

# **Columbia Pacific CCO and Health Equity Engaging Leadership and Staff**

Office of Equity and Inclusion Health Equity Convening  
October 24, 2018

# Our Priority Domains

CCC Protocol for Culturally Responsive Organizations

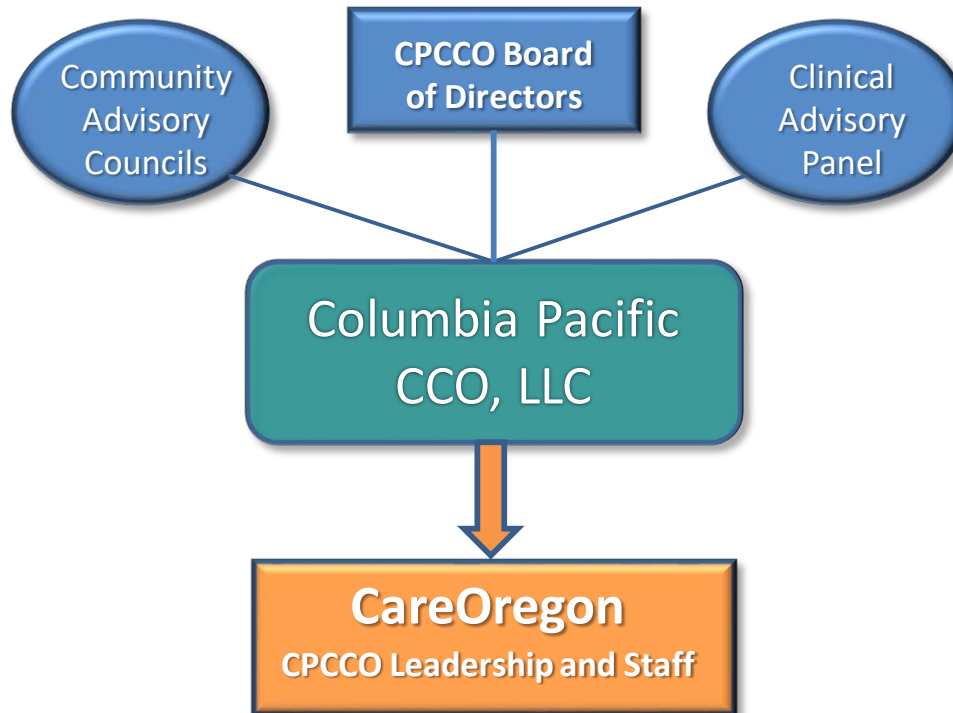
- Organizational Commitment, Leadership and Governance
- Service-Based Equity
- Service-User Voice and Influence
- Community Collaboration
- Data, Metrics and Quality Improvement

# Domains Mapped

## National Partnership for Action

- **Awareness and Leadership**
  - Organizational Commitment, Leadership and Governance
  - Community Collaboration
- **Health System and Data, Evaluation, Research**
  - Service-Based Equity
  - Data, Metrics and Quality Improvement
- **Cultural, Linguistic Competency**
  - Service-User Voice and Influence

# Columbia Pacific CCO



# Leadership and Staff

- Assessments

- OHA consultation on equity: incentive measures, transformation plan, community health improvement plan
- Organizational Self-Assessment

- Trainings

- Transformation Center training
- “Hard Conversations” on racism
- Interrupting Oppression

# Board of Directors

- Awareness and Trainings
  - Stories from the Hispanic Community
  - Training on unconscious bias
  - ‘Go see’ homework on community needs
  - Privilege walk
- Commitment
  - Equity Plan
  - Statement of Commitment

# Clinical Advisory Panel

Goal 1: To increase awareness and understanding of Equity in the network and build capacity to provide equitable care to all members

- Equity trainings for clinics

Goal 2: Create comprehensive language access plan that provides high quality interpretation for CPCCO members

- Language Access Plan, on-site interpretation

Goal 3: Spread best practice interpretation in the network

- Interpretation toolkits, workflows TA

Goal 4: Complete ongoing quality monitoring for equity in improvement measures

- Quarterly review of disaggregated population-level metrics

# Community Advisory Councils

- Service-User Voice

- Community solutions through CACs: health care access; substance use; suicide prevention
- Primary data collection for CHA/CHIP: narratives on health and well-being

- Partnerships

- Community education, schools
- Trauma-informed community networks



# Statement of Commitment to Equity

Columbia Pacific CCO improves the health of those we serve by recognizing and accepting the uniqueness of each individual and each community. Through the following actions, we hold ourselves accountable to our commitment to equity and diversity at all levels of the organization:

- expanding our knowledge and understanding
- listening to the needs of our members and their communities
- investing in education, resources and actions to meet those needs
- expecting the same from our partners.

