



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

October 2, 2024; 8:30am – 10:00am

Join by computer: <https://us02web.zoom.us/j/89357211655?pwd=NnkxQnRJYVRrQjhydS90dzkrYVMYQT09>

Join by phone: 1 253 215 8782 or 1 669 900 6833

Meeting ID: 893 5721 1655

Passcode: 168048

- 8:30 am – 9:15 am Welcome, Updates, Guiding Principles, Introductions and learning activity.
- Community Health Symposium and Gender Diversity, Liliana Cabrera
- 9:15 am –10:00 am Context setting for today's meeting. (**Training and learning community**)
- Build capacity for COB's, Grants support, Joel Horwich.

Links to Shared Documents

Working document for September.

https://docs.google.com/presentation/d/1VgN1h47GzIaxhPuCnBnrfoeqoWL9e8ZYlWd_bZh_6M/edit?usp=sharing

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 –November 6

COHC JEDI Committee

October Agenda

Updates

- RHIP work update

JEDI learning activities

- Learning about the *Community Health Symposium* and gender diversity
 - Liliana Cabrera, PPCW

JEDI accountability activities

- Support a learning community: Grants writing support for CBO's
 - Joel Horwich, Nonprofit consultant (Grants)

JEDI 2024 Work Plan

I-Presence and Collaboration (workgroups collaboration, grants)

II-Learning Opportunities (calendar opportunities, trainings)

III-Advocacy (RHIP participation, advocacy)

Updated Charter

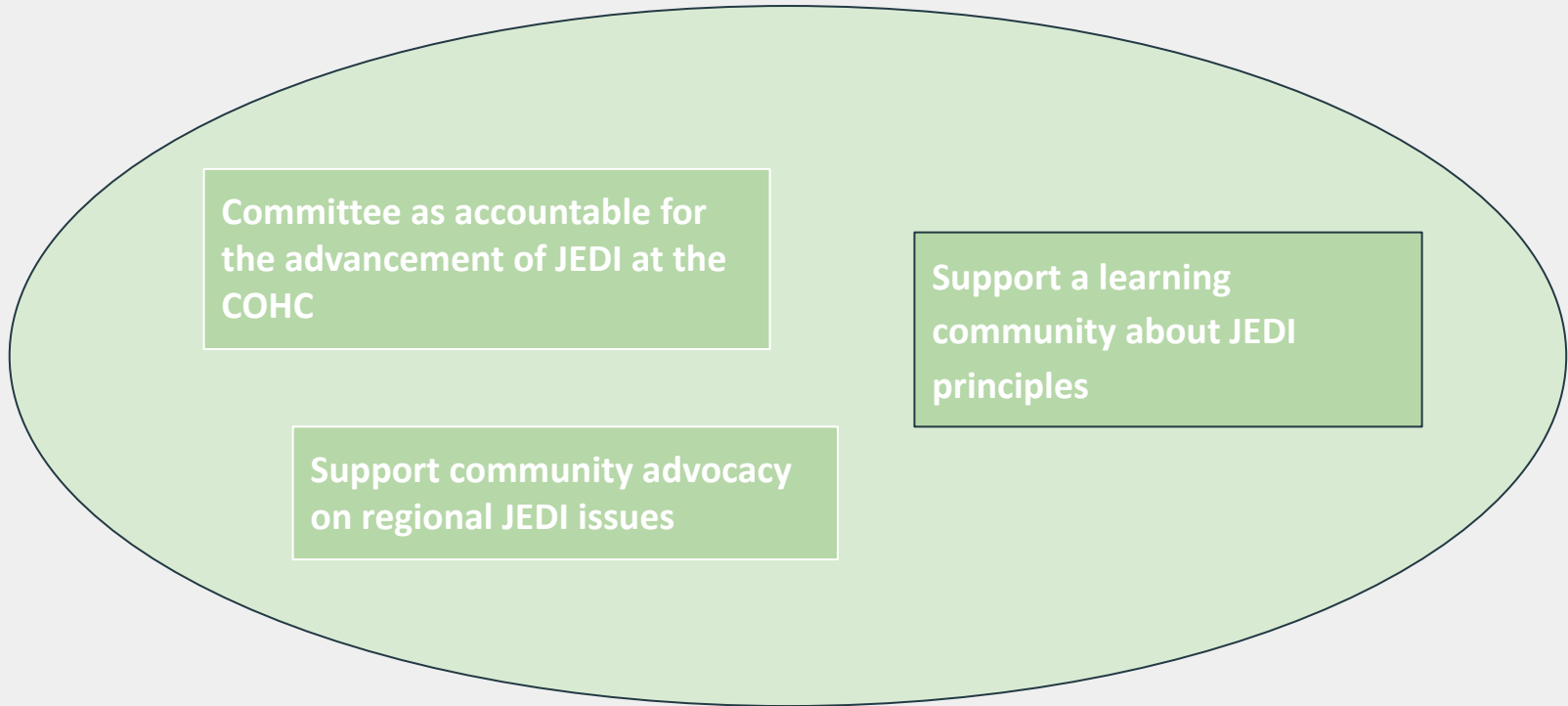
2024 Action plan

One pager

RHIP full schedule

e-RHA

JEDI's annual plan



RHIP Timeline

Aug	Sept	Oct	Nov	Dec	Jan
Preparation	RHIP Development			Writing report	Publish RHIP

Workgroups sessions Development

Two in person sessions per day of around 3.5 hours each. (morning and afternoon)

- 1- Background + Current status **Madras** - Sep 10, 11, 13
- 2- Goal/practical vision "*where do we want to be in 5 years?*" **Prineville** Sep 25 , 30, Oct 4
- 3- Root Cause Analysis "*what's blocking us from reaching this?*" **La Pine** Oct 8, 09,16
- 4- Strategic Directions "*what overarching strategies will we try?*" **Sisters**, Oct 24, 25, 29
- 5- Activities *strategic direction* **Madras**, Nov 4, 5, 6

JEDI learning activity:

- [Community Health Symposium](#)
- Understanding Gender Diversity



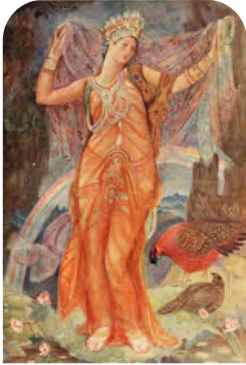
Gender Diversity 101

liliana cabrera
Yehuatl/Yeh
Gender Hive
Outreach Manager
Penny Pritchard, MPH
She/Her/Hers
Executive Director
Central Oregon Health Quality
Alliance

Gender diversity has always existed & will continue to exist



Sumerian:
Inanna
Ishtar



Greece & Rome:
Gallai

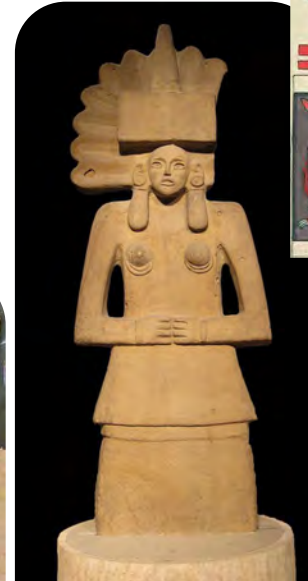


Samoa:
Fa'afafine

Source: Image of a Taupou
Fa'afafine Artist - Milena Acosta



Hawaii:
Mahu



Mexico:
Tlazolteotl

Huastec
statue of
Tlazolteotl

Two-Spirit is...



<https://www.kqed.org/arts/13845330/5-two-spirit-heroes-who-paved-the-way-for-todays-native-lgbtq-community>



Bay Area American Indian Two-Spirits will hold its eighth annual Two-Spirits Powwow at Fort Mason.
Photo: Richard Castaneda / BAATIS

Two-Spirit is a term used by some Native/Indigenous people to describe their sexual, gender, and/or spiritual identity.



Binary System of Sex & Gender

Male

Man

Masculine



Female

Woman

Feminin



e

10

4

Diverse Spectrum of Sex & Gender

Male

Intersex

Female

Boy/Man

Nonbinary
Transgender

Girl/Woman

Masculine

Gender Fluid
Gender Non-conforming

Feminine

Attracted only to
Women

Lesbian, Gay, Bisexual,
Pansexual, Asexual

Attracted only to
Men



PERSONAL IDENTITY

EXPRESSION

SOCIAL ROLE

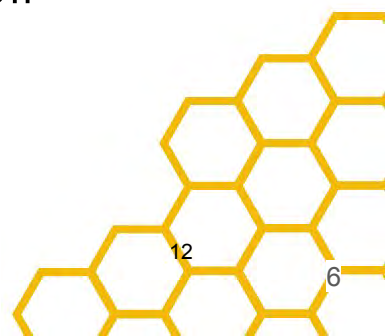
RELATIONAL
ROLE

UNIQUE TO
INDIVIDUALS

Gender is...

Gender identity is a the sense of being a man, a woman, both genders, neither gender or another gender

Gender expression is how a person communicates or “performs” their gender





SEX
CHROMOSOMES

GENES

HORMONES

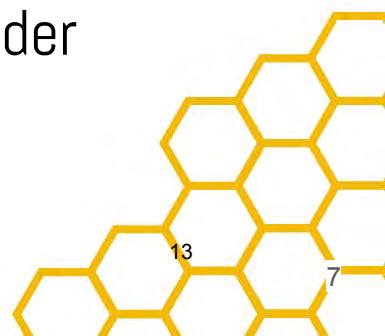
INTERNAL SEX
ORGANS

SECONDARY SEX
CHARACTERISTICS

Sex is...

Sex is often assigned at birth and is a categorization (typically male or female) based on the appearance of an infant's external genitalia

Formalized in legal identity documents that influence gender expectations.





Reflection

Think of a time when you felt welcome and that you were valued.

What made that situation feel welcoming and made you feel valued?

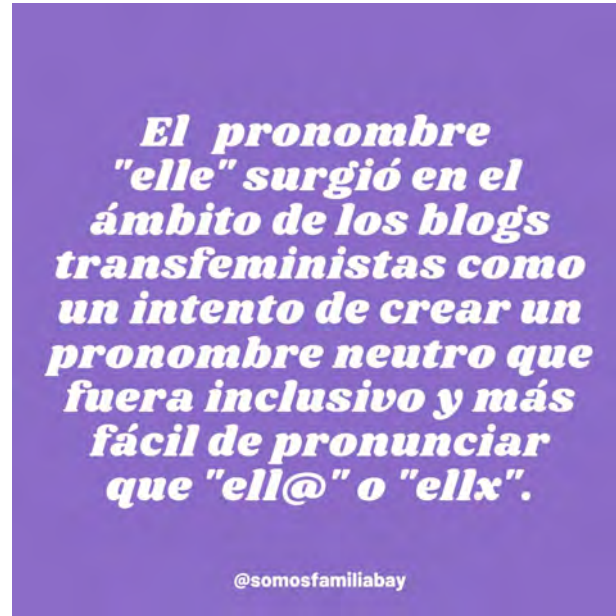


Using Pronouns



- Pronouns are linguistic tools that refer to a person (I, you, they, she, he, etc)
- We cannot assume someone's gender by looking at them
- We all deserve the respect to use the pronouns that we identify with and extend that respect to others
- It's ok to ask someone their pronouns, and/or state your own as you introduce yourself
- Practicing this sets a tone of respect and allyship with our 2SLGBTQ+ communities.

Pronombres



www.somosfiliabay.org



[@lalenguanahuatl](https://www.instagram.com/lalenguanahuatl)



Misgendering

Using the wrong pronouns for someone

Misgendering someone is an act of hurt - intentional or not.

For them: annoying, embarrassing, painful, shaming

For you: awkward, embarrassing, shame-inducing



Handling Misgendering

Correct yourself

Don't make it about you

Apologies are private, brief and for them:

- "I wanted to apologize for using the wrong pronoun earlier."
- "I used the wrong pronoun for you in that meeting. I'm sorry."

Practice using gender-neutral pronouns

Address misgendering done by others:

- "That was uncomfortable, do you want to practice using their pronouns with me?"
- "I'm asking you to be respectful to them, even if you don't understand."



Inclusive Language

	Gendered Language	Inclusive Language
1	Husband and Wife, Boyfriend and Girlfriend	
2	You Guys	
3	Son and Daughter	
4	Mom and Dad	



Inclusive Practices

- Introduce yourself using your pronouns to create a welcoming environment for others to do the same. Sharing pronouns is always optional.
- Include your pronouns in your email signature to help normalize sharing them.
- Inform yourself & consider your assumptions about gender, sexuality, and relationships.
- Make forms and services inclusive of all genders, sexualities, and relationships.
- Protect confidentiality and ask before "outing."
- Challenge biased remarks, no matter who is around (e.g. someone using the

CENTRAL OREGON Trans Health Equity Report



AUGUST 2024
genderhive.org



Key Findings

1. Setting an Equitable Standard of Care
2. Responding to Bias and Disinformation
3. Increasing Access to Needed Care
4. Improving Provider Competence
5. Connecting to Social Support Resources

KEY TERMS & CONCEPTS



Transgender, Non-Binary, and Gender-Diverse (TGD)

An umbrella term for those whose gender identity is different from what was assigned at birth.

Gender-Affirming Care

Care that is delivered in a manner that is respectful, relevant, and responsive to the needs of TGD individuals and their families. This is inclusive of general, transition-related, and specialty health services.

Transition-Related Care

Care that is designed to holistically support an individual through gender transition. This may include social and legal transition supports, counseling, puberty suppressing medications, hormone therapy, hair removal, voice therapy, surgeries, and pre- and post-surgical care.



RECOMMENDATIONS

1. Understand what it means to provide Gender Affirming Care
2. Normalize Gender Affirming Care in all context and specialities
3. Engage providers and clinic staff in continuing education
4. Create a welcoming care environment from start to finish
5. Increase local access to transition-related care services
6. Improve resource navigation
7. Seek regular feedback from TGD people and families
8. Increase family support and education
9. Facilitate social support and community connection



**Central Oregon Trans Health Equity Report
Found Here!**





Resources

Gender Hive

<https://genderhive.org/>

- Trans affirming provider directory
- Trans peer support

Gender Spectrum

genderspectrum.org/

- Online resources
- Online support groups

Prideville

- prideville.or@gmail.com
- Instagram & Facebook

High Desert Middle School SAGA

mark.koopman@bend.k12.or.us

- Open to all middle schoolers

PFLAG Prineville

<https://pflag.org/chapter/prineville/>

Basic Rights Oregon

basicrights.org

- Advocacy
- Fierce Families Network

Raising Rainbows

raisingrainbowsco@gmail.com



Learning Resources

The Williams Institute at UCLA Law

williamsinstitute.law.ucla.edu

Human Rights Campaign Municipal Equality Index

www.hrc.org/resources/municipal-equality-index

U.S. Trans Survey

www.ustranssurvey.org/

Advancing LGBTQ Equality Through Local Executive Action

www.americanprogress.org

Transgender Language Primer

www.translanguageprimer.com

ALOK (poet, comedian, speaker, author)

@alokvmenon (they/them)





Additional Resources

Origins of Gender Video <https://youtu.be/5e12ZojkYrU>

Article about Trans & Non-Binary Identities in Ancient Times:

<https://dirtysexyhistory.com/2020/09/03/trans-and-non-binary-identities-from-mesopotamia-to-ancient-rome-inanna-cybele-and-the-gallai/>

Beyond Gender: Indigenous Perspectives Series:

<https://nhm.org/stories/beyond-gender-indigenous-perspectives-faafafine-and-faafatama>

<https://nhm.org/stories/beyond-gender-indigenous-perspectives-muxe>

<https://nhm.org/stories/beyond-gender-indigenous-perspectives-mapuche>

@alokvmenon - Book Report: Manliness and Civilization: A Cultural History of Gender and Race in the United States, 1880-1917 by Dr. Gail Bederman (University of Chicago Press, 1995):

https://www.instagram.com/p/CUYhIE8LqMj/?utm_source=ig_web_copy_link

Chicago



Grant writing support for CBO's

COHC JEDI Committee Meeting

October 2, 2024

Context: COHC grant-writing assistance

Offering

- Designed as capacity building vs. outsourcing
 - Yes: Interpret grant requirements, brainstorm ideas, review drafts
 - No: Find funding opportunities, write applications
- Free for applicants (I am paid by COHC)
- Max 10 hours per project (typically 2-4)
- Original focus on applications to other funders to support RHIP-aligned work
- Now mostly assistance in applying for grants from COHC

Assistance provided to date

- ~38 projects supported over three years
 - Some repeat “customers”
- Some organizations have no paid staff
- Some have a paid staff member who writes grants as part of their role
- In a few cases, there was a dedicated grants/fundraising staff person who asked for support because they were new
- Fairly active this summer (perhaps a combination of multiple RFPs and COHC featuring [grant writing support](#) when sharing grant opportunities)

Caveats

- I work only with organizations that ask for grant support
 - There are surely others who never get to that stage because they don't know about the opportunity, decide not to apply after reviewing the RFP, or don't reach out for grant help
- I'm not involved in reviewing applications
 - I don't know what applications from larger shops look like, or where applications from smaller applicants might be losing points
- As such, the themes on the following slides are based on my experience working with a subset of applicants on the front end of the process

Common challenges: Process and RFP

- Process
 - The scope of the RHIP is broad, so it's difficult to know how competitive an application will be for more general opportunities (e.g., Community Health Projects)
 - People with limited grant experience sometimes don't realize that even large/established organizations are sometimes declined, so they can get discouraged if they're not funded
- RFP
 - Some grants require a minimum ask that's high for small organizations
 - For example, 2024 Community Health Projects required a minimum ask of \$100K; with only \$300-400K available per county, applicants knew there would be few grantees
 - Restrictions language (especially that grant funds cannot be used for "activities that can be billed as clinical services" and "administrative activities to support the delivery of covered services") can be confusing

Common challenges: Application

- COHC's applications are not (from my perspective) unusually long or involved given grant sizes, but for organizations with limited experience and capacity they can be daunting, requiring narrative, budget, letters
- The application is designed for projects, but most applicants want support for ongoing work and struggle to frame that as a "project" (in narrative and budget)
- Character limits are tight; people spend a lot of time trying to squeeze in what they want to say, especially because there is usually no section where they can give general background on their organization
- Future state measures rarely align closely with how applicants think of their impact
 - Applicants aren't required to track these metrics but may be discouraged if their path to future state impact seems indirect or limited
- Newer grant writers often find SMARTIE goals and budgets challenging
- Applicants aren't sure what is meant by "best practices/evidence-based guidelines"
- Applicants struggle to answer the questions about equity and community involvement in concrete ways
 - Although these may seem like questions where grassroots/community-based organizations would shine, they can also be difficult because those applicants don't think of themselves as separate from the community or this way of working is so ingrained

Possible steps

- It's clear COHC has already put effort into making its process accessible: Applications are open to anyone, the application platform is relatively easy to use, there is a good amount of notice provided before deadlines, staff seem responsive when people reach out with questions
- Given that, here are possible additional supports I could imagine:
 - Training and/or written resource walking through a COHC application, with examples of strong/not so strong responses
 - Training on specific topics (e.g., creating grant goals, creating budgets)
 - "Office hours" where people can ask questions about the application without having to ask for individual support
 - General operating support grants for organizations doing aligned work
 - Direct outreach to organizations that you would like to see apply, or that have been declined but could be good fits
 - Feedback on declined applications so organizations can make more informed decisions about whether to apply again (or even opportunities to "revise and resubmit")
 - Grant opportunities specifically for first-time grantees
 - Before any of these -- asking organizations (those that have applied and those that haven't) what support they want!

www.joelhorwich.com

joelhorwich@gmail.com

Grant writing support for COB's

- What training/technical assistance have you used in Central Oregon to support your grant writing?
- Where have you looked for/found support for grant writing (e.g., directories, referrals, LinkedIn, web searches)?
- What obstacles have you faced in getting grant support (e.g., cost, availability, fit with assistance provider)?
- Which organizations or individuals/consultants provide this training and technical assistance in the region?

Are there any approaches or topics that are missing/not available?

- Grant trainings in Spanish
- Assistance in finding funding to apply for
- Assistance with evaluation and measurement
- Assistance in developing budgets etc
- Technical assistance about becoming a 501c3
- Technical assistance about fiscal sponsorship, etc.

Final thoughts