



Agenda/Notes
Office of Governor Kotek — Racial Justice Council (RJC)
September 18, 2025 – Zoom Webinar
3:00 – 5:00 p.m.

CHAIR

X	Governor Tina Kotek
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MEMBERS

X	Ana Molina	X	Jimmy Howard	E	Matt Newell-Ching
X	Angela Uherbelau	X	Josie Silverman-Mendez	X	Melinda Del Rio
X	Annie Valtierra-Sanchez	X	John Washington	X	Mark Jackson
X	Ciara Pressler	X	Kim McCarty	X	Paul Solomon
X	Cynthia Richardson	X	Latiffe Amado	X	Perla Medina Alvarez Lucio
X	James Cador		Marcus C Mundy	X	Reyna Lopez
X	Janice Mason		Maria Elena Guerra “Meg”	X	Shay Huber
X	James Alan Parker	X	Marin Arreola	E	Tristen Edwards
X	Jenny Pool Radway	E	Marisa/Mariesa Zapata		

OTHER ATTENDEES

X	Andre Bealer	X	Javier Cervantes		Shana McConville
X	Ami Goswami		Jesse Hyatt		Svetha Ambati
	Amy Schlusser		Johnna Timmes		Taylor Smiley Wolfe
	Anca Matica		Johnna Papaefthimiou		Valerie Colas
	Aimee Fritsch		Jim McKenna		Vince Porter
	Bob Livingston	X	KC Ledell	X	Yasmin Solorio
X	Chris Warner		Kelly Brooks	X	Kate Nass
	Doug Grafe		Kristina Narayan	X	Rachael Moser
	Danny Moran	X	Matthew Tschabold		Constantin Severe
	Rachel Currans-Henry		Maya Crawford Peacock		Brandy Hemsley
X	Erik Cole		Morgan Gratz-Weiser	X	April Rohman
X	Rachel Moser	X	Melinda Gross, DAS	X	Betsy Imholt, DAS
				X	Kate Nass, DAS

Topic/Lead	Notes/Main Points	Decisions/ Action Items
Welcome and Roll Call	<i>Javier takes roll call for Council members. Members provide introduction.</i>	
New Director Presentation: Dept. of Administrative Services, Director, Betsy Imholt	<p>Betsy Imholt: Been with DAS for three months. Been in state government for 30+ years. Grateful to be here. DAS does everything from landscaping to calculating your kicker. We also do publishing and distribution, mail delivery, financial budgeting and accounting, procurement, IT, policy work, fleet and car repairs, and many other services for agencies. Our mission is to ensure our resources are used efficiently. I work closely with Melinda Gross, who is on my team.</p> <p>Kim: Can you expand on racial equity work your department is doing?</p> <p>Betsy: Theres been a lot in last 5-6 years that has directed the department</p>	

<p>New Director Presentation: Dept. of Administrative Services, Director, Betsy Imholt</p> <p>(Continued)</p>	<p>via Executive Order and commitments with legislature. The work Melinda and the team are doing has built a trusting environment. In those sessions, there's accountability and open dialogue. That is intense work going across the enterprise and haven't experienced before. Really unique to Melinda and her team's talents. Takes most of the time on our team. Very impactful.</p> <p>John: What work are you doing to improve relationships with small business community?</p> <p>Betsy: Most direct and obvious is to get procurement system fixed. There's a lot of money and potential that can benefit small businesses, if they can't participate in it then it will be a hindrance.</p> <p>Governor: The Business Roundtable notes have been communicated to DAS. Betsy is also focused on technical challenges. Procurement is important.</p> <p>Mark: Is there any look at reimbursement model around the state? Lack of reserve funds, doing services where you need to be reimbursed, expectation around increasing admin percentage cap?</p> <p>Betsy: We have a long list of system barriers, technology barriers, and programmatic barriers – would add those to the mix for sure. Will take us a while to get things to work. It is a system we are rebuilding from ground up. We can do it with programmatic information in mind on choices we can make along the way. Disparity study helps to inform that.</p> <p>Governor: The goal is to pay people on time and to help people be partners with the state.</p> <p>Betsy: We have a policy on the books. It has been to pay within 45 days and to hold onto it. Why? Because we make interest on that. We are changing that and it will no longer be our point of view. The policy to unwind that, it takes time.</p> <p>James Alan Parker: Applaud your priority for procurement. Hope we can find ways to support your goal there.</p> <p>Governor: We anticipate a return engagement in 6 months.</p>	<p>Future agenda item: have Betsy return for update</p>
<p>Presentation: Reintroducing the Racial Equity Impact Statement Melinda Gross, Director of Office of Culture Change</p>	<p>Melinda Gross: I want to talk about Racial Equity Impact Statements (REIS). The budget starts in 2026, and we have a year to get work moving forward before new '27 year. We've done two rounds of REIS process. At this point we want to be intentional and bring you in earlier in the process to form what we hope to have in the REIS together.</p> <p><i>Melinda shares power point "RJC – REIS Overview (9.18.25)</i></p> <p>REIS has to describe impact of programs for policies and budget modifications on Oregonians who are Black, Indigenous or other people of color. Budgets are a reflection of your moral values. If agencies aren't thinking of racial equity and its impacts then it will be hard to make those changes. For 23-25 budget cycle, we did a phased approach. 27 agencies were identified to submit an REIS regarding specific programs</p>	

Presentation:
Reintroducing the
Racial Equity
Impact Statement
Melinda Gross,
Director of Office
of Culture Change

(Continued)

they had. For 2025-2027 year we had all executive branch agencies submit and REIS and instead of *program* specific, we had them do it *agency* specific.

Office of Cultural Change reviews all budgets and makes recommendations to the Governor. Agencies asked for support, and we worked with them on identifying a picture on how they are doing along with their DEI work. Learnings from this include the quality and information of REIS submitted differed, and there is room for improvement on how REIS is used for budgetary items.

I want to hear your thoughts on how you would like to engage. I want to plant the seed so we can develop what the process for upcoming budget cycle. So many ways for you guys to engage, want to flag now before we make decisions. Want to ensure folks can learn at a nice pace vs too fast.

Paul: Really timely as we are presenting later in the agenda on our priorities. Thanks for sharing on 23-25 for REIS process. That year it felt rushed; we want to engage earlier on in the process. I was unclear how agencies went about determining which programs they were using. Our committees had ideas on what programs were good, but they weren't the ones the agencies necessarily brought to our committees. Hungry to engage with you, specifically for Criminal justice sphere.

Melinda G: Wasn't around for 23-25 budget but this is the opportunity to engage earlier. If you want programs or presentations, lets do it. Would love REIS to be a tool for agencies to do before setting budgets. Right now, they are doing it as the last thing in the process which means they aren't doing it before or as they are creating it. Would like your support on thoughts and work together.

Angela: Love the intentionality and ensure the impact statements aren't just pushed aside. Wondering if other states are doing or leading in this area to connecting impact to budget creation? Secondly, do legislators have access or inform legislature as they look at GRB or other budgets when it comes to decision making.

Melinda G: Don't have insights on other states. Been thinking on how we engage with other states and DEIB. Haven't thought on the REIS piece. We do have someone from media who wanted to know more about REIS process. I want to engage with WA, CA, and CO. If you have other states, let us know. When it comes to legislature, it's not involved.

Andre: There currently is no official process.

Jimmy: Has there been a desire for touchpoints outside of budget process just to check in? What did you get from the reports from those 27 agencies and what did they utilize the impact statements and future budgeting?

Melinda G: We asked for progress reports last time. There were a few agencies that continued work, even if they didn't get funding directly. Others shared progress reports, but we didn't find out until two years later. We do support agencies with DEI plans, but now they are also required to do their budget. Maybe we do touchpoint work with DEI plan

<p>Presentation: Reintroducing the Racial Equity Impact Statement Melinda Gross, Director of Office of Culture Change (Continued)</p>	<p>and budget, also integrating the two possibly.</p> <p>Melinda DR: With the political climate, financial constraints, and federal impacts - does that change anything? Out in the community there is a big fear and people have scrubbed websites for example. This is great but reality of where we are...</p> <p>Melinda G: Can't talk about budget if we aren't talking on real impacts we're experiencing. We're in unprecedented times. Totally get it and feel it. Folks working at the state in DEI have that anxiety or those just working in the social justice work have that anxiety. We haven't backed down on DEI commitments. Agencies that get federal funding, for example, are impacted but are adapting. Will be hard and challenging. There's a commitment from Oregon to continue to do the work. We are exploring what our north start with DEI looks like. We might be adapting to dig into the work stronger and be more specific on outcomes we are looking for and making DEI language more accessible – naming what we are working towards.</p> <p>Melinda DR: Are there practice conversations or guidance on adapting?</p> <p>Melinda G: That's part of the north star work and how we are engaging in next few months. Agencies that are outward facing are harder impacted. Going to get that North Star work launched in the next few months, if you're interested in participating, would love to have you.</p> <p>Governor: Anything you do for human beings applies. I appreciate how we use and learn from it. Excited to hear from next steps. Going back and thinking on how we can structure to make proposals for budget, we are looking at budget reductions. How do we keep the North Star in a budget constrained environment. While we are talking about building a new year budget down the line, can we use that to make the best choices possible.</p>	
<p>RJC Priorities Discussion: Council Alignment and Committee Report Outs</p> <p>a. Vote on the priorities</p>	<p><i><u>Housing and Homelessness Committee</u></i></p> <p>Kim: Would like to come back to rental assistance as a priority. It's an extremely effective tool. Focus on housing development – see it as a continuum of need to ensure folks have that support for affordable housing.</p> <p>Marin: How is housing development and work going overall statewide?</p> <p>Kim: Meg has more experience in housing development than I do. There was commitment from state and local jurisdictions like Portland and metro area. Folks are committed to that goal and a good sign.</p> <p>Governor: Whatever dollars that have been identified, we are trying to move as fast as possible.</p> <p><i><u>Economic Opportunity Committee</u></i></p> <p>Jan: Analyzing Agency Effectiveness – want to ensure people are receiving Business Oregon dollars and key data. Want to work with Business Oregon on recommendations.</p> <p>Update on EO22-15 – disparity study and Office of Cultural Exchange. We have worked to make recommendations for Governor to encompass language and how we approach DEI and racial justice in this moment in time.</p> <p>Workforce Workgroup: working to draft recommendations based on Future</p>	

RJC Priorities
Discussion: Council
Alignment and
Committee Report
Outs

a. Vote on the
priorities

(Continued)

Ready Oregon and providing a model for workforce development. Would like to provide and strengthen workforce and talent expansion. Enabling completion and retention for folks in those programs. Goal is to set recommendations so Governor has them by 2026 first quarter.

Environmental Equity Committee

Ana: Many of our things were tied to budget and didn't move forward unfortunately. Want to maintain our current work.

Environmental Restoration Funds – will start coming to Oregon and conservation programs for pollution reduction efforts.

Resiliency efforts – want to actively engage and provide feedback.

Working with Env. Justice Council. Our climate justice movement is so small that there's an ongoing question on moving forward. So many of the same people are being pulled into different spaces.

Jan: Have you thought on looking at Social Development Goals or EDGs Environmental Social Governance? Would encourage you to look at those as possible ways to talk to legislators to talk about environmental equity.

Ana: Our committee is so small we haven't had an opportunity to invest and talk about those conversations. Many of our members outside of the committees interact with legislators, as a broader look at climate justice and wins were under different leadership. Right now, it's an educational endeavor.

Governor: In a budget constrained environment, Oregon Env. Restoration Fund. There was a lot of thought to ensure it was used intentionally. It's the type of fund that could be easily tapped for other services, it's nice that it's guarded to be used as intended. Glad it's on the list.

Health Equity and Human Services Committee

Josie: We have two overarching things to focus on in the coming months. We can help with communicating decisions for folks on the ground and navigating changes going forward.

Federal Medicaid and SNAP impacts. Been a lot of talk on data sharing and protections, will want to continue monitoring what's happening and be an agent to communicate impacts on the ground.

Coordinated Care Organizations model – lots of concerns on future viability.

Want to be a partner for what comes next.

Healthier Oregon Program – want to monitor what goes on with enrollment and utilization. Significant chilling effect with current climate and want to connect on any changes that might be coming.

Marin: Behavioral health is a big issue. Want to continue monitoring and ensuring equity. We have a workforce crisis when it comes to workers, we want to ensure we promote bilingual bicultural therapists.

Residential Capacity and DHS funding and focusing on mental health.

Traditional Health Workers – during COVID they had a big impact.

Regional Health Equity Coalitions – also of interest.

Criminal Justice Reform Committee

Paul: Affirming Sanctuary Laws – Want to ensure victims at risk are mindful that they feel protected and safe in this community.

Policy on Medicaid 1115 Waiver – to allow state to begin providing services to Oregon Health Plan.

Restorative Justice and reinforcing efforts – though we don't have any asks in short session. Want to keep legislators informed on our work and educate folks.

Annie: You mentioned there's been more payments made on issues coming up with Women in Custody. Where do I find that data.

RJC Priorities
Discussion: Council
Alignment and
Committee Report
Outs

a. Vote on the
priorities

(Continued)

Paul: Might defer to the Governor on that. Dept. of Corrections likely has that on settlements paid out.

Governor: Has been significant ton last couple years. Gender informed practices at Coffee Creek is trying to undo that.

Annie: We have talked to law enforcement in Southern Oregon on people in custody and detaining. When some counties differ from others, what do we do to remedy that?

Paul: For deflection – I also chair Criminal Justice Commission. We have 28 programs across 36 counties. Hopeful that the commission will develop best practice standards and something counties can adhere to. Want to ensure there is accountability and parody.

For 1115 waiver, when people go into custody they lose benefits. And the waiver gave 90 days. Not everyone stays a long time, and they are left with no coverage. This is a big issue for folks in custody.

Governor: We have a shared goal and value on making this work. Generally, it's a confluence of many factors. 1115 was slow to start and we were finding implementation challenges. The waiver benefits have an expiration. Will go back to agency to see what considerations are in play to restart it and for us to have a conversation about it. We should come back and see can we do this and if so what can we do.

Education Committee

Mark: Want to educate elected officials and how these impacts and fiscal impact of cuts affect the system. Even by district.

Accountability – ensuring we prioritize safety, civil rights, workforce priorities, and system alignment. Seen significant reductions on some programs but want to ensure we get rationale on why cuts were done on equity programs vs across the board.

Cynthia: We've identified what we need for our students. When you put actions into place, and then when funding is gone, we need to start over again. We need stability. Those cuts have hurt us tremendously. Now everyone has to go back to developing a plan to overcome the cuts.

Marin: Are you also looking at the budget? Read somewhere we are spending about 35% on admin personnel and less on teachers. How do we improve our system.

Mark: Not for that particular item. Our focus is primarily on cuts from equity.

Annie: Want to suggest adding a bit more to accountability. Where are we trying to get accountability from – ex: teacher, students, system? Maybe more defined for our communities.

Governor: Maybe “school district accountability”?

Mark: Thank you. We have to find accountability for district control, as it impacts kids and families.

Andre: Thanks for the hard work, everyone. This was a lot of work and intentionality based on passion that comes with these priorities. This makes us even more powerful as we go into conversations with legislators and going into legislative session.

<p>RJC Priorities Discussion: Council Alignment and Committee Report Outs</p> <p>b. Vote on the priorities</p> <p>(Continued)</p>	<p>Javier: Report outs are completed. With that said, as a package, are we comfortable moving forward with using these?</p> <p><i>All present members in favor.</i></p> <p>Andre: Those not in favor?</p> <p><i>No member in opposition.</i></p> <p>Jan: Gratitude for all those involved. Want to express that we are bold, and move forward with courage. The spirit behind RJC isn't just about racial justice, it's really about justice in general. That's why we have all these committees. We need to have these conversations and look to each other to lift our spirits. I appreciate the hard work and lead with heart. Be bold and be courageous.</p> <p>John: Applaud the work that went into the committees. Was optimistically cautious. I like the CJRC work. Looking forward to selecting a committee.</p>	
<p>HR1 Update</p> <p>a. Update and next steps</p>	<p>Governor: This will be a greater conversation with our meeting in November. We have to talk about financing issues. We have done initial impact analysis. Its over \$15B that will impact SNAP and Medicaid. Want to say thank you to HEHS committee on their interaction on this and advising on values and how we set north stars and budget environments for our agencies (particularly ODHHS/OHA) to work together. It's their interaction and the overlap. No changes to eligibility or benefits have been made. Nothing has gone into effect. Waiting for detailed guidance from USDA, supposed to get that by end of September. Want to anticipate next few months will be very robust. If we have to have a special meeting, we will do that. November meeting will be critical for HR1 cuts and rebalancing budget. Want to thank you for engaging with legislator over September legislative days and remind people we do not want to go backwards.</p>	
<p>Update Legislative Engagement Process, Andre Bealer, Director of Equity and Racial Justice</p>	<p>Andre: There will be changes to the schedule. The legislature will be reconvening on the 29th and we will do work to rearrange those. We got a great list. We have our one pager and put together a schedule and snapshot on background for legislators you'll be meeting with. I will be out on leave to welcome a new baby. Team is here to support.</p>	
<p>Open Mic</p>	<p>Paul: Housing Stability Council Meeting – been working on it for a number of years.</p> <p>Annie: Food insecurity is big. Coming back and asking about the impact and changes.</p> <p>Governor: OHA has been doing community engagement webinars. Next one I believe is Sept 30th.</p> <p>Cynthia: Have submitted a special request of you, please consider it.</p> <p>Governor: We have aligned with federal guidance for science based guidelines for vaccines in the past, but now we have aligned with a few states to provide recommendations based on science.</p>	
<p>Announcement of November 20th in-person meeting/Adjourn Salem</p>	<p>Javier: November 20th in Salem at State Library. Meeting adjourned at 5:00pm.</p>	

Materials



RJC - REIS Overview
(9.18.25).pdf



Racial Justice
Council Legislative P



RJC Legislative
Priorities Endorseme

Zoom Chat

- 15:05:36 From Chris Warner, (he/him) Gov Kotek to Hosts and panelists:
Chris Warner, Chief of Staff for Governor Kotek
- 15:05:44 From Andre Bealer (he/him) Office of the Governor to Hosts and panelists:
Andre Bealer, Equity and Racial Justice Director
- 15:06:01 From Vince Porter to Hosts and panelists:
Vince Porter Deputy Chief of Staff Public Administration
- 15:06:05 From Melinda Gross (she/her) | Dir. of Cultural Change (DAS) to Hosts and panelists:
Melinda Gross (she/her), Director of Cultural Change with the Department of Administrative Services. Glad to be here with you!
- 15:06:05 From Valerie Colas (She/her) to Hosts and panelists:
Valerie Colas, Public Safety Advisor
- 15:06:06 From April Rohman (they/them), Governor's Office to Hosts and panelists:
April Rohman (they/them), Behavioral Health Advisor
- 15:06:07 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:
1. Welcome and Roll Call (5 mins)
2. New Director Presentation: Dept. of Administrative Services, Director, Betsy Imholt (15 mins)
3. Presentation: Reintroducing the Racial Equity Impact Statement Melinda Gross, Director of Office of Culture Change (15 mins)
4. RJC Priorities Discussion: Council Alignment and Committee Report Outs (50 mins)
a. Vote on the priorities
5. HR1 Update (5 mins)
a. Update and next steps
6. Update Legislative Engagement Process, Andre Bealer, Director of Equity and Racial Justice (5 mins)
7. Open Mic (20 mins)
8. Announcement of November 20 in-person meeting/Adjourn (5 mins)
- 15:06:08 From Svetha Ambati (she/her), Governor's Office to Hosts and panelists:
Svetha Ambati, Senior Housing Advisor
- 15:06:16 From Erik Cole to Hosts and panelists:
Erik Cole, State Resilience Plan Manager, listening in and seeing how you do it!
- 15:06:18 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:
Yasmin Solorio, Executive Assistant
- 15:07:30 From Ami Goswami (she/her) Comm. Eng. Manager to Hosts and panelists:
Ami Goswami (she/her), Community Engagement Manager
- 15:08:06 From Renee Klein to Hosts and panelists:
Renee Klein, Budget and Policy Administrator, Department of Administrative Services Chief Financial Office
- 15:08:19 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:
1. Welcome and Roll Call
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4. RJC Priorities Discussion: Council Alignment and Committee Report Outs
a. Vote on the priorities
5. HR1 Update
a. Update and next steps
6. Update Legislative Engagement Process, Andre Bealer, Director of Equity and Racial Justice (5 mins)
7. Open Mic
8. Announcement of November 20 in-person meeting/Adjourn
- 15:11:15 From Chris Warner, (he/him) Gov Kotek to Hosts and panelists:
Will be off camera for a bit.
- 15:16:57 From RJC Angela Uherbelau she/her to Hosts and panelists:
Thank you Betsy - good to see you!
- 15:18:00 From Paul Solomon (he/him) to Hosts and panelists:
How many employees are there at DAS? I don't have a good sense of how large the agency is.
- 15:19:50 From Betsy Imholt- DAS Director to Hosts and panelists:
1000
- 15:25:27 From Betsy Imholt- DAS Director to Hosts and panelists:
Always happy to come back and deep dive.
- 15:43:01 From Latiffe Amado (she,her,ella) to Hosts and panelists:
hey all, apologies but I need to drive to a 4pm meeting so will be off camera until then and will see y'all in person in November.

15:43:26 From Andre Bealer (he/him) Office of the Governor to Hosts and panelists:

Thank you, Latiffe.

15:49:13 From Betsy Imholt- DAS Director to Hosts and panelists:

The Criminal Justice Commission prepares racial and ethnics for the legislature in some circumstances.

<https://www.oregon.gov/cjc/CJC%20Document%20Library/AdultCJSystemRacialandEthnicStatementBackground.pdf>

15:49:50 From Betsy Imholt- DAS Director to Hosts and panelists:

correction: racial and ethnic impact statements

15:58:37 From Kim McCarty to Hosts and panelists:

Hello Everyone, I have to leave early today . In regards to Housing and Homelessness our committee wants to keep insisting on maintaining historic funding. This was mostly accomplished with the exception of the critical eviction prevention services and rent assistance. We understand that with an expect deficit this will be a difficult ask but it is a critical request that is relevant to racial equity.

Here is a recap

16:03:59 From Kim McCarty to Hosts and panelists:

Implementation of existing programs

- Rent Eviction Prevention
- Affordable Housing Preservation
- Permanent Supportive Housing Services Programs
- o HHC provides feedback, input, and recommendations (example Senior Housing Initiative).

Housing Development

Learn more about agency programs such as (how are these programs performing; programs share data):

- Local Innovation and Fast Track (LIFT) Housing Program as a long-term effort
- Home Ownership
- Rental Support
- Eviction Prevention to Housing
- Development (from a previous priority)
- o Desired Outcome: Advocate for maintained efforts to agencies.

16:07:41 From RJC Angela Uherbelau she/her to Hosts and panelists:

Thank you Jan. A suggested edit to the document is specifying “Business Oregon” so legislators know that’s the agency to being analyzed

16:08:24 From RJC Jan Mason, she/her to Hosts and panelists:



16:36:04 From Governor Kotek (she/hers) to Hosts and panelists:

Maybe add "School district accountability"?

16:40:07 From Cynthia Richardson to Hosts and panelists:

Sorry I lost connection

16:52:52 From Shay Huber she/her RJC CJRC to Hosts and panelists:

are you compensating travel time for in person meeting?

16:54:05 From Yasmin Solorio, Gov Office (She/her) to Hosts and panelists:

More info to come on travel comp!

16:56:35 From RJC Jan Mason, she/her to Hosts and panelists:

I will yield to other to speak for open mic. I'll email my questions regarding economic development from the state and also on AI>

16:59:53 From Ana Molina - RJC & EEC to Hosts and panelists:

Thank you so much everyone and the Governor for your updates.

Racial Equity Impact Statements



Overview & RJC Engagement (9/18/25)

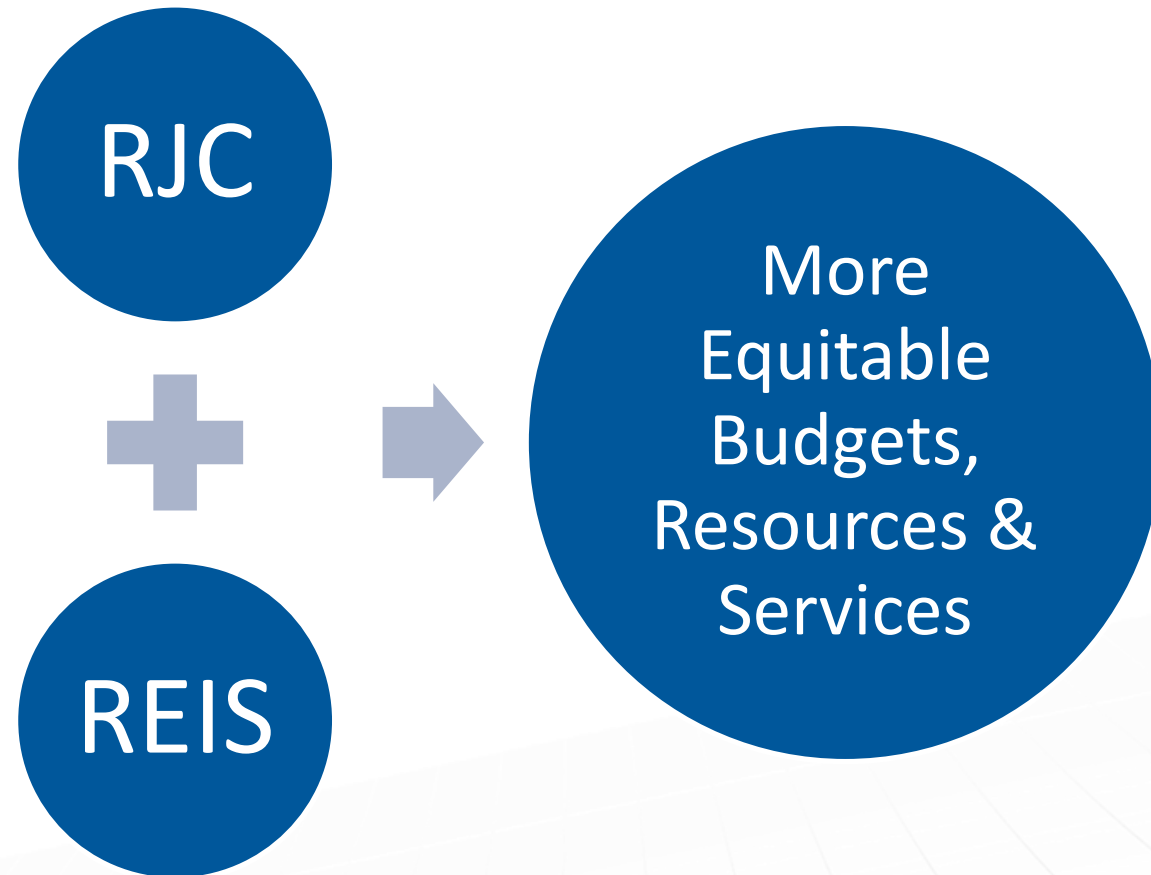
What is an REIS?

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

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

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

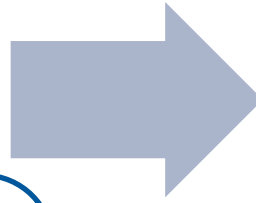
What is an REIS?



REIS: Phased Approach

'23-25

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



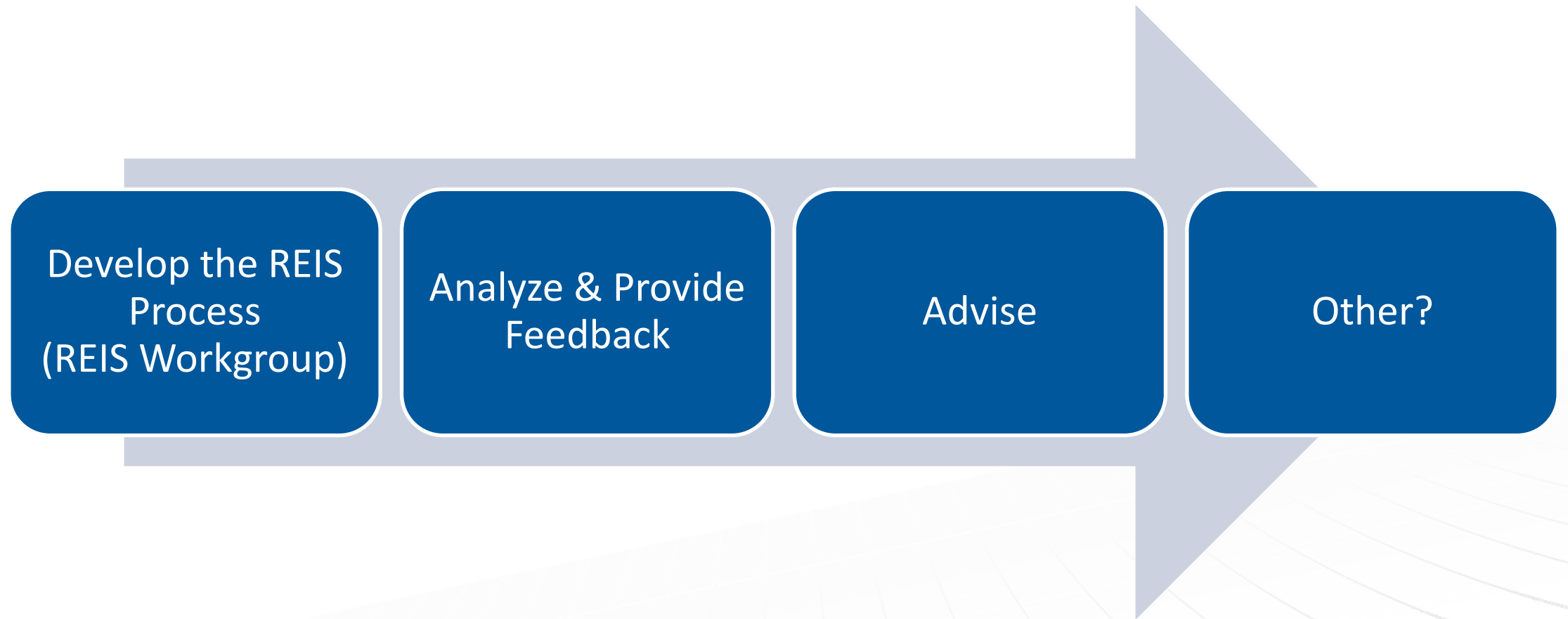
'25-27

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

Learnings

- RJC presentations & feedback:
 - Meaningful, with some agencies revising their program approach because of the feedback.
 - Big time commitment for both agencies and the RJC.
- Agencies submitted REIS statements, but the quality and information provided varied greatly.
- DEI practitioners completed the REIS portion (if an agency has one). It was not usually a collaborative effort.
- There is room for improvement on how the REIS is used for budgetary proposals.
- Budget analysts have asked for support in reviewing REIS'.
- More clarity around the goal or outcome of an REIS process is needed (e.g. – analysis tool to help shape a budget proposal; tool to review budgets and programs, etc.).
- Agencies need more support in REIS development.

RJC Engagement





Racial Justice Council Legislative Priorities

Codified into law in 2021, the Racial Justice Council (RJC) is composed of six committees, with individuals from across Oregon consisting of people with unique backgrounds and life experiences. The aim of the RJC is to build a way for the state to better engage with, listen to, and support Oregon's Black, Indigenous, people of color, Tribal members, and immigrants and refugees. The RJC has been a critical partner and advisor to Governor Kotek, helping to align priorities and the state's policies and operations with a racial justice and equity framework.

Housing and Homelessness

Theme: Impacts of Race-Based Housing Disparities

- Implementation of existing programs
- Housing Development

Economic Opportunity

Theme: Maintain existing equity-focused programs and build resilience of front-line communities to decide for themselves their economic opportunity and prosperity.

- Analyzing Agency Effectiveness
- Finalize Recommendations for an Updated Executive Order-22-15
- Workforce Workgroup: Implemented Recommendations for Future Ready Oregon and Modeling Workforce Development

Environmental Equity

Theme: Strengthen current policy and laws for the protection of vulnerable populations and advocating cost-neutral fiscal impacts.

- Partner on Efforts Related to the Oregon Environmental Restoration Funds
- Engage on Resiliency Efforts
- Working with Environmental Justice Council

Health Equity and Human Services

Theme: Provide values and equity framework to consider as we move into a budget constricted environment and inform how changes are communicated.

- Federal Medicaid & SNAP impacts to Oregon
- Coordinated Care Organizations
- Behavioral Health
- Healthier Oregon Program
- Traditional Health Workers
- Regional Health Equity Coalitions

Criminal Justice Reform

Theme: Accessibility, monitoring, and learning for the appropriate alignment of criminal justice reform.

- Affirming Sanctuary Law
- Advocate and maintain 1115 Medicaid Waiver for People in Custody and Continuation
- Restorative justice and reinforcing efforts
- Track relevant criminal justice bills to prevent widening of penalization system

Education

Theme: Information and data sharing and collaboration.

- Messaging the Fiscal Impact of Cuts
- Accountability

Meeting Calendar

The calendar of meetings can be found online at

<https://www.oregon.gov/gov/policies/pages/racial-justice-council.aspx>

Contact information

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RJC Legislative Priorities Endorsement Voting Process

Like the advocacy letters process, the RJC will vote on whether to endorse the themes and priorities presented by the six RJC Subcommittees as a Council. Voting on the priorities identified by the RJC Subcommittees will be as follows:

- Committee Co-Chairs will present their theme and priorities to the Council membership at the September 18 RJC Meeting.
 - Members will have the opportunity to ask questions and engage in discussion upon the conclusion of each committee presentation.
- Approval requires agreement from 2/3 of all committee members present at the September 18 RJC Meeting.
 - If 2/3 agreement is not reached, the Council will have further discussion on specific items of disagreement.
 - After all items have been discussed the Council will vote to approve.
 - If 2/3 agreement is not reached after the reconsideration discussion, the item of disagreement is dropped from further consideration.
 - The package then returns for a full vote on the remaining items. To pass the recommendation must receive 2/3 approval.
- If the priority achieves the 2/3 agreement it is considered officially endorsed and the position of the RJC.