



Central Oregon Diversity Inclusion and Equity (CODIE) Workgroup

Agenda: June 1, 2020; 11:15 – 12:45pm

Virtual Meeting

Join by computer: <https://zoom.us/j/307489003>

Join by phone: +1 669 900 6833; Meeting ID: 307 489 003

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|-------------|--|
| 11:15-11:25 | Introductions, Land Acknowledgement and Guiding Principles – All |
| 11:25-11:40 | Meet our new DEI consultant, Ignatius Bau - All |
| 11:40-12:00 | Intercultural Development Inventory – Gwen Jones <ul style="list-style-type: none">• Home page: https://idiinventory.com/• Video: https://idiinventory.com/video/an-introduction-to-the-intercultural-development-inventory-3-28-minutes/?id=357 |
| 12:00-12:40 | Advocacy Letter Draft - All <ul style="list-style-type: none">• Focused Conversation |
| 12:40-12:45 | Next Steps and Closing |

Next Meeting – June 22, 2020; Virtual Meeting.



As the Central Oregon Diversity, Inclusion and Equity Committee we collectively and individually practice and believe in:

- Solidarity
 - We move toward action in solidarity with our neighbors to actively and positively impact our agencies and communities.
- Humility
 - We carry the burden of history and a better future together, responsible to each other and ourselves for the space and energy we give and take.
- Curiosity
 - The direction we seek is bigger than any one of ourselves or agencies. We actively work to see a broader perspective, gain deeper insight, self-reflect and work towards equitable representation of diverse identities.
- Courage
 - This is courageous work. We choose to lean into the discomfort we experience knowing we grow in understanding and relationships.
- Transformation
 - Our lived experiences and need for safety are as true and diverse as we are. It is through invitation, curiosity, and listening that we reach our greatest shared understanding and commitment to transformative action.

Dear __ (health care entity) _____,

We are writing to voice our support for you (insert organization name) to increase the translation of all public and internal information to Spanish.

There are over 12,000 people in Central Oregon alone (Deschutes County, Crook County, Jefferson County and The Confederated Tribes of Warm Springs) who speak Spanish. Additionally, Oregon's Latino population has grown 72% since 2000, and the Oregon Office of Economic Analysis estimates that the total state Latino population will increase by 40 percent by 2050.¹

The need for multilingual information is great and the need continues to grow.

As a health care organization receiving any federal funds, Title VI under the Civil Rights Act² requires us to follow the Culturally and Linguistically Appropriate Services (CLAS) Standards³.

The most foundational standard is that ALL information be linguistically and culturally appropriate for ALL of our residents. When information is translated and easily understood quality of care improves, individual health improves and costs reduce.

Some of the recommended best practices for translation⁴⁵ include:

- Using a Certified Translator who is trained to accurately translate and personalize the message to the cultural needs of the audience. This results in more accurate translation of information and acceptance of the message.
- Complete an organizational assessment specific to language assistance services to describe existing language assistance services and to determine how they can be more effective and efficient
- Formalize processes for translating materials into languages other than English and for evaluating the quality of these translations. This may include testing materials with target audiences.
- Translating all parts of information. This includes directories, links, captions, verbal and written directions such as on a phone line or webpage.
- Eliminating acronyms and using plain language⁶
- Using pictures and images (which can be universally understood)

¹ https://oregoncf.org/Templates/media/files/reports/latinos_in_oregon_report_2016.pdf

² https://www.lep.gov/sites/lep/files/resources/AG_021711_EO_13166_Memo_to_Agencies_with_Supplement.pdf

³ <https://thinkculturalhealth.hhs.gov/assets/pdfs/EnhancedNationalCLASStandards.pdf>

⁴ <https://thinkculturalhealth.hhs.gov/assets/pdfs/AnImplementationChecklistfortheNationalCLASStandards.pdf>

⁵ <https://plainlanguage.gov/>

⁶ <https://plainlanguage.gov/>

We know you are working hard to develop and distribute health information and care to everyone, especially during this time of looming budget cuts. The links included provide additional resources.

When all people are able to consume information, respond, and contribute our community can be more successful and prosperous.

We strongly encourage and support your prioritization of translation of all information for all of our residents.

Sincerely,
