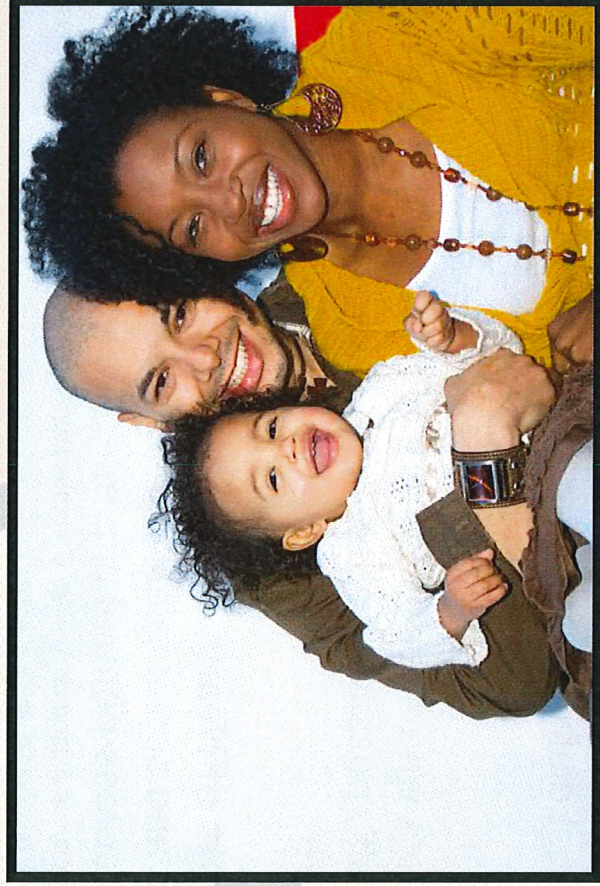


Office of Equity and Inclusion  
A Division of the Oregon Health Authority



Oregon Sustainability Board

January 26, 2018



Office of  
Equity & Inclusion



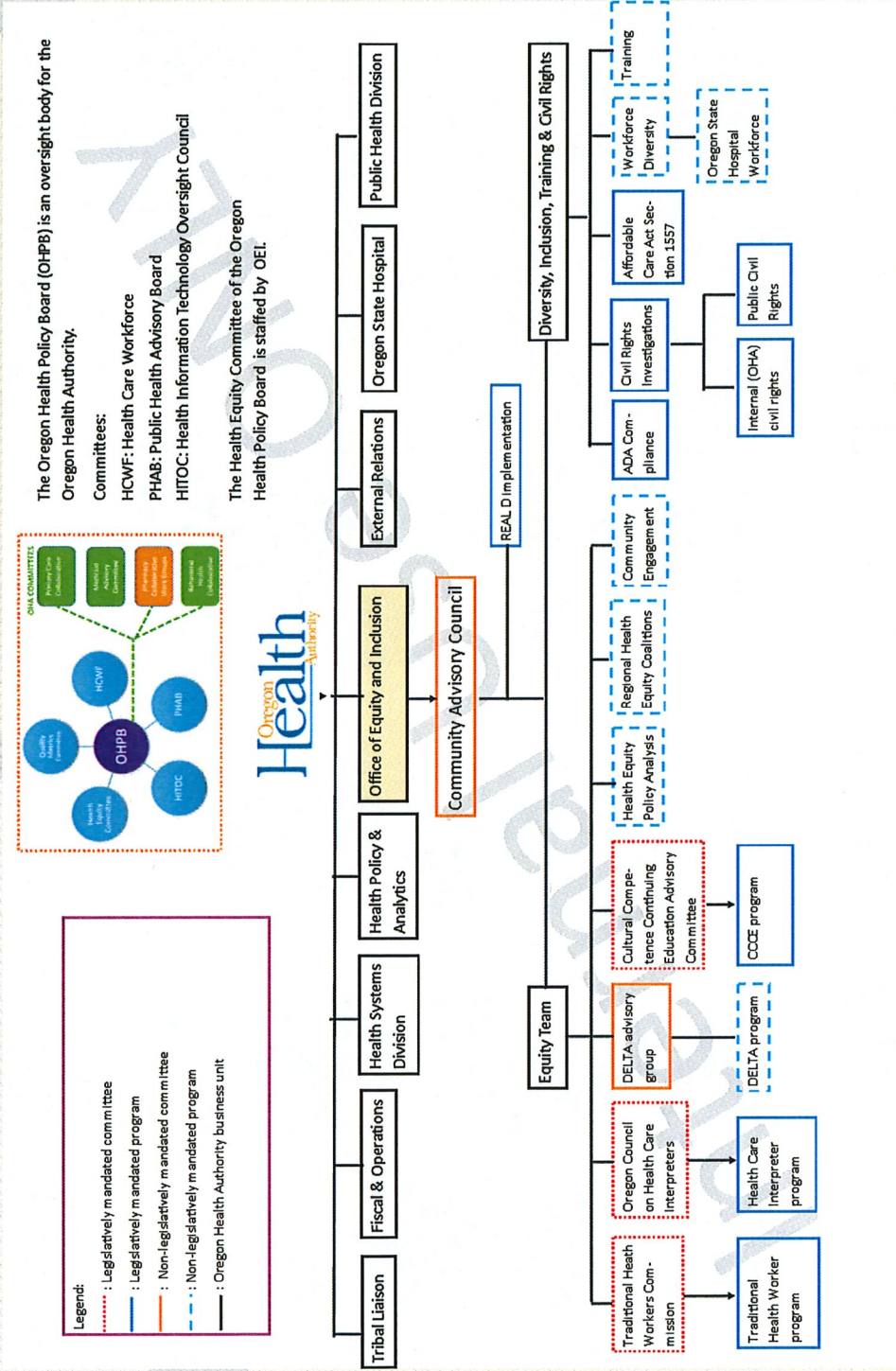
# Definitions

- **Health Disparities** are measurable differences in the incidence and prevalence of health conditions, health status and outcomes between groups.
- **Health disparities** are referred to as health inequities when they are the result of the systematic and unjust distribution of the essential elements of health (social determinants).
- **Health Equity** occurs when everyone in a community has the ability to achieve the highest level of health possible, regardless of who you are, how much money you have, where you live.
- **Social determinants of Health** are life-enhancing resources, such as food supply, housing, economic and social relationships, transportation, education, and health care, whose distribution across populations effectively determines length and quality of life.”  
Source: Promoting Health Equity : A Resource to Help Communities Address Social Determinants of Health
- **Social determinants of Equity** are the structures, policies, practices, norms, and values that create societal structures and systems of power that fairly distribute life-enhancing resources. The social determinants of equity include racial and social justice and shared power.

Source: Dr. Carmara Jones, CDC; "[Social Determinants of Equity and Social Determinants of Health](#)"

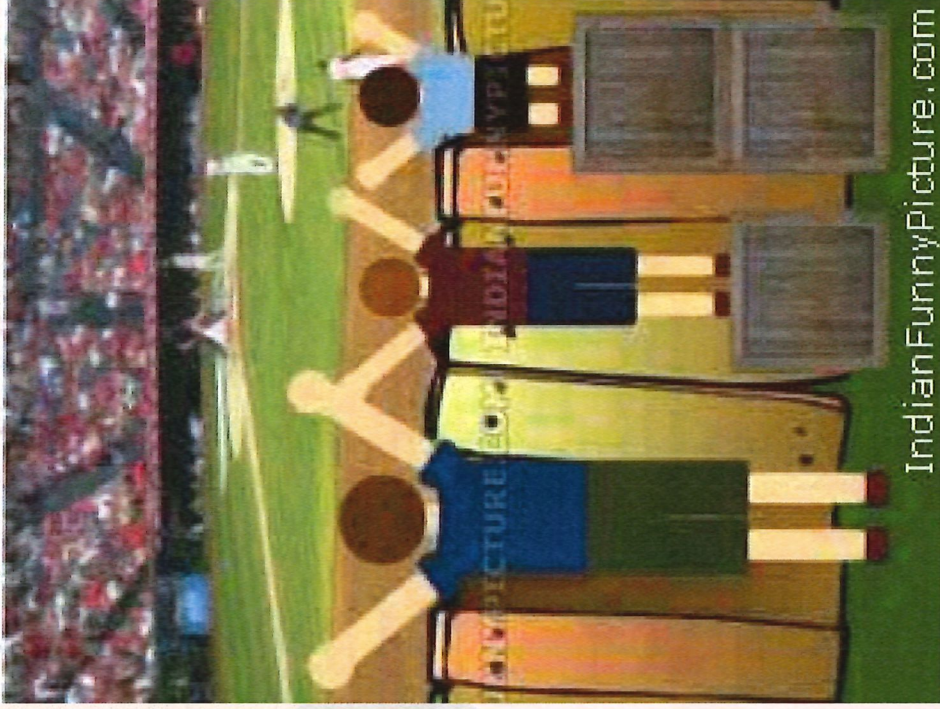
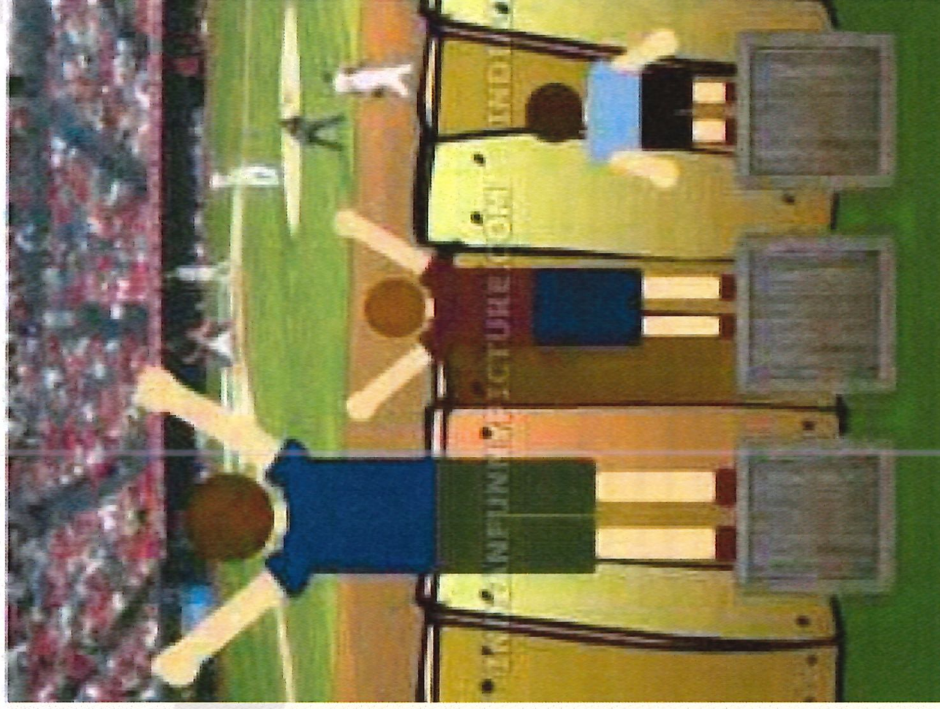


# How OEI Does Its Work





# Equality Doesn't Mean Equity



IndianFunnyPicture.com

Adapted from Equality Doesn't Mean Justice, <http://indianfunnypicture.com>



# Causes of Health Inequities

## **Barriers to health care**

- Health insurance
- Transportation
- Language, culture
- Workforce Diversity

## **Differences in quality of health care**

- Different treatments
- Discrimination
- Provider-patient communication

## **Social, economic, and environmental factors**

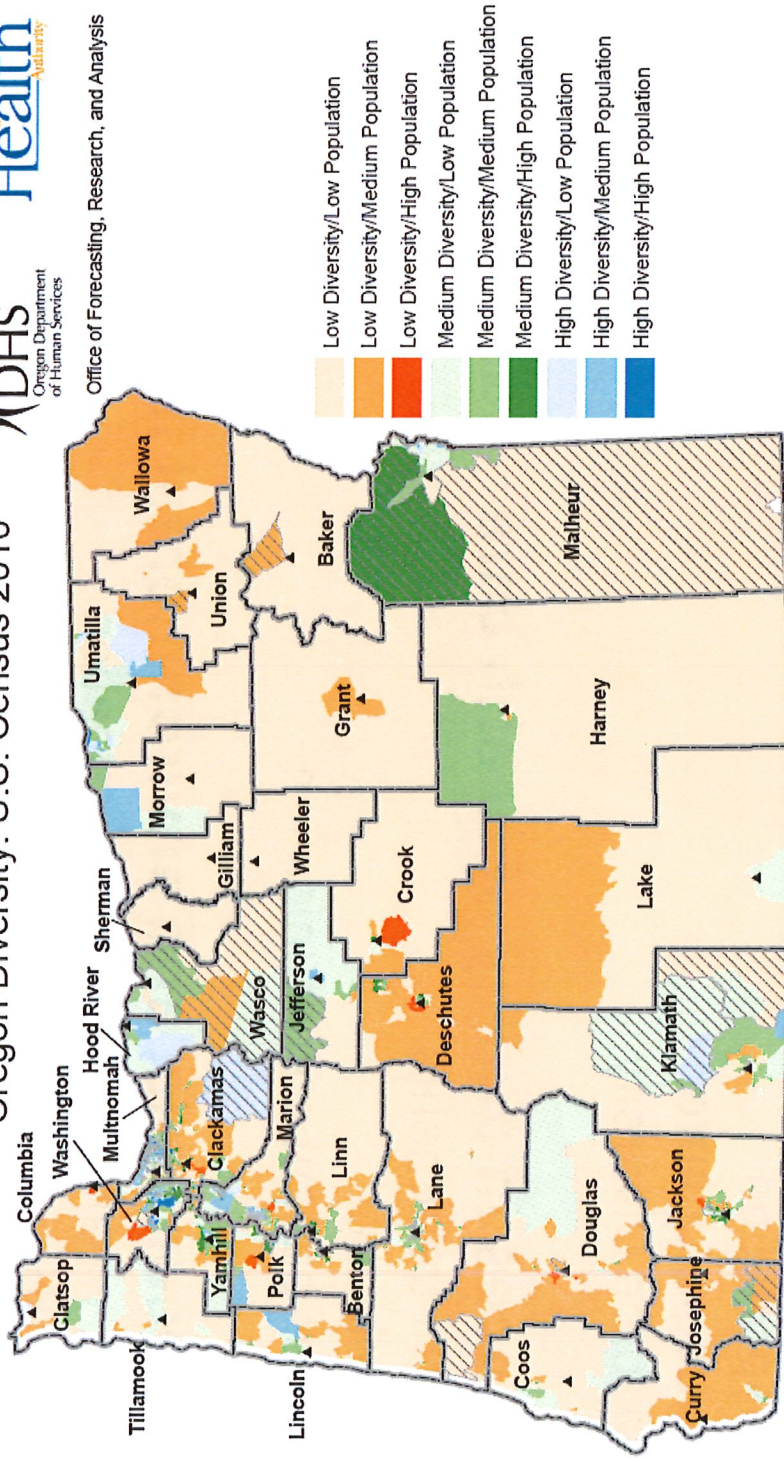
- Income, wealth, education, occupation
- Neighborhood conditions: proximity to grocery stores, liquor stores
- Environment : lead paint, air quality



# Oregon: Increasingly Ethnically Diverse



Oregon Diversity: U.S. Census 2010



Diversity Categories	Population Categories
Low	0 - 1,207
Medium	1,208 - 2,936
High	2,937 - 5,414

Diversity categories are based on the calculated Diversity Index for each census block group. The Diversity Index is on a scale from 0 to 1 based on the number of categories (race/ethnicity) and the proportion of people in each category.

Data from 2010 U.S. Census:  
Demographic information for census block groups and tracts. (FPL = Federal Poverty Level)

Created April 2012



# Oregon's Population Change 2000 - 2010

Percent of Population	Change: 2000 – 2010
White alone 83.6% (n=3,899,353)	8.2% increase
Black or African American alone 1.8% (n=70,188)	24.3%
American Indian and Alaska Native alone 1.4% (n=54,591)	17.7%
Asian alone 3.7% (n=144,276)	39.4%
Native Hawaiian or other Pacific Islander alone 0.3% (n=11,698)	<b>68.1%</b>
Some other race alone 5.3% (n=206,666)	<b>41.3%</b>
Two or more races 3.8% (n=148,175)	38.2%
Hispanic or Latino ethnicity 11.7% (n=456,224)	<b>63.5%</b>



# Oregon Language Data

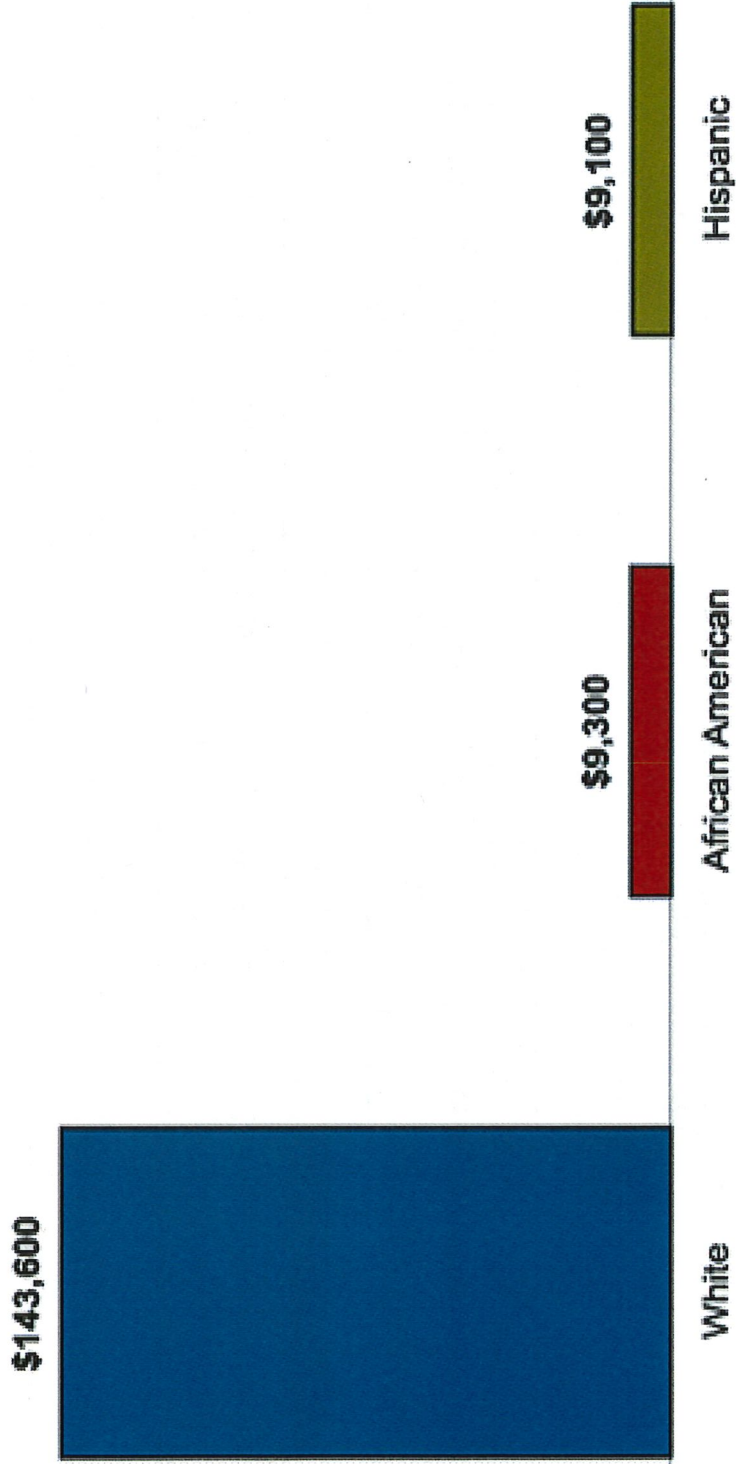
	Hispanic or Latino (of any race)	Black/AA alone, not Hispanic or Latino	AI/AN alone, not Hispanic or Latino	Asian alone, not Hispanic or Latino	Two or more races, not Hispanic or Latino	White alone, not Hispanic or Latino
Total Population	437,802	64,116	38,714	136,424	110,607	2,999,166
Population 5 years and older	383,111	59,574	36,357	128,561	96,134	2,848,792
English Only	29.3%	88.4%	92.4%	26.5%	91.5%	95.5%
Language Other than English	<b>70.7%</b>	11.6%	7.6%	<b>73.5%</b>	8.5%	4.5%
Speak English "less than very well"	<b>36.6%</b>	3.7%	0.4%	<b>35.2%</b>	1.2%	1.1%

Source: U.S. Census Bureau, 2008-2010 American Community Survey 3-Year Summary File: Selected Populations. <sup>8</sup>



# Wealth Inequality

Median Net Worth by Race, 2007





# Building blocks for health equity

Proactive media and communications

Health equity policy development and analysis

Standardized, actionable, granular metrics

Diverse, dynamic community partnerships

Community capacity to promote equity

Culturally competent staff and providers

Diverse leadership and staff

Community wisdom and equity research

Equitable contracting and procurement

## Policy foundation includes:

Equal Employment Opportunity, Affirmative Action, Civil Rights Law, Americans with Disabilities Act, Culturally and Linguistically Appropriate Service (CLAS)

Health  
Authority



Office of  
Equity & Inclusion



## How to integrate diversity, equity and inclusion into agency sustainability plans

- The establishment of **culturally and linguistically responsive** policies, programs, and strategies
- **Community engagement**—learn about the culture, values, needs, major concerns, and resources of the community. **Respect** local community knowledge and seek to **understand** and formally evaluate it.
- Community stakeholder **participation at every phase**—promote the community’s analysis of and advocacy for policies and activities that will lead to sustainability



# Equity, Diversity and Inclusion Lens

## Purpose

- To identify potential opportunities to ensure equity, diversity and inclusion in OHA's work, services and activities including policy development and implementation



# Equity, Diversity and Inclusion Lens Elements

- Community engagement and partnership
- REALD data collection
- Research and evaluation
- Funding and capacity-building
- Health program and service provision
- Diversity, Affirmative Action, discrimination protections/Civil Rights
- Training

**Looking for unintended consequences**



Equity Lens in Practice:  
*Before* Integration of Lens  
**(Public Health Modernization Review...  
Environmental Public Health Program  
Capability)**

- **Monitor.** Environmental and Health Status to Identify and Solve Community Environmental Health Problems by ???



# Equity Lens in Practice: *After* Integration of Lens

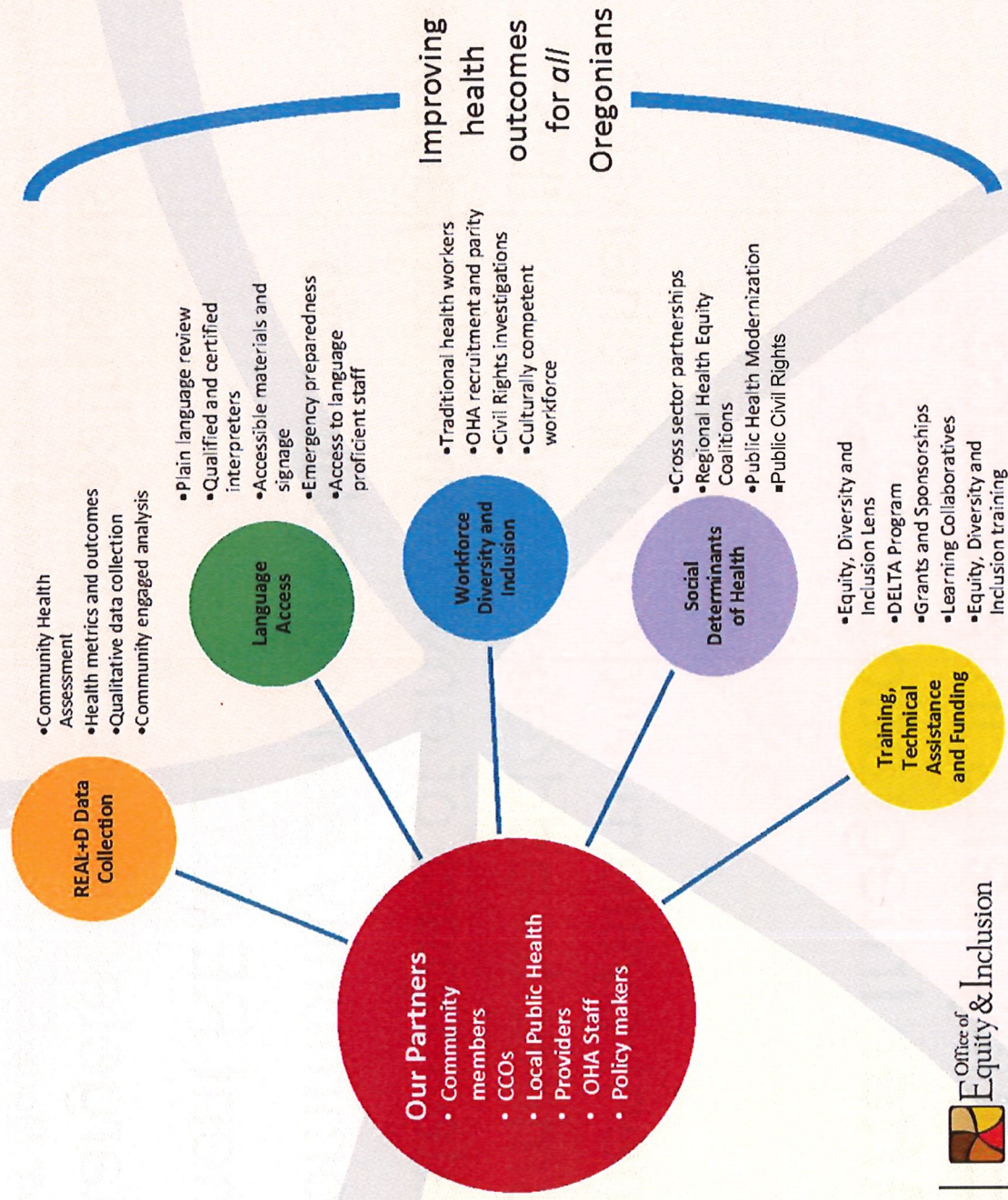
## ***Monitor***

- Implement system-wide comprehensive assessment to address & measure the disparate impact of environmental factors
- map community demographic info
- implement REALD
- make targeted financial investments

See “Draft” Modernization of Public Health Review handout for more information



# Priority Policy Work





# Policy Opportunities



C·L·A·S

Culturally & Linguistically Appropriate Services

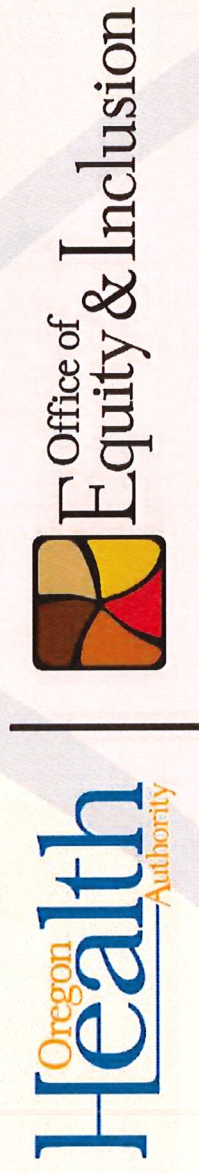


# Questions?

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[www.oregon.gov/oha/oei/Pages/index.aspx](http://www.oregon.gov/oha/oei/Pages/index.aspx)



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