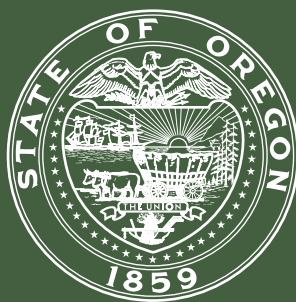
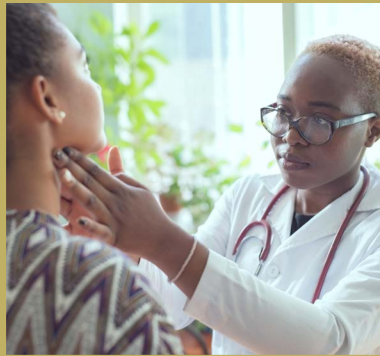


State of Oregon Racial Justice Council Report



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We would like to acknowledge the many tribes and bands who call Oregon their ancestral territory, including: Burns Paiute, Confederated Tribes of Coos, Lower Umpqua and Siuslaw, Confederated Tribes of Cow Creek Lower Band of Umpqua, Confederated Tribes of Grand Ronde, Confederated Tribes of Siletz Indians, Confederated Tribes of Warm Springs, Confederated Tribes of Umatilla Indian Reservation, Coquille Tribe, and Klamath Tribes; and honor the ongoing relationship between the land, plants, animals, and people indigenous to this place we now call Oregon. We recognize the continued sovereignty of the nine federally recognized tribes who have ties to this place and thank them for continuing to teach us how we might all be here together.

Thank you.

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KATE BROWN
Governor

I have always believed that, by working together, we can create an Oregon where everyone has the opportunity to thrive, everyone's voice is heard, and no one is left behind. Unfortunately, we know that in Oregon, and the United States generally, we have not had a level playing field for far too many people throughout history.

The first step to creating opportunity for all is rooted in the recognition that, because of our nation's history of racism and racist policy, racism is endemic to our systems today. Whether this is something you've known your entire life or something you're just beginning to learn about, the fact that racism and racial disparities impact every part of our culture and our economy cannot be denied.

Our state's—and our nation's—long history of racist policies will not be deconstructed in a day, or a year, or in one budget cycle or legislative session. But it can be broken down in the same manner it was built: brick by brick, through new policies and new practices, backed by real investment.

In 2020, I convened the Racial Justice Council (RJC) to center the perspectives of people from many different backgrounds and life experiences to focus on transformative change, and to begin the process of dismantling systemic racism in Oregon. Members of Oregon's Black, Indigenous, Native American, Tribal, Latino, Latina, Latinx, Asian, Pacific Islander, and communities of color from all across the state came together to create the Council. Together, they developed a Racial Justice Action Plan, recommended legislative actions, executive orders, and investments to make substantial progress toward a racially just and equitable Oregon.

But this work cannot stop. I am pleased that the Legislature passed House Bill 2167 (2021) to codify the RJC into state law. By institutionalizing the RJC itself for years to come, as a state, we can continue to take meaningful steps to incorporate anti-racism into state government policies, budget processes, workforce, and structures.

The following report, the first of the now-codified Racial Justice Council, reflects the thoughtful work of RJC members, community members, leaders in the public sector, and the business community to dismantle the structures of racism that have created grave disparities in virtually all of our social systems and structures. To date, the Council has focused on examining and providing recommendations for improvements in several areas, including education, economic opportunity, criminal justice reform, police accountability, health equity, environmental equity, and housing and homelessness.

These past few years, in particular, have shown us that we are all connected. And, our future is better when we elevate the communities who have been ignored for far too long.

Governor Kate Brown

Racial Justice Council Executive Summary

We embarked on this journey during a pandemic and in the wake of social unrest precipitated by the murder of George Floyd in 2020 with the charge of dismantling Oregon's antiquated and racist policies and systems. We aimed to build a way for the state to better engage with, listen to, and support Oregon's Black, Indigenous, people of color, Tribal members, and immigrants and refugees. From rural and urban, to grassroots community members, educators, organizers, healthcare professionals, housing advocates, and more, bipartisan Council and committee members came from all walks of life to build a unifying vision for a more racially just Oregon.

We joined this Council because we want our children, our communities, and every Oregonian to prosper without disparity. The strength and drive of our work is, and always will be, in the community. As members of the Racial Justice Council, we are here to chart an equitable path toward that reality, where we can illuminate disparities, rectify past systemic injustices, evaluate programs and processes, and invest in our communities. Dismantling systemic racism benefits all Oregonians, making our communities stronger, more vibrant, and more resilient now and in the future.

This report is first and foremost a call to action for legislators, agency staff, directors, and all involved in state business to work together towards embedding racial equity throughout all levels of state government.

This report also serves as a tool for transparency among community members, as well as a resource for state agencies and legislators. We offer a synthesis of the accomplishments that the Racial Justice Council has achieved over the course of two years — the challenges, the highlights, and ultimately, our collective aspirations for a racially just Oregon. Beyond aspirations and an accounting of our robust work, the report offers clear areas of opportunity and action for legislators, agencies, and state government staff to continue building towards a just Oregon.

The process of dismantling systemic and institutional racism is a journey with infinite possibilities. While it has not been easy, we are proud of what we've been able to accomplish in two years. Oregon has a long road ahead in this journey to dismantle the structures of racism that have created grave disparities and we invite everyone — community members, state agencies, and elected officials — to continue forging this path together with us.



About the Council

In September of 2020, in the wake of the global pandemic, the murder of George Floyd, national protests for racial justice, and wildfires across Oregon, Governor Kate Brown brought together community leaders to create the Racial Justice Council, a group charged with centering the voices of Oregonians of all races and backgrounds in developing state policy and budget recommendations. With its formation, dozens of community leaders with a range of backgrounds and experiences were empowered to take on the big task of dismantling systemic racism embedded in Oregon state policies and practices so that Oregonians of all races and backgrounds can thrive together. Leaders from the Black, Indigenous, Native American, Tribal, Latino/a/x, Asian, and Pacific Islander communities throughout the state came together to participate in the Council and move Oregon toward creating tangible, systemic changes to shift how Oregon state agencies operate, and to center Oregon's historically and continually underserved and under-resourced communities.

In 2021, the Governor signed House Bill 2167, codifying the RJC and its focus on equity and racial justice into state law — the first state in the country to have such a council. The purpose of the codified council is to continue to provide advice and recommendations to the Governor relating to racial justice, including plans and strategies to institutionalize racial justice throughout state business. The legislation also provided requirements for state agencies and the Governor to engage with Oregon's communities of color when developing budgets and policies.

During these first two years, the 40-person Council collaborated with the six policy committees: Criminal Justice Reform & Police Accountability, Education Recovery, Economic Opportunity, Environmental Equity, Health Equity, and Housing & Homelessness. With the collaboration of state agencies, each committee worked to develop budget and policy recommendations that address structural racism within state government. The Council introduced legislation and budget recommendations that secured roughly \$3.7 billion in investments in 2021 for expanded health care coverage for undocumented adults and youth, housing development and rent forgiveness, expanded access for children to early care and education programs, and more. The Council also revamped the state's 2023-25 budget development process to implement a community engagement budget process for state agencies and worked closely with state agencies on developing their community engagement plans and budget requests. While this work has just started and has a long way to go, to date, the Council advanced legislative actions, policies, and investments that will deeply impact communities of color throughout Oregon for years to come.

RJC Summary of Accomplishments 2020-2022

RJC's 2021 Legislative Agenda introducing seven priority bills:

- HB 2167 - Codifying the RJC
- SB 289 - Safety in the Outdoors
- HB 2266 - Access to Capital
- HB 2166 - PK-12 Education Equity
- SB 291 - Individual Assessment for Housing
- HB 3352 - Cover All People

2022 Legislative Agenda:

- SB 1545 - Future Ready Oregon- a comprehensive \$200 million package of investments to give people the education, training, and resources they need to get into good-paying jobs.
- HB 4077 - Environmental Justice for All, creates a centralized mapping tool with data and information and expands capacity for the Environmental Justice Council.

RJC advanced six out of seven bills of its legislative agenda in the 2021 legislative session and another 45 bills that advanced the RJC's vision, including budget investments and RJC support agenda bills. Some examples include:

- HB 2168 - Juneteenth
- HB 3265 - Sanctuary Promise
- HB 2171 - Recreation Outdoor Access
- HB 2088 - Tribal Traditional Health Workers
- HB 3160 - REALD & SOGI Data Justice Act
- HB 2163 - Long-term Rental Assistance
- SB 458 - Ensuring Home Owner Opportunities

Implemented the RJC statute by developing a Community Engagement and Racial Equity Impact Statement budget development program with state agencies.

Informed Executive Order NO. 22-15

Directs state agencies to take specific steps, over several years, to improve equity in state procurement and contracting.

For a full list and more detail of legislative accomplishments see, [Appendix B - Racial Justice Council: 2021 Legislative Session Accomplishments](#) and [Appendix C - Racial Justice Council: 2022 Legislative Session Accomplishments](#)



About the RJC Committees

To expand on the work of the 40-person Council, Governor Kate Brown established Racial Justice Committees to dig deeper into policy areas that would have a high impact on the Council's overall objectives. These committees also offered collaborative opportunities for agencies and committee members together to evaluate and tackle disparities and create ways to embed justice within state government operations. Six committees were established to focus the Council's attention on six core issue areas that are fundamental to creating a more racially just state. Each committee provided policy and budget recommendations to the Council to review and to advise the Governor's decisions. Council members serve on one committee each, with an additional 20-40 community members with relevant expertise and experience appointed to each of the six committees. In total, over 240 people served in these six committees. The six committees are:

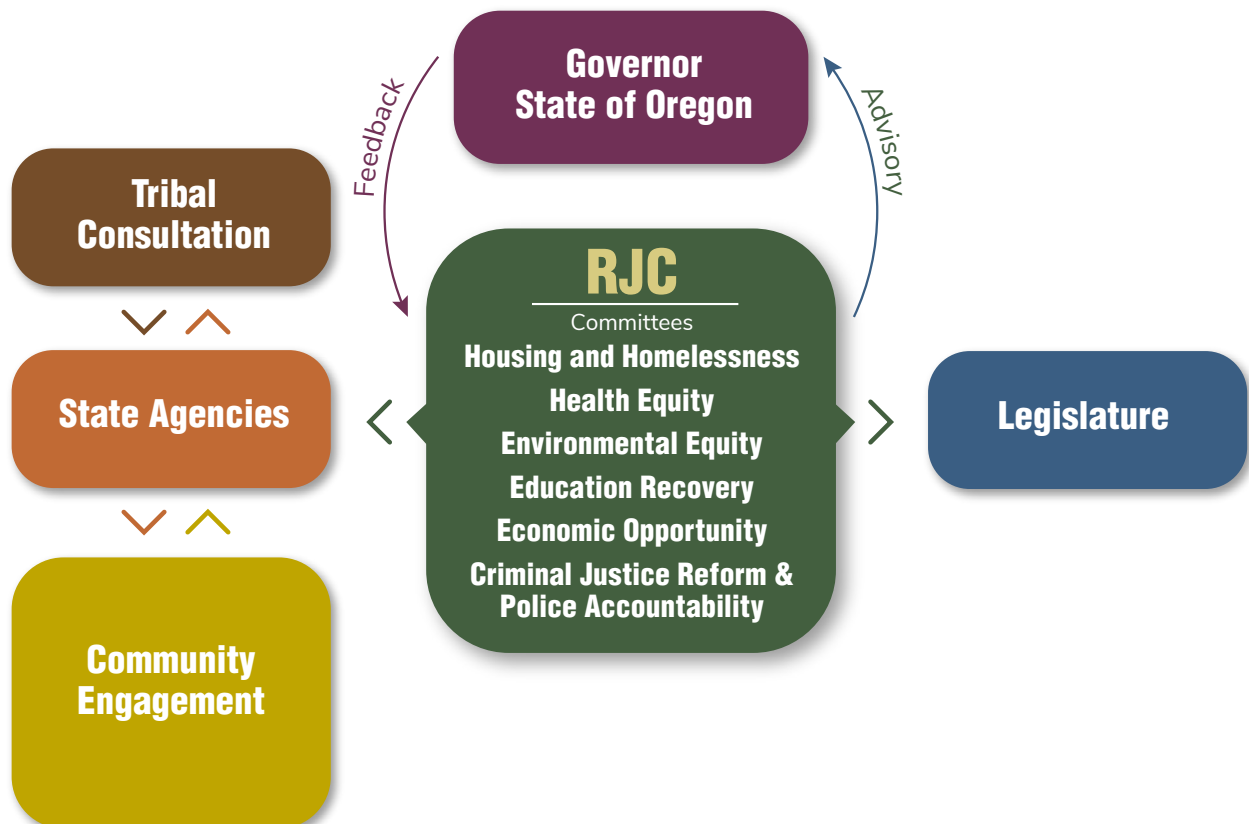
- 1. Criminal Justice Reform and Police Accountability:** Everyone deserves safety from violence, including systemic violence. Oregon disproportionately arrests, convicts, and incarcerates Black, Native, and Latino Oregonians, while policies such as mandatory minimum sentencing laws exacerbate these disparities. The Criminal Justice Reform and Police Accountability committee proposes recommendations that evaluate the state's criminal justice system through a racial equity lens, including police practices, training and accountability, indigent defense, cash bail, prison and sentencing practices, prisoner re-entry, parole and probation, and restorative justice practices.
- 2. Economic Opportunity:** The COVID-19 pandemic exacerbated and magnified the inequities long-entrenched in Oregon's economic system. The state has a unique opportunity to ensure its recovery efforts and future decisions expand economic opportunity to underrepresented communities, particularly people of color, and Oregon's native and tribal populations and rural communities. The Economic Opportunity committee evaluates and provides recommendations regarding the state's current public contracting opportunities, access to capital, economic disparities, and technical business assistance. It also identified long-term support necessary to facilitate economic recovery and success among communities who face the most economic disadvantages and systemic barriers to economic opportunity and wealth creation.
- 3. Education Recovery:** Similar to the economy, the COVID-19 pandemic shined a spotlight on the systemic inequities within Oregon's education system, and worsened existing barriers for youth of color, tribal, migrant and refugee, LGBTQIA2s+, and students experiencing disabilities. The Education Recovery committee is tasked with recommending key policies and strategies to remove these barriers, expand opportunities, and create better outcomes for all Oregonians from childcare and early learning to post-secondary education and training. Simultaneously, the committee works with education agencies on implementation and policy priorities related to educational equity.

4. **Environmental Equity:** From access to Oregon's natural environment to resources for protection from environmental hazards, the benefits and burdens of environmental policy are not evenly distributed among all Oregonians. Communities of color, low-income, and rural communities often bear the burdens of environmental degradation while being left out from the benefits generated by the natural environment. The Environmental Equity committee proposes policies, programs, and budgets to the state's environment and natural resources agencies to ensure they are responsive to environmentally vulnerable communities while expanding benefits of, and their access to, the outdoors.
5. **Health Equity:** All people deserve to reach their full health potential and well-being without being disadvantaged by their race, ethnicity, language, disability, gender, gender identity, sexual orientation, social class, documentation status, or other socially

determined circumstances. The Health Equity Committee is tasked with identifying and recommending interventions for racial health disparities, improving access to disaggregated health data, and recommending changes to state agency health policies and practices to align with a racial justice and health equity framework.

6. **Housing and Homelessness:** Housing is a universal human need, and every person in Oregon deserves unconditional and life-long access to housing with culturally-relevant and adaptive supports. Disparities in the housing system on the basis of race present themselves in the form of housing instability, high rent burden, home ownership rates, homelessness, and more. The Housing and Homelessness committee is charged with identifying the barriers to housing stability and affordability, strategies for preventing and ending homelessness, and recommending homeownership strategies for Oregonians of color.

Racial Justice Council Structure



The RJC's Vision for Oregon's Future

In 2021, members of the Racial Justice Council and its committees came together to imagine what a racially just Oregon could look like beyond the current reality. They developed statements articulating in their own words their vision for Oregon. Members discussed their hopes and dreams for the state, and what they would like future generations of Oregonians to inherit, answering questions such as, “What can we create together without the limitations or constraints of current barriers, existing political will or capacity?”. Together, members generated vision statements that serve as a North Star, offering clarity and focus for committees and Council members, state agencies, and community partners to collectively chart a course toward following the voices of those people most impacted by historical and institutional racism in Oregon and create a

system with them that fully supports us all. The statements are intended to be iterative, to be built upon and strategized into realization. They are a reflection of what brought the Council together at that time and a guide for the work ahead. The RJC fully acknowledged that language, solutions, and strategies may change or may already have been achieved after these statements were written.

These visions fall under six issue areas — the same ones the committees were tasked with addressing — because these are the issues that fundamentally impact the lives of Oregonians of color, but where systemic inequities, barriers, and disadvantages persist. The following statements set a bold and ambitious vision for Oregonians, naming the conditions that need to be in place to meet the Council's charge, and inviting everyone to continue to dream creatively about what is possible.

Criminal Justice Reform and Police Accountability

END PRACTICES OF UNPAID PRISON LABOR

We envision an Oregon that abolishes the use and reliance on prison labor. That prohibits practices that punish people with low or no-income like cash bail. All people have access to high-quality legal representation, regardless of income or citizenship status.

POLICE ACCOUNTABILITY & ENDING UNJUSTIFIED USE OF VIOLENCE

We envision an Oregon that uses alternatives to policing. That ends capital punishment, and the unjustified use of lethal force by police. Where law enforcement is held accountable for its actions and attend to the intergenerational health, social, and economic impacts over policing and imprisonment of BIPOC people and historically marginalized communities.

RESOURCED COMMUNITIES ARE SAFE COMMUNITIES

We envision an Oregon in which communities are fully resourced and able to care for each other in ways that are culturally meaningful. We fund the creation of stable and reliable support for all, so

that no person is required to break laws in order to survive. Children thrive in neighborhoods that care collectively for their well-being, and grow up to reach their full potential.

TRANSFORMATIVE AND RESTORATIVE JUSTICE

When Oregonians experience harm or cause harm, trauma-informed approaches to justice, equity, and safety are embedded in every element of repair and accountability. Consequences are proportionate, age-appropriate, and focused on community healing and (re)integration. Isolation, institutionalization, and confinement are rarely, if ever, used as consequences.

LEADERS AND DECISION-MAKERS REFLECT, HONOR, AND RESPECT THE DIGNITY AND HUMANITY OF ALL PEOPLE

We envision an Oregon in which leaders, decision-makers, and policy-makers, reflect the communities they serve. That community members, including people who are formerly-incarcerated, are accountability partners that co-create and co-lead transformational justice reform and community investment.

Economic Opportunity

DIGNITY FOR ALL

We envision an Oregon that creates space and financial resources to access health and housing. That builds Oregonians' financial literacy across the life course. That abolishes the use and reliance on prison labor, which has a disproportionate and negative generational financial impact on some communities.

VALUING ALL WORK

We envision an Oregon that values caregiving and builds caregiving infrastructure. An Oregon that intentionally invests in BIPOC entrepreneurs and infrastructure.

GENERATIONAL WEALTH CREATION

We envision an Oregon that sees community as a financial investment. Where historic economic impacts of racism are accounted for and where inequitable financial barriers are dismantled and removed.

OPPORTUNITIES TO REACH FULL POTENTIAL FOR ALL

We envision an Oregon that pays basic income and living wages, ensuring every person has the opportunity to reach their full potential.

Education Recovery

WORKFORCE DEVELOPMENT

We envision an Oregon in which all leaders providing training, care, education, and mentorship reflect and value learners' cultural, linguistic, and lived experiences. Leaders who understand and prevent implicit bias, systemic racism, and oppression from limiting learners' potential and self-determination.

WHOLE PERSON, WHOLE FAMILY EDUCATION

We envision sites of learning across Oregon as webs of social safety and community connection, where learners' inherent dignity and cultural knowledge are valued and respected. K-12 education serves the whole child and family, prioritizing and providing for mental, physical, and socio-emotional wellness.

ANTI-RACIST, HISTORICALLY ACCURATE EDUCATION

We envision Oregon's schools teach curricula reflective of local cultures. Students learn the truth about Oregon's and the nation's racist history, and are taught to envision themselves as the anti-racist leaders of our future.



Environmental Equity

INDIGENOUS, BLACK LAND, AND RESOURCE STEWARDSHIP

We envision an Oregon in which the historic impacts of colonization, displacement, and exclusion from land stewardship among Indigenous and Black communities are repaired. That pathways for BIPOC communities to be leaders in farming, food production, and care for land and waterways better support and diversify Oregon's green economies.

END ENVIRONMENTAL RACISM

We envision an Oregon in which policies and practices no longer create inequitable and disproportionate exposures to environmental hazards. An Oregon that prioritizes environmentally safe communities and neighborhoods, where the history and contemporary culture of Indigenous people is honored, valued, and respected.

STATE PARKS AND WILDERNESS AREAS ARE WELCOMING, ACCESSIBLE, AND RESTORATIVE FOR ALL PEOPLE.

We envision an Oregon in which all people can experience the beauty and wildness of our state, where stewardship of natural environments includes equitable access, and BIPOC and disabled peoples are represented by, and valued by park rangers, campground hosts, other park personnel, and park users.

INVESTMENT IN GREEN ENERGY

We envision an Oregon that prioritizes climate-resilient, sustainable energy production, where job training programs and investment in BIPOC entrepreneurs make possible environmental and economic equity.



Health Equity, Housing, and Human Services

RELIABLE CULTURALLY-RELEVANT SERVICES

We envision an Oregon in which providers reflect the diversity of the people they serve. All Oregonians can access information to make informed decisions in their primary language. Community-based organizations are partners in community care, integrated into functional, coordinated, trauma-informed systems.

HEALTH CARE AND HOUSING FOR ALL

We envision an Oregon in which all people are provided health care and housing across the life-course. Income, ability, and citizenship status do not determine or impede the human right to quality housing and health care.

DIGNITY, BELONGING, AND JOY

We envision an Oregon in which all people live their whole lives experiencing self-determination, purpose, unconditional dignity, and belonging. Joy is a common, collective experience. BIPOC people experience freedom of movement, abundance, and safety in all of Oregon's communities.

COMMUNITY RESILIENCE AND STABILITY

We envision an Oregon in which our communities increase our health, wellness, and social stability. All people have access to quality schools, healthy food, living-wage income, green spaces, and meaningful social connection.

END SYSTEMIC DEHUMANIZATION

We envision an Oregon that has dismantled and retired policies and practices that permit othering and dehumanization. That prevents criminalizing communities of people based on race, income, housing status, or citizenship status.

THE RIGHT CARE, AT THE RIGHT TIME, IN THE PLACES WHERE PEOPLE LIVE

We envision an Oregon in which our health and human services systems provide care where people are at, and before crisis occurs. That expands its definition of first responders to include trauma-informed crisis and community care. Police no longer have a role in responding to acute mental health crisis.





Turning Vision into Reality

While the Council is proud of the work and intention that went into developing these visions, the path towards actualizing them will take ongoing investment, humility, deep listening, and most importantly, collaboration. The well-being of our communities requires collaboration and strong commitment from institutions statewide to address historic harms and build processes, practices, and investments that tackle a long history of systemic racism. In other words, we need state agencies, the legislature, and the entirety of state government to work in concert if we are to build a just Oregon.

The Council provides three guiding recommendations for institutions and leaders state-wide to move towards the North Star set by these visions:

- 1. Build upon the vision.**

These vision statements are not set in stone. They are simply a snapshot of what is possible for Oregon, with a universe of possibilities that have yet to be explored or considered. The Council asks that the Governor, Oregon state agencies, and all other branches of government work closely with community

partners and the Council to develop policy solutions through meaningful community engagement and Tribal consultation to continually build upon and turn the vision into reality to meet the needs of communities across Oregon.

- 2. Integrate and operationalize the vision.**

The vision is a tool for agencies and policy makers with decision-making power to reflect on how to create and implement processes, investments, and outcomes that are racially equitable. Agency directors and staff are asked to reflect on and deepen their understanding of and commitment to racial justice within their agency operations.

- 3. Invest in the vision.**

A vision without resources to carry it out will not create the conditions for a racially just Oregon. The Council invites the Oregon Legislature and the Ways and Means Committee to reflect on this vision and collaborate with the Council on future policy and budget priorities.

A New Budget Process

A budget is a moral document. For the State of Oregon, it's a \$121 billion moral document that has the ability to transform how communities are resourced. How these moral documents are created — from how they are put together, who is consulted, how feedback is solicited, and who and what is invested in — all have the power to move Oregon closer to the vision set by the Council and to tangibly impact Oregonians' daily lives. Building off of the momentum from passing roughly 45 legislative bills that secured over \$3.2 billion in investments for communities of color throughout the state, the Council understood that policy changes alone would not be sufficient for systems change.

As such, the Council turned its focus to the state's budget process.

Since August 2021, Council members worked diligently with the state Chief Financial Office and

state agencies to transform the state's agency budget development process to better engage with, solicit feedback from, and collaborate with historically underserved communities, including communities of color in the development of their 2023-25 budgets.

To do so, through the direction of House Bill 2167, the Council informed a fifth phase to the state's budget process: a community engagement phase that required agencies to create: 1) Community Engagement Plans and 2) Racial Equity Impact Statements in coordination with the RJC, building their ongoing racial justice analysis through an equity tool with agency directors and agency staff. As a measured approach to phase in the new requirements, the Council, in collaboration with the Governor's office, identified the agencies most appropriate for inclusion in this initial phase.

Equitable Budget Development Cycle



Agencies Participating in the Budget Development Phase

Based on the relevancy of their work in relation to the Council's charge and their impact on Oregon's communities of color, 26 agencies were selected.

» General

- **Department of Consumer and Business Services:** Oregon OSHA; Enforcement Program; Division of Financial Regulation; Consumer Education and Advocacy Program
- **Department of Emergency Management:** Oregon Individual Assistance Program
- **Department of Human Services:** Self Sufficiency Programs - Temporary Assistance for Needy Families (TANF)
- **Department of Revenue:** Taxpayer Advocate Program; Expansion of the Earned Income Tax Credit – to include ITIN filers
- **Department of Veterans' Affairs:** Rural Veterans Healthcare Transportation Grant Program
- **Oregon Employment Department:** Paid Family & Medical Leave Program

» Criminal Justice Reform and Police Accountability

- **Criminal Justice Commission:** Justice Reinvestment Initiative; Restorative Justice Grants funded to implement HB 2204 (2021)
- **Department of Corrections:** Health Services - Substance Use Disorder Treatment; Community Corrections - Measure 57 Commission and Grant in Aid
- **Oregon Youth Authority:** Youth Programs and Services; Office of Inclusion and Intercultural relations

» Economic Opportunity

- **Business Oregon:** Certification Office for Business Inclusion and Diversity Program (COBID)
- **Department of Administrative Services:** Enterprise Goods and Services - Procurement Services

» Education Recovery

- **Early Learning Division:** Early Learning Programs - Preschool Promise; Baby Promise; Preschool Wages & Capital Projects
- **Higher Education Coordinating Commission:** Oregon Youth Employment Program; Oregon Opportunity Grant Program; Oregon Promise; Public University Summer Bridge Programs
- **Department of Education:** Social-Emotional Learning Standards & Frameworks (HB 2216); State School Fund; Grant-In-Aid Policy Measure 98
- **Teacher Standards and Practices Commission:** Non-Traditional Pathways to Teacher Licensure Program
- **Youth Development Division:** Grant-In-Aid Policy - Oregon Statewide Reengagement System

» Environmental Equity

- **Department of Agriculture:** Food Safety Program
- **Department of Environmental Quality:** Clean Vehicles Rebate Program
- **Department of Land Conservation and Development:** Climate Friendly and Equitable Communities Program
- **Marine Board:** Boating Safety Program
- **Department of Energy:** Oregon Solar and Storage Rebate Program
- **Department of Fish & Wildlife:** Recruitment, Reactivation, and Retention of Hunters and Anglers Program
- **Department of Transportation:** Safe Routes to School Program
- **Water Resources Department:** Place-Based Planning Program

» Health Equity

- **Oregon Health Authority:** Health Systems Division - Medicaid Dental; Public Health - Chronic Disease Prevention; Public Health - Tobacco Cessation; Health Policy and Analytics - Medical and Behavioral Health Workforce Incentives

» Housing and Homelessness

- **Department of Land Conservation and Development & Oregon Housing and Community Services:** Regional Housing Need Analysis
- **Oregon Housing and Community Services:** Statewide Training and Technical Assistance Program



Community Engagement Plans

A transparent, accountable, and equitable budget starts with people. Broadening who is at the decision-making table, and when and how they are included in the development process can be instrumental in centering equity across state government operations. Community engagement plans offer a door for state agencies to cultivate authentic and respectful relationships between state agencies and community partners, so that Oregonians have the ability to advocate for their needs, bring up issues, and ask important questions. When it comes to shaping agency budgets, a meaningful and authentic community engagement plan can shift not only the way communities are heard, but are resourced.

As part of the phased approach, the Council worked with 26 agencies to collaboratively build upon their community engagement plans to inform the development of each of their budget requests. Because not all community engagement is the same, the Council and state agencies set baseline principles and approaches to the plan. From there, Council members offered tools and questions to guide agencies as they moved from conceptualization to the implementation of their plans.

Agencies were encouraged to dig deep to assess their current engagement practices, have clear goals and timelines, better understand the communities they engage with, identify metrics to evaluate efforts, be up front about what communities can or cannot influence due to state statute, and create mechanisms for updates and follow ups from start to finish. While agencies were asked to create an engagement plan that met the minimum of “Consulting” communities with the goal of obtaining public feedback, many agencies went beyond the minimum. Many developed plans that sought to “Collaborate” or “Empower” communities, seeking to move beyond obtaining feedback to partnering with the public or putting the final decision-making power in the hands of the public.

Racial Equity Impact Statements

While community engagement plans are crucial for building relationships and sharing power with those most impacted by policy decisions, an honest evaluation of agency programs, processes, and data offers a window into better assessing how agencies as a whole can better deliver racially equitable programs and investments. After developing the community engagement plans, the Council worked with the same 26 agencies to develop Racial Equity Impact Statements (REIS) to evaluate the impacts of agency programs, policies, and budgets on Black, Indigenous, Latino/a/x, Asian, Pacific Islander, Tribal, Immigrant, Refugee, and other communities of color. See, [Appendix D - Oregon Racial Equity Toolkit](#).

Beyond serving as a vital racial equity evaluation tool, REIS are also useful in uncovering data or practices that may have been overlooked otherwise. Far from a statement of assertion or aspiration, REIS are in actuality a thorough analysis of agency programs and investments. Council members and select state agencies collaborated on these statements, naming equity outcomes, illuminating any racial disparities in program development or delivery, evaluating data, identifying barriers to participation, as well as identifying areas where specific communities may experience particular burdens or benefits. Agencies were asked evaluation and engagement questions such as, “Whose voices and perspectives are not at the table? Why? What can we do to ensure they are part of our decision-making process?” and “How is demographic data being woven into program decision-making?”. They were also asked to assess program benefits with questions including, “Who benefits from the program, both directly and indirectly? Who will be burdened by the proposal?”

While robust community engagement offers external feedback and evaluation, racial equity impact statements offer agencies internal feedback and evaluation. In tandem, the two create the clarity to better inform investments and program decisions.

Agency Spotlights: A New Way of Budgeting

Twenty-six agencies took part in this first phase of implementing a fifth step into their budget processes. Some developed much more involved and extensive engagement plans, others unearthed critical findings as part of their REIS, or both. The resounding feedback from the agencies was that this additional phase gave staff direction, guidance, and clarity to deepen and broaden how they engage with communities and how they evaluate their agency processes and outcomes. Three agencies share their experiences with this new process:

Oregon Department of Land Conservation and Development (DLCD)

“Everyone has a housing story. Policy makers often struggle to capture these unique experiences and translate them into meaningful policy solutions. DLCD has taken great care to actively listen to the very real housing insecurity and instability experiences of stakeholders. The result of this intentionality is a better understanding of the barriers to housing that exist not only in land use planning but are pervasive systemically.”

The Oregon Department of Land Conservation and Development (DLCD) works in partnership with local governments, and state and federal agencies. The department is tasked with managing urban growth; protecting farm and forest lands, coastal areas, and natural resource lands; and providing for safe, livable communities in concert with the vision of the local communities.

Prior to the implementation of HB 2167, DLCD was already working on developing engagement activities that were more inclusive and responsive to the needs, ideals, and capacity of its stakeholders. The agency was one of the 26 agencies selected by the Racial Justice Council to develop Racial Equity Impact Statements (REIS) evaluating the impacts of its programs, policies, and budgets on Black, Indigenous, Latino/a/x, Asian, Pacific Islander, Tribal, Immigrant, Refugee, and other communities of color. The REIS became a critical element in continuing to advance the agency’s efforts to hold meaningful conversations with community members so they are empowered to collaborate on land use decisions that impact their daily lives.

Strengthened by the REIS, the agency designed and executed a community engagement plan for its Oregon Housing Needs Analysis (OHNA) - a large undertaking to develop recommendations on how to modernize Oregon’s housing planning process. The project’s broad engagement — regional forums, interviews, focus groups, surveys, work group meetings, one-on-one meetings, and more — unearthed the interconnected elements and barriers of housing production, as well as the human impacts of something as technical as housing production. This community engagement process actually made way for a more comprehensive, responsive, and nuanced package of legislative recommendations that would not have been otherwise developed if it were not for the evaluation conducted through the agency’s REIS.

As the DLCD updates its strategic plan, it has identified equity and inclusive engagement as a critical area of focus over the next five years. The thorough analysis provided by the REIS has affirmed the agency’s commitment to prioritizing and operationalizing racial equity and holding it central to its policies, budgets, decision-making, and day-to-day operations.

Youth Development Oregon

“We view this as a means of continuously improving our grantmaking, designing it in a way that centers collaboration, empowerment and co-creation with communities.”

Created in 2012, Youth Development Oregon collaborates with agencies and community partners to coordinate a system of services for youth from ages 6 through 24. The agency’s approach is to develop statewide policy and fund community-based programs, services, and initiatives for vulnerable and resilient youth that reduce barriers to education and employment success, expand access to positive activities, and build crucial social, emotional, and mental health skills and competencies.

In particular, Youth Development Oregon’s Community Investment grants were designed to support community-based programs and services to support diverse youth, and prevent or intervene and interrupt the school-to-confinement pipeline. While new variables have emerged through the years since the agency’s inception, this approach to grantmaking – developing initiatives in response to emerging community needs and goals – has been maintained.

For the agency’s engagement in the Community Engagement and Racial Equity Impact Statement phase during its 2023-25 budget process, Youth Development Oregon worked to involve participants in the largest portion of the agency’s budget: its Grant-In-Aid program. Working with the Council in both the development of its Community Engagement Plan and Racial Equity Impact Statement, the agency found it as an opportunity to review its grantmaking model, identifying what has worked well and what could be improved.

The agency credits its rich engagement efforts in the past for laying the groundwork for the deeper engagement it has planned for its 2023-25 grantmaking, with a vision and plan to reach the co-creation level of participation for an improved and stronger grantmaking model developed in collaboration with communities.

Oregon Youth Authority

“The ongoing connections have inspired us at OYA to discover more ways to collaborate and keep the door open between our organization and the communities our youth will one day return to. We are excited about the future of this partnership as we focus our efforts on strengthening and further developing our ability to equitably support youth transition from our custody back to their community.”

The Oregon Youth Authority (OYA) holds youth accountable and provides them with opportunities for reformation. Responsible for youth ages 12 to 24 who commit crimes before the age of 18, OYA provides youth with treatment, education, and other guidance to help them take responsibility for their behavior and learn how to make better choices in the future. In short, OYA provides them the means to change.

In OYA’s 2023-25 budget process, the agency created a new engagement model for community members that began in January 2022. Community partners shared their time and experience, graciously reviewing and providing feedback on 12 of the agency’s Policy Option Packages, all of which were incorporated into the agency’s final budget request. OYA continues to create meaningful and authentic relationships with community members because of its intentional diversity, equity, inclusion, and engagement efforts through the years.



RJC Committee Priorities for the Future

As the work of the Racial Justice Council and the six committees continue, committee members were asked to share their on-going priorities for the near future. The following priorities are not exhaustive, but rather capture critical focus areas and larger priorities of each committee. They include recommendations for implementing and monitoring recently passed legislation as well as areas of focus for future legislative, policy, or agency action to continue dismantling systemic racism at the state level.

» **Criminal Justice Reform and Police Accountability**

1. **Implementation, Expansion, and Strengthening of Restorative Justice Grants.**

HB 2204 (2021) established the Restorative Justice Grant Program, administered by the Criminal Justice Commission. Restorative Justice programs aim to center the needs of the harmed party and to foster accountability within the responsible party without resorting to incarceration or conviction. The passage

of this groundbreaking legislation provided an opportunity for communities to explore a victim-centered approach to accountability that has been shown to reduce recidivism and promote feelings of safety. For the 2021-23 biennium, the program provided \$4 million in grants to community-based restorative justice programs that operate as alternatives to prosecution. The committee recommends that the Criminal Justice Commission continue to fund and expand these programs. The committee is also working to develop legislation to further protect restorative justice programs.

2. **Continuation of Justice Reinvestment Grants.**

Passed in 2013, HB 3194 created Oregon's Justice Reinvestment Grant Program. The program provided \$43 million in funding for programs designed to reduce prison utilization and recidivism while protecting public safety and holding individuals accountable. The program has led to a significant decrease in the number of Oregonians sent to prison. The committee recommends that the funds for this grant program are renewed.

3. **Expansion of Department of Corrections Substance Use Disorders Treatment.**

HB 2257 (2019) established that substance use disorders be considered as chronic illnesses for which commensurate treatment is available and provided.” It directed the Oregon Department of Corrections (DOC) to provide a report back to Senate and House Interim Committees on Health Care by July 2020. Based on an intake survey, roughly 63% of the DOC population (approximately 7,800 adults) has a substance use treatment need, 50% of them classified as “severe.” Yet, only about 700 adults get the substance use disorder treatment they need.

Through Council evaluation of the program, members noted how important it was for the agency to provide access to substance use disorder treatment in all of its facilities. Despite a well-documented need for this treatment among Adults in Custody (AIC), it is not standard practice. Given that substance use disorders are a significant driver of prison usage in Oregon, and that women and Native American AICs are disproportionately impacted, the Committee strongly supports DOC’s efforts to provide substance use services in all of its facilities.

4. **Racial Equity Impact Statements Review.**

Agency Racial Equity Impact Statements have led to important in-depth policy conversations and recommendation discussions among committee members. The committee will continue to evaluate the REIS findings from the Department of Corrections, Criminal Justice Commission, and Oregon Youth Authority for future policy, legislative, and agency recommendations.

5. **Opportunities for Adults in Custody.**

The committee is working on evaluating improvements and opportunities for the quality of life for Adults in Custody and building out their understanding on the work, policy, and practices of the Oregon Department of Corrections. The committee will continue to dig deeper into the practices of incarceration and their racial equity impacts.



» Economic Opportunity

1. **Implementation and Accountability of Future Ready Oregon.**

SB 1545 (2022), also known as “Future Ready Oregon,” is a comprehensive \$200 million investment that will give Oregonians the education, training, and resources they need to secure good-paying careers in key industries across the state. This bipartisan bill is the product of years of collaboration between a coalition of diverse stakeholders working alongside the Governor’s Office and the Racial Justice Council. Future Ready Oregon will address the barriers to workforce participation that have kept some Oregonians - particularly people of color, rural, and other vulnerable workers - from accessing the skills and opportunities they need to achieve their full potential and earn livable wages. The committee is prioritizing monitoring the implementation of this \$200 million investment to ensure that funding addresses disparities and barriers.

2. **Procurement Equity Package in Legislature.**

In 2022, Governor Kate Brown signed [Executive Order 22-15](#). Developed by the Economic Opportunity Committee, the Executive Order directed state agencies to take specific steps over the course of several years for more equitable state procurement and contracting. Despite this and other previous work to promote diversity and inclusion in state procurement practices, there continues to be gaps and barriers for businesses owned by people of color, women, veterans, as well as emerging small businesses when it comes to obtaining state contracts. The committee recommends the state take further steps to promote greater equity in state contracting and eliminate the disparities in procurement to create economic prosperity for all Oregonians. The committee developed a legislative and budget package intended to identify disparities in the state’s contracting practices and develop a policy package based on those findings:

- Department of Administrative Services Legislative Concept related to equity and public procurement and raising procurement thresholds
- Policy Option Packages for Executive Order Implementation
- Policy Option Package for the Disparity Study to implement recommendations of the study

3. **Agency Program Racial Equity Impact Statements.**

The committee prioritizes the following programs for 1) Racial Equity Impact Statement evaluation; 2) state budget investment; and 3) development of meaningful community engagement in investment implementation:

- Business Oregon, Certification Office for Business Inclusion and Diversity Program (COBID)
- Department of Administrative Services, Enterprise Goods and Services - Procurement Services

4. **State Procurement and Contracting Disparity Study and Findings Assessment.**

Increasing the diversity of the state’s contractor supplier pool strengthens Oregon’s economy, supports our communities, and improves the quality of life for everyone. Given the broader impacts of state procurement and contracting, the committee worked with the Department of Administrative Services to launch the state’s first disparity study to understand and remedy the inequities that exist within current state public procurement and contracting processes. The disparity study provides a factual, data-driven foundation for the state to improve its procurement processes to achieve fair outcomes for minority, women-, and/or service-disabled veteran-owned businesses. Upon the completion of the disparity study, the committee will continue to work with the agency to review the study findings and provide recommendations to operationalize recommendations.

» Education Recovery

1. **Educator Workforce Representative of Oregon's Diverse Student Body.**

In addition to experiencing a statewide educator workforce shortage, Oregon's existing educator workforce also lacks the representation sought in the state's Educator Equity Act. To address this, the committee has been tracking the implementation of HB 4030 (2022), a comprehensive educator workforce package that provides over \$70 million for recruitment and retention grants, among other policies. Additionally, the committee supports the Educator Advancement Council and its work to ensure teachers have robust professional learning supports so they can succeed. The committee is committed to advancing education policies that not only increase the diversity of Oregon's teachers, but also provide supports so they can be successful.

2. **Ensure Locally-Controlled School District Spending is Accountable and Aligned with State Statutes and Guidance.**

Oregon is a local-control state, with 19 education service districts and 197 school districts in total across the state. The primary source of K-12 education funding in Oregon is the State School Fund, accounting for the largest general fund expenditure in the state's budget. In addition, the Student Success Act and High School Success (Measure 98) and other grant-in-aid programs support schools across Oregon. Yet, the state has limited tools for oversight and accountability regarding state education funding, particularly with the State School Fund. The committee identified the need for further accountability of local schools to ensure state policies are successfully implemented within local districts, particularly in relation to improving student outcomes, reducing disparities, and educational-equity policies.

3. **Successful Implementation of Social Emotional Learning Standards and Youth & Student Mental Health and Well-being Support.**

Students are coming to school with higher social, emotional, and behavioral needs, especially since the COVID-19 pandemic. Reducing the rates of depression and anxiety, and increasing resources for violence and suicide prevention are critical to improving youth and students' mental health and well-being. In 2021, the legislature passed HB 2166, a package of education policies that included the establishment of statewide Social Emotional Learning Standards. The Committee has been tracking the Oregon Department of Education's implementation of HB 2166's Social Emotional Learning Standards, ensuring they are designed through an equity lens. The committee will continue tracking and developing policy recommendations related to youth and student well-being, from increasing the number of school counselors and social workers to increasing youth voices in policymaking on this issue.

4. **Align Education Systems to Ensure Smooth Transition from Early Learning to Career Journeys.**

Despite relying on one another, too often components of the education system are siloed and disjointed. Reimagining Oregon's education system to center equity and racial justice requires a systemic approach, where all parts of the system work collaboratively to meet the needs of Oregon's increasingly diverse student body. In particular, the committee recognizes the need for a seamless education system, ensuring smooth transitions from early care and education to K-12 to post-secondary to ensure student success, minimize disruptions, and support students throughout their educational journey. The committee will continue to develop policy recommendations and track implementation of several key legislative policies including Future Ready Oregon, High School Success, and increasing preschool access, to bring the state's education system into alignment from Early Learning to Career Journeys.

» Environmental Equity Priorities

1. **Continuing to Ensure Safety in the Outdoors.**

In 2021, the committee proposed and advanced the Safety in the Outdoors Act (SB 289), enabling state agencies to set standards for how they address bias crimes in the outdoors. The committee will monitor its implementation and review data on bias crimes committed on certain public lands to ensure that everyone in Oregon can enjoy the outdoors.

2. **Implementation of Environmental Justice for All.**

The recently passed HB 4077 (2022) “Environmental Justice for All” transformed the Environmental Justice Task Force into a new Environmental Justice Council (EJC) within the office of the Governor. HB 4077 directs the EJC to lead development of a geospatial mapping tool, with support from environmental and health agencies, to assess disparate environmental impacts across communities statewide. The statute centers community engagement to develop the mapping tool, ongoing engagement with Oregon’s environmental justice communities, and requires regular reports back to the legislature. This tool will be available to the public and state agencies to assist in policy making, budget development, and community education. The committee intends to meet annually with the EJC to monitor and ensure accountability for implementing 4077 as well as monitor the geospatial mapping tool so that it meets the committee’s and the EJC’s goals.

3. **Environmental Equity Legislative Priorities Development.**

The committee successfully developed, recommended, and passed key environmental equity legislation in the past two legislative sessions, including HB 3293 (2021) broadening community engagement in water planning, HB 2475 (2021) promoting energy affordability, and SB 762 (2021) creating grant programs for under-represented and under-resourced communities to prepare for future wildfires. The committee aims to work with community-based organizations to identify appropriate environmental equity priorities for 2023 and beyond, both through legislation and budget development.

4. **Building and Sustaining Agency Community Engagement Infrastructure.**

Stable, sustained resources and staff capacity are crucial for long-term change towards more racially inclusive state agency programs, policies, and practices that serve all Oregonians. The committee continues to support natural resource state agency investments towards equity and community engagement- focused staff positions and the development of community engagement infrastructure.

» Housing and Homelessness

Committee members include frontline services providers, agency directors, and community-based advocates serving clients across the state. Organizations represented in this committee also include affordable housing developers and operators, homeownership counselors, homeless service providers, and local housing authorities.

1. **Post-Pandemic Economic Guidance to the Governor and Legislature.**

The severe economic disruptions associated with the COVID-19 pandemic continue to disproportionately impact communities throughout Oregon. In particular, spiking unemployment and income loss endangered the housing stability of tens of thousands of renter households — especially those with the lowest incomes prior to the pandemic. During this time, the committee consistently surfaced and communicated emerging needs among affected communities, urging the Governor to take several emergency actions - often in coordination with legislative efforts. This included eviction moratoria, emergency rental assistance programs, and other tenant protections. As Oregonians continue to face economic impacts associated with COVID-19, including subsequent inflation, rapid rent increases, and future economic downturns, the committee continues to recommend urgent legislative and executive action to expand highly effective eviction prevention programming, including emergency rental assistance and reforms to eviction processes to protect renters.

2. **Identify and Support Legislative Priorities to Further Committee Vision.**

The committee closely tracks and prioritizes emerging housing policy and funding proposals that further the committee's stated vision. This includes recommending specific proposals for the broader RJC legislative agenda, as well as lending individual and organizational support to different housing and homelessness legislative agendas developed by external coalitions.

While agendas specific to the 2023 legislative session are still emerging and not yet fully reviewed by the committee, members have consistently emphasized the need for the Governor and legislative leadership to take urgent action and adequately fund housing proposals:

- Policy and funding to build enough housing to meet the needs identified through the Oregon Housing Needs Analysis, especially for families with low incomes and people experiencing homelessness. This will require full support of the record 2023-25 agency request budget from Oregon Housing and Community Services (OHCS) to more than double current affordable housing production, as well as continued support in future legislative sessions.
- Expansion of state-level affordable housing development and preservation resources, especially those targeted to rural and culturally-specific nonprofit affordable housing providers. This must include training, technical assistance, and capacity building for these organizations, as proposed in the OHCS agency requested budget.
- Continued amendments to landlord-tenant law that increase equitable access to rental housing and protect tenants from eviction.
- Modernization and expansion of homeless service provider networks contracted through OHCS, in alignment with the recommendations of the Task Force on Homelessness and Racial Disparities.
- Increased capacity to address racial disparities in homeownership, in alignment with the Joint Task Force on Addressing Racial Disparities in Homeownership.

3. **Development, Implementation, and Accountability for Oregon Housing and Community Services.**

OHCS is the state's housing finance agency, providing financial and program support to create and preserve opportunities for quality, affordable housing for Oregonians of lower and moderate income.

Over the past two years, the committee engaged extensively with OHCS leadership, offering feedback on a range of the agency's programs and policies from concept & development to implementation. Past and forthcoming examples include prioritization policies in affordable housing development funding solicitations for rural and culturally-specific nonprofit housing developers; development of agency legislative concepts and policy option packages (including capacity building resources for culturally-specific housing developers and service providers); and programs providing rental assistance and foreclosure prevention services. The committee will continue working closely with OHCS to both develop and monitor policies and programs. In the 2023 legislative session, significant committee attention will be focused on advocacy to promote the OHCS policy option packages and legislative concepts developed with their guidance.

» Health Equity

1. **Ongoing Stable Funding and Successful Implementation of a Healthier Oregon.**

In 2021 the committee envisioned an Oregon in which all Oregonians are provided health care and housing across their lifetime, where income, ability, and citizenship status do not determine or impede the human right to quality housing and health care. Disproportionate impacts of the COVID-19 pandemic on vulnerable Oregonians, including undocumented Oregonians, demonstrated that people need health insurance in order to access care to keep themselves and our communities safe. To operationalize this vision, the committee developed a legislative concept to extend health care coverage to adults regardless of citizenship. The committee secured \$100 million for the Oregon Health Plan to provide care for more adults across Oregon regardless of their immigration status. The committee continues working to secure funding to continue to expand and sustain vital health care coverage for all Oregonians. The committee also recognizes the need for culturally-responsive health care navigation in order for people to understand how to access care.

2. **Health Care Workforce Diversification and Culturally-Responsive Care.**

It is critical that all people have a choice in their health care by ensuring that Oregonians have access to Western and traditional medicine — at home, in clinic, in public spaces, hospital settings, and virtually via telehealth. The committee is working to ensure that Oregon's health care workforce is as diverse as the people needing care. The committee recognizes the important role that Future Ready Oregon will play in diversifying the health care workforce through opportunities to fund the development of culturally and linguistically specific career pathways for obtaining certificates or credentials recognized by targeted industry sectors. The committee looks forward to monitoring the progress of implementation with the Higher Education Coordinating Commission as this important work progresses.

3. **Build Capacity of Trusted Culturally-Specific, Community-Based Organizations to Address Health Inequities.**

Community-based organizations have existing strong relationships with the communities they serve. The value, knowledge, and unique skills community-based organizations bring in providing Oregonians of all walks of life information and services is invaluable. They are able to engage their communities in culturally responsive ways. This was especially evident during the state's response to many crises over the past two years, where community-based organizations throughout the state jumped in to provide countless hours, capacity, and expertise to support Oregonians facing health inequities. The committee intends to continue to build on the capacity of community-based organizations given their critical role in supporting Oregonians, particularly those most under-resourced or vulnerable.

4. **Address Intersections of Human Services and Health Equity.**

With the initial formation of the Racial Justice Council and its committees, a combined Housing, Homelessness, and Human Services Committee was one of six committees formed. Given how intertwined all three issues are for Oregonians, it made sense to combine these issue areas at the onset. However, given the breadth and depth of work to be done specifically around housing and homelessness in the state, the committee ended up focusing solely on housing and homelessness over the past two years. While some Human Services issues have been discussed and advised on by the Council, including conducting a Racial Equity Impact Statement for the Temporary Assistance for Needy Families program, most of the work centered around housing and homelessness. Even so, the Health Equity Committee's analysis of state services recognized the need for health care and human services to work seamlessly to support people before a crisis occurs. With the recent addition of several members engaged in Human Services advocacy, the committee will continue to build on this analysis and begin to develop policy, budget recommendations, and partnerships with community-based organizations across the state who provide

services for aging Oregonians, people with disabilities, and support for individuals and families in need.

5. **Committee Vision Buildout and Operationalization.**

The committee will continue to draw from their vision to evaluate services, operationalize and develop next steps for health equity policy, implementation, and budget recommendations — all grounded in the committee's dedication to anti-racism and ending indigenous erasure. Some examples of this vision include:

- We envision an Oregon in which providers reflect the diversity of the people they serve. All Oregonians can access information to make informed decisions in their primary language. Community-based organizations are partners in community care, integrated into functional, coordinated, trauma-informed systems.
- We envision an Oregon in which our health and human services systems provide care where people are at, and before a crisis occurs. That expands its definition of first responders to include trauma-informed crisis and community care.



Moving Forward

Over the course of two years, the Racial Justice Council and committee members dedicated countless hours to begin dismantling the bricks that make up the wall of systemic inequities, while simultaneously creating the processes to lay the foundation for something wholly new. During this time, many challenges arose and many lessons were learned. Reflecting on these challenges and lessons, the road ahead includes a range of recommendations to continue meeting the charge set by HB 2167 and to move Oregon towards embedding racial equity within State practices and decisions.

Continue Implementation of Oregon's Racial Justice Codification HB 2167

The Council recommends that the State of Oregon implement HB 2167 by fully integrating the community engagement phase for every state agency's budget development process. That means for future budget processes, every state agency will participate in creating a Community Engagement Plan and Racial Equity Impact Statement on their agency request budget, developed in consultation with the Racial Justice Council. Additionally, the Governor's budget should include a narrative summarizing the

Racial Equity Impact Statements to provide an overall picture of how the state's budget as a whole is working towards investing in and supporting Black, Indigenous, Latino/a/x, Asian, Pacific Islander, Native American, and Tribal communities.

Meaningful Tribal Consultation and Community Engagement

The effort to make agency processes more transparent and center the voices and needs of those most impacted by decisions creates trust and accountability for all Oregonians. Most importantly, it is a critical tool for the state to continue collaboration with communities in its efforts to dismantle systemic racism. The journey towards justice and equity is a long and unending one, and meaningful community engagement can create the means for Oregonians to help shape the state to better reflect its people and needs. The Racial Justice Council suggests a range of actions for the state in its engagement with communities of color and tribal communities, as follows.

Tribal Consultation

1. Develop a budget to carry out Tribally-developed education trainings for state employees on the unique role of Tribes as sovereign nations and on Tribal cultures.
2. Ensure Tribal consultation is required in implementation of any state policy work.
3. Create space for Tribal government members to create goals to address systemic racism uniquely faced by Tribal communities.
4. Continue to build upon the Racial Equity Impact Statements to explicitly evaluate the benefits or burdens of agency programs and processes for Tribal governments.

Community Engagement

1. **Build community capacity to engage in budget and policy development processes.**

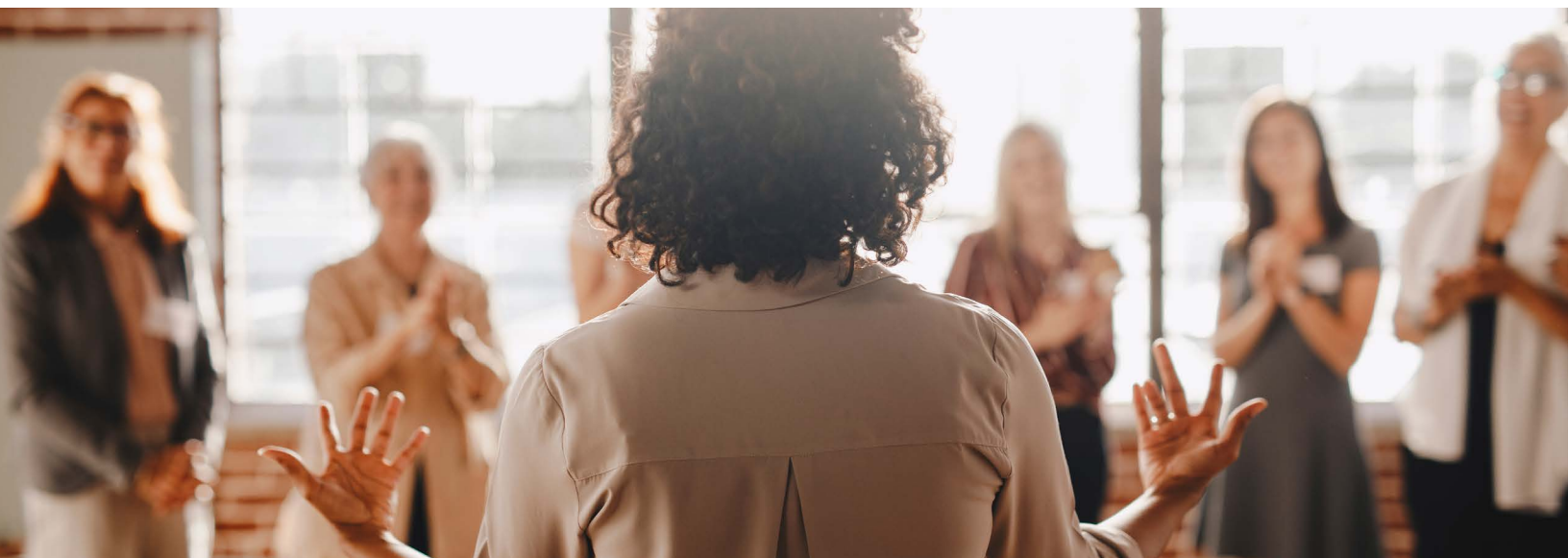
Building community trust and meaningful partnerships requires real resources and investment. The state can invest in community partners by providing: 1) Grant opportunities to community-based partners to engage in agency community engagement activities per HB 2167; and 2) Technical assistance support to enhance state services by hiring and consulting with community partners.

2. **Expand public participation compensation programs.**

Time and resources are often necessary for community members to participate meaningfully in any engagement process. Those who do not have the ability to participate due to income or time constraints may then be systematically left out of the process. The state can address this by compensating members of the public for their time, expertise, and involvement in the state's community engagement activities and expand on currently existing compensation programs.

3. **Develop a state wide Diversity, Equity, and Inclusion (DEI) Strategy to support community engagement training and anti-racist facilitation.**

The work towards equity and racial justice is never-ending, requiring ongoing reflection and training. To meet this reality, the Council recommends the state invest in developing a strong, state wide anti-racist and racial justice program that bridges state agencies, the Oregon Legislature, and the Executive Branch to build on their racial equity analysis. This strategy would help build a culture of healing, harm repair, and reconciliation. Racial justice work requires life-long learning, investments, and anti-racist trainings to support staff - especially for those convening community stakeholders, agency directors, and program staff - and will be critical in furthering the state's equity and racial justice goals.



Larger Systems Change

Over the course of the last two years, it became abundantly clear to Council and committee members that changes to systems beyond developing policy and budget are crucial in the work to dismantle systemic racism within the state. Based on their time working closely with the different branches of Oregon government, the Council offers several additional recommendations for the state to embed racial equity within its practices, decisions, and structures:

1. **Diversify agency leadership.**

Efforts to embed racial equity practices and principles within the functions of state agencies requires a wide range of perspectives, expertise, skills, and disciplines. The state is encouraged to develop a strategy for hiring and retaining diverse leaders throughout state government to ensure the integrity and longevity of this work.

2. **Foster language access and language justice.**

Language is integral to fostering community engagement for all who desire to participate. As agencies and staff consider new or creative ways to build trust and engage with communities that speak a language other than English, the Council recommends moving beyond simply translating materials. Language justice can be fostered through actions such as allocating budget to hire highly trained interpreters, hiring highly skilled providers well-versed in working with interpreters, and strengthening partnerships with community stakeholders to ensure work and focus is communicated in various languages.

3. **Develop a state wide community engagement strategy.**

The trust community members have with community-based organizations cannot be overemphasized. This has been made abundantly clear over the past two years of responding to multiple crises throughout the state, including the COVID-19 pandemic, economic downturn, wildfires, social justice protests, and more. Community-based organizations hold rapport, trust, and expertise with community members and can serve as a bridge to bring resources and services to communities across Oregon. The Council recommends developing a community-informed strategy to better leverage community-based partnerships, contracting with organizations to serve as the on-the-ground nexus between the state and communities.

4. **Carry out Diversity, Equity, and Inclusion Action Plan strategies.**

Developed in 2020, the Diversity, Equity, and Inclusion Action Plan set a bold yet executable plan of action for state agencies to dismantle institutional and structural racism in state government. The plan sets ten key strategies with dozens of actions to meet each of the ten strategies. The continued implementation of these actions is crucial to operationalizing racial justice within the state's policies and practices.

Appendix A - Racial Justice Council Timeline

2020

March

First COVID-19 case reported

March-April

School closures due to COVID-19

May

Murder of George Floyd

June-August

Development of the RJC structure

September

RJC convenes for the first time. Goals for RJC:

1. Develop a Racial Justice Action Plan to influence the short, medium and long-term goals for the state of Oregon in addressing structural racism.
2. Recommend legislative actions, executive orders, and investments to make substantial progress toward racial justice.

September

Severe Labor Day fires and hazardous wildfire smoke impact Oregonians throughout the state

September-November

Six RJC committees formed

- RJC committees meet 1-4 times a month
- RJC and committees focus on developing recommendations for 2021-23 Governor's Recommended Budget (GRB)
- Committees begin to develop legislative bills

December

- COVID-19 vaccinations begin in Oregon
- RJC develops its 2021 legislative agenda

2021

February

Legislative session begins for the 81st Oregon Legislative Assembly and runs until June 2021

April

RJC meets to develop Council vision for statewide racial justice

May - October

All six RJC committees conduct their own visioning sessions

June

- Sine Die, legislative session adjourns
- Severe heat dome events and tragic deaths reported related to extreme heat

July - December

RJC and committees focus on implementation of 2021 legislative session priorities

- To ensure accountability, committees focus on informing, reviewing, and providing strategic direction on implementation plans for many programs and funding that were secured in the 2021 legislative session.
- Many committee members also join agency advisory committees to inform programs more directly.



2021 Continued

August

Racial Equity Impact Statements (REIS) & RJC Codification

- RJC and committees develop an initial list of programs to conduct REIS in the upcoming budgeting process. RJC started the process early to allow more time for community feedback.

November

REIS Budget Process

- 26 select agencies convened to begin developing community engagement plans for the 2023-25 Agency Request Budgets (ARB) and REIS implementation, with monthly or bi-monthly meetings continuing until May 2022

Economic Opportunity Committee develops Workgroups, meeting from November 2021 to June 2022

- Procurement & Contracting Equity Workgroup
- Workforce - Future Ready Oregon Workgroup

December

Agency Community Engagement Plans

- The Governor's Office reviews the selected 26 agency community engagement plans, offering several rounds of feedback to agencies and preparing agencies to present the plans to RJC in January 2022.

2022

January 1, 2022

RJC Codification Bill

- Official start of implementation of RJC Codification Statute
- Agencies present their community engagement plans to RJC and Committees for feedback from now until March 2022.

March

Budget kick-off with Agency Request Budget process

- Budget kick-off for the ARB process and launch the REIS process formally throughout the entirety of state government
- Agencies continue to implement their community engagement plans to inform their ARB and develop their REIS

April

Future Ready Oregon Bill signing ceremony

June - August

Agency REIS presentations

- Agencies present their REIS for feedback from the RJC and Committees, sharing what they heard while engaging with communities and how their proposals were informed by community feedback.

August - September

- Agency Request Budgets due August and September
- RJC Committees revisit visioning statements

Appendix B - Racial Justice Council: 2021 Legislative Session Accomplishments



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Racial Justice Council: 2021 Legislative Session Accomplishments *Oregon for All: Creating a Place Where Everyone Can Thrive*

Oregon's Black, Indigenous, Native American, Tribal, Latino, Latina, Latinx, Asian, Pacific Islander, immigrants, refugees, and communities of color have long faced barriers to equitable access to basic human needs. In 2020, Governor Kate Brown convened the Racial Justice Council (RJC) to center marginalized communities' perspectives, backgrounds, and experiences to advance transformational change.

Together, the RJC developed a Racial Justice Action Plan, which influenced the state's short, medium, and long-term goals to address structural racism—putting Oregon on a track to build a stronger, fairer, and more equitable Oregon where everyone can thrive. The RJC has centered, for the first time, the dismantling of systemic racism from our civic institutions at a statewide level, starting with advancing the RJC's budget and policy recommendations.

During the 2021 Legislative Session, Governor Kate Brown and the RJC have secured over \$3.2 billion in decisive investments to begin the process of recognizing—and undoing—systemic racism in Oregon.

Codifying the Racial Justice Council & Immigrant & Refugee Budget Highlights

- **HB 2167 - Codification of the Racial Justice Council**, implements statute requirements for executive branch and state agencies to engage with Black, Indigenous, Latinx, Asian, Pacific Islander, and Tribal communities as part of their budget and policy development. **\$.51M**
- **HB 2168 - Juneteenth**, establishes June 19th as a State Holiday.
- **HB 5006 - Universal Legal Representation for Immigrant Oregonians**, provides that every Oregonian has access to legal services to stop unlawful or unjust deportation. **\$2M**
- **SB 553 - COFA In-state Tuition**, provides college in-state tuition for citizens of the Republic of the Marshall Islands, the Federated State of Micronesia, and the Republic of Palau. **\$1.3M**



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- **HB 5529 - Refugee Resettlement Program**, extends refugee resettlement case management, employment and other vital supports available to all the refugees, asylees and Special Immigrant Visa holders who have arrived to Oregon from 30 different countries since 2016. **\$4.3M**

Criminal Justice Reform & Police Accountability Committee Highlights

- **HB 5006 - Justice Reinvestment**, increases investments in victim services and to justice reinvestment; dedicates funds to culturally specific and culturally responsive organizations. **\$10M**
- **HB 2204 & HB 5006 - Restorative Justice**, establishes programs to support partnerships between district attorneys, those harmed, and responsible parties to hold people accountable and promote healing. **\$4M**
- **HB 5006 - Reimagine Safety**, a Black-led initiative to research and develop better approaches to public safety that reduces racial disparities. **\$1.5M**
- **HB 5006 - Eliminating Community Corrections Supervision Fees**, allows parole and post-prison supervision officers to focus on supervising individuals and removes money as a reason someone would not successfully complete supervision. **\$10M**
- **HB 5006 - Marijuana Clemency Funds**, provides funding for partnership with the Oregon Justice Department to identify cannabis convictions and use the Governor's clemency powers to set them aside. **\$1.2M**
- **HB 2003 - Public Defense Reform**, strengthens Oregon's statewide public defense infrastructure.
- **HB 3265 - Sanctuary Promise Act**, extends and strengthens Oregon's Sanctuary law to protect Oregonians from racial profiling. Ensures that public resources are not used for federal immigration enforcement. **\$1M**
- **SB 397 - Expungement Reform**, establishes procedure for filing a motion to set aside conviction, arrest, citation or charge. Eliminates fees, fingerprinting and background checks, and reduces the waiting period for filing a motion for several categories of offenses.

Housing and Homelessness Committee Highlights

- **HB 291 - Individualized Housing Assessment**, removes barriers to housing stability for Oregonians with a criminal history. Requires landlords who screen for criminal history to review



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the circumstances of an individual's previous involvement with the criminal justice system and whether an applicant's history is relevant to their ability to be a good tenant.

- **HB 2100 - Oregon Housing and Community Services Statute Modernization**, establishes task forces to investigate potential changes in Oregon's funding structure to address racial disparities among people experiencing housing insecurity and homelessness. Requires OHCS to engage in outcome-oriented contracting practices with culturally-responsive organizations to provide homeless and antipoverty services
- **HB 3115 - Decriminalization of Homelessness**, ensures a statutory framework for reasonable ordinances on camping, sleeping and laying down; creates process for cause of action for people experiencing homelessness.
- **HB 5011 - Expanding Homeownership Opportunities**, increases funds to help provide pathways to homeownership for Black, Indigenous, Latino, Latina, Latinx, Asian, Pacific Islander, Native American and Tribal communities. Adds co-ops and land trust models to our system. **\$22M**
- **SB 2163 - Creates Statewide Long-term Rent Assistance Program**, establishes a long term rental assistance program serving people exiting foster care, aging out of homeless youth services, or otherwise experiencing homelessness. **\$4.5M**
- **Statewide Rent Forgiveness**, The Governor's budget called on Congress to deliver a substantial aid package following up on the 2020 CARES Act and identified that top priority for federal stimulus should be \$350 million in rent assistance. Since the beginning of the pandemic, federal allocations for emergency rent assistance to Oregon and its local governments have totaled more than \$600M, with an additional \$230M in state investment. **\$838.9M**
- **HB 5006 - Regional Housing Needs Analysis and Missing Middle Housing**, provides technical assistance on the implementation of HB 2001 and HB 2003; helping to address seeking some of the land use planning barriers to equitable housing development. **\$2.2M**
- **HB 5006, HB 5011, SB 5505 & SB 5506 - Affordable Housing Development**, increases the housing supply for middle to low wage Oregonians who continue to be cost burdened by market rate housing. Investments include: Agricultural Worker Housing Tax Credit, LIFT Rental and Homeownership, Manufactured Parks Investments, Preservation, and Land Acquisition Programs. **\$600.2M**



Economic Opportunity Committee Highlights

- **HB 2266 - Access to Capital**, expands access to capital for small businesses owned by communities of color, Tribal, and linguistically-diverse communities by investing in a loan loss reserve fund. Establishes a revolving loan fund for businesses participating in the Certification Office for Business Inclusion and Diversity (COBID) Program. ***\$20M***
- **HB 2433 - Earned Income Tax Credit Expansion**, expands eligibility for tax credit to taxpayers with Individual Taxpayer Identification Numbers. ***\$10M***
- **HB 5023 Business Technical Assistance**, invests in a technical assistance program targeting and supporting businesses that have been underserved and under-resourced. ***\$9M***
- **HB 5006 - Oregon Statewide Disparity Study**, funds a study to identify inequalities in public procurement and contracting by looking at state contracting data. The study serves as an actionable, data-driven foundation that can help advance the State Enterprise towards a more equitable procurement processes to support minority-, women-, and service-disabled-veteran owned businesses. ***\$3.7M***
- **HB 5006 - Increasing Broadband Access**, expands availability of broadband internet across the state, particularly in schools. First rounds of funding will focus on providing access to communities that have been disproportionately impacted by the pandemic, including rural, Black, Indigenous, Latino, Latina, Latinx, Asian, Pacific Islander, Native American, and Tribal communities. ***\$120M***

Environmental Equity Committee Highlights

- **SB 289 - Safety in the Outdoors**, prohibits certain bias-crime-offenders from entering an area under jurisdiction of the State Parks and Recreation Department. Ensuring all Oregonians, regardless of background, are welcomed in all outdoor spaces and benefit from outdoor recreation activities.
- **HB 2171 - Outdoor Access Recreation**, increases accessibility to Oregon's great outdoors by supporting the state's outdoor recreation and conservation efforts to enhance comfortable outdoor life for underserved populations. ***\$1M***
- **HB 2475 - Energy Affordability**, allows utilities to address energy burden through lower rates for the people who need it most and establishes funding for environmental justice organizations to participate in the Public Utility Commission process.



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- **HB 3293 - Water Equity**, allows funding of more than \$250M for place-based planning within communities and directs state agencies to develop best practices for equitable community engagement in water planning for a more equitable water future, including \$1.5M for Indigenous and Tribal communities water needs. ***\$1.5M***
- **SB 762 - Wildfire Response**, creates the foundation for Oregon to build fire adapted and fire resilient communities by embedding culturally responsive considerations in fire response policies. ***\$200M***
- **SB 5530 - Climate Adaptation and Mitigation**, ensures that the state advances equity-driven solutions to climate change. ***\$1.6M***
- **SB 5516, SB 5518 & HB 5025 - Creating Diversity, Equity and Inclusion Positions**, provides funding for DEI positions in the Department of Environmental Quality, the Department of Forestry, and the Department of Parks and Recreation. ***\$886K***

Education Recovery Committee Highlights

- **HB 2166 - PreK-12 Education Equity, \$8M**
 - Establishes the Early Childhood Suspension and Expulsion Prevention Program, establishing a cadre of mental health consultants and a centralized process for early childhood programs to request technical assistance to support stable and inclusive placements for children and to prevent expulsion or suspension, disproportionately impacting children of color.
 - Directs the development of a statewide social emotional learning framework for public schools, authorizes the creation of non-traditional pathways to licensure programs to increase diverse educators in schools.
 - Establishes a grant program to increase support for historically underserved students and students with disabilities through charter schools focused on serving these student populations.
- **SB 5513 - Fully Funding the Student Success Act: Making critical investments in equity across early care & education and K-12 public schools. \$1.7B**
 - **Addressing racial and ethnic disparities and supporting student behavioral health in public schools.** Provides \$892.2 million to the Student Investment Account for grants to every Oregon school district to implement community-informed plans to address racial disparities in educational opportunities and outcomes and provide social,



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- emotional and mental health supports for BIPOC students, tribal students, emerging bilingual students, students navigating poverty and homelessness, foster youth and other marginalized students. ***\$892.2M***
- **Expanding access for children to early care and education programs.** for 6,000 children and families. Provides \$70 million for the expansion of Oregon Prekindergarten and Early Head Start, Preschool Promise, the Early Childhood Equity Fund, Healthy Families Oregon, and Parenting Education. Creates one position to assist in grant administration. ***\$70M***
 - **Investing in community partnerships through Statewide Equity Initiatives.** Fully funds statewide student success plan grants for African/Black students and American Indian/Alaska Native students and provides \$6 million investment in the new Latino/a/x Student Success Plan. Provides \$2million for new LGBTQ2SIA+ Student Success Plan. ***\$23M***
 - **Accelerating statewide progress toward achieving the goals of the Educator Equity Act.** Provides resources to expand school district and higher education partnerships, including *grow your own programs*, for the recruitment, preparation and retention of teachers and school administrators of color. ***\$30.7M***
 - **Expanding support to youth disconnected from school.** Fully fund the Oregon Youth Reengagement System to develop regional partnerships focused on serving the needs of youth disconnected from school, supporting their completion of high school, access to postsecondary education and training, and employment opportunities. ***\$8.3M***
 - **Supporting and Expanding Instructional Standards.** Establish new standards that improve student outcomes through social/emotional learning and development grounded in racial equity and trauma informed principles, and ensure the Department has the support to adequately maintain compliance with existing state and federal programs and requirements. ***\$0.6M***
- **SB 5514 - Statewide Anti-Racism Leadership Initiative,** Within the \$9.3 billion legislative appropriation to public schools through the State School Fund is a continuous appropriation of \$50 million to the Educator Advancement Council and a statewide network for culturally responsive professional learning for educators. This appropriation includes a statewide anti-racism initiative to engage educators across the state in addressing racial bias and systemic racism in schools and classrooms. It also authorizes the creation of an Indigenous Educator Institute to support recruitment, preparation of and retention of tribal and other indigenous educators. ***\$14M***



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- **HB 2060 - Student Success Act Technical Changes** , Identifies economically disadvantaged students based on State Board of Education rule for purposes of Student Investment Account distributions; and authorizes the State Board of Education to set targets related to student mental and behavioral health needs for purposes of Student Investment Account grants to school districts.
- **HB 2052 - Tribal Regalia** , requires school districts to allow students to wear Native American items of cultural significance at public school events, including high school graduation.
- **HB 2055 - Create Tribal Learning Hub** , establishes Tribal Early Learning Hub for the purpose of delivering early learning services to tribal communities of this state. *\$0.9M*
- **HB 2056 - Access to Linguistic Inclusion** , Expands high school diploma requirements related to completion of credits in English to allow completion of credits in language arts.
- **HB 2055 - Create Tribal Early Learning Hub** , Enhances the Early Learning Hub system by adding funding for planning and start-up for a Tribal Hub and the capacity of a Tribal Liaison to directly consult with the nine tribes to ensure that program expansion and creation of a Tribal Early Learning Hub supports the goals of tribes and respects sovereignty. *\$0.9M*
- **SB 757 - Central Background Registry** , (CBR) for Recorded and Employment Related Day Care Background Checks. Increase personal service resources as well as cost of background checks for recorded programs so they are free to providers, and bring license-exempt Employment Related Day Care (ERDC) provider background checks from Oregon Department of Human Services (ODHS) to Early Learning Division (ELD). *\$1.8M*
- **SB 5528 - Transfer Portal** , Fund planning costs for technology investments to effectively communicate new transfer pathways to students. Would lay groundwork for a Statewide Transfer Portal, a single web-based tool where students, parents, advisors, families, faculty, and staff could go to understand how courses articulate to degree completion at all Oregon public institutions. *\$0.6M*
- **SB 5528 - Expand HECC DEI Staffing** , Create the Higher Education Coordinating Commission's (HECC) second and third equity-focused positions to support and operationalize work begun over the last several years, including strengthening community engagement and partnerships, supporting vulnerable populations, removing racism and bias from higher education and workforce policies, and consulting/serving Oregon's federally-recognized tribes. *\$0.5M*



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- **HB 2092 - Oregon Youth Employment Program**, Amends Oregon Youth Employment Program statute to ensure that at least 75% of participating youth are from communities of color, rural communities, or communities historically underrepresented in specific fields and occupations. Fund grants to local workforce development boards, community-based organizations, and other youth-serving organizations to provide paid work experiences and workforce training for youth ages 14-24. No less than 20 percent of program funds are to be awarded to organizations that serve communities of color. *\$9M*
- **SB 5528 - Expansion of the Oregon Opportunity Grant**, The Oregon Opportunity Grant is Oregon's largest state-funded, need-based grant program supporting student access to an affordable college education. Approximately 40,000 students receive Opportunity Grants each year. The Opportunity Grant was increased by \$28 million over current service level and the initial funding requested in the Governor's Recommended Budget. *\$200M*

Health Equity Committee Highlights

- **Addressing Coverage Gaps & Increasing Access to Health Care**
 - **HB 3352 - Cover All People**, expands OHP-like health care coverage to undocumented adults, DACA recipients, legal permanent residents, and young adults who age out of Cover All Kids. *\$100M*
 - **SB 70 - Regional Health Equity Coalitions (RHECs)**, supports expansion of RHECs to address and identify health inequities across the state through local collaborative community-led engagement. *\$5.8M*
 - **HB 5024 - Compact of Free Association (COFA) dental coverage**, expands dental coverage for COFA residents in Oregon. *\$2.6M*
 - **HB 5024 - high-quality reproductive health services**, for Oregonians on the Oregon Health Plan (OHP). *\$2M*
 - **HB 5024 - Traditional health worker licensing program**, *\$308,000*.
- **Strengthening Public Health Systems**
 - **HB 5024 - Public Health Modernization**, funds core public health capacity for community-based organizations, local public health authorities, and tribal governments to help modernize the state's public health system. *\$45M*



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- ***Improve Native American & Tribal Health***
 - **HB 5024 - Establishes an Indian Managed Care Entity**, provides critical care and coordination of services to tribal members on the Oregon Health Plan. ***\$1.4M***
 - **HB 2088 - Establishes Tribal Traditional Health Worker Program**, supporting tribal-based practices and Indian health care providers. ***\$.3M***
 - **HB 5024 - Supporting Tribal-based Practices**, provides Medicaid funding to strengthen pathways for developing a tribal behavioral health workforce. ***\$.5M***

- ***Data Equity***
 - **HB 3159 - Data Justice Act**, requires coordinated care organizations, health care providers, and health insurers, to collect data on race, ethnicity, preferred spoken and written languages, disability status, sexual orientation, and gender identity. ***\$18.2M***

- ***Workforce, Behavioral Health & Substance Use Disorders***
 - The Governor’s Budget investments in behavioral health including substance use disorder was informed by recommendations from the Alcohol and Drug Policy Commission (ADPC) Strategic Plan, the Tribal Behavioral Health Strategic Plan, and the Governor’s Behavioral Health Advisory Council as vetted by the Racial Justice Council Health Equity Committee.
 - **HB 2949 Workforce Diversification** – Provides incentives to increase recruitment and retention of mental health workforce, including pipeline development, scholarships for undergraduates and stipends for graduate students, loan repayments and retention activities. Specifically addresses incentives for culturally responsive behavioral health services. ***\$.80M***
 - **HB 5024 Substance Use Disorder I I I 5 Waiver** – Invests in substance use disorder treatment services, crisis intervention services and peer support services to help Oregonians recover from the disease of substance use disorders. ***\$19.3M***
 - **HB 2086 Community Behavioral Health Services**– Establishes peer run and community-based services that ensure access to culturally specific and culturally responsive behavioral health services for people of color, tribal communities and people of lived experience, medical reimbursement for tribal-based practices, and start-up funding for behavioral health treatment programs that provide integrated co-occurring



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disorder treatment. *\$10.2M* Additionally, establishes a committee that is mandated to create quality metrics for behavioral health services provided by CCO's and providers to improve quality of behavioral health services through incentives and additional funding opportunities outside of the legislation established separately by the legislature.

- **HB 2980 Peer Run Respite Centers** - Provides funding to peer-run organizations in the Portland metropolitan area, southern Oregon region, Oregon coast and eastern and central Oregon region to operate peer respite centers to provide peer respite services to individuals with mental illness or trauma response symptoms. Provides that at least one peer respite center receiving funding must participate in pilot project designed specifically to provide culturally responsive services to historically underrepresented communities such as communities of color including Black, African American, Latino, Asian, Asian American or Pacific Islander communities, or to the nine federally recognized tribes in this state. *\$6M*

Appendix C - Racial Justice Council: 2022 Legislative Session Accomplishments



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Racial Justice Council 2022 Legislative Accomplishments

SB 1545 — Future Ready Oregon

SB 1545 includes a comprehensive \$200 million package of investments that work together to advance an equitable workforce system that supports people with the education, training, and resources they need to get into good-paying jobs. Future Ready Oregon utilizes existing infrastructure to expedite short-term solutions, while making investments that aim to address inequities in the workforce system. It prioritizes key populations and advances collaboration and partnerships with diverse community-based organizations and workforce education and training providers through the investments listed below.

BUDGET

Investment Category	Agency	GF	ARPA	Totals
Local Workforce Boards	HECC	\$15,000,000	\$20,000,000	\$35,000,000
CC Career Pathways	HECC	\$17,000,000		\$17,000,000
Registered Apprenticeships	BOLI	\$18,900,000	\$1,100,000	\$20,000,000
Youth Programs	YDD	\$3,500,000	\$7,000,000	\$10,500,000
Credit for Prior Learning	HECC	\$10,000,000		\$10,000,000
Workforce Ready Grants	HECC	\$10,000,000	\$85,000,000	\$95,000,000
Industry Consortia	HECC	\$1,000,000		\$1,000,000
Benefits Navigators	HECC		\$10,000,000	\$10,000,000
Assessment and Accountability	HECC	\$1,500,000		\$1,500,000
Totals		\$76,900,000	\$123,100,000	\$200,000,000

HB 4077 — Environmental Justice Council

OVERVIEW

Many government entities recognize the advantages and benefits of environmental justice. In Oregon, the Environmental Justice Task Force (EJTF) was created through SB 420 (2007) and serves as an advisory body of environmental justice scholars and community leaders. The EJTF has been the preeminent resource for natural resource agencies to better serve environmental justice communities for more than a decade. Now is the time for Oregon to commit to environmental justice action for every part of the state.

PROBLEM STATEMENT

The EJTF is currently charged with advising the Governor and natural resource agencies on environmental justice issues, including community concerns and public participation processes, and identifying environmental justice communities that may be affected by decisions made by state agencies. The task force acts as the connection between state agencies and the public to raise concerns brought by environmental justice communities. The Task Force serves without a budget or staff. With dedicated resources, the EJTF – revitalized as the Environmental Justice Council – would be better supported to reach environmental justice communities across Oregon.

Data is a key tool to determining the scope of environmental burdens and benefits on Oregon’s highly impacted and most vulnerable communities. Yet, the state does not have a centralized system to help agencies analyze environmental justice data and information. The use of Oregon-specific health related data, socioeconomic information, and environmental disparities could be layered together to give a holistic picture of environmental justice in the state. Similar to efforts in other states and at the federal level, data and mapping can be helpful in determining how to develop policies and programs that alleviate burdens and yield environmental benefits for vulnerable and highly impacted communities.

PROPOSED SOLUTIONS

Expand capacity of the Environmental Justice Task Force.

Maintain the essential role of the Task Force as a Council, while enhancing its ability to serve the growing demands for environmental justice by:

- Renaming the EJTF to the Environmental Justice Council.
- Enhancing membership of the Council by adding a youth member to represent future generations.
- Expanding the definition of “natural resource agencies” to include the Department of Energy and others as applicable.
- Providing agency level staff positions to provide administrative support to the Council and to assist in the work of creating the mapping tool.

Create a centralized data and information hub to inform environmental justice.

- Directing the creation of a mapping tool to measure environmental science and health data with socioeconomic information through the Department of Environmental Quality and Oregon Health Authority, in consultation with the Institute of Natural Resources and the DAS Geospatial Enterprise Office (GEO).
- Requiring the Council to assist in developing a community engagement and outreach plan to inform the development of a statewide environmental vulnerability assessment tool.
- In addition to the agency level staff positions, providing staff and resources to DAS-GEO and the Institute of Natural Resources.

Appendix D - Oregon Racial Equity Toolkit

State of Oregon Racial Equity Impact Statement Toolkit

Advancing racial equity in Oregon will take foundational reform. Racial disparities persist across key indicators of success including health, education, housing, and economic opportunity amongst others. A budget is a moral document, a statement of our state's priorities and also a critical opportunity to advance racial equity. The Racial Equity Assessment Worksheet serves as a tool to apply a racial equity lens to the budget development process and assess how programs benefit and/or burden Tribal/Native American, Black/African American, Latinx, Asian, Pacific Islander, Immigrant and Refugee communities. The worksheet questions serve as a tool to deepen agencies' racial equity impact assessment for the programs (budgets) in consideration.

Racial Equity Impact Statement Assessment Worksheet

Step 1. Set Equity Outcomes and Define Impact

1. Does your agency have an Equity Strategic Plan? Yes/No?
If so, what does your agency define as the most important equitable community outcomes related to the issues?

2. What is the program under consideration?

3. Which racial equity opportunity areas will the program primarily impact?

<input type="checkbox"/> Criminal Justice Reform and Police Accountability	<input type="checkbox"/> Health Equity
<input type="checkbox"/> Economic Opportunity	<input type="checkbox"/> Housing and Homelessness
<input type="checkbox"/> Education	<input type="checkbox"/> Jobs/Employment
<input type="checkbox"/> Environmental Justice/Natural Resources	<input type="checkbox"/> Human Services
	<input type="checkbox"/> Other

4. Are there impacts on:

<input type="checkbox"/> Contract/Procurement Equity	<input type="checkbox"/> Inclusive Communications and Outreach
<input type="checkbox"/> Culturally Specific Programs and Services	<input type="checkbox"/> Workforce Equity
<input type="checkbox"/> Immigrant and Refugee Access to Services	<input type="checkbox"/> Other: _____

Please describe on your selection:

5. What are the desired results and outcomes with this program?

Step 2. Analyze Data

6. Does the program have different impacts within different geographic areas? Yes/No
What are the racial demographics of those living in the area or impacted by the program?
7. How are you collecting, reviewing, and analyzing demographic data to inform program decisions?
8. How is demographic data being woven into program decision making?

Step 3. Determine Benefit and/or Burden

9. Who benefits from the program, both directly and indirectly?
10. Who will be burdened from the proposal?
11. How does the program increase or decrease racial equity? Does the program have potential unintended racial equity consequences? What benefits may result?

Guiding Questions for Applying Core Elements of Equity

Below are guiding questions to apply the core elements of equity in all development and implementation of State of Oregon’s policy, budget, program and service decisions. [Please refer to the State of Oregon Equity Framework in COVID-19 Response and Recovery for the Core Elements of Equity.](#)

Inclusive Communications

1. How do we ensure our communications and messaging are getting to all Oregonians?
2. Who are the communities being left behind and how do we connect with those communities? What processes are in place for:
 - Translating and interpreting agency communications?
 - Ensuring that ADA requirements are met or exceeded?
 - Communicating with people who may be unable to read, lack access to the Internet, and/or need information through alternate media?
 - Working with trusted messengers and local leaders to communicate with communities?
 - Seeking early input to inform the development of communications materials?

Data Collection and Data-informed Decision-Making

1. Are we collecting, reviewing, and analyzing demographic data to inform mitigation measures, communication strategies, and targeted investments?
2. How are these data being woven into decision making?

Community-Informed Policy and Partnerships

1. How are we ensuring we have representation of voices across race, ethnicity, culture, color, tribal membership, disability, gender, gender identity, marital status, national origin, age, religion, sexual orientation, socio-economic status, veteran status, and immigration status? And geographically?
2. What are the ways we engage agency equity leaders and communities in decision making currently?
3. Whose voices and perspectives are not at the table? Why?
4. What can we do to ensure they are part of our decision-making process?
5. What are the barriers that keep communities from participating in decision making?
6. How are we ensuring that we provide access to and address the needs of:
 - Language?
 - Technology?
 - Physical accessibility?
 - Adequate support and preparation?
 - Financial support?

Resource Allocation and Accessibility

1. How are we ensuring that forms of response/relief/benefit/resource/budget allocation are:
 - Going directly to the communities who need it?
 - Accessible regardless of disability or status?
 - Accessible regardless of language?
 - Compliant with the ADA requirements?
 - Accessible regardless of access to technology?
 - Supporting, consulting, and/or partnering with tribes?
 - Accessible regardless of geographic location including rural Oregonians?
 - Being prioritized for communities already living on the margins (e.g., older adults, gender, ethnic, immigration status, socio-economic status)?
2. Are we using strategies that are culturally specific and responsive to address the distinct needs of Oregonians? If not, what resources or community partners can we consult with to develop culturally specific and responsive strategies?
3. Are our programs and services providing reasonable accommodations in compliance with the ADA to Oregonians? If not, what resources or partners can we consult with to develop strategies to better support people with disabilities?

Evaluation

1. What measurable outcomes are most important to our historically and currently underserved communities?
2. How will impacts be documented and evaluated?
3. How will our communities participate in the evaluation process?
4. Are we achieving the anticipated outcomes?
5. Are we having measurable impact in the communities?
6. How are we consistently communicating our efforts with our communities and demonstrating our results?
7. How do we collect and respond to feedback?
8. How do we use these results to continually reevaluate and improve our efforts?
9. How are we ensuring these partnerships do not exploit the communities we seek to engage?
10. How will we operationalize equity and create accountability systems?
11. How will we ensure adequate capacity to implement strategies as outlined?

Definitions

Diversity is the appreciation and prioritization of different backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability.

Equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities.

Inclusion is a state of belonging when persons of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision makers, collaborators, and colleagues. Ultimately, inclusion is the environment that organizations create to allow these differences to thrive.

Racial Equity - Racial equity means closing the gaps so that race can no longer predict one's success, which simultaneously improves outcomes for all. To achieve racial equity, we must transform our institutions and structures to create systems that provide the infrastructure for communities to thrive. This commitment requires a paradigm shift on our path to recovery through the intentional integration of racial equity in every decision.

Appendix

Below is a list of local jurisdictions with existing budget equity toolkits for reference.

Portland, Oregon - [FY 2020-21 Guide to the Budget Equity Assessment Tool](#)

[ADM-18.31 - City's Equity Budget Tool and Racial Equity Plans](#)

Seattle, Washington - [Racial Equity Toolkit](#)

King County, Washington - [The Equity Impact Review Toolkit](#)

City of San Antonio, Texas - [Fiscal Year 2021 Budget Equity Tool](#)

City of Madison, Wisconsin - [Racial Equity and Social Justice Initiative](#)

City of Minneapolis, Minnesota - [Strategic and Racial Equity Action Plan](#)

City of Austin, Texas - [The Equity Assessment Tool](#)



Racial Justice Council

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