



Agenda/Notes
 Office of Governor Tina Kotek
 RJC Criminal Justice Reform Committee
 April 28, 2026 – Zoom
 3:00pm – 5:00pm

MEMBERS

X	Babak Zolfaghari-Azar	X	Nansi Lopez	E	Shaylie Pickrell
X	Cameron Hayes	E	Dr. Nicholas Crapser	X	Sterling Cunio
X	Mariana Urdaneta Sanchez	X	Paul Solomon	X	Tristen Edwards
	Michelle Love		Shay Huber		

OTHER ATTENDEES

X	Andre Bealer	X	Javier Cervantes	E	Valerie Colas
X	Yasmin Solorio	X	Melinda Gross, DAS	X	Governor Tina Kotek
X	Tobias Sherwood, DAS	X	Melissa Cacho		

Topic/Lead	Notes/Main Points	Decisions/Action Items
Welcome	<i>Meeting starts at 3:04pm</i>	
DOC-EOCI Restorative Justice Programing Update	<p>Tristen: Cameron will share updates on the Eastern Oregon Correctional Institution (EOCI) Restorative Justice (RJP) next steps.</p> <p style="text-align: center;"><i>Cameron shares “Criminal Justice Reform Committee DOC Subcommittee” slides</i></p> <p>Cameron: It has been a cooperative endeavor with folks in custody. Was passionate to include their voices in a real and authentic way. The first time the subcommittee met with Adults In Custody (AIC) there was two outcomes. The first was the Anticrime Summit. It included law enforcement, advocacy organizations, adults in custody, and restorative justice experts. Cool to hear all those voices and get everyone on the same page.</p> <p>Second outcome was the Circles of Peace: Oregon’s first AIC domestic violence prevention program. The first thing they noticed was AICs returned due to domestic violence. The subcommittee created the first domestic violence prevention program, which is still running.</p> <p>Now we are in a time where we can revive the subcommittee. A guy at EOCI reached out to a community partner in hopes to create some restorative</p>	

justice programing there. Seems aligned with our committee and the work we want to do. There is a lot of unknowns but there is interest in moving forward from AIC's. The first two steps of next steps is contact with DOC, which would be on Javier and Andre. Work through logistics and support AIC-led vision.

Javier: It is a capacity issue for those in the community giving your time.

Andre: We'll work through Valerie and get an idea on how this will get stood up and start a soft introduction and have a jumping off point already set.

Tristen: Statement of Work (SOW) question. It strikes me that one thing we spent a lot of time doing is working with AIC to develop ideas on things we can support them with. This time we had someone reach out to with interest to start this. Is there a way to contact those at EOCI while you're creating that SOW for feedback?

Cameron: I can personally reach out to AIC and set up video visit or phone call through prison. Is that ok?

Andre: Totally, just want to make sure things are begin communicated. See no issue with that. Think that's the right thing to do here to so everyone's in the right page at the get go.

Javier: Previous volunteers for the DOC subcommittee were Shay, Shaylie, Babak, Nick, and Paul.

Gov Office team (Andre, Valerie, and Javier) to work on an introduction with EOCI.

Share background/context of OSP item

Tristen: One of the big projects we've been working on is communication with the Governor's Office on the feasibility study and building essentially two new prisons. If folks remember, we had Mike Reese from Dept. of Corrections (DOC) and Dept. of Safety and Justice present. We have shared our desire to see meaningful investments and pursuing alternatives to incarceration. That is going to be the meat of what we are talking with the Governor on but it will go really fast. Want to make sure we get their perspectives and end with concrete next step action items.

Paul: Important to remember that DOC has already got a head start on their part of this work. They were allocated in 2025 session to begin feasibility process and now Governor's Office has found \$150K, which is a small piece to begin a robust engagement process. We only really have until November for our piece to complete a

report to run parallel with DOC's feasibility study. It's a great opportunity for just to engage the Governor to talk about ways we can develop a robust process. All of the pieces and various aspects of sentencing reforms and other items to build a new prison.

Andre: Do have an update from Valerie. In short, the November timeline is flexible. We have an update that the Criminal Justice Commission (CJC) is moving and will not be ready by November. It will be later than that but exact details are still being worked out. Aiming for early 2027 is a more realistic timeline and that's where you can gain extra time and have more flexibility.

Paul: What does the procurement process look like? Will this be run through CJC or Governor's Office?

Andre: Will be run through CJC. Because contracts are over \$25K there isn't direct option to get a direct award. They're still working that out but we don't have a set answer for you today.

Paul: A logical next step may be for us to meet with CJC staff to talk about process.

Andre: Will follow up with Valerie and see what she can do there.

Sterling: You already have experts that's already been in DOC. As a hospice volunteer or 9 years there talking about building a prison for people who don't need to be there. What do you want to know? How I can help support. I know the studies and conversations.

Tristen: Hearing from you and Cameron as experience at Oregon State Penitentiary (OSP) will be most important. Hearing about your work as a hospice will be important. Important for us to talk about OSP as an institution. Strikes me that there is such a culture there. What do you think is important, what do you want her (Governor) to hear from you.

Sterling: We can do more with less. We were able to remove authorization from constitution. Smallest campaign budget in the organization. First known reentry program with 3 years of zero recidivism. DOC hasn't been able to do that, they've been at 30 percent for over numerous years. This track they're going down - always build and expand - it's always been forever other then their position of 'lets close the little one and open a bigger one'. Now we're talking about building two for

Andre to connect with Valerie on CJC introduction next steps.

someone who can't roll themselves over in a bed.

Paul: Spending \$80M or more to build a new prison both recognizing her past work will be important today and really talking about doing a similar process that will allow us to alleviate need on building a new prison.

Sterling: My life, friends and others has been impacted by Governor's trust in reform. That's why I'm here now.

Governor Joins Meeting Conversation (3:30 PM)

- **Lining up concurrent process and '28-'29 biennium**
- **Funds for a work group to explore alternatives (\$150k) on feasibility study/new prison build**
- **Guidance from Governor on expectations**
- **Aging population in DOC. Is there another way to address this?**
- **Revisit recommendations from HB 3194 in 2012 with legislative fixes.**

Governor Kotek joins meeting.

Tristen: Thanks for your engagement in this committee and feasibility study. Want to give acknowledgement in 2013 work with Justice Reinvestment Initiative (JRI). We really see this moment in time as an opportunity to be thoughtful on how we proceed and state of our budget and prison facilitates, and frankly opportunity to focus an area of state budget that is big and doesn't produce things we want and how we can look at having a lower cost with more efficacy. Just overarching themes on what we want to talk about. Two members are folks who spent time at OSP and want to give them an opportunity to talk. Javier and Andre gave us a few updates on CJC and close out with conversation on next steps and engagement with your office.

Paul: We're grateful for your efforts to work with staff to identify funding and help us. As you know we were hoping to find more money at this juncture but want to talk through on what process might look like so we have a good understanding on what good outcomes might look like and timelines. We were a bit concerned on initial November date to have a meaningful engagement for a report.

Sterling: Thank you for taking interest in this. My life directly, family, friends have all been issued from a governor who took interest in reform. Including VOH in tiny home community by Safeway near the capitol. I'm here because I did 28 years, commuted by Governor Brown. While inside, I led a bunch of efforts and started programs. Was a hospice volunteer for 9.5 years. Learned strength of compassion and how to be gentle when rolling someone over for bed sores. When I hear on building a prison for that population I think huh... We can do more with less. Solid measure 112, Regroup, the only successful reentry program that has did 3 years without recidivism. Others trying to get their recidivism down, we had it at zero. I've been active and know the history. Since 1994 when the prison population bursts at

the seams there's a request to build a new one - that's always the first go to. One, the one for older people doesn't even need to be built.

Cameron: I'm the Director of Regroup and did 14 years incarcerated and doing the work to ensure no one else is. So according to DOC's own logic that the prison won't be built for 7-10 years – the system will look different especially if everyone on this zoom is working towards having it look different. It's counterproductive. It's a 1 of 1 but the goal is that the numbers will be down. In 10 years, ideally that's no longer needed. The efforts and money need to go into criminal justice reform. Criminal justice reform is what needs to be done. Oregon is one of the most progressive states, and our incarceration rates are in the middle. We can do so much better. And doing criminal justice reform efforts even in the most humane – its not going to solve anything in 7-10 years. Did over a decade at OSP and know the flaws, like 114-degree cells. If you ask 99% of prisoners, they want to be at OSP. Each prison has their own culture. OSP is the most progressive culture. There's a culture at OSP that allows for autonomy and there's an incredible suit that allows for transformation but there's an environment that is rare and happening there. If you take away the building and separate the culture, you do something that isn't conducive to the transformation. If you stopped at OSP, you stop a culture that is currently and transforming lives.

Governor: Thank you for sharing that its super helpful.

Sterling: Reading in 2020 that there isn't any Black staff. That is felt, and there is a community that develops. When you have leaders that model transformation you get things that you can't get anywhere on the country. Put one more ball in the air, the people smarter than me can talk about policy and politics. It's compassion that changes lives. It wasn't the attempt to punish us that started making us think differently, it was opportunities to experience compassion and healing and opportunity to develop. They never start with compassion.

Babak: I work for Partnership for Safety and Justice; I met you with Kenny McGee on his experience and always brings up the opportunity to meet with you and be seen and impact on legislation and generations going forward. I think we are in a time with your leadership and so many folks connected with you that we have a opportunity to transform safety and justice. It's bringing up ideas which are connected to specific problems for

older generations and their health. Also zooming out and seeing the bigger picture of justice and safety. There are so many people that have so much direct experience, knowledge and passion to get to solutions and look at long term how to get a better reinvestment. The fact that we have someone as a governor really leaning into this and that leans on folks with direct experience and think we can come to a solution to really change our state.

Paul: Just want to remind everyone that we are a part of the RJC and this work is really ground in that. We have significant over representation in the prison system and with this we have opportunity to address these issues. There has been a number of ideas that will begin to address some of these long-standing opportunities in our state.

Tristen: So many great contributions. Would be remiss if I didn't mention that Sterling founded the Restorative Justice Group at the Oregon State Penitentiary. A lot of it is rooted in his experience with restorative justice and bringing it to the facility. Cameron started as a DOC subcommittee at OSP and was a leader in that restorative justice group.

Cameron is connecting to Eastern Oregon Correctional Institution (EOCI) to share that experience. Now they are here with us doing incredible work. Always take an opportunity to uplift the priorities of this committee on alternatives to incarceration. It's exciting to know it works. In 2020, DOC did a review of Oregon's footprint, it's our entire prison environment that is overburdened. We don't have enough public defenders and there's so many ways the criminal system can't be our only public safety solution. Really see it as an amazing opportunity to see what we things can look like if we do it differently.

In this 2020 report, one thing uplifted on addressing systemic racial inequity was something from RJC from first internation that was passing a bill to expand 'earned time' but unfortunately it wasn't passed. One issue we have is the only thing to change that prison population sit through legislative action. When we think about the future and investing around other initiatives. Earned time is a low hanging fruit. Good for people earning their time and working in a safer environment to be on their best behavior. Something to be explored.

Paul: Thers a few common sense reforms we've

identified and past work. Kulongoski did a number of reforms that were passed. Compassionate release – Oregon has one of the oldest prison populations in the country. They reoffend at low rates. It just doesn't make sense and it's a great cost when they aren't presenting a risk to the community. A geriatric prison is something we struggle to understand when they can be better served. Hoping to elevate as we engage in this work.

Do have some concerns about our committee's ability to shepherd this work, given the work to shepherd this in the past. Would love to hear from you on that.

Governor: It does take a village of advocates. As I'm thinking of the arc on some of these issues, I was always like 'let's get to yes' and figure out how to do it. Because we've seen this ability to get it done, we need different options out there. You've educated me on that topic and letting me know what it's all about.

Worked with great recession, pandemic, and were moving into a different budget environment. It's an opportunity. Deferred maintenance is problematic and on one hand, to ensure facilities are safe and healthy as possible, which is where this discussion on OSP came about. I see this as multiple paths to change. We need to see what the options are and hoping people will take part on the feasibility study.

We did talk about geriatric population, while that is moving forward. It could be possible they get the report done by November but there will be no fast decision. We may not see reports till early part of next year. Hoping we can see different options from them on that study. This is an opportunity for us to try and get to new things. Instead of maybe building to a projective future we don't understand but is there something we can be doing.

We've dug up \$150K from CJC. That can do two important things. 2013 work ground with PEW, to spend some money to work with Crime and Justice Institute with that third party analysis to restart that conversation with legislators who haven't done this before. We need to ground them in data. We need a bit extra money to do that community feedback and round out what we would be getting on hard data we'd get from CJI.

Geriatric populations is inhumane, but what can we do to reduce presence of a low risk and ill population. We

have to talk about compassionate release and always want to keep people safe. It's important to hold people responsible, it doesn't get left behind, but as someone who has dealt with aging and sick individuals, we have to turn the culture on what we're doing here. Idea of building more capacity is questionable and not about replacing and building more. You're all volunteers and appreciate your honesty. Figuring out how we can track up those engagements to the RJC, would be very helpful for me. If it becomes part of the conversation at the Council and will be super helpful.

Andre: Valerie wasn't able to make it but did let us know the November timeline moved to 2027.

Sterling: Compassionate release – parole board, DOC and Governor. DOC doesn't like to do it because its risk averse. But I have seen it done. But unfortunately its only people with the resources and isn't a general practice. It's already on the books.

Paul: May be finding better ways to create release authority.

Governor: DOC isn't going to do all that and they have to be told.

Paul: Curious on legislative champions and years past. We got a new group of legislators who haven't engaged in this space. Who else should we lean into with this work?

Governor: Rep Chotzen dn Wise were at the top of my head but it's a very changed legislature. Dependent on people's professional expertise, learned or lived experience. These topics aren't for faint of heart/ will think about that. In 2013, these were bi-partisan issues. This is bipartisan work and we have to think of that as well.

Tristen: When we were talking about allies, I really think DOC can be a good spokesperson for this. That seemed to be a common factor. How can we reduce population at DOC. And would be powerful voice for legislature to hear that we need to hear on alternatives.

Governor: Think we have someone inclined to do that already. That carries a lot of weight. Will have a conversation with him and see how he can be helpful and who he has internally to help with those discussions.

Cameron: You mentioned restorative justice. Sterling may be humble enough to not take credit and give him credit for that change. We changed the culture in a specific way. We had people preventing riots with conflict resolution, mental health, nation first drug diversion program inside a max security prison. We know how prison works and how to change it. Would say please when we have these conversations to include those involved but Dr. Nick Crapser was previous incarcerated and was behavioral health service manager at OSP for a while. He was an important person.

Governor: Thers a lot of things we have to change, things to work on together.

Javier: Both Tristen and Paul sit on RJC.

Governor departs meeting

Nancy: Sorry I couldn't contribute much but appreciate we see the importance of Cameron and Sterling to talk about their stories. That lens is the most important we have. Leading with them was phenomenal and got to know more about you too. Such a heartfelt moment to hear your stories and work with folks.

Sterling: Thanks for embracing us.

Priorities and Budget: ID Agencies and Budget Items including REIS- 30 minutes

- **No more than 5 agencies**
- **ID which 2-3 agencies (OYA, CJC, DOC)**
- **What to focus in advocacy (all) (Prioritize Agencies for REIS and Budget/ARB/GRB)**

Melinda and Tobais share "Racial Equity Impact Statements (REIS) Overview" slides.

Tobias: Racial Equity Impact Statement (REIS) is in statute and every agency request budget should include REIS and must be developed in consultation with the RJC. Within the last few months Melinda and Javier coordinated things like impact and accountability. Had a workgroup, members of RJC represented. Met weekly for 2 months. Left it was important for people to be apart of it. Had agency representation and longtime DEI practitioners. We want to ensure budget investment and results are included at the start of budget decisions. Want to keep accountability strengthened across the budget cycle.

Melinda: Met with DOJ. They were clear that there is the law and then there is the 'law' which the interpretation the federal government has. The interpretation does still carry a real risk due to that interpretation. DOJ said we could change the name 'REIS', but we decided to keep it. REIS is an analysis tool, which is considered lower risk. If we do a REIS analysis

that looks at disparities, that is low risk. The workgroup put together a thoughtful analysis tool and started feeding into accountability.

How your role on the RJC might come into play is the presentations from agencies. REIS instructions are in three buckets: Agency questions, Policy Option Package (POP) and Programs, and Supplemental. Agency questions like collaborators, racial equity and agency mission, barriers and opportunities, community voice, and data and disparities. Questions for POPS or programs – collaborators, data and disparities, community engagement, accountability and monitoring.

Our agency has 20 something POPs, and we have to do an REIS for each. We do have an array of folks completing them like program managers. You all get to make the decision on how you approach the work. We recommend choosing a small number of agencies to present, three or less, to have a more meaningful and robust conversation.

Paul: Last time we did three agencies and that felt like a lot. I think part of it is how much time can we allot to an agency because I'd rather us do two agencies and have more time vs doing more and having less time to have dialogue.

Javier: We've been fitting off-month meetings to build into the schedule to accommodate those time and meaningful engagement there. You are right, it has felt very rushed and we can try to avoid that.

Andre: There are certain committees that fall within their policy areas and others that have fewer. We want to provide flexibility for each committee to dive in what they feel best.

Paul: When do you need a response with our agencies?

Andre: We're still trying to outline the process with the budget.

Javier: Going back to minutes to March RJC. The belt is tight. Been clear with agencies it's not time to come through with new ideas, we have to do what we can with the dollars we have.

Melinda: Be clear on your expectations from agencies, your hoped outcomes, be clear in who you want to present (like agency director, DEIB practitioner, etc.),

and what info needs to be shared. If you want folks to share on decisions related to REIS, make sure they center it in conversation. Most agencies will be done with REIS in August or July. You'll be meeting with agencies before they complete them, just a heads up.

Paul: Will you or Tobias be on when agencies do presentations?

Melinda: Likely yes.

Paul: Lets discuss it as a group right now. Oregon Youth Authority (OYA) and DOC. Criminal Justice Commission. There is also Oregon Department of Public Safety Standards and Training (DPSST) and others that can be considered. If we did two it would give us more time, I think DOC and OYA.

Cameron: I agree. Melinda, curious how you see public safety agencies going into this. Is it genuine or are they checking boxes as a minimum.

Melinda: Depends on agency. Some agencies like OSP with training and support is super invested. There are others that are question mark. OYA has a strong DEI program leader but are also going through leadership transitions, etc. In earnest, many are trying to meet themselves where they're at.

Andre: This is also an opportunity for you to hold agencies accountable. You put the money where priorities are. If you all are advocating for something, can make sure to ask where things are going. This can be 'come back next summer and let us know where things are'. Could be start of longer-term convos on potential future budget changes.

Nansi: Do agree with what you mentioned Paul on priorities.

Tristen: DOC is good, OYA also. We need to develop relationship with OYA leadership. I want to hear from the Public Defense Commission (OPDC) and their plans for ensuring good representation for solo providers with no supervision. The way OPDC qualifies attorneys is based on their experience, but having 4-5 murder trials doesn't mean you're doing a good job. That's where we can see the racial impact. Just another budget issue I'd like to learn more about. Can do it through REIS or another time in a different capacity too.

Melinda: DOJ doesn't do RIES. Do see CJC is not on here. Public Defense Commission isn't on here as well.

Paul: Are we hoping to cover all agencies in one meeting?

Andre: Depends on the amount .

Paul: Concerned that those agencies weren't added.

Javier: Can edit the list and give another opportunities to vote.

Andre: Make another poll and resend.

Cameron: Melinda, why did Oregon State Police do a great job? And maybe we bring in someone who did a great job and see where their head is at.

Melinda: They are doing better then expected and thoughtful in their approach. In addition we met with agencies annually and quarterly. Public safety agencies quarterly – the Director shows up as often as possible, is clear on who shows in their place if they're not available. Shared his commitment to DEI on staff commitment. Their DEI plan is something that they check in on regularly. Their DEI manager is very on top of the work. You should invite him and great partner.

Javier: He is one of the more well versed person in doing DEI work in the public safety space.

Paul: Grateful to live in a state where we have to have them do REIS. Grateful for your leadership Melinda and the work you've done to help carry and improve the process. Compared to first REIS we did in this body, we're light years ahead process wise.

Melinda: We want agencies to do it well and show up in a more meaningful way. If you feel like there is something you want us to look out for as we review, let us know.

Next committee meeting is May 26th. Meeting concludes at 5:00pm

Meeting Materials



RJC_DOC_Subcommi
tee.pdf



REIS Process
(2027-29 Budget) RJC



Recap of Criminal
Justice Reform Comm

Zoom Chat

15:02:42 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

1. Welcome (5 Minutes)
2. DOC-EOCI Restorative Justice Programming (10 Minutes)
Workgroup Update (Cameron) Next Steps
3. Share Background/Context of Oregon State Penitentiary (OSP) Issue (Tristen and Paul) (10 Minutes)
4. Governor Kotek Joins Meeting at 3:30 PM to Discuss OSP Feasibility Study (All) (30 Minutes)
5. Committee Priorities and Budget (45 Minutes)
(Prioritize Agencies for REIS and Budget/ARB/GRB)

15:13:47 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

Volunteers on the subcommittee: Shay, Shaylie, Babak, Nick

15:14:14 From Paul Solomon to Hosts and panelists:

Big thanks to the subcommittee and Cameron's leadership!

15:18:18 From Cameron Hayes to Hosts and panelists:

Thank You!

15:23:09 From Babak Zolfaghari-Azar to Hosts and panelists:

brb

16:06:47 From Andre Bealer (he/him) Governor's Office to Hosts and panelists:

brb

16:29:55 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

To prioritize agencies you would like to hear from rank them here:

https://docs.google.com/forms/d/e/1FAIpQLSepHx1oD1n6mJcHKJ4KO_IZOYyKCJFB3-U7KLTuSdChCtp8hg/viewform

16:32:04 From Tobias Sherwood | he.him | OCC to Hosts and panelists:

Javier and Melinda! I have to get my daughter to a doctor's appointment. I'm sorry to have to run early!

16:32:24 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

Thanks!

16:36:31 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

Off month meetings for CJRC:

May 26, 3 PM

July 28, 3 PM

16:36:38 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:

You can check out the specific REIS questions here: <https://www.oregon.gov/das/financial/pages/budgetinstruct.aspx>

If you scroll to the bottom, there are 3 REIS worksheets, starting with the title, "Racial Equity Impact (REIS) Worksheet..."

16:39:44 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

To prioritize agencies you would like to hear from rank them here:

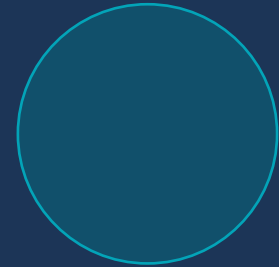
https://docs.google.com/forms/d/e/1FAIpQLSepHx1oD1n6mJcHKJ4KO_IZOYyKCJFB3-U7KLTuSdChCtp8hg/viewform

RACIAL JUSTICE COUNCIL

Criminal Justice Reform Committee DOC Subcommittee

A Cooperative Endeavor with Adults in Custody

History, Current Efforts & Path Forward



The Anti-Crime Summit

A Multidirectional Approach to Community Safety

The DOC Subcommittee's first cooperative endeavor brought together diverse voices inside Oregon State Penitentiary to address crime and community healing.

Law Enforcement

Advocacy Organizations

Adults in Custody

Restorative Justice Experts

Circles of Peace: Oregon's First AIC Domestic Violence Prevention Program

1

The Partnership

AICs collaborated with the NYU Center for Violence and Recovery to develop Circles of Peace — a domestic violence prevention curriculum designed specifically for incarcerated people.

2

The Milestone

In August 2004, the first cohort of AICs was trained in the curriculum — marking the Department of Corrections' first-ever domestic violence prevention program.

3

The Legacy

Circles of Peace continues to be a thriving program within the Oregon Department of Corrections, a lasting testament to what AIC-led innovation can achieve.

Eastern Oregon Correctional Institute — An AIC Reaches Out

Where We Are

Following a hiatus, an AIC at Eastern Oregon Correctional Institute (EOCI) reached out to community advocates seeking a partnership around restorative justice programming.

This effort is central to the values of the Racial Justice Council Criminal Justice Reform Committee DOC Subcommittee.

The motivation and proactive reach-out from an AIC speaks volumes — and the subcommittee is committed to helping build whatever programming is possible.

What We Know



An AIC at EOCI has proactively sought out community advocates



The subcommittee desires to support AIC-led RJ programming development



The specific programming vision is still being defined — by design



The AICs' goals will emerge through the partnership process

NEXT STEPS & PATH FORWARD

The subcommittee remains motivated. We will continue — at a pace that accommodates the Governor's Office capacity.

01 Contact DOC

Reach out to the Department of Corrections to seek formal approval to meet with AICs at EOCl.

02 Work Through Logistics

Significant logistical groundwork must be completed — much of it reliant on key capacity holders in the Governor's office.

03 Support AIC-Led Vision

Partner with AICs to define and develop the restorative justice programming they seek — on their terms.

04 Proceed at Sustainable Pace

Capacity is the central constraint. The subcommittee will advance this effort steadily while honoring real limits.

Racial Equity Impact Statements (REIS) Overview



Melinda Gross

4/28/26

Department of Administrative Services

REIS Background

What is an REIS?

ORS 291.206: “As supplemental information, each agency request budget shall include a racial impact statement, which must be developed in consultation with the Racial Justice Council.

The racial impact statement must describe the impact of programs, policies and budget modifications on Oregonians who are Black, Indigenous or other people of color.

[Amended by 1969 c.173 §1; 2016 c.117 §15; 2021 c.612 §4]”

REIS Workgroup

RJC

- Kim McCarty
- Dr. Jimmy Howard
- Latiffe Amado
- John Washington
- Paul Solomon
- Marin Arreola

Agencies

- Bryant Campbell (Consumer & Business Affairs)
- Morgan Spencer (Business Oregon)
- Larry Warren (Marine Board)
- Dion Jordan (Human Services)
- Teresa Rainey (Employment)

CFO Analysts

- Tamara Brickman
- Jason Trombley
- Sione Filimoehala
- Kat Walter
- Angela Parada
- Paul Johnson

GOV & OCC

- Javier Cervantes
- Andre Bealer
- Tobias Sherwood
- Melinda Gross

The REIS “Why” and Outcomes

An REIS ensures budget investments and reductions are evaluated for racial equity impacts during the budgeting process, so communities historically harmed or excluded are not disproportionately burdened by budget decisions.

Outcomes:

- Budget decisions are meaningfully reshaped
- Community voice informs decisions earlier
- Accountability is strengthened across the budget lifecycle

Conversation With the DOJ

Conversation with the DOJ

Law vs.
“law”

“REIS”

REIS as
Analysis

Other
Groups

Mitigation &
Resourcing

Examples of Higher-Risk Draft Questions

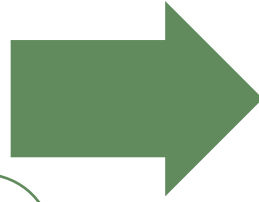
- How does this budget request direct resources toward communities disproportionately impacted by inequities?
- What percentage of funding will directly benefit impacted communities? Describe your plan for mitigating any potential negative impacts to racial equity related to this POP.
- What happens if equity goals are not met?
- How did you modify, change or adapt your POP because of what you learned from this REIS process?

REIS: Previous Years

REIS: Previous Years

2023-25

- 27 Agencies, Program Specific
- 38 Questions ([Appendix I, State of OR Diversity, Equity, and Inclusion Action Plan](#))
- In-Depth Presentations to the RJC and Feedback



2025-27

- All Executive Branch Agencies (~80), Agency Specific
- 4 Questions (adapted from [Appendix I, State of OR Diversity, Equity, and Inclusion Action Plan](#))
- DEI Plan Submission
- Affirmative Action Plan Submission
- Progress report for the 27 agencies who submitted an REIS the prior biennium
- OCC Analysis integrated into CFO Budget Analyst recommendations

REIS Instructions

2027-29 Budget

REIS Instructions

Complete the Agency REIS questions worksheet

- As it applies to agency-wide strategic mission, goals and programs

Complete the POP REIS questions worksheet

- For every POP proposed
- If additional revenue becomes available through the Governor's Recommended Budget

Complete the Program REIS questions worksheet (if no POPs are proposed)

- Only if no POPs are proposed

Submit a copy of the agency's DEI Plan and Affirmative Action Plan

The Racial Justice Council (RJC) may reach out to your agency to request a presentation on your REIS

REIS Worksheet: Agency Questions

2027-29 Budget

REIS Worksheet: Agency

To fill out this worksheet, download it from the [Budget Instruction Forms](#) website.

Executive leadership: Please answer the following questions regarding your agency's strategic mission, goals and programs. To fill out this worksheet, download a copy and type your answers under each question.

1. Who is completing this agency REIS?
2. Does your agency have a DEIB practitioner? (Yes or No)
 - a. If yes, describe how you collaborated with them on this REIS.
 - b. If you did not collaborate with them, why not?
3. How do the agency's mission, goals and programs impact racial equity?
4. What barriers exist in your agency's mission, goals, and programs that could hinder the advancement of racial equity?
5. What opportunities exist in your agency's mission, goals, and programs that could help advance racial equity?
6. How is community voice included in your assessments of progress, equity, and racial disparities?
7. What measures are you using to track equity changes over time?
8. Describe any racial disparities or trends you are noticing across your agency, programs, and data.

REIS Worksheet: POP Questions

2027-29 Budget

REIS Worksheet: POP & Program

To fill out this worksheet, download it from the [Budget Instruction Forms](#) website.

Program managers responsible for the POP: Please answer the questions below for every POP being proposed in your agency request budget. To fill out this worksheet, download a copy of this worksheet and type your answers below each question.

Program Overview

1. Please describe the POP being proposed.
2. Why is the POP being proposed?

Consultation

3. Who is completing this REIS?
4. Who is responsible for tracking equity outcomes? What method(s) are they using to track outcomes?

REIS Worksheet: POP & Program

Consultation (continued)

5. Does your agency have a DEIB practitioner (Yes or no)?
 - a. If yes, describe how you collaborated with them on this REIS.
 - b. If they were not involved in the development of this REIS, please explain why. Describe what you did instead to incorporate equity expertise and community input (e.g. listening sessions, advisory review, analysis of existing community feedback, partnering with trusted community partners, etc.).

6. Did you collaborate with your agency's data analysts, community engagement managers, outreach managers, and/or others that regularly interact with underserved and marginalized communities on this REIS? (Yes, no, or not applicable)
 - a. If yes, describe how you collaborated with them on this REIS.
 - b. If they were not involved in the development of this REIS, please explain why. Describe what you did instead to incorporate equity expertise and community input (e.g. listening sessions, advisory review, analysis of existing community feedback, partnering with trusted community partners, etc.).

REIS Worksheet: POP & Program

Community Engagement and Data

7. Identify the specific racial groups and communities that may be impacted by this POP, both directly and indirectly. In your answer, include responses to the following questions:
 - a. How did you identify these impacted groups?
 - b. What data are you using to validate your assessment? If possible, use outreach and engagement feedback to gather information and insight.
 - c. If possible, disaggregate the data by race, ethnicity, geography, income level, and other relevant characteristics. If disaggregated data is not available, please describe why.
 - d. How are communities impacted by this POP? What are the disproportionate impacts? Please be specific.

REIS Worksheet: POP & Program

Community Engagement and Data (continued)

8. How did you ensure multiple perspectives were part of the decision-making process for this POP? In your answer, include responses to the following questions:
 - a. Identify how you have or are planning to engage multiple perspectives and impacted groups to provide feedback on this POP (e.g. program design, budget, policy decisions, etc.). Please give specific examples.
 - b. If community engagement is not part of your approach, please explain why and what you did instead to incorporate community perspectives. In your response, describe: the decision-making process used to determine engagement was not feasible or appropriate, the specific barriers (beyond general time or capacity), and how you mitigated the risk of missing community input (e.g. using existing feedback, partnering with trusted organizations, review from advisory bodies, etc.).

REIS Worksheet: POP & Program

Impacts and Accountability

9. If this POP is not funded, please describe:
 - a. Which racial or ethnic communities would be most impacted.
 - b. How disparities would likely persist or worsen.
10. Who will be monitoring racial equity outcomes over time for this POP?
 - a. How will progress be reported?
 - b. How will leadership be informed of equity impacts?
 - c. How will the community be involved in monitoring outcomes?

Recommendations

Presentation Recommendations

- Choose a small number of agencies to present their REIS
- Choose 1 POP (or a small number) for an REIS analysis
- Be clear around:
 - Expectations
 - Hoped for outcomes (e.g. – feedback from the RJC to integrate into agency request budgets)
 - Who is presenting (e.g. – Agency director, DEIB practitioner, etc.)
 - What information should be shared
- If you would like to hear from agencies about decisions related to the REIS, center conversation rather than writing
- NOTE: Agencies won't fully complete their REIS until Aug./Sept.



Melinda Gross

Director of Cultural Change

971-374-3859

Melinda.Gross@das.Oregon.gov

Recap of Criminal Justice Reform Committee Priorities, 2026

Priority Area	Work in 2026	Status	Next Steps
Affirming Sanctuary Law	<p>Drafted an Advocacy Letter for 2026 Short Session</p> <ol style="list-style-type: none"> 1. SJR 203 – No Secret Police 2. SB 1587 – Stop Data Brokers 3. SB 1594 – Statewide Data and Public Safety Protocols 4. SB 1595 Implementation 5. SB 1538 – Right to Education Regardless of Immigration Status 6. SB 1570 – Protections in Health Care Settings 7. HB 4001 – DOJ Study on How the State may Address Unlawful immigration enforcement activities 8. HB 4091 – Restrictions on National Guard 9. HB 4150 – Public Contracts Prohibition Support 10. HB 4138 – LEAVA: Law Enforcement Accountability and Visibility Act 11. HB 4114 – Protect Your Door Act 12. HB 4111 – Anti-Discrimination Protections Support 13. HB 4079 – Safeguarding Students and Families 14. HB 4123 – Housing Data Protections 	<ol style="list-style-type: none"> 1. SJR 203 (In committee upon adjournment.) 2. SB 1587 (Signed by Gov.) 3. SB 1594 (Signed by Gov.) 4. SB 1595 (Signed by Gov.) 5. SB 1538 (Signed by Gov.) 6. SB 1570 (Signed by Gov.) 7. HB 4001 (In committee upon adjournment) 8. HB 4091 (At President's desk upon adjournment) 9. HB 4150 (At President's desk upon adjournment) 10. HB 4138 (Signed by Gov.) 11. HB 4114 (Signed by Gov.) 12. HB 4111 (Signed by Gov.) 13. HB 4079 (Signed by Gov.) 14. HB 4123 (Signed by Gov.) 	
Advocate and maintain 1115 Medicaid Waiver for People in Custody and Continuation	<p>Discussed October 28, 2025 (GO's Kristina Narayan, OHA's David Baden, Jessica Wilson, and Phillip Schmidt)</p>	<p>GO's Kristina Narayan "All decisions will also trickle through HEHSC and I can be proactive in getting the CJRC updated."</p> <p>Next Step: Discuss a status update when appropriate</p>	
Restorative justice and reinforcing efforts	<p>Continues to be a priority.</p>	<p>A workgroup has been convened with Cameron Hayes as its chair. The hope is to create a connection EOCI for support for programming. Met March 30.</p>	

		<p>Workgroup members include: Shay H., Babak Z.A., Nick C. Shaylie P.</p>	
<p>Track relevant criminal justice bills to prevent widening of penalization system</p>	<p>Drafted an Advocacy Letter for 2026 Short Session.</p> <ol style="list-style-type: none"> 1. HB 4041—Omnibus Criminal Bill: Includes increasing criminal mistreatment penalty in certain circumstances 2. HB 4089—Broadens definition for theft of services to non-payment of employees (wage claim theft) 3. HB 4096—Aggravated Felon in Possession, Makes it Class B 4. HB 4101—Increases sentencing guideline for Felony Elude 5. HB 4140—Expands Criminal Mischief 6. HB 4151—Increases penalty for Initiating a False Report 7. SB 1530—Expands crime of aggravated harassment 	<ol style="list-style-type: none"> 1. HB 4041 (Gov. Signed) 2. HB 4089 (Gov. Signed) 3. HB 4096 (In committee upon adjournment) 4. HB 4101 (In committee upon adjournment) 5. HB 4140 (Gov. Signed) 6. HB 4151 (Gov. Signed) 7. SB 1530 (In committee upon adjournment) 	

Other work items for the committee in 2026:

- Permanency of Restorative Justice funds
- Feasibility Study of a Possible New OSP

Possible New Priorities: