



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

Agenda: March 22; 11:15 – 12:45pm

Join by computer: <https://us02web.zoom.us/j/87938002036?pwd=eHNkbllnTFREa0JweW5qdJiSTVkUT09>

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

Passcode: 061565

11:15am - 11:25am Welcome, Guiding Principles, Introductions, Current Events, Reading

11:25am - 12:40pm CODEI Action Plan: Resource Development

- Key Concepts

12:40pm - 12:45pm Closing

Shared working documents:

<https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing>

Next Meeting - Monday, April 26; 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.

Brown Skin Girl

Beyonce

Brown skin girl
Your skin just like pearls
The best thing in the world
Never trade you for anybody else

Singin' brown skin girl
Your skin just like pearls
The best thing in the world
I never trade you for anybody else, singin'

She said she really grew up poor like me
Don't believe in nothin' but the Almighty
Just a lil' jeans and a pure white tee
She never did forever be nobody wifey, yeah

So while I may not pretty boy, your heart is a miss
Play it like a villain 'cause she caught in a wave
Tonight I am walkin' away
Lined up my mind, on the grind, yeah, yeah

Tonight I might fall in love, dependin' on how you
hold me
I'm glad that I'm calmin' down, can't let no one
come control me
Keep dancin' and call it love, she fightin' but fallin'
slowly
If ever you are in doubt, remember what mama
told me

Brown skin girl, ya skin just like pearls
Your back against the world
I never trade you for anybody else, say
Brown skin girl, ya skin just like pearls
The best thing in all the world
I never trade you for anybody else, say

Pose like a trophy when Naomi's walk in
She need an Oscar for that pretty dark skin
Pretty like Lupita when the cameras close in

Drip broke the levy when my killas roll in
I think tonight she might braid her braids
Melanin too dark to throw her shade
She minds her business and winds her waist
Gold like 24k, okay

Tonight I might fall in love, dependin' on how you
hold me
I'm glad that I'm calmin' down, can't let no one
come control me
Keep dancin' and call it love, she fightin' but fallin'
slowly
If ever you are in doubt, remember what mama
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Brown skin girl, ya skin just like pearls
Your back against the world
I never trade you for anybody else, say
Brown skin girl, ya skin just like pearls
The best thing about the world
I never trade you for anybody else, say

Oh, have you looked in the mirror lately? (Lately)
Wish you could trade eyes with me (Because)
There's complexities in complexion
But your skin, it glow like diamonds

Dig me like the earth, you be giving birth
Took everything in life, baby, know your worth
I love everything about you, from your nappy curls
To every single curve, your body natural

Same skin that was broken be the same skin
takin' over
Most things out of focus, view
But when you're in the room, they notice you
(Notice you)
'Cause you're beautiful
Yeah, you're beautiful

Them men, them gon' fall in love with you and all
of your glory
Your skin is not only dark, it shines and it tells
your story
Keep dancin', they can't control you
They watchin', they all adore you
If ever you are in doubt
Remember what mama told you

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Your back against the world
I never trade you for anybody else, say
Brown skin girl, ya skin just like pearls
The best thing about the world
I never trade you for anybody else, say

Brown skin girl, ya skin just like pearls
The best thing in all the world
I never trade you for anybody else, singin'