



Agenda/Notes
Office of Governor Kotek — Racial Justice Council (RJC)
May 21, 2026– Hybrid
Virtual - Zoom Webinar
3:00 – 5:00 p.m.

CHAIR

X	Governor Tina Kotek
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MEMBERS

X	Ana Molina	X	Josie Silverman-Mendez	X	Paul Solomon
	Annie Valtierra-Sanchez	X	John Washington	X	Perla Medina Alvarez Lucio
X	Angela Uherbelau	X	Jimmy Howard	E	Shay Huber
X	Ciara Pressler		Latiffe Amado	E	Star Khan
X	Clara Soh	X	Maria Elena Guerra “Meg”	X	Teresa Cisneros
X	Côi Vũ	X	Marin Arreola	X	Thien Lieu
X	Cynthia Richardson	X	Marcus LeGrand	X	Tristen Edwards
X	James Alan Parker	E	Mark Jackson	X	Yulissa Magana
	James Cador		Matt Newell-Ching		Reyna Lopez
E	Jackie Leung		Melinda Del Rio		

OTHER ATTENDEES

X	Andre Bealer	X	Jesse Hyatt	X	Hoang-Van Nguyen, EJC
X	Javier Cervantes	X	Kirsten Ray	X	Melinda Gross, DAS
X	Yasmin Solorio	X	Kristina Narayan	X	Nancy Bennett
X	Sarah Means	X	Vince Porter	X	Tim Knopp
X	Valerie Colas	X	Valerie Colas	X	Tobias Sherwood, DAS
X	Aurora Dziadul	X	Nansi Lopez		
X	Svetha Ambati	X	Matthew Tschabold		

Topic/Lead	Notes/Main Points	Decisions/ Action Items
Welcome of New RJC Members	<i>Meeting starts at 3:04pm. Governor provides welcome remarks. Members provide introductions. New members to the Racial Justice Council (RJC) are Clara Soh, Jackie Leung, Coi Vu, Thien Lieu, and Teresa Cisneros. Governor provides overview of the agenda.</i>	
Summer Outlook: Agency Engagement & Budget Discussions Update—Andre Bealer <ul style="list-style-type: none"> Committee Co-Chairs Present Priority Agencies 	Andre: Its budget season. We want to make sure we are starting out with figuring out who we want to engage with. Committees were polled on their agency interests. As we prep for agencies, it’s important we are focused and have intentionality. We’ll hear from committee co-chairs on agencies chosen and your feedback on outcomes we’re looking to achieve, what might be missing from priorities already developed and what else you feel is important. The committees will report back to you all after these engagements. This is the start of our priority development as we look ahead into 2027 session. The goal is after committees wrap next week, we will send guidance to agencies selected on what you want to hear, how you want it to be presented and so we have a clear process so folks know how to show up. Last time we heard from several agencies and got feedback from you all that wasn’t the best process. We will limit	

engagements this go around, given your feedback, to engage with fewer agencies to dive deep to the issues you want to discuss.

Education Committee (EC)

Javier: The Education Committee's selections were the Oregon Dept. of Education (ODE) and Department of Early Learning and Care (DELIC). There is also a conversation we'll have in June - we got confirmation from Rep. Ruiz to discuss the poverty weight issue. He will be attending on June 22nd. We are looking to see how ODE is using funds as far as Policy Option Packages (POPs). They also talked about Special Education (SPED) funding and high cost disability and to improve that. They also had a conversation point on online school and cost to educate vs brick and mortar. Questions for DELIC- how effective is early learning and students being more ready and on level. How often do they parter with schools and families. Certification questions for in-home care centers for easier access to certifications. Support for mental health and resources. Are there other questions we want to ask the agencies as far as additions to the agencies?

Teresa: Curious about what type of quality control and processes are in place. Getting accurate feedback from families directly impacted in school districts because of lack of quality control, it's hard to get reality of situation in our school districts.

Marin: At Oregon Talent Summit they talked about data on the Oregon educational system. They showed how spending has decreased dramatically and outcomes have come dramatically. Is there analysis or how money is being spent in terms of outcomes if something isn't working, outcomes they are trying to achieve, as far as implementation of those outcomes. From the outside not knowing a lot about what happens – you spend a lot of money but expenses aren't matching budget expenses.

Javier: Please send notes to me if you have other questions and I can send to the Education Committee.

Criminal Justice Reform Committee (CJRC)

Tristen: We will focus on three different agencies. Dept. of Corrections (DOC), Oregon Public Defense Commission (OPDC) and Oregon Youth Authority (OYA). We did a lot of work with DOC when they did their Gender Informed Practices Assessment (GIPA) POP a few years ago. DOC has a big budget for the space. As far as OPDC, the public defense crisis has been a priority for the committee. Understanding better how OPDC is using its funding for solo practitioners and ensuring quality representation.

OYA – we haven't connected with OYA since the change in leadership. It's also important in terms of juvenile detention facilities in how they run and where resources are being put.

Paul: Will say at DOC there are significant disparities when it comes to people of color in custody. Want to dig into their POPs. Staffing that reflects the population their serving, over representation in solitary confinement. We are excited to spend more time with smaller group of agencies and dig deep with DOC probably being the biggest of the three

we're reviewing.

Javier: Other items the Council would like to ask or have clarity on when it comes to things with the agencies.

Angela: When we're having these conversations with agencies, to find clarity around power of decision making. Some of the things were asking about and want to change, are those decisions that can be made – does someone have ability to change that at the agency, is it legislature, or can we have something at Executive Branch.

Economic Opportunity Committee (EOC)

James: Agencies selected are Business Oregon (BizO) and Department of Administrative Services (DAS). We're looking at DAS for procurement reform and related to findings of disparity study.

Javier: The idea for you connecting with DAS is a bigger overall issue as far as procurement.

James: What we saw in the findings of the disparity study is lack of success with Certification Office for Business Inclusion and Diversity (COBID) certified firms and seeing that success and ability to perform contracts at low numbers for communities of color. How do we best look at opportunity for procurement and ensure those dollars stay and circulate in our community. We want to continue to be a thought partner.

Javier: You identified programs like the Technical Assistance Program (TAP).

James: TAP was revived in pandemic in 2021 -22 has had a tremendous return on investment. It fills a gap for small business in our economy. Would like to see it continue to get funded. Would like to work with the Governor's Office and BizO to get that into the evergreen budget at BizO. We had a few different programs – Economic Equity Investment Act which was not funded last session. I would like to see commitment to bring that up, it was a transformational program for communities lacking capitol access. Lone loss reserve fund – aimed at reducing cost of debt. Want to continue to work with BizO to ensure it fits the needs of communities.

James: We have a fantastic list to ensure we are reaching hard to reach communities. We were able to restore Economic Equity Investment Program. It was a casualty of decision asking ultimately at legislature leadership level.

Marin: We look forward to having BizO and DAS to engage with our committee to request additional resources in terms of work they are doing, employees they are hiring. Even in hard times they have become resilient. They are a big part of our economy.

Angela: I seem to recall that Betsy Imholt from DAS told RJC that Oregon had been waiting to pay invoices in order to capture interest - it was a cultural habit that she made a commitment to changing. Has that happened?

Gov Office
staff to get
update re:
DAS
interest/invo
ices

Andre: Don't have that but can get back to you.

James: That was addressed to das leadership. That's why we want to ensure we work with DAS to ensure it's the right fit.

John: Appreciate the work you are doing. It's getting bad for small Black business. Morale is low. How do you create this perception of capability, influence, when you have an environment constantly saying how less you are. Business Oregon – not so sure they are hearing or understanding but sometimes we neglect where the pain point is. Breaks my heart and its important to see how we can facilitate processes to address these concerns.

James: We benefit greatly from the Governor's team, their agencies and their commitment. We need to see this translate on the legislative side as well. They need to show up in order for us to deliver these programs. The community needs to know we have the opportunity for success. Hard work continues.

Health Equity and Human Services Committee (HEHSC)

Marin: Agencies selected were Oregon Health Authority (OHA) and Oregon Department of Human Services (ODHS). We want guidance on DOJ on how committee should be used for REIS and advise OHA and DHS on Requests for Proposals. Want to make sure what are the parameters that OHA and DHS can work given liabilities posed by federal funding. Budget development process and how community stakeholders are being engaged - want to highlight our committee priorities. Want to hear more on Healthy Oregon Program (HOP). SNAP Benefits, how is that being impacted on federal level and also strengthen partnership with OHA and DHS on Community Based Organizations (CBOs). Definitely want to support health access and working with agencies on adequate funding. CBOs helped so many people and communities with covid testing and vaccines. Changes are coming and their work to educate the community and to navigate the healthcare system will be more complex, want to ensure they have the resources and funding. Will work with OHA and DHS to ensure they get resources for those. We want to see how community impact analysis proposes budget changes. What are the federal funding risk and contingency planning by the state. Things may get worse next year and we want to work closely with OHA and DHS. Overall focus has been behavioral health. Working with Community Care Organizations (CCOs) in terms of contracting and purpose. Traditional Healthcare Workers (THWs) – they work with a lot of CBOs and in clinic settings. Funding has been a big issue for them, want to ensure they are adequately paid and sustainable. Their impact on healthcare is tremendous and can reduce healthcare cost on system.

Coi: It is concerning to me is seeing smaller nonprofits closing – Latino Healthcare Coalition and CASA closed a few years ago. So many of our organizations that are at the borderline and verge of closing down. Hope there is conversations in regards to deep investment on a lot of these organizations that aren't new and have been serving our communities. Also curious that CCHC also got the Oregon health equity grant. Only

~200 were funded. Want to know how those other 600 organizations are, given their loss of funding. To see nonprofits closing down is not only devastating but affect all our communities as a whole.

Marin: Totally agree and right now given impacts on HR1. CBOs can do a lot of great work. They work really well with OHA and DHS and are about 33% less costly than hiring state employees.

Coi: Leilani Foundation also just closed down, it's a smaller nonprofit focused maternal care.

Nansi: Just so you see the impact on HR1, we don't have staff to fill in those gaps. Will be a lot of work for organizations like ours. Glad to see we're having this conversation because it will impact the state in so many ways.

Housing and Homelessness Committee (HHC)

Meg: We have been working hard trying to not only put an agenda that is in alignment with what is needed out in the community but reaching out to people to join our committee. Housing isn't very attractive, its very complex. You don't see it really as an outcome right away, you have to wait to see that. We've been trying to engage organizations that will impact our work and our service in the committee like Oregon Housing & Community Services Department (OHCS), Oregon Department of Land Conservation and Development (DLCD), and another we are eager to invite and see who they are working is Thousand Friends of Oregon. Only in Woodburn do we have a waitlist of 600 people waiting for affordable housing. It's a huge number. Before the pandemic we had between 150-300 people. The number has increased rapidly. We want to understand what are the gaps in production, access to more resources, and understand how DLCDC uses policies to help provide more housing. Oregon has great natural resources and we need to protect it. What capacity do we have, what's the timeline to implement there, is there capacity to do it, how does state do policy to interact with local zoning and authorities to increase housing production, how will OHCS and DLCDC respond or will respond to pressure from federal admin to destroy equity focused priorities. We will see a lot of nonprofits closing for the same situation. How do we make sure that we work with OHCS to ensure this moves forward. I want to have a conversation with each member to see what else we can have in our priorities. We have three thus far – affordable housing production (what is being built, to whom, how is it impacting less likely to be served comms), less land, coordination between homeless service and permanent housing. Once get people into housing we don't want them to go back to the streets and that's a challenge if we don't have supportive housing and supportive services.

I'm interested in a session with some of the other committees. Marin, I am crazy about workforce talk. As you know, there's a lot of professionals of color in the housing arena. How can we work together to help that gap.

Governor: Very helpful. Ability for committees to focus on budget will be great. Investments for DELC will be important to support childcare providers. Glad to hear OYA for CJC. Am concerned there, as we see a

July 16th RJC meeting potential agenda items: updates on SNAP and Medicaid changes , and Prosperity Council Report.

reduction in population of OYA facilities, it may be a constrained environment. For the youth there we have to provide more education, job training support, etc. They tend to be an agency no one pays super close attention to. The July 16th meeting will be important to get updates on Medicaid and SNAP changes. Also, prosperity council report.

Andre: As things come up, email and send us thoughts if you think of things outside the meeting.

DEI Plan Presentation—
Melinda Gross

Melinda: Our group joined last time to go over the Racial Equity Impact Statements (REIS). Now we are here to talk about the agency Diversity Equity and Inclusion (DEI) plan. DEI plans are due every three years. We are in the middle of updating guidelines for agencies and what they will look like and the recommendations we have for this new iteration. A lot of changes happening and I think its important to get community feedback. We are in service of Oregonians. Part of us bringing this today is to get your feedback. We'll send this the slides out to you so you can think it over and give us feedback as well. We are in conversation with DOJ. Some agencies are at higher risk of scrutiny from the federal government on DEI and practices. We are working with DOJ to ensure it doesn't put agencies at high risk where their funding is at risk. Want to ensure we can bring all agencies along to do work effectively. From past perspective there was a statewide DEI plan that was developed.

https://www.oregon.gov/das/Docs/DEI_Action_Plan_2021.pdf

When most agencies submitted plans, it was likely this resource was forgotten. These 10 strategies are throughout. It isn't clear in this doc what agencies need to do, are they incorporating all 10, is it guidelines, etc. We're looking to update these strategies. Small agencies can't do all 10 and don't have capacity or bandwidth to do them. Some DEI action items overlap with already existing in the state.

Tobias: The strategies are good for an enterprise wide approach. There is so many examples. We spent hundreds of hours meeting with executive branch agencies and guiding relationships. We've learned a lot of what they need and what can be helpful. Our agencies are unique and have their own missions and are different in size. We'd love your contribution. We'll send out REIS slides.

We want to meet agencies where they are at and share examples of how some of these things can look in their DEI action plans. Identify 4 core 'required' strategies. Minimum number of strategies for each agency will depend on their size.

Some of the recommended elements – a statement from the agency, usually in the form of a letter from the Director. Contest and history, showing that self-awareness in their DEI action plans. Community engagement, how is it being developed and who is being engaged. Goals/strategies/actions – what do they want to accomplish and how. Accountability, how the agency isn't tracking and how are they holding their leadership accountable.

1. Workforce Development – saying agencies can link their

DAS to share DEI Plan Presentation slides for distribution.

affirmative action plans.

2. Integrate inclusive communication practices – a lot goes on from leadership transparency to going out to our community and using plain language.
3. Build an inclusive Workplace culture
4. Embed DEIB practices in agency operations – from decision making at the top to how folks on frontlines are engaging with public.

Melinda: We broke it up for smaller agencies, along with optional items if they have capacity. They have to do just a certain amount of the required four. Mid-to-large agencies are required to do the four. Medium agencies have to choose one additional strategy and large agencies are required to do two additional strategies.

Marin: One of your items was workforce development – employment, hiring and retention. Was looking at the report for the Affirmative Action Plan for the state. There was about 79% white employees, don't know if you're looking at that data and why aren't we hiring more people of color in state jobs. Why is that happening. Is that part of your work or look at some of the hiring practices on why that's being impacted.

Melinda: Affirmative Action plans report on hiring, smaller agencies don't report on that level of detail. The 'why' question is more of a guess, we are trying to do exit surveys to get information. It's getting harder to the 'why' question in the near term, but we can still track data for disparities. Moreso for affirmative action plan as far as exit survey, looking at different complaints and things. We're also doing things like gallop survey and community engagement. The 'why' question we can't answer directly without putting agencies at risk.

John: Does the affirmative action process and DEI have no teeth?

Melinda: There are still requirements and reporting agencies have to do. Agencies are still committed to doing the work, reporting is just trickier.

Javier: Will share slides with folks so they can take a deeper dive. If you have other recommendations we can connect you.

Tobais: Smaller agencies are boards and commissions, smaller staff, smaller budgets, don't have their own HR payroll and procurement team. Some have 50 employees or less. Big agencies are 1K or more. Midsize is hundreds of employees, just not as big as OHA or ODOT. We don't have a list yet of who the guidelines will go to but its part of our process.

Melinda: It's by staff size.

Governor: Look forward to the feedback. Want to have these plans and this provides roadmap. When we talk about equity and inclusion across the enterprise – everything is good customer service and it helps the state of Oregon be the workplace of choice. We create a place where people want to work. Helps us be a better state government.

EJC Update – Ana Molina, Clara Soh, Van Nguyen

Ana: Clara and I have joined the Environmental Justice Council (EJC) and are the liaisons between the RJC and EJC. I came on in March, have attended around 3 meetings and am still getting context for EJC. Been good to be a part of it and have interacted with EJC back when it was the Environmental Justice Taskforce a long time ago. I think one of the things the council has been tasked with Environmental Justice (EJ) Mapping tool. Its supposed to be a map for state agencies to use. EJC has been looking at statewide index.

We had a meeting where we had a chair and vice chair elected. Chair is now Aparna Rajagopal-Durbin. We looked at statewide indexes as well where there was updates to the tool and there was recommendations for costal, remote and large city designation in the map. We met again in May. We adopted to include uninsured population and inheritance proxy – two indicators to be included in the mapping tool. We’re setting up meetings for rest of the month. Still getting situated with EJC.

Van: Been really great having Ana on the team. Exited for Clara to join on June 10th. EJC does meet monthly. Lots of decisions coming through. EJ Mapping tool. Want to find a way to tie in the work of the EJC and RJC – given the Environmental Equity Committee was absorbed. That process in in development and we are excited to see Ana and Clare take leap in this developing process.

Javier: We’ve had regular check-in meetings. Learning about clean water efforts and trying to protect our most vulnerable populations in our state, also the mapping tool. Will have regular report outs from them depending on immediacy of the need. We are in fire season and then going into winter with storms, public safety, and emergency management.

Governor: Equity mapping tool is important for our agencies. Thanks for the update.

Pre-Meeting Material and Questions:

- Loophole License Plate Reader- Valerie Colas Available
- Task Force on Removing Barriers to Jury Service -Nansi Lopez, CJRC
- New Compensation Policy

Agenda item truncated – folks to enter questions in the chat. Pre-meeting material and updates noted below.

Update 1 from Valerie Colas, Policy Advisor, Criminal Justice Reform Committee re: Loophole License Plate Readers:

The following was asked: What loopholes remain and the plan to close those loopholes, so agencies aren’t accessing that info who aren’t supposed to?

“This bill was an omnibus bill that included restrictions on how law enforcement agencies could use automated license plate readers. I believe there were a few amendments to various sections that included the section on [Automated License Plate Reader’s] (ALPR). One of the amendments that was opposed by advocacy/privacy groups was the change to the definition of end-to-end encryption of this data – due to concerns of whether the vendor would still be able to have access to the data. I’m not sure if there are any other gaps/loopholes identified by advocacy/privacy groups as remaining/needing to be fixed in SB 1516. Also, I haven’t heard from any legislators about the need to make any additional fixes/changes to address ALPRs for the next session. It would most likely be a privacy/advocacy group that would try to do so.

Law enforcement agencies and CJC have updated their rules, policies, and trainings to comply with the requirements of SB 1516.”

Update 2 from Nansi Lopez, Member of the RJC-Criminal Justice Reform Committee and serving on the Taskforce on Removing Barriers to Jury Service:

“The Taskforce on Removing Barriers to Jury Service has met four times; I missed the

last meeting due to May Day at the Capitol. The Taskforce comprises 15 members, who are charged with:

- Examine Oregon’s current structure of jury compensation and resulting participation levels and how Oregon’s structure and participation levels compare to the structure and participation levels in other states
- Propose recommendations to modify Oregon’s structure of jury compensation to improve jury participation levels
- Recommend public outreach and education strategies that will inform the public regarding jury compensation and participation
- Examine and propose recommendations to address additional barriers to jury service

A report, which may include legislative recommendations, is due on the 15th of December 2026 to the Chief Justice, the Governor, and the Judiciary Committees.

The first three meetings focused on learning about our roles following the passage of SB 1175 in 2025 and understanding the Oregon Judicial System. We have reviewed: Oregon's Public Meetings Public Records Laws, Preserving the Future of Juries & Jury Trials, Jury Service at Local Courts, and Jury Service During COVID Facts Sheet. Unfortunately, I missed the meeting that was going to explore the barriers to jury duty! I will review that meeting next week and provide an update later.

Thus far, I have learned about the Oregon Judicial System and noticed its lack of diversity. I am happy to serve in this capacity to support a system that needs voices and experience like mine to build accessibility and equity for all Oregonians who may interface with it.”

Update 3 from Tim Knopp, Prosperity Council:

The Prosperity Council met last Friday, their fourth of five official meetings. They are working on recommendations to present to the Governor on June 25th, their final meeting. The Prosperity Council is considering many recommendations but will likely focus on a couple dozen that they believe will help meet the Governor’s goals for the Prosperity Roadmap; Increasing Oregon’s GDP, creating more living wage jobs, and retaining and growing Oregon businesses.

Open Mic

Marin: Prosperity Roadmap Council – are you seeing any themes in terms of data you are gathering or will you release things on June 25th? Anything you can tell us now?

Governor: I issued a prosperity roadmap, one of the bills in session with fast track permitting was part of the broader roadmap. Their goal is to give set of recommendations in June. Conversations have been how do we as a state have more intentional competitive decisions in the state. How do we support our workforce systems – there has been an active conversation on our tax system, what’s the hindrance or barrier, been a robust conversation. There has been coverage. Did get a very lengthy letter on community groups, can share that with RJC members as well. How do we grow economically.

James: Thanks for your commitment to economic development, Governor. To piggyback off Marin, as an advisory body to you, we’d love to find ways to strengthen the EOC of the RJC to play a part in some ways of the Prosperity Council. We’ve had time to interface the good work Tim is doing. As you get into these recommendations, use us in that way to balance what we’re seeing out of that. We saw drafty things come out; we saw positive things and things to provide recommendations on in an economic development sense and environmental sense.

Governor: Look forward to taking that opportunity and time for that. We

can always include diff conversations there, July will be a good start.

Ana: Regarding immigrant communities and their access to data, one of rising concerns with energy advocates has been immigrant data protections within utility sectors. They aren't covered by other larger immigrant sanctuary status. A lot of fear if there is a surge of ICE and detentions. Fear of ICE to get immigrant data through utilities – want to prevent that from happening and protect folks. There has been conversations with Public Utility Commission (PUC) and utilities on what are they doing. Want to raise the issue on there isn't guidance on handling potential requests from ICE's and their requests for data through utilities. Given many people are staying indoors a lot more, and using more energy, that can also alert folks as far as meter reads. California has data protections regarding access of utility data. Just something wanted to bring up for consideration.

Governor: Will check in with team on that. Most is private data, we don't have restrictions per say on that that I believe. Like consumer owned utility vs larger utility. Thanks for raising that.

Teresa: Curious on comparison on diversity numbers are compared to employees as far as diversity goes, assuming there is a large gap. How unemployment agencies and if resources are included in this work.

Governor: We can have Melinda and her team follow up. On unemployment agencies- theirs a big transformation on unemployment dept. being a federal program, on thing I worry about is them eyeing that as a data source. How do workforce systems promote more diversification to help folks. Will follow up.

Paul: Want to raise awareness for this committee and our work to have a parallel process for DOC feasibility study to build a new prison. That would be upwards of \$1B and one of the largest public work projects in a time of declining revenues. Appreciative of being able to launch this process. Want to flag we found out Sen. Prozanski will hold informational hearing during legislative days – we can raise this issue there. Rep. Wise and Rep. Chotzen have expressed interest on digging in and starting a workgroup to help drive this given our committee limitability to engage in this work. We are excited. Governor, you helped shepherd HB 3194, for the last time a prison was going to be built. There was recommendations that didn't get passed that we can look at but we didn't do a deep racial equity analysis last time. Want to flag for RJC and you as well.

Governor: Props to Paul and Tristen in CJRC, your engagement is super helpful. We found small amount of funds to do an analysis. Excited that can be a complementary conversation. We'll have to hear where the legislature wants to go as well. Thanks for update.

Angela: At the last RJC meeting you mentioned the hard economic climate, and more money for anything is unlikely. You mentioned suggestions from RJC on cuts and reductions, it's hard for us as volunteers to understand the full landscape of economic impacts and the full landscape. Don't know if anything exists in the state that shows or

Governor's staff to inquire about utility data sharing.

Melinda Gross and Tobias to follow up on employee diversity information.

ties funding to outcomes and having a framework as you start to build your budget where funds don't do what they are hoping to accomplish. Don't know if we can see some more background or information on that? I do appreciate you issuing the invitation for us to give you those recommendations on where cuts can be made in a budget.

Governor: If the agency doesn't have it, then the Legislative Policy and Research Office (LPRO) might. Some are more directive than others, think of state school fund vs grants for summer learning. We should get a general list of that. We've advised agencies on if we can maintain service levels, that's an accomplishment. We've asked agencies to look at what they are doing to shift areas. Some things are more directive vs pots of money that go out to districts. Will look at that as I craft budget.

Cynthia: Education Committee wants you to look at online vs brick and mortar. Online gets same amount as regular school and they don't have all the expenses that brick and mortar do.

Governor: This is an opportunity to look at what we are doing and outcomes we need.

Marcus: Governor, that goes back to what does instructional time look like. We need to look at recommendations as well and how do we make up for gaps from covid. Do we need to go to school earlier like in August to get instruction back? For you to consider as well.

Governor: It's hard to think about success of students if there isn't good classroom time. The Executive Order was about not losing more time. Trying to understand like if we added days, what would it cost. How do we max days we do have. Is it adding time on a scheduled school day vs adding additional days? We know students are struggling and need more time.

Javier: That takes us to the top of the hour. Thank you co-chairs and council members for report outs. If you have other comments, please send them.

Adjourn

Meeting adjourns at 4:59pm.

Materials



Racial Justice
Council Compensatic



DEI Plan
Recommended Guid



EJC Updates -
20260521 RJC Meetir

Zoom Chat

15:02:27 From Teresa Cisneros to Hosts and panelists:

hi! will be transitioning to laptop in about 10 minutes. good to see everyone!!

15:02:56 From FHDC & Evolve to Hosts and panelists:

I am getting out of camera to finish my late lunch!

15:05:42 From Andre Bealer (he/him) Governor's Office to Hosts and panelists:

Andre Bealer, Equity and Racial Justice Director

15:05:50 From Kirsten Ray (Oregon) to Hosts and panelists:

Hi everyone, Kirsten Ray, Federal Coordination Advisor, Governor's Office

15:05:55 From Yasmin Solorio, Gov Office (she/her) to Hosts and panelists:
Yasmin Solorio, Executive Assistant, Gov Office

15:06:10 From kristina narayan (OR) to Hosts and panelists:
kristina narayan, gov office, health care

15:06:11 From Yasmin Solorio, Gov Office (she/her) to Hosts and panelists:
Jesse Hyatt - Business Equity Manager

15:06:23 From Matthew Tschabold to Hosts and panelists:
Matthew Tschabold, GO, Housing and Homelessness

15:06:30 From Aurora Dziadul to Hosts and panelists:
Aurora Dziadul, GO, Housing Policy Analyst

15:06:38 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:
Melinda Gross (she/her), Office of Cultural Change with the Dept. of Administrative Services

15:07:34 From FHDC & Evolve to Hosts and panelists:
for a moment I thought Clara was going to say she was homeless!

15:08:19 From Clara (she/her) to Hosts and panelists:
the last time I went to the clinic they called a social worker to discuss my housing situation!

15:08:47 From tim.knopp to Hosts and panelists:
Tim Knopp, GO, Chief Prosperity Officer

15:09:35 From Angela Uherbelau to Hosts and panelists:
Sorry, someone's at my door - going off camera for a minute

15:29:02 From Angela Uherbelau to Hosts and panelists:
Thank you Marin - that's a key point that we've talked about in the Education Committee and will ask ODE about. Oregon is about 19th in the country in per pupil spending and yet consistently at the bottom in outcomes including being 50th out of 50 in 4th grade reading.

15:30:12 From RJC Marin Arreola to Hosts and panelists:
Thank you Angela!

15:32:28 From Teresa Cisneros to Hosts and panelists:
what is DAS?

15:32:39 From Marcus LeGrand to Hosts and panelists:
I forgot to ask this during the educational committee discussion, but has there been a discussion for longer academic instruction for the State of Oregon?

15:33:30 From Governor Kotek (she/hers) to Hosts and panelists:
There is now because of my Executive Order on instructional time. Mostly at the Board of Education

15:34:49 From Teresa Cisneros to Hosts and panelists:
I can't believe the pandemic was that long ago! We're still feeling the impacts.

15:35:28 From Teresa Cisneros to Hosts and panelists:
do we have any information why it didn't pass?

15:35:42 From Angela Uherbelau to Hosts and panelists:
I seem to recall that Betsy Imholt from DAS told RJC that Oregon had been waiting to pay invoices in order to capture interest - it was a cultural habit that she made a commitment to changing. Has that happened?

15:36:15 From Yasmin Solorio, Gov Office (she/her) to Hosts and panelists:
DAS is Dept of Administrative Services

15:37:29 From nansi lopez, Centro Cultural/RJC to Hosts and panelists:
Thank you, James.

15:39:15 From nansi lopez, Centro Cultural/RJC to Hosts and panelists:
You have it spot on Marin! Thanks, Marin.

15:41:17 From Teresa Cisneros to Hosts and panelists:
safe community gathering spaces is so important right now!

15:42:00 From Marcus LeGrand to Hosts and panelists:
Governor, I understand restoring times loss in the past, but I was asking for time in addition to the restoration. For our schools to improve, we need my time in the classroom, using funding correctly, and targeted instruction.

15:42:29 From Teresa Cisneros to Hosts and panelists:
making our equity work culturally relevant is the next step in our racial equity work in addressing it systemically and institutionally.

15:44:08 From Governor Kotek (she/hers) to Hosts and panelists:
POPs = policy option packages

15:44:13 From Governor Kotek (she/hers) to Hosts and panelists:
LCs = legislative concepts

15:45:58 From nansi lopez, Centro Cultural/RJC to Hosts and panelists:
CBOs are the bridge of trust to our communities from government.

15:50:28 From Angela Uherbelau to Hosts and panelists:
Thank you Marcus for your comment - we have talked in the Education Committee about the need to better tie funding to student outcomes including learning from other states that do this well.

15:51:48 From Teresa Cisneros to Hosts and panelists:
We have to begin stretching and become more creative in our solution oriented thinking and not just continue to rely on a few funding sources with too many restrictions.

16:00:30 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:
and MEG needs a co-chair!

16:00:51 From Teresa Cisneros to Hosts and panelists:
I'd love to work with MEG in that capacity!

16:01:09 From nansi lopez, Centro Cultural/RJC to Hosts and panelists:
Yes!!!

16:01:17 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:
Thank you, Teresa. Our team will reach out to you.

16:01:33 From Teresa Cisneros to Hosts and panelists:
great! Thank you!

16:01:46 From FHDC & Evolve to Hosts and panelists:
Thanks Teresa!

16:01:54 From Teresa Cisneros to Hosts and panelists:
Maria Elena we met at the PCUN event last winter. Peter introduced us.

16:02:06 From FHDC & Evolve to Hosts and panelists:
Yes, I remember you!

16:02:32 From Teresa Cisneros to Hosts and panelists:
I've never forgotten you for sure!!! Chingona!

16:05:45 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:
https://www.oregon.gov/das/Docs/DEI_Action_Plan_2021.pdf

16:08:48 From Perla Medina Alvarez to Hosts and panelists:
I have to step out, will catch up with the notes, thank you!

16:11:21 From Teresa Cisneros to Hosts and panelists:
are you using the word enterprise as a large project or company?

16:11:53 From Javier Cervantes, Gov. Office (El, He, Him, His) to Hosts and panelists:
Enterprise as in across the state government

16:12:08 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:
Please share any feedback by emailing or connecting with us for a meeting at: Melinda.gross@das.oregon.gov and tobias.sherwood@das.oregon.gov

16:12:23 From Teresa Cisneros to Hosts and panelists:
thank you! large project!

16:14:36 From Teresa Cisneros to Hosts and panelists:
is there guidance for the 1st step to include a formula to help show the economic impact of racial equity?

16:19:00 From Tobias Sherwood | he.him | OCC to Hosts and panelists:
Many of those "ABCs" are already employing most of those strategies in some form or another

16:19:23 From FHDC & Evolve to Hosts and panelists:
How would you define mid and large agencies ?

16:19:29 From Governor Kotek (she/hers) to Hosts and panelists:
Remind folks what agencies are small, medium and large - number of employees

16:19:49 From FHDC & Evolve to Hosts and panelists:
Thank you Governor.

16:22:02 From Tobias Sherwood | he.him | OCC to Hosts and panelists:
I can answer the question about agency size in a moment

16:23:43 From Teresa Cisneros to Hosts and panelists:
At our organization we are seeing an increased number of abusive situations towards Latino presenting employees who don't know where to receive support.

16:26:30 From Teresa Cisneros to Hosts and panelists:
how do we give feedback?

16:26:56 From Tobias Sherwood | he.him | OCC to Hosts and panelists:
Please share any feedback by emailing or connecting with us for a meeting at: Melinda.gross@das.oregon.gov and tobias.sherwood@das.oregon.gov

16:27:43 From Teresa Cisneros to Hosts and panelists:
being on the frontlines I am hyper aware of the very easy bypasses agencies take to "show" they are doing the work but the reality is very different. How do we address that?

16:30:05 From Tobias Sherwood | he.him | OCC to Hosts and panelists:
Agree 100% Governor!

16:30:35 From Tobias Sherwood | he.him | OCC to Hosts and panelists:
Thank you for having us, RJC. Appreciate you and your work!

16:34:08 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:
Teresa - I so appreciate you sharing such a meaningful, and real situation that you are experiencing in your organization. I'd be happy to hop on a call to have a deeper conversation around this. Accountability and real equity (not fakequity / chequity) should be happening in our state agencies. We meet constantly and consistently with agencies to check in on their progress in their plans. We do that 1:1, and also in cohorts of agencies on a quarterly basis. We also meet regularly with DEI practitioners and agency staff who give us real feedback on how things are going. We would love to hear your thoughts on how we can do some deeper work around accountability to ensure that DEI is a genuine and authentic practice at the state as we go into this next round of DEI planning

16:37:12 From Teresa Cisneros to Hosts and panelists:

Thanks Melinda! Your work is incredible! I'd be happy to have a chat and support in any way!

16:39:35 From FHDC & Evolve to Hosts and panelists:

BRB

16:42:18 From Teresa Cisneros to Hosts and panelists:

1. What is the gap in employees diversity data compared to the population?)(hope this makes sense

16:42:54 From Teresa Cisneros to Hosts and panelists:

2. How are the unemployment agencies and resources included in this?

16:55:15 From Angela Uherbelau to Hosts and panelists:

Thank you Governor

16:58:46 From FHDC & Evolve to Hosts and panelists:

Thank you Governor and all for your time!

16:58:52 From Teresa Cisneros to Hosts and panelists:

Thanks Governor!!! Thanks team!

16:58:58 From Ana Molina (she/her) - RJC / EJC to Hosts and panelists:

Thank you Governor!

16:59:13 From Cynthia Richardson to Hosts and panelists:

Sorry I was late, I had a State Board Meeting

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](#)

DEI Plan Guidelines: DRAFT Recommendations



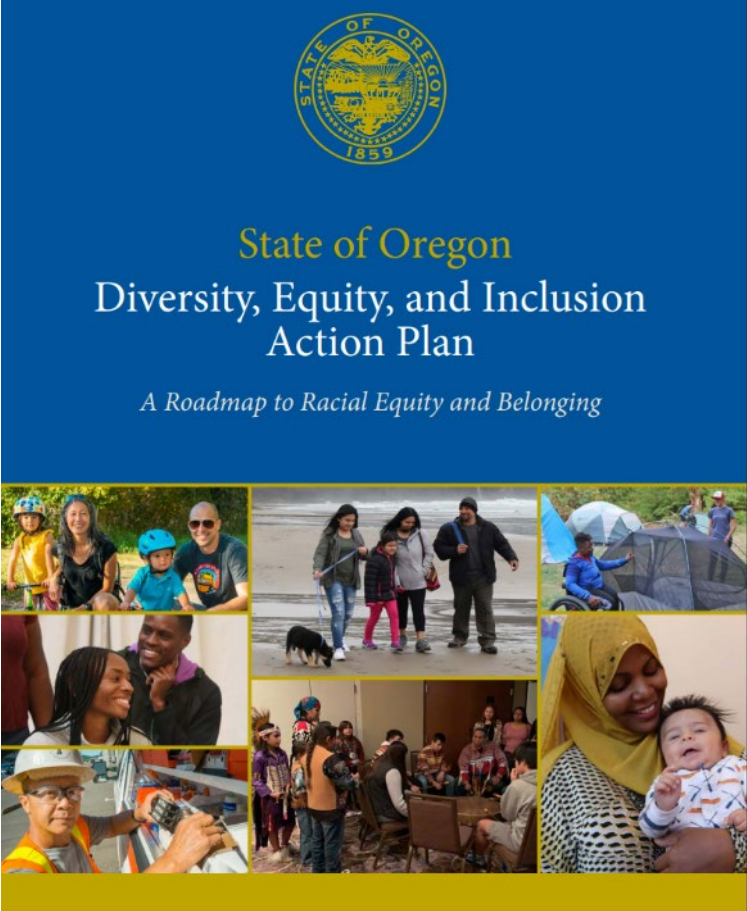
Office of Cultural Change

5/21/26

Department of Administrative Services

Original DEI Plan Guidance

Updating the Statewide DEI Action Plan



DEI Action Plan (2021)

Roadmap: The Path to Implementing the Diversity, Equity, and Inclusion Action Plan

Racial Equity Goals

- Establish**
Establish strong leadership to eradicate racial and other forms of disparities in all aspects of state government.
- Center**
Center equity in budgeting, planning, procurement, and policymaking.
- Strengthen**
Strengthen public involvement through transformational community engagement, access to information, and decision-making opportunities.
- Improve**
Improve equitable access to services, programs, and resources including education, health, housing, human services, environmental justice, criminal justice, and economic opportunities.
- Foster**
Foster an inclusive workplace culture and promote equitable hiring, retention, and promotion practices.

DEI Action Plan Objectives

- Normalize**
Normalize the concepts of racial justice in the state government enterprise – acknowledge history, utilize a racial equity roadmap, familiarize by using concepts and tools that will support efforts to put racial equity at the forefront.
- Organize**
Organize efforts and build organizational capacity across departments for connected, cohesive, and amplified impacts. Foster both internal and external partnerships.
- Operationalize**
Operationalize and embed racial equity into every part of state government.
- Guide**
Guide and direct enterprise-level operationalizing of racial equity and DEI work.
- Inspire**
Inspire expansion of equity by sharing and collaborating to build on what is already happening.

Ten Strategies

- Develop Agency-specific Racial Equity Plans
- Build State Diversity, Equity, and Inclusion Infrastructure
- Foster Inclusive Communications
- Strengthen Community Engagement
- Utilize Disaggregated Data as a Lever for Change
- Create Equitable Budget & Inclusive Budget Process; Invest in Target Communities
- Advance Contract Equity and Improve State Procurement Processes
- Build a More Diverse Workforce and Create an Inclusive Workplace
- No Tolerance for Racism, Hate, and Discrimination
- Operate with Urgency, Transparency, and Accountability

Updating DEI Plan Guidance

Updating the Core Strategies

Why Update the Strategies

- Make them more relevant for all agencies
- Establish common language to support collaboration and monitoring progress
- There is strategy overlap with some other practices and plans (e.g. – Affirmative Action Plan, REIS, etc.)



Updating the Core Strategies

What worked in the original plan:

- Broad enough strategies for agencies of all sizes and scopes to find relevance to their missions
- Included specific actions agencies could take
- Created through community and enterprise engagement
- Full plan included context for why agencies would employ these strategies



Updating the Core Strategies

What needs more work:

- Communication and integration – many agencies do not know this exists and do not use this as a resource
- It's a large document and difficult to navigate on a regular basis
- Can feel geared more toward enterprise-level strategy and large agencies
- No clarity on what is required and what is optional



Adaptive Challenge

- **Creating more consistency without being too prescriptive.**
 - Consistent elements are needed for enterprise reports, so agencies have clarity about expectations, and for general readability.
 - Maintaining agency personality, autonomy, and relevance is important.

OCC Recommendations for DEI Plan Guidelines



Include recommendations, “promising practices,” and examples



Update the strategies



Identify 4 core “required” strategies



The minimum number of strategies in each agency’s plan will vary by agency size

Recommended Elements to Include in Agency DEI Plans

1

Statement

Letter from Director (or something similar)

2

Context/History

How is racial equity inexorably linked to the agency's mission, history, and future?

3

Community Engagement

Who was involved in the development and how were they involved?

4

Goals, STRATEGIES, Actions

What is the agency wanting to accomplish and how will it get there?

5

Accountability

What does progress and transparency look like?

Recommendation: Required Strategies

Every agency is required to include the following strategies:

1. Embed DEIB Practices In Agency Operations
2. Build an Inclusive Workplace Culture
3. Integrate Inclusive Communication Practices
4. Workforce Development: Employee Hiring, Retention, and Promotions (NOTE: Connect to Affirmative Action Plan)

Recommendation: Strategies for Small Agencies, Boards or Commissions

Required: Include the 4 required strategies listed in previous slide.

Optional: Include additional strategies from the list below if desired and have the capacity.

1. Participate in Equity-Focused Staff, Board, and/or Commission Learning and Development
2. Reduce Barriers and Increase Accessibility to Licensure, Board or Commission Membership, and/or Services
3. Monitor Disparities in Licensure and Enforcement
4. Engage in Practices that Are Culturally Responsive and Trauma Informed
5. Build Inclusive Pathways
6. Collect and Analyze Data and Evaluate Progress Toward Equity Goals

Recommendation: Strategies for Mid-Large Agencies

Required for all: Include the 4 required strategies listed in previous slide

Medium-Sized Agencies: Include at least 1 additional strategy below.

Large Agencies: Include at least 2 additional strategies below.

1. Participate in Equity-Focused Staff Learning and Development
2. Engage in Practices that Are Culturally Responsive and Trauma Informed
3. Collect and Analyze Data to Identify Disparities and Evaluate Progress Toward Equity Goals
4. Integrate Inclusive Community Engagement Practices
5. Build Equitable and Inclusive Budget Processes
6. Contract and Procurement Equity
7. Embed Accountability in Operations, Goals, and Reporting

EJC UPDATES

MAY 21, 2026



Presented by Ana Molina



AGENDA

EJC Initial Reflections

New EJC Liaison – Clara Soh

EJ Mapping Tool Updates

Q & A



EJC INITIAL REFLECTIONS

Placeholder

NEW EJC LIAISON –
CLARA SOH

EJ MAPPING TOOL UPDATES

Purpose: Identify most vulnerable Oregon communities based on environmental, health, and social characteristics

Decision Maker: Oregon Environmental Justice Council

Primary Users: State Agencies

Major milestone reached May 6, 2026: Adoption of Statewide Index Indicators

Next major milestone expected June 10, 2026: Adoption of Community Designation Indexes Indicators

- Coastal
- Remote
- Rural
- Small City
- Large City

Q & A

