

Department: Health Department **Program Contact:** Rujuta Gaonkar
Program Offer Type: Existing Operating Program **Program Offer Stage:** As Proposed
Related Programs:
Program Characteristics:

Executive Summary

The mission of the Health Equity Initiative (HEI) 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 HEI include: incorporating equity into all programs, policies, and practices; developing and implementing empowering approaches to address inequities; and increasing awareness of the intersections between societal conditions and health outcomes.

Program Summary

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 equity and empowerment. We do this by providing technical assistance for Equity and Empowerment Lens applications; serving as internal and external health equity advisors; developing and delivering equity and empowerment trainings; increasing internal capacity to authentically engage and partner with community; utilizing data, research and community input to track and communicate progress toward targeted disparity reduction; and evaluating impact of program activities to highlight/communicate results and ensure continuous quality improvement.

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 providing technical assistance 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 work within the Health Department to develop and implement a clearly defined Equity Strategy for targeted and measurable disparity reduction that directs equity activities and guides HEI's work plan and role in accomplishing these goals. Externally, HEI will continue to build relationships with community partners, increase capacity and accountability within the Health Department to authentically engage and partner with community, and work in partnership with the Office of Diversity and Equity to ensure that best practices are institutionalized throughout the County. In FY16, HEI will support the Health Department to meaningfully engage with the community to reduce disparities by initiating the development of a Community Health Improvement Plan, a requirement of public health accreditation.

Performance Measures

Measure Type	Primary Measure	FY14 Actual	FY15 Purchased	FY15 Estimate	FY16 Offer
Output	Number of new culturally specific policies, programs or practices implemented to address disparities identified in	NA	0	0	10
Outcome	Number of programs adopting community engagement best practices	NA	0	0	15
Output	Number of programs, practices and policies applying the Equity and Empowerment Lens	20	20	20	30

Performance Measures Descriptions

Program Measures non-applicable represent the change in management occurring July 2014 and revised program measures based on the publication of the Report Card on Racial and Ethnic Health Disparities, increased focus on research and evaluation capacity, and an expansion of programmatic focus areas to encompass culturally specific engagement and direction strategies.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2015	2015	2016	2016
Personnel	\$398,151	\$0	\$760,139	\$0
Contractual Services	\$0	\$0	\$225,000	\$0
Materials & Supplies	\$15,161	\$0	\$41,846	\$0
Internal Services	\$39,349	\$0	\$38,716	\$0
Total GF/non-GF	\$452,661	\$0	\$1,065,701	\$0
Program Total:	\$452,661		\$1,065,701	
Program FTE	3.40	0.00	6.60	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2015: 40045 Health Equity Initiative (Racial Justice Focus)

Informed by strategies identified as necessary to respond to the disparities outlined in the recently released Report Card on Racial and Ethnic Disparities, this program is adding staff to better align existing resources and expertise related to partnerships with community and to facilitate enhanced capacity to develop and maintain sustainable partnerships with communities experiencing a disproportionate share of health inequities. HEI has also set aside pass-through funds to support a community partner in the development and implementation of a disparity focused Community Health Improvement Plan. This program continues to build capacity internally and externally 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.