HEALTH EQUITY IN ALL POLICIES:
EXAMPLES FROM OREGON AND WASHINGTON

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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

## Measuring Progress

### Report:
- Multnomah County Health Department Programs and Activities to Address Health Inequities (2009)
- Health Department Annual Budget (ongoing)

## Implementation

- Develop Health Equity Lens (2011)

## Measure County Health

- Baseline: Racial & Ethnic Health Disparities: 1990-2004

## Participatory Research

- Gather Community Input
- Conduct Interviews
- Research Health Equity

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

**Review Health Equity Reports & Papers**

**Interviews**
- County Staff
- Community Partners
- Health Equity Experts

**Community Input**
- Unnatural Causes Documentary
- Discussion
- Survey

**Recommend Policy:**
Health Equity Initiative Report (2009)
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
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
- Collaborative
- Service-Oriented
- Results-Focused
- Accountable
- Innovative
- Professional
- Fair and Just

GOALS
- Justice and Safety
- Health and Human Potential
- Economic Growth and Built Environment
- Environmental Sustainability
- Service Excellence
- Financial Stewardship
- Public Engagement
- Quality Workforce

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 ESJI 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 ESJI goals.
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
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.