

Cultural Linguistic Competency & Health Disparities

Vision:

People of all cultures, races, and ethnicities partnering with local and state systems to achieve equity in access, services, interventions, and outcomes in our systems.

Mission:

Facilitate cultural and linguistic competency strategies throughout Indiana's state and local systems to improve outcomes for populations vulnerable to disparities and disproportionalities.

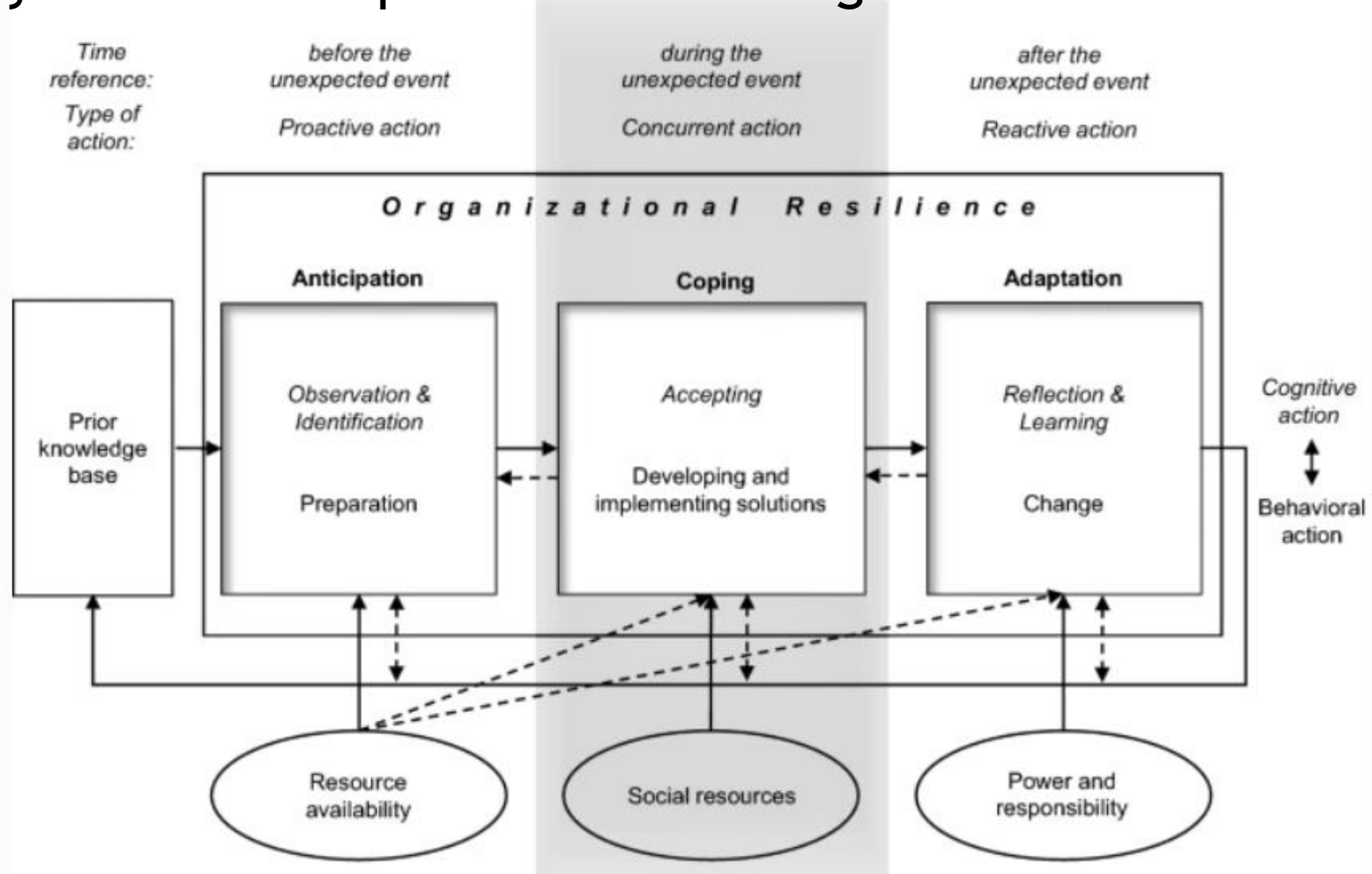
What is organizational adaptability?

- ▶ It's a framework: Organizational Adaptation Theory

Organizational adaptation theory is intentional decision-making undertaken by organizational members, leading to observable actions that aim to reduce the distance between an organization and its economic and institutional environments.

- ▶ It's a discipline: Organization Theory & Strategic Management
- ▶ Itself is an adaptation from multiple disciplines:
 - ▶ Organizational Ecology
 - ▶ Evolutionary Economics
 - ▶ Industrial Psychology
 - ▶ Organizational Psychology
 - ▶ Sociology
- ▶ Its primary Call to Action:
 - ▶ The study of strategy versus execution
 - ▶ The study of relationship between organizations and their environments
 - ▶ They study of organizations, populations and organizations, and organizational fields

A capability based conceptualization of organizational resilience



Sources

- ▶ Duchek, S. Organizational resilience: a capability-based conceptualization. *Bus Res* 13, 215-246 (2020). <https://doi.org/10.1007/s40685-019-0085-7>
- ▶ Sarta, Andrew; Durand, Rodolphe; Vergne, Jean-Philippe (2021). "[Organizational Adaptation](#)". *Journal of Management*. 47 (January Review Issue (forthcoming)): 43-75. [doi:10.1177/0149206320929088](#). [PMC 7736401](#). [PMID 33424060](#).