



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

June 7, 2023; 8:30am – 10:00am

Join by computer: <https://us02web.zoom.us/j/83986249949?pwd=WkQ5MmpiRk12U1JpL2l4WS9iUmFSZz09>

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

Meeting ID: 839 8624 9949

Passcode: 305212

- 8:30 am - 8:50 am Welcome, Guiding Principles, Introductions
- Relationship Building and Learning Conversation: DEIJ Present and future challenges.
- 8:50 am –10:00 am Context setting for today’s meeting.  
Reflect about CODEI’s Charter and explore options to invigorate the work to fulfil the purpose of the group, serve the community and the individual needs of its members.

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** –No meeting in July, the next Meeting will be on August 2<sup>nd</sup>, 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.

# Central Oregon Diversity Equity and Inclusion Committee CODEI



What Industry Leaders Are Doing to Show Support for Diversity

<https://www.entrepreneur.com/growing-a-business/what-industry-leaders-are-doing-to-support-diversity/430655>



The Dallas Morning News 03/23/23

<https://www.dallasnews.com/news/education/2023/03/23/texas-faculty-students-worry-about-how-dropping-dei-policies-will-impact-universities/>

# Central Oregon Diversity Equity and Inclusion Committee

## CODEI

### Introductory Conversation:

**What recent national developments related to diversity, inclusion, and equity are you most concerned or worried about? e.g. bans on teaching and books, limits on gender-affirming health care, etc.**

**What local developments related to diversity, inclusion, and equity - both positive and negative - have you seen or heard about? e.g. presentations, trainings, how issues are discussed, etc.**

# **CODEI Charter discussion**

**Finding the right model for the advancement of the Diversity, Equity, Inclusion and Social Justice agenda in Central Oregon.**

# Background: CODEI Charter structure (Rev 4.27.19)

## 1. PURPOSE

The CODI Workgroup will serve to provide expertise, focus and actionable strategies to advance diversity, equity and inclusion....

## 2. PURVIEW

The purview of the CODI Workgroup includes accountability for the positive movement of the HIMs, generating ideas...

## 3. AUTHORITY

Authority is vested to the CODI Workgroup by the COHC Board of Directors. In partnership with the Operations Council....

## 4. COMPOSITION /GOVERNANCE

Member representatives from all impacted parties, including health and community program practitioners, representatives with lived experience....

## 5. RESPONSIBILITIES/DUTIES

a. Scope, b.Objectives, c.Communication, d.Charter approval

## 6. CONFIDENTIALITY

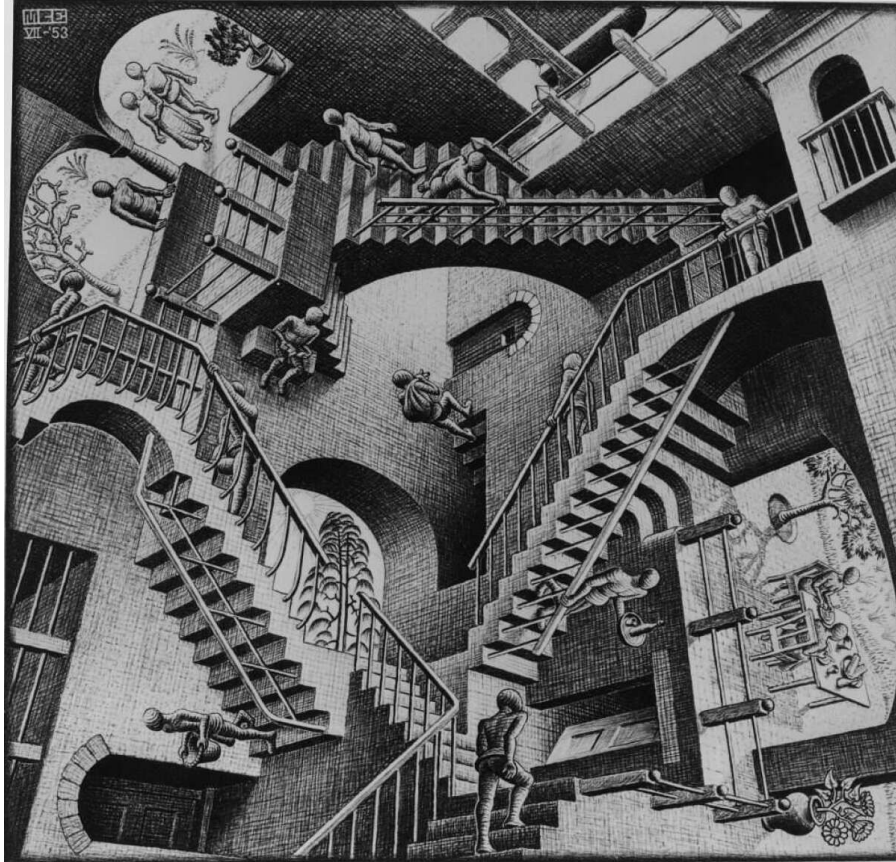
Confidentiality will be maintained during CODI Workgroup discussion and deliberations with the goal of providing a safe and inclusive venue for honest dialog....

## **Findings: new directions?**

**What we learn during the past months about CODEI's participants expectations?**

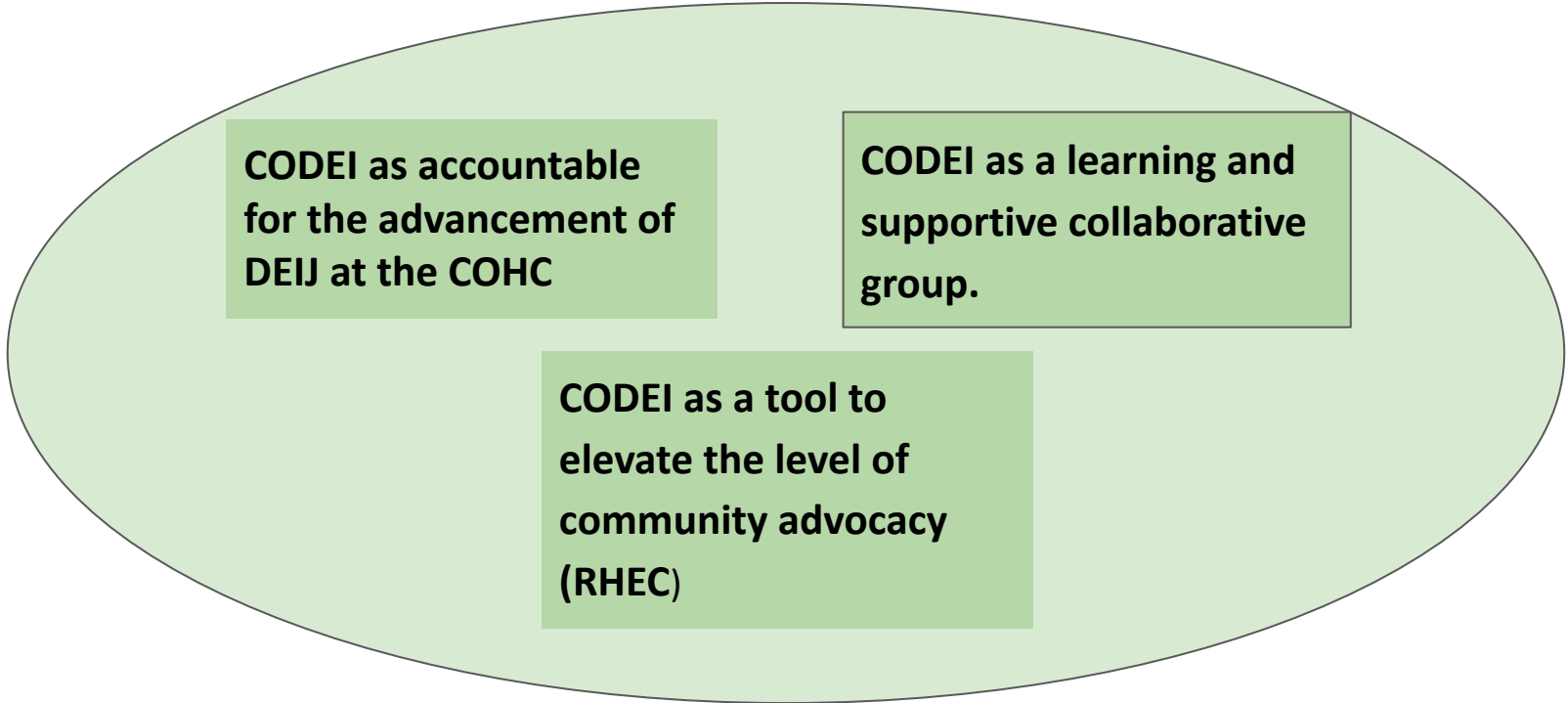


# M.C. Escher (1898-1972)



# Findings: new directions?

What we learn during the past months about CODEI's participants expectations



**CODEI as accountable  
for the advancement of  
DEIJ at the COHC**

**CODEI as a learning and  
supportive collaborative  
group.**

**CODEI as a tool to  
elevate the level of  
community advocacy  
(RHEC)**

# Findings: new directions?

What we learn during the past months about CODEI's participants expectations

**CODEI as accountable for the advancement of DEIJ at the COHC**

**What is the importance for the COHC of having a group like CODEI working on this aspect?**

**What is interesting to you on this role?**

# Findings: new directions?

What we learn during the past months about CODEI's participants expectations

**CODEI as a learning and supportive collaborative group.**

**What is the importance of participating in a group to work on DEIJ topics?**

**What advantages have to be part of a group like this around DEIJ?**

# Findings: new directions?

What we learn during the past months about CODEI's participants expectations

**CODEI as a tool to elevate the level of community advocacy (\*RHEC)**

**How CODEI work can advance the DEIJ agenda in the region, particularly around advocacy?**

**What are the implications/limitations of this work?**

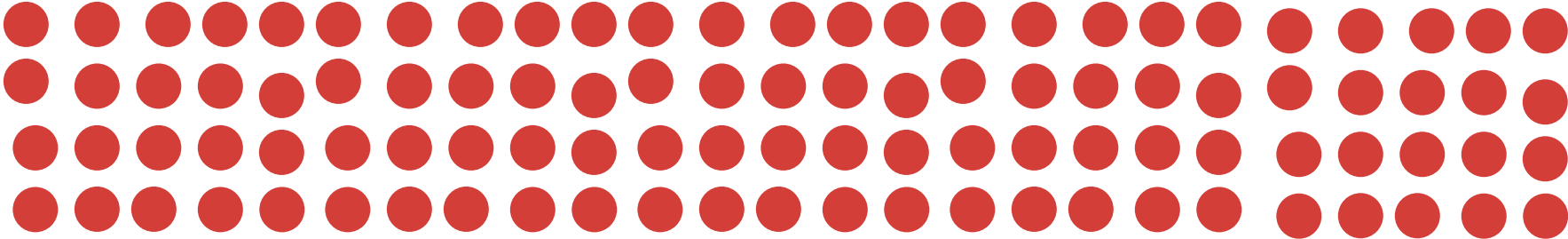
# Findings: new directions?

What is the area you have more interest in?

**CODEI as accountable for the advancement of DEIJ at the COHC**

**CODEI as a learning and supportive collaborative group.**

**CODEI as a tool to elevate the level of community advocacy (RHEC)**



# What follows next?

How are we going to build the structure to advance the work?

**CODEI as accountable for the advancement of DEIJ at the COHC**

X

**CODEI as a learning and supportive collaborative group.**

X

**CODEI as a tool to elevate the level of community advocacy (RHEC)**

X

**Closing thoughts.**