminal Justice Reform Committee Priorities**

The following are the priorities the Criminal Justice Reform Committee moved forward as recommended focus areas to the Governor. These priorities allow the Committee to create a work plan in 2025 and therefore coalesce and focus its energy going into the new year.

1. Restorative Justice- Policy Option Package (POP) 106 and associated Criminal Justice Commission (CJC) Policy Bill that supports inclusion of the Restorative Justice Grant Program in the CJC's current service level (CSL).
2. DOC (POP 202)-GIPA: Body Scanners (increase to five vs the proposed two)
  - a. Fund Gender Responsive Manager and Transgender Coordinator
  - b. Potentially cut other staffing recommendations, particularly ones that appear quasi security staff or ones that are not responsive to the advisory Committee. Encourage DOC to find room in pre-existing budget for additional costs.
3. Funding crisis in OPDC: critically important to continue increasing funding to public defense as we make up for decades of under funding and the unrepresented crisis that has resulted.
4. Expungement Reform
5. Justice Reinvestment Equity Program: included in the Governor's recommended budget and support associated policy bill that would make it a part of the CJC's CSL.

# Economic Opportunity Committee

***“The Governor’s Racial Justice Council has opened doors for traditionally marginalized communities, giving us a platform to actively participate in shaping policies and budgets that impact our lives. This collaboration isn’t just about representation; it’s about creating real, measurable change that reflects the needs and dreams of all Oregonians. I’ve seen firsthand how this initiative empowers voices that have long been unheard and fosters a more inclusive, equitable future. Together, we are laying the groundwork for a state that truly supports each of us in every corner of our community.”***

**–James Alan Parker, Economic Opportunity Committee Co-Chair**

Over the years, the Economic Opportunity Committee (EOC) has centered its efforts on addressing accountability, improving access to technical assistance and ensuring the State is advancing priorities identified by communities, focused on providing better service to underserved and marginalized communities. The subsequent priorities guide the EOC in its efforts to provide accountability and oversight that advance programs like COBID, Future Ready Oregon and the Economic Equity Investment Program (EEIP).

The Committee created a workgroup to study and evaluate the outcomes of Executive Order (EO) 22-15 and provide recommendations for continued improvements. The Committee is also working to address workforce challenges concerning the construction and health care industries. The Committee has identified these sectors and ones that would improve outcomes through additional collaboration and establishing goals using an equity lens.

EOC Co-Chair James Parker joined Co-Chair Jan Mason on the Racial Justice Council as the Committee membership also added five new members to the EOC.

## Economic Opportunity Committee Priorities

1. Data and response to the 2023 State of Oregon Disparity Study
2. Business Oregon DEI/Strategic Plan.
3. Executive Order-22-15 accountability review.
4. Subcommittee on construction & behavior health workforce.
5. Future Ready Oregon accountability review.



## Education Committee



***“I serve on the Racial Justice Education Committee because it allows me to actively contribute to ensuring all students, regardless of background or identity, have equal access to quality education by advising leaders on policies, practices, and initiatives that address systemic inequities.”***

***—Cynthia Richardson, Education Committee Co-Chair***

The Education Committee (EC) has provided feedback on a fiscal transparency dashboard to further accountability in how funds are used across school districts. The primary goal of these discussions was to create a dashboard that is relevant and easy to utilize for communities. In helping the Oregon Department of Education with the dashboard tool, the Committee recommended the addition of information like workforce demographics in relation to student body demographics.

The Education Committee has engaged in discussions regarding designated civil rights personnel in each school district, which included an update on what were districts hiring requirements for civil rights staff and the current status of those hires. For districts who had not yet initiated hiring civil rights staff, the Committee requested information on hiring plans, timelines, and mechanisms for accountability.

This year, the Committee saw the addition of four new members and the appointment of Committee co-chair Mark Jackson, who joins co-chair Cynthia Richards on the Racial Justice Council. The Education Committee members reviewed agency budgets and policy option packages, to identify Committee priorities, which served as guidance during the development of the Governor’s Recommended Budget.

### Education Committee Priorities

1. Closing Opportunity/Achievement Gaps
  - a. Workforce Diversity (Recruit and Retain, Promote Staff of Color)
  - b. Special Education Profession Retention
  - c. Early Childhood and Dual Language
  - d. Literacy and Math
  - e. Summer Learning
  - f. Attendance
2. Increasing State Commitment to Historically Underserved Students
  - a. Elevated Student Success Plans
3. Supports for Behavior Health/Mental Health
  - a. Eliminating Disparities in Mental and Behavioral Health
4. Safety & Sense of Belonging
  - a. Affirming Spaces
  - b. Connections & Relationships
  - c. Accountability
  - d. Bias Incident Response

# Environmental Equity Committee

**“The RJC is the only space focused on addressing issues directly through the lens of race—a reality often disregarded in Oregon’s past and present. While various approaches exist in the field of environmental justice, our Committee uniquely confronts the specific challenges facing communities of color and other defined environmental justice communities. Through the combined leverage of the RJC and the Governor’s Office, we are committed to driving meaningful and lasting change.”**

**–Tiffany Monroe, Co-Chair RJC  
Environmental Equity Committee**

The Environmental Equity Committee (EEC) has been a key supporter in reestablishing community program funding on the issue of water equity. The Committee acted as a thought partner in how best to navigate the process to assist organizations in securing these funds. The EEC had been following the re-appropriation of \$500,000 of emergency related water equity funding in the 2023 end-of-session budget bill. Due to Oregon’s critical need for continued water equity support funding the Committee requested a complete restoration of the remaining \$1 million that was reduced in the previous biennium for water equity funding.

## Water Equity

In 2021, the Environmental Equity Committee successfully advocated for a \$1.5 million appropriation in the Governor’s Recommended Budget to “establish a place-based community centered program to address water needs of Black, Indigenous, Tribal, rural and communities of color by addressing water quantity and quality [and to] to assess hydropower resilience within Tribal communities.” As a result, \$1.5 million was provided

by the Legislature to the Oregon Water Resources Department (WRD) in 2021. Unfortunately, WRD was unable to disburse these appropriated funds due to a lack of spending authority. Thus, \$500,000 of the initially committed \$1.5 million was re-appropriated in 2023.

Through the advocacy of the Environmental Equity Committee and partners like the University of Oregon, and the Higher Education Coordinating Commission, other state agencies, and non-profit organizations, the funds were distributed in summer 2024. All funds for the program have been allocated for the 2023-2025 cycle.

New EEC Co-chair Ana Molina was invited to join the Racial Justice Council and serve alongside EEC Co-chair Tiffany Monroe. In addition to the restoration of the water equity funding and the appointment of Co-chair Molina to the RJC, the Committee identified five priorities and agencies with whom it would like to partner. Priorities were shared with Governor Kotek for additional insight as her recommended budget was being developed.

## Environmental Equity Committee Priorities

1. Community Resilience Hubs with the Office of Emergency Management
2. Water Equity/Clean Drinking Water for Underserved Communities with the Oregon Water Resources Department
  - a. Support for hiring:
    - i. Two Communications Staff
    - ii. One Environmental Justice Position
3. Department of Agriculture: Pesticide Certification Education Curriculum in Multiple Languages
4. Support Oregon Department of Energy incentive program dollars and the Community Navigator Program
  - a. Targeting the most vulnerable people and populations.
5. Department of Land Conservation and Development
  - a. Budget
  - b. Climate Resiliency and Natural Hazard Planning
    - i. Ex. Wildfires

# Health Equity and Human Services Committee

**“By serving on the RJC and the Health Equity & Human Services Committee, I have an opportunity to impact state-level structures and systems to advance equity in Oregon. It is an honor and privilege to collaborate with colleagues from around the state who share a passion for racial justice work and to support Governor Kotek in her commitment to these efforts.”**

**– Josie Silverman-Méndez, Health Equity & Human Services Co-Chair**

The first task this year, recognizing the omission of a key area of focus, the Committee updated its name to include Human Services (HEHSC).

Staff worked with Committee leadership on member recruitment and retention. Two new members were recruited and added to the Committee. The Committee also nominated a new co-chair to join Marin Arreola and to also serve on the Racial Justice Council. Josie Silverman-Méndez accepted the Governor’s appointment over the summer.

The bulk of the work for the HEHSC centered on hearing from the Oregon Health Authority (OHA) and the Oregon Department of Human Services (ODHS) on their recommended 2025-27 budgets and proposed policy option packages (POPs). Related to this, the HEHSC developed a workgroup to identify policy and budget priorities. The workgroup developed criteria utilized to inform recommendations to the Governor’s budget-setting process and prioritize POPs for funding. This criteria was brought to the HEHSC for review, feedback and approval, and included:

## Health Equity and Human Services Committee Priorities

1. Access
2. Behavioral Health
3. Traditional Health Workers
4. Vulnerable Community Focused
5. Measurable Outcomes
6. Direct Investment in Services

Ultimately, the Governor’s Behavioral Health Workforce investments surfaced as a top priority. In addition, the HEHSC identified Health and Human Services Access, supporting Traditional Health Workers, and Coordinated Care Organizations (CCO) 3.0 Procurement as priority topic areas to be addressed over the next few years.



# Housing and Homeless Committee

**“The racial disparities in access to housing and income are due to the racial housing and job discrimination practices in Oregon. To address these disparities created by racism, it is critical that our state agencies have leadership from the Governor to support and encourage policies and practices that undo the harms of racial housing segregation. The Racial Justice Council Housing and Homelessness Committee invites the best housing and homelessness advocates in Oregon to support the Governor in this responsibility.”**

**–Kim McCarty, Co-Chair Housing and Homelessness Committee**

The Housing and Homelessness Committee (HHC) added four new members in 2024. Both co-chairs, Maria Elena Guerra and Kim Marty joined the Racial Justice Council as well. Before discussing and engaging on new priorities, the HHC revisited its previous work to inform the process of setting new objectives that support the Governor’s goals. The work culminated in identifying the Committee’s priorities to inform the Governor’s Recommended Budget. The overarching theme for the Committee was to build capacity for culturally specific organizations.

As the Committee prepares to organize around its priorities, the hope is that the HHC elevates priorities by engaging in the 2025 legislative session. The Committee is focused on seeing meaningful results, equitable outcomes, and agency accountability in their efforts to support the development of culturally specific organizations.

## Housing and Homelessness Committee Priorities

1. Culturally Specific Organizations
  - a. Moving from “Culturally Responsive” to “Culturally Specific” in the area of property management.
  - b. Prioritizing culturally specific affordable housing developers/operators/owners/service providers.
2. Maintenance of Effort
  - a. Oregon Housing and Community Services: Sheltering and rental assistance (tribal homeless investments, eviction prevention, sustaining re-housing, sustaining shelters).
3. Preservation and Not Losing Ground
  - a. Preservation of Oregon’s existing affordable housing (POPs 519 and 520)
  - b. Pre-Development
  - c. Technical Assistance and Resources POP 507
  - d. Land Acquisition POP 524 (protect culturally specific work)
  - e. Address the racial homeownership gap
  - f. Oregon Housing and Community Services POPs
    - i. Homeownership Development Incubator Program - Pkg 518
    - ii. Down Payment Assistance with OHCS Lending Pkg 521
    - iii. Down Payment Assistance with CRO Pkg 522
    - iv. Foreclosure Avoidance Counseling - Pkg 525
    - v. Manufactured Home Replacement Program - Pkg 527
    - vi. Homeownership Focused IDA Expansion - Pkg 528

# Racial Justice Council Budget Process and Engagement

The Racial Justice Council and its Committee members advise the Governor throughout the budget development process with the goal of providing recommendations that increase access, accountability and equitable outcomes. While the Governor has final say, the RJC is offered the opportunity to lend insight and suggestions which guides its shaping.

The Governor's Office has been diligent and intentional about creating a process that is both informative and inclusive for the RJC and its Committee members. Seeking the input and the expertise of the RJC membership has been a vital component in the budget development process. To that end the Governor provided a framework that helped:

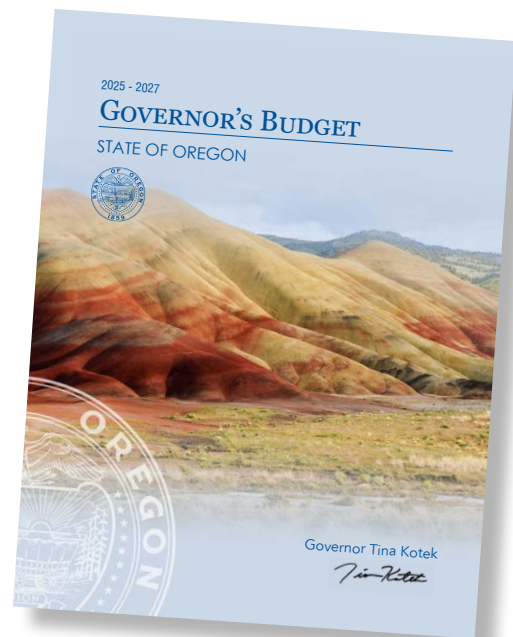
1. Provided direction to agencies on their Agency Request Budgets (ARBs);
2. Ensure the Governor's Recommended Budget is balanced, and meaningfully advances racial equity, especially in her initiative area investments.

Agencies were invited to present policy option packages (POPs), which are investments above the current service level budget, to solicit feedback focused on the racial equity goals and outcomes specific to each Committee.

An engagement timeline was created to guide the budget development process, which began in May. Periodically, program updates, financial forecasts and new information on policy priorities were provided throughout the process.

Following the initial engagement with the Racial Justice Council, the RJC Committees also had the opportunity to begin engagement in June to understand the budget context overview and plan for Agency Recommended Budget and POP previews. The following outlines the schedule of the engagement with the Racial Justice Council and the RJC Committees.

1. The Governor's Policy Advisors and Initiative Directors worked with Committee co-chairs to identify priority areas in preparation of June presentations from agencies.
2. In July, the RJC received the most current and updated budget landscape picture, which incorporated revenue forecasts and a synopsis of spending realities.
3. In August, RJC Committees were provided Agency Recommended Budgets (ARB) previews.
4. In September, Committees reported to the RJC on highlights from agency ARB and POP previews.
5. In October, RJC Committees convened to discuss and begin finalizing priorities and equity considerations for inclusion in the Governor's Recommended Budget.
6. In November, the GRB decision making process concluded.
7. The Governor's 2025-27 Recommended Budget was released on December 2, 2024.



# RJC Priorities included in the 2025-27 Governor's Recommended Budget

The RJC and its Committee's priorities are important. It is also important to note the realities of current revenue conditions which have put constraints on the ability to fund everything at the desired level. The Governor has taken under advisement the recommendations from the Racial Justice Council and has put forward the following priorities based on the advice of the RJC.

## Criminal Justice Reform Committee

### **Criminal Justice Commission:**

CJC: Restorative Justice Grant Program (Pkg 106)

CJC: Justice Reinvestment Equity Program through NW Health Foundation

### **Oregon Public Defense Commission:**

OPDC: Funding and eight positions for a financial and case management system (Pkg 101)

OPDC: Service Provider Rate Stabilization (Pkg 104); reduces Special Payment to OJD

### **Department of Corrections:**

DOC: Gender Informed Practices Assessment (GIPA) funds for priority actions (Pkg 201)

DOC: Gender Informed Practices Assessment (GIPA) - 3 additional body scanners

## Economic Opportunity Committee

### **Oregon Business Development Department:**

OBDD: TA Underrepresented Businesses (Pkg 106)

### **Higher Education Coordinating Commission:**

HECC: Future Ready Oregon ARPA continuation (Pkg 104)

## Education Committee

### **Department of Early Learning and Care:**

DELC: Birth to Five Literacy (Pkg 580)

Includes Dolly Parton and Kindergarten Guidelines

### **Oregon Department of Education:**

ODE: Early Literacy: Grant in Aid for School Grants (Pkg 582)

ODE: Summer Learning for 2025 & 2026 (Pkg 584): addback scalable

ODE: Summer Learning for 2025 & 2026 (Pkg 584): addback scalable

ODE: Summer Learning Evaluation and Infrastructure (Pkg 585)

### **Teacher Standards and Practice Commission:**

TSPC Early Learning: Early Literacy Evaluation and Preparation Staff (Pkg 580)

TSPC Early Learning: Literacy Position Reclass (Pkg 581)

## Environmental Equity Committee

### Oregon Health Authority:

OHA PH: Domestic Well Safety / LUBGWMA (Pkg 415)

## Health Equity and Human Services Committee

### Oregon Health Authority:

OHA OSH: Native Services (Pkg 414)

OHA Medicaid: HOP HRSN Benefits

OHA Central: Regional Health Equity Coalition Expansion (Pkg 411)

OHA Central: THW Customer Service, Workload and Tribal Training (Pkg 412 + Reshoot)

OHA Central: Health Equity Positions

OHA BH: Workforce Investments (Pkg 550)

OHA BH: Residential Capacity - Adult (Pkg 552)

OHA BH: Harm Reduction Clearinghouse (Pkg 551, \$32.8 million OF included on Opioid Settlement line item)

### Oregon Department of Human Services:

ODHS CW: FOCUS Expansion (Pkg 111)

ODHS CW: Family First Prevention Services Implementation (Pkg 112)

ODHS SSP: Youth Experiencing Homelessness Program Core Maintenance (Pkg 502)

ODHS APD: Access for Individuals with Behavioral Health conditions (Pkg 560)

## Housing and Homelessness Committee

### Oregon Housing and Community Services:

OHCS Homelessness: Maintaining Shelters (Pkg 501)

OHCS Homelessness: Sustain rehousing (Pkg 502)

OHCS Homelessness: Sustain LTRA (Pkg 503)

OHCS Homelessness: Prevention Infrastructure (Pkg 504)

OHCS Homelessness: Prevention Financial Assistance (Pkg 505)

OHCS Homelessness: Tribal Housing - to become "block" grant (Pkg 512)

OHCS Public Admin Affordable Rental & PSH Development: LIFT (Pkg 515)

OHCS Public Admin Affordable Homeownership Development: LIFT (Pkg 518)

OHCS Homeownership: Homeownership Development Incubator Program (Pkg 518)

OHCS Homeownership: Down Payment Assistance with OHCS Lending (Pkg 521)

OHCS Homeownership: Down Payment Assistance with CRO (Pkg 522)

OHCS Homeownership: Foreclosure Avoidance Counseling (Pkg 525)

OHCS Homeownership: Manufactured Home Replacement Program (Pkg 527)

OHCS Other: Culturally Responsive Property Management (Pkg 530)

OHCS Preservation Expansion Physical and Financial Needs (Pkg 519)

OHCS Preservation Manufactured Parks (Pkg 520)

# RJC Committee Membership

## **Criminal Justice Reform Committee**

Tristen Edwards,  
Co-Chair  
Paul Solomon,  
Co-Chair  
Sterling Cunio\*  
Shay Huber\*  
Nansi Lopez\*  
Michelle Love\*  
Shaylie Pickrell\*  
Babak Zolfaghari-  
Azar

### **Policy Advisors**

Valerie Colas  
Constantin Severe  
(Previous)

## **Economic Opportunity Committee**

Jan Mason, Co-Chair  
James Parker, Co-  
Chair  
Latiffe Amado\*  
Marin Arreola  
Kevin Bumatay\*  
James Cador\*  
Nicole Davison-Leon  
Evann Goss-  
Lemelle\*

Cobi Lewis  
Tiffany Monroe\*  
Marcus Mundy  
Ciara Pressler  
Anthony Veliz

### **Policy Advisors**

Kelly Brooks  
Sarah Foster  
Jesse Hyatt

## **Education Committee**

Cynthia Richardson,  
Co-Chair  
Mark Jackson, Co-  
Chair  
Djimet Dogo  
Jimmy Howard\*  
Kali Ladd  
George Mendoza  
Sonya Moody-Jurado  
Jennifer Simonson  
Angela Uherbelau  
Marie Chisholm-  
Burns\*  
Jaclyn Hurley\*  
Jennifer Wilson\*

### **Policy Advisor**

Pooja Bhatt  
(Previous)  
Rachael Moser

## **Environmental Equity Committee**

Tiffany Monroe, Co-  
Chair  
Ana Molina, Co-  
Chair  
Candace Avalos  
Jill Fuglister  
Janet Komoto  
Robert Komoto  
Clara Soh, Freelancer  
Alaí Reyes-Santos

### **Policy Advisors**

Chandra Ferrari  
Karin Power

## **Health Equity & Human Services Committee**

Marin Arreola, Co-  
Chair  
Josie Silverman-  
Mendez, Co-Chair  
Elizur Bello  
Tae-Sun Kim\*  
Jackie Leung  
Dolores Martinez  
Jeremiah Rigsby  
Jayln Suppah  
Annie Valtierra-  
Sanchez

Coi Vu  
Bahaa Wanly  
Policy Advisors  
Rachel Currans-  
Henry  
Kristina Narayan

## **Housing and Homelessness Committee**

Maria Elena Guerra,  
Co-Chair  
Kim McCarty, Co-  
Chair  
Melinda Bell\*  
Chris Bonner  
Jackie Follis  
Cameron Herrington  
Jimmy Jones  
William Miller\*  
Cathryn Murray\*  
Nathan Teske\*  
Marisa Zapata

### **Policy Advisors**

Svetha Ambati  
Matthew Tschabold

\*New Members

# Acknowledgment of past RJC and Committee members

## **Past Racial Justice Council Members**

Michael Alexander  
Jesse Beason  
De'von Booker Harris  
Sharon Gary-Smith  
Felisa Hagins  
Nkenge Harmon  
Johnson

Enna Helms  
Dr. Danny Jacobs  
Khanh Le  
Lauren Nguyen  
Chi Nguyen-Joyner  
Willa L. Powless  
Jessica Price

Joth Ricci  
Patsy Richards  
Toc Soneoulay-  
Gillespie  
Mark Strong  
Annie Valtierra-  
Sanchez

Miriam Vargas  
Corona  
Lamar Wise

## Past RJC Committee Membership

### Past Criminal Justice Reform Committee Members

William Barnes  
Maria Caballero Rubio  
Lew Frederick  
Terrance Hayes  
Josie\*  
Andy Ko  
Eric Richardson  
Mike Schmidt  
Lamar Wise

### Past Economic Opportunity Committee Members

Michael Alexander  
Annette Campista  
Diana Delgado  
Felisa Hagins  
Nkenge Harmon-Johnson  
Twauna Hennessee  
Jesse Hyatt  
Kelly Kupcak  
Chi Nguyen  
Joth Ricci  
Patsy Richards  
Dustin Seyler  
Miriam Vargas Corona  
Rob Wagner  
Herb Yamamoto

### Past Education Committee Members

Olga Acuna  
Yvette Alex-Assensoh  
Yosalin Arena Alvarez  
Maria Chavez-Haroldson  
Antwon Chavis  
Djimet Dogo  
Lew Frederick  
Tamara Henderson  
Zakkiyya Ibrahim  
Guadalupe Martinez Zapata  
Lauren Nguyen  
Kyshan Nichols-Smith  
Gabriela Peden  
Mayra Pelayo  
Corina Perez  
DL Richardson  
Larry Roper  
Jennifer Scurlock  
Miriam Vargas Corona

### Past Environmental Equity Committee Members

Tana Atchley  
Culbertson  
Nancy Bales

Kit Batten  
Direlle Calica  
Ira Cuello-Martinez  
LaNicia Duke  
Lisa Gaines  
Queta Gonzalez  
Tiffany Johnson-Heavener  
Shantae Johnson  
Sristi Kamal  
Oriana Magnera  
Mamelang Memela  
Carina Miller  
Thomas Ngo  
Huy Ong  
Jamie Pang  
Courtney Rae  
Quinn Read  
Gwendolyn Trice  
Wendy Veliz

### Past Health Equity and Human Services Committee Members

Christel Allen  
Winsvey Campos  
Linda Castillo  
Natie Dutro  
Kelly Gonzales  
Dr. Danny Jacobs  
Alyshia Macaysa  
Jackie Mercer  
Amanda Newcomb  
Albert Pacheco

Olivia Quiroz  
Patsy Richards  
Santi Santiago  
Jennine Smart  
Miriam Vargas Corona  
Izzy Ventura Meda

### Past Housing and Homelessness Committee Members

Maryam Bolouri  
Beth Burns  
Cristina Castano Henao  
SamiJo Difuntorum  
Enna Helms  
Jenny Kim  
Jenny Lee  
Joel Madsen  
Pam Marsh  
Dolores Martinez  
Denetta Monk  
Chi Nguyen-Joyner  
Cristina Palacios  
Emily Reiman  
Jace Richard  
Becky Straus