Richmond Health Equity Partnership
Meeting #7

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RICHMOND CIVIC CENTER

RICHMOND ROOM

OCTOBER 24, 2012

8:30-11:00 AM

Overview

- Welcome and Introductions, Shasa Curl
  - Videos

- HiAP Draft Strategy Document, Jason Corburn

- HiAP Draft City Ordinance, Jason Corburn

- HiAP Draft Community Engagement Plan, Gabino Arredondo & Meredith Lee

- BHC Conference Report Back, Wanda, Gabino, & Shasa

- Joint Meeting with Healthy Richmond and RHEP (Dec. 10), Jason & Shasa

- Report Back from Subcommittees, Wendell, Wendel, Jason, & Shasa

- First Reporting Period of Grant Deliverables to TCE, Jennifer Ly

- Next Steps/Discussion/Questions, All

HiAP Strategy Document

- "Health in All Policies" - the practice of taking an integrated and comprehensive approach to bring health, well-being, and equity considerations into the development, implementation & monitoring of public decisions.

- "Policy as preventative medicine"

- Living document – 1st step single text

- Justification, model of change & 12 action areas

HiAP Solution #1: Leadership & Inter-departmental Coordination

- Actions
  - Example: Creation and expansion of membership to the Interdepartmental HiAP Team by the City Manager
  - Example: Ordinance institutionalizes health equity and HiAP as city goals

- Measures of Equity (Year 1)
  - Example: Ordinance drafted, public input incorporated & ordinance adopted
  - Example: HiAP Interdepartmental Team develops work plan

HiAP Solution #2: Identification of Drivers of Health Inequities & Equity in Richmond

- Actions
  - <u>Example</u>: Explore how Citizen Survey might be improved & engage residents in on-going data collection
  - <u>Example</u>: Collect consistent data on location (i.e., address) and race/ethnicity through Citizen Survey and work with CCHS to achieve this in their surveillance
  - <u>Example</u>: link HiAP to Health Equity Report Card, where possible

- Measures of Equity
  - <u>Example</u>: Citizen survey collects address, race and ethnicity data beginning 2013
  - <u>Example</u>: Proposal for longitudinal data collection in cooperation with CBOs, CCHS & others

HiAP Solution #3: Integrate Health Equity In City's Budget Strategy

- ## Actions
  - Example: RHEP staff shall conduct preliminary analysis of 5 Year Strategic Business Plan and highlight points of overlap and opportunities to link with the CHWE and RHEP goals
  - Example: Meet with the Interdepartmental Team & City staff to refine recommendations

- ## Measures of Equity
  - Example: At least two health equity measures are linked to each chapter of the 5-year Strategic Business Plan and responsible City departments are identified for reporting back on the measures
  - Example: Interdepartmental HiAP Team agrees on reporting mechanism and public engagement strategy

- ## Actions

  - Example: Develop curriculum for health equity training focused on "Undoing Structural Racism"
  - Example: Develop City-community dialogues around health equity, racial and social justice in Richmond

- ## Measures of Equity

  - Example: City staff are prepared, able and supported to articulate the challenge of health equity in Richmond, the issues and solutions
  - Example: Increased trust and working relationships on health equity issues between city staff and Richmond community

HiAP Solution #5: Health Equity Goals in City Procurement

- Actions
  - <u>Example</u>: Streamline the procurement process for women and historically underrepresented owned businesses applying for City contracts
  - <u>Example</u>: Enforce the California Occupational Safety and Health Administration's Law, which mandates that "Every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program"

- Measures of Equity
  - <u>Example</u>: Set goal of 50% (or more depending on current status) of all City purchases come from Richmond-based women and/or historically underrepresented owned businesses

HiAP Solution #6: Recruit and Maintain a Diverse Workforce in Richmond City Government

- Actions
  - Example: Enhance trainings and awareness of bias in workplace, including hiring practices
  - Example: Develop "Health Equity" section for new employee orientation/manual

- Measures of Equity
  - Example: Implementation of Health Equity into new employee orientation
  - Example: Increase in number or % people of color in leadership positions that have low or no people of color represented in city departments

HiAP Solution #7: Health Equity Screening Tools

- Actions
  - Example: Develop internal research and analytic capacity for screening projects, policies, programs and plans for health equity, through staff trainings.
  - Example: Explore the local application of guidance from CalEPA environmental health screening tool

- Measures of Equity
  - Example: Staff are trained and supported to conduct health equity analyses/screenings
  - Example: Job descriptions are modified to include responsibilities for health equity/screenings

HiAP Solution #8: Increase Economic Opportunities in Richmond

- ## Actions

  - Example: Seek new partnerships with clinical training programs in the San Francisco Bay Area (i.e., UCSF Nursing School) to recruit historically underrepresented health care workers to clinics and care facilities in Richmond. These clinicians should also be part of a mentoring and youth training program that might be linked to school-based clinics in the WCCUSD

- ## Measures of Equity

  - Example: % of new or training CHWs serving communities of color
  - Example: # of new business permits & # new permits in predominantly poor and people of color neighborhoods

HiAP Solution #9: Environmental Health and Justice

- Actions
  - <u>Example</u>: Identify and map 'shovel ready' Brownfield sites in Richmond and include information on the tax incentives for redeveloping these sites
  - <u>Example</u>: Explore implementation of community-scale air pollution monitoring network

- Measures of Equity
  - <u>Example</u>: % of city environmental/sustainability budget spent on environmental quality in minority neighborhoods
  - <u>Example</u>: Draft monitoring & reporting plan

HiAP Solution #10: Education & School Environments

- Actions
  - <u>Example</u>: Enhance joint-use agreements
  - <u>Example</u>: Enhance coordination between Safe Routes to Schools planning and city government agencies
  - <u>Example</u>: Explore using Healthy School Environments Assessment Tool developed by the US EPA, http://epa.gov/schools/healthyseat/ to evaluate and manage key environmental, safety, and health issues at school facilities

- Measures of Equity
  - Draft joint-use agreements that serve identified community needs
  - Increase participation in Safe Routes to School programs

HiAP Solution #11: Housing, Residential Segregation & Concentrated Poverty

- ## Actions
  - <u>Example</u>: Renew Municipal Code Chapter 2.63 on "Foreclosed Residential Properties" that is set to expire on January 1, 2013
  - <u>Example</u>: Monitor and correct housing and habitability code violations to prevent the loss of affordable housing

- ## Measures of Equity
  - Increase % foreclosed properties rehabilitated
  - % housing violations remediated

HiAP Solution #12: Full Service & Safe Communities With Quality Health Care

- Actions
  - Example: Commit to expanding the training and employment of lay health care workers, also called Promotoras and community health workers (CHWs), in partnerships between the City's employment training programs, health care providers and non-profits currently working with CHWs
  - Example: Work with service providers to increase enrolment of eligible Richmond residents in food stamps/EBT, Women Infant Children (WIC), Head Start and other health supporting programs targeted at low-income residents and families in Richmond

- Measures of Equity
  - Example: # Richmond residents trained for health care workforce
  - Example: At least a 50% increase in eligible residents enrolled in WIC, SNAP, etc. programs

Coordination, Timing & Reporting

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- Need to link to on-going efforts and avoid duplication

- Short, medium and long-term actions & measures

- Regular reporting – including Health Equity Report Card and on-going community participation
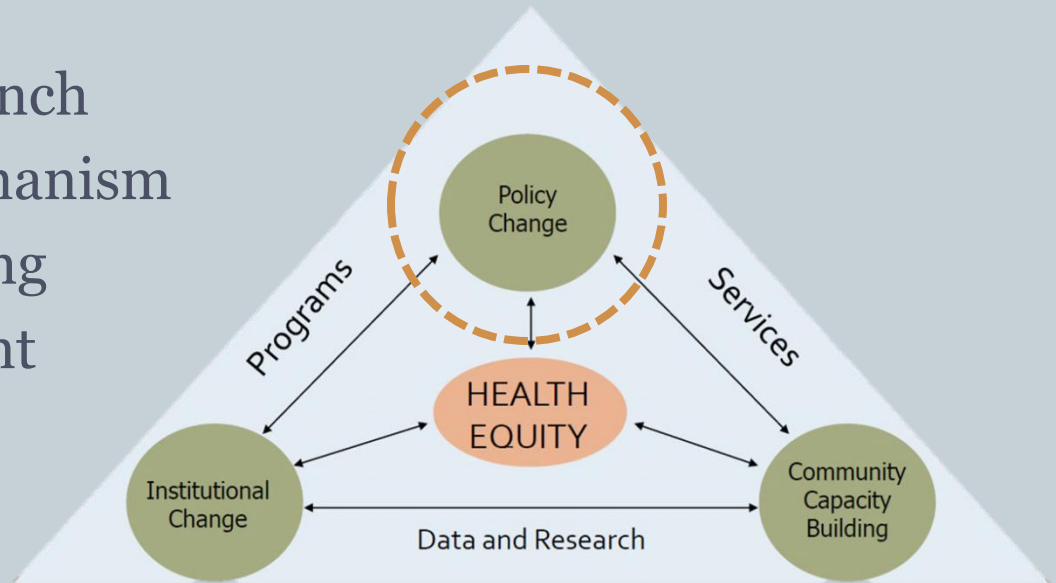 - Website
  - Social media
  - Youth

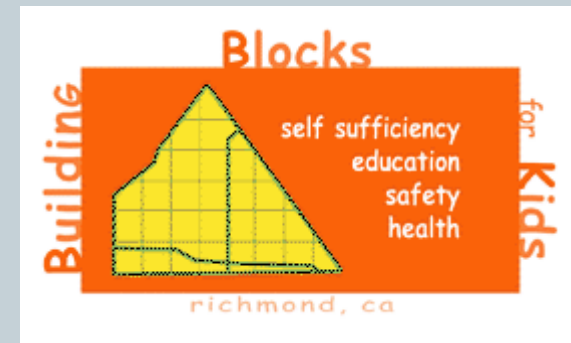# HiAP City Ordinance

- Ordinance establishes:
  - Definitions of terms: health equity, health disparities, social determinants of health, etc.
  - HiAP strategy document as the guiding implementation document
  - Interdepartmental branch
  - Annual reporting mechanism
  - Commitment to ongoing community engagement

HiAP Ordinance Community Engagement Plan

- November meetings:
  - RYSE (TBA)
  - Peres Elementary School (Nov. 9 or 16)
  - Chavez Elementary School (Nov. 20 or 27)
  - Building Blocks for Kids (Dinner dialogue Nov. 2)
  - Richmond Neighborhood Coordinating Committee (Nov. 12)
  - Open Community Meeting (TBD)
  - City Council (Nov. 20 or 27)

On going HiAP community engagement

- How to establish an ongoing, sustainable community engagement around HiAP?
  - Community Action committee?
  - Healthy Richmond?
  - Other?

- HR & RHEP are supposed to support one another – 'inside & outside' change strategy

- Objectives for joint meeting? Opportunities for synergy?
  - HiAP? Full Service Community Schools? Health Equity Report Card and Training? CBO engagement? Trainings?

- Ongoing check-ins? Working partnership

The California Endowment

Our Vision for Building Healthy Communities

Building Healthy Communities Conference

Health Happens in Neighborhoods

Health Happens With Prevention

Health Happens In Schools

Discussion, Questions & Next Steps

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Next Subcommittee Meeting:

- **HiAP: Thursday November 8, 2012 9:00AM-10:00AM**

- **Full Service Community Schools Meeting: Third Wednesday of the Month 10:00AM-11:00AM**

- **Health Equity Data, Report Card, and Training:**