



# OHT Impact Fellows Program

Please complete this form to indicate your OHT’s interest in hosting an Impact Fellow. Refer to the [Call for Hosts](#) for instructions.

**The deadline for EOIs is May 25, 2021.**

Interested OHTs are encouraged to [reach out to program staff](#) early on to discuss potential ideas. OHTs may submit more than one EOI but may only host one Impact Fellow at a time.

Please note that submitting an EOI does not guarantee that the OHT will be matched with a fellow.

**1. OHT Name** Ottawa Health Team - Équipe Santé Ottawa

**OHT Location** Ottawa, ON

**OHT Website (if applicable)** <https://www.ottawaoht-eso.com/>

**2. OHT Primary Contact** Leslie Wells

**Primary Contact Email** l.wells@pqchc.com

**Are you willing to be contacted by prospective Fellows to discuss projects?** Yes

**3. Host Mentor** Leslie Wells

**Position / Title** Implementation Lead

## 4. OHT Priority Areas

Initially, the OHT-ESO will focus on serving:

frail older adults (55+) with low income and without family support, and

adults with mental health and addiction issues, particularly those struggling to access appropriate community-based services.

These populations have specific, high needs for care and support. A personalized system that meets the needs of these populations will increase health equity and do better for all.

The OHT-ESO has also a third priority of leading a COVID-19 Community Response Strategy focused on supporting populations disproportionately impacted by the pandemic, with a strong health equity focus.

## 5. OHT Goals

Be system leaders in the collection and use of sociodemographic data to center health equity within health system planning and service delivery.

Develop a suite of performance indicators that will allow us to demonstrate progress across all domains of the Quadruple Aim.

Fully understand our population health and service utilization data to facilitate effective population segmentation

Design a phased population health management plan for the OHT's attributed population.

Develop a suite of performance indicators that will allow us to demonstrate progress across all domains of the Quadruple Aim.

## **6. Proposed Projects**

Development of an Equity-Informed Population Health Management Plan

We are looking for an OHT Impact Fellow to lead the development of a data-driven population health management plan for our attributed population, with a strong focus on health equity. This plan will support decision-making and growth within the OHT with the goal of maximizing short-term impact, while laying the groundwork for a long-term overall strategic plan and sustainable change that meaningfully addresses health inequities within our community.

OHT-ESO partners have identified initial population segments of focus for our year-one system redesign initiatives, and have begun identifying performance indicators that will monitor the success of these programs. We are also supported by a RISE Population Health Management Coach to collectively expand our understanding of population health management approaches and how they can be used to scale up our existing work.

There remains a gap in our ability to access and utilize comprehensive health system data for our attributed population to support the expansion of our scope of our work to new priorities and populations in a way that maximizes positive impact, particularly for those historically underserved by the health care system.

An OHT Impact Fellow working with the OHT-ESO would identify, collate, and analyze key data sets to show how and where our clients are accessing care, and what risks, barriers, and inequities may be influencing their overall health and wellbeing. A critical component of this approach will be the use of sociodemographic data to zero in on the impact of the social determinants of health on health system utilization. The OHT Impact Fellow would then support us to use this data to effectively segment our entire attributed population and develop a phased approach to tackling system transformation.

## **Project Summary**

The OHT Impact Fellow has the opportunity to support the Ottawa Health Team - Équipe Santé Ottawa in the development of a data-driven population health management plan for our attributed population, with a strong focus on health equity.

## **7. Desired Competencies**

Comfort working with and mining large data sets

Experience with advanced Excel techniques, dashboard visualization tools (e.g., PowerBI), interpreting and investigating patterns in performance data (e.g., trends and subgroup comparisons)

Demonstrated understanding of population health management frameworks and approaches to performance measurement

Strong communications skills and ability to translate complex data analyses into accessible communication products

Commitment to health equity, anti-racism, anti-oppression, and client and family engagement

**Does Your OHT Require a Fellow with Bilingual Proficiency?** Yes

## 8. OHT Environment

There is strong readiness within the OHT-ESO Collaborative Leadership Group for an increased focus on accessible, decision-support data and performance measurement.

The OHT-ESO has a dedicated Implementation Lead who is well-positioned to provide the necessary support to the Fellow during their placement. We are also in the process of hiring additional backbone support roles, including a Data Analyst, Communications Coordinator, Engagement Specialist, Project Coordinators, and admin support. We are creating a strong team environment that will support the Fellow in accessing support and guidance from colleagues from different disciplines. The Fellow would be hosted at Pinecrest Queensway Community Health Centre, along with the other members of the backbone support team. The work environment is currently virtual due to pandemic restrictions, but in-person options can be explored when it is safe to do so.

The OHT-ESO also has an established Data Resource Team composed of subject matter experts from various partner organizations that can act as a source of guidance and support for the Fellow throughout their tenure with the OHT.

Academic connections through The Ottawa Hospital and its research institute (OHRI), the University of Ottawa, and Bruyere Research Institute can be facilitated to match an OHT Impact Fellow with an appropriate academic mentor already affiliated with an OHT partner organization.

**Preferred Work Arrangement for Fellow** Hybrid Flexible depending on candidate needs

## 9. Opportunities for Professional Growth and Development

The OHT-ESO is unique in the province in that it is not led by a hospital, but a coalition of local community health centres. This means that the work of the OHT-ESO is oriented towards primary care as the foundation of a strong health care system. Fellows will gain greater understanding of the interconnections between different components of a health system, and how access to meaningful decision-support data can facilitate effective health system integration.

The OHT-ESO has committed to health equity in all aspects of its work. Fellows will gain experience in sociodemographic data collection, analysis, and use, and best practices around the respectful use of data related to the experience of equity-seeking populations. Additionally, this work will allow Fellows to learn more about the importance of disaggregated health data to informing equitable system transformation, and strategies for building learning health systems that prioritize equity.