



Central and Shared Services

Adam Becenti, Director, ODHS Office of Tribal Affairs

Don Erickson, ODHS Chief Administrative Officer

April 20, 2023

Agenda

I. Tribal Consultation

II. Remote Work

III. Questions

Central and Shared
Services



Tribal Consultation





ODHS Office of Tribal Affairs Vision and mission

Vision: Raising the level of health and wellness of all Oregon tribes and tribal communities through elevating tribal voice, sovereignty and culture.

Mission:

- Collaborate and partner with tribes and tribal communities.
- Offer and develop tribally appropriate training, practice and policy.
- Respect, build, and maintain relationships.
- Inform and provide awareness of tribal affairs.
- Mediate and resolve challenges through flexible consultation and a strengths-based approach.

OFFICE OF TRIBAL AFFAIRS

Tribal Affairs works with all five ODHS programs to create and provide tribally appropriate programming, services, policies and support. Through tribal consultation with Oregon's Nine Federally Recognized Tribes, ODHS ensures programming, services and policies meet the needs of Oregon tribal communities.



Adam Becenti
Navajo/Diné
Tribal Affairs Director



Leona Enright
Umatilla
Strategic Director of
Tribal Initiatives



Soren Metzger
Tribal Consultation and
Operations Manager



Ashley Harding
Navajo/Diné
Senior Indian Child
Welfare Act Manager



Emily Hawkins-Quinton
Indian Child Welfare
Act Consultant



Christine Kamps
Muscogee (Creek)
Indian Child Welfare
Act Consultant



Tony Aaron Fuller
Colville and Yakama
Tribal Affairs
Communications
Specialist



Kristen Potts
Pitt River
Tribal Affairs Executive
Support Specialist

Regional Indian Child Welfare Act Specialists



District 3:
Marion/Polk/Yamhill
Joanna Gutierrez
*North Fork Rancheria of
Mono Indians*



District 4:
Lincoln/Benton/Linn
Kayla Templeton



District 6/8:
Douglas/Jackson/Jos
ephine
Melissa Katsikis



District 7:
Coos/Curry
Stacy Farm

District 2: Vacant

District 5: Vacant

District 15/16: Vacant



District 10:
Crook/Deschutes/Jefferson
Matt Manion
Warm Springs



District 11:
Klamath/Lake
Marty Schroeder



District 12:
Morrow/Umatilla
Marie Allman
Nez Perce



District 14:
Grant/Harney/Malheur
Miranda Wagner

2021-2023 Investments

Policy option package 116

- Respite Care Resource Family Recruitment Team
- Launched statewide Respite Care Program January 1, 2023
- ODHS Child Welfare will allocate a portion of funds to support Tribes in Oregon with their individual respite care needs.

Policy option package 130

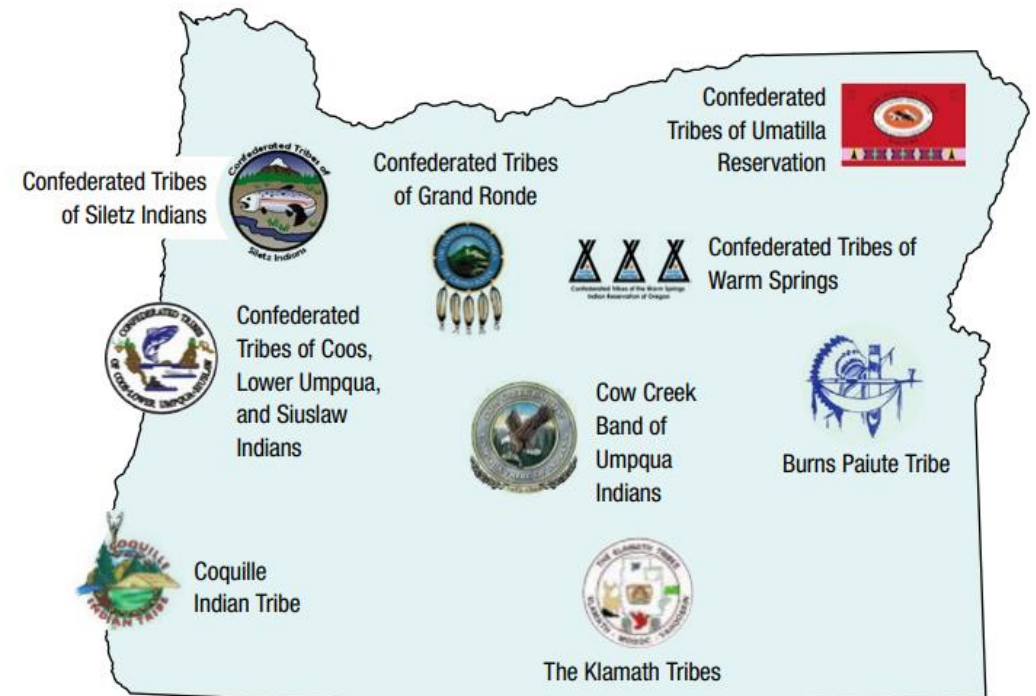
- Survivor Investment Partnership
- \$10 million state investment to support domestic violence survivors, programming, infrastructure for Tribes
- Partnership with Oregon Tribes, Governor's office, culturally specific DVSA providers, and statewide co-located advocates



Who we're serving

- Burns Paiute Tribes (402)
- Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians (1328)
- Confederated Tribes of Grand Ronde (5,400)
- Confederated Tribes of Siletz Indians (5,500)
- Confederated Tribes of Umatilla Reservation (3,100)
- Confederated Tribes of Warm Springs (5,000)
- Cow Creek Band of Umpqua Indians (1,800)
- Coquille Indian Tribes (1,100)
- The Klamath Tribes (5,600)

Nine Tribes of Oregon



Underrepresentation

OPI Consumers			
Year	Total OPI Consumers	Native American/ Alaska Native	Percent receiving OPI by race/ethnicity
2019	2,264	26	1.15%
2020	2,217	24	1.10%
2021	2,331	29	1.25%

	All Consumers Served	American Indian and Alaskan Native Total	American Indian and Alaskan Native Percentage
Total consumers	40,222	651	1.6%
In Home	19,395	369	1.9%
Community-Based Care	14,125	179	1.3%
Nursing Facility	6,702	103	1.5%

Note: Data is based on self-reported information and is not required. Native Americans make up approximately 4% of the Oregon populations.

What's needed

Child Welfare KPM #7: Reduction of Race/Ethnicity Disparities in Length of Stay

Report Year	2021	2022
Non-Hispanic African American		
Actual	37.13	32.17
Target	23	20
Non-Hispanic Asian/Pacific Islander		
Actual	27.65	29.54
Target	18	18
Non-Hispanic White		
Actual	26.75	27.89
Target	20	19
Non-Hispanic Native American/Alaska Native		
Actual	27.7	31.24
Target	18	18
Hispanic (any race)		
Actual	24.43	28.04
Target	18	18

Child Welfare KPM #22: Reduction in Disproportionality of Children at Entry into Substitute Care

Report Year	2021	2022
American Indian/Alaskan Native		
Actual	2.78	3.3
Target	1.9	1.35
Black/African American		
Actual	1.31	1.9
Target	1.25	1.15
Asian/Pacific Islander		
Actual	0.33	0.3
Target	1	1
Hispanic		
Actual	0.93	0.8
Target	1	1
White		
Actual	0.98	1.0
Target	1	1

Work underway



ODHS Agency-wide initiatives

Building Well-being Together Initiatives

Equity North Star

RiSE Culture

Strategic Planning

Learning Council

Procurement Council



Office of Tribal Affairs

Strategic Planning

Tribal consultation policy and process

Training and building Tribal awareness

Effective communications

Engagement Resources and Skill building

OR-ICWA Implementation

Engagement within ODHS

**Oregon Indian
Child Welfare
Act (ORICWA)
Implementation**

Partnership
between
ODHS Office
of Tribal Affairs
and Child
Welfare at all
levels including
in district
offices

**Tribal
Engagement
Toolkit**

Partnership
between
ODHS and
Tribal
Social/Human
Service
Directors

**Tribal voice
and
representation**

Partnership
between
ODHS Office
of Tribal Affairs
and ODHS
Office of Equity
and
Multicultural
Services

**Tribal
Consultation
Policy and
process
development**

Partnership with
ODHS
Programs
Directors, Rule
Coordinators,
Tribal
Navigators/
Liaisons

**Procurement
Council**

Partnership with
ODHS programs
to analyze and
develop
solutions to
advance equity
in ODHS internal
procurement
practices

Engagement with Tribes and partners

**Senate Bill 770
HHS Cluster
Meetings**

Partnership between Tribal Health and Human Service Directors and Tribal Liaisons with OHA, ODHS, DCBS, ODVA, OHCS, OYA and DELC

**ODHS
Directors/Oreg
on Tribes
Quarterly
Convening**

Partnership with the ODHS Office of Tribal Affairs and ODHS Program Areas

**Consultation
policy and
process
development**

Partnership with LCIS, OHA, ODHS Programs, and Nine Tribes of Oregon

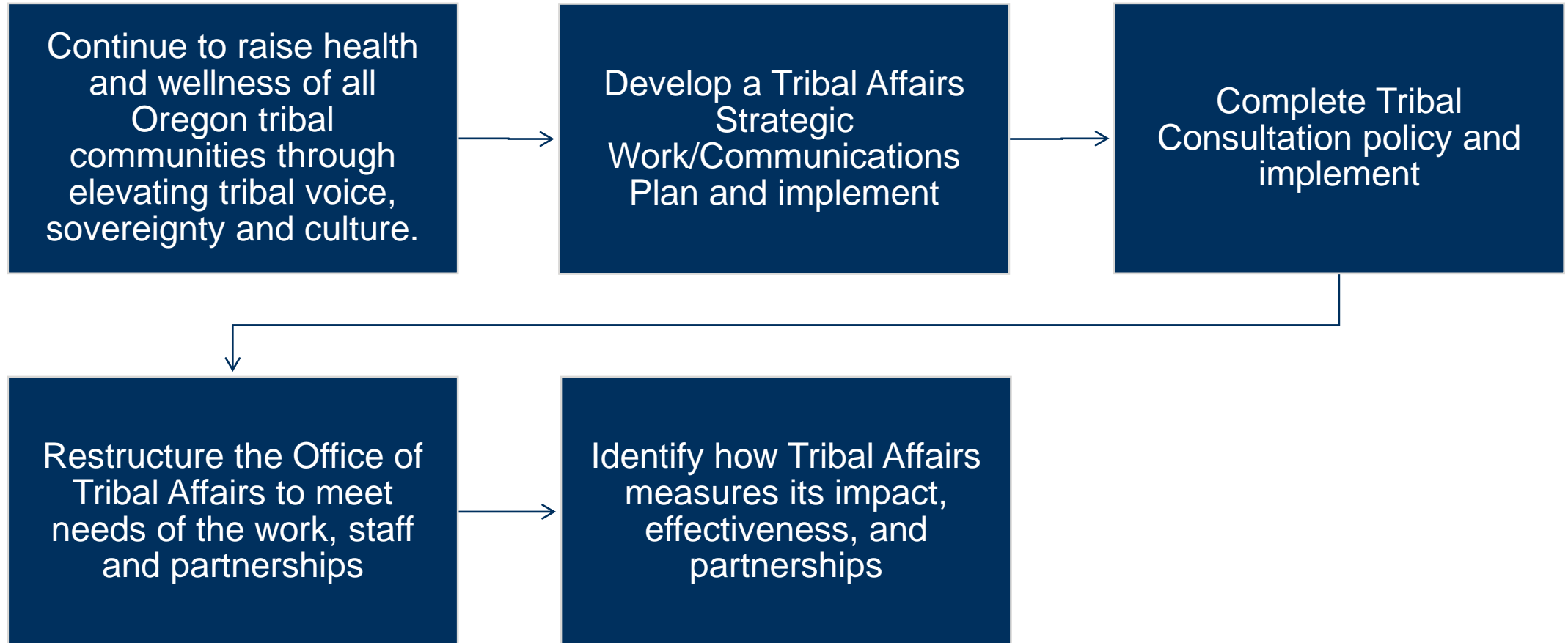
**Quarterly
ICWA
Advisory
Council
Meetings**

Partnership with the ODHS Office of Tribal Affairs, ODHS Child Welfare, ODHS Self-Sufficiency Programs, and the Nine Tribes of Oregon

**Legislative
Commission
on Indian
Services
Coordination**

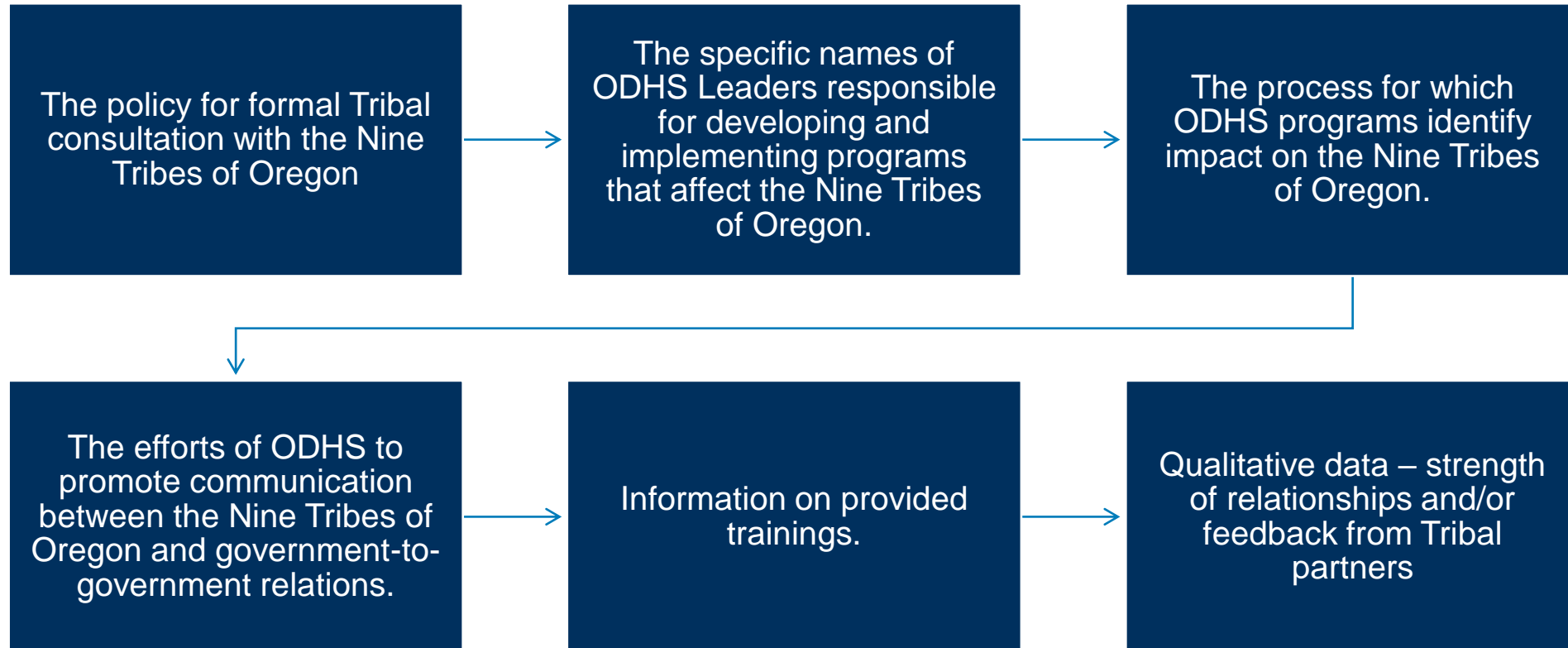
Quarterly meetings with Tribal leaders and agencies; monthly check-in with the LCIS Executive Director

The work ahead: Priorities for the coming biennium

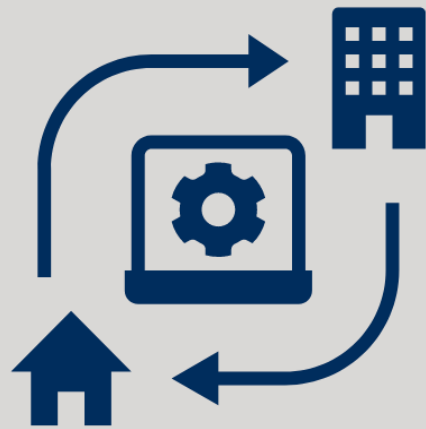


Measuring progress

2023 Annual Legislative Commission on Indian Services Report to include:



Remote Work

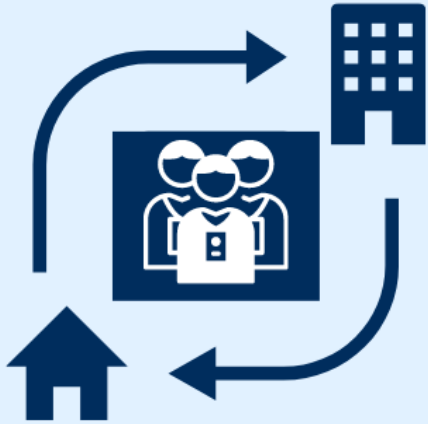


The changing shape of work at ODHS

Before the onset of the COVID-19 pandemic, the majority of ODHS employees worked in traditional office spaces.



Today, about half our employees are working in an office full-time



Onsite: **5,025**
Remote: **2,644**
Hybrid: **2,626**



State-leased: **146***
State-owned: **15**
Privately owned: **131**
*buildings employees
serve people in-person



More than **2.7 million**
square feet of office
space across the state

State standard is 250 square
feet per employee



Average price per
square foot
\$2.16*
*includes taxes,
services and utilities

Facilities-related budget items

2023-25 Total Facilities Legislative Approved Budget: \$187 million



Facilities rent and taxes
\$144.9 million



Facilities maintenance
\$10.9 million

2021-23 Total Facilities Legislative Approved Budget: \$176 million



Facilities rent and taxes
\$136.7 million



Facilities rent and taxes
\$10.4 million

Lessons learned



In just a few months we transitioned from primarily office-based work to remote work



All metrics available indicate no reduction in productivity



We shifted how we served people, from primarily office visits to greater use of online and phone service



Increased ability to recruit for highly skilled remote positions



Transition to remote work challenged previous beliefs regarding productivity and supervisory limitations

Remote workforce trend: Working outside Oregon



More employees began working outside of Oregon



Specific policy changes made on travel reimbursements for full-time remote workers



Policy change included personal commuting expenses like airfare, lodging, rental cars



Changes applied to all full-time remote workers regardless of their location



Policy did not apply to people who worked in an office or a hybrid work model



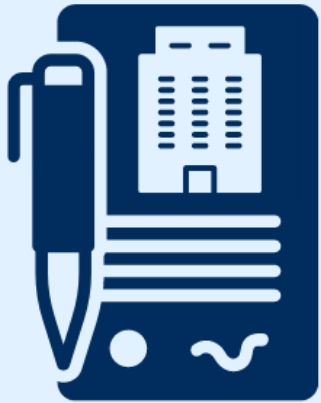
DAS Oregon Accounting Manual (OAM) Travel Policy was updated to reflect changes

Travel policy updated: Effective September 1

Employees who work remotely and out of state will no longer have travel expenses reimbursed.



Reimagining our space: The work ahead



Monitoring lease agreements

Consolidate offices when possible



Several locations ending leases or reducing footprint



Classified employees who serve people in-person:

- Human Services Specialist 1
- Human Service Specialist 3
- Office Specialist 2



Potential budget savings



Questions?
