

---

2017 Ways and Means Human Services Joint Subcommittee Presentation

## **Tribal Affairs and Equity & Multicultural Services**

Dr. Reginald Richardson, Deputy Director, DHS

Nadja Jones, Director, Tribal Affairs, DHS

Julie Johnson, Interim Director, Tribal Affairs, OHA

Lydia Muñiz, Director, Equity and Multicultural Services, DHS

Leann Johnson, Director, Equity and Inclusion, OHA

May 4, 2017



---

# Presentation Agenda

1. Evolution of agency and Tribal government relationships
2. Oregon's Nine Tribes
3. DHS Tribal Affairs Overview
4. OHA Tribal Affairs Overview
5. DHS Office of Equity and Multicultural Services Overview
6. OHA Office of Equity and Inclusion Overview

---

# Oregon Indian Tribes

Tribal governments are separate sovereign nations with powers to protect the **health, safety and welfare** of their members and to govern their lands.

**Tribal sovereignty in the United States** is the inherent authority of indigenous tribes to govern themselves within the borders of the United States of America.

---

# Government-to-Government

The State of Oregon maintains a government-to-government relationship with the nine federally recognized tribes of Oregon:

1975 - Legislative Commission on Indian Services (LCIS)

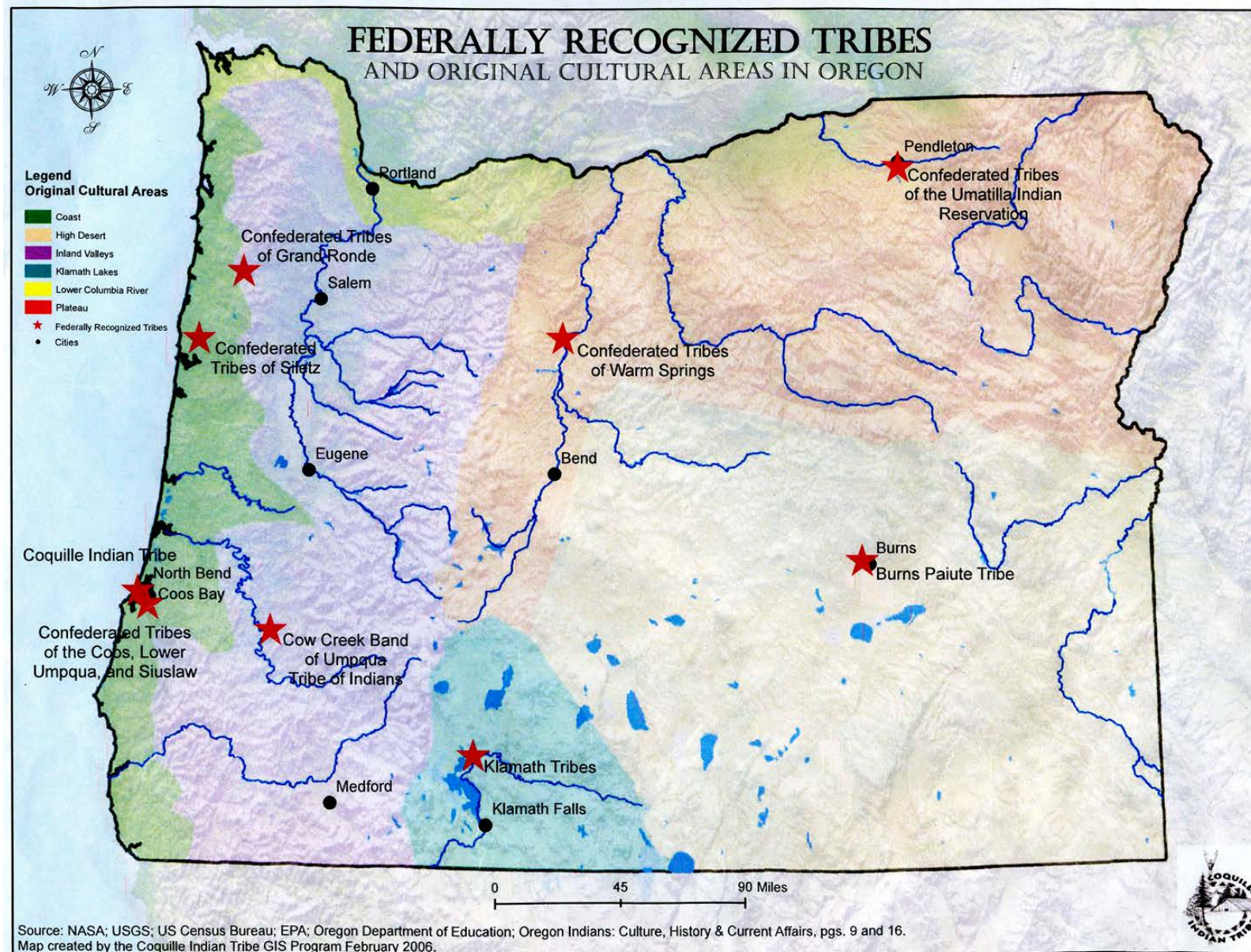
1996 - Executive Order EO-96-30

2001 - SB 770

## **SB 770 (ORS 182.162 to 182.168)**

- State agencies to develop and implement policy on relationship with tribes; cooperation with tribes.
- Training of state agency managers and employees who communicate with tribes; annual meetings of representative of agencies and tribes; annual reports by state agencies.





# Oregon's Nine Tribes

- Burns Paiute Tribe
- Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians
- Confederated Tribes of Grand Ronde
- Confederated Tribes of the Siletz Indians
- Confederated Tribes of the Umatilla Indian Reservation
- Confederated Tribes of Warm Springs
- Coquille Indian Tribe
- Cow Creek Band of Umpqua Tribe of Indians
- Klamath Tribes



# Oregon Indian Population

## Statewide

109,223 American Indian/Alaskan  
Native alone or in combination  
(Census, 2010)



## Multnomah County

18,041 American Indian/Alaskan  
Native alone or in combination  
(Census, 2010)



# Department of Human Services

## **Tribal Affairs Unit**

Nadja Jones, Director

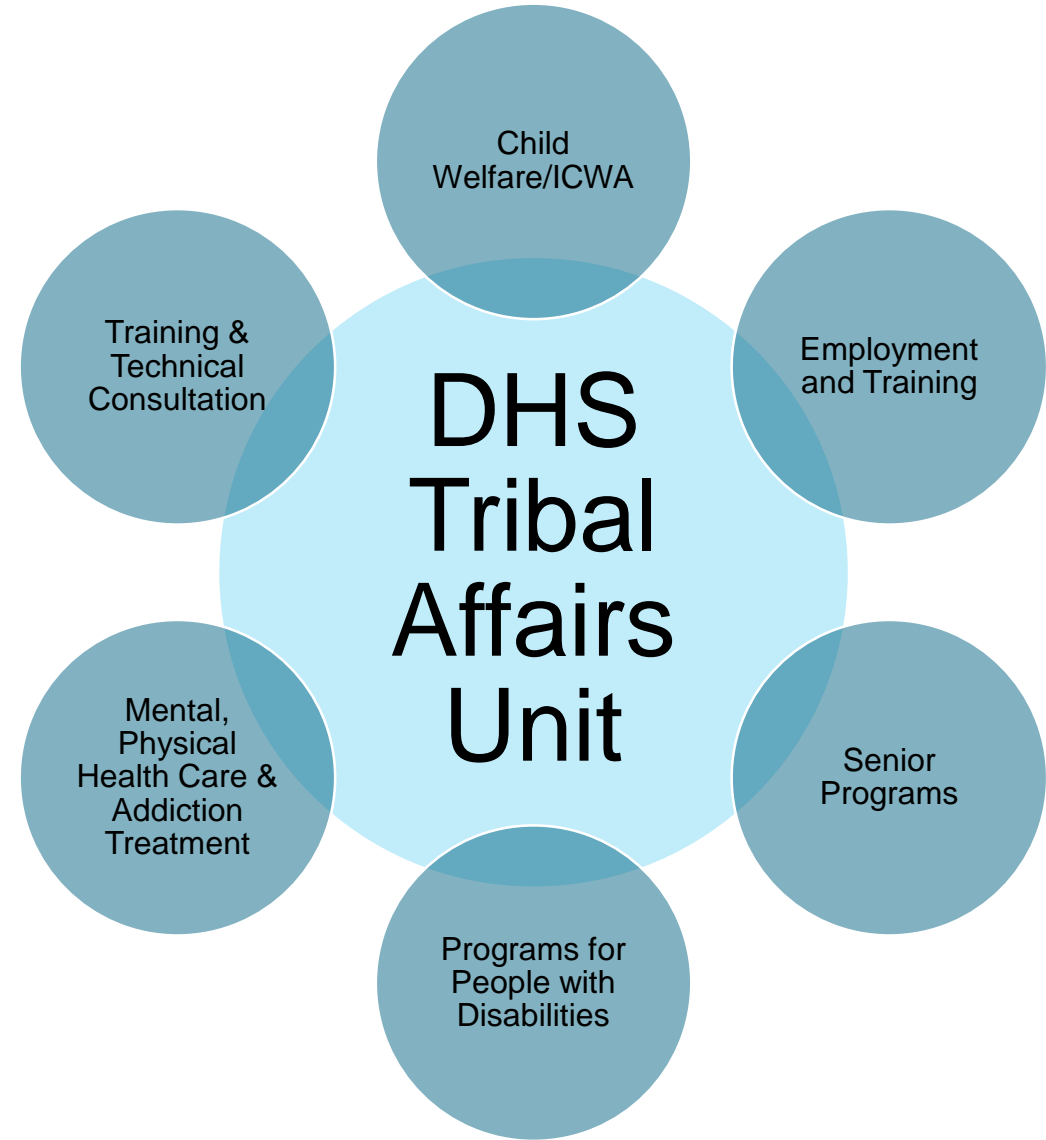


# Milestones in DHS and Tribal Relations

<b>1975</b>	<b>Legislative Commission on Indian Services (LCIS)</b>
<b>1978</b>	Indian Child Welfare Act (ICWA) becomes law
<b>1994</b>	DHS begins regular meetings with Tribal representatives to ensure access to Oregon Health Plan
<b>1996</b>	Governor's Executive Order 96-30 on State/Tribal Government-to-Government Relations
<b>1997</b>	DHS creates Tribal relations position in Director's Office
<b>2001</b>	Oregon State Legislature codifies Executive Order 96-30 into SB 770 and passes into law
<b>2013</b>	ICWA Active Effort Positions Established
<b>2016</b>	Federal government issues Indian Child Welfare Act regulations; DHS coordinates with Tribes to file temporary state rules effective February 2017

# DHS Tribal Affairs

Our mission is to continually strive to ensure that Indian communities receive sufficient and appropriate human services



# Indian Child Welfare Act (ICWA)

Federal law requiring Tribes to be a party in child welfare cases in state courts when the case involves Indian children removed from their home by a city, county or state agency. Intergovernmental agreements between the state and Tribes guide the relationships

## 5 Oregon ICWA Fast Facts

1. Majority of cases involve out-of-state Tribes (3:1 ratio)
2. No ICWA cases have proceeded to the appellate court in four years
3. Oregon is among few states building ICWA compliance into the DHS information system to drive practice improvement
4. Tribal children enter foster care more often and stay longer than other children
5. Tribes receive quarterly reports from DHS about American Indian children in DHS care

Tribal Affairs Unit:

# ICWA Accomplishments



- Convened with Tribes to enhance SB 770 efforts to identify priorities to improve service equity
  - Serving the aged
  - Accessing additional federal funding through targeted case management
- Coordinated and collaborated with Tribes to file temporary state rules to comply with new federal ICWA regulations
- Created ICWA agreements for the first time with the Klamath tribe, the Confederated tribes of the Umatilla Reservation and the Cow Creek Tribe
- Co-hosted 31<sup>st</sup> Tribal/State ICWA Conference

# Training, Technical Assistance & Collaboration

Training	Technical Assistance	Collaboration
<ul style="list-style-type: none"><li>• ICWA agreement</li><li>• Child abuse reporting</li><li>• Engagement of foster families</li><li>• Grassroots prevention of child abuse</li></ul>	Utilize and adapt existing models and strategies proven successful with tribal communities	Oregon Safety Model, tribal codes on child welfare, federal requirements or foster parents training are all developed in coordination and support of the tribe

Tribal Affairs Unit:

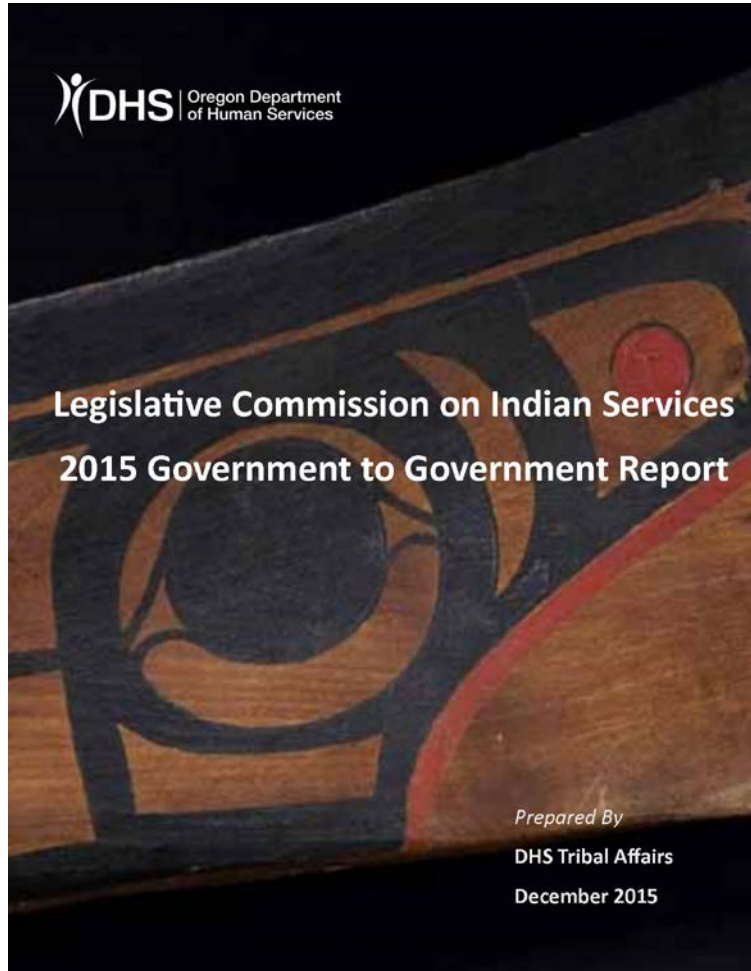
## Other Recent Accomplishments



- Assured equity of services for the most vulnerable and underserved families along the Columbia River practicing time immemorial treaty rights
- Provided 95 on-site trainings or technical assistance in one year
- Improved relationships between local providers and Tribes for the Aging and People with Disabilities program



# 2017-19 Priorities



- Collaborating with Tribes and state agencies to produce online course on working with Tribal governments
- Revise the ICWA procedural manual
- Establish local Tribal agreements to provide services for people with developmental disabilities and seniors

*Learn more*

*See the DHS Government-to-Government Report*

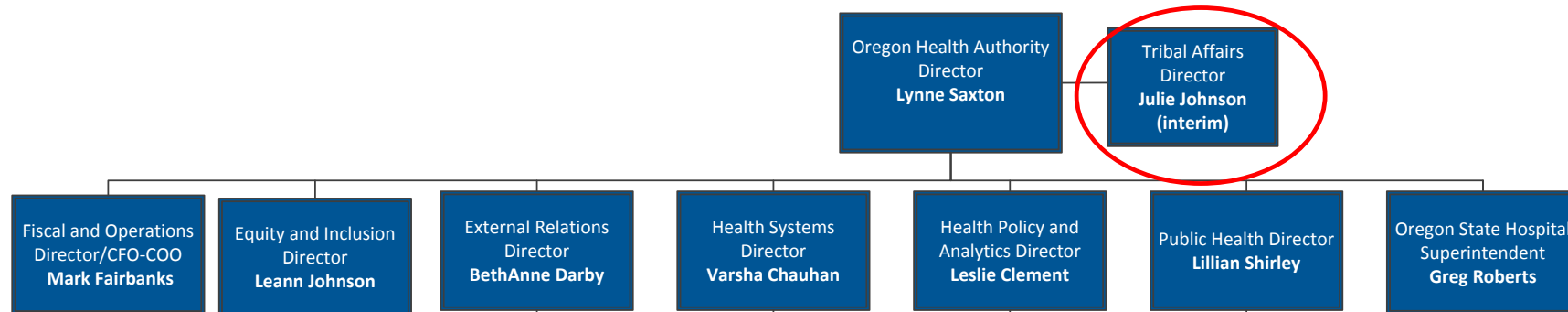
<https://www.oregon.gov/DHS/ABOUTDHS/TRIBES/Pages/Reports-Pubs.aspx>

# OHA Tribal Affairs

**Vision** - Native Americans in Oregon are physically, mentally, emotionally, and spiritually healthy.

Honoring the government to government relationship with the nine Oregon federally recognized tribes and conferring with the urban Indian health program to provide coordination and support for services and programs provided by the Oregon Health Authority serving Native American people in Oregon.

# Organizational Chart



(Enter) DEPARTMENT (ALL CAPS)  
(Enter) Division or Office (Mixed Case)

# OHA Programs and Tribes

Health Systems Division: (1 FTE) Oregon Health Plan-HNA members, Open Card/Fee for Service, Managed Care, Care Coordination, 100% FMAP, Mental Health Services, Substance Use Disorder Services.

Public Health Division: Emergency Preparedness Program (1 FTE), Health Promotion and Chronic Disease Program (1 FTE), Maternal Child Health Program, Immunization Program.

Health Policy and Analytics: AI/AN Data, 1115 Waiver-Tribal Engagement and Collaboration Protocol.

# Communication and Consultation

Must occur on an ongoing basis so that Tribes have an opportunity to provide ***meaningful*** and ***timely*** input on issues that may have a ***substantial direct effect*** on them.

Tribal Consultation refers to a formal meeting with elected Tribal government officials and our agency director. Decision makers present.

Tribal meetings are less formal and happen frequently. Updates, program reports, etc. Decision makers may or may not be present.

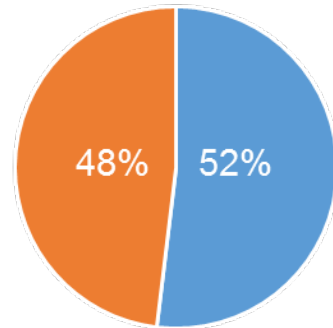
OHA Tribal Monthly Meeting, SB770 Health and Human Services Cluster Meeting, Workgroups - 1115 Waiver-Tribal Engagement and Collaboration Protocol, 100% FMAP, Care Coordination for FFS, Tribal Targeted Case Management

# American Indians and Alaskan Natives enrolled in the Oregon Health Plan

	Mar 2017		Mar 2017 Total
	Female	Male	
Managed Care			
Enrollment	441,534	388,971	830,505
HNA Enrollment	9,047	7,653	16,700
Open Card			
Enrollment	75,247	62,295	137,542
HNA Enrollment	9,654	8,383	18,037
Total Enrollment	516,781	451,266	968,047
Total HNA Enrollment	18,701	16,036	34,737

Mar 2017				Mar 2017 Total
0-18	19-64	65+		
Managed Care				
Enrollment	364,576	441,493	24,436	830,505
HNA Enrollment	6,255	10,037	408	16,700
Open Card				
Enrollment	46,776	71,837	18,929	137,542
HNA Enrollment	6,902	10,592	543	18,037
Total Enrollment	411,352	513,330	43,365	968,047
Total HNA Enrollment	13,157	20,629	951	34,737

AI/AN on the Oregon Health Plan



■ Open Card/FFS ■ Managed Care

Total HNA Enrollment	Total OHP Enrollment	% of Total
34,737	968,047	3.6



# OHA Tribal Affairs Trainings

- New Employee Orientations (10-15 staff in attendance)
- Sections as requested (15-50 staff in attendance)
- Approximately 145 people trained to date
- Collaborating with DHS, ODE, OYA, with guidance from LCIS and tribal leaders to develop an online course-working with tribal governments.

# NPAIHB, NARA and NAYA

The Northwest Portland Area Indian Health Board is a non-profit tribal advisory organization serving 43 federally recognized tribes of OR, WA & ID. NPAIHB houses a tribal epidemiology center (EpiCenter), several health promotion disease prevention projects, and is active in Indian health policy.

Native American Rehabilitation Association provides education, physical and mental health services and substance abuse treatment to American Indians, Alaska Natives, since 1970.

Native American Youth and Family Center strives to fulfill its mission: “to enhance the diverse strengths of our youth and families in partnership with the community through cultural identity and education.” As an urban Indian agency, NAYA Family Center impacts the lives of over 10,000 individuals from over 380 tribal backgrounds annually.

# Resources

- Legislative Commission on Indian Services-Government to Government annual reports, links of interest, approach to state tribal relations, tribal government websites and more.
- <https://www.oregonlegislature.gov/cis>
- Broken Treaties, An Oregon Experience
- <https://watch.opb.org/video/2365980768/>



# Department of Human Services

## **Office of Equity and Multicultural Services**

Lydia Muñiz, Director

# DHS in your community

Self-Sufficiency  
Programs

Vocational  
Rehabilitation

Child  
Welfare

Intellectual/  
Developmental  
Disabilities

Aging and People  
with Disabilities

Budget

Business  
Intelligence

Continuous  
Improvement

Director's Office  
and Policy

Equity and  
Multicultural Services

Licensing

Program  
Integrity

Shared Services

Welcome

Safe, Healthy,  
Independent  
Oregonians

EVERY YEAR SERVING  
**1.2 MILLION**  
OREGONIANS

## Our mission

The Office of Equity and Multicultural Services (OEMS) advances the mission of the DHS by leading and empowering the agency *to integrate equity, diversity, and inclusion into everything we do.*



# Brief History of OEMS

- ❑ The Office of Equity and Multicultural Services (OEMS) was formed in 2011 by the DHS Director after DHS & OHA split into separate agencies.
- ❑ OEMS began with 4 FTE and currently has 10 FTE

3,600 staff from 20 state agencies attended Diversity Conference

Supports 16 Diversity Committees statewide

# Major Areas of Responsibility



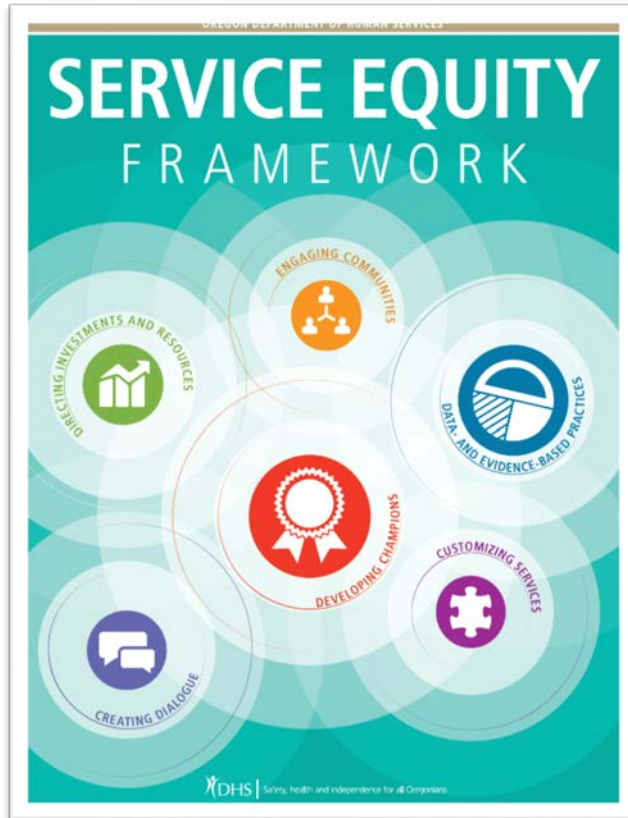
## OEMS Staff

### Director

- Diversity & Inclusion Manager
  - ✓ D&I Training Coordinator
- Service Equity Manager
  - ✓ REaL+D/Language Access Manager
    - ✓ Language Access Coordinator
- Civil Rights/EEO/AA Officer
  - Conflict Resolution Coordinator
- ✓ ADA Manager

OEMS Accomplishments:

# Established the DHS Service Equity Framework



## *Principle Approaches*



**Engaging  
Communities**



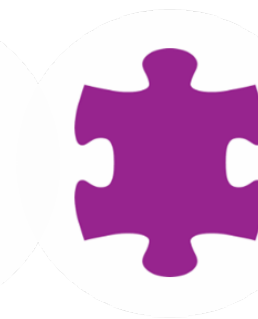
**Data &  
Evidence-  
Based Practice**



**Developing  
Champions**



**Directing  
Investments &  
Resources**



**Customizing  
Services**



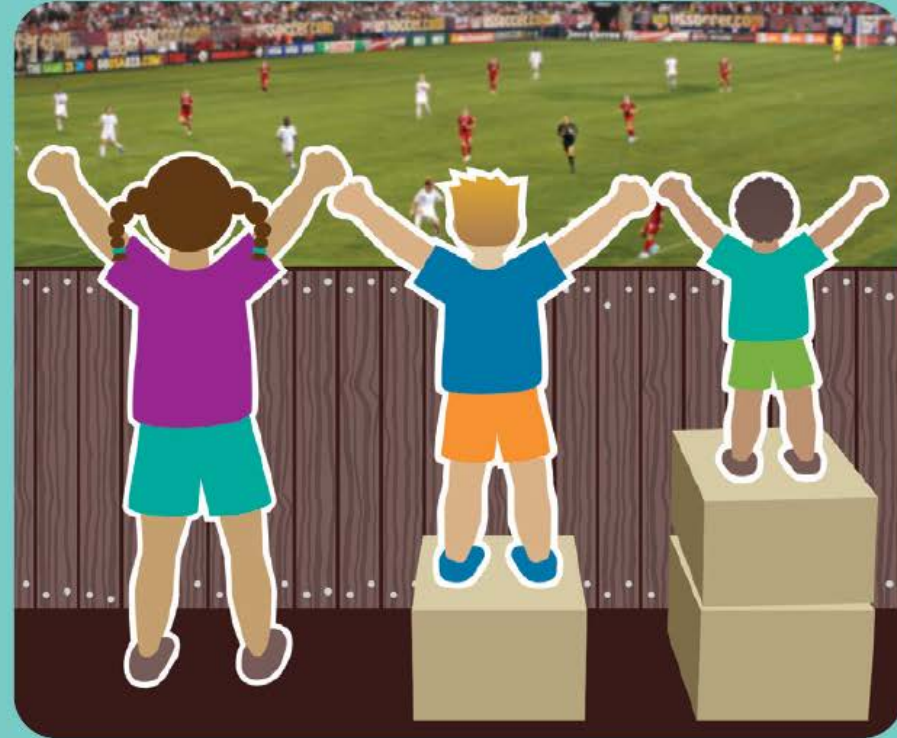
**Creating  
Dialogue**

# Service Equity

Equality doesn't mean equity



This is equality



This is equity

# 2017- 19 Priorities

- Race Ethnicity and Language + Disability (REaL+D)
- Supplier Diversity
- Strengthening community relationships and partnerships
- Service Equity Strategic Initiative, focusing first on the principle of “Engaging Communities”



OEMS Accomplishments:

# Increase access to linguistically-specific services



Customizing  
Services

- Testing standards for bilingual proficiency
- Created diverse pool of interpreter contractors
- Training for staff on cross cultural communication
- Future data collection of client language needs
- Multiple tools for staff to accommodate client needs



OEMS Accomplishments:

# Greatest number of Employee Resource Groups (ERGs) in State of Oregon Government



➤ Recognized by DiversityInc Magazine as a best practice

➤ Mission-driven and adds value to recruitment, retention, and service equity



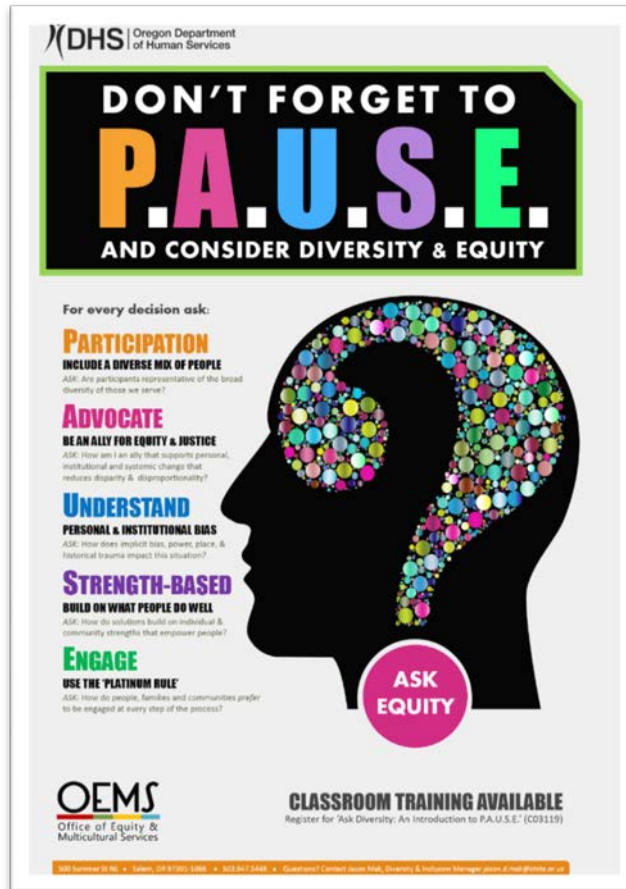
**LGBTQIA+ Employee Resource Group**



**DHS Veterans Employee Resource Group**

OEMS Accomplishments:

# Trained over 3,900+ staff and partners



*Some of our course offerings include:*

- Ask Diversity: An Introduction to P.A.U.S.E.
- BRiNGiTUP Diversity Dialogue Series (6 weeks)
- LGBTQ+ Safe Zone Training
- The Diversity in (Dis)Ability
- Understanding Privilege to Better Serve Clients
- Serving Deaf & Hard of Hearing Communities
- Language Access
- ...and more

# OEMS Accomplishments:

## Learning opportunities



**Global  
Diversity & Inclusion  
Benchmarks**

- Organized and sponsored the **Global Diversity and Inclusion Benchmarks (GDIB)** Oregon Conference that sets D&I standards around the world.
- Founding agency and largest sponsor of the Annual **State of Oregon Diversity Conference**
- Annual **DHS Diversity Leadership Forum**
- Various awareness, heritage, and history month events such as ADA, Black History Month, Asian/Pacific American Heritage Month, etc.

OEMS Accomplishments:

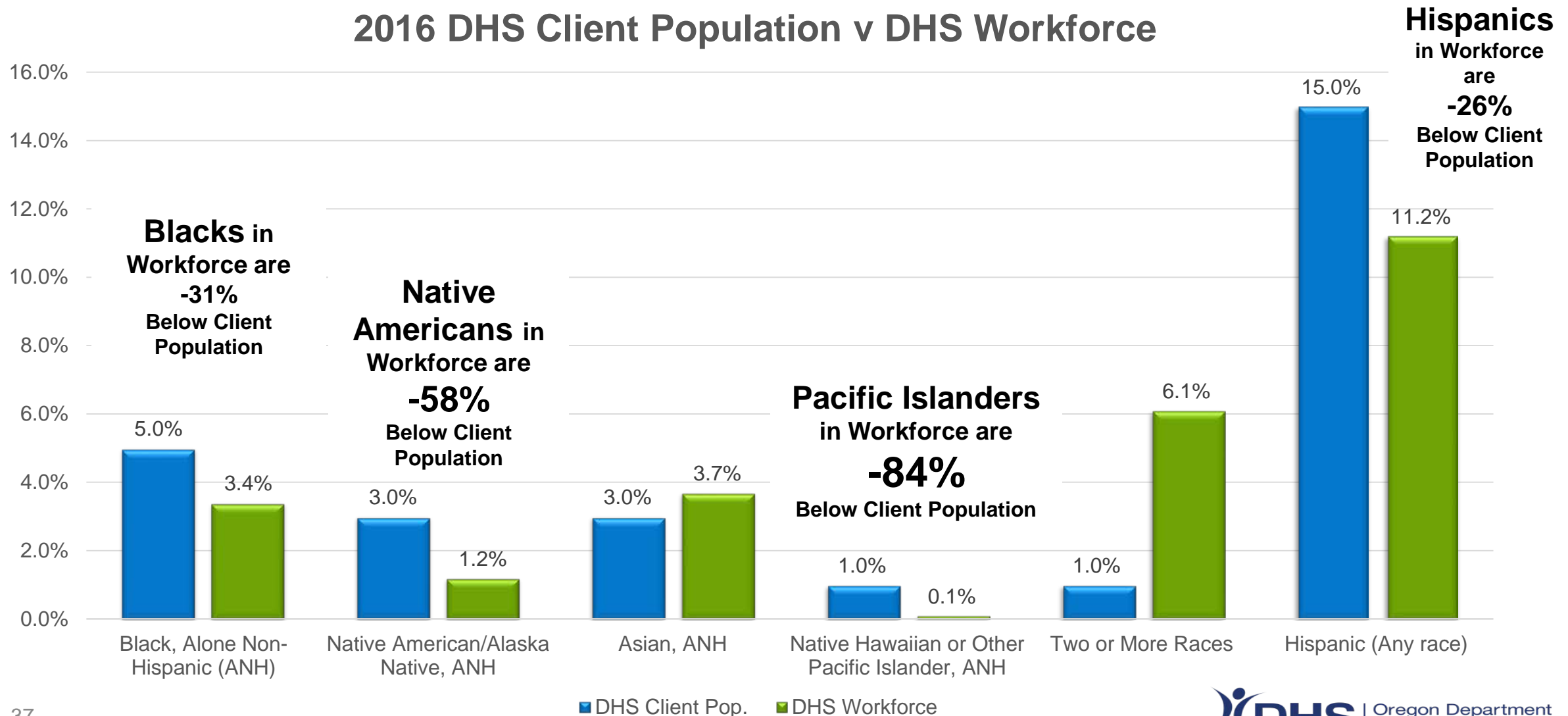
# Provide expertise in compliance with Civil Rights and EEO laws and State policies



- Redesigned ADA Title I reasonable accommodation process for employees.
- Investigate harassment and discrimination employee complaints.
- Created Conflict Resolution program for informal resolution
- Formalize Affirmative Action Program
- Workforce demographic data analysis
- Redesigned hiring and recruitment processes

# Overall DHS Workforce Diversity by Race/Ethnicity

2016 DHS Client Population v DHS Workforce





# Other Workforce Diversity Statistics



- **People with Disabilities** in the DHS workforce are the most underrepresented group in the workforce at around 4.5%. State of Oregon population by comparison is 13.8%.
- **VR and Shared Services** are the most underrepresented program areas in terms of workforce diversity.
- **Asians (NH), Pacific Islanders (NH), Hispanics, and People with Disabilities** experience a glass-ceiling effect in the Supervisor /Management/ SR24+ classifications.
- **African American/Blacks, NH** are terminated at 200.82% of their workforce representation between 2014-2016.
- **Native Americans, NH** are terminated at 121.08% of their workforce representation between 2014-2016.

---

# Oregon Health Authority Office of Equity and Inclusion(OEI)

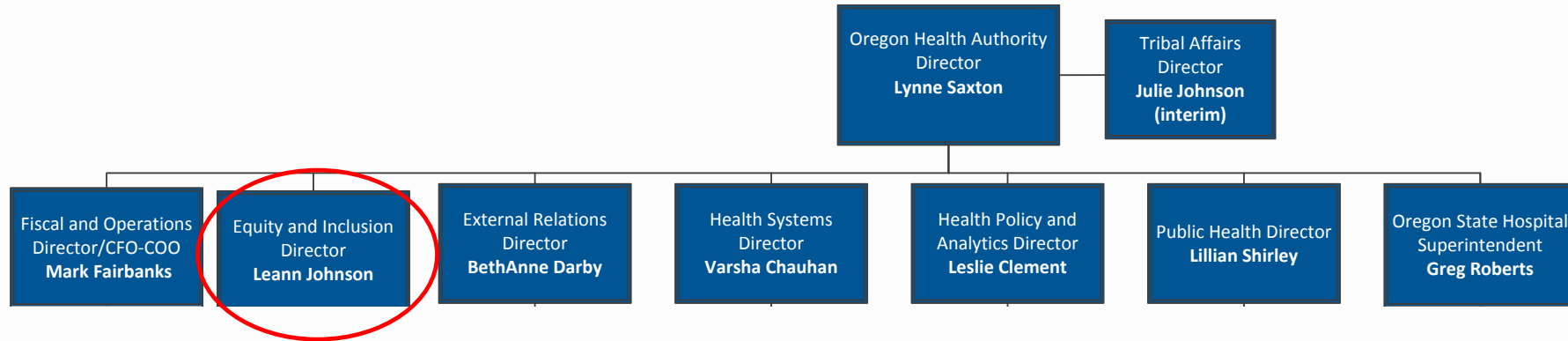


**OHA Mission:** Helping people and communities achieve optimum physical, mental and social well-being through partnerships, prevention and access to quality, affordable health care.

---



# 2017-19 OHA Organizational Chart



# OEI Timeline

- Office of Multicultural Health and Services (OMHS), 1993
- Primary location in Public Health
- OMHS moved into the DHS Director's Office
- OHA becomes an agency, 2011
- OHA office becomes Office of Equity and Inclusion, 2012
- OEI becomes a division of OHA, 2015

# OEI Functions

Regulatory function, technical assistance, policy development & implementation

**Health Equity** - Closing avoidable health gaps  
(75% of work/resources)

**Workforce Development** - Diversity, Inclusion  
and Equal Employment Opportunity (25% of  
work/resources)

# Health Equity

- Cultural Competency Continuing Education—22 Health Licensing Boards (legislation)
- Traditional Health Workers certification (legislation)
- Health Care Interpreters certification (legislation)
- Implementation of Race, Ethnicity, Language, Disability Demographic Data (legislation)
- Review of bills during session
- Regional Health Equity Coalitions
- DELTA Training Program and Training Registry
- Non-Discrimination for the Public (OAR)
- Community Engagement

# Policy Platform: July 2015



# Health Equity & Health Inequities

“Research over the last several decades has shown that race- and ethnicity-based health disparities are a result of persistent social and economic inequities, which have a greater influence on health outcomes than either individual choices or health care system interventions.”

(Bliss et al, Public Health Management and Practice, 2016)

# Oregon's Population Change 2000 - 2010

Percent of Population	2010	Change: 2000 – 2010
White alone 83.6% (n=3,899,353)	83.6%	8.2%
Black or African American alone (n=70,188)	1.8%	24.3%
American Indian and Alaska Native alone (n=54,591)	1.4%	17.7%
Asian alone (n=144,276)	3.7%	39.4%
Native Hawaiian or other Pacific Islander alone (n=11,698)	0.3%	68.1%
Some other race alone (n=206,666)	5.3%	41.3%
Two or more races (n=148,175)	3.8%	38.2%
Hispanic or Latino ethnicity (n=456,224)	11.7%	63.5%



# Diversity and Inclusion

- Executive Order 16-09
  - Affirmative Action Plan & Requirements
  - Diversity Recruitment
  - Equal Employment Opportunity & Requirements
  - Assessment/Data Informed
- Executive Order 12-03
  - Supplier Diversity
- Employee Resource Groups
- Launching new internal training programs

# OHA Workforce Data

Race/Ethnicity	OR Population	OHA Employees	
White	76.5%	77.13%	100.8%
Black	1.8%	3.31%	183.8%
Native American	0.9%	0.92%	102.6%
Asian	4.0%	6.38%	159.5%
Pacific Islander	0.3%	0.11%	35.8%
Two or More	3.6%	5.26%	146.2%
Hispanic	12.7%	9.02%	71.0%
People with Disabilities	13.8%	2.86%	20.7%
Veteran	6.6%	4.60%	69.9%
Woman	50.6%	63.64%	125.8%

# Summary of Programs: Office of Equity and Inclusion

In 2016, the Office of Equity and Inclusion completed the following:

- Certified 1,506 Traditional Health Workers
- Qualified and certified 151 health care interpreters
- 156 community-based organizations represented and engaged in the Regional Health Equity Coalitions (RHEC) around the state
- 141 community trainings by Regional Health Equity Coalitions (RHEC) around the state, reaching 935 organizations
- 54 potential civil rights matters resolved or referred
- 61 civil rights cases investigated or closed
- Graduated the fifth health equity leadership DELTA cohort, including a pilot program in Central/Eastern Oregon

In 2016, OHA certified 1,506 traditional health workers.	
Program:	# Certified
Community health workers	422
Personal health navigators	6
Peer wellness/support specialists	1,011
Other (douglas)	28
TOTAL	1,506

# Questions?

- Contact

Leann Johnson, MS

Director

Office of Equity and Inclusion (OEI),  
Division of the Oregon Health Authority

971-673-1285

[leann.r.johnson@state.or.us](mailto:leann.r.johnson@state.or.us)

---

# Thank you!

**Stay connected with us**

[www.oregon.gov/dhs](http://www.oregon.gov/dhs) | [www.oregon.gov/oha](http://www.oregon.gov/oha)

