Multnomah County				
	h Equity Initiative (Racial Justice I	Focus)		7/7/2014
Department:	Health Department	Program Contact:	Ben Duncan	
Program Offer Type:	Existing Operating Program	Program Offer Stages	As Adopted	
Related Programs:				
Program Characteristic	s:			

Executive Summary

The Health Equity Initiative mission is to assure and promote the County's commitment to improving and protecting the health of all Multhomah County residents by addressing the ways that societal conditions affect health. Overarching goals of Health Equity Initiative 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. 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 training 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 on policy analysis and development and partner with programs focusing on the elimination of racial and ethnic health disparities and quality improvement to ensure focus on equity and empowerment in program and practice. HEI will also implement and maintain Health Department ADM.01.08.03 "Cultural Competence Needs Assessment Policy" to advance our work in culturally competent service delivery and reduce inequities in clinical outcomes. Externally, HEI will continue to build relationships with community partners and coordinate with the Office of Diversity and Equity to ensure that best practices are institutionalized throughout the County.

Performance Measures							
Primary Measure	FY13 Actual	FY14 Purchased	FY14 Estimate	FY15 Offer			
Number of staff, community members trained on health inequities and the E&E Lens	350	500	500	500			
%of staff with increased knowledge of health inequities and Lens after trainings	na	90.0%	90%	90%			
Number of programs, practices and policies applying the lens	4	20	20	20			
Number of case studies developed highlighting health equity success stories	na	6	9	12			
	Primary Measure Number of staff, community members trained on health inequities and the E&E Lens %of staff with increased knowledge of health inequities and Lens after trainings Number of programs, practices and policies applying the lens Number of case studies developed highlighting health	Primary MeasureFY13 ActualNumber of staff, community members trained on health inequities and the E&E Lens350% of staff with increased knowledge of health inequities and Lens after trainingsnaNumber of programs, practices and policies applying the lens4Number of case studies developed highlighting healthna	Primary MeasureFY13 ActualFY14 PurchasedNumber of staff, community members trained on health inequities and the E&E Lens350500% of staff with increased knowledge of health inequities and Lens after trainingsna90.0%Number of programs, practices and policies applying the lens420Number of case studies developed highlighting healthna6	FY13 ActualFY14 PurchasedFY14 EstimateNumber of staff, community members trained on health inequities and the E&E Lens350500500% of staff with increased knowledge of health inequities and Lens after trainingsna90.0%90%Number of programs, practices and policies applying the lens42020Number of case studies developed highlighting healthna69			

*Program Measures non-applicable represent the change in management occurring October 2012 and revised program measures based on the publication of the Equity and Empowerment Lens, a newly hired staff member, increased focus on evaluation, and a shift in programmatic focus areas reflecting internal workforce development and Lens consultation and technical assistance.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds	
Program Expenses	2014	2014	2015	2015	
Personnel	\$360,231	\$0	\$398,151	\$0	
Materials & Supplies	\$4,179	\$0	\$15,161	\$0	
Internal Services	\$23,672	\$0	\$39,349	\$0	
Total GF/non-GF	\$388,082	\$0	\$452,661	\$0	
Program Total:	\$388	\$388,082		\$452,661	
Program FTE	3.45	0.00	3.40	0.00	
Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

Significant Program Changes

Last Year this program was: 40045 Health Equity Initiative (Racial Justice Foc

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.