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**HEALTH**  
AUTHORITY

October 30, 2025

# **Session 4: Building Solidarity**

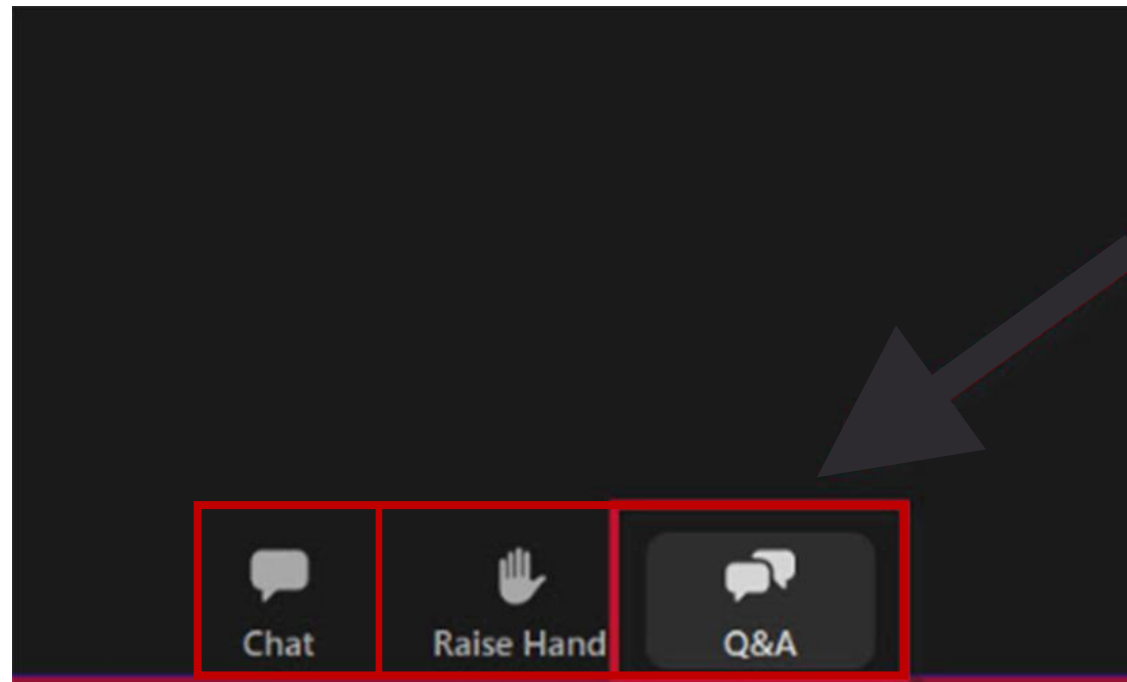
## **Bridging Silos while Centering Community**

# Webinar mode

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As a webinar attendee, your camera and microphone are turned off by default.

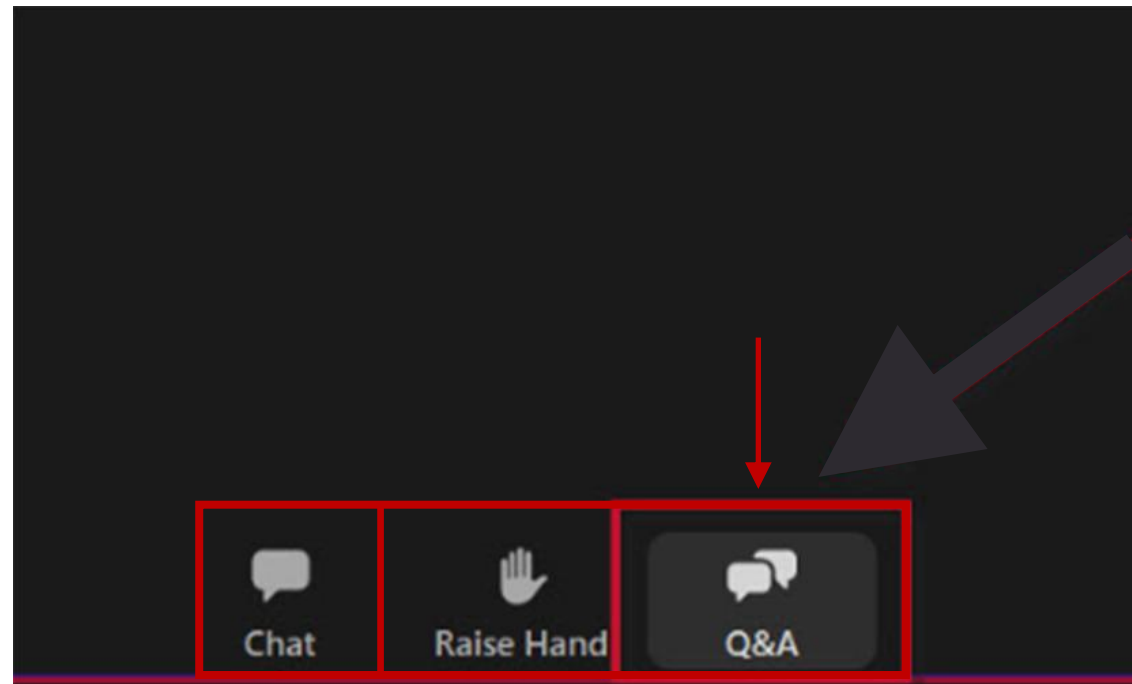
In this mode, as an attendee, you have 3 ways to communicate.



# Q & A Box

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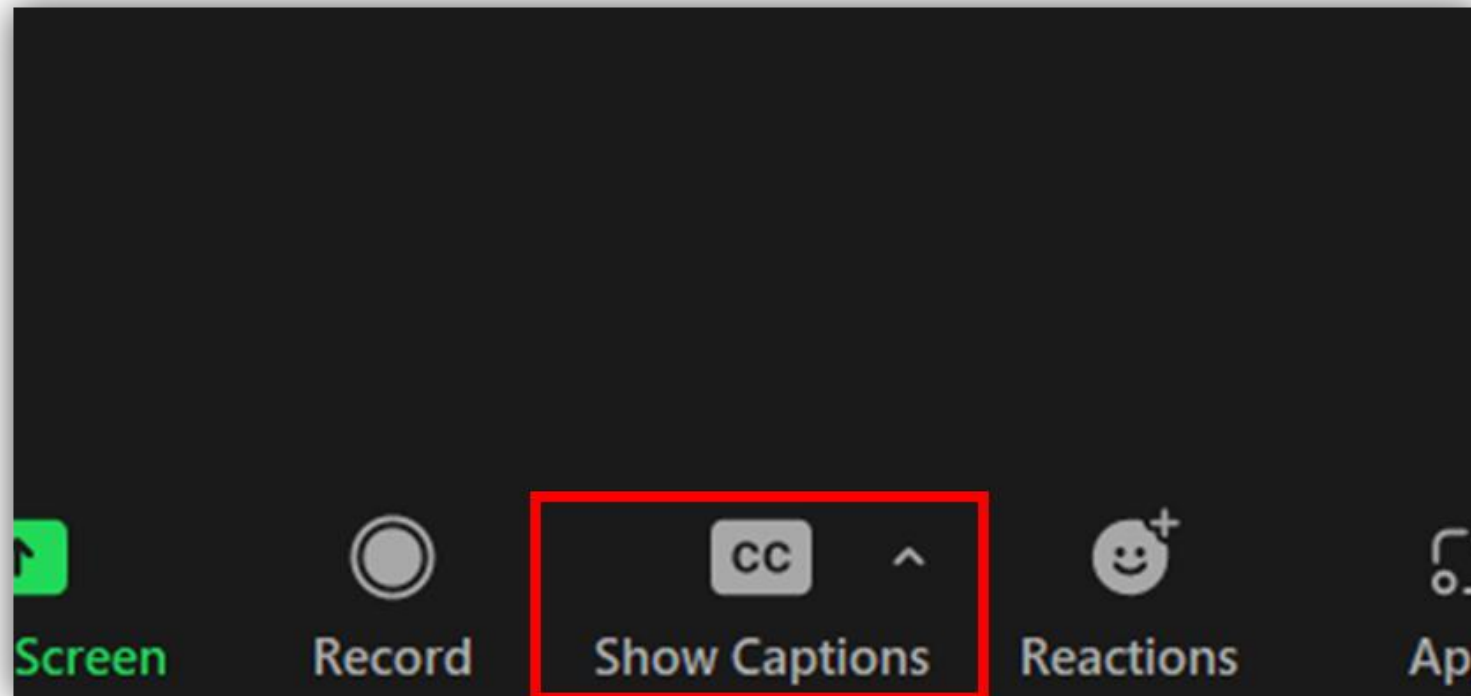
You can post your questions for the speakers in the box. Your question will be visible to all attendees. You can upvote a question to indicate that you are interested in that question as well.



# For this webinar – ASL & live captioning

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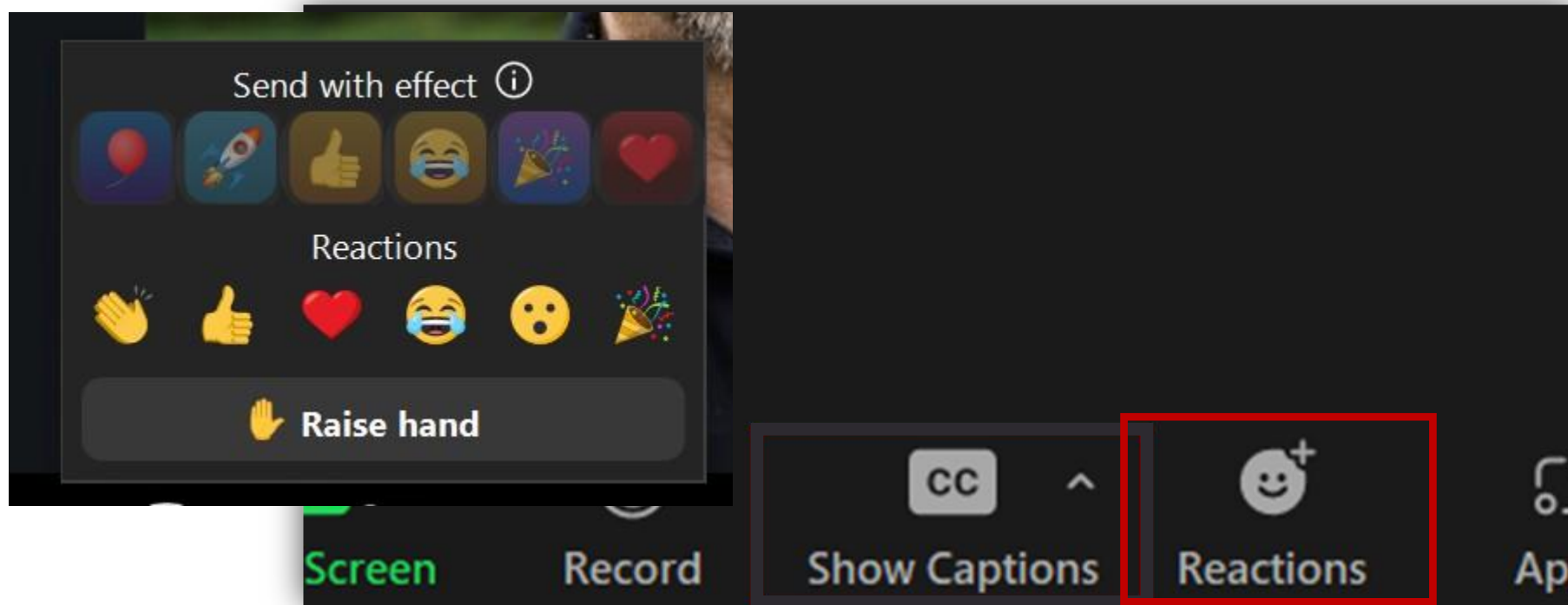
Click the small up arrow next to “Show Captions” to access caption controls



# For this webinar – Reactions

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We encourage you to use Reactions to respond to speaker's questions



**2025  
State of Oregon**

## **Data Equity Summit**

# **Community Agreements**

1. Respect Pronouns
2. Choose to be present (silence devices)
3. Share airtime/invite participation
4. Speak your truth without blame or shame
5. Stay curious: default to inquiry over judgement
6. Own your impact & commit to repair
7. Invitation for laughter
8. Confidentiality & Permission

# Building Solidarity: Presenters & Panelists

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## Harriett Godoski (she/her/ella)

Regional Engagement  
Specialist,  
Oregon Health Authority



## Kaj Jensen (they/them)

Project Facilitator,  
Oregon Advocacy  
Commissions Office



## Mickie Derting (she/her)

Housing Programs Director,  
Central Oregon  
Intergovernmental Council



# Objectives

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- Community engagement in state government: hard and essential
- Discuss solidarity and relationship building in community engagement work
  - Forming, Norming, Storming, Performing (and Adjourning)
- We'll share a case study with lessons learned along the way



**Example from OHA Equity & Inclusion**

**Division: Demographics Team**

**REALD & SOGI Community Workgroup**

# Background

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- OHA set a goal in 2019 to end health inequity in Oregon by 2030
- ORS 413.161 REALD & SOGI
  - Race
  - Ethnicity
  - Language
  - Disability
  - Sexual Orientation
  - Gender Identity
- Tribal Affiliation Bill (REALDT) floated in 2025 session but stalled in committee

## Demographic Survey for ages 12 and older

Race, Ethnicity, Language, Disability, Sexual Orientation and Gender Identity (REALD and SOGI)

Collecting REALD and SOGI information helps Oregon provide better service and care for everyone. We hope you answer these questions. However, it is your choice. You can also select "Don't know" or "Don't want to answer".

Note: "You" in this form means the person this form is for.

You can get this document in other languages, large print, braille, or another format for free. We can also help you understand this information. Call 971-673-3390 or email [OHAREALD.Questions@odhsoha.oregon.gov](mailto:OHAREALD.Questions@odhsoha.oregon.gov). We accept all relay calls, or you can dial 711.

Today's date (MM/DD/YYYY):

Medical record number:

Date of birth (MM/DD/YYYY):

### What full name would you like us to use?

First name or names: Middle initial:

Last name or names:

Is this your legal name? ☐ Yes ☐ No — If no, list your legal name below:

First legal name or names: Middle initial:

Last legal name or names:

### Who is answering these questions? Select all that apply.

☐ Self

☐ Interpreter or other support person

☐ Parent, guardian or other family member

☐ Not listed — tell us here:

☐ Don't know

☐ Don't want to answer

## Language

1. Do you only use English at home? Select **one**.

☐ Yes

☐ No

☐ Don't know

☐ Don't want to answer

2. Do you need or want any of the following for us to communicate with you?

☐ Yes — CART (Communication Access Realtime Translation) or captioning

☐ Yes — ALD (Assistive listening device), such as an FM system or loop

If yes, specify:

☐ No

☐ Don't know

☐ Don't want to answer



**SKIP to #8 if you only use English at home and do not need interpretation.**

3. What language(s) do you use at home?

4. In what language do you want us to **communicate** with you?

5. In what language do you want us to **write** to you?

6. Do you need or want an interpreter?

☐ Yes

☐ No

☐ Don't know

☐ Don't want to answer

If yes, select **all** that apply:

☐ Spoken language interpreter

Sign Language:

☐ American Sign Language

☐ Mexican Sign Language

☐ Tactile or protactile sign language

☐ Certified Deaf Interpreter (CDI) for DeafBlind, additional barriers, or both

☐ Contact sign language (PSE)

☐ Another sign language not listed. Specify:

7. How well do you speak English? Select **one**:

☐ Very well

☐ Well

☐ Not well

☐ Not at all

☐ Don't know

☐ Don't want to answer

## Functional difficulties

8. Are you deaf or do you have serious difficulty hearing?

☐ Yes. Age condition began:

☐ No

☐ Don't know

☐ Don't want to answer

9. Are you blind or do you have serious difficulty seeing, even when wearing glasses?

☐ Yes. Age condition began:

☐ No

☐ Don't know

☐ Don't want to answer

# What is Community?

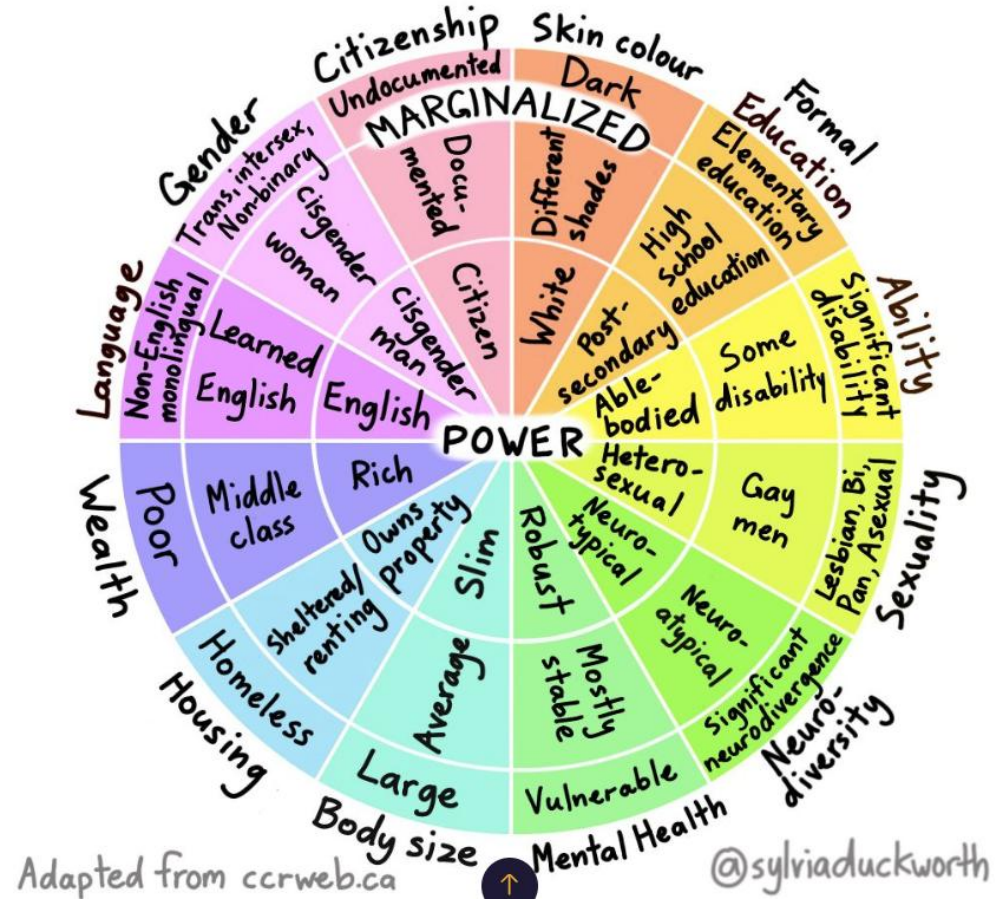
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- Estimate how many communities you are a part of
  - 5 and under 🙌
  - 5-9 👍
  - 10-14 ❤️
  - 15 and over 🎉

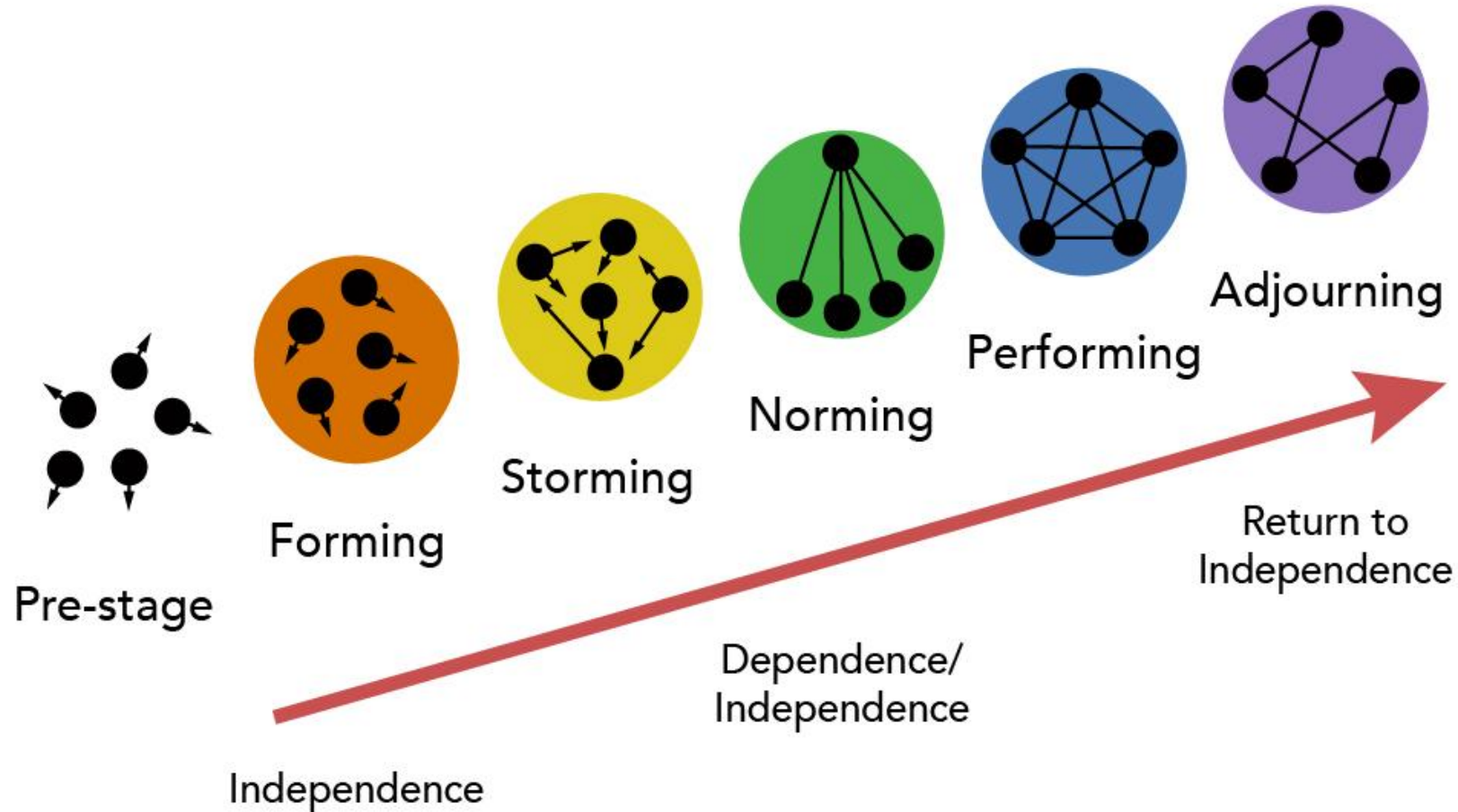
# What are Intersectional Identities?



## WHEEL OF POWER/PRIVILEGE



# Stages of Team Development







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# Forming

# Forming

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- Share recruitment widely
- Shut down imposter syndrome
- Offer multiple ways to learn more:
  - PowerPoint slide in existing recurring meetings (with QR code)
  - Q&A sessions at various times of day/days of the week
- Check in: who is missing from initial recruitment?



# Recruitment : Low barrier application

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1. What motivates you to be a part of this workgroup?
2. How do you envision contributing to the goals and objectives of the workgroup?
3. Are you able to commit to monthly virtual meetings?
4. Do you need or want any accommodations or other access needs to fully participate in virtual monthly meetings? If so, please describe.

**Examples:** Note taker, CART captioner, Ukrainian interpreter, materials requested in advance, built in breaks.

# Recruitment : Low barrier application

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5. Zip Code

6. Current Occupation/Role

7. List any relevant organizations, boards, or committees you are currently involved with or have been in the past.

8. Indicate the region(s) or community(ies) within the state that you feel you can effectively represent. This may include areas where you have lived, worked, or have significant experience or connections.

# Recruitment : Low barrier application

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## Experience

1. Please describe your experience or skills in data collection and analysis, particularly in the context of REALD & SOGI.
2. Have you been involved in any projects or initiatives related to diversity, equity and inclusion? If yes, please provide details.

Please complete demographic information separately.

# Strategies for success

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## Meeting Logistics

- Virtual (offer technology tools)
- After business hours
- Monthly with minimal “homework”
- Compensate when possible
- Offer a simple way to provide feedback after every meeting
- Have frequent 1:1 check ins with members
  - Especially helpful for those who speak English as an additional language and those with disabilities

# Challenges: Compensation

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- Compensating people means a wider group of folks can participate and it shows we value people's time and expertise, but it can be challenging.
  - Does your agency have a policy in place?
  - Could there be unintended consequences? (i.e. If someone has income-restricted benefits, compensation could impact those benefits.)
  - Consider ways to collect the least amount of information from folks as possible for compensation purposes.

# REALD & SOGI Community Workgroup Membership – June 2025



## Communities Represented

- 64% Low income or working class
- 55% Immigrant
- Undocumented or mixed-status family
- First-generation college student
- Elder



## Geographic Perspective

- 45% Rural
- 36% Tri-County
- Coastal
- Southern Oregon
- Eastern Oregon
- Central Oregon



## Subject Matter Expertise

- 91% Health equity
- 73% Community engagement
- 73% Culturally specific
- Linguistically specific
- Systems change
- REALD & SOGI data



## Community Partnerships

- 82% Advocacy
- 73% Culturally specific
- Faith based
- Health service
- Housing or shelter
- Mental health service
- Disability justice



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**Break Time**



# Storming



# Storming



- White supremacy culture
- Technology challenges (using fist-to-five)
- Personality conflicts/blocking of some decisions

Adapted from Caroline J Sumlin's ["The Characteristics of White Supremacy Culture"](#)



# Norming

# Norming

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- Build trust and be clear about scope
- Foster an environment to develop shared language
  - This takes a long time (6 months in our case)
  - Spend time to discuss decision making models
- Train to specifics when they come up
- Co-create a Framework or Charter
- Keep things simple-tech capacity (and broadband) varies greatly across the state

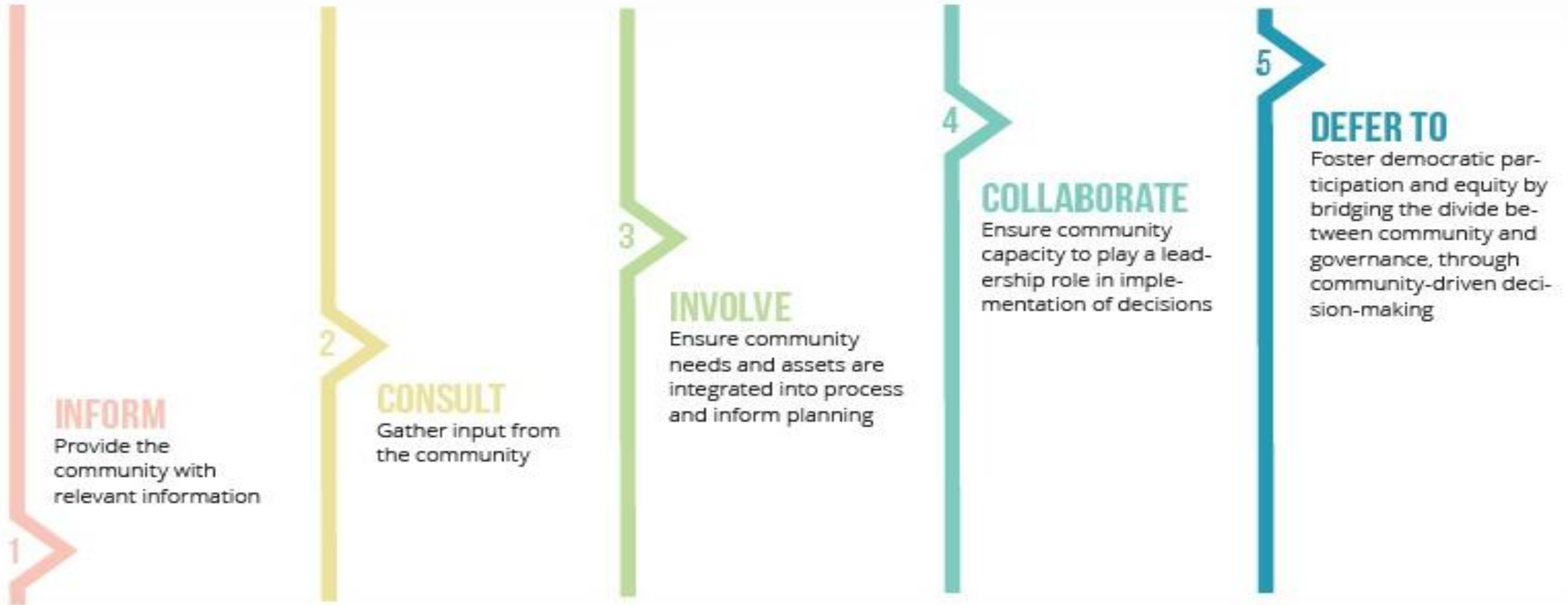
# Strategies for success

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## Contextualizing state government systems

- Educate about government system(s)
  - There are more than 80 state agencies, many of which have internal departments and teams, and community engagement can look very different for participants
  - Share an organization chart
- Be transparent about power and accountability
  - What can you/your team do and what is outside of the group's sphere of influence

# Community Engagement to Ownership







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# Performing

# Performing: Group Projects to Date

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- Training material feedback
- Grant rules review
- Translation vetting in Spanish
- Review of Enhanced Demographic Survey (THE FORM)
- Requests from other teams to consult with the workgroup
- Co creation of informational trifold

# Performing: Workgroup Member Feedback

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- Being heard
- Sharing stories and connection carry through
- Learning from each other and carry forward to additional work
- Courage in the space is inspiring
- Reflecting community uncertainty regarding federal data access





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# Adjourning

# Resources for State Employees

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Data Equity Quarterly Forum coordinated by [Dr. Meenakshi Rao](#)

DEI Leadership Council through the [DAS Office of Cultural Change](#)

Cross-Agency Community Engagement Council ask Harriett or Kaj to get connected

Employee Resource Groups

Book clubs

Communities of practice

In-Person Conferences

# More Resources

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*Data Feminism*, Catherine D'Ignazio and Lauren F. Klein

*Decolonizing Methodologies*, Linda Tuhiwai Smith

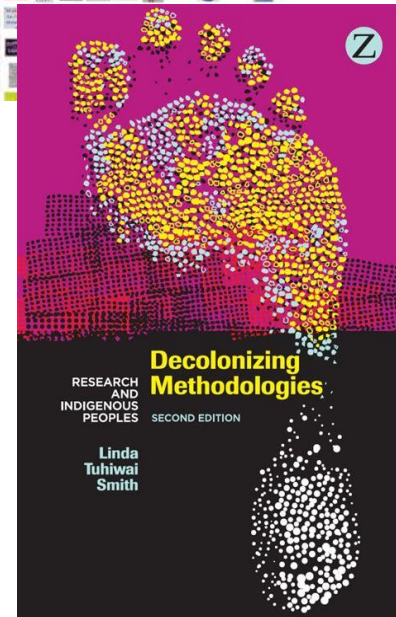
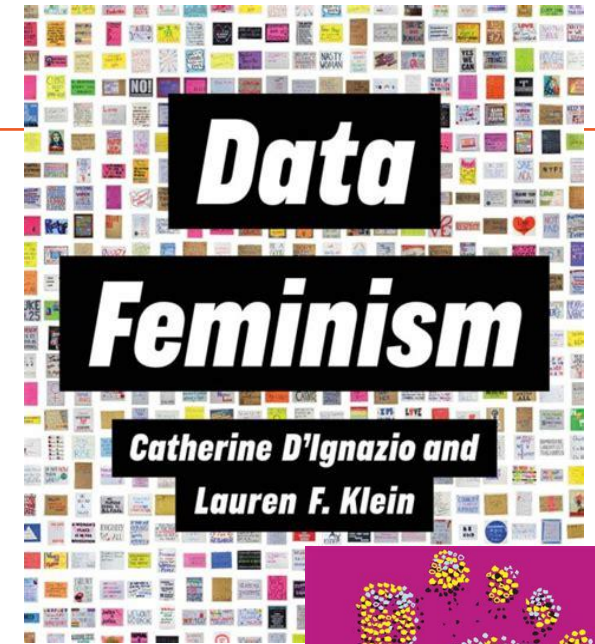
*Kiss, Bow, or Shake Hands*, Terri Morrison & Wayne Conaway

Facilitating Power's [Spectrum of Community Engagement to Ownership](#)

Creative Reaction Lab's [Equity-Centered Community Design Field Guide](#)

Race Forward's [Co-Governance Tool for a Multiracial Democracy](#)

Othering & Belonging Institute's [Targeted Universalism](#)



# Let's Collaborate

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*Workgroup Participant*

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*Workgroup Participant*

**Join us for the Final Session!**

**2025  
State of Oregon**

**Data Equity  
Summit**

**Networking Session 4: Reflections  
& Planning for the Year Ahead  
3:15 – 4:30pm**

Come reflect on key takeaway from the 2025 Summit,  
share your ideas and help us co-create what  
comes next!