Declaring Racism a Public Health Crisis – A Progress Report

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KITSAP PUBLIC HEALTH DISTRICT

Kitsap Public Health District – Some Facts

- Established in 1942.
- Governed by the Kitsap Public Health Board (elected officials and appointed nonelecteds).
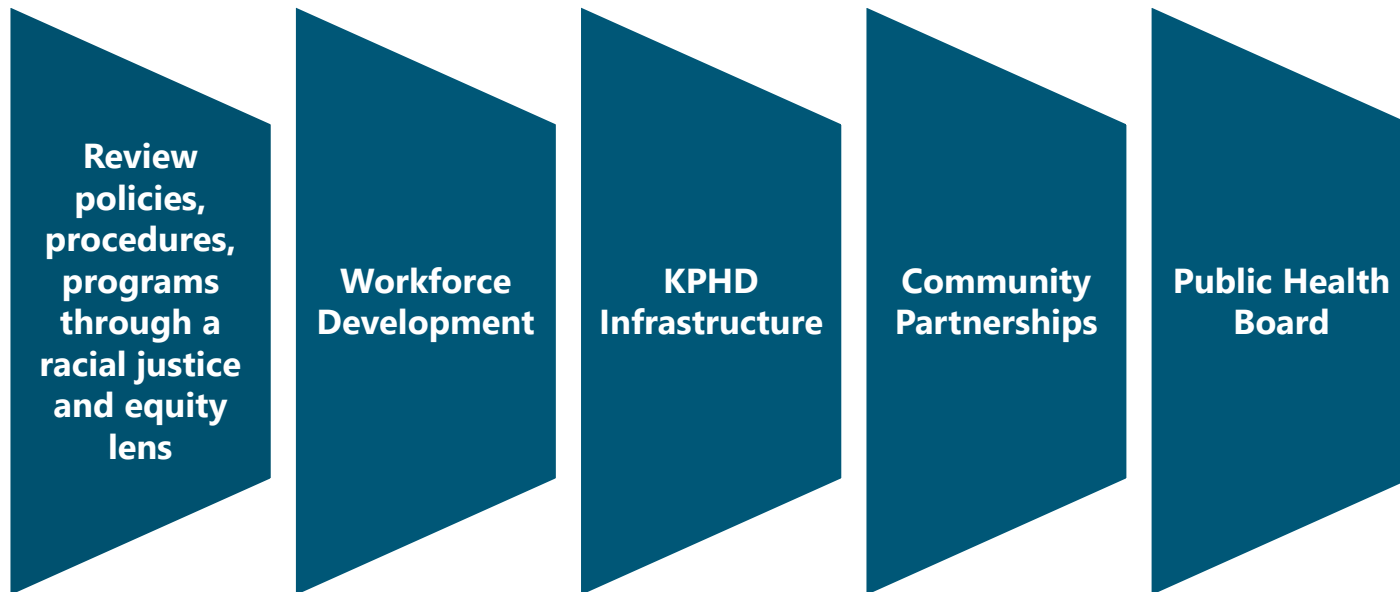- Special purpose district.
- ~130 employees

In Spring 2021, community called for resolution declaring racism as a public health crisis.

KPHB Resolution 2021-01

- Kitsap Public Health Board resolution declaring racism a public health crisis passed in May 2021

- Commitments fit into 5 categories:

Review policies, procedures, programs through a racial justice and equity lens	Workforce Development	KPHD Infrastructure	Community Partnerships	Public Health Board

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Results from the Resolution

Organizational culture

Organizational procedures

Community relationships

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Organizational culture

- Equity program (2 employees)
- Employee outreach/discussions
- Organizational assessment
- Employee training
- Inclusion of equity in strategic planning process

Organizational Assessment Process

ELT assessment (June 2022)

Manager Survey (June 2022)

Nonmanager survey (July 2022)

Organizational Assessment
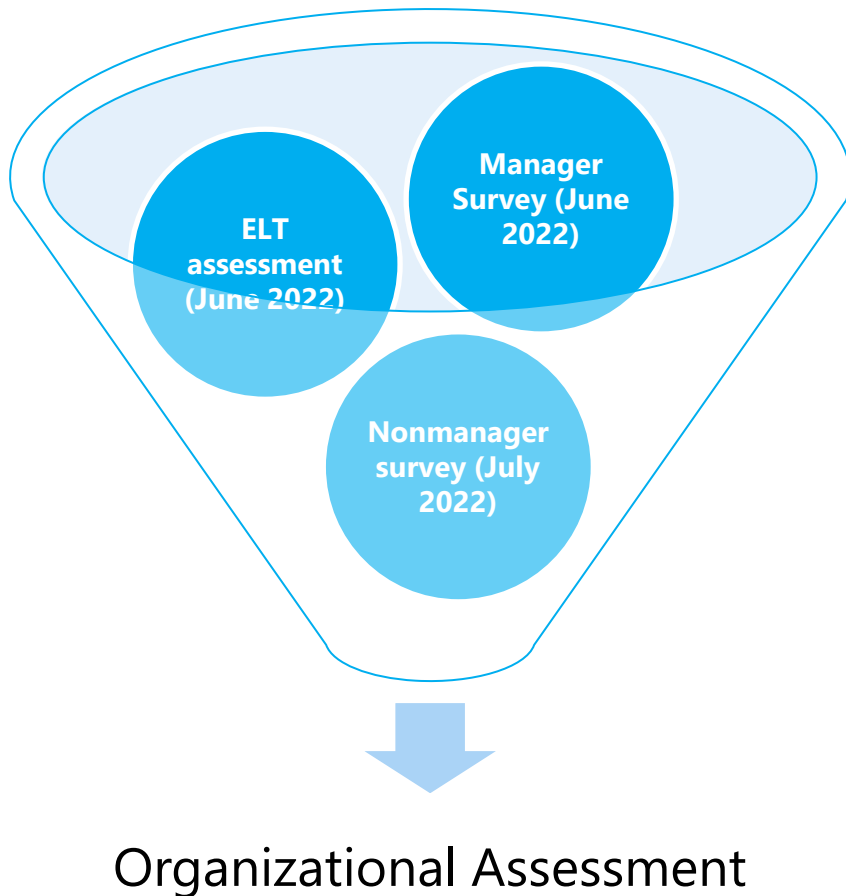
The goals:

- (a) determine a **baseline** from which we can assess progress in our equity work,

- (b) identify **work we need to do** to enhance our equity practices, and

- (c) **engage our employees** at every level in the development of our equity work.

Overarching Themes

- We are doing a lot of things well when it comes to equity.

- We need to:
  - be clear about our equity goals and communicate them
  - communicate about activities and expected outcomes
  - be intentional
  - be authentic and not performative
  - do this work agencywide

Overarching Themes

- We should:
  - talk about our equity work across divisions.
  - provide regular updates and explain our timeline.
  - continue to find new ways to engage with and incorporate the feedback of communities experiencing inequities (not only BIPOC) into our work; communicate how we do this with employees.
  - look at how we can make our workplace even more inclusive.

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Proposed Action Plan

- Manager discussions, training
- Employee training
- Data products (content, SDOH context)
- Strategic plan, work plans
- Community engagement & partnerships
- Workforce recruitment and hiring
- Inclusive workplace

Organizational Procedures

- Inclusive, equity-centered communications
- Inclusive, equity-centered data
- Using an "equity lens" in reviewing policies, processes, and procedures
- Equity focus in re-accreditation

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Inclusive Communications

- Inclusive language
  - Person-first language
  - Gender neutral language when appropriate
- Translated documents and social media posts
- Equitable methods for distributing information

What is an "Equity Lens"?

- Helps our employees focus on equity in their processes (especially related to values, assumptions, inclusion) and outcomes

- Draws attention to how the decision impacts marginalized/oppressed groups

Community Relationships

- Be present at community fairs/events/meetings
- Meet with community members and leaders
- Provide community presentations
- Participate in community campaigns and movements

Community relationship will help our work be:

- Community driven
- Community informed

Health Equity Collaborative

- Purpose: to address Resolution commitment to "co-create solutions to systemic inequities with community partners."

- Launched: November 2022

- 30+ participants in first meeting representing various sectors

- Next meeting: January 2023, focus: visioning and community asset mapping

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How should we report our progress?

https://www.surveymonkey.com/r/KitsapHRC2022

Survey Questions

1. What Kitsap Public Health District (KPHD) activities, resulting from Resolution 2021-01 Declaring Racism a Public Health Crisis, are you interested in knowing more about?

2. What would you like to see in KPHD's equity program progress report?

3. What ways should KPHD share our progress with our community?

Got questions?

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Let's connect!

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