MINUTES
Oregon Commission for Women (OCFW)
Friday, March 16, 2018, 12:00 pm - 3:00 pm
800 NE Oregon St. (State Office Bldg), Room 612
Portland, OR 97232

Attendees:
Chair: Dr. Barbara Ramirez Spencer
Vice Chair: Kimberly Olson
Commissioners: Clara Beas-Fitzgerald (phone), Dr. Doris Cancel-Tirado (phone), Dr. Adrienne Ochs, Julia Yoshimoto, Senator Monnes Anderson (phone), Representative Sheri Malstrom (phone)
Guests: Haylee Morse-Miller, Dept of Administrative Services Chief Financial Officer’s Office; Christine Lewis, Legislative Director, Bureau of Labor & Industries
Staff: Lucy Baker, Nancy Kramer, Dr. Connie Kim-Gervey

I. Call to Order – Introduction of Connie Kim-Gervey, OACO’s new Research Analyst.
Chair Ramirez Spencer called the meeting to order at 12:12pm. Dr. Kim-Gervey introduced herself as she takes on the Researcher/Policy Analyst position with the OACO. She looks forward to supporting the statutory work of the OCFW.

II. Approval of March 2018 Agenda
MOTION (Olson/Yoshimoto): To approve the March 2018 agenda. CARRIED.

III. Approval of January 2018 Minutes
MOTION (Ochs/Olson): To accept the minutes as written. CARRIED.

IV. Public Comment – there was no public comment.

V. Commissioners Reports
Dr. Ochs is working on HB 4102, Studying dropout rates with the Higher Education Coordinating Commission (HECC). She also provided testimony on SCR 201, which honors the Women of Achievement.
Julia Yoshimoto has attended a U-Visa Work Group meeting, and plans to attend future meetings. She gave her report on the U-Visa work group and it appears later in these minutes.
Kim Olson wrote testimony for some of the bills the OCFW supported. She also attended the Women of Achievement (WOA) awards.
Dr. Cancel-Tirado again brought some of her public health students to the American Association of University Women (AAUW) Lobby Day. The students were thrilled to attend, met legislators,
and learned about how a public policy issue can become a law. She also attended WOA ceremony. Sen. Monnes Anderson said short session went well, and her 4 bills passed. She is working on six concepts for 2019 session. Rep. Malstrom agreed with Senator that the session went well. Her bill on having children’s hearing aids covered by health insurance plans passed! She saved her additional comments for later in the meeting. Dr. Spencer took a lead role in organizing and providing materials for the Women of Achievement (WOA) ceremony, and has also been working on materials for the upcoming OCFW fundraiser on April 26th. She also met with organizations who may be interested in partnering with the OCFW. Clara Bea-Fitzgerald is networking with Latino businesses. She read the report on chronic absenteeism.

VI. Old Business
A. 2018 Legislative Session wrap up
1. Tally of bills – OCFW provided support for 14 bills, which is a new record for commission engagement during short session. Overall, the bill search using equity focused words for short session produced over 50 bills of interest, 35 of which were ultimately tracked by OAC’s.
2. Ratification of e-votes to provide testimony on OCFW’s and OAC’s slate of bills: Because the regular meeting of OCFW falls every two months, the OCFW circulated support letters or testimony for their priority bills using e-review and e-voting in order to expedite their legislative support during short session. Chair Spencer read the following OCFW-supported bills into the record for ratification:
   i. HB 4008 – Fair calculations in civil damages
   ii. HB 4009 – Parental rights and foster care
   iii. HB 4010 – Task Force on addressing racial disparities
   iv. HB 4049A – State Police to track sexual assault forensic evidence kits
   v. HB 4081A – DHS use savings in TANF to increase amount of cash grants
   vi. HB 4102 – Directs Dept of Ed to study dropout rates
   vii. HB 4134 – Removing racial discrimination wording from property titles
   viii. HB 4145A – Close boyfriend loophole
   ix. HB 4149 – Plea offer protections
   x. HB 4150 – Report after conclusion of sexual harassment investigation in school
   xi. HJR 203 – Health care for all
   xii. SB 1554-1 – Education Savings Accounts exempt for determining family eligibility for TANF
   xiii. SB 1563A – Educational achievement for noncitizen Oregonian students
   xiv. SCR 201 – Women of Achievement award

MOTION (Olson/Ochs): To ratify the e-votes of the OCFW for the above bills and related support letters or testimony, which were read into the record. CARRIED.

Commissioners reviewed the process used this year to identify bills of interest to the OAC’s and prioritize them. Commissioners appreciated the intersectional approach used this year and felt it was beneficial. They agreed that individuals need to be assigned to write testimony for specific bills earlier in the process. They realized that, in ranking bills of interest, there should be clear definitions for high, medium and low prioritization. There was some confusion as to whether they were ranking bills for the
OACs overall, versus prioritizing only for the OCFW. The timeline during short session is extremely tight, and that they often needed Commission feedback within 2 days of sending the list of bills of interest. They were able to do it but wish the timeframe was longer. The Commission thanked staff for their dedication in providing the support needed during the legislative session for each and all the Advocacy Commissions. It was a solid effort.

Commissioners would like to increase communication with legislators and their staff for bills that are of interest to the OACs.

Commissioners also noted that some of the highest priority bills of the OAC’s did not have testimony submitted. Lucy explained that a number of the OACs’ high priority bills had only one hearing and that it was held in the early days of session while the OAC’s were completing their review of bills and prioritization process. The OAC support for such a bill would ordinarily happen in a bill’s customary second hearing; however, in short session, bills that pass one house may be referred directly to Joint Ways and Means where a second hearing is not mandatory. This practice, during the six weeks of short session resulted in a reduced number of priority bills with testimony submitted by the OAC’s. Even with this effect, the OAC’s provided more supportive testimony or letters than any other short session.

Vice Chair Kim Olson worked with OCHA Commissioners Gustavo Morales to write testimony, which is the first time Commissions have worked with each other’s members to write bill support. They were able to connect for a substantive conversation about SB 1554-1 about Educational Savings Account and TANF eligibility even with a short turnaround time. Gustavo had questions about the details. He prepared the draft after talking with Kim about some of the specifics and the testimony was circulated to all the OAC’s for their review, edits, and support, all within four days. It was intersectional teamwork in action.

Kim noted that the OACs’ process and her own work with Commissioner Morales would be much simplified with the ability to use googledocs. The state does not currently support that application. Kim will reach out to the Government Ethics Commission to ask if a Commissioner could initiate a googledoc that would then be used by the OACO to circulate.

The OCFW thought that, after discussion, it would be useful for long session to ask each Commissioner across all the OAC’s, to take one strategic priority area in which she/he would be willing to collaborate on testimony. The OACs’ Intersectional Committee in its role as a joint committee, has representation from each of the Commissions.

Training prior to legislative session for all Commissioners would also be helpful. In the past, Sen Dembrow provided training about how to be effective during interim and he may be willing to repeat it. Rep Malstrom willing to help with providing training on how to write effective testimony. Thank you, Sheri! Chair Spencer has a template to help with that. The commissioners thought a training on writing and delivering effective testimony, one month before session would be helpful.
The important position of the OCFW in its official role was noted by Representative Malstrom and Senator Monnes Anderson. They noted that the OCFW and the other Commissions are respected voices for equity, for women, and for communities of color. Testimony from the OAC’s does not need to be long or complex. By submitting testimony legislators can see that the bill is important to the OACs’ constituency and their commissioners. Legislators notice this and appreciate the gravitas the OCFW and other commissions bring to bill support.

The Commission agreed that the personal stories of the OAC Commissioners which were part of the testimony they wrote for the various bills are also an important part of bringing commissioners’ voices and lived experience into the OACs’ testimony. This is important and powerful, adding authenticity to the bill support. Staff may write the first and last paragraphs of the OAC’s submitted testimony, it is the words of the commissioners that carries the message.

AAUW/OCFW Legislative Day - Review
Commissioner Cancel-Tirado brought 6 students from Western Oregon University to attend the AAUW and OCFW lobby day with her. The morning panel on Title IX was excellent and she and the students learned much that they then used in their meetings with legislators. Lucy was able to join Doris’ group in the afternoon as they visited legislators to discuss Title IX and other important issues to Oregon women. Lucy was able to increase the number of legislators the students and Doris were able to visit, adding Sen. Manning, and Rep. Malstrom (OCFW) to their list of those visited which also included Rep. Janelle Bynum (OCBA). All the legislators gave the group 20 – 30 minutes to discuss and were very pleased to have them visit. The group ended their day by briefly attending a hearing on affordable housing and got to hear how the legislators interact during a work session for a bill.

B. Women of Achievement Awards – Review
Barbara reported that this year’s format for the WOA worked very well, combining it with the Women’s History Month proclamation signing. This allowed the Governor to attend part of the event. Also, many OCFW commissioners were directly involved introducing the awardees and providing them with their framed certificate. Liliana Luna, as OCFW’s first WOA Emerging Leader, gave a powerful and moving presentation as she accepted her award. The Commission felt that adding the Emerging Leader category was important. Commissioner Ochs thanked Barbara and the staff for the clear instructions and information each of the presenting commissioners received prior to the event. It made everything go smoothly. The Commission thanked Chair Spencer for her leadership in making the 2017 WOA celebration a special time. Commissioners were pleased to be a part of the ceremony, reading and presenting the certificates.

Chair Spencer reminded the OCFW that the WOA nomination process will begin again in September.

C. State Library Update
E-Clips. Kim Olson shared that the Library can set up something akin to a google alert for a specific term of interest to the OCFW. Jerry Curry could be asked to give a training at an upcoming OCFW meeting about how this works. It will be scheduled
this summer. The group thanked Kim for her suggestion and are looking forward to
learning more from Jerry.

D. U-Visa Legislative Work Group
Commissioner Yoshimoto has attended one of the meetings. The U-Visa was created
so that undocumented victims of crime would come forward to help law enforcement
solve crimes. A person who plans to apply for a U-Visa needs to get certification by an
investigating agency saying that they were helpful in the investigation of a crime. The
investigating agency doesn’t grant U-Visas. The certification is what a person needs to
include in their application to USCIS for a U-Visa. The certification process and
granting of U-Visas seem to be inconsistent statewide by investigating agencies. One
problem mentioned in the meeting was under-staffing. The Work Group hopes to put
forward an LC to create a state statute that would make the process consistent. Issues
that were raised in the group: what if someone comes forward regarding something
that happened 10 years ago, or what if the person coming forward has a criminal
history?

E. ODE Ethnic Studies Advisory Board meeting
Draft social studies standards are currently out for public review. Lucy has forwarded
the standards to all OAC Commissioners to help share them with their networks.
Andrea Morgan at ODE is managing the review process.

F. OAC Chairs letter re: court attire to Chief Justice Balmer & the Justice’s response
OCAPIA Chair Sinlapasai-Okamura and the other OAC Chairs have drafted a letter
Oregon Supreme Court Justice Balmer asking that he take immediate action to clarify
a rule on acceptable court attire to include a provision for religiously required head
coverings. A woman in an Oregon court was asked by a court official to remove her
hijab under this rule in 2017. There is a hearing about this court rule in April.
Chanpone intends to speak at it and will keep the OAC’s informed. The OAC letter
to the Chief Justice is appended as part of the minutes.

VII. New Business
A. OCFW Fundraiser to Support Women's Leadership Development
Chair Spencer and Nancy Kramer reported on the progress of April 26th fundraiser:
Women in Leadership: Bridging the Generations
1. General information link: The webpage describing the event and link to ticket
   sales was discussed. See it at the hotlink.
2. Sponsorship levels link: The OCFW reviewed the sponsorship levels and agreed
   that keeping them at modest levels provides a great opportunity for many
   businesses, including start-ups, and non-profit sponsors to support the event.

The Commission thanked the staff for all their help in pulling this together so far and
more to come. Liliana Luna will be the keynote and Chair Spencer will moderate the
panel. OWEC and WFO and CWL have sent the invitation to their networks. The
Chair is asking Commissioners to spread the word as well. Four sponsors so far
include Sen. Laurie Monnes Anderson, the state of Oregon, presenting sponsor NW
Natural, and Rock Creek Multicultural Center. Proceeds will support women’s
leadership development in the form of OCFW scholarships to leadership experiences
including culturally specific training. Please arrive by 4pm on the 26th to set up.
We are seeking a connection with the Oregon State Bar. Chanpone Sinlapasai-Okamura is very active with the Bar. Julia and Chanpone plan to reach out together. Commissioners were asked to either attend and/or serve as a sponsor, and to spread the word.

Save the Date was sent to all legislators before session, and will send it again with the hot link to purchase tickets. Lucy forwarded the fundraiser invitation to all Commissioners earlier today for them to share widely.

Tickets are always saved for students and Commissioner Cancel-Tirado and the legislators have connections to students and were encouraged to bring them.

B. Public Policy Research project primer:
Dr. Kim-Gervey and Lucy provided an overview of the OACs’ current work in public policy research:
Mental Health and Latinos in Oregon: OCHA is partnering with DHS and OHA to host two Masters level research interns focused on culturally appropriate access to mental health services. OHA and DHS were approached by OCHA and both agreed that this was an area of importance. They were open to hosting one of the interns in their data center and, supervised by the director of the data center, giving the student access to the needed data. This is primary data used for the first time in 15 years to conduct a quantitative study. The second research intern, an MSW candidate, conducted interviews with Latino mental health professionals around the state for qualitative data.

Brain Waste and Immigrant Re-credentialing: OCAPIA has identified the huge problem that immigrants with professional credentials face when coming to Oregon and are unable to work in their field because of barriers to licensure. Last year they hosted an OSU Fulbright scholar who conducted interviews with Iraqi trained pharmacists and performed a review of national best practices in pathways to licensure or working in a related field. This year, OCAPIA, OCBA, and OCHA are collaborating on the next phase of the research with a PSU Masters student in applied linguistics around alternatives to the TOEFL (Test of English as a Foreign Language) which was identified in their first year of research as the primary barrier to licensure.

The Effect of Culturally Responsive Pedagogy on Disproportionate Discipline: OCBA is partnering with the ODE (Oregon Department of Education) and PSU Graduate School of Education to examine discipline data collected on all schools in Oregon by ODE by race of the involved students, and the type of disciplinary action incurred. They are comparing the success over time by schools who have implemented a best practice plan for discipline. The final report of the current research is due in June.

Women’s economic fragility and justice involved parents: OCFW has focused on women’s economic fragility and its effect on families statewide. The Commission has researched and developed a set of briefing materials on the role of TANF (Temporary Assistance to Needy Families) and best practices regarding improved access to child daycare, education, and economic stability as well as challenges and barriers within TANF. It has also researched and supported legislation that increases Oregon’s investment in justice involved parents, and the Family Preservation Project, now housed at the Portland YWCA. Several Commissioners noted their interests in justice
involved women including sentencing, domestic violence survivors, re-entry and incarceration experiences.

Connie discussed the process the OCFW uses to identify issues that would benefit from policy research and partnership with research institutions or state agencies, and the follow up she provides in drafting briefing sheets, research internship descriptions and recruiting, and other supports.

The Commission thanked Connie for her overview and looks forward to working closely with her as a vital staff resource. The Chair noted that the Women’s Foundation of Oregon ED Emily Evans, will speak at the May OCFW meeting about the effect of the Count Her in Report. Topics for OCFW research may come out of that discussion.

C. YWCA’s Women Voting Brunch
The YWCA is hosting a non-partisan brunch to increase women’s engagement in voting and public policy. It will be held on October 21st, and will include information on ballot measures.

D. Update on Commissioner Vacancies – 3 openings, with 2 candidates in line to become Commissioners during Legislative Days, May 21-23.

E. Outdoor Symposium sponsored by the First Gentleman, Chair Spencer and OCHA Commissioner Gustavo Morales attended for the OAC’s. It had a great attendance of close to 300 people, focused on how to make public recreational spaces and experiences more open and accessible to all Oregonians. Its sessions and work groups developed a number of recommendations, which will include a fiscal investment. Barbara was impressed with how it was run and its specific outcomes for action.

F. Proposed Meeting Time Change
Commissioners broached the possibility of shortening the meeting time to 2 hours to allow for the other hour to be directed towards committee work between regular meetings.

VIII. Administrator's Report
A. Staffing plan for OACO and budget request – Lucy is working with the OAC Chairs/Vice Chairs and each Commission to review and update the staffing request for the 2019-21 OACO budget. After review, the Chairs are asking the OAC’s to renew their request for a full time Researcher/Policy Analyst (OPA3) position, which is currently part time, and add a full time Office Assistant, which would take on the paperwork associated with commissioner travel, per diems, new commissioner onboarding, and related tasks. This position would be supervised by Nancy, and would free her to apply her project management skills in support of Connie’s and the OACs’ policy research projects with students. Discussion followed.

B. New mailing address for OACO – Nancy was able to arrange for a free snail mail box at 421 SW Oak Street where the OACO is. The UPS Store address is no longer valid.

IX. For the Good of the Order
A. The next OCFW meeting is May 18, 2018.
B. Announcements - Serena Stoudamire Wesley, the OACO’s Policy Advisor in the Governor’s Office is transitioning to a new position as Director for the Oregon Youth Development Council within the Oregon Department of Education. The OCFW wishes her the best, will miss her and her support, and thanks her for all she has done for the OCFW over the past few years.

X. Adjourn
   Chair Spencer adjourned the meeting at 2:47pm.
February 5, 2018

Chief Justice Balmer  
Office of the State Court Administrator  
Supreme Court Building  
1163 State Street, Salem, Oregon  
97301-2563

Re: Emergency amendment of UTCR 3.010 to specify that religiously required attire including head coverings are allowed in court unless ordered otherwise by the court

Dear Honorable Chief Justice Balmer:

I am writing on behalf of the Chairs of the Oregon Advocacy Commissions, who have jointly considered an emerging issue and have authorized me to speak for them on this matter. These commissions are: the Oregon Commissions on Asian and Pacific Islander Affairs (OCAPIA), Black Affairs (OCBA), Hispanic Affairs (OCHA) and Commission for Women (OCFW). I serve as the Chair of OCAPIA.

Recently, it has come to our attention that a woman wearing a religiously required head covering in an Oregon courtroom was ordered by a deputy to remove it in consideration of its disallowance under UTCR 3.010. My fellow Chairs and I come from and believe that communities with long histories of inequity including religious intolerance are more deeply affected by field interpretation of rules than majority cultures may be and, in that clarity of rules for the courts is essential for consistent, timely justice, we ask you to consider an immediate remedy with an emergency amendment to UTCR 3.010.

While the UTCR Committee may consider the resolution for this situation to be a
training issue, we feel that the strategy takes time to administer to all court personnel, made less timely by staff turnover and needed regular retraining to interpret consistently across a shifting group of staff each year. Timelier and more consistently understood is clarity in the wording of the rule itself noting that religiously required head coverings or garb is allowable.

We believe that access to dignified court environments is important and must extend to all members of our communities in clear rules on attire without interpretation around its intersection with religious freedom. To institute training at a future date or in response to a regrettable misinterpretation feels like a misstep, and a lost opportunity for consistent clarity during a highly emotional time around religious freedoms and tolerance. Each day the UTCR 3.010 awaits this amendment is a day that Muslims and other members of our communities wearing religiously required attire may intersect with court staff striving to interpret the dignified attire/religious freedom boundary correctly.

In light of this, we wish to express support for your consideration of an emergency amendment to UTCR 3.010 (1) which would make changes marked in bold:

All persons attending the court must be dressed so as not to detract from the dignity of court. {A person may wear a religiously-required head covering unless the court orders otherwise.}

Members of the public not dressed in accordance with this rule may be removed from the courtroom.

Thank you, Chief Justice Balmer. As members of affected communities, we deeply appreciate your consideration of the matter with a heightened sense of immediacy in the response by the judicial branch.

Sincerely,

Chanpone Sinlapasai-Okamura, Chair
Oregon Commission on Asian and Pacific Islander Affairs

And on behalf of:
James Morris, Chair, Oregon Commission on Black Affairs
Alberto Moreno, Chair, Oregon Commission on Hispanic Affairs
Dr. Barbara Spencer, Chair, Oregon Commission for Women

Cc: Bruce Miller, Senior Staff Counsel to the State Court Administrator