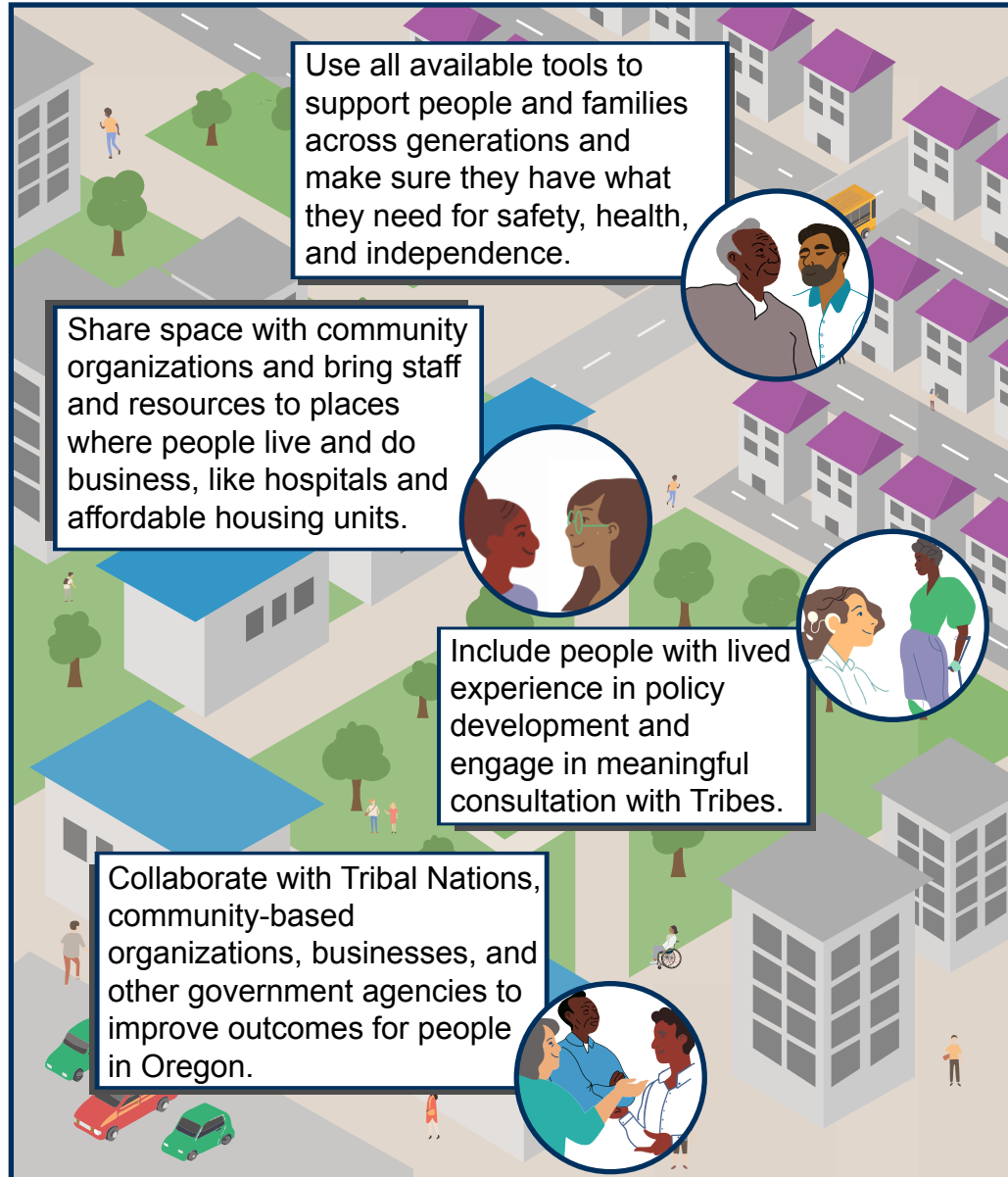


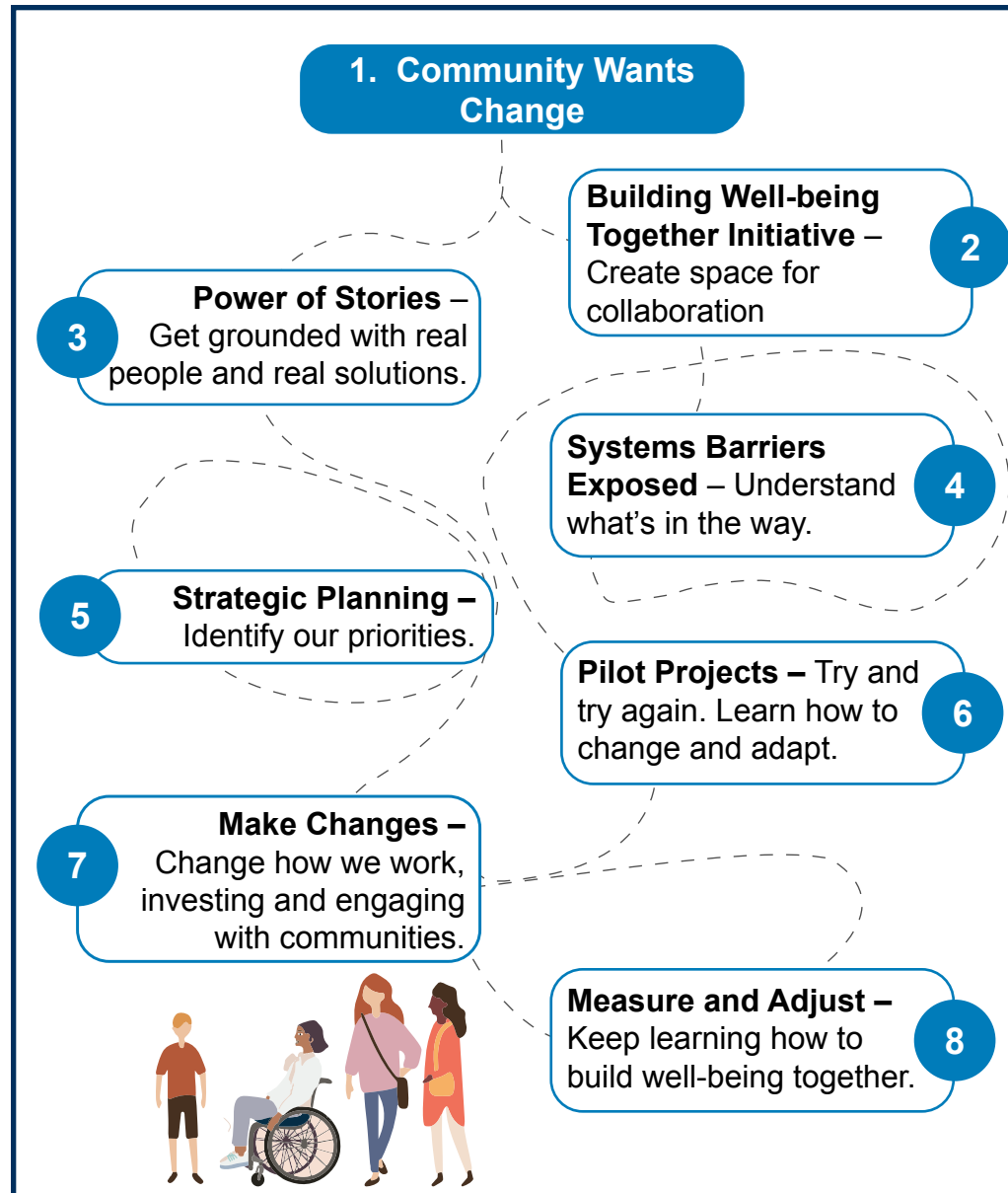
- We inclusively lead with race and intersectionality in order to address the roots of systemic oppression that impact all protected classes.
- We are dedicated to make services, supports and well-being accessible to all.
- Well-Being: Staff and communities will know services and supports are working when all who live in Oregon, regardless of identity or place can achieve well-being.
- We are committed to partnering with communities to develop and deliver policies and programs that are equitable and improve community conditions.

The Future of Human Services in Oregon



The future of human services in Oregon is working within and alongside communities, especially those most affected by inequities, to help them achieve whole well-being. Instead of focusing on regulations, we collaborate and tackle disparities together. We uphold Tribal sovereignty and defer to Tribal Nations to understand the best way to support them in their plans for the well-being of their communities. We listen to learn the best ways to support people, whether that's through bringing our services to where people are, working across systems to find solutions, getting funding or staff to where they're needed, or something we haven't yet imagined.

Roadmap to Well Being & Priorities



Timeline

'20: Wildfires, COVID-19, racial justice movements spark agency change	'23: ODHS Investments in legislative session	'23: Strategic planning begins	'25-'27: Changes to agency & budget
'21: Equity North Star launches	'22: Building Well-being Together launches	'23: Begin implementing ODHS OHA Tribal Consultation Policy	'24: Implement strategic plan

Priority Areas

- Transform Our Systems**
The people we work with are served by multiple ODHS programs. But our organizational and funding structures act as barriers, making our systems difficult to navigate and preventing our programs and staff from collaborating. We can improve our ability to work together toward our Equity North Star. That might mean locating programs together in the same office or braiding funding to better support community needs.
- Strengthen Meaningful Engagement with Tribes and Communities**
People and communities know what works best for them. To reach our Equity North Star, we need to build our community engagement infrastructure and strengthen our government-to-government relationships with Tribes, so those most affected by inequities can identify and work on solutions with us. We also need to gather REALD and SOGIE demographic data so we can work with communities to understand disparities.
- Advance Governor's Priorities**
ODHS needs to do its part to tackle big problems that impact our state, including housing and homelessness, behavioral health, and education. This means partnering with other agencies, Tribes, and communities to find solutions that support the populations we serve.
- Support Our Workforce**
We need enough direct service and operations staff so that people working for ODHS have the time, training, and lived and professional experience they need to serve communities. That means increasing strategies to hire, retain, and support people who are connected to the communities we work with.
- Modernize Our Information Technology**
Some of our technological systems are decades old. We can make improvements like moving our data into the cloud, which would allow us to access information when and where we need it. We're also leading efforts to combine data with other agencies because well-rounded data can help us make sure people get the help they need before they're in crisis.