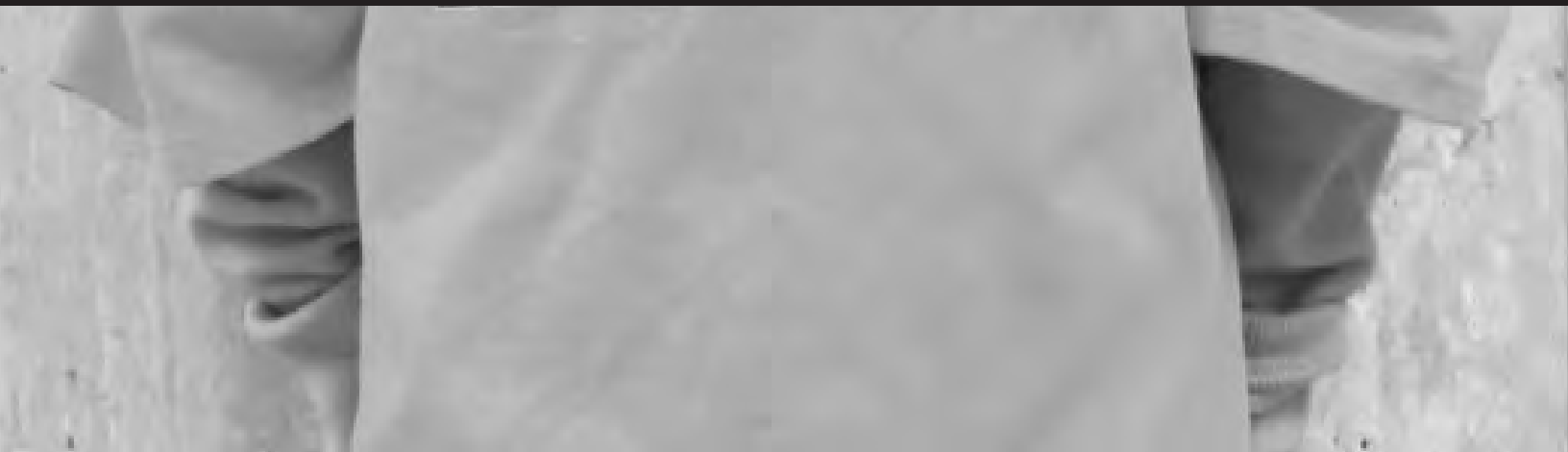




FACING RACE:

The 2015 Oregon Racial Equity Legislative Report



MAP OF OREGON

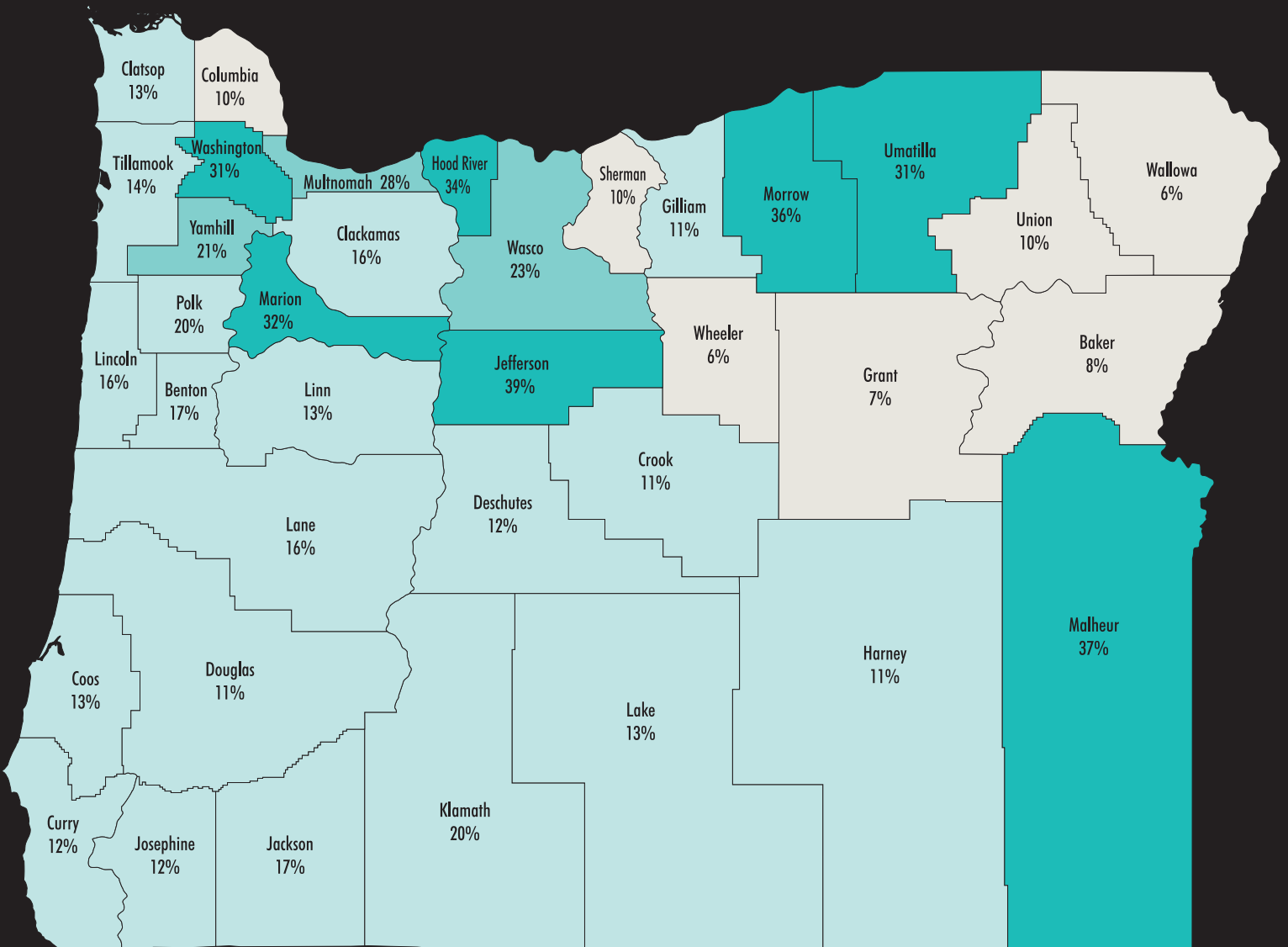
PERCENT OF COMMUNITIES OF COLOR BY COUNTY

0-10%

11-20%

21-30%

31-40%



Source: quickfacts.census.gov/qfd/states/41/41001.html



INTRODUCTION

Facing Race: The 2015 Oregon Racial Equity Legislative Report highlights 20 pieces of legislation that have significant impacts on communities of color in Oregon. Of these 20 legislative bills, 17 were passed into law and signed by the Governor, and 3 bills were identified as missed opportunities that should be prioritized in 2017. This report features the progress the Oregon Legislature demonstrated from earlier Facing Race: Oregon reports in 2011, 2013, and legislative recommendations to end racial inequities and create an environment where all Oregonians will thrive.

Facing Race: Oregon is the third multi-issue analysis of the legislature's commitment to racial equity by creating policies that expand opportunity in Oregon. The report addresses racial equity related to four major areas: civil rights and criminal justice, economic justice, education, and health. We also make special note of the impacts on immigrants and refugees, and concerns about xenophobic and racialized rhetoric in Oregon's democratic process. To create a more equitable Oregon, we call on Legislators and the Governor to:

1. **Be Explicit About Addressing Racial Equity.** Targeted measures that provide focus, accountability, and resources to correct persistent disparities.
2. **Implement Racial Impact Statements.** Legislation that provides analysis of the racial impacts of public policies helps protect Oregonians from worsening racial disparities and unintended consequences.
3. **Disaggregate Uniform and Community-Specific Data for All Racial and Ethnic Groups.** Ensure policymakers have access to the best data and analysis of the needs and outcomes impacting Oregon's diverse and growing communities of color.
4. **Work with Affected Communities.** Develop legislation in close coordination with community based organizations led by people directly affected by racial disparities.



FINDINGS

Communities of color had record levels of constituent engagement with legislators from all 36 counties in Oregon.

Lawmakers made great strides in 2015 by passing landmark legislation with explicit racial equity impacts including HB 2002 End Profiling, HB 2177 New Motor Voter, and SB 454B Paid Sick Leave.

Rank and file Republican and Democratic legislators are working earlier and more closely with communities of color to identify and develop policy solutions to Oregon's persistent racial disparities in the face of stagnant legislative leadership.

An increasing number of Republican and Democrat legislators championed racial equity legislation, including bipartisan sponsors for major legislation such as HB 3499 English Language Learner Reform, HB 3025 Fair Chance for All, and HB 3343 12-Month Contraception.

HISTORY

Oregon has a long, well documented history of racism that is reflected in public policy. These policies and over 150 years of practices are a root cause of the persistent economic, political, social and health disparities facing Oregon's communities of color. The Oregon legislature and Governor are the primary institution with the duty to establish statewide policy and direction to correct racial injustices and create an environment in which all Oregonians can thrive. This responsibility is ever more pressing as Oregon's population becomes more racially diverse.

Stark economic and racial disparities are rooted in complex systems and structures, and directly related to Oregon's history of institutional racism. That is, policies were created that held a positive impact for Whites while negatively impacting Oregonians of color and Native American tribes.

- Oregon's constitutional contained laws which specifically excluded African Americans from residing in Oregon and were enforced by laws that required fines, arrest, and physical violence in the form of whip-lashing, were not removed from the constitution until 1927.¹
- In 2010, people of color residing in Portland were 25 percent more vulnerable to be displaced from their home than the citywide average.²
- From 1946-1958 the U.S utilized the lands and shores of the Republic of Palau, Federated States of Micronesia, and Republic of the Marshall Islands in what was called the "Pacific Proving Grounds" to detonate the nuclear equivalent to 7,200 Hiroshima Bombs, leaving some communities displaced for nearly thirty years.³ Thousands of residents have migrated to Oregon for health care and employment as a result through the US Compact of Free Association (COFA) that provides legal status yet barred from most public benefits such as Medicaid.
- In 2012, White males in Oregon earned an average income of \$46,894 for full-time, year-round work compared to \$35,552 for White women, \$35,625 for Asian women and \$23,469 for Hispanic and Latina women.⁴





RACIAL EQUITY BUDGET PRINCIPLES

One of the key jobs for the Oregon Legislative Assembly is to create a biennial budget. This budget is a reflection of the priorities of our state; it outlines levels of support and funding for state services and the programs that affect our quality of life. The budget crafted by the legislature can help make progress towards full inclusion and equity for all Oregonians, create shared prosperity, and support a thriving state.

Economic policies and public spending and revenue decisions have enormous impacts—positive and negative—on different racial and ethnic groups. State budgets are a reflection of our values. They reveal whether our values of fairness and justice actually manifest in our financial decision-making, correcting historic racial inequities and prioritizing the needs of Oregonians most affected.

A focus on racial equity outcomes is critical in the budget process. The state budget should take into account the existing disparities between communities of color and White Oregonians—and allocate resources in ways that address the root causes of these disparities and the legacy of institutional racism. Low income communities and people of color have disproportionately borne the brunt of budget cuts.

1. **Invest Wisely for the Long Run.** While addressing short-term difficulties, we must remember our decisions will impact communities for years to come. Even in tough times, it's important to invest in the future. We cannot undermine the core infrastructure—access to education investments in children and families—that ensures opportunities to thrive. Trimming or dismantling our core public infrastructure and services will create new economic and social costs and deepen existing disparities.
2. **Strive for Transparency, Accountability and Inclusivity in the Budget Process.** With new structures and guidelines in place, the process for making our state's budget priorities has changed. Be sure to reach out to organizations and communities of color to ensure the Oregonians most impacted by budget decisions have a voice in the process.
3. **Look for Adequate Resources.** We cannot cut our way out of economic hard times. We will need to look for new sources of revenue to support the state's resources. Raising revenue in a way that is equitable and does not disproportionately burden those with the lowest incomes is needed. We must close tax loopholes and ensure businesses pay their fair share. We must also look at the taxes paid by top income earners.

HIGHLIGHTS AND VICTORIES

2015 was a record year for racial equity as legislators were more meaningfully engaged with community based organizations early and often. Communities of color continued to have an increased presence in the Capitol, and bipartisan coalitions were more proactive in working with disaggregated data analysis and community organizations. The Governor's office and legislative leadership increased strategic engagement on budget and policy matters, leading to one of the most productive and successful legislative sessions for communities of color. We saw an increase in comprehensive, bolder legislation and funding investments with explicit racial equity impacts. Oregon built on a strong 2013 session to pass new landmark legislation, several of which earned national recognition:

HB 2002 END PROFILING

Creates a common definition of profiling and requires law enforcement agencies to adopt bans on profiling. This states that law enforcement cannot target an individual based solely on their race, ethnicity, age, color, national origin, language, gender, gender identity, sexual orientation, political or religious affiliation, homelessness, and mental or physical disability. It also directs the Law Enforcement Policing Data Review Committee (LECC) to receive and monitor profiling complaints from the public, established the Law Enforcement Profiling Work Group, which is chaired by the Attorney General and charged with providing recommendations on how to identify and stop patterns and practices of profiling.

SB 454B PAID SICK DAYS

Access to paid sick time is an issue that affects all Oregonians, yet 47% of private sector workers and 71% of low wage workers in Oregon lack access to any paid sick time. This disproportionately impacts women and communities of color, who make up a significant portion of low-wage workers. Workers who lack paid sick time face an impossible choice when illness strikes: either they go to work sick or send a sick child to school or daycare; or they stay home, lose pay and risk job loss or workplace discipline. Particularly in this economy, many workers simply can't afford to jeopardize the economic security of their families by staying home.

HB 2177 OREGON MOTOR VOTER

Streamlines the current process by registering all eligible and consenting Oregonians to vote through the Department of Motor Vehicles. Communities of color and low income communities are more likely to be mobile, move more frequently, and face greater barriers to maintaining current voter registration status. Making voter registration simpler, easier and more convenient removes barriers so that every eligible Oregonian can be registered to vote.

HB 3499 ELL STATE REFORM

Addresses the needs of Oregon's 57,000 English Language Learners (ELL). The legislation increases urgency, focus and support for ELL students, and appropriates \$12.5 million to support school district improvements. Though many of our K-12 schools offer high-quality English language development programs, challenges remain including high quality dual language and native language learning curriculum, workforce development, and comprehensive integration of policies in local districts.

HB 3025 FAIR CHANCE FOR ALL

Calls for the removal of the box on a job application asking about criminal history and increases access to work for people with criminal justice histories. Oregon's criminal justice system convicts and incarcerates African Americans and other people of color in numbers that far exceed our percentage in the state. Employment is one of the most important influences for decreasing recidivism. Its passage signifies we are on a path towards increasing economic opportunity for all Oregonians.

CIVIL RIGHTS & CRIMINAL JUSTICE

Across the US, defending and advancing civil rights has been essential to advancing racial equity. Engaging in our democracy and in the policy decisions that impact our lives is crucial for all of us. Especially communities of color, who have historically faced the highest barriers to civic engagement and civil rights.

In 2015, the Oregon legislature advanced key civil rights policies, including HB 2177, Oregon's groundbreaking New Motor Voter Law. These advancements are significant, and Oregon will need to continue community outreach to ensure that there is a ballot in the hands of every eligible voter, and that we continue to advance the fundamental civil rights of communities of color.

Across the country and here in Oregon, there is widespread recognition of failed “tough on crime” policies. Calls for reform seem to bridge political ideologies and are coming from across the political spectrum. Still, few efforts are aimed at truly addressing the racial disparities in our criminal justice system. In Oregon, African-Americans are more than Six times as likely to end up in prison than whites⁵ despite research showing that there is no meaningful difference in racial groups in regard to their likelihood to commit a crime.⁶

Current reforms, including the 2013's Justice Reinvestment Act and 2015's Fair Chance for All and End Profiling legislation, scratch the surface of change. We need legislation that will dramatically reduce incarceration rates and racial disparity in the system for children and adults of color, and create funding streams that further incentivize counties to build safe and healthy communities.

HB 2177 Oregon Motor Voter: This law streamlines Oregon's current process by registering all eligible and consenting Oregonians to vote through the Department of Motor Vehicles. HB 2177 makes voter registration even easier and more secure by using the data DMV already collects and verifies—age, address, citizenship status, and an electronic signature—to offer simple and accurate voter registration.

Communities of color and low income communities are more likely to be mobile, move more frequently, and face greater barriers to maintaining current voter registration status. Making voter registration simpler, easier and more convenient removes barriers so that every eligible Oregonian can be registered to vote. Fittingly, HB 2177 was signed into law fifty years after the passage of the Voting Rights Act, when African Americans fought for and won the ability to register to vote in the United States.

HB 2002 End Profiling: HB 2002 is an important first step toward ending police profiling in Oregon. The law creates a common definition of profiling and requires law enforcement agencies to adopt bans on profiling. HB 2002 says that law enforcement cannot target an individual based solely on their race, ethnicity, age, color, national origin, language, gender, gender identity, sexual orientation, political or religious affiliation, homelessness, and mental or physical disability.

HB 2002 also directs the Law Enforcement Policing Data Review Committee (LECC) to receive and monitor profiling complaints from the public. The LECC is a statewide Governor appointed committee that is charged with assisting Oregon law enforcement agencies with data collection and analysis efforts, improving community relations, training efforts, and policy recommendations to ensure equality in Oregon law enforcement. Lastly, the law creates the Law Enforcement Profiling Work Group—a Governor-appointed committee chaired by the Attorney General—charged with developing legislative recommendations on how to further identify and stop patterns and practices of profiling. The Work Group created an initial report of recommendations to the legislature on December 2, 2015. The Group agreed to continue meeting through 2016 to further develop recommendations.

SB 488 Reform for Adjudicated Youth: Senate Bill 448 allows for the presiding judge of the 22nd Judicial District to enter into a memorandum of understanding with the Confederated Tribes of Warm Springs to allow the same opportunity for youth in the Wasco or Hood River counties to have their matters to be transferred into the Tribal court systems or youth offenders to be transferred to the Warm Springs Juvenile court.





HB 3476 Protection of Communication for Domestic Violence Victims:

Confidentiality is critical to effective access to services and options for victim safety. Victims of sexual assault and domestic violence suffer a wide range of emotional and psychological trauma. Sharing information without permission directly threatens a victim's safety, autonomy, and confidence in advocacy services. Without assurances of confidentiality, victims may not seek help from support services and may stay in unsafe situations and suffer more abuse or assault. This bill requires confidentiality and provides a statutory privilege prohibiting the disclosure without permission of confidential communications between survivors and victim advocates at non-profit community based or campus based programs.

HB 3503 Family Sentencing Alternative: Black, Latino and Native American Oregonians are over-represented in our prisons and this has a devastating impact on children, families and communities. To better balance the need for accountability and support for children and families, HB 3503, the Family Sentencing Alternative Pilot Program gives parents who have been convicted of certain nonviolent offenses and have custody of minor children the opportunity to participate in intensive probation supervision instead of prison while receiving a range of services — such as parenting skills classes, drug and alcohol treatment and vocational training. HB 3503 will create the pilot program in five counties: Deschutes, Jackson, Marion, Multnomah and Washington.

HB 2704 Recording Law Enforcement: As recent events have shown, bystander video can be a powerful tool for police accountability. Unfortunately, however, Oregon law criminalized certain recordings of police officers- recordings which courts overwhelmingly agree are protected by the First Amendment without “specifically informing” that party of the conversation. The problem is that it is not safe for a person to interrupt an officer to provide such warning. HB 2704 fixes this problem by adding an exemption for a person who records a conversation in which a law enforcement officer is a participant if: the recording is made while the officer is performing official duties, the recording is made openly and in plain view of the participants conversation, the conversation being recorded is audible to the person by normal unaided hearing, and the person is in a place where the person lawfully may be. HB 2704 does not authorize a person who is recording to trespass or interfere with police. Passing this bill clarified that the public cannot be punished for taking bystander videos of police encounters and ensured Oregon law complies with the First Amendment.

ECONOMIC EQUITY

For many Oregonians the recovery period of the great recession never arrived, instead for many people the recession and recovery period lead to greater income inequality. The gap between the average Oregonian and the top 1 percent grew wider and wider. With the 1 percent's average income being \$770,000 in 2013, while the median income of an average Oregonian came in at \$32,537.⁷



As the general economic health of Oregon worsens, poverty and economic inequality disproportionately affect communities of color. In 2013 the poverty rates for Hawaiian/Pacific Islander was 31.4%, Native American faced poverty at 31.2%, Black/African American at 30.6%, Latinos with 27.5%, Asian at 17.6%, and Whites with 15.5% facing poverty.⁸

Poverty experienced by communities of color are directly linked to systemic barriers, and lack of access to help and resources. Immigrant, LGBTQ and disabled workers of color face added challenges such as limiting rights, benefits and sanctioning employers, divisive measures that primarily serve to scapegoat and undermine Oregon's economy. While Oregon continues growing, legislation that addresses employment, income, and removes systemic barriers must be passed in order to have all Oregonians benefit from the changes and growth in the economy.

SB 454B Paid Sick Days: Access to paid sick time is an issue that affects all Oregonians, yet 47% of private sector workers and 71% of low wage workers in Oregon lack access to any paid sick time. This disproportionately impacts women and communities of color, who make up a significant portion of low-wage workers. Workers who lack paid sick time face an impossible choice when illness strikes: either they go to work sick or send a sick child to school or daycare; or they stay home, lose pay and risk job loss or workplace discipline. Particularly in this economy, many workers simply can't afford to jeopardize the economic security of their families by staying home.



To address this injustice, the 2015 legislature passed SB 454 to ensure that Oregon workers will be able to access up to 40 hours of paid sick time each year without fear of job loss or retaliation; Beginning Jan. 1, 2016, workers all over Oregon will be able to accrue sick time at a rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours each year. This historic legislation will help prevent poverty and reduce race and class inequities in our state by ensuring that workers don't have to choose between staying home when they or a loved one are sick and putting food on the table.

HB 2007 Wage Theft: An Oregon study of nearly 200 farm workers found 90% consistently received less than the minimum wage.⁹ Paying less than minimum wage, not paying for all hours worked, withholding pay, not paying overtime, or stealing tips are all wage theft. While wage theft can affect all workers, communities of color and immigrants experience it in higher percentages. HB 2007 protects workers by making the penalization of workers discussing wages and salaries among coworkers, or filing a complaint against an employer based on the information received by the employee, illegal. This removes some of the fear of speaking out if the employee is experiencing wage theft, and seeks support or takes action, which brings about better job security and tools for advocacy for many low wage workers, women, and people of color in Oregon.



SB 584 Small Business Certification: Seeking to promote city contracts with minority-owned businesses, the city of Portland has set up goals to increase the certification of disadvantaged minority, women or emerging small business to be able to participate in public contracts. While many small businesses benefit from this allocation, some White led companies have abused this system by fronting as a minority owned business. SB 584 will allow the public contracting agency to suspend the certification of any business that engages in fraudulent conduct on a city contract.



HB 3025 Fair Chance for All: Mass incarceration has had the effect of eroding many of the gains of the civil rights movement by legal, institutional discrimination by employers against people with previous arrest and conviction records, affecting their ability to find employment. While Oregon's statewide unemployment rate continues to decline, the economic recovery is leaving out African Americans, whose overall unemployment remains twice as high as the rate for White Oregonians. Employment is one of the most important influences for decreasing recidivism. Two years after release, twice as many employed people with records had avoided reoffending compared to their unemployed counterparts.

Our current system creates steep barriers for those with a history of justice involvement. Research shows that a criminal record reduces the likelihood of a job call-back by 50%. HB 3025 called for the removal of the box on a job application asking about criminal history. It requires employers to delay questions about criminal history until later in the hiring process.

Legislators voting in favor of the bill acknowledged all Oregonians' right to work. HB 3025 also aligns with policies to reduce prison spending and invest in smart, cost effective reentry strategies. Its passage signified we are on a path towards increasing economic opportunity and a fair chance for people with a history of justice system involvement. Communities of color, labor, economic, racial and gender justice organizations supported this legislation because it specifically addresses the significant economic consequence of mass incarceration on communities of color, introducing specific action by jurisdictions and employers that can result in measurably better job prospects for people with past criminal records.



DEFINITIONS OF RACISM

LEVELS OF RACISM

DESCRIPTION

Individual Racism



Racial bias within individuals— one’s beliefs, attitudes and prejudices about race.

Interpersonal Racism



Racial bias between individuals —public expression of bigotry and hate.

Institutional Racism



Racial bias within institutions, such as schools and hospitals/ disparate outcomes reveals institutional racism, whether or not there is racist intent on the part of individuals within that institution.

Structural Racism



Racial bias among institutions and across society. Structural racism is the cumulative effects of history, ideology, and culture and the result of institutions and policies that favor White people and disadvantage people of color.

TERMS AND TERMINOLOGY

Throughout the report, we use the terms people of color and communities of color. By this we mean communities that share the common experience of being targeted and oppressed by racism. We also use the term immigrants and refugees, and in this context we are referring to immigrants and refugees of color. We use the terms Black, Latino, Asian, Pacific Islander, Native American and White throughout the report.

Where data is available for specific ethnic groups within broader racial categories, we have made an effort to utilize this data and cite it appropriately. In addition, we have endnotes and cited sources so interested persons can look directly at the sources for any clarification needed about the data and terms used in specific citations and graphs.

WHAT IS RACIAL EQUITY?

Proactive racial equity policies seeks to eliminate racial disparities and advance equitable outcomes for all communities. Policy that supports and structural barriers that lead to poor outcomes for communities of color. Race-neutral or colorblind policies, whether intentional or not, can widen existing or cause new racial inequities.





EDUCATION EQUITY

The face of Oregon's public education system is changing. In Oregon's K-12 Public Schools during the 2011-2012 school year, more than one-third (35 percent) of children were identified as students of color. This number was just 16.3 percent as recently as the 1997-1998 school year. In Multnomah County, where people of color make up 26.3 percent of the population, nearly half (more than 45 percent) of students are from communities of color.¹⁰

Meanwhile, indicators of educational achievement and opportunity show a distinct racial bias. The four year graduation rates for students of color in Oregon are abysmal, with only 50 percent of Black and Native American students, 49% of English Language Learners, and overall only 69 percent of Oregonians graduating on time.¹¹

Despite the state's education disparities and rapidly changing demographics, legislators have undermined the education system by failing to make equitable outcomes a priority compounded by historic and significant disinvestment in public education. A recent report by the Center on Budget and Policy Priorities found that Oregon's per pupil spending is currently 3.1 less than it was in 2008.¹²

Solutions exist. During the 2015 legislative session, historic legislation was passed that will reform education for English Language Learners, and continued gains were made to address school discipline policies and tuition equity for immigrant students. However, the crisis in our state education system will require continued oversight and action on the part of legislature to create an equitable system that works for all of Oregon's students.

SB 932 Access to Opportunity: Since the passage of Tuition Equity (HB 2787) in 2013, it has become clear that the original law includes some barriers to student access to higher education that should be removed. SB 932 improves the original Tuition Equity law in three ways:

1. It allows tuition equity eligible students to access the Oregon Opportunity Grant (Oregon's only need based aid program) and other state-administered financial aid.
2. It removed the 3 year limit from time of high school graduation before initially enrolling in a public university. Many students are attending community college before transferring to a university. For financial reasons, some are obliged to attend part-time. The three-year deadline is an impossible barrier for them.
3. It removes the 5 year period from initial enrollment in a public university where a student will be charged in-state tuition. We know that many students take more than the traditional four years to complete their degree—especially those in lower income brackets.

HB 3308 Cultural Competency on Campus: Our college campuses are more diverse than ever before. Students who come from diverse cultural and linguistic backgrounds are faring much worse than their peers in higher education. Cultural competency helps address the student achievement gap. HB 3308 addresses this disparity by convening a workgroup to analyze and make recommendations on how to address disparities in higher education among traditionally marginalized, underserved and underrepresented communities. HB 3308 provides a channel in which to provide additional recommendations to the Higher Education Coordinating Commission's equity lens and guides policy makers to higher education policy that works best for all students.

HB 3499 English Language Learner Equity: House Bill 3499 is historic legislation that addresses the needs of Oregon's 57,000 English Language Learners (ELL). The legislation increases urgency, focus and support for ELL students, and appropriates \$12.5 million to support school district improvements. ELL students have grown 120 percent in the last decade. Though many of our K-12 schools offer high-quality English language development programs, challenges remain including high quality dual language and native language learning curriculum, workforce development, and comprehensive integration of all ELL policies in local districts.

HB 3499 offers a range of reforms that when enacted together, will make a difference for ELL students in every school district in Oregon. These include: 1) Increasing Transparency and Consistency - Directs ODE to establish uniform budget coding and annual reporting so spending and results will be accurately compared; 2) Increasing Urgency - Directs ODE, through a stakeholder process, to develop a system for focus and priority schools. ODE, in consultation with districts, will support appropriate interventions and technical assistance to systematically increase progress indicators. This system of tailored interventions will be provided for up to four years after the district has been identified; 3) Support Schools and Districts - Directs ODE to evaluate and share ELL best practices, including those for exited ELL students, and provide targeted support to targeted school districts.



KIDS' HEALTH CARE



HEALTH EQUITY

Oregon's health care systems and racial demographics are changing rapidly. Communities of color, immigrants and refugees face persistent and deep disparities in the access to and quality of culturally competent and affordable healthcare. Healthy Oregonians are better able to pay attention in school, miss fewer days of school and work, and can more actively participate in their neighborhoods and communities.

The Oregon legislature has made strides in closing the gap in access and quality care, adopting nationally recognized standards for data collection, cultural competency, and advancing innovative community based health worker models. Oregon must see through the long-term implementation of these measures, and invest in interventions that meet targeted needs of communities experiencing health disparities. This requires continued transformation of our health care systems, financing structures to meet the most vulnerable in our state, and engaging communities in decision-making around the state budget and the millions of community benefit dollars including addressing upstream social determinants of health. Solutions to race-based health disparities have to address the enduring systemic inequities in economic and environmental opportunities. Our livelihood depends on policies that strengthen institutions to promote equity and build a health care system that works for all.

HB 2934 Basic Health Plan for Working Families: Health insurance is widely accepted as a primary determinant of health. While Oregon celebrates a 94.4% coverage rate, the remaining 5.6% of uninsured Oregonians are disproportionately low-wage workers, families of color and working families of varying residency status.¹³ A majority of those uninsured are under 200% of the federal poverty level, and many are excluded due to high cost and immigration status.

HB 2934 directs the Oregon Health Authority to convene a stakeholder group develop policy recommendations for an Oregon Basic Health Program that has the potential to cover 87,600 Oregonians under 200% of the federal poverty level, including extending coverage to 9,200 Legal Permanent Residents and COFA Pacific Islanders who currently face exclusions to Medicaid. Enrollees in an Oregon Basic Health Program could see an annual savings of \$1,600 versus current Marketplace plans.¹⁴ The Basic Health Plan is a waiver within the ACA that allows states to shift existing federal subsidies to an insurance program specifically for low-income adults. Basic Health could be implemented in Oregon at little to no-cost to the state.

HB 3343 12-Month Contraceptive: For many Oregonians, access to contraceptive care can be a road riddled with barriers. The need for monthly prescription refills can be a determinant for people wanting to access contraceptive care, especially for Oregonians in rural areas, people with a lack of access to transportation, and or people that simply cannot afford to take time away from their place of employment. The structural barriers in place put people at risk for unwanted pregnancies when unable to refill their prescriptions. The passing of HB 3343 removes the monthly prescription requirement by requiring insurance providers to supply a 12-month prescription of contraceptives. Studies show that dispensing a 12 month supply of birth control at one time has numerous benefits which include reducing the odds of having an unintended pregnancy by 30%,¹⁵ increases contraception continuation rates,¹⁶ and decreases costs per client to insurers by reducing the number of pregnancy tests and pregnancies.¹⁷

SB 478 Toxic-Free Kids Act: Toxics chemicals are present, but undisclosed, in products that children use every day. Such chemicals are linked to greater risk of chronic health conditions, such as early puberty and diabetes, experienced at higher rates in communities of color. According to the U.S. EPA, exposure to toxics in consumer products is an environmental hazard disproportionately affecting communities of color and low-income communities. SB 478 requires manufacturers of children's products to disclose when they use chemicals in their products that are determined to be of high concern to children's health. This disclosure will be accessible on the Oregon Health Authority website. After six years, these companies must phase out use of these chemicals in certain products and substitute only with safer chemicals in their place. By requiring phase-out from this class of products across all of Oregon, the bill ensures that no family is restricted access to safe products due to barriers posed by income, literacy or shopping availability.

HB 2522 COFA Pacific Islanders Health Access: Pacific Islander citizens from Palau, Micronesia and the Marshall Islands have the right to live and work legally in the USA under the Compact of Free Association (COFA), yet are denied nearly all forms of public services. Pacific Islanders are the fastest growing population in Oregon, experiencing disproportionate poverty, chronic health disease and prenatal care disparities. HB 2522 launched a process for Oregon to establish a premium assistance program for low-income COFA citizens who are federally barred from Medicaid. HB 2522 directs DCBS to develop recommendations for health insurance and cost-sharing to cover over 1,000 COFA adults, and report back for the 2016 legislative session.



MISSED OPPORTUNITIES

The following bills made some progress in the 2015 Legislature but unfortunately did not pass. These should be top priorities for 2016 and 2017.

- **HB 2564 Inclusionary Zoning:** Addresses the need for more affordable housing.
- **SB 894 Comprehensive Women's Health:** Provides greater access to reproductive health for all Oregonians.
- **HB 3517 Cover All Kids:** Addresses the Health Gap for children under the age of 18.
- **Other missed opportunities:** Increase minimum wage.

Inclusionary Zoning: House Bill 2564 would have addressed the need for more affordable housing in Oregon. Since 1999 Oregon law has prohibited local government from requiring developers to provide affordable units in large construction projects. As the city of Portland continues to develop, the demand of housing has increased exponentially, as housing prices skyrocket many people, particularly communities of color are being forced out of homes and communities, and relocating out of the city often times having to leave behind jobs and schools. This initiative would have helped to alleviate some of the pressures of this unsustainable housing crisis.

SB 894 Comprehensive Women's Health: Senate Bill 894 would have provided greater access to reproductive health for all Oregonians. It would have updated Oregon's contraceptive equity law to provide greater access and bring the law in line with the Affordable Care Act. A lack of clarity in the ACA leaves the Oregon Insurance Division without a clear directive on whether carriers must cover the full range of reproductive health services. Without clarity in statute, Oregon is vulnerable to political attacks like we are seeing across the country, where politicians are imposing restrictions and coverage bans that prevent many women from accessing reproductive healthcare.

HB 3517 Cover All Kids: Oregon thrives when all children have a chance to grow healthy. HB 3517 would have authorized the Oregon Health Authority to provide medical assistance, to low income children residing in Oregon within available funds. Oregon has made great strides in extending health insurance to Oregonians in recent years. Lack of health insurance persists and undermines children's health. Up to 17,600 children are categorically excluded from medical assistance in Oregon. This results in high cost emergency room utilization, household debt, needless suffering and childhood mortality. HB 3517 was a first step towards ensuring that all children have the care they need to succeed in school and in life.

Other missed opportunities: Increase minimum wage.

A number of bills were tracked for this report. Unfortunately, some did not make it out of the House or Senate chamber. The potential impact of these bills, and the gaps that many addressed in an assortment of issue areas, place them as priorities for future legislative sessions. One of those bills, is the widely supported initiative to increase the minimum wage in Oregon. The increase of the minimum wage would benefit many Oregonians, with women, people of color, and low wage workers being some of the most impacted. In Oregon, women make up more than half of the minimum wage workforce; two-thirds of Oregon women are breadwinners or co-breadwinners for their family, many working women and their families struggle to make ends meet on low wages. The scope of impact in increasing the minimum wage is substantial, with over half a million Oregonians will be impacted if the statewide wage floor is increased to \$13.50 an hour, which is considered a self-sufficiency wage in even Oregon's most rural counties.¹⁸ Raising the minimum wage will pump almost \$2 billion into Oregon's economy. With the scope of impact, increasing the minimum wage must be made a priority in the 2016 legislative session.

HOUSE

HOUSE 2015	DISTRICT	TOTAL % PEOPLE OF COLOR	FINAL SCORE	CIVIL RIGHTS & CRIMINAL JUSTICE						ECONOMIC EQUITY			EDUCATION EQUITY			HEALTH EQUITY				
				HB 2002	HB 2177	SB 448	HB 3503	HB 2704	HB 3476	SB 454B	HB 3025	HB 2007	SB 584	HB 3499	SB 932	HB 3308	HB 2934	HB 2522	HB 3343	SB 478
Wayne Krieger	1	9%	47%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✗	✓	✗	✗	✗	✓	✓	✗
Dallas Heard	2	11%	47%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✗	✓	✗	✗	✗	✓	✓	✗
Carl Wilson	3	13%	43%	✓	✗	✓	✓	✗	✓	✗	✗	✗	✓	✗	✗	✗	✓	✓	✗	
Duane Stark	4	14%	47%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✗	✗	✗	✓	✓	✗	
Peter Buckley	5	14%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Sal Esquivel	6	21%	52%	✓	✗	✓	✓	✓	✓	•	✗	•	✓	✓	✗	✗	✗	✓	✓	✗
Cedric Hayden	7	10%	51%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✓	✓
Paul Holvey	8	14%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Caddy McKeown	9	14%	95%	✓	✓	•	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
David Gomberg	10	17%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Phil Barnhart	11	12%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
John Lively	12	19%	86%	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nancy Nathanson	13	18%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Val Hoyle	14	19%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Andy Olson	15	18%	61%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✓	✓	✓	✗
Dan Rayfield	16	19%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sherrie Sprenger	17	12%	48%	✗	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✓	✓
Vic Gilliam	18	11%	64%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	✓	✓	✓	✓
Jodi Hack	19	22%	51%	✓	✗	✓	✓	✗	✓	✗	✗	✗	✓	✓	✗	✓	✓	✓	✓	✓
Paul Evans	20	22%	90%	✓	✓	•	✓	✓	✓	✓	✓	✓	•	✓	✓	✓	✓	✓	✓	✓
Brian Clem	21	39%	91%	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Betty Komp	22	57%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mike Nearman	23	13%	41%	✓	✗	✓	✗	✓	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	•	✗
Jim Weidner	24	24%	35%	•	✗	✓	•	✓	•	✗	✗	✓	✓	✓	✗	✗	✗	✓	✓	✗
Bill Post	25	23%	30%	✗	✗	✓	✓	✗	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✗	✗
John Davis	26	19%	56%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✓	✓	✓	✓
Tobias Read	27	27%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jeff Barker	28	36%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Susan McLain	29	40%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Joe Gallegos	30	36%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

■ = priority bill
 • = excused absence
 ✓ = support of racial equity
 ✗ = vote against racial equity

HOUSE

HOUSE 2015	DISTRICT	TOTAL % PEOPLE OF COLOR	FINAL SCORE	CIVIL RIGHTS & CRIMINAL JUSTICE						ECONOMIC EQUITY		EDUCATION EQUITY		HEALTH EQUITY					
				HB 2002	HB 2177	SB 448	HB 3503	HB 2704	HB 3476	SB 454B	HB 3025	HB 2007	SB 584	HB 3499	SB 932	HB 3308	HB 2934	HB 2522	HB 3343
Brad Witt	31	14%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Deborah Boone	32	13%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Mitch Greenlick	33	28%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	•	✓	•	✓	✓	
Ken Helm	34	33%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Margaret Doherty	35	23%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Jennifer Williamson	36	19%	96%	✓	✓	✓	✓	✓	✓	•	✓	✓	✓	✓	✓	✓	✓	✓	
Julie Parrish	37	19%	54%	✓	✗	✓	✓	•	✓	✗	✗	✗	✓	✓	✗	✓	✓	✗	
Ann Lininger	38	14%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Bill Kenemer	39	15%	47%	✓	•	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	✗	•	✗
Brent Barton	40	16%	90%	✓	✓	✓	✓	✓	✓	✓	✓	•	✓	✓	•	✓	✓	✓	✓
Kathleen Taylor	41	16%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Rob Nosse	42	16%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lew Frederick	43	34%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tina Kotek	44	36	90%	✓	✓	•	✓	✓	✓	✓	✓	✓	•	✓	✓	•	✓	✓	✓
Barbara Smith Warner	45	26%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Alissa Keny-Guyer	46	30%	100%	✓	✓	•	✓	✓	✓	✓	✓	✓	•	✓	✓	✓	✓	✓	✓
Jessica Vega Pederson	47	41%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Jeff Reardon	48	31%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chris Gorsek	49	33%	90%	✓	✓	•	✓	✓	✓	✓	✓	✓	•	✓	•	✓	•	•	✓
Carla Piluso	50	27%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Shemia Fagan	51	29%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mark Johnson	52	19%	60%	✓	✗	✓	•	✓	✓	•	✗	✗	✓	✗	✗	✗	✓	✓	✓
Gene Whisnant	53	12%	52%	✓	✗	✓	✗	✗	✓	✗	✗	✗	✓	✓	✗	✓	✓	✓	✓
Knute Buehler	54	14%	56%	✓	✗	✓	✓	✓	✓	✗	✗	✓	✓	✗	✓	✗	✓	✓	✓
Mike McLane	55	13%	52%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	•	✓	✗
Gail Whitsett	56	20%	34%	✗	✗	✓	✓	✗	✓	✗	✗	✓	✓	✗	✗	✗	✓	✓	✗
Greg Smith	57	36%	50%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	•	✓	✗
Greg Barreto	58	14%	36%	✗	✗	✓	✓	✗	✓	•	✗	✓	✓	✗	✗	✗	✓	✓	✗
John Huffman	59	24%	50%	✓	✗	✓	✓	✓	•	✗	✗	✓	✓	✗	✓	✗	✓	✓	✗
Cliff Bentz	60	22%	54%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✓	✓	✗

■ = priority bill
 • = excused absence
 ✓ = support of racial equity
 ✗ = vote against racial equity

SENATE

SENATE 2015	DISTRICT	TOTAL % PEOPLE OF COLOR	FINAL SCORE	CIVIL RIGHTS & CRIMINAL JUSTICE					ECONOMIC EQUITY			EDUCATION EQUITY		HEALTH EQUITY					
				HB 2002	HB 2177	SB 448	HB 3503	HB 2704	HB 3476	SB 454B	HB 3025	HB 2007	SB 584	HB 3499	SB 932	HB 3308	HB 2934	HB 2522	HB 3343
Jeff Kruse	1	10%	61%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✗	✓	✗
Herman Baertschiger Jr.	2	14%	57%	✓	✗	✓	✓	✗	✓	✗	✗	✗	✓	✓	✗	✓	✗	✓	✗
Alan Bates	3	18%	96%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	✓	✓
Floyd Prozanski	4	12%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Arnie Roblan	5	15%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Lee Beyer	6	16%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	•	✓
Chris Edwards	7	18%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sara Gelser	8	18%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fred Girod	9	14%	45%	✓	✗	✓	✓	✗	✓	✗	✗	✗	✓	✓	✗	•	✗	✓	✗
Jackie Winters	10	22%	73%	✓	✗	•	✓	✓	✓	✗	✓	✗	✓	✓	✗	•	✓	✓	✓
Peter Courtney	11	48%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	•	✓	✓	✓	✓
Brian Boquist	12	18%	66%	✓	✗	✓	✓	✓	✓	✗	✓	✗	✓	✓	✗	✗	✗	✓	✗
Kim Thatcher	13	21%	47%	✓	✗	✓	✓	✓	•	✗	✗	✗	✓	✓	✗	✗	•	✓	✗
Mark Hass	14	32%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chuck Riley	15	38%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Betsy Johnson	16	13%	66%	✓	✗	✓	•	✓	✓	✗	•	✗	✓	✓	✓	✓	✓	✓	✓
Elizabeth Steiner Hayward	17	31%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ginny Burdick	18	21%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Richard Devlin	19	16%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	•	✓	✓	✓	✓
Alan Olsen	20	15%	36%	•	✗	✓	•	✗	✓	✗	✗	✗	✓	✓	•	✗	✓	•	•
Diane Rosenbaum	21	16%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chip Shields	22	35%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michael Dembrow	23	28%	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Rod Monroe	24	36%	95%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Laurie Monnes Anderson	25	30%	90%	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chuck Thomsen	26	25%	52%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✗
Tim Knopp	27	13%	61%	✓	✗	✓	✓	✓	✓	✗	✗	✗	✓	✓	✗	✓	✗	✓	✗
Doug Whitsett	28	16%	34%	✗	✗	✓	✓	✗	✓	✗	✗	✗	✓	✓	✗	✗	✗	✓	✗
Bill Hansell	29	25%	66%	✓	✗	✓	✓	✗	✓	✗	✓	✓	✓	✗	✗	✓	✓	✓	✗
Ted Ferrioli	30	23%	70%	✓	✗	✓	✓	✗	✓	✗	✓	✓	✓	✗	✓	✓	✓	✓	✗

■ = priority bill
 • = excused absence
 ✓ = support of racial equity
 ✗ = vote against racial equity

RACIAL EQUITY IN A TIME OF FEAR AND VIOLENCE

Oregon and the US are experiencing renewed attacks on our values of freedom, liberty, and justice for all. Communities of color, LGBTQ people of color, immigrants and refugees, and Muslim communities are increasingly threatened and scapegoated, fueled by divisive and damaging political rhetoric and persistent attitudes of white supremacy. Oregon's elected leaders advance racial equity when they speak out against hate speech and violence, and focus on serving all of their constituents; this creates an environment where people have the rights, recognition, and resources to thrive.

RECOMMENDATIONS

1. **Representation.** Communities of color are 20% of Oregon's population, yet only 4% of legislators identify as people of color. This deep disparity drives a lack of context and expertise in developing public policy, perpetuating systemic racism, and unintended consequences. Elect leaders of color to serve in the legislature, particularly young people, ensures that the concerns and needs of Oregon's growing diversity are better represented in critical lawmaking.
2. **Elected Leadership.** There has been a measurable increase in individual Republican and Democratic legislators sponsoring racial equity legislation. More engagement is needed from Legislative Leadership and the Governor to engage communities of color, develop and vet policy, and champion racial equity measures and budget investments. This includes Committee Chairs, Ways and Means Subcommittee Co-Chairs, and the Governor's Policy Advisors - alongside the traditional majority and minority party leaders. We encourage leadership to increase communications with communities of color to give timely and constructive feedback, and lay the groundwork for bolder, longer-term racial equity solutions.
3. **Implementation.** Significant systemic change and a culture shift are needed throughout Oregon's institutions to achieve racial equity. Consistent oversight from the Governor's office, legislative leadership, and legislative committees is needed to see through the full and timely implementation of racial equity measures. Previous measures in criminal justice (HB 3194) and data equity (HB 2134) are two examples of long-term reform efforts that require ongoing support and accountability.

METHODOLOGY

This report is the product of the Racial Equity Report Working Group, a coalition of nonpartisan community based organizations. The working group consists of: Asian Pacific American Network of Oregon (APANO), Basic Rights Education Fund, Causa Oregon, Center for Intercultural Organizing, Coalition of Communities of Color, Oregon Voice, Partnership for Safety and Justice, Urban League of Portland and Western States Center.

The working group was originally formed in September 2010 to work on first Facing Race report. The Working Group chooses priority bills, criteria for inclusion in the report card, how and plans advisory group meetings. The Advisory Group consists of over 20 organizations that meet quarterly to provide input on priority bills. For a list of endorsing advisory group members, please see the inside of the back cover.

Selection of which bills will be prioritized occurs before the legislative session begins, in this way communication with legislators about bills can occur in a timely manner that allows for legislators to get questions answered, be able to do research, and reach out to organizations and sponsors on the importance and significance of these bills in regards to racial equity. Legislators are notified via email on individual pieces of legislation explaining the importance of these bills in addressing racial equity. The bills scored were chosen to offer a comprehensive look at racial equity by including a list in each area of focus including Education Equity, Health Equity, Civil Rights and Criminal Justice, and Economic Equity.

The scoring of percentages were based on a formula where priority bills highlighted in blue were assigned two points for a yes vote, non priority bills had 1 point, and no votes carried zero points. Excused did not count against the overall score. Additional leadership points were added for being a chief sponsor.

ENDNOTES

1. McLagan, Elizabeth. "The Black Laws of Oregon, 1844-1857 | The Black Past: Remembered and Reclaimed." *The Black Laws of Oregon, 1844-1857 | The Black Past: Remembered and Reclaimed*. Web. 19 Nov. 2015.
2. Bates, Lisa K. "The City of Portland, Oregon." *Gentrification and Displacement Study RSS*. City of Portland Bureau of Planning and Sustainability, 18 May 2013. Web. 19 Nov. 2015.
3. "COFA Oregon Fact Sheet." *Asian Pacific American Network of Oregon*. APANO, 2015. Web. 19 Nov. 2015.
4. "Pay Inequality in Oregon." *Oregon Bureau of Labor and Industries*. Oregon Council on Civil Rights, 2014. Web. 19 Nov. 2015.
5. "State of Black Oregon 2015." *Urban League of Portland*. Urban League of Portland, 5 May 2015. Web. 28 Dec. 2015.
6. Uneven Justice: State Rates of Incarceration By Race and Ethnicity, Mark Mauer and Ryan S. King, July 2007, page 8.
7. "Economic Inequality Has Real Life Consequences." *Oregon Income Inequality: More Than Three Decades in the Making*. Oregon Center for Public Policy, 1 Sept. 2015. Web. 1 Dec. 2015.
8. Mac Innis, Tyler. "A Graphic View of Poverty in Oregon." 6 Nov. 2014. Web. 1 Dec. 2015.
9. Oregon Coalition to Stop Wage Theft." *Portland VOZ*. 2015. Web. 6 Dec. 2015.
10. Curry-Stevens, A., Cross-Hemmer, A. & Communities of Color Coalition (2010).
11. Oregon Department of Education, Statewide Report Card: An Annual Report to the Legislature on Oregon's Public Schools (2011-2012).
12. "Most States Funding Schools Less Than Before the Recession." Center on Budget and Policy Priorities. 2013. <http://www.cbpp.org/cms/?fa=view&id=4011>
13. OHSU; OHA, "Impacts of the Affordable Care Act on Health Insurance Coverage in Oregon: County Results/Statewide Update" April, 2015.
14. Oregon Health Authority Policy Research, "Oregon Basic Health Program Study", October 29, 2014.
15. Foster D, Parvataneni R, de Bocanegra H, Lewis C, Bradsberry M, Darney P. Number of oral contraceptive pill packages dispensed, method continuation, and costs. *Obstet Gynecol* 2006;108:1107-14
16. Steenland MW, Rodriguez MI, Marchbanks PA, Curtis KM. How does the number of oral contraceptive pill packs dispensed or prescribed affect continuation and other measures of consistent and correct use? A systematic review. *Contraception* 2013;87:605-10.
17. Foster D, Parvataneni R, de Bocanegra H, Lewis C, Bradsberry M, Darney P. Number of oral contraceptive pill packages dispensed, method continuation, and costs. *Obstet Gynecol* 2006;108:1107-14.
18. "Lifting the floor: Self-sufficiency wages in Oregon," Our Oregon, 2015.

ACKNOWLEDGMENTS

WORKING GROUP MEMBERS

Asian Pacific American Network of Oregon

Basic Rights Oregon

Causa

Center for Intercultural Organizing

Coalition of Communities of Color

Oregon Voice

Partnership for Safety and Justice

Urban League of Portland

Western States Center



ENDORISING ORGANIZATIONS

Albina Ministerial Alliance

American Civil Liberties Union of Oregon

The Bus Project

CAPACES

Hacienda CDC

Immigrant and Refugee Community Organization Africa House

Immigrant and Refugee Community Organization Asian Family Center

Latino Network

NARAL Pro-Choice Oregon

Northwest Worker Justice Project

OPAL Environmental Justice Oregon

Oregon Center for Public Policy

Oregon Coalition Against Domestic Violence

Oregon Environmental Council

Oregon Justice Resource Center

Oregon Latino Agenda for Action

Oregon Latino Health Coalition

PAALF

PCUN

Rural Organizing Project

Upstream Public Health

YWCA Portland

NAACP Portland

Verde

VOZ Worker's Rights Education Project

Special thanks to Julie Rea Design for graphic design.