

HEALTH EQUITY IN ALL
POLICIES:
EXAMPLES FROM OREGON AND
WASHINGTON

Mandy Jones, UC Berkeley, Student
May 11, 2012

Outline

- Multnomah County Health Equity Initiative
 - ▣ Process, goals, implementation & measures
- King County, Equity & Social Justice Initiative
 - ▣ Planning, legislated ordinance, measure
- Health in All Policies - early lessons:
 - ▣ *County- City partnerships are important*
 - ▣ *Leadership at County health Dept & highest level of City Gov't*
 - ▣ *Mechanisms for on-going community participation*
 - ▣ *Legislation + administrative changes necessary*
 - ▣ *Policies must address multiple scales: city, county, state & federal*
 - ▣ *Racial justice at center of all work: training, policy screening measurement*

Multnomah county, Oregon

Begin Health Equity Initiative (2007)

Measure County Health

Baseline: Racial & Ethnic Health Disparities: 1990-2004

Report Card on Racial and Ethnic Disparities 2001-2005

Report Card on Racial and Ethnic Disparities 2003-2007

Participatory Research

Gather Community Input

Conduct Interviews

Research Health Equity

Propose Policy Solutions: Health Equity Initiative Report (2009)

Implementation

Create Office of Health and Social Justice (2010)

Develop Health Equity Lens (2011)

Measuring Progress

Report: *Multnomah County Health Department Programs and Activities to Address Health Inequities* (2009)

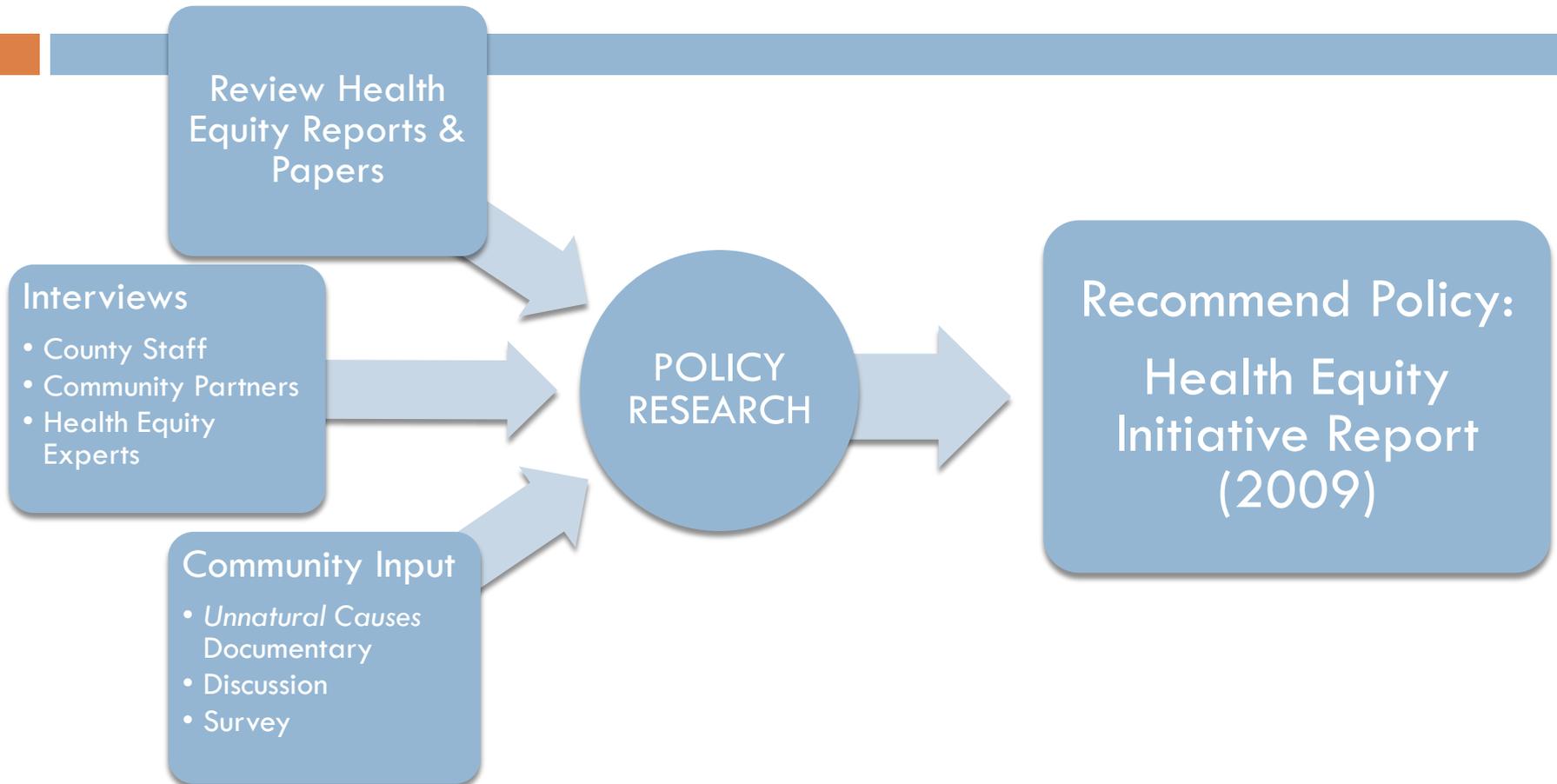
Health Department Annual Budget (ongoing)

Create health equity initiative

GOALS

- To create a common understanding of the causes of and solutions to health inequities, with a focus on justice and equity;
- To raise the visibility of current prevention efforts by community-based organizations and county departments;
- To explore and advance policy solutions that address health inequities (*Health Equity Initiative, 2009*).

Participatory Process

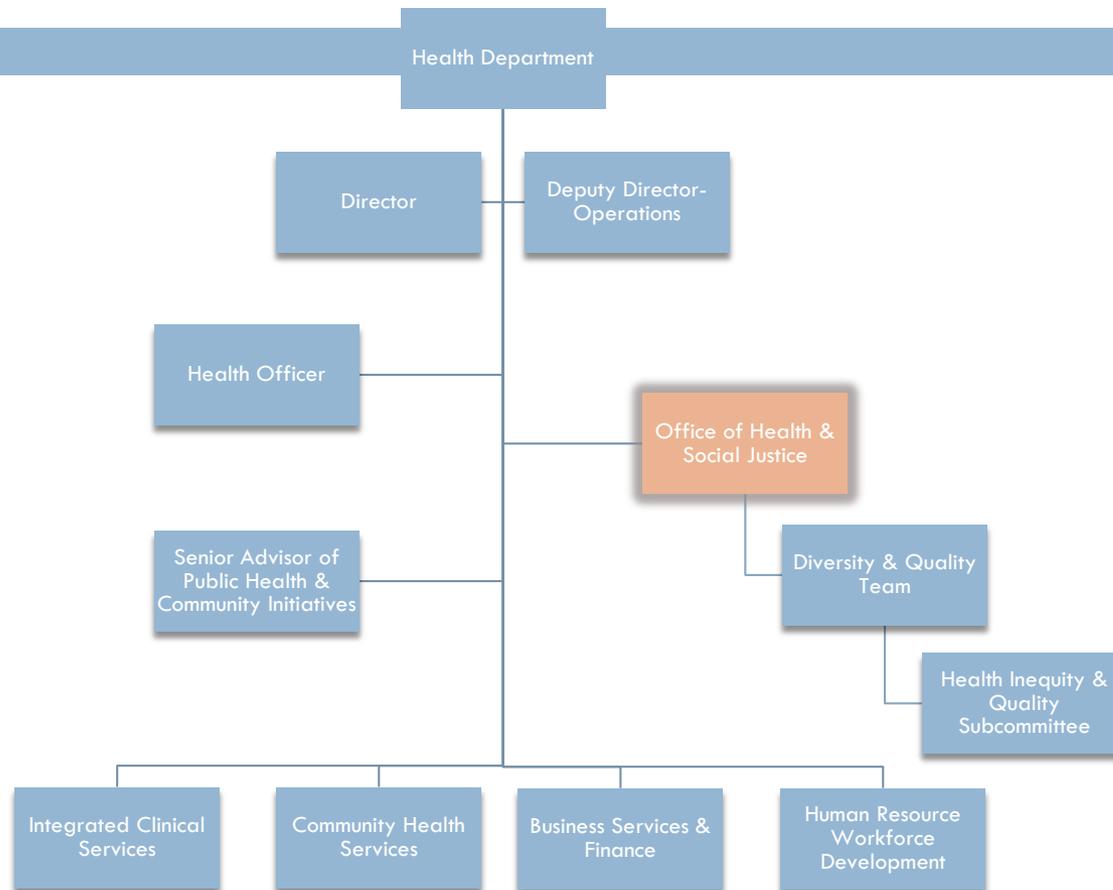


Health Equity in All Agency Policies

- Two initial policies (2009 – Health Equity Report):
 1. Adopt an equity policy package to ensure that promoting equity is part of Multnomah County government’s decision making.
 - Mandating a countywide equity inventory
 - Requiring county managers to participate in an equity training
 - Developing an equity impact review tool
 2. Adopt a policy that requires each County department to identify two strategic activities to promote equity between FY 2010 and 2014, and annually evaluate progress.

Source: Health Equity Initiative Report (2009)

Agency Structure



- Office of Health and Social Justice created in 2010

IMPLEMENTATION

- ▣ Office of Health and Social Justice (2010)
 - Diversity and Quality Team:
 - Health Inequity and Quality subcommittee
 - Administered the screenings of *Unnatural*
 - Presented Health Inequity Training to many groups within city and county
- ▣ *Health Equity Lens (2011)*
 - Framework when looking at community health problems and developing policy solutions

Measuring progress

- *Measuring Progress Qualitatively*
 - ▣ Summary on county programs, their focus, and the status of their projects
 - *Report: Multnomah County Health Department Programs and Activities to Address Health Inequities, 2009*

- *Measuring Progress Quantitatively*
 - ▣ *Report cards* track health disparities and their change over time.
 - ▣ *Health Department's annual Adopted Budget*
 - Rates Health Equity Initiative program's performance in several categories
 - Number of community members/groups engaged
 - Percent of training programs using health equity curriculum
 - Percent of goals within departments that integrate health

King county, Washington

Establish Equity and Social Justice Initiative (2008)



Create Enforcing Tools for ESJI “Fair and Just” Principles

King County Strategic Plan (2010)

Ordinance 16948 (2010)



Measurements and Objectives

Foundational Indicators and Measures

Indicators and Measures used in the KCSP 2010-2014



Implementation

Executive Office of Strategic Planning and Performance Management

Inter Branch Team (2010)



Tracking and Response

Community Engagement Guide

Equity Impact Review

Commitments Progress Report

Procurement Reform

Translation Orders

Equity and Social Justice Initiative (ESJI), 2008

King County Strategic Plan, 2010

Ordinance 16948, 2010

PRINCIPLES



GOALS



OBJECTIVES

- 1 Increase the number of healthy years that residents live
- 2 Protect the health of communities
- 3 Support the optimal growth and development of children and youth
- 4 Ensure a network of integrated and effective health and human services is available to people in need

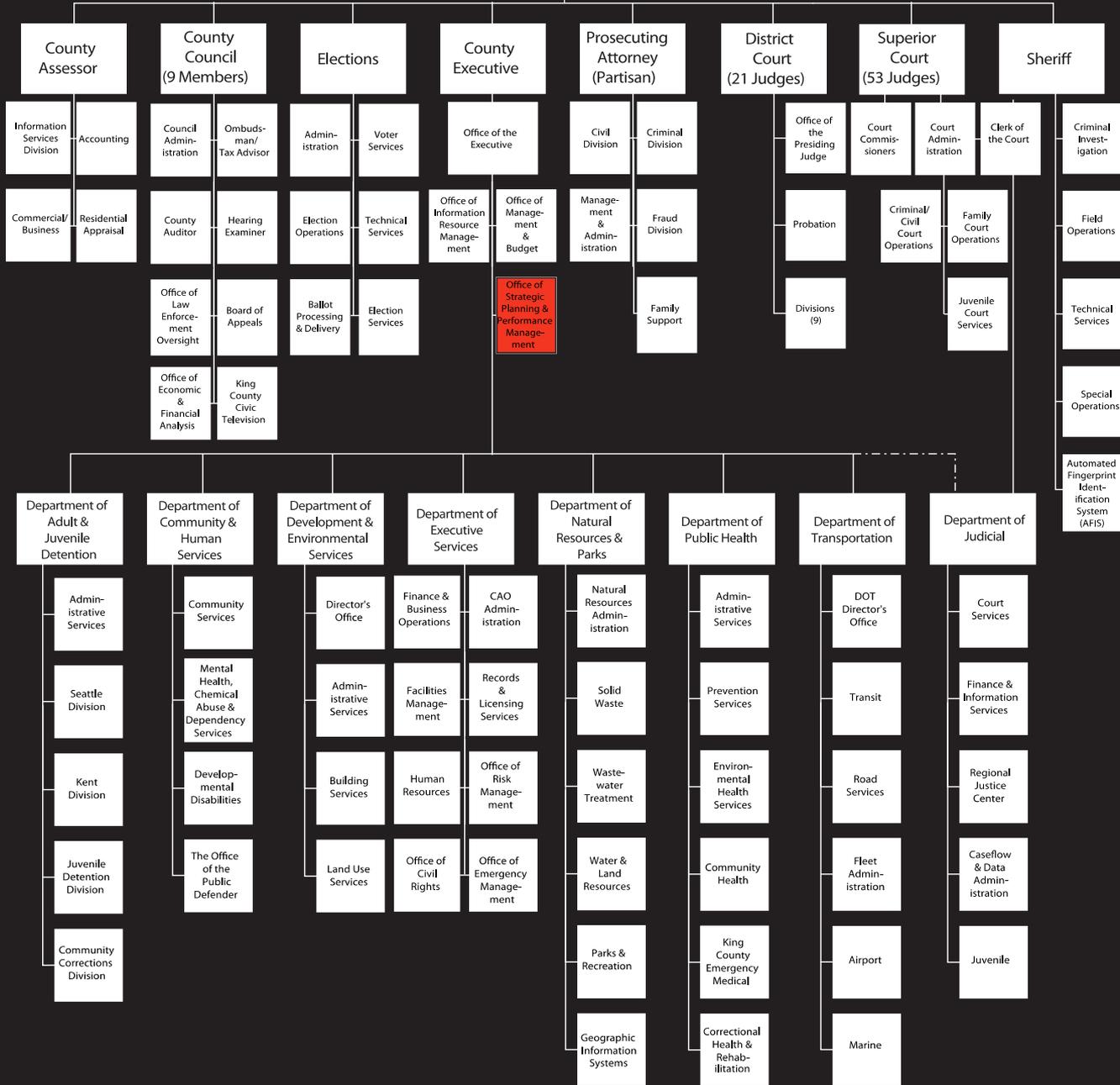
- 1 Establish definitions for "fair and just" principle
- 2 Create Inter Branch Team
- 3 Report annually on ESJ measures and results

MEASUREMENTS/INDICATORS

- Average number of healthy years lived, by race/ethnicity, income
- Number of good air quality days
- Number of water systems meeting compliance standards
- Percent of youth meeting youth physical activity recommendations
- Vaccination rates among children 19-35 months
- Percent of 4th grade public school students who met state standards by school district
- High School graduation rates by school district
- Percent of King County adults and children with health insurance
- Percent of adults that have received preventive services by household annual income

- Agencies are responsible for creating, and tracking departmental goals that incorporate the principles of the ESJI, and report annually to the IBT.
- Agencies identify their own indicators and measures relevant to their established ESJ goals.

The Electorate of King County



King County Strategic plan (2010): *Health and Human Potential*

- 5-year plan envisioning “a diverse and dynamic community with a healthy economy and environment where all people and businesses have the opportunity to thrive” guided by “Fair and Just” principles
- “Health and Human Potential” deliverable goals:
 1. Increase the number of healthy years that residents live
 2. Protect the health of communities
 3. Support the optimal growth and development of children and youth
 4. Ensure a network of integrated and effective health and human services is available to people in need

County Ordinance: #16948 (2010)

- Establishes definitions and identifies approaches to implement the "fair and just" principle of the countywide strategic plan
- Expands the inter-agency team to include all agencies and branches of County government through the **Inter Branch Team (IBT)**
- Reports annually on ESJ measures and results to King County elected leadership, employees and the public

Objectives linked to measurement

- ▶ *Communities Count: Social and Health Indicators Across King County, 2008*
 - ▶ 38 indicators in 6 categories
- ▶ *King County Benchmark Program Indicators, 2009*
 - ▶ 42 indicators in 5 categories
- ▶ *King County Public Health Community Indicators Project, 2009*
 - ▶ 87 indicators in 5 categories
- ▶ Annual Progress Reports from each agency on Equity & Social Justice commitments

Lessons & Next Steps

Some lessons

- County- City partnerships are important
- Leadership at County health Dept & highest level of City Gov't
- Mechanisms for on-going community participation
- Legislation + administrative changes necessary
- Policies must address multiple scales: city, county, state & federal
- Racial justice at center of all work: training, policy screening measurement

Some next steps:

- Draft report on these 2 places
- Details about equity screening tool used for policy making
- Measures and report cards
- Community & public outreach strategies
- Specific interviews related to City of Richmond questions and needs.