



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

November 2, 2022; 8:30am – 9:30am

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

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

8:50 am – 9:30 am CODEI Action Plan

- CODEI Policies and Practices Equity Review
 - [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 – December 7, 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.

Día de Muertos

Desfile de Catrinas in Mexico City (A Catrina, a fancy depiction of the death is a 19th Century character, the woman with the large hat).

The 2 first pictures are from the desfile de Catrinas in Mexico City. A “new tradition” born after the James Bond movie filmed there. They decided to keep the “new born tradition”.



The next two pictures is how regular people will celebrate the “souls” for 3 days. The first one is a large and elaborated “Ofrenda” with many symbols there...the second picture is a regular home Ofrenda like the one my mom will made at home for our ancestors.



The last two pictures are in a rural area. People will spend the nights (3) at the cemetery, eating, singing and drinking with their ancestors. (Michoacan)

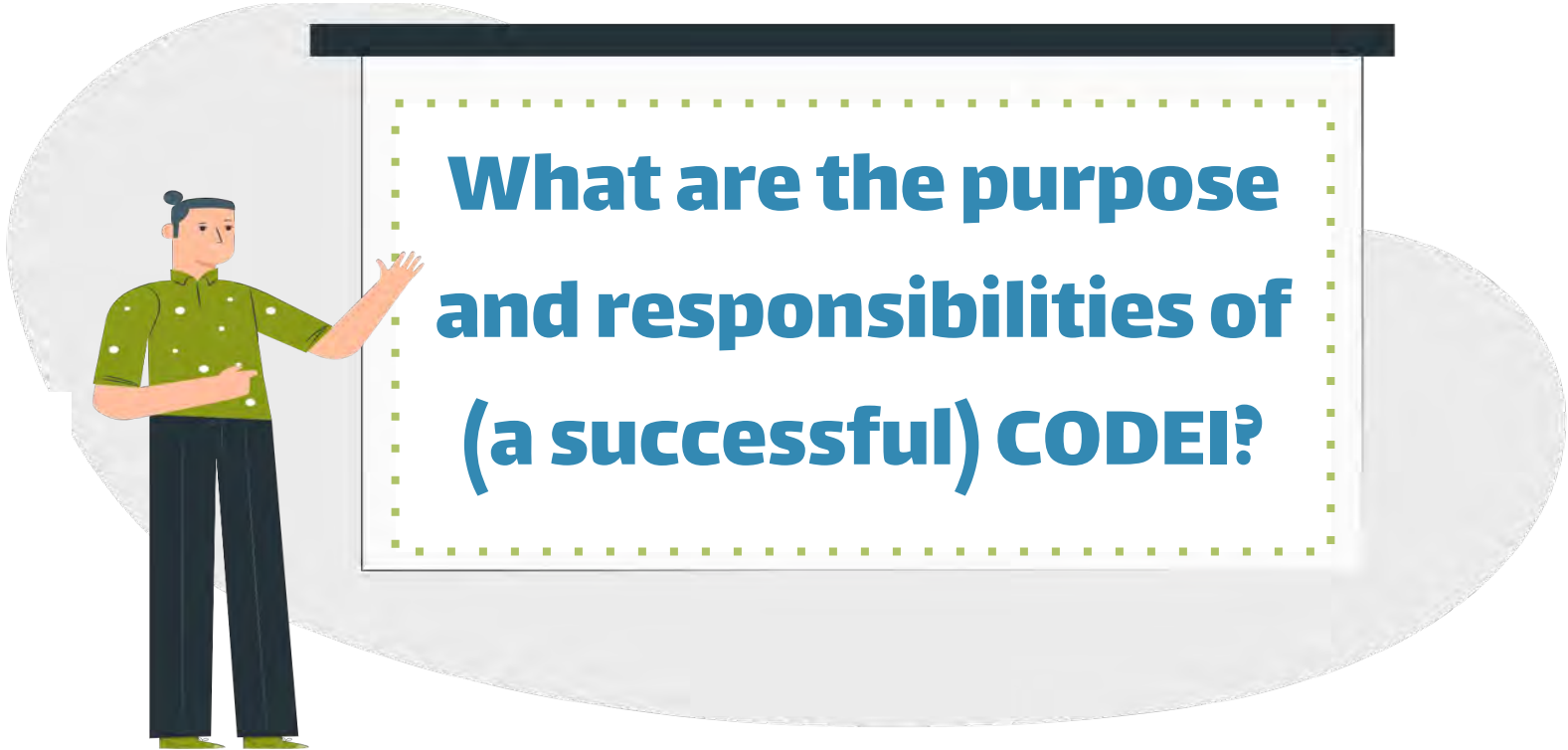


CODEI Charter

Consensus Workshop

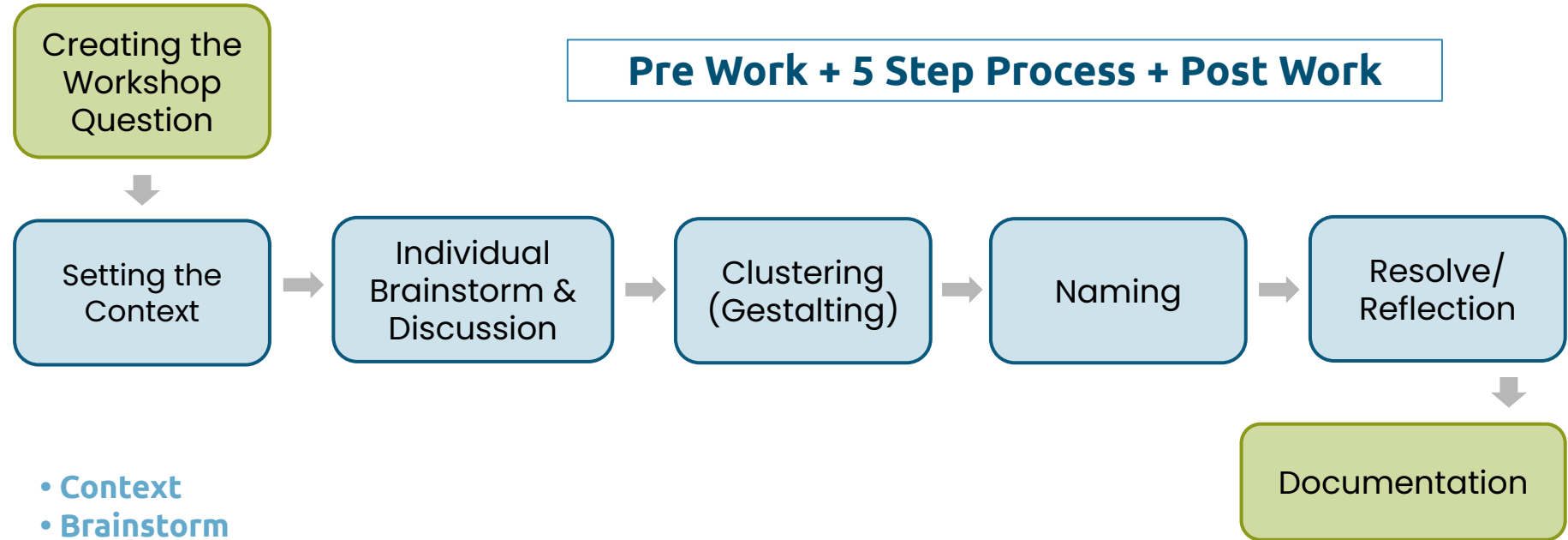
Workshop Question

What will we explore together today?



Method Overview

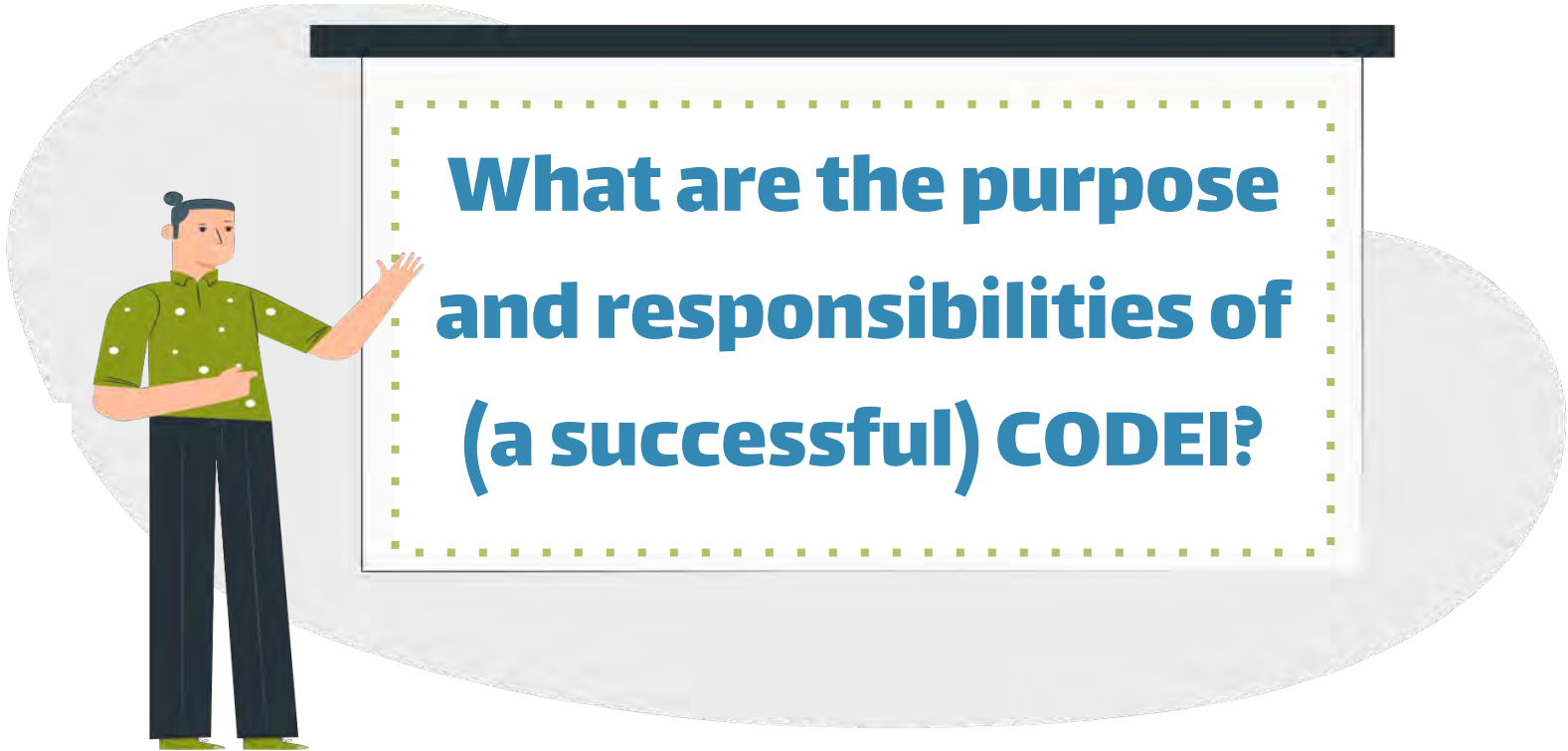
What are the steps of this process?



- **Context**
- **Brainstorm**
- **Discuss**
- **Cluster**
- **Name**
- **Resolve**

Workshop Question

What will we explore together today?



- Context
- Brainstorm
- Discuss
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- Name
- Resolve

Individual Brainstorming - question 1

What are YOUR best answers to this question?

5
minutes!

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

- Context
- Brainstorm
- Discuss
- Cluster
- Name
- Resolve



Individual Brainstorming - question 2

What are YOUR best answers to this question?

5
minutes!

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?

5
minutes!

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

- Context
- Brainstorm
- Discuss
- Cluster
- Name
- Resolve



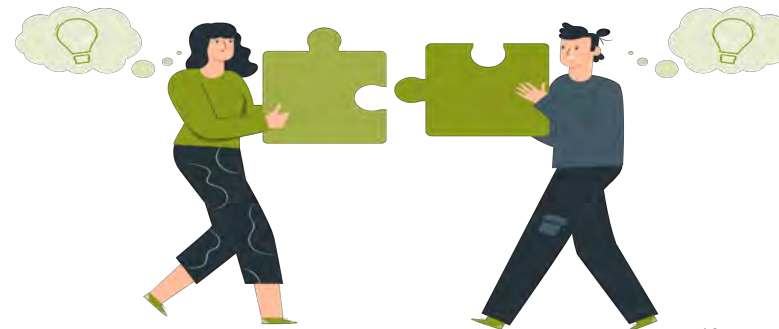
Small Group Discussion

What ideas rise to the surface for the group?

10
minutes!

- 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.

- Context
- Brainstorm
- Discuss
- Cluster
- Name
- Resolve



Group 1 - Ana, Carmen, Liliana

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 10-15 ideas:

- advocate for clients
- clarity of roles of CODEI members
- putting into practice what's being learned
- Confidentiality
- Communication
- building a process for accountability to others
- taking actionable steps
- growth mindset
- Improve access for care
- improving health care experiences
- authority to be more robust
- Representation; who is invested
- Governance and authority
- intentional strategy

12 minutes!

Use this space to keep additional notes if needed!

**You can
return to the
main room
whenever
you're ready!**

Group 2 - Kat, Kimberly, Miguel, Shimiko

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 10-15 ideas:

- identify areas that need funding
- Increase access/Make it easier to navigate HC
- increase impact of CODEI
- advocate for policy changes
- DEI in healthcare - who is who
- Identify areas that need improvement
- fund areas that need improvement
- Impact policy in health council
- Contaminate the other workgroups and committees with social justice and equity
- Support Regional Health Assessment (RHA)
- Build trust so members aren't always changing

12 minutes!

Use this space to keep additional notes if needed!

**You can
return to the
main room
whenever
you're ready!**

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

→ Tag
→

❖ Tag
❖

★ Tag
★

□ Tag
□

• Tag
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The purpose and responsibilities of a successful CODEI are...

What is one of these that CODEI is already successfully doing?

→

What would be a major challenge or a stretch for CODEI?

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What new insights did we have about the roles of CODEI?

What are our practical next steps? Who is responsible?
