I. Call to Order – Chair Dr. Barbara Spencer called the meeting to order at 12:03pm. A quorum was established.

II. Approval of May 2018 Agenda
MOTION (Ochs/Yoshimoto): To accept the May 2018 agenda as written. CARRIED.

III. Approval of March 2018 Minutes
MOTION (Yoshimoto/Ochs): To accept the March 2018 Minutes as written. CARRIED.

IV. Public Comment – Christina Bodamer, American Heart Association addressed IP 37 which appears to be a grocery tax preemption but would change the Oregon constitution to severely limit consideration of certain types of sales taxes. AHA is concerned.

V. Administrator’s Report
A. Review of OACO Strategic Plan: In 2018 the OACO strategic plan is being updated to reflect the scope of the OAC’s current research and policy work.
B. Review of OACO staffing plan – Lucy prepared a preliminary outline of the OACO’s staffing plan and will circulate it to all commissioners. Commissioner edits and input will help her as she works to prepare the 2019-21 budget request for 1.5 FTE additional staff, making the OPA 3 (Connie) full-time, and add a full-time Office Specialist 1 (OS1). The OS 1 would relieve other staff of routine back-office work, and allow management and staff support for the OACs’ emerging committee structure and policy work.
C. Chair’s review of OACO Principal Executive Manager (PEM) qualifications
Lucy discussed the work of the Chairs and Vice Chairs with the BOLI Commissioner (by statute) to review the qualifications of the OACO Administrator position. They have agreed
that the current necessary qualifications to do the work of directing the OACO are not well represented by the current Principal Executive Manager C (PEM C) level. They will be writing to DAS HR to request a review and are requesting a change to PEM F or G as more reflective of the level of leadership and responsibility.

V. State Labor Commissioner Brad Avakian on BOLI’s review of workplace harassment cases in Oregon

The Commission welcomed Labor Commissioner Brad Avakian to discuss recent workplace harassment trends. The Labor Commissioner noted that BOLI enforces the state’s civil rights laws, including sexual harassment claims in employment, housing and public accommodations. Public accommodations apply to everyone everywhere except for prisons and jails. The Commissioner described the process within BOLI that citizens can follow to register their complaint, which is then reviewed and assigned for investigation if there is evidence to support the complaint. After investigation the case may be set for a hearing internally, and the Labor Commissioner makes the final decision on damages. About 170 cases are referred for investigation which is 9% of the total complaints. BOLI has seen a 50% uptick in sexual harassment complaints this year, likely due to the #MeToo Movement.

BOLI has jurisdiction over legislators in their role as employers, and over the Capitol building as a public place for accommodation. BOLI has been watching the Capitol harassment case closely and has offered their technical assistance to legislative leadership. BOLI also reviewed a proposed sexual harassment training for the Oregon legislature before the session began. No individual has filed a complaint regarding harassment in the Capitol and the Labor Commissioner has not filed a Commissioner complaint. The Rubinoff report on the Capitol harassment investigation noted that those who had experienced abuse wanted their names kept confidential. Issues of concern to the BOLI Commissioner include that the Oregon legislature thus far has not offered any kind of remedy or apology for those who were abused, and while the Oregon Legislature has requested recommendations from the Oregon Law Commission, it has not addressed that the statute of limitations for complaints would pass before the recommendations are implemented.

Best practices in other states are usually focused on the Attorney General who defends state and government bodies. In Oregon BOLI sometimes prosecutes, defending citizens as harmed parties. Oregon may be the only state with a Civil Rights Division within BOLI. It can be extremely difficult for people to reach out for justice and BOLI was created to help fill that gap. BOLI stays in touch with community rights organizations to stay abreast of emerging issues that may become an investigation or a case.

In Oregon, people can come forward to BOLI and remain anonymous, until the case comes to a hearing, in which case a witness is required. This is a huge issue about the case at the Capitol. People were terrified to come forward, the Rubinoff report clearly notes, and it is not clear that Senator Kruse was the only abusing individual in the Capitol. The Labor Commissioner feels that Legislature should be proactive in providing a remedy in the belief that a hostile environment extends beyond Kruse’s behavior. The Labor Commissioner still has the option to file a Commissioner’s complaint, but someone will eventually need to come forward to testify at a hearing.

Discussion followed.
Senator Monnes Anderson indicated her deep interest and concern that young women are fearful to come forward with formal complaints and asked, What can be done to build a safe environment?

Commissioner Avakian agreed this is difficult and shared the recommendations suggested to the Oregon Legislature by BOLI:

- Expulsion of the abuser.
- 2 staff within legislative administration be trained in how to address the needs of victims, as well as to take complaints.
- Develop an outside hotline
- An outside individual appointed to take calls and answers questions, not a defense attorney but someone who can address the issues of victims.
- Spot checks with interviews of those in the building, every 5 years – has culture shifted?
- Extend the statute of limitations for sexual harassment claims.
- Establish a fund to be used to make claims against for individuals without having to go to court, such as for paying the interns’ law school tuition for that year.

Senator Monnes Anderson and the full Commission expressed their commitment to actively pursue the Capitol harassment issue with the Legislative Leadership, working to assure that victims of sexual harassment in the Capitol have time to regain their trust in new protections and come forward for justice with extended statutes of limitations.

Specific to the women in the Capitol who were harassed and have chosen to remain anonymous, Commissioner Avakian noted that the Law Commission referral is a bureaucratic process for which the recommendations can take years to be fully implemented and vetted, with the victims in a difficult position for that time – not going to come forward. He noted that there are people in the Capitol who know who the 3 victims are, and his suggestion is that someone who knows them speak to those individuals, and offer support and remedy, privately, as he believes no one has approached these individuals yet. Commissioner Avakian wrote to the victims and sent the letter through a private party, to each of the women, offering BOLI’s services.

Discussion followed about next steps: OCFW has strong interest in asking why the proposed steps have not happened. Goal: get the attention of the President & Speaker of the House and urge them to take action. Raise awareness that the OCFW is watching and looking for next steps. The Report released on the Capitol harassment is public and a number of the OCFW have read it.

Senator Monnes Anderson and Representative Malstrom will support the OCFW as they actively pursue key issues including increasing the statute of limitations around the Capitol harassment issue. All wish to keep this issue alive and at the forefront. Possible actions included:

Consider writing 2 letters:
1. For Senate & House leadership with OCFW primary concerns and requests.
2. To the 3 victims, offering the OCFW’s support, and include letter #1

Talk to Lore Christopher in Personnel about what they would like to see happen regarding the safety and working conditions in the Capitol building?

Might some prominent women attorneys like to join the OCFW in their communication to the law interns in particular?

The OCFW thanked Labor Commissioner Avakian and Ms. Lewis for the report.
VII. Old Business
A. OCFW Fundraiser to Support Women’s Leadership Development Results
   Nancy reported on the financial net from the recent fundraiser. Commissioners agreed that
   the event was wonderful, with a stellar panel. Great speakers, great space, big thanks to
   NW Natural for use of their event space and catering, and to Lucy for helping make that
   connection. The OCFW has supported women’s leadership for the past 2 biennia through
   scholarships to NEW Leadership Oregon. There are many ways to use these funds to help
   OCFW pursue its work in leadership development statewide.

B. Preliminary Discussion on Funds Allocation
   Commissioners were asked to consider options for spending some of that money in support
   of women’s leadership which might include a modest match of General Fund, depending
   on availability of funds and approval by the Chairs.

C. OCFW recruitment update:
   Kassandra Krifka, is an incoming Commissioner, to be appointed next week. Her passion is
   environmental justice. Helen Richardson – culturally responsive education is the answer to
   many issues. She may be applying for the OCFW. (Experience with Cabrini Green housing
   project in Chicago).
   Robin Morris Collin will be joining in September, formerly of the Oregon Commission for
   Women.
   Clara has resigned from the OCFW, as other life commitments have had to be prioritized.
   Commissioners appreciated Clara’s efforts in support of women and girls in Oregon.

VIII. Emily Evans, Women’s Foundation of Oregon’s Executive Director – Post
     Count Her In: What’s happened post 8 that Can’t Wait.

     The Commission welcomed Emily Evans, Executive Director of the Women’s Foundation.
     Ms. Evans reported on several aspects on the work of the Foundation in raising awareness
     of women’s issues statewide and funding emerging best practices among innovating non-
     profits.

     Impact on the Foundation – The release of the Count Her In report in 2016 was covered
     by more state, local, and regional papers than ever such a policy report has had before. The
     Board of the Foundation realized that it is important for WFO to go beyond grant making
     to become a thought leader in Oregon as well, with seminal updates and new reports every
     5 or 6 years. Ms. Evans noted that the next reports of the WFO will gather longitudinal
     data to help focus the recommendations and findings. During the WFO’s statewide
     listening tour, each visited community made their listening tour stops their own: each
     customized and different.

     Moving forward toward systemic change, the WFO, reflecting the communities they
     visited, will need to practice equity in a meaningful and authentic way internally. This is
     an evolved and evolving focus. It has influenced the Board’s priorities, putting convening
     women and advocacy about women and girls at the top of their list ahead of grant making.
     Due to this shift, the WFO has delayed strategic planning because they realized they do not
     have the depth of relationships to hear from those they were serving about what wasn’t
     working. They are examining each building block of their organization. Power and
     resource sharing will change as part of their new plan, now looking for ways to disrupt
established power structures and explore new models of empowerment and shared decision making.

**Impact on State & policy** – Ms. Evans noted that during the compilation and analysis of the *Count Her In* report, that it was painful for WFO to realize the extent to which women struggle in Oregon. The report and all the women’s stories that went into its creation reveal clearly that gender equity IS a problem. *The Eight That Can’t Wait* report addressed a knowledge gap. It is a hopeful document, showing that people do care about women and girls, but did not know what the problems were until now. Other states are now interested in creating their own. The last legislative session saw more action on pay equity, reproductive health and childcare, and Emily feels the “Eight” report has had some impact and effect on that.

**2019 session:** WFO does not currently engage at the advocacy forefront but remains a guiding force, a few steps back. There is a Pro-Choice Coalition, Family Forward, the OCFW, and others who have robust coalitions with legislators at the Capitol which are carrying forward the issues raised in the WFO reports. Systemic inequity is the root cause of the Eight That Can’t Wait, and the WFO fills an important role, staying broader, at the 40K foot view, providing a depth of knowledge about these eight issues, which is needed.

Barbara and Lucy look forward to connecting Emily with Connie Kim-Gervey.

Commissioners thanked Emily Evans for her presentation and additional copies of the reports.

**IX. New Business**

A. **Policy Research Overview**

1. Commissioner Yoshimoto spoke about gender responsive treatment in jails. Anecdotally, women in CCCF have shared with her that jail conditions are worse than the conditions in the state prison. Jails (and prisons) were not originally set up with women in mind. A few years ago, Multnomah County jails were looking to stop in person visitations, which would have a negative impact on the women locked up there and their families. Julia is interested in better understanding the gender specific policies, and suggest improvements. People are incarcerated in jails for different reasons, i.e. pre-trial, sentences for less than a year, probation violations, etc.

Connie and Lucy have met with Julia on this subject and look forward to drafting a description for a policy research student with OCFW, possibly a graduate student in criminology.

2. **Role of State Librarian**

Connie recently met with Natalie Brant, the OAC’s embedded state librarian. Natalie has shared with Connie how much the other librarians esteem Natalie’s work with the OAC’s. Recently, the Attorney General’s office reached out to the OAC’s requesting help gathering information in support of Oregon’s suit against the federal government over its plans to add a citizenship question into the 2020 census. Natalie and a number of Commissioners were contacted by OACO and the Chairs to assist,
and Natalie was able to contribute key reports relevant to this case. She is grateful for the opportunity.

3. Chair Spencer, Connie and Lucy have met recently with Representative Carla Piluso who is interested in DACA and immigration issues, domestic violence, and how the police handle domestic violence.

4. Colt Gill, ODE and Title IX – Chair Spencer and Lucy met with Colt Gill, the Deputy Superintendent of Education in Oregon. He and they discussed approaches for students, families, and schools to more easily understand and access Title IX services, including filing complaints and knowing what to expect and in what time frame as the investigation proceeds. ODE may have an interest in a model that uses dedicated navigators. Connie proposes compiling a literature review to see what state school systems currently use navigator models for Title IX or other reasons.

B. Chair and Vice-Chair Nominations
Chair Spencer called for nominations for Chair. Kim Olson nominated Dr. Barbara Spencer. Barbara accepted the nomination. She called for nominations two more times. There were no further nominations. She closed the nominations for Chair. Barbara called for nominations for Vice Chair. Adrienne Ochs nominated Kim Olson for Vice Chair. Kim accepted the nomination. Chair Spencer called for nominations two more times. There being no further nominations, she closed the nominations for Vice Chair. Nominations will be held at the July meeting.

C. Proposed Meeting Time Change – this topic was tabled until September.

X. For the Good of the Order
A. The next OCFW meeting is July 20, 2018.

B. Announcements – Jessica Katz/Susan Stoltenberg asked the OCFW to write a letter of support for the Family Presentation Project. Commissioners agreed with this request. Barbara will draft the letter for next week.

XI. Adjourn – Barbara adjourned the meeting at 2:50pm.