

Lead Agency: Health Department

Program Contact: Ben Duncan

Program Offer Type: Existing Operating

Related Programs:

Program Characteristics: In Target

Executive Summary

The Health Equity Initiative mission is to assure and promote the County’s commitment to improving and protecting the health of all Multnomah County residents by addressing the ways that societal conditions affect health. Overarching goals of Health Equity Initiative include:

- 1: Improve health by incorporating equity into all programs, policies, and practices.
- 2: Promote health by developing and implementing empowering approaches to address inequities.
- 3: Protect health by increasing awareness of the intersections between societal conditions and health outcomes.

Program Description

In Multnomah County people of color, immigrants, and refugees experience lower life expectancy, higher rates of disease, higher rates of poverty, lower education and economic attainment, less access to power and decision-making, and over-representation in the criminal justice and mental health systems. The Health Equity Initiative (HEI) advocates addressing racial and ethnic health inequities with an explicit focus on justice and equity. To eliminate racial and ethnic health disparities by addressing root causes, HEI builds capacity internally and externally to understand the intersections of societal conditions and health outcomes, and provides technical assistance and consultation for applying the Equity and Empowerment Lens in programs, policies and practices.

HEI will focus on increasing awareness by developing and disseminating case studies that reflect the impacts of societal conditions on health, and the important role that Public Health can play in achieving positive outcomes for racial and ethnic communities most impacted by the burden of illness, poverty and powerlessness. HEI will partner within the Health Department with Office of Policy and Planning, Maternal and Child Health and Early Childhood Services, the Healthy Birth Initiative, and Quality Improvement teams. Externally, HEI will continue to build relationships with community partners and coordinate with the Office of Diversity and Equity to assure that best practices are institutionalized throughout the County.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY11-12)	Current Year Purchased (FY12-13)	Current Year Estimate (FY12-13)	Next Year Offer (FY13-14)
Output	Number of staff, community members trained on health inequities and the E&E Lens	0	500	500	500
Outcome	%of staff with increased knowledge of health inequities and Lens after trainings	0.0%	0.0%	0.0%	90.0%
Output	Number of programs, practices and policies applying the lens	0	0	10	20
Output	Number of case studies developed highlighting health equity success stories	0	0	1	6

Performance Measure - Description

 **Measure Changed**

The performance measures are changed to reflect a renewed focus on internal capacity building and increasing awareness by focusing on training staff and community members on the causes of health inequities, developing and disseminating case studies to highlight the role that Public Health can play in addressing inequities, and strengthening the Department's capacity to apply the Equity and Empowerment Lens to programs, policies and practices.

- 1) Continue internal and external empowering education increasing awareness of societal conditions that impact health outcomes, 2) train staff around the Equity and Empowerment Lens and provide technical assistance and consultation with programmatic staff and leadership on the application of the Lens, 3) increase integration of organizational change initiatives for greater and more widespread application of Lens principles and practices in the department, and 4) develop case studies to showcase how equity approaches can improve outcomes at the community level.

Legal/Contractual Obligation**Revenue/Expense Detail**

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2013	2013	2014	2014
Personnel	\$392,023	\$0	\$404,714	\$0
Materials & Supplies	\$11,833	\$0	\$4,179	\$0
Internal Services	\$21,562	\$0	\$23,672	\$0
Total GF/non-GF:	\$425,418	\$0	\$432,565	\$0
Program Total:	\$425,418		\$432,565	
Program FTE	3.90	0.00	3.78	0.00
Program Revenues				
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

Health Equity Initiative (racial justice focus) is funded with county general fund, \$432,565

Significant Program Changes

Last year this program was: #40045, Health Equity Initiative (Racial Justice Focus)

Overall FTE allocation is FY14 include a 1.0 Program Coordinator position that is being replaced by a Program Specialist and .25 FTE Health Educator to support outcomes around internal organizational development and increased awareness in communities most affected by inequities.

The changes will increase the ability of HEI to build capacity internally in the application of the Equity and Empowerment Lens and to better articulate the role of Public Health in addressing inequities for communities most impacted by negative health outcomes. Short term impacts include quality improvement efforts reflecting actions derived from application of the Lens with long term impacts of improving health outcomes for communities that experience inequities.