MINUTES

ATTENDANCE:
Chair: Robin Morris Collin
Vice Chair: Kassandra Krifka
Absent: Julia Yoshimoto
Guests: Ivy Jones, Sen Monnes Anderson’s office; Laura Lien, ODE; Jessica Azarte, OCFW appointee to Ethnic Studies Standards Advisory Committee/ODE
Staff: Lucy Baker, Nancy Kramer

I. Call to Order
Chair Collin called the meeting to order at 12:03pm. A quorum was established.

II. Approval of Agenda
The agenda was reviewed and approved by common consent.

III. Approval of July Minutes – Dr. Maura Kelly noted that she was on the ODOT project in 2016, but it not currently involved in the project. Commissioners approved the minutes, with these corrections, by common consent.

IV. Public Comment – There was no public comment.

V. Old Business
A. Women of Achievement Awards
The Commission reviewed the Woman of Achievement Outreach and nominations form. The next draft of the form will include several edits and be sent out electronically for review.

B. Research Partnerships
The Commission reviewed its joint public policy research with partners. This included:

1. Oregon Department of Education – Gender equity around pay and leadership opportunities for female school superintendents.
   The Commission welcomed Laura Lien, the ODE policy analyst working with
OCFW to conduct joint policy research on gender equity in pay and leadership among women who are school administrators. Dr. Lein reported on the progress and impact of the study, which includes two research interns with OCFW and COSA, (Coalition of School Administrators), and with the research support of Dr. Connie Kim-Gervey. The work with the two joint interns has progressed very well, with in-person quantitative interviews with superintendents nearly complete, and analysis of the 20+ responses going forward. The full report will ultimately be prepared between ODE and the COSA with a final briefing for the OCFW. The Commission’s role of defining and engaging the research internships for this policy work with ODE was foundational to support this study to go forward, and empowering both ODE and COSA to make changes that will positively affect diverse women in leadership as School Administrators statewide.

Chair Collin thanked Dr. Lien for her report. This has been a highly successful effort, for which Dr. Connie has served as OCFW’s lead staff. She has worked closely with Dr. Lien, providing advice on the study parameters, and analysis of the survey results. Building these relationships is essential to effective policy development and influence between the OACs and their state research partners.

The Commission thanked Chair Collin, Dr. Lien and Dr. Kim-Gervey for their leadership and support of this essential study on women and equity in school leadership statewide. They look forward to the final report.

2. Department of Corrections and incarcerated women, Paul Bellatty fairness in data update

Chair Collin and staff reported on the progress of the OCFW’s work with DHS and DOC on joint policy research on the issues challenging incarcerated women and policy remedies.

- Gov. Advisory for Safety (Paul Meyer), DHS (Paul Bellatty) and DOC (Constantine Severe) are on board with addressing trauma and the treatment of women who are incarcerated. Dr. Connie Kim-Gervey meets regularly with Paul and his team of DHS Policy Analysts and data managers to keep abreast of the outcomes of board’s work. It will provide the framework for their joint policy study with the OCFW.
- Paul Bellatty has let Connie know that he is ready to work with OCFW and Connie to define the scope of their joint policy research on incarcerated women. They are ready and waiting for the opportunity for OCFW to put together the request and submit it to them.

The Commission thanked Connie and Lucy for progressing their interests with DHS and DOC on this long standing interest of the OCFW. They will work with the Chair and Paul Bellatty to prepare the joint research scope of work and draft an internship description to support the research.

C. Ethnic Studies Standards Advisory Group update

The Commission welcomed Jessica Azarte, the OCFW appointee to ODE’s Ethnic Studies Standards Advisory Committee. The four Advocacy Commissions and the
OACO made 7 appointments to the Advisory Committee, as per its statutory wording. Jessica discussed the recommendations from ODE’s final report to the legislature on new Ethnic Studies Standards for Oregon, which were shared with the OCFW in their meeting packets. The report was based on the work of the Advisory Committee, which has met regularly since 2017 to consider and give guidance on the new standards and the content of grade specific curricula. Jessica reviewed the overall recommendations from the Committee. The specific outcomes are:

<table>
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<th>Learning Outcomes for Ethnic Studies</th>
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<td>Oregon Social Sciences Academic Content Standards</td>
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**Grades K-5 Learning Outcomes**

1. Engage in meaningful conversations related to racial identity, self, family, community and other cultures.
2. Make connections between students’ families, other families and the school community (understand where the student fits into the community).
3. Explore and identify similarities and differences among students and within the classroom community.
4. Learn the history of the nine federally recognized tribes in the state of Oregon.
5. Explore the history, contributions and current events of the nine federally recognized tribes in the state of Oregon.

**Grades 6-8 Learning Outcomes**

1. Explore bias in information by understanding perspective/lens of author and power structures through history.
2. Examine the process of identity formation as an individual, community, state and nation.
3. Explore the complexity of intersecting identity.
4. Learn to understand history and data through multiple worldviews.
5. Apply the ability to research and analyze historical events and power dynamics within different groups of people.

**Grades 9-12 Learning Outcomes**

1. Examine the process of identity formation as individuals, communities, states, and as a nation.
2. Explore the meaning of race as it pertains to individuals and communities.
3. Explore and analyze the histories, struggles, contributions, and triumphs of the following communities in the United States: American Indian/Alaska Native or Americans of African, Asian, Pacific Islander, Chicano/Chicana, Latino/Latina, or Middle Eastern descent, women, people with disabilities, immigrants, refugees and individuals who are lesbian, gay, bisexual, or transgender.
4. Understand the impact and legacy of slavery, colonialism, and other forms of oppression of African Americans.
5. Understand the role of ongoing resistance and self-determination in the trajectory of the African Americans.
6. Analyze the implications of the concept of Manifest Destiny, the Treaty of Guadalupe Hidalgo, the bracero program, immigration policies, and the role of violence, oppression, and persecution of Latinx/Latino/a Americans.

7. Examine the role of identity politics and the Mexican American/Chicano civil rights movement and the development of political power within the Latino American community and its relationship to changing power structures in the United States.

8. Analyze Evaluate scholarly sources [KH1] to consider the impact of U.S. policy on the indigenous American Indian peoples, population, and whether or not these policies had the intent of including genocide, removal, land rights, tribal recognition and sovereignty on American Indian peoples, Native American and sovereignty, as defined by the 1948 United Nations Convention on Genocide.

9. Analyze U.S. policy on American Indian boarding schools and their impact on indigenous American Indian people cultures, values, and spiritual traditions.

10. Explore the efforts to re-humanize through the restoration and preservation of culture and language, spirituality, and ways of being by indigenous groups.

11. Examine the impact of discrimination against Asians and Asian Americans manifested in federal and state policies and legislation, (i.e., 1882 Chinese Exclusion Act, 1907 Gentleman’s Agreement, internment during WWII, etc.) and acts of violence by groups and individuals.

12. Examine the role of identity politics and the development of political power within the Asian American community and its relationship to changing power structures in the United States.

The Chair thanked Jessica for her service on the Ethnic Studies Standards Advisory Committee as OCFW’s appointee, and for her commitment to the work. Oregon is now the only state with such well-developed standards. It is an impressive body of work led by knowledgeable community members, including students themselves. The Commission expressed their gratitude to ODE for their excellent work bringing forward these new standards.

Jessica asked the OCFW and OAC’s to share the report widely in their networks.

VI. New Business

1. New Commissioner Recruitment and On Boarding

   The Commission reviewed the current and imminent openings on the OCFW as several Commissioners complete their appointments. By January, there will be four available openings.

   One of these, by the end of September, will be the position held by Dr. Barbara Spencer, who has served as a Commissioner and as the OCFW Chair for many years over a period of leadership and accomplishment by the OCFW. Barbara is known for her work in support of youthful and emerging leaders in the women’s movement, lifting and mentoring diverse women across Oregon as part of NEW Leadership Oregon, as a member of the Board of the Women’s Foundation of Oregon, leadership within the AAUW, and leading the work of OCFW on the needs of incarcerated women and their families. She led the Commission in its fundraising, its re-focusing its efforts on
Women of Achievement to include contribution to equity and social justice, and its first public policy research on the needs of incarcerated women. The Commission gratefully acknowledged Barbara’s leadership and friendship, thanking her and looking forward to future ways to collaborate as she “graduates” from the OCFW, having completed her second term. Thank you, Barbara!

Discussion followed on ways to conduct outreach through commissioners’ and governor’s office networks, including women from rural areas and diverse backgrounds.

Points of discussion included:

- The importance of reaching out to people outside of the Portland area in community, particularly if a genuine personal connection is part of the process.
- Holding OCFW meetings in outlying areas and gauging interest from local women and groups reporting to the OCFW at those meetings.
- Recruitment of individuals into OCFW research workgroups, and ad hoc members. They would bring specific skills and expertise to specific policy work being led by the OCFW and their partners.

The Chair asked Commissioners to consider possible new Commissioners, share ideas with Robin, and she will take part in the recruitment process along with Lucy and Sophorn Cheang, Policy Advisor on Equity for Governor Brown.

The Commission has long wanted to recruit a tribal member to the OCFW and there is a new individual at ODE who comes from the schools serving Warm Springs who may be interested in serving.

B. OCFW reboot

The Commission began its discussion on emerging opportunities for the OCFW in its statutory work in equity into 2020.

1. Partnership mapping:
   - Katie Sawicki is a local expert on strategic development of partnership and collaborations for the purposes of equity and social justice. The Chairs have invited her to present a session on this subject at the Joint Meeting of the Advocacy Commissions this fall. It is an opportunity for OCFW and the other OACs to map out their existing partnerships and look further for new or innovative use of existing partners to advance the work. At a future Commission meeting, the Commissions will review the highlights of their work session on partnership mapping from their Joint meeting and consider what would work best for their individual commissions. Chair Collin looks forward to working with OCFW to stabilize current relationships and also look to other potential partnerships. Commissioner Cancel-Tirado noted that partner mapping might also be most effective when done intersectionally across Commissions. She and other Commission members agreed that it is an important strategy for the OACs and the need to keep clear and specific objectives when collaborating with partners and across commissions.
2. Review and refresh OCFW’s values and mission statement for the 2020’s.
3. Growing and refining OCFW’s presence online. The OACO and the OACs have been working over the past year to redesign and simplify the OACs’ web presence to focus on the statutory charge, accomplishments, and opportunities to engage with and use the OAC’s resources and workgroups. This will soon be ready for review by all commissioners. More can be done with Facebook and other ways to lift awareness and engagement of the OCFW’s work. Our online face: contributions to our website, and maintenance of our Facebook presence.

C. Bureau of Labor and Industries (BOLI): renewing our connection
   1. Invitation to present about workplace equity and Oregon’s new pay equity statute.
      • Chair will pursue a conversation with Duke Shepard as a first step

D. Community Partnerships
   1. Making connections with organizations in areas of interest, including the Women's Foundation of Oregon, which may be able to support our statutory reporting requirements. The Chair is interested in mapping and focusing on partnerships that are intentional and deliberate and assuring that OCFW keeps current relationships strong and relevant to the work.

E. Letter requests
   1. Oregon Women’s History Trail Re: mocking of women’s contributions on the Oregon Trail
   2. YWCA request for Family Preservation Project funding (incarcerated mothers and their children)

   The Commission is in support of these requests and will ask for further information from the organizations through email that can be shared with the full commission. The YWCA request may include OCFW testimony on a funding bill for their work at Coffee Creek in the 2020 short session. The Commission has actively supported this in past sessions and has visited the YWCA’s Family Preservation Project at the prison.

F. Review OCFW’s practices for consensus and voting between meetings
   Lucy has circulated a description of ways of consensus building and decision making for public bodies. The Advocacy Commissions and their Chairs have effectively used both voting and consensus as part of their public discussion and decision making during regular meetings and via e-mail between meetings. Discussion followed and may be continued as needed at future meetings.

G. Annual Joint Meeting
   The Annual Joint meeting of the Advocacy Commissions is the time that the Commissions work intersectionally to plan and coordinate strategies and best practices, tested and refined over the preceding year, and approve the most effective ones for implementation among all the commissions going forward. In this way, since 2017, the OACs discussed and adopted a number of guiding principles and practices. Examples include formal adoption of Intersectionality, Rural Analysis, the Policy Arc, and Research partnerships as their approved practice in conducting their statutory work.
The 2019 Joint meeting with include development of a timeline of policy research and advocacy over 5 years of the Policy Arc by all Commissions, partner mapping, and consideration of the OAC’s first MOU with DHS on fairness in data and data analysis for joint policy research and analysis.

The 2019 Annual Joint meeting of the Advocacy Commissions will be held in November in Portland, from 9am – 3:30pm. Location is still being worked out, as well as the date. Watch for polls from Nancy Kramer as she assists the Chairs to set the date and location.

H. Adopt new meeting time: 10am – 1pm
1. The commission discussed the best day and time for their regular meetings. From 10am – 1 pm was preferred by several commissioners at the meeting today. Nancy Kramer will reach out to all the OCFW members for further consideration of best time, date, and location of the meetings into 2020.

VII. Commissioners’ Check-In
A. Commissioner Ochs discussed a potential study area regarding isolation and disconnection between women in Oregon, which has long been a challenge statewide. The Chair suggested having a conversation with the Women’s Foundation of Oregon regarding this and will follow through to gauge their interest either in person or by phone. Interested Commissioners will be invited to participate.

IX. Administrator’s Report
A. Update on recruitment timeline for hiring the OACO Administrator
   • The Chairs have completed the review and updating of the Position Description of the OACO ED position and are now working with DAS HR on their process of reclassification review. The newly updated position description includes the role of the ED in governmental relations and partner building with policy makers, and departmental and legislative leaders. Lucy does not know yet when the DAS reclassification team can meet to hear the OAC Chairs discuss the position, but it will be in the fall. Once the reclassification decision is made, the ED job will be posted and recruitment will begin, probably in January or February.

X. For the Good of the Order
A. The next OCFW meeting is November 15th, 2019.
B. Announcements

XI. Adjourn – The meeting adjourned at 2:45pm.