



Agenda/Notes
Office of Governor Kotek — Racial Justice Council (RJC)
May 15, 2025 – Zoom Webinar
3:00-5:00 p.m.

CHAIR

X	Governor Tina Kotek
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MEMBERS

X	Ana Molina	X	Jimmy Howard	X	Mark Jackson
X	Angela Uherbelau	E	Josie Silverman-Mendez	X	Paul Solomon
X	Annie Valtierra-Sanchez	X	Kim McCarty		Reyna Lopez
X	Cynthia Richardson	X	Latiffe Amado	X	Shay Huber
E	James Cador	X	Marcus C Mundy	E	Tristen Edwards
X	Janice Mason	X	Maria Elena Guerra “Meg”	E	Tiffany Monroe
X	James Alan Parker	X	Marin Arreola		
X	Jenny Pool Radway	X	Marisa/Mariesa Zapata		

OTHER ATTENDEES

	Andre Bealer		Johnna Timmes		Sarah Foster
	Ami Goswami		Johnna Papaefthimiou	X	Shana McConville
X	April Rhoman		Karin Power		Svetha Amati
	Bob Livingston	X	KC Ledell		Taylor Smiley Wolfe
	Bryan Longoria		Kelly Brooks	X	Valerie Colas
X	Chris Warner		Kristina Narayan	X	Vince Porter
	Doug Grafe	X	Matthew Tschabold	X	Yasmin Solorio
	Danny Moran		Maya Crawford Peacock	X	Kate Nass
X	Javier Cervantes		Morgan Gratz-Weiser	X	Supt Casey Coddling
X	Jesse Hyatt		Rachael Moser		
	Jim McKenna	X	Richard Lane		

Topic/Lead	Notes/Main Points	Decisions/ Action Items
Welcome	<i>Governor provides welcome. Javier does roll call. Governor overviews agenda.</i>	
Budget Forecast	Kate Nass: Revenue forecast went down since last forecast. It’s down further than it was for the GRB. This is a new concept we haven’t had for a while in state budgeting process. We can’t afford GRB like we did back in December. Forecast went down for GF and directional lottery fund. For example the commercial activity tax, for those of you that are part of the education arena, that funds our fund for student success - that also went down. Our lottery forecast that funds our national parks and natural resources and went down. What happens is when each of those goes down some of it may impact the general fund so and some may just impact the programs that are funded with it. We're unpacking all of that right now to get a full understanding of what this looks like for the legislature to really balance the budget. Revenue forecast will cover what we consider our current service level into next biennium. We still have challenge that current service level doesn’t include all those one-time funded resources like shelter operations, rent assistance, some Behavioral health services. Those are true services people are getting right now.	

Governor: Appreciate that overview. Costs are up; people are needing services. We have to deal with those first and make sure we are covering for it. When we think of cost up, revenue down. – is that the 750 that was in the paper?

Kate: The legislature allocated or appropriated about \$200 million dollars. \$220 million already this current biennium which then reduces the beginning balance which is how you get to that \$750 – 755 million number that was that's been quoted in the paper.

Governor: We have to really address the ongoing commitments we've made that are not built into the budget and we've talked about those. The housing and homelessness dollars of behavioral health there are some things that we believe should be continued. Of which you know the RJC has very much prioritized, and I want to say thank you for that and saying yeah we are all on the same page that we need to be doing these things. How do you scale the investments in my budget so we don't lose ground, understand the impacts of what a smaller set of investments might mean, and then pushes hard as you can to get those before the end of the session. I mean that's my thinking at the moment about those. Kate, what do you think in terms of next steps on your side? Obviously, a lot this is a lot of decisions will get made the next couple of weeks.

Kate: The financial office team has a number of analysts and then also there's the legislative fiscal office and their analyst team. There's a lot of conversations happening right now to make sure that we have the same assumptions with the forecast this is the normal process that we go through when we get a forecast.

Governor: Would like to hear thoughts now that we know the numbers and how do we prioritize what people need.

Marin: What were the other causes that you see in terms of the last three months of the drastic change that you think caused somewhat of a downturn with the revenue forecast?

Kate: Office of economic analysis produces quarterly analysis. There is kind of an impact of some of the economic uncertainty and how generally economists are moving a not a recession but like a slow down in the economy so and really the downturn was the fact that in earlier forecast he'd been projecting kind of a normal economic growth and now he's pulling it down to be a little bit more flat and go from there.

Angela: Are there individual legislator bills that have a big potential fiscal impact, do we know what they are, are any of those bills having a positive impact on racial justice?

Governor: There's probably too many to name, housing bills are primarily the ones I'm watching. The other big factor is the transportation package that if not passed, would leave a big hole in ODOT. That's more of a general good government - if we don't have an agency that can you know pave our roads and maintain our roads and take care of our bridges that's a problem. Wildfire funding is important.

OEA Revenue Forecast -

<https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/305665>

Legislative Revenue Office Forecast Summary

<https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/305663>

Jan: What support is needed and what can we do next.

Governor: There's a lot of fear on the horizon that we have a downturn, maybe we should hold money back, or worried about federal cuts. I'm really pushing the other direction saying if you if you if you spend less money because you're too cautious I think that actually feeds an economic downturn. We should be pragmatic about our budget but if we hold back too much money that has impact too.

Meg: Are the federal cuts not impacting us yet, do you think it'll impact us in the next budget and what do you think at that point we will be able to balance that if it's something we can do?

Kate: We don't know what federal cuts will look like yet. Best guess is likely know more in the fall.

Marin: Have you analyzed long term effects of cuts? Does it cost more in the long term.

Kate: I don't have any analysis at my fingertips. I don't have that analysis but I will say it takes a long time to get back to where it was.

James: SB573 is looking to pull back kicker. Does Gov Office have a thought on that and strengthening states budget.

Governor: We're still on track to give sizeable kicker for a billion dollars for next tax season. Only really viable/interesting convo in legislature around kicker is conversation to hold part of it back to hold for the wildfire. I think its something we can sell for statewide interest. Would help us and be a wonderful thing to do.

Kate: 1.6 billion for kicker.

Richard: Federal items are hard because they are moving quickly. Governor is in close contact with the attorney general's office on a lot of this she's also in touch with a lot of other states similarly situated. Secretary of transportation April 24th letter that went out threatening to cut off all U.S. Department of transportation funding and grants on all projects – In reaction, Oregon joined 19 states seeking to enjoin the Department of Transportation from taking away all the grants and appropriations as set out in that letter the lawsuit actually says that the state the government cannot force the states to do federal immigration work or impose vague conditions. On May 13th Oregon joined 19 states; that has been filed, no preliminary injunction yet. Seeks to ensure we don't lose FEMA dollars administered through DHS. On April 29th Oregon joined 24 other States and the District of Columbia re: elimination of the AmeriCorps program and reverse termination of 400 million worth of grants and appropriations for AmeriCorps programs. We're continuing to try to aggressively fight against the administration's efforts and as the Governor has said frequently she's not backing away.


Latiffe: Can you share on the certification process particularly for like what they are saying is illegal DEI? How is your team defining that? Is it under the equal protections act laws or are you taking a less risk or more risk adverse sort of approach? What are your strategies for maintaining current programs?

Richard: We don't operate illegal DEI programs. They need to tell us where our illegal DEI program is and we'll either address it or we'll change it so that it is in compliance but for the moment it's the state's position that we don't operate DEI programs.

	<p>Paul: Curious if you’ve heard of any restraining orders or these lawsuits particularly around funding that's already been appropriated by Congress and the administration ignoring the rulings of the courts. How much confidence do you have with some of these suits that if the courts side with Oregon that will actually see the dollars that have been committed?</p> <p>Richard: So far we we've been very successful in getting what has been approved and appropriated restored.</p> <p>Annie: What is the pressure on Congress to stay firm on what has what role they play in this and what has been committed and previous policies and commitments of funding?</p> <p>Richard: There's regular communication with the congressional delegations. I don't know about any organized pressure.</p> <p>Vince: Our federal affairs director Annie McCullough has regularly scheduled meetings with the Oregon delegation and certainly coordinate with them very closely about just informing them of everything that's going on. I know occasionally they've been trying to partner with other state delegations and some even republican dominated delegations to advocate for specific programs but we do stay in regular you know communication with them so that they have as much information about the impacts in the state</p>	
<i>Committee Reports</i>	<i>Agenda adjustment, committee report outs at the end.</i>	
Agency Director Report OSP Supt Codding	<p><i>Supt Codding shares his background and upbringing in the Eugene area, and interests in joining OSP.</i></p> <p><i>Prompt: What have you learned about OSP while being in this role?</i></p> <p>Supt Codding: Big impact OSP can have, criminal justice and public safety. They have over 36 offices. Most think of OSP as police on highway. We are far reaching – crime labs, firearm checks, etc. biggest thing I’ve learned is how influential we can be and how we can bring a lot of assets to the table. Some of our rural counties that’s especially true.</p> <p><i>Prompt: Share some thoughts on your vision for the OSP, equity, and racial justice.</i></p> <p>Supt Codding: In 2001 we started collecting stop data, long before we were required to collect it. In 2014 under Supt Hampton, we started a robust inclusion team of sworn and professional staff focused on all things DEI in how to advance the agency. I doubled down on our stance, approach, and commitment on DEI. We onboarded a new DEI manager and DEI plan to ensure we adhered to the affirmative action plan. Thoughts and vision really is how I can be influential and supportive within this agency across the state enterprise and how can I influence and better culture law enforcement across the state. Trying to keep it extremely simple, ensuring we are aware and trying to be good people, cognizant of what’s going on around us. We have three full-time staff that work in DEI space. Within law enforcement there is mandatory bias and awareness training to keep our certifications. Our staff put together training courses and expanding on what we are training and discussing with law enforcement.</p> <p>Paul: Last year when the Criminal Justice Commission issued its stop data report that it showed an overrepresentation of stops by OSP officers of Latinos and African Americans. What has the response been to that? Also, can you share around hiring and recruiting efforts.</p> <p>Supt Codding: Data is analyzed, we are pushing what we call “fatal 5 enforcement” which is really behavior driven, not equipment driven. Fatal 5 all</p>	

	<p>moving violations and behavior based. We look at daytime versus nighttime the search the hit rates. We're able to kind of see what would stand out and work with DPSST. We peel all factors away and if there is no way to explain something then we will root out what is going on.</p> <p>Paul: What are you doing to create a culture to people who want to join from different communities.</p> <p>Supt Coddington: Talk a Mile, participating in different things in metro area to ensure access. We had a youth group in Portland where we sent our fish and wildlife units up to spend time with kids in Portland. Invited groups to participate, our inclusion team and engage rural folks in DEI and that conversation. Recruiting efforts as well. Looking at standards and barriers. When it comes to culture I think its important to push everyone can do this and everyone is welcome here.</p> <p>Mark: I've been in conversation here at the county level. I have a specific story of an African American male who was in law enforcement in Virginia, who has now returned to Oregon. He continues to not pass the vetting process and he was a part of a swat and Virginia Beach. He's been trying to work with all the counties here in the metro area and just cannot find work. I'm trying to understand why states differ in hiring practices and the vetting process. To me and you have someone who's qualified and demonstrating success, but can't find work. Secondly, I would love to have further conversation with you in terms of just your outreach strategies. We see great opportunity for more presence and more collaboration within the black community.</p> <p>Supt Coddington: I would hate to guess what might be the hang out there but I agree with you that if you're certified in Virginia I'd be shocked if there's some reason we couldn't certify in Oregon. On our outreach our DEI manager grew up in Portland has some great connections and Portland has really assisted us in connecting specifically with the black community in Portland. There's all sorts of opportunities - with our tribal nations, Eastern Oregon, and all across the state. Would like to connect you with Kenny, you'd be pretty impressed with where we're at.</p>	
Committee Reports	<p><i>Criminal Justice Reform Committee:</i></p> <ul style="list-style-type: none"> • Monitoring the Deflection Program and legislative bills that would make changes both technical fixes and major changes to the actual grant program to make it more competitive and less of a formulaic allocation. • Department of Corrections subcommittee and Circles of Peace program, looking at are their ways to expand beyond just the Salem institution at the state penitentiary to other prisons in Eastern Oregon. • Tracking a number of bills and working on letters. • Concerned about the indigent defense crisis. Co-chairs met with Governor Kotek about the opportunity with the new director at Oregon Public Defense Commission re: changes that we were hoping to see. <p><i>Economic Opportunity Committee:</i></p> <ul style="list-style-type: none"> • Had the small business ombudsman from Sec. of State report and share impacts of small businesses on perspective bills. • Continuing EO22-15 discussion to prepare an updated draft for Governor's review. • Workforce work group continues to make progress. Looking at adding new members <p><i>Education Committee:</i></p> <ul style="list-style-type: none"> • Discussion around the early learning grant grantee cohort 1 granting turns of the geographic representation of those right awards there's I 	

	<p>think a cohort 2 that's soon to close as far as RFP process number show</p> <ul style="list-style-type: none"> • Received federal impact updates related to higher education. Received updates regarding our accountability bill • Summer learning bill was signed into law this year - a win for us. • Continued discussion on advocacy letters <p><i>Environmental Equity Committee:</i></p> <ul style="list-style-type: none"> • Guest speakers from Oregon Department of Fish and Wildlife. Shared how they have been seeing like staff reductions and concern over Executive Orders circumventing of Endangered Species Act, the impact in Oregon. • Oregon Dept. of Forestry shared federal level impacts re: timber, northwest first planned amendments, disruption to funding and staffing changes. • Working on advocacy letter. • EEC meets next week, will hear on revenue forecast. <p><i>Health Equity Human Services Committee</i></p> <ul style="list-style-type: none"> • Working to support a series of legislative proposals / bills. • Working on advocacy letters. <p><i>Housing and Homelessness Committee</i></p> <ul style="list-style-type: none"> • Focused on keeping the course of investments in housing both the emergency systems you know to prevent homelessness. • Support of our culturally specific organizations. • Going to be looking into not only property management but asset management housing development and how we can bring individuals to those areas. <p>Paul: Where do you see things this session particularly in light of the most recent revenue forecast around some of the housing investments?</p> <p>Meg: Infrastructure which is one of the most critical elements right now especially in rural areas it's not getting a lot of support in the legislature.</p>	
Announcements	<p>Javier: We have secured ethics training for all our committees and RJC membership. May 30th at 1:30pm.</p> <p>July 17th RJC meeting – want to get an understanding for vacations. We have a meeting scheduled, still having it but want an understanding. Will be post-session, good convo on where things landed. Please let Yasmin and I know what attendance will look like for July.</p> <p><i>Javier shares updates on committee/council recruitments.</i></p>	
Adjourn	<i>Meeting is adjourned 4:52pm</i>	

Materials	 <p>OSP Community Engagement Recap.p</p>
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Zoom Chat

15:02:28 From Latiffe Amado Horton cell to Hosts and panelists:

Hey all! Traveling and will be on camera in about 15

15:04:39 From Chris Warner, (he/him) Gov Kotek to Hosts and panelists:

Chris Warner, Governor's Chief of Staff

15:04:57 From Vince Porter to Hosts and panelists:
Vince Porter Deputy Chief of Staff for Public Administration

15:04:59 From Yasmin Solorio, Gov. Office (she/her) to Hosts and panelists:
Yasmin Solorio, She/Her. Executive Assistant

15:05:00 From Jesse Hyatt to Hosts and panelists:
Jesse Hyatt (he/him) Business Equity Manager

15:05:07 From Matthew Tschabold to Hosts and panelists:
Matthew Tschabold, he/him, Housing and Homelessness

15:05:09 From KC LeDell to Hosts and panelists:
KC LeDell, he/him, Senior Behavioral Health Policy Advisor

15:05:10 From RJC Marcus C. Mundy, HE/HIM to Hosts and panelists:
Marcus C. Mundy, he/him, Executive Director, Coalition of Communities of Color

15:05:32 From Marisa/Mariesa Zapata to Hosts and panelists:
Apologies - I am in the car and won't be able to talk until I get home. Marisa Zapata. She/her. Psu

15:05:35 From Valerie Colas to Hosts and panelists:
Valerie Colas (she/her) Public Safety Advisor

15:05:36 From Casey Coddling - OSP to Hosts and panelists:
Casey Coddling (he/him) Oregon State Police

15:12:11 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:

1. Welcome (5 minutes)
2. Budget Forecast (45 minutes)
3. Committee Reports (15 minutes)
4. Agency Director Report (15 minutes)
 - a. OSP Superintendent Casey Coddling
5. Announcements: (10 minutes)
 - a. Ethics Training
 - b. Ask about meetings in July based on vacations for people
 - c. Recruitment Update

15:27:04 From Jimmy Howard | RJC to Hosts and panelists:
Can we get a link to the forecast presentation?

15:32:54 From Vince Porter to Hosts and panelists:
OEA Revenue Forecast - <https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/305665>

15:33:22 From Vince Porter to Hosts and panelists:
Legislative Revenue Office Forecast Summary

15:33:33 From Vince Porter to Hosts and panelists:
<https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/305663>

15:34:18 From RJC Angela Uherbelau she/her to Hosts and panelists:
Thank you Governor and Kate for that information

15:36:33 From RJC Angela Uherbelau she/her to Hosts and panelists:
How much is currently in OR reserves?

15:36:51 From RJC Jan Mason, she/her to Hosts and panelists:
Thank you Governor. That's along the line of what I'm thinking. We need to encourage legislators to invest and not focus on reserves.

15:41:54 From RJC Marcus C. Mundy, HE/HIM to Hosts and panelists:
That's a start. But keep going, Legislature.....

15:42:11 From RJC Jan Mason, she/her to Hosts and panelists:
To Angela's question, the Governor and Kate may have more exact number but reports I've read are \$1.9 B in reserves also called the rainy day fund.

15:42:39 From RJC Angela Uherbelau she/her to Hosts and panelists:
Thanks Jan

15:43:18 From RJC Jan Mason, she/her to Hosts and panelists:
Of course, Angela.

15:45:11 From Kate Nass, CFO, she/her to Hosts and panelists:
Thank you Jan and Angela - You are correct - there will be \$1.9B in the Rainy Day Fund at the end of the 2023-25 biennium. There will also be an additional \$1.0B in the Education Stability Fund.

15:46:19 From RJC Angela Uherbelau she/her to Hosts and panelists:
Appreciate that info Kate

15:59:59 From Governor Kotek to Hosts and panelists:
Thank you everyone. Have to depart. Appreciate the conversation.

16:00:38 From Maria Elena Guerra (MEG) She, her, ella to Hosts and panelists:
Thank you for resisting!

16:10:50 From Latiffe Amado (ella, she,her) to Hosts and panelists:
Thanks, all. I have to run.

16:19:27 From Maria Elena Guerra (MEG) She, her, ella to Hosts and panelists:

Representation is just one of the strategies please consider continuing education in DEI. Thank you for your work on these challenging times.

16:21:57 From Mark Jackson to Hosts and panelists:

503.----- Mark Jackson

16:24:32 From Casey Coddling - OSP to Hosts and panelists:

casey.coddling@osp.oregon.gov

16:43:57 From Yasmin Solorio, Gov. Office (she/her) to Hosts and panelists:

May 30th at 1:30pm (Zoom)

16:43:58 From Maria Elena Guerra (MEG) She, her, ella to Hosts and panelists:

Can we get an invite via email?

16:44:30 From Paul Solomon (he, him) to Hosts and panelists:

I have a conflict at that time. Will it be recorded?

16:44:42 From Casey Coddling - OSP to Hosts and panelists:

Thanks for having me as a guest, take care!

16:46:58 From Yasmin Solorio, Gov. Office (she/her) to Hosts and panelists:

It will not be recorded but i'll be taking notes!

16:52:00 From Marisa/Mariesa Zapata to Hosts and panelists:

My kiddo wants me to make sure I tell you goodbye from him :)

16:52:02 From Maria Elena Guerra (MEG) She, her, ella to Hosts and panelists:

Thank you Team for a great meeting!

16:52:08 From RJC, Ana Molina, She/Her to Hosts and panelists:

Thanks everyone!



OSP DIVERSITY, EQUITY, AND INCLUSION

'23-'25 Community Engagement Highlights

OSP and Elevate Oregon Unite to Inspire Northeast Portland Youth

In March 2025, the Oregon State Police (OSP) teamed up with **Elevate Oregon** for an event organized by Captain Casey Thomas of the Fish and Wildlife Division. In addition to F&W, the event featured SWAT, Bomb Squad, K9s, and Patrol. The day drew about 100 kids and staff from inner-city Northeast Portland where kids explored tactical gear, met working dogs, and asked questions like “Do you train them with hot dogs?” while connecting with Troops in a welcoming setting.

From kids asking to be put in cuffs and arrested to Troops uncomfortably going along with the request knowing the optics may look bad this DEI Newsletter, the event brought many smiles and laughs,

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broke down barriers, offering a humanizing glimpse of law enforcement and inspiring youth to envision big futures. **Elevate Oregon** staff praised the alignment with their mission of building relationships and secretly had just as much fun as the kids checking out police cars and tactical gear.



Why is this important? Well these events help make progress on DEI Action Plan goals as well as advance the OSP 5-year Strategic Roadmap's goals of Strengthening Community Relations as well as hopefully improving overall public safety. The data also shows where community and police connections can be built and sustained, the formed partnerships create more proactive problem-solving, reduced fear of crime, and improve overall public safety through cooperation and mutual effort.

About the event DEI Manager Kenny Lowe said, "This event really hits home. As someone from Northeast Portland I see myself as those kids. I'm glad OSP can have a positive impact and make a good impression on them... Those are opportunities I didn't have growing up there."

Thank you to Captain Thomas for organizing this event and the participation of everyone who attended to help make this a success! Thanks also to OSP leadership for allowing these investments. DEI Unit looks forward to more collaborations and planting more seeds in the future.



Talk A Mile



DEI Manager Kenny Lowe was recently invited to an event with Justin Fogarty, Co-Founder and Executive Director of **Talk A Mile**. Talk A Mile is a program that connects Black and Latino Youth leaders with local law enforcement and public servants with a goal of improving the community one conversation and one mile at a time. Their mission has strong alignment with our OSP DEI goals and OSP 5 Year Strategic Roadmap specifically, GOAL #2: Strengthen Community Relations with the objective: To build and maintain trust and positive relationships with the diverse communities. Kenny met with Justin along with his brother Sean Fogarty, Co-Founder and Public Safety

Liaison also serves as a Fire Lieutenant / Paramedic for Portland Fire & Rescue.

The session was held with a group of student leaders at Centennial High School in Gresham Oregon where they were joined by Vince Jones-Dixon | Multnomah County Commission, Chief Travis Gullberg, along with several members of Gresham PD.

The participants engage in guided conversations as they walk for a minimum of a mile. Following the event attendees are able to debrief their Talk A Mile experience. For photos, data, quotes and links to the Talk A Mile social media post you can [click here](#).

Thank You Justin and Sean Fogarty of **Talk A Mile** and the youth leaders at Centennial High School for this opportunity. We look forward to partnering again for future events.



OSP Volunteers at Camp Rosenbaum

'You can go as high as you want to go'

Camp Rosenbaum provides a unique summer camp experience for boys and girls who live in low-income housing in Oregon and SW Washington. Several OSP employees volunteered their time and helped make a positive impact and lasting memories for the week. The surprise comes at the end of camp when counselors arrive in uniform and disclose they are members of the law enforcement community. The event often interrupts biases youth might have about first responders and law enforcement.

Camp Rosenbaum was founded over 50 years ago by Fred Rosenbaum, a survivor of the holocaust and immigrant to the United States who realized that children could benefit from a citizenship-based camp to show them the opportunities through education and hard work that also shaped his life. Since 1970, camp Rosenbaum has impacted the lives of over 6,500 children.



Oregon State Police employees who participated at Camp Rosenbaum this year were Jonathan Dyer from the Forensics Division, Aaron Hire from the DEI Unit,, Cameron Jamison from the Fish and Wildlife Division, Rechelle Kirk from the Sex Offender Registry Unit, Sgt. Darin Ladick from the Patrol Division, and Lili Wright our Internal Auditor. To learn more about Camp Rosenbaum, and how you can get involved in changing the lives of local youth, click [HERE](#).

Trooper Jamison of the Fish and Wildlife Division (pictured to the right) even brought his horses up from Southern Oregon to help provide horseback riding lessons for the kids at camp. In addition to serving as a Trooper in the Fish and Wildlife Division he is a member of the OSP Inclusion Team, a voluntary specialty assignment working to advance DEI at OSP.





Inclusion Team Hosts Urban Explorers

For the June 2024 OSP Inclusion Team meeting OSP had the privilege of hosting Robert Blake of Urban Explorers along with students/recent HS graduates and chaperones from the Portland/Gresham metro areas. The Urban Explorers Youth Program is a community-based program he founded to address, educate, and foster solution-based thinking to eliminate the disparities in education and social justice. Their vision is to foster quality relationships and provide connections for Portland and Vancouver's under-served and at-risk youth.

Several of the youth in attendance also reported getting their primary educational and youth services through POIC (Portland Opportunities Industrialization Center).



In addition, we were joined by Oregon Department of F&W Commissioner Dr. Leslie King and guests Chris Odom and Terry Wattley of the Black Economic Collective (BEC) a culturally specific grassroots, community-based organization with a mission of community development through financial education, resource allocation, and a collaborative effort.

What do we all have in common? All organizations recognize the benefits of collaboration and connections, and our event was a group effort to be intentional with bridging the gap between law enforcement and members of Oregon's Black communities. For OSP, this event advances the OSP DEI Action Plan goals of Intentional Community Engagement: Culturally Responsive Outreach Strategies. Which include agency-wide collaboration to find new ways to build trust and partnership with groups we haven't traditionally worked with. In addition to DEI goals this year OSP launched an updated 5-Year Strategic Roadmap 2024-2029 with a strategic goal of strengthening community relations. OSP recognizes building and maintaining trust and positive relationships with diverse communities is essential for public safety and the recruitment of future members of our OSP workforce.



Our guests got a behind the scenes look at OSP, engaging in Q&A with our OSP Inclusion Team members and leaders in the Fish and Wildlife Division including a F&W K9 demonstration. We heard from Forensic Scientists, took a tour of Police cars being built in our shop by the Fleet Division, and got to check out the gear with members of the Explosives Unit and OSP SWAT.

Why is this so meaningful? Data shows exposure to counter-stereotypical exemplars is the most meaningful way to mitigate harmful bias and during the visit our guest's got exposure to a small sample of the exceptional people here at OSP. We at OSP got a chance to engage curious young folks and their chaperones who asked great questions and had positive exposure to both the people and variety of careers available at a law enforcement agency. Positive connections were made to include one young man so inspired by what he saw, he began using his phone to apply before even leaving GHQ. By all accounts it was a group success!



Red Door Project-

DEI Unit as well as Inclusion Team member Detective Tyler Steele attended the Red Door Project's Evolve Experience. The Red Door Project is an award-winning nonprofit based in Portland, Oregon who are seeking to bridge divides by bringing to life compelling stories at the intersection of race and the criminal justice system.

DEI Manager Kenny Lowe had been in partnership with the Project's Artistic Director Mr. Kevin Jones, working through improving the depictions of Law Enforcement professionals that Kenny felt had not been well represented in previous iterations. The improvements were well received and applied to offer a more accurate perspective as seen through the eyes of Law Enforcement Professionals to offer to community members an unbiased look at the experience of those who serve in uniform.



The Bridge (part 1)

The initial gathering of The Bridge took place December 2023. The Bridge is a collective of black men in Portland working to build together and improve the relationships across the black community in Portland. DEI Manager Kenny Lowe grew up in Portland with organizer Xavier Friday, son of JW Friday who was also in attendance.

Kenny introduced himself to the group acknowledging his position here at OSP and within Oregon Enterprise-wide Diversity, Equity, and Inclusion leadership efforts. With collaboration, Kenny intends to be a voice to represent their concerns in State Government while also providing a perspective that can help bridge gaps and improve perceived barriers with law enforcement.



DEI Unit Involvement

The Bridge (part 2)

The Bridge is a grass roots effort in Northeast Portland to bring Black men together for fellowship, sharing ideas, and gaining wisdom from the perspective of the multi-generational gathering. Founded by Xavier Friday, the meetings consist of food, fellowship, and a common goal of Bridging the gaps in the Portland Black community. The distinguished elder in the room is 93-year-old Mr. Paul Knauls Sr., also known as the (unofficial) Mayor of Northeast Portland. This summer (2024) DEI Manager Kenny Lowe was able to partner with The Bridge to host a Law Enforcement listening session. The goals of this session was to discuss and help Bridge the gaps between Portland's



Black community and law enforcement. Creator Xavier Friday, a childhood friend of Kenny's, allowed for Kenny to host and lead conversation exploring the current state of affairs in Portland between Black men and the Police. The conversation included polling their top 5 public safety priorities in Portland, their recommendations on recruitment strategies, as well as their suggestions for youth and community engagement. There were positive conversations including clarifying the law enforcement roles and jurisdictions between OSP, PPB, and other City, County agencies in Portland Metro areas. DEI Manager Kenny Lowe said, "it was nice to have these conversations not in the emotional wake of a nation tragedy with protests and riots. I feel like there was learning and growth from both sides and was actually surprised that there wasn't the stereotypical anti-law enforcement tone people may expect from a group of inner-city Black men." Those in attendance didn't have anger toward law enforcement but in general were more distrusting of government and the lack of meaningful investments and genuine partnerships with the Black community.

State Government DEI Practitioners of the African Diaspora

Business Oregon and the DAS Office of Culture Change hosted this event in honor of **Black History Month**. The event took place at the Department of Energy building in downtown Salem. The panel featured eight leaders from various government agencies throughout Oregon, among the eight was OSP's DEI Manager, Kenny Lowe. The discussion was facilitated by Naima Chambers (DOC) and covered various topics on the unique perspectives and experiences shared by government DEI practitioners of the African Diaspora. Panelists were called upon to answer questions about what it's like, the struggles, the many successes, and some valuable advice on how to acknowledge and celebrate this diverse and resilient community. Attendees included Governor Kotek, and OSP's Superintendent Coddling, Major Livingston, Major Gardner who were among the only representatives from across all State Agency Executive Leadership in attendance. While **Black History Month** is celebrated in February, the lives and the achievements of Black Americans have immensely contributed to what we know America today. Contributions to our art, music, culture, military, human rights, inventions we use daily, and so much more. February might be a good place to start, but we can celebrate and appreciate the contributions every day. Whether it be through supporting Black-owned businesses, practicing anti-racism, educating ourselves by watching documentaries, listening to podcasts, reading literature, the list goes on... Take time to learn about the real and rich history of these community members and how we can say thank you.



From left: Kenny Lowe (OSP), Chelsea Bunch (HCS), Naima Chambers (DOC), Fox (BOP). Not pictured: Leann Johnson (OHA)



Statewide DEI Leaders Meeting

DEI Manager Kenny Lowe has been a regular participant in Statewide DEI Leaders Meetings, DEI Cabinet meetings, DEI Cohort meetings along with Superintendent Coddling and other executive leaders at OSP. On Thursday, September 26th, DAS's Office of Culture Change convened an in-person DEI Leaders to enhance sense of community and camaraderie among those leading Diversity, Equity, and Inclusion efforts in varying agencies in the state.



Inclusion Team Building and Strengthening Relationships

In October the OSP Inclusion Team welcomed Chief of Staff Kesha Roper and David Douglas School District Manager Xavier Friday with **Elevate Oregon** as visitors to our meeting. Elevate Oregon is a youth mentorship program serving at-risk youth in the Portland Metro area working to promote education, self-reliance, and leadership. They do this through building relationships and promoting their 13 Character Qualities & Life Skills; Vision, Courage, Respect, Caring, Responsibility, Positive Work Ethic, Integrity, Career-Mindedness, Communication, Leadership, Problem-Solving, Decision-Making, and



Goal setting. The OSP Inclusion Team and Elevate Oregon staff will be partnering on education, outreach, and engagement activities for youth to help build positive relationships with members of the Oregon State Police. These partnerships help build trusting relationships with communities we haven't historically worked with, many of whom may not have positive relationships with law enforcement. More broadly these activities help advance OSP 5-Year Strategic Roadmap by Strengthening Community Relations (goal #2). Opportunities to partner, engage, and build meaningful relationships are at the core of our DEI Unit's efforts. The exposure to positive examples helps interrupt bias community members may develop against law enforcement and can help reduce stigmas associated with inner city community members in Portland metro area. These opportunities help demonstrate the common ground and shared humanity that exists across cultures and can have a positive impact in improving overall public safety.



Hunters of Color

Captain Thomas with the F&W Division and DEI Manager Kenny Lowe met with Antonio Salgado Community Engagement Coordinator for Oregon Department of Fish and Wildlife and Jimmy Flatt, a Co-founder & Executive Director for **Hunters of Color (HOC)**. HOC is growing community centered around hunting, conservation, and promoting the message that "The Outdoors are for Everyone". Together they discussed a Crawl- Walk- Run approach to building direct, trust-based interactions between HOC's

community members and OSP F&W Division with a long-term goal of partnering for integrated community events. They collectively brainstormed ideas for developing quick guides handbooks or other educational information as well as floated the idea of role-playing scenarios and creating video depictions of typical interactions for educational and training purposes. Overall, the initial information exchange and brainstorming session was positive, and F&W/DEI leadership is looking forward to working together with HOC in the future.

2023-2024 DEI ACTION PLAN RECAP

DEI Trainings

2024 saw the DEI Unit travel statewide many times over to provide in person Equity and Ethics training to sworn and professional staff. Over 35 trainings were offered in person statewide as well as the roll out of the Online Ethics Course in November. Along with the Characteristics of Culture Series we also presented to the Regional Recruiters, EMS, and The Forensic Division, Sergeants Academy, New Employee orientation, Pre-Academy, and Executive Leadership meetings and our All-Staff Managers Competency training. Over 161 employees participated in Characteristics of Culture Module 1, 149 participated in Characteristics of Culture Module 2, and over 525 participated in our in person and online Ethics training so far. The DEI Unit would like to thank everyone who participated in these trainings this year!



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OSP - DEI - Characteristics of Culture- Module 1: Models for Understanding
OSP - DEI - Characteristics of Culture- Module 2: Bias By Us

