

SBAR Summary

OHSU Covington Report

Overall Completion Status



The SBARs and related supporting materials, such as policies and documentation, are co-created through an iterative back and forth process between the Implementation and Oversight Committees. Each SBAR on average goes through three drafts and feedback cycles before approval by the Oversight Committee.

Key: ✓ = On track, ! = At risk, ✗ = Delayed, ● = Completed, ○ = Not started, → = Deferred

SBAR	Mo.	% Done	Status	SBAR	Mo.	% Done	Status
Consolidated Data Repository and Centralized Reporting System	May	100%	●	Transfer Responsibility for Accommodations from the AAEO to HR	Aug	100%	●
Hire a New Chief People Officer	May	100%	●	Develop and Communicate a Standardized, Comprehensive Investigations Policy	Sep	100%	●
Realign the AAEO	May	100%	●	Reduce the Complexity of Reporting Channels	Sep	100%	●
Clearly Define and Communicate the Roles and Responsibilities for CDI at OHSU	Jun	100%	●	Update the Reporting Policy	Sep	100%	●
Communicate the Proposed Disciplinary Guidelines	Jun	100%	●	Increase the Number and Diversity of HR Business Partners	Oct	100%	●
Continue to Conduct Regular Employee Engagement Surveys	Jun	100%	●	Provide Sophisticated Training to OCIC Investigators	Oct	100%	●
Update the Discrimination, Harassment, and Retaliation Policy	Jun	100%	●	Develop and Conduct Additional DEIB-Related Trainings	Nov	100%	●
CDI Collaboration with DEIB-Focused Functions	Jul	62%	→	Develop DEIB Related Objectives for Managers	Nov	100%	●
Centralize HR Staff and Functions	Jul	100%	●	Report on HR Metrics	Nov	100%	●
Develop and Communicate a Strategic DEIB-Vision for the Organization	Jul	62%	→	Update the Code of Conduct	Nov	100%	●
Increase the Number and Diversity of AAEO Investigators	Jul	100%	●	Implement Procedures to Monitor for Potential Retaliation	Dec	100%	●
Provide Sophisticated Training to HR Investigators	Aug	100%	●	Increase the Diversity of Candidate Pools for Leadership Positions	Dec	100%	●
Respond to Nationwide and Internal Events	Aug	100%	●	Operationalize Commitments to DEIB	Dec	0%	→
Update the Bullying Policy	Aug	100%	●				