Agenda: January 25; 1:00 – 3:30pm

Welcome, Introductions, Reflection on Current Events
- What is a new hobby, skill or area of learning you’re working on because of COVID 19? Or what is something new you hope to do in the new year that broadens your skills and experience?

Review of COHC and CODEI 2020 Accomplishments

Survey Reflection and Discussion for 2021 Planning

Break

Personal Experience Break Out Sessions

Break

Meyer Memorial Trust Spectrum Tool and Organizational DEI Assessment

Meeting Feedback

Next Meeting - February 22; 11:15a - 12:45p
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.
The Central Oregon Health Council

Central Oregon Diversity, Equity and Inclusion Committee
2020 Accomplishments

Central Oregon Diversity, Equity and Inclusion Committee
- Sponsored a Plain Language training for the community (2 sessions of 15 people each)
- Developed a strategic plan
- Hired a DEI consultant
- Advocated to 23 of our community health care providers to improve and increase their translation of all written material. Received a response from seven recipients.
- Three quarterly learning sessions for CODEI partners
- Three CODEI partners participating in DELTA 2020-21 and 2021 cohorts
- Contracted with Allyship in Action for DEI and anti-racism learning series for 2021 (6 modules, one offered a month, beginning in March. Financially supported by COHC.)
- CODEI partners completed the Intercultural Development Inventory and integrated cultural learning into CODEI meetings
- Started a Key Concepts Resource
- Started an Organizational Health Equity Assessment and Training Resource
- Heard from Pacific Source about their Health Equity Plan
- Heard from Public Health about the Central Oregon Public Health Equity Report

COHC Board of Directors
- COHC BOD has received training on lobbying and advocacy
- COHC BOD completed strategic plan with focus on DEI
- COHC BOD new purpose statement
- BOD reviewing and revising Bylaws in order to advance equity
- BOD completed Meyer Memorial Trust Spectrum Tool for DEI
- Two presentations to BOD (introduction to CODEI, completion of MMT)

COHC Staff
- All COHC staff (6) completed the Intercultural Development Inventory
- Rebuilt mini grant process to prioritize capacity building and equity
- Continuous staff coaching
- RHIP workgroups developing strategies that prioritize equity, diversity and belonging into their priority areas
- CODEI partners completed the Intercultural Development Inventory and integrated learnings into CODEI meetings
- Staff initiated monthly staff DEI development learning time
- Development and release of Statement Against Racism with plans to provide a community update in Winter 2020/2021
- Lobbying and advocacy instruction with starting to develop an operational process
What keeps you engaged in the CODEI Committee?

Answered: 12
Skipped: 0

**THEME: Focusing on improving equity**
- Keeping diversity front and center
- Optimism that this work will bring change
- Being part of creating positive changes
- Being part of the solution
- Making progress on equity work in our community
- Want to see what we can do

**THEME: Reducing disparities in health care and community**
- Supporting culturally competent health care for patients
- Supporting DEI in community health
- Reducing disparity in care
- Reducing impact of white supremacy culture on my organization, patients, friends and neighbors
- Helping identify any inequities

**THEME: Learning**
- Learning opportunities
- Learning to see inequity
- Sharing resources and learning
- Learning and leading in DEI

**THEME: Learning from each other**
- Learning from others
- Hearing different perspectives
- Good conversations
- Hearing updates/events
Q4 How would you describe the pace of the work in 2020?
Q5 What have been the most useful parts of the meetings over the last year?
Q6 What have been the least useful parts of the meetings over the last year AND could be eliminated?
Looking forward, at the end of 2021 what would you consider to be a success or achievement for CODEI?

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**THEME: Focus on Action Plan**
- Completing parts of our action plan
- Focused work on action plan
- Completing action plan items and moving forward on others
- Work on concrete goals for group and community

**THEME: Specific Tasks**
- Continuing to exist and function
- Continuous attendance
- Quality participation
- Engagement of people from other communities
- Influence and decisional power about COHC money and programs
- Regular reporting on action plan progress to CODEI
- Creating goal and progress goals to make progress more visible
- A formal statement against White nationalism and supremacy culture
- Bring things to the COHC Board of Directors for consideration
- Creating resources and guidelines for our communities
- Building deeper understanding about around white supremacy and what it will take to truly dismantle it

**THEME: Asks of COHC Partners**
- All COHC partners required to participate in trainings
- Required trainings for COHC partners that include cultural competency, cultural humility, microaggressions, code-switching, or systematic discrimination (to name a few) can impact an organization and/or community
- Asking COHC partner organizations to commit to and implement a diversity commitment statement in their official job descriptions by year-end 2021
**What are other topics you’d like to address in the next year?**

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<tr>
<th><strong>THEME: Tools and Support for Organizations</strong></th>
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<td>Recommendations on policy</td>
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<td>Trainings for medical staff</td>
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<td>Address the role of large organization executives in addressing anti-racism from policy and organizational level perspective</td>
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<td>Help organizations advocate for equity resources and staffing</td>
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<td>Advocate to organizations to increase equity capacity</td>
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<td>Addressing COHC's and other organizations’ white supremacy thinking (link provided)</td>
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<tr>
<th><strong>THEME: Work to Do</strong></th>
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<td>Increase access to health care</td>
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<td>Identify and address gaps in services</td>
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<td>Ways to use incentives to Lead-with-Equity</td>
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<td>Increase role in policy and advocacy</td>
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<td>Get clear about how CODEI is interfacing with COHC teams and BOD</td>
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<th><strong>THEME: Focus on Diversity and Leadership in the Workforce</strong></th>
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<td>Diversify workforce</td>
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<td>Diversify workforce development and recruiting</td>
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<td>Empower and retain BILACPOC people in all levels of staff and leadership in COHC and partner organizations</td>
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What can CODEI do to support your own organization's anti-racist journey?

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**THEME: Resources and Learning Opportunities**
- Assessment tools
- Provide quarterly resources that can be disseminated
- Educational opportunities
- Continuing discussions, learnings, training opportunities
- Resources
- Shared resources
- Community trainings
- Training modules

**THEME: Specific Support**
- Guidance on realistic policy changes
- Help develop and avenue to collect concerns and complaints (regional level)
- Affinity spaces with learning opportunities
- Lists of consultants

**THEME: Get Bolder**
- Get out of the middle ground of DEI and become more visible in the anti-racist work
- Build more DEI visibility to influence partners and region
Q10 In the next 6 months, what is your capacity to work on CODEI projects outside meeting times?
The Diversity, Equity and Inclusion (DEI) Spectrum Tool helps assess where an organization is on its DEI journey and to identify potential areas for future work.

The tool describes organizational components at different points along the DEI continuum for twelve different dimensions of DEI work:

- DEI Vision
- Commitment
- Leadership
- Policies
- Infrastructure
- Training
- Diversity
- Data
- Community
- Decisions
- Accountability
- Inclusion

DEI is a complex process, and every organization’s DEI journey is unique.

The scale focuses on five points along the DEI continuum – “Not Yet Started,” “Ready to Start,” “Launched,” “Well on the Way,” and “Exemplary/Leading” – but few organizations’ DEI experiences will fit neatly into these stages.
The descriptions of organizational characteristics at each point in the process are intended to serve as guideposts rather than fixed stages. Users are encouraged to place a dot on the arrow underneath each DEI dimension to indicate where the organization is on the continuum in relation to the guideposts.
<table>
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<tr>
<th>DEI Component</th>
<th>Not Yet Started</th>
<th>Ready to Start</th>
<th>Launched</th>
<th>Well on the Way</th>
<th>Exemplary/Leading</th>
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<tr>
<td>DEI Vision</td>
<td>Does not see DEI as relevant to its work</td>
<td>Recognizes the importance of DEI to its work and is contemplating its next steps</td>
<td>Recognizes the importance of DEI to its work and is in the process of developing a shared DEI vision</td>
<td>Has developed a shared DEI vision and is working to align the organization’s programs and operations with this vision</td>
<td>Has integrated DEI in organizational mission and vision statements which are actively being used to guide the organization’s programs and operations</td>
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<td>Commitment</td>
<td>Does not have an interest in advancing its DEI work</td>
<td>Is interested in advancing its DEI work and is considering how to do so</td>
<td>Is interested in advancing its DEI work and has put some strategies or actions in motion</td>
<td>Is actively engaged in advancing its DEI work</td>
<td>A commitment to DEI is fully institutionalized throughout the organization both internally and externally</td>
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<td>Leadership</td>
<td>Members of management, staff or board have not taken leadership on DEI issues</td>
<td>A few members of management, staff or board are leading the DEI discussion</td>
<td>A DEI point person or team is leading the organization’s DEI work</td>
<td>All levels of management, staff and board are taking leadership on DEI issues</td>
<td>Organization is a DEI leader and is helping to build the field and best practices; leadership demonstrates accountability to clients, constituents, stakeholders</td>
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<td>Policies</td>
<td>Does not have any DEI-related organizational policies (beyond non-discrimination policies)</td>
<td>Does not have, but is interested in developing, DEI-related organizational policies (beyond non-discrimination policies)</td>
<td>May have some DEI-related language in some of its organizational policies</td>
<td>Has DEI policies and/or an organizational DEI plan but may be unclear about how to operationalize it</td>
<td>Has DEI policies and an organizational DEI plan with clear goals, strategies and indicators of progress</td>
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<td>Infrastructure</td>
<td>Has not had internal discussions about the organization’s DEI work</td>
<td>Has had some internal DEI discussions, but doesn’t have an infrastructure to guide the organization’s DEI work</td>
<td>Individuals or small groups are guiding internal DEI discussions but aren’t integrated into the organization as a whole</td>
<td>Has internal committees, affinity groups or other formal structures focused on integrating DEI issues into the organization’s work</td>
<td>Work on DEI issues is integrated into every aspect of organizational culture and infrastructure</td>
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<td>Training</td>
<td>Has not done any training related to DEI</td>
<td>Is contemplating doing organizational DEI training; individual staff may have done some initial training</td>
<td>Some staff or board have participated in DEI-related training</td>
<td>All management, staff and board are involved in DEI training and capacity building</td>
<td>Fosters ongoing DEI training, growth and leadership among management, staff and board in line with an equity plan/strategy; staff are held accountable to DEI-related practices</td>
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<td>Diversity</td>
<td>Doesn’t see diversification of board and staff as a priority; may be paralyzed by the perceived challenges or view it as unattainable</td>
<td>Has had initial discussions about and values the idea of diversifying its board and staff</td>
<td>Beginning attempts to diversify its board and/or staff but may not know how to do it effectively or have strategies and systems in place; may not result in growing diversity</td>
<td>Actively works to increase diversity of board and staff, resulting in growing diversity; has begun to identify and institute retention strategies for diverse staff</td>
<td>Has policies and strategies for strengthening and maintaining organizational diversity; staff and board represent the diversity of the community it serves; effective retention strategies are implemented</td>
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<td>Data</td>
<td>Does not collect demographic data in its programmatic or operational work</td>
<td>Does not collect demographic data in its programmatic or operational work, but views this as a future goal</td>
<td>Collects some demographic data in its programmatic or operational work, but not in a systematic or comprehensive way</td>
<td>Collects and disaggregates comprehensive demographic data in its programmatic and operational work but may not know what to do with the information</td>
<td>Routinely collects, disaggregates and analyzes demographic data for all programmatic and operational work; uses the information in planning and decision-making</td>
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<td>Community</td>
<td>Doesn’t express interest in building stronger partnerships with communities facing disparities; may see it as unrealistic or unimportant to the organization’s mission</td>
<td>Values the idea of building partnerships with communities facing disparities, but may not know how or have relationships to draw upon</td>
<td>Is beginning to build partnerships with communities facing disparities but has not yet established accountability to and meaningful partnerships with these communities and may approach it in a tokenistic way</td>
<td>Actively works to build partnerships and trust with communities facing disparities; working to understand how to provide value and support to these communities</td>
<td>Has strong, mutually beneficial, accountable and equitable partnerships with diverse organizations and leaders from communities facing disparities</td>
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<tr>
<td>Decisions</td>
<td>DEI considerations do not factor into decision-making</td>
<td>Interested in factoring DEI considerations into decision-making, but may view it as an option or an add-on to core decision-making considerations</td>
<td>Decisions are occasionally influenced by DEI considerations in an ad hoc way</td>
<td>Decisions regarding organizational policies, practices and resource allocation are informed by DEI considerations</td>
<td>Decisions regarding organizational policies, practices and resource allocation are systematically guided by DEI considerations</td>
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<td>Accountability</td>
<td>DEI-related metrics are not included in evaluations of staff or programs or in organizational accountability mechanisms</td>
<td>May recognize the value of including DEI-related metrics in evaluations of staff or programs or in organizational accountability mechanisms, but has not made any plans to do so</td>
<td>Is preparing to include or is currently including DEI-related metrics in a few aspects of the organization, such as staff and/or board representation or evaluations of specific projects</td>
<td>Some of the organization’s standard evaluation and accountability mechanisms include DEI-related metrics</td>
<td>All evaluation and accountability mechanisms for the organization, its projects, programs, management, staff and board include specific DEI-related metrics</td>
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<td>Inclusion</td>
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<td>No explicit effort is made to create an inclusive atmosphere for staff and board members from communities facing disparities</td>
<td>Values the idea of being an inclusive organization but tries to achieve this by encouraging staff and board members from communities facing disparities to participate in the dominant culture</td>
<td>There is an appreciation of the voice and perspective of staff and board members from communities facing disparities, particularly in relation to the organization’s DEI work, but they are still expected to conform to the dominant culture</td>
<td>The voice of staff and board members from communities facing disparities is valued and is integrated into aspects of the organization; the organization is in transition from a dominant culture to an inclusive/multicultural culture</td>
<td>All staff and board feel valued and all aspects of the organization reflect the voice, contributions and interests of a multicultural constituency; the organization has transitioned to an inclusive/multicultural culture and has created systems, policies and practices to maintain this culture</td>
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