



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

August 2, 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: September will be the National Hispanic Heritage Month. How is identity fluctuating among Latinos in the US?
- 8:50 am –10:00 am Context setting for today's meeting.
CODEI in action
- Review new charter.
 - Learning sessions
 - Community support for DEIJ

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 –the next Meeting will be on September 6th, 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.

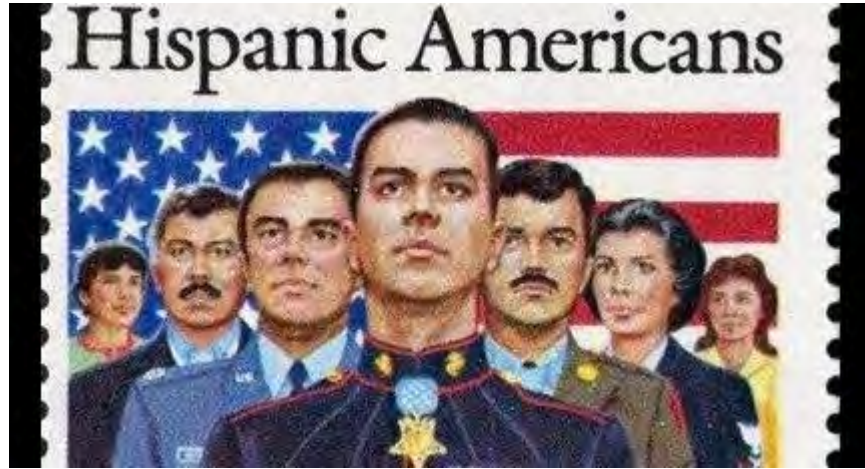
- Curiosity
 - The direction we seek is bigger than any one of ourselves or agencies. We actively work to see a broader perspective, gain deeper insight, self-reflect and work towards equitable representation of diverse identities.

- 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

Introductory conversation: Hispanic Heritage Month



Celebrate Hispanic Heritage Month - The Diverse Latinx Culture

<https://www.linkedin.com/pulse/celebrate-hispanic-heritage-month-diverse-latinx-culture-aguila>

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Does Hispanic Heritage Month Need a Rebrand?

<https://www.nytimes.com/2019/09/14/style/does-hispanic-heritage-month-need-a-rebrand.html>

Central Oregon Diversity Equity and Inclusion Committee

CODEI

Introductory Conversation:

Hispanic Heritage Month (Latino month) is celebrated from September 15 to October 15th. How diverse identity could still be a motor to the very American ideal of “melting pot” and how this identity is changing now?

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

National Hispanic Heritage Month

<https://www.hispanicheritagemonth.gov/about.html>

Some resources

18 Hispanic Heritage Month Activities & Ideas for Work in 2023

<https://teambuilding.com/blog/hispanic-heritage-month>

History of Hispanic Heritage Month

<https://nationaltoday.com/hispanic-heritage-month/#:~:text=When%20is%20Hispanic%20Heritage%20Month.of%20the%20American%20Latino%20community>.

Key facts about U.S. Hispanics and their diverse heritage

<https://www.pewresearch.org/short-reads/2019/09/16/key-facts-about-u-s-hispanics/>

Office of Minority Health. Profile: Hispanic/Latino Americans

<https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=3&lvlid=64>

Assessing Diversity among Latinos, National Institute of Health

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2724019/pdf/nihms105230.pdf>

Documenting Latino Representation in the US Health Workforce, Datawatch

<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:6aa577ab-7491-3601-ab33-4e3036db3f08>

Context setting for today's meeting:

1 Three new directions identified in the June meeting

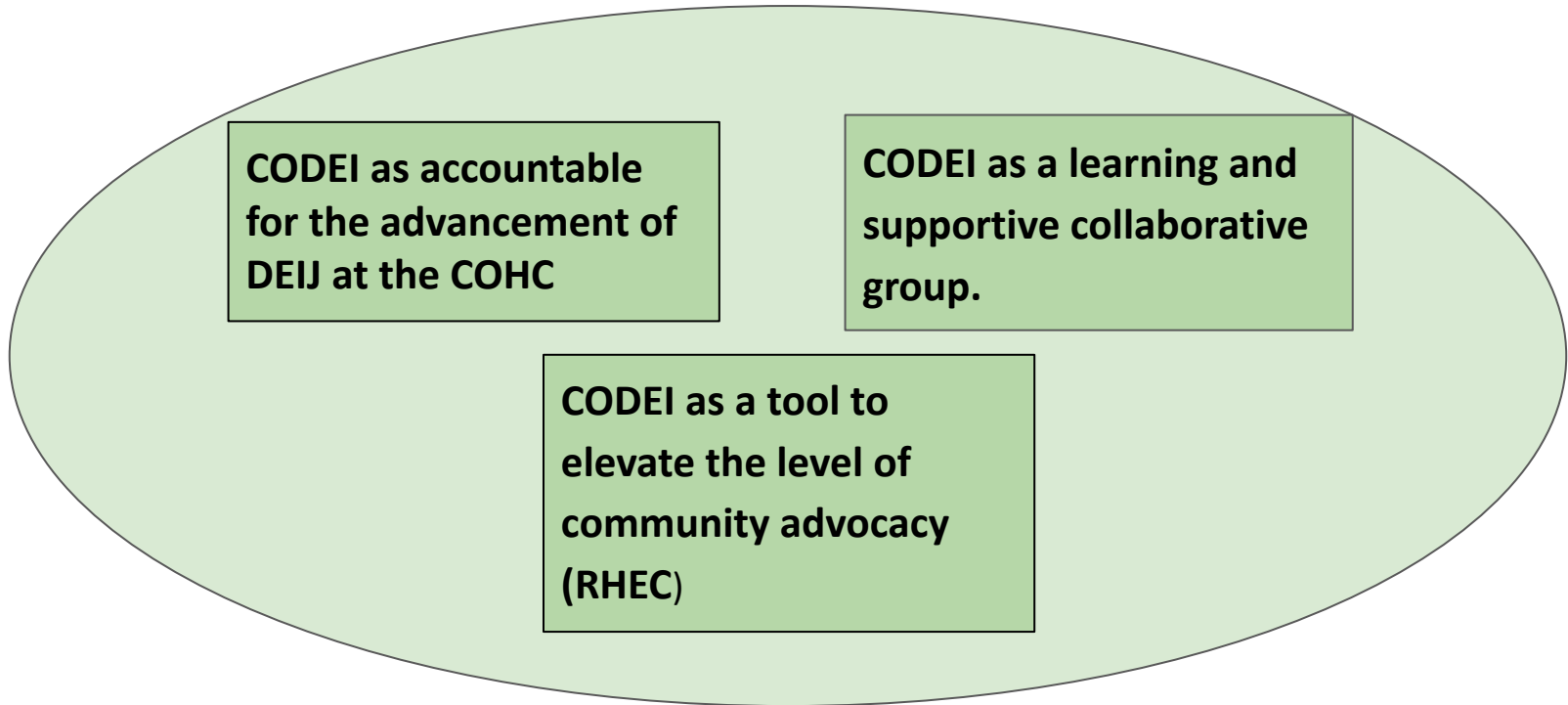
2 Summary of the new Charter

3 Learning Sessions

4 Connecting CODEI with other workgroups and the community

Findings: new directions?

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



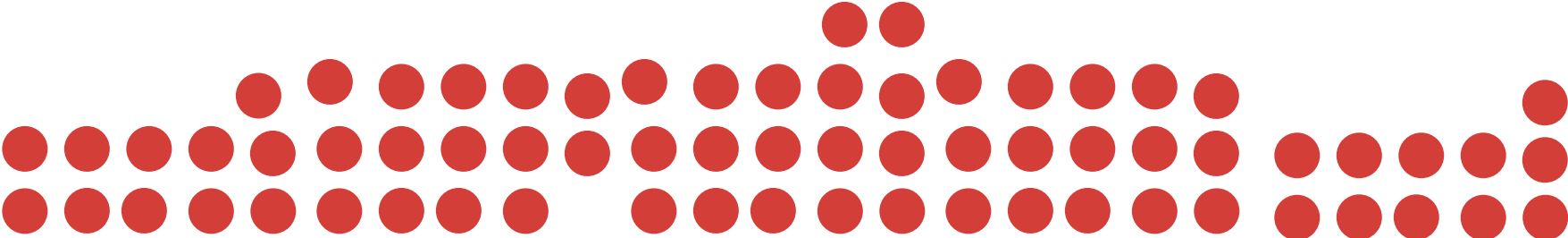
Findings: new directions?

What is the area you have more interest in?

CODEI as accountable for the advancement of DEIJ at the COH

CODEI as a learning and supportive collaborative group.

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



**Central Oregon Health Council (COHC)
Central Oregon Diversity, Inclusion, and Equity (CODEI) Committee
DRAFT v.7-28-2023**

Current Charter	Draft Proposed Charter
<p>Purpose: CODEI Workgroup provides expertise, focus, and actionable strategies to advance DEI; evaluation includes COHC Health Impact Metrics</p>	<p>Purpose: CODEI Committee provides subject matter expertise, timely advice, and actionable recommendations to advance DEI to COHC Board of Directors, Committees, and Regional Health Improvement Plan (RHIP) Workgroups</p>
<p>Purview: has accountability for improvement in Health Impact Metrics; generates ideas to advance DEI; encourages partnerships and community outreach</p>	<p>Purview: standing Committee of COHC; provides regular updates to COHC Board; supports work of COHC Committees and RHIP Workgroups as needed</p>
<p>Authority: has authority vested by the COHC Board of Directors, in partnership with COHC Operations Council</p>	<p>Authority: makes actionable recommendations to COHC Board of Directors, Committees, and RHIP Workgroups</p>

**Central Oregon Health Council (COHC)
Central Oregon Diversity, Inclusion, and Equity (CODEI) Committee
DRAFT v.7-28-2023**

Current Charter	Draft Proposed Charter
<p>Composition/Governance: seeks diversity of workgroup members; may appoint a leader but not required; COHC staff acts as leader if none appointed by workgroup</p>	<p>Composition/Governance: seeks diversity of Committee members; elects a Chair and Vice-Chair; COHC staff provides support</p>
<p>Responsibilities/Duties: develop Lean A3 Template to prioritize work to advance DEI; meet monthly, alternating in person and videoconference meetings; CODEI workgroup charter revisions to be approved by COHC Board of Directors</p>	<p>Responsibilities/Duties: develop annual workplan with recommended strategies to advance DEI; meet monthly by videoconference or in person; CODEI Committee charter revisions to be approved by COHC Board of Directors</p>
<p>Confidentiality: Discussion at workgroup meetings are confidential to provide a safe and inclusive venue for honest dialogue</p>	<p>Professionalism and Ethics: Committee members expected to act with professionalism and ethics; ensure safe, respectful, welcoming, and affirming environment for Committee work</p>

CODEI Charter notes/Ideas

1.PURPOSE:

X

2.PURVIEW:

X

3.AUTHORITY:

X

4.COMPOSITION/GOVERNANCE:

X

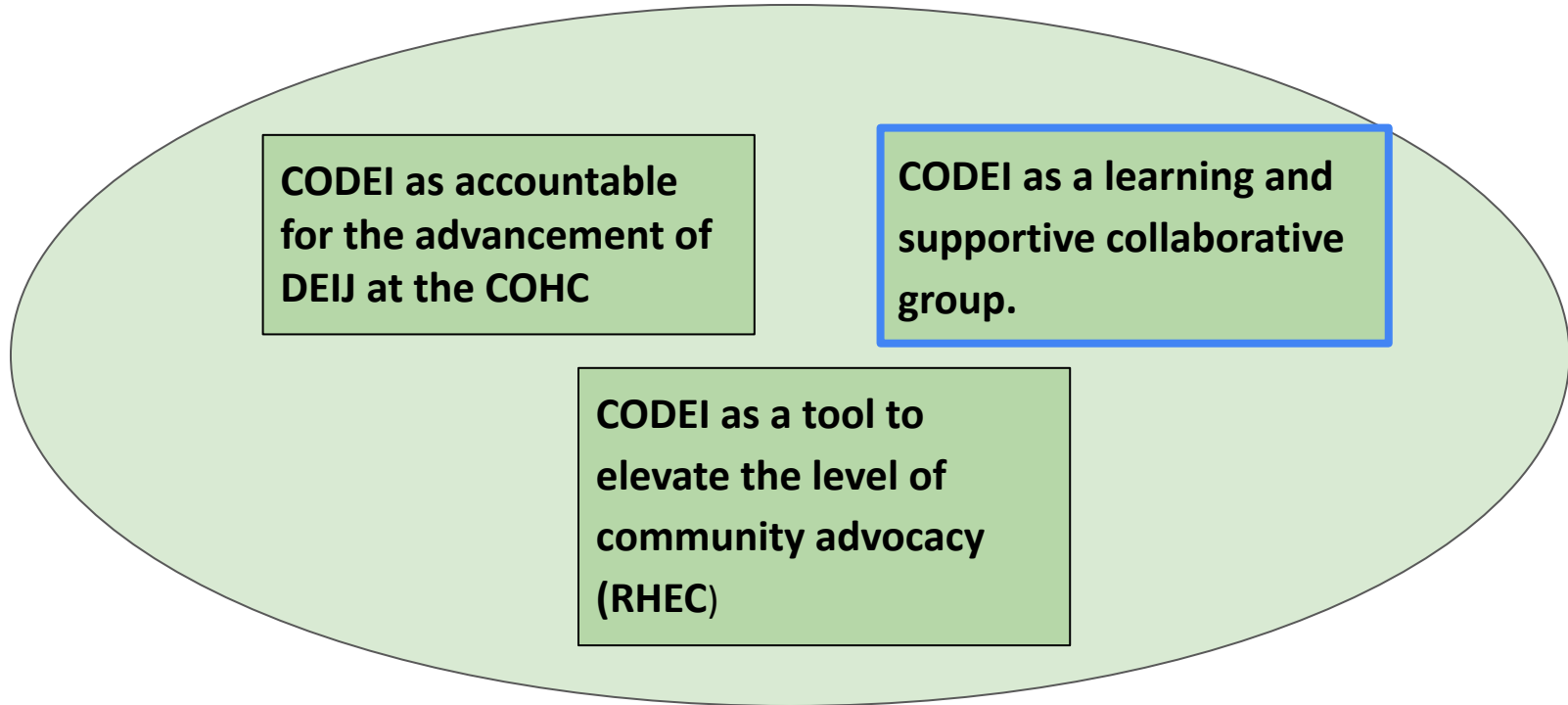
5.RESPONSIBILITIES/DUTIES:

X

6.CONFIDENTIALITY

X

CODEI new directions



Recap: Why a learning and supportive collaborative group(s)?



From 6.7.23 meeting conversation:

- Provides a safe space for opening, make learning mistakes, healing, imagining new ways, supporting each other
- To build relationships with those ready, thought partners, connections and networking. Interpersonal and inter-professional supports.
- To collaborate and host trainings, open to broader audience

Wrong Tool for the Job?



OR

Right Tool for the Job?



Different Needs, Different Audiences, Different Look and Feel Examples

Example A:

What need are we trying to meet?

Increase general knowledge of different concepts of DEI/J

How?

2021 COHC DEI/J Learning Series. Open to COHC partner organizations. Participatory Class style. Online. Each session had a focus topic. Each session was stand-alone

Example B:

What need are we trying to meet?

Central Oregon Children's Forest. Increase leadership human resources knowledge and practice within their own organization.

How?

Ongoing and in person. Open to interested people. Quarterly. Assigned reading, conversation and sharing of practices, challenges and brainstorming.

Different Needs, Different Audiences, Different Look and Feel

Goal: General Learning about DEIJ

What:

When:

How:

Who

Goal:

What:

When:

How:

Who

Different Needs, Different Audiences, Different Look and Feel

Goal:

What:

When:

How:

Who

Goal:

What:

When:

How:

Who

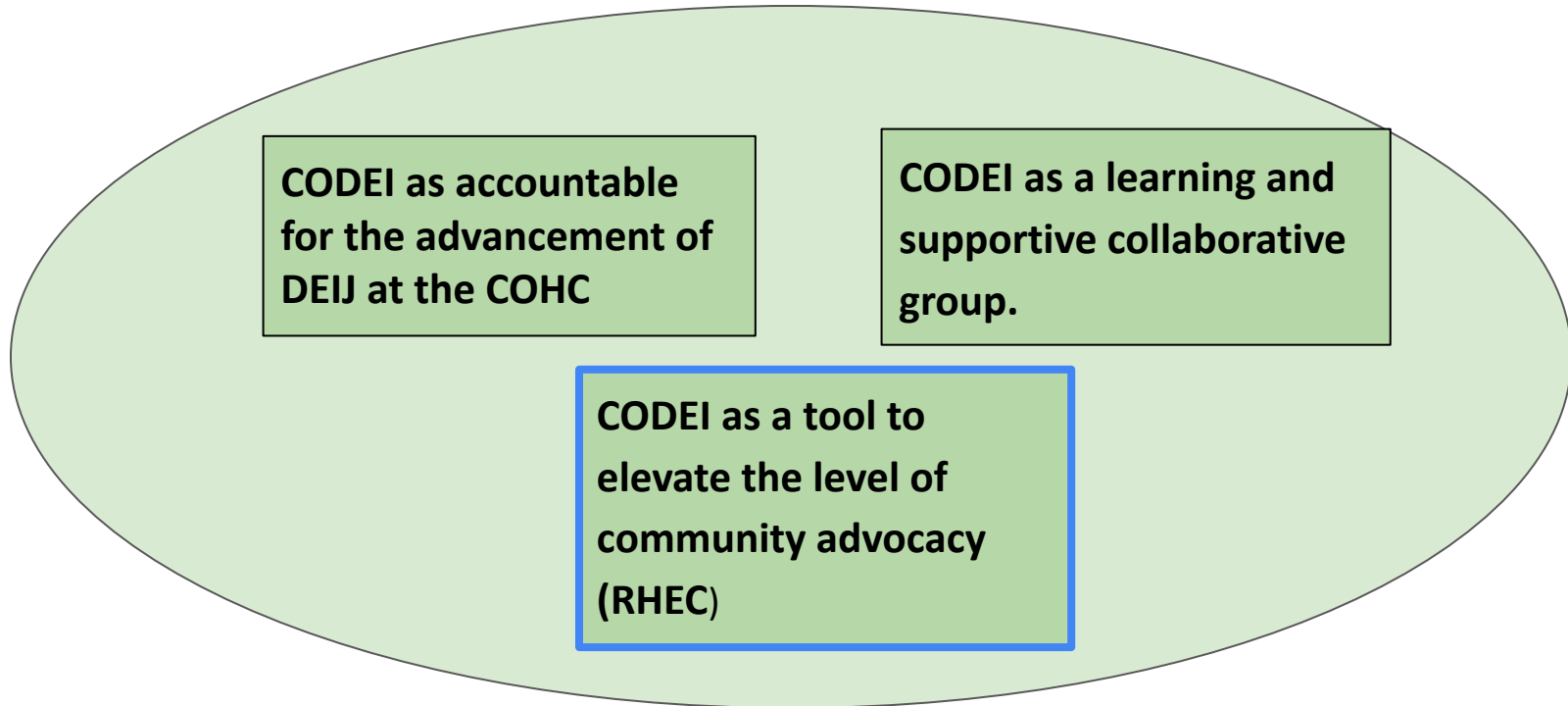
What follows next?

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

CODEI as a supportive, learning collaborative group.

X

CODEI new directions



COHC Community Engagement Plan



Our goal

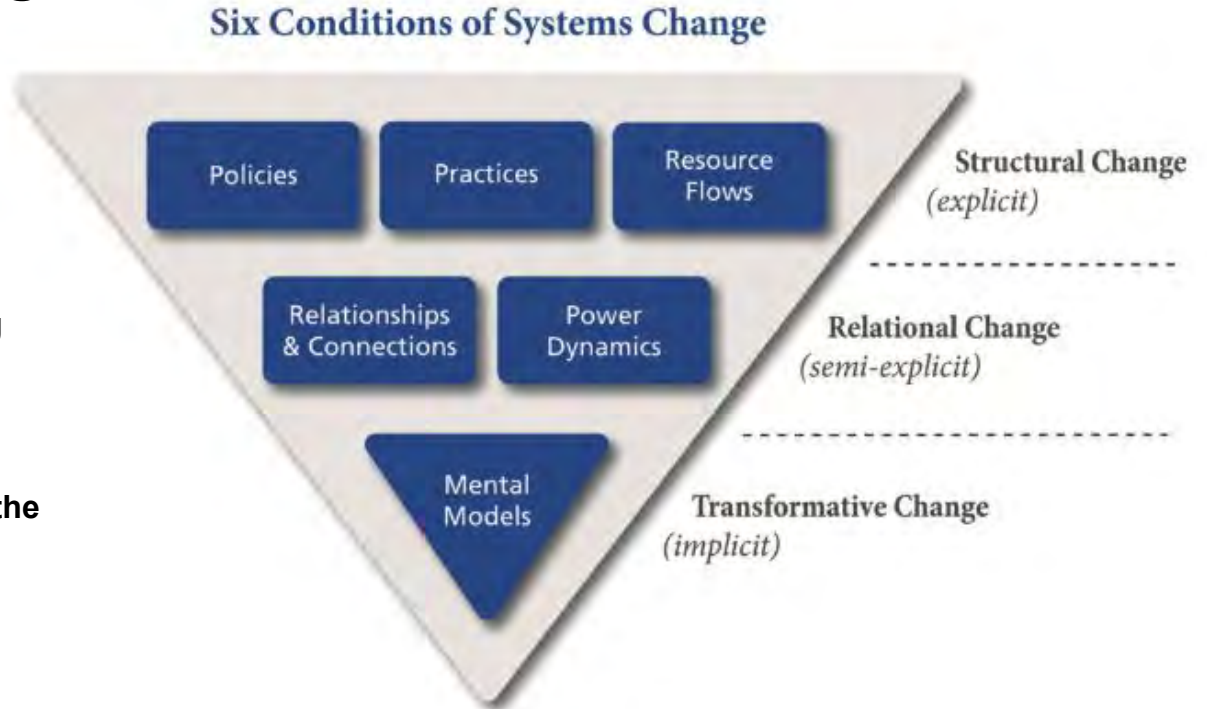
The COHC will create the conditions and opportunities for a more *significant interaction* between the Committees/Workgroups/Board, the CBO's and Members of underrepresented communities. (Community representatives)

Three levels of change:

COHC BOD, workgroups and committees.

Engaging the community and keeping them: *Informed, Consulted and Involved.*

Need to “touch the hearth of the people”



https://www.fsg.org/resource/water_of_systems_change/

How are we going to do it? Future State Metrics

1-Community engagement will be accepted by the Board, workgroups and committees as a main objective for the work led by the COHC and a continuum learning process will be adopted to achieve our goal.

2-The COHC staff will be trained and able to lead and model the transformation needed at workgroups, committees, and communities.

3-COHC Committees and Workgroups will be aware of their need to become a more welcoming space and will develop a plan to integrate inclusive practices, diversity and make space for community feedback into their group.

4-Community representatives, Medicaid members and CBO's in the region will be ***informed, consulted, involved, and eventually participating or leading*** most decisions that affect the health in their communities.

CODEI connecting with the community and the COHC groups and BOD

First ideas, pros-constraints etc

Networking, community gathering?

X

CODEI connecting with the community and the COHC groups and BOD

First ideas, pros-constraints etc

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

X

Closing Thoughts?

x