



Agenda/Notes

Office of Governor Tina Kotek
RJC Economic Opportunity Committee
October 21, 2025 – Zoom
2:30 – 4:00 pm
Moderator – Javier Cervantes

MEMBERS

| | | | | | |
|---|--------------------|---|-------------------|---|---------------------|
| X | Anthony Veliz | X | James Alan Parker | | Latiffe Amado |
| X | Ciara Pressler | X | Janice Mason | T | Marcus Mundy |
| | Cobi Lewis | | James Cador | X | Marin Arreola |
| X | Evann Goss-Lemelle | X | Justice Rajee | | Nicole Davison-Leon |

OTHER ATTENDEES

| | | | | | |
|---|--------------|---|------------------|---|-------------------------------|
| | Andre Bealer | X | Javier Cervantes | X | Alexandria 'Alex' Straub, DAS |
| X | Jesse Hyatt | X | Yasmin Solorio | | |

| Topic/Lead | Notes/Main Points | Decisions/Action Items |
|--|---|--|
| Update on Disparity Study Update • Where are they at where are they going. Alex Straub, DAS is presenting | <p><i>James and Jan commence meeting at 2:33pm</i> <i>Javier introduces Alex. Alex shares slide show</i></p> <p>Alex: The most rigid standard of judicial review, strict scrutiny applies to a state agency's race conscious programs.</p> <p>The agency is doing small business summits across the state. The disparity study roadmap addresses prompt payments. HB 2337 was passed and establishes authority for small business procurement program. It also creates a certification for Oregon Small Business Enterprise certification.</p> <p>Programming will include gathering resources, measuring effectiveness, and include transparent reporting. We are presently drafting rules and will be scheduling hearings for the Rules Advisory Committee in January 2026. Aiming for certification in July 2026.</p> <p>There is a steering committee that meets monthly. They guide project objectives, giving real time feedback.</p> <p>Separately, there is an advisory committee that meets quarterly. It is to disseminate current progress, provides feedback and assists in removing barriers.</p> <p>James Parker: You mentioned gathering resources on your sides, can you share more?</p> <p>Alex: This entails leveraging training on Oregon Buys,</p> | <p>Alex to share slides following meeting.</p> |

information on COBID certifications for business, resources for the community, bonding information, etc.

James: The reason my organization exists is because government sometimes lacks culturally responsive technical assistance, etc. What areas do you see can folks cross-partner to help alleviate these gaps?

Alex: Culturally specific and industry specific gaps exist. How do we create those partnerships so people get those resources they need, in the way they need them.

Ciara: There's a lot in there that we can do better. What's in your way stopping that outreach or things being easier for small businesses?

Alex: There is a barrier breaking into state contracting. On the state side, we tend to do the same contracting with the same organizations over and over. We need to remove those barriers. Providing education to contract with the state and doing it proactively. Prepping and creating those connections ahead of time is important. Secondly, the process needs to be less complicated, have better contracting language, removing exclusionary contract language.

Ciara: What's stopping you from starting those solutions?

Alex: Prompt payment has already started. A lot of new leadership and transforming procurement. Work is already underway.

Ciara: Small business speed isn't the same at the pace you are working with.

James: Looking at your dashboard, assuming the range here is three years?

<https://www.oregon.gov/das/procurement/pages/equity-procurement-dashboard.aspx>

Alex: Fiscal year 23-25 is what the dashboard captures. It includes all state spending. There are limitations to the data.


Marin: Been talking to several organizations in the last 4-6 months. Small businesses use a lot of upfront costs to cover items and wait till the state pays them back.

Alex: It's state law what the procurement rules are. We have the Oregon Accounting Manual (OAM) and it applies to everyone. It's an accounting issue, and our leadership is working to clean that up. For example, with Prompt Payment, the policy says to pay in 45 days and past practice was to hold payment as close to those 45 days as possible in order to accrue interest for the state. That is now not the practice.

| | | |
|---|---|---|
| | <p>Marin: The culture of having to call the state for updates is not good for small business. Instead, having the State of Oregon call businesses instead and give updates – it would be better for cultural business and is customer service friendly.</p> <p>Alex: New leadership wants results and the culture is shifting. There will be a lot more information coming out with our deliverables, objectives, and reporting.</p> <p>Jan: Repeating from the small business side, the biggest challenge is the first 90 days. Sometimes the contract takes a long time to process. Prompt pay is good but that is later down the line. Where we had to front load money for the small business is during the <i>mobilization</i>. It's great to get the news that you got the contract but the time period to get the contracts in place and legal, etc. If we could send a letter saying they can start their work, without the full contract being completed, I think that would improve things.</p> <p>Time is sensitive and critical. If you have to wait 90 days to six months for payment, you can close a business. They don't have capital to stay open that long and are forced to utilize their reserves.</p> <p>James: The accountability piece is missing from the state side. As DAS oversees a large percentage of contracts, we'd like to see commitment from those administrators to get the contract done. My organization carried over \$1M in government contracts and not getting paid. There needs to be ramifications for not following through on the state side.</p> <p>Javier: Thinking about how we advance this further and our conversation for December.</p> | |
| <p>Plan for HB 2337 Small Business Certifications Programs Update</p> <ul style="list-style-type: none"> • Alex Staub | <p>Alex: Since HB 2337 passed, we now go into rule making. Notifications and rules will go out.</p> <p>James: Would love to have Alex and DAS back. Looking at the \$2.5 billion in state spending that DAS is tracking, looking at how much is spent locally, and distressed areas will be important as we face budget deficits. These will be key and critical things that will provide resilience during session. Would love to have a plan in place to ensure small businesses can build resilience though state spend.</p> | <p><i>Alex to respond to comments in chat via email to Javier. Javier to forward response email to committee members.</i></p> |
| <p>Procurement Equity Discussion</p> <ul style="list-style-type: none"> • James A. Parker (potential priority) | <p>James: How are we directing our money ensuring it stays in state. Looking at the numbers from the dashboard shared earlier, they're dismal for communities of color. I'd like to see a bill for procurement study. We should look at how we bring that \$7.1 billion to our businesses.</p> <p>Marin: How do we make these systems accountable? If we say to do something, we feel we will get backlash. I've seen it happen. People are afraid. They control the dollars and</p> | <p><i>Jesse, Javier, and EOC co-chairs to prepare report out during RJC meeting on Nov 20th.</i></p> |

| | | |
|---------------------|--|--|
| | <p>power. How do you make people accountable without fear of backlash.</p> <p>James: We need a power shift in that.</p> <p>Jan: Out of that \$7.2 billion, only 2.1 percent went to COBID certified businesses. From that, only 1/3 went to POC businesses.</p> <p>Ciara: We aren't creating conditions to keep business in the state and people are moving out.</p> <p>Javier: For November's RJC meeting, during the committee report out portion, the dashboard might be what you share about and the bill you are proposing. There's opportunity for the committee to work through these – like November legislative days, letters, etc.</p> <p>Jan: Javier, can we meet in early November to prepare for that?</p> <p>Javier: Yes</p> | |
| EO 22-15 Update-Jan | <p>Jan: I want your permission to add a bit more to EO 22-15, given what we heard from Alex and how HB 2337 is going forward. When I looked at the dashboard, they reference EO22-15. Want to be sure we don't lose that continuity to this new EO and we don't lose that it's still in play. Alex mentioned the body uplifting the small business certification program. I need a roadmap of what the entities are and their purposes. Are we overlapping with too many advisory councils?</p> <p><i>Jan shares "Draft update to EO 22-15"</i></p> <p>Jesse: The disparity study was split into two. The metric I'm most focused on is the speed and quickest way to move the work forward. At times when we have one body doing things, it slows things down.</p> <p>James: Bodies like this that exist today. Accountability is important. We have to know how much leverage we have there, agree with Jesse.</p> <p>Ciara: There's a lot of duplication across public and nonprofit. Disclosure: did a strategic planning session for the state this month. Wonder if we need something like that to ensure we are balancing things we are talking about for procurement and different buckets. A lot of the reasons their previous goals weren't working is because their committee had to make sure their body were doing the things they said they would, we need to create a trigger to ensure bodies are coming to us to report first.</p> <p>Javier: Is that part of the recommendations to the EO? We want to aim for the first quarter of 2026 to get something to the Governor or RJC to react to.</p> | |

| | | |
|---|---|--|
| | Jan: I think we are close. | |
| Workforce Workgroup Update -Marin/Jan | <p>Marin: We have a committee of committed people doing recommendations and doing a section of determination. Our goal is by end of December to have a draft and submit it to the Governor. As you know the workforce system needs a lot of work and repair. Future Ready Oregon, created by this group, has done a lot of work.</p> <p>Jan: We intentionally invited folks who aren't RJC and are a part of workforce development boards, universities, and colleges because they are part of the solution. They will help us get buy-in down the road. Once you see it, once its ready to be shared, it'll be your opportunity to share input and how we look at it to create opportunity.</p> <p>We have a lot of talent in Portland region for semiconductors for advanced technology space. That is limited and has challenges for Oregonians and requirements to be part of that talent pool.</p> | |
| Governor's Business Roundtable Update)-Jesse | <p>Jesse: We have two completed of the Governor's Business Roundtable events, have four more to go. These are townhall style events with the Governor and businesses noted in the disparity study. They cover what is most impactful to make business easier in the state. Next roundtable will be with Native American community in early December. We are connecting with community partners to identify who should be there</p> <p>Javier: They have been very well attended, and our team all staff them.</p> <p>Marin: I attended the Latino one in September. Governor addressed each item that was brought up. It was healing and I was very impressed.</p> <p><i>Meeting is adjourned at 3:55pm. Next committee meeting is December 16, 2025.</i></p> | |

| | |
|--------------------------|---|
| Meeting Materials |  <p>Draft update to EO 22-15.pdf</p> |
|--------------------------|---|

Zoom Chat

14:29:03 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:
Economic Opportunity Committee Agenda (Oct 21 2:30 PM)

Update on Disparity Study Update (20 minutes)

Where are they at where are they going. Alex Straub, DAS is presenting

Plan for HB 2337 Small Business Certifications Programs Update(15 minutes)

Alex Staub

Procurement Equity Discussion (15 minutes)

James A. Parker (potential priority)

EO 22-15 Update-Jan (10 minutes)

Workforce Workgroup Update (10 minutes)-Marin/Jan

Governor's Business Roundtable Update (10 minutes)-Jesse

14:29:17 From Jan Mason to Hosts and panelists:
I have no audio.

14:30:44 From Yasmin Soloiro, Gov Office (she/her) to Hosts and panelists:
brb

14:33:10 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:
Economic Opportunity Committee Agenda (Oct 21 2:30 PM)

Update on Disparity Study Update (20 minutes)

Where are they at where are they going. Alex Straub, DAS is presenting

Plan for HB 2337 Small Business Certifications Programs Update(15 minutes)

Alex Staub

Procurement Equity Discussion (15 minutes)

James A. Parker (potential priority)

EO 22-15 Update-Jan (10 minutes)

Workforce Workgroup Update (10 minutes)-Marin/Jan

Governor's Business Roundtable Update (10 minutes)-Jesse

14:33:55 From Justice Rajee, Director Reimagine Oregon Project to Hosts and panelists:
i am finishing my lunch off camera briefly

14:50:46 From Jan Mason to Hosts and panelists:
Can we go ahead and stop sharing screen so we can see each other?

14:56:50 From Ciara Pressler [PREGAME] to Hosts and panelists:
can you drop the dashboard link

14:58:59 From Alexandria Straub DAS to Hosts and panelists:
<https://www.oregon.gov/das/procurement/pages/equity-procurement-dashboard.aspx>

15:00:24 From Ciara Pressler [PREGAME] to Hosts and panelists:
Yesterday at the Nonprofit Association of Oregon conference, a speaker made the point - we are acting as a bank when government doesn't pay in a timely way (or in advance), and we should communicate from that stature.

15:04:09 From Ciara Pressler [PREGAME] to Hosts and panelists:
The issue with waiting for the contract in order to start the work is that a biz isn't making any money, but can't invoice. It's ultimately better to start the work as soon as possible so that time is freed up faster for the next project.

15:08:39 From Ciara Pressler [PREGAME] to Hosts and panelists:
Example: I had to secure a line of credit to bridge the contract time - while we know from the data that banks are less likely to loan/give credit to POC owned businesses. So the ability to bridge the \$\$ lag is not in alignment with equitable access.

15:19:53 From Ciara Pressler [PREGAME] to Hosts and panelists:
Agree James - re advocating to the decision makers and on behalf of our communities

15:31:06 From Jan Mason to Hosts and panelists:
<https://docs.google.com/document/d/1aVErbBUx4bj14m0Ts0QOcSoNca0E02jZ/edit?usp=sharing&ouid=100992002032488710279&rtpof=true&sd=true>

15:54:31 From Yasmin Soloiro, Gov Office (she/her) to Hosts and panelists:
Next committee meeting is December 16, 2025

Link to [Original Executive Order 22-15](#)

Please edit using **comments only**. Select the **area** you would like to change and click the bubble icon on the left of the page.



VERSION A1

DRAFT EXECUTIVE ORDER NO. 25-XX

Advancing Equitable and Effective Governance in Oregon

The Office of the Governor

State of Oregon

EXECUTIVE ORDER 25-XX

WHEREAS, Executive Order 22-15, signed on July 27, 2022, established a coordinated, cross-agency action plan to ensure effective and inclusive public service delivery for all Oregonians, with attention to communities that have experienced barriers to access or opportunity due to historical and systemic factors, as documented in statewide equity assessments and service utilization reports; and

WHEREAS, Oregon continues to face complex challenges—including housing affordability, climate adaptation, economic transitions, and workforce shortages—that require the design of inclusive policies, culturally responsive service delivery, and collaborative community partnerships; and

WHEREAS, public investment must align with the principles of fairness, resilience, and shared prosperity, ensuring that state resources address systemic disparities and promote the well-being of all residents; and

WHEREAS, the voices and leadership of individuals and communities across Oregon—including those from diverse racial, ethnic, geographic, cultural, and ability backgrounds—are

essential for creating an Oregon that works for all Oregonians, particularly individuals who faced unwarranted bias.

NOW, THEREFORE, I, Tina Kotek, Governor of the State of Oregon, by the authority vested in me by the Constitution and laws of the State of Oregon, hereby order the following updates to Executive Order 22-15:

SECTION 1: COMMITMENT TO EQUITABLE SERVICE DELIVERY

State agencies shall implement measurable actions to enhance the effectiveness and inclusivity of their services, with annual reporting on outcomes, challenges, and corrective actions.

Agencies must adopt performance metrics, such as service uptake rates, satisfaction scores, and response times, that assess service delivery outcomes across various demographic and geographic segments, ensuring that programs meet the needs of all Oregonians.

SECTION 2: DATA TRANSPARENCY AND ACCOUNTABILITY

The Chief Equity Officer and the Office of Equity and Racial Justice shall expand the Statewide Service Delivery Dashboard to include outcomes disaggregated by relevant demographic and socioeconomic indicators to ensure equitable service delivery.

All state agencies must collect and report programmatic and fiscal data in a manner that allows for the analysis of service effectiveness across different communities. Agencies that do not meet established benchmarks or fail to demonstrate progress shall be subject to corrective action plans, increased oversight, and potential budgetary review by the Department of Administrative Services. The Governor's Office may issue formal directives or initiate performance audits to ensure compliance..

SECTION 3: COMMUNITY ENGAGEMENT AND PARTNERSHIP

Agencies must collaborate with community-based organizations and stakeholders in designing and implementing policies and programs, employing inclusive engagement practices that address local language access, cultural relevance, and trust-building.

A new Community Advisory Council, composed of representatives from diverse populations across Oregon—including geographic, cultural, racial, ethnic, and ability-based communities. Council members will be selected through a transparent nomination process to ensure broad representation and will provide formal recommendations to advise the Governor's Office and the Oregon Department of Administrative Services on cross-agency goals related to effective service delivery.

SECTION 4: ECONOMIC INCLUSION

State agencies shall strengthen procurement policies to ensure meaningful engagement with the business community, including small or certified businesses owned by individuals from historically underrepresented groups. Targeted benchmarks for inclusive contracting shall be reported annually.

Agencies involved in infrastructure, energy, housing, and workforce programs must align funding strategies with federal initiatives that promote equitable access to resources.

SECTION 5: FUTURE-PROOFING SERVICE DELIVERY

Beginning in 2026, a biennial State Service Impact Assessment Report—conducted by the Oregon Department of Administrative Services in coordination with independent policy analysts—will evaluate the impact... Findings from the report will inform future budget allocations, legislative proposals, and agency performance reviews, and they will evaluate the impact of major legislative and budgetary decisions on Oregon's service delivery goals.

The Oregon Department of Administrative Services shall update training requirements for agency leadership and staff to support equitable, responsive, and community-informed public service delivery.

This Order shall take effect immediately and shall remain in effect unless amended or rescinded by future Executive Order. All state agencies shall fully cooperate in its execution.