



March 13, 2023

House Committee on Behavioral Health and Health Care

The Honorable Rep. Rob Nosse, Chair

The Honorable Rep. Christine Goodwin, Vice Chair

The Honorable Rep. Travis Nelson, Vice Chair

Dear Chair Nosse, Vice Chair Goodwin, Vice Chair Nelson and members of the committee,

On behalf of Oregon Health & Science University (OHSU) and our 19,000 dedicated members, I am pleased to support for House Bill 2921.

As the state's academic health center, people are at the center of everything we do at OHSU – our students, clinicians, educators, researchers, staff, and our patients. And we know that innovation happens when you bring together people with a wide variety of backgrounds and ideas. That is why diversity is at the core of OHSU's values as an institution and the work our dedicated members do every day to advance the health and wellbeing of every Oregonians is diversity. We believe that patients should be able to see providers who understand and can meet their diverse needs; students learn best in a diverse educational environment, from mentors with varied backgrounds and experiences, and are thus better equipped to treat the increasingly diverse patient population; and that, in research, diversity promotes creativity.

As we work to continually promote and increase diversity to build a better OHSU for all, one vital tool in understanding our workforce, their needs and where we have opportunities to improve, is in understanding the demographics of our people. It is impossible to know where you need to go if you do not know where

you are. This information sets our foundation and provides the starting point to make progress.

Much of what is captured in House Bill 2921 is work already underway at OHSU. We know, as the state's academic health center, we must exercise transparency and accountability to the people of Oregon. Our work does not stop, however, once this information is collected. Our Human Resources team regularly tracks specific metrics that highlight our current state, inform goals and benchmarks to measure progress against, and help us identify issues or risks to monitor as we continue to build and maintain a high-performing, world-class organization and workforce.

Specifically, we recently implemented an HR Scorecard that we deliver to the organization quarterly where we share our metrics compared to industry benchmarks to enable data-driven decisions at OHSU.

I want to thank Vice Chair Nelson, Rep. Janelle Bynum and the sponsors of this bill for bringing it forward. I look forward to working together to build a better OHSU for everyone.

Sincerely,

A handwritten signature in black ink that reads "Qiana C. Williams". The signature is written in a cursive style with a large, looping initial "Q".

Qiana Williams, ACC, SHRM-SCP, SPHR
Executive Vice President and Chief People Officer
Oregon Health & Science University