



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

January 24, 2022; 11:15 am - 12:45 pm

Join by computer: <https://us02web.zoom.us/j/87938002036?pwd=eHNkblInTFREa0JweW5qdJiSTVkuUT09>

Join by phone: 1-253-215-8782 or 1-669-900-6833

Meeting ID: 879 3800 2036

Passcode: 061565

11:15 am - 11:45 am Welcome, Guiding Principles, Introductions, Current Events

- MLK, Jr. Day

11:45 am - 12:00 pm Meeting Scheduling

12:00 pm - 12:40 pm CODEI Action Plan

- Organizational DEIJ Training and Learning Survey
- Key Concepts Resource
- Action Plan Formats
- Reflections On 2021 and Looking Into 2022

12:40 pm - 12:45 pm Closing

Links to Shared Documents

Key Concepts:

https://docs.google.com/document/d/1VUG01NSBN6m7mR66YlcHYdt_sEXppPtNK51RuaGdTmg/edit?usp=sharing

CODEI Action Plan:

<https://docs.google.com/document/d/1pQPHhOCTWcdAzJQJpmDxk51Aoozg43CADgTGC1zhnN8/edit?usp=sharing>

One-Pager CODEI Action Plan:

<https://docs.google.com/document/d/17rZSNKqby4rRoAFvmZedxPVhRjf4jN-r1Usta6uXig/edit?usp=sharing>

Shared Google Drive: (holds all the document(s) above, and many others)

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

Next Meeting – February 28, 2022

Land Acknowledgement

We recognize and acknowledge the indigenous land of which we live, work, learn, play, and grow. This is the land of the Warm Springs, Wasco, Northern Paiute, Tenino, Klamath, Molalla, and Yahooskin. We acknowledge them as the past, present, and future caretakers of this land. It is on their traditional land where we partner to improve the health and well-being of Central Oregonians. We aspire to be good guests honoring the concept in the Warm Springs culture: “This land is for you to know and live upon and pass on to the children.”



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.

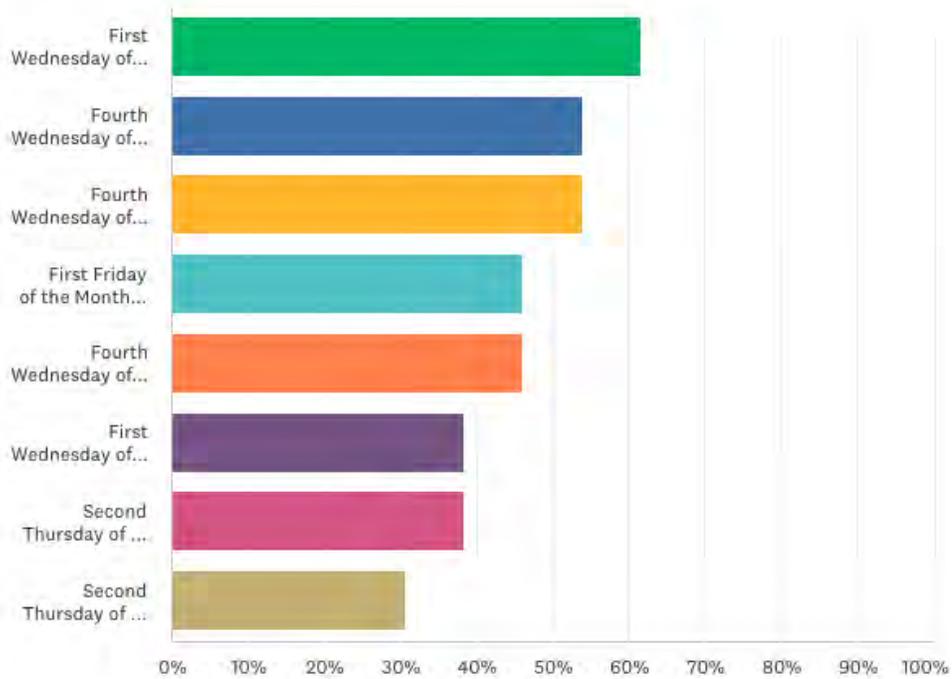
- Courage
 - This is courageous work. We choose to lean into the discomfort we experience knowing we grow in understanding and relationships.

- 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.

CODEI Meeting Time Survey Results

Please choose the days and times that will work best for you.

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ First Wednesday of the Month - 8:30am-10:00am	61.54% 8
▼ Fourth Wednesday of the Month - 8:30am-10:00am	53.85% 7
▼ Fourth Wednesday of the Month - 12:00pm-1:30pm	53.85% 7
▼ First Friday of the Month - 10:30am-12:00noon	46.15% 6
▼ Fourth Wednesday of the Month - 1:00pm-2:30pm	46.15% 6
▼ First Wednesday of the Month - 11:30am-1:00pm	38.46% 5
▼ Second Thursday of the Month - 8:30am-10:00am	38.46% 5
▼ Second Thursday of the Month - 8:00am-9:30am	30.77% 4
Total Respondents: 13	

Central Oregon Diversity, Equity & Inclusion (CODEI) Action Plan 2020-2024



Central Oregon Diversity Equity and Inclusion Committee of the Central Oregon Health Council

Diversity, Equity and Inclusion Action Plan for 2020-2024

BACKGROUND: In 2017, a gap in access to health care was identified and a partnership, Central Oregon Cares, was formed to address workforce diversity in the Central Oregon healthcare system. In 2018, the Oregon Health Authority released the Transformational Quality Standards elevating the conversation and response to address diversity, equity and inclusion within health care. PacificSource, who shares Medicaid governance with the Central Oregon Health Council (COHC), conducted a multi-stakeholder assessment about Culturally and Linguistically Appropriate Services (CLAS) Standards. In 2019, through partnership with PacificSource, the Central Oregon Health Council formed the Central Oregon Diversity, Equity and Inclusion (CODEI) team. Their charge is to address health equity throughout the region.

THE JOURNEY: The journey of CODEI is common to many diversity, equity and diversity teams. We have experienced our starts, pauses, turns and adjustments. The questions we have sought to answer include: What does success look like? Who are we as CODEI? What is our scope? How do we do this work? Where do we start? How do we address our own biases and blind spots? How do we adjust what we do in response to our learning? How do we respond to the critical needs of those harmed by inequities? How do we impact our region? How do we partner with those already living and working in this space in our region? We continue to work through these and many other questions.

CODEI has always been open to all interested people and have met for 60- 90 minutes once a month since January 2019. As of December 2019, CODEI resides as a Committee within the COHC organizational structure. And as of October 2019, PacificSource has provided yearly funding.

THE SCOPE: Over the course of our first year's conversations, we recognized that the work of reducing and eliminating inequality in health care should begin at the individual and self-reflective level. It is only through addressing and changing our own mindsets that true evolution and change can begin. We also recognized that the Central Oregon Health Council, a 501(c)3 with the mission to improve health and well-being of all people in Central Oregon, and home to CODEI, has its own reflection and work to do to improve how we serve those who have been historically excluded or underserved and continue to experience discrimination in our region. As the COHC does their DEI work, then they have a natural influence in the work of the Regional Health Improvement Plan workgroups, committees, the Board of Directors and the broader community.

This Action Plan is CODEI's attempt at beginning to answer some of the questions we've been asking. We fully recognize that it is incomplete. It serves only as a draft working plan (of many to come) to be updated and adjusted as we grow in our understanding, knowledge and will.

As you review this plan, we invite you to join us in this journey.

Meyer Memorial Trust

Diversity Equity and Inclusion Spectrum Tool

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 • Diversity • Commitment • Data • Leadership • Community • Policies • Decisions • Infrastructure • Accountability • Training • 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.

<https://mmt.org/news/understanding-meyers-dei-spectrum-tool>

12 Dimensions of The DEI Spectrum Tool

DEI Vision	The organization can envision a DEI future and uses this vision to guide its DEI work
Commitment	An organization has institutionalized its commitment to DEI
Data	The organization routinely collects and analyzes disaggregated data for all programmatic and operational work and uses the information in planning and decision-making.
Leadership	Organizational leaders recognize the importance of DEI and prioritize, resource and lead the effort.
Policies	The organization has DEI policies and an organizational plan with clear goals, objectives and indicators of progress and success.
Decisions	An organization's decisions are systematically guided by equity considerations.
Infrastructure	The organization has committed resources and structures (i.e., an equity committee) to support the DEI transformation.
Accountability	An organization has developed mechanisms to create and maintain accountability to its constituents.
Training	An organization fosters ongoing DEI learning and growth for its staff, management and board.
Community	Mutually beneficial, accountable and equitable partnerships exist with diverse organizations and leaders from communities experiencing disparities.
Inclusion	The organization values and reflects the voice, contributions and interests of its diverse staff and constituencies and has created systems, policies and practices to maintain this organizational culture.
Diversity	The organization has policies and strategies for strengthening and maintaining diversity; staff and board are representative of the community they serve; effective retention strategies are implemented.

POLICIES Goal: By December 2024, the COHC will have DEI policies and an organizational DEI plan with clear goals, objectives and indicators of progress and success.				
Planned Work		Intended Results		
Inputs (Resources)	Activities (What We Do)	Outputs (Deliverables)	Outcomes	Impact
<p>Resources: -Staff and time -Consultant cost -CODEI partners</p> <p>Constraints: -Virtual meetings -Time Constraints -COVID 19</p>	<p>2021: -Develop DEI statement -BOD adopts statement -Publish statement -Begin Land Acknowledgement</p> <p>2022: -CODEI Charter review -Finalize & Publish Land Acknowledgement -Conduct COHC policy assessment -Develop COHC policy recommendations</p> <p>2023-2024 -Adopt policy changes</p>	<p>DEI Statement</p> <ul style="list-style-type: none"> • Developed • Published <p>Land Acknowledgement</p> <ul style="list-style-type: none"> • Developed • Published <p>Updated Charter</p> <p>Assessment Results</p> <ul style="list-style-type: none"> • Compiled • Shared with BOD • Recommendation <p># policy changes</p> <p># new policies adopted</p>	<p>Change in knowledge</p> <p>Change in attitudes</p> <p>Shared understanding</p> <p>Written agreements and commitments</p>	<p>The COHC decisions and investments will have accountability to Diversity, Equity, Inclusion and Justice</p> <p>The COHC will ensure internal processes and practices are impartial, fair and equitable for all employees, volunteers & partners</p> <p>The COHC will make a public commitment to Diversity, Equity, Inclusion & Justice</p> <p>The COHC will model actions for partner organizations</p>

TRAINING Goal: By December 2024, the COHC will develop and implement a comprehensive learning plan and foster ongoing DEI learning and growth for board, staff, committees and workgroups.				
Planned Work		Intended Results		
Inputs (Resources)	Activities (What We Do)	Outputs (Deliverables)	Outcomes	Impact
<p>Resources: -Staff and time -Consultant cost -CODEI partners -COCC Staff/Students</p> <p>Constraints: -Virtual meetings -Time Constraints -COVID 19</p>	<p>2021: -Conduct DEI Learning needs assessment -Develop DEI resources</p> <p>2022: -Develop & implement a comprehensive and ongoing learning plan -Disseminate community DEI resources</p> <p>2023-2024 -Develop DEI learning accountability guidelines and measures -Monitor, review and update community DEI resources</p>	<p>Learning needs assessment results</p> <p>Learning Plan</p> <ul style="list-style-type: none"> • Development • Implementation <p>Resources</p> <ul style="list-style-type: none"> • Development • Implementation <p># trainings offered</p> <p># attendees</p> <p># organizations that participate in trainings</p> <p># resources developed</p> <p># COCC students engaged in resource development</p> <p># website hits</p>	<p>Change in knowledge</p> <p>Change in attitudes</p> <p>Shared understanding</p> <p>Shared values</p> <p>Increase organizational DEI learning engagement by 10% from baseline</p>	<p>The COHC staff, board, committees and workgroups will utilize learning and resources to grow in their personal DEI development.</p> <p>The COHC staff, board, committees and workgroups will utilize learning and resources to foster ongoing development & utilization of a DEI in their work.</p>

DATA Goal: By December 2024, the COHC and partners will routinely collect and analyze disaggregated data for all programmatic and operational work and use the information in planning and decision-making.

Planned Work		Intended Results		
Inputs (Resources)	Activities (What We Do)	Outputs (Deliverables)	Outcomes	Impact
<p>Resources: -Staff and time -Consultant cost -CODEI partners</p> <p>Constraints: -Virtual meetings -Time Constraints -COVID 19</p> <p>Existing Data: -Central Oregon Public Health Equity Report -Regional Health Assessment -Central Oregon Health Data website -Latinos in Central Oregon (LCA) -PacificSource Healthy Equity Plan</p>	<p>2021: - Conduct assessment of data sources for disaggregation - Collect REALD data for COHC staff, board and CAC</p> <p>2022: - Identify new data to be disaggregated - Develop recommendations and advocacy plan for organizations to collect and disaggregate data - Identify community and identity-specific disaggregated data to add to COHD website -Recommend DEI lens for the 2025-2029 RHIP</p> <p>2023-2024 -Ensure diverse populations represent their experiences in the RHA -Develop a plan for using disaggregated data in decision making</p>	<p># of existing disaggregated data sources</p> <p># of collected disaggregated data sources (by COHC)</p> <p># of new disaggregated data sources (outside COHC)</p> <p>Advocacy plan for using disaggregated data</p> <p># of measures disaggregated on COHD</p> <p>2024 RHA with equity focus</p>	<p>Increased collection and utilization of disaggregated data</p> <p>More equitable decision making</p> <p>Increased understanding of relationships between identities and health outcomes.</p>	<p>More equitable decisions and distribution of funding will improve health outcomes for marginalized communities.</p>



Central Oregon Diversity, Equity & Inclusion (CODEI) Action Plan 2020-2024

The [Meyer Memorial Trust Diversity, Equity and Inclusion \(DEI\) Spectrum Tool](#) was used to assess where the Central Oregon Health Council (COHC) is on its DEI journey and to identify areas for future work. The COHC Board of Directors chose the following areas to focus on for the 2020-2024 Action Plan:

POLICIES: By December 2024, the COHC will have DEI policies and an organizational DEI plan with clear goals, objectives and indicators of progress and success.	
Year	Activities (What We Do)
2021:	<ul style="list-style-type: none"> ● DEI statement is developed by CODEI, adopted by the Board of Directors ● Draft COHC Land Acknowledgement
2022:	<ul style="list-style-type: none"> ● Finalize & Publish Land Acknowledgement ● Conduct COHC policy assessment
2023-2024	<ul style="list-style-type: none"> ● Develop and adopt COHC policy changes

TRAINING: By December 2024, the COHC will develop and implement a learning plan and foster ongoing DEI learning and growth for board, staff, committees and workgroups.	
Year	Activities (What We Do)
2021:	<ul style="list-style-type: none"> ● Conduct DEI Learning needs assessment ● Develop DEI resources
2022:	<ul style="list-style-type: none"> ● Develop & Implement comprehensive learning plan ● Disseminate community DEI resources
2023-2024	<ul style="list-style-type: none"> ● Develop DEI learning accountability guidelines and measures ● Monitor, review and update community DEI resources

DATA: By December 2024, the COHC and partners will routinely collect and analyze data for all work and use the information in planning and decision-making.	
Year	Activities (What We Do)
2021:	<ul style="list-style-type: none"> ● Conduct assessment of data sources for disaggregation ● Collect REALD data for COHC staff, board and CAC
2022:	<ul style="list-style-type: none"> ● Identify new data to be disaggregated ● Develop recommendations for organizations to collect disaggregated data
2023-2024	<ul style="list-style-type: none"> ● Develop a plan for using disaggregated data in decision making