



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** December 14, 2022

**SUBJECT:** Consideration of Board approval of Document #2022-981, accepting a grant from PacificSource for Behavioral Health Workforce Diversity

**RECOMMENDED MOTION:**

Move approval of Document #2022-981, accepting a grant from PacificSource for Behavioral Health Workforce Diversity.

**BACKGROUND AND POLICY IMPLICATIONS:**

PacificSource has awarded Deschutes County Health Services (DCHS) \$147,595.40 of one-time funding for Behavioral Health Workforce Diversity, for the period December 2022 through September 30, 2023. The goal of the funding is to diversify the workforce so that PacificSource members have increased access to BH providers who are more reflective of the cultures and languages of PacificSource members.

Current quality incentive metrics (QIMs) for Central Oregon include a required metric related to improving language access for members. This has increased demand for language services within Health Services. In addition, in Oregon, PacificSource members who are Black, Indigenous, or People of Color (BIPOC) or speak languages other than English engage in BH services at lower rates compared to white and English-speaking members, even amongst members diagnosed with a BH condition. Increasing access to a diverse workforce, that reflects member race/ethnic, cultural background and language needs, is an evidence-based strategy known to reduce health disparities and is a key workforce development priority for PacificSource. Across the PacificSource coordinated care organization regions, the biggest need is for additional Latinx and Spanish-speaking BH providers.

With approval to accept this funding, DCHS intends to provide training for direct service staff, and to increase access to BH services for our BIPOC and non-English speaking communities. Funding would be used as follows:

- \$47,000 to hire a temporary, 20 hour/week Language Access Liaison to provide translations and in-person interpreting, coordinate interpreting/translations with vendors, implement consistent processes to be compliant with HB requirements, and collaborate with Language Access Coordinator to identify service area needs and solutions.

- \$50,500 to contract for 30 hours/week of interpreter services.
- \$10,000 for translation software
- \$35,000 for direct staff trainings on working with interpreters and serving the BIPOC community.
- \$5,095.40 for barrier removal and incentives through culturally and linguistically-specific communication and outreach material for our Latinx and Spanish-speaking populations.

Reporting requirements include a virtual check-in meeting in March 2023, a progress report in June 2023 and a final report in October 2023.

BUDGET IMPACTS:

Revenue of \$147,595.40. A Budget Resolution will be forthcoming.

ATTENDANCE:

Janice Garceau, Director, Health Services

Jillian Weiser, Manager, Quality & Performance, Health Services