

**OREGON ADVOCACY COMMISSIONS OFFICE 2021-23 AGENCY REQUEST BUDGET
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CERTIFICATION

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the accuracy of all numerical information has been verified.

Oregon Advocacy Commissions Office <hr/> AGENCY NAME	421 SW Oak Street, Suite 770, Portland, OR 97204 <hr/> AGENCY ADDRESS
 <hr/> SIGNATURE	Administrator <hr/> TITLE

Notice: Requests of agencies headed by a board or commission must be approved by official action of those bodies and signed by the board or commission chairperson. The requests of other agencies must be approved and signed by the agency director or administrator.

Agency Request

Governor's Budget

Legislatively Adopted

From: BAKER Lucy * OAC <Lucy.BAKER@oregon.gov>
Sent: Friday, July 31, 2020 9:56 AM
To: KRAMER Nancy * OAC <Nancy.KRAMER@oregon.gov>
Subject: RE: Lucy: Certification page for your approval

Nancy, I have reviewed and approve my signature on the Certification Page for the upcoming budget.

Lucy Baker | Administrator | Oregon Advocacy Commissions Office: Advising policy, Growing leadership, Building success for Asian Pacific, Black, & Hispanic Oregonians & for Women

Contact | C: [503.250.2698](tel:503.250.2698) e-mail: lucy.baker@oregon.gov
Address | 421 SW Oak St | Suite 770 | Portland | Oregon | 97204

During COVID, remember: "Stay Home. Save Lives."

From: KRAMER Nancy * OAC <Nancy.KRAMER@oregon.gov>
Sent: Thursday, July 30, 2020 11:24 AM
To: BAKER Lucy * OAC <Lucy.BAKER@oregon.gov>
Subject: Lucy: Certification page for your approval
Importance: High

Lucy,

Regarding the ARB certification page: I have added your electronic signature to the OACO 2021-23 Agency Request budget Certification page, as per our conversation. The page is attached, for your review and approval.

Nancy Kramer, OPMCP | Executive Assistant | She/her/hers

Oregon Advocacy Commissions Office: Advising policy, Growing leadership, Building success for Asian Pacific, Black & Hispanic Oregonians & for Women

Contact | O: 503.302.9725 | nancy.kramer@oregon.gov
421 SW Oak St | Suite 770 | Portland | Oregon | 97204

Remember, during COVID-19: Stay home. Save Lives.

HB 5001 A BUDGET REPORT and MEASURE SUMMARY

Carrier: Rep. Gomberg

Joint Committee On Ways and Means

Action Date: 05/17/19

Action: Do pass with amendments. (Printed A-Eng.)

House Vote

Yeas: 9 - Gomberg, Holvey, McLain, McLane, Nosse, Piluso, Rayfield, Smith G, Stark

Senate Vote

Yeas: 11 - Beyer, Frederick, Girod, Hansell, Heard, Johnson, Manning Jr, Roblan, Steiner Hayward, Thomsen, Wagner

Exc: 1 - Winters

Prepared By: Breanna McGehee, Department of Administrative Services

Reviewed By: Krista Dauenhauer, Legislative Fiscal Office

Oregon Advocacy Commissions Office

2019-21

This summary has not been adopted or officially endorsed by action of the committee.

HB 5001 A

Budget Summary*

	2017-19 Legislatively Approved Budget ⁽¹⁾	2019-21 Current Service Level	2019-21 Committee Recommendation	Committee Change from 2017-19 Leg. Approved	
				\$ Change	% Change
General Fund	\$ 720,802	\$ 760,506	\$ 760,506	\$ 39,704	5.5%
Other Funds Limited	\$ 9,481	\$ 9,841	\$ 9,841	\$ 360	3.8%
Total	\$ 730,283	\$ 770,347	\$ 770,347	\$ 40,064	5.5%

Position Summary

Authorized Positions	3	3	3
Full-time Equivalent (FTE) positions	2.50	2.50	2.50

⁽¹⁾ Includes adjustments through December 2018

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Oregon Advocacy Commissions Office (OACO) receives the majority of its budget from the General Fund. Other Funds revenue is derived from donation funds; however, these represent a small fraction of the OACO’s overall budget—typically less than five percent. Additionally, donation funds received are dedicated by statute to the Commission to which the donation was made and must be expended in accordance with the conditions and purposes of the donation.

Summary of General Government Subcommittee Action

The mission of the Oregon Advocacy Commissions Office is to promote equity, leadership, and public policy by providing administrative support to the Oregon Commissions on Asian & Pacific Islander Affairs, Black Affairs, Hispanic Affairs, and the Oregon Commission for Women - working to improve outcomes in employment, education, justice, and health. The Office also works to increase access to services for women, Asian & Pacific Islanders, Black, and Hispanic Oregonians.

The Subcommittee approved a budget of \$770,347, including \$760,506 General Fund and \$9,841 Other Funds. The approved budget is a 5.5 percent increase from the 2017-19 Legislatively Approved Budget. It includes three positions (2.50 FTE) and is funded at the current service level.

Summary of Performance Measure Action

See attached Legislatively Adopted 2019-21 Key Performance Measures form.

DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

Oregon Advocacy Commissions Office
Breanna McGehee -- (5971) 301-0189

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS		FEDERAL FUNDS		TOTAL ALL FUNDS	POS	FTE
			LIMITED	NONLIMITED	LIMITED	NONLIMITED			
2017-19 Legislatively Approved Budget at Dec 2018 *	\$ 720,802	\$ -	\$ 9,481	\$ -	\$ -	\$ -	730,283	3	2.50
2019-21 Current Service Level (CSL)*	\$ 760,506	\$ -	\$ 9,841	\$ -	\$ -	\$ -	770,347	3	2.50
<u>SUBCOMMITTEE ADJUSTMENTS (from CSL)</u>									
TOTAL ADJUSTMENTS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	0	0.00
SUBCOMMITTEE RECOMMENDATION *	\$ 760,506	\$ -	\$ 9,841	\$ -	\$ -	\$ -	770,347	3	2.50
% Change from 2017-19 Leg Approved Budget	5.5%	0.0%	3.8%	0.0%	0.0%	0.0%	5.5%		
% Change from 2019-21 Current Service Level	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

*Excludes Capital Construction Expenditures

Legislatively Approved 2019 - 2021 Key Performance Measures

Published: 5/10/2019 1:44:14 PM

Agency: Advocacy Commissions Office

Mission Statement:

The Oregon Advocacy Commissions Office (OACO) was created to support the work of the Commissions on Asian and Pacific Islander (OCAPIA), Black (OCBA), Hispanic (OCHA), and Women's (OCFW) affairs which serve as the liaisons between communities of color, women and government entities. The OACO is responsible for administrative support to the Commissions as they strive for implementation and establishment of economic, social, legal and political equality for communities of color and women in Oregon.

Legislatively Approved KPMs	Metrics	Agency Request	Last Reported Result	Target 2020	Target 2021
1. Customer Service - percent of customers rating service quality as good or excellent-overall customer service, timeliness, accuracy, helpfulness, expertise and availability of information	Timeliness	Approved	90%	90%	90%
	Availability of Information		90%	90%	90%
	Helpfulness		90%	90%	90%
	Expertise		90%	90%	90%
	Overall		90%	90%	90%
	Accuracy		90%	90%	90%
2. Best Practices - Percent of total best practices met by the Commission on Asian/Pacific Islander Affairs		Approved	100%	100%	100%
3. Best Practices - Percent of total best practices met by the Commission on Black Affairs		Approved	100%	100%	100%
4. Best Practices - Percent of total best practices met by the Commission for Women.		Approved	100%	100%	100%
5. Best Practices - Percent of total best practices met by the Commission on Hispanic Affairs		Approved	100%	100%	100%

LFO Recommendation:

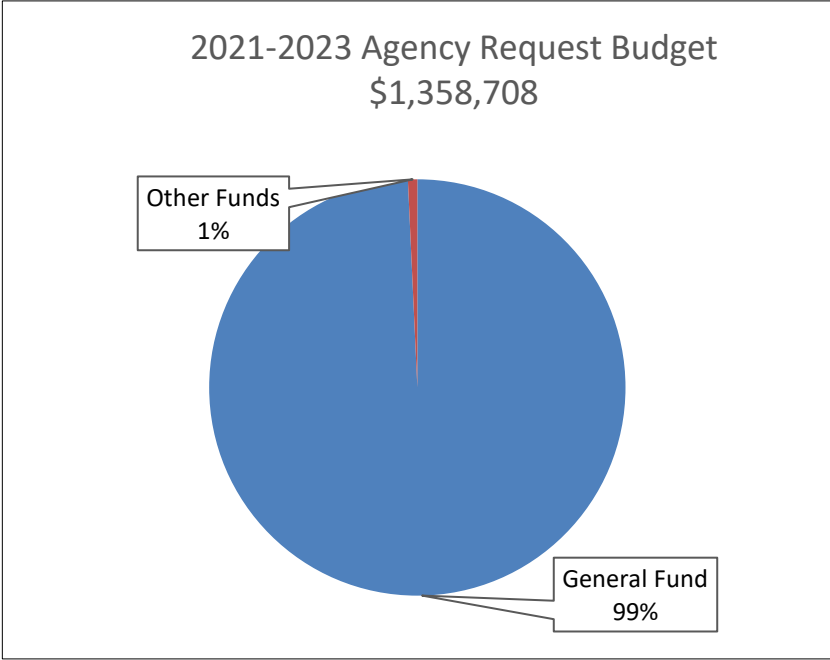
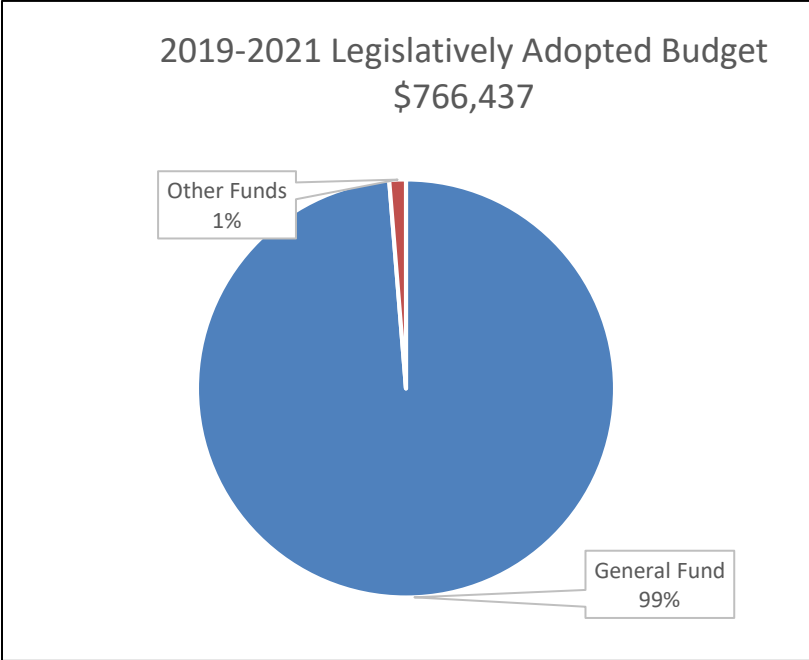
The Legislative Fiscal Office (LFO) recommends approval of the KPMs.

SubCommittee Action:

The General Government Subcommittee recommends approval of the KPMs and notes that the agency was asked to return in the next budget cycle with a proposed KPM that would provide feedback on the performance of the commissions based on data collected from the advocacy and research groups that the commissions work most closely with.

Oregon Advocacy Commissions Office
1. AGENCY SUMMARY

A. Budget Summary Graphics





“The Oregon Commissions on Asian and Pacific Islander Affairs, Black Affairs, Hispanic Affairs, and Commission for Women have invested decades of service to Oregon, providing public policy advising and advocacy, applied policy research, and leadership in the areas of disproportionate punishments, health and health care including mental health care, and education as well as other areas. We have actively pursued, with partners in community and government, data-driven and community-based solutions to the violence and illness that have blighted our communities and are crippling all of Oregon. We represent intersectional, and diverse voices of lived experience and expertise to provide an essential focus on the current crises of public health and policing. We believe that this is the moment for all of us, in community, business, and government, to make changes about what defines us as a state and as communities: safer, healthier, fairer and more just”.

- Excerpt from [the Advocacy Commissions’ Joint Statement on Policing](#)

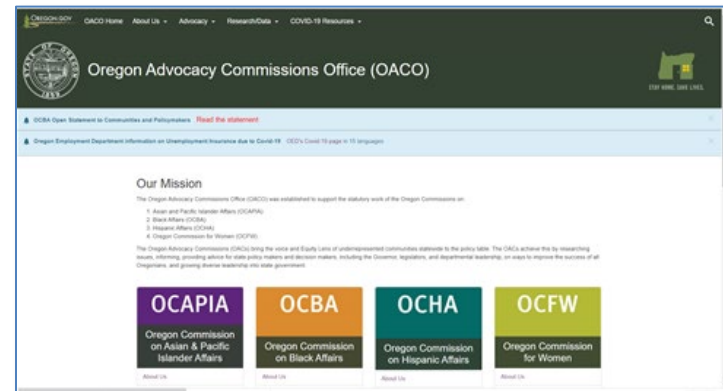
B. Mission Statement and Statutory Authority

Mission: Build equity, leadership, and public policy that improve the success of Black, Hispanic and Asian Pacific Islander Oregonians, and Women, in the Oregon economy, employment, education, justice, health, and access to services, by supporting the work of the four Oregon Advocacy Commissions:

- Oregon Commission on Asian and Pacific Islander Affairs, <https://www.oregon.gov/oac/ocapia/Pages/index.aspx>
- Oregon Commission on Black Affairs, <https://www.oregon.gov/oac/ocba/Pages/index.aspx>
- Oregon Commission on Hispanic Affairs, <https://www.oregon.gov/oac/ocha/Pages/index.aspx>
- Oregon Commission for Women, <https://www.oregon.gov/oac/ocfw/Pages/index.aspx>

To assist the statutory work of the Commissions, building equitable public policy with the Governor, legislators and department leadership, in recommending, crafting and supporting policy remedies that address these issues, strengthening bridges between marginalized populations and governmental services, coalition building and leveraging resources, studying issues, and representing the needs of their constituencies.

Statutory Authority: The Oregon Advocacy Commissions Office (OACO) is established under ORS 185.005 to ORS 185.025 Chapter 818 to provide administrative support to: The Oregon Commission on Asian and Pacific Islander Affairs (OCAPIA); The Oregon Commission on Black Affairs (OCBA); The Oregon Commission on Hispanic Affairs (OCHA); and The Oregon Commission for Women (OCFW).



The Oregon Advocacy Commissions Office’s chief responsibility is supporting the statutory charges of the 4 Commissions, each with 9 Governor appointed Commissioners and 2 legislators appointed by the Senate President and Speaker of the House and confirmed by the Senate. The work of the four Commissions is improving the economic, social, legal, and political equality of Oregon’s Asian and Pacific Islander, Black, and Hispanic communities and for Oregon women. Historically, this has included providing support for the OAC’s (Oregon Advocacy Commissions) identifying problems and long standing challenges to communities of color and women in urban and rural settings; identifying best practices and researching policy remedies collaboratively with the OAC’s, the Governor’s Office, legislators, and State partners; maintaining a liaison with and growing partnerships with constituent community groups and research partners in state government and Oregon universities; growing constituent representation in leadership positions in state government; recommending action to policy makers and the Governor on key issues facing their constituents, and representing the OAC’s with policy makers and partners, as needed, to inform ongoing policy work and advance OAC initiatives.

By statute, the OAC’s also meet at least annually in joint session to consider issues and actions of mutual interest, identifying best practices in equity and data, and adopting best practice standards for the work of the OAC’s, supported by the OACO.

The Oregon Advocacy Commissions Office operates pursuant to the following statutes (scroll down the page to see the statutes):

- Advocacy Commissions Office – [ORS 185.005-185.025](#)

- Commission on Asian and Pacific Islander Affairs – [ORS 185.610-185.625](#)
 - Commission on Black Affairs – [ORS 185.410-185.430](#)
 - Commission on Hispanic Affairs – [ORS 185.310-185.330](#)
 - Commission for Women – [ORS 185.510 – 185.560](#)
-

C. Agency Strategic Plan

Overview: The Oregon Advocacy Commissions Office (OACO) was established by statute in 2005 to serve what had previously been four separately staffed Commissions focused on growing equity, leadership and success among Black, Asian/Pacific Islander and Hispanic Oregonians and Women. This was done in order to more efficiently serve the Commissions during tight economic times and grow collaboration between the Commissions on their statutory missions improving the economic, social, legal, and political equity of their constituent populations. The OACO office was initiated in 2006 and staffed at the beginning of 2008 with an Administrator and Executive Assistant. In 2010, the OACO moved its offices from Salem to near the Portland State University campus in Portland to allow ease of access to the Commissions’ main constituencies and to grow its reach in several key areas: Growing future leaders with internships and leadership development for students of color and women; building expertise and resources affecting poverty, health, education and justice; and partnering in policy research and projects focused on priority areas.

Created under the administrations of three governors, the statutory missions of the Oregon Advocacy Commissions have focused on advocacy, partnership, leadership, and policy research aimed at building success for underrepresented communities and women throughout the individual OACs’ 30+ year history.

Strategic Plan support for the statutory charge, strategic priorities, and strategic vision of the Advocacy Commissions: The OACO's Long-term and Short-term Plans focus on its administrative support for the four statutory areas of the Commissions' work and primary goals for improving success for Asian and Pacific Islander, Black and Hispanic Oregonians and women statewide. In October 2017, the Advocacy Commissions met jointly to discuss and adopt the elements of a strategic vision that will guide and strengthen the statutory work of the Commissions and be integrated into the OACO's strategic plan. Led by the Chairs and Vice Chairs of the Commissions, the strategic vision of the Advocacy Commissions is guiding the emerging intersectional committee and policy workgroup structure of the OACs, growing the number of policy initiatives of the OACs that generate/inform LCs and equity-related bill support each legislative session, building new research partnerships, and integrating rural analysis into the OACs' policy research and support.

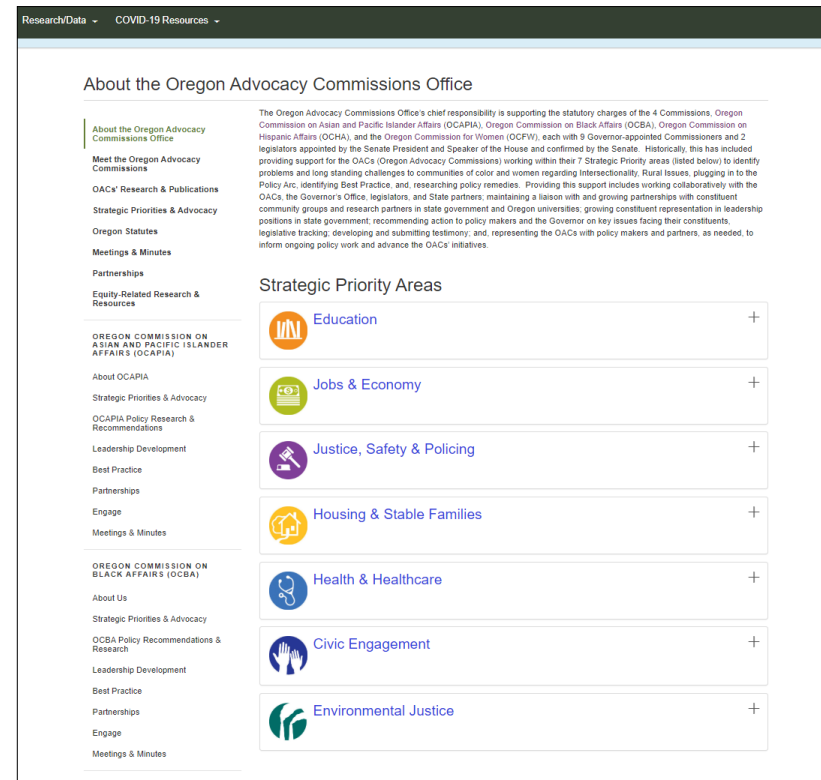
OACO and OACs' areas of statutory charge (established 2005):

1. [Advocacy](#)
2. [Policy Research](#)
3. Leadership Development and
4. Partnership/Community Engagement

Within each statutory area, the Oregon Advocacy Commissions work collaboratively at the policy level to address areas of deep disparities among communities of color and women. OACO assists with legislative tracking, developing and submitting testimony, policy research, partnership development, inter-Commission collaborations and committee support in each of the OAC strategic priorities.

OACs' seven strategic policy priorities:

1. Education and Careers
2. Jobs and Economy
3. Justice, Safety, and Policing
4. Housing and Stable Families
5. Civic Engagement and Isolation
6. Health and Health Access
7. Environmental Equity/Justice



[Easy online access to OAC documents, testimony, research reports, and recommendations](#)

The Oregon Advocacy Commissions Office (OACO) and the Oregon Advocacy Commissions (OACs) website redesign began in earnest in the fall of 2018, to improve and increase the Commissions’ online presence for its stakeholders and communities, offering opportunities to actively engage in policy discussion, research design, and input with the Commissions. At the new OAC/OACO website, launched in June, 2020 the advocacy and applied public policy research work of the Advocacy Commissions is now readily available, with hotlinks to the each testimony, invited testimony, research study and presentation, easily accessible to policy makers, decision makers and researchers, in searchable databases by topic, year, and Commission.

OACs’ six areas of strategic vision:

1. Intersectionality and analysis across Commissions of key issues affecting all or several of their constituent groups,
2. Engagement by the OACs across the full Policy Arc in pursuit of equitable policy remedies, with action plans associated with each policy effort across several sessions and sets of stakeholders.
3. Adding rural issues and policy analysis (as well as urban analysis) of issues affecting communities of color and women statewide.
4. Developing research partnerships that will further the ability of the OACs and their partners (legislative, Governor, community, academic) to attract equity related policy research to Oregon’s universities, and applied policy research opportunities to state government, in collaboration with the Advocacy Commissions.
5. Building equity/fairness in data and access to community specific data into all areas of the OAC’s statutory work in research design, applied policy research, related partnerships, and policy focused interactive data at its website.
6. Engagement of community and stakeholders into all areas of the OACs’ equity work in policy, analysis, project design, research, and recommendations.



Long Term Goals and Objectives, 2021–23

Specific high-level outcomes from the middle period of the strategic plan that drive the 2021-23 budget request are listed following the long term goals and objectives.

Goal 1) Increase engagement by the Advocacy Commissions in all aspects of the Policy Arc around the OAC’s strategic priorities, including community and stakeholder engagement in design and at key points.

Overall objectives:

1. **Build capacity to establish and staff the OACs’ joint committee and workgroup structure** that will direct the intersectional and engagement work of the Advocacy Commissions to achieve the following seven outcomes: 1) to grow knowledge and raise awareness on issues in strategic priority areas; 2) identify emerging issues within community; 3) conduct joint research on issues in collaboration with rural and urban constituent communities; 4) develop legislative concepts and policy recommendations in collaboration with community and stakeholder input; 5) set legislative and research priorities; 6) deepen relationships with partners; and 7) engage policy makers/agency leaders/community stakeholders in support of the OAC’s Policy Arc activities.
2. **Engage community and stakeholders in OACs’ equity-focused policy work**, to assure their input and collaboration in study design, applied policy research, and policy recommendations and development.
3. **Engage with departmental policy makers, legislators, and OAC leadership within the Policy Arc** to identify equity-related policy issues; plan and conduct joint policy research; propose legislative concepts; present research outcomes; and advance equity focused legislation and administrative rules through the work of the Advocacy Commissions.



4. **Develop partner research/data sharing agreements** between the OACO, university-based, and agency partners to write research grants; conduct joint equity focused policy research; and share/access data on equity related issues identified by the Oregon Advocacy Commissions.
5. **Create and implement culturally-specific public involvement and community engagement plans** with OCAPIA, OCBA, OCHA, and OCFW, that assure ongoing information dissemination and engagement at key touchpoints for advocacy, applied policy research, research design, policy recommendations, and other equity related work of the OACs.
6. **Use and assess the ability of the OAC’s websites to advance all aspects of the OACs’ engagement and policy work within the Policy Arc** including easy access to dashboards of data and links to the joint policy research materials of the OACs, urban and rural issue analysis, legislative outcomes, community engagement in applied policy research, and partnerships in ways useful to their community partners, and policy makers.

Alignment of Goal 1 and objectives	
Statutory charge	Advocacy, Research, Partnerships
OACs’ vision	Intersectionality, Policy Arc, Rural Analysis, Partnerships, Equity in Data and Data Access, Community Engagement

High-level outcomes of Goal 1: 2021-23

OACs issue Oregon’s first seminal reports on long standing challenges to communities of color and women statewide in three key areas.

In 2019 and 2020, the Advocacy Commissions completed their work in three workgroups composed of legislators, commission members, state data partners, department leaders, and subject matter experts in the community over a two-year period on Mental Health and Latinos with a final report and policy recommendations to be presented at legislative days, 2020, and long session 2021.

The OACs also approved two new policy workgroups with partners and community stakeholders on Asian and Pacific Islander (OCAPIA) and Black (OCBA) Mental Health and Behavioral Health. The Commission for Women initiated its preparation of a policy report on the Status of Oregon Justice-Involved Women, identifying areas



of critical impact to communities of color and women in rural and urban areas, including plea bargaining, unaddressed Mental Health (MH) and Behavioral Health (BH) needs and alternatives to prison, gender specific needs within prison, family ties, successful re-integration, and the role of partner abuse in driving justice involvement among women. The work will be guided by three workgroups for project leadership, policy workgroup, and stakeholder/community workgroup. The OACs' policy workgroups are a growing feature of their work and are convened by the Chairs of the Advocacy Commissions and staffed by the OACO Researcher/Policy Analyst (OPA3) who serves as supervisor for graduate/PhD students conducting quantitative and qualitative research for the workgroups with state partners. Staff support for these OAC workgroups was made possible by recent investment by the legislature in a .5 FTE OPA3 at the OACO, raising overall staff support to 2.5 FTE for the four Commissions, and a growing focus on project management for the complexity of the workgroup charge, scope of work, and coordination necessary complete the work in a timely fashion for legislative audiences.

The research topics were identified by the Advocacy Commissions as driving factors for complex challenges in their communities that would benefit from policy remedies, and then approached the state partners with a joint research proposal. The seminal reports include:

1. ***OCHA, OHA, and DHS release seminal joint report on Mental Health and Latinos in Oregon:***

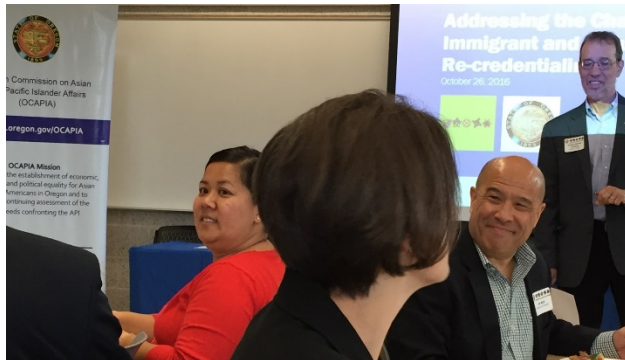
OCHA partnered with OHA and DHS to granularly research 30 years of MH system usage data, survey MH practitioners, and prepare policy recommendations for the 2019 session and beyond. The seminal report, which will be jointly released in 2020, represents the first study of MH and Latinos in 15 years. Pre-release, the quantitative and qualitative research on which the report is based has been the subject of invited presentations by OCHA before the Joint Ways and Means Subcommittee on Health, the Multnomah County Board, and at the Latino Mental Health Statewide Conference in 2018. OCHA, DHS, and OHA have convened three workgroups, staffed by the OACO, to prepare the final report and recommendations and incorporate community input and support during summer and fall, 2018.



- [Mental Health Disparities for Latino Oregonians Report](#), and [Mental Health Disparities for Latino Oregonians Presentation](#)
- [Mental Health Service Disparities of Latino Oregonians: A Qualitative Analysis](#), and [Barriers to Mental Health for Latinos Final Presentation](#)

- The seminal report will be released in the fall of 2020, [here](#).

2. ***OCHA, OCAPIA, OCBA, and OCFW produce intersectional report on MH/BH culturally responsive access and delivery models for API, Black, Latino/a/x, and Women including trauma informed models for schools.*** In 2020, the four Advocacy Commissions actively engaged through their representation on the BH Advisory Council, and the OCHA's *MH and Latinos* report, and presentations before the new legislative MH and BH committees, Oregon data-driven, culturally responsive and trauma informed access and delivery models for MH and BH. In 2021-23 the OACs are working with the legislative MH and BH committees, OHA leadership, OHSU Key to Oregon Study, Communities of Color researchers, and connections within the BH Advisory Council and OHSU, to support and inform new models and guidelines for MH/BH among their constituent communities.



3. ***OCAPIA/OCHA workgroup building public/private best practices for successful Immigrant Re-Credentialing and skill integration into the Oregon market.*** for immigrants with advanced degrees: OCAPIA and the OAC's in collaboration with Partners in Diversity, HECC, and the Governor's Office on Workforce to research best practices locally and nationally around building collaborative models to bring the talents immigrants with internationally earned advanced degrees to market, focused on health related fields. In 2019 and 2020, the OACs engaged with champion legislators, MH/BH practitioners of color, and associated licensing boards to discuss pathways to licensure, diversity pipeline, and challenges within their professions to grow the number of licensed practitioners of color. In 2021-23 the OAC's and their partners, plan to expand their engagement with legislative committee Chairs, licensing boards, and community stakeholders to further engagement, pipeline, and access to diverse MH/BH providers.

- [The Re-credentialing of Skilled Immigrants \(Brain Waste\) Final Report](#)
- [State by State Comparisons on Credentialing and Relicensing Initiatives Report](#) and [Re-licensing Initiatives of Highly Skilled Immigrant Workforce Presentation](#)
- [Re-credentialing Forum Summary of Outcomes from Small Groups 8/6/18](#)

4. ***OACO/OACs, DHS, ODE partnership identifies and tests emerging risk factors and related student data for K-12 success, leading to new tools around reducing risk and increasing graduation rates among struggling student populations.***

Building on its 2018/19 joint research with ODE that revealed important ties between investments in culturally relevant practices to decreasing classroom discipline disparities, the OACs have begun a new partnership between DHS, ODE, and the OACO. Designed around engaging stakeholders among urban and rural schools, ODE and DHS data and analytics, and OACO/OACs' culturally-responsive policy work, the partnership is working with interested schools to identify and compare new risk factors and associated interventions that improve prediction of student graduation, starting at 3rd grade, years prior to the current 9th grade prediction of on-time graduation models. The expansion of the OACO OPA 3 to full time and addition of OPA 2 project management within the OACO will both support this partnership.



- [Responding to Disproportionate Disciplinary Action with Culturally Relevant Education Strategies in Oregon K-12 Public Schools Report](#), and
- [Responding to Disproportionate Discipline with Culturally Relevant Pedagogy and Practices Presentation](#)

5. ***OCFW and ODE joint research with the Coalition of Oregon School Superintendents (COSA) on Gender Equity in Pay and Leadership.***

In 2019-20 the OCFW and its partners in ODE and COSA conducted quantitative and qualitative policy research on disparities and opportunities for women superintendents statewide around pay and leadership equity. The work was jointly supervised by ODE and OACO and conducted by a Masters and a PhD student who interviewed women superintendents, and prepared pay and leadership comparisons as part of the work. COSA, OCFW, and ODE will release the final report with policy recommendations in 2020.

- This report and presentation will be posted [here](#) in the fall of 2020.

Goal 2) Conduct public policy research and policy development in the OAC's seven priority areas that informs and drives equity related policymaking each legislative session.

Overall objectives:

1. **Expand the equity-related research products provided by the OACs** to include a range of complexity from briefing sheets, infographics, best practices, literature and law reviews, full reports and executive summaries, to bulleted presentations.

2. **Bring constituent communities into the OACs’ equity policy work** with advising/listening sessions, and focus groups, in collaboration with agency, university, and community partners.
3. **Develop ongoing collaborations and partnerships with interested universities statewide** for equity focused policy research with the Advocacy Commissions. This may include research with graduate/PhD students or faculty, jointly writing grants, and co-authoring research articles impacting equity in the OACs’ constituent communities.
4. **Increase community and partner awareness of the OACs applied policy research with joint releases to the media of policy research** conducted between the OACs and agency partners, working with the partner agency leadership, their communications directors, and the OAC Chairs.
5. **Grow capacity for rural issue and policy analysis** in all aspects of the OACs’ policy research on key issues challenging constituent communities statewide, building rural research partnerships across the state.
6. **Grow capacity for intersectional analysis, research, and policy development of interest between two or more of the Oregon Advocacy Commissions**, by increasing the OACO Policy Analyst 3 to full time, supporting current growth in partnership opportunities and growing staff support for OAC policy workgroups; and adding a full time Operations Policy Analyst 2 (OPA 2) position, to provide public meeting and commissioner support for growing number of OAC workgroups with state partners and legislators, and joint intersectional committees advancing specific equity-focused policy work on key issues.

Alignment of Goal 2 and objectives	
Statutory charge	Research, Partnerships
OACs’ vision statement	Intersectionality, Policy Arc, Rural Analysis, Partnerships, data equity/fairness, Community Engagement

High-level outcomes of Goal 2: 2019-21

The OACs first Joint Policy Committee grew intersectional and rural analysis of equity-related bills to 60+ supported bills in 2019-20: The number of equity-related bills being supported intersectionally by two or more of the Advocacy Commissions has risen from 35% in past sessions to over 90% in 2018 – 2020 sessions. This is due to the piloting, in fall 2017, of the

OACs’ first joint Legislative Committee, convened by the Chairs and serving to review and jointly discuss equity-related bills of interest across the Advocacy Commissions incorporating rural viewpoints and analysis into OAC policy positions. Members of the OACs’ Joint Legislative Committee represent all the Commissions and both urban and rural perspectives. The Committee leads and coordinates the writing of testimony by Commission members who are subject matter experts or with extensive lived experience, working collaboratively to prepare, review and submit supportive, equity-focused legislative testimony on behalf of the Advocacy Commissions. The OACO 2021-23 budget request includes an additional investment of 2.5 FTE to grow the robust applied policy research of the OACs, and the interdepartmental partnerships in the research, adding the project management needed to support the work and add robust community and stakeholder engagement to all phases of the work.



- [Mental Health Service Disparities in the Latino Population: An Exploration of Consequence, Promising Practices, and Opportunities for Improved Access in Oregon](#)

Goal 3) Advocate to improve equity and success in seven key areas of concern to Oregon’s Asian and Pacific Islander, Black, and Hispanic communities and Women: poverty/employment, education/careers, civic engagement/isolation, health/health access, justice/safety/policing, stable families/housing, and environmental equity/justice.

Overall objectives:

1. **Craft and support equity-focused legislation and policies for each legislative session** working with OAC champions and legislators and in consultation with Policy Advisors for the Governor.
2. **Build policy partnerships with legislators during interim around emerging issues and policy considerations**, with OAC presentations to legislative committees, joint policy research, legislative partner discussions, issue forums, shared listening sessions, and OAC workgroup engagement.
3. **Engage departmental policy leadership in the OACs’ shared issue interests** with joint research and best practice review and participation in workgroups, to grow and measure impact of administrative policy and resource allocation on equity.
4. **Build community engagement and voice into all aspects of the OACs’ work.**

Alignment of Goal 3 and objectives	
Statutory charge	Advocacy, Partnerships, Research, Community Engagement

OACs' vision	Intersectionality, Policy Arc, Partnerships, Equity in Data, Community Engagement
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High-level outcomes of Goal 3, 2021-23:

Invited legislative testimony/committee presentations, and requests for joint policy research growing steadily:

The number of legislators and legislative committees inviting testimony and informational presentations from the OACs in support of their policy work, as well as requesting public policy research from the OACs, is growing each year. In the 2019-20 sessions, the OAC's testified on 60+ bills in their priority areas, a quarter of which were invited testimonies. This also represents the highest number of intersectional testimonies ever presented by the OACs in a short and long session period, due in part to the growing activity of the legislature during short session, the legislature's investment in the OACO's staffing, adding a .5 FTE Policy Analyst to its staff, and its expectation that the OACs be part of the invited voice for key equity-focused testimony. This includes the 2019 legislative taskforce on minority home ownership (invited testimony from OCAPIA, OCBA, OCHA, and resource reports), the 2018 Joint Ways and Means Subcommittee on Health (MH and Latinos early research findings), the 2019 Joint Committee on Student Success (OCAPIA, OCBA, OCHA invited testimony), Senate MH Committee and others. The OACO 2021-23 budget request includes making the currently part-time OPA3 full-time, to grow the number and scope of research requests from the OACs and partners currently waiting to be addressed; adding 1 FTE OPA2 Project Manager to staff the OACs robust workgroups and manage the complexity of the work toward planned outcomes; and a full time Community Engagement Liaison, to make it possible for the OACs to regularly hear from their communities statewide and engage diverse stakeholders in all aspect of the equity work of the OACs.

- Invited testimonies to Joint Committee on Student Success: [Joint Commissions'](#), [OCAPIA's](#), [OCBA's](#), [OCHA's](#), and [OCFW's](#)
- [Joint Commissions' testimony for Minority Homeownership Task Force](#)

The Advocacy Commissions regularly connect with policy makers in Executive, Legislative, and Judicial branches of government with advice on equity-focused policy considerations as the Commissions follow emerging issues in each branch affecting their constituent communities.

- In 2019, the Oregon Advocacy Commissions and OACO worked closely with Senator Dembrow on drafting and passing SB 855, which assures pathways for licensure among qualified and credentialed immigrants in all licensed fields in Oregon. The bill was informed by the OCAPIA/OCHA re-credentialing policy research and convenings with HECC, licensing boards, immigrant and refugee services, DHS, and Community Colleges on pipeline of diverse

providers and ability of qualified immigrants to become licensed. The policy research was conducted by a Masters and a PhD student working with the OACO and its partners.

- The Advocacy Commissions are regularly invited by DOJ to serve as expert witnesses or provide research on the impact of proposed federal policies on specific communities and the Oregon economy as part of complaints being pursued by the state in federal courts.
- In 2020, the OCFW completed its joint study with ODE and COSA to study pay and leadership equity for women serving as school superintendents. The work will inform COSA efforts to improve the current disparities in pay, leadership, and diversity among Oregon School Superintendents.

Goal 4) Build leadership development and community engagement among the Advocacy Commissions’ constituent communities.

Overall objectives

1. **Increase success and awareness of emerging leaders of color and women into state/local leadership roles** by recognizing the achievements of leaders within constituent communities as role models, providing culturally and gender specific leadership scholarships, and assisting Departments, Boards and Commissions to attract geographically diverse, qualified leaders of color and women into licensing, policy, advisory, and other boards .
2. **Build Internship opportunities with OACO for students of color and women** through collaborative agreements with graduate schools in key fields of public policy/administration, epidemiology, sociology, social work, ethnic and women’s studies, applied linguistics, education, law, criminology, and other fields intersecting the work of the Advocacy Commissions.
3. **Engage community and stakeholders** in identifying, studying, and recommending policy remedies for disparities among racial and ethnic communities and women in 7 strategic areas addressed by the Advocacy Commissions.

Alignment of Goal 4 and objectives	
Statutory charge	Leadership Development, Research
OACs’ vision from 2017 Joint meeting	Partnerships, Rural Analysis, Engagement

High-level outcomes of Goal 4, 2019-20:

1. OCFW joins the Oregon Governor and Legislature in honoring the diverse Women of Achievement.

In 2019 and 2020 the Oregon Commission for Women expanded their solicited applications for their Annual Women of Achievement Awards from all of the Advocacy Commissions, community partners, and state legislators and also added a new category for Young/Emerging Leaders. From the applications, OCFW selected their most diverse field of Honorees in 35 years, from urban and



rural counties and representing the Asian/Pacific Islander, Black/African

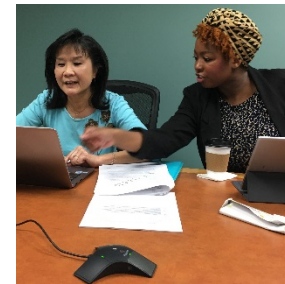
American, Latino/Latinx communities in Oregon. The Oregon Senate and House collaborated with the OCFW to commend the honorees in a resolution on the floor of the Senate, where the 2018 and 2019 cohorts of Women of Achievement sat with their legislators and also received Women of Achievement certificates presented and signed by Governor Brown.



2. Advocacy Commissions and their appointees participate on key legislative and departmental workgroups, bringing diverse viewpoints and equity lens to policy work.

The Oregon Advocacy Commissions and their appointees served on a growing number of workgroups in 2019 - 20 including:

- **ODE Ethnic Studies Standards Advisory Group:** The OACs statutorily (HB 2845) appointed nine members of the workgroup representing Asian and Pacific Islander, Black/African American, Latino, women, high school youth, and LGBTQ viewpoints.
- **Legislative Taskforce on Minority Home Ownership:** OCAPIA, OCBA, and OCHA Commissioners provided invited testimony and resources to the taskforce.
- **Environmental Justice Task Force:** The OCAPIA, OCBA, and OCHA statutorily appoint Commissioner members to serve jointly on the OAC's and EJTF.
- **ODE Student Success Rules Advisory Council:** The Oregon Advocacy Commissions were invited to serve on the Council and regularly discuss the work of the Council at regular meetings of their Commissions.



3. OAC Leadership Training scholarships and research internships for diverse communities grow in number and scope.

The Advocacy Commissions provided scholarships to attend culturally specific leadership training to members of their communities pursuing their interests in becoming leaders in government and community.

- In the time of COVID, the Advocacy Commissions sponsored youth leadership via ZOOM with support to 200+ Asian Youth attending the 2020 AAYLC (Asian American Youth Leadership Conference).
- OCAPIA, OCBA, OCFW, and OCHA hosted eight policy research and legislative interns to diverse Masters, 3L, and PhD students from Oregon Universities, and for the first time, to undergraduates studying equity issues and public policy. The internships included in areas of immigrant re-credentialing, economic security, Mental Health, and Disproportionate discipline K-12 during 2019 -2020. The student researchers work within state government in partnership between the Advocacy Commissions, OHA, DHS, ODE, the Governor's Office, and others to provide literature and law reviews, best practice reviews and analysis, qualitative, and quantitative research on equity related subjects identified by the OAC's and conducted with their departmental partners. The equity research has been the basis for bills, policy changes, and informed legislative committees and taskforce work on key issues statewide.

Looking ahead, the OACO Long Term and Short Term Plans include the addition of staff resources aimed at growing advocacy, and policy research/recommendations with state partners and engagement of constituent communities among API, Black, and Hispanic Oregonians and women statewide. This includes:

Advocacy and Policy Research: The Advocacy Commissions have joined community, and civic and elected leaders in 2020, to respond vigorously to the killing of George Floyd, pathways to social justice, remembering those who have lost their lives to police brutality and use of force, as well as disparity in COVID outcomes, and developed community specific, in-language resources for Latino and Indigenous communities, all in the space of 2 months in early 2020. This work is far from over, and Equity and disparity have never been more compelling than in this time in Oregon and nationally. To support the social justice, advocacy, and research of the OAC's making them accessible and searchable to their constituencies, the public, researchers and policy makers, the OACO worked with the Commissions and their partners to re-design the OACs/OACO website. The pages now quickly bring all audiences quickly to their search of OAC equity focused resources, studies, white papers, briefing sheets, testimony, research reports, and new in the 2021-23 biennium, interactive databases for granular census and other data.

1. **Partnership and Community Engagement:** The Oregon Advocacy Commissions (OACs) work with partners to give underrepresented populations a voice in legislative and agency policymaking that grows the success of communities of color and

women. As part of their statutory missions, the OACs maintain an independent policy voice within state government, collaborating with the Governor’s Office and Racial Justice Council, community and state partners, and legislators in support of mutual areas of interest, as well as lifting lesser-known but important policy areas into prominence with collaborative advocacy and policy research.

The successfully piloted intersectional committee and workgroup structure of the OACs in 2019 grew collaborative work and key outcomes with the active participation of:

1. Higher Education Coordinating Council (HECC)
2. Oregon Department of Education (ODE)
3. Oregon Department of Justice (DOJ)
4. Oregon Department of Human Services (DHS)
5. Oregon Health Authority (OHA)
6. Coalition of School Administrators (COSA)
7. Governor’s Policy Advisors in Health, Education, Safety, Environment, Workforce, and Diversity/Inclusion
8. Oregon State Library
9. PSU Graduate School of Education
10. PSU School of Sociology
11. OHSU/PSU Graduate School of Health/Epidemiology
12. U of O Graduate School of Education
13. Legislators working for equitable public policy in bi-partisan, bi-cameral collaboration

Together with community partners, the OACs plan legislative advocacy, host joint legislative days at the Capitol, hold community and business forums, and conduct research. In 2020, the Commissions’ community partners include:

1. Asian Pacific American Network of Oregon (APANO)
2. Urban League of Portland (UL)
3. Oregon Latino Health Coalition (OLHC)
4. Oregon Latino Agenda for Action (OLAA)
5. American Association of University Women (AAUW)
6. Coalition of Communities of Color
7. Women’s Foundation of Oregon
8. Partners in Diversity

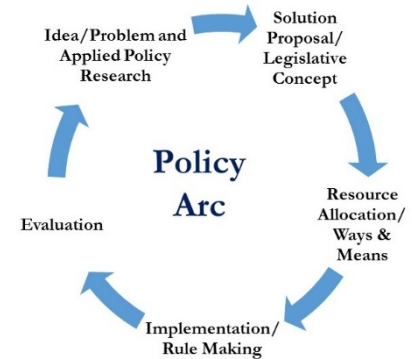
- 9. Causa
- 10. PCUN

Leveraging current accomplishments into the 2021-23 Plan:

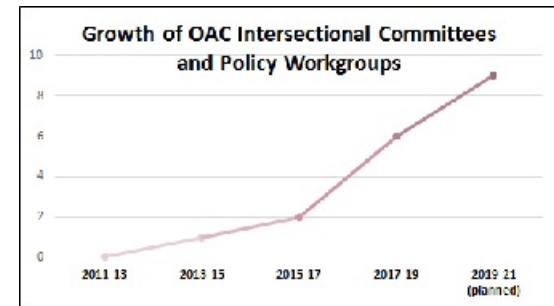
Growing the intersectional and policy outcomes of the Advocacy Commissions with staffing to support the successfully piloted Joint Intersectional Committee and Policy Workgroup structure. In 2017, at the OACs’ Annual Joint Meeting, the Chairs led a series of strategic visioning discussions with the outcome of adding strategic vision to the statutory work of the Advocacy Commissions. At their next regular meetings following the Joint meeting, each of the Advocacy Commissions adopted the new strategic vision which has guided their work and outcomes in the current biennium with the emergence of the OACs’ first intersectional committee and workgroup structure. The OACO has incorporated the OACs’ strategic vision into its Strategic Plan, and the 2021-23 budget request with additional targeted staff investments of 2.5 FTE.

Operationalizing the strategic vision of the Advocacy Commissions with investments in staff bandwidth:

1. Intersectionality and analysis across Commissions of key issues affecting all or several of their constituent groups
2. Engagement by the OAC’s across the full Policy Arc in pursuit of equitable policy remedies, with action plans associated with each policy effort across several sessions and sets of stakeholders.
3. Adding rural issue and policy analysis (as well as urban analysis) of issues affecting communities of color and women statewide
4. Developing research partnerships that will further the ability of the OAC’s and their partners (legislative, Governor, community, academic) to attract equity related policy research to Oregon’s universities, and applied policy research opportunities to state government, in collaboration with the Advocacy Commissions.
5. Building equity/fairness in data and access to community specific data into all areas of the OAC’s statutory work in research design, applied policy research, related partnerships, and policy focused interactive data at its website.
6. Engaging community and stakeholders into all areas of the OACs’ equity work in policy, analysis, project design, research, and recommendations.



Building on its successful work from 2018 forward the OACs continued to build a functioning committee and workgroup structure aimed at increasing the ability of the OACs to collaborate, working intersectionally on both advocacy and policy research and development. To begin their effort, the OAC Chairs initiated the first OAC Intersectional Committee, which led the significant gains in legislative advocacy and contributions to key bills affecting equity for their constituent communities. They also piloted adding Commission-led workgroups on specific policy subjects, adding an emerging committee structure to the OACs unattainable in earlier biennia due to staff bandwidth. In 2019-20, the OACs met in five focused workgroups as an efficient way to collaborate and advance policy work with a broad spectrum of community and research partners, state departmental leadership and data experts, legislators and subject experts. The policy topics being addressed by the workgroups are below in the outcomes. The additional staff request for the 2021-23 biennium, bringing the OACO staff from 2.5 to 5 FTE, will allow the policy outcomes of the Advocacy Commissions to grow in key areas through the use of an effective committee and workgroup structure. They will also add robust engagement of community and stakeholders into all aspects of the OACs' equity-focused issue identification, policy work, advocacy, research design, community and stakeholder participation, and policy recommendations.



- [Mental Health Disparities for Latino Oregonians Report](#), and [Mental Health Disparities for Latino Oregonians Presentation](#)
- [Mental Health Service Disparities of Latino Oregonians: A Qualitative Analysis](#), and [Barriers to Mental Health for Latinos Final Presentation](#)
- The seminal report will be released in the fall of 2020, [here](#).

Supported by this structural work, the 2019-21 biennium saw several high-level policy achievements:

1. **Mental Health and Latinos seminal report and policy recommendations.** OCHA partnered with OHA and DHS to granularly research 30 years of MH system usage data, survey MH practitioners, and prepare policy recommendations for the 2019 session and beyond. The seminal report which will be jointly released in 2020 represents the first study of MH and Latinos in 15 years. Pre-release, the quantitative and qualitative research on which the report is based has been the subject of invited presentations by OCHA before the Joint Ways and Means Subcommittee on Health, the Multnomah County Board, at the Latino Health Equity Conference, and University Research Conferences in 2018 – 2020 with more planned. OCHA, DHS, and OHA have convened three workgroups, staffed by the OACO, to prepare the final report and recommendations and incorporate community input and support 2018 – 2019.

2. **Immigrant and Refugee Re-credentialing.** OCAPIA and the OACs in collaboration with Partners in Diversity, Oregon Workforce Investment Board, and the Governor’s Office on Workforce to research best practices locally and nationally around building collaborative models to bring to market the talents immigrants with internationally earned advanced degrees, focused on health related fields. OCAPIA and its partners host annual convenings of the stakeholders, and have collaborated with legislators in virtual convenings and discussions regarding disparity in licensure.
3. **Gender Equity among School Administrators.** OCFW partnered with ODE, Coalition of School Administrators, and the University of Oregon Graduate School of Education to analyze data and conduct qualitative research through surveys of women serving and School Administrators across Oregon. This is the first such study of Gender Equity among School Administrators in 15 years and the only collaborative research on the subject in Oregon. The recommendations and report are being released in 2020.

The OACO 2021-23 plan builds on these outcomes and integrates requested staff support to further elevate the planned work of the four Advocacy Commissions as key partners and champions of state equity initiatives. Additionally, the OAC’s are working to grow community and stakeholder engagement with additional staffing and partnership with the Governor’s Building a More Equitable Oregon initiative.

Program Description

The Oregon Advocacy Commissions Office (OACO) and the four Commissions it serves are one Program Unit.

Purpose

The OACO provides administrative support to the statutory work of the Oregon Advocacy Commissions studying issues, advising policy, growing leadership, and building success for Asian and Pacific Islander, Black, & Hispanic Oregonians and for women.

Its primary support includes:

- Assist the Commissions in developing strategies for achieving equity for all Oregonians, including community and partner engagement in all aspects of the equity focused statutory work of the Advocacy Commissions,
- Work with the Commissions to conduct/study applied policy research of bias and long standing disparities among Communities of Color and women, analysis, analytics, and working with partners and policy makers to prepare policy recommendations and influence public policy in the OACs’ advisory capacity, adopt administrative procedures as needed to meet the operating goals of the OACO and Advocacy Commissions,

- Coordinate public policy research internships with the Commissions and their state research partners and provide information on issues under study,
- Prepare and distribute Commissions' agendas and minutes, keep website up-to-date, coordinating speakers, public and partner policy discussions and other business at public meetings,
- Prepare policy reports, briefings, testimony, and presentations, finalize research reports and other documents of the Commissions in collaboration with the OAC Chairs,
- Support the sustainable operation and office support of the Commissions meeting all associated state standards, and provide budgeting, financial oversight and reporting,
- Track legislation of interest to the Commissions and coordinate their legislative advising in invited testimony, legislative committee presentations, and submitted testimony on equity related issues in bills, and
- Support the Commissions in building partnerships and collaborations within the community and government to further their statutory missions.

Customers

The customers of the OACO and its Commissions:

- Constituent communities: Asian and Pacific Islander, Black, Hispanic, Indigenous and immigrant communities, women and girls in Oregon, providing a voice in policy making on issues of importance and barriers to success of the OAC's constituents statewide, engage community partners on input to policy discussions, and growing leaders and champions for equity statewide in Oregon.
- Community partners and organizations seeking civic engagement and policy approaches to achieve equity in partnership with the OACs.
- Policy makers: Legislators, Departmental leadership, and other public policy makers who regularly work with the Commissions and seek their advice or research on matters affecting Asian and Pacific Islander, Black, and Hispanic Oregonians and women.
- The Governor, her policy staff, and the Racial Justice Council, who request counsel and research partnerships with the Commissions in key policy areas including: justice, policing and profiling, health/health access, economic equity, environmental equity/justice, stable families and housing, education disparities, and other key policy areas.
- Research partners: State departments, boards, commissions and Oregon Universities and research institutions interested in partnering with the OAC's for public policy research.
- Equity and Diversity leaders within State government, through regular meetings to advance equitable best practice and community engagement in all Departments, and to advance Oregon equity agendas among Executive Branch.

Source of Funding and Staffing

The OACO has two sources of proposed funding for 2021-23: General Fund (\$1,348,867) and Other Funds (\$5,000) from individual donations and Commission-sponsored fund raising events (Women of Achievement Awards, Leadership celebrations, etc.) In the 2021-23 biennium, the OACO is requesting increased GF to assist the Oregon Advocacy Commissions (OACs) in supporting the Commissions' growing policy work, applied public policy research, its emerging committee/workgroup structure, and robust community engagement in all aspects of its equity work. Staff bandwidth for policy analysis and needed commissioner support/public meeting support, has historically limited the ability of the OACs to have a committee structure to advance their policy work with community and partner between regular meetings of the Commissions. The additional requested General Funds would increase the current. .5 FTE OPA3 position to full time (\$139,367 GF) and complex project management in a 1.0 FTE OPA2 (\$213,668 GF) to provide support for seven to nine new OAC initiatives/workgroups of legislators, departmental leadership, subject matter experts, and commission members studying/researching key issues, identifying best practices and developing policy recommendations and LC's in partnership. The workgroup structure has been piloted by the OACs in the current biennium, meeting between regular Commission meetings and has driven all of the policy outcomes among the OACs in the 2017-19 biennium. The strategic investment in the proposed staff will bring the OACO to a total of five staff, supporting the work of the four OACs. The OACs are also requesting 1.0 FTE Community Engagement Liaison (PAS2) to assure robust community/stakeholder engagement in all aspects of the OACs' Equity and Policy work.

OACO current staff:

- Administrator, PEM D, 1.0 FTE
- Executive Support Specialist 2, 1.0 FTE
- Operations/Policy Analyst 3, .5 FTE (request to make full-time in 2021-23)

Budget breakdown

- Of the OACO CSL General Fund budget, 77% is invested in 2.5 FTE staffing: a full-time Administrator and Executive Assistant, and a half time Policy Analyst, who accomplish the work of the OACO supporting 60 - 70 public meetings of the Advocacy Commissions, inter-departmental partnerships for equity-focused, applied policy research and analysis, and the OACs' policy advising, advocacy, and commissioner engagement. 23% of General Funds are used to cover office rent, communications, travel, supplies, professional services, and DAS services including accounting, HR, payroll, IT and web support, data, and others.

- 100% of Other Funds are used by the Commissions to pursue their missions including their statutory work in support of leadership development. The Other Funds primarily cover Commissioners' travel to meetings of their peers from other states, registration, and meeting costs, as well as printing and other support not currently in the budget.

Environmental Factors

Effects of COVID and Social Justice in 2020: The disproportional impact of COVID is dashing hope of a secure economic future for Asian and Pacific Islander, Black, and Hispanic Oregonians and women represented by the OACO Commissions, that compose much of the front line of care, and in professions that cannot work remotely or are laid off. Opportunities for higher education, affording food and medicine for themselves and their families, finding or keeping affordable (or any) shelter, safety from domestic violence, access to broadband and being online, and exposure to the COVID virus in crowded households has all communities fearful, with migrant and of-color households most of all. At its depths, COVID has resulted in a picture darker than any in history: unemployment in the represented communities has hit record highs with large numbers still not receiving unemployment benefits; apprenticeships and other entrées to the trades have been growing, pre-COVID, but their graduation rates into Journeyman remain low; home foreclosures have been protected against thus far in all vulnerable communities, but foreclosures historically have been high especially for parent households and may be again if COVID protections against evictions and mortgages are lifted with no forgiveness of the amounts owed. The cost of higher education has been lowered for all residents into Oregon Community Colleges but whether Community Colleges themselves can make it through COVID financially with campuses now mostly closed and teaching now virtual is a question. Community specific outreach and in-language resources addressing the COVID emergency has been slow, but is steadily improving, though not quickly enough to have avoided double digit disparities between Latino, Asian, and Pacific Islander cases compared to the white population during COVID. The work of the Advocacy Commissions during the pandemic has included building culturally-specific COVID resources and information at the OACs' website, providing knowledgeable speakers on COVID safety for Oregon's Latino based radio and Public Broadcasting, working with OHSU Key to Oregon leaders to link Africa House and the Asian Community Center with on-site COVID testing and interpreters to help individuals and families be tested and access resources.

The national and Oregon focus on Equity and Racial Justice is leading, or is a significant portion, of most policy and resourcing discussions at all governmental levels statewide in key areas including health, education, justice/safety/policing, housing and stable families, workforce and economy, and environmental equity/justice. The Advocacy Commissions and their legislative and community partners have focused their policy work on addressing disparities that have been made worse by Covid and

highlighted by racial justice concerns. In the current biennium, the Commissions have testified on 61 individual bills that cover policing, economic security, health, education, housing, and other critical factors of well-being. See them [here](#).

Civically, calls and action for social and racial justice has dominated the concerns for safety, freedom from racism and institutionalized racism in all its forms, and empowerment among racial, ethnic, and other marginalized communities. It is driving change in all branches of government, business sectors, policing, schools, financial sectors and others that will be playing out over the coming year and new biennium. At the Advocacy Commissions, their commitment to social justice is foundational to integrating community voice and engagement in all aspects of their statutory work for equitable public policy work. The OAC Chairs and the Commissions, along with the OACO expect that community engagement, partnership with departmental Equity and Data managers, and policy makers advancing equity within policies and resourcing, budgets, and other equity focused work will place growing demands on the Advocacy Commissions and the OACO as essential leaders and partners in Oregon's equity work.

New trends - Building effects of equity in laws & policymaking: In 2020, the Governor's office and the legislature are taking steps to ensure equity in policymaking and budgeting. The legislative POC Caucus and partnering legislators, and supported by the Advocacy Commissions and community partners, have prepared a slate of justice-related bills in the area of police reform, justice and equitable funding, that will set the agenda for racial justice in Oregon into the future. The Governor's office established in 2020 the Racial Justice Council of thought leaders from diverse communities across Oregon that will guide policy and departmental investment throughout Executive branch. The OACs are formal partners of both branches in this policy and resourcing work.

The 2019 Legislative sessions saw a growing number of equity-oriented bills with bi-partisan, bi-cameral support that began in earlier sessions. Though that trend was not maintained in the 2020 session with its walkout, many of these 2019 bills passed and have added to the growing work Oregon has taken on at the state level, both administratively and legislatively, to address the policy roots of long-standing inequities. The represented communities have benefited from, and the OACs have been directly involved in supporting these initiatives, including: expanding affordable health care to a broader spectrum of individuals and families; access to grants and loans for education; expansion of school lunch programs to cover summer and after school; racial impact statements for proposed legislation; ODE's policy work to address exclusionary discipline that has been over-used to expel students of color and has increased the dropout rate and absenteeism; inclusive Social Studies standards, police accountability, home ownership among Communities of Color and women needed for the next generation of careers and jobs. OACO and all of its community collaborators, including the Oregon Latino Health

Coalition, APANO, Urban League of Portland, the Center for Intercultural Organizing, the American Association of University Women and the Women’s Foundation of Oregon, have worked closely with the Oregon Advocacy Commissions to support these changes over the last four legislative sessions.

Growing investment in the statutory work of the Advocacy Commissions: Since 2015, when the legislature increased the Advocacy Commissions’ capacity with the addition of a .5 FTE Policy Analyst/Researcher position (OPA3), the Commissions were enabled to significantly increase the number and complexity of the equity focused applied policy research the Commissions have completed on key issues of Mental Health for Latinos (now intersectional research going forward for Mental Health in API and Black communities statewide), Gender Equity among School Administrators for pay and leadership, the Effect of School Investments in reducing discipline issues around classroom disruption, and convenings of stakeholders around licensure of credentialed immigrants in health and other professions. [See the policy reports and recommendations from the OACs on public policy and their partnerships with ODE, DHS, OHA, and others here.](#)

In the 2021-23 biennium, the OACO, at the request of the Governor’s Office, is requesting:

1. Increase the OACO policy analyst researcher position (OPA3) from part time to full time,
2. Grow complex project management and support for OAC policy research workgroups with a new OPA2 position and
3. Add a Community Engagement Liaison (PAS2) to assure that robust community engagement and communication is part of all aspects of the OACs’ statutory work.

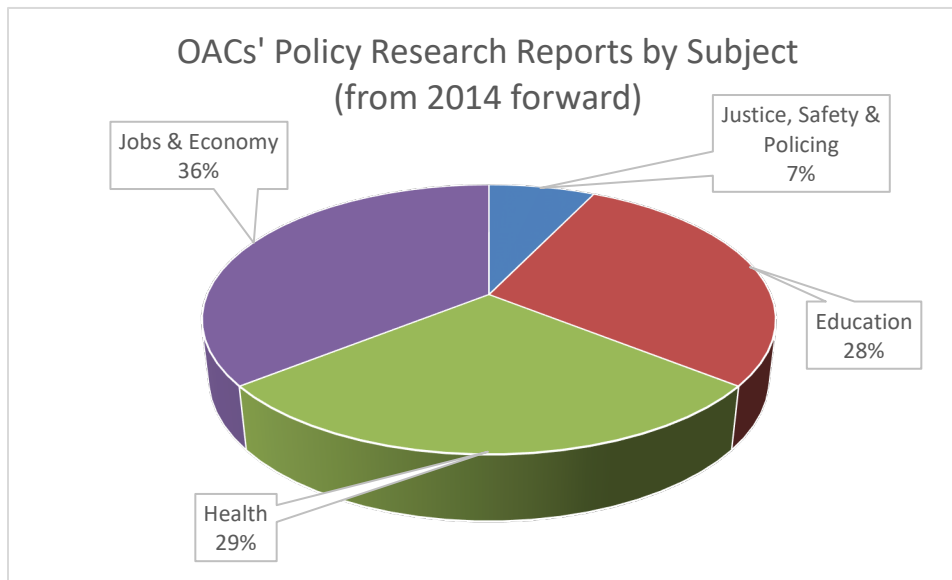
High-level outcomes and associated performance measures for 2021-23

The performance outcomes for the OACO are focused in 2 areas, with a 3rd added in 2021:

- Best Practice office and financial management procedures
- Satisfaction among the Advocacy Commissions with the performance of the OACO support to Commissioners regarding:
 - Accuracy
 - Helpfulness
 - Timeliness
 - Expertise
 - Availability of information
 - Overall satisfaction

- Added KPM for Applied Policy Research for 2021-23

The OACs/OACO are developing a third performance measure for their statutory study/applied policy research and policy recommendations. The Commissions are working jointly with LFO to finalize this measure, which will broaden the input to Commissioners, legislators, and other policy makers.



The Advocacy Commissions now regularly add to their body of work by 2 – 4 studies a year depending on complexity.

a. High-level outcomes for Applied Policy Research for 2021-23 include:

- OCAPIA/OACO: Professional re-credentialing in Oregon for immigrants with international credentials: Researching best practices and statutes in Oregon and nationally that promote effective workforce integration of immigrants with professional license or trades certification from other nations. Recommendations from this work informed 2019 bills on immigrant hub

and pathways to licensure.

Partners: OCAPIA/OCHA/OACO, HECC, Partners in Diversity (PID), Licensing boards

- OCBA/OACO: Improving High School Graduation Rates: Joint research between DHS ORRAI, ODE, and the OACs on best practices and data supported, locally designed models for improved, student-centered risk factor reduction, and improved graduation rates for students struggling to meet third grade and higher predictive benchmarks for graduation. This ongoing work in equitable data and risk analytics is being piloted by two school systems currently, with plans to offer all school systems several options for lowering risk among their students, and increasing graduation.

Partners: ODE, DHS ORRAI, OCBA/OACO

- OCHA/OACO: Mental Health and Latinos in Oregon: Releasing final report on qualitative and quantitative study of trends and indicator of Mental Health (MH) use by Latinos in Oregon between 1983-2013 and its implications for

culturally responsive MH in Oregon. The policy study has highlighted by the high usage of Latino students with school-based MH. The findings have been incorporate into the MH sections of student success and opened dialogue about the role of CCOs in providing school-based mental health services in rural areas.

Partners: OCHA/OACO, OHA, DHS, Latino Emotional Health Collaborative

- OCFW/OACO: The Status of Justice Involved Women in Oregon and policy reforms to reduce incarceration and increase success in reintegration: In 2020 the OCFW began a series of conversations with community and departmental stakeholders regarding the plight of justice-involved women. Unlike men in Oregon’s prisons, women have a high percentage of individuals with MH diagnosis, incarcerated for non-violent crimes often associated with partner abuse and addictions. Separated from their families, often for longer periods of time than their offending partners, Oregon’s justice-involved women face a large number of obstacles and challenges that have been studied independently, or gone unidentified and never studied, but will be gathered into the OCFW’s new report with policy recommendations developed between state partners, subject matter experts, and community input. While this work is beginning in 2020, it is planning new input from community-based organizations and individuals around justice-involved women. The final report will integrate the policy work of Legislative Committees, task forces and local jurisdictions into and overall policy review and next steps.

Partners: OCFW/OACO, DHS, DOC, YWCA of Greater Portland, Oregon Justice Resource Center, Criminal Justice Commission

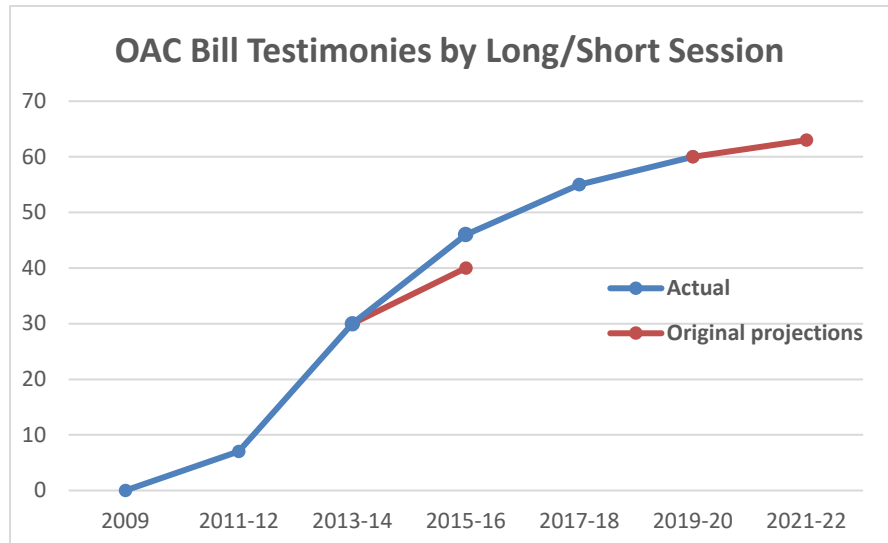
b. High-level Outcomes for Policy Advising/Recommendations/Advocacy 2021-23:

The OACs, supported by the OACO, inform public policy with testimony, letters of support, and invited statements that strengthen bills and assure that highlight equity within legislation, and is data, research, and community informed.

The OACO will support the Commissions’ ongoing work with legislators, departmental and community partners, and the Governor’s Office to research, analyze, inform, and develop equity-focused legislation and policy improvements during the biennium.

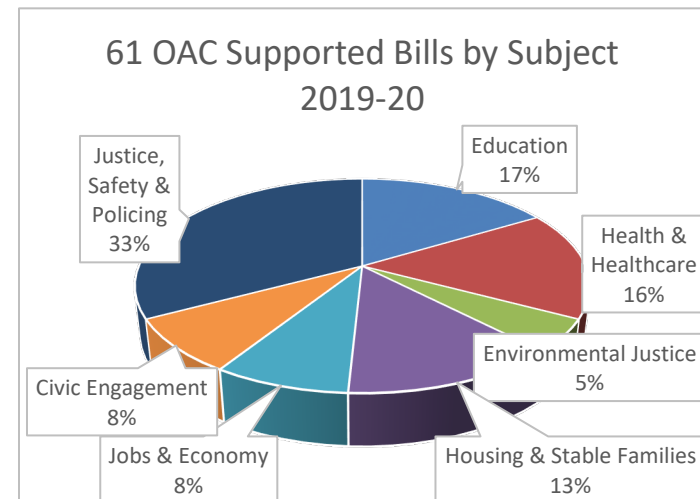
During Long and Short Sessions the OACs will research and track bills, support and provide testimony in these areas and other strategic areas:

- Education
The primary strategic priority of each of the 4 Advocacy Commissions is addressing education disparities among students of color and women. The future of Oregon depends on successful education for all Oregonians from pre-kindergarten through higher education and the trades.
- Jobs and the Economy
Policy that affects wage equity, labor trafficking, career paths, diverse workforce and leadership, small business development, respectful workplaces and attainment is part of the strategic work of the Advocacy Commissions for jobs and the economy.
- Healthcare
Access to healthcare and health coverage, culturally competent care, health education, reducing health disparities, and better health outcomes for all are part of the strategic work of the Advocacy Commissions.
- Justice, Safety, and Policing
Overrepresentation of communities of color in the justice and corrections systems, hate crime and stalking protections, profiling, sentencing, community policing and training, death penalty concerns, human trafficking and access to justice are strategic issues for the Oregon Advocacy Commissions.



c. Leadership development initiatives 2021-23:

The Advocacy Commissions work to grow the number and influence of leaders of color and women within all branches of state government, its key initiatives, departmental leadership,



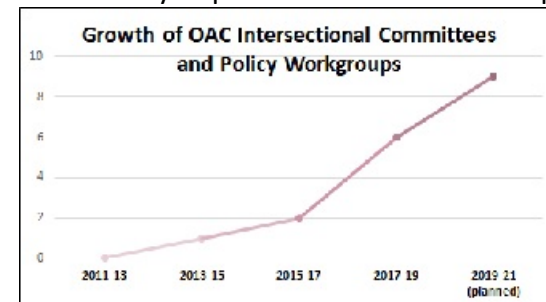
and policy work. To do that the Commissions reach out to youth, communities of color and women to instill the desire to serve and create pathways to leadership, and appoint emerging and seasoned community members onto Departmental advisory councils.

- Growing pipeline in equity related policy work: The Advocacy Commissions piloted in 2020 and are expanding its diverse student policy internships to undergraduate students that included study of the legislative process, background work on women's issues being led by the OCFW to inform their 2020 bill testimony, and meeting with legislators to learn more on policy making from LC's, to bills, to laws. In 2021-23, the Commissions will offer 8 diverse undergraduate policy internships for Junior and Senior students across all Oregon Universities in long session as a pipeline opportunity for students considering equity and policy related work or graduate school topics.
- Building Equity Best Practice and Skillsets into State Departmental hiring plans: The Advocacy Commissions' leadership and topic champions will be helping lead and support the Governor's Office Build a More Equitable Oregon initiative. In the 2021-23 biennium, the OACO staff, and OAC Chairs and Commissioners will build equity into systems change in all state departments in departmental planning for diversity outreach, recruitment and retention statewide in key fields that drive and enable equity focused analytics, management, supervision, and other leadership roles in Oregon government
- OAC Sponsored Leadership growth activities in constituent communities: The OACs will regularly provide scholarships and other support for emerging leaders within all constituent communities to attend leadership development workshops, courses, and conferences. The OAC Commissioners are regularly involved in mentoring within their communities.

d. Partnership and community engagement initiatives 2021-23:

- Building Community voice into all aspects of the OAC, and Departmental Partner policy and resource development: The OACO/OAC's have begun a new partnership with DHS ORRAI and ODE to build regular policy focused discussion and input within API, Black, Hispanic, and Rural/Urban women and immigrant women to infuse the voice of seasoned and emerging leaders into increasing student graduation and developing new risk assessment and intervention tools for local school districts and individual schools. This collaborative work builds leadership within constituent communities into state government, inspiring communities to pursue pathways into state government and its processes.

- OAC Website tools for community and partner engagement and access to equity-focused policy work: Searchable policy resources and interactive databases: The Oregon Advocacy Commissions Office’s (OACO) and the Oregon Advocacy Commissions’ (OACs) website redesign began in earnest in the fall of 2018, to improve and increase the Commissions’ online presence for its stakeholders and communities, offering opportunities to actively engage in policy discussion, research design, and input with the Commissions. At the new OAC/OACO website, launched in June, 2020 the advocacy and applied public policy research work of the Advocacy Commissions is now readily available, with hotlinks to the each testimony, invited testimony, research study and presentation, easily accessible to policy makers, decision makers and researchers, in searchable databases by topic, year, and Commission. The new OACO partnership with DHS ORRAI will produce the first 2 sets of public interactive data, on policy focused subjects in the 2021-23 biennium empowering Oregonians across the state with access to data they can customize in their local, county, regional, and state policy pursuits.
- Community and partner engagement initiative: The OACs have successfully implanted in 2018 – 2020 a policy workgroup structure within the individual Advocacy Commissions, and intersectionally which coordinates the policy research, stakeholder engagement, leadership commitments of partnering departments, and policy development of the Advocacy Commissions. It builds in community and partner engagement in powerful ways in all aspects of the OAC’s statutory work, integrating it into focused equity-building public policy advising and advocacy.



D. Criteria for 2021-23 Budget Development

Goals and objectives overview

The basis of the OACO 2021-23 budget is:

- Increased community engagement in targeted areas of the OAC’s policy work. Building community input and partnerships into research design, identification of issues and policy gaps/remedies, and policy advising to increase success for Communities of Color and women in Oregon. (Proposed PAS2, and expanded existing OPA3)
- Building community voice and advising into all aspects of the equity policy work of OAC and Departmental Partners’ policy and resource development: The OACO/OAC’s began a new partnership in 2020 with DHS ORRAI and ODE to build regular

policy focused discussion and input within API, Black, Hispanic, and Rural/Urban women and immigrant women. The collaboration will infuse the voice of seasoned and emerging leaders into increasing student graduation and developing new risk assessment and intervention tools for local school districts and individual schools. This collaborative work builds leadership within constituent communities and stakeholders into state government. (Proposed OPA 2 and PAS2, and expanded OPA 3)

- Growing the OAC/OACO consultation capacity with policy makers and departmental partners, to the OAC's expertise in equity focused research and community outreach through their growing consultation and collaboration with the OACO Policy Analyst/Researcher and connection to the Commissions. (Expanded OPA 3 and proposed OPA 2)
- Increasing access and use of the OACs' unique applied policy research, data sets, and policy recommendations by equity researchers, policy makers and community partners. (Existing Executive Specialist 2, Proposed PAS2 and OPA 2)
- Complex Project Management and staffing of OACs' policy research and development workgroups and their outcomes. The OAC's applied policy research and policy recommendations are led by a growing number of workgroups comprised of OAC Commission Chairs and subject champion Commissioners, departmental leaders, data managers, equity departmental directors, subject matter experts, legislators and other policy makers, policy advisors, and stakeholder groups. This budget adds dedicated staffing of a skilled project manager to meet the planned timelines and work plans for the workgroups to produce for policy makers: research papers, briefing sheets, LC development and consultation, and legislative committee presentations on the recommendations and data that are the outcomes of the work. (Proposed OPA 2, and existing Executive Specialist 2).

Goals/objectives supported by the OACO budget:

Goal 1) Increase engagement by the Advocacy Commissions in all aspects of the Policy Arc around the OACs' strategic priorities.

Objectives supported in 2021-23 budget

1. Build capacity to establish and staff the OACs' joint committee and workgroup structure that will manage the collaborations, project workflow, deadlines, and outcomes of OAC joint public policy research at the direction of the Executive Director and the OAC Chairs. Grow the intersectional work of the Advocacy Commissions to achieve the following seven outcomes: 1) to grow knowledge and raise awareness on issues in strategic priority areas; 2) identify emerging issues; 3) conduct joint research on issues in rural and urban constituent communities, 4) develop legislative concepts and policy recommendations; 5) set legislative and research priorities; 6) deepen relationships with

partners; and 7) engage policy makers/agency leaders/community stakeholders in support of the OACs' Policy Arc activities.

2. Engage community and stakeholders in OACs' equity-focused policy work, to assure their input and collaboration in study design, applied policy research, and policy recommendations and development.

3. Engage with departmental policy makers, legislators, and OAC leadership within the Policy Arc to identify equity-related policy issues; plan and conduct joint policy research; propose legislative concepts; present research outcomes; and advance equity focused legislation and administrative rules through the work of the Advocacy Commissions.

4. Develop partner research/data sharing agreements between the OACO, university-based, and agency partners to write research grants; conduct joint equity focused policy research; and share/access data on equity related issues identified by the Oregon Advocacy Commissions.

5. Create and implement culturally-specific public involvement and community engagement plans with OCAPIA, OCBA, OCHA, and OCFW, that assure ongoing information dissemination and engagement at key touchpoints for advocacy, applied policy research, research design, policy recommendations, and other equity related work of the OACs.

Supported outcomes in 2021-23 budget

OACs issue Oregon's first seminal reports on long standing challenges to communities of color and women statewide in three key areas.

In 2017 and 2018 the Advocacy Commissions established three workgroups composed of legislators, commission members, state data partners, department leaders, and subject matter experts in the community to lead seminal research and policy reporting on three areas of critical impact to communities of color and women in rural and urban areas. The workgroups were convened by the Chairs of the Advocacy Commissions, and staffed by the OACO Researcher/Policy Analyst (OPA3) who served as supervisor for four graduate students conducting quantitative and qualitative research for the workgroups. Staff support for these OAC workgroups was made possible by recent investment by the legislature in a .5 FTE OPA3 at the OACO, raising overall staff support to 2.5 FTE for the four Commissions.



The research topics were identified by the Advocacy Commissions as driving factors for complex challenges in their communities that would benefit from policy remedies, and then approached the state partners with a joint research proposal. The seminal reports include:

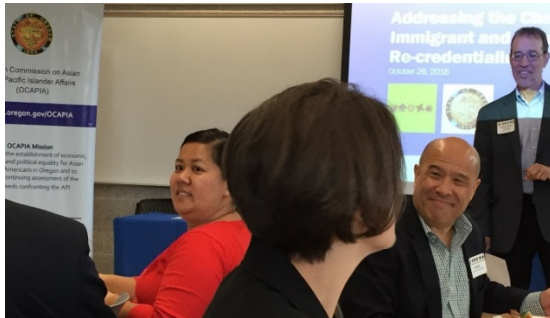
1. ***OCHA, OHA, and DHS release seminal joint report on Mental Health and Latinos in Oregon:***

OCHA partnered with OHA and DHS to granularly research 30 years of MH system usage data, survey MH practitioners, and prepare policy recommendations for the 2019 session and beyond. The seminal report which will be jointly released in 2020 represents the first study of MH and Latinos in 15 years. Pre-release, the quantitative and qualitative research on which the report is based has been the subject of invited presentations by OCHA before the Joint Ways and Means Subcommittee on Health, the Multnomah County Board, and at the Latino Mental Health Statewide Conference in 2018. OCHA, DHS, and OHA have convened three workgroups, staffed by the OACO, to prepare the final report and recommendations and incorporate community input and support during summer and fall, 2018.



- [Mental Health Disparities for Latino Oregonians Report](#), and [Mental Health Disparities for Latino Oregonians Presentation](#)
- [Mental Health Service Disparities of Latino Oregonians: A Qualitative Analysis](#), and [Barriers to Mental Health for Latinos Final Presentation](#)
- The seminal report will be released in the fall of 2020, [here](#).

2. ***OCHA, OCAPIA, OCBA, and OCFW produce intersectional report on MH/BH culturally responsive access and delivery models for API, Black, Latino/a/x, and Women including trauma informed models for schools.*** In 2020, the four Advocacy Commissions actively engaged through their representation on the BH Advisory Council, and the OCHA's *MH and Latinos* report, and presentations before the new legislative MH and BH committees, Oregon data-driven, culturally responsive and trauma informed access and delivery models for MH and BH. In 2021-23 the OACs are working with the legislative MH and BH committees, OHA leadership, OHSU Key to Oregon Study, Communities of Color researchers, and connections within the BH Advisory Council and OHSU, to support and inform new models and guidelines for MH/BH among their constituent communities.



3. ***OCAPIA/OCHA workgroup building public/private best practices for successful Immigrant Re-Credentialing and skill integration into the Oregon market.*** for immigrants with advanced degrees: OCAPIA and the OACs in collaboration with Partners in Diversity, HECC, and the Governor’s Office on Workforce to research best practices locally and nationally around building collaborative models to bring the talents immigrants with internationally earned advanced degrees to market, focused on health related fields. In 2019 and 2020, the OACs engaged with champion legislators, MH/BH practitioners of color, and

associated licensing boards to discuss pathways to licensure, diversity pipeline, and challenges within their professions to grow the number of licensed practitioners of color. In 2021-23 the OACs and their partners, plan to expand their engagement with legislative committee Chairs, licensing boards, and community stakeholders to further engagement, pipeline, and access to diverse MH/BH providers.

- [Re-credentialing of Skilled Immigrants \(Brain Waste\) Final Report](#)
- [State by State Comparisons on Credentialing and Relicensing Initiatives Report](#) and [Re-licensing Initiatives of Highly Skilled Immigrant Workforce Presentation](#)
- [Re-credentialing Forum Summary of Outcomes from Small Groups 8/6/18](#)

4. ***OACO/OACs, DHS, ODE partnership identifies and tests emerging risk factors and related student data for K-12 success, leading to new tools around reducing risk and increasing graduation rates among struggling student populations.*** Building on its 2018/19 joint research with ODE that revealed important ties between investments in culturally relevant practices to decreasing classroom discipline disparities, the OAC’s have begun a new partnership between DHS, ODE, and the OACO. Designed around engaging stakeholders among urban and rural schools, ODE and DHS data and analytics, and OACO/OAC’s culturally responsive policy work the partnership is working with interested schools to identify and compare new risk factors and associated interventions that improve prediction of student graduation, starting at 3rd grade, years prior to the current prediction models based on 9th grade prediction of graduation. The expansion of the OACO OPA 3 to full time and addition of OPA 2 project management within the OACO will both support this partnership.

- [Responding to Disproportionate Disciplinary Action with Culturally Relevant Education Strategies in Oregon K-12 Public Schools Report](#), and
- [Responding to Disproportionate Discipline with Culturally Relevant Pedagogy and Practices Presentation](#)

5. **OCFW and ODE joint research with the Coalition of Oregon School Superintendents (COSA) on Gender Equity in Pay and Leadership.** In 2019-20 the OCFW and its partners in ODE and COSA conducted quantitative and qualitative policy research on disparities and opportunities for women superintendents statewide around pay and leadership equity. The work was jointly supervised by ODE and OACO and conducted by a Masters and a PhD student who interviewed women superintendents, and prepared pay and leadership comparisons as part of the work. COSA, OCFW, and ODE will release the final report with policy recommendations in 2020.
 - This report and presentation will be posted [here](#) in the fall of 2020.

Goal 2) Conduct public policy research and policy development in the OAC's seven priority areas that informs and drives equity-related policymaking each legislative session.

Objectives supported in 2021-23 budget

1. **Expand the equity-related research products provided by the OACs** to include a range of complexity from briefing sheets, infographics, best practices, literature and law reviews, full reports and executive summaries, to bulleted presentations.
2. **Bring constituent communities into the OAC's equity policy work** with listening sessions, research design, workgroup participation, and focus groups, in collaboration with Governor's Office, departmental, legislative, university, and community partners.
3. **Develop ongoing collaborations and partnerships with departmental and university partners** for equity focused policy research and data analytics with the Advocacy Commissions leading to actionable policy recommendations. This budget expands OACO's .5 FTE OPA3 to full time and adds an OPA 2 to support the growing number of OAC workgroups driving the work.
4. **Increase community and partner awareness of and engagement in the OAC's applied policy research and policy recommendations.** This budget adds a full time Public Affairs Specialist 2 (PAS2) to work with the OAC's to create and implement public engagement and information plans
5. **Grow capacity for rural issue and policy analysis** in all aspects of the OAC's policy research on key issues challenging constituent communities statewide, building rural research partnerships across the state.
6. **Grow capacity for intersectional analysis, research, and policy development of interest between two or more of the Oregon Advocacy Commissions,** by increasing the OACO Policy Analyst 3 to full time, supporting

current growth in partnership opportunities and growing staff support for OAC policy workgroups; and adding a full time OPA 2 position to provide public meeting and commissioner support for growing number of OAC workgroups with state partners and legislators, and joint intersectional committees advancing specific equity focused policy work on key issues.

Goal 3) Advocate to improve equity and success in seven key areas of concern to Oregon’s Asian and Pacific Islander, Black, and Hispanic communities and Women: poverty/employment, education/careers, civic engagement/isolation, health/health access, justice/safety/policing, stable families/housing, and environmental equity/justice.

Objectives supported in 2021-23 budget

1. **Craft and support equity-focused legislation and policies for each legislative session** working with OAC champions and legislators and in consultation with Policy Advisors for the Governor.
2. **Build policy partnerships with legislators during interim around emerging issues and policy considerations**, with OAC presentations to legislative committees, joint policy research, legislative partner discussions, issue forums, shared listening sessions, and OAC workgroup engagement.
3. **Engage departmental policy leadership in the OAC’s shared issue interests** with joint research and best practice review and participation in workgroups, to grow and measure impact of administrative policy and resource allocation on equity. New DHS/ODE/OACO/OAC partnership for risk analytics, tools, and interventions for increased graduation rates. New collaborations with legislative POC/OAC’s. New engagement with Governor’s Racial Justice Council.
4. **Build community engagement and voice into all aspects of the OACs’ work.**

Goal 4) Build leadership development from Commissions’ constituent communities.

Objectives supported in 2021-23 budget:

1. **Increase success and awareness of emerging leaders of color and women into state/local leadership roles** by recognizing the achievements of leaders within constituent communities as role models, providing culturally and

- gender specific leadership scholarships, and assisting Departments, Boards and Commissions to attract geographically diverse, qualified leaders of color and women into licensing, policy, advisory, and other boards .
2. **Build Internship opportunities with OACO for students of color and women** through collaborative agreements with graduate schools in key fields of public policy/administration, epidemiology, sociology, social work, ethnic and women’s studies, applied linguistics, education, law, criminology, and other fields intersecting the work of the Advocacy Commissions.
 3. **Engage community and stakeholders** in identifying, studying, and recommending policy remedies for disparities among racial and ethnic communities and women in seven strategic areas addressed by the Advocacy Commissions.

Summary of 2021-23 Biennium Budget

Oregon Advocacy Commissions Office
Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
2019-21 Leg Adopted Budget	3	2.50	766,437	756,596	-	9,841	-	-	-
2019-21 Emergency Boards	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	3	2.50	766,437	756,596	-	9,841	-	-	-
2021-23 Base Budget Adjustments									
Net Cost of Position Actions									
Administrative Biennialized E-Board, Phase-Out	-	-	(26,893)	(26,893)	-	-	-	-	-
Estimated Cost of Merit Increase	-	-	-	-	-	-	-	-	-
Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
Subtotal 2021-23 Base Budget	3	2.50	739,544	729,703	-	9,841	-	-	-
Essential Packages									
010 - Non-PICS Pers Svc/Vacancy Factor									
Non-PICS Personal Service Increase/(Decrease)	-	-	(399)	(399)	-	-	-	-	-
Subtotal	-	-	(399)	(399)	-	-	-	-	-
020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
Cost of Goods & Services Increase/(Decrease)	-	-	22,925	22,925	-	-	-	-	-
State Gov't & Services Charges Increase/(Decrease)	-	-	15,211	15,211	-	-	-	-	-
Subtotal	-	-	38,136	38,136	-	-	-	-	-

Summary of 2021-23 Biennium Budget

Oregon Advocacy Commissions Office
 Oregon Advocacy Commissions Office
 2021-23 Biennium

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 Cross Reference Number: 13100-000-00-00-00000

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040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-

Summary of 2021-23 Biennium Budget

Oregon Advocacy Commissions Office
Oregon Advocacy Commissions Office
2021-23 Biennium

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Subtotal: 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-
080 - E-Boards									
080 - March 2020 Eboard	-	-	-	-	-	-	-	-	-
081 - April 2020 Eboard	-	-	-	-	-	-	-	-	-
082 - May 2020 Eboard	-	-	-	-	-	-	-	-	-
083 - June 2020 Eboard	-	-	-	-	-	-	-	-	-
084 - June 2020 Special Session	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
101 - Increasing Equity Policy Advocacy & Research	-	0.50	139,367	139,367	-	-	-	-	-
102 - Grow Equity Outcomes, Complex Project Support	1	1.00	213,688	213,688	-	-	-	-	-
103 - Integrating Community/Stakeholder Engagement	1	1.00	228,372	228,372	-	-	-	-	-
Subtotal Policy Packages	2	2.50	581,427	581,427	-	-	-	-	-
Total 2021-23 Agency Request Budget	5	5.00	1,358,708	1,348,867	-	9,841	-	-	-

Percentage Change From 2019-21 Leg Approved Budget	66.67%	100.00%	77.28%	78.28%	-	-	-	-	-
Percentage Change From 2021-23 Current Service Level	66.67%	100.00%	74.80%	75.76%	-	-	-	-	-

Summary of 2021-23 Biennium Budget

Oregon Advocacy Commissions Office
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Base Debt Service Adjustment	-	-	-	-	-	-	-	-	-
Base Nonlimited Adjustment	-	-	-	-	-	-	-	-	-
Capital Construction	-	-	-	-	-	-	-	-	-
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020 - Phase In / Out Pgm & One-time Cost									
021 - Phase-in	-	-	-	-	-	-	-	-	-
022 - Phase-out Pgm & One-time Costs	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-
030 - Inflation & Price List Adjustments									
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Subtotal	-	-	38,136	38,136	-	-	-	-	-

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040 - Mandated Caseload									
040 - Mandated Caseload	-	-	-	-	-	-	-	-	-
050 - Fundshifts and Revenue Reductions									
050 - Fundshifts	-	-	-	-	-	-	-	-	-
060 - Technical Adjustments									
060 - Technical Adjustments	-	-	-	-	-	-	-	-	-
Subtotal: 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-

Summary of 2021-23 Biennium Budget

Oregon Advocacy Commissions Office
Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	<i>Positions</i>	<i>Full-Time Equivalent (FTE)</i>	<i>ALL FUNDS</i>	<i>General Fund</i>	<i>Lottery Funds</i>	<i>Other Funds</i>	<i>Federal Funds</i>	<i>Nonlimited Other Funds</i>	<i>Nonlimited Federal Funds</i>
Subtotal: 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-
070 - Revenue Reductions/Shortfall									
070 - Revenue Shortfalls	-	-	-	-	-	-	-	-	-
Modified 2021-23 Current Service Level	3	2.50	777,281	767,440	-	9,841	-	-	-
080 - E-Boards									
080 - March 2020 Eboard	-	-	-	-	-	-	-	-	-
081 - April 2020 Eboard	-	-	-	-	-	-	-	-	-
082 - May 2020 Eboard	-	-	-	-	-	-	-	-	-
083 - June 2020 Eboard	-	-	-	-	-	-	-	-	-
084 - June 2020 Special Session	-	-	-	-	-	-	-	-	-
Subtotal Emergency Board Packages	-	-	-	-	-	-	-	-	-
Policy Packages									
101 - Increasing Equity Policy Advocacy & Research	-	0.50	139,367	139,367	-	-	-	-	-
102 - Grow Equity Outcomes, Complex Project Support	1	1.00	213,688	213,688	-	-	-	-	-
103 - Integrating Community/Stakeholder Engagement	1	1.00	228,372	228,372	-	-	-	-	-
Subtotal Policy Packages	2	2.50	581,427	581,427	-	-	-	-	-
Total 2021-23 Agency Request Budget	5	5.00	1,358,708	1,348,867	-	9,841	-	-	-

Percentage Change From 2019-21 Leg Approved Budget	66.67%	100.00%	77.28%	78.28%	-	-	-	-	-
Percentage Change From 2021-23 Current Service Level	66.67%	100.00%	74.80%	75.76%	-	-	-	-	-

PROGRAM PRIORITIZATION FOR 2021-23

Agency Name: Oregon Advocacy Commissions Office																					
2021-23 Biennium																			Agency Number: 13100		
Program 1																					
Program/Division Priorities for 2021-23 Biennium																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first)	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity Code	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, FM, FO, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request	
Agcy	Prgm/Div																				
13100	1	OACO	Advocacy	Advocacy and OAC engagement in Policy Arc	2,3,4,5	4	1,348,867		10,000			\$ 1,358,867	5	5.00	No	Yes	S			Staff reduction in existing ESS2 will reduce staff support and outcomes for OAC policy advocacy and advising, and applied policy research.	
			Policy research	Applied research in 7 target areas	2,3,4,5	4						\$ -			Yes	No	S			The ARB requests investment in 1 FTE OPA2 additional staff to manage complex research workgroups and analysis, and .5 FTE OPA3 to grow applied policy research collaborations, resources, and outcomes for policymakers.	
			Partnership	Data sharing agreements and equity focused policy collaborations internally and with community and stakeholders	2,3,4,5	4						\$ -			No	No	S				
			Community and Stakeholder engagement	Growing community and stakeholder voice and engagement in all aspects of OAC statutory work.	1,2,3,4,5	4									Yes	No	S			The ARB requests investment in 1 FTE PAS2 to establish and grow significant community and stakeholder input/engagement in all aspects of the OACs' statutory work.	
			Leadership development	Growing leaders in target communities	1	4						\$ -			No	No	S				
												\$ -									
												\$ -									
												\$ -									
												\$ -									
							1,348,867	-	10,000	-	-	\$ 1,358,867									

7. Primary Purpose Program/Activity Exists

- 1 Civil Justice
- 2 Community Development
- 3 Consumer Protection
- 4 Administrative Function
- 5 Criminal Justice
- 6 Economic Development
- 7 Education & Skill Development
- 8 Emergency Services
- 9 Environmental Protection
- 10 Public Health
- 11 Recreation, Heritage, or Cultural
- 12 Social Support

19. Legal Requirement Code

- C Constitutional
- D Debt Service
- FM Federal - Mandatory
- FO Federal - Optional (once you choose to participate, certain requirements exist)
- S Statutory

Within each Program/Division area, prioritize each Budget Program Unit (Activities) by detail budget level in ORBITS

Document criteria used to prioritize activities:

The Oregon Advocacy Commissions Office (OACO) is a 2.5 person office that supports the work of 4 eleven-member Commissions: the Oregon Commissions on Black Affairs, Hispanic Affairs, Asian and Pacific Islander Affairs, and Oregon Commission for Women.

The priorities of the OACO are taken from the statutory missions of the Commissions which, though differing in some respects, share this common statutory purpose:

- (1) Monitor existing programs and legislation designed to meet the needs of the (Black/Hispanic/Asian Pacific Islanders /Women) population.
- (2) Identify and research problem areas and issues affecting the (Black/Hispanic/Asian Pacific Islanders/Women) community and recommend actions to the Governor and the Legislative Assembly, including recommendations on legislative programs.
- (3) Maintain a liaison between the (Black/Hispanic/Asian Pacific Islanders/Women) community and government entities.
- (4) Encourage (Black/Hispanic/Asian Pacific Islanders/Women) representation on state boards and commissions.

The OACO priorities are also reflected in its Long Term (5 yr) Plan and Short Term (2 yr) Plans:

- 1) Advocacy (includes work with the Governor, Legislature and Department leadership on 7 key areas: employment, health, justice, education, environmental equity/justice, isolation & stable families (domestic violence, etc))
- 2) Leadership development (includes internships for students of color and women, emerging leader development from target communities and recruitment of leaders)

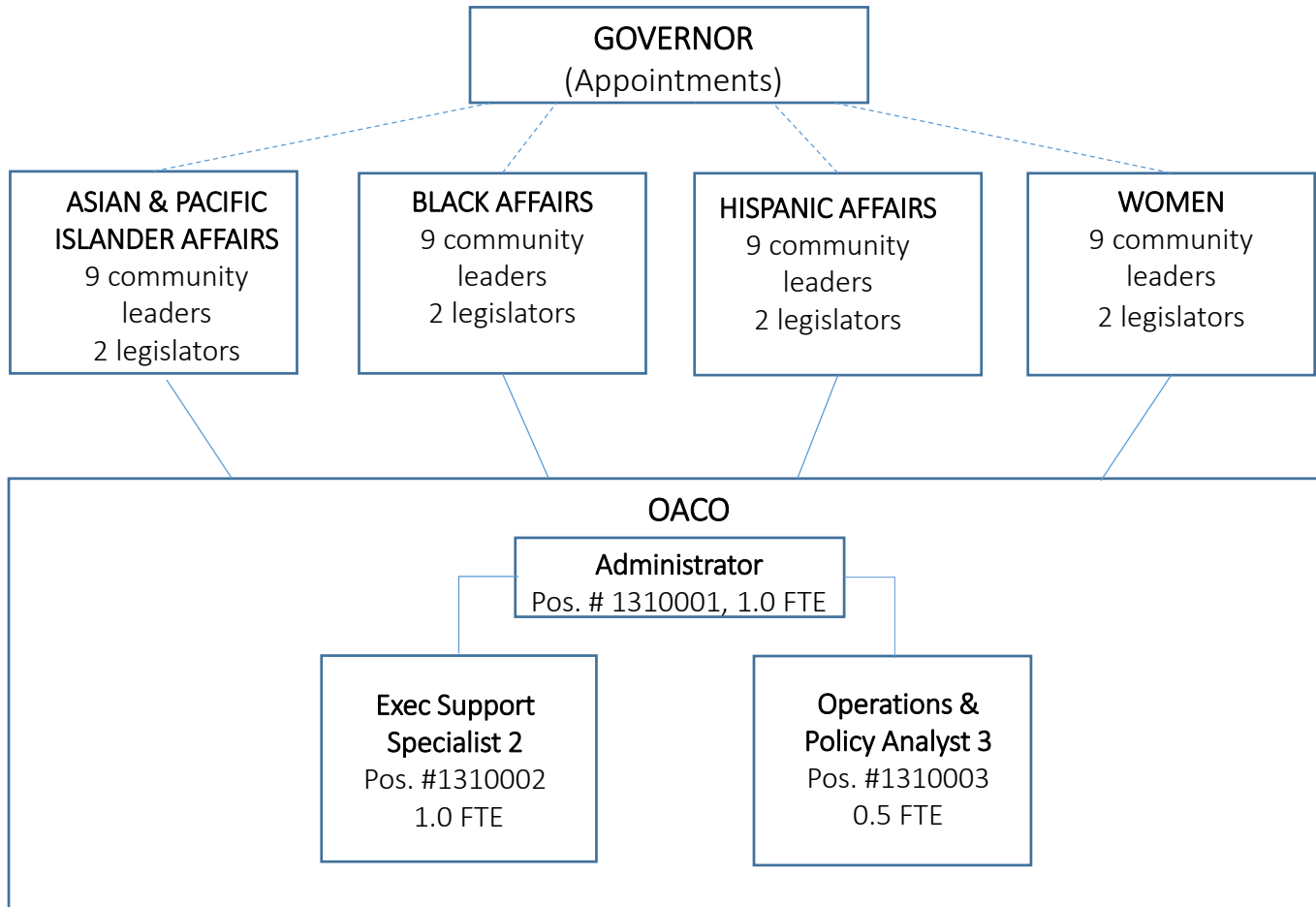
OACO

2021-23 Biennium

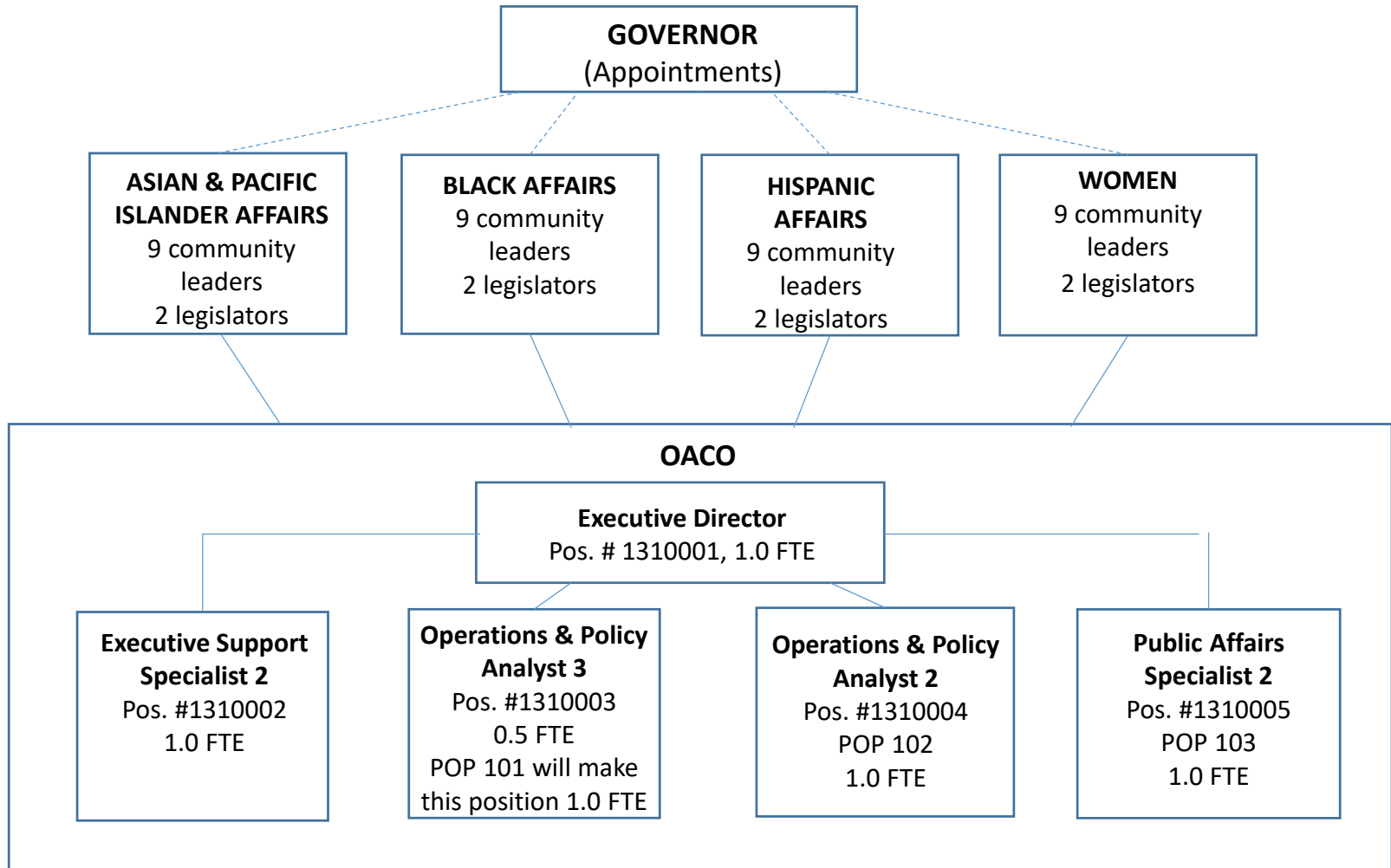
Detail of Reductions to 2021-23 Current Service Level Budget

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Priority (ranked with highest priority first)	Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Impact of Reduction on Services and Outcomes	
Dept	Prgm/ Div													
	OACO		In priority order: 1) \$13,609 Travel Reduction, 2) \$963 Office Expenses, 3) \$20,000 Data, 4) \$3,000 Professional Services, 5) \$1,300 Expendable Property	38,872						\$ 38,872				Post COVID, reduction of in-state travel for Commissioners reduces their ability to develop working relationships within their commissions and the outcomes of the OAC's at in-person meetings with legislators on bills and LC's and invited testimony before committees. However, using ZOOM and other distance platforms have shown themselves to be useful for all these purposes. Professional services for formatting documents and designing OACO materials and reports can be reduced by re-using formats already designed. Computer and phone replacement would be put off for 2 years, which can work by taking the OAC's currently middle aged equipment to the end of its useful life, while still reliable and supported. Data support reduced by cutting web sites from 5 to 1.
	OACO		In priority order: 6) \$3,000 Telecom, 7) \$1,500 Publications, 8) \$237 Office Expenses, 9) \$34,135 Staff Reductions/Furloughs	38,872						\$ 38,872	ESS2	0.87		The Commissions during COVID have increased the amount of communication they do through VOIP so that reducing the Telecom to assume maximum use of computer internet can work. Reducing Publications would require a switch to all digital reports with very few paper publications which is also becoming more expected by legislators and the public, so should pose few problems, while still having some hard copies of influential reports. Reducing office expenses can work, especially around copying costs. During COVID, the staff has shown that need for markers and paper has been changed to screen sharing during ZOOM calls, making the cost reduction much more doable. Reducing the hours of the OAC's staff through actual reduction of positions, or through staff furloughs will negatively affect the outcomes and function of the OACO and the OAC's during a time that needs more community and partner-engaged policy work with the Commissions. Reducing the 1 FTE Executive Support Specialist places more demands on the Administrator. The OACO and its 2.5 FTE provide the coordination and oversight of 4 commissions, 44 commissioners, and 70+ OAC regular and related meetings each biennium. While small in savings the staffing reductions have a large impact on the OAC's statutory advising, advocacy, and equity-related policy research which drive and inform new, and improve existing, laws and other state policy functions by reducing the efficient operation of the OACO and commission workgroup support and ability to meet due to bandwidth..
				77,744	-	-	-	-	-	\$ 77,744	0	0.87		

2019-21 Organization Chart



OACO 2021-23 Organization Chart



Oregon Advocacy Commissions Office

Agency Number: 13100

**Agencywide Program Unit Summary
2021-23 Biennium**

Version: V - 01 - Agency Request Budget

Summary Cross Reference Number	Cross Reference Description	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
001-00-00-00000	Oregon Advocacy Commissions Office						
	General Fund	714,860	756,596	756,596	1,348,867	-	-
	Other Funds	4,694	9,841	9,841	9,841	-	-
	All Funds	719,554	766,437	766,437	1,358,708	-	-
TOTAL AGENCY							
	General Fund	714,860	756,596	756,596	1,348,867	-	-
	Other Funds	4,694	9,841	9,841	9,841	-	-
	All Funds	719,554	766,437	766,437	1,358,708	-	-

____ Agency Request
2021-23 Biennium

____ Governor's Budget
Page _____

____ Legislatively Adopted
Agencywide Program Unit Summary - BPR010

REVENUES

REVENUE FORECAST NARRATIVE/GRAPHICS

Sources

1) Fundraising, Donations, and Contributions - \$20,000

- **185.025 Oregon Advocacy Commissions Office Account.** The Oregon Advocacy Commissions Office Account is established in the General Fund of the State Treasury. The account consists of the moneys received by the Oregon Advocacy Commissions Office, or by the commissions served by the office, other than moneys appropriated to the office by the Legislative Assembly. All moneys in the account are appropriated continuously to the office, and may be used by the office only for the commission to which the contribution was made and for the purposes for which the contributions were made.
- **Limitations on Use.** The Oregon Advocacy Commissions Office, and the commissions served by the office, may accept contributions of funds and assistance from the United States, agencies of the United States or any other source, public or private, and agree to conditions on receiving the funds or assistance. Any funds received under this section must be deposited in the Oregon Advocacy Commissions Office Account. [2005 c.818 §5]

DETAIL OF FEE, LICENSE, OR ASSESSMENT REVENUE PROPOSED FOR INCREASE

Not applicable to this agency.

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Number: 13100
Cross Reference Number: 13100-000-00-00-00000

<i>Source</i>	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Donations	5,730	5,000	5,000	10,000	-	-
Total Other Funds	\$5,730	\$5,000	\$5,000	\$10,000	-	-

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

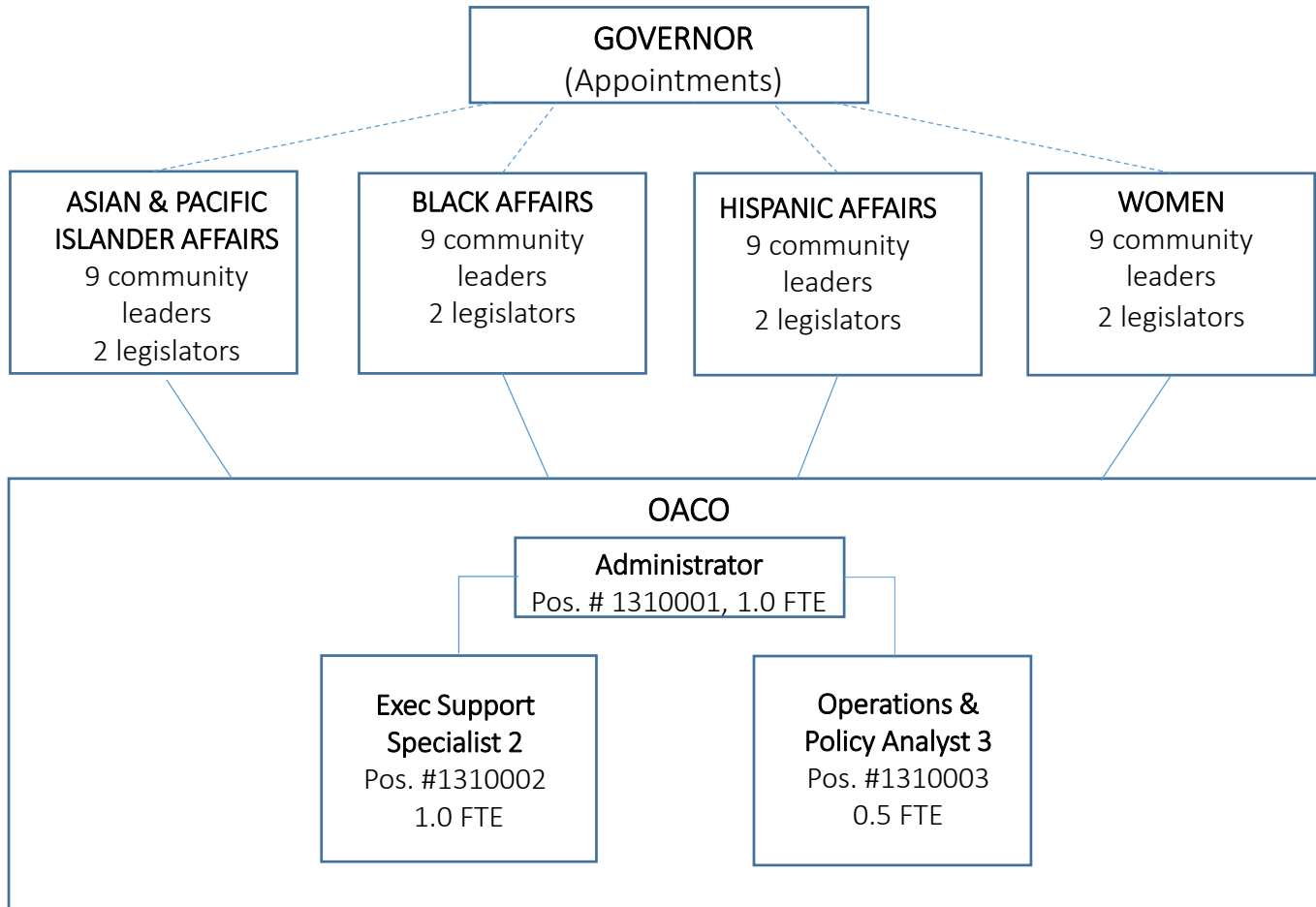
Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Number: 13100
Cross Reference Number: 13100-001-00-00-00000

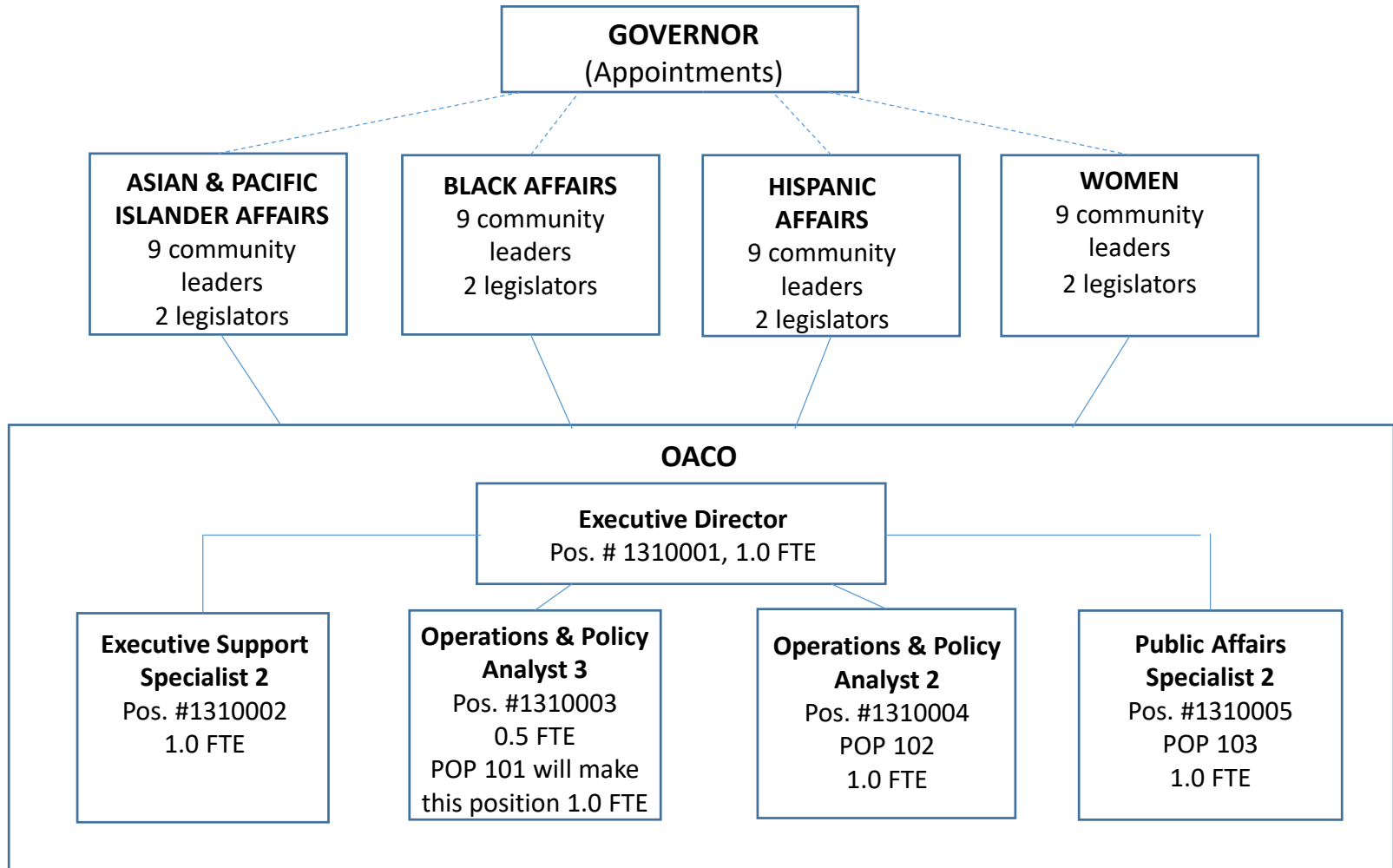
<i>Source</i>	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Donations	5,730	5,000	5,000	10,000	-	-
Total Other Funds	\$5,730	\$5,000	\$5,000	\$10,000	-	-

PROGRAM UNITS

2019-21 Organization Chart

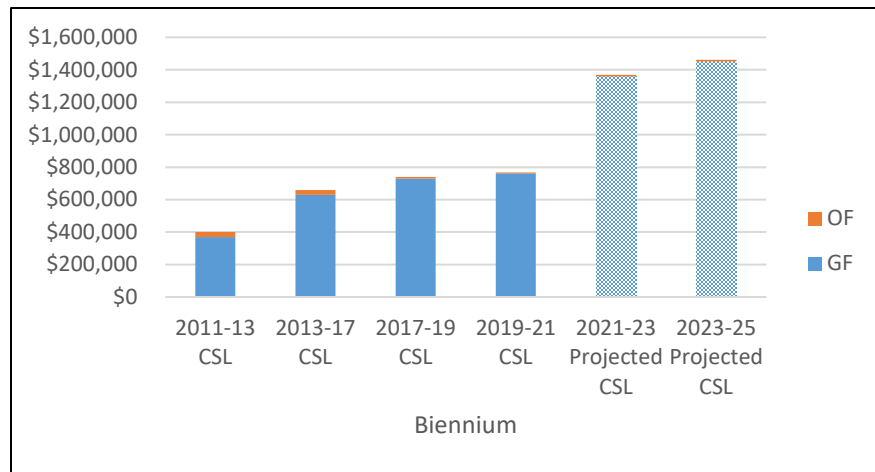


OACO 2021-23 Organization Chart



Program Name: Oregon Advocacy Commissions Office

Primary Outcome Area: Improving Government
 Program Contact: Lucy Baker, Administrator, 503- 250-2698



Program Overview/Enabling legislation

The Oregon Advocacy Commissions Office (OACO) was established in 2005 under ORS **185.005** to jointly serve the Oregon Commissions on Asian & Pacific Islander Affairs (OCAPIA), Black Affairs (OCBA), Hispanic Affairs (OCHA) and the Oregon Commission for Women (OCFW) with a current staff of 2.5 FTE. The individual Commissions were established by Oregon Statute between 1983 - 1995 to advise the Governor and legislators, study barriers and long standing issues challenging communities of color and women statewide, improve equity in public policy as advisors for state policy makers with actionable recommendations and support, grow leadership and increase the success of Oregon’s communities of color and women, representing 1.9 million women; 565,000 Hispanics; 69,000 African Americans; and 141,000 Asian and Pacific Islanders in Oregon. This is expected to increase in the 2020 decennial census.

Program Funding Request/Funding streams/Comparison across biennia

The OACO proposes to grow its staffing from 2.5 FTE (1 FTE Executive Director PEM D, 1FTE Executive Assistant ESS 2, .5FTE Policy Analyst/Researcher OPA 3) to 5 FTE, discussed below. This will allow it to 1) expand its support of equity focused, applied policy research with community and departmental partnerships, 2) support the Legislature’s and Governor’s equity initiatives and analytics. This includes Governor Brown’s Building a More Equitable Oregon Initiative among state departmental leadership and research related work of the Governor’s Racial Justice Council, 3) staff and provide analysis for the OAC’s growing number of policy

workgroups for policy research and their outcomes in MH/BH for Latino, API, Black, and justice involved women; DHS/ODE/OACO partnership in applying fairness in data and risk identification in students grade 3 and above, now moving into expanded piloting with interested schools statewide, and 4) integrating constituent communities statewide and culturally specific stakeholder engagement/information into all aspects of the OACs' work.

The OACO is requesting \$581,427 of additional GF to add capacity to its staffing by 2.5 FTE for a total of 5 FTE.

In priority order:

1. .5FTE OPA3 (to bring .5 OPA 3 to full time), *Cost: \$139,367 2021-23; \$151,213 2023-25; \$164,066 2025-27 additional/biennium*
2. 1 FTE OPA 2, *Cost: \$213,668 2021-23; \$230,717 2023-25; \$249,148 2025-27 additional/biennium*
3. 1 FTE Public Affairs Specialist 2, *Cost: \$228,372 2021-23; \$246,649 2023-25; \$266,434 2025-27 additional/biennium*

Investment in OACO capacity/elevated outcomes/performance in the statutory OACs' charges:

The 2015 legislature was the first since the establishment of the OACO in 2003, to invest in its 2 FTE administrative staffing with a new, professional position: a .5 FTE Policy Analyst (OPA3). The intent, to allow more robust staff support, policy research and analytics for achieving the OACs' statutory charges, has proven effective beyond expectations. The .5 OPA 3 investment has made possible steady advances for the OACs' policy advising/advocacy with increases and complexity of the Commissions' invited testimony, submitted testimony, and floor letters with legislators, and consultation with policy makers, with 60+ testimonies in the past two sessions. It has also driven steady increases in the OACs' applied policy research, policy recommendations, and the number of bills informed by the Commissions' equity-focused applied policy research.

The .5 FTE OPA 3, working with the existing ESS2 for project management, has grown the number and complexity of the applied policy research conducted by Advocacy Commissions, deepening the working relationships and partnerships with DHS, OHA, and ODE, making more granular data, reliable analytics (upstream measures addressing downstream disparities), and application and piloting of new models for culturally specific MH/BH; graduation rates, predictors, and interventions at grade 3, and the status of justice involved women and ties to MH/BH. These and other partnerships steadily build the foundation of OACs' original applied policy research: rare additions of equity and culturally specific policy studies for Oregon, searchable by topic, into the resources available to policy makers for both data and policy recommendations. See them here: <https://www.oregon.gov/oac/Pages/OAC-documents.aspx>

Investing in equity-driven policy support and community engagement 2021-23

With rapidly growing awareness nationally of racial justice and stark disparities in COVID related responses for BIPOC communities, the equity work of the Oregon Advocacy Commissions is now growing in mainstream consciousness, with community-driven urgency

of many years of increasingly stark disparities and systems failures highlighted by COVID outcomes for marginalized communities and policing tragedies. Complementing the current times, the OACs were begun by bi-partisan and bi-cameral legislators of Color and women because the rigor and practice of equity-based policymaking is and has always been complex, demanding work. The OACs have many years of experience, having begun their work over the past 30 years, initiated by Governors Hatfield (OCFW), Atiyeh (OCHA, OCBA), and Kitzhaber (OCAPIA), and supported by Governor Brown, the Senate President, and the Speaker of the House. The OACs have created a significant and growing body of equity-focused original research and policy recommendations, and with well-timed staff investments now, many more years of increasing effectiveness and improvements that help all Oregonians to come.

Program Description

The Oregon Advocacy Commissions (OACs) work with community partners to provide underrepresented populations a voice in legislative and agency policymaking that grows the success of communities of color and women. As part of their statutory missions, the Commissions maintain an independent policy voice within state government collaborating with the Governor's office and legislators in support of mutual areas of priority as well as lifting lesser known but important policy areas into prominence with the OAC's statutory charges of equity focused:

1. **Advocacy/policy advising:** working with legislative and executive branch policy makers in testimony, public statements, floor letter and other types of support of their equitable policymaking.
2. **Applied policy research:** in seven strategic priority areas with granular data, state and university research partnerships, and useful briefing sheets, legislative and executive branch committee presentations, and culturally specific policy reports for Oregon policy makers. To make the most efficient use of expertise and grow opportunities, graduate students, 3L Law students, and PhD students from Universities across Oregon, do significant portions of the research, as a for-credit course.
3. **Partnerships:** The OAC's work with and serve on interdepartmental partnership along with Universities statewide and Community partners to conduct equity focused research and policy recommendations, and
4. **Community/stakeholder engagement:** The OAC's bring community and stakeholder voice and engagement in all aspects of their equity policy work for state government. In 2019-20, the OAC's established three policy workgroups devoted to MH and Latinos. This seminal work, the first in 20 years, regularly engaged 30+ culturally specific MH/BH practitioners statewide, conducting qualitative interviews, identifying Oregon's best practice models, and crafting policy recommendations.

Program Justification and long term outcomes:

Equity in Oregon policy/rule making, Improving outcomes for marginalized communities at the policy level, Success for all.

The Oregon Advocacy Commissions Office is within the Administrative track of GF funding, a former part of the "Improving Government" section of the 10 year plan for Oregon, it has a built solid reputation among legislative and executive branch policy

makers for useful equity-focused data, analytics, original research, invited testimony, appointment to task forces and advisory groups in both branch, and culturally specific policy advising in legislative, executive, and judicial branch. The Chief Justice, in his opinion and notice of rule change to Oregon courts, noted the OAC's advising emergency rule changes regarding religious headgear in court as part of the basis of his action to change those rules, mid-cycle, in 2018. It uses the driving factors of this section for its success emphasizing equity, efficiency, collaboration, and interagency partnerships for its policy research in alignment for achieving the Governor's Focus Areas.

The proposed additional staffing capacity will work with the existing ED, Executive Specialist 2, and part time OPA3 to achieve:

1. Increased community engagement in targeted areas of the OACs' policy work. Building community input and partnerships into research design, identification of issues and policy gaps/remedies, and policy advising to increase success for Communities of Color and women in Oregon. **(Proposed PAS2, and expanded OPA3)**
2. Building community voice and advising into all aspects of the equity policy work of OACs and Departmental Partners' policy and resource development: The OACO/OACs began a new partnership in 2020 with DHS ORRAI and ODE to build regular policy-focused discussion and input within API, Black, Hispanic, and Rural/Urban women and immigrant women. The collaboration will infuse the voice of seasoned and emerging leaders into increasing student graduation and developing new risk assessment and intervention tools for local school districts and individual schools. This collaborative work builds leadership within constituent communities and stakeholders into state government. **(Proposed OPA 2 and PAS2, and expanded OPA 3)**
3. Growing the OAC/OACO's consultation capacity for equity-focused research and community outreach with policy makers and departmental partners, by increasing consultation and collaboration with the OACO Policy Analyst/Researcher and the Commissions. **(Proposed expanded OPA 3 and proposed OPA 2)**
4. Increasing access and use of the OAC's unique applied policy research, data sets, and policy recommendations by equity researchers, policy makers and community partners. **(Proposed PAS2 and OPA 2)**
5. Add complex project management, analysis, and staffing, for OACs' policy research workgroups and their policy recommendations, final reports, and presentations to the legislature and other policy makers. The OAC's applied policy research and policy recommendations are led by a growing number of workgroups comprised of OAC Commission Chairs and subject champion Commissioners, departmental leaders, data managers, equity departmental directors, subject matter experts, legislators and other policy makers, policy advisors, and stakeholder groups. This budget adds dedicated staffing of a skilled project manager to meet the planned timelines and work plans for the workgroups to produce for policy makers: research papers, briefing sheets, LC development and consultation, and legislative committee presentations on the recommendations and data that are the outcomes of the work. **(Proposed OPA 2)**

PROGRAM UNIT NARRATIVE

Essential Policy Packages (EPP): **010 – Non-Pics Pesnl Srvc / Vacancy Factor**
 031 – General Inflation

010 Non-PICS Personal Services / Vacancy Factor

Package Description

This GF package includes adjustments to mass transit, and costs for the PERS Pension Obligation Bond repayment.

031 Standard Inflation and State Government Service Charge

Package Description

This package increases Services and Supplies by the standard 3.0% inflation. Professional services are increased by 3.3%. This package also adjusts costs for changes in the State Government Service Charges.

Staffing impact

The current 2.5 FTE staff positions of the OACO will remain at the 2.5 FTE level. The staff will receive salary increases during the biennium for inflation.

Policy Option Package 101: Increasing Equity Policy Advocacy and Research (.5 additional FTE OPA3)

Purpose

The purpose of this policy package is to permanently establish a 1.0 FTE Operations and Policy Analyst 3 (0872) to increase and enhance policy and analysis support to the work of the 4 Advocacy Commissions (OAC's) for legislative purposes, and for joint policy research between the OAC's and state partners. This is a position that works cross-departmentally and with the Governor's office for the purpose of identifying and tracking upstream measures that affect downstream disparities among ethnic, cultural, racial, LGBTQ, and other underrepresented communities in Oregon. This POP increases the existing .5 FTE OPA 3 position to full time. The research areas that are the foundation of the work are changing long standing disparities in Education, Health outcomes and access, Jobs/Economy, Justice/Safety/Policing, Stable Families/Housing, Environmental Equity/Justice, and Civic Engagement/Isolation. The position will reduce the policy research waiting list and increase the number of policy outcomes between the OAC's and state/community partners as well as grow the scope and number of research and advocacy efforts the OAC's can provide.

The advocacy portion of the work of the OAC's requires staff support in researching with the OAC's potential legislative concepts prior to session, working with the Governor's Office and sponsoring legislators to write and submit bills, tracking bills of interest to the Commissions, reporting

weekly to the Commissions with customized reports on bills, helping the Chairs write testimony on bills supported by their Commission, coordinating votes among the Commissions on bill support, and serving as the registered lobbyist for the OAC's. This is time consuming work that is currently performed by the agency Administrator over the course of long and short session. Because of her other duties, the Commissions do not have the ability to fully research policy issues and develop needed legislative concepts prior to session and have a standing backlog of issue areas needing that research. While the Administrator focused her time during the 2013 and 14 sessions on legislative support and as a consequence the OAC's increased their support and testimony from 10 the previous biennium to 30 bills supported with testimony in the current biennium, the level is not sustainable with only the Administrator's support. Adding this position will allow the Commissions to regularly propose legislative concepts and provide the depth of research needed along with support in testimony.

How Achieved

Since the OPA3 was added to the OACO staff in 2015 session, it has become an integrated part of OACO consultation and work between departments and within Executive and Legislative Branches on Equity focused policy and data discussions. In Executive Branch, the OACO is part of the Governor's Build a More Equitable Oregon Initiatives including leadership among the regular equity, policy, and civic engagement now regularly coordinated through the Governor's Office and in support of her community engagement through the new Racial Justice Council, for which the OACO OPA3 will provide liaison with the Advocacy Commissions and the Racial Justice Council's need for policy research and related resources. The OACO's Policy Analyst/Researcher is a collaborative member of DHS' ORRAI Fairness in Data team, regularly engaging OAC input into equity related data, bias, and analytics discussions. The OPA 3 is also a contributing member of the Key to Oregon research advisory group at OHSU, bringing community voice and policy guidance on research design from the Advocacy Commissions to the project as part of Oregon's COVID response in marginalized communities. In Legislative Branch, the OPA3 coordinates with their legislative appointees to the Commissions on equity focused legislation, serves as reviewer, by legislators' requests, of legislative concepts with sponsoring legislators, the legislative POC Caucus, and members and the Commissions around key issues.

This is an expanding role that needs increased bandwidth to meet growing requests by legislators and interdepartmental partnerships on equity focused policy research, fairness in data, and upstream analytics of downstream disparities among communities of color and women. It will allow the Advocacy Commissions to more fully integrate community and stakeholder input into research design, and more quickly progress the timeline from start to finish of complex research projects with the Advocacy Commissions from over 2 years, to one year.

Staffing Impact

1.0 FTE (24 months) Operations and Policy Analyst 3 (0872)*

*Increases the existing permanent .5 FTE OPA 3 position to full time, 1 FTE.

Quantifying Results

This policy package will ensure that the OACO meets the demand of the OAC Commissions and their cross-departmental policy partners to receive timely support researching and gathering public/stakeholder input on legislative concepts, working cross-departmentally with data and analytics leadership to identify and track upstream equity focused measures and analytics related to OAC priorities jointly with the Governor's Office and champion legislators, reducing their backlog of research subjects with substantive collaborative policy research, and reduce the time needed to complete complex policy research with several interdepartmental partners from over 2 years to 1 year. Performance measurements include tracking the growing number of the OACs' equity-focused policy research projects, the number of bills informed by the policy research, the number of bills initiated from the recommendations, the number of policies influenced by the research, and research partner/contact satisfaction with factors that are the foundation of the OACO's primary functions: timeliness, relevance, helpfulness, expertise, and access to information. The package will also increase the number and scope of equity initiatives from Executive Branch and Legislative Branch that are contributed to and influenced by the research and analytics of the OACs/OACO.

Revenue Source

GF - *\$139,367 2021-23; \$151,213 2023-25; \$164,066 2025-27*

Policy Option Package 102: Grow Equity Outcomes, Complex Project Support – 1 FTE OPA 2

Purpose

This package will permanently establish a 1.0 FTE Operations and Policy Analyst 2 (0871) in order to manage the resources, collaborations, project workflow, deadlines, and outcomes of OAC joint public policy research and its associated OAC workgroups at the direction of the Executive Director. This position will staff the policy workgroups of the Commissions and work with the Chairs of the workgroups to develop work plans, assure community input is invited and integrated into the research, and manage the timing and outcomes of the research and policy recommendations, along with formal release and presentations to policy makers are prepared and ready.

How Achieved

The OPA 2 will work with the Chairs of OAC Policy Workgroups to: operationalize research projects approved by the Advocacy Commissions and their partners; staff the leadership, policy and stakeholder/community workgroups; prepare work plans and timelines; manage bids and scope of work for associated contracts; manage project steps; and manage associated activities among workgroup members and their partners, seeing the OAC research projects through to their final reports and outputs.

Staffing Impact

Add a 1.0 FTE (24 months) Operations and Policy Analyst 2 (0871)

Quantifying Results

The OAC's policy workgroups each have work plans and timelines for research projects with well-defined scopes of work, and deliverables, with budgets and resources assigned. The number of final policy papers will increase from assuring that the complex projects and partners within the workgroups keep the project moving forward in a planned way with data collection, analytics, public review and input, partner collaboration and commitment, best practice, and lit review, writing and integration of study results and policy recommendations are reviewed by stakeholders, and the final reports with recommendations are completed on time and are ready for presentation to policy makers and stakeholders. The average amount of time needed for OAC policy research will be reduced from over 2 years to one year, and the number of full projects increased from two annually to four, led by each of the Advocacy Commissions.

Revenue Source

GF - \$213,668 **2021-23**; \$230,717 **2023-25**; \$249,148 **2025-27**

Policy Option Package 103: Integrating Community/Stakeholder Engagement - 1 FTE Public Affairs Specialist 2 (PAS2)

Purpose:

The purpose of this policy package is to permanently establish a 1.0 FTE Public Affairs Specialist 2 (0865) to increase the engagement of the OAC's with their constituent communities and policy partners with focused, regular communication on the policy and advocacy work of the Advocacy Commissions. The work of the Public Affairs position at OACO will support the OAC's statutory connection with their constituent communities with a communications plan for each Commission targeted to the needs and interests of specific diverse communities in urban and rural areas of Oregon. The position will assist the OAC's in integrating information and discussion outcomes gained from their dialogue with communities into meaningful policy frameworks as part of the overall communication and engagement plan.

The outcomes of the work are focused on reducing barriers to success for API, Black, and Hispanic Communities, and women statewide, by informing and influencing public policy through the research and advisory role of the Advocacy Commissions. The position supports the mission of the Advocacy Commissions to ensure authentic community engagement and input on complicated and/or controversial equity, social, and racial justice issues. This position helps communities and individuals understand and engage with the Oregon Advocacy Commissions, and strengthens the community foundation of the Oregon Advocacy Commissions' to inform and influence policies, program and budget decisions in state government.

The position uses a variety of community engagement strategies and practices to grow partnerships and trust in communities statewide, with regular connection and communication among community leaders around the work of the Commissions. In this role, the position serves as a dedicated staff liaison between the four Advocacy Commissions and Black, Latinx, Asian, Pacific Islander communities and women in Oregon to foster meaningful collaboration and supportive partnerships. The work of the Community Engagement Liaison will deepen the ability of the

Advocacy Commissions in their essential role to integrate input from diverse community stakeholders, partners, and leaders across the state, within data-informed and community-based decision-making, addressing policy gaps, institutionalized racism, and barriers in existing policy.

How Achieved:

Additional staff and resources for the Community Engagement strategies of the Commissions will provide targeted plans for meaningful policy discussions with Asian and Pacific Islander, Black, and Hispanic Oregonians, and women statewide. It will allow the Commissions to work individually and collaboratively with a consistent message and focus, expanded into social media platforms, newsletters/information to the OACs' constituent communities and partners and OAC website coverage of events and the OACs in community. The current staff also help post information and updates to social media for the Commissions but have little time to do so. The consequence is that the Commissions' information is quickly outdated on its website, and it has a small presence in community, and in community engagement: essential to the success of its equity-focused policy advising and applied research. The Public Affairs position will coordinate updates for social media, train Commissioners to make posts, and will monitor and administer Facebook and Twitter for the Commissions assuring focused, consistent messaging in the seven strategic priorities of the Advocacy Commissions.

As an equity resource, facilitation, and communications expert, the position grows and maintains public access to granular data and applied research about their communities at the OAC/OACO website; develops the OACs reports to the legislature, Governor's Office, and community, writing briefing sheets, reports, and presentations covering the OACs' research findings and policy development; writing community engagement, advocacy, and policy agendas for sharing in media, on email groups, OAC Facebook posts specific to their communities, Twitter, and other information and engagement web platforms. It maintains a positive working relationship with the media around equity-focused stories, relating the equity work of the OACs to public interest within culturally-specific or broader audiences. Internally, this position coordinates with the OAC/OACO leadership, the Governor's Office, inter-departmental equity colleagues, and OAC research and project management staff to advance the larger Oregon equity agenda set by the Governor. The position develops and provides information to the public and policy makers, informational materials, web and social media content, supports the commissions in developing and leads implementation of the OACs' engagement/communication plans. The position uses a variety of communication and public involvement tools and practices, including public relations, education, media relations, staff and OAC Commissioner training in effective communication, and social media approaches.

Staffing Impact

1.0 (24 months) FTE Public Affairs Specialist 2 (0865)

Quantifying Results

This policy package will ensure the OAC's engage successfully with their constituent communities statewide with meaningful policy discussions targeted to diverse, urban and rural Oregonians. It will assure timely, accurate updates to OAC websites, and engaging, informational posts on individual and collaborative work of the OAC's on Facebook, Twitter and other social media with high quality, relevant information and engagement for communities of color and women. The OACO currently uses customer service performance measures relating to timeliness,

relevancy, expertise, accuracy, helpfulness, availability of information and overall satisfaction which will be adapted to improving the performance and fully integrating engagement into all aspects of the OAC's statutory work.

Revenue Source

GF - \$228,372 **2021-23**; \$246,649 **2023-25**; \$266,434 **2025-27**

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
 Pkg: 010 - Non-PICS Psnl Svc / Vacancy Factor

Cross Reference Name: Oregon Advocacy Commissions Office
 Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	(399)	-	-	-	-	-	(399)
Total Revenues	(\$399)	-	-	-	-	-	(\$399)
Personal Services							
Pension Obligation Bond	(304)	-	-	-	-	-	(304)
Mass Transit Tax	(95)	-	-	-	-	-	(95)
Total Personal Services	(\$399)	-	-	-	-	-	(\$399)
Total Expenditures							
Total Expenditures	(399)	-	-	-	-	-	(399)
Total Expenditures	(\$399)	-	-	-	-	-	(\$399)
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
Pkg: 031 - Standard Inflation

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	20,226	-	-	-	-	-	20,226
Total Revenues	\$20,226	-	-	-	-	-	\$20,226
Services & Supplies							
Instate Travel	588	-	-	-	-	-	588
Out of State Travel	1	-	-	-	-	-	1
Employee Training	6	-	-	-	-	-	6
Office Expenses	62	-	-	-	-	-	62
Telecommunications	418	-	-	-	-	-	418
State Gov. Service Charges	15,211	-	-	-	-	-	15,211
Data Processing	1,216	-	-	-	-	-	1,216
Publicity and Publications	87	-	-	-	-	-	87
Professional Services	203	-	-	-	-	-	203
Employee Recruitment and Develop	3	-	-	-	-	-	3
Dues and Subscriptions	5	-	-	-	-	-	5
Facilities Rental and Taxes	459	-	-	-	-	-	459
Agency Program Related S and S	1	-	-	-	-	-	1
Other Services and Supplies	1,909	-	-	-	-	-	1,909
Expendable Prop 250 - 5000	57	-	-	-	-	-	57
IT Expendable Property	-	-	-	-	-	-	-
Total Services & Supplies	\$20,226	-	-	-	-	-	\$20,226

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
 Pkg: 031 - Standard Inflation

Cross Reference Name: Oregon Advocacy Commissions Office
 Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total Expenditures							
Total Expenditures	20,226	-	-	-	-	-	20,226
Total Expenditures	\$20,226	-	-	-	-	-	\$20,226
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
Pkg: 032 - Above Standard Inflation

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	17,910	-	-	-	-	-	17,910
Total Revenues	\$17,910	-	-	-	-	-	\$17,910
Services & Supplies							
Data Processing	10,515	-	-	-	-	-	10,515
Other Services and Supplies	7,395	-	-	-	-	-	7,395
Total Services & Supplies	\$17,910	-	-	-	-	-	\$17,910
Total Expenditures							
Total Expenditures	17,910	-	-	-	-	-	17,910
Total Expenditures	\$17,910	-	-	-	-	-	\$17,910
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
Pkg: 101 - Increasing Equity Policy Advocacy & Research

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	139,367	-	-	-	-	-	139,367
Total Revenues	\$139,367	-	-	-	-	-	\$139,367
Personal Services							
Class/Unclass Sal. and Per Diem	95,868	-	-	-	-	-	95,868
Empl. Rel. Bd. Assessments	29	-	-	-	-	-	29
Public Employees' Retire Cont	16,422	-	-	-	-	-	16,422
Social Security Taxes	7,334	-	-	-	-	-	7,334
Worker's Comp. Assess. (WCD)	23	-	-	-	-	-	23
Mass Transit Tax	575	-	-	-	-	-	575
Flexible Benefits	19,116	-	-	-	-	-	19,116
Total Personal Services	\$139,367	-	-	-	-	-	\$139,367
Total Expenditures							
Total Expenditures	139,367	-	-	-	-	-	139,367
Total Expenditures	\$139,367	-	-	-	-	-	\$139,367
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-

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Oregon Advocacy Commissions Office
Pkg: 101 - Increasing Equity Policy Advocacy & Research

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Total FTE							
Total FTE							0.50
Total FTE	-	-	-	-	-	-	0.50

ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
Pkg: 102 - Grow Equity Outcomes, Complex Project Support

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	213,688	-	-	-	-	-	213,688
Total Revenues	\$213,688	-	-	-	-	-	\$213,688
Personal Services							
Class/Unclass Sal. and Per Diem	119,304	-	-	-	-	-	119,304
Empl. Rel. Bd. Assessments	58	-	-	-	-	-	58
Public Employees' Retire Cont	20,437	-	-	-	-	-	20,437
Social Security Taxes	9,127	-	-	-	-	-	9,127
Worker's Comp. Assess. (WCD)	46	-	-	-	-	-	46
Mass Transit Tax	716	-	-	-	-	-	716
Flexible Benefits	38,232	-	-	-	-	-	38,232
Total Personal Services	\$187,920	-	-	-	-	-	\$187,920
Services & Supplies							
Instate Travel	769	-	-	-	-	-	769
Employee Training	3,985	-	-	-	-	-	3,985
Office Expenses	2,278	-	-	-	-	-	2,278
Telecommunications	1,708	-	-	-	-	-	1,708
Data Processing	740	-	-	-	-	-	740
Publicity and Publications	569	-	-	-	-	-	569
Employee Recruitment and Develop	456	-	-	-	-	-	456
Dues and Subscriptions	569	-	-	-	-	-	569
Facilities Rental and Taxes	7,861	-	-	-	-	-	7,861
Other Services and Supplies	4,100	-	-	-	-	-	4,100

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Oregon Advocacy Commissions Office
 Pkg: 102 - Grow Equity Outcomes, Complex Project Support

Cross Reference Name: Oregon Advocacy Commissions Office
 Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Expendable Prop 250 - 5000	2,733	-	-	-	-	-	2,733
Total Services & Supplies	\$25,768	-	-	-	-	-	\$25,768
Total Expenditures							
Total Expenditures	213,688	-	-	-	-	-	213,688
Total Expenditures	\$213,688	-	-	-	-	-	\$213,688
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-
Total Positions							
Total Positions							1
Total Positions	-	-	-	-	-	-	1
Total FTE							
Total FTE							1.00
Total FTE	-	-	-	-	-	-	1.00

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
Pkg: 103 - Integrating Community/Stakeholder Engagement

Cross Reference Name: Oregon Advocacy Commissions Office
Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Revenues							
General Fund Appropriation	228,372	-	-	-	-	-	228,372
Total Revenues	\$228,372	-	-	-	-	-	\$228,372
Personal Services							
Class/Unclass Sal. and Per Diem	131,016	-	-	-	-	-	131,016
Empl. Rel. Bd. Assessments	58	-	-	-	-	-	58
Public Employees' Retire Cont	22,443	-	-	-	-	-	22,443
Social Security Taxes	10,023	-	-	-	-	-	10,023
Worker's Comp. Assess. (WCD)	46	-	-	-	-	-	46
Mass Transit Tax	786	-	-	-	-	-	786
Flexible Benefits	38,232	-	-	-	-	-	38,232
Total Personal Services	\$202,604	-	-	-	-	-	\$202,604
Services & Supplies							
Instate Travel	769	-	-	-	-	-	769
Employee Training	3,985	-	-	-	-	-	3,985
Office Expenses	2,278	-	-	-	-	-	2,278
Telecommunications	1,708	-	-	-	-	-	1,708
Data Processing	740	-	-	-	-	-	740
Publicity and Publications	569	-	-	-	-	-	569
Employee Recruitment and Develop	456	-	-	-	-	-	456
Dues and Subscriptions	569	-	-	-	-	-	569
Facilities Rental and Taxes	7,861	-	-	-	-	-	7,861
Other Services and Supplies	4,100	-	-	-	-	-	4,100

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ESSENTIAL AND POLICY PACKAGE FISCAL IMPACT SUMMARY

Oregon Advocacy Commissions Office
 Pkg: 103 - Integrating Community/Stakeholder Engagement

Cross Reference Name: Oregon Advocacy Commissions Office
 Cross Reference Number: 13100-001-00-00-00000

<i>Description</i>	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	All Funds
Services & Supplies							
Expendable Prop 250 - 5000	2,733	-	-	-	-	-	2,733
Total Services & Supplies	\$25,768	-	-	-	-	-	\$25,768
Total Expenditures							
Total Expenditures	228,372	-	-	-	-	-	228,372
Total Expenditures	\$228,372	-	-	-	-	-	\$228,372
Ending Balance							
Ending Balance	-	-	-	-	-	-	-
Total Ending Balance	-	-	-	-	-	-	-
Total Positions							
Total Positions							1
Total Positions	-	-	-	-	-	-	1
Total FTE							
Total FTE							1.00
Total FTE	-	-	-	-	-	-	1.00

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PICS116 - Net Package Fiscal Impact Report

2021-23 Biennium

Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: CSL														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 101

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
1310003	1234430	53372	UA	C0872 A P OPERATIONS & POLICY ANALYST	30	PF	24	9	7,989	95,868	42,924	138,792	0	0.50	
										General Funds	95,868	42,924	138,792		
										Lottery Funds	0	0	0		
										Other Funds	0	0	0		
										Federal Funds	0	0	0		
										Total Funds	95,868	42,924	138,792	0	0.50

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 102

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
1310004	1391093		UA C0871 A P	OPERATIONS & POLICY ANALYST	27	PF	24	2	4,971	119,304	67,900	187,204	1	1.00	
										General Funds	119,304	67,900	187,204		
										Lottery Funds	0	0	0		
										Other Funds	0	0	0		
										Federal Funds	0	0	0		
										Total Funds	119,304	67,900	187,204	1	1.00

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 103

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
1310006	1391114		UA C0865 A P	PUBLIC AFFAIRS SPECIALIST 2	29	PF	24	2	5,459	131,016	70,802	201,818	1	1.00	
										General Funds	131,016	70,802	201,818		
										Lottery Funds	0	0	0		
										Other Funds	0	0	0		
										Federal Funds	0	0	0		
										Total Funds	131,016	70,802	201,818	1	1.00

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Number: 13100
Cross Reference Number: 13100-000-00-00-00000

<i>Source</i>	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Donations	5,730	5,000	5,000	10,000	-	-
Total Other Funds	\$5,730	\$5,000	\$5,000	\$10,000	-	-

DETAIL OF LOTTERY FUNDS, OTHER FUNDS, AND FEDERAL FUNDS REVENUE

Oregon Advocacy Commissions Office
2021-23 Biennium

Agency Number: 13100
Cross Reference Number: 13100-001-00-00-00000

<i>Source</i>	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Leg Approved Budget	2021-23 Agency Request Budget	2021-23 Governor's Budget	2021-23 Leg. Adopted Budget
Other Funds						
Donations	5,730	5,000	5,000	10,000	-	-
Total Other Funds	\$5,730	\$5,000	\$5,000	\$10,000	-	-

CAPITAL BUDGETING

Not applicable to this agency.

SPECIAL REPORTS

INFORMATION TECHNOLOGY-RELATED PROJECTS/INITIATIVES

Not applicable to this agency.

AUDIT RESPONSE REPORT

Not applicable to this agency.

AFFIRMATIVE ACTION REPORT

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT:

Equal Employment Opportunity

The Oregon Advocacy Commissions Office is committed to a policy of non-discrimination at all levels and in all aspects of the OACO's operations. Hiring and work evaluations are based on job experience and performance. Diverse job seekers are encouraged to apply as per DAS guidelines.

Affirmative Action

It is the policy of the Oregon Advocacy Commissions Office (OACO) to comply with all aspects of the Governor's Affirmative Action directives set forth in ORS [659A.012](#) – [659A.015](#). See the plan here:

https://www.oregon.gov/oac/Documents1/OACO_Affirmative_Action_Plan_2019-2021.pdf

The agency is requesting additional staff for the 2021-23 biennium, and is committed to proactively recruit, hire and promote women, minorities, individuals with disabilities and veterans and will work internally with diversity partners to circulate widely and attract qualified, diverse applicants if/when the positions are approved by the legislature. The OACO circulates job openings through its statewide network of Commissioners and diversity practitioners (such as APANO, APACC, Governor's Office of Diversity & Inclusion, Urban League, OLAA, AAUW, LWV, City of Portland and Multnomah County among others). This is in addition to OACO working with DAS' Enterprise Human Resources Services to advertise widely and ensure the posting reaches all corners of the state.

When possible, OACO strives to contract with minority and woman owned business and certified businesses, and to raise awareness about the state's certification process for unregistered MWESB contractors.

SUPERVISORY RATIO

Not applicable to this agency.

Oregon Advocacy Commissions Office

**Summary Cross Reference Listing and Packages
2021-23 Biennium**

Agency Number: 13100

BAM Analyst: Perkins, Alexander

Budget Coordinator: Tennimon, Amy - (503)373-1606

Cross Reference Number	Cross Reference Description	Package Number	Priority	Package Description	Package Group
001-00-00-00000	Oregon Advocacy Commissions Office	010	0	Non-PICS Psnl Svc / Vacancy Factor	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	021	0	Phase-in	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	022	0	Phase-out Pgm & One-time Costs	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	031	0	Standard Inflation	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	032	0	Above Standard Inflation	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	033	0	Exceptional Inflation	Essential Packages
001-00-00-00000	Oregon Advocacy Commissions Office	080	0	March 2020 Eboard	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	081	0	April 2020 Eboard	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	082	0	May 2020 Eboard	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	083	0	June 2020 Eboard	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	101	0	Increasing Equity Policy Advocacy & Research	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	102	0	Grow Equity Outcomes, Complex Project Support	Policy Packages
001-00-00-00000	Oregon Advocacy Commissions Office	103	0	Integrating Community/Stakeholder Engagement	Policy Packages

Oregon Advocacy Commissions Office

**Policy Package List by Priority
2021-23 Biennium**

Agency Number: 13100

BAM Analyst: Perkins, Alexander

Budget Coordinator: Tennimon, Amy - (503)373-1606

<i>Priority</i>	<i>Policy Pkg Number</i>	<i>Policy Pkg Description</i>	<i>Summary Cross Reference Number</i>	<i>Cross Reference Description</i>
0	080	March 2020 Eboard	001-00-00-00000	Oregon Advocacy Commissions Office
	081	April 2020 Eboard	001-00-00-00000	Oregon Advocacy Commissions Office
	082	May 2020 Eboard	001-00-00-00000	Oregon Advocacy Commissions Office
	083	June 2020 Eboard	001-00-00-00000	Oregon Advocacy Commissions Office
	101	Increasing Equity Policy Advocacy & Research	001-00-00-00000	Oregon Advocacy Commissions Office
	102	Grow Equity Outcomes, Complex Project Sup	001-00-00-00000	Oregon Advocacy Commissions Office
	103	Integrating Community/Stakeholder Engagem	001-00-00-00000	Oregon Advocacy Commissions Office

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	13,562	8,800	-	8,800	6,900	6,900
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	-	-	-	6,306	6,306
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	13,562	8,800	-	8,800	13,206	13,206
TOTAL BEGINNING BALANCE	\$13,562	\$8,800	-	\$8,800	\$13,206	\$13,206
REVENUE CATEGORIES						
GENERAL FUND APPROPRIATION						
0050 General Fund Appropriation						
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
DONATIONS AND CONTRIBUTIONS						
0905 Donations						
3400 Other Funds Ltd	5,730	5,000	-	5,000	10,000	10,000
REVENUES						
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	5,730	5,000	-	5,000	10,000	10,000
TOTAL REVENUES	\$726,532	\$761,596	-	\$761,596	\$739,703	\$777,440
AVAILABLE REVENUES						

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	19,292	13,800	-	13,800	23,206	23,206
TOTAL AVAILABLE REVENUES	\$740,094	\$770,396	-	\$770,396	\$752,909	\$790,646

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund 351,903 392,076 - 392,076 376,236 376,236

3170 Overtime Payments

8000 General Fund 811 - - - -

TOTAL SALARIES & WAGES

8000 General Fund 352,714 392,076 - 392,076 376,236 376,236

TOTAL SALARIES & WAGES

\$352,714 \$392,076 - \$392,076 \$376,236 \$376,236

OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

8000 General Fund 34 122 - 122 145 145

3220 Public Employees' Retire Cont

8000 General Fund 66,863 64,336 - 64,336 62,229 62,229

3221 Pension Obligation Bond

8000 General Fund 21,162 22,097 - 22,097 22,097 21,793

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
3230 Social Security Taxes						
8000 General Fund	26,458	30,010	-	30,010	28,798	28,798
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	124	174	-	174	115	115
3260 Mass Transit Tax						
8000 General Fund	2,023	2,351	-	2,351	2,351	2,256
3270 Flexible Benefits						
8000 General Fund	81,422	105,552	-	105,552	95,580	95,580
TOTAL OTHER PAYROLL EXPENSES						
8000 General Fund	198,086	224,642	-	224,642	211,315	210,916
TOTAL OTHER PAYROLL EXPENSES	\$198,086	\$224,642	-	\$224,642	\$211,315	\$210,916
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
8000 General Fund	-	(2,274)	-	(2,274)	-	-
TOTAL PERSONAL SERVICES						
8000 General Fund	550,800	614,444	-	614,444	587,551	587,152
TOTAL PERSONAL SERVICES	\$550,800	\$614,444	-	\$614,444	\$587,551	\$587,152
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	12,887	13,671	-	13,671	13,671	14,259

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
3400 Other Funds Ltd	289	-	-	-	-	-
All Funds	13,176	13,671	-	13,671	13,671	14,259
4125 Out of State Travel						
8000 General Fund	-	22	-	22	22	23
4150 Employee Training						
8000 General Fund	5,864	136	-	136	136	142
3400 Other Funds Ltd	92	-	-	-	-	-
All Funds	5,956	136	-	136	136	142
4175 Office Expenses						
8000 General Fund	3,156	1,447	-	1,447	1,447	1,509
3400 Other Funds Ltd	23	-	-	-	-	-
All Funds	3,179	1,447	-	1,447	1,447	1,509
4200 Telecommunications						
8000 General Fund	4,919	9,722	-	9,722	9,722	10,140
4225 State Gov. Service Charges						
8000 General Fund	38,089	26,711	-	26,711	26,711	41,922
4250 Data Processing						
8000 General Fund	10,945	28,274	-	28,274	28,274	40,005
4275 Publicity and Publications						
8000 General Fund	25	2,028	-	2,028	2,028	2,115
3400 Other Funds Ltd	3	-	-	-	-	-

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
All Funds	28	2,028	-	2,028	2,028	2,115
4300 Professional Services						
8000 General Fund	23,461	3,564	-	3,564	3,564	3,767
4325 Attorney General						
8000 General Fund	1,056	-	-	-	-	-
4375 Employee Recruitment and Develop						
8000 General Fund	-	66	-	66	66	69
4400 Dues and Subscriptions						
8000 General Fund	3,410	108	-	108	108	113
4425 Facilities Rental and Taxes						
8000 General Fund	10,184	10,668	-	10,668	10,668	11,127
4575 Agency Program Related S and S						
8000 General Fund	2,688	13	-	13	13	14
3400 Other Funds Ltd	2,950	9,841	-	9,841	9,841	9,841
All Funds	5,638	9,854	-	9,854	9,854	9,855
4650 Other Services and Supplies						
8000 General Fund	39,840	44,390	-	44,390	44,390	53,694
3400 Other Funds Ltd	1,337	-	-	-	-	-
All Funds	41,177	44,390	-	44,390	44,390	53,694
4700 Expendable Prop 250 - 5000						
8000 General Fund	784	1,328	-	1,328	1,328	1,385

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
4715 IT Expendable Property						
8000 General Fund	6,752	4	-	4	4	4
TOTAL SERVICES & SUPPLIES						
8000 General Fund	164,060	142,152	-	142,152	142,152	180,288
3400 Other Funds Ltd	4,694	9,841	-	9,841	9,841	9,841
TOTAL SERVICES & SUPPLIES	\$168,754	\$151,993	-	\$151,993	\$151,993	\$190,129
EXPENDITURES						
8000 General Fund	714,860	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	4,694	9,841	-	9,841	9,841	9,841
TOTAL EXPENDITURES	\$719,554	\$766,437	-	\$766,437	\$739,544	\$777,281
REVERSIONS						
9900 Reversions						
8000 General Fund	(5,942)	-	-	-	-	-
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	14,598	3,959	-	3,959	13,365	13,365
TOTAL ENDING BALANCE	\$14,598	\$3,959	-	\$3,959	\$13,365	\$13,365
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	3	3	-	3	3	3
AUTHORIZED FTE POSITIONS						

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
8250 Class/Unclass FTE Positions	2.50	2.50	-	2.50	2.50	2.50

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
BEGINNING BALANCE						
0025 Beginning Balance						
3400 Other Funds Ltd	13,562	8,800	-	8,800	6,900	6,900
0030 Beginning Balance Adjustment						
3400 Other Funds Ltd	-	-	-	-	6,306	6,306
TOTAL BEGINNING BALANCE						
3400 Other Funds Ltd	13,562	8,800	-	8,800	13,206	13,206
TOTAL BEGINNING BALANCE	\$13,562	\$8,800	-	\$8,800	\$13,206	\$13,206
REVENUE CATEGORIES						
GENERAL FUND APPROPRIATION						
0050 General Fund Appropriation						
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
DONATIONS AND CONTRIBUTIONS						
0905 Donations						
3400 Other Funds Ltd	5,730	5,000	-	5,000	10,000	10,000
REVENUES						
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	5,730	5,000	-	5,000	10,000	10,000
TOTAL REVENUES	\$726,532	\$761,596	-	\$761,596	\$739,703	\$777,440
AVAILABLE REVENUES						

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
8000 General Fund	720,802	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	19,292	13,800	-	13,800	23,206	23,206
TOTAL AVAILABLE REVENUES	\$740,094	\$770,396	-	\$770,396	\$752,909	\$790,646

EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund	351,903	392,076	-	392,076	376,236	376,236
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3170 Overtime Payments

8000 General Fund	811	-	-	-	-	-
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TOTAL SALARIES & WAGES

8000 General Fund	352,714	392,076	-	392,076	376,236	376,236
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TOTAL SALARIES & WAGES

	\$352,714	\$392,076	-	\$392,076	\$376,236	\$376,236
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

8000 General Fund	34	122	-	122	145	145
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3220 Public Employees' Retire Cont

8000 General Fund	66,863	64,336	-	64,336	62,229	62,229
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3221 Pension Obligation Bond

8000 General Fund	21,162	22,097	-	22,097	22,097	21,793
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Oregon Advocacy Commissions Office

Agency Number: 13100

Agency Worksheet - Revenues & Expenditures
 2021-23 Biennium
 Oregon Advocacy Commissions Office

Version: V - 01 - Agency Request Budget
 Cross Reference Number: 13100-001-00-00-00000

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
3230 Social Security Taxes						
8000 General Fund	26,458	30,010	-	30,010	28,798	28,798
3250 Worker's Comp. Assess. (WCD)						
8000 General Fund	124	174	-	174	115	115
3260 Mass Transit Tax						
8000 General Fund	2,023	2,351	-	2,351	2,351	2,256
3270 Flexible Benefits						
8000 General Fund	81,422	105,552	-	105,552	95,580	95,580
TOTAL OTHER PAYROLL EXPENSES						
8000 General Fund	198,086	224,642	-	224,642	211,315	210,916
TOTAL OTHER PAYROLL EXPENSES	\$198,086	\$224,642	-	\$224,642	\$211,315	\$210,916
P.S. BUDGET ADJUSTMENTS						
3465 Reconciliation Adjustment						
8000 General Fund	-	(2,274)	-	(2,274)	-	-
TOTAL PERSONAL SERVICES						
8000 General Fund	550,800	614,444	-	614,444	587,551	587,152
TOTAL PERSONAL SERVICES	\$550,800	\$614,444	-	\$614,444	\$587,551	\$587,152
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	12,887	13,671	-	13,671	13,671	14,259

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
3400 Other Funds Ltd	289	-	-	-	-	-
All Funds	13,176	13,671	-	13,671	13,671	14,259
4125 Out of State Travel						
8000 General Fund	-	22	-	22	22	23
4150 Employee Training						
8000 General Fund	5,864	136	-	136	136	142
3400 Other Funds Ltd	92	-	-	-	-	-
All Funds	5,956	136	-	136	136	142
4175 Office Expenses						
8000 General Fund	3,156	1,447	-	1,447	1,447	1,509
3400 Other Funds Ltd	23	-	-	-	-	-
All Funds	3,179	1,447	-	1,447	1,447	1,509
4200 Telecommunications						
8000 General Fund	4,919	9,722	-	9,722	9,722	10,140
4225 State Gov. Service Charges						
8000 General Fund	38,089	26,711	-	26,711	26,711	41,922
4250 Data Processing						
8000 General Fund	10,945	28,274	-	28,274	28,274	40,005
4275 Publicity and Publications						
8000 General Fund	25	2,028	-	2,028	2,028	2,115
3400 Other Funds Ltd	3	-	-	-	-	-

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

<i>DESCRIPTION</i>	<i>2017-19 Actuals</i>	<i>2019-21 Leg Adopted Budget</i>	<i>2019-21 Emergency Boards</i>	<i>2019-21 Leg Approved Budget</i>	<i>2021-23 Base Budget</i>	<i>2021-23 Current Service Level</i>
All Funds	28	2,028	-	2,028	2,028	2,115
4300 Professional Services						
8000 General Fund	23,461	3,564	-	3,564	3,564	3,767
4325 Attorney General						
8000 General Fund	1,056	-	-	-	-	-
4375 Employee Recruitment and Develop						
8000 General Fund	-	66	-	66	66	69
4400 Dues and Subscriptions						
8000 General Fund	3,410	108	-	108	108	113
4425 Facilities Rental and Taxes						
8000 General Fund	10,184	10,668	-	10,668	10,668	11,127
4575 Agency Program Related S and S						
8000 General Fund	2,688	13	-	13	13	14
3400 Other Funds Ltd	2,950	9,841	-	9,841	9,841	9,841
All Funds	5,638	9,854	-	9,854	9,854	9,855
4650 Other Services and Supplies						
8000 General Fund	39,840	44,390	-	44,390	44,390	53,694
3400 Other Funds Ltd	1,337	-	-	-	-	-
All Funds	41,177	44,390	-	44,390	44,390	53,694
4700 Expendable Prop 250 - 5000						
8000 General Fund	784	1,328	-	1,328	1,328	1,385

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Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
4715 IT Expendable Property						
8000 General Fund	6,752	4	-	4	4	4
TOTAL SERVICES & SUPPLIES						
8000 General Fund	164,060	142,152	-	142,152	142,152	180,288
3400 Other Funds Ltd	4,694	9,841	-	9,841	9,841	9,841
TOTAL SERVICES & SUPPLIES	\$168,754	\$151,993	-	\$151,993	\$151,993	\$190,129
EXPENDITURES						
8000 General Fund	714,860	756,596	-	756,596	729,703	767,440
3400 Other Funds Ltd	4,694	9,841	-	9,841	9,841	9,841
TOTAL EXPENDITURES	\$719,554	\$766,437	-	\$766,437	\$739,544	\$777,281
REVERSIONS						
9900 Reversions						
8000 General Fund	(5,942)	-	-	-	-	-
ENDING BALANCE						
8000 General Fund	-	-	-	-	-	-
3400 Other Funds Ltd	14,598	3,959	-	3,959	13,365	13,365
TOTAL ENDING BALANCE	\$14,598	\$3,959	-	\$3,959	\$13,365	\$13,365
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	3	3	-	3	3	3
AUTHORIZED FTE POSITIONS						

Oregon Advocacy Commissions Office

Agency Number: 13100

**Agency Worksheet - Revenues & Expenditures
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

DESCRIPTION	2017-19 Actuals	2019-21 Leg Adopted Budget	2019-21 Emergency Boards	2019-21 Leg Approved Budget	2021-23 Base Budget	2021-23 Current Service Level
8250 Class/Unclass FTE Positions	2.50	2.50	-	2.50	2.50	2.50

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	6,900	-	6,900	-	6,900
0030 Beginning Balance Adjustment					
3400 Other Funds Ltd	6,306	-	6,306	-	6,306
TOTAL BEGINNING BALANCE					
3400 Other Funds Ltd	13,206	-	13,206	-	13,206
REVENUE CATEGORIES					
GENERAL FUND APPROPRIATION					
0050 General Fund Appropriation					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
DONATIONS AND CONTRIBUTIONS					
0905 Donations					
3400 Other Funds Ltd	10,000	-	10,000	-	10,000
TOTAL REVENUES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	10,000	-	10,000	-	10,000
TOTAL REVENUES	\$739,703	\$37,737	\$777,440	\$581,427	\$1,358,867
AVAILABLE REVENUES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	23,206	-	23,206	-	23,206
TOTAL AVAILABLE REVENUES	\$752,909	\$37,737	\$790,646	\$581,427	\$1,372,073
EXPENDITURES					

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Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
8000 General Fund	376,236	-	376,236	346,188	722,424
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
8000 General Fund	145	-	145	145	290
3220 Public Employees' Retire Cont					
8000 General Fund	62,229	-	62,229	59,302	121,531
3221 Pension Obligation Bond					
8000 General Fund	22,097	(304)	21,793	-	21,793
3230 Social Security Taxes					
8000 General Fund	28,798	-	28,798	26,484	55,282
3250 Worker's Comp. Assess. (WCD)					
8000 General Fund	115	-	115	115	230
3260 Mass Transit Tax					
8000 General Fund	2,351	(95)	2,256	2,077	4,333
3270 Flexible Benefits					
8000 General Fund	95,580	-	95,580	95,580	191,160
TOTAL OTHER PAYROLL EXPENSES					
8000 General Fund	211,315	(399)	210,916	183,703	394,619
TOTAL PERSONAL SERVICES					
8000 General Fund	587,551	(399)	587,152	529,891	1,117,043

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
SERVICES & SUPPLIES					
4100 Instate Travel					
8000 General Fund	13,671	588	14,259	1,538	15,797
4125 Out of State Travel					
8000 General Fund	22	1	23	-	23
4150 Employee Training					
8000 General Fund	136	6	142	7,970	8,112
4175 Office Expenses					
8000 General Fund	1,447	62	1,509	4,556	6,065
4200 Telecommunications					
8000 General Fund	9,722	418	10,140	3,416	13,556
4225 State Gov. Service Charges					
8000 General Fund	26,711	15,211	41,922	-	41,922
4250 Data Processing					
8000 General Fund	28,274	11,731	40,005	1,480	41,485
4275 Publicity and Publications					
8000 General Fund	2,028	87	2,115	1,138	3,253
4300 Professional Services					
8000 General Fund	3,564	203	3,767	-	3,767
4375 Employee Recruitment and Develop					
8000 General Fund	66	3	69	912	981
4400 Dues and Subscriptions					
8000 General Fund	108	5	113	1,138	1,251

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-000-00-00-00000**

Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
4425 Facilities Rental and Taxes					
8000 General Fund	10,668	459	11,127	15,722	26,849
4575 Agency Program Related S and S					
8000 General Fund	13	1	14	-	14
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
All Funds	9,854	1	9,855	-	9,855
4650 Other Services and Supplies					
8000 General Fund	44,390	9,304	53,694	8,200	61,894
4700 Expendable Prop 250 - 5000					
8000 General Fund	1,328	57	1,385	5,466	6,851
4715 IT Expendable Property					
8000 General Fund	4	-	4	-	4
TOTAL SERVICES & SUPPLIES					
8000 General Fund	142,152	38,136	180,288	51,536	231,824
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
TOTAL SERVICES & SUPPLIES	\$151,993	\$38,136	\$190,129	\$51,536	\$241,665
TOTAL EXPENDITURES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
TOTAL EXPENDITURES	\$739,544	\$37,737	\$777,281	\$581,427	\$1,358,708
ENDING BALANCE					
3400 Other Funds Ltd	13,365	-	13,365	-	13,365
AUTHORIZED POSITIONS					

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
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Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
8150 Class/Unclass Positions	3	-	3	2	5
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	2.50	-	2.50	2.50	5.00

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium**

**Version: V - 01 - Agency Request Budget
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Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
BEGINNING BALANCE					
0025 Beginning Balance					
3400 Other Funds Ltd	6,900	-	6,900	-	6,900
0030 Beginning Balance Adjustment					
3400 Other Funds Ltd	6,306	-	6,306	-	6,306
TOTAL BEGINNING BALANCE					
3400 Other Funds Ltd	13,206	-	13,206	-	13,206
REVENUE CATEGORIES					
GENERAL FUND APPROPRIATION					
0050 General Fund Appropriation					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
DONATIONS AND CONTRIBUTIONS					
0905 Donations					
3400 Other Funds Ltd	10,000	-	10,000	-	10,000
TOTAL REVENUES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	10,000	-	10,000	-	10,000
TOTAL REVENUES	\$739,703	\$37,737	\$777,440	\$581,427	\$1,358,867
AVAILABLE REVENUES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	23,206	-	23,206	-	23,206
TOTAL AVAILABLE REVENUES	\$752,909	\$37,737	\$790,646	\$581,427	\$1,372,073
EXPENDITURES					

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Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
PERSONAL SERVICES					
SALARIES & WAGES					
3110 Class/Unclass Sal. and Per Diem					
8000 General Fund	376,236	-	376,236	346,188	722,424
OTHER PAYROLL EXPENSES					
3210 Empl. Rel. Bd. Assessments					
8000 General Fund	145	-	145	145	290
3220 Public Employees' Retire Cont					
8000 General Fund	62,229	-	62,229	59,302	121,531
3221 Pension Obligation Bond					
8000 General Fund	22,097	(304)	21,793	-	21,793
3230 Social Security Taxes					
8000 General Fund	28,798	-	28,798	26,484	55,282
3250 Worker's Comp. Assess. (WCD)					
8000 General Fund	115	-	115	115	230
3260 Mass Transit Tax					
8000 General Fund	2,351	(95)	2,256	2,077	4,333
3270 Flexible Benefits					
8000 General Fund	95,580	-	95,580	95,580	191,160
TOTAL OTHER PAYROLL EXPENSES					
8000 General Fund	211,315	(399)	210,916	183,703	394,619
TOTAL PERSONAL SERVICES					
8000 General Fund	587,551	(399)	587,152	529,891	1,117,043

Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
SERVICES & SUPPLIES					
4100 Instate Travel					
8000 General Fund	13,671	588	14,259	1,538	15,797
4125 Out of State Travel					
8000 General Fund	22	1	23	-	23
4150 Employee Training					
8000 General Fund	136	6	142	7,970	8,112
4175 Office Expenses					
8000 General Fund	1,447	62	1,509	4,556	6,065
4200 Telecommunications					
8000 General Fund	9,722	418	10,140	3,416	13,556
4225 State Gov. Service Charges					
8000 General Fund	26,711	15,211	41,922	-	41,922
4250 Data Processing					
8000 General Fund	28,274	11,731	40,005	1,480	41,485
4275 Publicity and Publications					
8000 General Fund	2,028	87	2,115	1,138	3,253
4300 Professional Services					
8000 General Fund	3,564	203	3,767	-	3,767
4375 Employee Recruitment and Develop					
8000 General Fund	66	3	69	912	981
4400 Dues and Subscriptions					
8000 General Fund	108	5	113	1,138	1,251

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium**

**Version: V - 01 - Agency Request Budget
Cross Reference Number: 13100-001-00-00-00000**

Oregon Advocacy Commissions Office

Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
4425 Facilities Rental and Taxes					
8000 General Fund	10,668	459	11,127	15,722	26,849
4575 Agency Program Related S and S					
8000 General Fund	13	1	14	-	14
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
All Funds	9,854	1	9,855	-	9,855
4650 Other Services and Supplies					
8000 General Fund	44,390	9,304	53,694	8,200	61,894
4700 Expendable Prop 250 - 5000					
8000 General Fund	1,328	57	1,385	5,466	6,851
4715 IT Expendable Property					
8000 General Fund	4	-	4	-	4
TOTAL SERVICES & SUPPLIES					
8000 General Fund	142,152	38,136	180,288	51,536	231,824
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
TOTAL SERVICES & SUPPLIES	\$151,993	\$38,136	\$190,129	\$51,536	\$241,665
TOTAL EXPENDITURES					
8000 General Fund	729,703	37,737	767,440	581,427	1,348,867
3400 Other Funds Ltd	9,841	-	9,841	-	9,841
TOTAL EXPENDITURES	\$739,544	\$37,737	\$777,281	\$581,427	\$1,358,708
ENDING BALANCE					
3400 Other Funds Ltd	13,365	-	13,365	-	13,365
AUTHORIZED POSITIONS					

Oregon Advocacy Commissions Office

Agency Number: 13100

**Detail Revenues & Expenditures - Requested Budget
2021-23 Biennium
Oregon Advocacy Commissions Office**

**Version: V - 01 - Agency Request Budget
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Description	2021-23 Base Budget	Essential Packages	2021-23 Current Service Level	Policy Packages	2021-23 Agency Request Budget
8150 Class/Unclass Positions	3	-	3	2	5
AUTHORIZED FTE					
8250 Class/Unclass FTE Positions	2.50	-	2.50	2.50	5.00

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Oregon Advocacy Commissions Office

Description	Total Essential Packages	Pkg: 010	Pkg: 031	Pkg: 032		
		Non-PICS Psnl Svc / Vacancy Factor	Standard Inflation	Above Standard Inflation		
		Priority: 00	Priority: 00	Priority: 00		

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	37,737	(399)	20,226	17,910
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AVAILABLE REVENUES

8000 General Fund	37,737	(399)	20,226	17,910
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TOTAL AVAILABLE REVENUES

\$37,737	(\$399)	\$20,226	\$17,910
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EXPENDITURES

PERSONAL SERVICES

OTHER PAYROLL EXPENSES

3221 Pension Obligation Bond

8000 General Fund	(304)	(304)	-	-
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3260 Mass Transit Tax

8000 General Fund	(95)	(95)	-	-
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OTHER PAYROLL EXPENSES

8000 General Fund	(399)	(399)	-	-
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TOTAL OTHER PAYROLL EXPENSES

(\$399)	(\$399)	-	-
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SERVICES & SUPPLIES

4100 Instate Travel

8000 General Fund	588	-	588	-
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4125 Out of State Travel

8000 General Fund	1	-	1	-
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Description	Total Essential Packages	Pkg: 010	Pkg: 031	Pkg: 032		
		Non-PICS Psnl Svc / Vacancy Factor	Standard Inflation	Above Standard Inflation		
		Priority: 00	Priority: 00	Priority: 00		
4150 Employee Training						
8000 General Fund	6	-	6	-		
4175 Office Expenses						
8000 General Fund	62	-	62	-		
4200 Telecommunications						
8000 General Fund	418	-	418	-		
4225 State Gov. Service Charges						
8000 General Fund	15,211	-	15,211	-		
4250 Data Processing						
8000 General Fund	11,731	-	1,216	10,515		
4275 Publicity and Publications						
8000 General Fund	87	-	87	-		
4300 Professional Services						
8000 General Fund	203	-	203	-		
4375 Employee Recruitment and Develop						
8000 General Fund	3	-	3	-		
4400 Dues and Subscriptions						
8000 General Fund	5	-	5	-		
4425 Facilities Rental and Taxes						
8000 General Fund	459	-	459	-		
4575 Agency Program Related S and S						
8000 General Fund	1	-	1	-		
4650 Other Services and Supplies						

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 Oregon Advocacy Commissions Office

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Description	Total Essential Packages	Pkg: 010	Pkg: 031	Pkg: 032		
		Non-PICS Psnl Svc / Vacancy Factor	Standard Inflation	Above Standard Inflation		
		Priority: 00	Priority: 00	Priority: 00		
8000 General Fund	9,304	-	1,909	7,395		
4700 Expendable Prop 250 - 5000						
8000 General Fund	57	-	57	-		
SERVICES & SUPPLIES						
8000 General Fund	38,136	-	20,226	17,910		
TOTAL SERVICES & SUPPLIES	\$38,136	-	\$20,226	\$17,910		
EXPENDITURES						
8000 General Fund	37,737	(399)	20,226	17,910		
TOTAL EXPENDITURES	\$37,737	(\$399)	\$20,226	\$17,910		
ENDING BALANCE						
8000 General Fund	-	-	-	-		
TOTAL ENDING BALANCE	-	-	-	-		

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Oregon Advocacy Commissions Office

Description	Total Essential Packages	Pkg: 010 Non-PICS Psnl Svc / Vacancy Factor Priority: 00	Pkg: 031 Standard Inflation Priority: 00	Pkg: 032 Above Standard Inflation Priority: 00		
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REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	37,737	(399)	20,226	17,910
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AVAILABLE REVENUES

8000 General Fund	37,737	(399)	20,226	17,910
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TOTAL AVAILABLE REVENUES	\$37,737	(\$399)	\$20,226	\$17,910
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EXPENDITURES

PERSONAL SERVICES

OTHER PAYROLL EXPENSES

3221 Pension Obligation Bond

8000 General Fund	(304)	(304)	-	-
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3260 Mass Transit Tax

8000 General Fund	(95)	(95)	-	-
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OTHER PAYROLL EXPENSES

8000 General Fund	(399)	(399)	-	-
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TOTAL OTHER PAYROLL EXPENSES	(\$399)	(\$399)	-	-
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SERVICES & SUPPLIES

4100 Instate Travel

8000 General Fund	588	-	588	-
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4125 Out of State Travel

8000 General Fund	1	-	1	-
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Description	Total Essential Packages	Pkg: 010	Pkg: 031	Pkg: 032		
		Non-PICS Psnl Svc / Vacancy Factor	Standard Inflation	Above Standard Inflation		
		Priority: 00	Priority: 00	Priority: 00		
4150 Employee Training						
8000 General Fund	6	-	6	-		
4175 Office Expenses						
8000 General Fund	62	-	62	-		
4200 Telecommunications						
8000 General Fund	418	-	418	-		
4225 State Gov. Service Charges						
8000 General Fund	15,211	-	15,211	-		
4250 Data Processing						
8000 General Fund	11,731	-	1,216	10,515		
4275 Publicity and Publications						
8000 General Fund	87	-	87	-		
4300 Professional Services						
8000 General Fund	203	-	203	-		
4375 Employee Recruitment and Develop						
8000 General Fund	3	-	3	-		
4400 Dues and Subscriptions						
8000 General Fund	5	-	5	-		
4425 Facilities Rental and Taxes						
8000 General Fund	459	-	459	-		
4575 Agency Program Related S and S						
8000 General Fund	1	-	1	-		
4650 Other Services and Supplies						

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 Oregon Advocacy Commissions Office

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Description	Total Essential Packages	Pkg: 010	Pkg: 031	Pkg: 032		
		Non-PICS Psnl Svc / Vacancy Factor	Standard Inflation	Above Standard Inflation		
		Priority: 00	Priority: 00	Priority: 00		
8000 General Fund	9,304	-	1,909	7,395		
4700 Expendable Prop 250 - 5000						
8000 General Fund	57	-	57	-		
SERVICES & SUPPLIES						
8000 General Fund	38,136	-	20,226	17,910		
TOTAL SERVICES & SUPPLIES	\$38,136	-	\$20,226	\$17,910		
EXPENDITURES						
8000 General Fund	37,737	(399)	20,226	17,910		
TOTAL EXPENDITURES	\$37,737	(\$399)	\$20,226	\$17,910		
ENDING BALANCE						
8000 General Fund	-	-	-	-		
TOTAL ENDING BALANCE	-	-	-	-		

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Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101	Pkg: 102	Pkg: 103		
		Increasing Equity Policy Advocacy & Research	Grow Equity Outcomes, Complex Project Support	Integrating Community/Stakeholder Engagement		
		Priority: 00	Priority: 00	Priority: 00		

REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	581,427	139,367	213,688	228,372
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AVAILABLE REVENUES

8000 General Fund	581,427	139,367	213,688	228,372
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TOTAL AVAILABLE REVENUES	\$581,427	\$139,367	\$213,688	\$228,372
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund	346,188	95,868	119,304	131,016
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

8000 General Fund	145	29	58	58
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3220 Public Employees Retire Cont

8000 General Fund	59,302	16,422	20,437	22,443
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3230 Social Security Taxes

8000 General Fund	26,484	7,334	9,127	10,023
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3250 Workers Comp. Assess. (WCD)

8000 General Fund	115	23	46	46
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3260 Mass Transit Tax

8000 General Fund	2,077	575	716	786
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Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101 Increasing Equity Policy Advocacy & Research Priority: 00	Pkg: 102 Grow Equity Outcomes, Complex Project Support Priority: 00	Pkg: 103 Integrating Community/Stakeholder Engagement Priority: 00		
3270 Flexible Benefits						
8000 General Fund	95,580	19,116	38,232	38,232		
OTHER PAYROLL EXPENSES						
8000 General Fund	183,703	43,499	68,616	71,588		
TOTAL OTHER PAYROLL EXPENSES	\$183,703	\$43,499	\$68,616	\$71,588		
PERSONAL SERVICES						
8000 General Fund	529,891	139,367	187,920	202,604		
TOTAL PERSONAL SERVICES	\$529,891	\$139,367	\$187,920	\$202,604		
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	1,538	-	769	769		
4150 Employee Training						
8000 General Fund	7,970	-	3,985	3,985		
4175 Office Expenses						
8000 General Fund	4,556	-	2,278	2,278		
4200 Telecommunications						
8000 General Fund	3,416	-	1,708	1,708		
4250 Data Processing						
8000 General Fund	1,480	-	740	740		
4275 Publicity and Publications						
8000 General Fund	1,138	-	569	569		
4375 Employee Recruitment and Develop						

Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101 Increasing Equity Policy Advocacy & Research Priority: 00	Pkg: 102 Grow Equity Outcomes, Complex Project Support Priority: 00	Pkg: 103 Integrating Community/Stakeholder Engagement Priority: 00		
8000 General Fund	912	-	456	456		
4400 Dues and Subscriptions						
8000 General Fund	1,138	-	569	569		
4425 Facilities Rental and Taxes						
8000 General Fund	15,722	-	7,861	7,861		
4650 Other Services and Supplies						
8000 General Fund	8,200	-	4,100	4,100		
4700 Expendable Prop 250 - 5000						
8000 General Fund	5,466	-	2,733	2,733		
SERVICES & SUPPLIES						
8000 General Fund	51,536	-	25,768	25,768		
TOTAL SERVICES & SUPPLIES	\$51,536	-	\$25,768	\$25,768		
EXPENDITURES						
8000 General Fund	581,427	139,367	213,688	228,372		
TOTAL EXPENDITURES	\$581,427	\$139,367	\$213,688	\$228,372		
ENDING BALANCE						
8000 General Fund	-	-	-	-		
TOTAL ENDING BALANCE	-	-	-	-		
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	2	-	1	1		
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	2.50	0.50	1.00	1.00		

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Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101 Increasing Equity Policy Advocacy & Research Priority: 00	Pkg: 102 Grow Equity Outcomes, Complex Project Support Priority: 00	Pkg: 103 Integrating Community/Stakeholder Engagement Priority: 00		
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REVENUE CATEGORIES

GENERAL FUND APPROPRIATION

0050 General Fund Appropriation

8000 General Fund	581,427	139,367	213,688	228,372
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AVAILABLE REVENUES

8000 General Fund	581,427	139,367	213,688	228,372
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TOTAL AVAILABLE REVENUES	\$581,427	\$139,367	\$213,688	\$228,372
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EXPENDITURES

PERSONAL SERVICES

SALARIES & WAGES

3110 Class/Unclass Sal. and Per Diem

8000 General Fund	346,188	95,868	119,304	131,016
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OTHER PAYROLL EXPENSES

3210 Empl. Rel. Bd. Assessments

8000 General Fund	145	29	58	58
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3220 Public Employees Retire Cont

8000 General Fund	59,302	16,422	20,437	22,443
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3230 Social Security Taxes

8000 General Fund	26,484	7,334	9,127	10,023
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3250 Workers Comp. Assess. (WCD)

8000 General Fund	115	23	46	46
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3260 Mass Transit Tax

8000 General Fund	2,077	575	716	786
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Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101 Increasing Equity Policy Advocacy & Research Priority: 00	Pkg: 102 Grow Equity Outcomes, Complex Project Support Priority: 00	Pkg: 103 Integrating Community/Stakeholder Engagement Priority: 00		
3270 Flexible Benefits						
8000 General Fund	95,580	19,116	38,232	38,232		
OTHER PAYROLL EXPENSES						
8000 General Fund	183,703	43,499	68,616	71,588		
TOTAL OTHER PAYROLL EXPENSES	\$183,703	\$43,499	\$68,616	\$71,588		
PERSONAL SERVICES						
8000 General Fund	529,891	139,367	187,920	202,604		
TOTAL PERSONAL SERVICES	\$529,891	\$139,367	\$187,920	\$202,604		
SERVICES & SUPPLIES						
4100 Instate Travel						
8000 General Fund	1,538	-	769	769		
4150 Employee Training						
8000 General Fund	7,970	-	3,985	3,985		
4175 Office Expenses						
8000 General Fund	4,556	-	2,278	2,278		
4200 Telecommunications						
8000 General Fund	3,416	-	1,708	1,708		
4250 Data Processing						
8000 General Fund	1,480	-	740	740		
4275 Publicity and Publications						
8000 General Fund	1,138	-	569	569		
4375 Employee Recruitment and Develop						

Oregon Advocacy Commissions Office

Description	Total Policy Packages	Pkg: 101	Pkg: 102	Pkg: 103		
		Increasing Equity Policy Advocacy & Research	Grow Equity Outcomes, Complex Project Support	Integrating Community/Stakeholder Engagement		
		Priority: 00	Priority: 00	Priority: 00		
8000 General Fund	912	-	456	456		
4400 Dues and Subscriptions						
8000 General Fund	1,138	-	569	569		
4425 Facilities Rental and Taxes						
8000 General Fund	15,722	-	7,861	7,861		
4650 Other Services and Supplies						
8000 General Fund	8,200	-	4,100	4,100		
4700 Expendable Prop 250 - 5000						
8000 General Fund	5,466	-	2,733	2,733		
SERVICES & SUPPLIES						
8000 General Fund	51,536	-	25,768	25,768		
TOTAL SERVICES & SUPPLIES	\$51,536	-	\$25,768	\$25,768		
EXPENDITURES						
8000 General Fund	581,427	139,367	213,688	228,372		
TOTAL EXPENDITURES	\$581,427	\$139,367	\$213,688	\$228,372		
ENDING BALANCE						
8000 General Fund	-	-	-	-		
TOTAL ENDING BALANCE	-	-	-	-		
AUTHORIZED POSITIONS						
8150 Class/Unclass Positions	2	-	1	1		
AUTHORIZED FTE						
8250 Class/Unclass FTE Positions	2.50	0.50	1.00	1.00		

PICS100 - Position Budget Report

Oregon Advocacy Commissions Office

**2021-23 Biennium
Budget Preparation**

**Cross Reference Number: 13100-000-00-00-00000
Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
Total Salary											722,424	-	-	-	722,424
Total OPE											368,493	-	-	-	368,493
Total Personal Services											1,090,917	-	-	-	1,090,917

PICS100 - Position Budget Report

Administration

**2021-23 Biennium
Budget Preparation**

**Cross Reference Number: 13100-001-10-00-00000
Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
1310001	MEAH Z7004 HF	PRINCIPAL EXECUTIVE/MANAGER C	28X	PF	1	1.00	24	2	5748	SAL	137,952	-	-	-	137,952
										OPE	72,520	-	-	-	72,520
1310002	MENN Z0119 AF	EXECUTIVE SUPPORT SPECIALIST 2	20	PF	1	1.00	24	9	5394	SAL	129,456	-	-	-	129,456
										OPE	70,415	-	-	-	70,415
1310003	UA C0872 AP	OPERATIONS & POLICY ANALYST 3	30	PF	1	1.00	24	9	7989	SAL	191,736	-	-	-	191,736
										OPE	85,848	-	-	-	85,848
1310004	UA C0871 AP	OPERATIONS & POLICY ANALYST 2	27	PF	1	1.00	24	2	4971	SAL	119,304	-	-	-	119,304
										OPE	67,900	-	-	-	67,900
1310006	UA C0865 AP	PUBLIC AFFAIRS SPECIALIST 2	29	PF	1	1.00	24	2	5459	SAL	131,016	-	-	-	131,016
										OPE	70,802	-	-	-	70,802
Total Salary											709,464	-	-	-	709,464
Total OPE											367,485	-	-	-	367,485
Total Personal Services											1,076,949	-	-	-	1,076,949

PICS100 - Position Budget Report

Commission on Asian Affairs

2021-23 Biennium
Budget Preparation

Cross Reference Number: 13100-001-11-00-0000
Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
1100001	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100002	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100003	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100004	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100005	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100006	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100007	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100008	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1100009	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
Total Salary											3,240	-	-	-	3,240
Total OPE											252	-	-	-	252
Total Personal Services											3,492	-	-	-	3,492

PICS100 - Position Budget Report

Commission on Black Affairs

2021-23 Biennium
Budget Preparation

Cross Reference Number: 13100-001-12-00-00000
Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
1200001	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200002	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200003	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200004	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200005	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200006	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200007	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200008	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1200009	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
Total Salary											3,240	-	-	-	3,240
Total OPE											252	-	-	-	252
Total Personal Services											3,492	-	-	-	3,492

PICS100 - Position Budget Report

Commission on Hispanic Affairs

2021-23 Biennium
Budget Preparation

Cross Reference Number: 13100-001-13-00-00000
Agency Request Budget

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
1300001	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300002	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300003	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300004	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300005	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300006	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300007	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300008	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1300009	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
Total Salary											3,240	-	-	-	3,240
Total OPE											252	-	-	-	252
Total Personal Services											3,492	-	-	-	3,492

PICS100 - Position Budget Report

Commission for Women

**2021-23 Biennium
Budget Preparation**

**Cross Reference Number: 13100-001-14-00-00000
Agency Request Budget**

Position Number	Classification	Classification Name	Sal Rng	Pos Type	Pos Cnt	FTE	Mos	Step	Rate	SAL/OPE	Salary/OPE				
											GF	LF	OF	FF	AF
1400001	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400002	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400003	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400004	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400005	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400006	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400007	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400008	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
1400009	B Y7500 AE	BOARD AND COMMISSION MEMBER	0	PP	0	0.00	0	0	0	SAL	360	-	-	-	360
										OPE	28	-	-	-	28
Total Salary											3,240	-	-	-	3,240
Total OPE											252	-	-	-	252
Total Personal Services											3,492	-	-	-	3,492

PICS116 - Net Package Fiscal Impact Report

2021-23 Biennium

Current Service Level

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
No records for the phase: CSL														
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0		
										0	0	0	0	0.00

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 101

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
1310003	1234430	53372	UA	C0872 A P OPERATIONS & POLICY ANALYST	30	PF	24	9	7,989	95,868	42,924	138,792	0	0.50	
										General Funds	95,868	42,924	138,792		
										Lottery Funds	0	0	0		
										Other Funds	0	0	0		
										Federal Funds	0	0	0		
										Total Funds	95,868	42,924	138,792	0	0.50

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 102

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE	
1310004	1391093		UA C0871 A P	OPERATIONS & POLICY ANALYST	27	PF	24	2	4,971	119,304	67,900	187,204	1	1.00	
										General Funds	119,304	67,900	187,204		
										Lottery Funds	0	0	0		
										Other Funds	0	0	0		
										Federal Funds	0	0	0		
										Total Funds	119,304	67,900	187,204	1	1.00

2021-23 Biennium

Cross Reference Number: 13100-001-00-00-00000

Agency Request Budget

Package Number: 103

Position Number	Auth No	Workday Id	Classification	Classification Name	Sal Rng	Pos Type	Mos	Step	Rate	Salary	OPE	Total	Pos Cnt	FTE
1310006	1391114		UA C0865 A P	PUBLIC AFFAIRS SPECIALIST 2	29	PF	24	2	5,459	131,016	70,802	201,818	1	1.00
				General Funds						131,016	70,802	201,818		
				Lottery Funds						0	0	0		
				Other Funds						0	0	0		
				Federal Funds						0	0	0		
				Total Funds						131,016	70,802	201,818	1	1.00