

**Minutes of the Board of Commissioners
Multnomah Building, Board Room 100
501 SE Hawthorne Blvd., Portland, Oregon
Tuesday, January 27, 2015**

BOARD BRIEFINGS

Chair Deborah Kafoury called the meeting to order at 10:06 a.m. with Vice-Chair Jules Bailey and Commissioners Loretta Smith and Diane McKeel present and Commissioner Shiprack excused.

Also attending were Jenny Madkour, County Attorney, and Lynda Grow, Board Clerk.

[ALL CAPS TEXT IS THE BYPRODUCT OF CAPTIONING THIS PROGRAM.]

B.1 Board Briefing on Central Courthouse Project Delivery Selection CM/GC vs. Design Build. Sponsor: Commissioner Shiprack, D-3. Presenters: Brian Smith (DCM), Mike Day (Day CPM), & Clifton Serres (FPM).

Chair Kafoury: GOOD MORNING. WELCOME TO THE BOARD BRIEFING ON THE CENTRAL COURTHOUSE. PROJECT DELIVERY SELECTION. WELCOME.

Mr. Serres: THANK YOU, CHAIR, COMMISSIONERS. I'M CLIFTON SERRES WITH FACILITIES AND PROPERTY MANAGEMENT. AND I'LL LET MY OTHER ESTEEMED CO HOSTS INTRODUCE THEMSELVES.

I'M MIKE DAY.

Mr. Smith: I'M BRIAN SMITH, PURCHASING MANAGER FOR THE COUNTY.

Mr. Serres: AND THIS CHAIR IS FOR J.D., WHO IS SICK TODAY. WE'LL DO THE BRIEF INTRODUCTION, WHAT THE TEAM RECOMMENDS TO THE BOARD, THE TIME LINE, NEXT STEPS, QUESTIONS AND ANSWERS, ANY REASON FOR US TO PRESENT THIS TO YOU IN THIS FASHION IS, THIS CAME TO US AFTER MUCH WORK ON THE PART OF THE STAFF, WITH A GROUP OF INDIVIDUALS FROM THE COUNTY, PROFESSIONALS, AND PEOPLE IN THE INDUSTRY WHERE WE RESEARCHED THE DIFFERENT METHODS OF DELIVERY AND CAME UP WITH A RECOMMENDATION BASED ON WEIGHING ALL THE FACTS AND IMPORTANCE TO THE COUNTY, AND HOW THAT WAS A RELATIVELY EXTENSIVE PROCESS AND WASN'T ARBITRARY IN THE LEAST. SO AGAIN, WE'LL GO INTO THAT AND EXPLAIN HOW WE GOT HERE TO THIS POINT, AND WHAT WE'RE DOING. WHAT IS THE BEST FIT TO MEET THE COUNTY VALUES? STAFF RECOMMENDATION AND FACTS. AGAIN, THIS PROCESS WAS GENERALLY SET UP SO THAT WE COULD GATHER INFORMATION FROM OUR BUSINESS COMMUNITY AND CONTRACTING THE ARCHITECTURAL COMMUNITY, THE REAL ESTATE COMMUNITY AND EVERYONE ELSE AND WHAT'S THE BEST DELIVERY AS WELL

AS OUR COUNTY STAFF WE'RE INVOLVED WITH, TO SEE WHAT'S THE BEST METHOD, WOULD GIVE US THE BEST DELIVERY OUTCOMES, ALLOW US TO MEET OUR OBJECTIVES, AND MEET COUNTY GOALS ALONG THE WAY, AND REDUCE OUR RISK BUT STILL AS WE KNOW KEEP THE COUNTY AND THE OWNERS' POSITION AND CONTROL. SO WITH THAT, I'M GOING TO TURN OVER THIS COMPARISON PROCESS TO MR. DAY.

Mr. Day: THANKS, CLIFF. SO AS CLIFF MENTIONED, WE WENT THROUGH A PRETTY RIGOROUS PROCESS AND WANTED TO HAVE THE KIND OF LOOK AT THIS WITH A VERY CLEAN SLATE. TWO VERY GOOD PROJECT DELIVERY METHODS, THE DESIGN BUILD PROJECT DELIVERY AS WELL AS THE CM/GC, AND LOOKING AT THE CONTEXT DRAFT DECISIONAL DESIGN, BID, BUILD. WE'RE THAT TEAM THAT CLIFF MENTIONED, WE HAD BOTH THE INTERNAL STAFFING RESOURCES AS WELL AS EXPERTISE FROM OUR PARTNER FIRMS WITH HDR AND SISTER FIRM WE HAVE A STRATEGIC RELATIONSHIP OUT OF SEATTLE, OLYMPIC ASSOCIATES, WHO HAPPENS TO BE DOING TWO DIFFERENT COURTHOUSE PROJECTS RIGHT NOW IN WASHINGTON. ONE WHICH IS CM/GC, ONE WHICH IS DESIGN BUILD. WITH THAT SAID AND LOOKING AT WHAT IS THE BEST FIT FROM A COUNTY VALUES STANDPOINT, WE REALLY WANTED TO LOOK AT IT IN AN OBJECTIVE FASHION AND LOOK AT HOW DO WE OPTIMIZE THE BUDGET, THE SCHEDULE, THE QUALITY, ALL OF THOSE THINGS THAT ARE THE BEST FIT FOR ULTIMATELY DELIVERING THE BEST VALUE FOR THE COUNTY AND THE CITIZENS OF OUR COMMUNITY. MOVING ON TO A COUPLE OF SLIDES THAT WE'LL SHARE WITH YOU, ONE IS THIS OVERVIEW OF THE PROCUREMENT METHOD FOR CM/GC, AND WE HAVE ANOTHER WITH DESIGN BUILD. BUT THIS GIVES YOU SOME SOUND BITES AND EXAMPLES OF REALLY WHAT ARE THE BEST PRACTICES THAT CM/GC PROJECT DELIVERY BRINGS. IT'S A QUALIFICATIONS-BASED SELECTION PROCESS. IT'S A PROCESS THAT MAXIMIZES THAT OPPORTUNITY FOR OWNER INVOLVEMENT FROM THE KIND OF PLANNING AND CONCEPTION ALL THE WAY THROUGH THE LAND USE PROCESS, DESIGN, CONSTRUCTION, AND ULTIMATELY OPERATIONS AND MAINTENANCE. THE STRUCTURE OF THE CM/GC CONTRACT HAS TWO SEPARATE CONTRACTS. ONE WITH THE DESIGN TEAM, ONE WITH THE CM/GC, BUT A VERY STRONG RELATIONSHIP THAT JOINS TOGETHER THE CM/GC AND THE DESIGN TEAM AT THE VERY FRONT END OF THE PROJECT, SO YOU WITH THAT ALIGNMENT OF YOUR CONTRACTOR, YOUR ARCHITECT TEAM AND YOUR OWNER FROM THE VERY BEGINNING OF THE PROJECT TO GO THROUGH THE PROCESS. SO IT'S A VERY OPEN, TRANSPARENT PROCESS, ALSO A PROCESS THAT BRINGS IN AND MAXIMIZES THE OPPORTUNITY TO LEVERAGE THE COUNTY VALUES FOR SUSTAINABILITY FOR MWSB AND DBE OUTREACH, AND REALLY BRINGING THAT COLLABORATION TO THE NEXT LEVEL.

IT'S A TWO-CONTRACT APPROACH, AND THE CONTRACTOR AND DESIGNER AS I MENTIONED EARLIER ARE SELECTED SEPARATELY. IF ANY POINT IN TIME YOU WANT TO ASK ME A QUESTION, PLEASE FEEL FREE TO ASK, I'D BE HAPPY

TO HIT THE PAUSE AND RESPOND TO ANY QUESTIONS YOU MIGHT HAVE. THIS NEXT SLIDE IS PROVIDING YOU A LITTLE BIT OF HISTORICAL CONTEXT AND OVERVIEW OF THE CM/GC PROCESS. IT'S A PROCESS THAT'S BEEN AROUND FOR 40 PLUS YEARS, PARTICULARLY IN THE PRIVATE SECTOR IN DELIVERING PROJECTS, AND REALLY IN THE LAST 25 YEARS HERE IN OREGON, THE CM/GC PROCESS AND THE PUBLIC SECTOR WAS DEVELOPED, AND THAT WAS IN RESPONSE TO SOME OF THE THINGS I'VE ALREADY TALKED ABOUT, IS THAT THAT OPPORTUNITY FOR THE OWNER TO LEVERAGE THE ENGAGEMENT OF THE CONTRACTOR AS A PARTNER IN THE PROCESS WITH THE DESIGN TEAM AND TO FORM THE SYNERGIES THAT YOU GET FROM A COST TRANSPARENCY ON THE FRONT END AND ALIGNING THE PROGRAM AND THE BUDGET TOGETHER. AGAIN, SOME EXAMPLES, AND IF WE PROVIDED YOU THE LIST OF ALL THE CM/GC PROJECTS IN OREGON, IT WOULD BE MANY, MANY PAGES. SITES VERY MATURE DELIVERY PROCESS USED HERE IN OREGON.

Mr. Day: MOVING ON TO DESIGN BUILD, A GOOD PROJECT DELIVERY MODEL, BUT STRUCTURALLY A LITTLE DIFFERENT FROM CM/GC, A SINGLE-POINT CONTRACT & OWNER AND DESIGN BUILDER. THE RELATIONSHIP IS IN THAT TRANSFER OF RISK THAT HAPPENS A LITTLE BIT DIFFERENT WITH THE DESIGN BUILD MODEL, BECAUSE IN THE DESIGN BUILD MODEL IN THE PROCUREMENT PHASE, IT'S A TWO-STEP PROCESS. YOU HAVE AN INITIAL REQUEST FOR QUALIFICATIONS YOU GO THROUGH, AND THEN YOU SHORT LIST TO THREE FINALISTS AND THEN DO YOU THROUGH A FAIRLY RIGOROUS SECOND PHASE PROCUREMENT TO GET YOUR BEST VALUE DESIGN BUILD CONTRACTOR, ARCHITECT TEAM ON BOARD. THE PROCUREMENT TIME FRAME IS A LONGER PROCUREMENT TIME FRAME, PART OF THAT IS BECAUSE THERE'S A DESIGN COMPONENT THAT'S BUILT INTO THE DESIGN BUILD PROCUREMENT AND SO WHAT YOU LOSE ON THE PROCUREMENT TIME FRAME IN A SENSE I DO GAIN BACK AND THAT YOU'VE GOT A DESIGN THAT IS SOMEWHAT VETTED THROUGH THE PROCUREMENT PROCESS AND THAT COST TRANSFER OF RISK THAT GOES TO THE DESIGN BUILDER THAT GOES WITH THAT. ONE OF THE THINGS WE LOOKED AT AS A TEAM, WHEN YOU WEIGH AND EVALUATE THE PROS AND CONS OF THE DIFFERENT DELIVERY METHODS AND THE OWNER INVOLVEMENT THROUGH THE COURSE OF THE PROJECT, THE OWNER HAS TO KNOW WHAT IT WANTS UP FRONT. AND THAT REALLY HAS TO BE VETTED IN THE PROCUREMENT PHASE, BECAUSE AS YOU GO THROUGH THAT PROCUREMENT, THAT HANDOFF HAPPENS MUCH EARLIER TO THE DESIGN BUILD CONTRACTOR. SO IN A SENSE THERE'S A LOSS OF THAT CONTROL THAT YOU HAVE IN THAT DESIGN AND QUALITY COMPONENT AS YOU LEVERAGE THAT IN THE PROCUREMENT PHASE. ALSO THE WHOLE COUNTY VALUES WITH SUSTAINABILITY AND MWSB IS REALLY DEVELOPED MORE IN THE PROCUREMENT PHASE AND ONCE YOU GET THROUGH THAT PROCUREMENT PHASE THERE'S A LOT OF THE SUBCONTRACT RELATIONSHIPS HAVE BEEN COMPLETELY DIALED IN PER SE WITH THE DESIGN BUILD CONTRACTOR BECAUSE THAT'S PART OF THEIR PROCUREMENT GUARANTEE THEY BRING TOGETHER. SO AGAIN, LESS

INVOLVEMENT FROM THE OWNER, PROSPECTIVE MOVING BEYOND THAT PHASE. AND AGAIN, THE LAST POINT HERE IS -- AGAIN, THESE ARE DIFFERENTIATORS, WHEN YOU HIRE YOUR DESIGN-BUILD FIRM, YOU'RE HIRING ONE FIRM. DESIGN BUILD ON A VERTICAL PROJECT IS TYPICALLY A CONTRACTOR-LED PROCESS AND IT HAS A LOT TO DO WITH BONDING CAPABILITIES, A.E. FIRMS, DESIGN FIRMS DON'T HAVE THOSE BONDING CAPABILITIES SO IT'S TYPICALLY LED BY THE CONTRACTOR WITH THE DESIGN TEAM BEING A SUB CONSULTANT UNDER THE CONTRACTOR. SO IT'S VERY CONTRACTOR-LED PROCESS. THAT GIVES YOU A LITTLE BIT ABOUT THE COMPARISON OF CM/GC TO DESIGN BUILD. AND THIS NEXT SLIDE IS NOT SOMETHING THAT I'M GOING TO SPEAK IN GREAT DETAIL TO, BUT IT DOES PROVIDE YOU WITH A LITTLE BIT OF THE CONTEXT THAT OUR TEAM WENT THROUGH IN THIS COMPARATIVE ANALYSIS OF THE TWO DIFFERENT DELIVERY METHODS. THIS JUST GIVES A SAMPLING OF THE RISK, HOW THE RISK IS MANAGED VERSUS PROJECT CONTROL, HOW PROJECT COSTS ARE MANAGED, HOW SCHEDULES MANAGE.

Mr. Day: I THINK THE BIG HIGHLIGHT HERE PROBABLY WOULD BE, AGAIN, WITH HOW THE PROJECT IS CONTROLLED AND MANAGED BY THE OWNER IN A CM/GC DELIVERY IS MUCH MORE COLLABORATIVE, MUCH MORE ENGAGING IN TERMS OF THE OWNER AND STAKEHOLDER INVOLVEMENT THROUGH THE WHOLE COURSE OF THE PROJECT, SO AS YOU LOOK AT THAT BALANCE OF QUALITY WITH COST AND PROGRAM, YOU HAVE A MUCH MORE INTEGRATED PROCESS WITH YOUR OWNER THROUGH THE COURSE OF THE PROJECT AND FRANKLY WITH THE EXECUTIVE TEAM AND THE BOARD OF COUNTY COMMISSIONERS THROUGH THE LIFE OF THE PROJECT. WITH DESIGN BUILD YOU'RE REALLY LEVERAGING AND LEVERAGING THAT IN THE DESIGN PHASE. THE RISK THING IS OFTEN A QUESTION THAT IS BROUGHT UP WITH THE DIFFERENCE IN THE DELIVERY MODELS, SO I'LL TOUCH ON THAT REAL QUICKLY. SO AS YOU MANAGE RISK ON ANY PROJECT, IN THE CM/GC DELIVERY THAT RISK PROCESS IS MANAGED IN A PROACTIVE SENSE OF THE TEAM WORKING TOGETHER, DESIGN TEAM, THE CONTRACTOR, AND THE OWNER WORKING TOGETHER TO MANAGE, IDENTIFY, AND QUANTIFY RISKS. WHEREAS WITH DESIGN BUILD, A LOT OF THAT RISK DOES REALLY TRANSFER OVER IN THAT PROCUREMENT PHASE AND SO SOME OF THE ASSUMPTIONS THE DESIGN BUILD TEAM NEEDS TO MAKE, WHETHER IT'S MARKET CONDITIONS, ESCALATION AND UNFORESEEN CONDITIONS, THEY HAVE TO QUANTIFY AND PRICE THAT, AND SO THERE'S THAT RISK TRANSFER THAT HAPPENS. SO THAT GIVES YOU A LITTLE BIT OF THE CONTEXT OF THE RISK PIECE. AND THEN I GUESS LASTLY THE SCHEDULE DIFFERENTIATORS ARE OVERALL THE SCHEDULE FOR DESIGN BUILD AND CM/GC FROM START TO FINISH, AND THE TURNOVER OF THE PROJECT ARE GOING TO BE VERY SIMILAR, ALTHOUGH IN A CM/GC DELIVERY YOU'RE ABLE TO EXPEDITE THE FRONT END. SOUR ABLE TO GET YOUR CONTRACTOR, YOUR ARCHITECT TEAM ON BOARD WITHIN A FOUR-MONTH PERIOD ONCE YOU HIT THE GO BUTTON AND START THE RFP PROCESS. WHEREAS WITH THE PROCUREMENT

PROCESS FOR DESIGN BUILD IT'S A LONGER PROCESS. SO AGAIN, THAT DOES ALLOW US TO GET THAT ENGAGEMENT OF THE CONTRACTOR ALONG WITH THE ARCHITECT TO DEVELOP THE COST CERTAINTY, LOOK AT, AND MANAGE RISKS TOGETHER IN A PROACTIVE MANNER. WITH THAT, WE'RE GOING TO SHIFT BACK TO CLIFF HERE ON OUR RECOMMENDATION.

Mr. Serres: TO BEGIN, THIS IS A RECOMMENDATION GOING FORWARD, WHICH THE BOARD AND -- WE'LL SEE IN THE COUPLE WEEKS. WHAT THIS IS, IS A CULMINATION OF THIS EFFORT, SO YOU GET TO SEE HOW WE ARRIVED AT THIS RECOMMENDATION TO YOU. AND THE BACKGROUND ON THAT. WE'LL ESTABLISH A TEAM THAT WILL KEEP THE BOARD INFORMED OF THE PROCESS, AS WELL AS OTHER IMPORTANT STAKEHOLDERS IN THIS PROJECT. AND KEEP CERTAIN BASIC METRICS COMING BACK TO THE BOARD, IT WILL ALSO TELL -- WILL TELL YOU HERE AS WE GO ON WHAT HAPPENS IN THE PRECONSTRUCTION PHASE, HOW WE GET THAT GMP TO YOU, WHICH IS IMPORTANT, AS EARLY AS POSSIBLE, AND THEN WE'LL GO THROUGH SOME QUICK QUESTIONS. SO ALL OF THESE THINGS ARE COMING UP HERE, AND WE'LL ADDRESS THOSE AS WE MOVE FORWARD. SO ANYWAY, BACK TO WHAT WERE SOME IMPORTANT THINGS FOR US TO CONSIDER, HOW THIS FITS FOR THE COUNTY. HOW IT GIVES US WHAT WE BELIEVE IS THE OWNER'S LEVEL OF CONTROL THAT WE BELIEVE THE COUNTY DESIRES IN A PROJECT THAT'S SIGNIFICANT OF THIS TYPE. AND THAT WANTS TO PORTRAY THAT OWNERSHIP TO THE COMMUNITY AS THEY GO THROUGH THE PROJECT. I DON'T THINK THE COMMUNITY EXPECTS US TO DIVEST YOURSELF OF THAT OWNERSHIP NO MATTER WHAT PROCEDURE WE USE. THIS ALLOWS US TO MAINTAIN THAT IN PRACTICAL SENSE. IT ALLOWS US TO ENGAGE WITH OUR CONTRACTORS, THE CONTRACTING COMMUNITY AND THE SUBCONTRACTORS IN A PROACTIVE FORM IN OUR GOALS FOR MWSB AND OTHER ACTIVITIES OF THAT NATURE. OPTIMIZES OUR STAKEHOLDER INVOLVEMENT BECAUSE WE'RE AT THE TABLE AS A TEAM, IT ALSO ALLOWS US TO DO INNOVATIVE AREAS IN THE LONG -- AS WE GO THROUGH A PROCESS LIKE THIS, THERE ARE INNOVATIONS WHICH WE MAY TAKE ADVANTAGE OF IN THE INDUSTRY SO WE CAN REALIZE THOSE, THERE'S A LOT OF CHANGES WITH OUR BUILDING AUTOMATION SYSTEM. SO AS A PROJECT OF THIS SIZE MOVES FORWARD, WE'RE ABLE TO BRING THOSE THINGS TO THE TABLE AND DECIDE IF THOSE ARE THE BEST FITS TO THE COUNTY WITH THE OWNER, ARCHITECT AND BUILDER AT THE SAME PLACE, SO WE CAN MAKE THOSE DECISIONS IF THOSE ARE THE BEST FOR THE COUNTY.

THERE'S A LOT OF OVERSIGHT AND TRANSPARENCY IN A CM/GC PROCESS OF WHAT THE COSTS ARE, IT'S A VERY OPEN BOOK PROCESS. WE GET TO SEE ALL THE PIECES AND PARTS. WE THINK THAT'S IMPORTANT. THE RISK TO THE COUNTY, THERE ARE ALWAYS RISKS WE DON'T KNOW ABOUT, BUT THOSE RISKS ARE SHARED AND BROUGHT FORWARD EQUITABLY AND QUICKLY AND DECIDED UPON WITHOUT A LOT OF FANFARE, BECAUSE THEY'RE SHARED BY THE TEAM. SO THERE'S NOT A LOT OF PUSHING BACK, WE ALL SHARE IN

THOSE RISKS AND GET THEM OUT OF OUR WAY AS A TEAM. AND AGAIN, I THINK THESE LAST ITEMS ARE IMPORTANT AS WE REALLY BELIEVE IT INCREASES THE GOALS AND ABILITY TO GET QUALITY AND A LONG-TERM PRODUCT FOR THE COUNTY. AND LASTLY, IT IS AS MIKE SAID EARLIER, A PROVEN METHOD, IT'S BEEN USED FOR MANY YEARS NOW AND WHILE WE DON'T USE IT EVERY DAY, IT IS AN EXCELLENT PRODUCT FOR THESE LARGE PROJECTS.

Chair Kafoury: QUESTIONS FROM THE BOARD SO FAR?

Mr. Serres: QUESTIONS ABOUT THAT? OK. SO I THINK WE JUST TO EXPAND A LITTLE BIT ON THE -- BEFORE I DIGRESS INTO DETAIL, IT'S IMPORTANT ALSO TO RECOGNIZE WITH CM/GC THAT IT IS A COMPETITIVE PROCUREMENT PROCESS THAT IS A COMBINATION OF BEST VALUE, WHICH IS QUALIFICATIONS BASED, BUT ALSO THERE ARE CERTAIN THINGS THAT ARE PRICED IN THE CM/GC PROCESS. IN THAT INITIAL PROCUREMENT. ONCE IT IS ON BOARD AND OUR PARTNERS MOVE FORWARD AND WE HAVE THAT EARLY ALIGNMENT OF THE COST FOR THE DESIGN AND THE PROGRAM, WHICH IS REALLY WHAT THIS SLIDE IS ALL ABOUT, THAT PROCUREMENT PHASE, ONCE THE DESIGNS ARE FAR ENOUGH ALONG, DOES ALLOW FOR EARLY ENGAGEMENT WITH MAJOR TRADES TO PROVIDE INPUT INTO THE PROJECT TO BECOME A PARTNER IN VETTING THAT COST PIECE AND ALSO THE MEANS AND METHODS OF HOW YOU PUT THE PARTS AND PIECES TOGETHER FROM A CONSTRUCTABILITY STANDPOINT. CM/GC IT ALSO ALLOWS US TO LEVERAGE THE PROCESS TO THE MWSB COMMUNITY THROUGH HOW YOU PACKAGE THE WORK AND PUT IT INTO BITE-SIZED PIECES THAT REALLY CAN LEVERAGE THE OPPORTUNITY FOR THAT OUTREACH. WHICH IS AN EXTREMELY IMPORTANT PART OF THE COUNTY'S VALUES AND BEST PRACTICES HERE IN OUR COMMUNITY. BUT AGAIN, GOING BACK TO THIS SLIDE HERE, THIS WHOLE -- THE GENESIS OF THIS AND THE CM/GC DELIVERY AND HOW IT'S EVOLVED FROM 25 YEARS AGO WHEN PUBLIC AGENCIES STARTED USING IT HERE IN OREGON, TO TODAY IS REALLY GETTING THAT CONTRACTOR INVOLVEMENT ENGAGEMENT EARLY IN THE PROCESS AS A PARTNER. SO YOU HAVE THAT COMMON UNDERSTANDING OF WHAT'S IMPORTANT TO THE COUNTY, WHAT ARE THE PROGRAM REQUIREMENTS, AND YOU HAVE SOMEBODY THERE LOOKING OVER THE SHOULDER OF THE ARCHITECT AS A MEMBER OF THE TEAM, AND MAKING SURE THE BUDGET IS ALIGNED WITH THE DESIGN IN THE PROGRAM. ALSO THE LAST THING I WOULD LIKE TO SAY, JUST ABOUT THE COST PIECES, THAT ABOUT 85% OF AN OVERALL PROJECT COST FOR A CONTRACTOR IS WHAT I CALL THE DIRECT CONSTRUCTION COST, WHICH ARE THE SUBCONTRACTED COSTS. AND AGAIN, THAT IS COMPETITIVELY BID. FROM A BEST VALUE AND ALSO MEETING THE OBJECTIVES OF THE TAXPAYER DOLLARS, AND BEING GOOD CITIZENS AND GOOD STEWARDS OF THE FINANCIAL RESOURCES THAT WE HAVE TO BUILD THIS PROJECT, WE WILL LEVERAGE AND MAXIMIZE THAT THROUGH A COMPETITIVE PROCESS. MOVING ON HERE, THIS REALLY IS ABOUT, AGAIN, WHAT I'VE BEEN TALKING ABOUT,

ABOUT LEVERAGING THE SKILL SETS AND THE KNOWLEDGE OF OUR ARCHITECTURAL DESIGN COMMUNITY AND OUR ENGINEERING COMMUNITY WITH OUR CONTRACTOR AND ARCHITECTS TO FORM THIS TEAM WHERE WE HAVE THAT ALIGNMENT, AND EVERYBODY IS WORKING TOGETHER. A COLLOCATION ON A PROJECT LIKE THIS, I'LL SPEAK A LITTLE BIT ABOUT COLLOCATION, WHERE EVERYONE COMES TOGETHER REALLY WORKING TOGETHER, IN WE CALL IT THE BIG ROOM, BUT IT'S GETTING THE CONTRACTOR, THE ARCHITECT AND THE OWNER WORKING TOGETHER IN THE SAME ROOM SO THAT YOU DON'T HAVE THESE SILO EFFECTS OF THE DESIGN TEAM GOING OFF AND DOING THEIR WORK AND THEN LATER THE CONTRACTOR COMES BACK AND SAYS, WE CAN'T AFFORD THAT. THIS REALLY IS THE COLLABORATION AND THE GLUE THAT KNOTS EVERY ONE TOGETHER SO WE MINIMIZE AND MITIGATE THOSE TYPES OF PITFALLS THAT CAN HAPPEN WHERE HAVE YOU A PROGRAM THAT'S GOING IN A DIRECTION THE PROJECT CAN'T AFFORD. ONE OF THE TOOLS THAT WE USE WITH CM/GC DELIVERY, AND THIS IS AN ONGOING EVOLUTIONARY PROCESS WHICH WE WOULD CUSTOMIZE FOR THIS PROJECT, IS A WAY TO INCENTIVIZE THE TEAM THROUGH PERFORMANCE METRICS AND ALSO EVALUATE, SO THERE IS THIS KIND OF ONGOING SCORE CARD EVALUATION THAT HAPPENS THAT REALLY GETS EVERYONE ON THE SAME PAGE, WHETHER IT IS -- ARE WE MEETING THE COUNTY'S CORE OBJECTIVES AND VALUES, HOW ARE WE DOING ON BUDGET, ARE WE LOOKING FOR INNOVATIONS THAT MAXIMIZE THE OPPORTUNITY FOR PROGRAM WITH OUR BUDGET, AND LOOKING AT LONG-TERM COSTS. AND ALSO THE COMMUNITY INVOLVEMENT PIECE, WHICH I DON'T THINK I'VE NECESSARILY NOTICED HERE, BUT THAT COMMUNITY INVOLVEMENT BEING A GOOD NEIGHBOR, THAT PART OF THE OUTREACH AND WANTING TO MAKE SURE WE'RE LEVERAGING THAT. SO THIS IS ONE OF THE TOOLS THAT WE USE AS WE DEVELOP THAT RELATIONSHIP WITH OUR CONTRACTOR AND OUR ARCHITECT TO, AGAIN, GET THOSE VALUES ALIGNED WITH THE COUNTY'S VALUES, AND PRIORITIES, AND REALLY DELIVERING THE BEST POSSIBLE PROJECT TO THE COUNTY FOR THIS AMAZING CIVIC BUILDING. NOW I'M GOING TO KICK IT OVER TO BRIAN HERE FOR A SECOND.

Mr. Smith: AS THE PURCHASING MANAGER I'M CONCERNED ABOUT MAKING SURE THAT IF THE BOARD APPROVES OF THIS ALTERNATIVE CONTRACTING PROCESS, THAT IT REALLY DOES UPHOLD THE VALUES THE COUNTY HAS EMBEDDED IN OUR PUBLIC PROCUREMENT RULES. AND THAT IS THAT WE ARE NOT MINIMIZING COMPETITION AND MAKING SURE THAT WE'RE REALLY MAXIMIZING OPPORTUNITIES FOR MWSB -- MWSBs, AS WELL AS MAKING SURE WE'RE GETTING THE BEST VALUE. THE RESULTING RFP FOR THE ARCHITECT AND THE ENGINEER AS WELL AS FOR THE CM/GC WILL BE OPEN TO ALL CONTRACTORS. AND WITHIN THOSE WILL BE -- THEY WILL BE BEST VALUE RFPs. SO THEY'LL HAVE SCORED ELEMENTS TO THEM, AND THEY WILL INCLUDE THE COUNTY'S VALUES AROUND SUSTAINABILITY AND MWESB SUBCONTRACTING PLANS WILL BE INCLUDED AS ITEMS, SCORED ITEMS IN THOSE PROCUREMENTS. FOR THE -- FOR THOSE PROCUREMENTS WE

EXPECT WHAT WE'LL DO IS WE'LL TAKE PROPOSALS AND WE'LL CREATE A SHORT LIST OF ANYWHERE FROM THREE TO FIVE DEPENDING UPON HOW, WHAT WE HEAR BACK FROM THE MARKET, AND DO AN ORAL INTERVIEW PROCESS AS WELL. AND THE --

Commissioner Shiprack: I'M CURIOUS IF THERE'S ANY KIND OF PREQUALIFICATION PROCESS WE HAVE IN MIND, OR IF WE'RE GOING TO BE LOOKING AT A VALUE IN TERMS OF COST ONLY.

Mr. Smith: WE CERTAINLY WILL LOOK AT THAT, WE'RE NOT TO THAT POINT YET, BUT THAT'S SOMETHING THAT COULD BE INCLUDED IN A PROCUREMENT PROCESS.

Commissioner Shiprack: I GUESS I WANT TO INSIST THAT'S INCLUDED, BECAUSE IT SEEMS TO ME THAT COST-ONLY IS SOMETHING THAT WE WANT TO GET AWAY FROM. I UNDERSTAND THAT PUBLIC PROJECTS HAVE RUN INTO PROBLEMS, ESPECIALLY IN COMMUNITIES WHERE WE HAVE -- WE STILL HAVE A LOT OF HUNGRY PEOPLE WHO REALLY NEED THE WORK, AND I APPRECIATE THAT. BUT I THINK THAT SPEAKS TO NEEDING TO ESTABLISH SOME KIND OF PREQUALIFICATION BASIS SO THAT WE DON'T END UP GOING DOWN THE ROAD WITH A CONTRACTOR WHO CAN'T DELIVER THIS AMAZING CIVIC PROJECT THAT WE HAVE IN MIND.

Mr. Smith: ABSOLUTELY. THANK YOU. SO THE FEE AND THE GENERAL CONDITIONS WILL BE PRICED AND SCORED, BUT THERE WILL ALSO BE OTHER BEST VALUE ELEMENTS, AND THAT'S -- THAT WILL BE ONE OF THEM. AND THEN OUR GOAL WILL BE TO ENTER -- TO MAKE AN AWARD TO GET INTO PRECONSTRUCTION SERVICES WITH THE CMBC FIRM AND START THE PROJECT AND MOVE INTO NEGOTIATING THE SCHEDULE FOR GETTING TO A GMP AND ULTIMATELY THE BUILDING OF THE FACILITY.

Mr. Day: WE'RE GOING TO TALK A LITTLE BIT ABOUT THE OVERALL TIME LINE IN A MINUTE. AS WE'VE TRANSITIONED, PICTURED THE TIME LINE AND MOVED THROUGH THAT BEST VALUE PROCUREMENT, WHICH REALLY IS A COMBINATION OF COMMISSIONER SHIPRACK THE QUALIFICATIONS PIECE WHICH HAS TO DO WITH THE BEST FIT TEAM FOR EXPERIENCE OF THE TEAM, SO THAT ABSOLUTELY IS AN IMPERATIVE OF THE PROCESS OF MAKING SURE THAT WE'RE HIRING FOR FIT, BOTH ON THE DESIGN TEAM SIDE AS WELL AS THE CONTRACTOR SIDE. AND WE HAVE THAT CONTROL AND OVERARCHING LEADERSHIP ROLE TO MAKE SURE THAT HAPPENS, SO WE GET THE BEST FIT FOR THE COUNTY AND DELIVERING THIS PROJECT. SO IN THE PRECONSTRUCTION PHASE, ON A VERTICAL PROJECT LIKE THIS IN A DOWNTOWN SETTING, THAT INTENSE INVOLVEMENT ON THE PART OF OUR CM/GC AS OUR PARTNER IS WORKING THROUGH THE DETAILS WITH THE OWNER AND THE DESIGN TEAM OF THE OVERALL WORK PLAN OF HOW WE'RE GOING TO IMPLEMENT FROM DESIGN AND PLANNING THROUGH THE

PERMITTING AND LAND USE PROCESS, AND ALL THE WAY THROUGH CONSTRUCTION. SO DEVELOPING THAT KIND OF MASTER TIME LINE AND SCHEDULE. WE HAVE A PRETTY GOOD ROAD MAP WE DEVELOPED, BUT BRINGING IN THE EXPERTISE FROM OUR CONTRACTING COMMUNITY IS GOING TO BE IMPORTANT PART OF REALLY REFINING THAT AND DEVELOPING A GOOD SCHEDULE TO MOVE THROUGH THE ENTIRE PROJECT. OF COURSE THE COST ESTIMATING PIECE THAT WE'VE TALKED ABOUT, BRINGING INNOVATIVE IDEAS OF TRUE VALUE ENGINEERING, WHICH IS NOT COST REDUCTION, BUT IT'S, WHAT ARE THE VALUE ENHANCEMENTS THAT OPTIMIZE AND LOOK AT BOTH FIRST COSTS AND LIFE CYCLE COSTS, SO WE WANT TO MAKE SURE WE'RE LOOKING AT THE BIG WHICH YOUR IN THE LONG-TERM AND NOT JUST THE FIRST COST ON THIS PROJECT. THAT ROLE OF CONSTRUCTABILITY REVIEW OF THE PARTNER AND THE PROCESS THROUGH THAT PRECONSTRUCTION PHASE IS VERY IMPORTANT, AND IT GETS THAT ALIGNMENT WE TALKED ABOUT EARLIER OF UNDERSTANDING REALLY WHAT'S -- BECAUSE EVERYTHING IS NOT FULLY DESIGNED IN THE EARLY STAGES OF DESIGN, WE WANT TO HAVE A GOOD PARTNER AT THE TABLE THAT'S LOOKING BEYOND WHAT'S ACTUALLY ON THE PLANS. SO THAT'S THIS DESIGN ASSIST ROLE THAT'S A VERY STRONG COMPONENT OF THIS. THE ONE THING THAT WE DON'T MENTION HERE, BUT IT'S A BIG PART OF HOW WE USE BEST PRACTICES TODAY IS CALLED BIM, BUILDING INFORMATION MODELING. IT'S DESIGNING IN 3D. SO THAT WILL AGAIN BE A PART OF THIS PROCESS THAT WE -- WHEN WE SELECT OUR DESIGN TEAM AND CONTRACTOR, UTILIZING THOSE TECHNOLOGY TOOLS WE HAVE TODAY WILL DELIVER ULTIMATELY A HIGHER QUALITY PROJECT AND HELP MANAGE THE RISKS ON THE PROJECT AS WELL. THE CASE IN POINT EXAMPLE OF THE COLLABORATIVE LIFE SCIENCES PROJECT THAT WAS JUST RECENTLY COMPLETED, COMPLETELY DONE IN A 3D MODEL FROM START TO FINISH, AND THE PROJECT WAS DONE IN A THREE-YEAR TIMETABLE, MET THE ORIGINAL BUDGET TARGETS, AND REALLY ALLOWED THE TEAM TO WORK IN THAT COLLABORATIVE ENVIRONMENT TO IDENTIFY COSTS EARLY ON.

THAT'S PART OF THAT RISK MITIGATION, RISK MANAGEMENT PROCESS TOO OF EVERYBODY'S AT THE TABLE, WE'RE ALL LOOKING OUT FOR EACH OTHER, AND WE'RE TRYING TO PEEL BACK THE LAYERS OF THE ONION SO TO SPEAK TO SEE WHAT'S IN THE PLANS AND IDENTIFY WHAT THOSE RISKS ARE EARLY. THIS LEADS US TO GETTING THAT GEDMP. DIFFERENT PROJECTS HAVE DIFFERENT OBJECTIVES AND PRIORITIES OF WHEN YOU SET THE GMW AND IT HAS TO DO WITH THE RISK AND THE OVERALL TYPE OF PROJECT THAT YOU'RE BUILDING. HORIZONTAL PROJECTS MIGHT BE DIFFERENT, BUT WITH THIS PROJECT WE FEEL GETTING TO A GMP WITH COST CERTAINTY IS SOMETHING WE SHOULD BE ABLE TO DO AT ABOUT THE MIDPOINT IN DESIGN. SO THAT'S A PRIORITY IN FIXING THOSE COSTS SO WE HAVE THOSE CERTAINTIES DURING THE DESIGN WILL BE ONE OF OUR OBJECTIVES AND PART OF THE PROCUREMENT PROCESS.

Commissioner Smith: THANK YOU FOR COMING TODAY. WILL THE GMP BE MADE PUBLIC OR IS THAT BETWEEN THE CONTRACTOR AND THE COUNTY?

Mr. Serres: THE GMP PROCESS IS GETTING TO THE GUARANTEED MAXIMUM PRICE IS A PROCESS WHERE WE WORK WITH THE CM/GC TO GET TO THAT. THERE IS A PART OF THAT THAT IS PUBLIC INFORMATION WITH PUBLIC RECORDS REQUEST THAT WOULD BE NORMAL FOR THAT TYPE OF CONTRACTOR.

Commissioner Smith: AFTER THE GMP IS KIND OF DEFINED, THAT'S WHEN THEY CAN GET THE INFORMATION, BUT NOT BEFORE?

Mr. Serres: THERE ARE PARTS OF THAT, IF WE HAVE, FOR EXAMPLE, EARLY WORK AMENDMENTS THAT MAY BE DISCLOSED PRIOR TO A FINALIZATION OF THE GMP. THE OTHER THING THAT IS OF COURSE PART OF THE PUBLIC RECORD IS IN THE PROCUREMENT THE INDIRECT COSTS, THE FEE, THE GENERAL CONDITIONS, THOSE THINGS BECOME PART OF PUBLIC RECORD TOO. SO THERE ARE DIFFERENT STAGES.

Commissioner Smith: AFTER THE FACT.

Mr. Serres: YEAH, THERE ARE DIFFERENT PHASES OF DISCLOSURE WHERE THAT HAPPENS, AND THERE ARE DIFFERENT POINTS IN TIME WHERE THAT INFORMATION WILL BE MADE AVAILABLE.

Commissioner Smith: THANK YOU.

Mr. Serres: SO THIS LEADS US TO PART OF THE WRAP-UP, AND THESE ARE SOME OF THE COMMONLY ASKED QUESTIONS THAT DO COME UP. WHEN IS THE CM/GC THE BEST FIT, DOES IT COST MORE, ARE THERE CHANGES ON CM/GC PROJECTS, WILL THERE BE SAVINGS AND HOW DOES THAT WORK. SO WE WANTED TO HIGHLIGHT A FEW OF THOSE, AND I DON'T KNOW IF WE NEED TO GO THROUGH THOSE HERE TODAY, OR IF YOU HAVE ANY QUESTIONS THAT THIS MAY SPUR A QUESTION FROM SOME OF YOU, BUT WE THOUGHT WE WOULD KIND OF POINT THESE OUT, BECAUSE THEY ARE CERTAINLY COMMONLY ASKED QUESTIONS IN OUR INDUSTRY. ANY QUESTIONS ON THAT?

Commissioner Shiprack: KIND OF FOR YOU, BRIAN, BUT I GUESS FOR EVERYBODY, I UNDERSTAND THAT WE NEED TO MAKE CERTAIN FINDINGS IN THE PUBLIC RECORD AS A CONDITION TO BEING ABLE TO PROCEED WITH AN ALTERNATIVE PROCUREMENT METHOD AND CM/GC IS. WHAT ARE THE FINDINGS THAT WE WILL NEED TO MAKE?

Mr. Smith: THE FINDINGS SHOULD BE PUBLISHED I BELIEVE THE ANNOUNCEMENT IS GOING OUT TOMORROW, BECAUSE IT WILL BE BEFORE THE BOARD IN ABOUT TWO WEEKS. THOSE WILL ALL BE OUT AND PUBLICLY

AVAILABLE AND THERE WILL BE A HEARING THAT'S PART OF THE BOARD'S PROCESS TO VOTE ON WHETHER OR NOT CM/GC IS THE METHODOLOGY.

Commissioner Shiprack: WHAT ARE THOSE FINDINGS? WHAT IS THE NATURE OF THE CONDITION THAT WE HAVE TO CERTIFY IN ORDER TO GET TO THIS PROCUREMENT METHOD?

THE FINDINGS --

Commissioner Shiprack: FINDINGS. THEY'RE LIKE, BECAUSE THIS SITUATION -- I'M JUST CURIOUS WHAT THEY ARE.

Mr. Smith: SET OUT IN THE RULES, THERE'S -- I'M GOING TO SAY OFF THE TOP OF MY HEAD THERE'S ABOUT 10 ITEMS THE BOARD NEEDS TO FIND, AND THAT'S THE FINDING DOCUMENT THAT'S BEEN PREPARED BY THE PROJECT TEAM LAYS OUT ALL OF THE STAFF RECOMMENDATIONS, SO, FOR EXAMPLE, THINGS LIKE IT DOESN'T UNDULY RESTRICT COMPETITION, THAT THE COUNTY WILL EXPECT TO ACHIEVE CERTAIN SAVINGS AS A RESULT OF DOING THIS ALTERNATIVE CONTRACTING METHOD. SO IT LAYS OUT EACH OF THE REQUIREMENTS THAT ARE LAID OUT IN THE RULES, AND THEN THE PUBLIC HEARING IS THE OPPORTUNITY FOR THE PUBLIC TO DISCUSS THOSE AS WELL.

Commissioner Shiprack: I WAS JUST GLANCING OVER TOWARD COUNTY COUNSEL. I KNOW THIS IS STATUTORY, BUT I DON'T KNOW WHAT THE CITATION IS OR WHERE IT IS IN THE STATUTE, AND I'M JUST CURIOUS ABOUT WHAT IT IS THAT THE BOARD HAS TO ESTABLISH AS THOSE FINDINGS. SORRY, I CAN SAVE THIS QUESTION.

Mr. Smith: THIS IS A REALLY GOOD QUESTION. I THINK A LOT OF THE CONTEXT OF WHAT WE SHARED WITH YOU TODAY IS REALLY EMBEDDED IN THOSE FINDINGS. WHEN YOU GO THROUGH THE EXEMPTION PROCESS, THERE ARE A NUMBER OF KEY FACTORS, COSTS BEING ONE, SCHEDULE BEING ANOTHER, THE TECHNICAL COMPLEXITY OF THE PROJECT, THOSE ARE PROBABLY SOME OF THE HIGHLIGHTS OF THE BIGGER ITEMS FOR GETTING THE EXEMPTION TO MEET THE ORS 279C PROCESS. YOU HAVE TO HAVE FINDINGS THAT CAN DEMONSTRATE THIS PROJECT IS -- MEETS THAT CRITERIA. SO THOSE FINDINGS, WHICH WILL BE PUBLISHED IN DRAFT FORM AS PART OF THAT PUBLIC HEARING PROCESS NOTIFICATION WILL GO OUT TOMORROW WITH THE DJC, ACTUALLY I THINK --

Mr. Serres: THAT'S CORRECT. WE HAVE TO HAVE IT TO THEM TODAY FOR PUBLICATION TOMORROW.

Mr. Smith: THAT'S RIGHT.

WE WILL, AND SO --

Mr. Serres: SO THOSE WILL BE THERE IN DETAIL, AND THAT -- WITH THE BOARD RESOLUTION ON THE 12th OF FEBRUARY. THAT WOULD BE WHERE THE BOARD VOTES AND MEMORIALIZES THAT.

Commissioner Shiprack: THAT MAKES IT EASY, BECAUSE IF YOU JUST FORWARD THAT EMAIL THAT YOU SENT TO DJC TO MY OFFICE, THEN I'LL HAVE A COPY OF THE INFORMATION I WAS LOOKING FOR.

Mr. Serres: ABSOLUTELY. IT WILL GO TO THE CLERK AND ALL THE CHIEFS AS WELL. WHICH BRINGS US --

Commissioner McKeel: I HAVE A QUESTION ON TWO -- ON THESE TWO OPTIONS, JUST FOR A LITTLE HISTORICAL CONTEXT, HOW MANY CM/GC PROJECTS HAVE WE DONE IN MULTNOMAH COUNTY?

Mr. Day: THE COUNTY IN ITS HISTORY HAS DONE I BELIEVE -- I BELIEVE WE'VE DONE ABOUT 10 PROJECTS IN THE PAST. MOST RECENT HAVE BEEN THE SELLWOOD BRIDGE AND THE EAST COUNTY COURTHOUSE, AND BEFORE THAT I WANT TO SAY --

Commissioner McKeel: AND HOW MANY DESIGN BUILD?

Mr. Serres: TO MY KNOWLEDGE THE COUNTY HAS NOT DONE ANY DESIGN BUILD PROJECTS THAT I'M AWARE OF.

Mr. Smith: I'M NOT AWARE OF ANY.

Commissioner McKeel: THANK YOU. I JUST WANTED TO PUT CONTEXT AROUND IT.

Chair Kafoury: COMMISSIONER BAILEY.

Vice-Chair Bailey: THANK YOU. COULD YOU GO OVER ONE MORE TIME FOR ME UNDERSTANDING THAT THERE'S NO NECESSARILY INCREASE IN COST ESPECIALLY ON A COMPLEX PROJECT LIKE THIS, BUT IN A SITUATION IN WHICH WE'RE TRYING TO PUT TOGETHER FUNDING FOR MULTIPLE SOURCES, AND WE WILL BE CONSTRAINED NO MATTER WHAT IN THE DOLLARS THAT WE HAVE AVAILABLE, HOW DOES THIS PROCESS LEND ITSELF TO A CONSTRAINED BUDGET ENVIRONMENT WHERE WE'RE TRYING TO HAVE A BUDGET THAT MEETS THE REQUIREMENTS OF A NUMBER OF DIFFERENT FUNDING PARTNERS?

Mr. Serres: I THINK IT MAKES IT VERY WELL. THERE ARE A COUPLE OF -- IF I CAN SPEAK HERE AND THEN ASK FOR YOU GUYS TO CHIME IN, THE -- WE

HAVE THE STATE MATCH PROCESS, WE'VE GOT THE COUNSEL CITY STATE MATCH THROUGH THE LEGISLATION, AND THAT'S AN ITERATIVE PROCESS AS FAR AS WORKING WITH THE STATE AND THE STATE LEGISLATURE, LEGISLATORS THROUGH THAT PROCESS, WE'RE IN THAT SECOND BIENNIUM NOW IN TERMS OF OUR REQUESTS, AND THEN THERE WILL BE ANOTHER ASK IN THE NEXT BIENNIUM. SO THERE IS A STAGE AS FAR AS THAT STATE RELATIONSHIP THAT WE HAVE. THE CM/GC PROCESS DOES LEND ITSELF TO HAVING THE ABILITY TO HAVE THAT OFF RAMPING CAPABILITY IF FOR SOME REASON FUNDING BECAME A CONSTRAINT AND WAS NOT AVAILABLE, I'M NOT SAYING --

Chair Kafoury: THAT'S NOT GOING TO HAPPEN.

Mr. Serres: THAT'S NOT GOING TO HAPPEN. WE HAVE GOOD ALIGNMENT WITH OUR PARTNERS AT THE STATE, AND THINGS ARE MOVING FORWARD, BUT THERE ARE WITH CM/GC DELIVERY THERE ARE OFF-RAMPING OPPORTUNITIES THAT ARE LESS RESTRICTIVE THAN DESIGN BUILD, AND I DON'T KNOW IF THAT ANSWERS YOUR QUESTION, BUT FROM A COST MANAGEMENT STANDPOINT AND JUST THE BALANCING OF MAKING SURE THAT WE'RE KIND OF MEETING THE OVERALL OBJECTIVES OF BALANCING QUALITY WITH BUDGET, AND SCHEDULE, THE CM/GC PROCESS DOES REALLY MAXIMIZE THAT OPPORTUNITY FOR THAT COST TRANSPARENCY AND COST CERTAINTY, AND REALLY DEVELOPING THAT COST CERTAINTY VERY EARLY ON, BECAUSE YOU'RE HIRING YOUR CONTRACTOR AND YOUR ARCHITECT AT THE SAME TIME. AND SO THOSE COST CERTAINTY ISSUES WILL BE ADDRESSED IN A COLLABORATIVE MANNER, THEY'RE ALSO -- THERE'S ALSO THAT RISK MITIGATION THING WE TALKED ABOUT OF MANAGING THAT PROACTIVELY, AND THAT BEING DONE IN A VERY OPEN BOOK MANNER TOO. SO THOSE ARE ALL THE THINGS WE'RE WORKING CLOSELY WITH THE STATE AS OUR PARTNER IN THE PROCESS. WE HAVE A TEAM THAT MEETS MONTHLY THAT REVIEWS THE COUNTY RELATIONSHIP WITH THE STATE, AND THE WHOLE FUNDING PROCESS THAT IS ONGOING WITH THE STATE LEGISLATURE.

Mr. Serres: I WOULD LIKE TO REITERATE THE PROCESS WE'RE RECOMMENDING DOES PROVIDE FROM MY EXPERIENCE AND UNDERSTANDING, THE MOST OPEN BOOK WHICH GIVEN WE HAVE A PARTNER WHOSE MAIN INTEREST IS FINANCIAL, THIS PROVIDES THAT OPEN BOOK EARLY AND OFTEN OF OVERSIGHT OF THIS PROJECT, WHICH SOME OF THE OTHER METHODS WHILE YOU STILL HAVE A PRICE, YOU DON'T HAVE THE OPEN TRANSPARENCY OF WHAT THOSE NUMBERS MEAN THAT. WOULD ALLOW US IF TIME -- IF NEEDS DEMAND TO MAKE ADJUSTMENTS KNOWING WHAT THOSE CHANGES MIGHT INDICATE. OPEN BOOK IS WHAT BRINGS IT TO THE TABLE.

THE STATE SUPPORT, JUST TO ECHO THAT IS WITH CM/GC DELIVERY I THINK HAS BEEN VERY GOOD. AND ECHOING BACK TO THAT COST TRANSPARENCY PIECE.

Chair Kafoury: DIDN'T THEY CHOOSE THIS SIMILAR DELIVERY METHOD FOR THE RENOVATION OF THE CAPITOL?

Mr. .Day: YES, THEY DID, BACK IN 2013, I THINK.

Commissioner Shiprack: MORE OF A COMMENT, THAT IS THAT THIS LEADERSHIP FORMATION THAT CM/GC SOUNDS LIKE, NOW I'M GOING TO REFLECT BACK TO YOU WHAT I JUST HEARD, INCLUDES THE COUNTY AND ITS PARTNERS WITH THE ARCHITECT AND CONTRACTOR AS THE PRIMARY PARTNERS AT THE TABLE. SO THE OWNER, THE ARCHITECT AND THE CONTRACTOR MAKING THESE MAJOR DECISIONS. I THINK THAT ANY TIME YOU HAVE A COMMITTEE LIKE THIS MAKING DECISION AND TRYING TO MOVE ALONG ON A SCHEDULE, THAT IT'S IMPORTANT TO KIND OF KNOW THAT THERE'S A TOP DOG AND IF YOU END UP STUCK IN A DECISION PROCESS, WHO DO YOU LOB THE TIE-BREAKER VOTE TO? SO I'M CURIOUS -- WHEN WE TALK ABOUT OUR MANY FINANCIAL PARTNERS AND OUR MANY COMMUNITY PARTNERS, AND OUR MANY INTERESTED EYES ON THE OPEN BOOK THAT WE ARE GOING TO BE WRITING THAT WE'VE ALREADY STARTED WRITING THAT WE WILL CONTINUE UNTIL THIS PROJECT IS COMPLETE, I JUST THINK IT'S IMPORTANT TO DEFINE THAT LEADERSHIP SO WE DON'T GET HUNG UP ON PROCESS, BECAUSE THERE WILL BE DECISIONS THAT NEED TO BE MADE AND THEY NEED TO BE MADE IN A -- IN SOME KIND OF PROMPT LOGICAL FASHION. SO HOW DOES THAT LEADERSHIP STRUCTURE WORK WITHIN THIS?

Mr. Day: I THINK THIS COULD BE A LONG CONVERSATION, BUT THE ABRIDGED VERSION WOULD BE, WE CALL IT THE PROJECT DELIVERY TEAM. ONCE OUR CONTRACTOR AND ARCHITECT PARTNERS ARE ON BOARD WITH OUR OWNER TEAM, WE'VE GOT REALLY THAT CORE NUCLEUS OF THE PEOPLE THAT ARE THE BOOTS ON THE GROUND, DAY-TO-DAY FOLKS THAT ARE REALLY DRIVING THE PROJECT. AND THAT'S KIND OF OUR PROJECT IMPLEMENTATION, PROJECT DELIVERY TEAM. BUT FROM A BOARD ACCOUNTABILITY STANDPOINT, THE BOARD HERE, MUCH LIKE WITH OTHER PROJECTS, REALLY ACTS AS THAT STEERING COMMITTEE SOUNDING BOARD. AND SO THERE IS THAT OVERSIGHT PIECE THAT'S IN PLACE WITH YOU ALL THAT WE'RE TOTALLY ACCOUNTABLE TO. SO THAT TRANSPARENCY AND ACCOUNTABILITY TO THE BOARD IS VERY IMPORTANT. BUT YOU HAVE A CORE TEAM THAT HAS ASSEMBLED THAT IS, YOU KNOW, ALIGNING WITH THE CORE VALUES OF THE COUNTY, THE LEADERSHIP STRUCTURE WITH YOUR OWNER REALLY AT THE HELM OF THAT AND YOUR OWNER REPRESENTATIVE TO LEAD THAT WILL BE FACILITATING THAT DECISION MAKING AND COMMUNICATION PROCESS. BECAUSE IT IS A COMPLICATED, LARGE PROJECT WITH A LOT OF DIFFERENT VOICES THAT WANT TO SPEAK INTO IT. SO GETTING THAT ALIGNMENT WITH

THE CORE TEAM AND THEN MAKING SURE WE HAVE GOOD COMMUNICATIONS UPSTREAM IS GOING TO BE VERY IMPORTANT.

Commissioner Shiprack: I REALLY APPRECIATE THAT. I REALLY THINK THE ANSWER IS THAT THE OWNER IS GOING TO BE HELD RESPONSIBLE AT THE END OF THE DAY, THE OWNER IS GOING TO NEED TO BE IN AN ACKNOWLEDGED LEADERSHIP ROLE AS THE PROJECT MOVES FORWARD, AND THAT IS WITHIN THE CONTEXT OF THIS LEADERSHIP TABLE.

Mr. Serres: ABSOLUTELY. AND THAT WAS ONE OF THE POINTS IN THIS RECOMMENDATION WE MAKE TO YOU, IS THAT THIS METHOD, THE OWNER CONTINUES THAT STRONG ROLE, AND THE PROJECT TEAM IS JUST AN EXTENSION OF THE OWNER WHO IS THE COUNTY ON THIS PROJECT. QUICKLY, IF I DON'T HAVE ANY OTHER QUESTIONS -- IT'S ABOUT THE AGENDA TIME LINE. AS WAS PREVIOUSLY MENTIONED, WE WILL PUBLISH THE RECOMMENDATION WITH THE FINDINGS OF FACT SO THOSE WILL BE OUT FOR THE REQUIRED ORS REQUIRED TIME LINE PRIOR TO THE BOARD OPENING A HEARING. AND ACTING AS THE LOCAL CONTRACTING BOARD TO HEAR THOSE FINDINGS OF FACT, AND THAT WILL BE ON FEBRUARY 12. GIVEN WE ARE APPROVED TO MOVE FORWARD, THE REST OF THE TIME LINE IS AS FOLLOWS, WITH ISSUES, REQUEST FOR PROPOSALS, THE EVALUATION OF THOSE PROPOSALS, THE SELECTION OF THOSE INDIVIDUALS, THE SELECTION AND WORK ON THE SITE WHICH IS A SEPARATE TOPIC WHICH WE HANDLE IN OTHER MEETINGS AND THE CONSTRUCTION START ALONG WITH THE CONSTRUCTION COMPLETION EXPECTED IN APRIL 2020. SO THAT'S THE LONG AND LARGE TIME LINE, AND ANY QUESTIONS ON THAT I CAN GO INTO, BUT I BELIEVE THAT'S WHAT WE'VE BEEN SHARING AND WE HAVE GOAL, WE ANTICIPATE AND CONTINUE TO TRY TO MEET. AND WE'LL GO ON TO THE NEXT HERE. NEXT STEPS, WELL, AGAIN, BACK TO THE BOARD ON THE 12th FOR THIS PUBLIC HEARING. AND RECOMMENDATION AND MR. ELLIOT WILL BE PRESENTING THAT RESOLUTION ALONG WITH THOSE FINDINGS OF FACT WHICH YOU WILL RECEIVE, WE'LL GET OUT TO YOU TODAY. BUT THAT WILL BE ON THE 12th, AND THEN AFTER THAT WE'LL DO -- PROCEED INTO THOSE DOCUMENT AND WORKING WITH MR. SMITH AND GET THOSE CONTRACTOR AND ARCHITECT SIGNED UP AND GET THE JOB ROLLING. ANY QUESTIONS FOR US? OR FURTHER QUESTIONS, EXCUSE ME.

Chair Kafoury: WE ALSO HAVE PUBLIC HEARINGS COMING UP. I KNOW IT'S NOT ON THE SELECTION OF THE PROCUREMENT METHOD, BUT IT IS A BIG DEAL NONETHELESS. OUR 1st ONE IS ON THURSDAY. 5:00 TO 7:00 P.M. OPEN HOUSE. AND THERE WILL BE PLENTY OF INFORMATION AVAILABLE TO THE PUBLIC.

Chair Kafoury: ANY OTHER QUESTIONS? THANK YOU SO MUCH FOR COMING TODAY.

THANK YOU VERY MUCH.

Chair Kafoury: NEXT UP A BOARD BRIEFING ON IMPLEMENTATION OF EMPLOYEE DATA COLLECTION EXPANSION. BEN DUNCAN AND OUR OFFICE OF DIVERSITY AND EQUITY.

B.2 Verbal Board Briefing on Implementation of Employee Data Collection Expansion. Presenters: Ben Duncan, Chief Diversity & Equity Officer & Cessa Diaz, Central Human Resources.

Mr. Duncan: SHOULD I DIVE IN?

Chair Kafoury: GO RIGHT AHEAD.

GOOD MORNING, CHAIR KAFOURY, COMMISSIONERS. SO IT'S REALLY EXCITING TO BE UP HERE TO TALK ABOUT THE WORK WE'RE DOING TO EXPAND OUR EMPLOYEE DATA AND SAP. WE'RE REALLY OUT FRONT ON THIS, WHICH IS SOMETHING WE CAN ALL BE PROUD OF AS WE GO INTO THE DETAILS OF WHAT WE'RE DOING. I'VE BEEN TALKING TO FOLKS AROUND OTHER JURISDICTIONS AND SOME OF THE WORK THAT WE'LL BE PRESENTING ON TODAY IS REALLY NOT HAPPENING IN OTHER PLACES. SO I JUST WANT TO PREFACE ALL THIS BY SAYING WE'RE OUT FRONT, PUSHING ISSUES OF EQUITY AND EMPOWERMENT. I WANT TO START BY THANKING A BUNCH OF FOLKS WHO HAVE REALLY CONTRIBUTED TO THE WORK. ONE, OF COURSE THE CHAIR AND CHAIR'S OFFICE, AND ESPECIALLY AARON RIDINGS WHO HAS HELPED MAKE THIS A PRIORITY. PUSHED THIS WORK FORWARD, TRAVIS GRAVES IN H.R. WHO HAS LENT HIS SUPPORT AND PROVIDED RESOURCES TO THE WORK, THE LGBT DATA TASK FORCE, WHICH WAS CHAIRED BY ROBERTA AND OFFICE OF THE DIVERSITY. THESE RECOMMENDATIONS HAVE BEEN CRITICAL IN FORMING THIS WORK. OUR SAP AND I.T. WEB TEAM PARTNERS WHO REALLY DO ALL THE HEAVY LIFTING, WE CREATE THE VISION AND THEY GO IN AND DO ALL THE TECHNICAL PIECES THAT MAKE THIS A REALITY. OUR COMMUNITY PARTNERS, LIKE THE COALITION OF COMMUNITIES OF COLOR AND PFLAG WHO HAVE CONTINUALLY CHALLENGED US TO IMPROVE OUR WORK, AND BE MORE REPRESENTATIVE OF THE COMMUNITIES THAT WE SERVE AND THE COMMUNITIES THAT MAKE UP OUR EMPLOYEES. AND FINALLY, [INDISCERNIBLE] WHO IS RELATIVELY NO FURTHER QUESTIONS BUT JUST BEEN INCREDIBLE PARTNER IN HELPING THEM MANAGE THIS WORK, AND A REAL JOY TO WORK WITH. SO WHEN WE DESCRIBE OUR COLLECTIVE RESPONSIBILITY, MAKING SURE MULTNOMAH COUNTY, WE HEAR THIS A LOT, IT'S A GREAT PLACE TO WORK. AND IT SHOULD BE A GREAT PLACE TO WORK REGARDLESS OF WHO WE ARE. AND WHO YOU -- WHAT YOU COME WITH. AND AS THE OFFICE OF DIVERSITY AND EQUITY, PART OF OUR ROLE IS TO UNDERSTAND AND TO CONTINUALLY ASSESS WHETHER WE'RE MEETING THAT VISION. AND HAVING THE DATA REALLY HELPS MEET THAT RESPONSIBILITY, BUT IT ALSO HELPS AROUND THREE SPECIFIC GOALS

RELATED TO THIS WORK. SO WE HAVE A COMPLIANCE OBLIGATION, THE OFFICE OF FEDERAL CONTRACTING APPLIANCE HAS NEW RULES ON THE DATA WE NEED TO COLLECT AROUND VETERANS, SO WE SAW THIS OPPORTUNITY AS WE'RE UPDATING SAP TO LOOK AT OTHER OPPORTUNITIES AND OTHER SETS OF DATA THAT WE COULD UPDATE AT THE SAME TIME. IF IT IMPROVES OUR ABILITY TO DO ANALYSIS, HAVING MORE -- WE CAN MORE SPECIFICALLY UNDERSTAND THE EXPERIENCES, THE CHALLENGES, SUCCESSES OF OUR DIVERSE EMPLOYEES. IT ALSO GIVES US PA BETTER PICTURE OF WHAT THE FULL DIVERSE TUFF OUR WORK FORCE IS. AND IT'S EMPOWERING. AS I REFLECT ON MY OWN BACKGROUND, BEING BIRACIAL AND GOING N. THE FRUSTRATION OF TRYING TO PICK A BOX, RIGHT, AND MAKING THAT CHOICE, OUR ABILITY TO EXPAND DATA AND ALLOW EMPLOYEES TO HAVE MORE CHOICE IS VALIDATING, EMPOWERING, IT REMINDS FOLKS WE CARE ABOUT WHO THEY ARE, THAT WE VALUE THEIR IDENTITY, AND WE WANT PEOPLE TO FEEL OF COURSE THAT THEY BRING THEIR FULL SELVES TO WORK. AND IT STARTS AT DAY ONE, WHEN YOU FILL OUT THE NEW EMPLOYEE FORM TO SAY WHAT YOUR RACE, ETHNICITY IS.

Mr. Duncan: I'LL TALK ABOUT OTHER CATEGORIES THAT ARE NEW, BUT REALLY EXCITING IN MEETING THAT VISION. SO I'LL PASS IT TO SESSA WHO WILL TALK ABOUT THE LOGISTICS, BUT FIRST I'LL WALK THROUGH THE DATA THAT WE'RE EXPANDING. ONE AROUND RACE AND ETHNICITY, WE'LL BE ADDING CATEGORIES, INCLUDING AFRICAN, ASIAN, BLACK, AFRICAN-AMERICAN, LATINO, HISPANIC, MIDDLE EASTERN, NATIVE AMERICAN, ALASKA NATIVE, NATIVE HAWAIIAN, PACIFIC ISLANDER, SLAVIC, AND WHITE. THOSE CATEGORIES I WANT TO APPLAUD THE WORK OF THE DEPARTMENT OF COUNTY HUMAN SERVICES THAT HAVE REALLY PROVIDED, THEY ADOPTED A POLICY AND PROVIDED A TEMPLATE WE'RE BUILDING OFF OF. THEY WORKED WITH THE COALITION OF COMMUNITIES OF COLOR TO COME TO SOME AGREEMENT AND CLARITY AROUND WHAT WOULD BE APPROPRIATE TO CAPTURE, SO I -- THEY'VE SET US UP FOR SUCCESS. AROUND LGBT DATA, WE'LL ADD SELF-IDENTIFICATION QUESTIONS THAT INCLUDE THE OPTIONS OF GAY OR LESBIAN, STRAIGHT OR BISEXUAL, AND WE'LL ADD TRANSGENDER AS AN OPTION FOR GENDER IDENTITY, INCLUDING GENDER QUEER OR GENDER NONCONFORMING. AGAIN, THIS -- WE ARE WAY OUT FRONT AND I'M NOT SURE IF THERE'S ANOTHER JURISDICTION IN THE COUNTRY THAT IS COLLECTING THIS INFORMATION. AGAIN, I'LL GIVE A SHOUT OUT, THAT WORK WAS HAPPENING, TIM HAYES HAS BEEN AN ONGOING PARTNER AROUND LGBT WORK, BUT HAS WORKED WITH LGBT DATA TASK FORCE, LINKED US UP WITH SOME EXPERT AT THE STATE LEVEL, AND REALLY DEVELOPED COUNTY SPECIFIC LANGUAGE THAT'S GOING TO HELP US COLLECT THIS INFORMATION.

Chair Kafoury: YOU BRING UP A QUESTION I HAD. I KNOW THE STATE IS LOOKING AT DOING SIMILAR DATA COLLECTION, AND SO ARE WE COORDINATING SO WE'LL ALL HAVE THE SAME LANGUAGE?

FOR LGBT?

Chair Kafoury: AND FOR RACE.

Mr. Duncan: IT'S A GOOD QUESTION. SO YES AND NO. I THINK THE RACE AND ETHNICITY CATEGORIES IN PARTICULAR WE'RE CAPTURING ARE GOING TO BE AMONG -- I FORGET THE BILL NUMBER, WITH OREGON HEALTH AUTHORITY, BUT IT'S MUCH MORE EXPANSIVE. SO WHAT WE'LL BE DOING IS MOVING FORWARD, EXPANDING WHERE WE ARE, AND IF THE STATE PROVIDES BROADER RECOMMENDATIONS, WE'LL GO IN AND COMPLY WITH -- WHERE THEY ARE.

Commissioner Shiprack: I WANTED TO COMMENT I LISTEN TO THESE THINGS NOW WITH A NEW SENSITIVITY. I HAVE A FAMILY MEMBER WHO IDENTIFIES HERSELF WITH THE DEAF COMMUNITY, A CAPITAL D. THAT IS HER COMMUNITY. AND I -- IT WOULD BE -- WE'VE HAD PRESENTATIONS HERE THAT ALSO ADD TO OUR SENSITIVITY ABOUT THIS, AS A FACTOR IN OUR OWN WORK FORCE. AS WELL AS IN THE COMMUNITY AT LARGE. SO I'M JUST WONDERING IF WE CAN'T -- AND THIS FEEDS INTO WHAT THE STATE WILL ASK US TO DO, AS WE DESIGN THIS SYSTEM, LEAVE ROOM FOR OTHER COMMUNITIES BESIDES THE ONES WHO MAY BE IDENTIFIED IN THE BOXES THAT WE'VE ADDED.

Mr. Duncan: SAP IS A SYSTEM THAT WE HAVE THE ABILITY TO UPDATE. AND WE HAVE GREAT STAFF HERE WHO ARE ABLE TO DO THAT WORK. OUR LIMITATIONS, OUR WILLINGNESS TO INVEST IN THE TIME AND ENERGY TO CAPTURE WHATEVER WE'D LIKE. SO I THINK WE HAVE OVER TIME PLENTY OF OPPORTUNITIES TO KEEP EXPANDING, AND I THINK WE WILL AS WE LEARN MORE ABOUT THE COMMUNITIES THAT WE SERVE AND THE COMMUNITIES THAT ARE HERE, AS WE LEARN MORE ABOUT HOW PEOPLE WANT TO BE IDENTIFIED AND CHOOSE TO BE IDENTIFIED, THAT WILL I THINK THIS WILL BE A CONSISTENT AND ONGOING QUALITY IMPROVEMENT PROCESS. THANK YOU. THE THIRD PIECE IS AROUND NATIONAL ORIGIN. SO WE'LL BE ASKING EMPLOYEES' PLACE OF BIRTH. SO WE UNDERSTAND REALLY THE FIRST TIME HOW MANY NON-U.S.- BORN EMPLOYEES WE HAVE IN OUR ORGANIZATION. I KNOW THIS HAS BEEN A QUESTION THAT'S COME UP WITH OUR IMMIGRANT AND REFUGEE EMPLOYEE RESOURCE GROUP, WE'VE BEEN ASKED THIS QUESTION, THE BOARD HAS BEEN ASKED THIS QUESTION DIRECTLY AROUND VERY SPECIFIC COMMUNITIES. THAT WE HAVEN'T HAD AN ANSWER FOR. AND WHAT I AM REALLY EXCITED ABOUT IS BEING LAID OUT FRONT IS, WE'LL ALSO HAVE AN OPTION FOR FIRST NATION OR INDIGENOUS. WHICH ACKNOWLEDGES PARTICULARLY HERE IN THE U.S., THOSE BORN IN SOVEREIGN TRIBAL LANDS. AND IT GIVES ADDITIONAL OPTIONS FOR OTHER PEOPLE TO IDENTIFY. SO THAT'S A BIG DEAL. AND AGAIN, I WOULD THANK AARON, WHO HAS BEEN WORKING WITH COMMUNITY PARTNERS TO BRING

THAT FORWARD. SO IT'S, AGAIN, IT'S AN ADDITIONAL WAY FOR PEOPLE TO IDENTIFY, IT'S AN ADDITIONAL WAY TO VALUE BACKGROUND AND EXPERIENCE, AND FINALLY, VETERANS, WHICH IN COMPLIANCE WITH FEDERAL LAW WILL BE ALIGNING SAP TO MATCH WITH THOSE FEDERAL STANDARDS. I'M GOING TO PASS IT TO CESSA WHO CAN TALK ABOUT THE BUSINESS PROCESS AND LOGISTICS OF HOW WE MOVE THIS FORWARD.

Ms. Diaz: THANK YOU. AS BEN ILLUSTRATED, IN A STATEMENT, THIS IS REALLY BEEN A TRUE TEAM EFFORT. BEING RELATIVELY NEW TO THE COUNTY, HIS VISION AND HIS TEAM'S VISION HAS BEEN INSPIRING. SO THANK YOU. SO THIS PROJECT HAS BEEN UNDERWAY FOR A COUPLE MONTHS NOW. AND A LOT OF WORK HAS ALREADY BEEN COMPLETED. WHAT WE WANTED TO DO IS BEN REVIEWED THE WHY OF THIS PROJECT, AND A BIG PIECE OF THE WHY IS ESSENTIAL, BUT THE HOW, HOW WE CAN DO THIS IS ALSO CRITICAL TO ENSURING PROJECT SUCCESS. WE'VE BEEN WORKING WITH OUR TECHNOLOGY TEAM TO ENSURE WE HAVE APPROPRIATE SYSTEMS TO CAPTURE AND REPORT ON THIS DATA. WE NEED TO BE ABLE TO EXPAND THE DATA COLLECTION EFFORTS, BUT ALSO BE ABLE TO PULL INFORMATION OUT OF OUR SYSTEM SO WE CAN PROVIDE THAT INFORMATION TO INTERESTED PARTIES. THE EXPERTISE OF OUR SAP TEAM HAS BEEN INSTRUMENTAL IN DEVELOPING SAP TO CAPTURE AND REPORT ON THIS DATA. ADDITIONALLY WHAT THEY'RE DOING IS TAKE STEPS TO ENSURE THE DATA IS SECURE. SO MAKING SURE THAT WE HAVE THE APPROPRIATE SYSTEMS IN PLACE TO MAKE SURE THAT ONLY PEOPLE WITH DEMONSTRATED BUSINESS NEED HAVE ACCESS TO THIS VERY SENSITIVE INFORMATION. OUR WEB TEAM IS HELPING US CREATE A WEB FORM, SO IT'S NOT SOMETHING YOU WOULD TOUCH SAP FROM, IT'S A USER FRIENDLY FORM THAT WILL AUTOMATICALLY UPDATE OUR SYSTEMS, MAKING OUR BUSINESS PROCESS A LOT EASIER TO COLLECT THIS DATA.

Ms. Diaz: WE'RE ALSO WORKING WITH AMY, AN H.R. PROJECT MANAGER, TO NOT ONLY COLLECT DATA FROM CURRENT EMPLOYEES BUT POTENTIAL EMPLOYEES AS WELL. WE WANT TO KNOW WHO IS YOU A PLYING FOR JOBS AT THE COUNTY, WHAT DOES THAT COMMUNITY LOOK LIKE SO YES CAN EVALUATE OUR RECRUITMENT PROCESSES. IN ADDITION TO TECHNOLOGY, WE'RE ALSO WORKING WITH HR EXECUTIVES TO ESTABLISH BUSINESS PROCESS ON HOW WE COLLECT THIS DATA AND AGAIN, WHO HAS ACCESS TO THIS DATA, SECURITY OF THIS DATA WAS ONE OF THE KEY FINDINGS OF OUR LGBT TASK FORCE. THEY WANTED TO ENSURE ONLY APPROPRIATE PEOPLE HAD INFORMATION. FINALLY, WE'RE ACTIVELY ENGAGING PARTNERS ACROSS THE COUNTY, INCLUDING OUR EMPLOYEE RESOURCE GROUPS, THE EQUITY COUNCIL, HR LEADERS, ON HOW TO COMMUNICATE THIS PROJECT. THIS PROJECT HAS VERY SENSITIVE TOPICS AROUND IT AND RESPONSES FROM EMPLOYEES ARE ALWAYS VERY -- THEY RANGE, IT'S A WIDE RANGE OF RESPONSES FROM EMPLOYEES BECAUSE IT'S SUCH SENSITIVE INFORMATION. WITH THESE PARTNERS, THEY'RE HELPING US CRAFT

COMMUNICATION TO DEMONSTRATE THE NEED AS TO WHY WE'RE DOING THIS, AND WHAT WE'RE GOING TO USE THE INFORMATION FOR. SO THEY'VE BEEN ESSENTIAL, THOSE GROUPS HAVE BEEN ESSENTIAL IN HELPING US MOVE THIS PROJECT FORWARD. WE STILL HAVE A FEW MILESTONES TO GO, BUT WITH THE COORDINATED TEAM EFFORT, WE ARE ON TARGET TO IMPLEMENT THIS PROJECT BY MID MARCH, WHICH IS, IT'S A VERY FAST TIME LINE FOR US AND HAS BEEN A TEAM EFFORT. BUT WITH THIS TEAM EFFORT AND THE IMPLEMENTATION OF THIS PROJECT, IT ALLOWS US TO IMPLEMENT A SYSTEM THAT PROVIDES US WITH A REPORTING THAT MEETS FEDERAL REQUIREMENTS, AS BEN STATED, PART OF THIS IS FEDERALLY MANDATED, AND ALSO ALLOWS US TO HAVE INFORMATION ON WHAT OUR EMPLOYEE GROUP IS LIKE. WHO OUR EMPLOYEES R. WHAT THEY BRING TO THE COUNTY, AND BE ABLE TO HELP US INFORM OUR PROCESSES AND DECISIONS GOING FORWARD. SO AT THAT POINT, WE JUST WANTED TO KNOW IF YOU HAD ANY QUESTIONS FOR US.

Chair Kafoury: QUESTIONS OR COMMENTS FROM THE BOARD?

Commissioner Shiprack: BEN, YOU MENTIONED THAT THERE WERE FEDERAL REGULATIONS AROUND VETERAN DATA COLLECTION. WHAT ARE THOSE?

Mr. Duncan: IT'S A GREAT QUESTION. I'LL HAVE TO GET BACK TO YOU.

Commissioner Shiprack: OK, THAT'S GREAT.

Mr. Duncan: IT JUST EXPANDS THE QUALIFICATIONS FOR VETERANS' PREFERENCE AND IT'S EXPANDED CATEGORIES OF VETERAN DESCRIPTION. BUT WE'LL SEND THEM TO YOUR OFFICE.

Commissioner Shiprack: THANK YOU.

Chair Kafoury: ANY OTHER QUESTIONS? COMMISSIONER BAILEY.

Vice-Chair Bailey: I JUST REALLY APPRECIATE THE WORK YOU'VE BEEN PUTTING INTO THIS. THIS IS PATH BREAKING AND IMPORTANT WORK, AND THE OLD SAYING IS YOU GET WHAT YOU MEASURE, AND FOR US TO BE ABLE TO EFFECTIVELY SERVE THE COMMUNITIES THAT WE WANT TO SERVE TO BE AN EFFECTIVE EMPLOYER, TO MAKE SURE WE'RE MEETING THE GOALS WE'VE SET OUT, WE HAVE TO MEASURE, WE HAVE TO UNDERSTAND, AND GIVE PEOPLE AN OPPORTUNITY TO BE ABLE TO SELF-IDENTIFY IN A WAY THAT MAKES SENSE. SO THANKS FOR THE WORK YOU'RE DOING.

Chair Kafoury: THANK YOU AS WELL. I'M REALLY EXCITED ABOUT THIS PROJECT, AND IMPRESSED YOU HAVE BEEN ABLE TO COME TOGETHER SO QUICKLY AND MOVE SO QUICKLY AS WELL, AND LOOK FORWARD TO MID MARCH, HOPEFULLY YOU CAN COME BACK AND TELL US WHEN WE'RE --

WHEN YOU'VE HIT GO AND MAYBE SHOW US WHAT IT -- WHAT THE FORM LOOKS LIKE, AND WE, ENCOURAGE -- PART OUR RESPONSIBILITY WILL BE TO ENCOURAGE OUR EMPLOYEES TO FILL OUT THE FORM AND TO LET THEIR -- LET THEMSELVES BE KNOWN, WHICH IS A NEW THING. SO IT MIGHT TAKE SOME COAXING AND SOME -- BUT I APPRECIATE, YOU'VE BEEN -- HAD SUCH AN INCLUSIVE PROCESS, I THINK A LOT OF THOSE QUESTIONS HAVE BEEN ADDRESSED.

Mr. Duncan: I APPRECIATE THE RECOGNITION OF THE BOARD'S ROLE IN SUPPORTING THE WORK AND COMMUNICATING EFFECTIVELY TO ENCOURAGE FOLKS TO SELF-IDENTIFY. NONE OF THIS WILL BE MANDATED, SO IT REALLY IS FOLKS FEELING THAT THEY ARE ENCOURAGED TO GO AND REFLECT THEMSELVES.

Chair Kafoury: THANK YOU. THANKS SO MUCH. ALL RIGHT. OUR NEXT BRIEFING THIS MORNING IS ON CHANGES TO HEALTH CARE, WHICH WILL IMPACT TRANSGENDER RESIDENTS RECEIVING SERVICES FROM MULTNOMAH COUNTY. WE HAVE A GUEST, JENN BURLETON FROM TRANSACTIVE GENDER CENTER IS HERE. AND NIKKO FROM BASIC RIGHTS OREGON. THANK YOU FOR COMING. GOOD MORNING.

B.3 Board Briefing on Changes to Health Care Impacting Transgender Residents Receiving Services from Multnomah County. Presenters: Jenn Burleton, Executive Director - TransActive Gender Center and Nico Quintana, Policy Director, Basic Rights Oregon.

GOOD MORNING, CHAIR KAFOURY AND COMMISSIONERS. MY NAME IS NICO, I'M THE POLICY DIRECTOR OF BASIC RIGHTS OREGON. AND I'M GOING TO BE GOING FIRST TODAY, AND I'M REALLY HONORED TO BE HERE TO TALK ABOUT TRANSGENDER HEALTH CARE, THE NEEDS OF TRANSCOMMUNITIES, AND THE CURRENT CHANGE TO THE OREGON HEALTH PLAN THAT COVERS TRANSITION AND TRANSGENDER RELATED HEALTH CARE. I'LL BE GOING FIRST TO GIVE AN OVERVIEW OF ADULT CARE SERVICES AND THEN JENN BURLETON WILL BE GOING INTO TRANSGENDER HEALTH CARE SERVICES FOR YOUTH. AGAIN, THANK YOU AGAIN FOR HAVING ME HERE. BASIC RIGHTS OREGON AND A STATEWIDE LGBT JUSTICE ORGANIZATION, THAT ENSURES THAT ALL LESBIAN, GAY, BUI SEXUAL AND TRANSGENDER OREGONIANS EXPERIENCE EQUALITY BY BUILDING A BROAD INCLUSIVE AND POWERFUL MOVEMENT, SHIFTING PUBLIC OPINION, AND ACHIEVING POLICY VICTORIES. AT BASIC RIGHTS OREGON, TRANSGENDER JUSTICE IS AN INTEGRAL PART OF OUR ORGANIZATION AND WE HAVE BEEN FOCUSING AND PUSHING FOR TRAN EQUALITY EFFORTS SINCE ABOUT 2009 THAT WE HAVE A COMMUNITY-BASED ORGANIZATION WORKING GROUP THAT WORKS WITH US TO PRIORITIZE THE NEEDS OF COMMUNITIES. AND WE'RE WORKING TO INCREASE THE SAFETY AND WELL-BEING FOR ALL OREGONIANS. AND THE PAST FOUR YEARS WE'VE PRIORITIZED HEALTH CARE ACCESS, HEALTH CARE EQUALITY, INCREASING

SAFETY AND WELL-BEING FOR TRANS PEOPLE IN PRISONS, AND ENSURING THAT TRANS PEOPLE EXPERIENCE, LIVE THE QUALITY AND -- WITH THE OREGON EQUALITY ACT. SO I'M GOING TO TALK A LITTLE BIT ABOUT WHO TRANS PEOPLE ARE, AND WHY THESE -- THE THINGS I JUST MENTIONED WE'RE PUSHING FOR ARE SO IMPORTANT. AND ALSO WHY OREGON RIGHT NOW IS LEADING THE NATION IN TRANSGENDER JUSTICE WORK. SO A TRANSGENDER PERSON IS SOMEONE LIKE ME, ACTUALLY, SOMEONE WHO SEX AT BIRTH IS DIFFERENT FROM WHO THEY KNOW THEY ARE INSIDE. I WAS AT BIRTH I WAS ASSIGNED FEMALE, AND I IDENTIFY AS MALE. AND TRANSGENDER PEOPLE ARE COLLEAGUES, OR COWORKERS, ARE FRIENDS, OUR CHILDREN, PEOPLE THAT WE SEE EVERY DAY, OUR NEIGHBORS.

Nico: I WANT TO TALK A LITTLE BIT ABOUT HEALTH AND TRANSGENDER PEOPLE, AND I'M GOING TO GO INTO TALKING ABOUT THE OREGON EQUALITY ACT, OREGON -- THE EQUALITY ACT, BUT ALSO THE CHANGES TO THE OREGON HEALTH PLAN THAT WE JUST HAD. SO TRANSGENDER PEOPLE UNFORTUNATELY EXPERIENCE DEVASTATING RATES OF POVERTY, UNEMPLOYMENT, JOB DESCRIPTION, HOMELESSNESS AND HEALTH DISPARITIES, WHICH IS WHY I'M HERE TODAY TO TALK TO YOU ABOUT WHY IT'S SO IMPORTANT FOR YOU TO KNOW ABOUT THE ISSUES FACING OUR COMMUNITIES AND WORKING WITH YOUR INSTITUTIONS TO ENSURE THAT TRANSGENDER PEOPLE ARE RECEIVING COMPETENT AND ADEQUATE SERVICES THAT THEY DESERVE AND NEED. TRANSGENDER PEOPLE HAVE HIGH RATES OF POVERTY IN OREGON, MORE THAN 70% OF OREGONIAN RESPONDENTS TO A NATIONAL DISCRIMINATION SURVEY IN OREGON REPORTED INCOMES LESS THAN \$10,000 A YEAR. AND THEY HAVE FOUR TIMES LIKELY THE RATE OF POVERTY. THEY HAVE HIGH RATES OF HARASSMENT AND VIOLENCE WITH 83% REPORTED WORKPLACE HARASSMENT AND DISCRIMINATION. THEY HAVE HIGH UNEMPLOYMENT RATES, THEY HAVE 23% OF OREGONIANS RESPONDED THAT THEY WERE CURRENTLY EXPERIENCING HOMELESSNESS, AND 40% OF RESPONDENTS SAID THEY HAD ATTEMPTED SUICIDE. ALSO GENDER DYSPHORIA IS KNOWN TO BE LETHAL IN ONE TO THREE TRANSGENDER PEOPLE. AND TRANSGENDER DYSPHORIA IS THE DIAGNOSIS AND TALKS ABOUT -- AND DESCRIBES THE ANGUISH A LOT OF PEOPLE FACE, TRANSGENDER FACE WHEN THEY DO NOT HAVE ACCESS TO APPROPRIATE MEDICAL TREATMENT AND CARE FOR BEING WHO THEY ARE. TRANSGENDER PEOPLE OF COLOR HAVE DOUBLE THE RATES, OFTEN HAVE DOUBLE THE RATES OF HEALTH DISPARITIES THAN WHITE TRANSGENDER PEOPLE. IN OREGON, I DO NOT HAVE THOSE STATISTICS, BUT NATIONALLY WE HAVE STATISTICS AROUND UNEMPLOYMENT AND HOMELESSNESS, AND ALSO VIOLENCE. SO OFTEN IT IS MUCH HIGHER. THERE'S MANY THINGS THAT ARE HAPPENING TO REDUCE THE DISPARITIES AND THE HEALTH DISPARITIES AND THE VIOLENCE AND DISCRIMINATION FACED BY TRANSGENDER PEOPLE, AND IN OREGON, WE'VE LED THE WAY. AND ONE THING THAT WE HAVE ACCOMPLISHED HERE IS THE OREGON HEALTH PLAN, EFFECTIVE JANUARY 1, SO THIS MONTH, THE

OREGON HEALTH PLAN INCLUDES LIFE-SAVING TRANSGENDER HEALTH CARE COVERAGE FOR OREGONIANS EXPERIENCING GENDER DYSPHORIA. THE OREGON HEALTH PLAN IS DETERMINED BY THE HEALTH EVIDENCE REVIEW COMMISSION, THE COMMISSION VOTED TO UPDATE AND MODERNIZE COVERAGE FOR TREATMENT FOR GENDER DYSPHORIA TO MEET CURRENT STANDARDS OF CARE AS RECOMMENDED BY THE AMERICAN MEDICAL ASSOCIATION AND EVERY OTHER LEADING MEDICAL ASSOCIATION. THE COMMITTEE RECOGNIZED AFTER 15 YEARS, IT WAS TIME TO UPDATE AND MODERNIZE THIS POLICY. THE COMMITTEE VOTE ORDER THIS CHANGE IN AUGUST AND EVERY LEADING MEDICAL ASSOCIATION NOW SUPPORTS INCREASING ACCESS TO HORMONAL AND SURGICAL CARE, HEALTH CARE FOR TRANSGENDER PEOPLE. SO WHAT DOES THIS MEAN? SO THIS IS LIFE-SAVING CARE, TRUE LIFE-SAVING CARE FOR TRANSGENDER PEOPLE, AND TRANSITION-RELATED HEALTH CARE INCLUDES COUNSELING AND HORMONE THERAPY, AND IS DEEMED MEDICALLY NECESSARY AND APPROPRIATE BY PATIENTS, DOCTOR, AND THEY ALSO INCLUDE CERTAIN SURGERIES.

Nico: WHAT DOES THIS MEAN FOR YOU AND WHY IS IT IMPORTANT FOR YOU TO KNOW ABOUT THIS? SO YOU OVERSEE SO MANY AMAZING INSTITUTIONS AND SERVICES -- TRANSGENDER PEOPLE HAVE HIGH RATES OF EXPERIENCING HEALTH DISPARITIES, AND HAVE HIGH RATES OF POVERTY. DUE TO THIS, THEY ARE MORE LIKELY OR ARE ESTIMATED MORE LIKELY TO ACCESS YOUR SERVICES SUCH AS HEALTH CLINICS, SHELTERS, AND OTHER STATE-FUNDED SERVICES AT HIGHER RATES. CURRENT CHALLENGES WITH OREGON HEALTH PLAN ARE IMPORTANT TO UNDERSTAND AND UNDERSTANDING THEM WILL HELP YOUR INSTITUTIONS SERVE TRANSGENDER PEOPLE WHEN ACCESSING THIS CARE. SO I'M WORKING RIGHT NOW WITH A BUNCH OF ADVOCATES AND AMAZING GOVERNMENT OFFICIALS TO IMPLEMENT THE OREGON HEALTH PLAN'S TRANSGENDER POLICY, AND ONE OF THE BIGGEST ISSUES RIGHT NOW IS PROVISIONER. SO HAVING FOLKS THAT ARE TRAINED TO BE ABLE TO PROVIDE COME DIDN'T HEALTH CARE TO PEOPLE AS WELL AS JUST AFFIRMING AND AFFIRMING SERVICES, PEOPLE WHO KNOW THE APPROPRIATE LANGUAGE, AND ARE TRAINED TO BE WELCOMING AND AFFIRMING AND COMPETENT. SO I WILL CLOSE WITH MY RECOMMENDATIONS YOU HEARD A LITTLE BIT ABOUT DATA COLLECTION JUST NOW. ONE OF THE OTHER CHALLENGES WITH SERVING COMMUNITIES, TRANSGENDER COMMUNITIES AND PEOPLE LIKE ME IS HAVING ACCURATE DATA IN YOUR INSTITUTIONS TO BE ABLE TO ADEQUATELY SERVE TRANSGENDER PEOPLE WHEN THEY'RE SEEKING ACCESS TO CARE. AND SERVICES. SO MODERNIZING DATA COLLECTION EFFORTS TIME PROVE HOW TRANSGENDER COMMUNITIES ARE BEING INCLUDED IN RECORDS AND DATA IS VERY IMPORTANT. AND VERY -- CAN BE LIFE-SAVING AND VERY IMPORTANT TO BE AFFIRMING AND WELCOMING FOR TRANSGENDER PEOPLE TOMORROW MY SECOND RECOMMENDATION, IS TO I RECOMMEND REVIEWING YOUR POLICIES AND PROCEDURES IN YOUR INSTITUTIONS, AND TO REVIEW TO SEE IF THESE PROCEDURES ARE AFFIRMING AND HAVE -- AFFIRMING AND ABIDE

BY MODELS THAT ARE CURRENTLY BEING SEEN ACROSS THE UNITED STATES THAT ARE THE MOST -- SOME OF THE MOST PROGRESSIVE STANDARDS FOR SERVING TRANSGENDER PEOPLE. AND SOME OF THOSE -- THAT MAY, FOR EXAMPLE, HAVING PROVIDERS THAT HAVE BEEN TRAINED AND COMPETENT IN TRANSGENDER HEALTH CARE, AND -- OR PROVIDERS IN HEALTH CLINICS AND ALSO SHELTERS THAT ARE TRAINED IN PROPER INTAKE PROCEDURES WHEN PEOPLE ARE ACCESSING CARE. THE LAST RECOMMENDATION I WOULD MAKE IS TO REVIEW YOUR TRAINING PROTOCOLS FOR YOUR INSTITUTIONS, SPECIFICALLY AND FOR ALL LEVELS IN THE INSTITUTIONS TO ENSURE FOLKS ARE RECEIVING THE TRAINING THEY NEED TO ADEQUATELY SERVE TRANSGENDER POPULATIONS. AND WITH THAT I WILL CLOSE AND THANK YOU AGAIN FOR THIS OPPORTUNITY AND I WELCOME ANY QUESTIONS AFTER THE PRESENTATION.

Chair Kafoury: THANKS SO MUCH. GOOD MORNING.

GOOD MORNING, CHAIR KAFOURY, COMMISSIONERS AND STAFF. MY NAME IS JENN BURLETON, I'M THE EXECUTIVE DIRECTOR AT TRANSACTIVE GENDER CENTER. SOME OF YOU KNOW ME. THAT'S GREAT. TRANSACTIVE GENDER CENTER IS BASED IN PORTLAND. WE'RE IN OUR EIGHTH YEAR OF EXISTENCE AND WE'RE THE LEADING PROVIDER OF HOLISTIC RANGE OF SERVICES TO FAMILIES OF TRANSGENDER, GENDER DIVERSE, GENDER NONCONFORMING, GENDER FABULOUS, CHILDREN, YOUTH, AND CERTAINLY ADOLESCENTS. OUR POPULATION THAT WE SERVE IS PRIMARILY FAMILIES WITH CHILDREN BETWEEN THE AGE OF 3-23. WE SPECIFICALLY WORK WITH PARTNERS SUCH AS OHSU PEDIATRIC ENDOCRINOLOGY, OHSU FAMILY MEDICINE AT RICHMOND CLINIC, LEGACY EMANUEL CHILDREN'S HOSPITAL, AND THEIR PEDIATRIC ENDOCRINOLOGY DEPARTMENTS. I'M GOING TO SPEAK TO YOU THIS MORNING MAINLY ABOUT A SMALLER SECTION OF THE TRANSGENDER POPULATION THAT IS PROBABLY THE LEAST KNOWN AND THE LEAST SERVED, AND THAT IS TRANSGENDER CHILDREN AND YOUTH. ONE OF THE REASONS THEY'RE THE LEAST SERVED IS THAT THEY ARE THE MAJOR PORTION OF THE TRANSPOPP POPULATION THAT DOESN'T EVEN HAVE AN OPPORTUNITY TO HAVE A VOICE IN THEIR OWN CARE. BECAUSE THEY ARE MINORS. THIS WAS MADE PAINFULLY APPARENT BY THE RECENT SUICIDE OF LILA ALCORN, A TRANSGENDER GIRL IN OHIO. WHAT WE KNOW IS THAT ONE OF THE KEY AND FEW PROACTIVE FORMS OF CARE FOR TRANSGENDER PEOPLE THAT REDUCES TRAUMA, REDUCES FUTURE NEEDS FOR SURGERY, FUTURE NEED FOR OTHER TYPES OF RELATED PROCEDURES IS SUPPRESSION. IT'S BECOME PART OF THE STANDARD CLINICAL MANAGEMENT PROTOCOL FOR TRANSGENDER ADOLESCENTS. IT IS THAT WEIRD SCIENCE -- IT IS NOT WEIRD SCIENCE, IT IS NOT EXPERIMENTAL AND THE CLINICAL PROTOCOL HAS PROVIDED FORMERLY BY -- PERFORMING VERY MUCH ON A LEVEL WITH THEIR NONTRANSGENDER PEERS. SO WHAT HAPPENS WHEN ACCESS TO THIS CARE OR ACCESS TO AFFIRMATION IS DENIED THE TRANSGENDER CHILDREN, YOUTH, AND ADOLESCENCE? I USE THOSE THREE TERMS

TOGETHER BECAUSE IT'S VERY EASY TO THINK OF TRANSGENDER IDENTITY AS SOMETHING THAT OCCURS LATER IN LIFE, OR OCCURS IN CORRELATION WITH REALIZATION OF SEXUAL ORIENTATION. IN POINT OF FACT, GENDER DIVERSE IDENTITY AND EXPERIENCES BEGIN VERY, VERY YOUNG IN LIFE, AS EARLY AS 18 MONTHS, AND THEY'RE CERTAINLY CAPABLE OF MANIFESTING BY AGE 4 OR 5. WHEN THESE KIDS DON'T RECEIVE ADEQUATE CARE AND AFFIRMATION, 83% IDEA IT A SUICIDE AND 42% ATTEMPT SUICIDE. THERE ARE SIX TIMES AS LIKELY TO HAVE HIGH LEVELS OF DEPRESSION COMPARED TO NONTRANSGENDER PEERS, THEY'RE MORE THAN EIGHT TIMES AS LIKELY TO HAVE ATTEMPTED SUICIDE, THEY'RE MORE THAN THREE TIMES AS LIKELY TO USE ILLEGAL DRUGS. THEY'RE MORE THAN THREE TIMES AS LIKELY TO ENGAGE IN UNPROTECTED SEXUAL BEHAVIOR THAT PUTS THEM AT RISK FOR INCREASED RISK OF HIV AND OTHER SEXUALLY TRANSMITTED INFECTIONS. I WANT TO BE REALLY CLEAR IN THAT THEY'RE NOT AT RISK OF THESE THINGS BY NATURE OF BEING TRANSGENDER. THEY'RE AT RISK OF THESE THINGS BY NATURE OF BEING DENIED ACCESS TO SUPPORTIVE ENVIRONMENTS, SUPPORTIVE CARE AND AFFIRMING THERAPIES THAT CAN PREVENT THESE THINGS FROM HAPPENING. SO BEING TRANSGENDER IS NOT A FAST LANE TO ANY OF THESE THINGS, BEING MARGINALIZED FOR BEING A TRANSGENDER CHILD OR YOUTH IS.

Jenn: SO WHAT IS THE OHP GENDER DYSPHORIA LINE SAY? WHAT IS COVERED? SO WE'RE VERY PROUD TRANSACTIVE WAS ABLE TO PRESENT TESTIMONY TO THE HEALTH EVIDENCE REVIEW COMMISSION A COUPLE OF YEARS AGO TO ADD COVERAGE FOR PUBERTAL SUPPRESSION. THIS WAS VERY, VERY IMPORTANT. WHILE THE GENERAL POPULATION CERTAINLY HAS ECONOMIC CHALLENGES AND ACCESSING CARE, THE ACTUAL COST OF THINGS SUCH AS HORMONES IS NOT THAT EXORBITANT. IT'S ACCESS TO CARE PROVIDERS. WHEN IT COMES TO PUBERTAL SUPPRESSION, THE MONTHLY OUT OF POCKET COSTS FOR FAMILIES IS BETWEEN 750-1200 DOLLARS A MONTH. AND THAT WAS NOT COVERED BY INSURANCE AT ALL. IT WAS CONSIDERED AN OFF-LABEL USE. THE WAY IT LOOKS IN TREATMENT IS EXACTLY THE SAME, THE EFFECTS ARE THE SAME, IT'S JUST THAT WHEN MOST TRANSGENDER KIDS ARE BEGINNING TO GO THROUGH PUBERTY IS AT THE RIGHT TIME, BUT IT'S THE WRONG GENDER. SO INSURANCE COMPANIES HAD DENIED CLAIMS FOR THAT. SO GETTING OHP TO COVER THIS FOR FAMILIES THAT WERE SPECIFICALLY ECONOMICALLY CHALLENGED EVEN MORE SO THAN OTHERS WOULD LITERALLY SAVE THE LIVES OF THOUSANDS OF CHILDREN AND YOUTH OVER THE COMING YEARS. PUBERTAL SO DELAYING THE ONSET OF PUBERTY IS COVERED, WITH GNRH ANALOGS. THESE ARE NOT HORMONE TREATMENTS AS SOME MAY HAVE MISREPRESENTED. THIS SIMPLY TELLS THE BODY, YOU HAVE NOT REACHED PUBERTY YET, DON'T START THE CHANGES. AND THIS IS KEY FOR TRANSGENDER CHILDREN AND YOUTH, BECAUSE IT IS HAVING THEIR BODY BETRAY THEM AND BECOME SOMETHING OTHER THAN WHAT REFLECTS THEIR GENDER IDENTITY IS TORTURE. AND IT SETS THE PATH FOR MAKING A

LOT OF CHANGES THAT IF WE'RE TALKING ABOUT HEALTH CARE, A LOT OF TRANSADULTS ARE GOING TO COME BACK YEARS LATER AND BE UNDER THE NEED TO SPEND THOUSANDS OF DOLLARS OR TO ACCESS THOUSANDS AND THOUSANDS AND THOUSANDS OF DOLLARS IN HEALTH CARE TREATMENT TO UNDO THESE CHANGES THAT COULD HAVE BEEN AVOIDED IN THE FIRST PLACE. ALSO COVERED IS CROSS SEX HORMONE THERAPY. IT'S INCLUDED ONLINE 413 FOR TREATMENT OF ADOLESCENTS AND ADULTS WITH GENDER DYSPHORIA. AND SO THERE ARE PROCESSES IN PLACE AT TRANSACTIVE GENDER CENTER. SO WHEN TO TREAT. THIS TREATMENT SHOULD BE INITIATED IDEALLY AT THE FIRST PHYSICAL CHANGES OF PUBERTY. THERE ARE FIVE PHYSICAL STAGES OF PUBERTAL CHANGE, THEY'RE CALLED TANNER STAGES. STAGE 10 OR -- ADULTHOOD, AND TWO, THREE, AND FOUR, ARE WHEN THE SECONDARY SEX CHARACTERISTICS AND DEVELOPMENTAL STAGES ARE HAPPENING. SO WHAT IS THE TREATMENT CRITERIA? FOR PUBERTAL SUPPRESSION, ADOLESCENTS MUST FULFILL ELIGIBILITY AND READINESS CRITERIA AND MUST HAVE A COMPREHENSIVE MENTAL HEALTH EVALUATION. THIS IS TO MAKE SURE THAT THESE CHILDREN ARE EXPRESSING AND EXPERIENCING WHAT IS CONSIDERED TO BE PERSISTENT AND CONSISTENT GENDER DIVERSION IDENTITY. IT'S VERY ELABORATE ASSESSMENT, BECAUSE WE CERTAINLY DON'T JUMP TO EVERY CONCLUSION THAT EVERY CHILD WHO, EVERY BOY WHO LIKES A BARBIE OR EVERY LITTLE GIRL WHO WOULD PREFER TO HAVE A RUSSELL WILSON -- I WOULD PREFER AARON RODGERS HELMET, BUT A -- SORRY, SEAHAWKS FANS -- [LAUGHTER] I'M A LITTLE BITTER RIGHT NOW.

Jenn: EVERY CHILD WHO IS GENDER DIVERSE DOES NOT NECESSARILY MEAN THEY'RE TRANSGENDER. SO WE WANT TO MAKE SURE THE YOUTH THAT ARE REFERRING ON ARE CONSISTENTLY EXPRESSING DISTRESS OVER THE INCONGRUENCE BETWEEN THEIR GENDER IDENTITY AND THEIR BODY OR THEIR GENDER ROLE IN SOCIETY. OTHER TREATMENT CRITERIA FOR CROSS SEX HORMONE THERAPY HAVE PERSISTENT AND WELL DOCUMENTED GENDER DYSPHORIA, AND THAT'S WHERE THE PERSISTENT AND CONSISTENT ASPECT OF OBSERVATION COMES IN. HAVE THE CAPACITY TO MAKE A FULLY INFORMED DECISION AND TO GIVE CONSENT FOR TREATMENT. SO MORE AND MORE PROVIDERS WITH REGARD TO GENDER DYSPHORIA AND TRANSIDENTITY ARE MOVING TOWARD AN INFORMED CONSENT MODEL. WE'RE DANCING ON THIS FINE LINE WHERE THE RHETORIC IS SAYING, GENDER DIVERSITY IS NOT IN AND OF ITSELF AN ILLNESS, THEREFORE THERE SHOULD NOT BE PATHOLOGY AROUND IT. HOWEVER, THE SYSTEM STILL REQUIRES THERE TO BE SOME SCREENING PROCESS TO MAKE SURE THERE AREN'T COEXISTING CONDITIONS HAPPENING. FOR MOST OF THE YOUTH WE WORK WITH, THEY HAVE DONE A SOCIAL GENDER TRANSITION SEVERAL YEARS EARLIER. MOST OF THE KIDS WE WORK WITH, RIGHT NOW TRANSACTIVE IS WORKING WITH ABOUT 430 FAMILIES IN THE MULTNOMAH PORTLAND METRO AREA, THAT'S MANY MORE THAN MOST PEOPLE THINK. AND ABOUT 65% OF THOSE FAMILIES HAVE KIDS UNDER THE AGE OF 12. WE

ESTIMATE THAT'S ABOUT 10% OF THE POTENTIAL FAMILIES THAT COULD BENEFIT FROM OUR SERVICES. AND MOST OF THOSE KIDS HAVE COMPLETED THEIR SOCIAL GENDER TRANSITION ALREADY IN ELEMENTARY SCHOOL. SO THEY'RE LIVING, BREATHING, USING RESTROOMS, AS THE GENDER THEY EXPERIENCE THEMSELVES TO BE IN, AND THEY'RE DOING EXTREMELY WELL. SO BY THE TIME THEY GET TO CHANGES OF PUBERTY, THIS IS SOMETHING THAT WE'RE PRETTY CERTAIN IS THE RIGHT PATH FOR THEM BASED UPON WHAT THEY'RE SHARING WITH US. ANOTHER ASPECT THAT IS COVERED IS -- THAT -- ANOTHER TREATMENT CRITERIA IS TO MAKE SURE OTHER SIGNIFICANT MEDICAL OR MENTAL HEALTH CONCERNS ARE REASONABLY WELL CONTROLLED. SO THERE ARE NO CONFLICTING DIAGNOSIS OR THINGS LIKE THAT THAT WOULD CLOUD THE ABILITY OF THE YOUTH OR THE FAMILY TO UNDERSTAND THIS IS A DISTINCT EXPERIENCE THAT THE CHILD IS HAVING. FINALLY, TO HAVE A THOROUGH PSYCHOSOCIAL ASSESSMENT BY A QUALITY PROFESSIONAL, EXPERIENCED IN WORKING WITH PATIENTS AND SPECIFICALLY

Jenn: I WOULD ADD ADOLESCENT AND YOUTH PATIENTS WITH GENDER DYSPHORIA, THIS IS NOT SOMETHING THAT IS COMMONLY TRAINED ON SUFFICIENTLY IN OUR SCHOOLS, AND ONE OF THE ASPECTS OF WHAT TRANSACTIVE DOES IS PROVIDE EDUCATION AT THE HIGHER -- AT UNDERGRADUATE, AND POST-GRADUATE LEVEL SO WE ARE GETTING MORE PEOPLE THAT ARE EXPERIENCED AND PREPARED TO WORK SPECIFICALLY WITH THIS POPULATION. SO WHAT ARE THE KEY CHALLENGES? YOUTH WORKER AND CARE PROVIDER AWARENESS OF THESE TREATMENT MODELS, EVEN BEING AVAILABLE FOR YOUTH IS LOW. SO WHILE MOST PEOPLE HAVE SOME GENERAL SENSE OF OH, TRANSGENDER, I SAW THAT ON BARBARA WALTERS, OR I SAW IT ON JERRY SPRINGER, GOD FORBID, BUT WHAT PEOPLE HAVE A SENSE OF WHAT CARE LOOKS LIKE FOR TRANSGENDER ADULTS, THERE IS VERY LOW CONCEPT AND PERCEPTION OF WHAT IS ACTUALLY AVAILABLE FOR PROACTIVE TREATMENT FOR TRANSGENDER CHILDREN, YOUTH, AND ADOLESCENCE. THE COVERAGE FOR PUBERTAL SUPPRESSION DOES NOT DO THE FAMILIES AND THE YOUTH THAT NEED THAT CARE MUCH GOOD IF THEIR LOCAL CARE PROVIDERS THEY ACCESS THROUGH WHATEVER CHANNELS SIMPLY AREN'T AWARE THAT THESE ARE APPROVED MODELS OF CARE. THE KEY ONE IS THE TRANSGENDER YOUTH ARE OFTEN MISREPRESENTED AS CONFUSED ABOUT WHO THEY ARE, RATHER THAN AS SUFFERING AS A RESULT OF THEIR TRANSGENDER EXPERIENCE. THIS PREVENTS OR DELAYS ACCESS TO CARE. IF WE THINK IT'S SIMPLY A CONFUSED PHASE THAT A CHILD IS GOING THROUGH, WE DON'T PUT NEARLY ENOUGH EMPHASIS ON FINDING THEM EFFECTIVE ADEQUATE PAIN RELIEVING, SUFFERING RELIEVING CARE. GENDER DYSPHORIA TREATMENT IS SEEN AS DISCRETIONARY BY PARENTS, GUARDIANS AND INSTITUTIONS RATHER THAN NECESSARY FOR HARM REDUCTION. THIS IS THE CASE IN -- WITH LEILA ALCORN, BUT IT'S LITERALLY THE CASE WITH TENS OF THOUSANDS OF YOUTH. WE'RE NOT TALKING ABOUT DEMONIZING PARENTS

WHO SIMPLY DON'T UNDERSTAND WHAT'S GOING ON WITH THEIR CHILD, OR ARE UNAWARE SERVICES ARE AVAILABLE, BUT RIGHT NOW STILL IN MOST OF OUR INSTITUTIONAL ENVIRONMENTS AND MOST OF OUR FOSTER CARE ENVIRONMENTS AND IN A GREAT PORTION OF MULTNOMAH COUNTY AND SOCIETY IN GENERAL, THERE'S THE PERCEPTION THAT HAVING A DIFFERENT FEELING ABOUT YOUR GENDER IS SOMETHING THAT IS JUST A PHASE YOU'RE GOING THROUGH, YOU'RE CONFUSED ABOUT IT, AND IT WILL SORT ITSELF OUT IN ADULTHOOD. WHEN THAT HAPPENS, WE WILL THEN, WE THE UNIVERSAL WE, WILL RESPOND AT THAT POINT IN TIME. AND MANDATORY REPORTERS THIS, IS BIG, MANDATORY REPORTERS CURRENTLY DO NOT TREAT WITHHOLDING ACCESS TO CARE AS EITHER ABUSIVE UNDER THE PSYCHOLOGICAL TRAUMA DEFINITIONS OF ABUSE, OR ENDANGERING OR NEGLIGENCE.

Jenn: IT RESULTS QUITE CLEARLY THE STATISTICS SHOW, ARE CLINICAL EXPERIENCE SHOWS IT RESULTS PREDICTABLY IN LOW-SELF-ESTEEM, DEPRESSION, SUICIDAL IDEATION, INCREASED SUICIDE ATTEMPTS, HOMELESSNESS, DRUG ABUSE, AND SEXUAL EXPLOITATION. SO ONE OF OUR MAIN CONCERNS IS WHEN THIS IS HAPPENING, IT IS NOT SEEN AS SOMETHING THAT'S REPORTABLE. AND IF IT IS REPORTED, AGENCIES THAT RECEIVE THOSE REPORTS ARE NOT GENERALLY VALIDATING THOSE REPORTS AS BEING THREATENING OR ENDANGERING TO THE CHILD SIMPLY BECAUSE GOING BACK UP TO NUMBER TWO, THAT CHILDHOOD FLEXIBILITY AND CHILDHOOD GENDER IDENTITY IS SEEN AS KIND OF CONFUSION, OR TESTING OUT PROCESS, RATHER THAN AN ACTUAL LIFE-THREATENING QUALITY OF LIFE THREATENING EXPERIENCE. SO WHAT IS THE ACTION THAT IS NEEDED TO EXPAND CARE? WE NEED HELP WITH EDUCATING YOUTH WORKERS AND CARE PROVIDERS ON THE ASSESSMENT AND TREATMENT MODELS AVAILABLE TO -- FOR TRANSGENDER YOUTH. THERE IS MORE AND MORE EMPHASIS ON AWARENESS OF TRANSGENDER YOUTH AND WHEN I SAY YOUTH, MOST PEOPLE THINK TEENS. LATE TEENS. YOUTH OLD ENOUGH TO BE ABLE TO WALK INTO A CARE CENTER, TO HOP A BUS AND GO SOMEWHERE, WITH OR WITHOUT THEIR PARENTS' PERMISSION. SO WE NEED MORE EDUCATION FOR THOSE THAT WORK WITH THOSE YOUTH ACROSS A VARIETY OF DISCIPLINES AND ENVIRONMENT. WE NEED TO INCREASE PUBLIC AND CARE PROVIDER EDUCATION TO MOVE AWAY FROM SEEING GENDER DIVERSITY AS NOTHING MORE THAN ADOLESCENT OR CHILDHOOD CONFUSION. FREQUENTLY WHEN PEOPLE REFER TO -- I DO A GREAT DEAL OF TRAINING ON THIS, AND IN ONE OF THE ANECDOTES, ONE OF THE METAPHORS I USE IS FREQUENTLY WHEN ADULTS SAY TO A CHILD, SAY A TRANSGENDER CHILD IS CONFUSED, IT'S BECAUSE THEY'RE CONFUSED ABOUT WHAT THE CHILD IS EXPERIENCING. IT'S A TRANSFERENCE. I HAD NEVER HAD YOUR EXPERIENCE. YOU MUST BE CONFUSED. AND IT'S QUITE THE OPPOSITE. REFRAMING ACCESS TO ASSESSMENT AND MEDICAL CARE AS POTENTIAL LIFE-SAVING NECESSITIES FOR SOME TRANSGENDER YOUTH. THIS IS NOT A PRIVILEGE THAT SHOULD BE ALLOWED FOR CERTAIN

TRANSGENDER CHILDREN AND YOUTH. IT IS SOMETHING THAT IS A NECESSITY FOR THE HEALTH AND WELL-BEING. AND IT'S ALSO A NECESSITY TO IF WE'RE JUST TALKING NUMBERS, PREEMPTIVE CARE FOR TRANSGENDER CHILDREN AND YOUTH, IT REDUCES COSTS TO THEM AND TO THE CULTURE LATER ON WITH REGARD TO MEDICAL CARE AND HEALTH INSURANCE AND THINGS LIKE THAT. WE NEED TO INCREASE EDUCATION FOR MANDATORY REPORTERS ON THE IMPACT, THE DELAY, AND/OR DENIAL OF CARE HAS ON TRANSGENDER YOUTH. CURRENTLY FOSTER CARE ARE AT VERY HIGH RISK OF NOT RECEIVING THE CARE THAT IS -- THAT THEY'RE COVERED FOR UNDER OHP, AND THAT IS RECOMMENDED FOR THEM BY VIRTUALLY EVERY MEDICAL AND PSYCHOLOGICAL BODY AND SOCIAL JUSTICE ORGANIZATION. SIMPLY BECAUSE IT IS STILL SEEN AS A DISCRETIONARY FORM OF TREATMENT BECAUSE THEY MIGHT GROW OUT OF IT. AND THAT'S A PROBLEM. IF IT'S NOT BEING REPORTED, IF IT'S NOT BEING RECOGNIZE BY THE MANDATORY REPORTERS, WE WILL NOT BE GETTING ACCESS TO THE CARE THAT THE STATE HAS -- IS PROVIDING THESE CHILDREN AND YOUTH. WE NEED TO FACILITATE GOVERNMENTAL INSTITUTIONAL RECOGNITION THAT WITHHOLDING CARE TO TRANSGENDER OUTS MAY INDEED CONSTITUTE ENDANGERMENT OR ABUSE. DOING NOTHING IS NOT DOING NOTHING. AND WITH THAT, I THANK YOU VERY MUCH FOR YOUR TIME AND YOUR CONSIDERS, AND I'M ALONG WITH NIKKO MORE THAN HAPPY TO ANSWER QUESTIONS.

Chair Kafoury: THANK YOU DO. WE HAVE QUESTIONS OR COMMENTS?

Commissioner Smith: THANK YOU FOR YOUR VERY HONEST AND FRANK ASSESSMENT OF WHAT'S HAPPENING IN THE TRANSGENDER COMMUNITY AS IT RELATES TO HEALTH. SO THAT I GET THIS CORRECT, SO WHAT YOU'RE SAYING IS FOLKS WHO ARE ON THE OREGON HEALTH PLAN OR ONE OF THE MEDICAID OR MEDICARE PLANS THROUGH OUR HEALTH CLINICS, THEY CAN'T COME IN AND GET ANY TYPE OF HEALTH CARE?

Jenn: WELL, IF THEY'RE MINORS. AS FAR AS ADULTS, THEY HAVE ISSUES WITH ACCESSING ENOUGH PROVIDERS THAT ARE TRAINED TO PROVIDE COMPETENT CARE FOR TRANS FOLK, AND THAT TAKE OHP. BUT FOR TRANSCCHILDREN AND YOUTH, THEY NEED THEIR PARENTS' PERMISSION. TO ACCESS CARE. WHICH MEANS THAT WE NEED MORE EDUCATION SO THAT MORE PARENTS UNDERSTAND THIS MAY BE A LIFE THREATENING SITUATION YOUR CHILD IS EXPERIENCING. AND WE NEED MORE EDUCATION FOR INSTITUTIONS THAT ARE WORKING WITH PARENTS OF THESE KIDS, OR THAT MAY HAVE INTERACTION WITH THESE KIDS TO LOOK FOR SIGNS IN WHICH ADDITIONAL EDUCATION OR OUTREACH MAY BE BENEFICIAL.

Commissioner Smith: AND WHAT ARE YOUR RECOMMENDATIONS FOR US AS THE POLICY FORWARD FOR MULTNOMAH COUNTY?

OUR RECOMMENDATIONS WOULD BE TO WHATEVER EXTENT THE COMMISSIONERS AND THE BOARD CAN DO WOULD BE TO INCREASE MANDATORY TRAINING REQUIREMENTS FOR MANDATORY REPORTERS, TO INCREASE TRAINING FOR THOSE THAT ARE YOUTH WORKERS, TO EXPAND AWARENESS OF THESE ISSUES AND THE ABILITY TO IDENTIFY AND ENGAGE IN PRODUCTIVE CONVERSATIONS WITH THOSE THAT ARE PARENTS, CAREGIVERS, GUARDIANS, OF TRANSGENDER CHILDREN AND YOUTH, ABOUT THE RISK FACTORS AND ABOUT THE SERVICES THAT ARE AVAILABLE THAT CAN MITIGATE THOSE FACTORS FAIRLY DRAMATICALLY. AND WE WOULD LOVE TO PROVIDE THAT TRAINING AS WOULD OUR PARTNERS.

Commissioner Smith: SO WE'RE CURRENTLY IN THE PROCESS OF A LOT OF DIFFERENT CHANGES IN OUR MENTAL HEALTH SYSTEM AND PHYSICAL HEALTH, AND I DON'T KNOW ABOUT YOU, MADAM CHAIR, BUT I'D LIKE TO GET SOME KIND OF TASK FORCE TO LOOK AT THIS ISSUE. I KNOW WE HAVE A NUMBER OF THINGS WE'RE DOING RIGHT NOW THAT ARE REALLY CRITICAL THAT WE MAKE, BUT IT SEEMS TO ME THIS IS SUCH AN OPPORTUNITY TO DO SOMETHING -- I DON'T KNOW WHAT WE CAN DO, BUT JUST TO HAVE THE CONVERSATION TO MAKE IT BETTER FOR OUR YOUTH, TO HAVE ACCESS TO HEALTH CARE.

Chair Kafoury: I THINK YOU RAISE A GREAT POINT. THERE'S A LOT WE CAN DO. WE COME IN CONTACT WITH YOUTH, NOT JUST THROUGH OUR HEALTH CENTERS, WHICH IS KEY, BUT ALSO THROUGH OUR SUN SCHOOLS, AND SO MANY WAYS THAT WE TOUCH CHILDREN AND YOUTH IN OUR COMMUNITY, AND SO THERE IS DEFINITELY A LOT OF WORK FOR US TO DO. AND I SO APPRECIATE YOU COMING FORWARD TODAY WITH THESE REALLY SPECIFIC RECOMMENDATIONS.

THANK YOU.

Commissioner Shiprack: IT IS INTERESTING TO ME THAT YOU APPROACH THIS FROM THE PERSPECTIVE OF MANDATORY REPORTERS, BECAUSE MANDATORY REPORTER COMMUNITY, WELL, I PROBABLY NEED YOU TO FILL IN ALL THE BLANKS FOR ME, BUT IN ADDITION TO LAWYERS, THERE ARE, LIKE -- THERE'S A BROAD COMMUNITY OF MANDATORY REPORTERS. AND TEACHERS AND HEALTH PROFESSIONALS, AND IT SEEMS TO ME THAT FOR US TO BE ABLE TO BRING THEM ALL TO THE TABLE, I'M GOING TO RESONATE OFF WHAT COMMISSIONER SMITH WAS SAYING, TO SIT AT THE TABLE WITH THE MANDATORY REPORTERS AND -- HAVE YOU BEEN ABLE TO PROVIDE TRAINING TO ALL OF THOSE GROUPS?

Nico: WE HAVE PROVIDED TRAININGS TO ALL OF THOSE VARIOUS MANDATORY REPORTING GROUPS, TEACHERS ARE CERTAINLY A LARGE ASPECT OF IT, THE MAIN CHALLENGE THAT TEACHERS HAVE AT THIS POINT IN TIME IS THERE ARE TWO MAIN CHALLENGES. ONE, SEEING REPRESSION OF GENDER

EXPRESSION AS A FORM OF PSYCHOLOGICAL TRAUMA, JUST RECOGNIZING THAT MAY BE THE CASE, AND THEN TWO, HOW TO ADDRESS THAT WITH PARENTS OR OTHER INDIVIDUALS. AND IN SOME CASES IT MAY NOT BE ABUSIVE, IT MAY SIMPLY BE PARENTS DON'T KNOW ANY BETTER, BUT THE TEACHERS, OUR EDUCATORS, ADMINISTRATORS DON'T HAVE SUFFICIENT TRAINING ON HOW TO ENGAGE IN THOSE CONVERSATIONS WITHOUT FEELING LIKE THEY'RE OVERSTEPPING PARENTAL DISCRETIONARY BOUNDARIES. SO THE BIG CHALLENGE IS YES, LOOKING AT GETTING OUR MANDATORY REPORTERS TO INCLUDE DENIAL OF THE RIGHT TO EXPRESS YOUR GENDER IDENTITY AS YOU EXPERIENCE IT UNDER THE FAIRLY BROAD CONCEPT OF INFLECTING PSYCHOLOGICAL TRAUMA. AND RIGHT NOW THAT'S NOT ONE OF THE THINGS THAT IS FACTORED IN THERE. IN GENERAL.

Commissioner Shiprack: VERY CHALLENGING. I JUST HAVE TO COMMENT ONCE THEY ARE REPORTED AND IDENTIFIED, THEN WE -- OUR -- WE ARE DIRECTLY UP AGAINST THE OTHER CONFLICT, WHICH IS THAT THEY'RE CHILDREN AND THEY DON'T HAVE ACCESS TO HEALTH CARE.

Nico: RIGHT. AND SO ONE WAY WE LOOK AT IT IS THAT -- AND THIS IS BOTH DEALING WITH ENDOCRINOLOGY, THIS IS A POINT MADE BY THE PHYSICIANS WE WORK WITH, PEDIATRIC ENDOCRINOLOGISTS WORK WITH CHILDREN WITH DIABETES, AND WITH TRANSGENDER CHILDREN FOR PUBERTAL SUPPRESSION. IF A CHILD IS DIABETIC, AND FOR WHATEVER REASON THERE ISN'T ENOUGH EDUCATION AVAILABLE TO THEIR CARE PROVIDERS OR GUARDIANS OR THE FOSTER CARE SYSTEMS THEY'RE IN, THEY ARE DENIED ACCESS TO TREATMENT FOR DIABETES. THAT WOULD BE CONSIDERED MEDICALLY NEGLIGENT. IT WOULD BE CONSIDERED NEGLIGENT. HOWEVER, IF THEY'RE AT RISK OF SUICIDAL DEPRESSION, LOW SELF-ESTEEM, DROPPING OUT OF SCHOOL, HIGH STD RATES BECAUSE THEY'RE HORRIFIED BY GOING THROUGH A PUBERTY THAT DOESN'T MATCH THEIR GENDER IDENTITY, WITH THE TREATMENT PROVIDED BY THE EXACT SAME PROVIDER, IT'S NOT REALLY SEEN AS NEGATIVE OR AS MUCH OF AN IMPACT ON THE CHILD'S HEALTH AND WELL-BEING. IT'S A CONCEPTUAL ISSUE OF PERCEIVING THAT GENDER IDENTITY AS IT'S EXPERIENCED BY CHILDREN, YOUTH, AND ADOLESCENCE IS AS AUTHENTIC AND DEEP-SEEDED A CORE OF THEIR FOUNDATIONAL IDENTITY AS ANY OTHER ASPECT, AND TO IGNORE WHEN -- WHETHER IT'S THEIR BIOLOGY, OR THERE WHETHER IT'S THEIR CULTURE IS INFLECTING UNNECESSARY SUFFERING OR OPPRESSION ON THEM TO NOT RESPOND TO THAT IS LOOKING THE OTHER WAY WHEN PSYCHOLOGICAL TRAUMA OCCURS.

Chair Kafoury: THANK YOU. COMMISSIONER BAILEY.

Vice-Chair Bailey: I REALLY APPRECIATE THE PRESENTATION AS WELL, ESPECIALLY THE SPECIFIC RECOMMENDATIONS. I'D AGREE THERE'S A LOT WE CAN DO IN ADDITION TO THE KINDS OF THINGS YOU MENTIONED, AND I THINK IT'S ALSO IMPORTANT THAT WE LOOK AT HOW WE WORK WITH YOUTH

IN OUR CORRECTIONAL FACILITIES AS WELL. I THINK IT'S PRETTY CLEAR THAT AS YOU'VE MADE VERY CLEAR THAT IT'S NOT JUST A QUESTION OF TAKING ACTION, BUT ABOUT NOT TAKING ACTION, THE DO, AS YOU SAY, NOTHING IS NOT NOTHING. IT'S ALSO I THINK CLEAR THAT EVERY PERSON HAS THE RIGHT, THE HUMAN RIGHT TO LIVE A SELF-ACTUALIZED LIFE AS THEY REALLY ARE, AND WE CAN APPROACH IT FROM A HUMAN RIGHTS PERSPECTIVE, WE CAN ALSO APPROACH IT FROM A BUDGETARY PERSPECTIVE. IT'S PAY NOW OR PAY LATER. AND --

PAY MORE LATER.

Vice-Chair Bailey: EXACTLY. WE'VE LEARNED AN OUNCE OF PREVENTION IS WORTH A POUND OF CURE. IT'S IMPORTANT TO WORK WITH OUTS TO MAKE SURE THEY GET THE HELP, THE CARE AND SUPPORT THEY NEED TO BE SELF-ACTUALIZED FOLKS WHO CAN BE PRODUCTIVE AND CONTRIBUTING MEMBERS OF OUR SOCIETY AND FOLKS THAT ARE NOT HAVING TO PAY FOR IT LATER. THAT'S A COLD HEARTED WAY OF LOOKING AT IT, BUT I THINK IT'S AN IMPORTANT WAY OF LOOKING AT IT.

THANK YOU.

Commissioner McKeel: I WANT TO ADD MY THANKS AS WELL, AND ECHO ALL THE COMMENTS OF MY COLLEAGUES. I THINK WE DO HAVE GREAT OPPORTUNITY HERE, AND SO I HAVE LEARNED A LOT TODAY, AND THANK YOU SO MUCH.

YOU'RE WELCOME. THANK YOU.

Chair Kafoury: I WAS VERY HONORED, A COUPLE YEARS AGO TO HAVE A YOUNG PERSON VOLUNTEERING IN MY OFFICE AS AN INTERN, AND HE WAS A WONDERFUL PERSON, BUT VERY OBVIOUSLY TROUBLED, AND HE WAS -- HAD A LOT OF THE DEPRESSION AND SUICIDAL IDEATION YOU TALKED ABOUT, AND WHEN HE CAME FORTH AND SAID THAT HE WAS TRANSGENDER AND WAS MAKING A CHANGE IN HIS LIFE, I WAS VERY PROUD OF HIM FOR HAVING THE COURAGE TO DO SO, PUBLICLY, AT 21, A DIFFICULT TIME OF LIFE, BUT THEN TO SEE EMILY WALK IN THE DOOR OF MY OFFICE AND SAY, OH -- THERE WAS NO RESEMBLANCE TO HER FORMER LIFE. SHE WAS THE MOST HAPPY, GREGARIOUS; COMPLETE TRANSFORMATION. 180 DEGREE TRANSFORMATION. AND JUST SUCH -- IT WAS AN EXPERIENCE FOR ALL OF US IN OUR OFFICE, BUT TO SEE HER BECOME THE PERSON SHE WAS MEANT TO BE, AND ALL THE EMOTIONS THAT GO ALONG WITH IT, IT WAS REALLY JUST AMAZING. AND SHE'S SO SUCCESSFUL, AND EVERYTHING THAT WE DID NOT SEE IN HERE BEFORE, AND ALL BECAUSE OF WANT OF BEING WHO SHE WAS MEANT TO BE.

THAT'S WHY I LOVE MY JOB. I GET TO SEE THAT ALL WEEK LONG. AND I DEFINITELY INVITE ALL OF THE COMMISSIONERS TO COME VISIT OUR LOCATION, WE'RE IN YOUR DISTRICT, COMMISSIONER SHIPRACK. SO THANK YOU.

Chair Kafoury: THANK YOU BOTH FOR COMING TODAY. HAVING NO FURTHER BUSINESS, WE ARE ADJOURNED. [GAVEL]

ADJOURNMENT

The meeting was adjourned at 11:44 a.m.

This transcript was prepared by LNS Captioning and edited by the Board Clerk's office. For access to the video and/or board packet materials, please view at:
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Board of County Commissioners
Multnomah County