



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Mary Morrison, Acting on Behalf of Diane Powers, Director, Office of Equity and Human Rights, City Manager’s Office  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution Adopting a Health and Equity in all Policies Policy – December 12, 2017  
**DATE:** December 1, 2017

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**SUMMARY:**

Resolution adopting a Health and Equity in all Policies policy and directing the City Manager to analyze proposed policies using a health and equity lens.

**COUNCIL SPONSORS:**

Council Member Campbell

**STRATEGIC POLICY PRIORITY:**

Adopting a Health and Equity in all Policies policy aligns with the City Council Strategic Policy Priorities to:

- Ensure all Tacoma residents are valued and have access to resources to meet their needs; and,
- Cultivate a vibrant cultural sector that fosters a creative, cohesive community.

**BACKGROUND:**

In 2014, the City Council adopted an Equity and Empowerment policy framework with five goals, including a commitment to equity in all policy decisions. The framework guides the City’s development of equity policies relating to workforce hiring and development, community engagement, service delivery and resource allocation.

In 2015, the Tacoma-Pierce County Health Department attended a City of Tacoma study session to present on Health and Root Causes of Health Inequities in Tacoma and Pierce County. The presentation outlined how public policies can contribute to the health inequities visible throughout Tacoma, resulting in large variances in quality of health and life expectancy.

Policies have health effects—positive and negative—on the communities and the people they affect. In fact, studies show social, economic and environmental factors influence up to 55% of a person’s health. Health in All Policies is an approach that integrates health into decisions and policy-making. When decision makers adopt this approach and use tools such as a Health Lens Analysis Tool, they advance health by tackling the root causes of poor health outcomes—the social, economic and environmental conditions that contribute to health.

In 2016, the Tacoma-Pierce County Health Department passed resolution no. 2016-4495, a resolution of the Tacoma-Pierce County Board of Health Adopting a health in all policies approach to promote healthy communities. This resolution recommended that decision-makers at all levels of local and state government consider health in all policies and when they review and rewrite existing policies to include potential impacts on specific communities burdened by health inequities.

In 2017, the Tacoma-Pierce County Health Department provided the framework of a Health in All Policies tool to the City of Tacoma and requested the City of Tacoma adopt its use. Attached is a draft tool example.



The City of Tacoma’s Equity and Empowerment framework, when applied to policy, analyzes many of the same impacts on social, economic, and environmental conditions. The Office of Equity and Human Rights adapted the Tacoma-Pierce County Health Department’s analysis tool to align potential policy analysis with the Equity and Empowerment framework, Tacoma 2025 and the Tacoma-Pierce County Health Department.

**ISSUE:**

Developing and implementing policy requires using a tool that analyzes the potential impacts of the policy on the health and equity of the community. Comprehensive policy takes into consideration viewpoints and impacts on communities that are frequently underrepresented in decision making. Adopting a resolution for health and equity in all policies ensures staff is conducting a thorough and meaningful analysis, preparing the way for thoughtful and meaningful policy.

**ALTERNATIVES:**

The City Manager could direct the Office of Equity and Human Rights to develop and implement a health and equity analysis tool to be applied to policy and service analysis.

**RECOMMENDATION:**

That a resolution be adopted for a Health and Equity in All Policies.

**FISCAL IMPACT:**

There is no direct or immediate fiscal impact to adopt a resolution.

# **DRAFT** Health and Equity in All Policies

## *Policy Analysis Tool*



Name of Proposed Policy

### Health and Equity Analysis Questions

1. What is this proposal trying to achieve or address?
2. Which geographic areas does this proposal impact?
3. Which disadvantaged communities and underrepresented groups does this proposal impact, and how will it affect them?

Positively affected:

Negatively affected:

4. Which groups of people who may be affected have you consulted when developing the proposal? Who have you not consulted that might be affected?

Consulted with:

Have not consulted with:

5. How would this proposal improve or impair community conditions? Select all that apply and describe how the policy improves or impairs community conditions.

- Livability
- Economy & Workforce
- Civic Engagement
- Education
- Equity and Accessibility
- Social conditions

6. What actions do we need to take to ensure this proposal supports health and equity in Tacoma? Whom might you need to work with to accomplish these actions?

7. What actions will be taken to make this proposal supportive of health and equity in Tacoma?

# **DRAFT** Health and Equity in All Policies

## *Policy Analysis Tool*



No change (please explain:)	
<u>Remove</u> the following from the proposal:	
<u>Amend</u> the following in the proposal:	
<u>Add</u> the following to the proposal:	

DRAFT