Addressing Inequities and Racism

Regional Equity Learning Collaborative
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A strong connection between health, income, place, and race

Source: King County Equity and Social Justice - https://kingcounty.gov/equity
An “unhealthy stream” creates inequities

POLICIES, PRACTICES & SYSTEMS— Policies, structures and systems – Including those in government – have sustained and even contributed to inequities

CONDITIONS— Past policies, systems and practices have resulted in adverse social, physical and economic conditions

OUTCOMES— Organizations and their programs historically have tended to react to problems and treat poor individual and family-level outcomes

Source: King County Equity and Social Justice - https://kingcounty.gov/equity
Pro-equity Systems

A “healthy stream” creates equity

PRO-EQUITY POLICIES, PRACTICES & SYSTEMS—For greatest and most effective impact, King County is focusing “upstream” to address root causes and be pro-equity.

CONDITIONS—Pro-equity systems and policies result in improved community conditions, also known as “determinants of equity.”

OUTCOMES—Individuals and families thrive regardless of race and place.

Source: King County Equity and Social Justice - https://kingcounty.gov/equity
Plan includes six-goal areas (such as leadership/operations/services; plans/policies/budgets; workforce workplace; community partnerships)

Source: https://kingcounty.gov/equity
Equity in programs and policies

**EQUITY IMPACT REVIEW PROCESS**

1. **Scope**
   - Guided by community priorities

2. **Assess Equity & Community Context**
   - Informed by current equity conditions

3. **Analysis & Decision Process**

4. **Implement**

5. **Ongoing Learning**

**King County**

**Best Starts for KIDS**

**Communities of Opportunity**
Shifting investments and transforming the criminal legal system, and prioritizing community investments

Examples:
- Keeping jail population low post-COVID, currently 1,300 down from 1,900 people
- Shifting marijuana tax revenue from law enforcement to community programs
- Continuing to reduce juvenile detention and adult caseload through community diversion and restitution
- Engaging communities in program design and participatory budgeting
- Expanding community investment (housing, jobs, etc.)

Next: Gathering Collaborative to support Racism is a Public Health Crisis, oversee use of $25 M community fund, and consult on 2023-24 budget
Goal with the pandemic
• Inequities in health and determinants of equity are minimized and response objectives are achieved through anti-racism practices and activation of community participation, influence and power.

Department ESJ and Racism is a Public Health Crisis goal
• Public Health implements the ESJ Strategic Plan and Racism is a Public Health Crisis goals and strategies with focus, transparency and accountability, working closely with all divisions.

Examples of teams:
• Priority Populations Teams, by race
• Task Forces and Liaisons: CBO, FBO, LGBTQ+, People w/ Disabilities
• Community Navigators
• Equity Response Team
• Pandemic and Racism Community Advisory Group
• Language Access Team

• Plus funding to 100s in the community
Building capacity and accountability structures at Public Health – Seattle & King County

• **Structure**
  - ESJ teams in each division
  - Equity, Inclusion and Belonging managers in some divisions

• **Work plans based on our ESJ Strategic Plan (as a department, and by divisions), for example:**
  - Leadership, Operations and Services
  - Plans, Policies, Budgets
  - Community Partnerships...

• **Accountability Agreements for each division director**

• **Trainings**
  - Basic ESJ Training for all new employees
  - As a county, we also have a Racism training based “Race: The Power of an Illusion”
  - In the past, we have training 1700 supervisors in a 3 day building a racial just King County training
  - BIPOC-specific trainings
  - We have also done tools training – most useful has been in cohorts
  - Right now in PH, revamping our equity trainings

• **Staff supports**
  - Affinity Groups and Caucus Groups
The Pandemic and Racism Community Advisory Group is a community-driven and cross-sector collaborative to identify, inspire, and mobilize bold solutions in response to the urgent, interconnected crises of COVID-19 and systemic racism.

How we work

• By centering on Black, Indigenous and people of color.
• By holding King County and Public Health-Seattle & King County accountable to its public commitment to work over the long-term in stronger, better resourced, and true partnerships with community to disrupt and dismantle the oppressive, racist systems it has been complicit in maintaining.
Resources

King County Equity and Social Justice
ESJ Strategic Plan and Tools
https://www.kingcounty.gov/equity

Public Health – Seattle & King County
- Pandemic & Racism Community Advisory Group

Racism is a Public Health Crisis

Health Equity Guide
Case Study on King County’s Transformation of Practices to Advance Equity
https://healthequityguide.org/case-studies/king-county-transforms-county-practice-to-advance-equity/