Central Oregon Diversity Equity and Inclusion (CODEI) Committee

September 7, 2022; 8:30am – 10:00am

Join by computer:  https://us02web.zoom.us/j/87938002036?pwd=eHNkblInTFREa0JweW5qdJJiSTVkUT09
Join by phone: 1-253-215-8782 or 1-669-900-6833
Meeting ID: 879 3800 2036
Passcode: 061565

8:30 am - 8:50 am   Welcome, Guiding Principles, Introductions
  • Relationship Building and Learning Conversation: Diversity within Unity

8:50 am - 10:00 am  CODEI Action Plan
  • CODEI Policies and Practices Equity Review
    o Quick CODEI Charter and Equity Review
    o CODEI Charter Consensus Workshop

Links to Shared Documents
COHC Webpage:
https://cohealthcouncil.org/

Shared Google Drive:
https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing

Regional Health Improvement Currently Funded Projects:
https://www.centraloregonhealthdata.org/tiles/index/display?id=254047713344660685

Next Meeting – October 5, 2022; 8:30a
Land Acknowledgment

We recognize and acknowledge the indigenous land on 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 that 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.”

Central Oregon Diversity, Equity and Inclusion Committee
Central Oregon Health Council Committee
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.
Diversity within Unity
“The law of the instrument”

Maslow’s hammer: “if all you have is a hammer, everything looks like a nail”
The Man and the Eagle Author unknown

There was once a man who had never seen an eagle. One day a magnificent eagle landed on his windowsill, and when he saw it, he exclaimed, “What an ugly creature!” The man grabbed the eagle and pulled it into his house. “First, I’m going to fix that curved beak of yours.” He used a file to remove the hook in the eagle’s beak. “Those claws are vicious looking,” the man said as he clipped the eagle’s claws until there was little left. When he finished, the man said, “There, now you look better.” And he put the bird back on his open windowsill and shooed it away. You can imagine how long the newly trimmed eagle lasted in the wild.

Central Oregon Diversity and Inclusion (CODI) Workgroup Charter

Central Oregon Health Council- Central Oregon Diversity and Inclusion (CODI) Workgroup Charter

1. PURPOSE
The CODI Workgroup will serve to provide expertise, focus and actionable strategies to advance diversity, equity and inclusion in support to the goals of the Central Oregon Health Council (COHC) as articulated in the Regional Health Improvement Plan (RHIP). The workgroup is charged to:

- Create capacity to establish policy and practice that ensures cultural responsiveness and focus on reducing disparities
- Identify strategies to create safety and inclusiveness in health practice across the region
- Provide and grow leadership focus on equity, inclusion and engagement of underserved populations in decision-making
- Understand and communicate disparities in health outcomes and recommend/advocate for best/effective practice to impact change

The Triple Aim of improving health outcomes, increasing satisfaction with the health system and reducing cost will serve as guiding principles. Evaluation of effectiveness will include, but not be limited to, COHC adopted Health Impact Metrics (HIM) progress.

2. PURVIEW
The purview of the CODI Workgroup includes accountability for the positive movement of the HIMs, generating ideas and identifying areas to advance diversity, equity and inclusion in health practice (funding, aligned strategies, policy, etc.), encouraging partnerships, and community outreach. The Workgroup is not required to create or apply these initiatives itself, but strives to ensure that the gaps are filled, provide mitigation for duplication of efforts, and that barriers to HIMs improvement are removed.

3. AUTHORITY
Authority is vested to the CODI Workgroup by the COHC Board of Directors. In partnership with the Operations Council, the Workgroup has the decision-making authority to fiscally support any funded initiatives that affect diversity, equity and inclusion in health policy and practice. The Workgroup has the individual authority to make a declaration of support for any initiative.
4. COMPOSITION /GOVERNANCE
Member representatives from all impacted parties, including health and community program practitioners, representatives with lived experience and advocates for underserved populations including but not limited to race/ethnicity, limited English proficiency, populations experiencing complex health and social needs, and geographic representation will comprise the CODI Workgroup. CODI values strong partnerships with families and clients and will prioritize efforts to recruit and maintain support for members with lived experience.

New members of the CODI Workgroup must be approved by the Workgroup members, and will be provided orientation on the scope, authority and activities of the Workgroup prior to approval. Members are expected to attend regularly to maximize the impact of the workgroup.

The workgroup may form ad hoc sub-workgroups or request ad hoc member representation as required to achieve specific tasks. The Workgroup will include a member(s) on any sub-workgroups in order to maintain strategic alignment and communication of improvement ideas.

The Workgroup may choose to appoint a leader but is not required to do so. The COHC staff will organize all meetings and serve as the spokesperson and liaison for the group. A COHC staff member will fulfill the duties of the leader in their absence. Support for meetings will occur through the COHC staff team.

5. RESPONSIBILITIES/DUTIES
a. Scope
Workgroup members are expected to actively engage in discussions centered on health improvement as it is impacted by issues of diversity, equity and inclusion. The Workgroup is responsible for coordination of efforts with COHC standing committees and RHIP committees and other regional efforts, identifying and declaring their support for the strategies and/or initiatives they believe will have the greatest possible impact on reducing disparities in health outcomes and championing actionable strategies to improve policy and practice in Central Oregon.

b. Objectives
The Workgroup shall develop an A3 to guide priority work and improvement progress for key areas of focus. This process will serve to identify the gaps...
and brainstorm implementation pilots to improve diversity, equity and inclusion within health policy and practice in the region. The A3 will be presented to the Operations (OPS) Council on an annual basis with an update on Workgroup activities and progress.

Identified needs and proposed strategies will be coordinated with applicable RHIP Committees. If the Workgroup determines that funding is required to fill an identified gap, they will present their justification to the OPS Council. Given approval, the Workgroup will either 1) identify training or technical assistance need, organizational lead and submit through the COHC Funding request process; or, 2) if broad application, draft and disseminate a Request for Proposal (RFP), receive and review applications with the RFP Review Subworkgroup of the Operations Council (convenes once every 6 months).

c. Communication
Meetings will be scheduled on a monthly basis. To increase access across the region, on alternate months, meetings will be facilitated through electronic meeting format. Special meetings may be called if an issue arises that requires immediate attention. Meeting agendas and supporting materials will be updated and sent to Workgroup members prior to meetings. A recording of Workgroup actions and approvals will be kept for each meeting.

d. Charter Approval and Revision
This charter must be approved by the CODI Workgroup to become active. Revisions to the charter will be approved by the Workgroup.

6. CONFIDENTIALITY
Confidentiality will be maintained during CODI Workgroup discussion and deliberations with the goal of providing a safe and inclusive venue for honest dialog.
Equity tools are designed to help us fashion intentional considerations of health and racial equity into decisions. They provide a way to standardize and normalize considerations of equity in all parts of an organization’s work. Regularly using an equity tool can reduce inequities and improve the success of policies, practices, programs, and budgets. When equity tools are not integrated into planning at all levels, health and racial disparities are more likely to continue.

**Basic Questions** *(Allyship in Action)*

Ask these questions when considering an existing policy or practice AND as you build a new policy or practice.

<table>
<thead>
<tr>
<th><strong>WHO?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ Who is most affected (burdened or benefited) by these decisions?</td>
</tr>
<tr>
<td>❖ Who is involved in the decision-making process?</td>
</tr>
<tr>
<td>❖ Who is responsible and accountable to the outcome?</td>
</tr>
<tr>
<td>❖ Who has or doesn’t have power and why?</td>
</tr>
</tbody>
</table>

*Reflection-*

<table>
<thead>
<tr>
<th><strong>WHAT?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ What assumptions do I hold regarding this policy and who it affects?</td>
</tr>
<tr>
<td>❖ What are the barriers to full participation in decisions and access to services?</td>
</tr>
</tbody>
</table>

*Reflection-*

<table>
<thead>
<tr>
<th><strong>WHERE?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ Where are voices missing from the work and process?</td>
</tr>
</tbody>
</table>

*Reflection-*

<table>
<thead>
<tr>
<th><strong>WHEN?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ When designing the work, how do we maintain an intersectional approach and awareness?</td>
</tr>
</tbody>
</table>

*Reflection-*

<table>
<thead>
<tr>
<th><strong>WHY?</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>❖ Why do the barriers exist and how can we eliminate them?</td>
</tr>
</tbody>
</table>
**Reflection-**

**HOW?**

- How do we measure data, success, and failure of process and outcome?
- How do we leave room in the process to be responsive to the dignity and unique needs of the communities we work with and serve?

**Reflection-**

Sources:

- [https://www.health.state.mn.us/communities/practice/resources/publications/docs/1811advancingHEkeyQs.pdf](https://www.health.state.mn.us/communities/practice/resources/publications/docs/1811advancingHEkeyQs.pdf)
- [https://www.policylink.org/resources-tools/tools](https://www.policylink.org/resources-tools/tools)
- [https://hriainstitute.org/blog/78-health-equity-and-systems-change-are-you-asking-these-4-key-questions-2](https://hriainstitute.org/blog/78-health-equity-and-systems-change-are-you-asking-these-4-key-questions-2)

**Additional Questions** *(Questions in bold indicate key questions.)*

<table>
<thead>
<tr>
<th>ASSUMPTIONS</th>
</tr>
</thead>
</table>
| - What are our values that are underlying this discussion or decision?  
- What is assumed to be true about the world and the role of the institution in the world?  
- What is a successful outcome? For whom? Who decides what “success” is?  
- What should be measured to indicate success? When should it be measured?  
- Is equity a central concern? If not, why not?  
- What would it look like if equity was the starting point for decision-making?  
- How is opportunity defined, for whom, and who is defining it? How might opportunity be defined to include everyone?  
- How is a healthy community being defined, for whom, and who is defining it?  
- What is an effective, participatory, and equitable public process?  
- What are the roles/responsibilities of the institution/organization/office? What are not? What should the roles/responsibilities include? |

**POLICIES**
• What are the outcomes? Were these the intended outcomes? **What outcomes do we want?**
• Who is left out?
• Who should benefit?
• How are the benefits of the policy or policies distributed among groups, such as across racial/ethnic populations? • How has racism (historical or otherwise) contributed to the distribution of benefits across populations? • How are the benefits of the policy or policies distributed among places?
• How has racism contributed to the distribution of benefits across places?
• How might the benefits of the policy to populations or to places be more equitably distributed? • What groups are burdened by this policy? Which places?
• How might the burdens on populations or on places be more equitably distributed?
• What have been the outcomes of this policy? Were these the intended outcomes?
• Does this initiative/policy maintain things the way they are now? Should it?
• Are there unintended consequences from the policy? Is there a way to correct for unintended outcomes? • Are policies in other areas affecting the effectiveness of this policy? Where could policies be coordinated?

**PROCESSES**

• Who is at the decision-making table and who is not?
• Who has the power at the table?
• Who is being held accountable and to whom or what are they accountable? How will you ensure accountability, communicate, and evaluate results?
• How should the decision-making table be set, and who should set it?
• How connected are the decision makers to the communities affected? How is responsibility for making decisions shared? • What are the criteria used to make decisions? Are these the right criteria?
• How inclusive and empowering is the decision-making process, especially for those historically excluded? • What mechanisms are in place to ensure the decision-making process considers the long-term interests of diverse populations?
• What structures/mechanisms could ensure that experts and agency staff are “on tap” as resources versus “on top” as deciders?
• What is the implementation process? Is it reflective of stakeholder needs and values?
• How are outcomes tracked and reported? Are there ways to improve data collection and transparency?
Workshop Question
What will we explore together today?

What are the purpose and responsibilities of (a successful) CODEI?
Method Overview
What are the steps of this process?

Creating the Workshop Question

- Setting the Context
- Individual Brainstorm & Discussion
- Clustering (Gestalting)
- Naming
- Resolve/Reflection

Pre Work + 5 Step Process + Post Work

Documentation

• Context
• Brainstorm
• Discuss
• Cluster
• Name
• Resolve
Workshop Question
What will we explore together today?

What are the purpose and responsibilities of (a successful) CODEI?
Individual Brainstorming - question 1
What are YOUR best answers to this question?

What is your WHY for coming to CODEI?

- Get out your pen or pencil
- Silently brainstorm your own answers
  Try to list 10 practical things... our best thinking comes when we push past the obvious!
- Limit to 3–7 words
- Underline your 3 favorite ideas
Individual Brainstorming - question 2

What are YOUR best answers to this question?

![Image](https://via.placeholder.com/150)

What part(s) of the current Charter do you want to keep?

- Get out your pen or pencil
- Silently brainstorm your own answers
  - Try to list 10 practical things... our best thinking comes when we push past the obvious!
- Limit to 3-7 words
- Underline your 3 favorite ideas

- Context
- Brainstorm
- Discuss
- Cluster
- Name
- Resolve
Individual Brainstorming - question 3
What are YOUR best answers to this question?

What are the purpose and responsibilities of (a successful) CODEI?

- Get out your pen or pencil
- Silently brainstorm your own answers
  Try to list 10 practical things... our best thinking comes when we push past the obvious!
- Limit to 3–7 words
- Underline your 3 favorite ideas
Small Group Discussion
What ideas rise to the surface for the group?

- Find your group’s workspace on the following slides
  - Group 1 - Slide 9
  - Group 2 - Slide 10

- Choose a timekeeper and a scribe

- Each person share your 3 top ideas

- Discuss and distill to a list of 8-10 ideas
  Clarify, enrich and deepen your thinking together!

- Try to succinctly capture each idea in at least 3 words.
What are the purpose and responsibilities of (a successful) CODEI?

1. Choose a timekeeper and scribe.
2. Each person take turns sharing your top 3 ideas.
3. As a group, discuss and distill to a list of 8-10 ideas that answer the question and write them below.
4. *Try* to succinctly capture each idea in at least 3 words.

Our 8-10 ideas:

-
What are the purpose and responsibilities of (a successful) CODEI?

1. Choose a timekeeper and scribe.
2. Each person take turns sharing your top 3 ideas.
3. As a group, discuss and distill to a list of 8-10 ideas that answer the question and write them below.
4. Try to succinctly capture each idea in at least 3 words.

Our 8-10 ideas:

-
What are the purpose and responsibilities of (a successful) CODEI?

1. Choose a timekeeper and scribe.
2. Each person take turns sharing your top 3 ideas.
3. As a group, discuss and distill to a list of 8-10 ideas that answer the question and write them below.
4. Try to succinctly capture each idea in at least 3 words.

Our 8-10 ideas:

-
The purpose and responsibilities of a successful CODEI are...
### The purpose and responsibilities of a successful CODEI are...

<table>
<thead>
<tr>
<th>What is one of these that CODEI is already successfully doing?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What would be a major challenge or a stretch for CODEI?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What new insights did we have about the roles of CODEI?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What are our practical next steps? Who is responsible?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

---

ToP Facilitation Methods - Consensus Workshop | © Institute of Cultural Affairs 12