

Oregon Advocacy Commissions Office

Budget
Presentation to
Joint Ways
and Means
Subcommittee on
General Government



Happy 164th Birthday

Oregon



Agency Mission

The Mission of the Oregon Advocacy Commissions Office is to Support the Work of the four Oregon Advocacy Commissions:

- Asian & Pacific Islander Affairs (OCAPIA)
- Black Affairs (OCBA)
- Hispanic Affairs (OCHA)
- Commission for Women (OCFW)

The Goals of the OACO are:

- Provide Government Leaders with Insights from Underrepresented Communities to center equity
 - Advise the Governor
 - Advise the Legislature
- Build Trust & Communication
 - Ensure that the Advocacy Commissions are an avenue of between government and community
 - Establish trust in state government with populations historically excluded from participation



The Goals of the OACO are:

- Civic Education & Strengthen Civic Engagement for a Stronger Democracy
 - Provide education on how government works
 - Increase civic engagement of underrepresented communities
 - Encourage community voice and participation in government
 - Develop & Train Leaders
- Research Disparate Impact
 - Research issues that impact constituent communities represented by the Advocacy Commissions
 - Share findings with Community and Government Leaders
 - In summary, the goals are building trust in government and connecting with community, while encouraging civic engagement



The History of OACO and the Commissions

The Oregon Advocacy Commissions were established in:

- 1960s for OCFW
 - 1970s for OCHA
 - 1980s for OCBA
 - 1990s for OCAPIA
- Each was created and supported by a dedicated agency, housed under Department of Administrative Services (DAS)
 - 2003 – the four Advocacy Commissions were defunded, but the volunteer commissioners continued to work.
 - 2005 – the Oregon Advocacy Commissions Office (OACO) received statutory establishment under DAS to support all four Advocacy Commissions



The History of OACO and the Commissions

- 2009 – OACO was removed from DAS and established as a separate independent agency, staffed with two people to support the four commissions
- 2015, a 0.5 FTE Researcher was added
- In 2021, the Researcher was made full-time, and a Public Affairs position was created bringing the OACO to 4 permanent staff
- In 2022, the OACO was written into HB 4052 and provided 3 staff dedicated to this special project
- Each Commission consists of 9 Governor-appointed, Senate-confirmed Commissioners, along with one State Senator and one State Representative appointed by their respective chamber leader



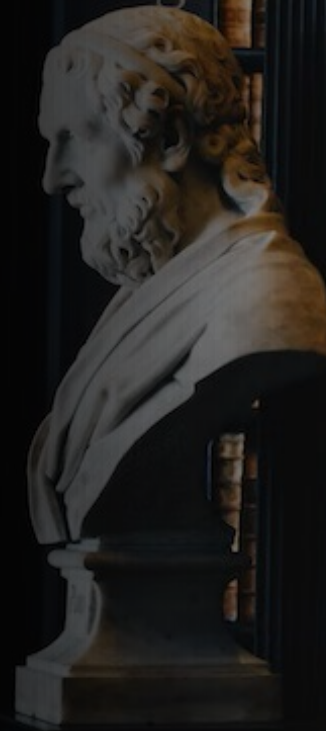
Agency Programs And Services

The OACO has one statutory duty, per ORS 185.010 (5): The Administrator of the Oregon Advocacy Commissions Office shall provide each commission served by the office with the administrative support needed by the commission to carry out the statutory duties of the commission.

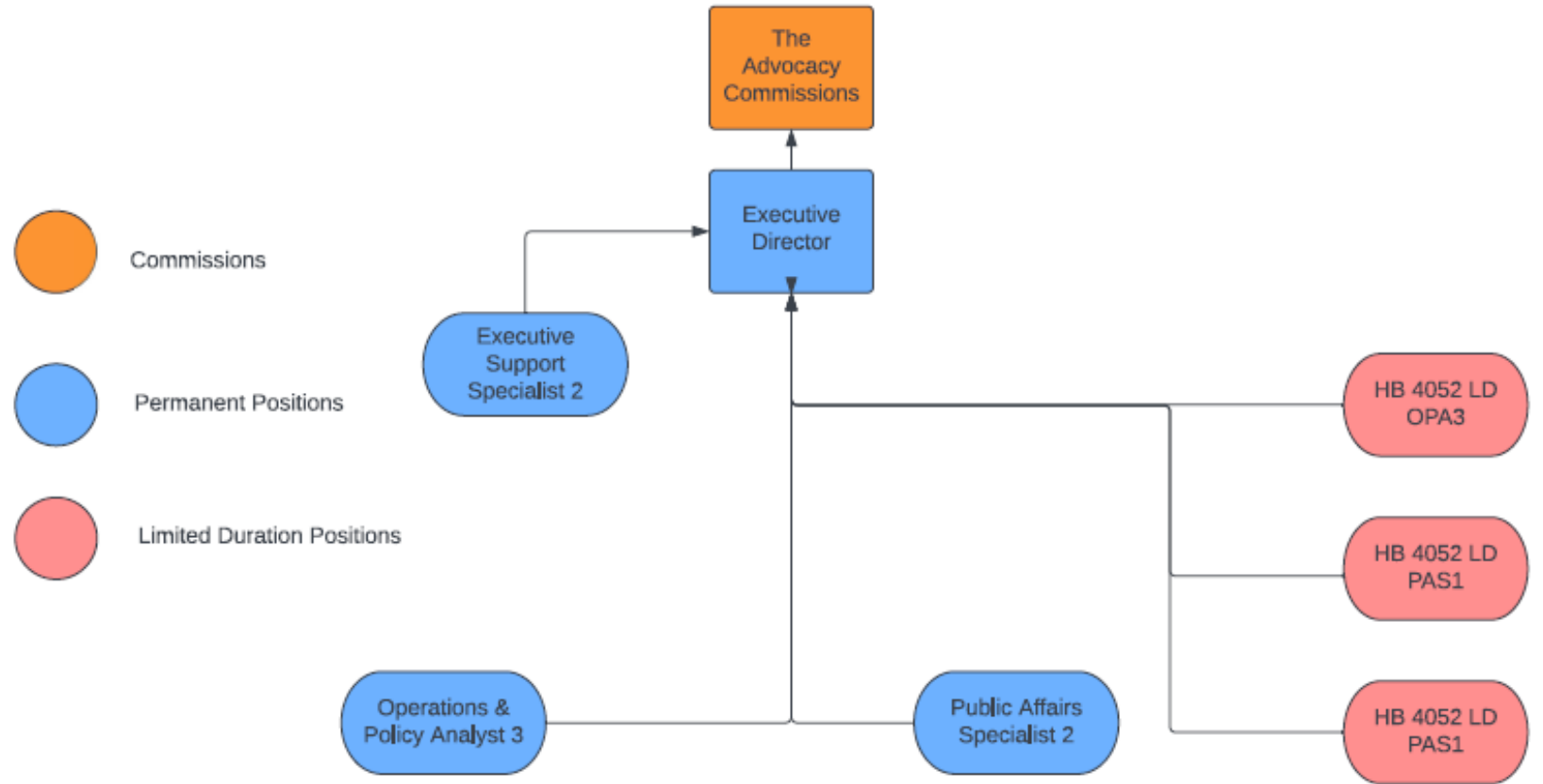
Each of the four commissions have between six and 17 broad and expansive enumerated duties with the overarching policy and intent of the Legislative Assembly that each Advocacy Commission work for the implementation and establishment of economic, social, legal, and political equity for their respective communities.

Agency Programs And Services

- With just 2.5 dedicated staff to support the Advocacy Commissions until 2021 and 4 today, the Advocacy Commissions have never been able to fully their complete statutory mandates
- Due do staffing limitations, OACO has found synergy between the four independent Commissions by dividing work into four buckets:
 - Advocacy
 - Public Policy Research
 - Leadership Development
 - Partnerships



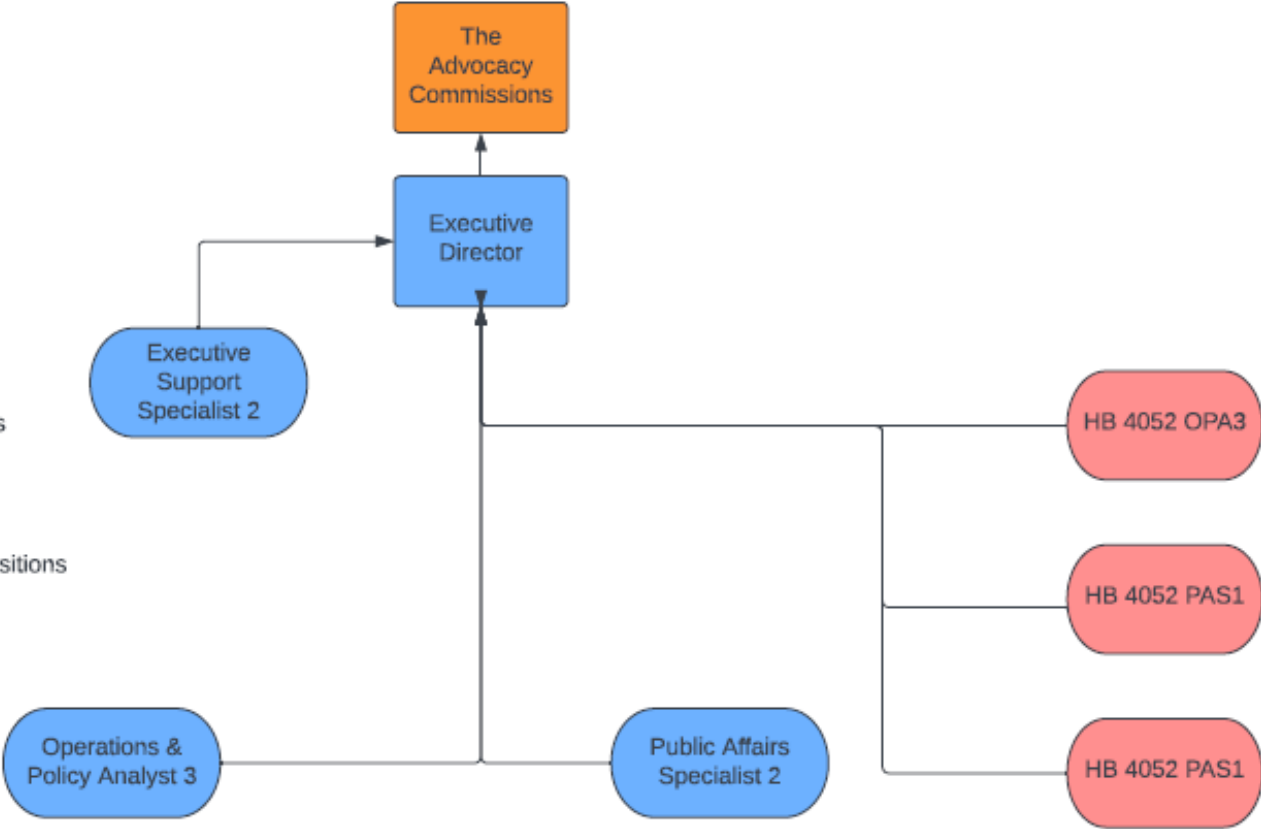
2021-2023 OACO Organization Chart



2023-2025 OACO Organization Chart Proposed from GRB

Organization

- Commissions
- Permanent Positions
- Limited Duration Positions





Organization

- The Executive Director arrived at the Agency on Budget Presentation Day in 2021.
- As the permanent staff has grown to four, we have made attempts to divide and specialize labor, but so much of the work is beyond the capacity of one staff member. We overlap in duties and work out of class by necessity.
- While the Limited Duration staff are focused on their specific project, we pull labor from them to assist in the support of the work for the Advocacy Commissions.

Agency Performance & Outcomes

- The 2021-2023 Biennium was one of transition and rebuilding during the global pandemic.
- OACO began the biennium with the on-boarding of a new Executive Director, the expansion of the research position, and the addition of a new position, while being fully remote.
- In the 2022 Short Session, OACO was written into HB 4052 and supplied 3 limited duration positions to work specifically on that limited project.
- OACO grew from 2.5 FTE to 7.0 FTE including the limited duration staff, a 280% increase. Six positions were filled 13 times by 9 different people.

Agency Performance & Outcomes

- Beginning with the ED, OACO has had a 100% turnover in staff and significant loss of institutional memory.
- Recruitment, hiring, and on-boarding remotely was a major endeavor and OACO is now at a point of stability in staffing.
- During this period, the OACO was still able to provide administrative support to the Four Advocacy Commissions.

Highlights Include:

- OCAPIA:
 - Partnering with Rise Above Hate to plan and execute two May events
 - Recruited five new commissioners
 - Building out partnerships with CBOs
 - Engaging with community and in events in Salem and Portland
 - Responded to call for exposure to bias incident



Highlights Include:

- OCBA
 - Producing the Bias and Hate Crimes Fact Sheet
 - Drafting the OCBA Biennium Report
 - Overhauling reinstated internal standing committees
 - Engaging in community events in Eugene and Portland
 - Partnering with the Portland Chamber Orchestra
 - Engaging with alternative schools and job training programs
 - Engaging with CBOs and the Oregon Arts Commission
 - Participating in PSU Diversity Conference
 - Applied for grant funding and contributions from Foundations and Private Institutions



Highlights Include:

- OCHA
 - Presenting at the Rural Health Conference on Mental Health and Health Equity
 - Presenting at LatinoFest in Madras during Hispanic Heritage Month
 - Partnering with OCFW on critical domestic violence work
 - Moving forward a State Holiday for the Bracero
 - Partnering on a Black and Brown Founders and Funders Entrepreneur Event



Highlights Include:

- OCFW
 - Partnering with CBOs on strengthening DV laws and victim protections
 - Reinstating in-person Women of Achievement Awards
 - Lunch and Learn webinar panels on topics that concern women, like the Missing and Murdered Indigenous Women panel
 - WorldOregon Japanese women leaders' exchange
 - Coordination and lead of a joint domestic violence workgroup task group.



OACO met or was above average all six key performance measures:

- Customer Service – all six subset targets were met
- Applied Policy Research – three of seven subsets were below the 100% target by 5%
- Best Practices – OCAPIA – target score was 5% below the 100% target
- Best Practices – OCBA – target score was 5% below the 100% target
- Best Practices – OCFW – target score was 5% below the 100% target
- Best Practices – OCHA - target score was 5% below the 100% target





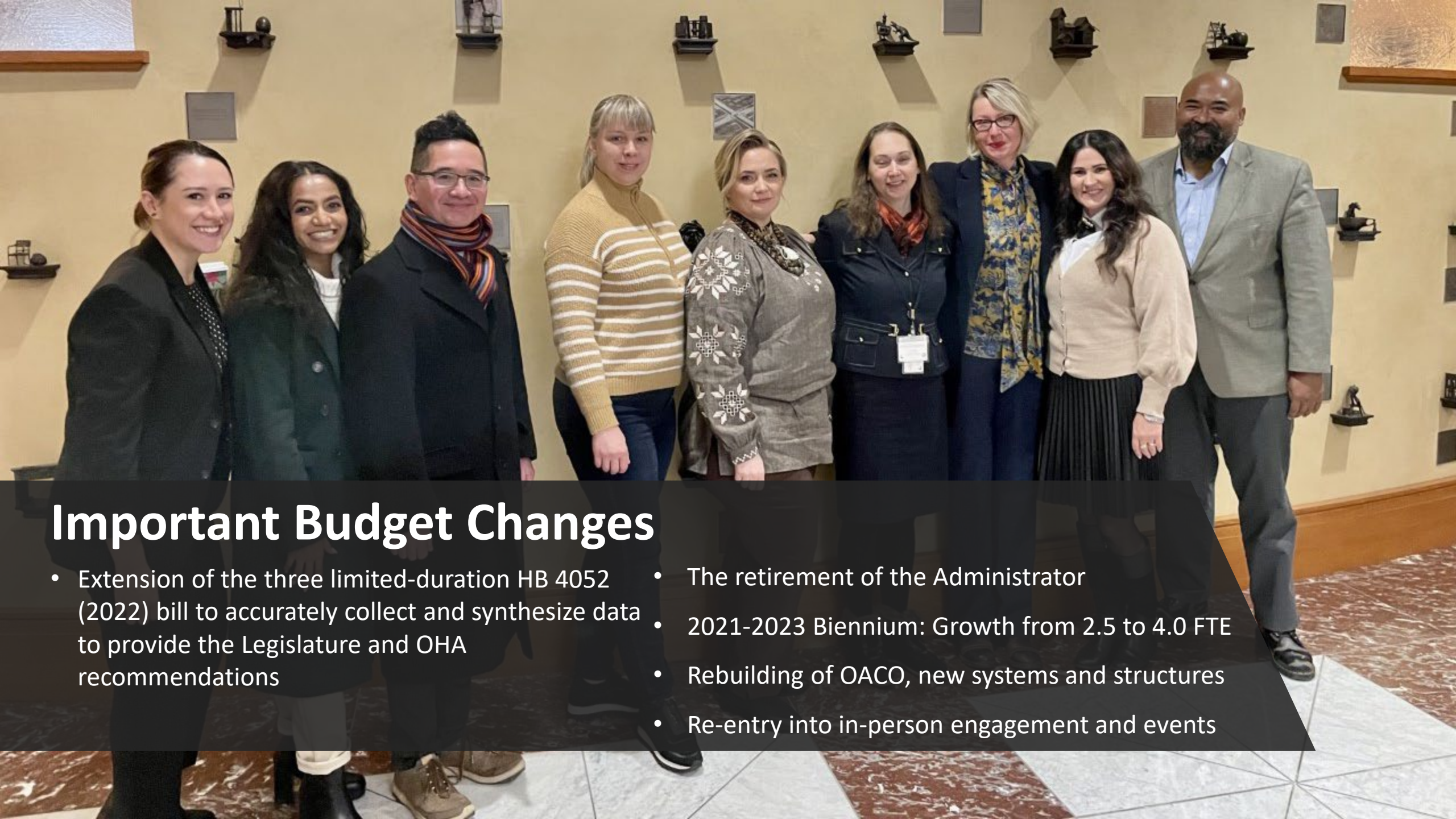
Key Partners



Significant issues that remain unresolved for 2021-23:

- Broad and expansive duties.
- Volunteer advisory board members dependent on the Agency to provide administrative support to be successful.
- The Agency is required to provide the necessary administrative with very limited resources and staff to perform all statutory duties.





Important Budget Changes

- Extension of the three limited-duration HB 4052 (2022) bill to accurately collect and synthesize data to provide the Legislature and OHA recommendations
- The retirement of the Administrator
- 2021-2023 Biennium: Growth from 2.5 to 4.0 FTE
- Rebuilding of OACO, new systems and structures
- Re-entry into in-person engagement and events

A close-up photograph of green leaves with water droplets, serving as a background for the text. The leaves are dark green with prominent veins, and the water droplets are scattered across their surfaces, reflecting light. The overall tone is a deep, moody green.

15% reduction options:

- 5% Reduction #1: \$64,020 – Reduction of Other Supplies
- 5% Reduction #2: \$56,900 - Reduction of PAS 2 position from 1.0 FTE to 0.75 FTE
- 5% Reduction #3: \$76,556 - Reduction of Agency Head from 1.0 FTE to 0.80 FTE

Long-term Vacancies:

The OACO has no vacancies.

Summary of the Governor's budget by fund source, policy option package, reductions, and other major changes

- \$2,066,060 – General Fund
- \$10,253 – Other Funds
- \$2,076,313 – Total Funds
- -\$11,308 – Package 093
- POP 104 – retain three Limited Duration Positions (2.83 FTE)



Any Questions?