

## Implementation Committee

August 2022

### SBARs (Situation, Background, Assessment and Recommendation)

June and July SBARs (listed below) are with the Oversight Committee for review:

- Continue to conduct regular employee engagement surveys
- Clearly define and communicate the roles and responsibilities for Center for Diversity & Inclusion at OHSU
- Update the Discrimination, Harassment and Retaliation Policy
- Communicate the proposed disciplinary guidelines
- Develop and communicate a strategic DEIB and anti-racism vision for the organization (Part 1 of 4)
- Center for Diversity & Inclusion collaboration with DEI-focused functions
- Centralize HR staff and functions
  - Piloted the “elevator speech” describing the SBAR
- Increase the number and diversity of AAEO investigators

August SBARs (listed below) are with Implementation Committee for review:

- Respond to nationwide and internal events
- Provide sophisticated training to HR investigators
- Transfer responsibility for accommodations from AAEO to HR
- Update the Bullying Policy

Authors have been identified for September SBARs

*NOTE: Specific recommendations these SBAR proposals meet are listed on [the accountability dashboard](#)*

### Work to Implement SBARs

Realign the AAEO

- The AAEO Director position is now reporting into Tim Marshall, the OHSU Chief Integrity Officer, and fiscal authority has also been realigned to ensure that budgets match reporting structures
- There is still work to be done to reflect the name change on various web sites and materials

Develop a consolidated data repository and centralized reporting system

- Work on this initiative is just getting underway
- The initial tasks include (i) identifying, defining, and categorizing the types of misconduct that should be included in the dashboards and reports that will be published to the OHSU community, (ii) identifying the OHSU departments that currently investigate these types of misconduct, and (iii) identifying systems that store the required data

#### Hire a new Chief People Officer

- OHSU has contracted executive search firm, the Furst Group, to assist with the process for hiring the next Executive Vice President for People
- The Furst Group identified four candidates who visited campus August 2022 for interviews with individuals and groups

#### **Future Collaboration with the Oversight Committee**

- Rank all SBARs by complexity of implementation work to start to understand scope/complexity of end-to-end process
- Develop draft of materials that might be shared with Oversight Committee during implementation work associated with each SBAR
- Develop SBAR to request funding for implementation support resources (one project manager, two comms resources, two project coordinators)

#### **Other**

- Development of glossary
- Restructuring of accountability framework to make it more user friendly