

GREATER COLUMBIA ACCOUNTABLE COMMUNITY OF HEALTH

Workforce Committee Meeting Minutes Wednesday, May 26, 2021 | 11:00 AM to 12:00 PM Teleconference

Italicized: GCACH Board Member

| ATTENDANCE | |
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| Committee Members | Asja Suljic Dan Ferguson (<i>Chair</i>) Ronni Batchelor Brianne Ramos Steve Perry Bevan Briggs |
| GCACH Staff | Brissa Perez Brittany FoxStading Carol Moser Chelsea Chapman Diane Halo Laurel Avila Damia Safford Sam Werdel |
| Guests | |
| WELCOME & INTRODUCTIONS | |
| Welcome & Introductions (Dan Ferguson) | Dan Ferguson, Committee Chair, facilitated introductions. Brief overview of attendees on call. |
| MEETING MINUTES | |
| April 2021 Meeting Minutes (Dan Ferguson) | Dan reviewed the April 31, 2021 GCACH Workforce Committee meeting minutes. ✓ MOTION: Ronni Batchelor moved to approve the April 31, 2021 GCACH Workforce Committee meeting minutes. Seconded by Bevan Briggs, Motion passed. No further comments or questions. |
| DISCUSSION ITEMS | |
| Workforce National Launch (Carol Moser) | Initiative looking at real workforce needs and creating opportunities. Utilizing partnerships to make changes. Announcement for Workforce Changes Meeting June 3 rd 9:30-11 a.m. Information will be sent out. |

Thank you for your engagement with GCACH!

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| <p>Update Extended deadline Sentinel Network (Diane Halo)</p> | <p>Questions & Comments include: The Sentinel Network has been extended until Friday, May 28th. Lack of data around WF. It is an awesome resource, and assist with allowing to know what direction we are going in the industry, particularly with COVID.</p> <p>Questions/Comments:</p> <ul style="list-style-type: none"> • Is there a way to standardized surveys from state agencies to a more former approach in WA? Per Dan the legislature is behind and continuing to support the workforce training. It is a smart strategy to build into contracts with MCO's. • GCACH has done well in encouraging participation and being responsive to the Sentinel Network. And known for this across WA state. • Will GCACH continue to pay for organizations to take survey? Yes, they will continue and pay \$100.00 for participation. Chelsea has included information in the last few Newsletters with the deadlines. Sentinel appreciates this motivation effort and strategy. • Is there a more formalized way to support the SN? Build into MCO contracts? Partnerships and engaging in conversations is important for understanding the data, and refocusing programs. |
| <p>Diversity Question (Dan Ferguson, Carol Moser)</p> | <p>Current efforts to address diversity in health. Paying close attention to Eastern WA and have noted the lack of health practitioners that look like our community. Recognizing that entry level positions in Health care are predominantly populated by women of color with less wages. White male's dominant with higher salaries.</p> <p>Our ACH and Workforce to begin thinking about our efforts to address diversity. GCACH plan is broader than workforce recruitment. A Project for Diversity, Equity, and Inclusion Initiative has been drafted for the community. Incorporating the WE WIN Together Transformation Framework, see below:</p> <div data-bbox="370 1260 1266 1743"> <p>WE WIN Together Transformation Framework</p> <p>Transforming from within</p> <p>Transforming together</p> <p>Transforming our outcomes (what we measure and value)</p> <p>Transforming for equity (in the vital conditions)</p> <p>Transforming our systems (cultures, policy and investments)</p> <p>Adapted from 100 Million Healthier Lives Community of Solutions Model</p> </div> |

Thank you for your engagement with GCACH!

Purpose: To bring together all DEI efforts/committees/council in the region to discuss racism, disparities, and inequities that exist in our region, and educate our communities. However, transformation starts from within and this is a continuous process.

Pilot project to be used within Tri-cities Community Council by end of December 21, and then branch out across the 9 counties across the region. The idea is that Greater Columbia ACH would engage in Diversity, Equity & Inclusion training.

- Start introducing the language of DEI to the community through a speaker's bureau.
- Get presentation together for audience
- Work with speakers' group to go into various organizations to introduce topic and provide resources.
- Establish a cohort of learning around DEI
- Have organizations to start the baseline by taking assessments.
- Goal to start project in July and build on it.
- At the end of speaking engagements, do another assessment to gauge understanding of where organizations are at.

Strategies and Next Steps:

- Introduction to DEI to Leadership Council on March 18th
- Permission to use BHT Organizational Assessment received April 21st
- Meeting with subcommittee of Inclusion Council May 6th
- Meet with Workforce Committee May 26th to look at DEI plan
- Meal with Naima Chambers-Smith to learn more about the Tri-cities DEI Committee

Hadley Morow, The Better Health Organization shared her orgs journey on DEI. Since then Greater Columbia received approval to use assessment with caution to take journey ourselves. Will be using and coming under the umbrella of the Inclusion Council Committee as the foundation along with other organizations in the Tri-Cities.

Observations from Dan:

- How valuable this might be for the PT Navigators? As they have their conversations across the ACH.
- How can they incorporate this into the provider organizations?
- Should we include the assessment in MTP Year 6? We have a toolkit around how to educate staff and patients; especially if we are offering an incentive to fill out the assessment; they will embrace it. As part of the toolkit, we want the providers to understand the patient population that they serve in order to have the correct decision aids. Posting salary ranges would go a long way in promoting equity.

Ronni added to the Universal Health Care Commission- Congratulations!

Thank you for your engagement with GCACH!

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| CHW Internship Next Steps (Diane Halo) | Currently have 11 applications that board approved going forward with. Also, in process of getting contract done. Meeting with organizations on Friday to review contract. Diane has been working on getting additional trainings for Motivational Meeting, Cope, Calm, Care, etc. She has reached out to Seth Doyle to do supervisor training in June. Ken Kraybill and Cameron Ford for Lourdes to do Mental Health First Aide training. Organizations have been informed that they can start seeking out their employees in July. |
| ADJOURNMENT | |
| Adjournment | <p>Meeting adjourned at 12:02 pm. Minutes taken by Damia Safford.</p> <p>The National Launch event of Workforce Realigned: How New Partnerships are advancing Economic Mobility will feature a conversation with the U.S. Secretary of Commerce, Gina Raimondo, Darren Walker, Ford Foundation President, and Brian Moynihan, Bank of America Chairman of the Board and CEO, moderated by Tracy Palandjian, Social Finance CEO. The event will explore the emerge of a new breed of cross-sector partnerships-focused outcomes, aligned incentives, and shared accountability. It will also feature an overview of the Workforce Realigned book, the state of American economic mobility, and breakout group discussion.</p> <p>Recap of Motions: Ronni Batchelor moved to approve the April minutes, seconded by Bevan Briggs.</p> |

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Thank you for your engagement with GCACH!