

Regular updates on the progress of Strategic Goals will be provided at the Board meeting.

Goal 1: AWARENESS	
Increase awareness of the significance of health disparities, their impact on the state, and the actions necessary to improve health outcomes for racial, ethnic, and underserved populations.	
Strategies to Achieve the Goal	Indicators: Core Activities, Target Date and Responsible Party
<p>1a. <u>Healthcare Agenda:</u> Ensure that ending health disparities is a priority on state and local healthcare agendas.</p>	<ul style="list-style-type: none"> <li>• Monitor legislative activities related to health <u>Timeline:</u> Conducted and reported quarterly until June 2015 <u>Responsible:</u> OCMH staff and Commissioners (legislative members)</li> <li>• Facilitate information regarding the economic impact of chronic disease <u>Timeline:</u> Annually reported until June 2015 <u>Responsible:</u> OCMH staff and REEP</li> <li>• Meetings with Legislature and elected officials <u>Timeline:</u> Conducted quarterly or as needed until June 15, 2015 <u>Responsible:</u> OCMH administrative staff</li> </ul>
<p>1b. <u>Partnerships:</u> Develop and support partnerships among State and local Agencies, Institutions, systems and other entities that have implications on Minority Health to provide a comprehensive infrastructure to increase awareness, drive action, and ensure accountability in efforts to end health disparities.</p>	<ul style="list-style-type: none"> <li>• Collaborate with partners to maximize funding opportunities <u>Timeline:</u> Outreach conducted as funding opportunities are available from SFY12-SFY15 <u>Responsible:</u> OCMH staff</li> <li>• Representation and participation on health related initiatives associated with the 6 targeted diseases and conditions <u>Timeline:</u> During SFY12- SFY15 the OCMH staff will participate regularly in state level meetings related to the six chronic diseases and conditions to increase input to state initiatives. Commissioners will be recruited for specific initiatives to ensure input to statewide initiatives. <u>Responsible:</u> OCMH staff and Commissioners</li> </ul>

<p>1c. <u>Empowerment:</u> Strengthen the capacity of the Commissioners to advocate on behalf of the OCMH in the area of policy development and diversification of resources.</p>	<ul style="list-style-type: none"> <li>Update Commissioners with proper information, collaterals, and key messages to appropriately support the Commission at a local level <u>Timeline:</u> Informational packets will be provided and updated regularly beginning SFY12 <u>Responsible:</u> OCMH staff</li> <li>Commissioners must be empowered to represent and do the work of the commission locally and within their own institutions <u>Timeline:</u> During SFY12, Commissioners will be provided specific opportunities to participate on statewide committees representing the OCMH, provide witness testimony as well as presentations to influence policy and legislative agendas. <u>Responsible:</u> Commissioners</li> </ul>
<p>1d. <u>Communication:</u> Develop a comprehensive communications and outreach plan to position OCMH as statewide and national leader in the minority health movement.</p>	<ul style="list-style-type: none"> <li>Produce collaterals materials to support the communications plan <u>Timeline:</u> Develop Communications plan and provide annual review of materials beginning SFY12 <u>Responsible:</u> OCMH staff</li> <li>Appropriate message framing to support strategic direction of the Commission <u>Timeline:</u> During SFY13 begin implementation of plan, training participation and collaboration with other resources. <u>Responsible:</u> OCMH staff</li> </ul>

**Goal 2: LEADERSHIP**

Strengthen and broaden leadership and policy agenda for addressing health disparities at all levels

Strategies to Achieve the Goal	Indicators: Core Activities, Target Date and Responsible Party
<p>2a. <u>Prioritization</u>: Increase focus on minority health issues within State and local Agencies, Institutions, systems and other entities that have implications on Minority Health that address health, mental health, developmentally disabled and substance abuse populations through collaboration efforts.</p>	<ul style="list-style-type: none"> <li>Identify opportunities for representation of ethnic coalitions, local conversations, and local offices of minority health to better support minority health issues across the state <u>Timeline</u>: During SFY 12-SFY15 Increase minority input to initiatives within State government, county and city government <u>Responsible</u>: OCMH Staff, LOMH Directors, Ethnic Coalition representatives</li> </ul>
<p>2b. <u>CapacityBuilding</u>: Continue to develop and strengthen the infrastructure and capacity of OCMH local offices of minority health, the OCMH ethnic coalitions, and Commission-funded agencies.</p>	<ul style="list-style-type: none"> <li>Implement the sustainability component to support local offices, MIH grantees and statewide ethnic health coalitions <u>Timeline</u>: Develop sustainability component in SFY12 and review annually until 2015 <u>Responsible</u>: OCMH staff and REEP</li> <li>Engage existing partners to develop a statewide African American health coalition <u>Timeline</u>: Develop an implementation plan in SFY13. <u>Responsible</u>: OCMH staff</li> </ul>
<p>2c. <u>CoordinationofPolicy</u> Introduce The National Partnership for Action to End Health Disparities (NPA) framework to other state agencies and partners as a tool for planning and coordination regarding health disparities</p>	<ul style="list-style-type: none"> <li>Host state level and regional meetings to introduce the NPA framework as a planning tool to address disparities <u>Timeline</u>: Complete state promotion plan by September 2011. <u>Responsible</u>: OCMH Staff and REEP</li> </ul>

**Goal 3: IMPROVED HEALTHCARE ACCESS AND FUNDING OPPORTUNITIES**

Improve health and healthcare outcomes for racial, ethnic, and underserved populations

Strategies to Achieve the Goal	Indicators: Core Activities, Target Date and Responsible Party
<p>3a. <u>Access to Care and Preventive Care</u> Promote access to quality health care for all.</p>	<ul style="list-style-type: none"> <li>• Participate in medical homes taskforce <u>Timeline:</u> SFY12 and through SFY15 <u>Responsible:</u> OCMH staff and Commissioners within multiple venues</li> <li>• Advocate for access to health care among key agencies and policy makers <u>Timeline:</u> SFY12 and through SFY15 via policy input and venues <u>Responsible:</u> OCMH staff and Commissioners</li> </ul>
<p>3b. <u>Grant Funding Initiatives:</u> Increase collaborative funding efforts with state departments and universities, and other partners to support Commission efforts.</p>	<ul style="list-style-type: none"> <li>• Research and actively pursue grant funding opportunities <u>Timeline:</u> During SFY12 – submit at least two collaborative funding opportunities per year with state departments and other entities to increase funding streams to the Commission. <u>Responsible:</u> OCMH Staff and Commissioners will identify funding collaborative opportunities.</li> <li>• Increase OCMH grant writing capacity <u>Timeline:</u> During SFY12-SFY15 OCMH staff will increase pursuit of partnerships to expand grant writing capacity. <u>Responsible:</u> OCMH staff and REEP</li> </ul>

3c. Grantpriorityfocusarea:

Identify Diabetes as major focus over next two biennia.

- Monitor diabetes costs within Ohio (including Medicaid)  
Timeline: During SFY12 – SFY 15 work with the ODH, JFS and ODI to obtain cost data to report annually  
Responsible: OCMH staff
- Prioritize funding of demonstration grants to focus on diabetes  
Timeline: During the next two biennia diabetes will be the identified priority.  
Responsible: Commissioners and OCMH Staff
- Participation in the global diabetes summit  
Timeline: OCMH staff will participate in the planning process and implementation of the global diabetes summit in November 2012.  
Responsible: OCMH staff and OSU staff and other partners
- Identify Diabetes as the first area of focus for Research and Development (R&D) group  
Timeline: During SFY13 the OCMH will implement the R &D group and identify diabetes as the first priority area.  
Responsible: OCMH staff and R&D group

**Goal 4: CULTURAL AND LINGUISTIC COMPETENCY**

Improve cultural and linguistic competency and the diversity of the health-related workforce

Strategies to Achieve the Goal	Indicators: Core Activities, Target Date and Responsible Party
<p>4a. <u>Workforce</u> Promote the availability of cultural and linguistic competency training for the healthcare and related industry workforces.</p>	<ul style="list-style-type: none"> <li>• Support policies and initiatives that foster a diverse workforce and delivery of culturally competent care <u>Timeline:</u> During SFY 12-SFY15 OCMH will work with healthcare and related industries to promote policies that foster diversity <u>Responsible:</u> OCMH staff</li> <li>• Promote the use of CLAS standards for cultural competency in healthcare delivery <u>Timeline:</u> During SFY12 – SFY15 OCMH will promote the use of CLAS standards within the healthcare and related industries <u>Responsible:</u> OCMH staff</li> </ul>
<p>4b. <u>Diversity</u> Encourage diversity and cultural competency in the health workforce through recruitment, retention, and training of racially, ethnically, and culturally diverse individuals and through leadership action by healthcare organizations and systems.</p>	<ul style="list-style-type: none"> <li>• Support policies and initiatives that foster diverse workforce and delivery of culturally competent care <u>Timeline:</u> During SFY12-SFY15 the OCMH will work with healthcare workforce initiatives related to recruitment, training and retention of diverse staff. <u>Responsible:</u> OCMH staff</li> </ul>

Goal 5: DATA, RESEARCH, AND EVALUATION

Improve data availability and coordination, utilization, and diffusion of research and evaluation outcomes

Strategies to Achieve the Goal

Indicators: Core Activities, Target Date and Responsible Party

<p>5a. <u>Data</u> Advocate for the availability of health data on all racial, ethnic, and underserved populations.</p>	<ul style="list-style-type: none"> <li>• Focus on state departments/agencies to collect and make available valuable minority health related data (i.e. hospitals, insurers, health departments, Medicaid, etc.) <u>Timeline:</u> Beginning SFY12 identify entities with data and coordinate meetings to obtain agreement for data availability. <u>Responsible:</u> OCMH staff and Commissioners</li> <li>• Advocate for the standardization of race and ethnicity categories across state agency databases <u>Timeline:</u> During SFY12 provide input to federal initiative on standardization of race and ethnicity categories and participate on data committees within state agencies to review current data collection practices. <u>Responsible:</u> OCMH Staff and REEP</li> <li>• Work with epidemiology units at ODH, local and county health departments as well as data professionals within each agency to obtain data sets <u>Timeline:</u> During SFY12-SFY15 coordinate data collection <u>Responsible:</u> OCMH staff and state agency assigned staff</li> <li>• Coordinate OCMH participation on existing data committees <u>Timeline:</u> During SFY12-SFY15 OCMH staff will participate on committees related to data collection <u>Responsible:</u> OCMH Staff</li> <li>• Work with ODH to include Market Research Data and GIS mapping for greater decision-making <u>Timeline:</u> During SFY 12 begin working with ODH to obtain data coordination. <u>Responsible:</u> OCMH Staff and ODH partners</li> </ul>
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<p>5b. <u>Community-Based Research and Action, and Community-Origined Intervention Strategies</u> Invest in community-based participatory research and evaluation of community-originated intervention strategies in order to build capacity at the local level for ending health disparities.</p>	<ul style="list-style-type: none"> <li>Engage community academic institutions to work with local offices of minority health and ethnic healthcare coalitions to improve research and evaluation efforts <u>Timeline:</u> Begin in SFY13 and report on progress annually <u>Responsible:</u> OCMH staff, LOMH staff and REEP</li> <li>Encourage public access to information produced at the local level <u>Timeline:</u> During SFY12-SFY15 the OCMH will make local reports available on the website. <u>Responsible:</u> OCMH Staff, LOMH staff and REEP</li> </ul>
<p>5c. <u>Coordination of Evaluation</u> Support and improve coordination of evaluation oversight of funded programs that ensures consistent evaluation mechanisms and enhances service delivery model development to improve health care outcomes.</p>	<ul style="list-style-type: none"> <li>REEP will provide an annual report of outcomes of funded programs and will provide recommendations for improvement to enhance evaluation oversight and improve health outcomes <u>Timeline:</u> Begin reporting for SFY11 in SFY12 and continue annually <u>Responsible:</u> REEP and OCMH staff</li> </ul>
<p>5d. <u>Knowledge Transfer</u> Develop transfer of knowledge generated by research and evaluation for decision-making about policies, programs, and grant-making related to health disparities and health equity.</p>	<ul style="list-style-type: none"> <li>Analysis and aggregation of program level data derived from Commission funded agencies to support establishment of best practices <u>Timeline:</u> Begin in SFY13 <u>Responsible:</u> OCMH staff and REEP</li> <li>Encourage grantees to work directly with community academic institutions to strengthen and support developing and implementing best and promising practices <u>Timeline:</u> Begin in SFY13 <u>Responsible:</u> OCMH staff and REEP</li> </ul>
<p>5e. <u>Coordination of Research:</u> Establish a Research and Development group on minority health issues with institutions of higher education and others to engage in advocacy and incubate ideas, develop policy and strategies, conduct and review research and promote effective behavior change models in minority health.</p>	<ul style="list-style-type: none"> <li>Develop the committee member description and role <u>Timeline:</u> Complete within SFY13 <u>Responsible:</u> OCMH staff and Commissioners</li> <li>Develop the scope of work and priority focus of the R&amp;D group <u>Timeline:</u> Complete within SFY13 <u>Responsible:</u> OCMH staff and Commissioners</li> </ul>

**Goal 6: ORGANIZATIONAL DEVELOPMENT**

To increase efficiency, funding diversification, and agency

Strategies to Achieve the Goal	Indicators: Core Activities, Target Date and Responsible Party
<p>6a. <u>Efficiency</u>: Develop web based capacity and enhance technology to communicate and support OCMH activity and automate routine business.</p>	<ul style="list-style-type: none"> <li>• Conduct feasibility on statewide grant management system <u>Timeline</u>: Complete within SFY12 <u>Responsible</u>: OCMH staff and state partners</li> <li>• Pursue resources to support technology enhancement efforts <u>Timeline</u>: Begin in SFY 13 <u>Responsible</u>: OCMH staff</li> <li>• Engage vendor in the development of updated website <u>Timeline</u>: Begin within one quarter of receipt of resources <u>Responsible</u>: OCMH staff</li> </ul>
<p>6b. <u>FundingPriorities</u>: Seek additional funding opportunities that support the strategic direction of OCMH and ensure financial viability beyond state allocations.</p>	<ul style="list-style-type: none"> <li>• Regular review of grant funding opportunities. <u>Timeline</u>: No less than quarterly during SFY12 – SFY15 <u>Responsible</u>: OCMH staff</li> <li>• Pursuit of no less than 2 grant initiatives and funding opportunities per year. <u>Timeline</u>: Beginning in SFY12 – SFY15 <u>Responsible</u>: OCMH staff and identified partners</li> <li>• Pursue corporate and external sponsorship of special events <u>Timeline</u>: Annual efforts and reporting beginning SFY12 <u>Responsible</u>: OCMH administrative staff</li> </ul>

<p>6c. <u>Leveragingoffunds:</u> Develop a tracking mechanism that monitors the funding leveraged, healthcare by OCMH grantees to demonstrate the return on investment.</p>	<ul style="list-style-type: none"> <li>• Modify grantee reporting format to reflect funding leveraged by Commission funded projects. <u>Timeline:</u> Implement during SFY 12 and obtain data for annual report developed by REEP <u>Responsible:</u> OCMH staff and REEP</li> <li>• Produce an annual report of funding leveraged from Commission funded activities. <u>Timeline:</u> Report activities for SFY12 during first quarter of SFY13 <u>Responsible:</u> OCMH staff</li> </ul>
<p>6d. <u>ChronicDiseaseCost:</u> Develop reporting and evaluation methodologies for demonstration grants that monitor healthcare costs avoided and collection of related data.</p>	<ul style="list-style-type: none"> <li>• Modify grantee reporting format to reflect average cost savings of interventions funded by the Commission <u>Timeline:</u> Implement during SFY 12 and obtain data for annual report developed by REEP <u>Responsible:</u> OCMH staff and REEP</li> <li>• Analyze collected data to compute average cost avoidance per state region <u>Timeline:</u> Implement during SFY 12 and review annually <u>Responsible:</u> OCMH staff and REEP</li> <li>• Produce annual report reflecting return on investment of Commission funded activities <u>Timeline:</u> Implement during SFY 12 and review annually <u>Responsible:</u> OCMH staff and REEP</li> </ul>