

Joint Ways and Means Presentation



OREGON ADVOCACY COMMISSIONS OFFICE

MARCH 11, 2013

OACO



- **Mission:** to support the work of
 - Asian & Pacific Islander Affairs (OCAPIA)
 - Black Affairs (OCBA)
 - Hispanic Affairs (OCHA)
 - Commission for Women (OCFW)
- **Goals:** Working together for the success of Oregon communities of color and women
- **Historical perspective:**
 - Gov Hatfield 1964 est. Commission on Status of Women
 - Gov Atiyeh 1983 est. OCFW, OCBA, OCHA
 - Gov Kitzhaber 1995 est. OCAA

GOALS



Working together for the success of Oregon communities of color and women

- Long-term goals:
 - Build community partnerships on legislative advocacy
 - Develop governmental partnerships on justice, safety, education and other priority areas
 - Increase leadership opportunities with mentoring and internships
 - Grow community outreach and awareness using web strategies and databases

GOALS



Working together for the success of Oregon communities of color and women

- **Short-term goals:**
 - Increase customer service to Commissioners, policy makers and partners
 - Broaden the scope of research and partnerships for public policy internships on strategic issues
 - Grow the *Status of Oregon Women Report* to provide data on women of color in key areas
 - Develop a media relations plan for each Commission focused on community engagement with partners on key issues

Commission Program Areas



Our current initiatives

Proposing policy. The Commissions authored and are championing HB 2226 on confidential name change for domestic violence survivors, and an Executive Order on gender parity for Oregon Boards.

Education equity briefs. We're writing a series of key policy briefs with the Oregon Education Investment Board (OEIB) on disproportionate discipline, English Language Learners, and teacher diversity.

Wage equity and status report. In partnership with BOU we researched new census data for factors influencing wage equity including race, education, and job class. We reported our findings to BOL's Council on Civil Rights and in the OCFW 2013 Status of Oregon Women Report.

Legislative advocacy. With community partners, the Commissions are talking with legislators and testifying on issues essential for success of all Oregonians.

Strengthening hate crime protections. In collaboration with DOJ Office of Civil Rights, and the Governor's Office we researched Oregon's protections from hate crimes and produced a report that is the basis of Commission support for policy that strengthens all remedies for victims of hate.

Growing tomorrow's leaders

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.

The Oregon Women Firsts poster highlighting Oregon's diverse group of First Women Leaders throughout its history and distributed to every middle school statewide, OCFW in sponsorship with the PSU Center for Women, Politics and Policy

The New American Voters Project: Commissioners and community partners registered over three thousand new voters during naturalization ceremonies and community events. OCHA and OCAPIA working with the Secretary of State's Office.

The Governor's Diversity and Inclusion Kitchen Cabinet: the Advocacy Commission leadership joined the Cabinet of State leaders who plan and direct diversity outreach, recruitment and retention statewide. OCAPIA, OCBA, OCHA, OCFW

Success with community partners

The Advocacy Commissions work collaboratively with community and governmental partners to pursue their missions. Together they plan legislative advocacy, host joint legislative days at the Capitol, conduct voter registration, hold community and business forums, and conduct research.

Our partners include:

- Asian Pacific American Network of Oregon (APANO)
- Urban League of Portland
- Oregon Latino Health Coalition
- Oregon Latino Agenda for Action (OLAA)
- League of Women Voters
- American Association of University Women (AAUW)
- Center for Intercultural Organizing (CIO)
- Governor's Office on Diversity and Inclusion

"I strongly support partnering with the Oregon Advocacy Commissions as well as other government, educational and civic organizations in support of public policy internships. These partnerships leverage collective knowledge and expertise in civil rights and serve to help ensure equality for all Oregonians."

— OREGON ATTORNEY GENERAL ELLEN ROSENBLUM

Policy research and analysis

The Advocacy Commissions provide Masters, PhD, and Law students with public policy internships addressing our priority areas. Topics include:

- Hate crime protections
- Minority procurement contracting
- Health outcomes
- Wage equity
- Education gaps
- Fair housing

The internships are conducted jointly with state partners and the Governor's Office to research statistics, best practices, or policies; analyze gaps and trends; produce reports used by the Advocacy Commissions and their partners to inform new policies, strategic approaches and legislation.

"As a law student, the internship on hate crimes was important to me because it helps my goal of creating positive change in society with visible results."

— WESLEY GARCIA, WILLAMETTE UNIVERSITY COLLEGE OF LAW STUDENT, INTERN FOR OCHA AND OCBA



Advocacy

Leadership

Partnership

Internship

Advocacy Commission Programs



- Advocacy
- Leadership
- Partnership
- Internship

Advocacy



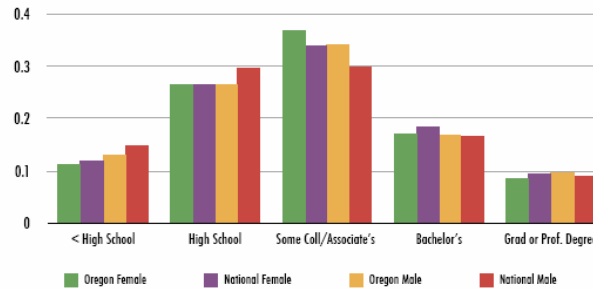
- **Current initiatives:**
 - **Proposing policy**
 - ✦ **HB 2226 – name change for DV survivors**
 - ✦ **Executive Order on gender parity for bds & commissions**
 - **Wage equity and status report with BOLI**
 - ✦ **Expanded Status of Oregon Women Report with wage equity info by race, education, job class, years experience**

Advocacy – Wage Equity



Oregon Commission for Women

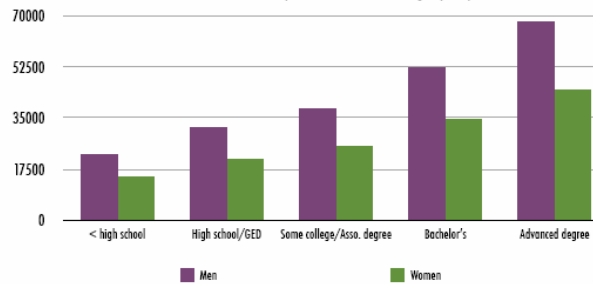
Educational Attainment by Sex in 2010: Oregon Versus National Trends



Employment

We still see wage disparities between women and men with similar educational attainment. While some of the wage gap can be explained by the types of fields women choose and by career interruption to take care of children or elderly family members, some of the gap is cannot be explained. The American Association of University Women has studied this phenomenon extensively and ranks Oregon 24th in the nation. On average, [Oregon women earned 78 percent](#) of what their male counterparts earned in 2011. Please see AAUW's [The Simple Truth about the Gender Pay Gap, 2012 Edition](#) for a thorough analysis of the wage gap.

Median Income by Sex and Education in Oregon (2010)



Advocacy *(continued)*



- **Legislative advocacy**
 - ✦ **Hosted Legislative Days at Capitol with community partners**
- **Strengthening hate crime protections with DOJ**
 - ✦ **Researched criminal and civil protections and produced report**
- **Education equity briefs with OEIB**
 - ✦ **Disproportionate discipline**
 - ✦ **English Language Learners**
 - ✦ **Teacher diversity**

Advocacy – Policy Briefs

Oregon Education Investment Board
Equity and Partnerships Subcommittee
 775 Court St. NE, Salem, Oregon, 97301

Disproportionate Discipline in Oregon's K-12 Schools

Issue Brief

INTRODUCTION

To reach Oregon's education goal of 40-40-20, which seeks to ensure every Oregon student is college and career ready by 2023, it is essential that every Oregon student be consistently connected to the most stable, engaging, safe, and supportive learning environment possible.

School discipline strategies and associated policies are receiving attention across the state, (e.g. Positive Behavioral Interventions and Supports-PBIS). However, large numbers of students who display behaviors deemed inappropriate are still separated or removed from the learning environment. National research indicates that those who have the greatest academic, social, economic, and emotional needs are disproportionately impacted by discipline policies that remove them from the learning environment leading to increased disengagement from school.^{2,3,4,5,7,10} **During the 2011-12 school year approximately 43,000 (8%) of Oregon students were subject to formal disciplinary action** of in or out-of-school suspension, or expulsion.⁸

Overview

Of the 43,000 instances of disciplinary action across the state approximately⁸:

- 70% involved students from low-income families
- 70% involved males
- 23% involved those in elementary school
- 40% involved those in middle school
- 60% were related to disruptive behavior
- 60% resulted in out of school suspensions; 4% in expulsions
- 93% lasted less than 10 days; 53% lasted one day or less

Disaggregating data by race and ethnicity and viewing as a proportion each student subgroup population illustrates with clarity that students of color are disproportionately impacted by disciplinary action. Students with one or more discipline incidents in the 2011-12 school year⁹:

- 16% of all Black/African American students
- 11% of all American Indian/Alaskan Native students
- 9% of all Hispanic/Latino students
- 9% of all Native Hawaiian/Pacific Islander students
- 8% of all Multiracial students
- 7% of all White students
- 2% of all Asian students

Impact

While there are numerous complex challenges to be considered in maintaining a safe and effective learning environment for every teacher and student, in all but the most extreme cases the consequence of exclusion reinforces negative behavior while doing nothing to uncover underlying issues that must be addressed to support positive student engagement in school, community, and life.^{3,4,5,7,9}

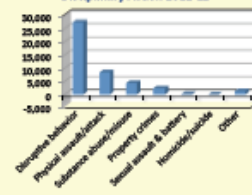


OEB Equity and Partnerships Subcommittee Membership:
 Nichole Maher, Chair
 Julie Brim-Edwards
 Dr. Samuel Henry
 Governor Kitzhaber

Chief Education Officer:
 Dr. Rudy Crew

Staff Support:
 Dr. Doris McEwen
 Dr. Hilda Russell
 Whitney Grubbs
 Joint Public Policy Intern:
 Johanna Blackford

Primary Offense Reported Resulting In Disciplinary Action 2011-12⁹



Population vs. Discipline Incidents 2011-12⁹

	Population Percent	Discipline Incident Percent
Hispanic/Latino	21%	35%
Black/African American	3%	9%
American Indian/Alaska Native	2%	3%
Native Hawaiian/Pacific Islander	1%	1%
Multiracial	5%	9%
Asian	4%	1%
White	65%	60%

Leadership *(continued)*



- The Oregon Women Firsts poster
 - In partnership with OCFW and the Portland State University Center for Women, Politics and Policy
 - Sent to all Oregon middle schools

“You can’t be it if you can’t see it.”

Leadership – OR Women Firsts



OREGON Women FIRSTS

 <p>ABIGAIL SCOTT DUNIWAY Editor & Publisher of <i>The New Northwest</i>, major Oregon Suffrage player</p> <p>1ST WOMAN TO LEGALLY VOTE IN MULTNOMAH COUNTY -1912</p>	 <p>ESTHER POHL LOVEJOY Doctor and Oregon Suffrage leader</p> <p>1ST WOMAN HEALTH OFFICER OF A MAJOR U.S. CITY -1907</p>	 <p>MARIAN TOWNE State Representative</p> <p>1ST WOMAN ELECTED IN THE OREGON HOUSE OF REPRESENTATIVES -1914</p>	 <p>BEATRICE MORROW CANNADY Lawyer, Advocate, and Editor</p> <p>1ST AFRICAN AMERICAN WOMAN TO GRADUATE FROM AN OREGON LAW SCHOOL -1922</p>
 <p>HAZEL YING LEE Aviator and U.S. Servicewoman</p> <p>1ST CHINESE AMERICAN WOMAN MILITARY PILOT -1943</p>	 <p>BETTY ROBERTS Politician, Lawyer, Educator and Judge</p> <p>1ST WOMAN TO SERVE ON THE OREGON SUPREME COURT -1982</p>	 <p>MARGARET CARTER Educator and Politician</p> <p>1ST AFRICAN AMERICAN WOMAN ELECTED IN THE OREGON LEGISLATURE -1984</p>	 <p>NORMA PAULUS Lawyer and Politician</p> <p>1ST WOMAN ELECTED STATEWIDE IN OREGON -1976</p>
 <p>SUSAN CASTILLO Journalist, Politician</p> <p>1ST LATINA TO SERVE IN THE OREGON LEGISLATURE -1997</p>	 <p>SUE SHAFFER Advocate, Politician</p> <p>1ST WOMAN TRIBAL CHAIR, COW CREEK BAND OF THE UMPQUA TRIBE OF INDIANS -1984</p>	 <p>BARBARA ROBERTS Advocate and Politician</p> <p>1ST WOMAN ELECTED GOVERNOR OF OREGON -1990</p>	 <p>ETHEL ROMIG FULLER Writer</p> <p>1ST WOMAN OREGON POET LAUREATE -1957</p>
		 <p>PEGGY FOWLER Businesswoman</p> <p>1ST WOMAN CEO OF A MAJOR (FORTUNE 1000) OREGON COMPANY -2008</p>	

Oregon Women Firsts Poster was created by Portland State University's Center for Women, Politics & Policy. For more Oregon Women Firsts, or to contribute your own, visit www.cwpp.psu.edu/oregonwomenfirsts



Thanks to our sponsors Oregon Commission for Women



Photo credits: Duniway: Oregon Historical Society; Lovejoy, OMSU Historical Collections & Archives; Towne: Oregon Historical Society; Cannady: Oregon Historical Society; Lee: Japanese American National Museum; Roberts: Courtesy of the Roberts Family; Yih: Courtesy of Mae Yih; Fuller: Courtesy of Oregon State Library; Fowler: Courtesy of PG&E

Leadership



- **New American Voters Project – in collaboration with Secretary of State’s Office and community partners**
 - Registered 3,000+ new voters at naturalization ceremonies and community events
- **Women of Achievement Awards**
 - Commission for Women annual event honoring Oregon’s finest women leaders in business, science, education and public service

Leadership – WOA Awards



Oregon Commission for Women



Jane O'Keeffe
O'Keeffe Ranch
Adel, OR

Ms. O'Keeffe is a fourth-generation rancher and was instrumental in founding the Lakeview Stewardship Group, which brought together Lake County's timber industry, residents, environmentalists, scientists and U.S. Forest Service officials to create sustainable forest ecosystem management.



Serena Stoudamire Wesley
Portland, Oregon

Ms. Stoudamire Wesley is a deeply respected advocate whose work at the Tri-County Coordinated Care Organization Health Care Delivery, SEI, and Communities of Color has focused on reducing disparities for communities of color.

Leadership – WOA Awards



Robin Morris Collin

Norma J. Paulus Professor of Law
Willamette University College of Law
Salem, Oregon

Ms. Morris Collin has a long record of environmental stewardship, whose leadership as Chair of the Environmental Justice Task Force was reflected through its national recognition for its work. Morris Collin has the honor of also being one of the first American law professors to teach sustainability.



Gina Warren

VP of Diversity and Inclusion
Nike, Inc.
Beaverton, Oregon

Ms. Warren served as an executive at AT&T, Levi Strauss, and currently leads the Office of Global Diversity at Nike, where she founded the Nike Women's Global Leadership Council.

Partnership



Commission partners include:

- Asian Pacific American Network of Oregon (APANO)
- Urban League of Portland
- Oregon Latino Health Coalition
- Oregon Latino Agenda for Action (OLAA)
- League of Women Voters
- American Association of University Women (AAUW)
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Internship



Policy research and analysis

The Advocacy Commissions provide Masters, PhD, and Law students with public policy internships addressing our priority areas.

Internship *(continued)*



Public policy topics include:

- Hate crime protections
- Minority procurement contracting
- Health outcomes
- Wage equity
- Education gaps
- Fair housing

Internship *(continued)*



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- Oregon Attorney General Ellen Rosenblum

Internship *(continued)*

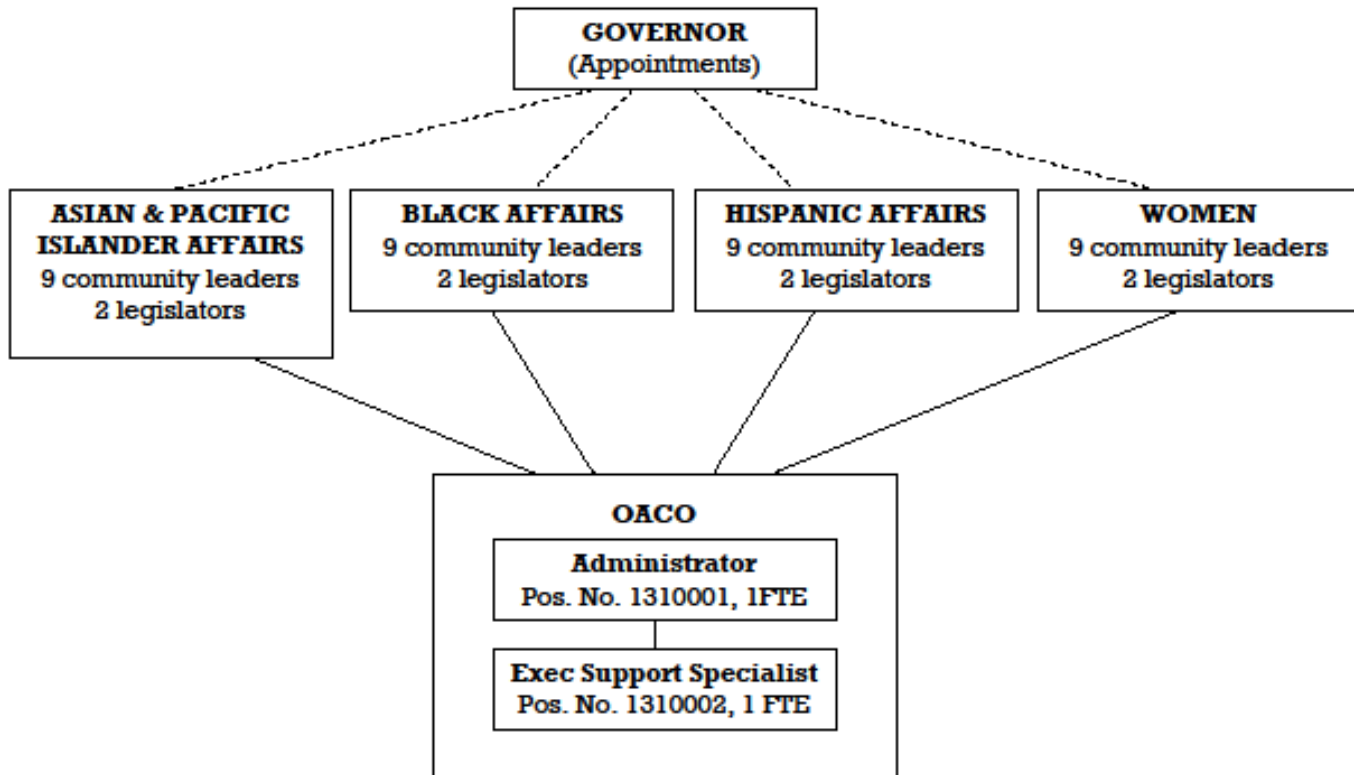


"As a law student, the internship on hate crimes was important to me because it helps my goal of creating positive change in society with visible results."

– Wesley Garcia

Willamette University College of Law student
Intern for OCHA and OCBA

OACO ORGANIZATION CHART



Key Performance Measures



Customer Satisfaction

- Overall 85% satisfaction rating
- New in 2012: Customer satisfaction for internship program, overall rating Excellent

Best Practices – Advocacy Commissions

- Overall 83% satisfaction rating
- Biggest challenge: Commissioner training on roles

Key Performance Measures



Best Practices – OAC Office

- **Budgeting support: Overall satisfaction 95%**
I've never had better budget support. Drilled down for information. Understood ramifications of cuts.
- **Commissioner Orientation: Overall satisfaction 90%**
Orientation informed without overwhelming.

Major Budget Drivers & Environmental Factors



Current budget efficiencies:

- eliminate land lines in favor of less expensive cell service
- negotiate a year of free rent with DAS to help cover unexpected charges from DOJ this biennium
- drop expensive shuttle service for postage stamps
- eliminate most design and printing
- eliminate most staff training
- reduce overall number of checks cut by 1/4ly payments

Environmental Factors



Budget reductions since 2009 have reduced Advocacy Commissions capacity in 3 key areas:

1. Staffing

Two FTE staff support 70+ Commission meetings biennially.

Along with meeting support, the Administrator and Executive Assistant also:

- coordinate events
- work with partners
- supervise public policy interns
- provide service referrals
- maintain the Commission websites,
- support for budgeting, reporting, and other work.

Potential reductions in new biennium will reduce staffing by 14% which will fall below capacity to fully support the Commissions.

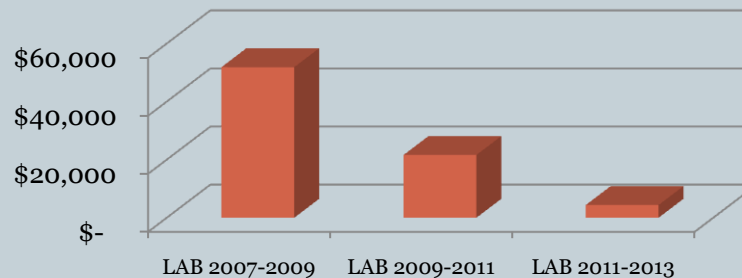
Environmental Factors



2. Overall Services & Supplies

Reduced to lowest point with 8% discretionary S & S now remaining for printing, professional services, supplies and other essential areas for office support.

OACO Discretionary S&S-General Fund



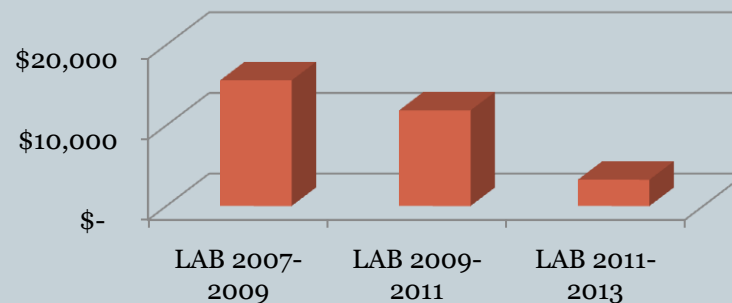
Environmental Factors



3. Commissioner travel

The Commissions now have representation from every area of the state and reimbursement amounts were cut 87% leaving \$650 for each Commission biennially reducing ability to meet in outlying locations, build outlying partnerships and relationships with fellow Commissioners.

OACO-General Fund-Travel Expenditures



Program Option Packages (POP)



- Restore Commissioner Travel

This POP adds \$2,575 per Commission, allowing the Commissions to meet at least annually in outlying areas with their constituencies and partners.

- Work Study Student for Outreach

\$3,491 leverages federal work study funds at an 80% ratio to hire a student part-time to assist Commissions to grow their outreach via social media, website and growing databases.

Major Changes since 2003



- **In January 2003**, each Commission was funded individually with 1 – 2 staff in separate offices.
- **In June 2003**, the Commissions were de-funded for 2 years.
- **In June 2005**, the Commissions were re-funded under the combined administration of the Advocacy Commissions Office (OACO) with 2 FTE.
- **In 2006**, the OACO was fully staffed with 2 FTE in Salem.
- **Between 2009 – 13** the OACO maintained stable staffing and reduced its budget in accordance with required reductions.
- **In 2013** the population of communities of color in Oregon had grown to 12% Hispanic, 4% Asian, 2% Black, 83% White.
- **\$0.16 is the cost per person** represented by the Advocacy Commissions.

Containing Costs



Current budget efficiencies:

- eliminate land lines in favor of less expensive cell service
- negotiate a year of free rent with DAS to help cover unexpected charges from DOJ this biennium
- drop expensive shuttle service for postage stamps
- eliminate most design and printing
- eliminate most staff training
- reduce overall number of checks cut by 1/4ly payments

Proposed Legislation on Agency Operations



House Bill 2328

Sponsored by all 8 Commission legislators:

Requires Commission on Hispanic Affairs, Black Affairs, API Affairs and Commission for Women to meet at least annually in joint session to consider and act on issues of mutual concern.

There is no financial impact for this bill which builds the Commissions' capacity to act collaboratively.