



AGENDA
Racial Justice Council
May 21, 2026
3:00 pm to 5:00 pm

Zoom webinar: <https://us06web.zoom.us/j/86908759167?pwd=xdACbC1u9boXiZQUcWZOGVIPsb79MB.1>

Passcode: 761319

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Allotted times are approximate

RJC Agenda

1. Welcome of New RJC Members (10 Minutes)
2. Summer Outlook: Agency Engagement & Budget (30 Minutes)
Discussions Update—Andre Bealer
 - Committee Co-Chairs Present Priority Agencies
3. DEI Plan Presentation—Melinda Gross (15 Minutes)
4. EJC Update – Ana Molina, Clara Soh, Van Nguyen (15 Minutes)
5. Pre-Meeting Material and Questions (10 Minutes):
 - Loophole License Plate Reader-Valerie Colas
 - Task Force on Removing Barriers to Jury Service -Nansi Lopez, CJRC
 - New Compensation Policy
6. Open Mic (30 Minutes)
7. Adjourn (10 Minutes)

Racial Justice Council Compensation Policy

Purpose:

The purpose of this policy is to recommend official duties and responsibilities that may be considered reimbursable expenses and compensation-eligible activities for the Racial Justice Council (RJC) that are supported by the Governor's Equity and Racial Justice Team. This policy applies to the Racial Justice Council and its committees including, the Criminal Justice Reform Committee (CJRC), Economic Opportunity Committee (EOC), Education Committee (EC), Health Equity and Human Services Committee (HEHSC), and Housing and Homelessness Committee (HHC).

Policy:

The Governor's Office recognizes and respects the work of Racial Justice Council Members as they strive to make an impact within Oregon. It is imperative that RJC Members are empowered to fully participate in the work of the Council and/or their respective committee.

To promote equity and reduce barriers to public participation in boards, Oregon law (ORS 292.495) entitles certain state board members to receive compensation for performance of their official duties. Eligible members are also entitled to reimbursement of allowable expenses incurred in the course of their official duties.

Expense Reimbursement and Compensation

Expense Reimbursement

All members are eligible for reimbursement for actual and necessary travel expenses related to official duties including:

- Mileage for traveling to in-person official council meetings and events.
- Accommodation for approved overnight stays for in-person official council meetings and events. Equity and Racial Justice Team staff shall book and pay for accommodations on behalf of members.
- Meals on travel days.

Eligibility for Compensation

Under ORS 292.495, qualified members are entitled to compensation for each day or portion of a day in which they engage in official duties.

Qualified members are members who:

1. Are not employed in full-time public service, and
2. Have an adjusted gross income in the previous tax year of less than \$50,000, or less than \$100,000 as reported on a joint return

“Full time public service” is interpreted to include all full-time employment with any public body within the State of Oregon, including but not limited to cities, counties, special districts, school districts, and community colleges. For more information on what constitutes a public body, see ORS 174.109.

Members who meet the definition of “qualified member” under ORS 292.495(4) and who are eligible to work in the US may request compensation.

Potential Impacts of Compensation

Members should be aware that this compensation may be considered taxable income and may impact eligibility for means-tested benefits programs. This includes but is not limited to programs like SNAP (food stamps) or Social Security benefits. Members are responsible for understanding the impacts compensation might have on their taxes and benefits.

Members should contact a tax professional, attorney, or representative of their benefits program(s) if they have questions or need more information.

Members may choose to decline compensation and/or reimbursement for official duties.

Amount of Compensation

The amount paid to qualified members is equal to the per diem compensation received by members of the state legislature. That amount is tied to the federal per diem rates, which can be found here: [Per Diem Rates | GSA](#)

The amount of daily compensation is calculated by adding the GSA’s standard daily lodging rate to the standard M&IE rate. This is a daily rate, paid for each day or portion of a day in which the member performs official board or commission duties.

Federal per-diem rates are reviewed annually. Changes to rates, if any, are implemented on Oct 1st of each year.

Official duties

Qualified members are entitled to compensation for the performance of their official duties. This includes attending official meetings and the performance of tasks required to fulfil their responsibilities as a member.

The following activities are considered official duties and are eligible for compensation upon request. Members are expected to engage in these duties on up to (3) days per

month. Members who wish to engage in these activities on more than (3) days per month must obtain prior approval of Equity and Racial Justice Team staff.

- Attending official meetings and events, including in-person, by telephone, or remotely using a platform like Zoom or Teams.
- Travel to and from meetings and other engagements related to council business.
- Reading and responding to emails or making phone calls related to council business.
- Reviewing documents and reports related to council business.
- Phone calls or one-off meetings with agency staff or board leadership regarding council business.

The following activities **may** be considered official duties of RJC members. **Members who wish to engage in these activities on behalf of the RJC must obtain prior approval of RJC staff.**

- Participating in media interviews, public speaking engagements, or legislative testimony related to council business.
- Participation in required trainings for council members.
- Attendance at council retreats, conferences, or other similar events required for board business.
- Community engagement and similar outreach and recruitment activities related to board business.
- Other duties as assigned by Equity and Racial Justice Team.

Members may request an accommodation for all duties listed above consistent with the American with Disabilities Act (ADA). All requests shall go to the Racial Justice Council Advisor and Equity and Racial Justice Director for approval.

References: [ORS 292.495](#)