Oregon Health Authority

SHIP SUBCOMITTEE MEETING #2: Institutional bias

Wednesday, October 16, 10:00 – 12:00pm
800 NE Oregon Street, Room 1B
Portland, OR 97232

OR

Gotomeeting: https://global.gotomeeting.com/join/342131813
Conference line: +1 (646) 749-3122
Access Code: 342-131-813

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 goal
- Identify key indicators

1:00 – 1:15	**Welcome, introductions and follow-up from last meeting**
1:15– 2:00	**Follow-up from last meeting – finalize goal**
2:00 – 2:45	**Identify key indicators**
2:45 – 2:50	**Public Comment**
2:50 – 3:00	**Wrap-up & Next Steps** • Next meeting: November 20th – Policy level strategies

Follow-up from last meeting

- Identification of a co-chair

- Participation of OHA staff in consensus based decision making

- Subcommittee charter finalized

  Clarified role of delegate

  Consensus process includes discussion for those who are thumbs sideways/thumbs down

Welcome & introductions

Share name and pronouns

What are three identities you hold?

An identity is any aspect – or descriptor of yourself - that is important to you.

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Vision & Values for the SHIP

Vision

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

Values

- Equity and social justice
- Empowerment
- Strengths-based
- Culturally responsive inclusion to achieve authentic community input
- Accountability to action, evidence base and population impact

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Getting clear on language

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

Goal: Broad statement(s) of what we're trying to accomplish within a given priority area to achieve the vision.

Outcome indicator: Long term measure that would indicate goal is achieved.

Strategy: Policy, community and individual level interventions needed to achieve the goal

Process indicator: Short term measure that would indicate strategy has been achieved.

Actions: Specific tasks needed to implement strategy

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Getting clear on language - Example

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

Goal(s): Eliminate institutional bias in Oregon

Outcome indicator: Percentage of people who think about race at least once per day.

Strategy: Ensure health care workforce is racially/ethnically representative of Oregon

Process indicator: Health care workforce vs population, by race/ethnicity

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Examples from other subcommittees

Adversity, trauma and toxic stress

- Increase resilience by promoting safe, connected and strengths-based individuals, families, caregivers and communities

Behavioral health

- Reduce stigma and increase community awareness that behavioral health issues are common and widely experienced.

Economic drivers of health

- Improve health by decreasing economic and social inequities.

Access to equitable preventive heatlh care

- Increase equitable access to and uptake of clinical preventive services

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Finalizing the goal

- Elucidate (or develop or champion) a sustainable framework that allows us to work across systems, structures, policies, communities and generations to expose and reduce the impact of institutional bias in income, employment, housing, education and health.

- All people in Oregon feel they are respected and have avenues that are responsive and equitable to address issues and barriers.

Process for measure identification

Proposed process for measure development

- Goal: Identify 2-3 key indicators for the priority area
  - Communicate hoped for changes
  - May be long-term in nature (>5 years)
  - Model indicator for CHIPs and other implementers
  - Measure progress towards goal

- Process
  - Identify possible outcome measures from State Health Indicators and other data sources
  - Apply criteria to narrow measures
  - Identify baseline and target

Proposed outcome measurement criteria

Criteria	Definition
Addresses health disparity	Measure health disparity
Community acceptance	Right measure for the issue, measure is easy to understand by all community members
Feasible	Data is already collected, or mechanism for data has been identified

Potential indicators	Disparity	Feasible	Accepted?
Adults reporting fair or poor health by race/ethnicity (BRFSS)	X	x	
Residential racial segregation (American Community Survey)	X	x	
Premature death (Vital Statistics)	X	x	
Treated worse than other races when seeking health care (BRFSS)	x	?	
Physical/emotional symptoms due to treatment based on race (BRFSS)	x	?	
Differences between how one classifies their own race/ethnicity and how other people usually classify them (BRFSS)	x	?	
Think about their own race at least once per day (BRFSS)	x	?	
Adults in my school respect people from different backgrounds (SHS)	X	X	
Conflict or tension at school based on race, ethnicity, culture, religion, gender, sexual orientation or disability (SHS)	X	X	

Public Comment

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Next Steps & Final Thoughts

-+/Delta feedback review

- Next subcommittee meeting is November 5th

-Homework: Continue to contribute strategic plans, data and policy documents to basecamp. Upload a photo of yourself to your basecamp profile.