

20
23

Annual Report

OCBA 
Oregon Commission on Black Affairs



Photo By Brett Campbell

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December 5, 2022

To the Governor, Honorable Members of the Oregon
Legislative Assembly:

On behalf of the Oregon Commission on Black Affairs
(OCBA), I am pleased to submit this report. This report will
serve as a summary of the work of OCBA in 2022 as well as an
introduction to the work to come in 2023.

The past year has presented challenges. In the continuing
aftermath of the pandemic, in the wake of national election-
related political unrest, and in the wake of a national outcry
related to reports of the deaths of Black individuals at the hands
of law enforcement and other armed individuals, OCBA has
been approached with an ongoing series of diverse and deeply
important opportunities to support the equitable treatment of
African American and Black individuals statewide. We have
faced challenges related to the limits of our fiscal and human
resource capacities. We have also leaned into opportunities to
address our strategic priorities: 1) education, 2) jobs and the
economy, 3) healthcare, 4) justice, safety and policing, 5) stable
families and housing, 6) environmental justice, and 7) civic
engagement.

OCBA did extensive work in promoting and testifying about bills during the legislative short session
in 2022. OCBA also developed two reports of particular significance: 1) the workforce development
report, reviewing disparities in educational opportunities in response to the state audit of Portland
Public Schools, and 2) the Bias Incidents and Hate Crimes fact sheet, with data on crimes and
resources for survivors, finalized after consultation with staff from Oregon's Criminal Justice
Commission. OCBA has also begun extensive research on opportunities to address disparities in
home ownership and access to housing.

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**Oregon Commission on
Black Affairs**

Chair:

Jessica Price, Esq.

Vice-Chair:

Dr. Silky Booker (H.C.)

Commissioners:

Djimet Dogo

Benjamin Duncan

Liz Fother-Branch

Erica Bailey

Legislative Members:

Senator James I. Manning

Representative Travis Nelson

**Oregon Advocacy Commissions
Office Staff**

Albert Lee, Executive Director

Iyesha Rosser, Policy & Research

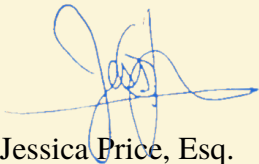
Saba Saleem, Public Affairs

Ava Stevens, Executive Support

OCBA has also worked to expand its reach in work with other commissions and in reaching out to diverse communities. OCBA has met with the chairs of other Oregon Advocacy Commissions to identify opportunities to collaborate. OCBA has assigned delegates to the Oregon Commission For Women's efforts to produce a legislative concept on domestic violence as a public health crisis. OCBA worked to highlight the importance of diversity in the arts, co-sponsoring an event with the Portland Chamber Orchestra. Finally, but especially important, OCBA has explored ways to improve its outreach and connection to less often represented communities throughout Oregon, especially immigrant communities and rural communities. Commissioners also serve in a multitude of leadership roles on boards and businesses in their local communities.

In the coming year, OCBA will seek to expand its capacity while preserving the important progress made to date. OCBA has attempted to fundraise to support the launch of a Speakers Bureau that will help individuals throughout Oregon become trained and professional speakers. OCBA will continue to support efforts to promote education about and transparency in legislation, the legislative process, and resources for civic engagement. For these efforts to survive, OCBA will need the resources to sustain them.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jessica Price', with a stylized flourish extending to the right.

Jessica Price, Esq.

Chair of the Oregon Commission on Black Affairs

OVERVIEW OF THE COMMISSION

OCBA exists to serve the people of Oregon to empower and support the African American and Black community through our special roles as policy advisors to Oregon state policymakers and leaders. Specifically, OCBA's mission is "[t]o work for the implementation and establishment of economic, social, legal and political equity for Blacks in Oregon." ORS 185.410. OCBA is a catalyst that empowers partnerships between the state government and our community in rural and urban areas to ensure success for all African American and Black Oregonians by addressing longstanding and emerging issues at the policy level.

OCBA underwent a "passing of the baton" in leadership from Chair Mariotta Gary-Smith and Vice Chair Angela Addae to Chair Jessica Price and Vice Chair Silky Booker at the June 4, 2022 meeting. OCBA has met bi-monthly (every two months) throughout the year.

In 2022, OCBA circulated a survey amongst commissioners in order to identify areas of focus within OCBA's existing strategic priorities. Through that survey, OCBA identified as tentative priorities housing issues, education, and workforce development. OCBA also identified interest in connecting with and recognizing alumni, hosting listening sessions to understand community needs throughout the state, and researching the modern impact of Oregon's Black exclusion laws.

BUDGET

OCBA is supported by four full-time staff members in addition to three limited-duration positions.

On July 26, 2022, OCBA Chair Jessica Price led the Chairs and Vice Chairs of the Oregon Advocacy Commissions in evaluating the performance of its Executive Director.

As of June 1, 2022, OCBA had \$5999 in its budget. These limited funds cover travel and other supplies and services specific to OCBA. OCBA engaged in the following fundraisers:

- While recent news articles have highlighted the well-recognized history of discrimination of orchestras, diversity in exposure to orchestra music is critical to diversifying the orchestral community. OCBA co-sponsored a show of the Portland Chamber Orchestra, resulting in \$1,285 raised. These funds were used to purchase tickets for 59 diverse individuals to enjoy the performance of the Portland Chamber Orchestra.
- Applying for grants, including OnPoint Credit Union, resulting in \$1500 raised.
- Applying for an additional grant, for \$92,600 from Meyer Memorial Trust.

COMMISSIONERS



Chair Jessica Price, Eugene

Jessica Price is Associate General Counsel for the University of Oregon. In that capacity, her focus areas include research and innovation, research grant review, free speech, diversity, ethics, and supporting international employees. She graduated from Yale College with Honors and from Harvard Law School. Upon graduating, she served in two federal clerkships, one with the Eastern District of Louisiana, and the other with the Ninth Circuit Court of Appeals. She has been a Violence Prevention Specialist with Peace Over Violence.



Vice Chair Silky Booker, Springfield

Dr. Silky J. Booker served 15 years of meritorious military service in the United States Air Force. He earned his Associate of Arts in Business Management and his Bachelor of Arts in Communication Studies. The United Graduate College and Seminary International (UGCSI) bestowed upon Dr. Booker his Honorary Doctorate of Arts and Worship. He continues to promote Black resilience, empowerment, and economic engineering.



Commissioner, Liz Fouter-Branch, Portland

Liz Fouter-Branch, is a retired educator turned Storyteller, archivist, and Equity Facilitator that has spent more than 40 years working and volunteering for arts and youth development organizations. She has 20 years of experience as a consultant on arts education programming and development, social justice, capacity building, and advocacy. She has volunteered or served on several local boards and committees for City Club, Social Venture Partners, Regional Arts, Culture Council, Seeding Justice, Multnomah County, and Oregon Health Authority. Throughout her professional life and lived experiences, she has used her research to center the voices of the displaced, unheard, and erased. In addition, she has been able to share what she's learned with her intergenerational network.

COMMISSIONERS



Commissioner Djimet Dogo, Portland

Djimet Dogo is the Associate Director of the Immigrant and Refugee Community Organization (IRCO) and Director IRCO/Africa House. His work to effect true community engagement includes a demonstrated history of over 23 years' experience facilitating collaborative coalition building for refugee and immigrant communities. His many educational qualifications include a Master of Public Administration from Portland State University and several degrees in Human Rights, Conflict Resolution, Peace Building and Leadership from France, Austria, Hungary, Slovenia, Croatia, Libya, and South Africa. Djimet was pivotal in the creation of the culturally specific community focal point Africa House in 2006 — the only culturally and linguistically specific one-stop service center targeting the increasingly diverse and rapidly growing number of African immigrants and refugees living in Oregon. Djimet is a member of City of Portland New Portlanders Policy Council (NPPC), Secretary General of the Coalition of Community of Color (CCC), and the Secretary General for the Nationwide African Economic Development Solutions (AEDS).



Commissioner Erica Bailey, Portland

Erica Bailey, MS, RN, NC-BC, is a registered nurse, educator, board certified nurse coach, facilitator, and advocate. She is currently serving as the Clinical Relations Specialist at the University of Portland, School of Nursing where she has been teaching since 2016. She has taught in both classroom and clinical environments, where she is able to share her passion for racial and social justice, health equity, and leadership with the next generation of nurses. Erica also serves in a clinical role for the Portland VA Medical Center, where she started her nursing career back in 2011. In 2020, Erica founded the Nurses of Color Collective, to create a community of support and collective care for nurses who identify as Black Indigenous People of Color (BIPOC).

COMMISSIONERS



Commissioner Benjamin Duncan, Portland

Ben Duncan's work has focused on equity and environmental justice for almost two decades in non-profit, government, and consultancy practice. He currently is a Senior Director and Facilitator with Kearns & West, where he specializes in developing effective and inclusive processes in complex political and organizational environments and partnering with all levels of organizations from executive leadership to front-line employees and communities to develop collaborative solutions. He was a founding appointee to the Oregon Environmental Justice Task Force..



Representative Travis Nelson, Portland

Representative Nelson is a Registered Nurse, serves as the new State Representative for House District 44 and he pledges to be a fierce advocate for healthcare reform, workers, climate change mitigation, real affordable housing, homelessness solutions, equity, and more. He is proud to join the legislature as the first-ever Black LGBTQIA+ member of this body and will work with his fellow colleagues to create a welcoming and just state for Oregonians of all backgrounds to thrive in our communities.



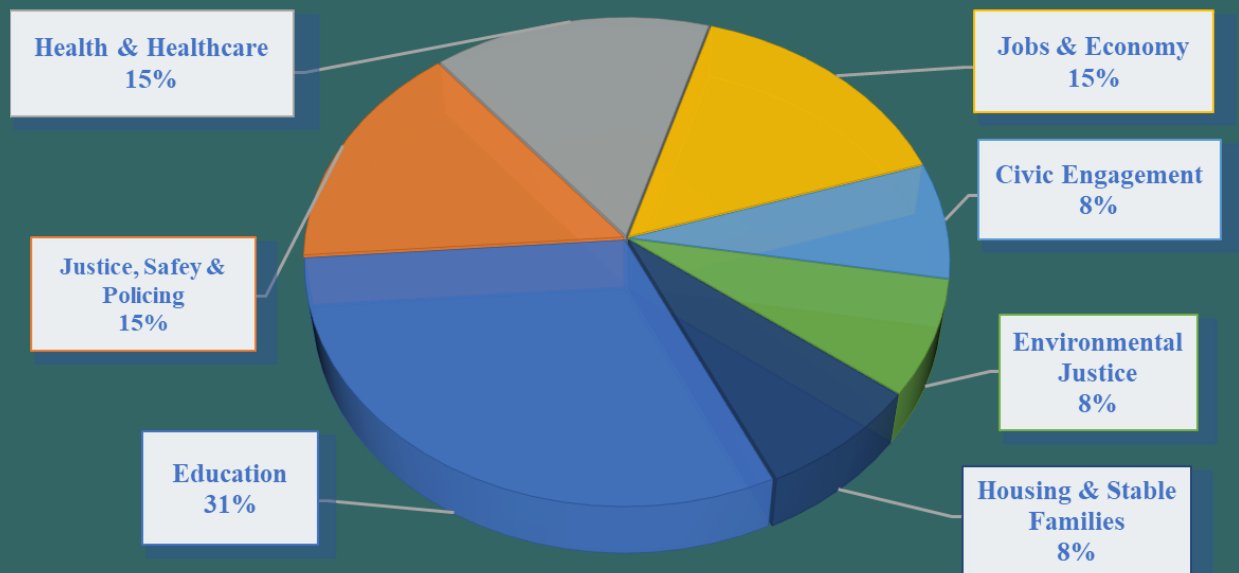
Senator James I. Manning Jr., Eugene

Senator Manning began his professional and community service as a state corrections officer, later as a police officer, railroad special agent, and private investigator prior to enlisting into the United States Army in 1983. During his military career, a few of his distinguished assignments included Military Diplomat to the Australian and New Zealand Defense Forces, U.S. Army Assistant Inspector General, Garrison Community NCO, and Chief Administrator Supervisor United States Army Southern Command. James was appointed to the Oregon State Senate for Senate District 7 December 12, 2016. He was elected in 2018 and re-elected in 2022 to his Senate seat. His top priorities include universal health care, safe communities, equitable education, living wages jobs, veterans' issues, and adequate housing for all Oregonians.

THE WORK OF OCBA COMMITTEES

Vice Chair Booker, Senator Manning, and Representative Nelson serve on the Legislative Committee. According to OCBA bylaws, the legislative committee proposes legislative concepts and coordinates testimony. During the 2022 legislative short session, OCBA testified on 13 bills with 11 passing.

OCBA BILLS TESTIFIED BY STRATEGIC AREAS REGULAR SESSION 2022



2022 OCBA Priority Bills

Education

- 1.SB 1533: Makes public education providers and federally recognized Indian tribes in Oregon eligible for certain grants related to cleaner air spaces and smoke filtration systems.
- 2.HB 4114: Requires members of the district school board for the common school district or union high school district to file verified statements of economic interest with the Oregon Government Ethics Commission.
- 3.SB 1521: Authorizes the district school board to terminate the superintendent without cause only if certain conditions are met.
- 4.SB 1539: Establishes pilot program to provide funding to school districts for purposes of increasing access to schools by homeless students and improving academic achievement of homeless students.

Justice, Safety & Policing

- 1.SB 1560: Updates statutory references to individual who is not citizen or national of United States to replace "alien" with "noncitizen." Directs state agencies to use "noncitizen" in rules and regulations to reference individual who is not citizen or national of United States and to update rules and regulations that use "alien" to use "noncitizen."
- 2.SB 1510: Requires police officer to inform stopped person of right to refuse consent to search.

Health & Healthcare

- 1.SB 1554: Directs Oregon Health Authority to study the public health system response to COVID-19 pandemic.
- 2.HB 4045: establish grant programs related to community violence prevention. Directs the Oregon Department of Administrative Services to distribute moneys to nonprofit organizations to provide grants to organizations for community violence prevention and intervention measures.

Jobs & Economy

- 1.SB 1505: Requires person that produces intercollegiate sports team jersey, video game, or trading card for profit to make royalty payment to student athlete for use of student athlete's name, image or likeness.
- 2.SB 1579: Directs Oregon Business Development Department to develop and implement Economic Equity Investment Program to award grants to organizations that provide culturally responsive services to support economic stability, self-sufficiency, wealth building and economic equity among disadvantaged individuals, families, businesses, and communities in Oregon.

Civic Engagement

- 1.HB 4147: Allows persons convicted of felony to register to vote, update voter registration and vote in elections while incarcerated.

18 Testimonies
13 Bills
11 Passed

Environmental Justice

- 1.HB 4077: Renames Environmental Justice Task Force as Environmental Justice Council. Modifies membership and duties of council. Directs certain agencies to develop environmental justice mapping tool. Authorizes natural resource agencies to consider results of environmental justice mapping tool when developing administrative rules or agency policies or programs.

Housing & Stable Families

- 1.HB 4013: Modifies eligibility requirements for organizations that may receive grants from the unaccompanied homeless youth grant program.



Photo by Ian Paneloa

LEGISLATIVE ACTIONS

OCBA developed a fact sheet describing the background of Measure 112, an effort to remove slavery from the Oregon Constitution. This fact sheet was educational and intended to improve the understanding of commissioners of a bill on which they may be asked questions in their capacities as OCBA commissioners. The measure passed with nearly 55.5% of a statewide vote.

OCBA has selected two delegates to support the Oregon Commission for Women's efforts to support a legislative concept on domestic violence as a public health issue. Commissioners Farley and Foucher-Branch have joined OCFW's efforts, attended meetings on behalf of OCBA to discuss the scope of the legislative concept, and report on the status of those efforts at OCBA meetings.

OCBA has one delegate to serve on the Oregon Environmental Justice Council. Commissioner Duncan has attended its meetings on behalf of OCBA and has reported on the status of those efforts at OCBA meetings.



Photo by Charl Folscherh

ADVOCACY AND OUTREACH

Commissioners Duncan, Dogo, Gary-Smith, and Bailey serve on the Advocacy/Outreach Committee. The goal of the Advocacy Committee is to develop strategies concerning state organizations and other organizations to ensure:

- Programs positively, or do not negatively impact, the social, legal, economic, and/or political equity of the Black community statewide;
- Provide the commission recommendations on matters affecting the Black community that surface in the media or in other forums;
- Enhance the visibility of the Commission, and
- Develop a statewide outreach strategy for OCBA to reach Black communities throughout the state.

On April 10, 2022, Commissioners sponsored an event with the Portland Chamber Orchestra called My Words are My Sword. This sponsorship included purchasing tickets for diverse members of the community to gain exposure to chamber music, an opening speech by the Chair of the Commission, and a talk-back with Commissioners to meet with community members after the show.

On July 11, 2022, through the contacts of Commissioner Dogo and the Immigrant & Refugee Community Organization, OCBA provided a presentation at a meeting of Africa House that included an introduction to the work of OCBA and an invitation to inform OCBA of ways that OCBA can better support the community.

Individual Commissioners have also participated in extensive community engagement in their personal capacity while reporting back to OCBA to ensure an understanding of the needs of local communities throughout the state of Oregon. This engagement has included hosting or participating in town halls, community events, and celebrations, like the Tanzanian Independence celebration.

On April 9, 2022, OCBA attended a press conference with Senator Ron Wyden, Judge Erious Johnson Jr. of Marion County Circuit Court, and Faye Stetz-Waters, Director of Civil Rights and Social Justice at the Oregon Department of Justice. All gathered to celebrate the confirmation of Judge Ketanji Brown Jackson as the 116th Associate Justice of the Supreme Court of the United States. Justice Brown Jackson is a highly qualified individual, the first Black woman, and the first former federal public defender on the Court. OCBA published a press release in conjunction with the Chair's in-person remarks. The press release is available as Appendix C.

The Speaker's Bureau is a collaborative project that OCBA is cultivating with the participation of potential speakers and trainers throughout Oregon. Through a centralized mechanism to receive and respond to speaking engagement requests, the project promotes professional presentations and training that explore the social, economic, and civic contributions of Black Oregonians. The Speaker's Bureau seeks to preserve the cultural legacies and lived experiences of Black Oregonian's past and present. The project further supports the improvement of public speaking skills on topics as wide-ranging as entrepreneurship and Black history, for diverse individuals.



Photo from KVAL News

The Speaker's Bureau relies on the knowledge and talents of speakers representing a range of disciplines. The project promotes speakers with expertise in the following topic areas:

Oregon's Black History

Faith and the Black Church

Black Immigrants and the African Diaspora

Entrepreneurship and Innovation

Black LGBTQ+ Experience

Black Arts, Music, and Performance

Law and Legal Frameworks

Structural Racism and Social Justice Movements

Living History and Storytelling



Environmental Justice and Outdoor Recreation

OCBA has sought to fundraise to further support the Speaker's Bureau. OCBA applied for a \$92,600 grant from Meyer Memorial Trust.

In the ongoing commodification of diverse experiences, organizations have recognized the value of formal diversity, equity, and inclusion efforts that do not necessarily result in the ongoing integration of, support for, or inclusion of members of diverse communities. For-profit employers and non-profit organizations often seek out guest speakers and emphasize the need for diverse speakers, while asking those speakers and trainers to serve as volunteers, and without making the ongoing commitment to turn their message into long-term practice.

Thus far, OCBA has created a form that will help recruit speakers, a form that will help recruit organizations requesting speakers, and a form email that Commissioners can use to recruit members in a soft launch of the Bureau in December 2022 and January 2023.

Next, OCBA needs to promote awareness of the Speaker's Bureau amongst organizations that intend to request speakers and recruit new speakers. One key role that OCBA hopes to play in connecting prospective speakers with prospective organizations is the recognition of the value of individuals' time. As part of this proposal, OCBA seeks to ensure prospective speakers are considered for compensation in the range of \$300 to \$500 for the time invested in preparing and delivering a 90-minute presentation. This is part of a long-term project that will have two significant impacts.



First, repeat requested members of the Speaker's Bureau can become the trainers who can train subsequent trainers. This can elevate the public profile of individuals who would make excellent ambassadors for diverse communities in various public positions. Experienced members of the Speaker's Bureau can launch, after solidifying the public profile of the Speaker's Bureau, an annual competitive speaker development program. Through this program, trainees will be equipped with the tools to:

- Engage in effective public speaking;
- Address the trauma that could be triggered while discussing sensitive topics; and
- Serve as guest speakers who can help organizations learn how to combat racism and incorporate diversity principles into all that they prioritize.

Second, these efforts will allow speakers to demonstrate the usefulness of the content they deliver to requesting organizations while allowing the speaker to build upon their resume of paid speaking engagements.

Through the Speaker's Bureau, OCBA plans to pursue funds to train and compensate speakers in pursuit of elevating the profile of members of our community, with the specific goal of training them and acquiring recognition for appointments and other public positions. The MMT grant proposal, which would allow for the short-term compensation of pilot participants in the project, is only the first step. Commissioner Bailey has volunteered to shepherd the Speaker's Bureau through its early stages of development.

OCBA's work to elevate the work of members of our community has also manifested in the fulfillment of our commitment to proactively nominate individuals for awards and recognition. OCBA solicited letters in support and completed one nomination for the Oregon Commission for Women's Professional Achievement Award.



RESEARCH

Commissioners Fouter-Branch, Farley, and Chair Price serve on the Research Committee. The Research Committee gathers data and recommends topics for further research.

Bias and Hate Crimes Fact Sheet

At the June 4, 2022, OCBA meeting, Commissioners expressed concern about transparency in access to data and about lack of awareness of resources for those who may have experienced bias incidents and hate crimes. As a result, OCBA began the process of collecting data and surveying laws governing hate crimes and bias incidents. These data were consolidated into a two-page fact sheet, with information about the definitions in Oregon law, data on the impacts of such incidents on members of the Black community, and a list of resources including the agencies tasked with responding to complaints or concerns.

In October 2022, Commissioners met with representatives of the Criminal Justice Commission to consult on the fact sheet and to ensure data accuracy. In conjunction with OACO staff and OCBA intern, OCBA developed a four-page rollout plan to promote awareness of the fact sheet, of the definitions of bias incidents and hate crimes, and to ensure transparency in the resources available to help those experiencing such incidents or crimes. In November 2022, OCBA released the fact sheet to the public. At the December 3, 2022 Commission meeting, Fay Stetz-Waters, Director of the Oregon Department of Justice Civil Rights Division, presented and took questions.

Hate Crimes and Bias Incidents in Oregon: What You Should Know

OACO

Oregon Advocacy Commissions Office

OCBA

Oregon Commission on Black Affairs

EDUCATION/WORKFORCE DEVELOPMENT

On June 4, 2022, OCBA met with Jonathan Garcia, Chief of Staff of Portland Public Schools, and Courtney Westling, Director of Government Affairs, who conducted the audit of Portland Public Schools. The audit findings highlight the urgency to start using targeted resources to meet the learning, social, and emotional needs of all students, and to work to narrow gaps arising out of the pandemic's lasting classroom effects, especially Black and Native American students.

After review of the report and meeting with the auditor and school representatives, OCBA Commissioners had many questions about the data and likely accountability mechanisms. As a result, OCBA commissioners launched a survey of existing education-based leadership development programs, including nonprofits that support communities of various demographics, and county-based programs. OCBA then created an 11-page OCBA Workforce Development Research Q&A, a document outlining data concerning education equity, teacher retention, career readiness, graduation rates, and workforce demographics. The document includes recommendations concerning the transparency that OCBA found difficult or not possible to access. The Q&A included helpful data such as:

- 35.7% of all teachers hired in the 2016-17 school year left within three years.
- 18 African American teachers were hired in the 2016-17 school year, totaling less than 1% of all teachers hired.
- 65.5% of all Black Oregonians are active participants in the labor force, compared to 62.6% of the entire Oregon population.
- At 9% Black Oregonians continue to suffer from significantly higher unemployment rates.

Next, OCBA may seek to make the Q&A more widely available to promote transparency in equity in educational outcomes. OCBA is contemplating a partnership with the Urban League of Portland for professionalization and widespread distribution.

Exclusion Laws and Home Ownership

OCBA began research on the ongoing impact of Oregon's Black exclusion laws and past discriminatory practices on current disparities in access to housing and home ownership. In October 2022, OCBA met with Cheryl Roberts, Executive Director of the African American Alliance for Homeownership to learn about existing efforts and disparities.

OCBA has gathered research from Oregon Housing and Community Services' Statewide Housing Plan Appendix, Oregon Housing and Community Services 5-Year Statewide Housing Plan, the legislature's Joint Interim Task Force on Addressing Racial Disparities in Home Ownership, the Task Force on Homelessness and Racial Disparities related to House Bill 2100, Home Mortgage Disclosure Data, the American Community Survey Public Use Microdata Sample, and Fair Housing Council of Oregon resources.

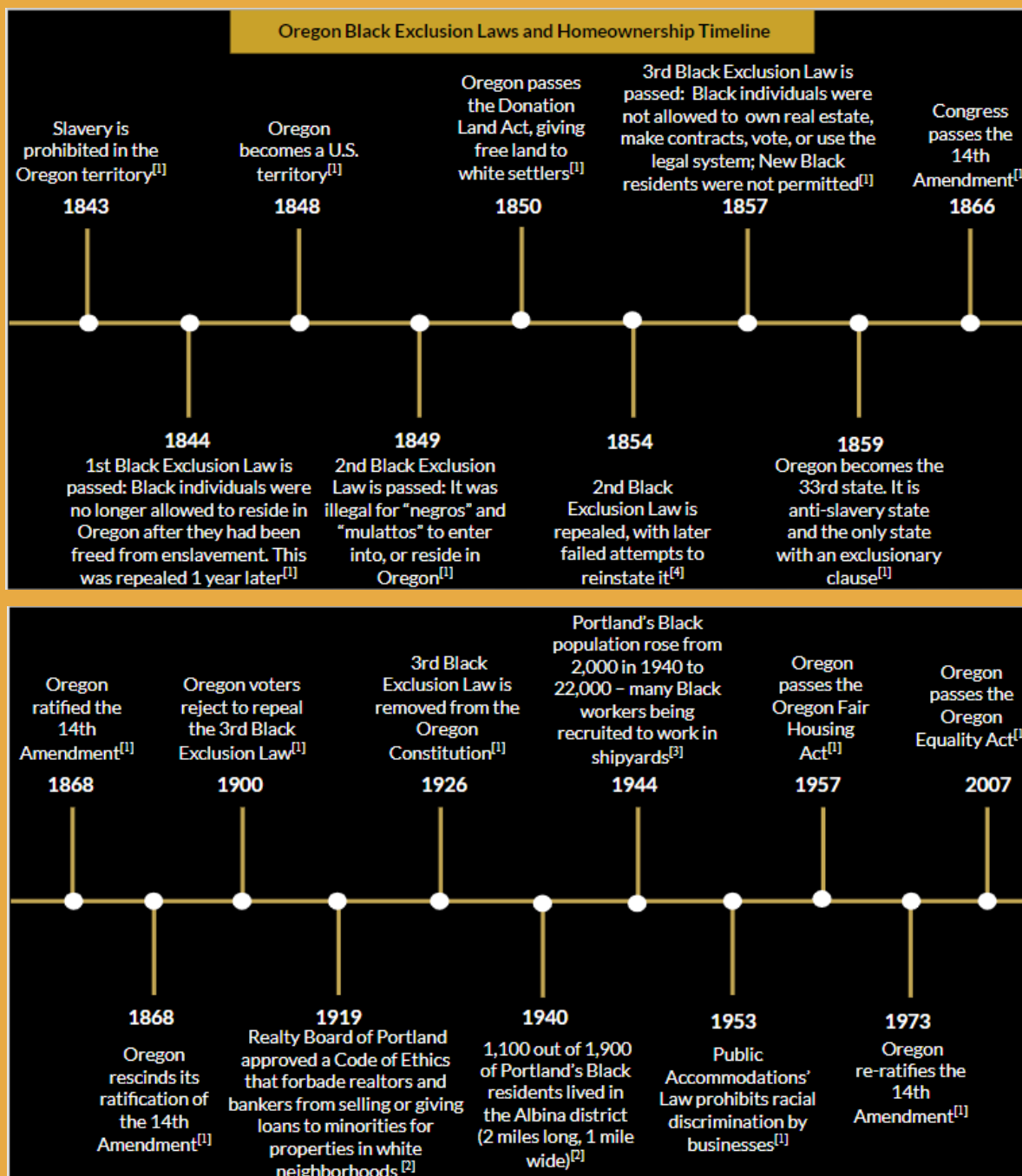
OCBA began monitoring California's efforts to better understand the efforts of others states to research and reconcile with past discriminatory practices. Senator Manning has taken the lead on legislative efforts to research related homeownership issues and continues to update OCBA on the status of these efforts. On this project, OCBA will:

- Continue to monitor outcomes arising out of Oregon's Joint Interim Task Force on Addressing Racial Disparities in Home Ownership;
- Continue historical research on the impact and beneficiaries of exclusion laws and restrictive covenants;
- Highlight legal resources available for those who encounter restrictive covenants; and
- Survey other states to identify what else has been done to address disparities in homeownership.

OCBA began research on similar advocacy commissions throughout the United States. This research, once completed, may allow OCBA to launch nationwide convenings and cross-border partnerships in which similar commissions can share information and learn about effective past strategies and upcoming priorities.

OCBA has created a timeline of Oregon's history with a focus on Black exclusion laws:

Oregon's Black Home Ownership Timeline



Reference

1. <https://sos.oregon.gov/archives/exhibits/Black-history/Pages/context/chronology.aspx>
2. <https://www.smithsonianmag.com/history/vanport-oregon-how-countrys-largest-housing-project-vanished-day-180954040/>
3. https://www.oregonencyclopedia.org/articles/Blacks_in_oregon/#.Yz714ezMJGM
4. <https://www.Blackpast.org/african-american-history/Black-laws-oregon-1844-1857/>

OTHER ITEMS AND FUTURE PROJECTS

Additional Accomplishments

The Commission met every other month in 2022. The Commission heard from the following officially scheduled guest speakers:

- Kip Memmott, Oregon Secretary of State Office - Audits Division
- Jonathan Garcia, Portland Public Schools Chief of Staff
- Courtney Westling, Portland Public Schools Director of Government Affairs
- Dr. Bruce Goldberg, OHSU-PSU Professor Health Management & Policy, Health Systems & Policy

In February, 2022, OCBA partnered with Oregon Governor Kate Brown to make a Black History Month proclamation. The video of that proclamation is located here:

<https://youtu.be/xOE4BUaBNaEIn>. Commissioner Gary-Smith took the lead in developing an updated proclamation for both 2022 and 2023.

OCBA launched its internship program in 2022. Through the program, OCBA engages one or two current students to support the work of the Commission. Interns meet with the Chair regularly and attend committee meetings. OCBA Commissioners offer the interns mentoring and professional development. In early fall, 2022, multiple OCBA Commissioners stepped up to write letters of recommendation or serve as references to support a summer intern in pursuing admission to law school. OCBA supervised one intern in the summer and two interns in the fall. The interns have had backgrounds in law, journalism, and public health. OCBA has also developed a template to assist with the onboarding of new interns.

OCBA has participated in convenings of the OAC Chairs. OCBA has also prioritized ensuring fulfillment of its statutory duties. In addition to clarifying and revitalizing the existence of subcommittees, OCBA took the lead amongst OAC Chairs to coordinate the development of the required Executive Director's evaluation.

Meeting Format

The Commission has discovered that its meeting times may result in the exclusion of diverse Commissioners and community members. In 2023, OCBA will begin exploring different meeting times, including meeting on Wednesday evenings in addition to Saturday mornings, to ensure its meetings are more inclusive.

OCBA has also contemplated in-person meetings, to promote accessibility to members of the public who may have more limited access online, and to promote collegiality and connection amongst Commissioners. OCBA attempted to schedule one in-person meeting in 2022, but due to limited responses from the venue to staff inquiries, that meeting was held virtually. Commissioner Fouter-Branch has taken the lead to attempt to schedule either an in-person meeting or tour involving the Portland Opportunities Industrialization Center and Rosemary Anderson High School, an alternative school, so that Commissioners can connect while learning about innovative efforts to support success amongst diverse students at a Portland school. OCBA may continue to seek opportunities to engage in in-person activities. OCBA would like assistance to continually ensure its work is not disrupted and/or prevented by perpetrators of bias incidents or hate crimes, as that phenomenon has become a matter of increasing concern.

Upcoming Priorities

OCBA's outreach committee is tasked with strategically planning additional OCBA outreach throughout the state. While OCBA successfully ensured representation in events hosted by the Portland Chamber Orchestra and at Oregon State University's Black Summit, OCBA's budget for travel is limited. OCBA is targeting recruitment of more commissioners to represent Southern Oregon, Eastern Oregon, and/or Oregon's rural areas. With travel time, for example, from Portland to Ashland taking 4.5 hours, and from Eugene to Ontario exceeding seven hours, a biennial travel budget of less than \$3,500 will continue to severely limit the ability of Commissioners to engage in statewide outreach.

OCBA is in need of more fundraising generally. OCBA submitted one major grant request to Meyer Memorial Trust, and relied heavily on the work of an intern, in conjunction with the Chair, to develop that proposal. OCBA would benefit significantly from dedicated staff time to assist with identifying and managing grants and fundraising requests. Otherwise, the Commission becomes an entity that is neither paid nor adequately funded to meet the significant needs that it has been tasked with addressing, which ironically is centered on equity.

OCBA's last strategic planning took place in the summer of 2021. Given the turnover in OCBA, it may be helpful to consider another strategic planning session to begin summer of 2023.

OCBA is also in need of additional staff support. External opportunities to collaborate have been rejected due to the limited capacity of staff. For example, after negotiating a generous offer for OCBA to receive the opportunity to table at Portland Pride, OCBA had to decline the invitation based on lack of capacity. The Commission has also entertained generous offers to collaborate, such as work on mobile health units and a call for volunteers to provide input to the Oregon Arts Commission's Oregon Cultural Trust. The Commission benefits currently from extraordinary vision and the recognition of many important needs, consistent with its seven strategic priorities throughout the state. However, the limited capacity of Commissioners and staff, the limited capacity of the Chair and Director to engage in coordinated and directed recruitment to ensure the Commission has the full number of Commissioners as statutorily required, together may result in a self-perpetuating lack of capacity.



Appendix

Bias and Hate Crimes Fact Sheet

Workforce Development Research Committee Q&A

Supreme Court Justice Ketanji Brown Jackson Press Release

Hate Crimes and Bias Incidents in Oregon: What You Should Know



What is a Bias/Hate Crime?

Under Oregon law, the legal name for a hate crime is a *bias crime*, which is crime motivated by bias against another person's race, color, disability, religion, national origin, sexual orientation, or gender identity^[1]. Examples include threats, use of a weapon, damage to property, and assault/injury/touch.



What is a Bias Incident?

A *bias incident* is any hostile expression that may be motivated by another person's race, color, disability, religion, national origin, sexual orientation, or gender identity. The act does not need to be a crime^[1]. Examples include use of slurs/hate speech, mimicking or mocking, discrimination, or offensive "jokes."



Oregon DOJ's Bias Response Hotline

The hotline was created in 2020 to provide support, resources, information and funds to survivors of bias incidents/crimes^[2].

1-844-924-BIAS

Why report? Support survivors • Access resources • Track data^[3]



Reports in Oregon

There were 1,003 bias incidents and 471 bias crimes reported to the Oregon DOJ Bias Response Hotline in 2021^[4]. In the same year, 300 additional bias crimes were reported to law enforcement^[4]. In 2019, a survey estimated 1,265,440 bias crimes and incidents prompting the introduction of the Hotline^[5].



Individuals Affected: 7 out of 10

Black Americans have experienced a bias or hate related incident within their lifetime^[6].

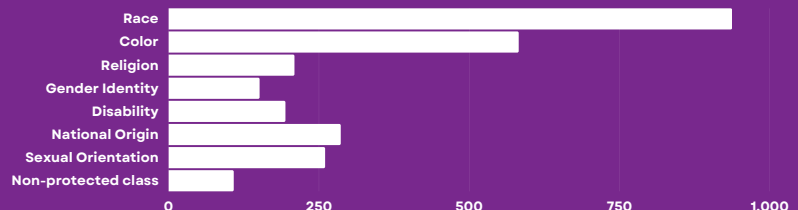
Other Terms You Should Know

Even though *hate crime* is the term people may be most familiar with, and *bias crime* and *bias incident* are the legal terms in Oregon, these may not describe the experiences that many Oregonians face. Other more applicable terms may be:

Hate violence • Hate incidents • Anti-Black Violence • Racial Violence • Racism • Discrimination

Protected Classes

56% of all reports to Oregon DOJ's Bias Response Hotline were perpetrated for racial reasons in 2021.



Who is at Risk? 42%

In 2021, 42% of reports to Oregon DOJ's Bias Response Hotline were due to Black/African-American bias^[7].

Resources & Where to Find Help

If you or someone you know has experienced a hate incident, you have many resources, including:

- Oregon DOJ's Bias Response Hotline: 1-844-924-BIAS (2427)
 - Non-emergency and confidential.
 - Interpretation in 240+ languages, accepting all relay calls.
 - Report online at [StandAgainstHate.Oregon.gov](https://standagainsthate.oregon.gov) **1**
- Oregon DOJ's Crime Victim & Survivor Services Division:
 - Counseling and medical bills covered for victims of hate and bias.
 - justice.oregon.gov/victims/compensation **2**
- Oregon's Coalition against Hate Crime:
 - oregoncahc.org **3**
- Call the police (Dial 911) (for crimes)
- Governor's Advocacy Office (GAO):
 - To file a formal discrimination complaint against the Oregon Dept. of Human Services: <https://tinyurl.com/GAODHS> **4**
- Oregon U.S. Attorney's Offices:
 - For support following civil rights offenses and more: Portland (503) 727-1000, Eugene (541) 465-6771, Medford (541) 776-3564.
- Oregon Department of Education
 - To file reports of discrimination in the educational context: <https://tinyurl.com/ODECV1> **5**
- Equal Employment Opportunity Commission:
 - To file a charge of discrimination in the employment context: <https://tinyurl.com/FCHDI1> **6**
- Fair Housing Council of Oregon
 - To report illegal housing discrimination: <https://tinyurl.com/FHCOREport> **7**



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OCBA Workforce Development Research Q&A

Fall 2022

OCBA
Research
Committee

Introduction: What is OCBA?

The Oregon Commission on Black Affairs (OCBA) is committed to the the implementation and establishment of economic, social, legal and political equality for Oregon's African American and Black communities. It is one of four commissions within the Oregon Advocacy Commissions Office (OACO); the others are Oregon Commission on Asian & Pacific Islander Affairs (OCAPIA), the Oregon Commission on Hispanic Affairs (OCHA), and the Oregon Commission for Women (OCFW).

OCBA's vision is to empower and support. Its commissioners have special roles as advisors to Oregon state policy makers and leaders. It is a catalyst that empowers partnerships between state government and rural and urban communities alike to ensure success for all. It works to reduce barriers to inclusion for African American and Black Oregonians and address longstanding and emerging issues at the policy level.

Among OCBA's 7 Strategic Priorities, Education is the first.

Key OCBA Principles and Values:

- Equity for Oregon's African American and Black communities in jobs and the economy, education, health, safety, family stability, environment, and civic engagement.
- Equal treatment and protection against discrimination.
- Access to helpful information on services and available resources.
- Working in partnership on research and policy analysis of longstanding issues and barriers to success within the African American and Black communities statewide.
- Inclusion of viewpoints of the African American and Black communities in policy making at the state level.
- Celebration of and education about the contributions and achievements of Oregon's African American and Black communities.

OCBA Goals and Strategic Priorities:

- Advocate for equitable policies assuring inclusion for Oregon's African American and Black communities at the state level.
- Engage community and state partners to promote equity for African American and Black communities statewide.
- Study and analyze issues affecting the African American and Black communities and recommend policy remedies to policy makers.
- Grow and develop leaders.
- Increase the viability and visibility of the contributions and achievements of Oregon's African American and Black communities statewide.

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attainably done?

1. Education, Equity and Pipelines to Success: Kindergarten through High School

HOW THE STATE TRACKS GRADUATION RATES

According to the Oregon Department of Education, high school graduation rates are "key indicators of accountability for high schools and school districts in Oregon". ^[1]

Pictured below are the changes in student graduation rates over time. ^[1] Key points from the chart include the fact that from 2011 to 2018, the Black/African American cohort graduation rate increased from 60.2% to 73.5%. Additionally, Black/African American, along with Native Hawaiian/Pacific Islander and American Indian/Alaska Native students, have the lowest graduation rates among all racial cohorts of students. The original data presented below is not posted publicly.

Four-Year Cohort Graduation Rate Trends¹

Demographic Characteristic	2010-11 Cohort	2011-12 Cohort	2012-13 Cohort	2013-14 Cohort	2014-15 Cohort	2015-16 Cohort	2016-17 Cohort	2017-18 Cohort
All Students	72.0	73.8	74.8	76.7	78.7	80.0	82.6	80.6
Asian	85.9	87.5	88.0	88.9	90.6	92.3	92.2	91.9
Native Hawaiian/ Pacific Islander	68.8	63.2	70.1	69.4	75.4	77.6	76.6	69.8
American Indian/ Alaska Native	53.5	55.0	56.4	59.1	65.3	67.7	67.2	67.0
Black/ African American	60.2	62.6	66.1	67.6	68.0	70.4	76.3	73.5
Hispanic/ Latino	64.9	67.4	69.4	72.5	74.6	76.2	79.5	77.0
White	74.2	76.0	76.6	78.0	80.1	81.3	84.0	82.1
Multi-Racial	69.8	72.7	74.4	77.4	78.4	79.9	81.0	79.3
Female	76.2	77.8	78.4	79.9	82.0	83.4	85.5	83.5
Male	68.0	70.1	71.4	73.6	75.6	76.9	80.0	78.1
Economically Disadvantaged	64.2	66.4	68.1	70.1	72.4	74.4	77.6	77.0
Not Economically Disadvantaged	81.4	83.3	83.8	85.4	87.0	87.5	89.3	87.4
English Learners Anytime in High School	51.7	51.2	52.9	54.9	55.8	60.2	64.6	64.4
Former English Learners	--	--	--	--	82.5	84.3	86.1	84.2
Never English Learners	--	--	--	--	79.2	80.3	83.1	81.1
Special Education	51.1	52.7	55.5	58.8	60.6	63.4	68.0	66.1
Not Special Education	75.3	77.3	78.1	79.6	81.7	82.8	85.2	83.1
Talented and Gifted	92.4	93.2	92.7	94.3	95.0	95.3	96.1	95.1
Not Talented and Gifted	69.8	71.8	73.0	75.0	77.2	78.5	81.3	79.2
Migrant	63.5	65.9	68.9	71.0	75.0	79.4	79.9	78.3
Homeless	--	--	--	50.7	54.1	55.4	60.5	55.4
Career and Tech. Ed Participants	--	--	85.4	86.3	88.1	88.9	90.8	88.5
Career and Tech. Ed Concentrators	--	--	90.7	91.7	92.8	93.5	94.8	92.9

1. Education, Equity and Pipelines to Success: Kindergarten through High School

HOW OREGON TRACKS WHAT STUDENTS DO UPON GRADUATION

Within the state of Oregon, this information is not publicly reported. We reviewed data from the Oregon Department of Education, individual school districts, and several high schools and found that in some cases, there were no reports at all. However, this information is available on a national level from the US Department of Labor. National college enrollment rates for men and women were 54.9% and 69.5% respectively according to data from the US Department of Labor.^[2] Additionally, the college enrollment rate of Asians (85.9 percent) also continued to be higher than the rates for recent Black (61.2 percent), White (61.0 percent), and Hispanic (58.6 percent) graduates.

HOW CALIFORNIA TRACKS WHAT STUDENTS DO UPON GRADUATION

Other states across the U.S., including Washington and California, have robust, publicly available data platforms used for tracking what happens to high school students go after graduating. For example, California has publicly available [data reports and downloadable data files](#) on college-going rates for all California high school students.^[3]

Race / Ethnicity	High School Completers	High School Completers Enrolled In College	College-Going Rate	Enrolled In College (In-State)	Enrolled In College (Out-of-State)	No Record of College Enrollment
African American	25,090	15,768	62.8%	54.7%	8.2%	37.2%
American Indian or Alaska Native	2,441	1,287	52.7%	45.9%	6.8%	47.3%
Asian	44,889	39,619	88.3%	78.6%	9.6%	11.7%
Filipino	13,949	10,419	74.7%	71.1%	3.6%	25.3%
Hispanic or Latino	225,409	138,015	61.2%	58.4%	2.9%	38.8%
Pacific Islander	2,264	1,390	61.4%	55.7%	5.7%	38.6%
White	110,968	80,887	72.9%	58.7%	14.2%	27.1%
Two or More Races	12,339	8,917	72.3%	60.3%	12.0%	27.7%
Not Reported	3,166	1,924	60.8%	53.2%	7.5%	39.2%

California Department of Education

HOW WASHINGTON TRACKS WHAT STUDENTS DO UPON GRADUATION

Washington State has a robust reporting system for high school graduate data. Users on their [site](#) are able to view (a) what percent of students enrolled in college in the first year after graduation, (b) what percent of enrollees persisted beyond the first year, (c) what were the highest degrees attained within 8 years of graduating high school, and (d) what were median earnings of graduates in the first 14 years after graduation (see example B below).^[4] Additionally, users are able to filter data by school district and school and break results down further by academic programs, gender, race/ethnicity, engagement in school services (i.e., FRPL, ESL, SPED) GPA, and pre-college coursework.

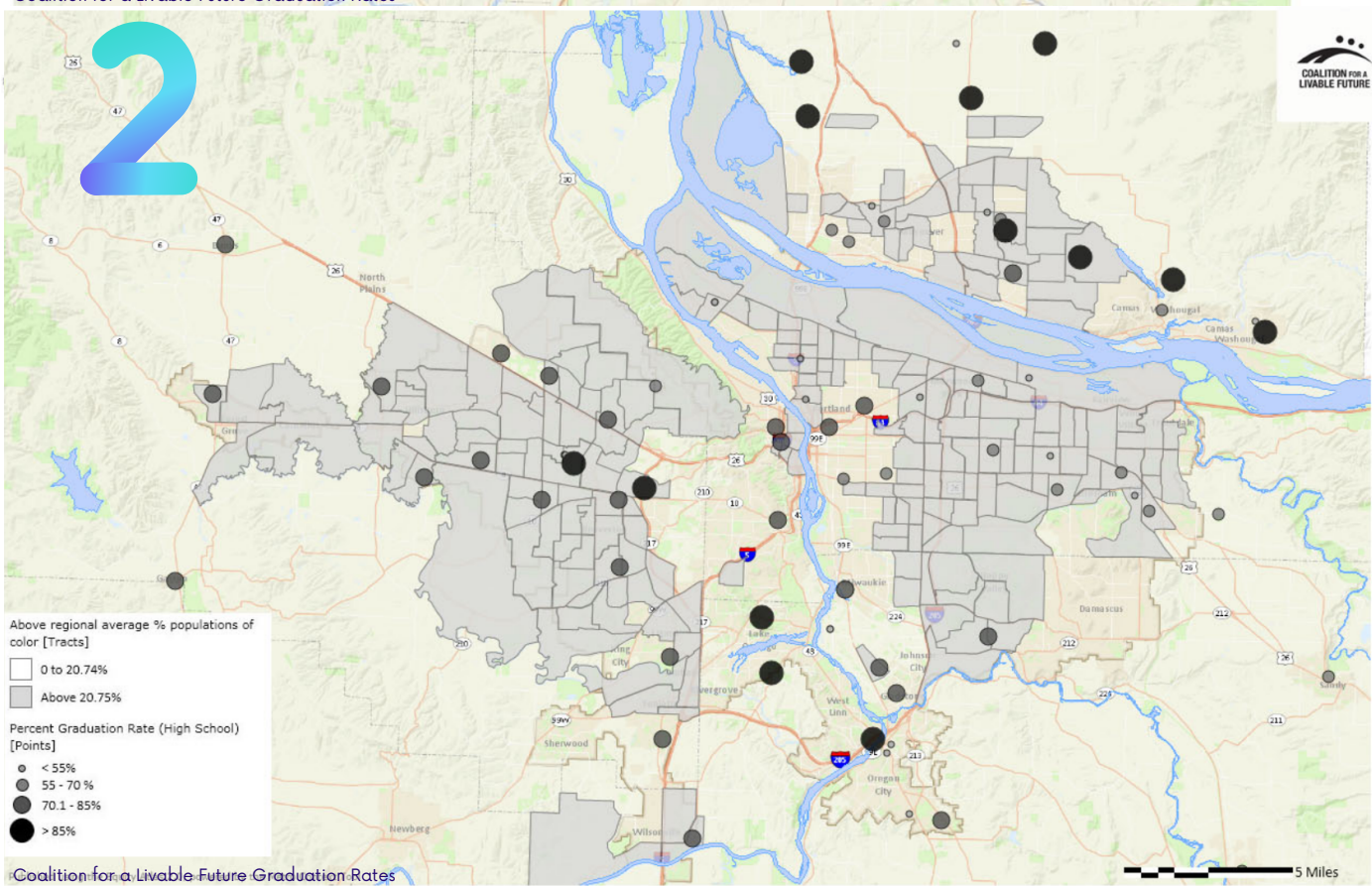
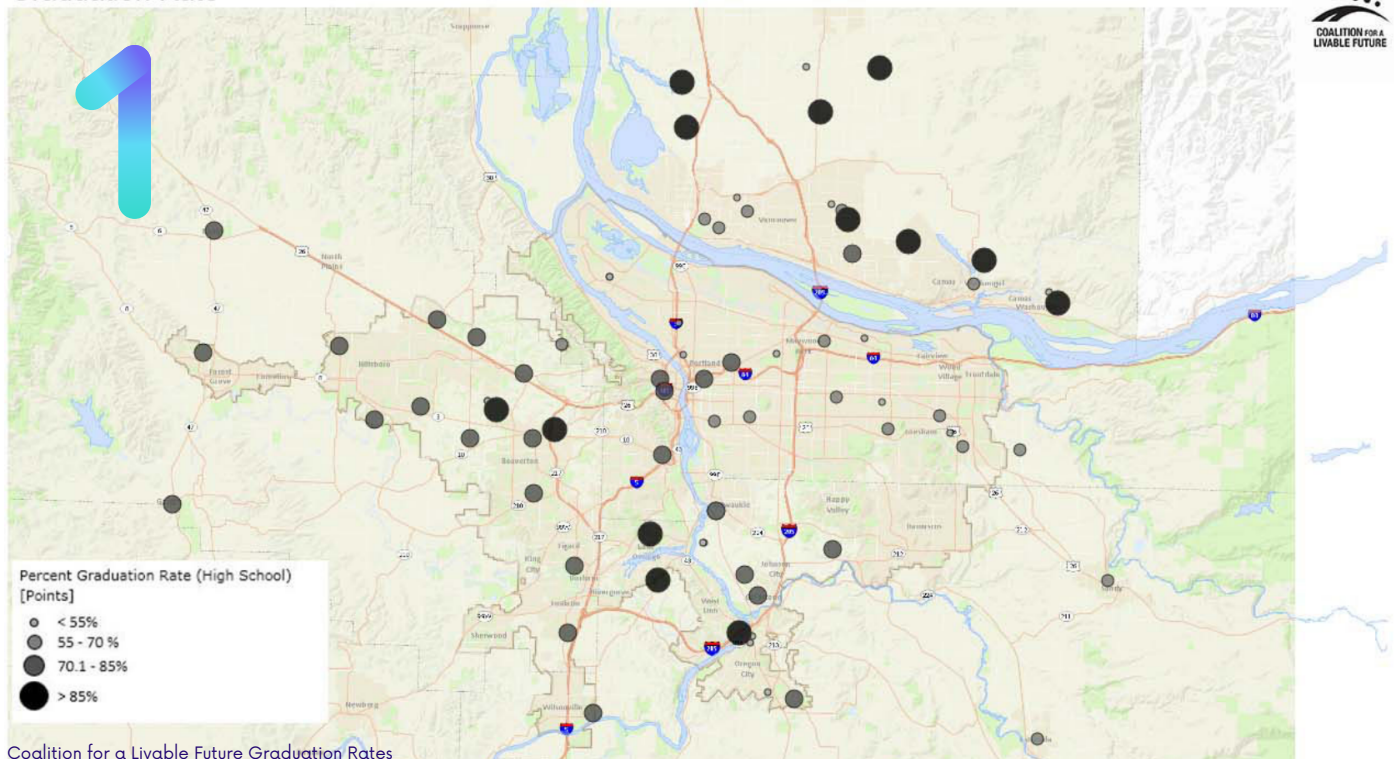
95.1%

Union High School has the highest graduation rate for all schools with an "above average % of students of color".^[1]

Portland Metro-Area HS Graduation Rates

Map 1: Total graduation rates at various high schools in the Portland Metro Area

Map 2: Graduation rates in areas with higher populations of color^[1]



2. Teacher Retention in Oregon: What are the Numbers?

Oregon provides data on Three-Year Attrition Patterns. This identifies the amount of newly hired teachers since the 2016-2017 school year that remained in their jobs in Oregon public schools. It also shows the number of teachers who decided to leave, categorized by gender, race and grade level.^[5]

TEACHER ATTRITION PATTERNS IN OREGON

Three year Attrition Patterns by Demographic Groups for
First-Year Teachers^[5]

	HIRED 2016-17	LEFT AFTER 1 YEAR	LEFT AFTER 2 YEARS	LEFT AFTER 3 YEARS	TOTAL 3-YEAR ATTRITION
Female teachers	1,328	259	119	89	35.2%
American Indian/ Alaskan Native	7	0	0	3	28.6%
Asian	37	7	4	3	37.8%
Black/ African American	7	3	-1	0	28.6%
Hispanic/Latinx	90	7	6	7	22.2%
Pacific Islander/ Native Hawaiian	1	0	1	0	100%
White	1,154	236	106	78	36.4%
Multi-racial	32	6	3	-1	25%
Male teachers	485	100	55	26	37.3%
American Indian/ Alaskan Native	4	2	0	0	50%
Asian	12	5	2	1	66.7%
Black/ African American	11	2	0	1	27.3%
Hispanic/Latinx	43	10	2	5	39.5%
Pacific Islander/ Native Hawaiian	1	0	0	0	0%
White	405	79	50	18	36.3%
Multi-racial	9	2	1	1	44.4%
All teachers	1,813	359	174	115	35.7%

Oregon Department of Education

35.7%

of all teachers hired in
the 2016-17 school
year left within three
years

18

African American
teachers were hired in
the 2016-17 school
year, which is less than
1% of all teachers
hired

Pictured below is the same data categorized by grade level:^[5]

	HIRED 2016-17	LEFT AFTER 1 YEAR	LEFT AFTER 2 YEARS	LEFT AFTER 3 YEARS	TOTAL 3-YEAR ATTRITION
Pre-K	50	9	5	7	42%
Kindergarten	97	15	10	10	36.1%
Elementary School	798	155	74	51	35.1%
Middle School	299	59	15	11	28.4%
High School	489	93	58	31	37.2%
Combined Levels	79	28	12	5	57%
Special Education	221	33	23	15	32.1%
All teachers	1,813	359	174	115	35.7%

Oregon Department of Education (*not publicly accessible*)

3. Career Readiness: How are our Children Prepared?

There are several programs that exist to aid the development and progression of K-12 students to employees with bright futures. OCBA has surveyed career readiness programs in the State of Oregon. Listed below are some career readiness programs that exist in different areas of the state of Oregon.

Many of these programs serve a similar purpose, as most of them look to:

- Expose students to careers early, giving them a head-start in the professional world
- Prepare students for life after high school
- Provide and develop the proper trainings and skills to required for their respective careers
- Help students develop connections and expand their professional networks

PROGRAMS	SUMMARY	DETAILS
<u>PPS "Future You" Career Learning Program</u>	Helps students in the PPS district "Build valuable career and life skills". ^[6]	<ul style="list-style-type: none">• Exposure to work-based learning experiences• Internships, Job Shadows
<u>Career-Related Learning Experiences</u>	Required program at McMinnville HS, looks to increase post-grad readiness	<ul style="list-style-type: none">• Provides Career and Technical Education teachers (CTE)• CTE instructors focus on one area of content^[7]
<u>Apprenticeships in Science & Engineering (ASE) program</u>	Eight week, full time program that connects high school students with mentors in this field, located in Portland ^[8]	<ul style="list-style-type: none">• Pre-professional internships• Helps students build their professional network^[8]

100%

of all school districts in Oregon have at least one Career & Technical Education program^[9]

9

Career & Technical Student Organizations exist in the state of Oregon^[10]

6

CTE programs are offered in six different career areas, including health sciences and human resources^[11]

91%

the graduation rate for students that take CTE courses in Oregon^[12]

These organizations look to provide as many opportunities as possible to connect students with a vast range of careers. Below find more information about CTE programs in Oregon:

<https://www.oregon.gov/ode/learning-options/CTE/Pages/default.aspx>

4. Graduation Rates & More:

How else can we quantify success?

For many Oregon Public Schools, graduation/promotion rates are not the sole metric used to determine success. Here are other metrics used to determine success within these schools.

1

College Accessibility/Enrollment

The amount of high school graduates that seek a two-year or four-year degree is a commonly used metric for success in many high schools throughout Oregon.

2

Retention Rates

Retention rates can be used to determine student success within schools when combined with other factors. High retention rates do not necessarily lead to high levels of student success, but may indicate a stronger curriculum.

3

Overall Academic Performance

Whether through standardized testing or GPA, academic performance is another metric available from Oregon public schools.

5. Workforce Demographics:

What are the trends in the last few years?

EMPLOYMENT STATUS BY RACE AND ETHNICITY, 2016-2020^[13]

Oregon Employment Department and U.S. Census Bureau, 2020 American Community Survey, 5-year estimates, Table S2301

Group	Oregon Total	Labor Force Participation Rate	Unemployment Rate
Population 16+	3,408,422	62.6%	5.5%
Non-Hispanic White	2,647,903	60.7%	5.2%
People of Color	760,519	69.2%	6.5%
White	2,864,886	61.7%	5.2%
Black	61,719	65.5%	8.0%
American Indian or Alaska Native	35,975	60.0%	9.9%
Asian	158,061	65.4%	5.1%
Native Hawaiian and Other Pacific Islander	12,932	74.8%	5.2%
Some other race	102,938	73.0%	5.6%
Two or more races	171,911	68.5%	7.8%
Hispanic or Latino	379,104	73.2%	5.8%

This data represents labor force participation rates for all racial groups within Oregon.⁽¹¹⁾

65.5%

of all Black Oregonians are active participants in the labor force compared to 62.6% of the entire Oregon population

69.2%

of all Oregonians of color are involved in the workforce

8%

Black Oregonians have the second highest unemployment rate

6. Recommendations

1

Increase the amount of metrics gathered on student success

As stated, student success cannot just be determined by graduation rates. Oregon may benefit from publicly posting data, with analysis, of metrics like GPA, college accessibility/enrollment, and high school and college retention, with the possibility of adding longer-term data points in the future (e.g., median earnings).

2

Develop a robust data infrastructure to track student success

Similar to states like California and Washington, Oregon would benefit from a publicly accessible database that tracks all of the aforementioned metrics so that information does not have to be gathered from different sources. Ensuring this resource is easy to find and easy to use would be of utmost importance. This resource should allow analysis of intersectional data.

3

Collect qualitative data to enhance culturally-informed teaching practices

Qualitative data can show **what** prevents students from engaging, which can be instrumental in developing culturally-relevant instruction and curriculum. It can help users and stakeholders see **why** teachers are leaving can inform recruitment and professional development efforts for teachers. It is also recommended that the latest findings from the HB 2845 advisory group be published.

4

Increase early intervention strategies

Increase early intervention strategies, including wraparound services and resources. Ensure services and service providers are culturally informed and inclusive.

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[B]

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FOR IMMEDIATE RELEASE

June 30, 2022

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PORTLAND, Ore. - Today, The Oregon Commission on Black Affairs (OCBA), released the following statement on the swearing in of Justice Ketanji Brown Jackson as the 116th Associate Justice of the United States Supreme Court.

The Oregon Commission on Black Affairs celebrates this historic moment, when Justice Ketanji Brown Jackson is sworn into the United States Supreme Court.

Since 2018, Oregon has had the privilege of having the perspective of Justice Adrienne Nelson on the Oregon Supreme Court. It is critical for all courts in our nation to be comprised of people with diverse

experiences and voices to reflect the diversity of the communities they serve. Only 18 percent of justices across all state high courts are Black, Latino, Asian American, Native American, or multiracial; while people of color make up over 40 percent of the U.S. population.

Jessica Price, Chair of the Oregon Commission on Black Affairs, said, “We are proud of Justice Jackson, not because she is the first Black female justice on the United States Supreme Court, but because of her brilliance, her ability to endure, and her ability to inspire.”

**Oregon Commission on
Black Affairs**

Chair:

Jessica Price, Esq.

Vice-Chair:

Dr. Silky Booker (H.C.)

Commissioners:

Djimet Dogo

Benjamin Duncan

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Office Staff

Albert Lee, Executive Director

Iyesha Rosser, Policy & Research

Saba Saleem, Public Affairs

Ava Stevens, Executive Support

The Oregon Chapter of the National Bar Association joins Oregonians to celebrate Honorable Ketanji Brown Jackson's confirmation and swearing in to the U.S. Supreme Court. "It is a historical moment for our nation as well as a step in ensuring that our highest court reflects the diversity of our nation. Her perseverance and strength are powerful and meaningful in demonstrating that the perspectives, voices, and experiences of Black lawyers belong and are needed on our judicial bench. Further, she serves as an inspiration for those who can now see themselves in the law to become lawyers or pursue careers in the legal field."

"I am confident that Judge Ketanji Brown Jackson will put her more than a decade of service on the federal bench, as a public defender and in private practice to good use on the Supreme Court," Senator Wyden said. "Given that the basic rights of voting and bodily autonomy are at stake and that all but seven members of the Supreme Court in its 232-year history have been white men, Judge Ketanji Brown Jackson will be an important, long-past-due voice on the Court."

Justice Jackson's task is not to speak on behalf of women, or Black women in particular, but rather to bring her diverse experience and intellectual talent to our nation's highest court. In doing so, she helps our country inch further toward equity, representation, and justice.

The Oregon Commission on Black Affairs (OCBA) was established in 1983 and serves the people of Oregon to empower and support the Black community. OCBA works for the implementation and establishment of economic, social, legal, and political equity for Black Oregonians.

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