



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

Agenda: April 26; 11:15 – 12:45pm

Join by computer: <https://us02web.zoom.us/j/87938002036?pwd=eHNkblInTFREa0JweW5qdJiSTVkUT09>

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

Passcode: 061565

11:15am - 11:30am Welcome, Guiding Principles, Introductions, Current Events, Reading

11:30am - 12:40pm CODEI Action Plan

- Key Concepts
- Action Plan Format Remodel
- Policy – Organizational Anti-Racism and DEI Statements

12:40pm - 12:45pm Closing

Shared working documents:

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

Next Meeting - Monday, May 24; 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.



To Our Community Partners,

The murder of George Floyd is one of the most recent and high profile examples of structural anti-Black racism. Over the past few weeks, protesters across the nation have responded to generations of pain and trauma. This widespread injustice and a long history of policies that discriminate, contribute to the systematic oppression of Black people and communities of color.

Racism is a public health crisis. Every human being has a basic right to health. As an organization built to improve the well-being of all residents across Central Oregon, we have a responsibility to protect that right. We know that health equity will never be achieved unless we address the racism and inequality resulting from biased systems, structures, and practices.

The Central Oregon Health Council is committed to diversity, equity, inclusion and belonging in our work culture, grant making, and community partnerships. As a community-led organization, we pledge to work with our partners to address racial inequities within our communities and organizations.

We know this is not enough. We recognize we have a lot to learn, and work to do. We are committed to being an anti-racist organization. We call on our partners to support and hold us accountable to this.

Together, we must identify meaningful solutions to address the challenges facing people of color and to enable every person to be healthy, to be safe, and to thrive. We ask that you join us in these efforts.

Sincerely,

Donna Mills, Executive Director
The Central Oregon Health Council
Board of Directors, Staff & Committees
Regional Health Improvement Plan Workgroups
Central Oregon Diversity, Equity and Inclusion Committee

Resources for your consideration:

[Black Lives Matter: A Commentary on Racism and Health \(Garcia 2015\)](#)

[Reducing Racial Inequities in Health: Using What We Already Know to Take Action \(Cooper 2019\)](#)

DEI Statements.Examples

Meyer Memorial Trust

<https://mmt.org/equity>

Oregon Community Foundation

<https://oregoncf.org/about/equity-diversity-inclusion-commitment/>

Oregon Health Authority Health Equity Committee

<https://www.oregon.gov/oha/OEI/Pages/Health-Equity-Committee.aspx>

Multnomah County equity and empowerment lens

<https://multco.us/diversity-equity/equity-and-empowerment-lens>

Oregon Center for Public Policy

<https://www.ocpp.org/equity-inclusion-statement/>

Central Oregon Community College

<https://www.cocc.edu/departments/multicultural/>

University of Oregon

<https://inclusion.uoregon.edu/>

Oregon Health & Science University

<https://www.ohsu.edu/center-for-diversity-inclusion/policies>

Oregon State University

<https://diversity.oregonstate.edu/about-oid>