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# Oregon Health Authority HB 2235 Workgroup

September 4, 2024

Meeting #15



OREGON  
**HEALTH**  
AUTHORITY

# Agenda

START	TIME	END	TOPIC
1:00	5	1:05	Welcome
1:05	5	1:10	Roll Call & Minutes Approval
1:10	10	1:20	Public Comment Period
1:20	5	1:25	Matters from previous meeting
1:25	20	1:45	Soft Poll and Voting Process
1:45	10	1:55	BREAK
1:55	60	2:55	Recommendations Review and Voting
2:55	5	3:00	Wrap-Up

# ***Community Engagement Agreements***

- We acknowledge that we bring our lived experiences into our conversations
- We strive to engage non-judgmentally, with respect, humility and inclusivity
- We try to stay open minded
- We work to make conversations accessible, and trauma informed
- We honor everyone's lived experiences and expertise
- We expect it to get messy at times. When it does we will acknowledge ruptures and focus on repair
- We show up with humility and a place of vulnerability

# Roll Call & Minutes Approval



Cape Mears Lighthouse

# Public Comment

- Period is 10 minutes total
- Please keep comment to 2 minutes or less.



Deschutes River

# Matters arising from the minutes/previous meeting

- This is a space for members to share thoughts or reactions from previous meetings, constructive criticism, requests for clarification(s) or data, and/or appreciations.
- This is also a time for proposals to be shared
  - OHA will follow up with those who provide proposals for scheduling.

# Special Work Sessions

- What:
  - Work sessions are held before regular meetings to review and discuss items coming up in the next regular meeting.
  - No official business (i.e., voting) is conducted in a work session.
  - It is not necessary to reach quorum during these sessions.
- Why:
  - Due to the number of recommendations needing review.
  - Allows opportunity to review and discuss so all that is needed is a vote during regular session.
- When:
  - September 12<sup>th</sup> , September 16<sup>th</sup>, September 24<sup>th</sup> and September 26<sup>th</sup>
  - OR September 19<sup>th</sup> and September 25<sup>th</sup>
    - 2 hour work sessions, can be after 5pm



# Soft Poll – Fist to Five Method

In the Fist to Five process, once the task force or committee indicates they are moving in a clear direction, the facilitator simply states the proposal or direction as they perceive it at this point. Then the facilitator asks every member of the group to indicate to the rest of the group how they feel about that direction based on a scale of fist to five.

Fist to Five simply means the following:

- 0 - No support
- 1 - Very little agreement
- 2 - Little agreement
- 3 - Moderate agreement
- 4 - High agreement
- 5 - Complete agreement



# Soft Poll – Fist to Five Method

In other words, Fist to Five provides a scale, from "no" vote to a "yes" vote, with varying degrees in between. If these are all threes, fours, and fives, the decision has been made by consensus.

Once everyone in the group indicates how they feel, the leader should turn to any blocker and ask, "What part of our current proposal is objectionable?" The reason for doing this is two-fold. First, one individual may see a problem that the rest have not seen. If that person votes 0 and indicates that there is a problem, then it's possible for others to see the issue, compromise and save future resources.

Secondly, it puts the responsibility or accountability where it rightfully belongs-with the person who has an objection. This encourages that person to state openly to the rest of their colleagues exactly what they object to and why. This reduces the possibility that the individual will simply object because they don't feel well that day or they don't like the person who proposed.



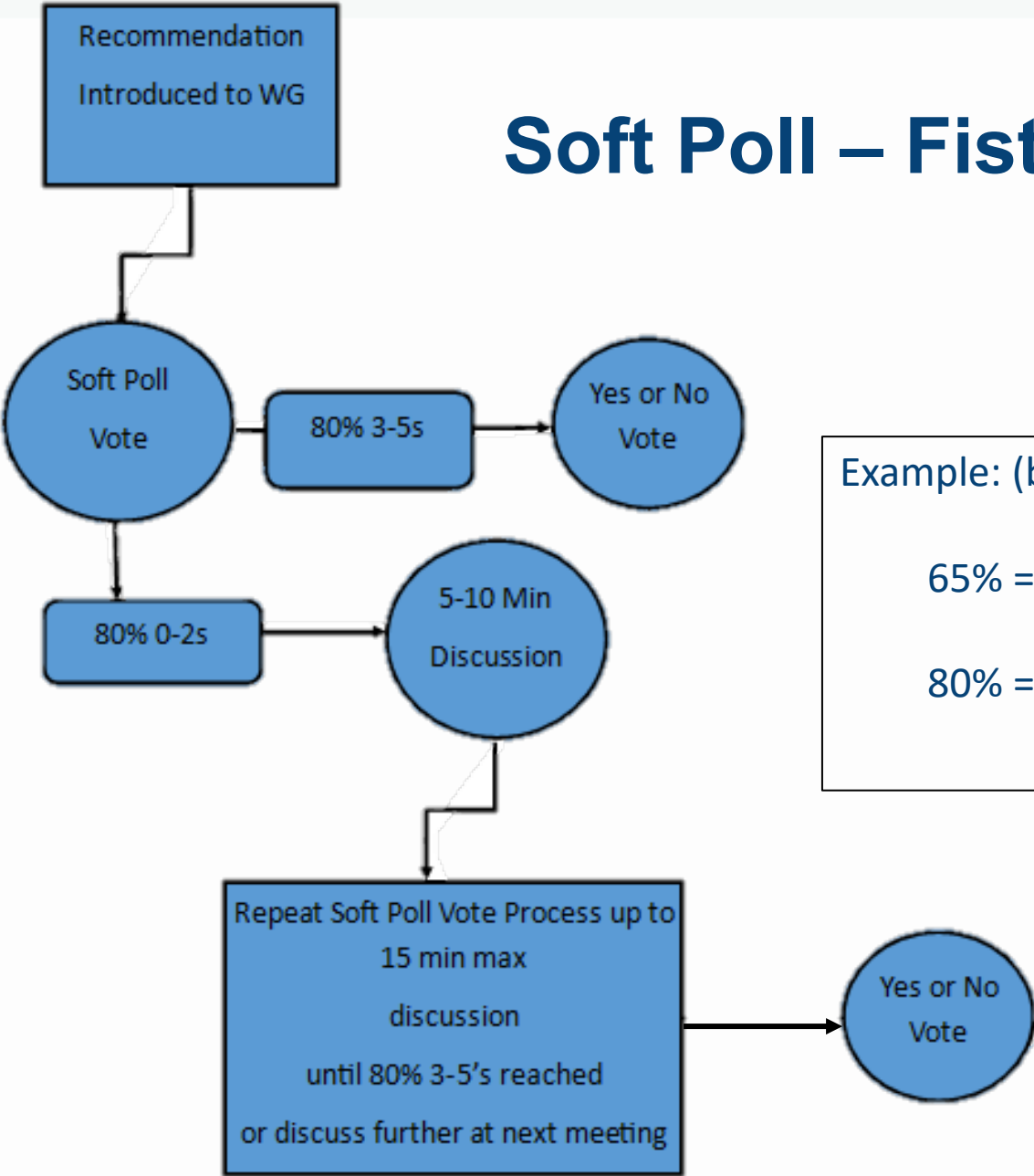
# Soft Poll – Fist to Five Method

## Fist to Five has other advantages:

- The leader knows that to implement a decision, the group should have no fewer than 65% in the 3-5 range, as long as there are not 20% organized against that decision. The closer that 3-5 range comes to 80%, the better chance for a YES vote.
- The process also tells the leader where to invest their time. The greatest return will be realized if the leader invests the majority of their time with the 3s and 4s. The 4s are already predisposed to the idea and with good support and information, they may become leaders or 5s. The 3s, who are neutral on the issue to begin with, again with good support and information, may become 4s. The more who become 4s and 5s, the greater chance there is for a YES vote.



# Soft Poll – Fist to Five Method



Example: (based on full member attendance)

65% = 14 votes in the 3-5 range

80% = 17 votes in the 3-5 range



# 10 Minute Break



Angel's Rest Trailhead

# Recommendation #1

- Maintaining a higher percentage of grant award funding for administrative costs (from 3-5% increased to 12-15%)
  - Rationale: To reduce administrative burden in managing grant programs
  - For example, a \$200,000 award would have \$30,000 of that award eligible for hiring additional staff for program management

# Recommendation #2

- Dedicating 1-3% of overall Behavioral Health Workforce funding source budget to evaluation of programs
  - Rationale: To provide dedicated resources to properly evaluate program effectiveness
  - Will reinforce OHA's commitment to health equity by 2030
  - Will ensure rural, prioritized populations, and high-need workforce positions are supported

# Recommendation #3

- Modify current Loan Repayment Program to be adjunct to or directly tied to other Behavioral Health (BH) Workforce Programs
  - Can be a pathway for workforce development
    - Will further incentivize the growth of supervisors. In addition to the 2-year work-in-Oregon commitment, recipient will also commit to becoming a supervisor for an additional 1-2 years
    - Individuals who work for recipient organizations of BH grant funds will be prioritized for loan repayment program (i.e., Scholarship program).
  - Easy to implement as we already have a loan repayment and clinical supervision program
  - Easy to prioritize rural and priority populations to meet OHA's equity goal for 2030

# Recommendation #4

- Fund Regional Behavioral Health (BH) Consortiums across Oregon
  - Additional funding can be set-aside for the HOWTO Grant program for BH Consortiums (for example, workforce boards) and other similar projects
  - Easy to implement due to existing program
  - Can prioritize working with publicly funded BH providers



# Recommendation #5

- Ongoing funding for Tuition Assistance up to \$5250 per year per recipient pursuing degrees or certifications related to work or future work at CMHPs or COAs, prioritizing masters level degrees
  - \$5250 is the maximum amount without tax implications
  - CMHP has option to manage this program on their own (funds to help with administrative cost can be included) or can request OHA to manage

# Wrap up/Next Steps

- Next public Meeting is **September 18**
- Doodle poll due by September 6
- Invites to special work sessions incoming
- Full list of recommendations incoming
- Written Policy Academy update incoming

