

# Request for Proposals: Los Angeles County Public Health Councils Program

Applications Due by **Friday, January 22, 2021**



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## **OVERVIEW**

The Los Angeles County Department of Public Health (Public Health), in partnership with Liberty Hill Foundation, is launching the Public Health Councils (PHC) program to help ensure employees in prioritized industries are protected by Los Angeles County Health Officer Orders (HOOs). HOOs are mandated and legally enforceable local directives that businesses are required to implement to reduce the spread of COVID-19 in their workplaces and in the community.

Public Health Councils are comprised of workers in prioritized sectors that will conduct peer-to-peer education with their co-workers, identify potential Health Officer Order (HOO) violations, and help increase compliance at their worksite. The PHC program seeks applications from qualified Community Based Organizations (CBOs) that will become Certified Worker Organizations (CWOs) to assist in supporting PHCs in the food manufacturing, apparel manufacturing, warehouse and storage, and restaurant sectors. CWOs will provide outreach, education, and technical assistance directly to the PHCs, with the goal of increasing compliance with County HOOs among workers and employers.

## **SUMMARY OF PROGRAM**

For more detailed program information please see the draft [Scope of Work](#).

Liberty Hill, in collaboration with Public Health, will subcontract with CBOs to engage in, and implement, the following types of work:

- Complete Training and Certification with Professional Training Organization
- Conduct outreach and engagement with workers and employers at prioritized businesses
- Assess interest and opportunity for forming PHCs at particular worksites
- Convene offsite PHC meetings with workers from each participating worksite
- Support PHCs to identify potential HOO violations at worksites and to address them with management, if possible
- Support PHCs to report potential HOO violations to Public Health, if needed HOOs

The funding opportunity will provide selected organizations:

- \$150,000 in funding for programming serving the needs of workers adversely affected by COVID-19 in one or more of the priority sectors.
- Training by a Professional Training Organization (PTO) and certification by Public Health to become CWOs.

- Programmatic support and access to Public Health grant manager and staff to provide technical assistance as needed.

## **BACKGROUND AND OBJECTIVES**

Unfortunately, COVID-19 has exposed and exacerbated numerous systemic inequities. For example, in Los Angeles County, low-income communities and people of color have higher risk of infection, hospitalization, and death from COVID-19 than higher-income and white communities. Experts and officials attribute these disproportionate transmission rates, in part, to outbreaks occurring in low-wage industries where many frontline workers are people of color. This increased exposure can lead to transmission from the workplace to the communities where workers reside. While many businesses have been diligent in their efforts to comply with the County HOOs, many have not, creating a public health risk for employees, customers, and communities. Approximately 244,000 businesses in Los Angeles County are regulated by the County's HOOs, making it challenging for the County's Environmental Health inspectors to ensure that all businesses are in compliance with Public Health directives.

In response to these challenges, County supervisors unanimously approved the creation of the PHC program to reduce the disproportionate impact of COVID-19 on workers in industries experiencing high rates of outbreaks and complaints. The program will help increase compliance by providing support to workplaces in properly implementing the HOOs, and reporting potential violations of these orders to Public Health's Environmental Health Division. The PHC program will help increase compliance in workplaces by enlisting workers to help monitor the safety of their own workplaces and promote peer-to-peer education models among workers with support from CWOs and Public Health.

A PHC may form in any worksite in one of the four prioritized sectors; given the dynamic nature of COVID-19 transmission, these prioritized sectors may shift over time. Contracted agencies will be provided data-backed criteria for prioritizing businesses within their sector, such as businesses in geographic areas with a high number of cases, and those with a history of outbreaks, complaints and violations. PHCs will consist of volunteer, non-elected workers in a workplace who will work with a CWO to train peers at their worksite on the HOOs, liaise with management if feasible, and report potential violations of the HOOs to Public Health.

As part of this program, both Public Health and Liberty Hill are committed to building capacity of CBOs to provide supportive services, resources and technical assistance to workers in the food manufacturing, apparel manufacturing, warehouse and storage, and restaurant sectors. These CBOs, which are certified as CWOs, are grounded in highly impacted communities. They possess unique assets such as community trust, social capital and durable networks essential for communicating critical information and countering misinformation in a rapidly changing landscape and are crucial to providing outreach, education and technical assistance to workers interested in forming PHCs.

### **CWO Objectives:**

- Educate workforces and employers on HOOs
- Support implementation of PHCs
- Support workers in practicing peer-to-peer education on HOOs
- Support workers in identifying and addressing potential HOO violations at worksites
- Support workers in reporting potential violations to Public Health, if needed

## **ELIGIBILITY REQUIREMENTS**

The selection of CBOs will involve an application review process that considers specific criteria, including but not limited to the following:

- Be a non-profit organization that has been operating in Los Angeles County a minimum of three years;
- Capacity to provide services in languages including but not limited to English, Spanish, Chinese, Tagalog, Korean or other languages appropriate to workers of potential PHCs in the prioritized sectors;
- Experience providing outreach, education and technical assistance to low-wage workers;
- Experience communicating with and advising workers on workplace and health related issues;
- Demonstrate a clear understanding of program goals and capacity to implement the activities listed in the draft [Scope of Work](#) in the sector(s) for which the organization is applying;
- Demonstrate knowledge of public health concepts and infection prevention principles and local environmental health regulations;
- Engage in public policy and advocacy on behalf of low-wage workers.

### **Other desirable qualifications include:**

- Have three years of experience in the last five years providing outreach, education and technical assistance to low-wage workers;
- Have three years of experience in the last five years communicating with and advising low-wage workers on workplace and health related issues;
- Experience conducting outreach, education and technical assistance to one or more of the four prioritized sectors: garment manufacturing, food manufacturing, warehouses and storage, and restaurants;
- Experience training low-wage workers using peer-to-peer education models;
- Familiarity with County HOOs, and Public Health protocols;
- Familiarity with Public Health's Environmental Health Division, and complaint & violation reporting structure.

## **SELECTION TIMELINE**

The selection process involves the following:

- Interested parties may provide written questions related to the program and application process. All questions must be submitted via email to [partnerships@libertyhill.org](mailto:partnerships@libertyhill.org) and received by **Friday, January 8, 2021**. Answers will be posted online at [www.libertyhill.org/phcs](http://www.libertyhill.org/phcs) on **Wednesday, January 13, 2021**.
- The deadline for [applications](#) is **Friday, January 22, 2021**.
- Awards will be announced on **Wednesday, January 13, 2021**.