Central Oregon Justice, Equity, Diversity and Inclusion (JEDI) Committee

February 7, 2024; 8:30am – 10:00am

Join by computer: [https://us02web.zoom.us/j/89357211655?pwd=NnkxQnRJYVRoQjhydS90dzkrYVMyQT09](https://us02web.zoom.us/j/89357211655?pwd=NnkxQnRJYVRoQjhydS90dzkrYVMyQT09)
Join by phone: 1 253 215 8782 or 1 669 900 6833
Meeting ID: 893 5721 1655
Passcode: 168048

8:30 am - 8:50 am Welcome, Guiding Principles, Introductions
  • Relationship Building and Learning Conversation: Conversation about current events: *Celebrating Black History Month*

8:50 am –10:00 am Context setting for today’s meeting.
  • Discussion and approval of the JEDI 2024-2025 work plan.

Links to Shared Documents

COHC Webpage:
[https://cohealthcouncil.org/](https://cohealthcouncil.org/)

Shared Google Drive:
[https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing](https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jPp87U2N?usp=sharing)

Regional Health Improvement Currently Funded Projects:
[https://www.centraloregonhealthdata.org/tiles/index/display?id=25404771334460685](https://www.centraloregonhealthdata.org/tiles/index/display?id=25404771334460685)

Next Meeting –March 6th
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.
WIP Central Oregon Justice, Equity, Diversity & Inclusion (JEDI) 
Action Plan 2024-2025

Plan summary: The plan aims to advance the work of the JEDI Committee as part of the Community Engagement strategy for the COHC, the advancement of the equity agenda among the workgroups, committees and BOD and the support of the underserved communities in Central Oregon and North Klamath.

GREEN=Done ORANGE=In Progress

**JEDI Presence and collaboration Goal:** By December 2024, the JEDI workgroup will have rebranded its name and establish relations and visibility among the rest of Committees and Workgroups of the COHC, contributing to advance the equity agenda in the region.

<table>
<thead>
<tr>
<th>Activities (What We Do)</th>
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<tbody>
<tr>
<td>● Rebrand JEDI Committee.</td>
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<tr>
<td>● Establish visibility and collaboration with the rest of the Committees and Workgroups.</td>
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<tr>
<td>● Outline, clarify and communicate JEDI needs and trends to the COHC Workgroups and leadership.</td>
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**Collaborative learning Goal:** By December 2024, the COHC will develop and implement a learning plan and foster ongoing DEI learning and growth for board, staff, committees and workgroups.

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<tr>
<td>● Implement at least one JEDI related learning opportunity appropriate for board, staff, committees or workgroups.</td>
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<tr>
<td>● Ongoing communicating with COHC workgroups and communities about JEDI learnings and opportunities.</td>
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**Advocacy Goal:** By December 2024, the JEDI Committee will support at least one community advocacy need identified in the region.

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<td>● Ensure diverse populations represent their experiences in the RHA-RHIP process.</td>
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<tr>
<td>● Participate in the development of the RHIP.</td>
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<td>● Listen and support upcoming community needs.</td>
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Central Oregon
Justice, Equity, Diversity & Inclusion Committee (JEDI)
Action Plan
2024-2025
Central Oregon Justice Equity Diversity and Inclusion Committee of the Central Oregon Health Council

JEDI Action Plan for 2020-2024

BACKGROUND: In 2017, a gap in access to health care was identified and a partnership, Central Oregon Cares, was formed to address workforce diversity in the Central Oregon healthcare system. In 2018, the Oregon Health Authority released the Transformational Quality Standards elevating the conversation and response to address diversity, equity and inclusion within health care. PacificSource, who shares Medicaid governance with the Central Oregon Health Council (COHC), conducted a multi-stakeholder assessment about Culturally and Linguistically Appropriate Services (CLAS) Standards. In 2019, through partnership with PacificSource, the Central Oregon Health Council formed the Central Oregon Diversity, Equity and Inclusion (CODEI) team. In 2023 the Charter and objectives were reviewed and the group renamed as JEDI: Justice, Equity, Diversity & Inclusion Committee.

THE JOURNEY: The journey of JEDI (Formerly known as CODEI) is common to many justice, equity, diversity and inclusion teams. We have experienced our starts, pauses, turns and adjustments. The questions we have sought to answer include: What does success look like? Who are we as JEDI? What is our scope? How do we do this work? Where do we start? How do we address our own biases and blind spots? How do we adjust what we do in response to our learning? How do we respond to the critical needs of those harmed by inequities? How do we impact our region? How do we partner with those already living and working in this space in our region? We continue to work through these and many other questions.

JEDI has always been open to all interested people and have met for 60-90 minutes once a month since January 2019. As of December 2019, JEDI resides as a committee within the COHC organizational structure. In 2019 and 2020, PacificSource provided funding for the group.

THE SCOPE: Over the course of our first year’s conversations, we recognized that the work of reducing and eliminating inequality in health care should begin at the individual and self-reflective level. It is only through addressing and changing our own mindsets that true evolution and change can begin. We also recognized that the Central Oregon Health Council, a 501(c)3 with the mission to improve health and well-being of all people in Central Oregon, and home to JEDI, has its own reflection and work to do to improve how we serve those who have been historically excluded or underserved and continue to experience discrimination in our region. As the COHC does their DEIJ work, then they have a natural influence in the work of the Regional Health Improvement Plan workgroups, committees, the Board of Directors and the broader community.

This Action Plan is JEDI’s attempt at beginning to answer some of the questions we’ve been asking. We fully recognize that it is incomplete. It serves only as a draft working plan (of many to come) to be updated and adjusted as we grow in our understanding, knowledge and will.

Last updated 02.05.24
As you review this plan, we invite you to join us in this journey.

**CODEI Action Plan 2020-2024**  **GREEN=Done  ORANGE=In Progress**

**JEDI Presence and collaboration:** By December 2024, the JEDI workgroup will have rebranded its name and establish relations and visibility among the rest of Committees and Workgroups of the COHC, contributing to advance the equity agenda in the region.

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<th><strong>Intended Results</strong></th>
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<td><strong>Inputs</strong> (Resources)</td>
<td><strong>Activities</strong> (What We Do)</td>
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<tr>
<td><strong>Resources:</strong> - Staff and time - Consultant cost - JEDI partners</td>
<td><strong>2024-2025</strong> - Re-launch JEDI - Establish visibility and collaboration with the rest of the Committees and Workgroups. - Outline, clarify and communicate DEIJ needs and trends in our WG grants.</td>
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<tr>
<td><strong>Constraints:</strong> - More community members representation is needed.</td>
<td><strong>Existing Data:</strong> - Central Oregon Public Health Equity Report - Regional Health Assessment - Central Oregon Health Data website - Latinos in Central Oregon (LCA) - PacificSource Healthy Equity Plan</td>
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Last updated 02.05.24
Collaborative learning Goal: By December 2024, the JEDI Committee will implement the needed actions to create a collaborative learning community on DEIJ topics

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| **Resources:**  
- Staff and time  
- Consultant cost  
- JEDI partners | 2024-2025  
- Implement at least one DEIJ related learning opportunity for board, staff, committees or workgroups.  
- Ongoing communicating with workgroups and communities about JEDI learnings and opportunities. | Learning needs assessment  
- Rationale and need identified  
Learning opportunity  
- Development  
- Implementation  
JEDI Calendar  
- Calendar alive on the web page  
- Monthly announcements  
# trainings offered  
# attendees  
# organizations that participate in trainings  
# website hits | Change in knowledge  
Change in attitudes  
Shared understanding  
Shared values  
Increase organizational DEI learning engagement by 10% from baseline | The COHC staff, board, committees and workgroups will utilize learning and resources to grow in their personal DEI development.  
The COHC staff, board, committees and workgroups will utilize learning and resources to foster ongoing development & utilization of a DEIJ in their work. |

Last updated 02.05.24
**Advocacy Goal:** By December 2024, the JEDI Committee will support at least one community advocacy need identified in the region.

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| **Resources:**  
- Staff and time  
- Consultant cost  
- CODEI partners | 2024  
- Ensure diverse populations represent their experiences in the RHA-RHIP process  
- Participate on the development of the RHIP  
- Listen/Support upcoming community needs | 2024 RHA-RHIP with equity components  
# of identified needs or communities that need to be represented on the RHA-RHIP | More equitable decision making  
Increased understanding of relationships between identities and health outcomes. | More equitable decisions and distribution of funding will improve health outcomes for marginalized communities.  
More community representation on the RHA-RHIP process. |

Last updated 02.05.24