



Central Oregon Diversity and Inclusion (CODI) Workgroup

Agenda: November 18, 2019 from 11:15am – 12:45pm
Join Zoom Meeting – <https://zoom.us/j.307489003>
1-669-900-6833 Meeting ID 307489003

11:15-11:20

Introductions – All

11:20-11:30

Housekeeping

- Reminder: December Meeting moving to virtual

11:30-11:45

Development of Workgroup Guiding Principles – All

- Review second draft (Shelley, Laura, Lilliana)
- Invite agreement/virtual vote or third draft

11:45-12:25

Structured Thinking – All

- Continue Development of Central Oregon Health Council DEI Action Plan (for board, committees, workgroups)

Goal 4: How do we improve/address COHC cultural and linguistic competency?

Goal 5: How do we improve data availability and coordination, utilization and diffusion of research and evaluation outcomes?

Resources to bring/review:

Global Diversity and Inclusion Benchmarks –

<http://diversitycollegium.org/usertools/GDIB-V-03072016-3-2MB.pdf>

Meyer Memorial Trust DEI Spectrum Tool –

<https://drive.google.com/file/d/1oGrqI-o9dHWfZW9kEOxtaTcBA23CZBk/view>

12:35-12:45

Debrief of Process and Next Steps

Next Meeting – December 16 – Virtual

Collectively and individually we practice and believe,

- 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.
- 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.
- 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 answer the questions “what and who are we missing”?
- This is courageous work. We choose to lean into the discomfort we experience knowing we grow in understanding, growth and relationship.
- We move toward action in solidarity with our neighbors to actively and positively impact our agencies and communities.

National Partnership for Action Model v1. 7.22.19-11.18.19

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 sign off on their commitment to working on EDI in their organizations
- Provide List of strategies to board mbr orgs
- What is coming out the CCO 2.0 requirements and suggestions? – linked to CLAS standards
- Adjust communication and meeting styles and expectations to align with non-dominate cultural norms
- Bring the impacted voice e.g. broaden the diversity of CODI
- Be intentional about committee makeup. Put financial resources in place to support it.
- Broaden the definition of leadership
- Have regular open forums and act upon discussion/asks/ideas/recommenations
- Change goal 2 from "leadership" to "partnership" to remove dominate nature
- Be open to changing structures
- Provide on-going training of Board, workgroups, committees in DEI
- Consider changing time, location, invitation to meetings
- Complete a Equity Training needs assessment (self and with partners)
- Raise awareness of why equity help. Provide example of the impact of the equity lense
- Create strategies to address the needs of each wg, committee, board

<ul style="list-style-type: none"> • 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 <p>A place to review and consider other strategies: https://healthequityguide.org/</p>	<ul style="list-style-type: none"> • Define what “Diversifying” means. What does “leadership” mean: empower those involved not just top _____. <p><u>ACTIONS-</u></p> <ul style="list-style-type: none"> • Board committee members commit to EDI within org.eg. equity plan, infrastructure... • Pull out recommendations from CCO and use those to inform board recommendations
<p>Goal 3: How do we (within COHC workgroups, committees, Board) need to develop our system, processes, policy and practices to address and remedy disparity in our operations and thinking?</p> <ul style="list-style-type: none"> • Add statement to all workgroup charters. • NO “empty” statements • Provide tools for workgroups to review proposals with HE lense • Switch the word ‘disparity’ to ‘inequity’. Inequity is the cause, disparity is the result • Training to all CODI, WG, committees, board • Define selection process to find individual with EDI pr_____ • Do a regular review and update with EDI • Provide tool or resource (partnership) to help assure using equity lense – their job • Use policy to “force” change with leadership • Review process for board membership • Explore hiring a professional equity consultant • Diversify across COHC staff, wg, committees, board • Review charters for membership process • Add representation on board of diverse identities • Ways to make workgroups accessible: 	<p>Goal 4: How do we improve/address COHC (workgroup, committee, Board) cultural and linguistic competency?</p>

<p>Do communities know of the groups? What time are they offered? Provide childcare, reimbursement Location and environment? Is content relevant for community? Is it easy to understand? How get multiple population groups to attend? Language of meeting and material (RHA/RHIP translated or present in Spanish)</p> <ul style="list-style-type: none">• Provide additional supports for minoritized folks in leadership	
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Goal 5: How do we improve data availability and coordination, utilization and diffusion of research and evaluation outcomes?

Notes:
July:
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?