

Attn: Oregon NPAIHB Delegates and THDs

DELTA is a six month, comprehensive training program which will serve both as a cornerstone and catalyst for building leadership for health equity and diversity and inclusion policy capacity with leadership in Oregon. This program is intended for a learning cohort of 20 individuals representing community leaders, policy makers, administrators and clinicians. Upon completion of program, the cohort will act as drivers and enablers of an equity and inclusion agenda within Oregon's public health and healthcare systems.

We are actively seeking Tribal health leaders for the program in order to better capture the diversity throughout Oregon. Currently, we are in the process of finalizing our cohort, which will begin on Friday, March 15th. **If you have any individuals in mind that you think would be a good fit for the program, please let me know as soon as possible.**

I am attaching a copy of a more detailed DELTA Program Description and Frequently Asked Questions (FAQ) document. If you have any questions or would like more information, please contact me at Charniece.Tisdale@state.or.us or ph: [971-673-1333](tel:971-673-1333). Thank you in advance for any input or assistance that you can provide!

Have a great weekend,
Charniece

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Developing Equity Leadership through Training and Action

Frequently asked Questions

Would all of the training dates be provided at once?

Yes, all of the training dates will be provide at one time. However, the dates may be subject to change based on trainer availability. If this is the case, we would inform participants as soon as possible so that they can make appropriate arrangements.

Where will the trainings be held?

We will make a concerted effort to hold trainings in various locations in Oregon, depending on the cohort makeup.

Will there be any financial support for participants for travel expenses?

We will reimburse for mileage and lodging at the federal rate. Please see <http://www.gsa.gov/portal/content/104877> for rates per city.

Who are the instructors, coaches and mentors?

Instructors will come from OEI's Qualified Trainer Registry for Diversity, Inclusion and Health Equity Training Services. The instructors will be representatives from high-performing local and national organizations. Coaches and consultation will come from OEI staff and the DELTA Advisory Committee.

What is the plan for the cohort at the end of the training?

Cohort members are expected to work with coaches to identify 10 concrete actions steps around health equity, diversity and inclusion to be implemented in their individual organizations; technical assistance will be provided as necessary after the completion of the program. Current cohort members will also be asked to serve as mentors/coaches for future cohorts. Evaluation mechanisms will also assist in follow-up efforts once the program ends.

What is the cohort member makeup?

Potential pilot cohort participants were identified by the DELTA Advisory Committee, members of the Oregon Health Authority Cabinet and the Office of Equity and Inclusion internal staff and partners. Here are some examples of the other organizations that potential participants were selected from: Oregon Health Sciences University (OHSU), Providence Health and Services, Multnomah County Health Department, HealthShare, DHS, Asian Pacific American Network of Oregon (APANO), Northwest Health Foundation, etc.

Is there a cost associated with this program?

There are no costs associated with DELTA.

Who are the instructors, coaches and mentors?

Potential instructors will be selected from OEI's Qualified Trainer Registry for Diversity, Inclusion and Health Equity Training Services. The instructors will be representatives from high-performing local and

national organizations. Coaches and consultation will come from OEI staff and the DELTA Advisory Committee.

Is there a formal graduation?

There will be a formal recognition ceremony at the completion of the program. Participants can invite family, supervisors and colleagues to help support their accomplishments. Participants will also be recognized at the OEI Annual Meeting in the fall.

Do graduates become certified equity leaders, and what are next steps for the graduates after completing the program?

Participants will receive a Certificate of Completion once the program ends. Cohort members are expected to work with coaches to identify 10 concrete actions steps around health equity, diversity and inclusion to be implemented in their individual organizations; technical assistance will be provided as necessary after the completion of the program.

Will the graduates move on to governing boards or on the Governors' committees?

There is no formal mechanism in place to facilitate this endeavor; however, a big part of this program is developing cross-sector relationships among the cohort. Therefore, there may be an opportunity for this to occur. We will also invite government representatives to training sessions to discuss advisory committee appointment opportunities.

Do participants receive a training manual and a stipend?

A training manual will be provided. However, there will be no stipend. Travel reimbursement may be an option, depending on the distance traveled.

Would I be able to Skype, if DELTA days conflict with my scheduled training days?

Currently the curriculum is all classroom-based; however, this may change for future cohorts. We are currently working with the Oregon Health Authority's Learning Center to develop E-learning tools.



Office of
Equity & Inclusion



Developing Equity Leadership through Training and Action

DELTA DESCRIPTION:

DELTA is 6-month statewide, comprehensive health equity and inclusion leadership training program that strategically provides training, coaching and consultation (mentorship) to key health, community and policy leaders

DELTA OBJECTIVES:

- Build the capacity and commitment of Oregon's health leaders to eliminate health disparities
- Develop collaborative approaches and partnerships to promote health equity across Oregon's health systems
- Inspire leaders to act individually and collectively as proactive change agents to address significant challenges and barriers to achieving optimal health outcomes for all Oregonians

PROGRAM NEED:

The concept of this program is firmly based on strategies and recommendations made by individuals representing diverse racial and ethnic communities, nonprofit organizations serving communities of color, health care associations, health policy leaders, and policy advisory councils and task forces convened by OHA and the Office of Equity and Inclusion – OEI

TRAINING OBJECTIVES:

The DELTA Cohort will receive the following:

- 40 hours of classroom training and technical assistance around developing and institutionalizing health equity policies and practices within organizational structures
- 200 hours (10 hours X 20 participants) of individual consulting to cohort members to advance health equity at the policy and legislative level
- Assistance identifying 10 concrete actions to take as a result of the training and the cross-sector relationships

DELTA Cohort:

20 Individuals will be selected to participate. They include:

- **Community leaders**
- **Policy makers**
- **Hospital administrators**
- **State and local health department staff**



**The program will begin
Spring 2013**



POTENTIAL TRAINING TOPICS:

Training will be delivered by local, state and national leaders in health equity and inclusion

Sample training topics include:

- Using a Health Equity Lens in Policy, Program, Budget and Planning
- Diversity/Inclusion Return On Investment
- Culturally Competent Health Care and Public Health
- Analyzing Data for Equity and Inclusion
- Developing Health Equity and Inclusion Metrics
- Diversifying the Health Care Workforce
- Community-Specific Cultural Considerations in Service Delivery



OVERARCHING GOALS:

Upon completion of program, this cohort will act as drivers and enablers of an equity and inclusion agenda within Oregon's public health and healthcare systems. Members will apply the skills they acquire from the training and facilitate the development and institutionalization of health equity and inclusion strategies in their own healthcare and public health settings. In doing so, health equity, diversity development and inclusion will be built into planning, policies, programs, practices, approaches, and resource distribution of these organizations.



OEI's ROLE:

The Office of Equity and Inclusion will:

- Provide technical assistance and coaching to cohort members
- Facilitate curriculum development and implementation
- Help guide policy change as needed
- Measure the programs success through evaluation efforts

The DELTA Program is made possible through a generous grant from:



FOR MORE INFORMATION,
PLEASE CONTACT:

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