

Central Oregon Diversity, Equity and Inclusion (CODIE) Committee of the Central Oregon Health Council

Diversity, Equity and Inclusion Action Plan for 2020-2023 - last updated 2.14.20

BACKGROUND: In 2017, a gap in access to health care was identified and a partnership, Central Oregon Cares, was formed to address workforce diversity in the Central Oregon healthcare system. In 2018, the Oregon Health Authority released the Transformational Quality Standards elevating the conversation and response to address diversity, equity and inclusion within health care. PacificSource, who shares Medicaid governance with the Central Oregon Health Council (COHC), conducted a multi-stakeholder assessment about Culturally and Linguistically Appropriate Services (CLAS) Standards. In 2019, through partnership with PacificSource, the Central Oregon Health Council formed the Central Oregon Diversity, Equity and Inclusion (CODEI) team. Their charge is to address health equity throughout the region.

THE JOURNEY: The journey of CODEI is common to many diversity, equity and inclusion teams. We have experienced our starts, pauses, turns and adjustments. The questions we have sought to answer include: What does success look like? Who are we as CODIE? What is our scope? How do we do this work? Where do we start? How do we address our own biases and blind spots? How do we adjust what we do in response to our learning? How do we respond to the critical needs of those harmed by inequities? How do we impact our region? How do we partner with those already living and working in this space in our region? We continue to work through these and many other questions.

CODIE has always been open to all interested people and have met for 60- 90 minutes once a month since January 2019. As of December 2019, CODIE resides as a Committee within the COHC organizational structure. And as of October 2019, Pacific Source has provided funding support for 2019 and 2020.

THE SCOPE: Over the course of our first year's conversations, we recognized that the work of reducing and eliminating inequality in health care should begin at the individual and self-reflective level. It is only through addressing and changing our own mindsets that true evolution and change can begin. We also recognized that the Central Oregon Health Council, a 501(c)3 with the mission to improve health and well-being of all people in Central Oregon, and home to CODIE, has its own reflection and work to do to improve how we serve those who have been marginalized in our region. As the COHC non-profit does their DEI work, then they have a natural influence in the work of their Regional Health Improvement Plan workgroups, committees and board of directors. So, the work of the CODIE begins at home: first, with CODIE participants and COHC staff; second with COHC workgroups, committees and Board of Directors. As we work internally as individuals and a non-profit organization, we will naturally grow to deeper consciousness and ability to be an ally in our region.

This Action Plan is CODIE's first attempt at beginning to answer some of the questions we've been asking. We fully recognize that it is incomplete. It serves only as a first draft working plan (of many to come) to be updated and adjusted as we grow in our understanding, knowledge and will.

We are initially undertaking this in four phases:

- 1) Actions to be taken by CODIE and COHC Staff. This reflects the wise quote “To change the world, I must start with myself”.
- 2) Actions and practices to be taken by COHC Regional Health Improvement Plan Workgroups.
- 3) Actions and practices to be taken by COHC Committees and Board of Directors.
- 4) Actions and practices to be taken within the Central Oregon Region.

Although these are outlined as “phases”, they are not intended to mean that one phase will not happen or begin until the others are fully complete. These phases are purely for organization of thought and understanding our initial starting place. We also recognize that Diversity Equity and Inclusion work is layered, complex and evolving.

As you review this plan, we invite you to join us in this journey.

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Goal	Strategic Objective	Action Items
<p style="text-align: center;">GOAL 1: To work from a shared understanding of the health care needs of the Central Oregon Community and the barriers to equitable access and outcomes</p>	<p style="text-align: center;">Identify internal and external disparities and opportunities</p>	<p style="text-align: center;">Obtain individual baseline assessment data (phase 1 - CODIE and COHC Staff)</p>
		<p style="text-align: center;">Obtain individual baseline assessment data (phase 2 - Workgroups)</p>
		<p style="text-align: center;">Obtain individual baseline assessment data (phase 3 - Committees and Board)</p>

		Compile existing community data on regional health disparities
	Create a shared vocabulary around healthcare equity and access	Create a glossary of shared definitions
		Train COHC staff on how to talk about health care equity and access
		Train CODIE partners on how to talk about health care equity and access
		Train workgroup individuals/partners on how to talk about health care equity and access
		Train committees and board members on how to talk about health care equity and access
		Learn to articulate the 'business case' for supporting DEI efforts
	Create a shared understanding of the impacts of systems of oppression on health care access and disparities	Conduct a community needs assessment
		Train CODIE individuals/partners and COHC staff on systems of oppression, social determinants of health and healthcare equity.
		Train workgroup individuals/partners on systems of oppression, social determinants of health and healthcare equity.
		Train committees BOD on systems of oppression, social determinants of health and healthcare equity.
		Increase visibility of health disparities within COHC materials and all meetings
		Develop and publish a meaningful DEI statement

	<p>Make a public commitment to addressing barriers to health equity</p>	<p>Increase diversity of people and communities in COHC materials to better reflect population</p> <p>Sponsor DEI events</p>
<p>GOAL 2: To develop leadership in addressing health disparities at all levels of health care systems</p>	<p>Expand the definition of who is considered a leader</p>	<p>Identify formal and informal leaders</p> <p>Reframe "leadership" as partnership and influencer</p>
	<p>Support all leaders in better understanding and addressing health disparities</p>	<p>Deploy Equity Coaches to support committees and workgroups</p> <p>Define DEI as one of the responsibilities of the Board, Committees, workgroup members</p> <p>Share tools and strategies with respective organizations</p>
<p>GOAL 3: To develop policies and practices that prevent, address and remedy disparities in our organizational culture and operations</p>	<p>Reduce barriers to participation</p>	<p>Decolonize and make more inclusive language and practices</p> <p>Meeting location (dominate culture should carry burden of travel)</p> <p>Stipend, mileage, childcare to support participation</p>

		Provide translation for all documents, media, meetings
		Adjust communication, meeting styles and expectations to align with non-dominate cultural norms
	Review current policies with an equity lens	Review membership or partnership policies
		Review voting policies
		Review charters
		Review funding policies
		Review all other documents
Develop DEI budget line		
<p>GOAL 4: To engage with diverse community partners and stakeholders with cultural and linguistic competency</p>	Increase engagement by partners and stakeholders in cultural competency and other DEI training	Develop a training plan to address needs identified in assessments
		Hire professional trainers to deliver content
		Mandate or incentivize participation in training
		Reduce or eliminate barriers to participation in training
		Embed DEI-related lessons into regular gatherings
		Develop a forum, brown bag lunch, other types of venues to discuss DEI issues
	Adopt cultural competency accountability measures	Create a system for receiving regular feedback from diverse populations
		Recruit COHC staff and partners who reflect the community
		Increase and improve COHC relationship and partnership with impacted partners

GOAL 5: To improve access to and utilization of data, research and evaluation outcomes in addressing health disparities	Apply data to future planning and decision making	Respond to individual and organizational assessment with updated Action Plan
		Use disaggregated data in planning and decision making
	Develop and track DEI-related metrics	Create capacity to collect and monitor data at community, zip code and census tract level
		Collect and disaggregate data in RHA, RHIP, workgroups and funding initiatives
		Develop a 'real time' dashboard showing progress toward outcomes, demographics, research, findings
		Develop and track COHC organizational DEI metrics