

INTRODUCED: December 8, 2014

A RESOLUTION No. 2014-R262-2015-7

To adopt the Health in All Policies approach for the City of Richmond in the form of a “Policy for HiAP Framework.”

\_\_\_\_\_  
Patron – Mayor Jones and Mr. Hilbert

\_\_\_\_\_  
Approved as to form and legality  
by the City Attorney  
\_\_\_\_\_

PUBLIC HEARING: JAN 12 2015 AT 6 P.M.

WHEREAS, the National Association of County and City Health Officials (“NACCHO”) is an organization dedicated to serving local health departments in the United States of America and is the leader in providing cutting-edge, skill-building, professional resources and programs designed to support effective local public health practice and systems; and

WHEREAS, NACCHO has recommended that local governments adopt a “Health in All Policies” (“HiAP”) approach in the policy-making process in order to ensure that policies made outside of the healthcare system have positive or neutral effects on the determinants of health, including, but not limited to, the quality of schools, socioeconomic conditions, transportation options, public safety and residential segregation; and

AYES:            9            NOES:            0            ABSTAIN:        \_\_\_\_\_

ADOPTED:      JAN 12 2015      REJECTED:        \_\_\_\_\_      STRICKEN:        \_\_\_\_\_

WHEREAS, researchers and policymakers are increasingly recognizing that health is determined by more than just health care, but they are largely influenced by measures managed by government sectors; and

WHEREAS, HiAP is a strategy that explicitly addresses the finding that decisions shaped outside the health sector can significantly affect health; and

WHEREAS, the Mayor's Blue Ribbon Commission on Health Policy Report included several recommendations for the City of Richmond, one of which addressed the need to develop public policy to mitigate against social factors that give rise to poor health outcomes; and

WHEREAS, the City believes that implementation of the aforementioned recommendation may be achieved through the City's support and implementation of the HiAP approach; and

WHEREAS, recognizing the influence that policy decisions at the local level may have on individuals outside of the health sector and in support of the recommendations set forth in the Mayor's Blue Ribbon Commission on Health Policy Report, the City believes that it is in the best interests of the residents of the City of Richmond that the City adopt HiAP as presented in the document entitled "Policy for HiAP Framework," a copy of which is attached to this resolution, and encourage its implementation to the fullest extent permitted by applicable law;

NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF RICHMOND:

That the "Policy for HiAP Framework," a copy of which is attached to this resolution, is hereby adopted, and that its implementation to the fullest extent permitted by applicable law is encouraged.



CITY OF RICHMOND
INTRACITY CORRESPONDENCE

O & R REQUEST

NOV 25 2014

Chief Administration Office
City of Richmond

O&R REQUEST

DATE: November 21, 2014

TO: The Honorable Members of City Council

THROUGH: Dwight C. Jones, Mayor (Patron)

THROUGH: Christopher Beschler, Interim Chief Administrative Officer

FROM: Debra D. Gardner, Deputy Chief Administrative Officer for Human Services

RE: To implement Health in All Policies (HiAP) in the City of Richmond

RECEIVED
DEC 05 2014

OFFICE OF CITY ATTORNEY

ORD. OR RES. No. \_\_\_\_\_

PURPOSE: A Resolution to adopt a Health in All Policies (HiAP) framework that will incorporate health considerations into decision-making across all departments and policy areas within the City of Richmond.

REASON: The Resolution is to effectively promote the health, well-being and the quality of life of all residents by identifying ways in which all policies can take health into consideration to improve community health outcomes.

RECOMMENDATION: Approval

BACKGROUND: The Health in All Policies resolution is based on best practices from progressive jurisdictions around the country that recognized that where individuals and families live, work, learn, and play is strongly influenced by governmental policies, practices, programs, and services. It is intended that the proposed resolution will encourage the application of fair and just principles to decision-making across all City agencies, departments, and offices. The overall goal is to ensure a government that considers the health implications of all in its decisions; collaborates with other agencies to reduce health and social inequities; and engages residents and communities in promoting the health and the well-being of all. Policies will be integrated into the City's strategic, operational and business plans; management and reporting systems for accountability and performance; and budgets in order to eliminate health disparities and promote optimal health and quality of life for all Richmond residents and neighborhoods. Training sessions, technical assistance and support will be provided to City department directors and community part-

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ner agencies as stakeholders for the development and implementation of policies for improved health outcomes.

The Mayor's Blue Ribbon Commission on Health Policy Report included several recommendations to advance the goal of developing "public policy to mitigate social factors that give rise to poor health outcomes". The following are two recommendations that were detailed in the Report: 1) incorporate population health and health equity as primary considerations in decision-making; and 2) create a City of Richmond interdepartmental council designed to build bridges across all aspects of city government to work collaboratively developing policies that support healthy and equitable communities across populations and neighborhoods. Both of these recommendations would be achieved through the City Council's support of a Health in All Policies resolution.

**FISCAL IMPACT:** Not applicable

**FISCAL IMPLICATIONS:** Not applicable

**BUDGET AMENDMENT NECESSARY:** No

**REVENUE TO CITY:** None

**DESIRED EFFECTIVE DATE:** Upon adoption

**REQUESTED INTRODUCTION DATE:** December 8, 2014

**CITY COUNCIL PUBLIC HEARING DATE:** January 12, 2015

**REQUESTED AGENDA:** Consent agenda

**RECOMMENDED COUNCIL COMMITTEE:** Education and Human Services

**CONSIDERATION BY OTHER GOVERNMENTAL ENTITIES:**

**AFFECTED AGENCIES:** Office of CAO, Office of DCAO for Human Services, City Council, other city agencies, offices, and departments

**RELATIONSHIP TO EXISTING ORD. OR RES.:**

**REQUIRED CHANGES TO WORK PROGRAM(S):** None

**ATTACHMENTS:** Attachment 1: Draft Policy for HiAP Framework

**STAFF:** Keisha L. Smith, Assistant to the Deputy CAO, Human Services, (804) 646-0586

## **Policy for HiAP Framework**

### **City of Richmond Health in All Policies (HiAP)**

The Policy for HiAP is designed to effectively promote the health, well-being, and the quality of life of all residents of the City of Richmond. It is the intent of the City to apply a health in all policies (HiAP) lens and ‘fair and just’ principles and practices to City actions and endeavor to integrate these practices into the City’s strategic, operational, and business plans; management and reporting systems for accountability and performance; and budgets in order to eliminate health disparities and promote optimal health and quality of life for all Richmond residents and neighborhoods.

The definitions in this section apply throughout this policy document unless the context clearly requires otherwise:

- A. “Health” is defined as the presence of complete physical, mental, and social well-being and not merely the absence of disease. Health starts where we live, learn, work and play, and everyday decisions within the City of Richmond can promote greater health and equity.
- B. “Health equity” is the achievement of the highest level of health for all people. Health equity entails focused societal efforts to address avoidable inequalities by equalizing the conditions for health for all groups, especially for those who have experienced socioeconomic disadvantage or historical injustices.
- C. “Health in all Policies” is a collaborative approach to improving the health of all people by incorporating health considerations into decision-making across sectors and policy areas. HiAP brings city departments and community groups together to identify ways in which all policies can take health outcomes into consideration. HiAP promotes ‘fair and just’ decision-making that reduces health disparities and promotes opportunities for all people regardless of who they are or where they live.
- E. "Equity" means all people have full and fair access to opportunities that enable them to attain their full potential and achieve optimal health.
- D. "Determinants of equity" means the social, economic, and physical environmental conditions, in which people are born, grow, live, work, play, and age that lead to the creation of a fair and just society. Access to the determinants of equity is necessary to achieve optimal health for all people. Inequities are created when barriers exist that prevent populations and

communities from accessing these conditions and reaching their full potential. The determinants of equity include, but are not limited to:

1. Poverty reduction efforts that balance immediate efforts to connect residents to quality employment opportunities and prepare them to succeed in such opportunities; and longer term efforts to improve educational outcomes and neighborhood and housing conditions in areas of concentrated poverty;
2. Community economic development that supports local ownership of assets, including homes and businesses, and assures fair access for all to business development and business retention opportunities to create local jobs;
3. Community and public safety that includes services such as fire, police, emergency medical services and code enforcement that are responsive to all residents so that everyone feels safe to live, work and play in any neighborhood in the City of Richmond;
4. A law and justice system that provides equitable access and fair treatment for all, including alternatives to incarceration;
5. Early childhood development that supports nurturing relationships, high-quality affordable child care and early learning opportunities that promote optimal early childhood development and school readiness for all children;
6. Education that is high quality and culturally appropriate and allows each student to reach his or her full learning and career potential;
7. Equity in City practices that eliminates all forms of discrimination in City activities in order to provide fair treatment for all employees, contractors, clients, community partners, residents and others who interact with the City of Richmond;
8. Food systems that support local food production and provide access to affordable, healthy, and culturally appropriate foods for all people;
9. Health and human services that are high quality, affordable and culturally appropriate and support the optimal well-being of all people;
10. Healthy built and natural environments for all people that include mixes of land use that support jobs, housing, amenities and services; urban tree canopy; and clean air, water, soil and sediment;
11. Housing for all people that is safe, affordable, high quality and healthy;
12. Job training that provides all residents with the knowledge and skills to compete in a diverse, well-trained workforce that supports and stimulates a vibrant, local economy and the ability to make

sufficient income for the purchase of basic necessities to support themselves and their families;

13. Complete neighborhoods that support all communities and individuals through strong social networks, trust among neighbors and the ability to work together to achieve common goals that improve the quality of life for everyone in the neighborhood;

14. Parks and natural resources that provide access for all people to safe, clean and quality outdoor spaces, facilities and activities that appeal to the interests of all communities; and

15. Sustainable transportation that provides everyone with safe, efficient, affordable, convenient and reliable mobility options including public transit, walking, car pooling and biking.

F. "Fair and just" principle means the City serves all residents by promoting equity and opportunity through all policies, programs, and services and eliminating inequities resulting from past decisions and current living conditions.

G. "Fair and just" foundational practices means those practices that can increase the City's influence on access to the determinants of equity when applied to the City's actions in: policy development and decision making; siting, developing and delivering programs and services; education and communication within City government; and community engagement and partnerships. Fair and just foundational practices are goals for all governmental actions; across citywide strategic plan goals, objectives and strategies; and across agencies, programs and services. The fair and just foundational practices are efforts that enable the City of Richmond government to:

1. Promote the findings and recommendations outlined in Mayor Jones' Anti-Poverty Commission Report; and support wealth building strategies that are being advanced by the Office of the Deputy Chief Administrative Officer for Human Services' cluster of agencies;
2. Raise and sustain the visibility of the Citywide strategic plan, as well as maximize its success, through the integration of "fair and just" principles and practices and HiAP lens;
3. Increase focus on the determinants of equity in order to make progress in the elimination of the root causes of inequities;
4. Consider health and equity impacts in all decision-making so that decisions increase fairness and opportunity for optimal health for all people; or when decisions that have a negative impact on fairness and opportunity are unavoidable, steps are implemented that mitigate the negative impacts;

5. Foster an organizational culture that promotes health, fairness and opportunity for all;
6. Collaborate across agencies, departments, offices and other organizations; and
7. Build capacity to engage all communities in a manner that promotes and fosters trust among all Richmond residents, regardless of who they are or where they live; results in more effective policies, programs and services; and supports communities' efforts to promote their health and well-being.

Through adoption of the City of Richmond Strategic Plan FY2014-2015, Richmond has adopted a new system to improve planning, budgeting and performance management. This system views the mission, vision, and performance objectives through a prism of four perspectives: financial accountability, customer priorities, internal processes, and learning & growth. Integral to successful implementation of the Strategic Plan, is the use of a health in all policies lens, and intentionally applying 'fair and just' principles in all the City does to achieve equitable opportunities for all people and communities in Richmond.

To integrate and achieve health in all policies and the 'fair and just' foundational principles and practices within all City agencies, policies, programs, and services, the Chief Administrative Officer (CAO) shall:

- A. Apply HiAP and 'fair and just' principles and practices to city decisions and actions and endeavor to integrate these practices into the City's strategic, operational and business plans; management and reporting systems for accountability and performance; and budgets in order to eliminate inequities and create opportunities for all people and communities to attain optimal health and quality of life.
- B. Establish an inter-departmental team to facilitate accountability of and coordination by all agencies, departments, and offices of City government regarding integration of the HiAP lens and 'fair and just' practices into the Citywide strategic plan. The CAO shall designate a department or agency to lead the effort. The inter-departmental team shall be composed of the directors or their designees of all agencies, departments and offices of City government, and shall include policy analysts from City Council. The inter-departmental team shall support the City's application of HiAP and "fair and just" practices in the following ways:

1. Identify health and equity indicators to be tracked within the strategic plan and by agencies, departments, and offices to assure progress in promoting health and equity.
  2. Align strategic plan focus areas with policies and actions that improve health, fairness, and opportunity in City government organizational practices;
  3. Attend regularly scheduled Interdepartmental Team meetings, workshops, and trainings;
  4. Develop analytical tools to support all departments, agencies, and offices in identifying the health and equity impacts of policies and decisions and ways in which to amplify positive impacts and mitigate negative impacts;
  5. Develop guidelines which can be implemented across all agencies, departments and offices for outreach, communication and community engagement to improve the scope and effectiveness of City efforts to ensure that all communities receive information and have the opportunity to shape City policies and services;
  6. Provide a forum for exchange of information and identification of opportunities for collaboration across agencies, departments and offices on HiAP and 'fair and just' foundational practices;
  7. Support the identification of annual work plans by agencies, departments and offices on application of HiAP and 'fair and just' practices; and
  8. Assist with the writing of the annual HiAP report.
- C. Design and publish an annual report for the City of Richmond's elected leadership, employees and the public on the status and trends in health and equity in the city and measures of accountability for the strategic plan, work plans and results related to implementation of the HiAP resolution.