

## Recommendations on Overarching Issues

This section consolidates recommendations that cut across several priority areas. These solutions address two or more of the priority areas in this report but do not replace the recommendations detailed in the sections that follow.

### I. Data

- A. The availability of sufficient data on racial and ethnic communities is key to positioning the state to compete for new sources of funding and determine a level of priority in decision-making processes. The Governor’s Office is requested to charge the Department of Human Services with the responsibility to form a Racial & Ethnic Health Data Group that includes state and local government and community partners. The Data Group shall reflect the racial and ethnic diversity of the state. Additional funding will enable the Oregon Health Division to conduct enhanced data collection utilizing culturally appropriate methods. The focus shall be on collecting data that will support the State’s efforts to eliminate health disparities in Oregon.

### II. Establishing Deliverables for Eliminating Racial and Ethnic Health Disparities

- A. The State of Oregon must adopt a common set of expectations and deliverables for State departments, local government agencies and private and public sector contractors to meet when state funds are being utilized. These expectations can best be developed by a work group led by the Department of Human Services in cooperation with the Racial and Ethnic Health Task Force. At a minimum, the standards shall address: access to services, language interpretation, diversity in planning and decision-making, training, workforce diversity (hiring, retention, cultural support systems for people of color and strategies for developing future workers).

POLICY	BUDGET	LEGISLATIVE	RESPONSIBLE
X	X	X	Oregon Health Plan Policy & Research (lead agency), Dept of Human Services, Oregon Health Division, Oregon Medical Assistance Program, Oregon Progress Board
X	X	X	Dept of Human Services (lead department), Dept of Administrative Services, Oregon Health Plan Policy & Research, Oregon Progress Board

### III. The Changing Face of State Government

A. Diversity will be fully embraced by organizations when the make-up of the workforce at all levels and decision-making groups reflect the communities and individuals being served by state and local government. In order to achieve this goal, State government must make sure there is a pipeline for future talent that includes people of color and bi-lingual workers. In addition, state government must implement retention practices reflect this priority and provide support systems to ensure the success of people of color in the workplace. All decision-making and advisory bodies must reflect the many aspects of diversity that are representative of Oregon. The Governor must hold state departments and divisions accountable for progress in this area.

### IV. Meeting the Needs of Under-served Communities in Oregon

A. People of color are over-represented in the populations faced with the greatest barriers to good health. The needs of migrant seasonal farm workers (documented and undocumented), new immigrants, individuals and families who are homeless, individuals served by the adult and juvenile criminal justice system, the dependent elderly, and people with physical and mental disabilities are often discriminated against as well as under-served by state systems. It is recommended that the Department of Human Services develop an inventory of programs on an annual basis with activity reports that describe activities specifically relating to the involvement and outcomes for people of color and other under-served populations.

POLICY	BUDGET	LEGISLATIVE	RESPONSIBLE
X			Governor's Affirmative Action Office (lead office) Dept of Administrative Services, Dept of Human Services, Oregon Health Division, Oregon University System, Dept of Community Colleges & Workforce Development, Oregon Health Sciences University
X			Dept of Human Services (lead department), Dept of Administrative Services, Dept of Employment, Oregon Health Division, Mental Health & Developmental Disability Services Division, Senior & Disabled Services Division, Vocational Rehabilitation Division, Office of Alcohol & Drug Abuse Programs, Dept of Corrections, Oregon Youth Authority, Adult & Family Services Division, Services to Children & Families Division

## V. Office of Multicultural Health

The Office of Multicultural Health must be adequately funded, staffed and organizationally positioned to lead the State of Oregon’s agenda to eliminate racial and ethnic health disparities. The Office must report to the Governor and have responsibility for overseeing the implementation of the adopted recommendations of the Racial and Ethnic Health Task Force and serving as a resource for programs serving racial and ethnic communities at the state, local and community levels.

- A. Create a quasi-governmental Office of Multicultural Health that reports to the Governor. The office must have; a full staff; access to state resources and office space funded through the state; and provide on-going private, state and federal grant funding through a not-for-profit foundation staffed by an experienced grant writer.
- B. The office will be accountable to a newly appointed Board of Directors, comprised of the directors of the State’s cultural affairs offices, bipartisan representation from both houses of the legislature, the administrator of the Oregon Health division and representatives from the private sector. The Office of Multicultural Health will be granted authority to implement the work of the Racial and Ethnic Health Task Force.

POLICY	BUDGET	LEGISLATIVE	RESPONSIBLE
	X	X	Governor’s Office (lead agency), Racial and Ethnic Health Task Force, Dept of Human Services
X	X	X	Governor’s Office (lead agency), Racial and Ethnic Health Task Force, Dept of Human Services