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# CY 2024 Health Equity Plan Submission

# Template and Instructions

**Purpose:**

This template should be completed by CCOs for the CY 2024 Health Equity Plan (HEP) Update submission due June 30, 2024. The purpose of this template is to report on requirements in Exh. K, Sec. 10 – Health Equity Plans to ensure compliance with contract requirements. **Please note that the template has been updated from the previous year.**

**Reporting Requirements:**

* Please use 12-point Arial font with single spacing to meet readability and accessibility standards.
* All pages should be clearly numbered.
* The HEP submission CY 2024 must be submitted in a pdf format to meet accessibility requirements. Any other format will not be accepted.
* Please note that some sections have specified page limits. Any page limits noted exclude supporting documentation. **While OHA has provided generous page limit guidelines to accommodate each CCOs unique needs and experience, OHA encourages CCOs to provide comprehensive responses while being as brief as possible.** Visual materials, including charts, graphs, maps, photographs, and other pictorial presentations are included in the page limitation.
* Conformance to the page limit will be strictly enforced in 2024 and may not be exceeded unless an exception has been specifically granted by OHA HEP SME or by OHA CCO Contracts Administrator.
* Supporting documentation is required and must be relevant to the item being addressed. All supporting documentation attached and referenced in the narrative portion must be clearly labeled to reflect the content (e.g., CCOxyz\_LEP\_Policy)**. The inclusion of hyperlinks to another location within the same document is requested to facilitate quick access to the document referenced by OHA reviewers.** Documents that are not referenced in the narrative but are submitted will not be reviewed.
* The HEP Progress Report and relevant supporting documentation must be submitted to the CCO deliverables portal by the due date.

**For question regarding the instructions or templates please contact:**

OHA Health Equity Innovation and Implementation Team

[CCO.healthequityplans@dhsoha.state.or.us](mailto:CCO.healthequityplans@dhsoha.state.or.us)

**INSTRUCTIONS**

Please review the following instructions to ensure all reporting requirements are met.

Please review the following instructions to ensure all reporting requirements are met. For additional information on section contents, focus areas, and reporting expectations, see the 2024 HEP Guidance Document.

**Section 1: Focus Area Updates (formerly Health Equity Plan Update)**

This section has formatting updates from the previous year to align with CCOs reporting structure, but **Year 5 Focus Areas have not changed from Year 4 Focus Areas**. In compliance with Exh. K, Sec. 10, Paras. a and b, it includes:

* Development of Health Equity Plan – Overview
* Strategies, Goals, Objectives, Activities, Metrics Updates, and Progress Report

**Section 2: Annual Training and Education Report**

Reporting for this section has not changed. Completion of this section complies with Exh. K, Sec. 10, Para. c and includes reporting on CY 2023 training activities as well as current year planned training activities.

* CCOs should complete the separate Excel reporting template named 2023 and 2024 Organizational and Provider Network DEI Training and Plan Template and attach it with CCO submission.

While not required, if CCOs provided any trainings to their **provider network**, CCOs are encouraged to report on it. Additionally, if you have any additional updates or changes to CCO Organizational and Provider Network Cultural Responsiveness, Implicit Bias, and Education Plan, CCOs are encouraged to complete the narrative. **This section has a 3-page maximum not counting referenced supporting documentation or required Excel templates.**

**CCO Workforce, CAC, and Service Area Demographic Information**

|  |  |  |
| --- | --- | --- |
| CCO Name: | <insert response here> | |
| Health Equity Administrator (HEA) Name: | <insert response here> | |
| HEA Contact information: | Phone: | <insert response here> |
| Email: | <insert response here> |

**Section 1: Focus Area Updates**

Each contract year Contractor shall provide a status update on **Focus Area (FA) strategies** and develop new or update existing strategies. OHA has provided a table for each focus area below.

**Year 5 Focus Areas have not changed from Year 4 Focus Areas**. For each FA, begin with an update on previous year strategies and goals, even if those strategies and goals have been completed or discontinued. Then give information about new strategies and goals in the space provided. Contractor may add sections to the template for additional goals and strategies within each FA.

When applicable, OHA has included guidance and prompts based on Exh. K, Pt. 10, Para. b (2)(a-e) in the CCO Contract.

**Provide a progress update on Year 4 FA strategies and plans for Year 5 FA strategies in the table below.**

**Please note there is a 25-page limit for this section but please strive to be brief while also being comprehensive.**

|  |  |  |
| --- | --- | --- |
| **Focus Area 1: REALD / SOGI** | | |
| **Year 4 Progress Update** | | |
| **Strategy 1:**  < List CCO strategy for Year 4 FA 1 > | | |
| **Strategy 1 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 1, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 1, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |
| **Year 5 Strategy** | | |
| **Please select one option for Year 4 strategy and complete the appropriate portion of the table below.**  Strategy is the same as Year 4  Strategy has been modified for Year 5  A new strategy has been developed | | |
| **If strategy is same as Year 4 (insert rationale below)**  <insert short narrative describing reason for strategy remaining the same> | | |
| **If strategy has been modified for Year 5**  <insert narrative describing modifications from Year 4 submission and rationale> | | |
| **If a new strategy has been developed -** Complete New Strategy template below | | |
| **For New Strategies ONLY**  *This section only applies if you selected “a new strategy has been developed” for Year 5.* | | |
| **New Strategy:**  *<Insert new strategy as applicable>* | | |
| **Background/Context:**  *< insert narrative describing the context for why this strategy was selected>* | | |
| **Issues and barriers:**  *< insert narrative describing the barriers/issues related to focus area that will be addressed by strategy.>* | | |
| **New Goal 1:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | **Metric/Measure of success:**  *<insert clear and measurable metrics>* | |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* | |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **New Goal 2:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | | **Metric/Measure of success:**  *<insert clear and measurable metrics>* |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |

|  |  |  |
| --- | --- | --- |
| **Focus Area 2:**  **CLAS Standards as an organizational framework to advance health equity** | | |
| **Year 4 Progress Update** | | |
| * **Strategy 1 (Governance, Leadership, and Workforce):**   < List CCO strategy for Year 4> | | |
| **Strategy 1 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 1, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 1, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| * **Strategy 2 (Communication and Language Assistance):**   < List CCO strategy for Year 4> | | |
| **Strategy 2 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 2, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 2.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 2, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 2.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| * **Strategy 3 (Engagement, Continuous Improvement, and Accountability):**   < List CCO strategy for Year 4> | | |
| **Strategy 3 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 3, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 3.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 3, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 3.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |
| **Year 5 Strategy** | | |
| **Please select one option for Year 4 strategy and complete the appropriate portion of the table below.**  Strategy is the same as Year 4  Strategy has been modified for Year 5  A new strategy has been developed | | |
| **If strategy is same as Year 4 (insert rationale below)**  <insert short narrative describing reason for strategy remaining the same> | | |
| **If strategy has been modified for Year 5**  <insert narrative describing modifications from Year 4 submission and rationale> | | |
| **If a new strategy has been developed -** Complete New Strategy template below | | |
| **For New Strategies ONLY**  *This section only applies if you selected “a new strategy has been developed” for Year 5.* | | |
| **New Strategy:**  *<Insert new strategy as applicable>* | | |
| **Background/Context:**  *< insert narrative describing the context for why this strategy was selected>* | | |
| **Issues and barriers:**  *< insert narrative describing the barriers/issues related to focus area that will be addressed by strategy.>* | | |
| **New Goal 1:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | **Metric/Measure of success:**  *<insert clear and measurable metrics>* | |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* | |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **New Goal 2:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | | **Metric/Measure of success:**  *<insert clear and measurable metrics>* |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |

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| **Focus Area 3:**  **People with Disabilities and LGBTQIA2S+ People** | | |
| **Year 4 Progress Update** | | |
| * **Strategy 1 (People with Disabilities):**   < List CCO strategy for Year 4> | | |
| **Strategy 1 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 1, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 1, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| * **Strategy 2 (People who identify as transgender, nonbinary, or gender):**   < List CCO strategy for Year 4> | | |
| **Strategy 2 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 2, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 2.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
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| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 2, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 2.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| * **Strategy 3 (People with sexual orientation diversity):**   < List CCO strategy for Year 4> | | |
| **Strategy 3 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 3, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 3.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 3, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 3.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
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| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |
| **Year 5 Strategy** | | |
| **Please select one option for Year 4 strategy and complete the appropriate portion of the table below.**  Strategy is the same as Year 4  Strategy has been modified for Year 5  A new strategy has been developed | | |
| **If strategy is same as Year 4 (insert rationale below)**  <insert short narrative describing reason for strategy remaining the same> | | |
| **If strategy has been modified for Year 5**  <insert narrative describing modifications from Year 4 submission and rationale> | | |
| **If a new strategy has been developed -** Complete New Strategy template below | | |
| **For New Strategies ONLY**  *This section only applies if you selected “a new strategy has been developed” for Year 5.* | | |
| **New Strategy:**  *<Insert new strategy as applicable>* | | |
| **Background/Context:**  *< insert narrative describing the context for why this strategy was selected>* | | |
| **Issues and barriers:**  *< insert narrative describing the barriers/issues related to focus area that will be addressed by strategy.>* | | |
| **New Goal 1:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | **Metric/Measure of success:**  *<insert clear and measurable metrics>* | |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* | |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **New Goal 2:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | | **Metric/Measure of success:**  *<insert clear and measurable metrics>* |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |

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| **Focus Area 4: Community Engagement** | | |
| **Year 4 Progress Update** | | |
| **Strategy 1:**  < List CCO strategy for Year 4> | | |
| **Strategy 1 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 1, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 1, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |
| **Year 5 Strategy** | | |
| **Please select one option for Year 4 strategy and complete the appropriate portion of the table below.**  Strategy is the same as Year 4  Strategy has been modified for Year 5  A new strategy has been developed | | |
| **If strategy is same as Year 4 (insert rationale below)**  <insert short narrative describing reason for strategy remaining the same> | | |
| **If strategy has been modified for Year 5**  <insert narrative describing modifications from Year 4 submission and rationale> | | |
| **If a new strategy has been developed -** Complete New Strategy template below | | |
| **For New Strategies ONLY**  *This section only applies if you selected “a new strategy has been developed” for Year 5.* | | |
| **New Strategy:**  *<Insert new strategy as applicable>* | | |
| **Background/Context:**  *< insert narrative describing the context for why this strategy was selected>* | | |
| **Issues and barriers:**  *< insert narrative describing the barriers/issues related to focus area that will be addressed by strategy.>* | | |
| **New Goal 1:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | **Metric/Measure of success:**  *<insert clear and measurable metrics>* | |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* | |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **New Goal 2:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | | **Metric/Measure of success:**  *<insert clear and measurable metrics>* |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |

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| **Focus Area 5:**  **Continued development of organizational Health Equity infrastructure** | | |
| **Year 4 Progress Update** | | |
| **Strategy 1:**  < List CCO strategy for Year 4> | | |
| **Strategy 1 Status update:**  <insert strategy status progress update> | | |
| **Previous Year Strategy 1, Goal 1:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.1 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  *<insert baseline / starting point information>* | | **Metric/Measure of success:**  *<insert update on metrics: were metrics met? Are there changes to metrics for Year 5?>* |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **Previous Year Strategy 1, Goal 2:**  *<Insert previous year goal to achieve strategy as applicable>* | | |
| **Goal 1.2 Status Update:**  Completed  Progressed  Ongoing  Modified  *< Provide status update on this particular goal>* | | |
| **Baseline:**  <insert baseline / starting point information> | | **Metric/Measure of success:**  <insert update on metrics: were metrics met? Are there changes to metrics for Year 5?> |
| **Monitoring:**  <insert monitoring plan and timeline, including review by community> | | **Person responsible:**  <insert name or position of individual charged with monitoring progress> |
| **Updated Resources Attained / Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |
| **Year 5 Strategy** | | |
| **Please select one option for Year 4 strategy and complete the appropriate portion of the table below.**  Strategy is the same as Year 4  Strategy has been modified for Year 5  A new strategy has been developed | | |
| **If strategy is same as Year 4 (insert rationale below)**  <insert short narrative describing reason for strategy remaining the same> | | |
| **If strategy has been modified for Year 5**  <insert narrative describing modifications from Year 4 submission and rationale> | | |
| **If a new strategy has been developed -** Complete New Strategy template below | | |
| **For New Strategies ONLY**  *This section only applies if you selected “a new strategy has been developed” for Year 5.* | | |
| **New Strategy:**  *<Insert new strategy as applicable>* | | |
| **Background/Context:**  *< insert narrative describing the context for why this strategy was selected>* | | |
| **Issues and barriers:**  *< insert narrative describing the barriers/issues related to focus area that will be addressed by strategy.>* | | |
| **New Goal 1:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | **Metric/Measure of success:**  *<insert clear and measurable metrics>* | |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* | |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| **New Goal 2:**  *<Insert new goal(s) to achieve strategy as applicable>* | | |
| **Baseline:**  *<insert baseline information>* | | **Metric/Measure of success:**  *<insert clear and measurable metrics>* |
| **Monitoring:**  *<insert monitoring plan and timeline, including review by community>* | | **Person responsible:**  *<insert name or position of individual charged with monitoring progress>* |
| **Resources Needed:**  *<list internal and external resources needed to achieve goals>* | | |
| Add additional strategies and goals by copying the template table cells here. | | |

**Section 2: Annual Training and Education Report (2-page maximum - not including required templates or attachments)**

For this section CCOs are required to report on their 2023 **staff training** as outlined in their Organizational and Provider Network Cultural Responsiveness, Implicit Bias, and Education Plan. While not required, if CCOs provided any trainings to their provider network, CCOs are encouraged to report on it.

Please complete the separate **Excel reporting template named 2023 and 2024 Organizational and Provider Network DEI Training and Plan template** and attach it with CCO report submission (please note there are two tabs to this worksheet). Additionally, if you have any updates to CCO Organizational and Provider Network Cultural Responsiveness, Implicit Bias, and Education Plan for 2024, please describe them below.

**Attestation:**

**Has the CCO adopted the definition of Cultural Competence set forth in OAR 943-090-0010 and is utilizing it to guide its development of cultural responsiveness materials and topics in its Cultural Competence Continuing Education training activities into its training plans for Health Care Professionals?**

**Yes**  **No**

*<insert narrative on any changes or updates to CCO Organizational and Provider Network Cultural Responsiveness, Implicit Bias, and Education Plan>*