



SHIP SUBCOMITTEE MEETING #7: Institutional Bias

Monday, March 9th, 2020
800 NE Oregon Street, Conference room 615
Portland, OR 97232

Join Zoom Meeting: <https://zoom.us/j/869908343>

Conference call: (669) 900 6833
Meeting ID: 869 908 343

Vision: Oregon will be a place where health and wellbeing are achieved across the lifespan for people of all races, ethnicities, disabilities, genders, sexual orientation, socioeconomic status, nationalities and geographic locations.

Meeting Objectives:

- Finalize strategies

10:00 – 10:15	Welcome, agenda overview, and subcommittee business
10:15 – 11:00	Review of chosen strategies and wording
11:00 – 11:10	Break
11:10 – 11:45	Finalize strategies and apply criteria
11:45 – 11:50	Public Comment
11:50 – 12:00	Wrap-up & Next Steps <ul style="list-style-type: none">• Next meeting: April 15th

Welcome and Introductions

Share name, agency and pronouns

Subcommittee Business

- Zoom functions
 - Please enable your video
 - Use those emoticons!
 - Keep lines muted when you're not talking

Strategy finalizing

Goal: Identify a total of 10-15 strategies at policy, community and individual level

- Existing strategies
- New strategies
- Interventions needed to make progress towards the goals

March meeting

- Apply criteria to ensure strategies affect priority populations. Finalize choices and wording.

Aims for this meeting

- Narrow to maximum of 15 strategies.
- Look at the selection criteria one at a time across all chosen strategies:
 - E.g. Are there any that seem politically unfeasible? Or not likely to be resourced?
 - In terms of the relevant to community criterion, please pay particular attention to wording. Would someone outside of your field understand the terms you are using? If you are unsure, consider adding language to make clear.
- Look for overall balance for each subcommittee:
 - Mix of individual, community, and policy
 - Do the strategies match the goals that were put forth? Are there strategies that will make progress on the indicators?

Top-scoring strategies

Based on subcommittee member voting

Implement standards for workforce development that include identifying and addressing institutional bias. Incorporate standards into local public health authority triennial review process.

Human Resources Practices that promote equity (hiring, recruitment, retention)/Eliminate bias in our (State Agency?) hiring practices, and support similar efforts statewide

Train all teachers on implicit bias with programming that addresses race and gender to end discipline disparities for black boys and girls (wording: gender inclusive language.) Track teachers and schools for discipline disparities and address those contributing to racial and gender bias in school pushout.

Use restorative justice models in schools to address conflict, bullying, and to ensure that young students remain integrated within their peer community. Institute training in mediation and restorative justice for students, parents, teachers, and community members to avoid the school to prison pipeline and the escalation of misdemeanor charges for youth./Advocate for school districts to use restorative justice as a discipline measure

Hold accountable government bodies to their pledges of racial equity. Account publicly for racial equity in budgeting for every bureau/department and the public sector overall to ensure adequate investment into Black lives/ communities.

Incorporate equity into agency performance metrics

Ensure indicators data are reportable by race and ethnicity, disability, gender, sexual orientation, socioeconomic status, nationality and geographic location.

Work with APD to expand and strengthen SHIBA volunteer program - for Medicare and Medicare advantage enrollment. These programs exist for Medicaid. Senior Health Insurance Benefits Assistance. Transportation as well.

Advance the skills and abilities of the workforce to deliver equitable, trauma informed, and culturally and linguistically responsive services.

Strategy review

Strategies spreadsheet at:

<https://3.basecamp.com/4258680/buckets/13198377/uploads/2473281509>

Or

Institutional Bias\Docs & Files\Meeting Materials\March 9, 2020

PUBLIC HEALTH DIVISION

Office of the State Public Health Director

The logo for the Oregon Health Authority. It features the word "Oregon" in a smaller, orange font above the word "Health" in a large, blue, serif font. Below "Health" is the word "Authority" in a smaller, orange font.

Strategy Criteria	
Selection criteria	Definition
Proven impact on disparities	<ul style="list-style-type: none"> • Strategy addresses disparities in priority populations (POC, low income, disability, LGBTQ, rural/frontier)
Will achieve intended outcome	<ul style="list-style-type: none"> • Right strategy for the goal • Strategy aligns with evidence-based or promising practice
Politically feasible	<ul style="list-style-type: none"> • Ability to influence and implement a policy change
Resourced or likely to be resourced	<ul style="list-style-type: none"> • Funding is available or likely to be available • Local expertise exists
Relevant to community	<ul style="list-style-type: none"> • Strategy is in use in local community • Strategy is realistic and of interest from a local perspective
Alignment with other strategic initiatives (locally or federally)	<ul style="list-style-type: none"> • Strategy nationally recognized or recommended
Change likely in next 5 years	<ul style="list-style-type: none"> • Impacts likely to be seen within 5 years of implementation
Addresses lifespan	<ul style="list-style-type: none"> • Relevant to a wide range of age • Relevant to young children or older adults

Public Comment

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Next Steps & Final Thoughts

-+/Delta feedback review

- Next subcommittee meeting is April 15th

-Homework: