



Occupational Therapy Association of Oregon

Diversity, Equity and Inclusion Processing and Planning Zoom Meeting

April 14, 2021
6:00 pm Pacific Time

Attendees: Laurie Spellman, Kristy Fleming, Lori Taylor, Michael Falcon, Liz Miller, Rachel Wolfe, Emily Lorang, Jeni Dulek & Brittany Behrendt (DEI Task Force)

Welcome & Introductions: Lori Taylor welcomed the group. Meeting was called to order at 6:10pm. Liz outlined format of meeting and requested a shared leadership style for the meeting. Brittany Behrendt of the DEI Task Force was present for the meeting to clarify any questions and ensure the original intent of the content is understood. Liz requested to have note taking task shared, Kristy volunteered to take notes for today's meeting.

Speaking order was established and introductions were completed. Liz outlined expectation of meeting: to read through "Proposal Goal 4: Organization Operations & Policy" (page 29) and explore organization self assessment.

Content: Attendees took turns reading Proposed Goal 4. Attendees collectively reviewed Organizational Self Assessment related to racial equity (https://nhchc.org/wp-content/uploads/2019/08/organizational-self-assessment-related-to-racial-equity_oct-2013.pdf) and decided to breakout into 2 groups to explore and complete Organizational Readiness Reflection (page 6):

Section 1: Organizational Characteristics - scored 1-2 each question

Section 2: Workforce Competencies - scored 1-2 each question

Results from each section lead organization to complete "STEP 1: The First 20 Questions" page 7 from organizational self assessment. This will allow the organization to begin with somewhat easier questions. Then as you create a space of being able to have these conversations, you will be ready to move to Step 2 (and work through to completion).

Action items from exercise:

- To Complete "STEP 1: The First 20 Questions" from Organizational Self Assessment (website above).

- To look at the OTAO Mission Statement to explore making it more inclusive, diverse and equitable.
 - *The mission of OTAO is to support our members and strengthen the occupational therapy profession through advocacy, education, and networking.*

Next DEI P&P Meeting: Wednesday, April 14th at 6:00pm. Will establish notetaker, timekeeper and facilitator roles for next meeting

Adjourn: There being no further business to come before the board, the meeting was adjourned at 7:45 pm Pacific Time.