Introduction:

The Ethnic and Racial Diversity Team consists of representatives from community-based and governmental organizations, including primary care and behavioral health providers, community advocacy organizations focused on diverse populations, local Coordinated Care Organizations, Oregon Department of Human Services, and Lane County Health & Human Services. The Team identified both strengths and needs associated with recovery from COVID-19 and the resulting economic downturn, as well as resources and recommended practices. The Team also identified the stresses and loss points that most affect this population. The work of the Team will continue with periodic updates and additional material added to the Toolkit as the pandemic continues.

Major Conclusions:

1. The COVID-19 pandemic has disproportionally affected populations of color, immigrants, and those facing prejudice and oppression in many ways, including increased viral susceptibility and mortality
2. People with the fewest resources have the greatest need for services and assistance for basic needs such as housing, food and utilities
3. This population has a high need for technology resources such as smartphones, computer hardware and adequate broadband.
4. Many people fill essential workforce positions with minimal personal protective equipment, which puts them at greater risk of contracting the virus and spreading it to others.
5. Communication channels for those who do not speak English as their primary language are limited and may result in missed preventive health information.
6. Current events are illuminating many law enforcement disparities in the demeaning and threatening way people of color and Latinx may be treated by police officers.
7. The pressures of quarantine, social distancing, limited travel, and disrupted work/school schedules may result in increased family conflict and resultant traumatic stress.
8. Systemic racism and microaggressions have life-long negative effects on health, however these are not noted in any diagnoses which would allow for medical insurance coverage for healing.
9. The intersectionality of systemic oppression for people of color and for those with non-conforming gender and other non-dominant cultures is cumulative and extremely harmful.
Identified Stress/Loss Points for Ethnic/Racial Minorities and Immigrants:

- Basic needs for food, shelter, utilities, and healthcare may not be met and resources for assistance may not be available due to citizenship status
- Family Isolation due to quarantine and Governor Brown’s Stay at Home order
- Racism and oppression affect individuals, children and families in myriad ways leading to diminished opportunities to succeed and decreased quality of life
- Police brutality, protests and news stories are frightening and create powerlessness
- Trauma may be experienced in many different ways, including numbness to emotional stress
- Workplace stress points are increased, and working from home (for those who can) has both benefits and disadvantages which may impact family priorities
- Employment layoffs, job insecurity, income reduction, and limited workforce training and internships impact economic stability
- Schools/child care centers have closed or have reduced hours, with the effect of decreased learning and loss of other resources for families and youth
- Limited internet resources may impact telehealth services
- Uncertainty for the future is putting a great deal of stress on individuals and families
- Immigrants and refugees often do not qualify for stimulus or unemployment funds or other safety net programs