Fall 2020 Development Investments

Information Session presented 7/29 by:

Shawn DeCarlo he/him Grant Program Manager
Denise Johnson, M.P.H. she/her Health Equity Advisor
Ashley Green, L.C.S.W. she/her Metro Population Health Portfolio Manager
In 2020, CareOregon will invest in projects that explore, develop and test the role of certified and non-certified Traditional Health Workers (THWs) in improving community health through non-clinical settings.

An emphasis will be placed on efforts involving THWs in community settings, including Community Based Organizations (CBOS).
Fall 2020 Grant Overview

Shawn DeCarlo
Pronouns: he/him
Grant Program Manager
Overview

In 2020, CareOregon will invest up to $500,000 in at least 5 Community Based Organizations (CBOs) in the Portland Metro area.

Projects will explore, develop and test the role of certified and non-certified Traditional Health Workers (THWs) in improving community health through non-clinical settings.

An emphasis will be placed on efforts involving THWs in community settings, including Community Based Organizations (CBOS).

This is a multi-year funding opportunity. 2021 available funding TBD. Year 2 funding is NOT guaranteed. Only year 1 funded organizations will be eligible for year 2 funding.
Overview

Examples of what we are looking to support:

• Activities across the spectrum of THW types (doula, community health worker, personal health navigator, peer support specialists and peer wellness specialists) and services, including care coordination, outreach, education, etc.

• The development of CBO organizational infrastructure to enable health systems to reliably purchase or contract THW services within the next few years.

• Information technology platforms within CBOs to track THW efforts and measure outcomes.

• THW workforce development activities – including recruiting, training, certifying.

• Activities related to COVID-19 response by addressing disparities driving COVID-19 in vulnerable populations.
Overview – Commitment to equity in grantmaking

Since 2016 – 40% of all grant and sponsorship dollars went to culturally specific organizations (CSOs), particularly those leading with race or ethnicity.

$3 million directly contributed to organizations addressing disparities in communities of color and other populations that continue to experience racism and discrimination.

2020 Fall grant round
• At least 50% of grant dollars to CSOs
• 100% of funding to organizations that have demonstrated cultural responsiveness

We define a CSO as an organization providing a service to a specific and named demographic population or populations, often leading with race or ethnicity, and including those organizations serving LGBTQ+ and people with disabilities.

We will assess an organization’s cultural responsiveness by how the organization self-identifies and through optional demographic data provided and answers to required application questions.
Questions?
Equity in Healthcare and Health Services

“Healthy communities for all individuals, regardless of income or social circumstances.”

Denise Johnson, M. P. H
Pronouns: she/her
Health Equity Advisor

I acknowledge the Indigenous Tribes of this area as the Traditional Owners of the land I work on, and as the first people of this country.
Health Equity...one path towards healthy communities for all!

The language of “health equity & disparities”

- **Health Equity**: A commitment (backed by actions) to ensure CareOregon members have access to the highest standard of quality healthcare and health services they need to achieve their full potential and well-being. These actions must honor the resilience, strengths, values and beliefs, and cultural traditions of our diverse member communities. These actions must also be aware of historical and present-day injustices; and seek to achieve a right, fair and just impact.

- **Health Disparities**: Systemic, plausibly avoidable health difference, adversely affecting socially (constructed) disadvantaged groups.
Health Equity... one path towards healthy communities for all!

Health Equity: The Actions... a few examples

COVID-19

• Conversation and tool provided to members of clinical network to support outreach to communities of color experiencing disproportionately higher cases of COVID-19

Language Access Plan

• Interpreter Trainings
• Work with Language access vendors to increase access to qualified/certified Interpreters, and improve services

Provider Network Diversification

• Behavioral Health provider network (tri-county area)

Training to improve the equitable analysis of demographic and healthcare data

• Stressing the importance of appropriate data tracking and availability of disaggregated data, especially by race
Health Equity... one path towards healthy communities for all!

Partnering with community to achieve better health

• The Role of Traditional Health Workers
  • Locally trusted THWs can serve as an effective link between health facilities, health workers, and communities, and THWs who are embedded in their communities can provide services to difficult-to-reach populations.
  • THWs can play a key role in strengthening health systems to provide people-centered care that is equitable, culturally and linguistically appropriate.
  • CCO 2.0 contract requires actions to increase the integration and use of traditional health workers (THWs)
Questions?
Traditional Health Workers (THWs), CareOregon and CCO 2.0

Ashley Green, L.C.S.W.

Pronouns: she/her
Metro Population Health Portfolio Manager
THW Commission under OHA

Established in 2013 under HB 3407

VISION: Traditional Health Workers in Oregon will be fully recognized and compensated for their unique contributions to transforming health and social services, creating health equity and promoting social justice in our diverse communities.

MISSION: To guide and advise the OHA to create policy and rules that ensure integrity, fidelity and promote the advancement of the THW workforce
Focus on Traditional Health Workers

CCO 2.0 Contract focuses on integration and sustainability of THWs, in clinical and community based settings

Community Health Improvement Plan- Community gave voice to the desire to have THWs that are culturally and linguistically aligned

2020-2024 State Health Improvement Plan Draft:
- Increase the cultural responsiveness of health care through the use of THWs trainings
- Increase access to prenatal care for low-income and undocumented women
What are Traditional Health Workers?

A person with shared or common lived experience working in communities to support individuals in navigating the health care system to obtain physical, behavioral, dental, and social services.
Five Types of Certified THWs

**Doula**
Birth companion who provides personal, nonmedical support to women and families during pregnancy, childbirth, and post-partum.

**Peer Support Specialist**
An individual with shared lived experience with substance use and/or mental health who provides supportive services to a current or former consumer of mental health or addiction treatment.

- Includes Recovery Peer, Mental Health Peer, Family Support Specialist and Youth support Specialist.

**Peer Wellness Specialist**
Has lived experience with psychiatric condition(s) plus intensive training, who works as part of a person-driven, health home team, integrating BH and primary care to assist and advocate in achieving well-being.

**Personal Health Navigator**
Provides information, assistance, tools and support to enable a patient to make the best health care decisions.

**Community Health Worker**
Frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served.
THWs can work in various settings

Those settings have been defined in two ways; however there is crossover between the two

1) Clinical
   1) THW is part of a behavioral health clinic, primary care team, hospital- in a health care setting
   2) Their work may be in clinic and out in community
   3) They may document in the medical record as they are part of the medical team

2) Community
   1) THW works for a community based organization (CBO)/social service agency
What Can a THW Do?

Core Activities Fall into **Six** Major Areas

- Care Coordination & System Navigation
- Outreach and Direct Service
- Coaching and Social Support
- Advocacy, Organizing, and Cultural Mediation
- Education
- Assessment, Evaluation, and Research
How do THWs impact our communities?

• Providing culturally responsive care
• Decreasing language barriers
• Dismantling racism
• Redressing impacts of discrimination
• Reducing housing insecurity
• Increase educational attainment
• Providing food

• Facilitating system navigation
• Reducing social isolation
• Enhancing family welfare
• Redressing impacts of displacement
• Providing transportation
• Provide peer support
OHA is requiring each CCO to have a THW Utilization and Integration Plan, to include:

1. Plan for integrating THWs into delivery of services
2. Communication to members and providers about the scope of practice, benefits, and availability of THW services
3. Plan for increasing Member utilization of THWs
4. Plan to implement THW Commission best practices, which includes contracting with CBOs
5. Plan to measure utilization and performance over time (due every November starting 2021)
6. Report on type of payment model being used to reimburse THWs and number of THWs paid under each (due every April)
7. Use of a THW liaison to improve access to Members and increase recruitment and retention of THWs in its Provider Network
What is CareOregon’s goal in providing this funding?

Meet goals set for CCO 2.0 - support THWs in CBO settings

**Funding:** Explore and develop sustainable payment options for contracting with CBOs

**Data Sharing:** How to track and report on utilization of THWs with members – CBOs and health systems

**Workforce Development:** how to support the THW workforce, gain insight into barriers THWs face interacting with health systems, and how we better partner to meet community needs and health systems needs

**Grantee learning cohort: Jan 2021 – Dec 2021**

Details TBD – will meet at least quarterly throughout the grant cycle. May be virtual, at CareOregon, at your organization or in-community. We will decide together! Additional funding to support attendance may be available, but you can also build those cost assumptions into your year 1 budget.
Resources on THWs

CCO 2.0 Contract - THW Integration and Utilization Plan- Starting on page 448


Office of Equity and Inclusion – THW sites

• https://www.oregon.gov/oha/OEI/Pages/index.aspx
• https://traditionalhealthworkerregistry.oregon.gov/Search
Questions?
Overview – summary

In 2020 CareOregon will invest up to $500,000 in at least 5 Community Based Organizations (CBOs) **in the Portland Metro area.**

An emphasis will be placed on efforts involving THWs in community settings, including Community Based Organizations (CBOS).

Examples of what we are looking to fund:

- Activities across the spectrum of THW types (doula, community health worker, personal health navigator, peer support specialists and peer wellness specialists) and services, including care coordination, outreach, education, etc.
- The development of CBO organizational infrastructure to enable health systems to reliably purchase or contract THW services within the next few years.
- Information technology platforms within CBOs to track THW efforts and measure outcomes.
- THW workforce development activities – including recruiting, training, certifying.
- Activities related to COVID-19 response by addressing disparities driving COVID-19 in vulnerable populations.
Eligibility

• Tax-exempt organizations and coalitions with services in Multnomah, Clackamas and/or Washington Counties in Oregon are welcome to apply.

• Focus will be on CBOs employing, contracting with or partnering with THWs or “THW-like” community members.

• CareOregon encourages culturally specific organizations (CSOs), especially those leading with race, to apply. A CSO is an organization providing a service to a specific and named population, including LGBTQ+ and disability populations.

• CareOregon will focus Fall 2020 grantmaking on organizations and programming operating in non-clinical spaces, including schools, social service organizations and housing settings.

• Organizations under fiscal sponsorship may apply with the agreement of their sponsoring entity.
Funding Available

• In 2020 CareOregon will make up to $500,000 available to at least 5 Community Based Organizations for grant year 1, 2021.

• 2021 available funding to be determined. Year 2 funding is not guaranteed. Year 2 funding is only available to year 1 grantees.

• Maximum request amount in Year 1 is $100,000. Maximum request amount in Year 2 is TBD.
Grant Period

• CareOregon intends to support projects through 2 calendar years, 2021 and 2022.

• Year 1 funding will be made prior to the end of the 2020 calendar year.

• Year 1 grant period is Jan 2021 – Dec 2021.

• Year 2 funding availability will be determined before September 2021.

• Year 2 grant period is Jan 2022 – Dec 2022. Year 2 funding is not guaranteed and is only open to year 1 grantees.
## Fall Grant Round 2020

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**Final Report Due March 2023**
Questions?
Application

Summary

*Cover Letter*
You may add a Cover Letter outlining the mission of your organization or coalition, a brief overview of your grant request, and the goals of your program, project or service.

*Summary*
Please summarize your current request in less than 75 words.

*Amount Requested*
Requests for Year 1 funding may be up to $100,000. We will ask for a year 2 budget of grantees selected for year 1 funding in September 2021.
Application

Organization Overview

1. Organization Full Time Equivalents (FTE): How many people do you employ? You may include contracted or other temporary employees, or key volunteers.

2. Current Fiscal Year Budget:

3. Last board of directors meeting:

4. Do you serve a culturally and/or linguistically specific community, and/or geographic area within Portland Metro? If yes, please describe.

5. What programs/service(s) does your organization provide?

6. Which of the following represent your organization’s primary funding streams? (Check all that apply)

7. Anticipated/estimated people served and how many THWs you have or plan on hiring or paying in Year 1 (2021), not just including this grant. Be as specific as you can.

8. Please describe any existing relationships with CareOregon your organization may have. These may be clinical, billing, programmatic, services, training, outreach, member, staff or other relationships.
Application

Program Information

1. Program Alignment – Describe the THW type(s) your program works with, the services provided, etc. Describe your program, its overall goals, and explain:
   • How it uses THWs to increase or improve community health through health navigation services, addressing social needs, and/or focusing on addressing disparities.
   • How are services designed to improve the health outcomes of participants?
   • Is this a new or existing program? Describe how individuals are identified to participate in the program.

2. Funds – Specifically, how will CareOregon funds be used to accomplish your work?
   • Narrative explanation for year 1 budget. Staffing, employees, THWs, interpretation and translation, other costs, workforce development costs, etc.
   • Please include a complete Year 1 program budget in the budget tab or attach as a separate document.
   • CareOregon will not consider capital requests during the Fall 2020 round of grant funding.

3. Benefit - Describe who your program or service intends to benefit.
   • Include numbers served and participant demographics if available. What specific populations are you seeking to impact?
   • Please describe any eligibility requirements for your services. How do your services impact Oregon Health Plan members?
4. **Sustainability** - Identify your key financial supporters, community partners, staff members, THWs and/or consultants participating in this work.
   - Note current contracts with health systems, governments or others. Do you bill Medicaid for services?
   - How do you intend to financially sustain your work past the grant funded period? What strategic community partners are involved? How do you engage those you serve in planning, delivering and evaluating your programming?

5. **Outcomes** - Describe the outcomes you are hoping to achieve. How does your program use THWs to improve community health and the health outcomes in the populations identified? How will you improve access to and the quality of appropriate social services?
   - Does your services/program already have demonstrated outcomes? How will you know if you have been successful? Are outcomes specific to Oregon Health Plan members?
   - How do you currently track engagement and participation in services? Explain any systems you may have to do this. This is not required for funding, and we will work on how to do this together through the grant, if awarded.

6. **Equity** - Describe your organization's commitment to improving equity within your organization and programming. How does your work increase the provision of culturally and/or linguistically specific and trauma informed services in healthcare, education or social services?
   - Does your program seek to improve health equity? If yes, please explain. Are services intended to address specific health disparities? If so, please explain. Are your staff and board reflective of those you serve? Can you demonstrate that your efforts are reaching those you intend to reach?
   - Help us understand how your organization ensures its programming is culturally responsive. Do your staff and THWs have lived experience that reflect those you serve and the languages they speak?
Application

Budget

Year 1 – Attach or complete ZoomGrants standard budget. Up to $100,000. Be as detailed as possible.

Year 2 – If selected for a grant, you will have until September 2021 to submit a year 2 budget request.

Budget Guidance

• Size your budget request to your organization or coalition.
• Average awards are likely to be in the range of no more than $40,000 - $50,000 per full time THW and area of work.
• Indirect costs (admin, technology, training, etc.) are allowable.
• CareOregon does not intend to be the only funder for these efforts. It is important to demonstrate other sources of funding.
• Larger grants are reserved for coalition and coordinated efforts to reach multiple populations with multiple THWs.
Application

Documents

**W9** - If selected to receive a CareOregon grant, you will be required to submit a W9. You may complete and submit the W9 now as part of your application process. Please ensure your W9 is dated in 2019 or 2020.

**Budget** - Attach a complete program or project budget here, or include it under the Budget tab. A Year 2 budget is not necessary at this time.

**Cover Letter** – Attach a cover letter here or under the Cover Letter tab in ZoomGrants.

**Program and Organization Demographic Profile** - If you have specific demographic data on who you serve and/or your staff and board, you may include it here.

**Supplemental Information** - Organizations may submit additional information such as lists of community partners, organization Diversity, Equity, Inclusion (DEI) plans, letters of support, annual reports, or outcomes data not to exceed 10 pages.
Grant Agreement

Funded Organizations

If awarded funding, CareOregon will provide a grant agreement.

Grant Agreement will:

• Detail participation in the learning cohort
• Designate reporting periods and timeline for year 2 funding decision
• Offer ways to engage with CareOregon on social media and other channels throughout the grant funding period (up to two years)
• Contact information for key CareOregon staff during the grant cycle
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### Year 1 Funding

- Grant Period 1
  - 2021
  - 3/2021, 6/2021, 9/2021, 12/2021
  - Grantee Check-ins (at least Quarterly)
  - 9/2021
    - Interim Year 1 Report

### Year 2 Funding (Determination by end of 2021)

- Grant Period 2
  - 2022
  - 3/2022, 6/2022, 9/2022, 12/2022
  - Grantee Check-ins (at least Quarterly)
  - 9/2022
    - Interim Year 2 Report

**Final Report Due March 2023**
Questions?
Contact Info

Shawn:  decarlos@careoregon.org

Denise:  johnsond@careoregon.org

Ashley:  greena@careoregon.org

If you have specific questions that have not been answered, or you wish to discuss your program in more detail, contact Kayleen to set up a meeting with Shawn:  vanduzerk@careoregon.org

This is not required to submit your application.

careoregon.org
twitter.com/careoregon
facebook.com/careoregon
Thank you!