

# Joint Ways and Means Presentation

## Oregon Advocacy Commissions Office Budget 2017 – 2019

FEBRUARY 27, 2017





# OACO

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- **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. Oregon Commission on Asian Affairs (becomes Oregon Commission on Asian & Pacific Islander Affairs in 2011)

## Providing essential expertise

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- Participation on the Notario Fraud Task Force which crafted HB 4125
- Convened immigrant re-credentialing forum identifying policy areas to improve workforce participation
- Researched and informed state contracting best practices to increase apprentices of color and women in the trades.

# Essential Infrastructure

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Leveraging volunteers with highly specialized knowledge and experience, totaling over 20,000 hrs/biennium

- 36 preeminent community leaders appointed by the Governor, each committed to the success of our state & communities
- 8 committed legislators appointed by the President of the Senate and the Speaker of the House





# Serving growing communities

- In 2017 the population of communities of color in Oregon had grown to 12% Hispanic, 4% Asian and 2% Black.
- Each of the Advocacy Commissions champions the priorities of their individual communities, while collaborating across the OAC's in all areas. This includes:
  - Education – OCAPIA, OCBA, OCHA, OCFW
  - Justice, safety and policing – OCBA, OCHA
  - Immigrant recredentialing and work force – OCAPIA, OCBA
  - Wage equity, affordable childcare/housing – OCFW
  - Healthcare – OCHA
  - Environmental equity/justice – OCAPIA, OCBA, OCHA, OCFW

# GOALS

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

### **Overview of goals:**

- Build legislative **advocacy** in the OAC's 7 strategic areas.
- **Broaden the scope of research and partnerships** for public policy internships on strategic issues.
- Develop **partnerships** in support of policy research, with government and community partners.
- Grow **leadership** with mentoring and internships.
- Integrate **community engagement** using interactive strategies and tools into all OAC statutory work.



# Commission Program Areas

## Our current initiatives

**Proposing policy.** OCHA and OCFW initiated and are championing SB 492 allowing paid sick time for issues related to partner abuse, SB 491 on pay equity in state contracting, and HB 3525 on notario fraud protections.

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

**Minority apprentices in the Trades report.** In partnership with BOI we researched factors influencing disparities in graduation rates from Apprentices to Journeyman for tradespeople of color in Oregon. We reported our findings to the Oregon Labor Commissioner and in the 2015 OCBA report to the legislature.

**Legislative advocacy.** With community partners, the Commissions are talking with legislators and testifying on 38 individual bills in 2 legislative sessions essential for success of all Oregonians.

**White House Initiative on AAPI's in Oregon.** OCAPIA is partnering with the White House to bring federal department leaders to meetings in Portland and Eugene with API leaders on access to services.

## 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 Annual Women of Achievement Awards:** Highlighting Oregon's diverse group of Women Leaders honored by the Governor. OCFW in collaboration with the OCAPIA, OCBA, and OCHA.

**Youth leadership scholarships:** The Advocacy Commissions work with community partners and universities to sponsor scholarships for youth from communities of color and girls to attend leadership training with their peers.

**Diverse appointments and hiring:** The Advocacy Commissions work with the Governor's Office to recruit specialized diverse talent to serve on state boards and commissions and in state hiring in key areas.

## 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:

- Apprentice to Journeyman disparities for tradespeople of color
- Disproportionate discipline in schools
- Education disparities
- Sexual exploitation of children
- Health outcomes
- Granular data collection on victims of crime
- Wage equity

The research is conducted jointly with state partners and the Governor's Office to study 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.

*"The sound, comprehensive studies now emerging from the internship program at the office of the Advocacy Commissions...have increased the capacity, the efficiency and the effectiveness of the commissions themselves, and their value to the communities they represent and the State as a whole."*

— REP. LEW FREDERICK

Advocacy

Leadership

Partnership

Research

# Advocacy Commission Programs

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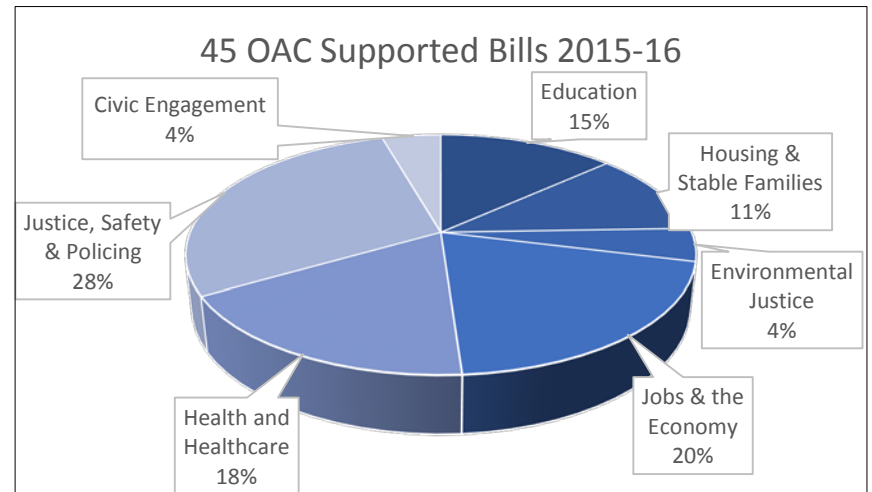
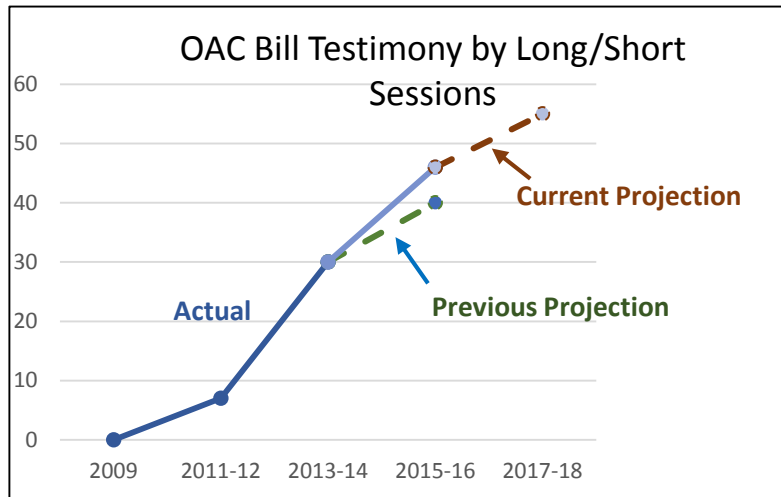
- Advocacy
- Public policy research
- Leadership development
- Partnership





# Advocacy 2015-2016

OAC supported 45 bills with testimony and support letters in the 2015 and 2016 sessions in 7 strategic priority areas:





# Legislative Highlights

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- **HB 4128 Immigration Consultant (Notario) Fraud**  
OCHA/OCAPIA Lead with OACs – PASSED
- **SB 1564 English language learner disaggregated data**  
OCAPIA Lead – PASSED
- **HB 4033 Educator equity act**  
OCBA Lead – PASSED
- **SB 492 Use of sick leave for domestic violence related needs**  
OCFW Lead – PASSED
- **HB 4036 Clean energy and community solar**  
Joint Advocacy Commissions – PASSED



# 2015-16 OAC Bill Support

## Advocacy Commissions' support for legislation includes:

- Equity analysis and bill prioritization
- Bill tracking
- Testimony both in person and submitted
- Floor letters
- Letters to Chairs
- Joining coalition letters
- Invited testimony on special aspects of a bill
- Work with legislators on legislative concepts
- Coordination with Governor's Office

Oregon Advocacy Commissions 2015-2016 www.oregon.gov/OAC/Pages/Advocacy.aspx

# Advocacy

*The Oregon Advocacy Commissions (OACs) give underrepresented populations a voice in policymaking. We maintain an independent voice within state government, collaborating with the Governor, legislators and community partners on key equity issues and lifting lesser known but important policy areas into prominence with our advocacy. In the 2015 and 2016 sessions the OACs supported 45 bills with testimony and letters of support for hearings, 75% of which passed.*

<p><b>Education</b></p> <p><i>The primary strategic priority of each of the four Advocacy Commissions is addressing education disparities Pre-K through higher education and the trades.</i></p> <p>2016  <b>SB 1564*</b>, English language learner granular data, Testimony (OCAPIA)  <b>HB 4033*</b>, Educators' equity act, Testimony (OCBA)</p> <p><b>Housing and Stable Families</b></p> <p><i>Housing and stable families are essential to thriving. Addressing disparities in foster care, hunger, homeless, housing displacement, and safety are key indicators.</i></p> <p>2016  <b>SB 1533A*</b>, Inclusionary zoning, Testimony (OCAPIA/OCBA/OCHA/OCFW)  <b>HB 4001*</b>, Tenant protections, Testimony (OCBA)</p> <p><b>Environmental Justice</b></p> <p><i>Equal protection from environmental and health hazards, and meaningful public participation in decisions that affect the environment in which people live.</i></p> <p>2016  <b>SB 1574</b>, Healthy climate bill, Testimony (OCFW)  <b>HB 4036*</b>, Clean energy bill and community solar panels, Testimony (OCAPIA/OCBA/OCHA/OCFW)</p>	<p><b>Jobs and the Economy</b></p> <p><i>Policies that affect wage equity, jobs, careers, diverse workforce and leadership, small business, poverty, and attainment are part of the OAC's strategic priorities.</i></p> <p>2016  <b>SB 1532*</b>, Raising the minimum wage, Testimony (OCBA/OCFW)</p> <p>2015  <b>SB 454A*</b>, Employer sick time benefits, Testimony (OCAPIA/OCBA/OCHA/OCFW)  <b>SB 491*</b>, Pay equity in state contracts, Testimony (OCFW)</p> <p><b>Health and Healthcare</b></p> <p><i>OAC's strategic priorities include access to care, health coverage, culturally competent care, health education, and better health outcomes for all.</i></p> <p>2016  <b>HB 4017*</b>, OHA Basic Health Plan, Testimony (OCAPIA/OCBA/OCHA)  <b>HB 4071*</b>, COFA premium assistance, Supported (OCAPIA/O-CBA/OCHA/OCFW)</p> <p>2015  <b>SB 445</b>, Public health info for marijuana sales, Testimony 1, Testimony 2, (OCFW)  <b>SB 478*</b>, Chemicals in children's toys, Testimony (OCFW)</p>	<p><b>Justice, Safety and Policing</b></p> <p><i>Overrepresentation in the justice system, hate/stalking protections, profiling, law enforcement and training, and corrections are essential issues for the OACs.</i></p> <p>2016  <b>SB 1571*</b>, Testing of sexual assault evidence kits, Testimony (OCFW)  <b>HB 4009*</b>, Extend law enforcement profiling workgroup, Testimony (OCBA)  <b>HB 4123</b>, Relief from court fees, Testimony (OCBA)</p> <p><b>Civic Engagement</b></p> <p><i>Being an active part of community, leadership, social/government institutions and accessing opportunities are key to success for all Oregonians.</i></p> <p>2016  <b>HB 4009*</b>, Minoru Yasui Day, Testimony (OCAPIA)</p>
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**OAC Supported Bills 2015-2016**

Category	Percentage
Justice, Safety and Policing	28%
Education	15%
Health/Healthcare	18%
Environmental Justice	4%
Housing and Stable Families	13%
Jobs and the Economy	20%
Civic Engagement	4%

\* Indicates that bill passed



# Other Advocacy & Engagement

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- OAC's complaint with Oregon State Bar regarding Assistant DA's profiling statements
- Work on Legislative Task Forces: Notario Fraud; Oregon Education Investment Board sunset; Incarcerated Women
- Public statements on issues of interest and importance to the OAC's regarding equity, civil rights and their 7 strategic priority areas
- Radio interviews
- Public presentations and participation on expert panels
- Visiting prisons and OYA facilities



# Advocacy with OR State Bar

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OCBA and the OACs submitted a formal complaint with the Oregon State Bar in 2016 regarding a statement by Washington County Ass't DA:

*“If you’re looking for a terrorist, look at a young Muslim male. If you’re looking for a gang shooter, look for a young black guy. If you’re looking for a child molester or a mass shooter, look for a white guy. That’s just common sense.”* - Washington County Asst. DA, Zoe Smith

The complaint noted:

*Ethical self-restraint is the first and best protection of the principles of justice and professionalism in this powerful system. Absent meaningful principles of self-restraint, including self-reflection and public accountability, justice itself is damaged by the perception of racism, impunity, and corruption. Without trust in justice, our communities fall prey to the double bind of criminality on one side and injustice with violence on the other.*



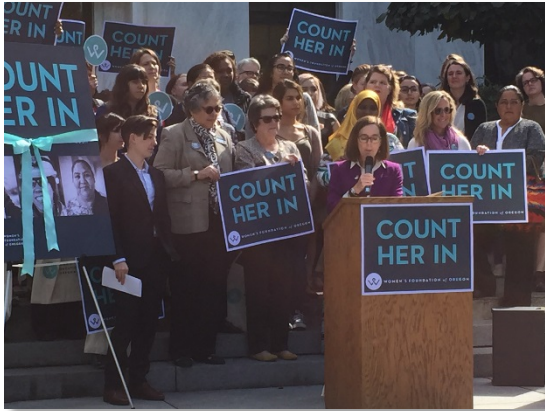
# Partnership

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## **OAC's community partners collaborate on Legislative work and policy research**

- Asian Pacific American Network of Oregon (APANO)
- Urban League of Portland
- Unite Oregon
- Oregon Latino Health Coalition (OLHC)
- American Association of University Women (AAUW)
- Women's Foundation of Oregon

# OAC Partnerships at the Capitol





# Leadership Development

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Statutorily, the OAC's work to grow the number and influence of diverse Oregonians within all branches of state government, its key initiatives, departmental leadership and policy work.





# Leadership development

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**Recruiting diverse candidates for Oregon boards and commissions/Executive Appts.**

**Co-sponsoring leadership development training with community and business partners for communities of color and women:**

- APANO Leadership training
- Asian American Youth Leadership Conference (AAYLC)
- Partners in Diversity
- NEW Leadership Oregon
- White House Initiative on AAPI (WHIAAPI)



# Leadership development

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- **OCAPIA and White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI) Community Forums in Eugene and Portland**
- **OCBA and Roosevelt High School Rough Writers History project and awards**
- **OCHA and OCAPIA participation on legislative Task Force on Immigration Consultant Fraud**
- **OCFW Meeting and Community Listening Session in Corvallis**

# 7 INSPIRING LEADERS: 2015-17 WOMEN OF ACHIEVEMENT AWARDS

## 2015 Honorees

- Jan Campbell
- Donna Maxey
- Kay Toran
- Gwen Trice



## 2016 Honorees

- Nancy Campbell Mead
- Chanpone Sinlapasai-Okamura

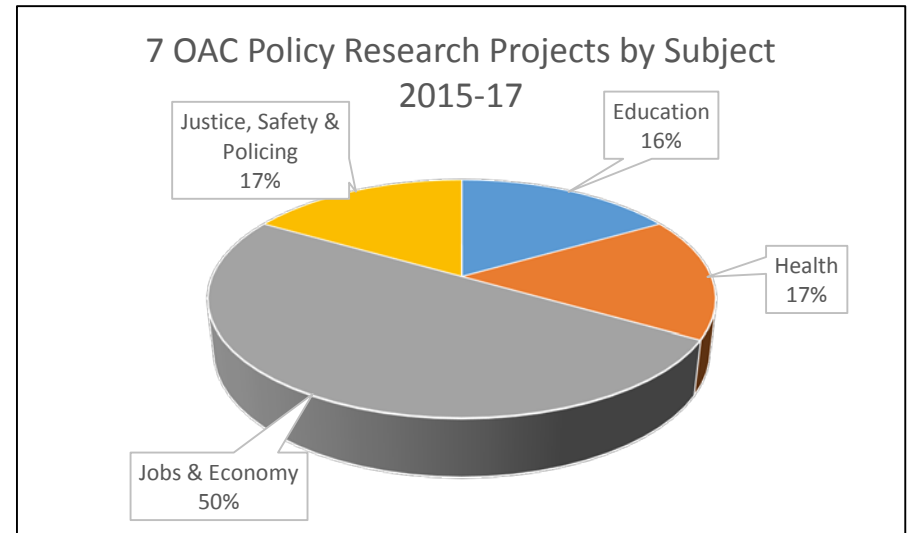


# Policy Research & Analysis

The OAC's statutory missions include study of issues challenging the success of their constituent communities.

The goals of the research:

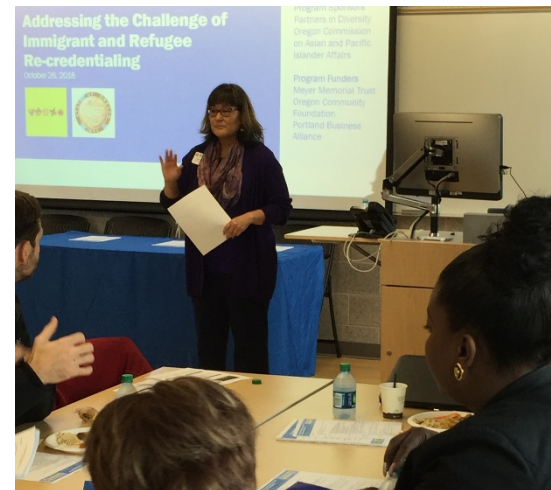
- provide essential data
- practice review and analysis,
- and recommendations for policy improvements in areas of strategic interest to the Commissions and their partners.



# Public Policy Research

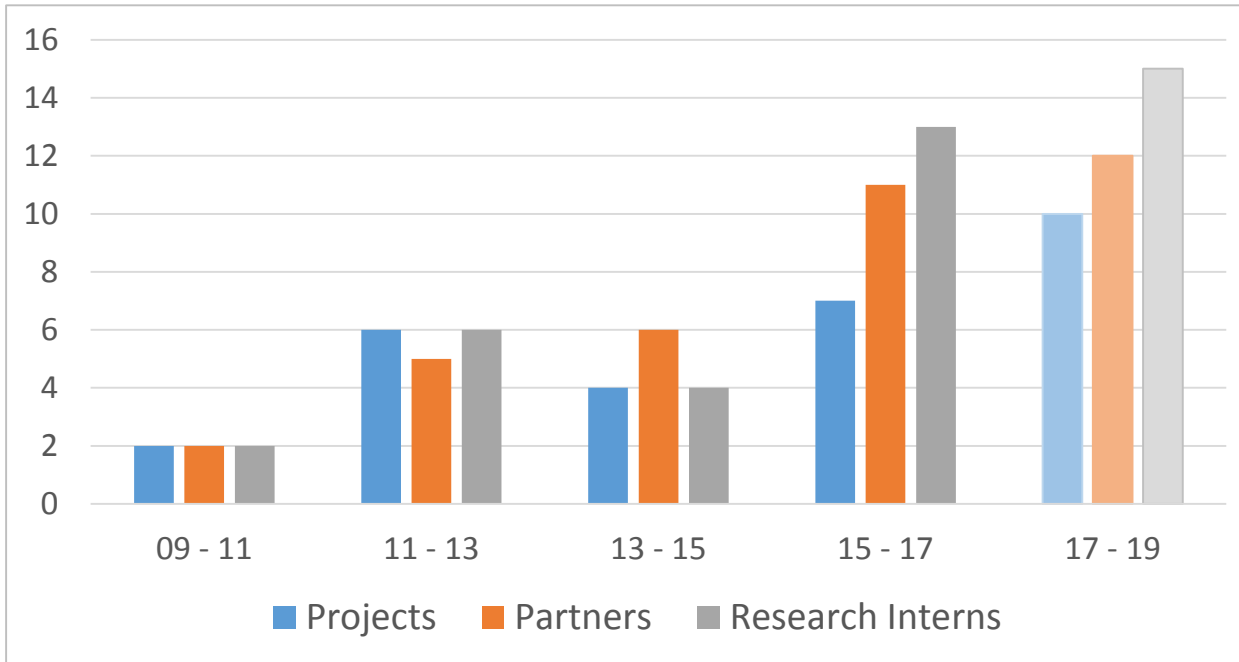
*“What is so impressive about the Advocacy Commissions’ research work is the way that they combine solid academic research, community outreach, and practical policy proposals for community-building change.”*

- Senator Michael Dembrow





## Growth – OAC Policy research, partners, people



### 2015 – 17 State partners:

Justice – ODOC

Education – ODE

Governor’s Office

Jobs & Economy – OWIB; Apprenticeship Division (BOLI)

Stable Families – State Library Reference Division

Health/Mental Health – OHA, DHS

**New!! Community partners:** Partners in Diversity, Family Preservation Proj.

# Public Policy Research

## Integrating immigrants' professional credentials into the Oregon workforce: Research on immigrant re-credentialing

- Literature review of best practices nationally and in Canada
- Comparison of licensing processes in health fields
- Forums with immigrant groups and licensing boards
- Immigrant interviews
- Partners: OCAPIA, OCBA, Partners in Diversity, OWIB





# Public Policy Research

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## **Mental Health Services disparities of Latino Oregonians: Associated consequences, and strategies to address gaps**

The outcomes of the study will inform strategies to address services gaps and policy recommendations for improved access and service provision statewide.

- Analysis of user data
- Provider interviews
- Review of national and Oregon best practices
- Statutory or administrative barriers
- Gap analysis and next steps
- Partners: OCHA, OHA, DHS, Governor's Office





# 2015-17 OAC research outcomes

Oregon Advocacy Commissions' Public Policy Research  
2015-17

*The Oregon Advocacy Commissions (OACs) and public policy research go together. It is part of our statutory missions. The goal of the research is to provide essential data and practice review, analysis, and recommendations for policy improvements in areas of strategic interest to the Commissions. The research is in collaboration with the OAC's, state and community partners and Oregon Universities.*

**Commission on Asian and Pacific Islander Affairs**  
oregon.gov/ocapia

**Commission on Black Affairs**  
oregon.gov/ocba

**Commission on Hispanic Affairs**  
oregon.gov/ocha

**Commission for Women**  
oregon.gov/ocw

**Justice, Safety, and Policing**

*Focus: Overrepresentation of communities of color in the justice and corrections systems, hate crime and stalking protections, profiling, disproportionate sentencing severity, incarcerated parents and their children, reintegration following incarceration, community policing/training, death penalty concerns, human trafficking and access to justice.*

**2015 Report on Incarcerated Parents in Oregon, Prison Nurseries and Community-Based Alternatives, Problematic Foster Care Laws, and Parenting Programs for Incarcerated Fathers.** Research on current status of Oregon incarcerated parents, data review, and DOC and other programs with best practices. **Partners:** OCW, data support from the Department of Corrections, DOC Office of Diversity and Inclusion, the Governor's Office.

**Jobs and the Economy**

*Focus: Policy development that effects wage equity, labor trafficking, career paths, diverse workforce and leadership, small business development, respectful workplaces and attainment.*

**Integrating Immigrants' credentials into Oregon economy.** Research of best practices and policies in Oregon and nationally that promote effective workforce integration of immigrants with professional license/trades certification from other nations, comparison of existing credentialing programs in Oregon health professions, and interviews of immigrants who have experienced credentialing processes in Oregon. **Partners:** OCAPA, OCBA, Partners in Diversity (PID), Oregon Workforce Investment Board (OWIB), the Governor's Office.

Potential of investments in Pre-Apprenticeship to increase success by people of color and women in the trades: Conducting foundational review/analysis of data on enhanced success of students of color in the trades who are enrolled in or graduates of pre-apprenticeship programs and their success in entering and ongoing work in the trades. **Partners:** OCBA, BOU Apprenticeship Division, the Governor's Office.

**Healthcare**

*Focus: Access to care and health coverage, culturally competent care, health education, health disparities, and better health outcomes for all.*

**Joint research between OCHA, DHS and OHA on Mental Health Services disparities of Latinos in Oregon, associated consequences, and strategies to address gaps.** Conducted qualitative and quantitative research of disparities of Latino Oregonians in mental health services to inform equity focused MH services delivery and policy development. Collect specific experiences and consequences of identified MH disparities, effective models, and strategies to address service gaps of Latinos statewide. **Partners:** OCHA, Oregon Department of Human Services (DHS), Oregon Health Authority (OHA), OHA's Office of Equity and Inclusion (OEI), the Governor's Office.

What policy makers are saying about OAC research

"Impressive." "a sense of scale," "extremely cost effective,"

"practical policy proposals,"

"partnerships leverage collective expertise,"

"readily helps legislators... make the right decisions"

(see full quotes on back)

**OAC's 7 Policy Research Projects**

Project Area	Percentage
Jobs and the Economy	44%
Education	14%
Justice, Safety and Policing	14%
Health	14%
Housing and State Families	14%



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*“The sound, comprehensive studies now emerging from the internship program at the office of the Advocacy Commissions...have increased the capacity, the efficiency and the effectiveness of the commissions themselves, and their value to the communities they represent and the State as a whole.”*

- Representative Lew Frederick



# Outcomes of Legislative investment

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In the 2015-17 biennium, the Legislature invested in the OAC's by adding a 0.5 FTE OPA3.

This increased the number of policy research projects in key areas and grew state partners and student researchers to the highest levels in the OAC's history.



# 15% Reduction Options

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## 5% Reduction #1: \$36,589

Reduce Commission/staff travel, data storage costs, professional services, replacement schedule for phones, per diems, rent.

## 5% Reduction #2: \$36,589

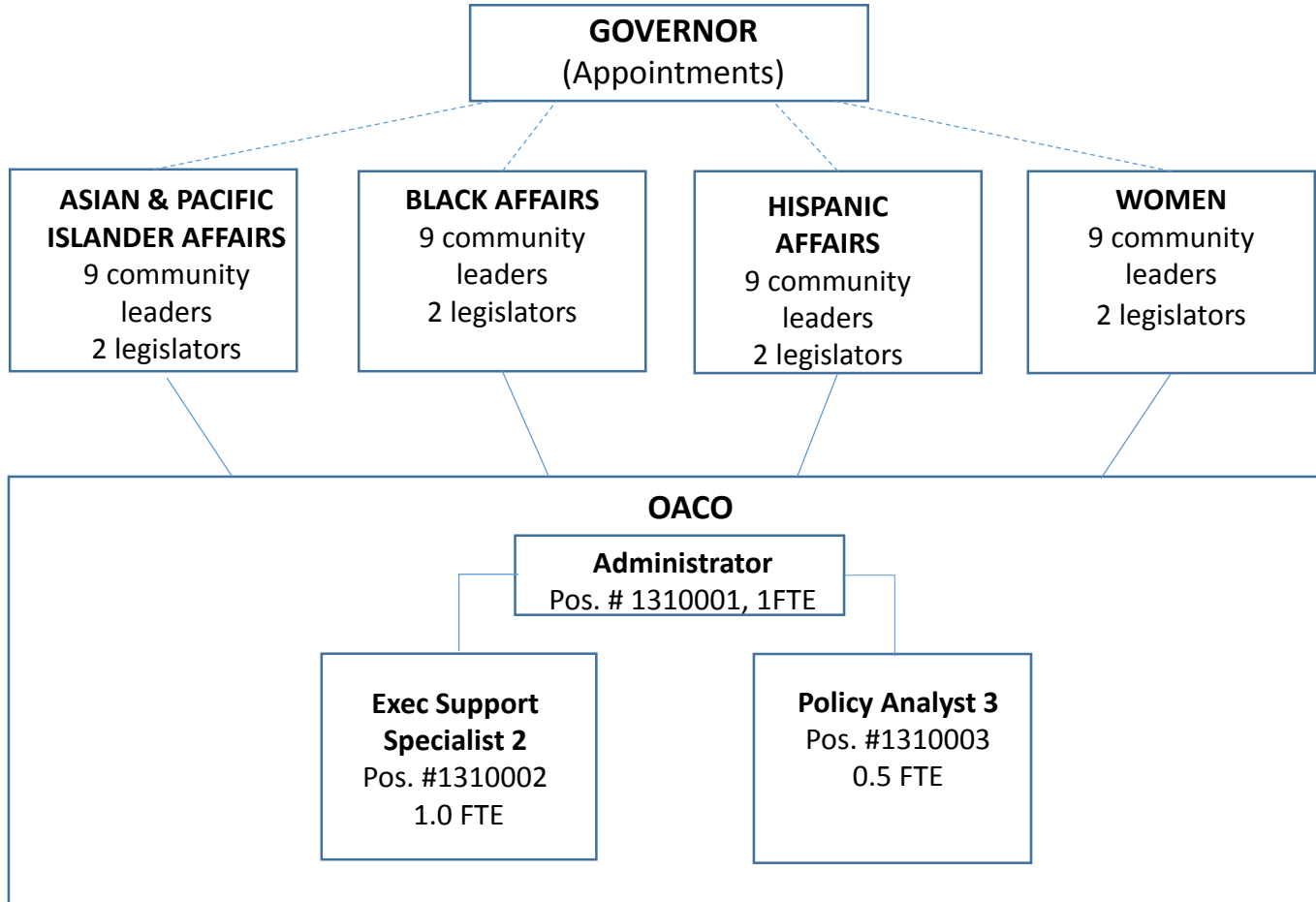
Reduce OPA3 to 0.4 FTE, cell phone plans, rent, per diems, leadership scholarships.

## 5% Reduction #3: \$36,589

Reduce OPA3 to 0.3 FTE, data processing, website and archiving size.

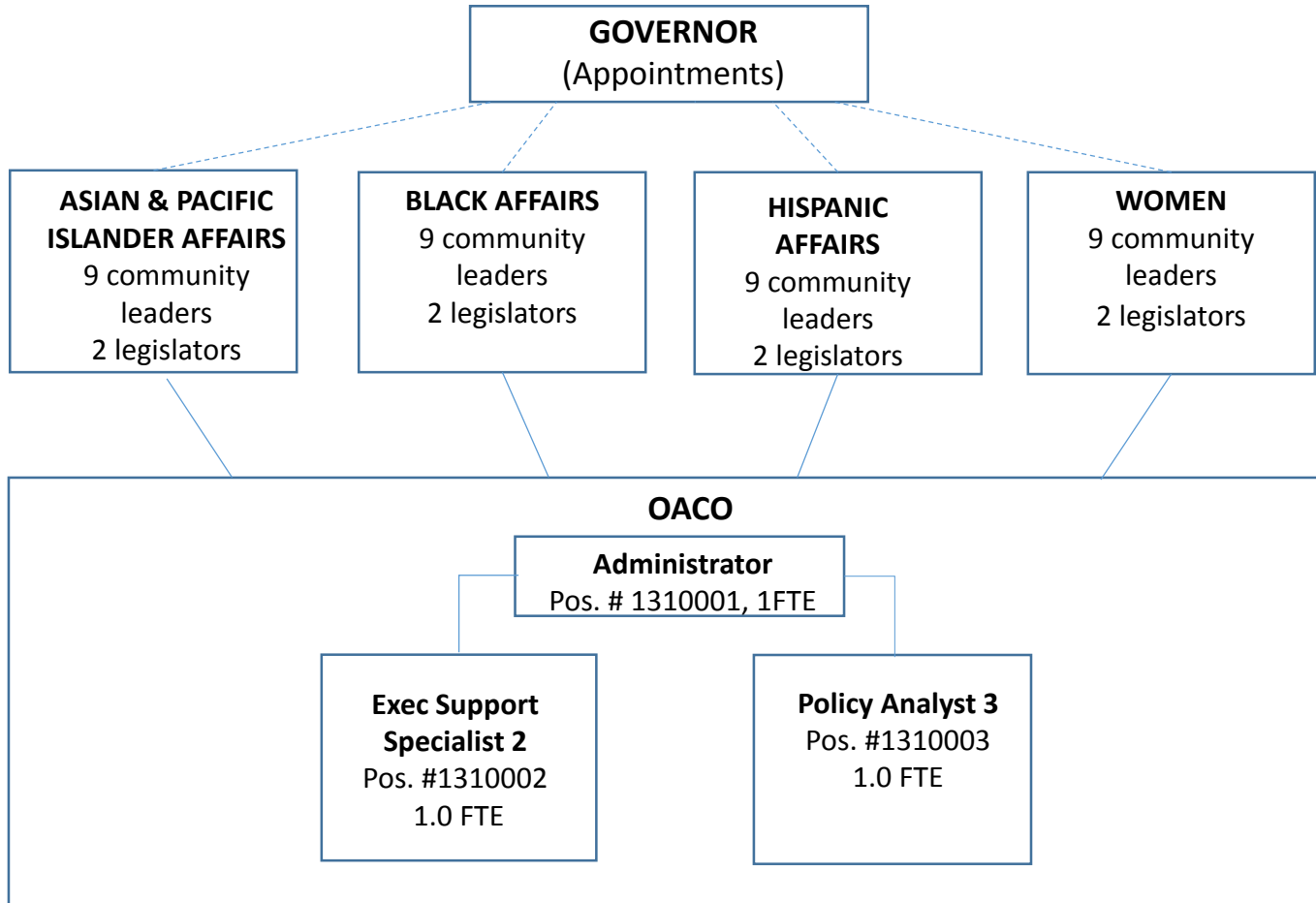


# Current 2015-17 Org Chart





# Proposed 2017-19 Org Chart





# How are we doing?

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## OACO Key Performance Measures (KPMs)

Customer Service: 93 – 100% satisfaction rating

Six measures: Timeliness, Accuracy, Helpfulness, Expertise, Access to Information, Overall Quality. Range of satisfaction ratings: 93% to 100% satisfaction rating with greatest improvement in Timeliness with additional staffing investment from 2015.

Best Practices Indicators: 100% achievement rating

15 measures: ED performance expectations and annual review, strategic plan current and applicable; board reviews APPR, financial reports, management practices and budget; board oversight in key communications, policymaking, accounting; board training, coordination in accordance with roles, and POPs support goals of organization.



# Major Budget Drivers & Environmental Factors

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Joint Ways & Means' question to the OACs in 2013:

***“What resources do you need to fully fulfill your statutory mission and duties?”***

In response the Advocacy Commissions worked with the Governor's Office and DAS HR to conduct a year-long review of staff support for statutory mission in Advocacy, Public Policy Research, Leadership Development and Engagement with constituent communities.

The OACs are requesting the Legislature's help for additional investment, which they began in 2015, to implement the resulting staffing plans to:

- increase the OPA3 from 0.5 FTE to 1.0 FTE and
- trueing up Administrator salary





# Program & Service Changes 2011 - 2017

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- Growing OAC need for assistance with bill equity analysis, testimony and public policy research has quadrupled
- Backlog of research topics slowed by staff bandwidth
- Emerging OAC Committee structure and required staffing for joint committees on strategic priorities including health, education, legislation
- Growing need to communicate with their constituent communities statewide



# OACO's POPs

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## **Increasing Equity Policy Advocacy and Research**

Increasing OPA3 from 0.5 FTE to 1.0 FTE

## **Position True-Up**

Update position to reflect current responsibilities



# Major Changes since 2011

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**Between 2011 – 13** the population of communities of color in Oregon had grown to 12% Hispanic, 4% Asian and 2% Black. The OACs achieved stable staffing, establishing their roles in bill support and research.

**Between 2013 – 15** the OACs increased legislative advocacy by 400% (from 6 to 30 bills), public policy research by 250% (from 2 to 7 projects), state partnerships by 150% (from 3 to 7).

**Between 2015 – 17** the OACs added 0.5 FTE OPA3 and with the additional support exceeded its projections with 45 individual bill testimonies and new research partnerships and complex research projects.



# Contain Costs & Improve Programs

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Maintaining budget efficiencies including working from mobile phones only, small office footprint, building robust distance meeting supports for 4 Commissions.

## Improving Programs:

- Leveraging state partner equity data and partnerships for public policy research outcomes
- Building policy related data with new State Library reference support and state partner data
- Growing community meetings and engagement with constituent communities statewide



# Joint Ways and Means Presentation

## CFO Budget Analyst Presentation

### Robert Otero