MINUTES  
Oregon Commission for Women (OCFW)  
Friday, March 15, 2019, 12:00 pm - 2:30 pm  
800 NE Oregon Street, Room 612, Portland OR 97232

ATTENDANCE:  
Chair: Dr. Barbara Spencer  
Vice-Chair: Kimberly Olson  
Commissioners: Robin Morris Collin (phone), Dr. Maura Kelly, Kasey Krifka, Julia Yoshimoto, Representative Sheri Schouten (phone)  
Absent: Dr. Doris Cancel-Tirado, Dr. Adrienne Ochs, Helen Richardson, Senator Monnes Anderson,  
Staff: Lucy Baker, Nancy Kramer

I. Call to Order. Chair Spencer called the meeting to order at 12:05.

II. Approval of March Agenda – Approved by consent.

III. Approval of January 2019 Minutes – Approved by consent

IV. Public Comment – there was no public comment.

V. Old Business  
A. Review of Women of Achievement Awards and Women’s History Month Event – wonderful event, Governor Brown came for the whole event. For the future, best to have Commissioners read the awards. Was great to have awardee’s comments. Commissioners will keep in mind people to be nominated, and to spread the word about awards for t emerging leaders.  
Review materials will be available in July.

B. Update on Sexual Harassment at Capitol  
The Chair and Vice Chair updated the commission on sexual harassment policy and practice moving forward at the Capitol.  
A $1.95 M settlement was reached between the legislature, BOLI, and the harassed interns.  
The Legislature’s Office of Equity will review future complaints and conduct future investigation. Capitol Culture group will submit a bill for a respectful workplace in the Capitol.  
The legislature’s EEOC training received poor reviews among those who took it, noting that it was dismissive and discouraging around registering harassment complaints.  
A member of the Capitol Club (lobbyists) reached out to Chair Spencer to say that there is some discontent among the members, that certain employees who have been involved in harassment have not been let go.
The process for reporting harassment seems murky and requires clarification. A step-by-step guide is needed. Not just about sexual harassment, there’s also racism.

Discussion followed:

- The OCFW would like an update about the formation of an Office of Equity within the legislative branch.
- The Commission would also like to follow up with new BOLI Commissioner Val Hoyle about the letter OCFW sent. Ask for a presentation (from Chiefs of Staff) about what is happening for OCFW. The Chair will work with the OACO staff, and OAC legislators to arrange for an update on the progress around sexual harassment, the legislature, and the capitol workplace.

C. OCFW and ODE Policy Research Project on Gender equity in Oregon School Administrators for pay and advancement

Chair Spencer and Lucy reported on the launch of the project. There were seven student researcher applicants, which were narrowed by the partners to three people. The OCFW/ODE interview committee selected two outstanding, applicants: a PhD and a Masters student in Educational Leadership and Public Policy respectively. The OACs’ research internships are all at the graduate level and for credit. ODE’s Colt Gill, and Carmen Urbina, and OCFW Commissioner Robin Morris Collin will work together on supervising the interns. Dr. Laura Lien (ODE) and OACO’s Dr. Connie will meet regularly with the students for check ins to assure the agreed work and outcomes are progressing. They will begin this summer.

VI. New Business

A. Sexual Assault and Women in Prison Review

Commissioner Yoshimoto discussed her work, surveying women in Coffee Creek, with help from PSU criminology department, and in cooperation with the Department of Corrections (DOC). This marked the 1st time such a survey was conducted in Oregon. While the number of respondents was too small to be statistically significant, it was a credible survey with revealing responses.

In preparation, the Oregon Justice Resource Center (OJRC) reached out to the women to let them know the survey was coming. The complexities of prison protocols made it challenging to get the participants necessary for statistical significance. The OJRC is considering working with the superintendent to try again with the survey in 2020.

Nevertheless, the current survey revealed strong trends:
Incidence of intimate partner violence and trauma are both factors in why many women in Coffee Creek have committed crimes. The OJRC focuses on criminal process and treatment. It raised the question of whether the incarcerated women are being treated for trauma, or have trauma informed practices being used by the staff and guards?

In a daylong seminar with the US Commission on Civil Rights, it was noted that incarcerated women are disciplined at higher rates than men, and have more severe consequences for disciplinary action than do men. An NPR article pulled data from 13 states and compared male and female data showing this is true nationally. Incarcerated women are more likely to exhibit a trauma response to discipline than men, raising the level of discipline they receive. Ultimately, women are being punished for trauma response in prison. Illinois prisons having an audit of discipline responses, show positive
results (reduction in discipline level) with gender-responsive training. Iowa prisons are also taking this seriously. Oregon did not provide information for this overview.

Authority in prison, perceived as domineering, controlling, or threatening triggers those with traumatic responses. Generally, prison discipline procedures were developed for violent men.

Discussion followed. Actions by the OCFW could include requesting the DOC and the Governor’s Office to audit their discipline procedures as a useful foundation for further discussion. Commission Morris Collin would also like to involve the Oregon State Bar to raise awareness on related issues of charging and defending. DOC Director Collette Peters has traveled with several Oregon legislators and others to Norway to learn from their models of normalizing the lives and experiences of those who are incarcerated. DHS’ Research Director, Paul Bellatty, comes from DOC and has given much thought to disparity information and fairness within state data. Lucy will set a time that Commissioner Yoshimoto can meet with Paul and other Commission champions around corrections and disproportionality to discuss useful next steps.

B. Equity and Housing
Commissioner Morris Collin reported on the highly successful Willamette University Latinx diversity, equity & inclusion luncheon. Robin served as moderator for an equity panel that included both former Governor Barbara Roberts and Governor Kate Brown. There were many key points made during the discussion including:

- Tokenism in the political environment nationally,
- Diversity as the flour in the cake, but now changing the recipe.
- “Otherness” and related exclusion and macroaggressions.
- Intersectionality of experiences and issues across women and LGBTQ and others.

The lack of housing is a devastating reality that harms everyone and society as a whole. Commissioner Morris Collin referred to The Color of Law – de facto segregation, is cultural. De jure segregation is segregation by law.

Commissioner Yoshimoto noted that for SCR 25, which raises awareness around the extent and needs of sexual violence survivors, does not note the prevalence of this among women who are incarcerated. Following discussion, the OCFW requested that Julia prepare some suitable wording for an amendment to SCR 25. It is moving to the House Rules Committee.

C. 2019 OAC Legislative Process
a. Submitted testimony E-votes ratification
Chair Spencer requested Nancy to read the following bills into the record as having had testimony from the OCFW written, reviewed, and e-approved since the last regular meeting of the Commission.

i. HB 2023 – Ethnic Studies 2.0
ii. HB 2631 – Incarcerated women pilot program
iii. HB 2818 – Nondiscrimination of older workers
iv. HB 2973 – OAC Four-year terms
v. SB 608 – Tenant protections
vi. SB 726 – Workplace Fairness Act
vii. SB 794 – Student Parent Data

MOTION (Collin/Krifka): Ratification of approvals for submitted OCFW testimony on the bills as read into the record. CARRIED.

b. Review and approval of OCFW 2019 legislative slate

Chair Spencer noted that Senator Riley has reached out to the OCFW to request consideration of support for his bill, SB 543 establishing children’s service districts statewide and authorize taxing authority for these districts.

Education – HB 2389, HB 2025, (OCFW will support MH bills). Watch SB 155, support OCHA’s work in MH, supported SB 794, and watch to see what happens.

Health – HJM 5, HB 3031 FAMLI leave – Kasey writing testimony, SB 698 - watch, watch HB 2375; SB 488

Housing/Stable Families –HB 2631 already in Ways & Means; SB 790, add Foster Care bill, SB 543 on children’s service districts.

Jobs – SB 82 – Maura writing up facts, Chairs will sign on, asking for hearing; Watching 856, 855, 2998; recruitment of diverse workforce BOLI, diversifying the workforce – which bill number?

Justice/Safety/Policing – HB 2515 watch; Schouten’s tampon bill has more provisions; watch HB 2251, HB 2300 watch; – gun issues grouping together; HJR 10, HB 3338, Maura writing; SB 592 – watch, limit on damages; watch HB 2562 – AAUW Title IX; HB 2614 – Julia will write testimony; SB 776; Juvenile justice bills 966, 968, 969, 1008 – Robin & Julia will write testimony; HCR 20 harassment, HB 2631

Civic – OACO terms; HB 3310 OVRA, Robin will write testimony in support, EJ – HB 2063 watch; Robin collaborating with PSU on accelerating the use of electric vehicles; HB 2020 – participation of EJTF, Robin will look into this, rural Oregon will benefit, and pollution disproportionately impacts people of color in both agricultural and urban settings., specific designation of monies from profits to affected communities; offsets are the valuable piece.

HB 2063 VW monies – has a history of not distributing this well – watch.

MOTION (Krifka/Collin): Approval of the OCFW’s Tier 1 priorities legislative slate. Carried.

D. AAUW Lobby Day – Thursday, April 11, 12:30 to 5:30 Dr. Doris may go with students from WOU

E. The Future is Fluid event – Chair Spencer distributed materials for this event which the OCFW is supporting.

F. Call for OCFW Chair and Vice Chair Nominations. Chair Spencer reminded the Commission at nominations for OCFW Chair and Vice Chair will be taken at the May meeting. Dr. Spencer and Vice Chair Kim Olson are both leaving the OCFW and new leadership will be needed. Please contact the Chair or Lucy if you are open to nomination into one of the open posts.

VII. Administrator’s Report
Testimony presented for the JW&M Subcommittee. JW&M still considering requiring the OAC’s to study folding the OACO into LPRO or other state agency. This is very concerning to the OAC’s because retaining an independent voice is vital for the OACs to be effective.
The OAC Chairs and Vice-Chairs, along with Sophorn Cheang from the Governor’s Office, and Carol Suzuki from the Senate Majority Office are scheduling meetings with Betsy Imholt, Senator Courtney’s Chief of Staff, and the Co-Chairs of Joint Ways and Means to ask that this requirement be removed.

VIII. For the Good of the Order
    A. The next OCFW meeting is May 17, 2019.
    B. Announcements

IX. Adjourn – Barbara adjourned the meeting at 2:57pm.