



Testimony in Support of House Bill 4107 A

February 25, 2020

Senate Committee on Labor and Business

Deborah Riddick, JD RN

Good afternoon Chair Taylor, Vice Chair Knopp, and members of the committee. My name is Deborah Riddick. I am the Director of Government Relations for the Oregon Nurses Association (ONA). We represent 15,000 registered nurses throughout the state and the Nurse Practitioners of Oregon. The ONA supports HB 4107 A which addresses discriminatory and culturally insensitive practices that limit agency and leave many Oregonians feeling marginalized.

The ONA commends the sponsors of HB 4107 A for their acknowledgement of structural biases that contribute to societal exclusion, and for their willingness to codify protections and expectations that support the breadth of lived experience that makes up Oregon. This bill doesn't simply recognize our diverse economic and cultural backgrounds, it ensures that those differences are supported equitably.

Among its provisions, HB 4107 A would support cash as an acceptable form of payment, in most cases, reducing the condescension and stigma experienced by people who don't use credit or debit cards, or simply prefer cash exchanges. It confronts discrimination in interscholastic activities; it embraces the significance of hair as statement pride and culture; and limits the ability of dress policies to favor dominant sensibilities and preferences.

HB 4107 A gives voice, creates space, and aligns policy with the values that make Oregon a welcoming environment for our residents and the many visitors to the state. The ONA supports this bill's purpose, intent and for the possibilities it inspires. We encourage the committee to support the ideals and values this bill represents.