

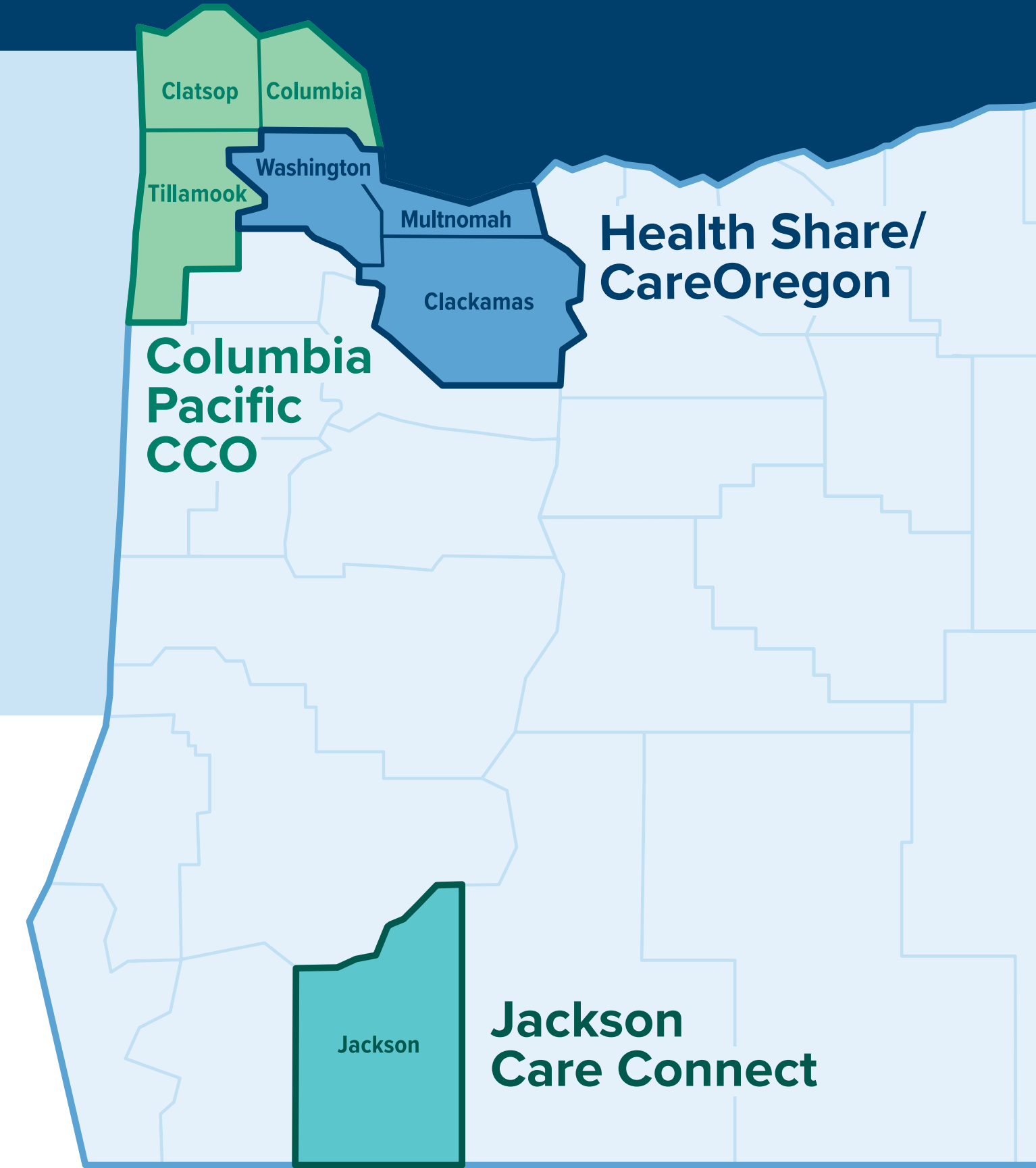
# Advancing health equity through strategic alignment



**Goal:** Develop a sustainability plan that will thread equity, diversity and inclusion efforts from the CareOregon enterprise level through three regions by enhancing leadership and promoting equity initiatives.



**Objective:** This project will allow three different regions throughout the state of Oregon, with different membership needs, topographies and community affiliations, to align overall EDI efforts and improve members care with this intentional focus.



The three regions covered by these initiatives.

## Who we are

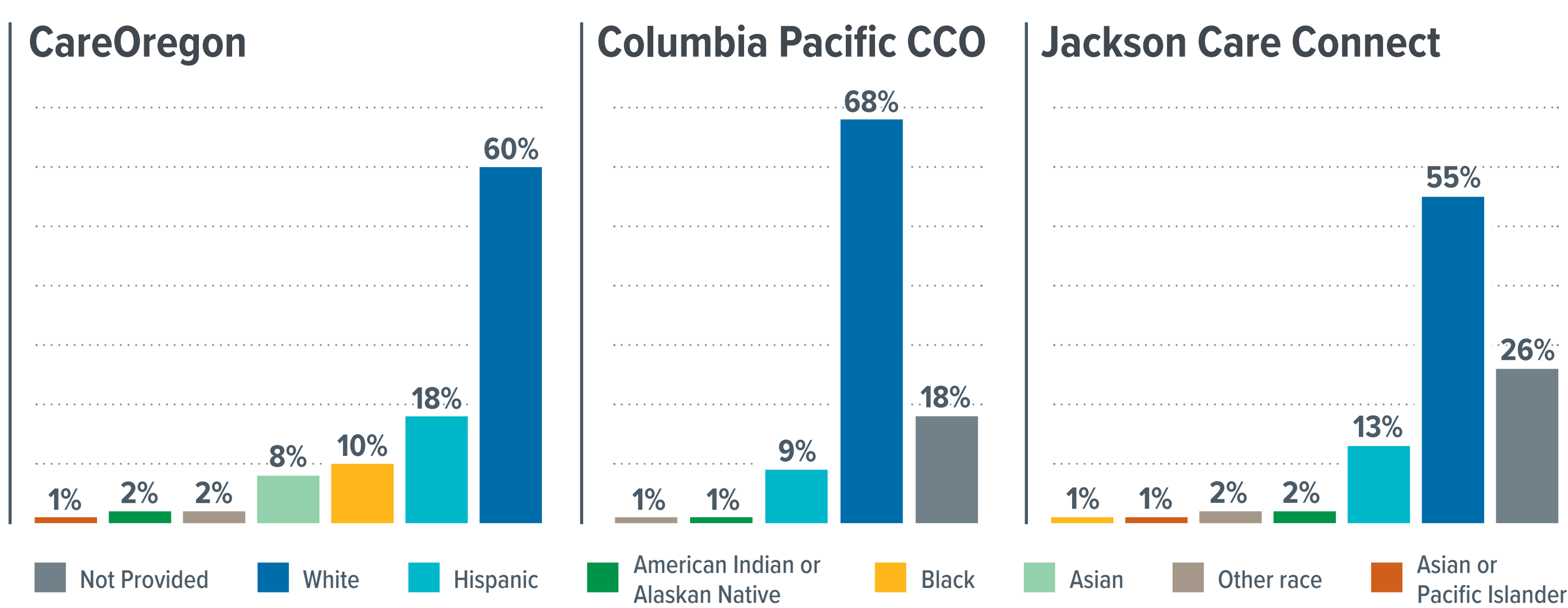
CareOregon is a community benefit nonprofit that works to elevate the well-being of all Oregonians, especially those living in poverty, through first-class health care and programs to improve the social conditions that affect wellness. We are the umbrella organization for six lines of business serving 500,000 Oregon Health Plan (Medicaid) and Medicare members and their communities.

**CareOregon's mission is to inspire and partner to create quality and equity in individual and community health.**

As we strive to make health care work for each of us, we are making stronger communities for all. *That's the beauty and power of the CareOregon Effect.*



## Who we serve



Racial groups are presented at the highest level of aggregation. However, this can cause racial/ethnic groups to appear homogeneous and obscure variations within the group.

## What we plan

### Our 2021-2024 strategic plan objectives for equity and social health

- Utilize data to inform our work
- Engage the organization to apply equity to our work
- Align payment models to support equity and social health
- Advocate in the community for equity and social issues

### Focus areas

- Grievance and Appeals
- Demographic data – REALD
- Culturally and Linguistically Appropriate Services (CLAS)
- CLAS as an organizational framework
- Workforce
- Organizational training and education
- Language access reporting
- Member education and access

## Where we're going – next steps

- Document infrastructure and leadership buy in needed to create foundation for justice, equity, diversity and inclusion (JEDI) work
- Codify accountabilities between the regional and enterprise-wide equity work and staff
- Outline a Continuity & Sustainability Plan for each region

## Why we will be successful

CareOregon balances innovation of a mission-driven enterprise with state and federal regulatory requirements. This project offers us the opportunity to work as a health plan but also as social change agents, advancing the triple aim and the social fabric of our communities.

