



## Occupational Therapy Association of Oregon

### Diversity, Equity and Inclusion Processing and Planning Zoom Meeting

November 10th, 2021  
6:00 pm Pacific Time

**Attendees:** Lori Taylor, Alisa Sheth, Laurie Spellman, Bre Salvati, Charlotte Maloney, Brittany Behrendt, Kristy Fleming, Emily Lorang & Liz Miller

**Welcome & Introductions:** Kristy Fleming welcomed the group. Meeting was called to order at 6:02pm.

Speaking order was established and introductions were completed according to speaking order. Tonight's meeting was dedicated to reconnecting with OTA's purpose in these monthly DEI meetings and brainstorming ideas on how to move forward.

**Content:** Kristy opened up the floor to any thoughts participants may have regarding the work we have done thus far and ideas regarding how to move forward. Bre reports being ready for action and suggests tying DEI meetings to board meetings to improve turnout and involvement. Identified DEI document's "high impact" and 1 "Long term goal" action items and choosing 1-2 of each to focus on.

It is agreed that OTA needs to reconnect as a team around the DEI process and to retouch on our commitment to our organization and one another. Lori suggests adding a facilitator template, especially if we open DEI meetings to the community.

Brittany agrees and feels that merging the 2 meetings into one makes sense to integrate objectives.

Emily and Alisa hope to extend the invitation to students at Linn-Benton and Pacific University to join in meetings. Possibly open up to the greater community. Participants in agreement that this is a good idea. Possibly wait to open it up until after next meeting where we may establish more of a "road map" and plan goals. What do we want to be able to provide as a group to our community?

Charlotte brought up idea of doing this first step at our next board meeting and including the whole group in future planning. Also suggests we keep adding OT Night In Inclusive discussions.

Brit reminds the board that the work that has already been done is sufficient and that the current goals (mission statement re-write and incorporating DEI into education opportunities) are big pieces. The work isn't about the document, it is bigger than that. Reminds OTAO to dedicate energy to big picture work.

Bre suggests add the checklist to keep us on track while we still grow and process.

Lori requests feedback from group regarding Strategic Planning Meeting. The group believes this work aligns with our strategic planning, so it is appropriate that timing overlaps on these two subjects. Lori requests the team keeps an eye out for people who may be willing to facilitate a 4 hour, strategic planning meeting.

Do we add a DEI chair? Or multiple to OTAO? Important to re-establish mission statement.

Brit reports working in the past to help develop strategic planning processes, but doesn't have experience facilitating.

**Next DEI P&P Meeting: Wednesday, December 1st at 7:30pm after Board Meeting.** 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 7:00 pm Pacific Time.