

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

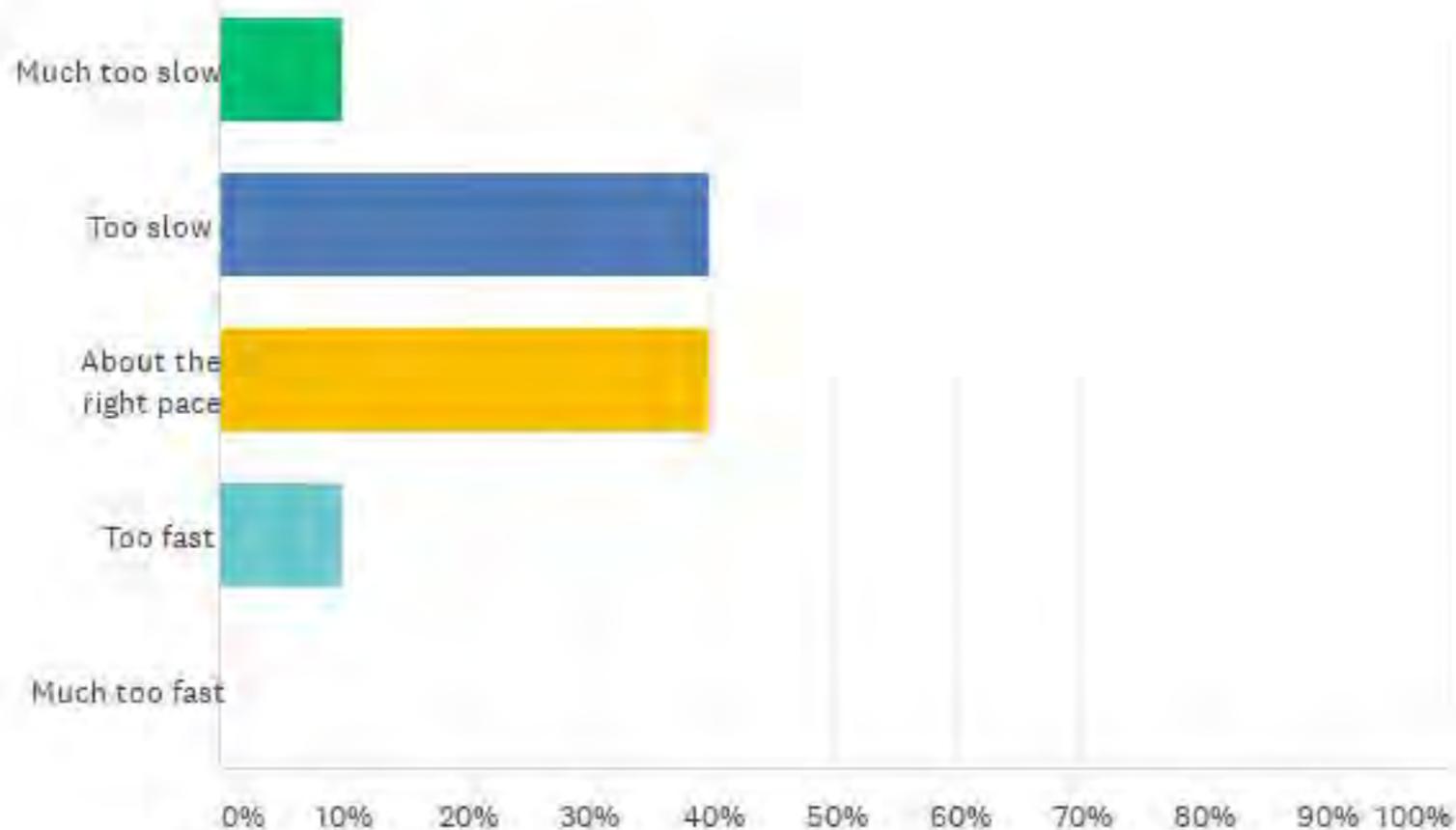
THEME: Learning

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

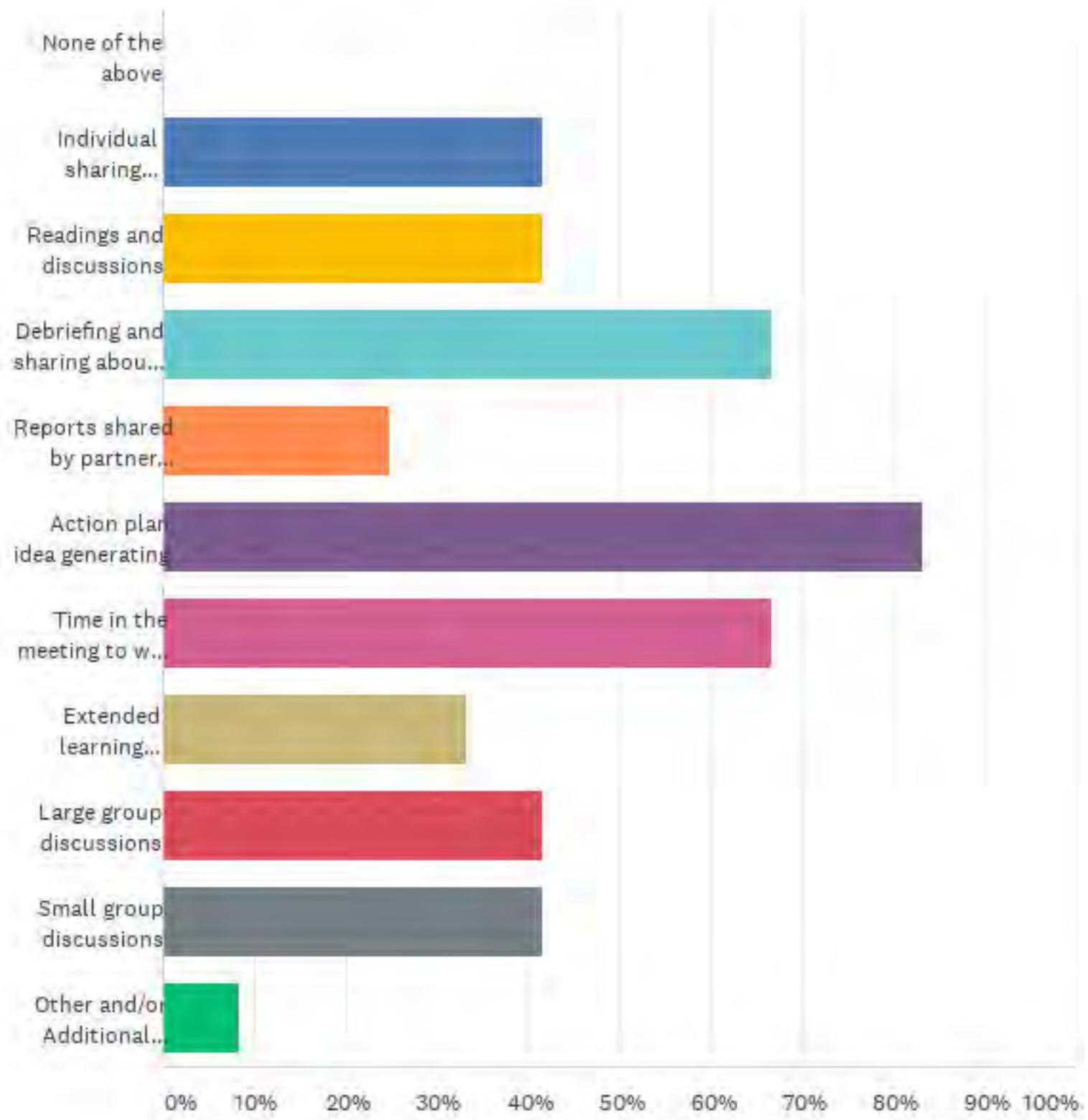
THEME: Learning from each other

- Learning from others
- Hearing different perspectives
- Good conversations
- Hearing updates/events

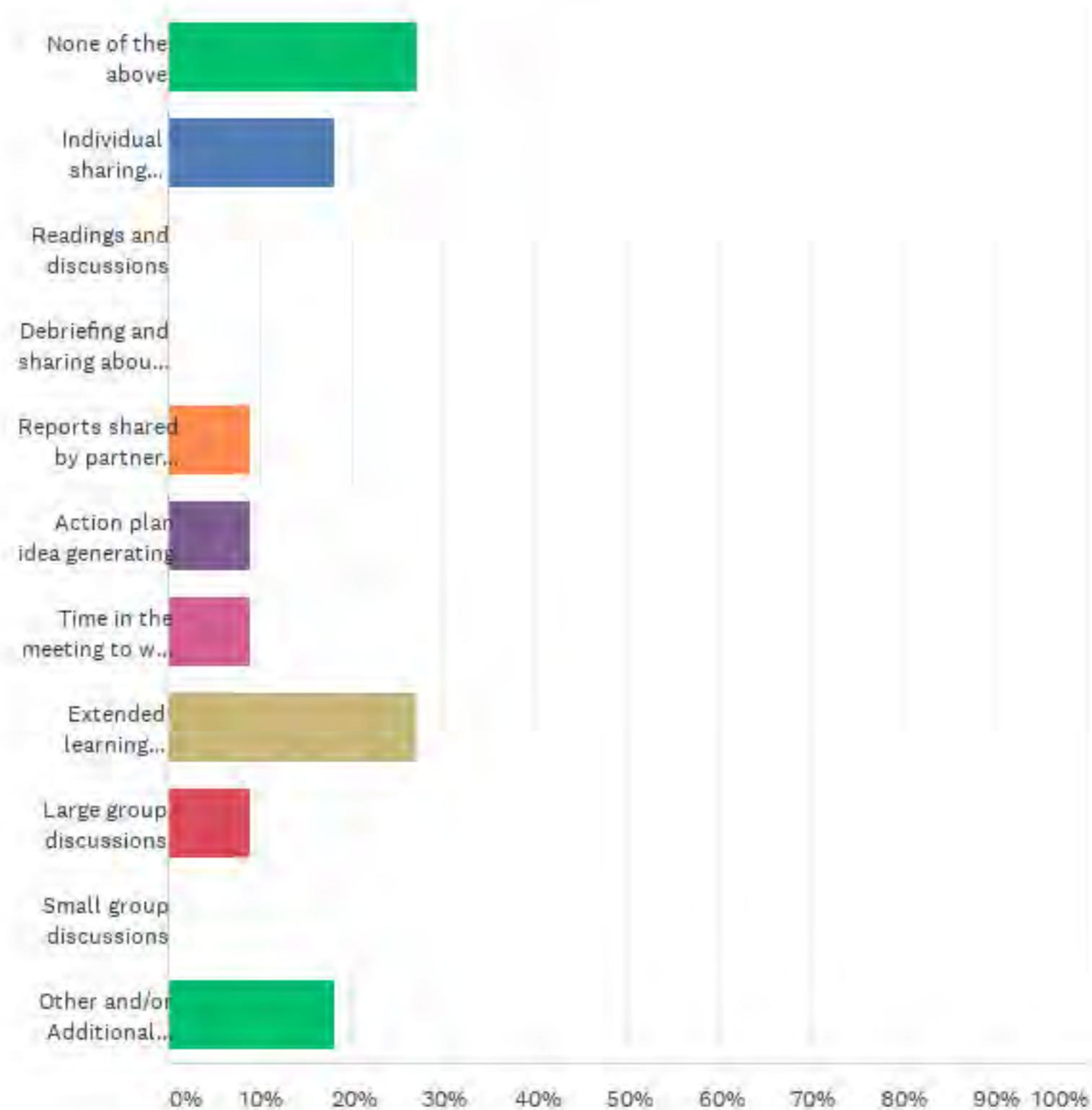
Q4 How would you describe the pace of the work in 2020?



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?

Answered	12
Skipped	0

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?	
Answered	11
Skipped	1

THEME: Tools and Support for Organizations
 Recommendations on policy
 Trainings for medical staff
 Address the role of large organization executives in addressing anti-racism from policy and organizational level perspective
 Help organizations advocate for equity resources and staffing
 Advocate to organizations to increase equity capacity
 Addressing COHC's and other organizations' white supremacy thinking (link provided)

THEME: Work to Do
 Increase access to health care
 Identify and address gaps in services
 Ways to use incentives to Lead-with-Equity
 Increase role in policy and advocacy
 Get clear about how CODEI is interfacing with COHC teams and BOD

THEME: Focus on Diversity and Leadership in the Workforce
 Diversify workforce
 Diversify workforce development and recruiting
 Empower and retain BILACPOC people in all levels of staff and leadership in COHC and partner organizations

What can CODEI do to support your own organization's anti-racist journey?	
Answered	11
Skipped	1

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?

