MINUTES
Oregon Commission for Women (OCFW)
Friday, July 19, 2019, 12:00 pm - 2:30 pm
800 NE Oregon Street, Room 612, Portland OR 97232

ATTENDANCE:
Chair: Dr. Barbara Spencer/Robin Morris Collin
Vice-Chair: Kasandra Krifka
Commissioners: Doris Cancel-Tirado (ph), Maura Kelly, Adrienne Ochs, Sen. Monnes Anderson (ph), Rep Schouten (ph)
Absent: Helen Richardson, Julia Yoshimoto
Guests: Mariotta Gary-Smith (ph), OCBA; Jacquelyn Leung (ph), OCAPIA; Justice Adrienne Nelson (ph); Ivy Jones, Chief of Staff to Sen. Monnes Anderson (ph); Zoe Klingmann, Chief of Staff to Rep. Carla Piluso (ph); Paul Bellatty, DHS; Kirsten Kolb, DHS
Staff: Lucy Baker, Connie Kim-Gervey (ph), Nancy Kramer

I. Call to Order
Chair Spencer called the meeting to order at 12:05 pm. Quorum was established.

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

III. Approval of March Minutes
The OCFW minutes of May 17th were reviewed and changed to reflect that Commissioner Collin attended by phone. The minutes, with this change, were approved by consent.

IV. Public Comment
There was no public comment.

V. OCFW Chair and Vice Chair Elections
1. Chair candidate: Robin Morris Collin–Chair Spencer called for the vote. The vote was unanimous.
2. Vice Chair candidate: Kasandra Krifka–Chair Spencer called for the vote. It was unanimous.

VI. Commissioners Reports
• Dr. Ochs: Traveling for her work, one of her mentees is applying for a new position. It has been very satisfying to see the process of mentoring helping elevate the careers of
new talents. She encourages all Commissioners to offer themselves as mentors when the opportunity arises, or seek it out.

- Maura Kelly: Served as a consultant with the ODOT disparity study in 2016 and now again for their current study. There has been concern over which firms are getting contracts with ODOT and whether or not the protected firms are getting full access to procurement.

Continuing issues with state contracting:

1. It is still difficult to become a contractor with the state. The whole environment is complex. This includes workforce inclusion.
2. Construction trades are always concerned that the goal numbers are too low. The size of the contracts after which the goal is met are always of concern. This is not the tool that will diversify the construction trades.

Maura is also working on a study as an evaluator on jobsite diversity for a large job site in downtown with Hoffman Construction. They are working with BOLI to conduct the survey whereby they are allowing the entire crew to be interviewed at their jobsite. It is expensive for Hoffmann to pull their crew for such a purpose but they are very committed to this process. Kudos to Hoffmann for taking it on! The 10 minute surveys will cover all the workers on site. The study comes from BOLI. Funding and will drives change.

- Chair Collin is a co-convener of an Oregon Solutions Project. This is a Governor’s office project related the electrification of Oregon’s transportation grid. It will mean a great amount of funding through the construction trades. Robin hopes to see a significant commitment in Oregon to wealth and wage gap for women in the trades. She asked OCFW to continue to monitor this and drive the issue. The Commissioners indicated their continued interest and thanked the Chair for keeping OCFW up to date on the project.

- Dr. Spencer reported on the loss of funding for the YWCA program for incarcerated mothers during the 2019 legislative session. Rep. Jennifer Williamson, a legislative partner on this subject with YWCA, is considering bringing the funding bill back in the 2020 short session. The OCFW can help by writing a letter of support. The YWCA has also developed a Go Fund Me page, is working to find further funds within the YWCA, may go to the legislature’s emergency board, and will have legislative days for short session to inform legislators and advocate for re-funding this successful program for incarcerated mothers.

VII. Old Business

A. OCFW and ODE Policy Research Project

Chair Collin reported on the progress for the women’s pay and advancement study jointly sponsored between the OCFW, ODE, and COSA: the Confederation of School Administrators. She and Commissioner Helen Richardson attended the first report on the work to COSA by ODE and the two research students that were recruited by OCFW and the study partners in May. The students will be conducting interviews with all female Superintendents by the end of August, with the initial study complete by October. Dr. Connie has been working with the research team
and helping advance the work.

B. 2019 OAC Legislative Process and development of a Scorecard for women’s issues

The Commission considered ways that the intersectional legislative support, among the four commissions, benefit women and families. Visiting OCBA Commissioners Mariotta Gary-Smith suggested a policy scorecard for all four commissions that shows, using an info-graphic and possibly adding a dashboard to the website, showing, how the OAC’s legislative, policy advocacy, and policy research affect women. It may be a project that undergraduate interns, working for credit towards their degrees, would benefit from doing with the OAC’s. Commissioner Maura regularly works with her students in for-credit experiences and would welcome the opportunity to engage several of them on such a project with the OCFW. The Commission considered what such interns would do as part of the effort:

- Stratify the data,
- Show Oregonians where they fit
- Share useful information on social media platform
- Develop talking points and create a presentation

Mariotta, Robin, and Maura will meet along with OACO staff this fall to discuss the project and draft a full description of it that Maura can use in informational presentations to the students this fall. Maura would provide supervision for those students who become part of the project, which could start as early as January. Kasey will help with messaging associated with the project. Once students are part of the for-credit project, they meet with Maura every other week to discuss their experiences and next steps. Staff will work with the commission champions (Robin, Mariotta, Maura, Kasey) to have a short meeting by phone to draft the project description.

The Commission next reviewed OCFW’s submitted testimony which was reviewed and approved using e-voting since its last regular meeting. Chair Collin asked Nancy to read the bills for which OCFW wrote/submitted testimony to be read into the record:

1. SB 698 – Translate prescription drug labels
2. SB 420 - Marijuana convictions expungement

MOTION (Spencer/Kelly): To ratify the testimony approved by OCFW since its July regular meeting for the bills above. CARRIED.

C. Women of Achievement- Chair Collin/All

Chair Collin led a discussion among the Commissioners on ways to increase the number and diversity of nominations and clarify what types of nominees the OCFW seeks. Regarding OCFW’s interest in including emerging leaders among the nominees, a characterization of what an emerging leader is, will be important to either include in the nomination proposal template or among the scoring commissioners. It may need to be broken out into the types of emerging leaders
OCFW seeks. PSU’s Women, Gender, and Sexuality Studies faculty would be knowledgeable about potential nominees among emerging leaders and seasoned leaders. Chair Collin requested that the nomination materials be sent to all the OCFW for a final review. The nomination materials must be easy to understand and appealing. The timing of the nominations in November will give the OCFW time to select the 2019 Women of Achievement in time for the celebration to be in coordination with International Women’s Day on March 8th. Soon, the OCFW members will be needing to make calls to assure that the nomination forms are shared widely and groups or individuals who may wish to nominate are reminded to do so. After discussion the OCFW felt the easiest access for most recipients and OCFW members is using Google Forms. Kasey will help with this. To simplify the process for nominees, the OCFW might consider only requiring a list of references with contact information instead of requiring letters to be part of the completed nominations.

VIII. New Business
A. OCFW Commissioner Recruitment
Chair Collin reported that there are 2 positions on OCFW that will be open soon, and one that is currently open. Dr. Spencer discussed the process that she followed as OCFW Chair for recruiting new Commissioners by talking about potentially interested individuals. Now, Sophorn and the OACO ED will also meet with the interested applicants. Barbara focused on who was not at the table and inviting them to apply. Chair Collin encouraged everyone to help with finding the interested women. Dr. Spencer asked rural city councils who they would recommend and others noted that the strategic priorities of the Commissions make great talking points.

IX. Administrator’s Report
A. Review and approve the draft recruitment timeline for hiring the OACO Administrator
Lucy reviewed the elements of the draft OACO hiring plan prepared by HR as a template for the OAC’s to choose in finalizing their hiring timeline. After discussion, the Commission approved the draft elements of the hiring plan by consensus.

B. Update on the OACO Approved 2019-21 biennium budget: Lucy reported that the Current Service Level budget of the OACO was approved without reduction. The Policy Option Package (POP) that would have added .5 FTE to make Dr. Connie’s OPA 3 position full time, was not approved.

C. Update on the OACs’ first professionally prepared research report: The integrated report on MH and Latinos, will be available in draft this Fall.

X. DHS Presentation on fairness in state data, policy research, and data analytics
Paul Bellatty, Director DHS Reporting, Analytics & Implementation
Kirsten Kolb, DHS

The Commission welcomed Paul Bellatty and Kirsten Kolb from DHS’ Office of Reporting, Analytics, and Implementation (ORAI). The ORAI mission is to improve data quality and report in ways that inform best practices and related policies. They are a
data warehouse and manipulation, geospatial, research analytics, and cross organization research, data reporting, and research implementation team. Predictive analytics is often criticized because there is bias already in the data. Oregon DHS is among those very few nationally that are exploring where and to what extent bias exists in their data and can be adjusted for in predictive accuracy. Paul and Kirsten thanked the OCFW and their invitation to the other Advocacy Commissions to be present for their presentation and discussion today. They are aware that DHS and the Advocacy Commissions have a deep, common interest in the effect to which bias within state data can skew any useful analysis of the data to inform best practices of policies. They have been working to develop a bias related analytic tool that, they are showing, adjusts the data, removing or reducing the implicit unfairness. They are presenting to the Advocacy Commissions today to gauge interest by the Commissions in collaborating with DHS in this work. It would mean crafting public policy research and identifying issues of long standing disproportionality among communities of color and women for data analysis by DHS. Their ppt on potential collaboration is appended as part of these minutes.

DHS will be participating in a national conversation on fairness in data at a conference in the fall. They are working with a colleague at the University of Pennsylvania, who is committed to understanding how the data fairness model works. They have been using it first in child foster care looking for risk and bias with the understanding that, for Black children, their level and risk is related to how long they are in the foster system.

Their office within DHS was originally established to support the data analysis of several internal offices including Child Welfare, Vocational Rehabilitation, intellectual and physical disabilities and aging. Over several years, they have begun building a research agenda within DHS that incorporates reviewing program audits, reporting, and issue papers on child welfare and other priorities and connect direct care staff with DHS leadership to achieve specific outcomes while serving the needs and training of the workers, and informing macro-level changes. It is an objective way of recognizing risk through an error rate balance.

Chair Collin thanked Paul and Kirsten for their presentation and opened the discussion to questions from the Commissioners and their guests. Justice Nelson, attending the presentation by phone, asked how data is gathered around how people identify themselves as part of granularity among ethnic and cultural groups. Do people self-identify or are intake workers and others making assumptions regarding it? Paul’s answer was that state government and the school systems are not consistently doing a great job of collecting congruent identification. DHS and OHA are looking across systems and ask about improving congruence and granularity. Justice Nelson noted that the Oregon Supreme Court has a diversity council and they also are interested in reliable data that will help them better understand a variety of issues and outcomes. Chair Collin briefly discussed the Women’s Foundation of Oregon 2017 report “Count Her In”, a status report on Oregon women, which the OCFW uses as a strategic look inside Oregon’s deepest needs among women. MH, poverty, and partner abuse, along with wage and opportunity gaps, access to affordable housing and childcare, and education after early separation from school, are among those areas of disproportionate effect among women and women of color. They have a special interest in issues affecting the incarceration and recidivism among Oregon women and other issues, all of which have elements of fairness within state data that would benefit from a joint collaboration
between the OAC’s and DHS on fairness in data. The OCFW and those visiting from other Advocacy Commissions agreed and will bring the discussion to their Commissions as well. She and OCHA Chair Linda Castillo will also add Fairness in Data to the discussion of the joint Chairs’ and Vice Chairs’ meeting in October, inviting OCBA’s Mariotta Gary-Smith, and OCAPIA’s Jackie Leung to help with that discussion.

Mr. Bellatty shared a draft collaboration agreement between the OACO and DHS in support of the fairness in data effort, inviting the OAC’s into their effort. Chair Collin thanked DHS for their leadership around fairness in data and the opportunity to collaborate. She will work with the other Chairs, their Commissions, and OACO staff to review and respond to the draft collaboration agreement.

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

XII. Adjourn – Chair Collin adjourned the meeting at 2:45pm.