

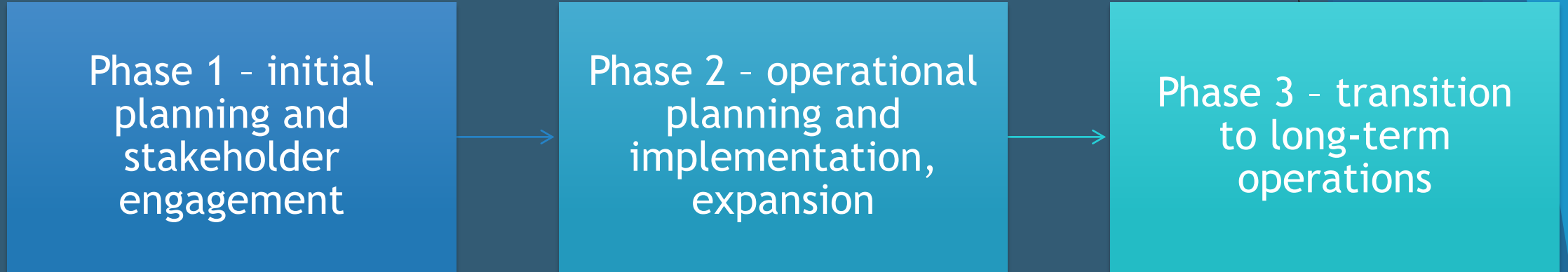
DOH Regional Offices

Strong Resiliency - Robust Infrastructure - Diverse Insights

- ▶ Support expanded infrastructure within DOH to allow us to do our core work better and in ways that meet our partners where they are (and *not* doing their work)
- ▶ Support Local and Tribal public health in a way that responds to community health needs and strengthens the delivery of public health services
- ▶ Create additional leadership & support for our staff that work across the state (current offices in Richland, Spokane, Kent, Shoreline)
- ▶ Provide more robust support to our customers, including working across state agencies
- ▶ Have a diversity of voices at DOH
- ▶ Provide additional state capacity for the system by decentralizing the operations at DOH (state level)
- ▶ Ensure quicker responsiveness during emergencies

Vision for DOH Regional Offices

DOH Regional Office Planning



Kristin & David

- Initial planning
- Internal discussions on impacts
- Initial stakeholder communication (original Dear Tribal Leader letter)

Jessica

- Stakeholder engagement (update via Dear Tribal Leader letter)
- Finalize operational plan
- Implementation
- Evaluation & adjustments
- Expansion planning and implementation

DOH Regional Office Director

- Long-term operations with a focus on Equity - Innovation - Engagement
- Time to mature and settle into how DOH does business

DOH Organizational Structure - Short -Term (Phase 2)

Clinical & Science Leadership,
Regional Health Officers,
Surveillance, Infectious
Disease, Public Health Lab

Office of
Health and
Science

Chief of Staff

DOH Regional Office
Implementation, Planning &
Operational Oversight for
Regional Offices
(Phase 2)

Regional
Medical
Officers

Regional
Coordinators

Provides support for DOH Regional Offices

Administrative
Support

Programs &
Divisions

Other
Executive
Offices

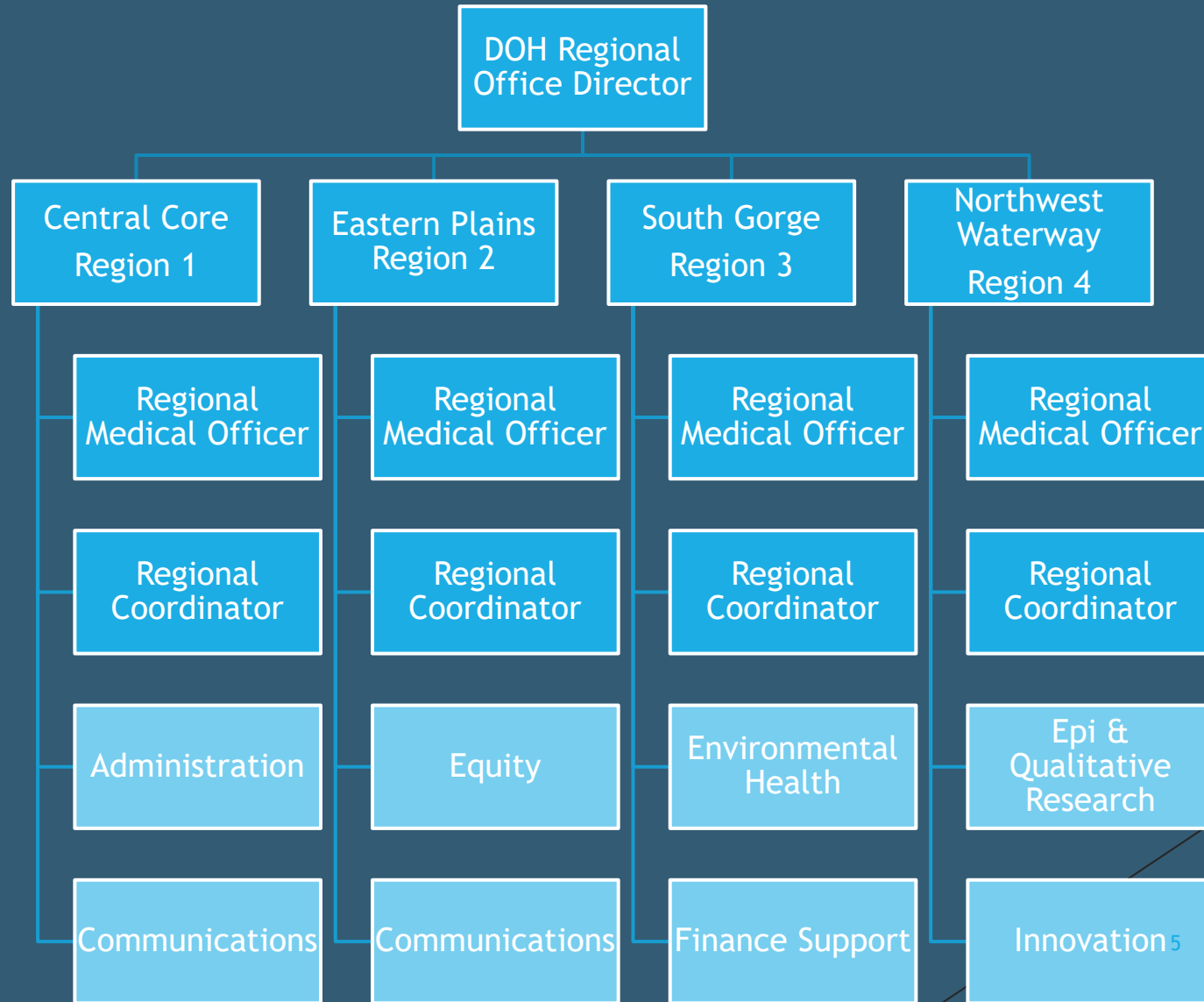
Operations and
Support
Services

Prevention &
Community Health,
Environmental Public
Health, Health
System Quality
Assurance

Policy & Planning,
Partnerships,
Innovation &
Technology, Response

Finance, HR, Facilities,
Risk Management

DOH Organizational Structure - Long -Term (Phase 3)



Regional Medical Officers - Matrix reporting to Office of Health and Science

Demonstrating how we may refocus current staffing to support regional offices - these are not new positions at DOH

- ▶ Provide input to agency activities and decisions, bringing diverse perspective and expertise to the conversation. Strengthen the knowledge and awareness of Washington needs and culture. Learning from the Tribes and LHJ's to understand needs and goals.
- ▶ Share context and issues that impact the regional areas as needed for policy development, strategic partnerships and agency operational work.
- ▶ Identify operational activities that connect to regional needs. Work with agency staff to foster connections, share resources and identify opportunities.
- ▶ Facilitate communication and connections within DOH that will support regional needs. Create a “one door” entry point for those that want it.
- ▶ Partner with the assigned regional medical officer to lead initiatives, facilitate meetings and plan work in support of regional work.
- ▶ Maintain and nurture relationships, facilitate cross collaboration within the agency. And across state agencies to support the public health system.
- ▶ Explore new opportunities, develop innovative strategies and build sustainable collaborations to support our agency priorities. Support funding, policy and strategic activity that will support our agency priorities.
- ▶ Support response operations

Regional Coordinator Role

Regional Medical Officer Role

Supports the Secretary of Health and the Chief Science Officer in advancing the priorities of the State of Washington and the Washington Department of Health in support of our state's public health system.

Stays informed about emerging science to support a strong scientific basis in support of emerging issue, emergencies, or other priority issues.

Provides evidence-based public health insights within their region and area of expertise including key response challenges during emergencies.

Represents the agency in regional forums, committees, and workgroups for a variety of public health issues.

Attends meetings, as appropriate, to better understand the diverse needs of a region and to build connections and relationships. Represents the state and resources that can be leveraged to support work.

Assists in the development of evidence-based public messaging and serves as a support for communication in their regional area, including during emergencies.

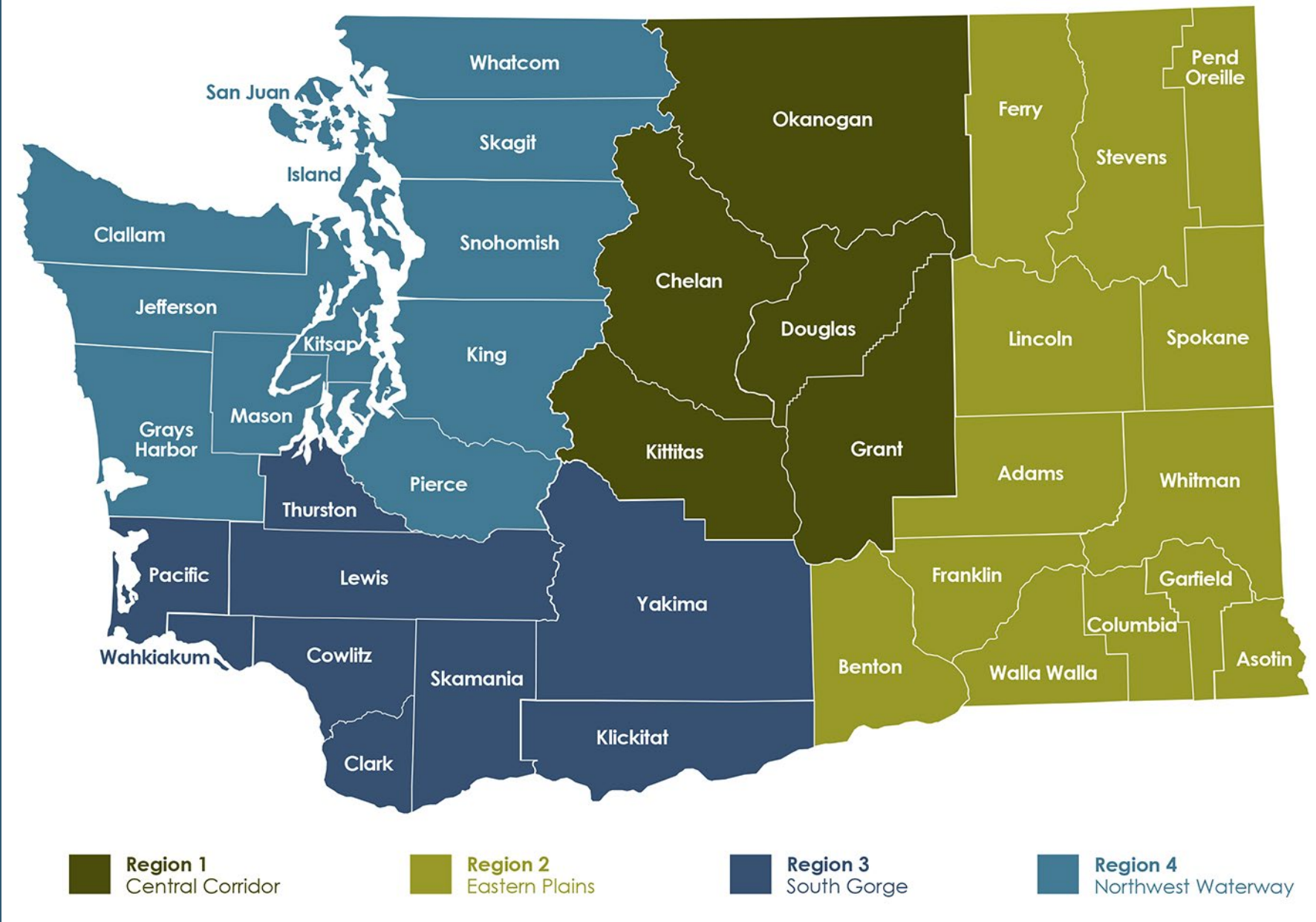
Provides regional coordination to agency public health programs to ensure effective linkages with private and public provider groups so that important changes in practice of medicine are communicated to providers.

This position may provide local health officer services, as needed, to regions or areas that need a back-up health officer due to emergent issue or absence. (Like DOH currently provides.)

- ▶ DOH will use the concept of regions to decentralize some of our current work
- ▶ We are splitting up the state into four operational areas for DOH functionality
- ▶ These areas will help us (DOH) develop an easy “entry” point for partners
- ▶ Size and boundaries aren’t aligned with something specific (there were way too many versions of Washington sliced and diced)
- ▶ They are not designed to be any type of “grouping” beyond a four-way split of the state
- ▶ They don’t have to be evenly distributed by population size, number of counties or commonalities
- ▶ The boundaries are flexible and don’t define how LHJs can work
- ▶ The map you are about to see was designed by 1) interest by a few central WA counties to jump in, and 2) locations and ease of facilities for regional offices

What are “Regions”?

DOH Regional Offices Map



Leveraging & Creating Broad Expertise and Experience for DOH

▶ Regional Coordinators

- ▶ Engagement
- ▶ Innovation
- ▶ Health promotion
- ▶ Leadership
- ▶ Equity
- ▶ Finance
- ▶ Workforce Development
- ▶ Diverse lived experience

▶ Regional Medical Officers

- ▶ Oral Health
- ▶ Behavioral Health
- ▶ Global health
- ▶ Chronic Health
- ▶ Preparedness
- ▶ Environmental Health
- ▶ Informatics

These lists are not exhaustive, these are examples of expertise we could look for . . .

What Would a Regional Office Look Like?

- ▶ DOH is committed to a modern workplace with mobile work as our primary way of working.
- ▶ Our goal is that each of our offices will include drop down space for individuals to work, shared space for collaborative work, and conference room/break out room space for meetings.
- ▶ We will incorporate our lessons learned and plans within these offices and in our current locations
- ▶ DOH is committed to strong technology in each location to bring people together virtually and ensure people have the technology tools to do their best work.
- ▶ Generally, they won't be big, we are committed to keeping our carbon footprint small, encouraging staff to go where the work happens and reduce commute time.
- ▶ We want our partners to be able to use our space too.

What Can Tribes Expect?

- ▶ More points of contact for support and assistance
- ▶ Support in areas that are pain points - contracts, finance, state agency coordination
- ▶ Help with collaboration and coordination within the regional areas

Questions or Feedback?

Next Steps

- ▶ Finalize position descriptions
- ▶ Launch recruitments
- ▶ Fill positions and start building connections and relationships
- ▶ Finalize location plans

Please feel free to reach out with any questions or input:

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