



Pursuing Equity

July 2, 2014

How far we've come

Marking the 50th anniversary of the Civil Rights Act of '64



President Lyndon Johnson signs the Civil Rights Act at the White House in 1964. (Photo from the LBJ Presidential Library)

I don't know what life was like in the years before the Civil Rights Act was signed. Not personally. But I have read books and seen documentaries that illuminate the traumas of the pre-Civil Rights era. Additionally, many of my family members, community elders, and professional colleagues across the nation and state lived through this important chapter in our history and have related their stories to me.

I do know something about trauma -- personal and generational. If you know about trauma too, you know it takes time and a lot of work to heal -- work that is tangible and intangible, physical, emotional, and spiritual. You and I both know it takes an investment, a commitment, and often the assistance of professionals and community, to heal. Without healing, trauma festers or spreads.

The Oregon Health Authority exists to promote health and healing. The Civil Rights Act also laid the groundwork to promote health and support our collective healing from the individual and multi-generational traumas of forced relocation and assimilation of American Indians, slavery, Jim Crow, and various other forms of discrimination.

The Civil Rights Act was like a treatment plan given to us in 1964. But a plan is only as good as the patient's engagement in carrying it out. While progress has been made, our collective commitment to this treatment plan has been tepid and episodic.

Thankfully, since its inception, the Oregon Health Authority has committed to both personal and societal health. Through the work of the Office of Equity & Inclusion, we have built a focus on health equity into all aspects of our agency.

We also continue to focus on our organizational ability to fully implement the Civil Rights Act. We are rolling out initiatives that support a discrimination- and harassment-free workplace, employee resource groups, diversity recruitment, and supplier diversity. All are part of the treatment plan we are pursuing in our vision for creating and enjoying a healthy Oregon for all people, communities and cultures.

In the coming weeks and months, you will hear more about the various initiatives that we are putting in place to bring this treatment plan to fruition. But like any treatment plan, it needs the full engagement of everyone on the team.

In honor of this important anniversary in the long fight for equity, I encourage every reader to ask your colleagues, teams, and organizational leaders what you can do to support our collective healing in the area of promoting civil rights for all - not just in a legal sense, but in our hearts and minds as well.

Let me know how you will get engaged in the movement, and what you can commit to do, so that all Oregonians can achieve their full health potential.

While we've been working at this for a generation, our social vital signs point to our state having a long way to go until we've fully healed.

All the best,

Patricia Tillman



Tricia Tillman

Director, Office of Equity
and Inclusion

OHA Initiatives Move Us Towards Health Equity

50th Anniversary of the Civil Rights Act: OHA Initiatives Work towards Health Equity

Oregon Health Authority (OHA) leadership has developed and launched several initiatives to realize our core values of service excellence, leadership, integrity, health equity and partnership. The Office of Equity and Inclusion (OEI) has led the following initiatives to ensure agency accountability related to the Civil Rights Act of 1964.

In honor of the 50th Anniversary of the Civil Rights Act, we want to highlight several policies OHA has adopted to achieve our core value of health equity and our mission of "a healthy Oregon":

1. Discrimination and Harassment-Free Workplace
2. Individual Civil Rights
3. Diversity Recruitment
4. Employee Resource Groups
5. Supplier Diversity

Promoting a Discrimination and Harassment-Free Workplace and Individual Civil Rights:

If we truly want to hold ourselves accountable to the Civil Rights Act, the OHA must promote a healthy environment that protects the civil rights of all people. We must also ensure that every individual has an avenue to report discrimination, harassment, or retaliation, be it staff or individuals we serve. The [Discrimination and Harassment Free Workplace](#) procedure applies to OHA employees, contractors, and volunteers. The [Individual Civil Rights](#) applies to all members of the public who interact with OHA and contractors.

Diversity Recruitment and Employee Resource Groups:

The [Diversity Recruitment](#) and [Employee Resource Group](#) policies promote the hiring and retention of a qualified and diverse workforce. Our policy of [Diversity Recruitment](#) goes hand in hand with the implementation of the Civil Rights Act, promotion of health equity, and assurance of a qualified and diverse candidate pool. This policy requires all hiring managers to have a diversity recruitment plan for each OHA job opening and promotion opportunity. In order to retain our qualified and diverse workforce, the agency supports staff to create and participate in [Employee Resource Groups](#) (ERGs). These bring together colleagues focused on recruitment and retention of individuals that are from communities that are historically underrepresented in the workplace, such as communities of color, the LGBTQ community, and veterans.

Supplier Diversity:

Our agency is also implementing an initiative prompted by Governor Kitzhaber's [Executive Order 12-03](#) on [Supplier Diversity](#). This policy supports strategies for OHA to use to increase our contracts with [Minority, Women, and Emerging Small Businesses](#) (MWESB). This policy is diversifying the businesses with which the OHA engages.

The next phase of our progress towards health equity includes the rollout of procedures relating to the [Americans with Disabilities Act](#) and [Language Access Services](#) for the OHA. You will see more information on these policies and procedures in the next few months. OEI is always available for consultation and guidance on these matters. Please feel free to contact us for more information.

Health Equity in the News

Articles

Local

[*New Health Care Co-Ops Hope for Better Second Year*](#)

National

[*Banking on Health Equity*](#)

[*Ending the Cycle of Poverty and Poor Health*](#)

Resources

African Health

[*The African Immigrant and Refugee Community in Multnomah County: An Unsettling Profile*](#)

[*The Health of African Immigrants in the U.S.: Explaining the Immigrant Health Advantage*](#)

Asian American/Pacific Islander Health

[*The Asian Smokers' Quitline*](#): A federally-funded treatment program is now available for your Asian-language speaking patients.

[*Racial and Ethnic Differences in Mental Illness Stigma in California*](#)

Health Care

[*In Pursuit of Health Equity: Comparing U.S. and EU Approaches to Eliminating Disparities*](#)

[*Federal Collaboration on Health Disparities Research \(FCHDR\)*](#) - A Federal Partnership working together to identify, promote, and support interagency health disparities research to help inform programs, policy, and practice.

[*Data Brief: Characteristics of Uninsured Adult Males by Race and Ethnicity*](#)

Slavic Health

[*The Slavic Community in Multnomah County: An Unsettling Profile*](#)

Research

[*What is Participatory Health Research?*](#)

[*IRB Case: Public health practice vs. research*](#)

Career Moves - Job and Volunteer Opportunities

Job Opportunities

[*Oregon Health Authority/Department of Human Services Positions*](#)

[*Operations and Policy Analyst 1 \(Medicaid Program and Policy Analyst\)*](#)

Office Specialist 2 (Office Specialist)

Operations and Policy Analyst 3 (Dental Pilots Project Coordinator)

Mental Health Specialist (Co-Occurring Disorders Treatment Program)

Program Analyst 3 (Prevention Program & Policy Development Sp- Tribal Liaison)

External Positions

Health Share of Oregon - Director of Community Engagement

Planned Parenthood Columbia Willamette - Director of Quality and Risk Management

Virginia Garcia Memorial Health Center - Grant Writer

Oregon Primary Care Association - Executive and Policy Coordinator

Legacy Health - Grant Writer (Office of Philanthropy)

Internship/Volunteer Opportunities

African American Health Coalition, Inc. - Volunteer Opportunities

The African American Health Coalition began as a group of volunteers committed to reducing racial health disparities in Portland, Oregon. We see the dedication put forth by our volunteers as one of the cornerstones of our organization. Our mission of being the healthiest African American community in the nation continues with your passionate support and vision. Your skills, talents and experience have an important role in AAHC's success.

Asian Pacific American Network of Oregon

APANO is committed to developing new leadership within the API community by offering internships to students and recent graduates. We work to tailor each internship to your interests and can help facilitate receiving course credit for your work. Past internships have focused on health policy, community listening circles, planning the nation's first all female API comedy tour's stop in Portland, and climate action policy at the city level.

International Center for Traditional Childbearing - Volunteer Opportunities

ICTC needs your help! We want to expand our efforts to reduce infant mortality, improve healthy birth outcomes and provide direct services to women and families throughout Oregon and abroad, but we need *you* to make it happen. Positions include: Camp Counselors, Office Assistant, Outreach and Promotion, Fund Development, Driver and Photographer, Videographer and Film Director. For more information contact ICTC via email volunteer@ictcmidwives.org or phone 503.460.9324

Community Events

APANO July Monthly Meeting

Date: July 10th

Time: 5:30 p.m. - 8:30 p.m.

Location: Asian Health & Service Center - 3430 SE Powell Blvd, Portland, OR 97202
Portland, OR 97202

51st Annual Fiesta Mexicana Celebration

Date: August 2nd and August 3rd

Time: All Day

Location: Legion Park - 1385 Park Ave, Woodburn, OR 97071

2nd Annual Portland Roots Festival

Date: August 10th

Time: 12:00 p.m. - 8:00 p.m.

Location: Pioneer Square – 701 SW 6th Avenue, Portland, OR 97204

5th Annual Spirit of Giving Conference

Date: August 10th -13th

Time: 10:00 a.m. - 11:00 p.m.

Location: Red Lion Inn on the River at Jantzen Beach - 909 N Hayden Island Dr., Portland, OR 97217

Neerchokikoo Honoring Pow Wow

Date: September 6th

Time: 10:00 a.m. - 11:00 p.m.

Location: NAYA Family Center - 5135 NE Columbia Blvd Portland, OR 97218

IGNITE: Basic Rights Oregon's Gala

Date: October 10

Time: 7:30 p.m. - 11:00 p.m.

Location: Portland Art Museum - 1219 SW Park Ave, Portland, OR 97205

OEI Announcements and Highlights

Freedom Fighters Exhibit

OHA and OEI are sponsoring an exhibit highlighting the work of 16 local freedom fighters as part of the commemoration of the 50th anniversary of the Civil Rights Act.

The exhibit is part of a writing project by Roosevelt High School students, showing off their research and works of art on local social justice advocates. The students will act as docents for the exhibit, which has traveled across the nation, visiting schools, libraries, churches and civil organizations. Informational sessions on OHA initiatives will take place simultaneously.

The Freedom Fighters exhibit will be on display from 9 a.m. - 4 p.m. on July 14th in Conference Room 1B of the Portland State Office Building. It then moves on to the Human Services Building lobby in Salem from 9 a.m.-4 p.m. on July 16-17. For more information, email: Helen.H.Hoang@state.or.us.

Native American Community Response to the State of Equity Report

OEI is offering grants of up to \$5,000 to capture stories from elders and community members of Oregon's nine federally recognized tribes and urban Indian communities in response to the findings of [State of Equity Report](#).

The grantees will be able to use the stories as a tool to understand and share best practices, and to inform the process by which OHA and DHS can build trust, support existing community strengths and close the gaps in outcomes and satisfaction identified in the [State of Equity Report](#).

The next deadline for [submitting a grant proposal](#) to OEI is **Friday, July 18, 2014**.

For more information, email: Rebecca.A.Naga@state.or.us.

Get Involved!

Health Equity Policy Committee

The Health Equity Policy Committee aims to proactively explore, develop, evaluate, recommend, and coordinate stakeholder engagement in advancing cross-cutting, cross-community policy improvements to inform State Health Policy Leadership.

For more information, contact Emily Wang by phone: 971-673-2307 or email: Emily.L.Wang@state.or.us.

Health Equity Researchers of Oregon

Are you a health equity researcher? Join our committee for opportunities to network with other health equity researchers and connect with community based organizations for research opportunities!

For more information, contact by phone: 971- 673- 1333 or email: Charniece.Tisdale@state.or.us.

For Newsletter Submissions, Questions or Questions, please contact:
Rebecca.A.Naga@state.or.us

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Try it FREE today.

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