## APPENDIX B
### SHORT-TERM POLICIES WITHIN MULTNOMAH COUNTY’S PURVIEW

<table>
<thead>
<tr>
<th>Area of Action</th>
<th>Examples of Policies</th>
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<tbody>
<tr>
<td>Racial justice</td>
<td>Require “Undoing Institutional Racism” course for all Multnomah County Managers.</td>
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<td>Create a “Health Equity” section for new employee orientation.</td>
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<td>Educate County staff on UN Declaration of Human Rights and implementation strategies.</td>
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<tr>
<td>Income/ workforce development</td>
<td>Promote current efforts to develop a streamlined process for promoting and contracting with minority, women, and emerging small businesses, which may include a streamlined certification process.</td>
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<td>Promote current efforts to establish a County staff that mirrors the communities it serves by hiring, retaining and promoting a diverse workforce, in positions such as health care providers, librarians, and service contractors.</td>
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<td>Improve County’s current efforts to train, mentor, and promote persons of color to management and administrative careers.</td>
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<td>Continue current efforts to recruit people of diverse backgrounds so that our workforce better represents our community – focus on hiring more women in traditionally male-dominated positions in Road &amp; Bridge Services.</td>
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<td>Establish tuition reimbursement programs for all County employees.</td>
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<td>Allow staff to contribute both sick and vacation time to catastrophic leave donation requests.</td>
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### Area of Action | Examples of Policies

**Income/workforce development**

- Assure that workforce/economic development strategies include a focus on single mothers (include child care, living wage jobs training, mentoring, etc.)
- Educate workforce development efforts/programs regarding the domestic violence workplace leave law
- Create economic development policies that promote environmental sustainability as well as opportunities for disenfranchised communities to improve their lives economically. Example: “Green jobs” training programs
- Establish a proactive and responsive communication process to assure accountability and an effective reporting system when allegations of racism arise in the workplace.

**Housing**

- Assure that all jurisdictions with housing code in Multnomah County enforce lead-based paint and mold protocols consistent with the international housing code standards.
- Establish and implement proactive mandatory inspection of rental housing in unincorporated lands under the County’s authority, similar to City of Gresham’s program.

**Safety/Criminal Justice**

- Evaluate current and future policies and programs to ensure that people of color are not disproportionately adversely affected by criminal justice interventions.
- Promote and coordinate HEI activities with Multnomah County Chair Wheeler’s policy recommendations for the County criminal justice system (Joplin et al., 2008), including:
  - Implementation of Corrections Health transition planning, including registered nurses and case managers to coordinate the return to the community for detainees with serious medical and mental health conditions.
  - Residential and out patient alcohol and drug treatment services.
  - A coordinated planning process for mental health system enhancements.
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| Safety/ Criminal Justice | • Implementation of a domestic violence all-in-one service center, including health related services.  
                           • Establish a working committee of the Local Public Safety Coordinating Council to address the inequitable support to underserved victims of crime, especially people of color and recent immigrants. (Oregon Crime Victims’ Needs Assessment, Crime Victims Assistance Division, Oregon Department of Justice 2002)  
                           Assure that the Multnomah County Local Public Safety Coordinating Council (LPSCC) considers HEI in developing its recommendations, agreements etc. At a minimum, provide training/information to LPSCC regarding the health inequities associated with the criminal justice system.  
                           Promote and coordinate HEI activities with recommendations for emergency management from Multnomah County Chair’s Office, especially:  
                           • Support for projects that close gaps in communication and service equity related to disaster preparedness.  
                           • Developing a regional response plan specific to the needs of vulnerable populations. |
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Area of Action  Examples of Policies

Food Security  Expand food options (vendors and vending machines) to include healthy choices in all County buildings especially sites where vulnerable populations access services.

Establish a restaurant menu-labeling ordinance, so consumers have information to make healthier food choices (http://www.sfdph.org/dph/comupg/oprograms/EHS/sfmenu/default.asp).

Expand Multnomah County’s connection with community food programs such as community garden, gleaners and harvest share programs, and learning gardens through such community partners as Oregon Food Bank and Growing Gardens (http://www.oregonfoodbank.org/ofb_services/food_programs/) (e.g., the Ortiz Community Center and La Clinica Buena de la Salud).

In programs where Multnomah County supplies food either voluntarily or by statute to community members, increase proportions of fresh fruit and vegetables supplied by Multnomah County.

Increase percentage of food purchased by Multnomah County from local food system.

Support sustainable food systems that enable everyone to have equal access to nutritious, affordable, healthy food.

Culturally Appropriate Health and Human Services  Require periodic cultural competency trainings for all County staff providing services.

Examine the current distribution of County services and consider expanding those services by geographic area of need. For example, the Health Department may need to expand services further east in Gresham for preventive services for children, checkups, etc.

Examine the feasibility of co-locating multiple services in culturally-specific “one-stop shopping” centers (e.g., Villa de Clara Vista).

Examine and revise department forms and procedures, as needed, so that persons with less formal education can more readily access services and benefits, explore video-based computerized options for client education
APPENDIX B
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Examples of Policies

Engage health systems and educational institutions to create minority scholarships for health career education for graduates of public schools.

Expand the proportion of funding directed to culturally-specific service delivery models designed to eliminate disparities.

Consider expanding the County’s School Based Health Centers to be sites for distributing county information, including information about domestic/dating violence prevention and response, special medical screenings, and immunizations.

Support the expansion of Community Health Worker/promotor/a programs to all communities affected by health inequities. Assure whenever possible that CHWs are paid employees with benefits and are engaged in community organizing and sharing culturally appropriate health education. (See Annie E. Casey Foundation, Final Report of the Natl. Community Health Advisor Study, 1998)

Promote the use of popular/empowerment education to help communities take more control over their lives and their health. (See “Education,” in the subsequent section for more information.)

Create policy that requires all that County Departments that provide direct services to collect race and ethnicity data in a format that would allow disaggregating by ethnicity of client by output and outcome data on

Area of Action

Culturally Appropriate Health and Human Services

Examples of Policies

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Area of Action  Examples of Policies

Safe and Healthy Workplaces
services to facilitate analysis for inequities and program development to increase equity.

Restructure the Employee Wellness Program to address health disparities among County staff. Assure that all Multnomah County employees have equal access to culturally appropriate wellness promotion opportunities and activities.

Expand connection between farmer’s markets and County employees by establishing farmer’s market in County building parking lots.

Establish early childhood programs for Multnomah County employees; employees of childbearing age are more likely to be people of color and lower income.

Encourage and support opportunities for employees to walk and bike to work.

Assure that all staff receive training on violence in the workplace, including domestic violence – how to respond, safety issues, workplace leave law, etc.
### Examples of Policies

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<td><strong>Racial Justice</strong></td>
<td>Promote the adoption by other local governments of an equity review process policy package that incorporates an equity lens into decision making, including policy decisions related to community development, education, employment, transportation, etc.</td>
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<td><strong>Income/Workforce Development</strong></td>
<td>Establish a local living wage. Ensure full utilization of earned income tax credits, free tax opportunities and opportunities to obtain financial education. Tax credits include those federal dollars “left on the table” needing to be claimed through tax filings by low- and moderate-income community members, and into the local economy. The Advance Earned Income Tax Credit is a withholding that is filed in coordination with the employer. Free tax assistance short-circuits expensive tax preparers and high-interest refund anticipation loans. Develop opportunities for equitable access to green jobs by assuring that low-income, under and un-employed single-females heads of household obtain the critical skills necessary to compete in and capitalize on the growth in the green economy.</td>
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<td><strong>Community Economic Development</strong></td>
<td>Explore the feasibility of collaborating with other organizations (e.g., Mercy Corps Northwest, <a href="http://www.mercycorpsnw.org">www.mercycorpsnw.org</a>) to fund microenterprise and entrepreneurship training that could be linked to</td>
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### Area of Action

**Examples of Policies**

Empowerment and health promotion (Stratford et al., 2008; Oregon MicroEnterprise Network — [www.oregonmicrobiz.org](http://www.oregonmicrobiz.org)) with various populations, including those with criminal justice involvement.

Convene area foundations to encourage grant-making using an equity lens.

Partner with corporations to remove financial barriers to higher education in public service fields employed by Multnomah County, i.e., library science, public health, social work, criminal justice.

Assure that work force/economic development strategies include a focus on single mothers (include child care, living wage jobs training, mentoring, etc.)

**Housing**

Partner with Multnomah County cities and unincorporated areas to establish housing inspections and enforcement programs that assure healthy rental housing.

Assure that low-income households have access to 62 degree heat during the winter months.

Develop a large-scale energy efficiency and solar financing/delivery program i.e., Solar Richmond ([http://www.solarrichmond.org/](http://www.solarrichmond.org/)) aimed at creating new family-wage jobs, lowering home energy costs, and reducing greenhouse gas emissions. Build on existing incentives, non-profit programs, and financing options to ramp-up a broad community effort in this area, to include households of all income levels.

**Education**

Improve nutrition and physical activities in day care settings and schools. For example, help implement relevant recommendations in A Healthy Active Oregon: A Statewide Physical Activity and Nutrition Plan 2007-2012, such as expanding the Farm to School program and requiring daily physical education (Nutrition Council of Oregon and the Oregon Coalition for Promoting Physical Activity, 2007).

Provide domestic/dating violence, sexual assault and bullying prevention curriculum in K-12.
Area of Action | Examples of Policies
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Assure access to a quality educational resources and programs for non-English speaking children in Multnomah County. (ORS 329.035)
Expand teacher-training opportunities in popular education (also known as empowerment or Freirian education) in public schools in Multnomah County. Popular education is a mode of teaching and learning which seeks to bring about more equitable social conditions by creating settings in which people can identify and solve their own problems. It shows promise for helping resolve the equity (achievement) gap.

Promote the adoption of municipal water fluoridation policy: CDC recommends community water fluoridation based on strong evidence that it reduces tooth decay and is linked with overall health. (Task Force on Community Preventive Services, 2005). In addition, “water fluoridation is probably the most significant step we can take toward reducing the disparities in dental caries” (Burt, 2002, p. 195).
Increase taxes on unhealthy products such as tobacco, alcohol, non-nutritional beverages, and junk food to fund policies and programs to decrease health inequities. For example, increasing the price of tobacco products through taxes helps people quit and generates revenue for tobacco control (DHHS, 2000).
APPENDIX B
PARTNERING FOR HEALTH EQUITY POLICIES - SHORT TERM POLICIES

Area of Action  Examples of Policies

beverages could be used to subsidize healthy foods in local markets. Even very small taxes per soft drink in other states, counties, and cities generated millions of dollars in revenue (Jacobson and Brownell, 2000). Explore tax on pornography to leverage dollars for women’s health, tax on gun sales to leverage funds for violence prevention.

Promote equity in county sustainability program efforts by ensuring that all Multnomah County residents have access to the benefits of a sustainable community, such as renewable energy, fuel-efficient vehicles, and non-toxic buildings.

Continue raising staff, community, and policymakers’ awareness of social determinants of health through media and education, highlighting direct action that people can take to address inequities.

Oppose ballot measures that are anti-immigrant, deny access to indigenous cultures and that promote cultural disconnections between immigrant parents and children.

Social Norms Change
Racism, Ageism, Sexism
**APPENDIX B**

**PARTNERING FOR HEALTH EQUITY POLICIES - LONG TERM POLICIES**

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**Area of Action**

**Examples of Policies**

**Housing**

Advocate and partner for the elimination of statewide “no-cause eviction” policy for rental housing.

Assess and make recommendations on existing efforts to encourage home ownership through Community Land Trusts and low down payment, low interest loans for minority home ownership programs.

Encourage partnerships that promote affordable housing designs and community cohesion (e.g., Woolsey Commons a partnership between Portland Community Land Trust and innovative designer Orange Splot LLC, http://www.orangesplot.net/).

Provide sufficient shelter/emergency housing for families, individuals and victims of domestic violence.

**Education**

Fully fund and implement “Connected by 25” recommendations. (http://www.connectedby25.org/)

Consider expanding programs that provide early identification and intervention with students missing school. CDC experts recommend any policies that help high school completion.

Consider establishing an Experience Corps model of bringing youth and elders together for their mutual benefit. The program brings elders together with young school-aged children. Elders experience better physical and psychological outcomes and children
### Examples of Policies

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- Continue to collaborate with the Schools, Families & Housing Initiative through Portland Community Land Trust and the City of Portland (http://www.pctl.org/).
- Promote financial literacy, civic engagement and advocacy training and curriculum into secondary schools and job training programs.
- Advocate for full funding for early childhood programs such as Head Start: CDC recommends comprehensive, center-based, early childhood development programs for low-income children based on strong evidence that such programs improve cognitive development (Task Force on Community Preventive Services, 2005).
- Explore feasibility of funding micro-enterprise programs that provide quality, affordable childcare (Stratford et al., 2008; Child Care Microenterprise Toolkit available at www.nccic.org/poptopics/micro-patip2.pdf).
- Consider expanding programs that connect elders and youth, such as Experience Corps, to childcare providers and mentoring programs for youth.
- Support legislation for paid parental leave.
- Develop, fund and implement programs that counter the negative impacts of trauma for children, including domestic violence, child abuse, and bullying.
- Assure that all babies and preschoolers and their parents have access to a wide variety of early childhood literacy programs and materials.
| Safety/Criminal Justice | Implement long-term policy recommendations for the County criminal justice system (Joplin, et al., 2008), including:
  - Mental health system enhancements identified through the coordinated planning process
  - Transition centers for released and homeless offenders |
Examples of Policies

Area of Action

Mobility

- Fully fund domestic violence and sexual assault advocates associated with police departments
- Establishing crime prevention partnerships with City of Portland and Gresham for communities where crime rates are high and socio-economic status indicators are low
- Culturally specific services for underserved victims of all crime, including people of color and recent immigrants

Establish more off-street or low-use street bike paths, and sidewalks throughout County neighborhoods.

Establish, in partnership with City of Portland, a community bike-lending program, with plentiful low-cost rentals.

Establish a program to assure free bus passes for low-income students and mothers.

Food Security

Promote geographic equity of availability of healthy and affordable food; work with local grocers, food retailers and small “corner” markets. i.e., Louisville Health Equity Center.

Establish standards and healthy options for foods (including vending machines and snack counters) provided through day care centers, schools, prisons, homeless shelters and other public agencies.
### Area of Action  |  Examples of Policies
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Parks and Nature | Promote connections among small local farmers and low-income neighborhoods by (1) convening a policy forum with local farmers residents and policy makers to identify policy and practice barriers to connecting local farmers with low income people and reducing the cost of doing business for small local farmers and (2) establishing land use agreements for food co-ops and farmers markets in low-income neighborhoods.

Adopt the Food Policy Council’s recommendations for collaboration, especially with respect to policies that promote independence and equity for neighborhoods [http://www.portlandonline.com/shared/efm/image.cfm?id=116844](http://www.portlandonline.com/shared/efm/image.cfm?id=116844).

Ensure that green space, park space, and other community gathering and recreation space meet minimum standards for safety with consideration to ADA standards, lighting and pedestrian access, and child development.

Expand the quantity and quality of parks and green space within Multnomah County to reduce the disparity in access for people of color and low-income individuals.

Coordinate with Portland Parks and Recreation to evaluate health impacts of exercise programs and park space.

Culturally Appropriate Health and Human Services | Support efforts to ensure access to healthcare for all Oregonians. See, for example, the work of the Oregon Health Fund Board with particular attention paid to the recommendations of the Health Equities Committee.

Engage with regional health systems to encourage collecting county specific data on health services and outcomes by income and race.

Consider partnering to create more “one-stop shopping” service centers that include County services, literacy, mentoring programs and gathering space (e.g., Hacienda CDC, New Columbia DV center; consider City of Portland, and Metro as potential partners.)
## Examples of Policies

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<tr>
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<th>Social Cohesion, Social Capital and Collective Efficacy</th>
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<td>Revise per-capita funding formula to provide increased funds for populations with documented disparities.</td>
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<td>Improve social fabric, safety, and civic engagement of neighborhoods through creative design of affordable housing and collocation of services (e.g., Woolsey Commons--a partnership between Portland Community Land Trust and innovative designer Orange Splot LLC to provide home ownership opportunities to low-income people with a building design that encourages community cohesion (<a href="http://www.orangesplot.net/">http://www.orangesplot.net/</a>).</td>
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<td>Expand car-free neighborhoods on a regular basis to enhance the opportunity for neighbors to connect with each other (<a href="http://www.portlandonline.com/transportation/index.cfm?c=46103">http://www.portlandonline.com/transportation/index.cfm?c=46103</a> ).</td>
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<td>Partner with community enhancement CBOs like CityRepair and community efforts like neighborhood block parties and National Night Out to change the underlying physical structure of neighborhoods to enhance community connections (<a href="http://www.cityrepair.org/wiki.php">http://www.cityrepair.org/wiki.php</a>).</td>
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## Area of Action

### Examples of Policies

Facilitate neighborhood-level strategies to address unfavorable neighborhood social conditions, increase protective and resiliency factors that support health (http://www.pubmedcentral.nih.gov/articlerender.fcgi?artid=1426170).

> “I was struck from the very beginning at how solvable it was. You just see the fast food places and no grocery stores and all of those simple things that are so doable. I think that the kinds of things that can be done to relieve stress – home ownership among African Americans, the zoning for not so many fast food places, being able to walk outside – those are doable. Do those kinds of things that can be solved from a leadership perspective.”

(In Sickness and In Wealth, Midland Library 3/10/08)