

What Is DELTA?

DELTA is a professional health equity leadership program that provides education, coaching and consultation for healthcare administrators, community leaders, policy makers, and clinicians in Oregon.

Program objectives:

- Build the capacity and commitment of Oregon’s healthcare leaders to eliminate the inequities that result in health disparities.
- Develop collaborative approaches and partnerships to promote community wellness and health equity across Oregon’s health systems.
- Inspire leaders to act individually and collectively as change agents to address the challenges and institutional barriers to achieving optimal health for all Oregonians.

Why choose DELTA?

DELTA brings people together across health care sectors to build meaningful connections and increase communication. The program creates space and time to discuss barriers to health equity and co-create solutions.

Organizations that participate in DELTA will be equipped with the resources and skills to facilitate the institutionalization of health equity strategies in their own healthcare and public health settings.

Upon completion, participants will be expected to act as drivers of health equity within Oregon’s public health and healthcare systems. In doing so, health equity will be built into planning, policies, operations, and resource distribution of these organizations.

2025 DELTA Application Now Open at: <https://www.oregon.gov/oha/EI/Pages/DELTA.aspx>

Individuals who apply by October 23 will receive early notification.

Applications will be accepted on a rolling basis through November 1, until the program is filled.



Program Details

A cohort of 20-25 individuals will participate in educational sessions with local, state, and national experts, who specialize in health equity, diversity, and inclusion. Participants will:

- receive intensive training, coaching, and tools for practical application of skills.
- engage in authentic conversations that deepen learning and growth.
- interact with representatives from all health care sectors to expand understanding of health inequities and collaborate on solutions.
- build relationships to increase communication and partnership beyond the program.
- develop a project to implement within their organizations and present at the conclusion of the course.
- receive consultative support to develop and incorporate health equity policies and practices within organizational structures.

Cohorts meet for 10, full-day training sessions, held at varying locations in Oregon based on the cohort makeup.

Curriculum Overview

During the DELTA program, you will cover topics including:

- Structural and Social Determinants of Health and Inequities
- Structural Racism, Power, and Privilege
- Historical Trauma, Healing, and Resilience
- Community Engagement: Centering Community
- Data Justice and using REALD and SOGI to Advance Health Equity
- Systematically Embedding CLAS Standards in Healthcare
- Language Access, Inclusion, Communications and Health Equity
- Workforce Development, Diversity, and Inclusion
- Health Equity Systems Work and Strategic Planning



Who is this program designed for?

DELTA participants are individuals in positions to influence programs, systems, policy, and process changes aimed at eliminating health inequities. They typically include:

- Organizational leaders
- Healthcare leaders and administrators
- Diversity, Equity, and Inclusion leaders
- Community health advocates
- Program Managers
- Policy Makers

Participants come from organizations across Oregon's health sector including:

- Community health organizations
- Hospital and health systems
- Federally qualified health centers (FQHCs)
- Coordinated Care Organizations (CCOs)
- Nine Federally Recognized Tribes of Oregon
- Urban Indian Health Program
- Local public health departments
- Oregon Health Authority



Program Costs

Participating organizations will sponsor their staff accepted into the program. Sponsorship is on a sliding scale based on the operating budget of the sponsoring organization.

Less than \$1M	\$2,500
\$1M – \$10M	\$4,500
Greater than \$10M	\$7,000

Program fees cover the cost of speakers and materials, but do not include travel. Payment is due upon admission. Space is secured upon receipt of payment.

Scholarship Opportunities: We offer need-based scholarships to community-based organizations that work to drive equity and inclusion in the healthcare sector in Oregon but that do not have the budget for leadership development. Scholarships will cover all program costs including in-state travel to in-person meetings (travel covers driving mileage; it does not include airfare).

STAR Sponsors: STAR Partners are organizations interested in supporting DELTA through expanded sponsorship. Current sponsorship opportunities:

- Scholarships — sponsorship to cover the costs of an individual from a community-based organization that is unable to cover training costs.
- DELTA 10-year Evaluation - Since 2013, more than 200 healthcare and community health leaders have gone through DELTA. To ensure the program continues to evolve with changing needs, we are seeking sponsorship to conduct a professional evaluation of the program.

For information, contact: Mehera Christian, DELTA Coordinator

mehera.n.christian@oha.oregon.gov, or 971-346-6602 (voice and text) - all relay calls accepted.

You can get this information in other languages, large print, braille, or a format you prefer free of charge.