



Central Oregon Diversity Equity and Inclusion (CODEI) Committee

November 1, 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: Conversation about current events: *Conversations to gain understanding vs Conversations to defeat the interlocutor.*
- 8:50 am –10:00 am Context setting for today’s meeting.
- 1: Review draft of the revised JEDI charter
 - 2: Provide feedback for proposed 2024 Q1 JEDI learning community activities
 - 3: Develop ideas and identify potential resources for community advocacy to support JEDI

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 December 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 about current events

Video (Yuval Harari)

https://www.youtube.com/shorts/n_fr0vXsNws

Agenda for today's meeting:

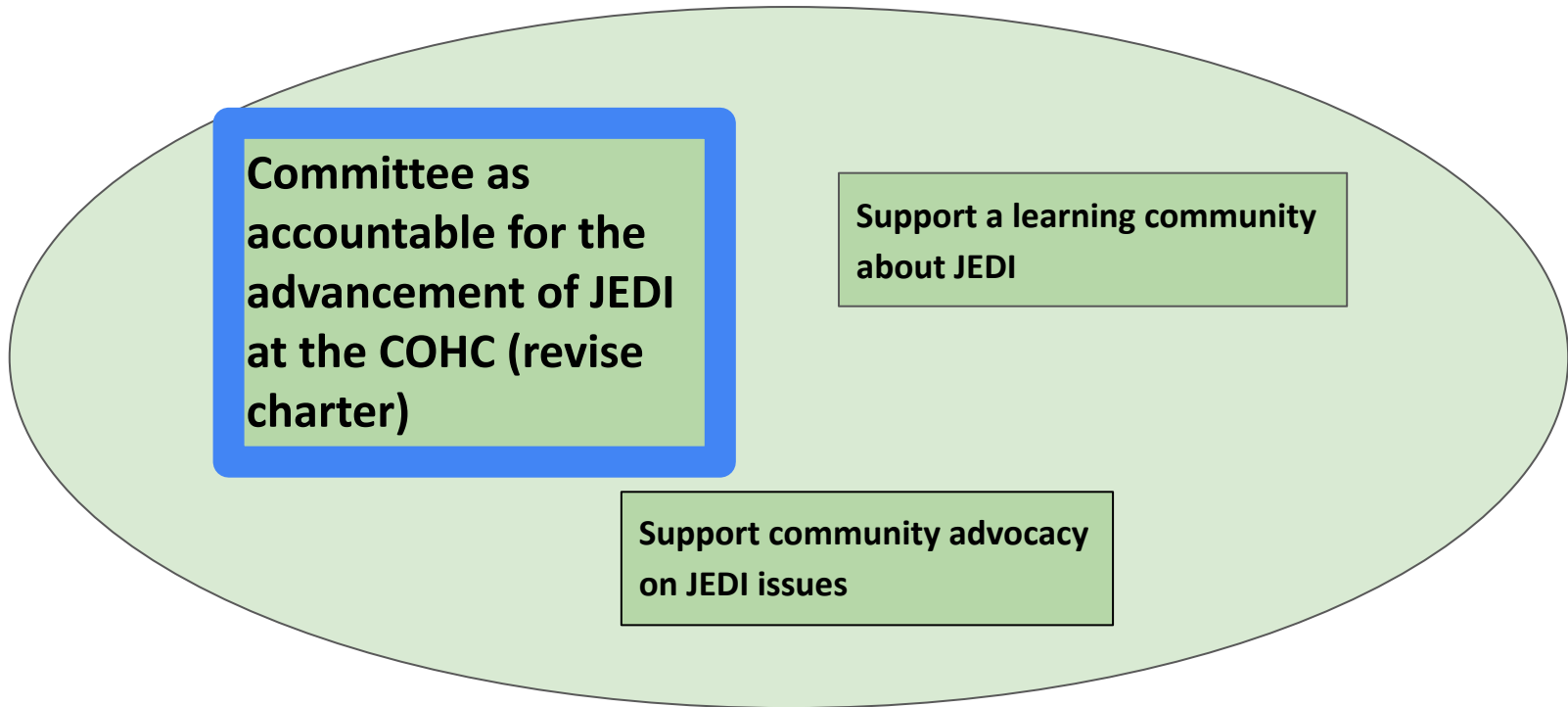
Following up on three potential roles for CODEI identified in the June meeting

1: Review draft of the revised JEDI charter

2: Provide feedback for proposed 2024 Q1 JEDI learning community activities

3: Develop ideas and identify potential resources for community advocacy to support JEDI

Three potential roles for CODEI → JEDI Committee



Central Oregon Health Council (COHC)
~~Central Oregon~~ Justice, Equity, Diversity, and Inclusion
(~~JECODI~~) ~~Workgroup~~ Committee
Charter
Revised 10-18-2023

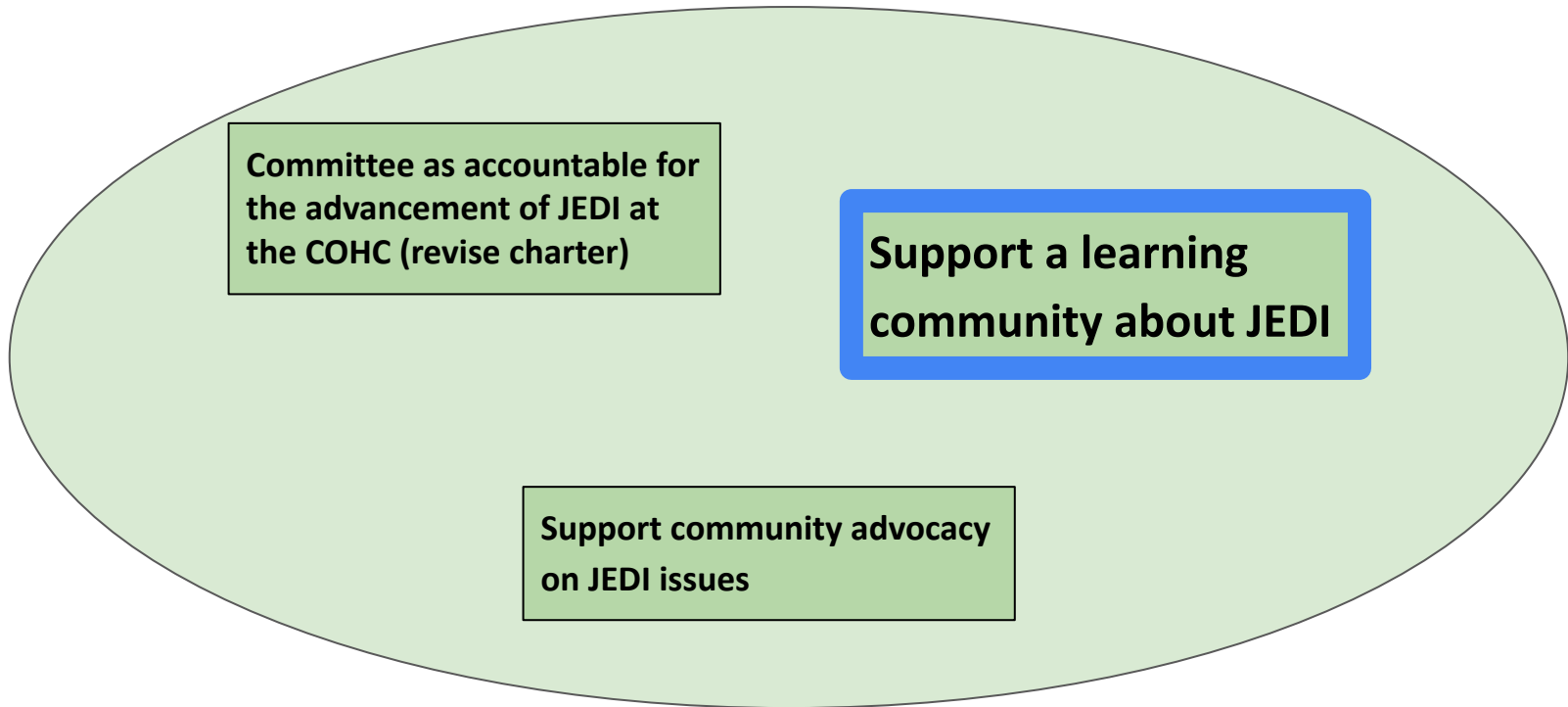
1. PURPOSE

The mission of the Central Oregon Health Council (COHC) is to create an integrated and equitable health ecosystem to improve the health of all Central Oregonians. To achieve health equity, we must address the racism and inequality stemming from biased policies and practices that were set in the past and continue to this day.

The COHC ~~CO~~ Justice, Equity, Diversity, and Inclusion (JEDI) ~~Workgroup~~ Committee will ~~serve to~~ provides subject matter expertise, timely ~~focus~~ advice and actionable ~~strategies~~ recommendations to advance justice, diversity, equity, diversity, and inclusion in support to of the mission, vision, strategies, and goals of the ~~Central Oregon~~ Health Council (COHC,) as articulated in the ~~including its~~ Regional Health Improvement Plan (RHIP).

<https://docs.google.com/document/d/1TPogfPeedFY5n28cUrgZCwdFS7geh9X3/edit>

Three potential roles for CODEI → JEDI Committee



Recap: Why a learning community on JEDI?



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
- Personal and professional growth
- Ability to learn from others and their different perspectives

Different Needs, Different Audiences, Different Look and Feel

Goal: General Learning about JEDI

What: general info. Visibility of topics. Basic terms and definitions. Personal Assessments of bias. Glossary of terms, share it out, build learning around it. Content experts. Internalized racism

When: continuous

How: space to process what you're learning about, Cater to the audience needs. Actionable steps. Multi-modal.

Who: personalized to culture of each region. Specific audiences, specifically, personalized materials

Goal: Personal Supported Reflection?

What: in relationship to academic learning, 1:1 buddy/peer, mentorship, sponsorship, small group, coaching. Could be a variety of structures. Having trainings and sessions for CODEI that are closed... so it's easier to share openly knowing that our community members aren't listening.

When: continuous,

How: with skilled facilitator for JEDI specific interactions. Confidential spaces. Supportive healing and support as these conversations happen (outside of this session). Provide debrief and support for secondary trauma and issues the arise from convo. Inperson. Closed spaces

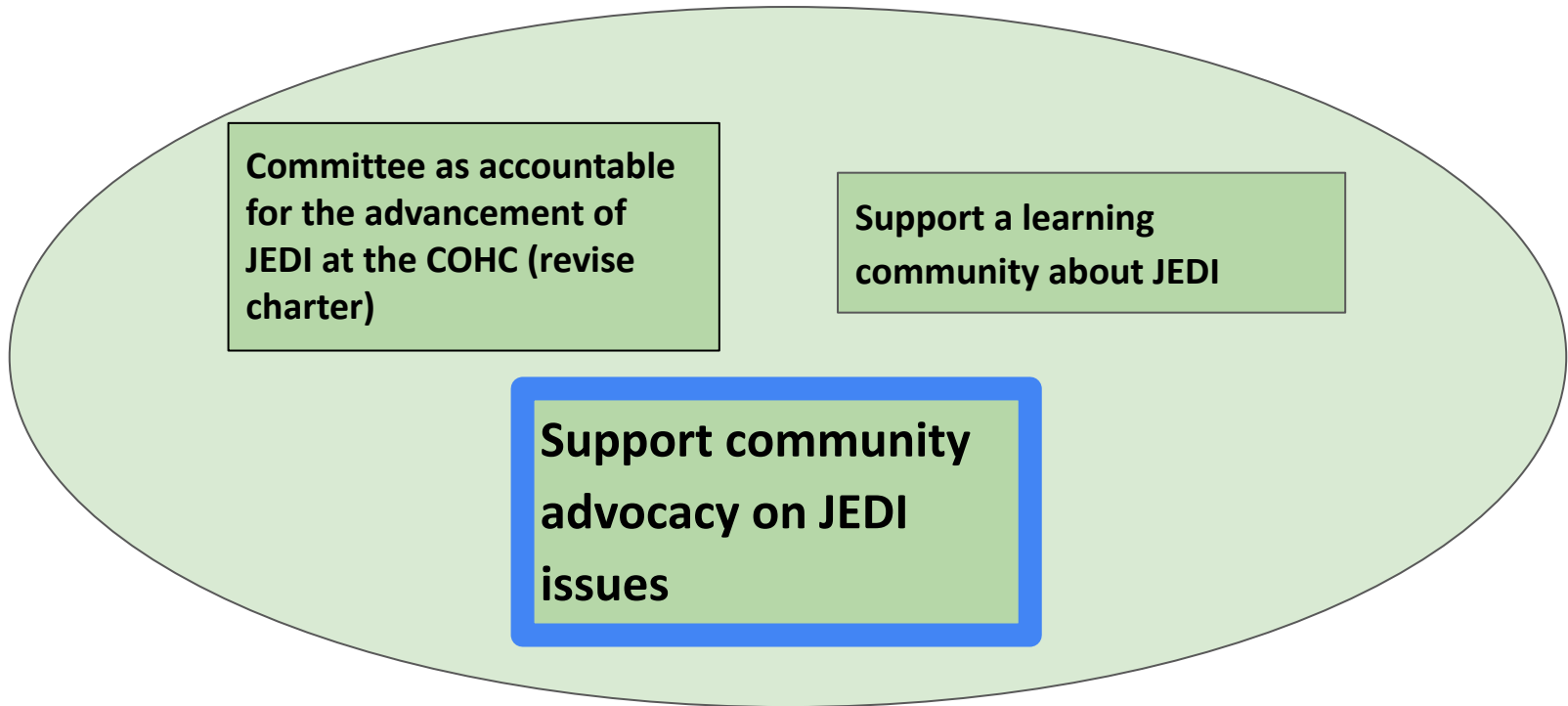
Who: affinity spaces/resource groups with like identities; professional and social peers

Draft proposed JEDI learning community activities for 2024 Q1



- Share information about Oregon Health Authority DELTA program beginning in January 2024 (application due today, November 13)
- Identify and share information about JEDI trainings (that are open to the public) happening in 2024 Q1 (through a survey? create a calendar of events on a shared document?)
- Identify any (internal) organizational JEDI trainings/learning opportunities (to identify trainers/facilitators and curricula)
- Explore interest in an ongoing affinity group for people of color working in health and health care

Three potential roles for CODEI→ JEDI Committee



What has occurred recently that may affect our community? (from September 6 CODEI Committee meeting)

- Student loan forbearance is ending. Students will be impacted by having to make student loan payments again.
- Changes in insurance coverage for the medicare population
- People are seeing conversations about JEDI as a divisive force (dividing).
- ‘We have tried this equity thing and nothing is changing’ mindset. ‘Show me the numbers’ We haven’t yet developed ways to measure progress in JEDI
- Many people get their news from tic toc or other social media. There may be more opportunity for misinformation.
- A joining of forces of people supporting Trans Care. Limited funding for work supporting Trans/JEDI work
- Few resources that are dedicated to affirmative action are under attack. Starting to be lawsuits to challenge JEDI work

<https://hbr.org/2023/07/what-scotuss-affirmative-action-decision-means-for-corporate-dei>

What may occur in the future? Are there any trends emerging that will have an impact in our work? Describe the trends.

- The effort to avoid words that cause 'issues' aka. "Woke"
- Political season is on us and will see divisive language
- OR boarders Idaho repealed Roe v Wade. This will/has impacted OR. ID, TX...etc.
- Some parts of Federal and state governments continue to be unapologetic about health equity and equity as part of agenda. Could be protective of JEDI efforts.
<https://www.nationalacademies.org/our-work/review-of-federal-policies-that-contribute-to-racial-and-ethnic-health-inequities>
- This RHA is centered on community, personal stories and involvement of the community.
- OR is becoming a sanctuary state for health care (gender affirming care, reproductive health). There is a large and growing network of care closer to the states where these are attacked.
- There is the evolution of new language to better express and include, intentional language. This is included in review and writing of policy. States are using this new language to strengthen legislation.
- Building and strengthening of collaborations and collectives.
- OHP expansion regardless of immigration status - giving folks a wider and more welcoming space in the medical community
- National Committee on Quality Assurance is requiring quality measures to be stratified by race and ethnicity and making breast and cervical cancer screening more gender inclusive and affirming:
<https://www.ncqa.org/blog/hedis-my-2024-whats-new-whats-changed-whats-retired/>
- More research is happening around being inclusive and better data to be more accurate and counted
- There is an increase in funding for rural communities.
- There is a reduction in reporting requirements and burdens on the grantee.... Less restrictions on how people can access funding.

What JEDI issues are priorities for advocacy?

- Immigration law and policy
- Access to abortion and reproductive health services
- Gender-affirming care

Who on Central Oregon is working on advocacy on these issues? How could COHC/the JEDI Committee connect to and support such advocacy?

Closing Thoughts?

X