




Addressing Racism and COVID-19



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hot topics in practice 

www.nwphc.org/center

Northwest Center
FOR PUBLIC HEALTH PRACTICE

Question for the Viewers

①

Does your organization have a strategic plan for addressing equity in your jurisdiction?:

- A. Yes, we have developed a plan
- B. We are working on a plan
- C. No, we have not developed a plan
- D. Other (please type in chat)



Origins of Equity and Social Justice Work in King County



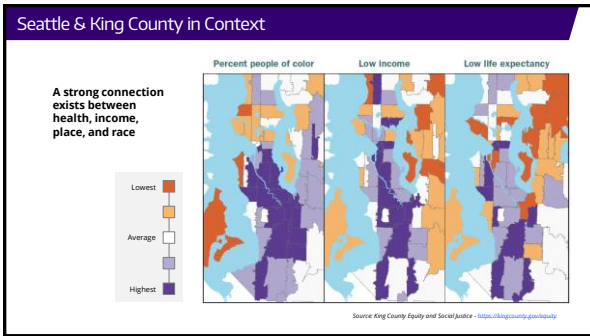
COVID-19 and Health Disparities

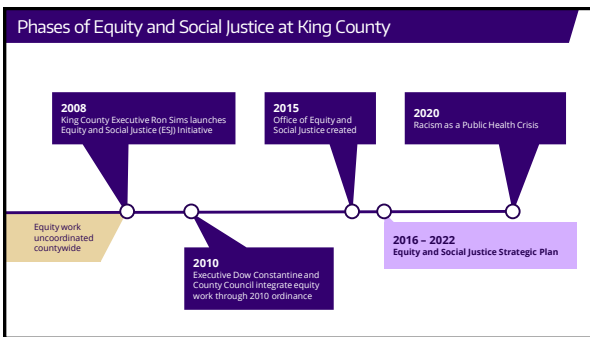


Strategies for Equity During Two Pandemics



Origins of Equity Work in King County





Equity and Social Justice Strategic Plan

Vision:
A King County where all people have equitable opportunities to thrive.

- Values:**
- Racially just
 - Inclusive and collaborative
 - Diverse and people-focused
 - Responsive and adaptive
 - Transparent and accountable
 - Focused upstream and where needs are greatest



Source: <https://kingcounty.gov/healthy>

Anti-equity Systems

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

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



The "Unhealthy Dream" Creates Inequities — Source: King County Equity and Social Justice <https://kingcounty.gov/equity>

Pro-equity Systems

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

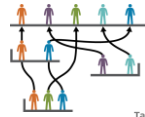
CONDITIONS— Pro-equity systems and policies result in improved community conditions, also known as "determinants of equity"

OUTCOMES— Individuals and families thrive regardless of race and place




The "Healthy Dream" Creates Equity — Source: King County Equity and Social Justice <https://kingcounty.gov/healthy>


Pro-equity Approaches



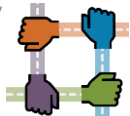
Targeted universalism



Dismantle systems of injustice




Focus on people and places with greatest needs



Process equity




COVID-19 Data Tool: Significant Findings




Older adults:

- West Seattle, Downtown Seattle, and Shoreline neighborhoods had the largest numbers (more than 13,000) of older adults



Populations with health conditions:

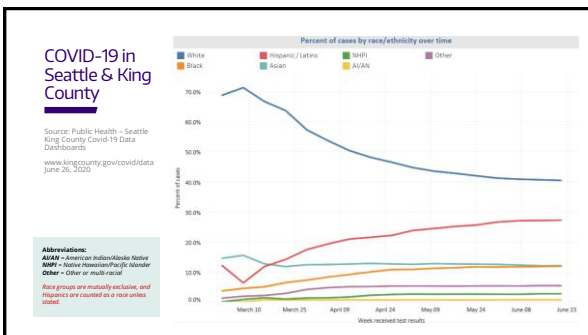
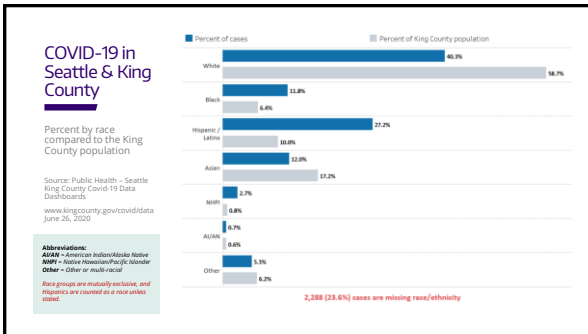
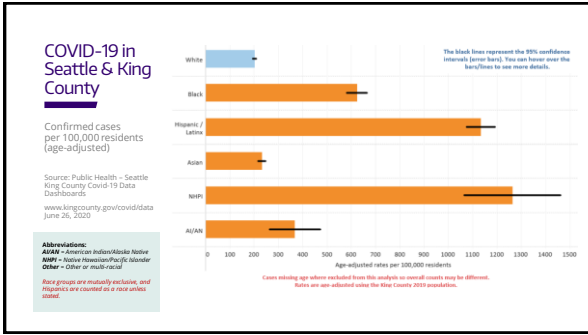
- A/AN adults in King County had the highest rates of high-risk chronic conditions (37%), followed by Black adults (26%) and multiple-race adults (24%)



Access to care:

- Hispanic/Latinx (28%) and American Indian/Alaska Native (21%) adults are the most likely to be uninsured
- 32% of Asian residents and 28% of Hispanic/Latinx do not speak English very well

Source: Communities Count Data Tool - <https://www.communitiescount.org/COVID19DataTool>



Conclusions from Data

From an equity perspective, key areas of concern in the COVID-19 pandemic include:

- ✓ Health care access
- ✓ Underlying health conditions
- ✓ Root causes / social determinants of health
- ✓ Living and working conditions
- ✓ Essential workers

Question for the Viewers

Consider the following strategies for approaching equity and social justice work. Which area does your organization need to focus most on?:

- A. Building internal capacity
- B. Teaming with other government agencies
- C. Engaging community partnerships
- D. Other (please type in chat)



Strategies for Equity During Two Pandemics

Strategic Plan Features

Major features of King County's Equity and Social Justice Strategic Plan:

- ✓ Lead with racial equity
- ✓ Promote a pro-equity policy agenda
- ✓ Target specific goal areas, including:
 - Leadership
 - Operations
 - Services
 - Policies
 - Workforce
 - Workplace
- ✓ Pursue regional collaboration on equity

Equity Tools: Community Engagement

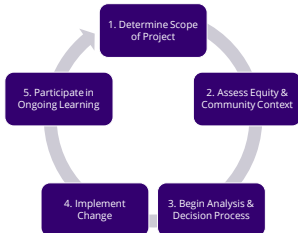
Community Engagement Continuum

County Informs	County Consults	County Engages in Dialogue	County and Community Work Together	Community Directs Action
County initiates effort, uses different channels to inform community to take action	Gathers information from the community to inform county-led interventions	King County engages community members to shape county priorities and plans	Community and County share decision-making to co-create solutions	Community initiates and directs strategy and action with participation and technical assistance from County
Sample Characteristics:				
One-way communication <i>Example:</i> Media releases	One-way communication <i>Example:</i> Focus groups, surveys, etc.	Two-way communication <i>Example:</i> Forums, boards, etc.	Two-way communication <i>Example:</i> Co-led community meetings, coalitions	Two-way communication <i>Example:</i> Community-led activities, partnerships, coalitions
From a primarily white racial narrative		Towards liberatory racial narratives		
<small>Source: King County Equity and Social Justice - https://kingcounty.gov/equity</small>				

Equity Impact Review Process

Process is:

- Guided by community priorities
- Informed by current equity conditions



Examples



Key Takeaways

How can you concentrate your work on equity in times of crisis?

- ✓ Seek commitment from leadership and include all team members
- ✓ Link your work to all policies, practices and strategic planning
- ✓ Lead work from values as well as empirical and qualitative data (community voice)
- ✓ Apply available tools and frameworks
- ✓ Focus on concrete, clear actions defined by those most negatively affected

Declaration of Racism as a Public Health Crisis

"We will share power and resources and work on community-defined problems using community-driven solutions. We commit to working side-by-side with anti-racist organizations, driven by people most negatively impacted by racism. We commit to convening other jurisdictions and agencies across sectors and to creating shared, measurable accountability."

White privilege and anti-blackness cannot be fully addressed until the same systems that have "worked just fine" for white people while acting as the foot of oppression for indigenous, Black and brown communities are dismantled. In its place, we need new systems coming from the communities most affected by racism, oppression, and colonization."

— King County Executive Dow Constantine & Public Health Director Patty Hayes

June 11, 2020



<https://publichealthinsider.com/2020/06/11/racism-is-a-public-health-crisis/>

A Chat with Matías Valenzuela



Allene Mares



Matías Valenzuela

QUESTIONS?



To ask a question, please click the  icon in the Zoom toolbar to open your Q&A Pod.

Resources

Communities Count
COVID-19 Vulnerable Communities Data Tool
<https://www.communitiescount.org/covid19vulnerable>

COVID-19 Dashboard
Public Health - Seattle & King County
<https://kingcounty.gov/depts/health/covid-19/data/race-ethnicity.aspx>

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/>
