



Organization Activities Worksheet

In November 2021, the Cox-Henderson administration released a call to action for the healthcare community to make Utah the national leader in cost-efficient, innovative healthcare, thereby strengthening our state's economic competitiveness and supporting a high quality of life for *all* Utahns. A central infrastructure to achieve this is the formation of a new public-private entity comprised of community, employer, healthcare, and patient advocate leadership, which will lead, collaborate, and support innovation of Utah's payments and care delivery called the One Utah Health Collaborative.

Organizations are invited to pledge support of statewide goals for affordability, equity, and outcomes and adhere to *principles* of collective impact, and identify individual activities that their organization can take to advance the state's goals within their own spheres of influence.

This worksheet provides guidance on identifying and creating individual activities to support the statewide goals. When you're ready, please submit your organization's activities [here](#).

Identifying Your Organization's Activities

The Collaborative's statewide goals address affordability, equity, and outcomes. Each organization should identify activities that reflect their organization's unique contributions to a better healthcare system and create tangible goals to work towards as we strive to achieve a statewide vision together.

Affordability

Utah will lead the nation in affordable healthcare for employers, state government, and every individual.

Equity

Utahns will receive equitable healthcare regardless of race or ethnicity, geography, or background.

Outcomes

Utah will have the healthiest population in the nation.

As your leadership team identifies initial activities, consider the following steps.

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1. Select an internal leader to oversee the process.

Having a central point of contact to collect input and submit activities is important. Selecting the individual will vary based on the type of organization. For healthcare entities, consider a strategy or patient experience executive. For employers, consider leadership in your human resources department. We recommend this individual report directly to a decision-making executive. You may intend for this individual to be the ongoing liaison with the Collaborative.

2. Begin with the end in mind.

Consider which metrics that could impact affordability, equity, and outcomes align with your organization's sphere of influence and mission. Activities that you identify could cut across these three areas and impact several metrics. Consider whether or not you have a way to measure this metric or what data/process/input you would need to evaluate the impact of your activities. You do not need to commit to a specific metric at this stage, but should think about what metrics your organization could impact in pursuit of broader goals.

Below are some **examples** of metrics that relate to the statewide goals to help you brainstorm.

Affordability

- Utah per capita costs per individual
- Average % of premiums paid by employers
- Average % of wages going to health insurance
- Growth rate of employer premiums
- Growth rate of insurance premiums on individual market exchange
- Consumer healthcare affordability survey
- % of state budget going to healthcare services i.e., Medicaid, PEHP

Equity

- Cost as a barrier to healthcare
- Having a primary care provider
- Life expectancy by zip code
- Disparities in routine medical checkups, 1st-trimester prenatal care, mammogram, colon cancer screening, etc

Outcomes

- Life expectancy at birth
- Multiple chronic conditions
- Addiction death rate
- Infant mortality
- Suicide rate
- Adults reporting poor mental health

3. Make your activities SMART.

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Ideally, activities identified by entities across the state will follow the SMART framework: Specific, Measurable, Action-oriented, Realistic, and Time-bound.

- **Specific** means that the activity describes the who, what, where, when, and why of what your organization will be working toward. The more detailed the better. What is it exactly that your organization will accomplish?
- **Measurable** means that the achievement of the activity can be quantified, and your organization will have a better vision for what to strive toward. How will your organization show accountability?
- **Action-oriented** means that the activity includes an action verb that demonstrates change. What will your organization actually do?
- **Realistic** means that the activity reflects reasonable expectations of change, impact, or influence given the conditions for the organization and timeline. What can your organization reasonably accomplish with combined effort and commitment?
- **Time-bound** means that the activity specifies a time frame in which your organization is expected to achieve the desired outcome. When will you undergo this activity?

Examples of SMART activities:

Affordability

By 2025 (*time-bound*), our organization will conduct (*action-oriented*) a cost-driver analysis to identify the top 5 conditions (*realistic, measurable*) with high cost-sharing responsibilities with patients and identify measures to reduce these costs (*specific*).

Equity

In 2023 (*time-bound*), our agency will convene (*action-oriented*) health clinics, CBOs, and other stakeholders within three geographic areas (*realistic, measurable*) to create a plan to address disparities in maternal mortality and morbidity among minority women (*specific*).

Outcomes

During the second half of 2022 (*time-bound*), our clinic will conduct a workflow analysis (*action-oriented*) to increase physical activity screenings to 75% of patients (*specific, measurable, realistic*).

4. Consider what you need to make an implementation plan

Consider who you will need (both internal champions and external partners) to achieve your activities. The One Utah Health Collaborative prioritizes cross-sector collaboration and alignment. While it is not necessary to commit to partnerships at this state, identifying potential champions or partners that may support your activities.

When identifying key stakeholders (internal or external), you can consider asking yourself, “Who is experiencing a common point of pain and would be motivated to collaborate to solve this problem?” Consider if the activity is dependent on or significantly impacts multiple

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stakeholders (i.e., multiple internal departments or external organizations). These individuals can be both leaders and operational teams.

5. Evaluate methods for tracking and reporting your activities

At this point, your organization may not have the ability to measure your activities' impact on the metric you are attempting to influence, but you should have some method to track your progress on your activities.

6. Submit activities

When you're ready, please submit your organization's activities [here](#). If you have any questions regarding this form, please contact [Katie Miner](#).

Next Steps

June 1	Executives call ▪ Agenda ▪ Activity submission form (submit by June 21) ▪ Pledge draft (submit feedback to Kelbe Groupil by June 14)
June 14	Deadline for feedback on the pledge document
June 21	Activity submissions due (flexible date)
June 28	Signing ceremony at Utah State Capitol

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Appendix: Example Activities

Example Organization	Example Activity
State/local Government	By 2023, the city government will create a cross-agency taskforce focused on reducing the gap in life expectancy by zip code.
Local Health Department	By 2025, the local health department will run an ad campaign to promote healthy eating and exercise to lower the statewide obesity prevalence rate by 5%.
Hospital System	During the second half of 2023, our hospitals will implement an SDOH screening during all emergency room visits.
Medical Group	In 2023, our clinic will make 25% of all patient visits eligible for virtual consultations to reduce the burden of transportation issues.
Large employer	By the end of 2024, we will begin offering a diabetes prevention program as a benefit for all eligible employees.
Small employer	By 2023, we will begin offering a gym reimbursement credit for all employees.
Insurance company	From 2024 to 2025, our organization will locate gaps in access to preventive services for all beneficiaries.
Foundation	By 2024, our foundation will partner with a community-based organization to provide pilot funding to address disparities in access to healthy foods.
Broker	At the end of 2025, we will pilot a cost or outcome strategy with our employee population that could be scaled up for clients.