



SHIP SUBCOMITTEE MEETING: Institutional Bias

Wednesday, July 15th, 10:00 – 12:00pm

Zoom Meeting: <https://zoom.us/j/393128009>

Phone: +1 669 900 6833

Meeting ID: 393 128 009

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 activities and measures
- Recommendations for implementation

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| 10:00 – 10:10 | Welcome & agenda overview |
| 10:10 – 10:15 | 7/9 PartnerSHIP meeting debrief |
| 10:15 – 11:15 | Finalize activities and measures |
| 11:15 – 11:30 | Recommendations for implementation |
| 11:30 – 11:45 | Honoring your commitment |
| 11:45 – 11:50 | Public comment |
| 11:50 – 12:00 | Wrap-up & Next Steps |

Welcome & Introductions

- Share name, pronouns and agency

Technology Reminders

- Enable video if you feel comfortable
- Mute your line when not talking
- You can also use emoticons and chat to engage.

Timeline for developing 2020-2024 SHIP



PUBLIC HEALTH DIVISION

Office of the State Public Health Director

July 9th PartnerSHIP meeting

- Rejected proposal to re-center priority populations on BIPOC

- Rejected proposal to strike behavioral health:

Create state agency partnerships in education, criminal justice, housing, social services, public health and health care to improve behavioral health outcomes among BIPOC.

- Changed institutional bias strategy to be more inclusive:

*End school related disparities for ~~black~~ **BIPOC** children and youth through teacher training, monitoring of data and follow-up with teachers, administrators and schools.*

Finalize activities and measures

- Review, add, & modify draft activities based on subcommittee discussion and community feedback
- Where possible, make short term measure recommendation

Institutional Bias

1. Disciplinary action (Oregon Department of Education)
2. Premature death /Years of potential life lost (Vital Records)
3. Housing cost burden among renters (American Community Survey)



Goal 1: Expose and reduce the impact of institutional biases that influence health

| HTO plan | Strategies & priority populations | Example activities | Short term measure ideas |
|----------|---|---|--|
| E&J | Declare institutional racism as a public health emergency | | |
| WD | Expand human resource practices that promote equity. | <ul style="list-style-type: none"> • Focus on historically disadvantaged youth for public service career opportunities; market apprenticeship programs to disadvantage groups; recruit at career fairs, community centers, and events in communities that serve low-income residents and people of color. • Eliminate bias in hiring in state agencies. | % of state employees who identify as BIPOC (Affirmative Action Report) |

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| E&J | Ensure State Health Indicators (SHIs) are reported by race and ethnicity, disability, gender, age, sexual orientation, socioeconomic status, nationality and geographic location. | <ul style="list-style-type: none"> • Collect gender data beyond male/female binary • Collect data on preferred language | % of SHI analyzed by race/ethnicity, disability, gender, age, SES, sexual orientation, and geographic location (OHA) |
| HS | End school related disparities for black BIPOC children and youth through teacher training, monitoring of data and follow-up with teachers, administrators and schools. (Black youth BIPOC) | <ul style="list-style-type: none"> • Address intersectionality related to disability/SOGI | Expulsion data by race/ethnicity (ODE) |
| WD | Implement standards for workforce development that address bias and improve delivery of equitable, trauma informed, and culturally and linguistically responsive services. | <ul style="list-style-type: none"> • Invest in community workforce development programs and initiatives with a focus on communities of color and disability communities. • Develop and require a cultural competency training for medical providers and include in licensing renewal. • Include implicit bias training requirements | % of state employees that completed DEI related training (iLearn) |

Goal 2: Identifying and championing work across systems, structures, policies, communities and generations.

| | Strategies & priority populations | Example activities | Short term measures |
|-----|--|-------------------------------------|----------------------------|
| E&J | Require state agencies to commit to racial equity in planning, policy, agency performance metrics and investment to BIPOC (Black, Indigenous, and People of Color). (BIPOC) | Address state contracting processes | |

Goal 3: All people in Oregon are empowered and have opportunity to participate fully in decisions to achieve optimal health.

| | Strategies & priority populations | Example activities | Short term measures |
|----|---|---------------------------|----------------------------|
| HS | Increase use of mediation and restorative justice in schools to address conflict, bullying and racial harassment. Youth | | |
| WD | Require sexual orientation and gender identity training for all health and social service providers. LGBTQ+ | | |

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| E&J | Reduce legal and system barriers for immigrant and refugee communities , including people without documentation. | • | |
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WD – Workforce Development

E&J – Equity & Justice

HS – Healthy Students

Recommendations for implementation

- Role of PartnerSHIP
- Community Health Improvement Plans
- State agency partnerships
- Possible resources
- Other opportunities?

How do you suggest we move these strategies forward?

How do you see your agency or organization being involved with implementation of the SHIP?

What would you like your role to be?

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Honoring your commitment

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Public Comment

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Next Steps & Final Thoughts

Healthier Together Oregon launches in September – help us spread the word!

Please complete subcommittee process evaluation – your feedback is important to us!