

## Principles of Equity

The *LA County Community Prevention and Population Health Taskforce* was established by the Board of Supervisors in 2015, and is comprised of public health practitioners, non-profit leaders, policy advocates with diverse expertise in social justice, workforce development, school and community wellness, injury and trauma prevention and resilience, and women's health. Appointed by County Supervisors and Department of Public Health, we serve as an advisory body that explores the racial, social, political, and environmental causes of health inequities and advances effective and community-driven solutions to create a more just and inclusive LA County.

Every person living in LA County should have an equal opportunity to live a long, healthy life. Gaps in health outcomes - based on race, income, zip code, gender expression, sexual orientation, physical ability, and/or immigration status – must be eliminated through intentional resource allocation and targeted interventions to repair and prevent the impact of poorer health outcomes experienced by marginalized communities. This also includes people with complex health challenges, severe mental health concerns, disabilities and those experiencing homelessness, while we improve the overall health of County residents and prevent illness and injury.

We recognize the important role that the County plays in building healthy communities through effective partnerships and the provision of needed resources – such as health care, parks, food access, housing and transportation. We hold a deep sense of urgency and understanding that County strategies and investments currently leave too many of our residents disadvantaged by poorer health and safety outcomes. It is imperative that all County departments understand and are prepared to address these immediate needs by embarking on the longer-term work necessary to transform its practices; and, challenge social and racial injustices to undo a legacy of biased policies and practices that have led to and perpetuate inequities.

With a shared commitment to justice, inclusion and fairness, the following principles provide elements essential for improving population health and promoting healthy, equitable communities:

### **HEALTH IN ALL POLICIES**

Health is influenced by a range of social, physical, and economic conditions - such as racism, poverty, and unequal access to healthy environments. Health in All Policies (HiAP) is a collaborative approach that integrates and articulates health considerations into policymaking across sectors to improve the health of all communities and people encompassing everything from promoting healthy behaviors to creating environments that make the healthy choice easier. LA County programs and staff will consult, convene and/or collaborate across Departments to implement inter-sectoral, evidence-based/informed prevention and intervention strategies that demonstrate a shared responsibility for improved health outcomes across all County policies and processes.

### **INCLUSION**

LA County recognizes that residents hold expertise on the impacts that racism and other social injustices have on the health of their communities and should play a key role in deciding how resources are spent and which interventions are best suited to address community needs. Understanding the power dynamics inherent between institutions and residents, Department staff will work closely with community members and leaders to build authentic, collaborative partnerships and processes and institutionalize opportunities and resources for shared decision-

making at critical junctures in Department planning, implementation, reporting, and analysis that is universally accessible to all LA County residents.

### **ACCOUNTABILITY**

LA County operates with a sense of urgency and responsibility to achieve racial, social, and environmental equity. All Departments will institutionalize accountability mechanisms using data-driven action plans with baselines, benchmarks and measures of success to enhance transparency and ensure that programmatic and policy changes have equitable community-level impact.

### **DATA ACCESSIBILITY**

LA County understands and demonstrates that “their” data belongs to the residents of LA County. Departments will democratize the collection and analysis of timely, disaggregated, and access to community-specific data to create action plans and accountability mechanisms for delivering on equity, particularly for historically marginalized communities, such as Asian/Pacific Islanders, Indigenous peoples, LGBTQ individuals, and immigrants. LA County will ensure that findings validate and lift up the lived experiences of the County’s diverse residents, while also ensuring highest standards for use and confidentiality protections.

### **RESOURCES**

LA County will direct, prioritize, and coordinate investments to narrow health inequities by making targeted investments in communities that disproportionately experience poorer health outcomes. County data used to direct funding and staffing will take into account the impact of historic disinvestment and procedural inequities that have persistently contributed to unequal access to health resources and opportunities in low-income communities, communities of color and other defined population groups.

### **INCLUSIONARY HIRING**

LA County will adopt and proactively implement new strategies and tools that will effectively dismantle unjust and biased institutional practices, systems, and policies related to hiring procedures, training, sub-contracting and career pathways for prospective and current County employees, contractors, and County-funded agencies. Departments will ensure that all contractors comply with labor standards, pay prevailing wages, and prioritize hiring workers from local and disadvantaged areas and apprenticeship programs for formerly homeless, foster and emancipated youth, Greater Avenues for Independence (GAIN) participants, and Transitional Subsidized Employment (TSE) workers. Additionally, the County will establish partnerships with organized labor and community advocates to create opportunities for the formerly incarcerated to attain quality jobs after release, emphasizing, wherever feasible, local hire and the development of job pipelines that lead to well-paying careers within the County.

### **CONTRACTING AND PROCUREMENT**

LA County believes that contracting agreements have the power to uplift and promote economic growth and security to advance equity and climate resiliency. As such, funding opportunities will be aligned to promote local purchasing and strong labor standards. To that end, efforts will be made to prioritize partnerships with local Small Business Enterprises (SBEs), Historically Underutilized Businesses (HUBs), Minority and Women Business Enterprises (MWBEs), and LGBT Business Enterprises (LGBTBEs) to benefit historically underserved communities.