



CHAIR

X	Governor Tina Kotek
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MEMBERS

	Angela Uherbelau		Annie Valtierra-Sanchez		Chi Nguyen-Joyner
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X	Felisa Hagins	X	Jan Mason		Jenny Pool Radway
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X	Marcus Mundy		Marin Arreola	X	Marisa Zapata
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X	Miriam Vargas Corona	X	Patsy Richards		Reyna Lopez
	Tiffany Monroe	X	Toc Soneoulay-Gillespie		Josie C.
	De'von B.		Willa L. Powless		

OTHER ATTENDEES

X	Becca Uherbelau	X	Vince Porter	X	Christopher Wilson
X	Kelly Brooks	X	Javier Cervantes	X	Matthew Tschabold
X	Melissa Goff	X	Karin Power	X	Jesse Hyatt
X	Dr. Charlene Williams	X	Svetha Ambati	X	Cheryl Myers
X	Kelly Mix	X	LaVonne Griffin Valade	X	Lorraine Wilson
X	Jenine Gomez	X	Debbie Dennis	X	Alexandria Straub
X	Nolan Douglass				

Topic/Lead	Notes/Main Points	Decisions/Action Items
Welcome and Introductions	<p>The Racial Justice welcomes the new Secretary of State, LaVonne Griffin-Valade.</p> <p>Comment: We need a comprehensive approach to healthcare and programs.</p> <p>Comment: Over the next fifteen months, the SOS office should look at ways to set up the next administration successfully.</p> <p>The council welcomes new Oregon Department of Education Director, Dr. Charlene Williams.</p> <p>Comment: The Education Recovery Committee had the pleasure to meet with Dr. Charlene Williams and we are above excited to have her join us in Oregon.</p> <p>After the special introductions for the Secretary of State</p>	

and Oregon Department of Education Director, the councilmembers introduced themselves.

The Governor officially welcomes everyone to the August RJC meeting.

Contracting and Procurement

The Procurement Equity Updates presentation begins with the Contracting Task Force.

Key takeaways from the presentation:

- 15-member task force.
- 12 members appointed by the Governor.
- Timeline: applications are due by August 25th.
- Timeline: October will be the first convening of the task force.
- Timeline: Recommendations are due by September 2024.

There will be a press release today or tomorrow about a dozen task forces. Everyone will know there are plenty of volunteer opportunities and we'd love a large applicant pool to choose from.

2023 State of Oregon Disparity Study

Key takeaways from the disparity study presentation:

- The Oregon disparity study budget was passed in 2021 through HB 5006
- \$3.7 million was approved to facilitate the cost of contracting with a research firm to conduct the study and six positions to oversee the data collection and supervise the study.

What is a disparity study?

- It's a process where we examine the extent of discrimination in contracting and provide the basis by which the state can potentially enact race-conscious measures to counteract those disparities.

The 2023 Oregon Disparity Study will:

- Quantify disparities through data
- Analyze the policies, institutions, and structures that affect access/participation of traditionally excluded and marginalized groups from governmental procurement opportunities.

Study progress:

- Collected subcontract data from 487 prime contractors.
- Facilitated 11 stakeholder engagement sessions.
- Conducted 61 in-depth interviews with business owners.
- Conducted 4 focus groups with trade representatives.

Next Steps:

- There are two more facilitated stakeholder engagement sessions scheduled for August 21 and 24.
- We continue to engage with stakeholders and draft a procurement equity program structure.

Question: What does W/M/SDVBE stand for?

- Women-owned, Minority-owned, Service-Disabled Veteran owned, and Business Enterprise.

Question: I saw the SPOTS data on one of the data sets, are we showing purchasing by the state based on who they're purchasing from?

- Yes, we are unique in how we pay some contracts with small purchase transaction cards.

Comment: If someone doesn't get a contract, assuming we have a current court that has created a space for scrutiny, we should make sure the foundation is solid for this study.

- The integrity and legal backing are crucial to us as we progress to the actual program.

Comment: I want to recognize that there is a huge gap in the work when it comes to individuals who work and who do this work. When awarding contracts, we need to take more into account than who owns the organizations.

Comment: We've been looking at this for our agency, and in the research, we've looked at increasing the number of COBID contractors. If we increase contractors and the funding doesn't increase, we won't really be increasing contracts. If the study is looking at how much of Oregon's taxpayer money is going to out-of-state contractors, how is this an opportunity to increase in-state spending and lessen the gap.

Comment: When we talk about creating opportunity for folks to lean into the process, the time an individual needs to wait is a barrier. Some of this isn't attractive because people are being left out who cannot afford for the money to be released.

Comment: Regarding issues of race and civil rights, the study needs to talk with lawyers as opposed to DOJ lawyers.

- We do have a special task force who is focused on the legal realities, and we will keep this in the forefront as we move forward.

Comment: The lack of participation from the Valley

surprises me.

Comment: There is also the time that it takes to apply for a state contract/grant. Larger organizations have positions dedicated to filling out contract applications, and smaller orgs have a multi-role position working hard to get applications submitted.

Comment: I went back through COBID case-law and while I appreciate the work that's been done so far, but in the data collection COBID is important. COBID (Certification Office for Business Inclusion and Diversity) gives certification for an organization or business. Without the COBID certification, the business will not be considered in the data. I'm hopeful this study will unwind problematic policies, but there's a lot of work that needs to be done with the details.

- We aren't looking at only the certified firms, but many others. We also took a look at the hoops and procedures that folks have to go through, and I believe we will have some feedback on that later in the study.

Comment: It's a work in progress to how we can hold the funding accountable. How much longitudinal data do we have? I ask because once folks have a contract, it looks much better for future contracts. While we are looking at discriminatory practices now, we should account for discriminatory practices from years prior.

- Our data only looks at the past five years.

Executive Order 22-15 Procurement Equity

Key takeaways from the presentation:

- EO 22-15 became effective in 2022 to address gaps and barriers to state contracting for minority-owned, women-owned, service-disabled-veteran-owned, and emerging small businesses, and businesses for whom language access is a barrier.
- Developed a five-year action plan to implement the EO to embed an equity lens in state procurement improving data collection and transparency.
- Established procurement equity workgroup to implement recommendations of the disparity study and identify ways to embed equity into state contracting.
- Year 1 of the five-year action plan progress to date includes policy option packages and added DEI value statements in procurement documents.

Two POPs were approved:

- Made the Disparity Study 4-team positions permanent.

- Added 6 positions to the Disparity work.

Comment: In addition to community, I would encourage DAS procurement staff engage with NGIP and ACCA especially. In Oregon, there is also the BDI that is primarily procurement practitioners (American Contract Compliance Association, National Institute of Government Purchasing).

Question: Without changing the culture and applying performance metrics on the supervisor. Is there a way in the contracting the speak to the barriers in the workforce? Can we look at other metrics in the clauses of the contracts to help with the outcomes?

- DAS doesn't know how to do everything and that is why these conversations with the council to gather feedback are crucial to our work. I don't fully know how to begin outlining what you're saying, but I will take it back to the team and we will provide answers soon.

Question: Operationalizing is different than creating a plan. What do you have in place to support people of color?

- We have an EO but it's how we implement and follow-up on the EO that has real impact. Many of these are things we can do work on without the need for new law.

Comment: We need to honestly answer: what are we doing to support BIPOC people in positions of leadership?

Comment: I saw in a grant application that you are looking for more DEI proposals. The structure gives an understanding of the work without creating a simple box to check-off.

Question: There are a lot of other procurement entities that do this work. I feel like the cities of Chicago and San Antonio has done this work, so we don't need to reinvent the wheel. The people having equity and not being in poverty is more important than whether we have certain people getting these contracts. Our state will truly change when folks are no longer living in poverty.

Question: How many subcontracts does a firm need to become a main contractor?

- Every contractor is a main contractor, if you have one subcontractor that you are subletting business to, you will become a prime contractor.

<p>Director Search Update</p>	<p>The Governor thanked the councilmembers and anybody who participated in the listening sessions for director searches. A couple of searches are getting close to an announcement, but others are still in the early stages of looking at applicant pools. Before recommendations are made to the Governor, it's reassuring that the applicants are truly meeting the needs of the state. While she can't go into too much detail, this Council's feedback has been vital to the process.</p> <p>Comment: Investing in how we train and develop folks into these roles with success planning is something that we haven't implemented before, and we are beginning to see the outcome of that.</p> <ul style="list-style-type: none"> - If we have built up leadership in an agency, I want folks to apply. We do have some people in state government that are awesome utility players, but we will take this feedback to the team. I will say we are investing in training and education that creates a pathway to being a director. Those skills would then be applicable at multiple agencies. Once our processes are in place, we will make sure that there aren't large disruptions, but instead a natural continuation. <p>Comment: We need to grow our own but also think collaboratively. Oregon should become the place that folks want to work.</p> <ul style="list-style-type: none"> - We have developed a consistent process for managing equal-pay analysis and we need to make the work so compelling that the higher pay that other states may offer won't be part of the equation. <p>Question: Does there need to be some sort of public service leadership institute for jurisdictions to co-invest in?</p>	
<p>Committee Reports</p>	<p>Criminal Justice Reform Committee:</p> <ul style="list-style-type: none"> - The DOC subcommittee has been working with Krystal McLeod to make sure we're connecting with the adults in custody and decrease domestic violence. - We've begun planning for short session and legislative days to fight for restorative justice funding. Through this, the committee and subcommittee will be collaborative with the Restorative Justice Coalition. - Our committee lost a member, the DOC subcommittee lost a co-chair, and the Klamath Falls community has lost a great man in the passing of William Barnes. <p>Education Recovery Committee:</p>	

	<ul style="list-style-type: none"> - We continue to spotlight the members of our committee to build stronger, lasting relationships. - We are working on our workplan and charter to help define our work and priorities. - We continue to balance recruitment and timelines as well as structures of turnover. <p>Economic Opportunity Committee:</p> <ul style="list-style-type: none"> - A lot of the focus of today’s meeting has focused on the EcOp’s work. <p>Housing and Homelessness Committee:</p> <ul style="list-style-type: none"> - Our housing advisor has had a baby. - We’ve been working closely with ODHS to study the budget process and provide feedback. - We will be visiting the Siletz Tribe this fall. <p>Environmental Equity Committee:</p> <ul style="list-style-type: none"> - There has been a struggle to find a new co-chair for the committee. - The budget process is complex, and we are trying to figure out how we can apply an equity lens to that process. - Over 300 bills were passed this session and we are identifying the intersection with our work. We will synthesize everything into a single document. <p>Health Equity Committee:</p> <ul style="list-style-type: none"> - We have two meetings scheduled for August. - We discovered a need for CBOs to secure more funding. - We are exploring partnership opportunities and timelines surrounding the budget proposal process. 	
Close	The Governor acknowledges the incredible work of the council and announces an in-person meeting and reception for September.	

Materials	<ul style="list-style-type: none"> I) Agenda II) 2023 Oregon Disparity Study 	
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