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

April 3, 2024; 8:30am – 10:00am

Join by computer: https://us02web.zoom.us/j/89357211655?pwd=NnkxQnRJYVRrQjhydS90dztRVMYQT09
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
     •  April is the Arab American month (Jill Riding)

8:50 am –10:00 am  Context setting for today’s meeting.  III Advocacy Goal.
     •  JEDI Calendar active and alive on the web page
     •  Overview about COHC RHIP Prioritization process
     •  Review and feedback about proposed “Equity tool”

Links to Shared Documents

COHC Webpage: https://cohealthcouncil.org/

Working document. https://docs.google.com/presentation/d/1Zmu9kl3RZpy2nNj5nnJNvUHoJRqgwMczQi-biEfKT1I/edit?usp=sharing

Shared Google Drive: https://drive.google.com/drive/folders/1Y3-hzNmUV9aZ5rxh9iORVtA4jp87U2N?usp=sharing

Regional Health Improvement Currently Funded Projects:
https://www.centraloregonhealthdata.org/tiles/index/display?id=254047713344660685

Next Meeting –May 1 (extended meeting of two hours, 8 to 10 or 8:30-10:30 TBD)
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 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.

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<th>Activities (What We Do)</th>
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<td>● Rebrand JEDI Committee.</td>
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<td>● Establish visibility and collaboration with the rest of the Committees and Workgroups.</td>
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<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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<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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<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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JEDI April agenda

Introductory conversation: Jill Riding, Arab American Month.

III Advocacy Goal: Elevate underrepresented community voices.

- JEDI Calendar active and alive on the web page.
- Overview about the COHC RHIP Prioritization Process.
- Review and feedback about proposed equity tool.
Useful links:

**JEDI 2024 Workplan**

I-Presence and Collaboration (Workgroups collaboration, grants)

II-Learning opportunities (Calendar opportunities, trainings)

III-Advocacy (RHIP participation, advocacy)

**Updated Charter**

**2024 Action plan**

**One pager**

**Final report of the Focus Group**

**Community Health Survey**
Arab-American immigrants began arriving in the Americas in the 1880s when the Ottoman Empire began to disintegrate with most of the Arabic-speaking people leaving Greater Syria (today’s Syria, Lebanon, Palestine, Israel, and Jordan). Immigration remained constant until laws limiting immigration were put in place in 1924, but then picked back up after 1965 when the quota system was ended. This lasted until 2018 when travel bans were applied to Arab-speaking countries until 2021 when these bans were removed by the Biden administration.

There are 3.7 million Arab Americans whose families originate from 22 Arabic-speaking countries in the Middle East, North Africa, and Sub-Saharan Africa. Some examples are Syria, Palestine, Lebanon, Iraq, Saudi Arabia, Yemen, Somalia, Sudan, Egypt, Morocco, etc.

Arab Americans represent many different ethnicities and faith backgrounds. Arab Americans may be Jewish, Christian (Maronite, Catholic, Coptic, Eastern Orthodox, Protestant--63%), Muslim (Sunni, Shiite, Sufi, & Druze), as well as agnostic and atheist.

62% of Arab Americans are from the Levant region in the Middle East which includes Syria, Lebanon, Palestine, & Jordan.

94% of Arab Americans live in Metropolitan areas such as Detroit, Dearborn, New York City, Los Angeles, Chicago, San Francisco, and Washington D.C.

Arab Americans are a much more diverse group than many of their neighbors mistakenly assume
Famous Arab Americans

Hoda Kotb
Steve Jobs
Christa McAuliffe
Ralph Nader
Salma Hayek
Rashida Tlaib
Abraham Aiyash
Arab-Americans and the Arts

Lines To My Father
(On the Death of My Father, Gary, Indiana, 1967)
H.S. (Sam) Homed

My Father is watching over his mosque, silently
He hovers now, praying;
My Father is sitting on the step watching,
Holding his chest where the bullet entered his prayer;
Holding on, the maple trees blurring in his eyes,
He cannot rise, he is praying as his blood comes,
My Father is planting maple trees beside his mosque,
digging each hole
Carefully, patiently, knowing the trees will grow,
He is watering the grass outside his mosque at 3 a.m.,
His work is done; now my Father covers the grass with love.

My Father is moving East, to Lebanon, eating kib'be, his
Mother offering him grapes and shade.
He is walking in the mountains, drinking water;
My Father is sitting on a park bench beside me
Taking the air, watching my children in the grass,
He is talking of water,
Trying to rest,
But he must go his mosque waiting.
My Father, dreaming of water when wakened,
When I found him, had only blood in his mouth.