Oregon's 2021-2025 MACH Title V Priorities, strategies, local activities, measures, and resources

Foundations of Maternal, Child, and Adolescent Health

Priorities: Social determinants of health (SDOH) and equity; **Toxic stress, trauma, ACEs and resilience; Culturally and linguistically responsive services (CLAS)**

State Performance measures (SPMs):

- Social determinants of health and equity:

A) The percentage of children in low-income households with a high housing cost burden

B) The percentage of children living in a household that received food or cash assistance

C) The percentage of households with children < 18 years of age experiencing food insecurity

- Toxic stress, trauma, ACEs and resilience

A) Percentage of new mothers who experienced stressful life events before or during pregnancy

B) Percentage of mothers of 2-year-olds who have adequate social support

- Culturally and linguistically responsive services

A) Percentage of children age 0 - 17 years who have a healthcare provider who is sensitive to their family's values and customs

B) Percentage of new mothers who have ever experienced discrimination while getting any type of health or medical care

State leads: See individual strategies below

Foundations of MCAH: Policy and Systems

Goal: Policy, systems, resources and funding address upstream drivers of maternal, child and adolescent health, foundations of lifelong health, and family protective factors

Foundations of MCAH – Policy and Systems Strategy #1: Strengthen economic supports for families through policy development, implementation, and promotion (e.g. EITC, child tax credit, subsidized childcare, Paid Leave Oregon).

Strategy lead: Allison Potter

Priorities impacted by work on this strategy:		
☒SDOH-E	☐Well woman care	☐ Breastfeeding
☒Toxic stress/trauma/ACEs	☐Child Injury	☐Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Assess, develop and implement family friendly policies for LPHA and tribal employees (e.g., paid family leave, flexible scheduling, etc.).	a. Needs assessment completed (Yes/No) b. Number of family friendly policies developed	Family Forward Oregon: https://familyforwardoregon.org/resources/ Oregon Bureau of Labor and Industries: Your rights at work: https://www.oregon.gov/boli/workers/Pages/your-rights-at-work.aspx Oregon Family Leave Act (OFLA): https://www.oregon.gov/boli/workers/Pages/oregon-family-leave.aspx

	c. Number of family friendly policies implemented	Pregnancy accommodations at work: https://www.oregon.gov/boli/workers/Pages/pregnancy-and-nursing-accommodations.aspx Predictive scheduling: https://www.oregon.gov/boli/workers/Pages/predictive-scheduling.aspx Breaks to express breast milk: https://www.oregon.gov/boli/workers/Pages/breaks-to-express-breast-milk.aspx Paid Leave Oregon: https://paidleave.oregon.gov Family Values at Work – Resources: https://familyvaluesatwork.org/your-rights/resources/ Colorado Family-Friendly Workplace Toolkit: https://www.healthlinkscertified.org/uploads/files/2017_11_28_16_25_46_FF Toolkit_Final 2017.pdf AARP – Supporting Caregivers in the Workplace Toolkit: https://www.aarp.org/content/dam/aarp/work/job-search/2019/02/NEBGH-caregiving-practical-guide.pdf Creating a Culture of Inclusion in the Workplace: http://www.hireimmigrantsottawa.ca/creating-culture-inclusion-workplace/ National Women's Law Center – Workplace Justice: https://nwlc.org/issue/workplace-justice/
2. Promote and support family friendly policies among community organizations and businesses (e.g., paid family leave, flexible scheduling, etc.).	a. Number of community organizations and businesses supported or outreached to b. Number of policies promoted	Family Forward Oregon: https://familyforwardoregon.org/resources/ Oregon Bureau of Labor and Industries: Your rights at work: https://www.oregon.gov/boli/workers/Pages/your-rights-at-work.aspx Oregon Family Leave Act (OFLA): https://www.oregon.gov/boli/workers/Pages/oregon-family-leave.aspx Pregnancy accommodations at work: https://www.oregon.gov/boli/workers/Pages/pregnancy-and-nursing-accommodations.aspx Predictive scheduling: https://www.oregon.gov/boli/workers/Pages/predictive-scheduling.aspx Breaks to express breast milk: https://www.oregon.gov/boli/workers/Pages/breaks-to-express-breast-milk.aspx Paid Leave Oregon: https://paidleave.oregon.gov Family Values at Work – Resources: https://familyvaluesatwork.org/your-rights/resources/ Colorado Family-Friendly Workplace Toolkit: https://www.healthlinkscertified.org/uploads/files/2017_11_28_16_25_46_FF Toolkit_Final 2017.pdf AARP – Supporting Caregivers in the Workplace Toolkit: https://www.aarp.org/content/dam/aarp/work/job-search/2019/02/NEBGH-caregiving-practical-guide.pdf Creating a Culture of Inclusion in the Workplace: http://www.hireimmigrantsottawa.ca/creating-culture-inclusion-workplace/ National Women's Law Center – Workplace Justice: https://nwlc.org/issue/workplace-justice/
3. Partner with community and tribal agencies to increase educational opportunities for women and young parents (e.g., community colleges,	a. Number of community or tribal agencies partnered with	ODHS childcare assistance programs: https://www.oregon.gov/dhs/ASSISTANCE/CHILD-CARE/Pages/index.aspx Find Child Care Oregon: http://triwou.org/projects/fcco Oregon Opportunity Grant: https://oregonstudentaid.gov/oregon-opportunity-grant.aspx OSU scholarships and grants for student parents:

ODHS, Head Start, community organizations, etc.).	b. Number of increased educational opportunities	https://familyresources.oregonstate.edu/scholarships-and-grants-student-parents ODE Teen Parent Success Program: https://www.oregon.gov/ode/students-and-family/Pages/teenparentprogram.aspx
4. Partner with Early Learning Hub to ensure equitable access to culturally supportive early childhood learning opportunities for children of color (e.g., Head Start, Early Head Start, and Oregon pre-K).	a. Number of meetings attended or initiated with Early Learning Hubs to support learning opportunities for children of color b. Number of formal partnerships established with Early Learning Hubs to support learning opportunities for children of color	Oregon Early Learning Hubs: https://oregonearlylearning.com/administration/what-are-hubs/ ELD – Early Head Start: https://oregonearlylearning.com/early-head-start ELD – Head Start: https://oregonearlylearning.com/head-start-opk ELD – Relief Nurseries: https://oregonearlylearning.com/relief-nurseries ELD – Early Childhood Equity Fund: https://oregonearlylearning.com/student-success-act#equityfund ELD – Early Care and Education Sector Plan: https://oregonearlylearning.com/wp-content/uploads/2019/10/ECESectorPlanPhaseIToolkit.FINALa.pdf PSU – Building the Case for Culturally Specific P-3 Strategies in Oregon: https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=1010&context=childfamily_earlychild Raise Up Oregon plan: https://oregonearlylearning.com/wp-content/uploads/2019/01/Raise-Up-Oregon-Web-corrected.pdf NWLC – Child care: https://nwlc.org/issue/child-care/ NWLC – Child care workforce: https://nwlc.org/issue/child-care-workforce/
5. Implement policies and partner with programs that improve financial literacy and generate savings and wealth among youth and families of color (e.g., Children's Savings Accounts, Earned Income Tax Credit, child tax credit, etc.).	a. Number of policies implemented to generate savings and wealth among youth and families of color c. Number of programs partnered with to generate savings and wealth among youth and families of color	Oregon GEAR UP financial literacy resources: https://oregongearup.org/key-topics/financial-literacy Financial Beginnings Oregon: https://finbegor.org/ The Arc Oregon Financial Literacy Education: https://thearcoregon.org/projects/financial-literacy/ Bienestar Housing Counseling Program: https://bienestar-or.org/housing-counseling/ IRS – Earned Income Tax Credit: https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit IRS – EITC partner toolkit: https://www.eitc.irs.gov/partner-toolkit/welcome-to-the-partner-toolkit BOLI EITC info: https://www.oregon.gov/boli/workers/Pages/eitc.aspx OCPP EITC policy brief: https://www.ocpp.org/2020/01/29/low-eitc-participation-costs-oregon-dearly/

Foundations of MCAH – Policy and Systems Strategy #2: Develop and/or strengthen systems and partnerships to promote food sovereignty, and address food security and systemic barriers to accessing food resources.

Strategy lead: Robin Stanton

Priorities impacted by work on this strategy:

☒SDOH-E   ☒Well woman care   ☒ Breastfeeding

☒Toxic stress/trauma/ACEs   ☐Child Injury   ☐Bullying   ☒CLAS

Local Level Activities	Local measures	Resources
1. Partner with community organizations (e.g. CCOs, SNAP-Ed Extension, anti-hunger groups) to promote policies and programs that strengthen food sovereignty and local food systems (i.e. food security strategies in CHIPs)	a. Number of community organizations partnered with b. Number of policies or programs promoted	Oregon Food Bank Community Engagement https://www.oregonfoodbank.org/posts/community-engagement-programs-and-leadership-opportunities Healthy Communities CHANGE Action Guide: https://www.cdc.gov/nccdphp/dch/programs/healthycommunitiesprogram/tools/change/downloads.htm Healthy Food Policy Project: http://healthyfoodpolicyproject.org/ Food Equity (Johns Hopkins): https://clf.jhsph.edu/expertise/food-equity Familias en Acción Nutrition and Food Equity: https://www.familiasenaccion.org/nutrition-food-equity/ USDA Indigenous Food Sovereignty Initiative https://www.usda.gov/tribalrelations/usda-programs-and-services/usda-indigenous-food-sovereignty-initiative
2. Convene / participate in cross-sector coalitions such as food policy councils or other community partnerships to address food access barriers.	a. Coalition convened (Yes/No) b. Number of coalitions participated in c. Number of coalition meetings attended	Theory of Action – Community Collective Impact Process: https://hungerandhealth.feedingamerica.org/resource/theory-of-action-community-collective-impact-process/ Healthy Communities CHANGE Action Guide: https://www.cdc.gov/nccdphp/dch/programs/healthycommunitiesprogram/tools/change/downloads.htm Johns Hopkins Center for a Livable Future Food Policy: https://clf.jhsph.edu/projects/food-policy-networks Familias en Acción Nutrition and Food Equity: https://www.familiasenaccion.org/nutrition-food-equity/ Tamarack community engagement resources: https://www.tamarackcommunity.ca/communityengagement

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3. Implement a validated food insecurity screening tool and provide referrals for food assistance	a. Percent of clients screened b. Percent of clients referred among those who screen positive for food insecurity	Evidence: Promoting Food Security for All Children: http://pediatrics.aappublications.org/content/early/2015/10/20/peds.2015-3301 Position of the Academy of Nutrition and Dietetics: Food Insecurity in the United States: https://pubmed.ncbi.nlm.nih.gov/29173349/ Resources: Hunger Vital Sign: http://childrenshealthwatch.org/public-policy/hunger-vital-sign/ Hunger Vital Sign Translation English to Spanish: http://www.childrenshealthwatch.org/wp-content/uploads/The-Hunger-Vital-Sign-english-to-spanish-translation.pdf Childhood Hunger Screening & Intervention Algorithm: http://www.childhoodhunger.org/digests/Algorith2011D%5b1%5d.pdf Screen and Intervene: A Toolkit for Pediatricians to Address Food Insecurity: https://frac.org/wp-content/uploads/FRAC_AAP_Toolkit_2021.pdf Food and Nutrition Security Primer https://asphn.org/food-and-nutrition-security-primer/#intro

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Foundations of MCAH – Policy and Systems Strategy #3: Foster cross-system coordination and integration to ensure screening and referral for SDOH, and equitable access to needed services for the MCAH population.

Strategy Lead: Allison Potter

Priorities impacted by work on this strategy:		
☒SDOH-E	☐Well woman care	☐ Breastfeeding
☒Toxic stress/trauma/ACEs	☐Child Injury	☐Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Develop culturally and linguistically competent systems to screen for trauma and SDOH needs in clinical and community settings.	a. Number of culturally and linguistically competent systems developed b. Percent of clients screened for trauma and social determinants of health needs	PRAPARE social needs screening tool: https://www.aapcho.org/projects/prapare/ AAFP SDOH needs assessment resources: https://www.aafp.org/family-physician/patient-care/the-everyone-project/toolkit/assessment.html#screen OPCA social needs tools and resources: https://www.orpca.org/initiatives/social-determinants-of-health/251-sdoh-tools-resources OPCA Empathetic Inquiry: https://www.orpca.org/initiatives/empathic-inquiry OHA SDOH measurement workgroup: https://www.oregon.gov/oha/HPA/ANALYTICS/Pages/sdoh-measure.aspx
2. Deepen relationships with local partners to build a strong, culturally competent and trauma-informed local referral network.	a. Number of relationships with local partners developed or deepened b. Number of culturally competent and trauma informed referral sources	OHA Addressing SDoH-E through Health-Related Services: https://www.oregon.gov/oha/HPA/dsi-tc/Documents/Health-Related-Services-SDOH-E-Guide.pdf OHA HRS guides: https://www.oregon.gov/oha/HPA/dsi-tc/Pages/Health-Related-Services.aspx OPCA social needs tools and resources: https://www.orpca.org/initiatives/social-determinants-of-health/251-sdoh-tools-resources Central Oregon Resource Directory: https://centraloregonresources.org/ ACEs Aware Trauma-Informed Network of Care Roadmap (Sections 3 & 4): https://www.acesaware.org/wp-content/uploads/2020/12/Draft-Network-of-Care-Roadmap-Final-12-14-20-For-Public-Comment.pdf
3. Partner with CCOs and other community partners to integrate local LPHA and tribal MCAH	a. Number of MCAH programs represented in	Unite Us- Connect Oregon: https://oregon.uniteus.com/ Find Help Oregon (Formerly Aunt Bertha): https://www.findhelp.org/ Healthy Klamath Connect: https://healthyklamathconnect.com/

programs into community information exchange (CIE) networks.	community information exchange networks	OHA Community Information Exchange Workgroup: https://www.oregon.gov/oha/HPA/OHIT-HITOC/Pages/CIEworkgroup.aspx 211info: https://www.211info.org/ Help Me Grow Oregon: https://www.helpmegroworegon.org/

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<table>
<tr>
<td colspan="3">Foundations of MCAH – Policy and Systems Strategy #4: Develop and implement systems that actively promote equitable, anti-racist, and trauma-informed workplaces, institutions, and services.
Strategy Lead: Wendy Morgan

Priorities impacted by work on this strategy:

☒SDOH-E   ☐Well woman care   ☐ Breastfeeding

☒Toxic stress/trauma/ACEs   ☐Child Injury   ☐Bullying   ☒CLAS</td>
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<tr>
<td>Local Level Activities</td>
<td>Local measures</td>
<td>Resources</td>
</tr>
<tr>
<td>1. Develop organizational readiness for anti-racist and trauma informed practices

Build foundational knowledge
Solidify agency readiness (funding and capacity)
Create agency infrastructure to support work

</td>
<td>a. Number of activities completed to develop organizational readiness</td>
<td>Local Color: OPB Film on racism in Oregon: https://www.pbs.org/black-culture/shows/list/local-color/
Why Aren't There More Black People in Oregon?
Ted Talk/Walidah Imarisha: https://www.youtube.com/watch?v=FTZlNEZ3NEw
Broken Treaties, An Oregon Experience (PBS film):
 https:/www.pbs.org/video/oregon-experience-broken-treaties-oregon-experience/

Organizational level activities:
Me and White Supremacy (book/journal with individual daily activities for a deeper understanding of white supremacy):
http://laylafsaad.com/meandwhitesupremacy
Roadmap to Trauma-Informed Care (Trauma Informed Oregon): https://traumainformedoregon.org/roadmap-trauma-informed-care/

Client-centered activities to improve agency outreach
SAMHSA Trauma Informed Approaches Toolkit: https://ncsacw.samhsa.gov/userfiles/files/SAMHSA_Trauma.pdf

NEAR@Home Toolkit, 3rd Edition</td>
</tr>
<tr>
<td>2. Conduct organizational screening for anti-racist and trauma informed practices

Needs assessment
Gather data

</td>
<td>a. Number of organizational screening activities completed</td>
<td>

Tool for Organizational Assessment for Racial Equity
BARHII Local Health Department Self-Assessment Toolkit
Oregon WIC Program ACEs online course
Casey Family Foundation: Advancing the Mission: Tools for Equity, Diversity and Inclusion

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3. Modernize internal policies to reflect anti-racist and trauma informed practices.	a. Number of internal policies modernized	Oregon State Health Improvement Plan SAMHSA Trauma Informed Approaches Toolkit

4. Develop and implement anti-racist and trauma informed action plan
  a. Build equity and trauma-informed action plan
  b. Review/monitor agency changes
  c. Adopt/institutionalize policy and practice
	a. Anti-racism statement developed (Yes/No)
	b. Number of agency changes documented
	c. Number of policies or practices adopted or institutionalized
		Roadmap to Trauma-Informed Care (Trauma Informed Oregon)
		Colorado MCH Action Plans
		SAMHSA Trauma Informed Approaches Toolkit
		IHR Developing Trauma Informed Organizations Toolkit
		NEAR@Home Toolkit, 3rd Edition
		Michelle Harvey, LCSW – Reflective Supervision/Consultation for Service Providers & Early Childhood Professionals
		  • Focus on trauma-informed practice, NEAR science
		  • Recommended by MIECHV program (former trainer)

5. Engage culturally specific organizations and their constituents to ensure Title V MCAH policies, practices and services advance equity and racial justice and meet the needs of communities of color.	a. Number of organizations engaged b. Number of policies, practices, or services amended based on constituent input	Trauma-Informed Oregon organizational resources: https://traumainformedoregon.org/resources/trauma-informed-care-resource-library/ Prevention Institute tools and resources: https://www.preventioninstitute.org/tools Healing Centered Engagement (Shawn Ginwright): https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c Share Power with Communities resource: https://healthequityguide.org/strategic-practices/share-power-with-communities/ Multnomah County Equity & Empowerment lens: https://multco.us/diversity-equity/equity-and-empowerment-lens Supporting Health Care and Community-Based Organization Partnerships to Address Social Determinants of Health: https://www.gih.org/views-from-the-field/supporting-health-care-and-community-based-organization-partnerships-to-address-social-determinants-of-health/

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Foundations of MCAH – Policy and Systems Strategy #5: Strengthen policies and systems that provide equitable access to safe, stable and affordable housing for the MCAH population
Strategy Lead: Nurit

Priorities impacted by work on this strategy:

☒SDOH-E ☐Well woman care ☐ Breastfeeding

☒Toxic stress/trauma/ACEs ☐Child Injury ☐Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Partner with local housing agencies/health systems/social services to facilitate access to affordable housing and/or coordinate or co-locate services for the MCAH population. (e.g. housing vouchers for families accessing MCH services; housing guidance as part of home visiting; community health workers co-located in shelters or supported housing settings; access to OHP social need/housing services)	a. Number of partnerships established b. Number of initiatives established	CCO Supporting Health for All through Reinvestment (SHARE) Initiative: https://www.oregon.gov/oha/HPA/dsi-tc/Pages/SHARE.aspx Human Impact Partners Housing and Health for All Toolkit: https://humanimpact.org/hipprojects/housing4all/
2. Develop medical/legal partnerships to provide legal services to MCH clients with unsafe/unstable housing or at risk for eviction.	a. Medical/legal partnerships initiated (Yes/No) b. Medical/legal services implemented (Yes/No)	National Center for Medical-Legal Partnership initiative
3. Partner with local shelter system to address child/family safety and other needs in the shelter system (e.g. safe sleep for infants)	a. Number of child/family safety practices integrated into local shelter system	

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4. Partner to develop/ensure access to Healthy Homes or similar program to assess and address home safety and remediation concerns for the MCH community.	a. System to ensure access to healthy homes program/guidance established (Yes/No)	Oregon Healthy Homes Initiative
5. Develop and implement system to screen MCH clients for housing needs, refer to community housing supports, and track identified needs.	a. Screening, referral and tracking system developed (Yes/No) b. Screening, referral and tracking system implemented (Yes/No) c. Percent of MCH clients screened for housing needs d. Percent referred for housing supports among those screened and in need	Oregon Primary Care Association – Social Needs Tools and Resources: https://www.orpca.org/initiatives/social-determinants-of-health/251-sdoh-tools-resources
6. Educate and advocate with community partners regarding the essential link between housing and health, and housing-related needs of the MCAH population.	a. Number of community partners engaged in education and advocacy b. Number of education/communications materials developed c. Number of community members reached through education/outreach events	Housing is the best Medicine: https://health.gov/healthypeople/objectives-and-data/browse-objectives/neighborhood-and-built-environment The Connection between Housing, Health, and Racial Equity – Housing Matters, Urban Institute Initiative
7. Convene or participate in a community consortium to develop policy/systems to address the	a. Number of community partners participating in consortium	Healthy Homes coalition in Mult Co. : https://www.multifamilynw.org/multnomah-county-healthy-homes-coalition Coaliton empowers constituents and member organization to maintain and provide healthy, stable homes.

housing and health needs of the MCH population.	b. Number of consortium convenings held or attended c. Policy or systems changes implemented by the consortium	

Foundations of MCAH: Workforce capacity & effectiveness

Goal: Support a cross-sector workforce that serves women, children, youth and families, and delivers and links to culturally and linguistically responsive and trauma informed maternal and child health services.

Foundations of MCAH - Workforce Strategy #1: Advance the skills and abilities of the workforce to deliver equitable, trauma informed, and culturally and linguistically responsive services.

Strategy Lead: Wendy Morgan

> Priorities impacted by work on this strategy:
>
> ☒SDOH-E   ☐Well woman care   ☐ Breastfeeding
>
> ☒Toxic stress/trauma/ACEs   ☐Child Injury   ☐Bullying   ☒CLAS

Local Level Activities	Local measures	Resources
1. Participate in TA opportunities to improve knowledge and skills in equity, trauma/ACEs, and CLAS (including home visiting staff)	a. Number of staff engaged in technical assistance b. Number of technical assistance opportunities engaged in	Think Cultural Health: https://thinkculturalhealth.hhs.gov/resources/library Trauma Informed Oregon: https://traumainformedoregon.org/ Oregon WIC Program ACEs online course: https://www.oregon.gov/oha/PH/HEALTHYPEOPLEFAMILIES/WIC/Pages/modules.aspx
2. Provide training and education for perinatal providers and community partners including anti-racism trainings and other SDOH areas	a. Number of training or educational opportunities provided to staff, providers and partners b. Number of staff trained c. Number of providers and partners trained	Illuminating Intersections: Hunger and Health Video (with accompanying discussion guide and toolkit): https://hungerandhealth.feedingamerica.org/resource/illuminating-intersections-hunger-and-health-video/ Racial Equity Learning Modules: https://www.racialequitytools.org/curricula/rel-modules Oregon Food Bank (education programs have shifted due to Covid-19): https://www.oregonfoodbank.org/our-work/programs/education/ Food Hero: http://foodhero.org/ Familias en Acción Nutrition and Food Equity: https://www.familiasenaccion.org/nutrition-food-equity/ Human Impact Partners: Health Equity Guide Webinar Series: https://humanimpact.org/hipprojects/hegwebinars2017/?strategy=all Oregon WIC Program ACEs online course: https://www.oregon.gov/oha/PH/HEALTHYPEOPLEFAMILIES/WIC/Pages/modules.aspx

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<table>
<tr><td colspan="3">Foundations of MCAH - Workforce Strategy #2: Implement standards for workforce development that address bias and improve delivery of equitable, trauma-informed, and culturally and linguistically responsive services
Strategy Lead: Wendy Morgan</td></tr>
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Priorities impacted by work on this strategy:

☒SDOH-E ☐Well woman care ☐ Breastfeeding

☒Toxic stress/trauma/ACEs ☐Child Injury ☐Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Assess standards currently in place, determine best practices and develop action plan for equitable workforce development and trauma informed, and culturally responsive services	a. Assessment completed using standardized tool (Yes/No) b. Action plan developed (Yes/No)	b. Tool for Organizational Assessment for Racial Equity c. BARHII Local Health Department Self-Assessment Toolkit d. Oregon WIC Program ACEs online course e. Casey Family Foundation: Advancing the Mission: Tools for Equity, Diversity and Inclusion
2. Adopt policies, standards and monitoring systems to track progress on implementing trauma and equity standards	a. Number of policies, standards implemented b. Monitoring system implemented (Yes/No) c. Percent of staff adhering to policies and standards	
3. Develop and implement a hiring and retention plan using trauma informed principles and an equity lens	a. Hiring and retention plan developed (Yes/No) b. Number of best practices included in hiring plan c. Percent of new hiring processes adhering to plan	Opportunities for Advancing Racial Equity: https://racialequityalliance.org/wp-content/uploads/2015/02/Public-Sector-Jobs-Final1.pdf Colorado Equity Alliance Tools:

Foundations of MCAH - Workforce Strategy #3: Support efforts to expand capacity and improve diversity in the workforce.

Strategy Lead: Wendy Morgan

Priorities impacted by work on this strategy:

☒SDOH-E   ☐Well woman care   ☐ Breastfeeding

☒Toxic stress/trauma/ACEs   ☐Child Injury   ☐Bullying   ☒CLAS

Local Level Activities	Local measures	Resources
Establish community partnerships to develop programs to reach young people about the importance of public health and career options that impact MCH populations	a. Number of community partnerships developed [please include the impact statement and role(s) of partner(s) in the narrative section of your plan and report]	Colorado Equity Alliance Tools:
Support CHWs, hygienists, and other mid-level providers to increase access to care in underserved communities.	This will be a state level activity	
Support CHWs and doulas working with the MCH population in becoming an OHA certified Traditional Health Workers.	a. Number of CHWs and doulas certified as OHA THWs	
Support training for CHWs to be certified as a certified lactation counselor (CLC).	a. Number of community health workers participating in certified lactation counselors training	Evidence-base: https://www.mchevidence.org/tools/strategies/4-5.php Training courses: https://centerforbreastfeeding.org/lactation-counselor-training-course/clc-certification/ https://theblackcourse.com/

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Foundations of MCAH: Community, Individual & Family Capacity

Goal: Communities, individuals and families have access to resources, services and built environments that promote family health, safety, protective factors, resilience and equity

Foundations of MCAH – Community, Individual & Family Capacity Strategy #1: Support/fund programs - such as home visiting - that engage families and build parent capabilities, resilience, supportive/nurturing relationships, and children's social-emotional competence

Strategy Lead: Anna Stiefvater

Priorities impacted by work on this strategy:		
☒SDOH-E	☒Well woman care	☒ Breastfeeding
☒Toxic stress/trauma/ACEs	☒Child Injury	☐Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Convene or participate in community advisory boards to support home visiting programs.	a. Number of community advisory board meetings attended b. Number of partners participating in community advisory board	Resources: Tribal Home Visiting Success Story https://www.acf.hhs.gov/ecd/success-story/partnering-parents-improve-program-success
2. Build or participate in a coordinated home visiting referral system.	a. Number of home visiting programs partnered with b. Number of referral system meetings attended c. Number of referrals received	Resources: Oregon MIECHV: https://www.oregon.gov/oha/PH/HealthyPeopleFamilies/Babies/HomeVisiting/MIECHV/Pages/index.aspx NHVMA, Lessons on Central Intake: https://generocity.org/philly/wp-content/uploads/sites/2/2018/10/Strader_WhitePaper-home-visiting.pdf Examples: Family Core (Yamhill): http://midvalleyparenting.org/resources/display/familycore-yamhill_county Home Visit Connections (Hood River, North Central): https://www.columbiagorgenews.com/news/family-support-starts-at-birth-with-home-visiting-connection/article_0d8d3d3a-a3f4-5284-a2ac-41ecb5f489d0.html
3. Implement an equity initiative within a home visiting program.	a. Number of equity goals developed b. Number of clients reached	https://nhvrc.org/product/equity-initiatives-in-home-visiting/
4. Enhance access to parenting education and support.	a. Number of parents served/provided with education or support	Resources: Oregon Parenting Education: https://orparenting.org/

		Parents Anonymous: https://parentsanonymous.org/ Parenting Café: https://www.oregon.gov/oha/PH/HEALTHYPEOPLEFAMILIES/BABIES/Documents/LAUNCHParentCafeissuebrief.pdf

Oregon's 2021-2025 MACH Title V Priorities, strategies, local activities, measures, and resources

Foundations of MCAH – Community, Individual & Family Capacity Strategy #2: Build community capacity for improved health, resilience, social/cultural connection and equity.
Strategy Lead: Nurit Fischler

> **Priorities impacted by work on this strategy:**
>
> ☒SDOH-E ☒Well woman care ☒ Breastfeeding
>
> ☒Toxic stress/trauma/ACEs ☒Child Injury ☒Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Convene or participate in coalitions, inter-agency collaborations, and cross-systems initiatives to prevent/address trauma and promote resilience and/or address the social determinants of health and equity.	a. Number of meetings held b. Number of coalitions created c. Number of partners engaged	TRACES (Central OR): http://tracesco.org/ Southern Oregon Success: https://www.soesd.k12.or.us/sosuccess/ Creating Sanctuary (Columbia Gorge): https://www.acesconnection.com/blog/columbia-river-gorge-creating-sanctuary Healing Centered Engagement (Shawn Ginwright): https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c Trauma-Informed Oregon organizational resources: https://traumainformedoregon.org/resources/resources-organizations/ Prevention Institute tools and resources: https://www.preventioninstitute.org/tools Growing Resilient Communities: https://www.acesconnection.com/collection/growing-resilient-communities-2-1-blog-posts OHA Social Resilience Project: https://www.oregon.gov/oha/PH/HEALTHYENVIRONMENTS/CLIMATECHANGE/Pages/social-resilience.aspx Share Power with Communities resource: https://healthequityguide.org/strategic-practices/share-power-with-communities/ Multnomah County Equity & Empowerment lens: https://multco.us/diversity-equity/equity-and-empowerment-lens
2. Develop partnerships to support culturally and linguistically responsive, community-based mentoring and peer delivered services.	a. Number of partnerships developed to support mentoring and peer-delivered services b. Amount of Title V funding allocated to mentoring or peer delivered services	Oregon Student Voice: https://www.oregonstudentvoice.org/ Oregon Peer Delivered Services resources: https://www.opdsconnect.org/resource Momentum Alliance: https://www.mapdx.org/ HOLLA: https://hollamentors.org/ Wisdom of the Elders: https://wisdomoftheelders.org/history-and-projects/ Institute for Youth Success: https://educationnorthwest.org/institute-for-youth-success Youth Participatory Action Research: http://yparhub.berkeley.edu/

		Healing Centered Engagement (Shawn Ginwright): https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c Multnomah County Equity & Empowerment lens: https://multco.us/diversity-equity/equity-and-empowerment-lens
3. Work with partners to create opportunities and spaces for connection to community, spirituality and culture.	a. Number of partners engaged b. Number of cultural or spiritual community events held	Oregon Cultural Trust - Find a Nonprofit: https://culturaltrust.org/get-involved/nonprofits/ OCT County/Tribal Cultural Coalitions: https://culturaltrust.org/about-us/coalitions/ Wisdom of the Elders: https://wisdomoftheelders.org/history-and-projects/ Arts + Public Health Response: https://www.artplaceamerica.org/blog/creating-healthy-communities-arts-public-health-america Creating Healthy Communities Through Cross-Sector Collaboration: https://arts.ufl.edu/site/assets/files/174533/uf_chc_whitepaper_2019.pdf Healing Centered Engagement (Shawn Ginwright): https://medium.com/@ginwright/the-future-of-healing-shifting-from-trauma-informed-care-to-healing-centered-engagement-634f557ce69c Share Power with Communities resource: https://healthequityguide.org/strategic-practices/share-power-with-communities/ Multnomah County Equity & Empowerment lens: https://multco.us/diversity-equity/equity-and-empowerment-lens

Foundations of MCAH: Assessment & Evaluation

Goal: Data on social determinants of health, trauma, and equity are monitored and shared to inform and drive policy and program decisions.

Foundations of MCAH – Assessment & Evaluation Strategy #1: Ensure all Title V performance measurement and evaluation includes a health equity focus which leads with race and ethnicity to identify and address disparities.
Strategy Lead: Maria Ness

Priorities impacted by work on this strategy:

☒SDOH-E ☒Well woman care ☒ Breastfeeding

☒Toxic stress/trauma/ACEs ☒Child Injury ☒Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Conduct local level evaluation of Title V efforts that engages end users, (e.g. consumer satisfaction surveys) particularly among marginalized communities such as BIPOC, LGBTQ+, homeless families, etc.	a. Number of local level evaluation projects completed b. Number of clients engaged in local level evaluation (surveyed, participated in focus groups, etc.)	CDC Program Evaluation Guide: https://www.cdc.gov/eval/guide/introduction/index.htm Racial equity in evaluation: https://www.racialequitytools.org/resources/evaluate https://publicpolicy.com/wp-content/uploads/2017/04/PPA-Culturally-Responsive-Lens.pdf https://www.ywboston.org/2019/05/your-evaluations-are-likely-biased-heres-what-you-can-do-about-it/
2. Revise local programmatic data collection forms and systems to implement Oregon Health Authority REAL D protocols.	a. Number of data collection systems revised to adhere to REAL D protocols	REAL D guidance: https://www.oregon.gov/oha/OEI/Pages/REALD.aspx

Foundations of MCAH – Assessment & Evaluation Strategy #2: Conduct continuous needs assessment and/or analysis to add to the Foundations of MCAH (SDOH, Equity, CLAS, and Trauma/ACES) knowledge base and improve effectiveness of Title V interventions and innovations.
Strategy Lead: Maria Ness

Priorities impacted by work on this strategy:		
☒SDOH-E	☒Well woman care	☒ Breastfeeding
☒Toxic stress/trauma/ACEs	☒Child Injury	☒Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Engage communities to ensure that needs assessment results and/or other MCH data is accessible and useful to them.	a. Number of community members engaged b. Number of partner community agencies engaged	Leading by convening toolkit: https://ncsi.wested.org/resources/leading-by-convening/ https://ctb.ku.edu/en/table-of-contents/culture/racial-injustice-and-inclusion
2. Conduct community based participatory research with underrepresented or marginalized communities	a. Number of community member participants b. CBPR project completed (Yes/No)	CBPR principles and training: https://guides.library.oregonstate.edu/CBPR CDC guidance on CBPR: https://www.cdc.gov/pcd/issues/2011/may/10_0045.HTM

Foundations of MCAH – Assessment & Evaluation Strategy #3: Assess local needs and conduct quality improvement to ensure alignment of Title V efforts to the needs of diverse MCAH communities in Oregon.
Strategy Lead: Maria Ness

Priorities impacted by work on this strategy:		
☒SDOH-E	☒Well woman care	☒ Breastfeeding
☒Toxic stress/trauma/ACEs	☒Child Injury	☒Bullying ☒CLAS

Local Level Activities	Local measures	Resources
1. Conduct local level community needs assessment with a focus on identifying disparities by	a. Number of needs assessment activities completed b. Number of partners engaged in needs assessment activities	Data equity training: https://weallcount.com/workshop-landing-page/ Assessing community needs:

race/ethnicity, disability, geography, etc.	a. Number of community members engaged in needs assessment activities	https://ctb.ku.edu/en/assessing-community-needs-and-resources https://ctb.ku.edu/en/table-of-contents/assessment/assessing-community-needs-and-resources
2. Conduct local level quality improvement activities (e.g. PDSA cycles) focused on improving equitable and trauma informed services.	a. Number of continuous quality improvement activities completed	CDC Quality Improvement Guidance for Public Health: https://www.cdc.gov/publichealthgateway/performance/index.html http://www.phf.org/focusareas/qualityimprovement/Pages/Quality_Improvement.aspx

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Foundations of MCAH – Assessment & Evaluation Strategy #4: Engage families and communities in all phases of MCAH assessment, surveillance, and epidemiology, including interpretation and dissemination of findings
Strategy Lead: Maria Ness

Priorities impacted by work on this strategy:

☒SDOH-E   ☒Well woman care   ☒ Breastfeeding

☒Toxic stress/trauma/ACEs   ☒Child Injury   ☒Bullying   ☒CLAS

Local Level Activities	Local measures	Resources
1. Develop partnerships with culturally specific and/or responsive organizations and their constituents to engage them in all phases of MCAH research, assessment, and planning activities.	a. Number of partnerships developed b. Number of partnership meetings convened or attended	Relationship building with diverse communities: https://ctb.ku.edu/en/table-of-contents/culture/racial-injustice-and-inclusion
2. Fund impacted communities to participate in research and assessment activities.	a. Number of community partners funded	https://ssir.org/articles/entry/overcoming_the_racial_bias_in_philanthropic_funding
3. Include communities or individuals involved in research activities as equal partners in decision making (including resource allocation) based on the research outcomes.	a. Number of community members or agencies meaningfully engaged in decision making	Leading by convening toolkit: https://ncsi.wested.org/resources/leading-by-convening/ https://ctb.ku.edu/en/table-of-contents/culture/racial-injustice-and-inclusion