



Pursuing Equity

July 15, 2015

Since the start of the year, the Oregon Health Authority (OHA) has undergone a reorganization of leadership and how we conduct our work. The Office of Equity and Inclusion (OEI), formerly an office under the Director's office division, is now considered a division of its own. Effective July 1, 2015, a total of seven divisions exist within the Oregon Health Authority. Those divisions are: Operations and Finance, External Relations, Office of Equity and Inclusion, Health Systems, Health Policy and Analytics, Public Health and the Oregon State Hospital.

Amid the shifting roles in leadership, offices, and titles, OEI is committed to advancing health equity across the state of Oregon and will remain grounded in our community. We continue the work of eliminating health disparities through a multi-pronged approach which has included the implementation and maintenance of OHA's Equity and Inclusion initiatives.

This time last year, as we commemorated the 50th anniversary of the Civil Rights Act, OEI announced OHA's implementation of the ten Equity and Inclusion initiatives aimed at impacting policy and organizational culture change, utilizing community involvement, and building operational support.

- Alternative Formats and Language Access services
- Americans with Disabilities Act and Reasonable Accommodations
- Bilingual Proficiency Standards
- Civil Rights for the Public
- Cultural Competence and Continuing Education
- Discrimination and Harassment Free Workplace Public Civil Rights
- Diversity Leadership Team
- Diversity Recruitment Policy
- Employee Resource Groups (ERGs), Supplier Diversity

The equity and inclusion work that has come out of this office and the community continues to inspire and motivate me to press hard against the barriers to achieving health equity that we face.

Warmest regards,

Leann R. Johnson



Leann Johnson
Interim Director, Office of
Equity and Inclusion

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OEI News and Updates

NEW: OEI Training, Resources and Technical Assistance Webpage

OEI is excited to announce the launch of its "Training, Resources and Technical Assistance" [webpage](#). OEI provides training and support to OHA employees, Coordinated Care Organizations (CCOs), multiple stakeholders and community partners across the state.

This [new webpage](#) serves as place to learn more about in-person and online trainings, training and certification programs, webinars, national resources and more.

Southern Oregon Health Equity Coalition of Jackson County produces three new health equity reports!

The Regional Health Equity Coalitions (RHECs) are coordinated, community-driven, collaborative groups organized at a regional level to identify policy, system and environmental changes, and craft and implement strategies and polices to increase health equity, reduce health disparities and address the social determinants of health.

This past month, the Southern Oregon Health Equity Coalition produced three new health equity reports on General Health Equity, LGBTQ Health Equity, and Educational Disparities.

To learn more about Regional Health Equity Coalitions and read the reports, [visit the Southern Oregon Health Equity Coalition webpage](#).

SAVE-THE-DATE: 2015 OEI Annual Meeting

Join us **Thursday, October 22, 2015** to hear about our shared accomplishments and help us build capacity to improve health outcomes and quality in Oregon. More details to come!

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 MLK, 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)

On June 19th, DELTA cohort members met for their sixth session, focusing on elements needed for true community engagement. The session featured round table discussions hosted by DELTA members, OEI staff introducing and surveying the group on community engagement tools, the Multicultural Storytelling Process, and a visit from Sinsi Hernandez-Cancio, Health Equity Director of Families USA. Many thanks to the OHSU Knight Cancer Institute for cohosting this training!



OEI staff share their insight with DELTA cohort

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

Community Events

Fiesta Mexicana

Date: August 7-9, 2015

Time: 12:00 p.m. - 10:00 p.m.

Location: Legion Park - 1385 Park Avenue, Woodburn, OR 97071

Soul Stroll 2015 (Wellness Walk)

Date: August 15, 2015

Time: 8:30 a.m. - 2:30 p.m.

Location: Dawson Park - N. Williams Avenue, Portland, OR 97277

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!](#)

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

Job Postings, Internships, and Opportunities

External Positions

[McKenzie River Gathering \(MRG\) - Grassroots Giving Director](#)

[Cascade Aids Project - HIV/STI Testing Coordinator](#)

[Fair Housing Council of Oregon - Intake Specialist \(Bilingual Spanish\)](#)

[SPOON Foundation - Program Officer](#)

[Development/Program Internship - Summer 2015](#)

Internal Positions

[Associate Chief of Medicine - Junction City](#)

[Compliance Specialist 3 \(Clinical Laboratory Inspector\) - Hillsboro](#)

[Information Systems Specialist 5 \(Systems Analyst\) - Salem](#)

[Health Facilities Consultant \(Plans Examiner\) - Portland](#)

Community Partner Resources

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 Rebecca.A.Naga@state.or.us.