



Central Oregon Health Council

Justice, Equity, Diversity, and Inclusion (JEDI) Committee Charter

AUTHORITY

The Justice, Equity, Diversity, and Inclusion (JEDI) Committee is a standing committee of the Central Oregon Health Council (COHC) Board of Directors established under the authority of Section 2.9 of the COHC Board Policy Manual.

PURPOSE

The mission of the Central Oregon Health Council 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 JEDI Committee provides subject matter expertise, timely advice, and actionable recommendations to advance justice, equity, diversity, and inclusion in support of COHC's mission, vision, strategies, and goals, including its Regional Health Improvement Plan (RHIP).

ROLES & RESPONSIBILITIES

The JEDI Committee makes actionable recommendations to the COHC Board of Directors, committees, and workgroups that may then be adopted, amended, or declined. The committee is charged with the following:

- Provide subject matter expertise and timely advice on justice, equity, diversity, and inclusion to the COHC Board of Directors, committees (Community Advisory Council, Finance, Governance, Operations Council, and Provider Engagement Panel), and RHIP workgroups.
- Make actionable recommendations to the Board of Directors, committees, and workgroups to advance justice, equity, diversity, and inclusion in support of the mission, vision, strategies, and goals of COHC.
- Ensure that COHC's work on justice, equity, diversity, and inclusion is supported through its budget, staffing, grants, contracts, communications, community engagement, and operations.
- Ensure transparency of and accountability for COHC commitments to justice, equity, diversity, and inclusion.

- Proactively identify opportunities for COHC to support and advance justice, equity, diversity, and inclusion activities of its community partners.
- Actively engage in discussions centered on health improvement as it is impacted by issues of justice, equity, diversity, and inclusion. Support efforts with committees and workgroups and other regional efforts, identifying and declaring support for the strategies and initiatives the committee believes will have the greatest impact on reducing disparities in health outcomes, and champion actionable strategies to improve policy and practice in Central Oregon.
- Develop an annual workplan to guide priority work and improvement progress for key areas of focus, including identification of the gaps and potential strategies to advance justice, equity, diversity, and inclusion within health policy and practice in the region. The workplan will include specific activities to support and advance the justice, equity, diversity, and inclusion work of COHC committees and workgroups, learning opportunities, and support for community advocacy to advance justice, equity, diversity, and inclusion.

REPORTS TO THE BOARD

The JEDI Committee will provide at least two updates or reports to the COHC Board of Directors each year. To optimize working relationships and communications, the Board of Directors will invite a member of the JEDI Committee to serve on the Board. All members of the Board of Directors and COHC committees and workgroups are invited to attend JEDI Committee meetings.

MEMBERSHIP

The JEDI Committee seeks to recruit and retain members from all impacted parties, including health and community program practitioners, individuals with lived experience, and advocates for underserved populations including but not limited to race/ethnicity, limited English proficiency, populations experiencing complex health and social needs, and geographic representation.

JEDI Committee members are expected to act with the highest standards of integrity and ethics and to intentionally create and maintain a safe, welcoming, and affirming environment for the committee's work. The JEDI Committee will use a collaborative, shared leadership model among its members. COHC staff will provide support for JEDI Committee meetings.

MEETINGS

JEDI Committee meetings will be scheduled on a monthly basis. To increase access across the region, meetings will be conducted by videoconference. Special meetings may be called if an issue arises that requires immediate attention. Meeting agendas and supporting materials will be sent to committee members prior to meetings. Documentation of committee actions will be kept for each meeting.

METRICS

- Provide two updates to the Board on advancing justice, equity, diversity, and inclusion
 - Maintain calendar of events related to JEDI in Central Oregon
 - Conduct at least one learning activity related to JEDI
 - Support at least one community advocacy activity to advance JEDI
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Date approved by the JEDI Committee: January 10, 2024

Date approved by the Board of Directors: April 11, 2024