



Economic Inclusion, Security, and Mobility Rate Card Engine

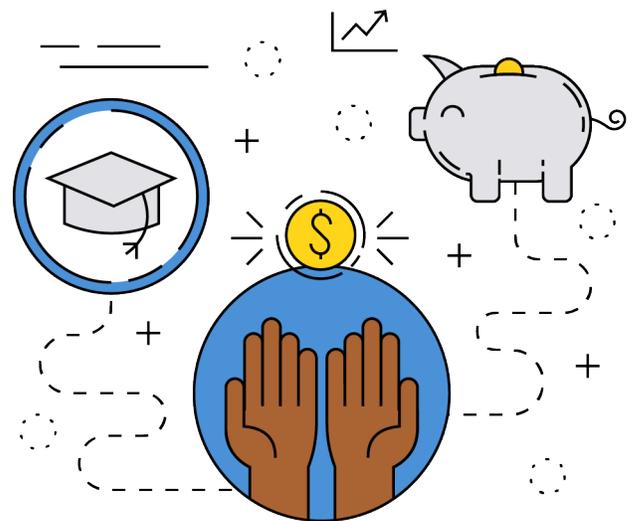
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“Economic inclusion reflects the ability of historically excluded populations, including lower-income residents and people of color, to contribute to and benefit from economic prosperity¹. An inclusive economy is one in which there is expanded opportunity for more broadly shared prosperity, especially for those facing the greatest barriers to advancing their well-being². It ensures full and fair access to labor markets and economic opportunity as an intrinsic element of a sustainable market economy³, and recognizes economic **stability** as a prerequisite for long-term and intergenerational financial **mobility** and well-being⁴.”

RATECARD ENGINE GOAL

To support community leaders in advocating for, producing, and sustaining, economic inclusion, security, and mobility, and in decreasing barriers to accessing economic opportunity, thus enabling intergenerational economic opportunity as a critical component of developing a Culture of Health.



1 Urban Institute <https://apps.urban.org/features/inclusion/?topic=map>

2 Rockefeller Foundation <https://www.rockefellerfoundation.org/blog/five-characteristics-inclusive-economy-getting-beyond-equity-growth-dichotomy/>

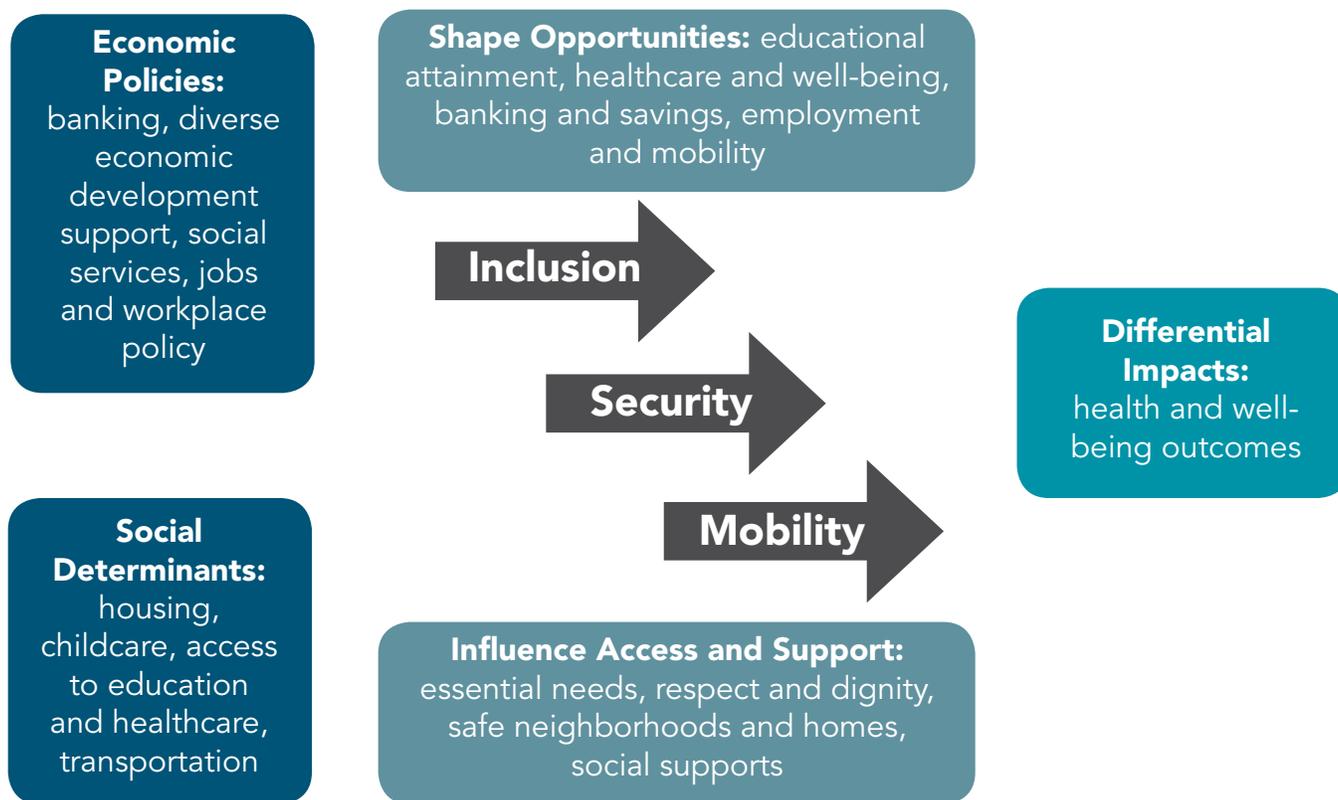
3 European Bank for Reconstruction and Development www.ebrd.com

4 Stanford University Center on Poverty and Inequality https://inequality.stanford.edu/sites/default/files/SOTU_2015_economic-mobility.pdf

HOW TO USE THIS RATECARD ENGINE

A ratecard is a menu of outcomes that either A) a payor is willing to purchase at the price per unit they are willing to pay⁵, or B) a community provider is willing to offer at the price per unit they are willing to accept. This “Engine” is designed to accelerate the development and negotiation of a ratecard built for specific groups of communities and groups of payors. Use this, and other Shift Ratecard Engines, as a starting point to build a logic connecting actions to outcomes, borrow from existing evidence, and select the outcomes that make sense in your particular context. Use this tool to build power in your community to achieve and fund the outcomes that matter most. Use this tool to establish the value of outcomes to your community and to negotiate for fair resources to successfully achieve those outcomes. Each “Engine” contains a sample logic model (Figure 1), key definitions, assumptions and values built into the Engine, some sample strategies that could achieve health outcomes, sample outcomes, sample metrics for those outcomes, and a sample ratecard to see what the end product might look like.

Figure 1. Relationship between economic policy, security, inclusion, mobility and health equity (after Braveman, PA & Egerter, S., 2013⁶ and Ontario Income Security Roadmap for Change, 2017⁷)



5 <https://socialfinance.org/outcomes-rate-card/>

6 Braveman, P.A., & Egerter, S. (2013) Overcoming Obstacles to Health in 2013 and Beyond. Robert Wood Johnson Foundation Commission to Build a Healthier America. <http://www.rwjf.org/content/dam/farm/reports/reports/2008/rwjf22441>

7 Ontario Income Security Roadmap for Change (2017) with recommendations from the Income Security Reform Working Group, the First Nations Income Security Reform Working Group and the Urban Indigenous Table on Income Security Reform <https://www.ontario.ca/page/income-security-roadmap-change>

KEY DEFINITIONS

Health Equity: Everyone has a fair and just opportunity to be healthier. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care⁸.

Economic Inclusion: is the opening up of economic opportunities to under-served social groups to ensure that anyone, regardless of their gender, place of birth, family background, age or other circumstances, over which they have no control, has full and fair access to labor markets, finance and entrepreneurship, and more generally, economic opportunity. Inclusion is an intrinsic element of a sustainable market economy⁹.

Economic Security: Individual and family economic security comprises (i) financial assets sufficient to develop a safety net in case of job loss or serious illness, build a solid nest egg for a secure future and comfortable retirement, and help children get off to a good start toward economic security, (ii) the education necessary to find a good job in today's competitive global economy, (iii) an income that make it possible to afford quality housing and other essential living expenses; and (iv) comprehensive, high quality, affordable healthcare for all family members to ensure that care is available when needed and that financial stability is not eroded in case of serious illness¹⁰.

Economic Mobility: The ability of individuals to move up or down the income distribution¹¹ and includes savings and assets that are key to moving up the economic ladder, both within a lifetime and across generations¹².

Economic Opportunity: Factors including education, neighborhoods, savings, and family structure that influence pathways for parents to become financially stable and support their children's healthy development and academic success¹³.

RATECARD ASSUMPTIONS AND VALUES

Some of the assumptions and values built into this ratecard engine include:

- Our society needs to redefine what it means to be “poor” --that families struggling against systems are not choosing to have less money;
- Economic exclusion is a barrier to opportunity, and is created by systems of oppression, in particular employment and financial policy;
- Systems of oppression, including but not limited to racism, ableism, sexism and ageism, as well as the implicit and explicit biases of individuals with power, sustain barriers to economic inclusion

8 Robert Wood Johnson Foundation <https://www.rwjf.org/en/library/research/2017/05/what-is-health-equity-.html>

9 <https://www.ebrd.com/what-we-do/projects-and-sectors/economic-inclusion.html>

10 https://www.demos.org/sites/default/files/publications/ByAThread_MiddleClass_Demos.pdf

11 Federal Reserve Bank of San Francisco <https://www.frbsf.org/economic-research/publications/economic-letter/2013/march/us-economic-mobility-dream-data/>

12 Pew Charitable Trusts <https://www.pewtrusts.org/en/projects/financial-security-and-mobility>

13 Annie E. Casey Foundation <https://www.aecf.org/work/economic-opportunity/>

and unfairly burden many members of our communities;

- Economic inclusion is a prerequisite for economic security, which is itself a prerequisite for economic mobility, for historically marginalized and/or oppressed people and communities;
- For most adults, economic security - and the predictability, choice and agency it affords - is a key determinant of their ability to fully participate in a Culture of Health;
- Economic inclusion and security must be achieved first, which would then allow individuals, families and communities to build economic mobility, take more risk and innovate to find solutions that work for themselves and disrupt drivers of intergenerational inequality;
- Approaches to economic inclusion should be grounded in the knowledge that individuals are nested within families and communities and that their role as workers is less important than their role as community members, who are interwoven with others in supportive social relationships.

EXAMPLE COMMUNITY STRATEGIES TO IMPROVE HEALTH

Communities will use a range of strategies to advance economic, inclusion, security and mobility and associated health improvement. Those strategies will work in synergy and they will be different based on culture, local policy, and other factors. The focus of this ratecard engine is on outcomes - outcomes community leaders will achieve through a range of strategies illustrated below.

Strategies to Address Community Determinants

Strategies to address equity and inclusion issues in the area of community determinants could include: changing people's perception of what it means to be poor, removing local ordinances restricting where multi-unit housing can be built, using equitable mobility planning tools in designing public transit routes, ensuring transit service delivery is frequent and reliable in low income communities who need to commute to work, supporting stable family structures, protecting children from trauma and other Adverse Childhood Effects, preventing domestic violence, reform the cash bail system, planting trees along transit corridors to reduce air pollution in affected neighborhoods, encouraging the development of reliable and affordable high speed internet infrastructure, and including child care facilities in municipal general plans.

Strategies to Address Educational Attainment

Strategies to support increases in educational attainment with downstream impacts on health equity may include: increasing access to high quality preschool and child care options, developing out-of-school time programs for children with special needs, expanding access to restorative justice programs in middle and high school, developing credit recovery programs for opportunity youth and youth in the juvenile justice system, and increasing access to post-secondary education for incarcerated adults and for individuals with prior convictions.

Strategies to Address Income Security

Strategies to address equity and inclusion issues in the area of income security could include: increasing the minimum "tipped" wage in a municipality, protecting equal pay for equal work, ensuring working people with disabilities wages are paid a living wage, establishing low interest and/or fair short term loan facilities for people with low credit scores and the unbanked, supporting

access to banking services including child savings accounts and accessible family banking and savings services, restricting the operations of “payday lenders” in low income communities, coordinating financial services for low income families, and supporting access to free tax filing services and maximizing other public benefits.

Strategies to Address Jobs and Workforce

Strategies to address equity and inclusion issues in the area of jobs and workforce could include: access to social-emotional and career training programs for people with disabilities and those formerly incarcerated, removing policy barriers for people to work, access to high quality affordable childcare, creating inclusive workplaces, institutionalizing wellness and stress reduction initiatives and policies into workplaces, legal services for exploited workers, small business incubation programs for minority owners or in disinvested neighborhoods and development of local procurement and workforce training programs by anchor institutions.

RATECARD EXAMPLE OUTPUTS, OUTCOMES, AND MEASURES

The example ratecard below is intended as a menu of “good things” that communities, investors, and others can use as a starting point to define where they want to concentrate their efforts to advance economic mobility and health equity. It is assumed there is a current mismatch or lack of sufficient resources directed toward activities that promote the outcomes below. Those missing resources are preventing the kinds of culture and systems shifts needed to advance economic mobility in ways that promote a Culture of Health. These measures are inter-related and part of broader systems. Outcomes metrics, outcomes values and related prices and variations in outcomes prices for populations of interest will need to be adapted to local conditions and cultures and will be detailed in the place-based contracts and agreements between Shift Health Accelerator, investors/ payors, and community providers. Outcomes that are relevant to particular communities can be drawn from multiple Ratecards to ensure a comprehensive approach to improving well-being in local settings. Sample metrics and prices are not included in this Ratecard Engine, but Shift will provide guidance for options on how to set pricing with particular communities and topic areas.

The sample outcomes are based on work spearheaded by a number of efforts to define outcomes related to economic inclusion such as the [Opportunity Index](#), the [Social Progress Index](#), [Race Counts](#), [Propel LA](#), and the forthcoming California Dream Index.

Example Rate Card Outcomes

The Shift Health Accelerator team is currently exploring different ways to structure ratecards to balance clarity, connectivity, and other ways. The structure for ratecards depends on community priorities, opportunities to leverage current context, networks, and communication channels, and feedback for continuous improvement and relevance to specific community settings.

COMMUNITY DETERMINANTS

Example Final Outcomes

Increase in supportive social relationships/
decrease on harmful relationships
Increased life expectancy at birth

Example Intermediate Outcomes

Increase on Social Capital Index
Decrease in Adverse Childhood Events
Increased perception of community safety
Increased access to transit, broadband, and voting
Decreased % of income spent on housing and transit
Higher % of population with healthcare
Decreased drug use

INCOME SECURITY

Example Final Outcomes

Decreased % people below poverty level
Improved financial assets

Example Intermediate Outcomes

Increase in median household income
Decreased concentration of payday lending
Increased population with savings account
Higher number of banking institutions
Higher share of income distributed
Lower % population accessing safety net services
More 30yr olds making more than parents

EDUCATION

Example Final Outcomes (Increased)

% Kindergarten ready
% on-time high school graduation
% with post-secondary education

Example Intermediate Outcomes

Increased enrollment in Pre-K
Increased 3rd grade reading level
Increased 8th grade math proficiency
Decreased K-12 suspensions
Increased access to mentoring
More restorative justice policies

JOB & WORKFORCE

Example Final Outcomes

Higher employment to populations ratio
Increased % populations with living wage

Example Intermediate Outcomes

Increase in job training programs
More business ownership
Increase in living wage policies
Increase in workplace EDI policies
Decrease in employee workdays missed
More pay equity policies
Increased regional diversity in industry
Increase incentives for entrepreneurship/small business
Increased % employees with employer healthcare

APPENDIX A: EXAMPLE RATECARD COMPLETED

Table A1. Sample Outcome Targets

OUTCOME	BASELINE	OUTCOME TARGET	TIMELINE TO TARGET
Early Outcomes			
Reduce exclusionary discipline	1,714 expulsions, 1,192 suspensions	<1,600 expulsions, <1,000 suspensions	2021-2026
Reduce chronic absenteeism (% of students missing >10% of school days)	23%	<18%	2021-2026
Outcomes Tied to Payments			
Increase on-time high school graduation*	81.9%	>89.9%	2021-2026
Other Important Outcomes, Not Formally Evaluated			
Improve 3rd grade reading	58%	>64%	2021-2026
Improve childhood resilience (reduce the adverse consequences of child abuse and neglect)	To be established in 2019	Improve by 10%	2023-2026

Table A2. Sample Payment Schedule

OUTCOME	COHORT	FLOOR	PAYMENT
On-time high school graduation	2020-2021	83.9% (2% increase over baseline)	\$281,900
	2021-2022	85.9% (4% increase over baseline)	\$462,900
	2022-2023	87.9% (6% increase over baseline)	\$536,900
	2023-2024	89.9% (8% increase over baseline)	\$466,000
	2024-2025	89.9% (8% increase over baseline)	\$195,000
	2025-2026	89.9% (8% increase over baseline)	\$51,500
TOTALS			\$1,994,200

APPENDIX B: EXAMPLE OUTCOMES METRICS

OUTCOME EXAMPLE	METRIC EXAMPLES (Specific metric and price determined locally)	POTENTIAL DATA SOURCES
COMMUNITY DETERMINANTS		
Increase in supportive social relationships/decrease in harmful relationships	Youth connection/disconnection	American Community Survey
Increased life expectancy at birth	Life expectancy at birth Teen birth rate	Centers for Disease Control
Increase in Social Capital Index	Access to re-entry services	Social Capital Index
Decrease in Adverse Childhood Events (ACES)	ACES score Rate of domestic violence Rate of child abuse and/or neglect	US HHS Department of Children and Families, Centers for Disease Control
Increase in perception of community safety	Arrests / population	Bureau of Justice Statistics
Increased access to transit, broadband, and voting	Broadband internet subscription rates / % individuals with access Average commute time to work Reliability of public transportation % population registered to vote	US Census, American Community Survey, Federal Communications Commission
Decreased % of income spent on housing and transit	Increased homeownership % households spending 30% or less on housing Affordability of public transportation Housing quality	American Community Survey
Higher % of population with healthcare	% population with usual source of healthcare	US Census, Centers for Disease Control
Decreased drug use	Rate of drug use Deaths related to alcohol/drug use or suicide per 100,000	Substance Abuse and Mental Health Services Administration, CDC WONDER
EDUCATION		
Increased % kindergarten ready	% kindergarten ready	Kidscount
Increased % on time High School graduation	% on time High School graduation	State Departments of Education
Increased % adults with Post-Secondary education	% adults with Post-Secondary education	American Community Survey

Increased enrollment in Pre-K	Enrollment in early care and education	American Community Survey
Increased 3rd grade reading	3rd grade reading scores	State Departments of Education
Increased 8th grade math	8th grade math scores	State Departments of Education
Decreased suspensions in K-12 system	Suspensions in K-12 system	State Departments of Education
Increase in internships / mentorship / job training programs	Available internships / mentorship / job training programs	Local surveys
More restorative justice programs and policies	Available restorative justice programs and policies	Local surveys

INCOME SECURITY

Decreased % population below poverty level	% population below poverty level % individuals above poverty line adjusting for cost of living and public assistance % population in areas >40% poverty % population earning a living wage	American Community Survey
Improved financial assets	Household net worth	US Census, Survey of Income and Program Participation
Increased median household income	Median household income	American Community Survey
Decreased concentration of payday lending institutions	Concentration of payday lending institutions	Consumer Financial Protection Bureau
Increased population with savings accounts	% population with savings accounts	Local data
Higher number of banking institutions	Number of banking / financial institutions per 10,000 residents Financial planning programs	Child Trends' analysis of data from the U.S. Census Bureau, County Business Patterns and Population Estimates
Higher share of income distributed	Share of income distributed to first three quintiles, 80 / 20 ratio	American Community Survey
Lower % of population accessing safety net services	% population accessing safety net services	Local and state Health and Human Services Departments
More 30 year olds making more than parents	30 year olds making more than parents	Equality of Opportunity data

JOBS & WORKFORCE

Higher employment to population ratio	Unemployment rate / employment to population ratio Employment per 1000 people	American Community Survey, Bureau of Labor Statistics
Increased % population earning a living wage	% population earning a living wage	Bureau of Labor Statistics
More business ownership	Business ownership per 1000 people	Local surveys and Economic Development Boards
Increase in living wage policies	Presence of living wage policies	Local surveys
	Increase in job training programs - technical skills	Local surveys
	Increase in job training programs - social / emotional skills	Local surveys
Increase in workplace EDI policies	Presence of hiring policies including EDI	Local surveys
Decrease in employee work days missed	Number employee work days missed	Bureau of Labor Statistics, local surveys
More pay equity policies	Presence of pay equity policies	Local surveys
Increased regional diversity in industry	Regional diversity in industry	Local and state Economic Development Boards
Increase in incentives for small business / entrepreneurship	Available incentives for small business / entrepreneurship	Local and state Economic Development Boards
Increased % employees with employer healthcare	% employees with employer-sponsored healthcare coverage	Kaiser Family Foundation, US Census