



**Agenda/Notes**  
**Office of Governor Tina Kotek**  
**RJC Criminal Justice Reform Committee**  
**June 23, 2026 – Zoom**  
**3:00pm – 5:00pm**

**MEMBERS**

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

**OTHER ATTENDEES**

|   |                       |   |                          |   |                            |
|---|-----------------------|---|--------------------------|---|----------------------------|
| X | Andre Bealer          | X | Javier Cervantes         | X | Valerie Colas              |
| X | Yasmin Solorio        | X | Melinda Gross, DAS       | A | Tamara Brickman, DAS       |
| A | Russ Casler, DAS      | A | Nancy Bennett, DAS       | X | Allison Daniel, DAS        |
| X | Jonathan Bennett, DAS | X | Director Mike Reese, DOC | X | Director Mike Tessean, OYA |
| X | Thom Martin, DOC      | X | Veva Campeau, DOC        | X | Jennifer Puentes, OYA      |
| X | Tobias Sherwood, DAS  | A | Jennifer Black, DOC      | X | Cassie Passon, DOC         |

| Topic/Lead                     | Notes/Main Points                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Decisions/Action Items |
|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>Welcome</b>                 | <i>Meeting starts at 3:03pm. Members provide introduction and complete icebreaker activity.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                        |
| <b>DOC Agency Presentation</b> | <p><i>Department of Corrections (DOC) Director Mike Reese, Thom Martin, and Veva Campeau present “Department of Corrections 2027 Policy Option Packages (POPs) Requests” slides.</i></p> <p><b>Director Reese:</b> We have legacy systems that go back to 1989 that could face catastrophic failure. They are used by every county across the state and parters on public safety. We share information on supervision of folks on parole or probation. With these systems being so antiquated and risking failure, it makes it hard for us to have a data driven decision-making approach to collect information and share with partners, to discern ethnic and racial disparities in our safety systems. We can’t pull info out of these antiquated systems easily, things like substance use disorder treatment, who is needing a walker, releasing people back int communities, who is housed, employed or getting the resources they need.</p> <p><b>Thom Martin:</b> <i>Business IT Modernization</i><br/>40+ disconnected legacy systems with unified cloud systems – reduce operational, legal and safety risk. Would improve public safety, transparency, data driven</p> |                        |

decision making across institutions. Request is for \$1.5M in general funds and 16 additional IT positions. Systems dating back to 1989 are hard to maintain and shrinking expertise to manage those. Systems aren't intuitive for newer workforce.

Manual paper based processes force staff to navigate multiple systems, duplicate data entry, and manual reconciliations. Limits data driven decision making. Increases operational safety risks and drives unavoidable cost. Would improve staff safety, accountability, continuity of care and statewide modernization strategies. What happens at DOC doesn't move forward with these? It would continue to operate fragmented systems, IT risks, duplicate data entry will persist, reduce time for support supervision, etc. Limit transparency, complicate audits, litigation discover and public records requests. Future modernization will be more complex, expensive, and higher risk as tech continues. Modernization effort is an initiative that supports transparency, equity, accountability and improved outcomes. Supports continuity of care, reentry success, reentry reform and policy data driven systems. Strengthens racial equity by improving data quality and decision making to improve and identify and address any disparities through improved reporting, and data metrics.

**Paul:** Back to Dave Cook and Max Williams, can recall POPs for Doc 400. I don't deny it's an antiquated system that's past its prime but it seems legislature historically hasn't been willing to fund this and you have a \$20M ask this time. Curious if there is a cheaper fix or what other alternatives might be? Oregon has a poor history with data systems.

**Director Reese:** Meet with Max Williams and it's been an ongoing issue. Part of the reluctance is the historical issue with onboarding large IT systems in the State of Oregon. There's been spectacular failures. Trying to select a system that will work for 36 counties, DOC, and all of our other public safety partners. There are vendor products out there that other states are using that will be tested and we can onboard easier than if we created our own system. Our recent experience with electronic healthcare records was a large roll out. Had paper charts in health services division forever, got a new HR system and went live and many facilities rolled it out on June 28<sup>th</sup> to several more facilities. Will be done in August with all our facilities. There are challenges with any large implementations like this. You have not just our staff but

the state IT staff working together to ensure accountability and problem solving. In terms of expenses, the \$20M is just the tip of the iceberg with a system like this. This is large and robust and is expensive – just the nature of technology now. If our system were to fail, not sure how we would manage through that. Critical nature of where we are will speak to legislature and governor’s office. Governor’s office was pushing this forward in policy option process. Hopeful to get it funded and move forward.

**Thom:** We looked at other offerings for these replacements and what they can do in a click of a button is amazing compared to what we spend 15 minutes trying to recreate. They’ve installed them in other DOC and any of them can commit to getting them installed because of background in a short period of time. Lot less complicated today then it was 10 years ago.

**Nansi:** Community engagement was mentioned - Do any of the groups have Adults In Custody (AICs) or is that not typical in that?

**Thom:** In this process we wouldn’t have included AICs but on the second pop there may be some community involvement.

**Tristen:** Want to know how the IT modernization will address racial disparities, reducing recidivism, etc.

**Thom:** Information we can input into the system. Will help categorize better what we can put in today. What we found with doc 400 is there is a lot of interpretation with the fields. Will streamline what fields we pull info from. When you’re looking at tables in doc 400 things can get lost.

**Tristen:** How does pinpoint help with reduction of racial disparity.

**Director Reese:** When we started efforts with Justice reinvestments to keep people out of prison system, one of the biggest success stories was the way we mine information so we can look at where there were racial and ethnic disparities and we could identify and address it. Reducing number of people of color and women going into criminal justice system and into prison. Were able to look at efficacy of individual programs, are we spending money in the best possible fashion to focus on target population. When you identify a disparity you can identify what’s the best resource to do something about

it. My experience at Multnomah County that was helpful.

**Veva:** There are things like misconducts, time out of cell, segregation - all these rely on data for business justifications. At the end of the day we do need a business justification for what we do and disparities are based on moral reason. Having a system with reliable data can help. Misconduct is something I'm looking at specifically. I need that data and it needs to be reliable. Because of complexity with legacy and systems, there isn't a lot of trust in reputation when we provide data to you. There's that question of how 'true' is it, if that makes sense.

#### *IT Infrastructure and Connectivity*

**Thom:** This ensures DOC can reliably and support legal library access, electronic health records reentry services and other services for AICs. Represents about \$2.3M in other funds. Critical systems are reaching end of support and have compliance and IT risks.

Broadcom cost has gone to \$87K annually.

Modernization ensures reliable access to legally mandated education, healthcare, support statewide security standards, case management, email, communications, operations and others.

DOC faces potential service interruptions, legal liability, and operational disruption if this does not move forward. Continued infrastructure instability would negatively impact rehabilitative services and education that helps reduce recidivism outcomes. This pop ensures support for equitable access and reducing recidivism, reducing disruptions.

**Tristen:** How does it increase access to those things?

**Thom:** The systems today provide access to systems for AIC groups, this will protect that access and give us more tools to impact folks with different languages easier than we can today.

**Sterling:** When I was there, tech I could access was limited. Things I could access was the 400 and when it came to property and housing assignments. Some of the screens you can tell how many envelopes are in someone's drawer and when there is a misconduct it's registered and so is the race. What have you done with the data with those disparities and what reentry services in specific will be able to be accessed? Really be interested in having this conversation. Reached out twice to improve tech divide and disparities. There's people in this group and in the community. There's a lot

of data there and numerous reports over 20 years on disparities in misconducts, housing. How do we equitably increase critical access to reentry services. Willing to be a resource. Reentry was our biggest challenge, finding people jobs because of tech illiteracy. If we talk about reducing recidivism, we have to address the tech divides that are sometimes intentional.

**Veva:** There's a ton of info in Doc400 that it can be overwhelming to find that information and where its located. It's been explained that we know there are so many systems, we have a lot of systems and there isn't a universal source of truth, data folks tell me. You want to ensure that the data can be traced back to what is a reliable source if you ever find discrepancies. Because we have multiple sources and there's discrepancies, you can't trust the data often. Even if we want to expand in terms of access.

**Cameron:** You mentioned there wasn't data to measure racial disparities and disciplinary reports. Why can't you find that data? Seems straightforward.

**Veva:** We have that data but sometimes it's from multiple systems.

**Thom:** Some systems count things twice for example.

**Cameron:** Is a data analyst involved in that POP?

**Thom:** Not in this one.

#### *Capital Improvement and Renewal*

**Thom:** Helps with seismic upgrades, safety and code compliance to build long-term sustainability. We hired a third party. Numbers aren't quite finalized yet, from 2017 facilities assessment we are at over \$800M in deferred maintenance. Facility conditions will continue to decline, shorten building lifespans and emergency repairs, delay in capitol improvements, undermines DOC ability for services and requires larger investments later. Our institutions operate around the clock but constant usage deteriorate them. DOC serves diverse people across the state. Ongoing operations in collaboration with facility services, plant management and operational division serves as a primary mechanism.

**Paul:** Tristen, Sterling and I testified last week in front of senate judiciary on a concurrent plan for feasibility study for Oregon State Penitentiary (OSP) replacement that explores alternative to build a new prison system. How

|                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                           |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
|                                | <p>much of this is targeted to OSP need? The health offsite care pop was over \$25M and my understanding is its to take people to doctors for specialists. If it's not funded, do they not go to the doctor?</p> <p><b>Thom:</b> Specifically, how much for 144 we have planned for OSP, will need to get you that number. They have as whole around \$200M in deferred maintenance at OSP. Pipes and things underground is where we're seeing a lot of the issues. Will have to get you the exact number when we put in our plan for OSP.</p> <p><b>Director Reese:</b> Paul, your concern about escalating healthcare cost is something I worry about every day. We continue to see a need for people to get out of facility trips for care they can't receive in our facility. We have corrections offers transfer them to a healthcare facility to and from. The POP would cover escalated cost with rising healthcare needs and we don't have enough transport staff to get them to and from as quickly as our healthcare services team would like them to do. Our Chief of Medicine juggles what's the priority for today to get our transports done. We did purchase ADA vans to get people easier to facility visits to reduce costs, we were using ambulances and stuff because we didn't get the vans to do it. The more we get folks to healthcare visits on time the less it is in emergency visits.</p> | DOC to get breakdown on OSP pop for deferred maintenance. |
| <b>OYA Agency Presentation</b> | <p><i>Oregon Youth Authority (OYA) shares "Oregon Youth Authority Racial Justice Council June 2026" slides</i></p> <p><b>Director Tessean:</b> Before we dive into presentation, I do want to focus on net neutral proposals and existing IT projects. POPs are primarily administrative. We understood that you were interested in budget package and the equity work. Our ultimate goal is to have people exit the justice system and live a great life. We have to address risk factors, some of the young people are young adults and still developing, we have to provide good care to help them learn skills, social skills, work, transitioning supports, etc.</p> <p>When we look at our data, we see increasing youth of color, growth in Hispanic and Latine youth populations, increased representation of native American youth in close custody. We can't use just a single data point. As we dive into data we are finding disparity outcomes. Revocation rates are declining overall.</p> <p><b>Jennifer:</b> The slides show just a sample of data point. Each week facilities provide a slide deck, my team does</p>                                                                                                                                                                                                                                                                                |                                                           |

its own reviews so we pull out disparities and see what we can do about them.

**Paul:** Thanks for this data and bringing these up. Curious and troubled by the fact that some of these are getting worse and not getting better. Curious about what you're doing to address these over representations. Use of isolation – are there strategies to decrease the use of isolation at large and specifically for people of color who are overrepresented in custody.

**Director Tessean:** Isolation isn't good and there are instances where we have people who aren't safe and others will not be safe around them and we have to use isolation. We do have a workgroup on this. Don't want to have a person go into isolation or 'intervention' but that they are regulated. What do we do in the in between where someone doesn't need isolation but can't go back to the general group...

This shows data goes back to April 2025 but are still digging this data; we just desegregated this data back in April. More cobid contracts with parters, hiring practices, extend our posting for 3 weeks – we see the biggest increase for POC applying for jobs. Want to make sure African pools are reflected in population we serve.

**Nancy:** Regarding makeup of Office of Inclusion and Intercultural Relations (OIIR) staff – what does that look like and what is the makeup of current staff RN based on ethnicity and race? What is a qualified candidate vs not qualified? Remember when I wanted to go into working with juvenile, want to make sure you're opening that space so folks can come in. We are graduating Latinos at a low rate, want to know what you're doing to open that door without having to have a degree – for example nonprofit experience for 3 years, to address those gaps.

**Director Tessean:** Something's we can work through and some things we can't.

**Jennifer:** Working with DAS on those and using it as a reason to see who isn't getting access to our recruitments. Putting all our employees through new employee training. We know that 3 week window is having an impact.

We're publishing all slides on our website. Seeing slides is good but seeing the conversation is better. You are welcome to observe, we do it monthly and spend over 16 hrs a month reviewing data, challenging assumptions

[Oregon Youth Authority :](#)  
[Welcome Page : IMPACT :](#)  
[State of Oregon](#)

and trying to find counter measures. Looking at how policy and systems we are and aren't getting.

We want to be hard on data and intentional with people. If you don't know your data, then you don't know your business and can unintentionally cause harm. Transparency builds trust. You can't manage a secret – open communication enables accountability and opportunity to a shared solution.

*Revocation Matrix*

**Jennifer:** Working with a consultant creating an applied equity matrix that surrounds discretionary decision. Can share that matrix if you'd like to see it. Everyone can make decisions as they want but we want to say what biases can be

*Youth Pulse Survey* - want to create a survey to get feedback on how they are experiencing our system. Access to hygiene products and services, when was the last time they said they saw their juvenile PO, satisfaction with our professional standards office, youth advocate translation services, we want these to be questions during case management process but we want to hear from youth directly without PO and supervisors in the space.

**Nansi:** Want to commend you for the things you've been working on. Specifically for the Native American population, to ensure there's a pathway to communication. You've done an exceptional job when you're seeing those gaps and hearing from voices most impacted. Specifically for communities not having connection to government. I recommend connecting with the elders. In the Latino community elders are important and that may be something you want to look at. My concern is in the midst of current administration, Latino community has experienced a lot of issues, both outside in the world on the inside. One day I would like to say the government works fully, but until then you have us as partners.

**Sterling:** Want to echo that applause. Have experience in the Oregon Youth Authority from decades ago. Had a genuine feeling that there were people invested in children. Is the youth advocate inside or outside? Do the mentors support at release?

**Director Tessean:** We do have a lot of mentoring programs in the community and try to tap into that network and provide that sense of support. The youth

and family advocate is a different role, that is someone the youth and family can reach out to for help to navigate OYA. Her name is K.O. Berger and she sits at the Governor's Office and works closely day and night, talking with the kids and going to facilities.

**Sterling:** Do you know any programs that support kids?

**Jennifer:** Can get you a list. That's in the area of collaboration of our two groups (CJRC and OYA). Its one of the things I'm focused on with how do you start reentry even if you're in closed custody. How do you show them there's something outside of where you are right now

**Director Tessean:** Transition and discharge starts at intake and that's what we're working towards. Think we will get there.

**Sterling:** As a youth, I was homeless and never committed serious offenses. Placed at McClaren as a last resort. Family system therapy – they provided all these supports but then you're dropped back into the same environment. The critical piece is when we transition, there's no more support. You see it with adults too.

**Director Tessean:** We do want to focus more on family engagement. For young people going back to their families, that's a big shift. What if we start family therapy when they are closed custody and can help that bridge. Also looking at family mentors. Family engagement is a metric were looking at.

**Jennifer:** Showed families some of the disaggregated data and their response was 'I'm so happy DEI is not dead and you're still doing that'. We still have work to do but we are dedicated to this and how we can imbed this, knowing the challenges. We need those resources in the community for families. There's a mothers group for mothers whose children are incarcerated or in facilities for example.

**Paul:** I'm the former Executive Director of Sponsors and we contracted with OYA. Will share this point – DOC doesn't have any dedicated funding for reentry services despite 45 hundred a year releasing custody. Appreciate your transparency piece in your presentation today. My experience working with OYA on the RJC has been largely positive that you are willing to pull back the covers and acknowledge pain points and that is half the battle from our perspective. A lot of our conversations

OYA to gather list of youth support programs.

|                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
|                                                                                                                                                                       | <p>are trying to uncover where the disparities are. Clearly there's more work that needs to be done but will also say Director O'Leary was a regular participant in our conversations. It might be nice to think about other ways to engage with us outside of POPs and REIS. There is a lot of good thinking from members of this group that could benefit the agency. Lastly, what is the OYA budget for current biennium and can you break out custody side vs supervision.</p> <p><b>Jennifer:</b> Can ask CFO to break those down for us.</p> <p><b>Director Tessean:</b> Happy to participate.</p> <p><b>Jennifer:</b> Joe did a great job bringing my role into the RJC. If you want to see our impact reviews, you're welcome to come.</p> <p><b>Tristen:</b> Thank you for the presentation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <p>OYA CFO to break down current biennium custody side vs supervision.</p> |
| <p><b>Committee Reflections (Remaining Time)</b></p> <p><b>a) Next Steps</b></p> <p><b>b) July Agencies return and check in on how feedback was incorporated.</b></p> | <p><b>Tristen:</b> OYA seems to have dug into their data and trying to examine problems. OYA didn't get deep into POPs but as an organization they're taking and identifying racial disparities seriously. DOC went granular pop by pop. A lot of talk addressing racial disparities and bipoc felt shoehorned in. Thom said because of racial disparities in the system they primarily services bipoc people and felt like a few layers.</p> <p><b>Sterling:</b> He said it'd be the bipoc community that improved the most because of building a new system.</p> <p><b>Tristen:</b> The idea of serving bipoc community didn't sit right with me. Seems like DOC has a lot of data already and isn't doing anything with it. Do we need an expensive new system or do we need more of a culture to address these disparities.</p> <p><b>Sterling:</b> They have data, at one point they had a data collection office. Would be interested in seeing the data that they have.</p> <p><b>Paul:</b> DOC pops are largely administrative and the bigger issue is racial disparities. OYA presented pops last and they dug into data which was helpful for us to discuss. We want a more genuine conversation with DOC, that will be more beneficial for us.</p> <p><b>Tristen:</b> If DOC is asking for funding, just want to know how are the disparities being addressed now. I know that they have that data and if there's disparities now,</p> |                                                                            |

what does that look like. How is it being dealt with now and how is the new system going to improve that. What is happening right now and the intersection with the pop.

**Babak:** What does the price tag get you? If you have a budget that large, what are creative ways to have it come out of your budget to address the tech things going on.

**Tristen:** Suspect their cost are so high is because of extreme level of security. Most people going to prison just don't need that level of intense security but infrastructure is built around that. When reductions happen though it's built to services and programs.

**Andre:** How did you estimate that cost and when. Costs have been rising enormously and we don't know if that's a 2026 number and is an interesting point. If you don't have right staffing in place, these can take longer and can raise cost. Are they confident that they can complete projects in timely manner.

**Paul:** When I raised question on \$26M dollars, that's in an additional pop, but will they not be taking folks if it the pop isn't moved forward.

**Sterling:** Tech divide is real and they punish access to tech at times.

**Shay:** Noticing lack of accountability with budget. Coming from the nonprofit world, you are responsible to rack everything - down to the cent. Yet they can't do that. How do we have that discussion to see more of those examples on outcomes and where the money is going. And are they needs or wants, those are two different things in a climate like this.

**Nansi:** There were stark differences in presentations we got. What were the requests being sent out to agencies. Is it the same request, so folks are getting what we need?

**Tristen:** The idea was both agencies were to come present to POPs for outside of their current service level budget but through lens of racial equity.

**Nansi:** Until I get info that matches what they are saying, I don't feel comfortable that. I do think they need to answer those unanswered questions. Would be beneficial to Oregonians.

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                            |
|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p><b>Tristen:</b> Would be curious to know how DOC addresses discretion. Because DOC pops have to do with DOC IT modernization and recidivism – how does that address the tech divide and not be a request for additional money.</p> <p><b>Andre:</b> We will offer another opportunity for them to present. Please be on the lookout for the summary of committee follow up questions, they will be for your review before we send to the agency for response.</p> <p><i>Next committee meeting is July 28<sup>th</sup> at 3:00pm (1 hour).<br/>Meeting concluded at 5:23pm.</i></p> | <p>RJC team to gather follow up questions, send to committee for review/approval. Then send final questions to agencies for follow up.</p> |
|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|

|                            |                                                                                                                                                                                                                                                                                  |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Meeting Materials</b>   | <div>  DOC<br/>POPs-RJC-06.23.2026         </div> <div>  RJC_June_2026 OYA<br/>presentation.pdf         </div> |
| <b>Follow Up Materials</b> | <p><a href="#">Oregon Youth Authority : Welcome Page : IMPACT : State of Oregon</a></p> <div>  DOC POPs-RJC-Q<br/>and A-06.23.2025.pdf         </div>                                           |

## Zoom Chat

2026-06-23 15:00:43 From Sterling Cunio to Hosts and panelists:  
I am here but signal is weak so off camera. Hi all

2026-06-23 15:02:09 From Valerie Colas (She/her) to Hosts and panelists:  
Valerie Colas, Public Safety Advisor, Governor's Office

2026-06-23 15:02:13 From Mike Tessean (He/Him), OYA to Hosts and panelists:  
Mike Tessean (He/Him), Oregon Youth Authority Director

2026-06-23 15:02:33 From Allison (she/her) | DAS to Hosts and panelists:  
Allison Daniel, Policy & Budget Analyst with the DAS Chief Financial Office

2026-06-23 15:02:39 From Melinda Gross (she/her) | DAS Office of Cultural Change to Hosts and panelists:  
Melinda (she/her), with the Office of Cultural Change at the Department of Administrative Services. I'm just here to listen to the agency presentations as part of the support and process for Racial Equity Impact Statements.

2026-06-23 15:02:42 From Jennifer Puentes-York (OYA) to Hosts and panelists:  
Jennifer Puentes-York, OYA DEI Strategic Manager.

2026-06-23 15:02:51 From Veva Campeau (DOC, she/her) to Hosts and panelists:  
Veva Campeau (she/her), DEI Manager, Oregon Department of Corrections

2026-06-23 15:02:57 From Mike Reese he/him to Hosts and panelists:  
Mike Reese he/him, director Oregon Department of Corrections

2026-06-23 15:03:08 From Jon Bennett to Hosts and panelists:  
Jonathan Bennett (he/him) DAS CFO Analyst covering OSP, OPDC, DOJ, DSFM, DPSST

2026-06-23 15:03:11 From Tobias Sherwood | he.him | OCC to Hosts and panelists:  
I'm Tobias Sherwood, Office of Cultural Change at the Department of Administrative Services. Here for same reasons as Melinda 🙌

2026-06-23 15:03:12 From Thom Martin Oregon DOC to Hosts and panelists:  
Good afternoon, My name is Thom Martin. Assistant Director with DOC

2026-06-23 15:03:12 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:  
Andre Bealer, Equity and Racial Justice Director, Governors Office

2026-06-23 15:03:14 From Mariana Urdaneta to Hosts and panelists:  
wow so neat Shay!

2026-06-23 15:03:16 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:  
Yasmin Solorio, Executive Assistant, she/her, Gov Office

2026-06-23 15:03:38 From Tobias Sherwood | he.him | OCC to Hosts and panelists:  
Will be off camera for the meeting...

2026-06-23 15:04:23 From Veva Campeau (DOC, she/her) to Hosts and panelists:  
Familiar face! Hi Nick

2026-06-23 15:05:06 From Babak Zolfaghari-Azar to Hosts and panelists:  
Babak, Senior Policy Manager at Partnership for Safety and Justice

2026-06-23 15:05:30 From Mariana Urdaneta to Hosts and panelists:  
Thanks everyone for indulging me! it's nice to bring some lightness to these convenings

2026-06-23 15:05:36 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:  
Agenda

Welcome

Agency Presentation (45 minutes)

a) DOC (15 minutes + 30 minutes for Q&A)

Agency Presentation (45 minutes)

a) OYA (15 minutes + 30 minutes for Q&A)

Committee Reflections (Remaining Time)

a) Next Steps

b) July Agencies return and check in on how feedback was incorporated.

2026-06-23 15:08:36 From Veva Campeau (DOC, she/her) to Hosts and panelists:  
I forgot to mention, I love just sitting outside in the sun with my cat on a leash

2026-06-23 15:56:31 From Dr. Nick Crapser to Hosts and panelists:  
Thank you, everyone, I need to jump off the call to be at my 4:00pm appt. Have a good evening.

2026-06-23 15:58:01 From Veva Campeau (DOC, she/her) to Hosts and panelists:  
thank you all!

2026-06-23 16:21:16 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:  
15 minute

2026-06-23 16:21:23 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:  
15 minutes remaining

2026-06-23 16:24:20 From Babak Zolfaghari-Azar to Hosts and panelists:  
i need to be off camera the last 30 min but am listening in friends

2026-06-23 16:24:29 From Nansi Lopez to Hosts and panelists:  
Can y'all provide the breakout of the reasons for revocation?

2026-06-23 16:25:38 From Cameron Hayes to Hosts and panelists:  
I need to take off. Thank you all!

2026-06-23 17:08:17 From Babak Zolfaghari-Azar to Hosts and panelists:  
i gotta hop friends

2026-06-23 17:11:57 From Andre Bealer (he/him) Gov. Office to Hosts and panelists:  
still listening but off cam momentarily

2026-06-23 17:13:36 From Sterling Cunio to Hosts and panelists:  
"needs vs. wants" Great inquiry framing

2026-06-23 17:18:23 From Sterling Cunio to Hosts and panelists:  
"Training"

# Department of Corrections 2027 Policy Option Packages (POPs) Requests



**Michael Reese**

Director, Oregon Department of Corrections (DOC)

**Thom Martin**

Assistant Director of Administrative Services, DOC



# DOC Mission



# IT Business Process Modernization



```
UININQ3                                DEPARTMENT OF CORRECTIONS                                CENTER2
                                     Purchasing Inquiries Menu

1.  Orders Awaiting Approval           13. Contract Search
2.  Approval Review                   14. Contract Financial Inquiry
3.  Approval Level Inquiry             15. Contract Open Order Inquiry
4.  Approval Levels                   16. Contract Entry
                                     17. Commitment Revisions

6.  Order Inquiry
7.  Purchasing Ledger Inquiry

9.  Open Orders (Not Received)
10. Order Receipts Not Paid

                                     24. COBID Menu

Selection
==> |
```

## Purpose of POP

- Modernize aging offender management & operational systems.

## Why it's Needed

- Too many disconnected systems (40+ systems).
- Duplicate data entry with inconsistent information.

## Risks of Inaction

- Continued use of inaccurate or incomplete data.
- Wasted staff time with inefficient manual workflows.

## Key Takeaways

- Will enable DOC to better identify and address any disparities impacting BIPOC populations.
- Will support transparent, data-driven decisions and strengthen accountability.

# IT Infrastructure and Connectivity



## Purpose of POP

- Modernizing two mission-critical technology environments: AICnet and statewide staff network security infrastructure.

## Why it's Needed

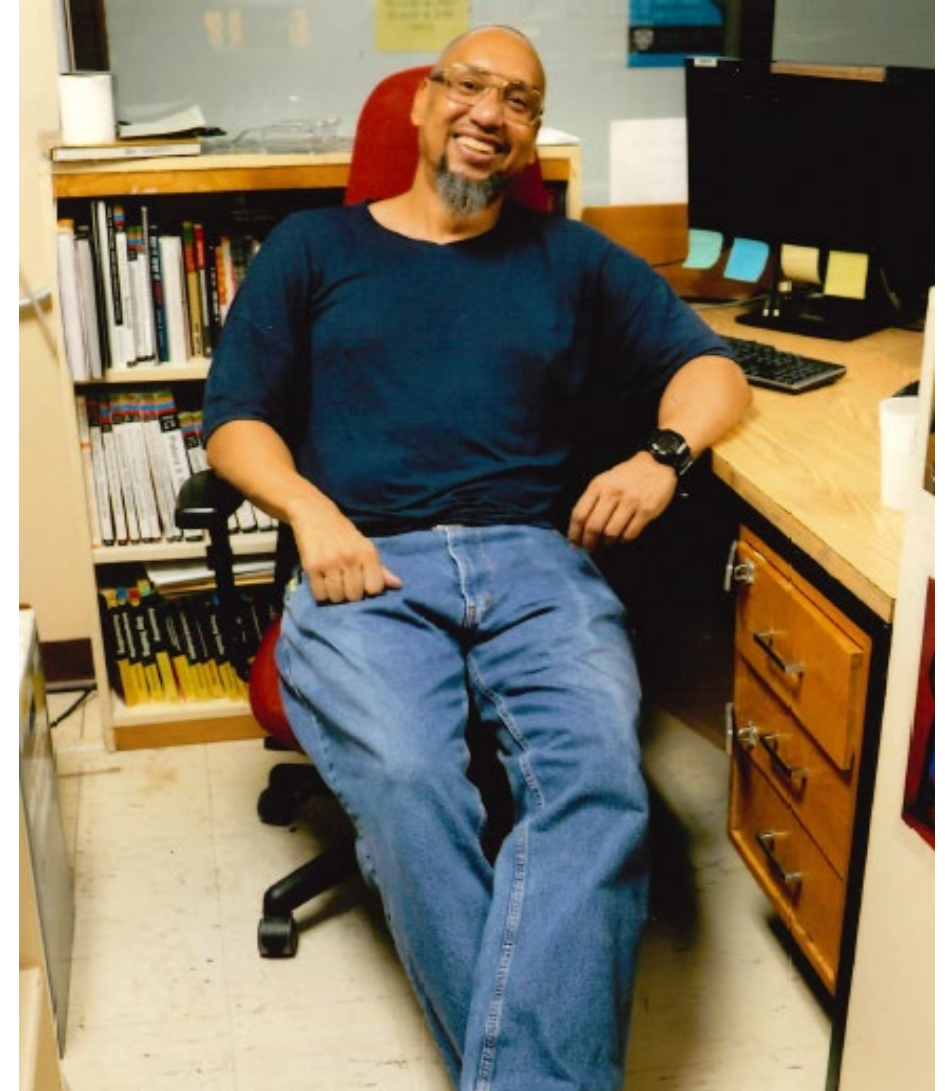
- Supports ability to securely provide educational, rehabilitation, and legal access programs.
- Ensures compliance with statewide cybersecurity mandates.

## Risks of Inaction

- Major service interruptions for legally mandated programs.
- Cybersecurity exposure and risk of data breaches.

## Key Takeaways

- POP would provide the stable, secure infrastructure needed to support equitable access to educational, vocational, legal, and reentry services; critical services for reducing recidivism.

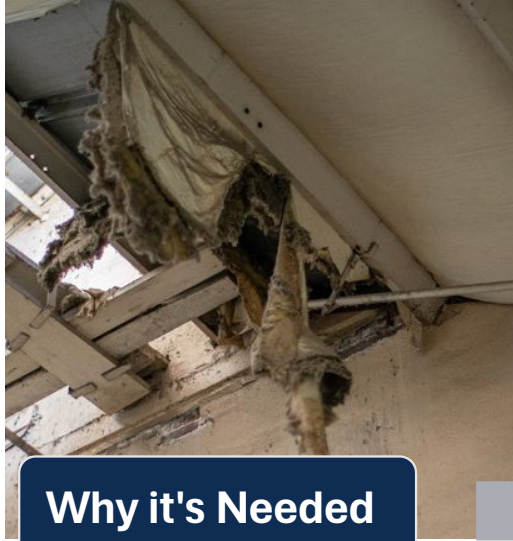


# Capital Improvement & Renewal



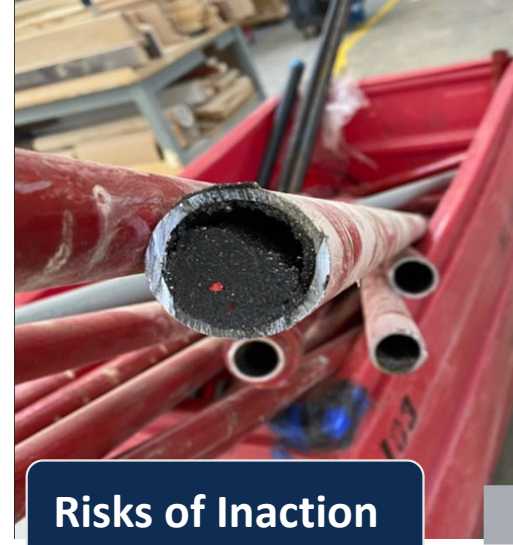
## Purpose of POP

- Address deferred maintenance and capital improvement needs across institutions.



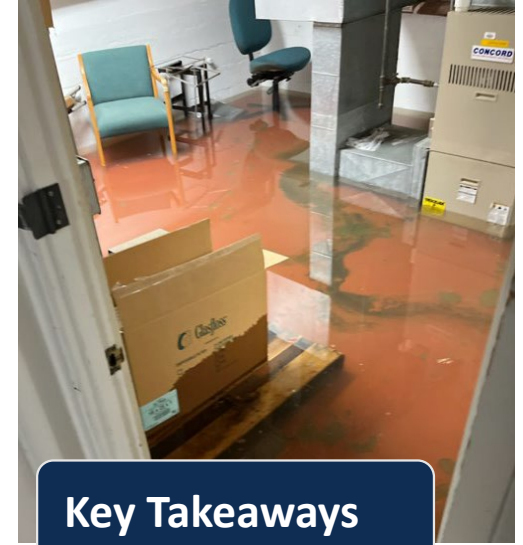
## Why it's Needed

- DOC has over \$800M in deferred maintenance needs.



## Risks of Inaction

- Without funding, deferred maintenance continues to grow, increasing future repair costs.



## Key Takeaways

- Our institutions are 24/7 mini-cities whose infrastructure ages faster due to constant use.



## Get In Touch With Us



(503) 945-9090



[Michael.W.REESE@doc.oregon.gov](mailto:Michael.W.REESE@doc.oregon.gov)  
[Thom.W.MARTIN@doc.oregon.gov](mailto:Thom.W.MARTIN@doc.oregon.gov)



<https://www.oregon.gov/doc>



Oregon Department of Corrections  
3723 Fairview Industrial Drive, S.E., Suite 200  
Salem, OR 97302



# Oregon Youth Authority

## Racial Justice Council June 2026

# Oregon's Juvenile Justice System (to scale)

---



**303,673**  
youth ages  
12-17 in  
Oregon

**2,258 youth**  
on county  
supervision

**450 youth**  
on OYA  
parole and  
probation

**350 youth in**  
OYA close  
custody

Sources: OYA Quick Facts (Jan 2026), Active Dispositions Report (Jan 2025),  
and Easy Access to Juvenile Populations (2022)



# OYA Mission and Vision

## Mission

*Protect the public and  
reduce crime by holding  
youth accountable and  
providing opportunities for  
reformation in safe  
environments*

## Vision

*Youth will leave the  
Oregon Youth  
Authority and lead  
productive, crime-free  
lives*



# What We Are Seeing

Increasing diversity among youth served both in field and facilities

Growth in Hispanic/Latine youth populations

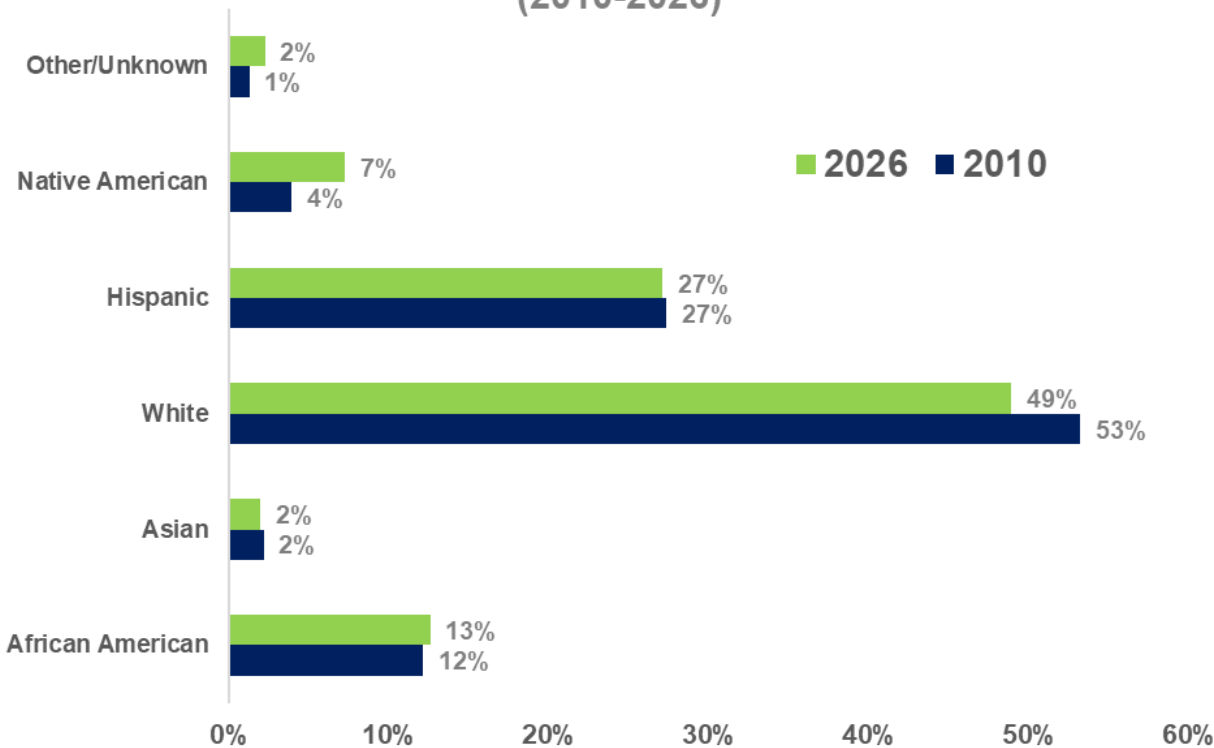
Increased representation of Native American youth in close custody

Significant variation across facilities and regions



# OYA Close Custody Youth Demographic Changes

OYA Close Custody Commitment Demographics  
(2010-2026)



**Source:** Juvenile Justice Information System (JJIS) Quick Facts Summary (January 2010-January 2026); Adapted by OYA Research & Data Analytics Team

- African American Youth had a slight increase.
- Native American Youth show the largest increase
- Use of region-specific demographic data to monitor equity, decision points, and access



# Emerging Equity Findings

Revocation rates declining overall

Greater improvement for White youth than Youth of Color

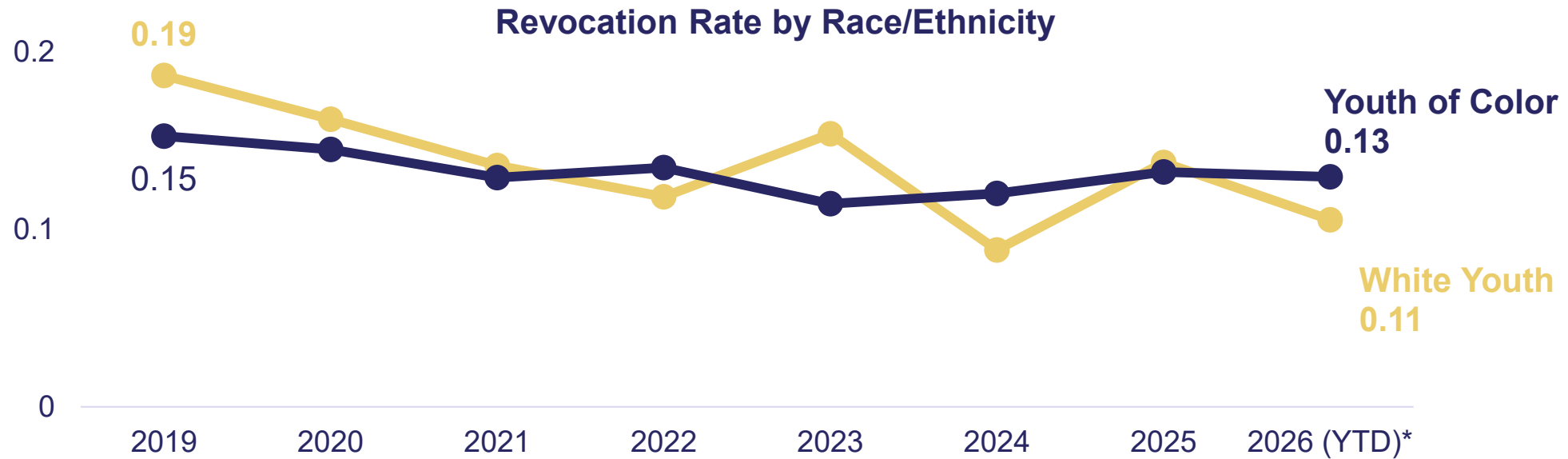
Concerning trends for Native American youth

Need to review discretionary decision points and alternatives to revocation



# Revocation Rate by Race/Ethnicity

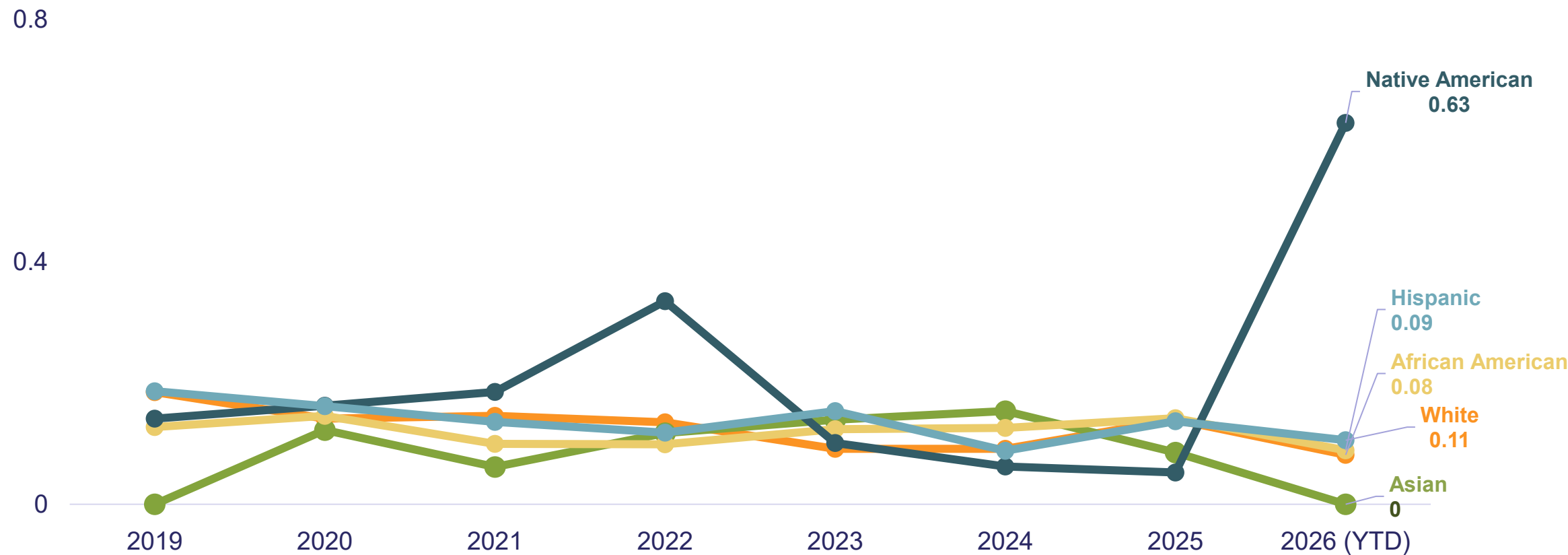
Revocation Rates have declined more for White youth than Youth of Color since 2019





# Revocation Rates

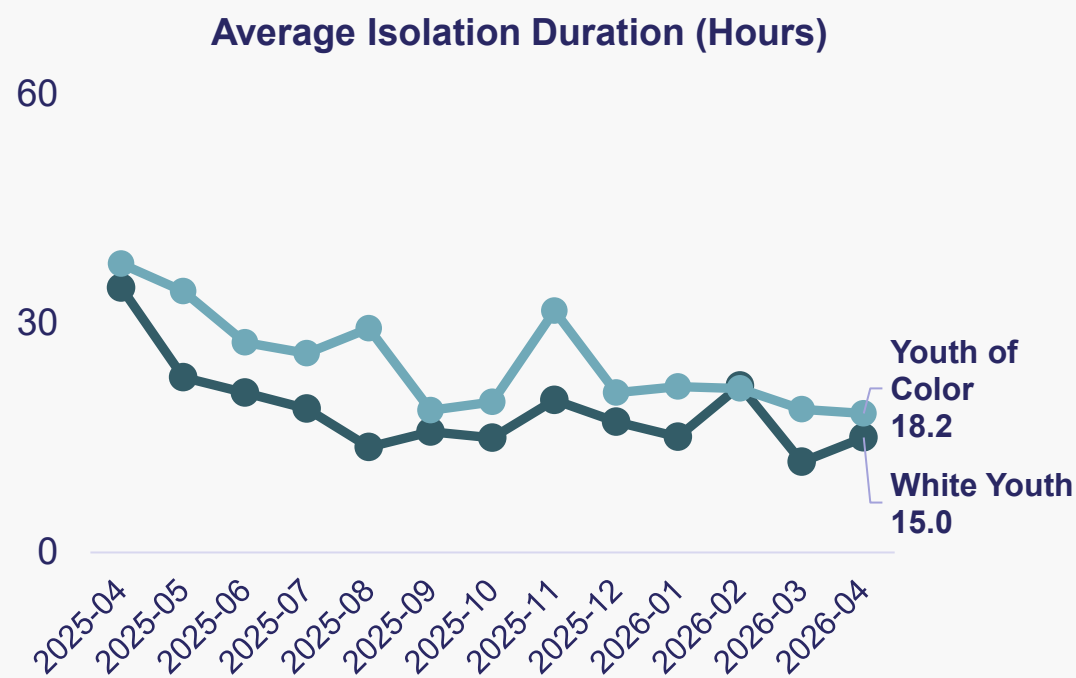
Revocation Rate by Race/Ethnicity



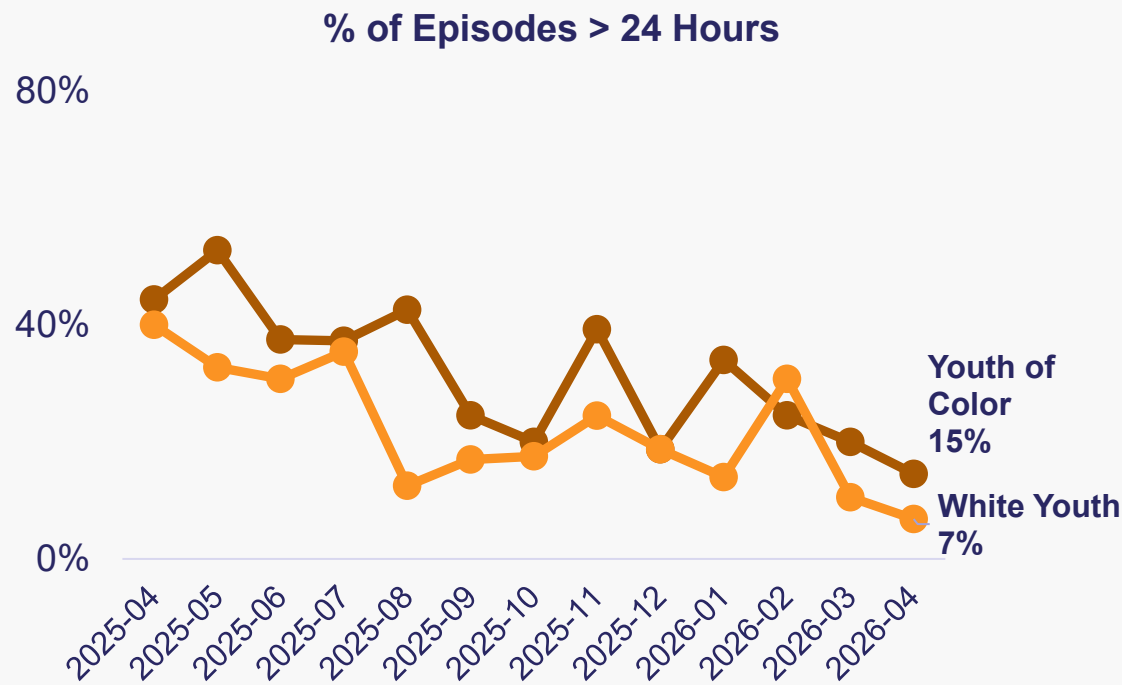


# Supplemental – Isolation Duration by Race/Ethnicity

## Average Time in Isolation was 16.8 hours



## 11% of Episodes Lasted 24 Hours or More





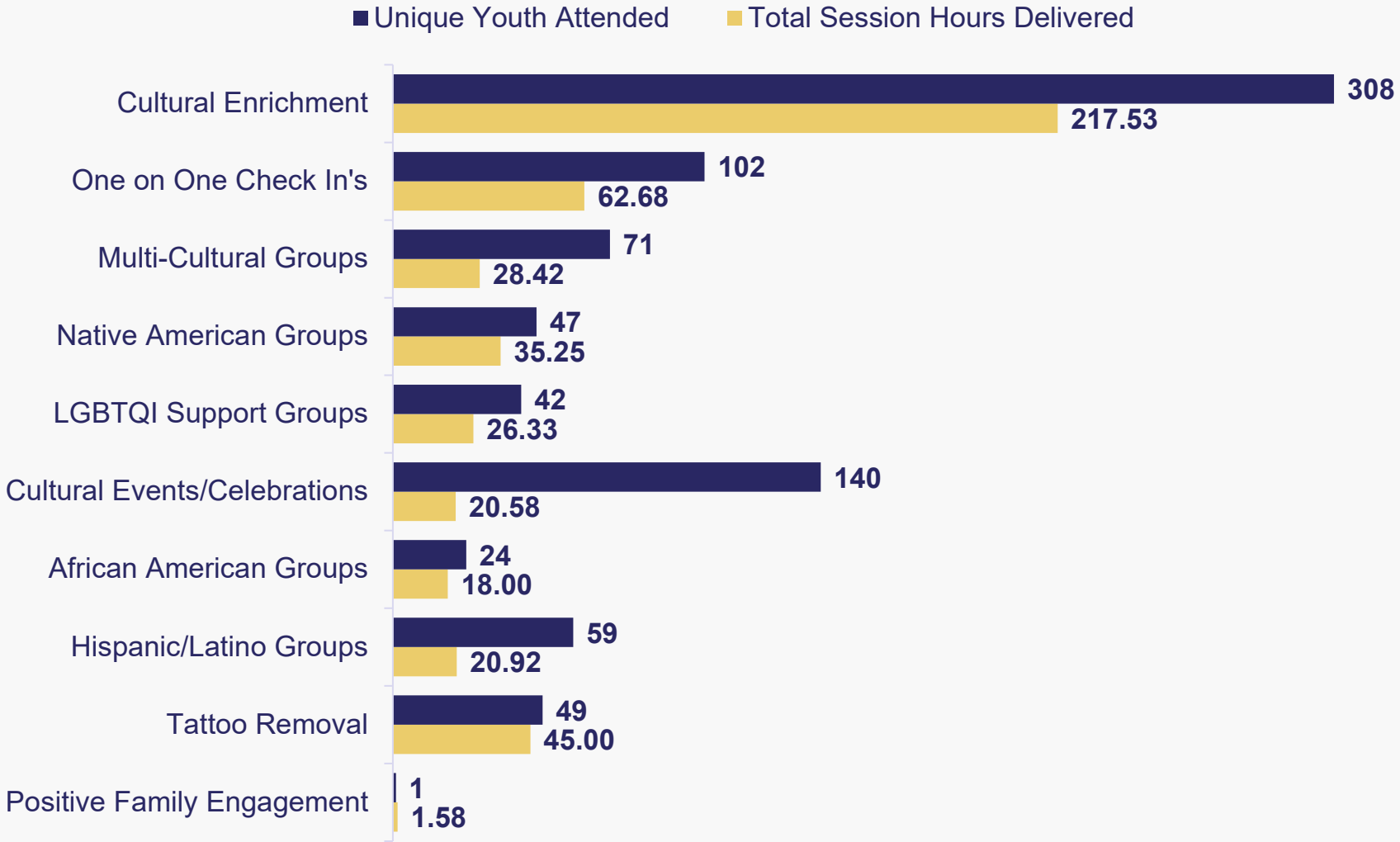
Of total OIIR session hours in May 2026, 96.5%  
were administered by **OIIR staff**.

Cultural Enrichment

- Community Relations
- MDT Participation
- Peer Relations
- Staff Relations
- Youth Behavior
- Youth Contact

Multi-Cultural Groups

- Community Group
- Global Perspectives
- Keys, Beats, Bars
- Multi-Cultural Group





# Equity Work Beyond Budget Development

IMPACT Reviews across facilities and field operations

Monthly Executive Data Reviews

Disaggregated outcome analysis

Policy and systems review

Leadership accountability



# Insights into Action: Our Data Culture Framework



**Hard on Data,  
Intentional with  
People**

We challenge the  
information, not the  
individual.  
  
Healthy tension  
strengthens our thinking.



**If You Don't Know  
Your Data, You Don't  
Know Your Business**

Understanding our  
metrics is a shared  
responsibility.  
  
Knowing your data  
builds credibility and  
informs better decisions.



**Transparency Builds  
Trust**

Sharing successes and  
struggles strengthens  
our collective  
effectiveness.



**Can't Manage a  
Secret**

No one has to carry the  
issues alone.  
  
Open communication  
enables accountability  
and shared solutions.



**Complexity is the  
Enemy of Execution**

Simplicity and clarity  
accelerate progress.  
  
Keep it understandable,  
actionable, and  
measurable.



**Collective  
Accountability**

We rise together. Data  
ownership matters, but  
improvement is a team  
sport.

*We turn data into direction — not just to report, but to  
refine, learn, and improve*



# Opportunities Ahead



Expand  
culturally  
responsive  
programming



Strengthen  
Tribal  
partnerships



Increase  
youth and  
family voice



Improve  
consistency  
across  
facilities



Better align  
services with  
demographic  
trends





## Applied Equity is more than a matrix.

It is a governance structure that surrounds a discretionary decision with required documentation, evaluation standards, automatic interruption triggers, clear authority assignments, and outcome metrics. The matrix is one element. The framework is the surrounding system that makes the matrix produce different outcomes.

### FRAMING

## What the matrix is — and is not.

| ✓ It is                                                                                                                                                                                                               | ✗ It is not                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
|  A structured tool that surrounds a discretionary decision with required documentation, evaluation standards, and review triggers. |  A flowchart that tells anyone what to decide.     |
|  A way to reduce interpretive variance — similar youth in similar situations receive similar decisions across regions.             |  A replacement for professional judgment.          |
|  A method for surfacing patterns that individual case review cannot see.                                                          |  A compliance checklist or form to fill out.      |
|  Enforced through existing supervisory and HR authority.                                                                         |  A discipline tool against JPPOs or supervisors. |



# Youth Pulse Survey

**OYA is creating a way to get direct feedback from youth centered on how they are experiencing our system**

To better understand these experiences, we want to assess youth perceptions of OYA in several areas, including:

## Access to hygiene products and services



**1** Access to hygiene products and replacements



**2** Grievance process



**3** Access to cultural services



**4** Access to religious services



**5** When was the last time they saw their JPPO face-to-face?



**6** Trust or satisfaction with PSO



**7** Access to youth advocate



**8** Access to gender-affirming care supplies



**9** Translation services



**10** Health services



# Policy Option Packages

- Pkg 101 – Position Reclasses
- Pkg 102 – Capital Improvements
- Pkg 103 - CCTV/Access Control/Electronic Security
- Pkg 104 – Architecture & Engineering Survey for new MYCF Lord High School
- Pkg 105 – JJIS Legacy Maintenance
- Pkg 106 – Ongoing IT Projects
- Pkg 107 – Payroll Services Transition



# Oregon

Tina Kotek, Governor

Oregon Department of Corrections

Headquarters  
3723 Fairview Industrial Drive SE 200  
Salem, OR 97302



June 24, 2026

**To:** Criminal Justice Reform Committee of the Racial Justice Council

**From:** Thom Martin, Assistant Director of Administrative Services

**Re:** Answer to question posed during the June 23<sup>rd</sup> presentation on selected Oregon Department of Corrections Policy Option Package Requests

Co-Chair Solomon, Co-Chair Edwards, and Members of the Committee,

Thank you for giving the Department of Corrections (DOC) the opportunity to respond to the questions posed by the Committee in yesterday's meeting regarding our presentation on selected Oregon Department of Corrections (DOC) Policy Option Package (POP) Requests. Below is the answer to the Committee's question that wasn't answered during the meeting.

**Co-Chair Solomon asked how much of the \$144,000,000 Capital Improvement and Renewal POP request is slated to address deferred maintenance needs at the Oregon State Penitentiary (OSP).**

The portion of the \$144,000,000 Capital Improvement and Renewal POP request slated to address deferred maintenance needs at OSP is \$28,456,054.