Central Oregon Diversity Equity and Inclusion (CODEI) Committee

December 7, 2022; 8:30am – 10:00am

Join by computer: https://us02web.zoom.us/j/87938002036?pwd=eHNkbllnTFREa0JweW5qdlJiSTVkUT09
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 – *Please remember that we will not meet in January!* Next Meeting will be on February 1, 2023; 8:30am

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.

Health Equity Quotes

 "Of all the forms of inequality, injustice in health is the most shocking and inhumane."
— Martin Luther King, Jr.

"The essence of global health equity is the idea that something so precious as health might be viewed as a right."
— Paul Farmer

"Public health depends on winning over hearts and minds. It's not enough to just have a good policy, you have to convince people to actually follow it."
— Leana S. Wen

"For he who has health has hope; and he who has hope, has everything."
— Owen Arthur

Share at least ONE action, one idea, project or one moment during 2022, where you were able to advance equity or health equity in your individual work, or in the work we do together as a group"

Some examples of health equity work are:

- Creating awareness about health equity.

- Motivating someone to engage in the advancement of the equity agenda.

- Participating in one event or creating an opportunity for improvement.

- Leading or participating on a project.

- Creating a document, participating on a research or presenting results about equity topics.

- Leading change on a policy or project or creating opportunities for underrepresented
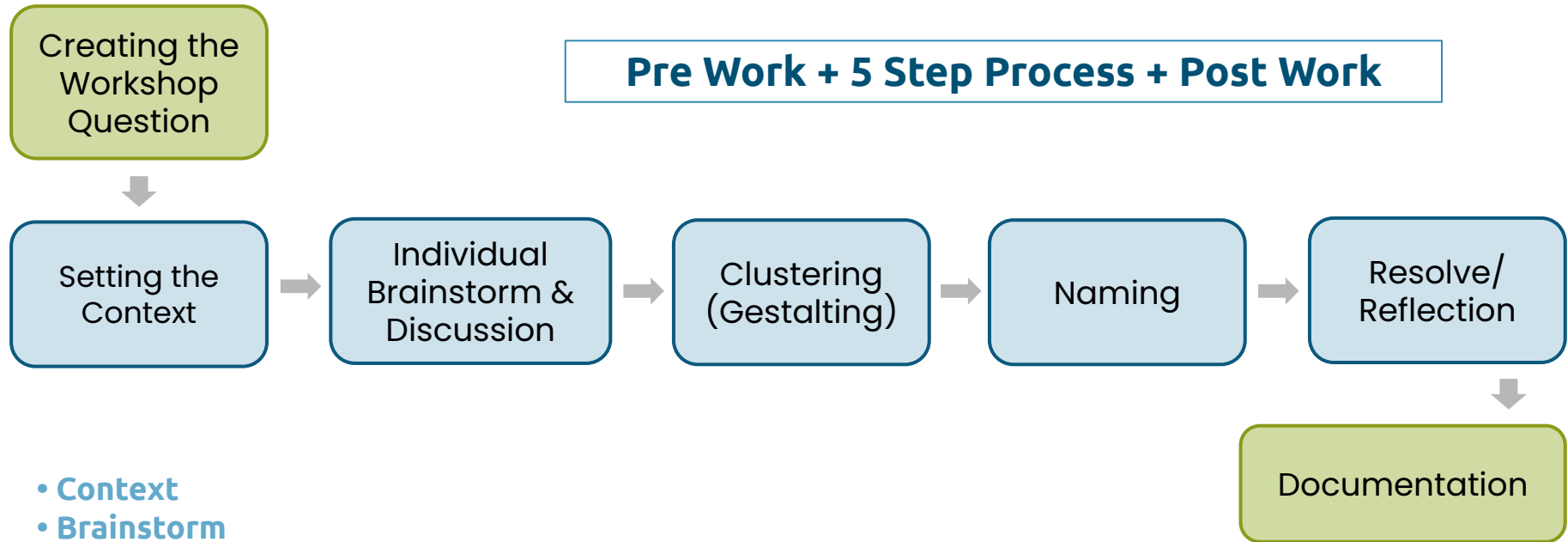
  groups etc.

CODEI Charter

Consensus Workshop

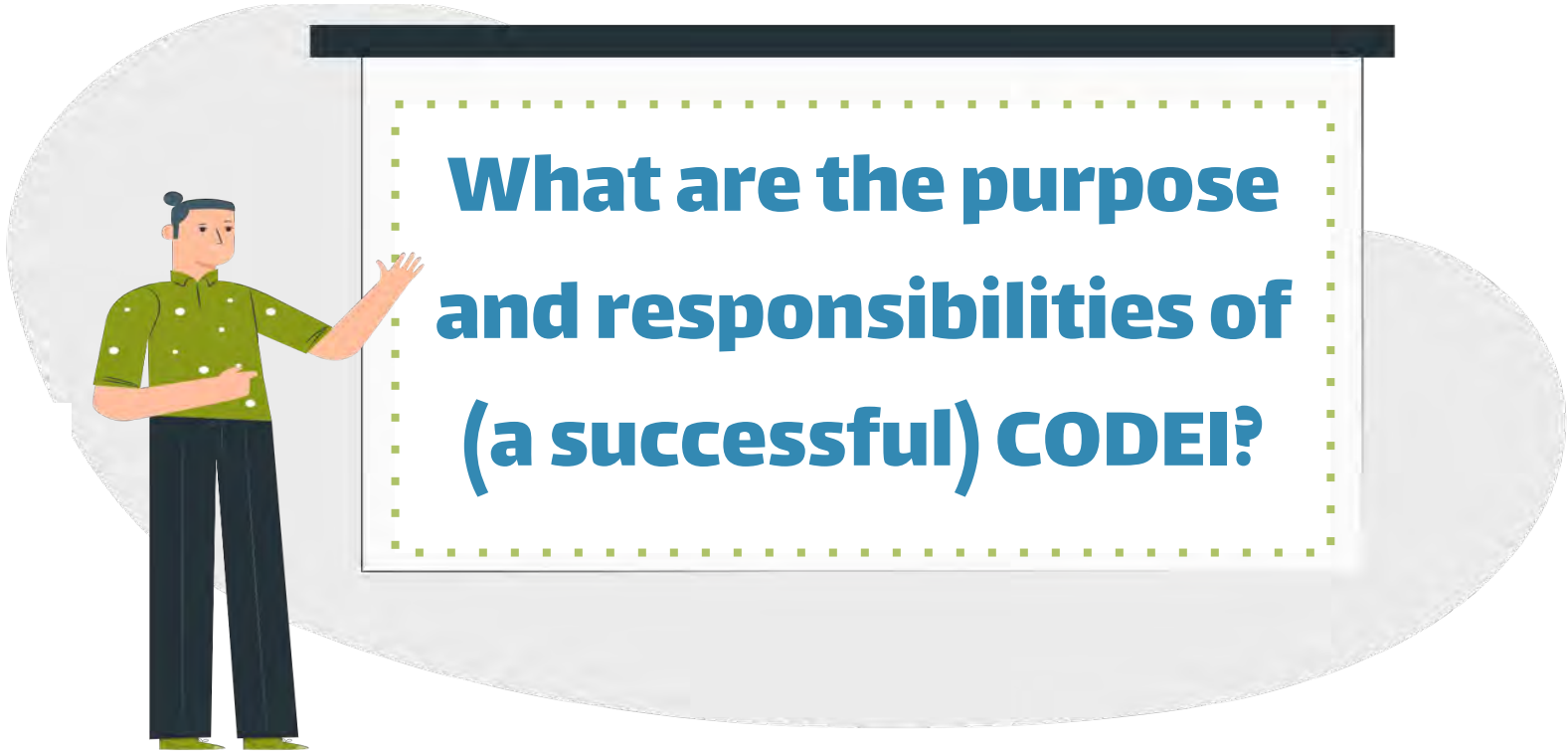# Workshop Question

What will we explore together today?

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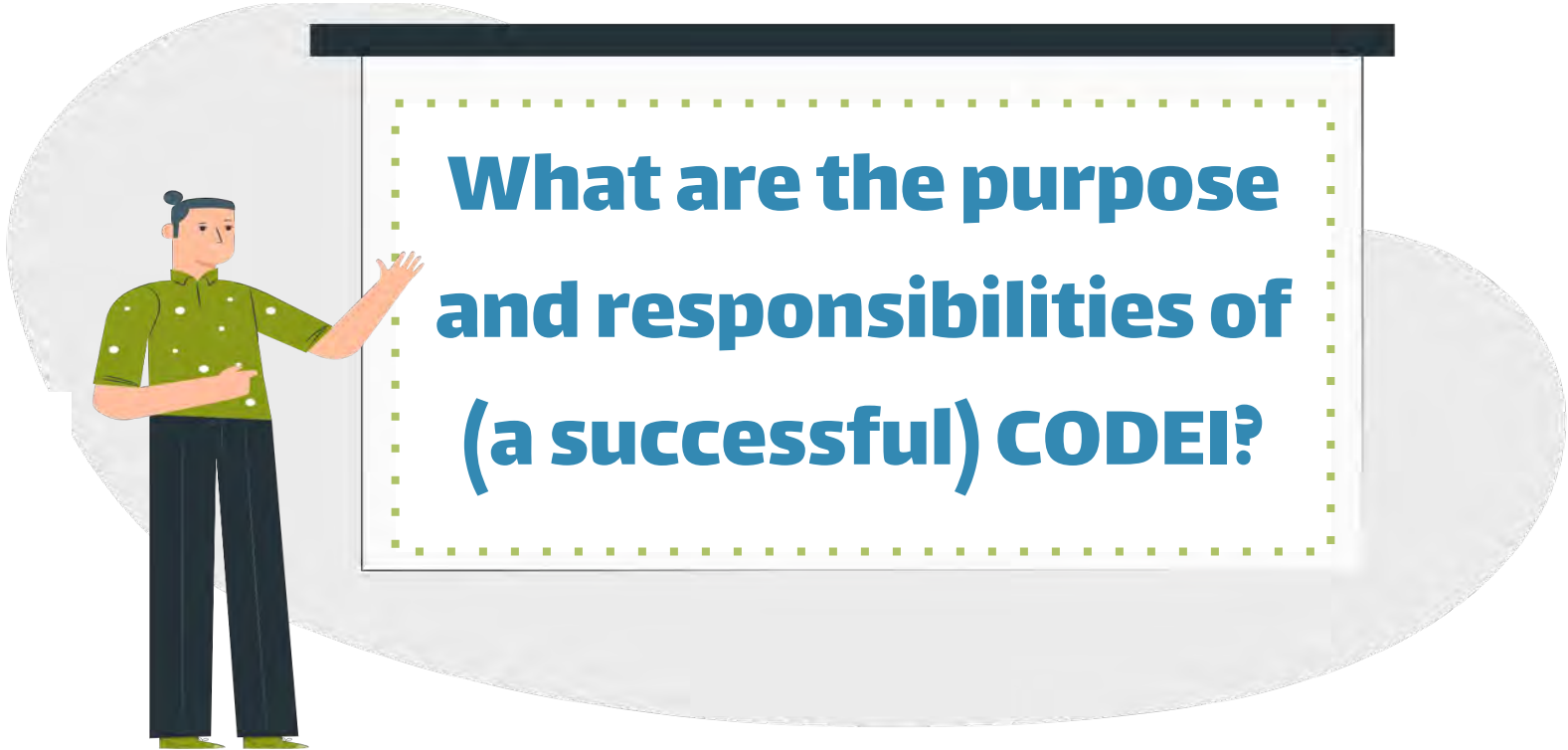
Method Overview

What are the steps of this process?

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┌─────────────────┐
│  Creating the   │
│    Workshop     │              ┌──────────────────────────────────────┐
│    Question     │              │  Pre Work + 5 Step Process + Post Work │
└─────────────────┘              └──────────────────────────────────────┘
        │
        ▼
┌──────────────┐    ┌──────────────┐    ┌──────────────┐    ┌──────────────┐    ┌──────────────┐
│ Setting the  │ →  │  Individual  │ →  │  Clustering  │ →  │    Naming    │ →  │  Resolve/    │
│   Context    │    │ Brainstorm & │    │ (Gestalting) │    │              │    │  Reflection  │
│              │    │  Discussion  │    │              │    │              │    │              │
└──────────────┘    └──────────────┘    └──────────────┘    └──────────────┘    └──────────────┘
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                                                                                │ Documentation│
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- **Context**
- **Brainstorm**
- **Discuss**
- **Cluster**
- **Name**
- **Resolve**

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Workshop Question

What will we explore together today?

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

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 <u>10</u> 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

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Individual Brainstorming - question 2
What are YOUR best answers to this question?

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 <u>10</u> 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 <u>10</u> practical things… our best thinking comes when we push past the obvious!

- Limit to 3-7 words

- Underline your 3 favorite ideas

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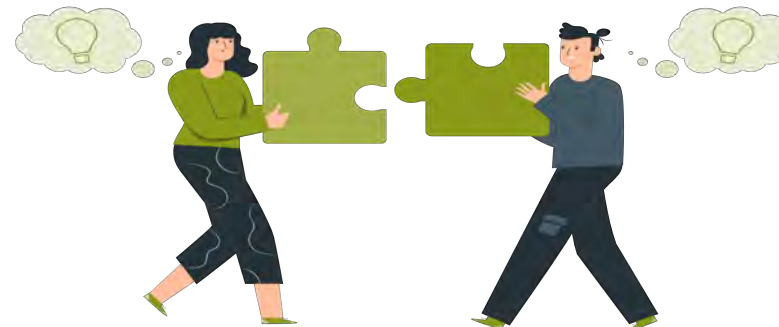- Discuss
- Cluster
- Name
- Resolve

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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.

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

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Group 1 - Ana, Carmen, Liliana, John, Karen, Mary Ann

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!

- Governance and authority
- Advise on state and regional funding for diversity and cultural impact needs
- Funding

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

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Group 2 - Kat, Kimberly, Miguel, Shimiko, Noura

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!

-Identify areas that need funding

-increase impact of CODEI through policy changes

-Resource and empower impacted communities

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

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

- Governance and authority
- Advise on state and regional funding for diversity and cultural impact needs
- Funding

- *Confidentiality*

- ❖ ***Inclusion, Respect, Participation, Representation***
- ❖ *Communication-intentionality of language and audience*
- ❖ Representation & who is invested

- **Advocacy, Improve Access,**
- Improve access for care and experiences
- *Advocate for clients*

- Build trust so members aren't always changing / DEI in healthcare - who is who
- Dismantle oppressive systems and create new ones
- Support Regional Health Assessment (RHA)

- Identify areas that need funding
- Resource and empower impacted communities

- ❖ **Leveraging, Elevating, Spreading the work, Actionable, Influence**
- ❖ Contaminate the other workgroups and committees with social justice and equity
- ❖ Increase impact of CODEI through policy changes

- ➔ **Accountability & Evaluation**
- ➔ Building a process for accountability
- ➔ Evaluating progress on equity topics

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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?

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