



Central Oregon Diversity and Inclusion (CODI) Workgroup
NeighborImpact
2303 SW 1st St., Redmond, OR 97756

Agenda: August 26, 2019 from 11:15am – 12:45pm
Join Zoom Meeting – <https://zoom.us/j.307489003>
1-669-900-6833 Meeting ID 307489003

- 11:15-11:35 Welcome & Introductions/Self-Reflection Activity – Miguel Herrada
The smell of the place
<https://www.youtube.com/watch?v=VJ0kNV4-c-E>
- 11:35-11:55 Develop Workgroup Guiding Principles – Individual, Small Group, All
- 11:55-12:35 Structured Thinking - Individual, Small group, All
- Level Setting and Review of National Partnership for Action model
<https://minorityhealth.hhs.gov/npa/>
 - Development of Action Plan:
 - Goal 2- How do we (within COHC workgroups, committees, Board) strengthen and broaden leadership for addressing health disparities at all levels?
- 12:35-12:45 Action Items - All

September 23 Meeting – Virtual Only

The Smell of the Place-

Presented by Sumantra Ghoshal (3 min)

<https://www.youtube.com/watch?v=VJ0kNV4-c-E>

Questions to work on small groups or dyads:

- Are leaders responsible of creating change?
- How leadership can promote the values of DEI?
- Is change even possible? Under what conditions? What needs to happen?
- What about those who don't care about DEI?

Goal 1: How do we (within COHC workgroups, committees, Board) all talk the same language? Have a shared understanding of the need?

Examples: Training, break the myth about Oregon's past, respond to the statement "there is no diversity here..."

- Identity-specific recruiting in workgroups, board, and partner organizations
- Educate ourselves ... institutional racism, how we got to this point. Need to understand the WHY and history of each of these
- Having conversations around race
- Be in community with ppl with different identities
- This is a beginning... need to include wider community, healthcare, education and MORE.
- People want to participate, take action, not just give input and ideas
- Often are having to answer the same questions from different agencies.
- Identify and eliminate the blame that is placed on people impacted
- Can the health council designate resources (money, trainers) and even organize training for workforce (or at least leaders of healthcare orgs) on a variety cultural humility training topics.

ACTIONS-

- Change mtgs to other time of day
- Stipend to support participation
- Go to the community
- Look at different models that require org to have ppl with lived experience
- Hire ppl with diverse backgrounds-partner orgs invest in recruiting and hiring diverse backgrounds. Look at equivalencies and qualifications vs. education. How support reduction of

Goal 2: How do we (within COHC workgroups, committees, Board) strengthen and broaden leadership for addressing health disparities at all levels?

Examples: bring the impacted voice/broaden the diversity of CODI, adjust our communication, expectations and meeting style to align with non-dominate cultural practice...

- Have all the board members signed off on their commitment to working on EDI in their organizations?
- List of strategies provided to board mbr orgs
- What is coming out the CCO 2.0 requirements and suggestions? – linked to CLAS standards

ACTIONS-

- Board committee members commit to EDI within org.eg. equity plan, infrastructure...
- Pull out recommendations from CCO and use those to inform board recommendations

- How promote diverse hiring within COHC hiring, workgroup membership and representation?
- Training with workgroups and staff (eg. Like trauma informed work). Cultural humility, outside trainer, etc
- Partner with other agencies with communities

A place to review and consider other strategies:

<https://healthequityguide.org/>

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Notes:

July:
Need to go out and ask those impacted
How do we develop political will within CO to work on legislation .. what is our influence as NP on politically-charged topics.
Question: what is COHC approach with politically-charged and legislation development?

August: