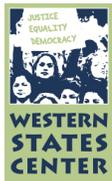


Working Group  
Members:

February 2<sup>nd</sup>, 2015

Representative/ or Senator,

The Working Group of the Racial Equity Report Card (RERC) is excited to announce our priority bills for the 2015 Legislative Session. The RERC is a tool to help legislators better understand Oregon's changing demographics and address racial equity more intentionally in policymaking. These five bills are proactive solutions to strengthen equity and opportunity for communities of color in Oregon today. The priority bills and dozens more will be tracked and graded to produce an individual grade for each legislator.



**1. End Profiling**

Defines and bans profiling by law enforcement on the basis of someone's race, ethnicity, color, national origin, age, sexual orientation, physical or intellectual disability, serious medical condition, income, language, political affiliation or religion. The bill also creates an efficient way for victims of profiling to get justice.

When people are unfairly singled out for who they are or how they look, it increases fear and distrust of law enforcement.

**2. Fair Chance for All**

Removes questions about criminal history on paper job applications in order to ease hiring barriers for formerly incarcerated people. Enabling everyone in our state to earn a living and take care of their families.

Communities of color are disproportionately incarcerated in Oregon. Nearly 11% of those incarcerated are African American while the entire state of Oregon as a whole is only 2% African American.

**3. English Language Learners Package**

Requires transparency, urgency and focus in ELL state funding. Clarifies accounting measures, promotes best practices and increases support for ELL students and closing the substantial achievement gap.

Communities of color, immigrants and refugees are disproportionately affected from poor ESL services and outcomes. Poor achievement and low graduation rates have persisted, impacting families, communities and Oregon's economy.

**4. Inclusionary Zoning (HB 2564)**

Restores local control over inclusionary housing tools that require inclusive mixed-income housing and affordable set-asides in new large residential developments. Currently, Oregon is one of two states (Texas) that prohibits inclusionary housing, and this bill will repeal that prohibition.

Inclusionary housing is an essential anti-displacement tool that de-concentrates poverty and combats racial segregation by providing opportunities for families at low-to-moderate income levels to live in healthy, high-opportunity neighborhoods. IZ fosters racial equity by allowing lower income families and families of color to take advantage of amenities like good schools, living-wage jobs, parks, transportation alternatives, healthy food, and cleaner air.

## 5. Paid Sick Days

Allows employees to earn sick days will give them the ability to recover from illness or take care of a sick loved one without losing critical income or, potentially, their job.

Immigrant workers and workers of color are more likely to be employed in low-income jobs without access to basic rights like paid sick days. Despite the invaluable services these workers provide, they are not afforded the dignity to care for themselves or their family when they are sick. All Oregonians need and deserve labor standards that help them keep their jobs, support their families, stay healthy, and prevent poverty.

All of our communities share a linked fate, and in order to build a fair society with full prosperity and social harmony, lawmakers should consider the impact that legislation has with respect to racial equity. We define racial equity policy as policy that seeks to eliminate racial disparities and advance equitable outcomes for all communities. Legislators have significant power and influence to address racial disparities with your leadership and your vote.

**Priority bills will create sweeping change for communities of color and they are being led and organized by the communities most impacted. Priority bills, like in the 2013 session, will be weighted at double value in our grading formula.**

We will continue to track and grade racial equity bills during the 2015 session that may be highlighted in the next report card. We invite you to submit bills that advance racial equity for Oregonians. Each bill submitted will be considered for tracking in the report card. In advance of bills heading to the floor for a vote you will receive an email reminder that a bill is being tracked for the RERC.

Please submit bills for consideration by February 6<sup>th</sup>, 2015 here:

[http://www.westernstatescenter.org/events/lerc\\_bill\\_tracking\\_2015/](http://www.westernstatescenter.org/events/lerc_bill_tracking_2015/)

If you have any questions please contact Jen Lleras Van Der Haeghen at [jenl@wscpdx.org](mailto:jenl@wscpdx.org).

We look forward to releasing the Racial Equity Report Card that will reflect actions taken during the 2015 Legislative Session on Dr. Martin Luther King Jr. Day January 18<sup>th</sup>, 2016.

Sincerely,  
The RERC Working Group

Asian Pacific American Network of Oregon  
Basic Rights Oregon  
Causa Oregon  
Center for Intercultural Organizing

Coalition of Communities of Color  
Partnership for Safety and Justice  
Urban League Portland  
Western States Center