Minutes
Oregon Commission for Women
Friday, May 31, 2013, 11:00 am - 3:00 pm
State Office Building, 800 NE Oregon St., Room 612, Portland, OR 97232

ATTENDANCE:
Chair: Stephanie Vardavas
Vice Chair: Jeanne Burch
Commissioners: Jessica Rodriguez-Montegna, Megan Jacquot (phone), Dr. Barbara Spencer, Jenny Greenleaf, Mariahm Stephenson
Staff: Lucy Baker, Nancy Kramer
Guests: Leanne Littrell DiLorenzo, VoteERA.org; Jodi Ballard, Friends of the OCFW; Janina Malone, VoteERA.org

I. Call to Order
The Commission was called to order at 11:05 am. The OCFW welcomed new Commissioners Jessica Rodriguez-Montegna and Dr. Barbara Spencer. Guests were introduced.

II. Adoption of the Agenda
MOTION (Spencer/Greenleaf): Adopt agenda. CARRIED

III. Approval of Minutes
MOTION (Jacquot/Stephenson): To approve the minutes of the March 2013 regular meeting as written. CARRIED

IV. OCFW Old Business
A. ERA
Chair Vardavas and Leanne Littrell DiLorenzo updated the Commission on the new House Joint Resolution which will allow the ERA to appear on the May 2014 ballot. Discussion followed. Chair Vardavas noted that SJR24 is essentially dead, but OCFW would focus its support on the HJR. The Commission reviewed the provisions of the House Joint Resolution. It is appended as part of the Minutes.

MOTION (Jacquot/Stephenson) The OCFW supports HJR blank regarding the ERA as printed and reviewed. CARRIED.

The Commissioners discussed the form OCFW’s support might take as the current HJR draft is finalized including contacting involved legislators including Rep. Jennifer Williamson to indicate the OCFW’s support, individual house parties and official statements of support.
V. Public Comment

Leanne Littrell DiLorenzo thanked the OCFW for their interest and support and noted her appreciation to a number of Oregon legislators including Rep. Williamson and Rep. Clem who have provided leadership in the ERA HJR.

Chair Vardavas notified Rep. Williamson of the OCFW’s vote of support.

VI. OCFW New Business

A. Ratification of e-votes for testimony submitted to the Legislature

Between the meetings of the OCFW, the Commission has considered and e-voted in support of the following bills:

- HB 2226, Domestic Violence Survivor Name Change Bill
- HB 3364, Integrated Pest Management
- SB 744, Pay Equality Study,
- SB 5501, Funds the Oregon Advocacy Commissions Office
- HB 2328, Oregon Advocacy Commissions to Meet Jointly Annually
- HB 2611, Culturally Competent Care
- HB 2661A, Study on Public Safety Disparities,
- HB 2668, Public Accommodation,
- HB 2669, Intern Protections,
- HB 3409A, Hair Care,
- SB 739, ODE Consultation on Oregon History
- SB 755, Minority Teachers Act
- SB 833, Short-Term Driver License,
- Oregon Education Investment Board Creation and Use of an Equity Lens,
- HB 3480, Bias Crime

MOTION (Greenleaf/Burch): To ratify e-votes to support the above bills with OCFW testimony. CARRIED

Chair Vardavas thanked all the Commissioners who contributed to the discussion of the bills including Commissioner Stephenson who identified HB 3364 as environmentally important to women and families and who wrote the testimony for the bill. She also noted that the number of bills tracked and supported by the OCFW either individually or in collaboration with the other Advocacy Commissions is significant and represents a great effort on the part of all. The full testimony on each bill is at the OCFW website by clicking on Advocacy in the navigation bar.

The Commission congratulated Commissioner Jacquot on the success of her law which allows confidential name change for DV survivors. It completed passage in both houses and is now waiting signature by the Governor. Great work, Megan!

Megan shared her experience in getting this bill passed. Judge McKnight was an early champion for the bill concept. He heard the original version of the bill and provided encouragement. Working with all stakeholders early in the process is key and she gained a new appreciation for that while working on the bill. Along with the DOJ, the Oregon Law Center became a partner on the bill review and edits which was very helpful. Megan thanked Lucy and Nancy for their help coordinating the various meetings and
submitting the needed drafts and edits to Legislative Counsel. It was more complex than Megan had originally anticipated but with the support of the OCFW, partners and staff the bill was successful.

B. Strategic Planning Session/Working Lunch
Chair Vardavas introduced the strategic planning focus for today’s meeting. It is an opportunity to revisit the strategic work completed in November, engage new Commissioners in the discussion, review Commissioner desires, review limitations of the OCFW, and how best to achieve our objectives.

Commissioner introductions and interests
Each Commissioner introduced herself and shared special interests that brought them to serve on the OCFW.
Megan Jacquot: Focus is intersection between women and their status and how that impacts juveniles in Oregon. She is a member of North Bend school district board. Megan’s OCFW term ends in September. She is interested in further service on the OCFW in the future and as a volunteer.
Jenny Greenleaf: Women’s studies major. Hi-tech work, wants to encourage more girls to enter STEM, numbers of women entering Science majors are going down.
Mariahm Stephenson: Completing doctorate in public health, pre-med next, goal is to open a family practice. Passion is health education. Many of people of color want to meet with providers who look like them. Represents women of color in different communities. Wants women of color to be more active. Views working with the legislature as an avenue for change.
Stephanie Vardavas: An attorney, lifelong supporter of women’s issues, no tolerance for injustice aimed at women and girls, wants to eradicate it.
Jeanne Burch: Served as juvenile judge and probate judge in Wheeler County. Concern for rural women and girls. Seen similarities in issues faced by women of color and rural women and girls. Jeanne shared a pamphlet belonging to her grandmother in support of suffrage printed in 1906.
Dr. Barbara Spencer: Originally a New Yorker. Professor, doctorate in organizational development. Came from strong matriarchal background. Involved in AAUW; Girls, Inc.; salary negotiation for women, STEM. Interested in learning about the legislative process. Good at planning.

SWOT analysis
Chair Vardavas reviewed the SWOT analysis for OCFW’s strategic planning session in November, 2012. See Appendix A.
After discussion, the Commission agreed that there are several steps that are important for maintaining momentum and improving outcomes including assuring that Commissioners work together between meetings on agreed projects.

Ideas to improve between meetings:
Use Google Docs for joint documents being developed and edits jointly by the Commission

Weaknesses: add
- The level of staffing for the Commission is low. Too low. Having 4 staff for the Commissions is important.

Opportunities: add
- Work this biennium on a more reflective staffing plan for next biennium
- Develop working relationships with legislators to promote the mission of the Commission
- Work with the 8 legislators who sit on the Commissions to strengthen working relationships with legislators

Institutional issues/Organizational development
Chair Vardavas would like to ultimately develop a 5 – 6 year plan for the OCFW.

Mentoring:
She asked that the senior Commissioners provide mentoring new Commissioners. In part it is important to help linkage and working relationships between Commissioners.
- Stephanie Swanson is joining the Commission next week. Jenny volunteered to serve as Stephanie Swanson’s mentor.
- Chair Vardavas will mentor Cynthia Scheines
- Barbara and Jessica will be mentored by Chair Vardavas and Megan

Commissioner recruitment and skill
The Commissioners considered the skills important to the mission and the work of the OCFW. The prepared a list of needed skills and noted who on the Commission may bring those skills:
- Fundraising skills and execution- Jessica
- Development and relationship building with funders and partners
- Social media skills for maintaining Twitter and Facebook (Barbara Spencer volunteered to post)
- Writing and editing skills- Chair Vardavas, Jessica, Megan
- Diplomacy- Jeanne, Jessica, Megan, Mariahm
- Photography/Graphic Design
- Event planning- Barbara and the Friends of OCFW
- Research/Statistics- Jessica, Barbara
- PR and media skills
- Legal/Oregon bar – Chair Vardavas, Megan
- Public Policy- Jeanne, Friends
- Public speaking- Chair Vardavas, Megan, Jessica
- Resourcefulness

Priority needs
1. Development/training
2. Fundraising/Event Planning
3. Public policy
The Commissioners discussed the purposes for fundraising. Over the past biennium
the commission has allocated their Other Funds for printing and mailing the Women
Firsts Poster to all Oregon High Schools and Colleges, and other purposes.
Future allocation of Other Funds could include hosting OCFW meetings in outlying
areas, staff travel, and other ways of cushioning the Commission from reduction of
state General Funds.

Chair Vardavas will connect with Kendall Clawson, Director of Executive
Appointments, regarding OCFW’s interest to recruit a fundraiser. The Friends can
provide a pipeline for new Commissioners with fundraising or other needed skills.

Commissioner agreements:
Chair Vardavas reviewed Commissioner roles and commitments outlined in
Appendix B.
The Commission agreed to the commissioner agreements

OCFW Schedule
The Commission considered key actions it wishes to accomplish in 2013-14 and
prepared a list:

2013
- Girls/Careers/leadership info and mentoring resources: Chair Vardavas
- Create a database for the girls mentoring for leadership (will have some
  access to the OACO work study student.: Stephanie
- Get out the nomination forms for 2013 WOA
- Review the Resource Guide: Jenny and Mariahm
- Stalking statute review: work with Megan to develop an internship concept
  for this: Megan and Lucy
- Friends building a Coalition around creating the Status of OR Women
  Report
- New Commissioner handbook: Lucy will let the other Commissions know
  that OCFW will be working on creating this handbook and ask them if they
  would like to have a joint handbook and work on it jointly. This is
  especially true around taking advocacy positions. Chair Vardavas and
  Barbara will take on identifying the materials and info for the handbook.
- Review the OCFW statute to determine the required frequency of the Status
  of Oregon Women report: annually or biennially.

2014
- Potential partnership for updating the OR Women and the Law with the
  Oregon Women Lawyers. Also do a big press release about the update of
  the list, Chair Vardavas will reach out to the OWLS
- The 50th Anniversary of the OCFW and the WOA April, 2015
- Move the WOA to Spring, next will be 2014 for the 2013 awards: Jodi,
  Chair Vardavas, Jessica
• Get out the nomination forms
• AAUW will be having its state convention in Oregon
• September event for the OCFW/OWL republication of the OR Women and the Law

VII. Good of the Order
The Commission welcomed Jodi Ballard. She is an HR Project Manager at The Standard. Past OCFW Chair Sunny Petit helped introduce Jodi to the Friends of the OCFW and Jodi is now the Chair of the Friends. Her passion is empowerment for women and progressive politics.

Next OCFW meeting July 19th, 12:00 PM – 3:00 PM, 800 NE Oregon Street, Room 612, Portland, OR 97232

VIII. Adjourn
The Commission adjourned by common consent at 3 pm.

Appended materials:
Appendix A
Appendix B
Appendix A

Oregon Commission for Women
SWOT analysis results
November 2012

Strengths:
Geographic diversity increases OCFW visibility
Quality commissioners, honest and straightforward
Strong relationships with nonprofits and other community advocates
FOCFW

Weaknesses:
Geographic diversity decreases OCFW cohesion
Only 6 meetings per year = less interaction, harder to organize activities
Lack of clear roles for commissioners => confusion, hesitancy
Commissioners are volunteers, this is tough for focus and commitment

Opportunities:
Collaboration with legislators
Support existing initiatives
Mine Status of Women report for new initiatives
Build more community partnerships
Raise visibility
Leverage interns and work-study students to support goals
Create OCFW handbook
Media training
OCFW website enhancement/development
WOA award and event

Threats:
Budget cuts
Detractors of Advocacy Commissions
Appendix B: Commissioner Agreements

We will provide encouragement and support to one another by...
- Actively volunteering help when there is need
- Completing the task as agreed upon
- Building personal relationships with each other and other advocacy commissioners outside of regular meetings
- Scheduling events in advance so that all Commissioners may participate

ENCOURAGEMENT IS THE FUEL ON WHICH HOPE RUNS.

— ZIG ZIGLAR —
COMMISSIONER AGREEMENTS

We are the most effective when we...
- Know our strengths and how best to use them
- Make time for Commission activities
- Respond quickly to each other
- Demonstrate commitment to the Commission by
  - Attending Commission Meetings Regularly
  - Being an Active Member of the Commission
  - Following through on tasks
- Believe in the Commission’s mission
- Clearly understand our role and what is expected
- Are honest and straight-forward with our colleagues
- Are able to receive information quickly from well-maintained pipelines