



Occupational Therapy Association of Oregon

Diversity, Equity and Inclusion Processing and Planning Zoom Meeting

February 10, 2021
6:00 pm Pacific Time

Attendees: Fiona Mains, Jasmine Choquette, Kristy Fleming, Lori Taylor, Michael Falcon, Liz Miller, Rachel Wolfe, Mia Hughey (DEI Task Force) & Brittany Behrendt (DEI Task Force)

Welcome & Introductions: Liz Miller welcomed the group. Meeting was called to order at 6:05pm. Liz outlined format of meeting and requested a shared leadership style for the meeting. Mia Hughey and Brittany Behrendt of the DEI Task Force were present for the meeting to clarify any questions and ensure the original intent of the content is understood. Liz shared sentiment from Elizabeth Martin, chair of DEI Task Force, regarding taking time with the content of the document, "Diversity, Equity and Inclusion work is a marathon, not a sprint."

Speaking order was established and introductions were completed. Liz outlined expectation of meeting: to read through "Background," "Purpose," "Proposal," and "Proposal Goal 1: Education" sections and identify 2-3 focus points from this section. This will ensure we have a focus and direction for future decisions. *Do we need to hire a professional? Do we establish a DEI committee on our board of directors? Do we want to do both?*

Content: Each attendee took turns reading a section of the DEI Document. Attendees commented throughout and the following topics were discussed:

- Prioritization chart - helpful and thought provoking
- ACOTE standards are broad - establish more specific standards OTA/O agrees to support
- Expectation that OTA/O offer anti-racist supports and resources for local programs, students and educators vs. expectation that local programs/educators offer these supports
 - Michael Falcon states an establishment of program standards OTA/O would support
 - Lori Taylor brings up option for adding student positions to the board of directors from Pacific University and Linn-Benton to be an extension of our stance and influence
- Website Resource Page: client bill of rights, needs assessment guide, helpful links and tip sheets to help improve access to resources

- How to reach ends of the spectrum and everything in between from interested to uninterested Occupational Therapy Practitioners (OTPs)
 - Survey all of Oregon practitioners to better understand how region is affected
 - Possible entrance survey at annual conference with a raffle
- Offer CE opportunities and need for promotion of basic understanding of racial injustice - what do our members need
- Forum section on website with topics to keep the conversation going
- Establish standards we support
- OT Capstone Project
- Official DEI OTAO position: hired DEI professional (Lobbyist) with committee (legislative committee) to ensure an OT-mind is facilitating the process

**Brittany Behrendt shared it may be helpful to work through Goal 4 at next month's meeting, instead of Goal 2, as planned. Goal 4: Organization Operations & Policy looks at things from a more zoomed out perspective and may help focus future reading.*

Next DEI P&P Meeting: The next DEI P&P meeting is scheduled for **Wednesday, March 10th at 6:00pm**. Plan to establish notetaker, timekeeper and facilitator roles prior to meeting to improve process and to read through and process Goal 4: Organization Operations & Policy.

Adjourn: There being no further business to come before the board, the meeting was adjourned at 7:43 pm Pacific Time.