



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

December 4, 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.

9:15 am – 10:00 am Context setting for today's meeting

- Native American networking opportunities
- Providing services to VIM Patients (lessons learned)

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 –February 5

December JEDI Committee Agenda

JEDI community learning activity

- Native American month and experience (Penny Pritchard)

Community building

- Grants support plan

JEDI accountability activities

- How to support organizations to face SDOH challenges related to JEDI topics (Kat Mastrangelo)



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](#)



JEDI's annual plan

Committee as accountable for the advancement of JEDI at the COHC

Support a learning community about JEDI principles

Support community advocacy on regional JEDI issues

Working with the Confederate Tribes of Warm Springs.

Penny Pritchard

- Jackie Curry is the COCC Native American College Prep coordinator.
<https://www.cocc.edu/departments/multicultural/native-american/featured-native-american-events.aspx>
- This is the link to the COCC Native American Student Program that has a list of ways to help support Central Oregon Native American Communities:
<https://www.cocc.edu/departments/multicultural/native-american/default.aspx>
- This is a [link](#) to learn about the history of Warm Springs
- KWSO Warm Springs radio [website](#) is another great resource to learn about community events and ways to support Warm Springs.
- To come: The Warm Springs Recreation Dept. will be hosting a Holiday Bizarre on Dec. 14th and another “Last minute Bizarre” on Dec. 23rd where people can purchase gifts from local artists and vendors.



Support and training for grant writing

1-Reach out and share about grant opportunities, in everyday language

- Invite others with grant opportunities to participate/share, e.g. PacificSource, COHQA, St. Charles Foundation, Summit Foundation, etc.
- Could be a networking event/meeting, more organic, with sharing of opportunities
- Participants could share experiences, challenges, lessons learned
- Could be brief educational/training component, e.g. writing good SMART objectives, how fiscal sponsorship works, etc.



Support and training for grant writing (cont)

2-Networking/sharing session would help identify more specific needs/topics for training and technical assistance

- Training and technical assistance specifically about the COHC grant application
- Could there be support that include mentors as part and parcel of the grant for newer, smaller organizations? Like a grant and grow?



Next steps

- Planning for networking/sharing event (Second quarter of the year)
- Other funders to invite
- Participants to invite (especially from RHA process)
- Date/time (evening? weekend?)
- Place/logistics (Food? Interpretation? Child care?)
- Agenda (facilitators, trainers)

Lessons Learned – Providing services to VIM patients

Kat Mastrangelo

VIM by the numbers

- 410 currently active patients, 95% Spanish speaking
- 700+ served over the last year, 10,000+ since we opened
- 200 Volunteers
- 12 staff, 7 bi-lingual, 1 medical Spanish fluent
- 4 clinics / week

DEI and patient care

- We ascribe to the principle that Inclusive and equitable care is **Better Quality Care.**
- Using DEI is one of our quality initiatives
- Providing care to a patient population that is 95% Latine through a primarily Anglo-Middle Class volunteer work force is both challenging and rewarding.
- We have learned a lot in 10 years
- We use the Meyer Memorial Trust DEI matrix to track progress and strategize new initiatives.

Some pearls

Our patients are private and very careful about who they will trust

Nodding in response to instructions can mean I respect you or I am listening, but it does not necessarily mean yes or I understand.

It is important to understand dominant culture biases for what they are.

Large, complex systems are hard to navigate. Providing someone who can walk along side you metaphorically and literally can make a difference.

There are strengths in the Latino community that positively impact health. There are struggles that negatively impact

Getting Patient Feedback and input

- Our patients are typically uncomfortable providing negative feedback.
- We will ask for feedback from our interpreters as advocates and ambassadors to get more candid and fulsome responses.
- One-on-one phone interviews have proven most successful in talking directly to patients and getting helpful feedback.

Transferability to COHC?

Final thoughts