



Pursuing Equity

August 17, 2015

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I am pleased to report that amid seemingly constant transition, systems are being set into place to ensure that the OHA core value of Health Equity remains strong. Employee Resource Groups (ERGs) and the Diversity Leadership Team, two initiatives being forwarded by the Office of Equity and Inclusion, are key elements of building equity and inclusion into the inner workings of the Oregon Health Authority (OHA).

The following ERGs meet regularly to support one another and the needs of OHA:

- Differently Abled Workplace Network (DAWN) ERG
- Environmental Justice Solutions Team
- Healthy Families ERG
- LGBTQI+: Sexual Orientation and Gender Minorities Committee
- OHA Black ERG



Leann Johnson
Director, Office of
Equity and Inclusion

The next phase is the development of our agency's Diversity Leadership Team (DLT). The DLT's function is to assist OHA build an organizational culture, workforce and service delivery system that is diverse, inclusive, equitable and culturally competent. Representatives from each ERG are currently taking the lead on assisting to increase training and development in diversity, inclusion, equity, management and communication skills across the agency. The DLT will also be integral in planning the next Diversity and Inclusion Learning Series, which is a learning collaborative focusing on diversity, equity and inclusion topics for OHA employees and leadership.

Be sure to check out our newsletter spotlight with an update from our ERG chairs.

Finally, I want to share with you that I have officially accepted the permanent position as Director of the Office of Equity and Inclusion. Your partnership and support is vital as we continue the work of pursuing health equity. Please feel free to contact me if you have questions or opportunities to collaborate.

Warmest regards,

Leann R. Johnson

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OEI Spotlight: Employee Resource Groups

Differently-Abled Workplace Network (DAWN) ERG

Differently-Abled Workplace Network (DAWN) ERG worked with the Governor's Office to issue a proclamation declaring July 26, 2015 the 25th Anniversary of the Americans with Disabilities Act Recognition Day. This proclamation was shared with organizations across the state. In Salem, Mariah Forrest organized a day-long celebration of the 25th Anniversary of ADA with other agencies that was hugely successful.

If you are interested in participating, please contact Donna Harris at donna.s.harris@state.or.us or 971-673-3363.

Environmental Justice Solutions Team (EJST) ERG

Since the EJST's last educational event, we have been looking for opportunities to continue to provide EJ education to OHA staff. The opportunity to sponsor OPAL's upcoming EJ speaking event has furthered the work of the EJST and its members. The EJST connected with OPAL's EJ speaker panel to participate in future OHA environmental justice educational events.

Healthy Families ERG

The Healthy Families ERG now has over 50 members and meets every other month. Cheryl Miller, HR Director, is serving as the group's executive sponsor. The ERG has two work groups, one that focuses on policy and one that focuses on workplace culture. The policy work group is developing a new resource that will help employees and managers navigate family-friendly and flexibility options. The workplace culture group is developing a manager survey and a manager training.

LGBTQI+: Sexual Orientation and Gender Identity Minorities

The LGBTQ Committee is the most recently established Employee Resource Group at the Oregon Health Authority and targeted membership includes Oregon State Hospital employees. The purpose of this ERG is to eliminate oppression, increase awareness/education, and provide support for the LGBTQ community for patients/consumers, including peer support. In alignment with core values, the goal of the

committee is to increase cultural competence by facilitating an inclusive campus climate that supports equity, identity development, and program development.

OHA Black ERG

The OHA Black ERG will participate in the National Forum for Black Public Administrators 2016 in Portland. Portland's planning committee will be joined by Black professionals from Multnomah county, city of Portland, and other state agencies. If you are interested in participating in the Black ERG as we plan to host this national event, please contact Ty Schwoeffermann at ty.r.schwoefferman@state.or.us

OEI News and Updates

Translation and Interpreting Services Requirements for Clients With Limited English Proficiency

Please join OEI and the Oregon Department of Justice (DOJ) for a presentation and Q&A session on the MEMO that was released on Limited English Proficiency Translation and Interpretation Requirements in Oregon.

Objectives:

- Provide a concise and comprehensive overview of the requirements of Title VI and other state and federal laws governing translation and interpretation
- Provide guidance on the use of Qualified and Certified Healthcare Interpreters
- Identify best practices to ensure compliance with state and federal laws and consequences of non-compliance

Target Audience:

Clinical Providers, Licensing Boards, Provider Associations (Pharmacy, Dental, Medical, etc.), Coordinated Care Organizations (CCOs), CEOs and Administrators, Public Health Administrators, Health Plans, Policy and Program Managers, Consumers, Oregon Health Authority Staff.

Date: Thursday, September 10, 2015

Time: 1:00 p.m. - 2:30 p.m.

Location: OHA Lincoln Building, Oak Room - 421 SW Oak Street, Portland OR 97204

[Register here!](#)

SAVE-THE-DATE: 2015 OEI Annual Meeting

Join us to hear about our shared accomplishments and honor the people who have contributed significant time and talents to promote equity and inclusion. Come celebrate, share and help us build capacity to improve health outcomes and quality in Oregon.

Appetizers and refreshments will be served!

Date: Thursday, October 22, 2015

Time: 5:00 pm - 7:00 pm (registration begins at 4:00 pm)

Location: Oregon Convention Center (Portland Ballroom) - 777 NE Martin Luther King Blvd
Portland, OR 97232

Please **RSVP**. For more information, email Rebecca.A.Naga@state.or.us or call 971-673-1283

SAVE-THE-DATE: 2015 OEI Health Equity Conference

"Pathways to Health Equity: Success Means Getting There Together"

The Oregon Health Authority Office of Equity and Inclusion (OEI) invites you to participate in our first state-wide conference that focuses exclusively on the implementation of health equity, diversity and inclusion policies and strategic equity initiatives throughout Oregon's health system.

Date: Monday, November 16, 2015

Time: 11:00 am - 5:00 pm

Location: Oregon Convention Center, 777 NE Martin Luther King, Jr. Blvd., Portland, OR 97232

An agenda and registration information will be available on the [OEI website](#) and the [OHA Transformation Center website](#) later this summer. If you have questions, please contact OEI Training Coordinator, Charniece.Tisdale@state.or.us.

NEW: Technical Assistance Initiative

In an effort to provide technical assistance (TA) to OHA staff, community-based organizations, Coordinated Care Organizations, health care providers and health planning and policy leaders throughout Oregon to reduce health disparities and improve health outcomes for the underserved populations and communities of color, OEI has established contracts with six (6) Equity and Inclusion (E&I) Coaches.

E&I Coaches provide TA and consultation on strategies to address and integrate health equity into healthcare system planning, practices, services, evaluation and communication. The strategies will include, but are not limited to:

- cultural competency,
- health literacy,
- language access,
- workforce diversity,
- civil rights,
- data collection and analysis by race,
- ethnicity, language and disability, and
- other health equity-related best practices.

TA will be delivered through consultation, training and presentations.

The TA application, along with the E&I Coaches summaries, will be available on the [OEI Training, Resources and TA webpage](#) later this month. For more information, please email Charniece.Tisdale@state.or.us.

Developing Equity Leadership through Training and Action (DELTA) Info Session

Join us for DELTA 2016 Info Session on September 4, 2015 9:00 a.m. PDT. [Register now!](#)


 The logo for DELTA features the word "DELTA" in a serif font. The letters "D", "E", and "L" are in a dark blue color, while "T" and "A" are in a gold color. A small red triangle is positioned above the letter "A".

Developing Equity Leadership
through Training and Action

DELTA is a 9-month professional health equity leadership program with training, coaching and consultation for Oregon's health, community and policy leaders. Each cohort meets for one full-day training each month from January to September each year while concurrently working on health equity-related projects to bring back to their organizations. Participants are also eligible for up to 42 CMEs.

Interested in applying to the DELTA program? Learn more and ask questions on Sept 4, 2015.

After registering, you will receive a confirmation email containing information about joining the webinar.

Brought to you by GoToWebinar® Webinars Made Easy®

Applications for 2016 DELTA cohort will be available on our website in September. For more information, please email AnastasiaSofranac@state.or.us.

Community Events

Basic Rights Oregon

Eugene/Springfield Garden Party

Date: August 17, 2015

Time: 3:00 p.m. - 5:00 p.m.

Location: 274 Regal Court. Eugene. OR 97401

Office of Equity and Inclusion

What can we learn from Community Health Workers (CHWs) in low-income countries? Perspectives and rural Ethiopia - Live Webinar with Dr. Kenneth Maes (Oregon State University)

Date: August 20, 2015

Time: 10:00 a.m. - 11:30 a.m.

Location: Webinar - [Click here to register!](#)

Portland Garden Party

Date: August 24, 2015

Time: 5:00 p.m. - 8:00 p.m.

Location: 127 NE Cesar E Chavez Blvd, Portland 97232

Momentum Convention: An Unconventional Gathering

Date: August 22, 2015

Time: 6:00 p.m. - 9:00 p.m.

Location: Portland State University Ballroom - 1825 SW Broadway, Portland, OR 97201

Hispanic Heritage Celebration Dinner

Date: September 10, 2015

Time: 6:00 p.m. – 9:00 p.m.

Location: Oregon Convention Center, Oregon Ballroom – 777 NE Martin Luther King, Jr. Blvd., Portland, OR 97232

Job Postings, Internships, and Opportunities

External Positions

[FamilyCare, Inc. - Health Equity Coordinator](#)

[Leadership for Educational Equity - Director, Diversity and Equity Leadership Development](#)

[Basic Rights Oregon - Policy/Legal Director](#)

Internal Positions

[Operations and Policy Analyst 2 \(Health Care Interpreter Learning Collaborative Coordinator\)](#)

[Principle Executive Manager E \(Tribal Affairs Director\)](#)

[Principle Executive Manager J \(Chief Medical Officer\)](#)

Community Partner Resources

The Opportunity Agenda: Flash Card Toolkit

This toolkit contains key messages for talking about race, equity, inclusion, economic opportunity and other important issues. The cards include core messages and talking points, as well as helpful hints for making sure your message is effective.

We Prepare Everyday

A 2-minute video brought to you by the Ready Campaign and Ad Council showing people with disabilities taking charge to prepare themselves and their families for emergencies. The Public Service Announcement emphasizes the Ready Campaign's four building blocks of preparedness - Be Informed, Make a Plan, Build a Kit and Get Involved.

Health Disparities among Pacific Islanders in Multnomah County (released April 30, 2015)

The Multnomah County Health Department analyzed health and social data for Pacific Islanders living in Multnomah County. The report, Health Disparities among Pacific Islanders in Multnomah County (2015), highlights that members of the Pacific Islander community experience serious disparities in areas critical to leading healthy, happy and productive lives.

The Health Department worked closely with the Pacific Islander community to produce this report, the first of its kind specific to this community.

We are committed to addressing these serious disparities, and have identified several strategies that hold promise for improving the health and happiness of communities of color in Multnomah County.

State of Black Oregon 2015 (released May 5, 2015)

The State of Black Oregon 2015, the result of a two-year program of research, provides an updated look at how Black Oregonians are doing - in schools, jobs, and both urban and rural communities throughout the state. The first State of Black Oregon report was released in 2009.

The 200 page report features 18 essays from leaders throughout Oregon on issues including universal childcare, health equity, gentrification and entrepreneurship. There are 21 case studies from across the state, from Medford in the south, to rural Pendleton in the east to Astoria and the central gentrifying urban centers. It includes 12 pages of detailed data tables.

Taken together, the report is a roadmap to address longstanding inequities in employment, education, housing, health, criminal justice and wealth creation - and to pave the way for success.

Get Involved with OEI!

Join the Traditional Health Workers (THW) Commission

The THW Commission promotes the traditional health workforce in Oregon's Health Care Delivery System to achieve Oregon's Triple Aim of better health, better care, and lower costs. The Commission advises and makes recommendations to the OHA, with the intent to ensure the THW program is responsive to consumer and community health needs, while delivering high quality and culturally competent care. For more information or to apply, visit the [THW Commission webpage](#).

Participate in the Health Equity Policy Committee (HEPC)

HEPC aims to proactively explore, develop, evaluate, recommend, and coordinate stakeholder engagement in advancing cross-cutting, cross-community policy improvements to inform State Health Policy Leadership. For more information, visit the [HEPC webpage](#).

Join the Health Equity Researchers of Oregon (HERO)

HERO is a network of health equity researchers from across the state, working together to inform policy and community-based efforts to improve health in Oregon for culturally diverse communities, while ensuring that policy agendas and community members inform Oregon's research agenda. For more information, visit the [HERO webpage](#).

Connect with us!

To learn more about OEI or send newsletter submissions, please email Rebecca Naga at Alyssa.McClean@state.or.us.

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View our profile on **LinkedIn** 