

**Joint Committee on Ways and Means
General Government Subcommittee
March 11, 2013**

Oregon Advocacy Commissions Office

Agency Overview

The Oregon Advocacy Commissions Office (OACO) was established in 2005 to jointly serve the Oregon Commissions on Asian Affairs (OCAA) now called the Commission on Asian and Pacific Islander Affairs (OCAPIA), Black Affairs (OCBA), Hispanic Affairs (OCBA) and the Oregon Commission for Women (OCFW) with a current staff of 2 FTE. The individual Advocacy Commissions were established by Oregon Statute between 1983 - 1995 with the purpose to advise the Governor and legislators, improve public policy, grow leadership and increase the success of Oregon's communities of color and women with the understanding that this includes communities of the most underrepresented and underserved citizens and their children in Oregon. Beginning in 1964 when Governor Mark Hatfield established the Commission on the Status of Women, to 1983 when Governor Atiyeh gave independent agency status to the Commissions, appointed the first Commissioners to the renamed Commission for Women (OCFW,) and established the Commissions on Black Affairs (OCBA,) and Hispanic Affairs (OCHA,) and in 1995 with appointments by Governor Kitzhaber to the new Commission on Asian Affairs (OCAA) the Commissions have built a legacy of initiatives active and growing today. Each Commission is composed of 11 members: 9 eminent community leaders appointed by the Governor and 2 legislators appointed by the President of the Senate and the Speaker of the House respectively.

The OACO supports the work of the Commissions by providing all administrative functions including budgeting and financial oversight, coordinating 70+ meetings for the Commissions biennially, arranging speakers, taking minutes, preparing reports and media releases, building partner relationships, supervising interns, providing information and referrals for members of the public, elected officials and partners, legislative tracking, planning and coordinating events with partners, managing distribution lists, maintaining and updating Commission websites, coordinating training and orientation, supporting Commission fundraising, and responding to the individual requests of Commissioners.

The Oregon Advocacy Commissions Mission

Created under the Administrations of 3 Governors, the statutory missions of the Advocacy Commissions have focused on advising policy, growing leadership and building success in Oregon for Asian Pacific, Black and Hispanic Oregonians and for women over our 30+ year history.

OAC's strategic priorities:

- Education

- Jobs and the Economy
- Healthcare
- Justice, Safety and Policing
- Civic Engagement
- Housing and Stable Families

OAC's Program Areas

The Commission members work collaboratively to raise awareness regarding and address challenges facing communities of color and women in Oregon. We do this by researching issues, informing, and providing advice for state policy makers and decision makers including the Governor, Legislators and Departmental leadership on ways to improve the success of all Oregonians. The primary work of the Commissions focus on 4 program areas:

- Advocacy
- Leadership
- Partnership
- Internship

1) Advocacy

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 OR Boards.

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

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

2) Leadership

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.

New in 2012:

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 on Women, Politics and Policy**

The New American Voters Initiative in which Commissioners and community partners registered voters during naturalization ceremonies and community events, registering over 3,000 new voters. **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**

3) Partnership

The Commissions do their work collaboratively, strengthening Commission outreach and scope with partnerships within government and their communities. Together they plan legislative advocacy, host joint legislative days at the Capitol, conduct voter registration, hold community and business forums, and conduct research.

Community 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)

Government partners:

- Bureau of Labor and Industry on wage equity
- Oregon Education Investment Board on education gaps

- Department of Justice on hate crimes
- Secretary of State on voter registration
- Governor's Office of Diversity and Inclusion on diversity leadership

Inter-Commission collaboration:

The Advocacy Commissions have grown inter-collaborations among the Commissions including:

- First annual Joint Legislative and Policy meeting with state departmental leaders on Strategic Priorities
- Shared Public Policy Internships
- Joint legislative testimony on key issues
- Bi-monthly meetings of the Joint Chairs to share information and coordinate efforts
- OAC's 10 Year Plan for Oregon Partnership Guide for state agencies collaborating with the Advocacy Commissions
- Joint Brochure and OACO Strategic Plan
- HB 2328 proposing addition of at least annual Joint Commission meetings to the statutory work of the Advocacy Commissions

4) Internship

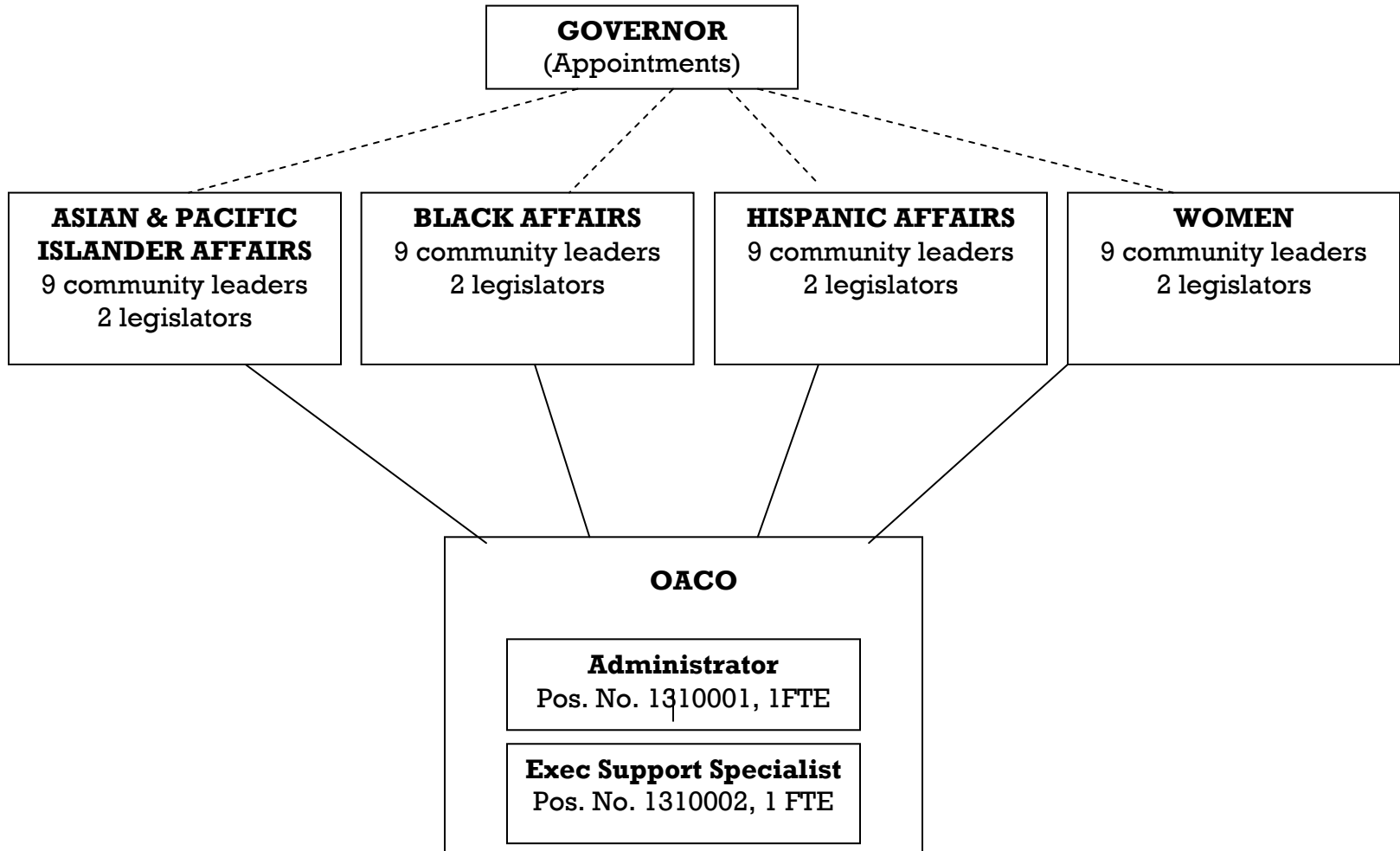
The Advocacy Commissions conduct research on strategic issues of the Commissions by providing Masters, PhD, and Law students with public policy internships.

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, and produce reports used by the Advocacy Commissions and their partners to inform new policies, strategic approaches and legislation.

OACO ORGANIZATION CHART



Program Performance

The OACO and the Commissions it serves have two Outcome Goals: 1) Customer Service in 6 areas (Accuracy, Availability of information, Expertise, Helpfulness, Overall, Timeliness) and 2) Best Practices in 2 areas (Commissions and the OAC Office).

Best Practices: 95% Good or Excellent in 2011

The identified Best Practices of the OACO are policy support, transparency/engagement in budgeting and budget reduction, relevant mission, working relationship with Commission leadership and Governor's office, New Commissioner Orientation, Participation of Commissions in evaluating the OACO, support for statutory annual reports by the Commissions to the legislature, fiscal accountability.

In the period of 2006 – 2009, as the OACO was established and the Advocacy Commissions came back from defunding in 2003-5, the Commissions focused on establishing their performance measures and fully implemented them in 2010. Beginning in 2010, the data shows improvement with 89% Good or Excellent rating in 2010 and 95% Good or Excellent in 2011 for all Best Practices.

Customer Service: 76 – 84% Good or Excellent in 2011

In 2006 -2010, the Customer Service evaluation changed from DAS as the raters to the Commissioners as the raters. In 2006, DAS rated its service to the Commissions between 50 – 78% for all measures except timeliness where it rated its performance at 100%. In 2010, when the ratings were established by the Commissions the results ranged from 73% - 88%.

In 2011 the results were:

Accuracy 84% Good or Excellent, Availability of Information: 76 % Good or Excellent, Expertise: 82% Good or Excellent; Helpfulness: 81% Good or Excellent, Overall: 80% Good or Excellent; Timeliness: 78% Good or Excellent

Budget drivers and environmental concerns

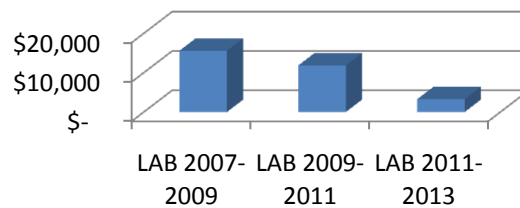
The Advocacy Commissions have sustained a number of budget reductions of the current and past biennium with creative approaches within S&S, but the OACO now has few options for further budget reductions without loss to our statutory functions for 2 FTE staffing, Commissioner support, and maintaining office operations:

- 1) ***Staffing the work of the Advocacy Commissions***: Statutorily, the Advocacy Commissions Office maintains an Administrator and other staff to support the work of the Commissions. Since 2005, this has included a staff of 2 (1 FTE Admin/1 FTE Support.) Together they support the work of 4 Commissions/44 Commissioners/70+ regular and leadership meetings plus a number of joint meetings of the Commissions biennially. For 2013 – 15,

two of OACO's 5% reduction scenarios for 2013 include reduction of staffing by 72 staff day reductions per increment for a total potential reduction of 29 staff weeks over the biennium. That is a potential of 14% reduction in staffing capacity. In terms of Commission meeting support, it would seriously reduce support for 10 regular Commission meetings and all the related coordination. We estimate that 90% of staff time is spent coordinating the daily work of the Commissions and responding to requests from the public. A list of instances of 12 types of support per Commission is attached that would be directly affected by 14% reductions in all areas.

- 2) **Reduction of Commissioner travel:** Commissioner travel has been decreased this biennium to \$650 per Commission for 2 years. The Advocacy Commissions have Commissioners in every part of the state, and in past years the average cost of travel per Commission meeting was \$550. While all Commissions now use teleconferencing for their meetings, we believe that at least 1 meeting per year of each Commission must be face to face in order to benefit from the networking, collaboration and relationship building between their members. Also, teleconferencing in the age of cell phones has created other challenges during with sound dropping out as Commissioners use unduplexed cell service to phone into meetings. Discussions lag as teleconferencing Commissioners must ask for sections of discussion to be repeated, or comments are missed from teleconferenced Commissioners who were not heard above the in-room discussion. The current level of travel funding has challenged the Commissions wishing to meet outside the Portland/Salem area. We are proposing a policy option package be added to the 2013-15 budget for OACO to add back the ability for Commissioners to meet 1-2 times per biennium in outlying areas.

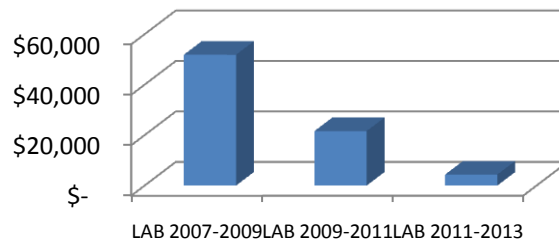
OACO-General Fund-Travel Expenditures



- 3) **Supporting an office:** Providing an office for OACO is part of its Statute and serves as the hub of support and coordination for the Advocacy Commissions and as a locus of community and partner engagement with the Advocacy Commissions. To meet budget reductions without reducing its 2 FTE staffing level, OACO worked within S&S to 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, and eliminate most staff

training. The effect of these reductions has reduced to near zero the funds available to OACO to meet its S&S needs that are not protected lines of government service charges, are not rent or telecom, to current levels shown below.

OACO Discretionary S&S-General Fund



The first 5% reduction proposed for the 2013 biennium would necessitate closing the OACO office and using State telecommuting policies for the staff to work from home. We feel that this reduction is too deep. A modest discretionary S&S budget is essential to support an office and that a physical location is important to the profile of OACO in the community and among our partners.

Proposed legislation affecting OACO: HB 2328

House Bill 2328

Sponsored by the 8 Commission legislators:

This beneficial legislation requires the Commissions 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.

Containing costs:

To meet budget reductions without reducing its 2 FTE staffing level, OACO worked within S&S to contain costs while minimizing loss of support to the Commissions. To accomplish this the OACO:

- Eliminated land lines in favor of less expensive cell service,
- Negotiated a year of free rent with DAS to help cover unexpected charges from DOJ this biennium,
- Dropped expensive shuttle service for postage stamps
- Eliminated most design and printing, staff training

Documents included with this report:

Key Performance Measures Report

Organizational Chart

2012 Annual Reports:

- Commission on Asian Affairs
- Commission on Black Affairs
- Commission on Hispanic Affairs
- Commission for Women

OACO Brochure

Request letter from OACO to be held harmless from further reductions